

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

	WK YEAR	1	2	3	4	5	6	7	8
High School Principal	Annual 220	186,706	191,349	195,980	200,626	205,256	209,894	214,530	220,930
**Adult School Principal	Annual 220	174,798	179,138	183,480	187,815	192,158	196,497	200,833	206,822
Middle School Principal	Annual 215	173,000	177,293	181,593	185,884	190,181	194,472	198,768	204,696
Elementary Principal	Annual 215	171,534	175,811	180,056	184,311	188,644	192,830	197,252	203,902
High/ Middle Asst. Principal	Annual 210	164,494	168,574	172,654	176,742	180,824	184,903	188,978	194,612
**Summer/ESY Principal	Annual 24	10,635	10,635	10,635	10,635	10,635	10,635	10,635	10,635
Safety Director Stipend	Annual 220	25,000	25,000	25,000	25,000	25,000	25,000	25,000	25,000
Daily Rate		114	114	114	114	114	114	114	114
Executive Director Education Services	Annual 220	172,271	176,543	180,819	185,099	189,376	193,654	197,922	203,825
Daily Rate		783	802	822	841	861	880	900	926
Executive Director Student Services	Annual 220	174,798	179,138	183,480	187,815	192,158	196,497	200,833	206,822
Daily Rate		795	814	834	854	873	893	913	940
Director Educational Technology	Annual 215	161,366	162,997	164,643	166,307	167,988	169,685	171,400	175,793
Daily Rate		751	758	766	774	781	789	797	818
Chief Human Resources Officer	Annual 225	184,721	189,304	193,889	198,483	203,067	207,651	212,230	218,558
Daily Rate		821	841	862	882	903	923	943	971
Nutrition Director	Annual 220	115,546	120,231	124,916	129,602	134,287	138,973	143,658	148,345
Daily Rate		525	547	568	589	610	632	653	674
Director of Technology	Annual 222	151,324	153,104	154,904	156,718	158,554	160,408	162,279	164,171
Daily Rate		682	690	698	706	714	723	731	740
Director Facilities & Transportation	Annual 225	152,146	156,015	159,987	164,058	168,130	172,300	176,580	180,963
Daily Rate		676	693	711	729	747	766	785	804
Adult School Program Coordinator	Annual 220	108,561	112,090	115,732	119,493	123,376	127,387	131,526	135,801
Daily Rate		493	510	526	543	561	579	598	617
Assistant Superintendent Business Services	Annual 225	206,786	223,436	234,608	240,473	246,485	252,648	258,964	265,438
Daily Rate		919	993	1,043	1,069	1,095	1,123	1,151	1,180

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 Management 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

7/1/24 0% Base Salary Increase, \$0 increase to H&W

7/1/24 0% Base Salary Increase, \$0 increase to H&W

7/1/25 2% Base Salary Increase, .5% increase to H&W (\$1441)

7/1/26 2% Base Salary Increase, .5% increase to H&W (\$1487)

Date

8/3/2026

Joshua Jom, Assistant Superintendent