

PACIFIC GROVE UNIFIED SCHOOL DISTRICT						EXHIBIT 1
CERTIFICATED SALARY SCHEDULE 2016/17						
	BA	BA+15	BA+30	BA+45 or MA	BA+60 or MA +15	BA+75 prof credits or MS + 30 or Doctorate
STEP	I	II	III	IV	V	VI
1	54,005	58,656	62,288	64,893	66,476	67,035
2	55,127	60,104	64,064	66,998	68,908	69,794
3	56,247	61,552	65,841	69,101	71,339	72,553
4	57,369	63,002	67,615	71,205	73,770	75,312
5	58,489	64,451	69,392	73,310	76,202	78,071
6	59,612	65,900	71,168	75,413	78,634	80,830
7	60,733	67,349	72,945	77,518	81,065	83,589
8	61,854	68,798	74,721	79,622	83,497	86,349
9	61,854	70,245	76,497	81,725	85,928	89,107
10	62,524	70,916	79,656	85,212	89,494	93,007
11				87,369	92,227	95,801
12					94,660	98,822
13					97,198	101,583
17					100,434	104,978
22						108,372
25						111,888
27						115,032
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.						
b.) Masters/Doctorate Stipend \$1500.00 stipend for Masters or Doctorate Degree beginning 7/1/2006						
c.) Health Allowance Payment-\$10361.00/changed to \$3000 eff. 4/1/2015						
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. \$4274.00 per year for dependent coverage as a district contribution.						
(See Article III.2)						
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% efective 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 HA eff.4/1/2015, Inc 3.25% eff. 7/1/15, Inc 3.5% eff. 7/1/2016						
*Step VI-27 Effective 7-1-2005						

5/31/16

Date



Rick Miller, Assistant Superintendent