

PACIFIC GROVE UNIFIED SCHOOL DISTRICT
CONFIDENTIAL SALARY SCHEDULE
2026/2027

260 Work Days

	A	B	C	D	E	F
Exec. Asst to the Superintendent	91,100.00	95,277.00	99,650.00	104,238.00	109,047.00	114,091.00
Hourly Rate	43.80	45.81	47.91	50.11	52.43	54.85
Admin. Asst to the Asst. Superintendent	84,247.00	88,091.00	91,697.00	96,350.00	100,781.00	105,422.00
Hourly Rate	40.50	42.35	44.09	46.32	48.45	50.68
Admin. Asst to the Chief HR Officer	84,247.00	88,091.00	91,697.00	96,350.00	100,781.00	105,422.00
Hourly Rate	40.50	42.35	44.09	46.32	48.45	50.68
Fiscal Officer	105,586.00	110,307.00	114,804.00	120,231.00	125,659.00	131,085.00
Hourly Rate	50.76	53.03	55.19	57.80	60.41	63.02
Payroll-Benefits Specialist	81,028.00	84,720.00	88,586.00	92,644.00	96,893.00	101,348.00
Hourly Rate	38.96	40.73	42.59	44.54	46.58	48.73
Personnel Technician	73,941.00	77,294.00	80,803.00	84,484.00	88,343.00	92,389.00
Hourly Rate	35.55	37.16	38.85	40.62	42.47	44.42
Personnel Specialist	78,166.00	81,715.00	85,432.00	89,327.00	93,411.00	97,689.00
Hourly Rate	37.58	39.29	41.07	42.95	44.91	46.97

*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 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. 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

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

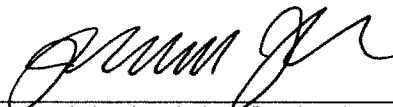
2024/25 - 0% Salary Increase, 0% Health and Welfare Increase

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. Negotiated 24/25 on this. - Employees hired prior to 4/9/25 grandfathered in to compounding longevity, those hired after are a flat 5, 10, 15, 20% per signed TA 4/9/25

2025/26 - 2% Salary Increase, .5% H&W Increase (\$1441)

2026/27 - 2% Salary Increase, .5% H&W Increase (\$1487)

7-1-2026
Date


Joshua Jorn, Assistant Superintendent