

**PACIFIC GROVE UNIFIED SCHOOL DISTRICT  
CONFIDENTIAL SALARY SCHEDULE  
2024/2025**

	A	B	C	D	E	F	G 10YR	H 15YR	I 20YR	J 25YR
Executive Assistant (Superintendent)	87563	91577	95780	100190	104813	109661	115144	120627	126110	131593
Hourly Rate	42.10	44.03	46.05	48.17	50.39	52.72	55.36	57.99	60.63	63.27
Admin Secretary I (Asst. Superintendent)	80975	84671	88136	92609	96868	101328	106394	111461	116527	121594
Hourly Rate	38.93	40.71	42.37	44.52	46.57	48.72	51.15	53.59	56.02	58.46
Fiscal Officer	101486	106024	110346	115563	120779	125995	132295	138595	144894	151194
Hourly Rate	48.79	50.97	53.05	55.56	58.07	60.57	63.60	66.63	69.66	72.69
Payroll-Benefits Specialist	77881	81430	85146	89046	93130	97413	102284	107154	112025	116896
Hourly Rate	37.44	39.15	40.94	42.81	44.77	46.83	49.18	51.52	53.86	56.20
Personnel Technician	71070	74292	77666	81203	84913	88801	93241	97681	102121	106561
Hourly Rate	34.17	35.72	37.34	39.04	40.82	42.69	44.83	46.96	49.10	51.23
Personnel Specialist	75130	78542	82115	85858	89783	93896	98591	103286	107980	112675
Hourly Rate	36.12	37.76	39.48	41.28	43.17	45.14	47.40	49.66	51.91	54.17

\*position created 12/10/2009, revised to 12 month 12/13

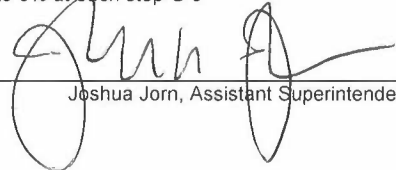
Health Allowance PAYMENT \$3,000 Note: In addition  
to other compensation each full time confidential employee who is enrolled in the district medical, dental, and vision plans shall have their annual compensation increased by the amount of this payment. The payment shall be made in installments over the normal monthly payroll. Eligible part-time employees shall receive a proportional share of the allowance subject to enrollment in the insurance plans.

Eff. 7/1/2021 health allowance payment increased to \$4200.00. Eff 7/1/2022 Health Allowance of \$4200.00 changed to district contribution. No compensation will be made for enrollment in district medical, dental and vision plans.

3.13% increase effective 7-1-2003  
 4.46% increase effective 7-1-2004  
 2.5% increase effective 7-1-2005  
 5.68% increase effective 7-1-2006  
 3.49% increase effective 7-1-2007  
 2.0% increase effective 7-1-2008 No increase Effective 7-1-2009  
 1.4% increase effective 7-1-2010  
 0.7% increase effective 7-1-2011  
 1.45% increase effective 7/1/2012  
 2013-14 Effective July1, 2013 salaries were increased 7.00% & employees pay own PERS contributions  
 2.5% increase effective 7/1/2013  
 2.5% increase effective 7/1/2014; 3.5% increase eff 07/01/2015  
 Added each cell \$ 2936 from HA eff. 7/1/15, added 10,15,20,25 longevity Columns eff. 7/1/15  
 1/1/2016 Business Services changed to reflect Personnel Technician (180 day employee)  
 3.5% increase eff 07/01/2016 Column name changed 7/1/2016 1=A/ 2=B/ 3=C/ 4=D/ 5=E/ 6=F  
 Percentage of increase at Step 3 in accordance with research that showed each position (not Business Services) and the % difference to make them at least 3rd on the grid. From that point each salary step is figured at the median % of 4.81 to make a uniform grid. Steps 1 and 2 are also 4.81% below Step 3 and 2. Calculate col 1 and 3 with % of increase beginning in 06/07  
 3% increase eff. 7/1/2017 - 02/01/2018 .5% eff 07/01/2017 = 3.5% eff 07/01/2017 ; 3.2% inc. eff 07/01/2018  
 2.21% Base Salary inc. eff. 7/01/2019; 3.0% inc. eff. 7/01/2020. 5% Base Salary inc. eff. 7/1/2021. 5.5% Base Salary inc. eff. 7/1/22  
 2023-2024 4.65% Salary Inc. Eff 7/1/2023 plus \$1000 to H&W, Longevity increase to 5% at each step G-J

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7-16-24  
Date



Joshua Jorn, Assistant Superintendent, Business Services