

Exhibit 16		PACIFIC GROVE UNIFIED SCHOOL DISTRICT					
		2008/2009		PENDING BOARD APPROVAL			
		SPECIAL ASSIGNMENT INCREMENT SCHEDULE					
		ATHLETIC FACTOR ASSIGNMENTS			Pending Negotiations		
		Based on Step 1, Col 1 of Salary Schedule					
			TIME	FACTOR	BASE SALARY	3RD/4TH YEAR	5TH+ YEARS
HIGH SCHOOL							
Athletic Director			Teacher	0.15	\$0	\$0	\$0
			Year				
Football							
	Varsity		Season	0.0996	\$0	\$0	\$0
	Assistants (3)		Season	0.0713	\$0	\$0	\$0
	(8/16-11/20)						
Cross Country							
	Varsity		Season	0.0632	\$0	\$0	\$0
	(9/1-12/1)						
Volleyball							
	Varsity		Season	0.0632	\$0	\$0	\$0
	Assistant		Season	0.0591	\$0	\$0	\$0
	(9/1-11/15)						
Boys Basketball							
	Varsity		Season	0.0955	\$0	\$0	\$0
	Assistant (1)		Season	0.0632	\$0	\$0	\$0
	(11/1-3/1)						
Girls Basketball							
	Varsity		Season	0.0955	\$0	\$0	\$0
	Assistant (1)		Season	0.0632	\$0	\$0	\$0
	(11/1-3/1)						
Wrestling							
	Varsity		Season	0.0713	\$0	\$0	\$0
	Assistant (1)		Season	0.0632	\$0	\$0	\$0
	(11/1-3/1)						
Baseball							
	Varsity		Season	0.0955	\$0	\$0	\$0
	Assistant		Season	0.0632	\$0	\$0	\$0
	(2/1-6/1)						
Softball							
	Varsity		Season	0.0955	\$0	\$0	\$0
	Assistant		Season	0.0632	\$0	\$0	\$0
	(2/1-6/1)						
Track							
	Varsity		Season	0.0955	\$0	\$0	\$0
	Assistants (2)		Season	0.0632	\$0	\$0	\$0
	(2/1-6/1)						
Soccer							
	Varsity Boys		Season	0.0632	\$0	\$0	\$0
	Assistant (1)		Season	0.0591	\$0	\$0	\$0
	(11/1-3/1)						
	Varsity Girls		Season	0.0632	\$0	\$0	\$0
	Assistant (1)		Season				
Golf							
	Varsity		Season	0.0632	\$0	\$0	\$0
	(2/1-6/1)						
Swimming							
	Girls		Season	0.0632	\$0	\$0	\$0
	(9/1-11/1)						

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Boys (2/1-6/1)			Season	0.0632	\$0	\$0	\$0
Tennis							
Boys (2/1-6/1)			Season	0.0632	\$0	\$0	\$0
Girls (9/1-11/1)			Season	0.0632	\$0	\$0	\$0
MIDDLE SCHOOL							
Position			Teacher				
Director			Year	0.0632	\$0	\$0	\$0
Volleyball Girls							
6/7 grade			Season	0.0272	\$0	\$0	\$0
8th grade			Season	0.0272	\$0	\$0	\$0
Volleyball Boys							
6/7 grade			Season	0.0272	\$0	\$0	\$0
8th grade			Season	0.0272	\$0	\$0	\$0
Basketball Boys							
6/7 grade			Season	0.0272	\$0	\$0	\$0
8th grade			Season	0.0272	\$0	\$0	\$0
Basketball Girls							
6/7 grade			Season	0.0272	\$0	\$0	\$0
8th grade			Season	0.0272	\$0	\$0	\$0
Wrestling			Season	0.0272	\$0	\$0	\$0
Soccer			Season	0.0272	\$0	\$0	\$0
Track			Season	0.0272	\$0	\$0	\$0
Cross Country							
			Season	0.0272	\$0	\$0	\$0
Golf			Season	0.0272	\$0	\$0	\$0
Tennis			Season	0.0272	\$0	\$0	\$0
OTHER FACTOR ASSIGNMENTS							
Direct Special			Work				
Education Coord			Year	0.0881	\$0	\$0	\$0
HS Musical Advisor			Spring	0.0632	\$0	\$0	\$0
Assistant			Spring	0.0272	\$0	\$0	\$0
MS Noon Act. Dir			Work	0.0632	\$0	\$0	\$0

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		Year				
District Music		Teacher				
Director		Year	0.0881	\$0	\$0	\$0
HS Band/Orch						
Director		Fall	0.0632	\$0	\$0	\$0
HS Band/Orch		Winter/ Spring	0.0632	\$0	\$0	\$0
HS Drama Coach		Teacher	0.0629	\$0	\$0	\$0
		Year				
HS Spirit Squad		Teacher				
Advisor		Year	0.0629	\$0	\$0	\$0
Newspaper		Teacher				
Advisor		Year	0.0629	\$0	\$0	\$0
Yearbook Advisor		Teacher				
High School**		Year	0.115	\$0	\$0	\$0
Middle School			0.04	\$0	\$0	\$0
Middle School Paper		Work	0.0144	\$0	\$0	\$0
Advisor		Year	0.01435	\$0	\$0	\$0
Middle School		Work	0.0216	\$0	\$0	\$0
Stage Crew		Year	0.02155	\$0	\$0	\$0
Middle School Pep		Work				
Squad		Year	0.0323	\$0	\$0	\$0
Middle School		Work				
Student Gov		Year	0.0718	\$0	\$0	\$0
HS AP Stipends**		Work	0.0604	\$0	\$0	\$0
		Year				
HS Intramural		Work				
Director**		Year	0.0522	\$0	\$0	\$0
Lead Teacher		Work				
Community High		Year	0.198	\$0		
Instructional		Per				
Hourly Rate		Hour	0.001	\$0.00	43.59 w stat benefits	
Non-instructional		Per				
Hourly Rate		Hour	0.0004	\$0.00		
Science Camp/Over						

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						5TH+ YEARS
Night Camping Trips		5 days @				
4 teachers		Daily rate	0.0026	\$0.00		
20 days						
Teacher in Charge		Daily*	0.0022	\$0.00		
Curriculum Coordinator - The stipend for all secondary curriculum coordinators shall be a base of \$300 with an additional \$20 increment per section. At the elementary level, the hourly instructional rate will be paid to designated coordinators up to \$770 per assignment						
*Any teacher acting as principal will be paid the daily factor if the principal is gone from the school site. A teacher - in - charge shall be paid for a half-day assignment on a prorated basis.						
*A substitute will be provided for the class of a teacher-in-charge if the principal expects to be off-site for the entire day.						
** Subject to ongoing negotiations						
An employee who is assigned only a portion of the duties of the regular full assignment shall receive a prorated portion of the full salary (e.g. a coach working only one half of the full coach assignment will receive only one-half of the full salary.)						