

PACIFIC GROVE UNIFIED SCHOOL DISTRICT BOARD OF EDUCATION

*Beth Shammas, President
Jessie Bray, Clerk
Mike Niccum
Bill Phillips
Richard Schramm
Tim O'Halloran, Student Rep*

SPECIAL MEETING OF THE BOARD OF EDUCATION

DATE: Thursday, June 22, 2006
TIME: 6:30 p.m.
PLACE: Pacific Grove District Office
555 Sinex Avenue
Pacific Grove CA 93950

The Board of Education welcomes you to its meetings, which are regularly scheduled for the first and third Thursdays of the month. Regular Board Meetings shall be adjourned by 10:00 pm, unless extended to a specific time determined by a majority of the Board. This meeting may be extended no more than once and may be adjourned to a later date. Individuals who require special accommodation, including but not limited to an American sign language interpreter, accessible seating or documentation in accessible formats, should contact the Superintendent at least two days before the meeting date.

A G E N D A

I. OPENING BUSINESS

- A. Call to Order
- B. Roll Call
- C. Pledge of Allegiance
- D. Adoption of Agenda

II. INDIVIDUALS DESIRING TO ADDRESS THE BOARD

Public comment on any item of interest to the public that is within the Board's jurisdiction will be heard. The Board may limit comments to no more than three (3) minutes for each agenda or non-agenda item; a total time for public input on each item is 20 minutes, pursuant to Board Policy 9323. Public comment will also be allowed on each specific action item prior to Board action thereon. This meeting of the Board of Education is a business meeting of the Board, conducted in public. Please note that the Brown Act limits the Board's ability to respond to public comment. The Board may choose to direct items to the Administration for action or place an item on a future agenda.

III. SPECIAL STUDY SESSION

- A. Superintendent's Evaluation
- B. Approval of Management Team compensation adjustment, 2005–06 and revised salary schedules
- C. Board Self Evaluation

Note: The majority of this meeting may be conducted in Closed Session due to the nature of items on the agenda.

IV. ADJOURN TO CLOSED SESSION

V. ADJOURNMENT

PACIFIC GROVE UNIFIED SCHOOL DISTRICT
BOARD DATE: June 22, 2006

_____	Consent Agenda
_____	Information/Discussion
<u> X </u>	Action/Discussion
_____	Presentation
_____	Public Hearing

SUBJECT: Approval of Management Compensation Adjustment, 2005–06 and Revised Salary Schedule

DATE: June 19, 2006

PERSON(S) RESPONSIBLE: Patrick Perry, Superintendent

RECOMMENDATION:

The Administration recommends that the Board approve the 2005–06 compensation adjustment, retroactive to July 1, 2005 and the revised salary schedule that is to be implemented July 1, 2006.

BACKGROUND:

On an annual basis, the District’s Management employees’ compensation is reviewed by the Board of Education. This review utilizes the Board of Education’s Core Values in relation to the Management Compensation Comparison.

INFORMATION:

During the spring of the 2005–06 school year, a management compensation study was conducted, utilizing information from districts within Monterey County. After a thorough review of this information, it was determined that the total compensation, including salary and benefits, should be adjusted, retroactive to July 1, 2005. Specifically,

- a 7% increase is requested to be applied to the current salary schedule
- the current in-lieu allocation of \$2,142.36, contributed by the District, is to be allocated to the salary schedules in lieu allocation of \$1,729.84. This change should reflect on the new salary schedule in lieu allocation of \$3,872.21, (equivalent to a 0.25% salary schedule increase).

Beginning July 1, 2006, a revised salary schedule will be enacted (see attached). This salary schedule reflects the equivalent of a 1.6% salary schedule increase which will begin July 1, 2006.

FISCAL IMPACT:

The above compensation allocation is within the available financial resources of the District.

**PACIFIC GROVE UNIFIED SCHOOL DISTRICT
BUILDING LEVEL MANAGEMENT SALARY SCHEDULE
2005/2006**

POSITION	WORK YEAR	1	2	3	4	5	6	7	8**
Adult School Asst Principal	220	93,224	95,553	97,883	100,216	102,547	104,876	107,203	110,419
High / Middle Asst. Principal	210	93,224	95,553	97,883	100,216	102,547	104,876	107,203	110,419
Summer School Principal	24	7,027	7,280	7,456	7,632	7,812	7,991	8,167	8,412
Elementary Principal	210	94,982	97,360	99,734	102,107	104,481	106,856	109,323	112,509
Middle School Principal	215	98,080	100,532	102,985	105,436	107,889	110,339	112,792	116,176
Adult School Principal	220	99,920	102,418	104,918	107,412	109,912	112,410	114,906	118,354
High School Principal	220	105,905	108,556	111,199	113,852	116,495	119,144	121,790	125,444
Curriculum Coordinator	210	93,224	95,553	97,883	100,216	102,547	104,876	107,203	103,195

CLASSIFIED MANAGEMENT

Coordinator Human Resources	225	67,410	70,085	72,760	75,435	78,110	80,785	83,460	85,964
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"In Lieu" payment \$3872.21

Note: In addition to other compensation each full time management employee who is enrolled in the district medical, dental and vision plans, shall have their annual compensation increased by the amount of this payment. The payment shall be made in installments over the normal monthly payroll. Eligible part-time employees shall receive a proportional share of the "in lieu" subject to enrollment in the insurance plans. In addition to the "in lieu" payment, eligible management employees will continue to receive district contribution to the health insurance plan.

** Eligibility for this step requires 8 years of service with the Pacific Grove Unified School District
Earned doctorate stipend=3.02% of Step 1 of Assistant Principal's salary
Paid ACSA Dues.

Longevity to be instituted in the 2006-07 school year, requires years to be served in Management capacity in PGUSD.
completion of 10 years of service 2.5% of salary (effective 7-1-2006)
completion of 12 years of service 2.5% of salary (effective 7-1-2006)
completion of 15 years of service 2.5% of salary (effective 7-1-2006)

Increase of 7.0% effective 7-1-2005