

PACIFIC GROVE UNIFIED SCHOOL DISTRICT
MANAGEMENT SALARY SCHEDULE 2015/2016

POSITION WK YEAR 1 2 3 4 5 6 7 8

CERTIFICATED MANAGEMENT

High School Principal	220	134,584	137,953	141,311	144,683	148,041	151,408	154,770	159,414
**Adult School Principal	220	125,944	129,093	132,244	135,388	138,539	141,688	144,833	149,179
Middle School Principal	215	124,640	127,756	130,873	133,988	137,105	140,218	143,336	147,636
Elementary Principal	215	123,577	126,680	129,758	132,847	135,991	139,026	142,235	147,060
High/ Middle Asst. Principal	210	118,469	121,428	124,389	127,354	130,316	133,276	136,233	140,320
**Adult School Asst. Principal	220	117,504	120,440	123,377	126,317	129,256	131,273	135,124	139,178
Summer School Principal	24	8,930	9,251	9,475	9,699	9,927	10,155	10,379	10,690
Curriculum/Sp Proj Director	220	124,110	127,211	130,313	133,419	136,522	139,624	142,720	147,003
Student Services Director	220	125,944	129,093	132,244	135,388	138,539	141,688	144,833	149,179

CLASSIFIED MANAGEMENT

Human Resources Director II	225	126,761	129,928	133,097	136,269	139,438	142,605	145,769	150,142
Nutrition Director	220	78,866	82,265	85,664	89,064	92,463	95,862	99,262	102,661
Director Educational & Informational Technology	225	100,403	101,448	102,503	103,569	104,646	105,734	106,833	107,945
Director Facilities & Transportation	225	109,510	112,318	115,199	118,152	121,106	124,134	127,237	130,417
Asst. Superintendent Business Services	225	180,785	184,853	194,517	201,325				

Health Allowance 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 Health Allowance subject to enrollment in the insurance plans.

id=3.02% of Step 1 of Assist 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)

** Eligibility for these steps require 10 or more years of service with the Pacific Grove Unified School District

Dir Ed Tech added 2010/11 * not eligible for increase 10/11

Nutrition Director added 2006/2007 Dir. Fac. & Trans added 10/30/2014

Increase of 7.0% effective 7-1-2005, Increase of 6.87% effective 7-1-2006, Increase of 4.0% effective 7-1-2007

Increase of 2.0% effective 7-1-2008, increase 1.4% effective 7-1-2010, increase of 0.7% effective 7-1-2011

** Revision incorporates Adult School Administrators into the Management Salary Schedule. Previously separated as

Increase of 1.45% effective 7-1-2012,

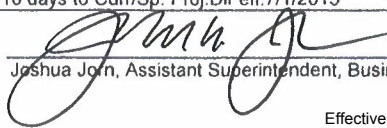
2013-2014 Effective July 1, 2013 Classified Management salaries were increase 7% and employees will pay their own

PERS contributions.

Increase of 2.25% effective 7-1-2013, Increase of 2.25% effective 7-1-2014, Increase 3.5% eff 7/1/15

Add 5 days to elem prin. Rate change eff. 7-1-2015, Add 10 days to Curr/Sp. Proj, Dir eff. 7/1/2015

11/2/2022
Date


Joshua Jorn, Assistant Superintendent, Business Services

Effective: July 1, 2015

Revised: November 1, 2022

PACIFIC GROVE UNIFIED SCHOOL DISTRICT
MANAGEMENT SALARY SCHEDULE 2016/2017

POSITION	WK YEAR	1	2	3	4	5	6	7	8
CERTIFICATED MANAGEMENT									
High School Principal	220	140,196	143,683	147,160	150,649	154,125	157,609	161,090	165,896
**Adult School Principal	220	131,255	134,514	137,775	141,029	144,290	147,549	150,805	155,303
Middle School Principal	215	129,905	133,130	136,356	139,580	142,806	146,029	149,255	153,706
Elementary Principal	215	128,805	132,016	135,202	138,400	141,653	144,795	148,116	153,110
High/ Middle Asst. Principal	210	123,518	126,581	129,645	132,714	135,780	138,843	141,904	146,134
**Adult School Asst. Principal	220	122,519	125,558	128,597	131,641	134,682	136,770	140,756	144,951
Summer School Principal	24	10,145	10,478	10,709	10,941	11,177	11,413	11,644	11,967
Curriculum/Sp Proj Director	220	129,356	132,566	135,776	138,991	142,202	145,413	148,618	153,051
Student Services Director	220	131,255	134,514	137,775	141,029	144,290	147,549	150,805	155,303
Director ET	215	121,169	122,392	123,629	124,878	126,139	127,413	128,700	132,000
CLASSIFIED MANAGEMENT									
Human Resources Director II	225	132,101	135,378	138,657	141,941	145,221	148,499	151,774	156,300
Nutrition Director	220	82,528	86,047	89,565	93,083	96,602	100,120	103,639	107,157
Director Educational & Informational Technology	225	132,353	133,690	135,041	136,404	137,782	139,174	140,580	142,000
Director Facilities & Transportation	225	114,246	117,152	120,133	123,190	126,248	129,381	132,592	135,884
Asst. Superintendent Business Services	225	180,785	184,853	194,517	201,325	186,145			
Health Allowance payment \$3000 eff. 7/1/2016~\$872 to each cell									
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 Health Allowance subject to enrollment in the insurance plans.									
and=3.02% of Step 1 of Assist Principal's salary									
Paid ACSA Dues eff 7/1/16 ~ Dir. ET add/ Dir. Ed.Inf.Tech inc. to comps									
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)				
					completion of 20 years of service 2.5% of salary (effective 7-1-2016)				
** Eligibility for these steps require 10 or more years of service with the Pacific Grove Unified School District									
Dir Ed Tech added 2010/11 * not eligible for increase 10/11									
Nutrition Director added 2006/2007 Dir. Fac. & Trans added 10/30/2014									
Increase of 7.0% effective 7-1-2005, Increase of 6.87% effective 7-1-2006, Increase of 4.0% effective 7-1-2007									
Increase of 2.0% effective 7-1-2008, increase 1.4% effective 7-1-2010, increase of 0.7% effective 7-1-2011									
** Revison incorporates Adult School Administrators into the Management Salary Schedule. Previously separated as									
Increase of 1.45% effective 7-1-2012, Increase of 2.25% effective 7-1-2013									
2013-2014 Effective July 1, 2013 Classified Mangement salaries were increase 7% and employees will pay their own									
PERS contributions.									
Increase of 2.25% effective 7-1-2014, Increase 3.5% eff 7/1/15, Increase 3.5% eff. 7/1/2016									
Add 5 days to elem prin. Rate change eff. 7-1-2015, Add 10 days to Curr/Sp. Proj Dir eff.7/1/2015									

Date

11/2/2022

Joshua Jom, Assistant Superintendent, Business Services

Effective: July 1, 2016

Revised: November 1, 2022

**PACIFIC GROVE UNIFIED SCHOOL DISTRICT
MANAGEMENT SALARY SCHEDULE
2017/2018**

POSITION	WK YEAR	1	2	3	4	5	6	7	8
High School Principal	220	145,103	148,712	152,310	155,922	159,520	163,126	166,728	171,702
**Adult School Principal	220	135,848	139,221	142,597	145,965	149,341	152,714	156,083	160,738
Middle School Principal	215	134,451	137,789	141,128	144,465	147,804	151,140	154,479	159,085
Elementary Principal	215	133,313	136,637	139,934	143,244	146,611	149,863	153,300	158,469
High/ Middle Asst. Principal	210	127,841	131,011	134,183	137,359	140,532	143,703	146,870	151,248
**Adult School Asst. Principal	220	126,807	129,952	133,098	136,248	139,396	141,557	145,682	150,025
Summer School Principal	24	10,500	10,844	11,084	11,324	11,569	11,812	12,052	12,385
Curriculum/Sp Proj Director	220	133,884	137,206	140,528	143,856	147,180	150,502	153,820	158,408
Student Services Director	220	135,848	139,221	142,597	145,965	149,341	152,714	156,083	160,738
Director ET	215	125,410	126,676	127,956	129,249	130,554	131,872	133,205	136,620
Human Resources Director II	225	136,724	140,117	143,510	146,909	150,304	153,696	157,086	161,770
Nutrition Director	220	85,417	89,058	92,700	96,341	99,983	103,624	107,266	110,907
Director Educational & Informational Technology	225	136,985	138,369	139,767	141,178	142,604	144,045	145,500	146,970
Director Facilities & Transportation	225	118,244	121,252	124,338	127,502	130,666	133,909	137,233	140,640
Assistant Superintendent, Business Services	225	183,333							

Health Allowance payment \$3000 eff. 7/1/2016~\$872 to each cell

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 Health

Earned doctorate stipend=3.02% of Step 1 of Assist Principal's salary

Paid ACSA Dues eff 7/1/16 ~ Dir. ET add/ Dir. Ed.Inf.Tech inc. to comps

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Increase of 2.25% effective 7-1-2014, Increase 3.5% eff 7/1/15, Increase 3.5% eff. 7/1/2016

Add 5 days to elem prin. Rate change eff. 7-1-2015, Add 10 days to Curr/Sp. Proj.Dir eff.7/1/2015; 3.5% increase eff 07/01/2017

MGT_17_18

Date

11/2/2022

Joshua Jorg, Assistant Superintendent, Business Services

Effective: July 1, 2017

Revised: November 1, 2022

**PACIFIC GROVE UNIFIED SCHOOL DISTRICT
MANAGEMENT SALARY SCHEDULE
2018/2019**

POSITION	WK YEAR	1	2	3	4	5	6	7	8
High School Principal	220	149,747	153,471	157,184	160,911	164,624	168,346	172,063	177,197
**Adult School Principal	220	140,196	143,677	147,160	150,636	154,119	157,600	161,077	165,882
Middle School Principal	215	138,754	142,198	145,645	149,088	152,534	155,976	159,422	164,176
Elementary Principal	215	137,579	141,009	144,412	147,827	151,302	154,658	158,205	163,539
High/ Middle Asst. Principal	210	131,932	135,204	138,477	141,754	145,029	148,301	151,570	156,088
**Adult School Asst. Principal	220	130,865	134,111	137,357	140,608	143,857	146,086	150,344	154,825
Summer School Principal	24	10,836	11,191	11,439	11,686	11,939	12,190	12,438	12,782
Curriculum/Sp Proj Director	220	138,168	141,596	145,025	148,459	151,889	155,318	158,742	163,477
Student Services Director	220	140,196	143,677	147,160	150,636	154,119	157,600	161,077	165,882
Director ET	215	129,423	130,729	132,051	133,385	134,732	136,092	137,467	140,992
Human Resources Director II	225	141,099	144,600	148,103	151,610	155,114	158,615	162,113	166,947
Nutrition Director	220	88,150	91,908	95,666	99,424	103,182	106,940	110,698	114,456
Director Educational & Informational Technology	225	141,369	142,797	144,240	145,696	147,168	148,655	150,156	151,673
Director Facilities & Transportation	225	122,028	125,132	128,317	131,582	134,848	138,194	141,625	145,141
Adult School Program Coordinator	220	73,502	74,237	74,979	75,728	76,485	77,249	78,022	78,802
Assistant Superintendent, Business Services	225	183,333	200,000						

Health Allowance payment \$3000 eff. 7/1/2016--\$872 to each cell

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 Health Allowance subject to enrollment in the insurance plans.

Earned doctorate stipend=3.02% of Step 1 of Assist Principal's salary

Paid ACSA Dues. eff 7/1/16 ~ Dir. ET add/ Dir. Ed. Inf. Tech inc. to comps

Longevity to be instituted in the 2006-07 school year, requires years to be served in Management capacity in PGUSD.

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** Eligibility for these steps require 10 or more years of service with the Pacific Grove Unified School District

Dir Ed Tech added 2010/11 * not eligible for increase 10/11

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Revisor incorporates Adult School Administrators into the management salary schedule. Previously separated as

Increase of 1.45% effective 7-1-2012, Increase of 2.25% effective 7-1-2013

2013-2014 Eff July 1, 2013 Classified Management salaries increase 7% and employees will pay their own PERS contributions.

Increase of 2.25% effective 7-1-2014, Increase 3.5% eff 7/1/15, Increase 3.5% eff. 7/1/2016

Add 5 days to elem prin. Rate change eff. 7-1-2015, Add 10 days to Curr/Sp. Proj. Dir eff 7/1/2015; 3.5% increase eff 07/01/2017; 3.2% inc eff 07/01/2018 eff 02/13/2019 add Adult School Program Coordinator 220 work days

MGT_18_19

Date

11/21/2022

Joshua Horn, Assistant Superintendent, Business Services



Effective: July 1, 2018

Revised: November 1, 2022

**PACIFIC GROVE UNIFIED SCHOOL DISTRICT
MANAGEMENT SALARY SCHEDULE
2019/2020**

POSITION	WK YEAR	1	2	3	4	5	6	7	8
High School Principal	220	153,056	156,863	160,658	164,467	168,262	172,066	175,866	181,113
**Adult School Principal	220	143,294	146,852	150,412	153,965	157,525	161,083	164,637	169,548
Middle School Principal	215	141,820	145,341	148,864	152,383	155,905	159,423	162,945	167,804
Elementary Principal	215	140,619	144,125	147,604	151,094	154,646	158,076	161,701	167,153
High/ Middle Asst. Principal	210	134,848	138,192	141,537	144,887	148,234	151,578	154,920	159,538
**Adult School Asst. Principal	220	133,757	137,075	140,393	143,715	147,036	149,315	153,667	158,247
Summer School Principal	24	11,075	11,438	11,692	11,944	12,203	12,459	12,713	13,064
Curriculum/Sp Proj Director	220	141,222	144,725	148,230	151,740	155,246	158,751	162,250	167,090
Student Services Director	220	143,294	146,852	150,412	153,965	157,525	161,083	164,637	169,548
Director Educational Technology	215	132,283	133,618	134,969	136,333	137,710	139,100	140,505	144,108
Human Resources Director II	225	144,217	147,796	151,376	154,961	158,542	162,120	165,696	170,637
Nutrition Director	220	90,098	93,939	97,780	101,621	105,462	109,303	113,144	116,985
Technology Systems Coordinator	222	124,051	125,511	126,986	128,474	129,978	131,498	133,032	134,583
Director Facilities & Transportation	225	124,725	127,897	131,153	134,490	137,828	141,248	144,755	148,349
Adult School Program Coordinator	220	124,725	127,897	131,153	134,490	137,828	141,248	144,755	148,349
Assistant Superintendent, Business Services	225	183,333	200,000	210,553					

Health Allowance payment \$3000 eff. 7/1/2016-\$872 to each cell

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 Health Allowance subject to enrollment in the insurance plans.

Earned doctorate stipend=3.02% of Step 1 of Assist Principal's salary
Paid ACSA Dues eff 7/1/16 ~ Dir. ET add/ Dir. Ed.Inf.Tech inc. to comps
Longevity to be instituted in the 2006-07 school year, requires years to be served in Management capacity in PGUSD.
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Dir Ed Tech added 2010/11 * not eligible for increase 10/11
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Add 5 days to elem prin. Rate change eff. 7-1-2015, Add 10 days to Curr/Sp. Proj.Dir eff. 7/1/2015; 3.5% increase eff 07/01/2017; 3.2% inc eff 07/01/2018
eff 02/13/2019 add Adult School Program Coordinator 220 work days
eff 06/20/2019 for 2019/2020 remove Director of Educational and Informational Technology replace with Technology Systems Coordinator
2.21% Base Salary inc. eff. 7/1/19

MGT_19_20

11/2/2022 
Date Joshua Jorr, Assistant Superintendent, Business Services

Effective: July 1, 2019
Revised: November 1, 2022

**PACIFIC GROVE UNIFIED SCHOOL DISTRICT
MANAGEMENT SALARY
2020/2021**

POSITION	WK YEAR	1	2	3	4	5	6	7	8
High School Principal	220	157,648	161,569	165,478	169,401	173,310	177,228	181,142	186,546
**Adult School Principal	220	147,593	151,258	154,924	158,584	162,251	165,915	169,576	174,634
Middle School Principal	215	146,075	149,701	153,330	156,954	160,582	164,206	167,833	172,838
Elementary Principal	215	144,838	148,449	152,032	155,627	159,285	162,818	166,552	172,168
High/ Middle Asst. Principal	210	138,893	142,338	145,783	149,234	152,681	156,125	159,568	164,324
**Adult School Asst. Principal	220	137,770	141,187	144,605	148,026	151,447	153,794	158,277	162,994
Summer School Principal	24	11,407	11,781	12,043	12,302	12,569	12,833	13,094	13,456
Curriculum/Sp Proj Director	220	145,459	149,067	152,677	156,292	159,903	163,514	167,118	172,103
Student Services Director	220	147,593	151,258	154,924	158,584	162,251	165,915	169,576	174,634
Director Educational Technology	215	136,251	137,627	139,018	140,423	141,841	143,273	144,720	148,431
Human Resources Director II	225	148,544	152,230	155,917	159,610	163,298	166,984	170,667	175,758
Nutrition Director	220	92,801	96,757	100,713	104,670	108,626	112,582	116,538	120,495
Technology Systems Coordinator	222	127,773	129,276	130,796	132,328	133,877	135,443	137,023	138,620
Director Facilities & Transportation	225	128,467	131,734	135,088	138,525	141,963	145,485	149,098	152,799
Adult School Program Coordinator	220	77,380	78,154	78,935	79,724	80,520	81,325	82,138	82,960
Assistant Superintendent, Business Services	225	183,333	200,000	210,553	221,080				

Health Allowance payment \$3000 eff. 7/1/2016-\$872 to each cell

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eff 06/20/2019 for 2019/2020 remove Director of Educational and Informational Technology replace with Technology Systems Coordinator

2.21% Base Salary inc. eff. 7/1/19, 3.0% Base Salary inc. eff. 7/1/20

11/2/2022 
Date Joshua Jorn, Assistant Superintendent, Business Services

MGT_20_21

Effective: July 1, 2020

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**PACIFIC GROVE UNIFIED SCHOOL DISTRICT
MANAGEMENT SALARY
2021/2022**

POSITION	WK YEAR	1	2	3	4	5	6	7	8
High School Principal	220	165,530	169,647	173,752	177,871	181,976	186,089	190,199	195,873
**Adult School Principal	220	147,593	151,258	154,924	158,584	162,251	165,915	169,576	174,634
Middle School Principal	215	153,379	157,186	160,997	164,802	168,611	172,416	176,225	181,480
Elementary Principal	215	152,080	155,871	159,634	163,408	167,249	170,960	174,880	180,776
High/ Middle Asst. Principal	210	138,893	142,338	145,783	149,234	152,681	156,125	159,568	164,324
**Adult School Asst. Principal	220	144,659	148,246	151,835	155,427	159,019	161,484	166,191	171,144
**Summer/ESY Principal	24	6,000	6,000	6,000	6,000	6,000	6,000	6,000	6,000
Curriculum/Sp Proj Director	220	152,732	156,520	160,311	164,107	167,898	171,690	175,474	180,708
Student Services Director	220	154,973	158,821	162,670	166,513	170,364	174,211	178,055	183,366
Director Educational Technology	215	143,065	144,510	145,970	147,445	148,935	150,440	151,960	155,855
Human Resources Director II	225	155,971	159,842	163,713	167,591	171,463	175,333	179,200	184,544
Nutrition Director	220	97,441	101,595	105,749	109,904	114,057	118,211	122,365	126,520
Director of Technology	222	134,162	135,740	137,336	138,944	140,571	142,215	143,874	145,551
Director Facilities & Transportation	225	134,890	138,321	141,842	145,451	149,061	152,759	156,553	160,439
Adult School Program Coordinator	220	81,249	82,062	82,882	83,710	84,546	85,391	86,245	87,108
Assistant Superintendent Business Services	225	183,333	200,000	208,000	210,553	221,080			

Health Allowance payment \$3000 eff. 7/1/2016--\$872 to each cell. Eff 7/1/2021 Health Allowance increased to \$4200. Eff 7/1/2022 Health Allowance of \$4200 changed to District Contribution.

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 Health Allowance subject to enrollment in the insurance plans. Eff 7/1/2022 Health Allowance changed to district contribution. No compensation will be made for enrollment in district medical, dental and vision plans.

Earned doctorate stipend=3.02% of Step 1 of Assist Principal's salary

Paid ACSA Dues. eff 7/1/16 ~ Dir. ET add/ Dir. Ed. Inf. Tech inc. to comps

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 7-1-2008)

completion of 20 years of service 2.5% of salary (effective 7-1-2008)

** Eligibility for these steps require 10 or more years of service with the Pacific Grove Unified School District

Dir Ed Tech added 2010/11 * not eligible for increase 10/11

Nutrition Director added 2006/2007 Dir. Fac. & Trans added 10/30/2014

Increase of 7.0% effective 7-1-2005, increase of 6.87% effective 7-1-2006, Increase of 4.0% effective 7-1-2007

Increase of 2.0% effective 7-1-2008, increase 1.4% effective 7-1-2010, increase of 0.7% effective 7-1-2011

** Revision incorporates Adult School Administrators into the Management Salary Schedule. Previously separated as

Increase of 1.45% effective 7-1-2012, Increase of 2.25% effective 7-1-2013

2013-2014 Eff July 1, 2013 Classified Mangement salaries increase 7% and employees will pay their own PERS contributions.

Increase of 2.25% effective 7-1-2014, Increase 3.5% eff 7/1/15, Increase 3.5% eff. 7/1/2016

Add 5 days to elem prin. Rate change eff. 7-1-2015, Add 10 days to Curr/Sp. Proj. Dir eff. 7/1/2015; 3.5% increase eff 07/01/2017; 3.2% inc eff 07/01/2018

eff 02/13/2019 add Adult School Program Coordinator 220 work days

eff 06/20/2019 for 2019/2020 remove Director of Educational and Informational Technology replace with Technology Systems Coordinator

2.21% Base Salary inc. eff. 7/1/19, 3.0% Base Salary inc. eff. 7/1/20, 5% Base Salary Inc. eff 7/1/2022.

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11/2/2022
Date Joshua Jorrn, Assistant Superintendent, Business Services

Effective: July 1, 2021

Revised: November 1, 2022