

**San Mateo Union High School District**

**M E M O R A N D U M**

**TO:** Board of Education  
**FROM:** Kirk Black, Deputy Superintendent  
**DATE:** August 11, 2022  
**RE:** **Administrator Contracts for Health and Welfare Benefits Revision**

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**I. Background**

At the June 23rd board meeting, all individual employment contracts for administrators/managers were approved and the terms read out. The maximum health and welfare benefits were approved at \$25,343. However, this amount is recommended to increase to \$27,897 due to 2023 medical premium increases, similar to the increases provided in the Health and Welfare MOUs with the four District employee associations.

For reference, the salary and health and welfare compensation terms for the District's non-represented administrator and classified manager positions are listed in section III.

Each administrator/manager should receive health and welfare benefits of up to \$27,897, transportation and cell phone reimbursements of \$275/month, various subscriptions and memberships, and reimbursements for approved District expenses.

**II. Recommendation**

Approve the increase in health and welfare benefits for non-represented administrators and managers to up to \$27,897 from up to \$25,343.

### **III. Support Information:**

Each administrator/manager will receive health and welfare benefits up to \$27,897, transportation and cell phone reimbursements of \$275/month, various subscriptions and memberships, and reimbursements for approved District expenses.

#### Assistant Principals

- Dominic Bigue, Assistant Principal – Burlingame High School, salary \$188,607, 214 work days
- Monique deBrito Guedes, Assistant Principal – Capuchino High School, salary \$198,460, 214 work days
- Eric Ding, Assistant Principal – Mills High School, salary \$167,214, 214 work days
- Nicole Elenz-Martin, Assistant Principal – Aragon High School, salary \$198,764, 214 work days
- Andrew Hartig, Assistant Principal – Aragon High School, salary \$167,214, 214 work days
- Michael Holtz, Assistant Principal – San Mateo High School, salary \$198,460, 214 work days
- Gary Hong, Assistant Principal – San Mateo High School, salary \$167,214, 214 work days
- Joshua Knudson, Assistant Principal – Burlingame High School, salary \$193,620, 214 work days
- Nancy Kuei, Assistant Principal – Capuchino High School, salary \$198,460, 214 work days
- Aimee Malcolm, Assistant Principal – Burlingame High School, salary \$167,214, 214 work days
- Ashley Milton, Assistant Principal – Hillsdale High School, salary \$198,764, 214 work days
- David Moore, Assistant Principal - Aragon High School, salary \$167,214, 214 work days
- Margarita Navarro, Assistant Principal – San Mateo High School, salary \$198,764, 214 work days
- Sarah Prensky-Pomeranz, Assistant Principal – Hillsdale High School, salary \$183,086, 214 work days
- Brett Stevenson, Assistant Principal – Hillsdale High School, salary, \$198,764, 214 work days
- Jonathan White, Assistant Principal – Mills High School, salary \$167,214, 214 work days

- Alfred Wolfgramm, Assistant Principal – Peninsula High School, salary \$180,657, 214 work days

#### Assistant Superintendent

- Julia Kempkey, Assistant Superintendent Curriculum & Instruction, salary \$233,640, 221 work days

#### Associate Superintendent

- Yancy Hawkins, Associate Superintendent Chief Business Officer, salary \$264,290, 221 work days

#### Deputy Superintendent

- Kirk Black, Deputy Superintendent Human Resources & Student Services, salary \$281,635, 221 work days

#### Directors

- Simon Bettis, Director of Technology, salary \$205,801, 221 work days
- Linda Carlton, Director of Maintenance, Operations and Facilities Use, salary \$209,070, 221 work days
- Valerie Miller, Director of Budget and Fiscal Services, salary \$215,925, 221 work days
- Donald Scatena, Director of Student Services and Middle College Principal, salary \$229,145, 221 work days
- Brian Simmons, Director of Curriculum & Assessment, salary \$225,569, 221 work days
- Angela Taylor, Director of Adult and Career Education, salary \$202,224, 221 work days
- Holly Wade, Director of Special Education, salary \$229,145, 221 work days

#### Assistant Directors

- Lauren Berlin, Assistant Director of Special Education, salary \$191,731, 221 work days
- Harkirat (Kira) Mann, Assistant Director of Adult and Career Education, salary \$175,202, 221 work days

#### Executive Director

- Ka'Ryn Holder-Jackson, Executive Director of ACCEL, salary \$161,642, 221 work days

#### General Managers

- James Hyde, Jr., General Manager of Operations, salary \$169,826, 221 work days
- Charles Royce, General Manager of Facilities, salary \$161,643, 221 work days

## Managers

- Vanessa Castano, Manager of Accounting, salary \$201,644, 221 work days
- Laura Chalkley, Manager of Public Relations, Communications and Publications, salary \$184,041, 214 work days
- Sabarijah Hopkins, Manager of Teacher Induction and Professional Learning, salary \$182,090, 214 work days
- Samia Shoman, Manager of English Learner and Academic Support Programs, salary \$197,071, 214 work days
- April Torres, Manager of Mental Health Programs, salary \$192,265, 214 work day

## Associate Managers

- Joanne Michels, Associate Manager of Mental Health Programs, salary \$175,173, 214 work days

## Principals

- Valerie Arbizu, Principal – Aragon High School, salary \$226,571, 221 work days
- Ronald Campana, Principal – Peninsula High School, salary \$229,145, 221 work days
- Pamela Duszynski, Principal – Mills High School, salary \$229,145, 221 work days
- Jennifer Fong, Principal – Burlingame High School, salary \$229,145, 221 work days
- Jeffrey Gilbert, Principal – Hillsdale High School, salary \$229,145, 221 work days
- Jose Gomez, Principal – Capuchino High School, salary \$215,529, 221 work days
- Yvonne Shiu, Principal – San Mateo High School, salary \$229,145, 221 work days