

**APPENDIX A**  
**SAN MATEO UNION HIGH SCHOOL DISTRICT**  
**187 Days Certificated Employees Salary Schedule 2022-2023**  
(Schedule includes 4.5% Settlement for 2022-2023)

STEP	III *** A.B. + 30	IV A.B. + 45	V A.B. + 60	VI A.B. + 75	STEP
1	79,298	79,838	81,848	86,449	1
2	79,838	81,848	86,449	91,074	2
3	81,848	86,449	91,074	95,691	3
4	86,449	91,074	95,691	100,321	4
5	91,074	95,691	100,321	104,940	5
6	95,691	100,321	104,940	109,561	6
7	100,321	104,940	109,561	114,183	7
8	104,940	109,561	114,183	118,803	8
9	109,561	114,183	118,803	123,424	9
10	114,183	118,803	123,424	128,047	10
11		123,424	128,047	132,668	11
12		128,047	132,668	137,292	12
16	[Step 16 add 1 Career Increment (\$2,693) to Class VI Step 12]		2,693	139,985	16
19	[Step 19 add 2 Career Increments (\$5,386) to Class VI Step 12]		5,386	142,678	19
22	[Step 22 add 3 Career Increments (\$8,079) to Class VI Step 12]		8,079	145,371	22
	<b>Master Stipend</b>	<b>2,693</b>		<b>Stipend</b>	<b>2,693</b>

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<p>Any employee with less than A.B. plus 30 shall receive the minimum salary of \$76,513. Step movements shall apply annually up to Step 12; however, the salary shall not change unless the employee qualifies for Class III or higher.</p> <p>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.</p>		
<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>		
<b>Sections</b>	<b>Amount</b>	<b>Release Days</b>
Middle College	\$885	-
PHS	\$1,045	3
1 - 15	\$3,385	10
16 - 29	\$4,399	15
30 +	\$5,411	20
<b>Variable Rate:</b>		<b>\$47.37</b>
<b>Prep Period Rate:</b>		<b>\$71.06</b>
<b>Professional Development Rate:</b>		<b>\$61.83</b>