

**PACIFIC GROVE UNIFIED SCHOOL DISTRICT  
CERTIFICATED SALARY SCHEDULE  
2020/2021**

\*\*187 Work Days

Exhibit 4

	BA	BA+15	BA+30	BA+45 or MA	BA+60 or MA +15	BA+75 prof credits or MS + 30 or Doctorate
STEP	I	II	III	IV	V	VI
1	59,934	65,097	69,127	72,018	73,775	74,395
2	61,180	66,704	71,098	74,354	76,474	77,457
3	62,422	68,311	73,070	76,688	79,172	80,519
4	63,668	69,919	75,039	79,024	81,870	83,581
5	64,911	71,527	77,011	81,359	84,569	86,644
6	66,157	73,135	78,982	83,693	87,267	89,704
7	67,401	74,743	80,954	86,029	89,965	92,767
8	68,645	76,352	82,925	88,364	92,665	95,830
9	68,645	77,957	84,897	90,698	95,363	98,891
10	69,389	78,702	88,402	94,568	99,320	103,219
11				96,961	102,353	106,320
12					105,053	109,673
13					107,870	112,736
17					111,461	116,504
22						120,271
25						124,174
27						127,663

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, \$1,500 years 25-29 and \$2,250 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 beginning 7/1/2006, Effective 15/16 Master Stipend increase to \$2,000.

**c.) Health Allowance Payment**-\$10361.00 changed to \$3800 eff. 4/1/2015. Changed to \$3350 eff 7/1/2019

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 share of the "Health allowance" per contract subject to enrollment in the insurance plans. \$4624 per year for dependent coverage as a district contribution Eff 7/1/2019

(See Article III.2)

**d.) Speech Pathologist Stipend** effective 15/16 \$1,000

Increase 2.53% effective 7/1/2003, Increase 2.41% effective 7/1/2004, VI-25 added in 2004, added V-17 in 2005

Increase 4% effective 7-1-2005, increase o 5.43% effective 7/1/2006

Increase 3.42% effective 7-1-2007, increase 0.7% effective 7-1-2008, increase in lieu to \$10361.00 as of 7-1-2010

Increase 0.7% effective 7/1/2011, Increase 2% effective 7/1/2012, increase 2.25% eff. 7/1/2013

Increase 2.25% eff 7/1/2014, \$7361 added each cell from Health Allowance eff.4/1/2015, Inc 3.25% eff. 7/1/15, Inc 3.5% eff. 7/1/2016, Inc 3.5% eff. 7/1/2017

Inc 3.2% salary .55% for value of addtl training day .25% premium to additional trainin day eff. 7/1/2018

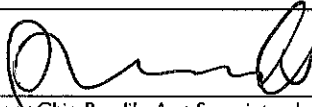
Inc 2% Base Salary effective 7/1/2019

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

\*\*COVID-19 20/21 Calendar to include 187 working days vs. 185. Salary increased by 2 days

10/1/2020

Date



Song Chin-Bendib, Asst Superintendent/CBO