

**PACIFIC GROVE UNIFIED SCHOOL DISTRICT
CERTIFICATED SALARY SCHEDULE
2026/2027**

185 Work Days

STEP	BA I	BA+15 II	BA+30 III	BA+45 or MA IV	BA+60 or MA +15 V	BA+75 prof credits or MS + 30 or Doctorate VI
1	71,817	78,002	82,830	86,295	88,342	89,145
2	73,308	79,927	85,193	89,095	91,634	92,812
3	74,799	81,854	87,555	91,893	94,867	96,482
4	76,291	83,780	89,916	94,692	98,102	100,151
5	77,779	85,708	92,279	97,489	101,334	103,821
6	79,272	87,634	94,641	100,284	104,568	107,489
7	80,764	89,561	97,002	103,084	107,801	111,159
8	82,255	91,490	99,365	105,882	111,036	114,828
9	82,255	93,413	101,729	108,679	114,269	118,496
10	83,145	94,304	105,928	113,316	119,010	123,682
11				116,184	122,645	127,397
12					125,879	131,415
13					129,254	135,086
15					131,407	137,343
17					133,559	139,600
19						141,406
21						143,211
23						145,672
25						148,793
27						152,971

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, years 25-29 and year 30 and above (Not subject to COLA)
 Stipends are based on initial salary placement plus accumulated years of satisfactory service thereafter.

Effective 7/1/26 - Longevity payments are based on accumulated years of satisfactory service in the District.

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

Changed to \$5900 eff 7/1/2021. Eff 7/1/2022 \$5900 health allowance is changed to DISTRICT CONTRIBUTION.

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 0 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

Increase 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, Incr 5% Base Salary Effective 7/1/2021

Increase 5% Base Salary effective 7/1/22 and \$1000/yr H&W inc.

Effective 7/1/2022, per 21-22 T.A., newly hired certificated employees may transfer up to 11 years of prior teaching experience, with maximum salary schedule placement being step 12 on the PGTA Salary Schedule.

*Step VI-27 Effective 7-1-2005

Effective 7/1/23, 3.25% increase to salary schedule. \$3300 increase to benefits. Removal of step 22 in 24/25 school year.

Effective 7/1/24 - 0% Pay increase for 2024/25, no increase to health and welfare.

Effective 7/1/25 - 2% Base Salary Increase. Effective 7/1/25 .5% increase to health & welfare (\$1441)

Effective 7/1/26 - 2% Base Salary Increase. Effective 7/1/25 .5% increase to health & welfare (\$1487)

6/3/2026



Date

Joshua Jorn, Assistant Superintendent