

**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	61,295	66,575	70,696	73,653	75,450	76,084
2	62,569	68,218	72,712	76,042	78,210	79,215
3	63,839	69,862	74,729	78,429	80,969	82,347
4	65,113	71,506	76,742	80,818	83,728	85,478
5	66,384	73,151	78,759	83,206	86,489	88,611
6	67,659	74,795	80,775	85,593	89,248	91,740
7	68,931	76,440	82,792	87,982	92,007	94,873
8	70,203	78,085	84,807	90,370	94,768	98,005
9	70,203	79,727	86,824	92,757	97,528	101,136
10	70,964	80,489	90,409	96,715	101,575	105,562
11				99,162	104,676	108,733
12					107,438	112,163
13					110,319	115,295
17					113,991	119,149
22						123,001
25						126,993
27						130,561

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 \$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 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

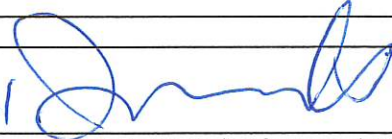
Increase 2.25% eff 7/1/2014, \$7361 added each cell from Health Allowance eff.4/1/2015, Inc 3.25% eff. 7/1/15, Inc 3.5% eff. 7/1/2016, Inc 3.5% eff. 7/1/2017

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

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

*Step VI-27 Effective 7-1-2005

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

7/21/2021 

Date

Song Chin-Bendib, Asst Superintendent/CBO