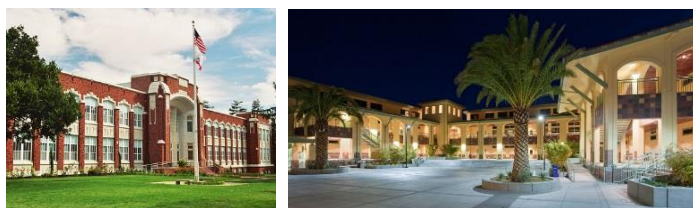


# San Mateo Union High School District

650 N Delaware St • San Mateo, CA 94401 • (650) 558-2299 • [www.smuhsd.org/careers](http://www.smuhsd.org/careers)

The San Mateo Union High School District (SMUHSD), founded over 100 years ago, continues to be a vital academic and cultural resource in the region. We provide education to a diverse range of approximately 9,000 students attending six highly rated comprehensive high schools, a special Middle College program in conjunction with the College of San Mateo, an alternative high school where students voluntarily recover credits, and a robust Adult School Program.



## Mission Statement

The mission of the San Mateo Union High School District is to challenge and motivate each student to achieve full potential as a responsible member of our diverse community, in a safe learning environment that promotes intellectual growth, health, creativity, and respect for self and others.

## Our Beliefs

**Vision:** All students will learn in a safe, inclusive and equitable environment that validates, respects and honors their unique backgrounds, interests and identities.

**Mission:** We will continually identify, disrupt and eliminate institutional biases and barriers to ensure that all students have the skills and knowledge to thrive physically, emotionally, and academically.

## District Achievement

The District is proud of its high-performing schools and students. We have a 93.6% graduation rate, and 85% of the class of 2018 enrolled in college within their first year of graduation. A high number of 11<sup>th</sup> and 12<sup>th</sup> grade students are enrolled in AP or IB courses (2,175), and all subgroups are represented.

## On-Site Induction Program

SMUHSD provides induction services within the district, allowing us to streamline the process for teachers new to the profession. The induction program is designed to provide embedded job support with an experienced SMUHSD mentor to help teachers new to the profession grow in their practice and craft.

## Professional Development for Staff

SMUHSD provides four days of research-based Professional Development annually for certificated staff. Our professional learning opportunities provide support for new and continuing teachers, instructional aides, and administrators. Professional Development is planned, developed, and organized for the purpose of supporting staff in meeting the District's instructional goals.

## Certificated Employment Opportunities

SMUHSD posts open positions on EDJOIN. Applications are accepted electronically through the EDJOIN website (<https://www.edjoin.org>). Login/Register with EDJOIN and search for postings for the San Mateo Union High School District or on the District's [website www.smuhsd.org/careers](http://www.smuhsd.org/careers).

## Salary & Benefits

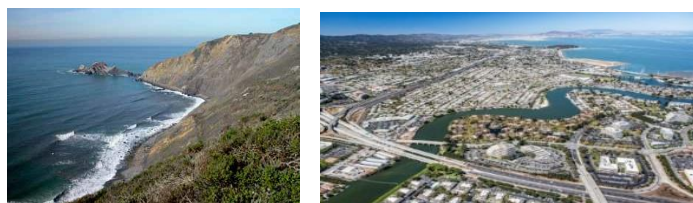
The 2022-2023 salary range is \$76,513 - \$145,371 plus an additional \$2,693 master's degree and/or Ph.D. stipend. The District provides excellent health and welfare benefits, including medical, dental, and vision.

## Wellness Program

The District is dedicated to the wellness of not only our students, but also our staff. Our Wellness Program, aims to help our employees develop a healthy work-life balance. It offers fitness discounts, Weight Watchers @ Work, and biometric screenings.

## Community

San Mateo County was formed in April 1856 out of the southern portion of what was then San Francisco County with a population of fewer than 5,000 people and little in the way of commerce. Today, more than 758,000 people call San Mateo County home, and it stretches the boundary of Silicon Valley northward. Within its 455 square miles bordered by the Pacific Ocean and quaint coastal towns to the west, the bay to the east, and the vibrant and cosmopolitan city of San Francisco to the north the County offers something for everyone.

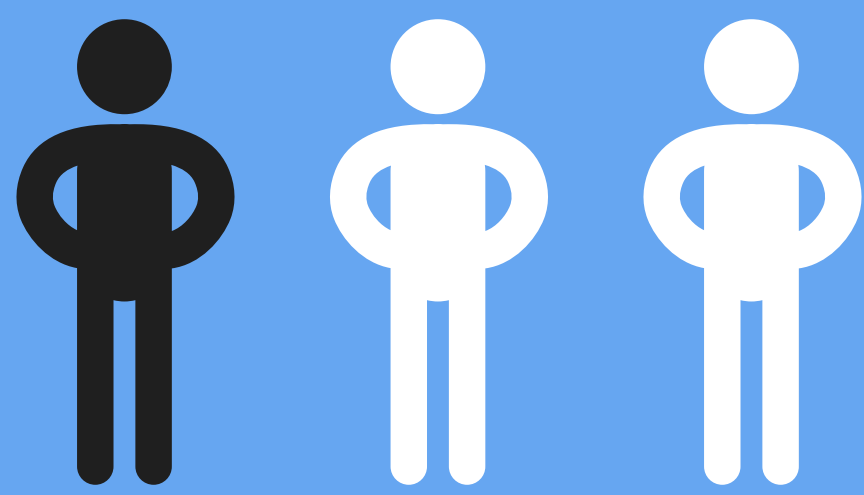




# SMUHSD's Diverse Workplace Profile

The San Mateo Union High School District (SMUHSD) continues to develop a more equitable organization and make progress toward realizing our Equity Vision and Mission.

## Some facts:



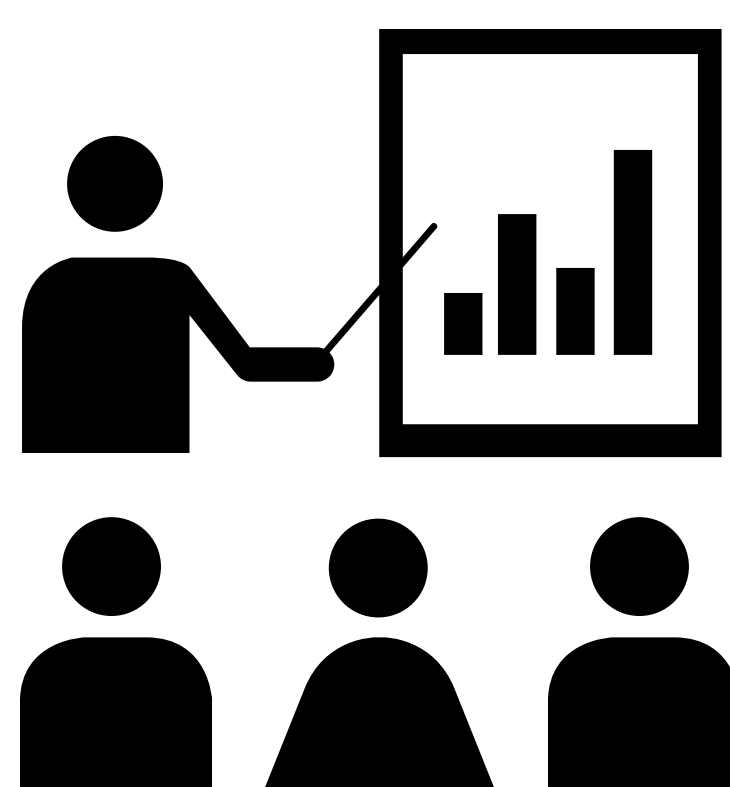
- 1 in 3 District staff are people of color
- Recruitment efforts focus on universities and counties with higher percentages of people of color
- Affinity groups are supported for shared identities and common bonds to provide a greater sense of community, awareness, and networking.

## Professional Development Focus on Equity

All new hired teachers participate in our New Teacher Support Program, focusing on culturally responsive practices, meeting the needs of multilingual learners across content areas, and designing instruction to meet learner variability. Newly hired teachers are paired with experienced instructional coaches who support teachers in developing and reaching professional goals aligned with the California Standards to the Teaching Profession and SMUHSD's equity focused instructional priorities.

**SMUHSD is committed to promoting an inclusive environment, physically, emotionally, and academically.**

**SMUHSD actively opposes intolerance, bias, and discrimination.**



SMUHSD is committed to an equitable environment that **validates, respects, and honors** the unique backgrounds, interests, and identities of its diverse staff.

SMUHSD strives to provide **humanizing, resilient, and innovative leadership.**

SMUHSD provides multiple and regular opportunities for students, families, staff, and our large community to **engage towards enhancing equity in the District.**



**APPENDIX A**  
**SAN MATEO UNION HIGH SCHOOL DISTRICT**  
**187 Days Certificated Employees Salary Schedule 2023-2024**  
(Schedule includes 4.0% Settlement for 2023-2024)

STEP	III *** A.B. + 30	IV A.B. + 45	V A.B. + 60	VI A.B. + 75	STEP
1	82,470	83,032	85,122	89,907	1
2	83,032	85,122	89,907	94,717	2
3	85,122	89,907	94,717	99,519	3
4	89,907	94,717	99,519	104,334	4
5	94,717	99,519	104,334	109,138	5
6	99,519	104,334	109,138	113,943	6
7	104,334	109,138	113,943	118,750	7
8	109,138	113,943	118,750	123,555	8
9	113,943	118,750	123,555	128,361	9
10	118,750	123,555	128,361	133,169	10
11		128,361	133,169	137,975	11
12		133,169	137,975	142,784	12
16	[Step 16 add 1 Career Increment (\$2,801) to Class VI Step 12]		2,801	145,585	16
19	[Step 19 add 2 Career Increments (\$5,602) to Class VI Step 12]		5,602	148,386	19
22	[Step 22 add 3 Career Increments (\$8,403) to Class VI Step 12]		8,403	151,187	22
	<b>Master Stipend</b>			<b>2,801</b>	
	<b>Ph.D. Stipend</b>			<b>2,801</b>	
	<b>National Board Certified Teacher (NBCT) certification</b>			<b>2,801</b>	

<b>***Column and Step Movement (I &amp; II)</b>		
Any employee with less than a A.B. plus 30 shall receive the minimum salary of \$79,574. Step movements shall apply annually up to Step 12; however, the salary shall not change unless the employee qualifies for Class III or higher.		
An employee whose salary position falls within Class III on any step from I through 10 will not be permitted to advance beyond Step 10. Employees new to the District will not be given credit for experience beyond Step 1 in Class I and Step 5 in Class III, IV, V, and VI. An employee shall advance only one (1) step in any one (1) school year.		
<b>Total Compensation</b>		
Salaries for certificated employees as stipulated in the Salary Schedules shall be deemed total compensation for all services rendered during the regular work year, other than stipulated co-curricular activities for which compensation is provided.		
<b>Department Head Stipends</b>		
<u>Sections</u>	<u>Amount</u>	<u>Release Days</u>
Middle College/PHS (1-5)	\$1,500	3
Middle College/PHS (6+)	\$2,000	3
1 - 15	\$3,520	10
16 - 29	\$4,575	15
30 +	\$5,627	20
<b>Variable Rate:</b>		<b>\$49.26</b>
<b>Prep Period Rate:</b>		<b>\$73.89</b>
<b>Professional Development Rate:</b>		<b>\$64.30</b>