

**PACIFIC GROVE UNIFIED SCHOOL DISTRICT
CERTIFICATED SALARY SCHEDULE
2021/2022**

*21/22 Pending Negotiations

185 Work Days

Exhibit 4

	BA+75 prof credits or MS + 30 or Doctorate					
	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	60,640	65,863	69,939	72,865	74,642	75,270
2	61,899	67,488	71,934	75,229	77,372	78,368
3	63,157	69,114	73,929	77,590	80,103	81,466
4	64,417	70,741	75,922	79,954	82,833	84,564
5	65,674	72,369	77,917	82,315	85,563	87,663
6	66,935	73,995	79,911	84,676	88,294	90,760
7	68,194	75,623	81,906	87,041	91,023	93,858
8	69,453	77,250	83,901	89,403	93,755	96,957
9	69,453	78,874	85,896	91,765	96,485	100,054
10	70,205	79,628	89,442	95,680	100,488	104,432
11				98,102	103,557	107,570
12					106,289	110,962
13					109,138	114,062
17					112,772	117,874
22						121,685
25						125,635
27						129,164

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.

PhD \$1,000 effective 7/1/2021

c.) Health Allowance Payment - \$10361.00 changed to \$3000 eff. 4/1/2015. Changed to \$3350 eff 7/1/2019. Changed to \$4700 eff 7/1/2020

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 0 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

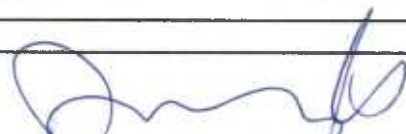
Increase 3.2% salary .55% for value of addtl training day .25% premium to additional trainin day eff. 7/1/2018

Increase 2% Base Salary effective 7/1/2019; Increase 2.27% Base Salary effective 7/1/2020

*Step VI-27 Effective 7-1-2005

8/20/2021

Date



Song Chin-Bendib, Asst Superintendent/CBO