

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

	A	B	C	D	E	F
Executive Assistant (Superintendent)	87563	91577	95780	100190	104813	109661
Hourly Rate	42.10	44.03	46.05	48.17	50.39	52.72
Admin. Asst to the Asst. Superintendent	80975	84671	88136	92609	96868	101328
Hourly Rate	38.93	40.71	42.37	44.52	46.57	48.72
Fiscal Officer	101486	106024	110346	115563	120779	125995
Hourly Rate	48.79	50.97	53.05	55.56	58.07	60.57
Payroll-Benefits Specialist	77881	81430	85146	89046	93130	97413
Hourly Rate	37.44	39.15	40.94	42.81	44.77	46.83
Personnel Technician	71070	74292	77666	81203	84913	88801
Hourly Rate	34.17	35.72	37.34	39.04	40.82	42.69
Personnel Specialist	75130	78542	82115	85858	89783	93896
Hourly Rate	36.12	37.76	39.48	41.28	43.17	45.14

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

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

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 July 1, 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.


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. 7/1/2022

2023-2024 4.65% Salary Inc. Eff 7/1/2023 plus \$1000 to H&W, Longevity increase to 5% at each step G-J

2024/25 - Longevity is now an add-on that compounds. 5% 10 yrs. 10.25% 15 yrs. 15.76% 20 yrs. 21.55% 25 yrs. Negotiate 24/25 on this.

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8/15/24   
Date Joshua Jorn, Assistant Superintendent, Business Services