

PACIFIC GROVE UNIFIED SCHOOL DISTRICT
MANAGEMENT SALARY
2024/2025

POSITION	WK YEAR	1	2	3	4	5	6	7	8
High School Principal	220	179,456	183,918	188,369	192,835	197,285	201,743	206,200	212,351
**Adult School Principal	220	168,010	172,182	176,355	180,521	184,696	188,867	193,034	198,791
Middle School Principal	215	166,282	170,409	174,541	178,666	182,796	186,921	191,050	196,747
Elementary Principal	215	164,874	168,984	173,064	177,154	181,318	185,342	189,592	195,984
Principal on Special Assignment	215	164,874	168,984	173,064	177,154	181,318	185,342	189,592	195,984
High/ Middle Asst. Principal	210	158,107	162,028	165,950	169,878	173,802	177,722	181,641	187,055
**Summer/ESY Principal	24	10,635	10,635	10,635	10,635	10,635	10,635	10,635	10,635
Executive Director Education Services	220	165,581	169,687	173,798	177,912	182,023	186,134	190,236	195,910
	Daily Rate	753	771	790	809	827	846	865	890
Executive Director Student Services	220	168,010	172,182	176,355	180,521	184,696	188,867	193,034	198,791
	Daily Rate	764	783	802	821	840	858	877	904
Director Educational Technology	215	155,100	156,667	158,250	159,849	161,464	163,096	164,744	168,967
	Daily Rate	721	729	736	743	751	759	766	786
Chief Human Resources Officer	Annual 225	177,548	181,953	186,360	190,775	195,181	199,587	203,989	210,072
	Daily Rate	789	809	828	848	867	887	907	934
Nutrition Director	Annual 220	111,059	115,563	120,065	124,570	129,073	133,577	138,079	142,584
	Daily Rate	505	525	546	566	587	607	628	648
Director of Technology	Annual 222	145,448	147,159	148,890	150,632	152,397	154,179	155,978	157,796
	Daily Rate	655	663	671	679	686	695	703	711
Director Facilities & Transportation	Annual 225	146,238	149,957	153,774	157,688	161,601	165,610	169,723	173,936
	Daily Rate	650	666	683	701	718	736	754	773
Adult School Program Coordinator	Annual 220	104,345	107,737	111,238	114,853	118,586	122,440	126,418	130,528
	Daily Rate	474	490	506	522	538	554	570	593
Assistant Superintendent Business Services	Annual 225	198,756	214,760	225,498	231,135	236,914	242,837	248,908	255,130
	Daily Rate	883	954	1,002	1,015	1,065	1,065	1,065	1,065

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 7-1-2006)

completion of 20 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, 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.

7/1/22 5% Base Salary Increase, \$1000 increase to H&W

7/1/23 3.25% Base Salary Increase, \$3300 increase to H&W

7/10/24 
Date Joshua Jom, Assistant Superintendent, Business Services