

PACIFIC GROVE UNIFIED SCHOOL DISTRICT  
 CERTIFICATED SALARY SCHEDULE 2008/09 EXHIBIT 1

STEP	BA+75 prof credits					
	BA I	BA+15 II	BA+30 III	BA+45 or MA IV	BA+60 or MA+15 V	or MS + 30 or Doctorate VI
1	40,205	44,258	47,422	49,693	51,072	51,559
2	41,182	45,520	48,970	51,527	53,191	53,963
3	42,159	46,782	50,517	53,360	55,310	56,367
4	43,136	48,045	52,065	55,193	57,429	58,772
5	44,113	49,307	53,613	57,027	59,547	61,176
6	45,090	50,570	55,161	58,860	61,666	63,580
7	46,067	51,832	56,709	60,693	63,785	65,984
8	47,044	53,095	58,257	62,527	65,904	68,389
9		54,357	59,805	64,360	68,023	70,793
10			62,558	67,397	71,130	74,191
11				69,278	73,511	76,625
12					75,632	79,258
13					77,844	81,663
17					80,663	84,622
22						87,579
25						90,644
27						93,384

NOTE: The additional units must be obtained following the completion of a degree.

**a.) Longevity Stipends**

\$600 stipend after year 10 (This is already included in the salary schedule and subject to COLA)  
 \$750 additional stipend at years 20-24, years 25-29 and year 30 and above (Not subject to COLA)  
 Stipends are based on initial salary placement plus accumulated years of satisfactory service thereafter.

**b.) Masters/Doctorate Stipend** \$1500.00 stipend for Masters or Doctorate Degree

**c.) IN LIEU PAYMENT - \$9653.00**

In addition to other compensation, each certificated, full time employee, who is enrolled in the Dist./Assoc. medical, dental and vision insurance plans, shall have their annual compensation increased by the amount of this payment. The payment shall be made in equal installments over the normal monthly payroll. Eligible part-time employees shall receive a proportional share of the "in lieu payment" subject to enrollment in the insurance plans. \$4274.00 per year for family coverage as a district contribution.  
 (See Article III.2)

Increase of 2.53% effective 7/1/2003, Increase of 2.41% effective 7/1/2004\_ VI-25 added in 2004, added V-17 in 2005  
 Increase of 4% effective 7-1-2005, increase of 5.43% effective 7/1/2006  
 Increase of 3.42% effective 7-1-2007, increase of .7% effective 7-1-2008

**\*Step VI-27 Effective 7-1-2005**