

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

195 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	77,591	84,274	89,491	93,232	95,509	96,310
2	79,203	86,355	92,044	96,257	99,003	100,275
3	80,812	88,435	94,596	99,281	102,496	104,240
4	82,424	90,517	97,144	102,305	105,987	108,205
5	84,033	92,598	99,699	105,326	109,483	112,167
6	85,646	94,678	102,251	108,350	112,975	116,130
7	87,256	96,760	104,804	111,373	116,472	120,097
8	88,868	98,845	107,354	114,396	119,963	124,060
9	88,868	100,923	109,907	117,417	123,457	128,024
10	89,831	101,889	114,445	122,427	128,579	133,625
11				125,527	132,504	137,642
12					136,001	141,982
13					139,646	145,949
15					142,439	148,284
17					144,297	150,827
19						151,737
21						154,727
23						158,230
25						160,755
27						165,270

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, \$1,500 years 25-29 and \$2,250 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. \$4624.00 per year for dependent coverage as a district contribution.  
 (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 o 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

Inc 3.2% salary .55% for value of addtl training day .25% premium to additional trainin day eff. 7/1/2018

Inc 2% Base Salary effective 7/1/2019, Inc 2.27% Base Salary Effective 7/1/2020, Inc 5.0% Base Salary Effective 7/1/2021, Inc 5.0% Base Salary Effective 7/1/2022. Inc to H&W of \$1000/yr., eff 7/1/22.

\*Step VI-27 Effective 7-1-2005

\*\*Counselors Salary Schedule effective 7/1/2020

\*\*Due to COVID-19, 20/21 Calendar to include 197 working days vs. 195 working days. Salary increased by 2 days for 20/21 only.

2023-24 - Increase 3.25% salary and \$3300 H&W Increase, effective 7/1/23

2024-25 - Effective 7/1/24 0% Salary Increase, 0% Health & Welfare Increase

2025/26 - Effective 7/1/25, 2% Salary Increase, .5% Health & Welfare Increase (\$1441)

2026/27 - Effective 7/1/26, 2% Salary Increase, .5% Health & Welfare Increase (\$1487)

6/3/2026 

Date

Joshua Jorn, Assistant Superintendent