

Exhibit 16		PACIFIC GROVE UNIFIED SCHOOL DISTRICT					
		2010/2011					
		SPECIAL ASSIGNMENT INCREMENT SCHEDULE					
		ATHLETIC FACTOR ASSIGNMENTS					
		(Factor: Step#1, Col#1 of the Salary Schedule)					
	40004						
			TIME	FACTOR	BASE SALARY	3RD/4TH YEAR	5TH+ YEARS
HIGH SCHOOL							
Athletic Director			Teacher Year	0.15	\$6,001	\$6,451	\$6,934
Football							
	Varsity		Season	0.0996	\$3,984	\$4,283	\$4,604
	Assistants (3) (8/16-11/20)		Season	0.0713	\$2,852	\$3,066	\$3,296
Cross Country							
	(9/1-12/1)		Season	0.0632	\$2,528	\$2,718	\$2,922
Volleyball							
	Varsity		Season	0.0632	\$2,528	\$2,718	\$2,922
	Assistant (9/1-11/15)		Season	0.0591	\$2,364	\$2,542	\$2,732
Boys Basketball							
	Varsity		Season	0.0955	\$3,820	\$4,107	\$4,415
	Assistant (1) (11/1-3/1)		Season	0.0632	\$2,528	\$2,718	\$2,922
Girls Basketball							
	Varsity		Season	0.0955	\$3,820	\$4,107	\$4,415
	Assistant (1) (11/1-3/1)		Season	0.0632	\$2,528	\$2,718	\$2,922
Wrestling							
	Varsity		Season	0.0713	\$2,852	\$3,066	\$3,296
	Assistant (1) (11/1-3/1)		Season	0.0632	\$2,528	\$2,718	\$2,922
Baseball							
	Varsity		Season	0.0955	\$3,820	\$4,107	\$4,415
	Assistant (2/1-6/1)		Season	0.0632	\$2,528	\$2,718	\$2,922
Softball							
	Varsity		Season	0.0955	\$3,820	\$4,107	\$4,415
	Assistant (2/1-6/1)		Season	0.0632	\$2,528	\$2,718	\$2,922
Track							
	Varsity		Season	0.0955	\$3,820	\$4,107	\$4,415
	Assistants (2) (2/1-6/1)		Season	0.0632	\$2,528	\$2,718	\$2,922
Soccer							
	Varsity Boys		Season	0.0632	\$2,528	\$2,718	\$2,922
	Assistant (1) (11/1-3/1)		Season	0.0591	\$2,364	\$2,542	\$2,732
	Varsity Girls		Season	0.0632	\$2,528	\$2,718	\$2,922
	Assistant (1)		Season				
Golf							
	(2/1-6/1)		Season	0.0632	\$2,528	\$2,718	\$2,922
Swimming							

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Girls			Season	0.0632	\$2,528	\$2,718	\$2,922
(9/1-11/1)							
Boys			Season	0.0632	\$2,528	\$2,718	\$2,922
(2/1-6/1)							
Tennis							
Boys			Season	0.0632	\$2,528	\$2,718	\$2,922
(2/1-6/1)							
Girls			Season	0.0632	\$2,528	\$2,718	\$2,922
(9/1-11/1)							
MIDDLE SCHOOL							
Position			Teacher				
Director			Year	0.0632	\$2,528	\$2,718	\$2,922
Volleyball Girls							
6/7 grade			Season	0.0272	\$1,088	\$1,170	\$1,257
8th grade			Season	0.0272	\$1,088	\$1,170	\$1,257
Volleyball Boys							
6/7 grade			Season	0.0272	\$1,088	\$1,170	\$1,257
8th grade			Season	0.0272	\$1,088	\$1,170	\$1,257
Basketball Boys							
6/7 grade			Season	0.0272	\$1,088	\$1,170	\$1,257
8th grade			Season	0.0272	\$1,088	\$1,170	\$1,257
Basketball Girls							
6/7 grade			Season	0.0272	\$1,088	\$1,170	\$1,257
8th grade			Season	0.0272	\$1,088	\$1,170	\$1,257
Wrestling			Season	0.0272	\$1,088	\$1,170	\$1,257
Soccer			Season	0.0272	\$1,088	\$1,170	\$1,257
Track			Season	0.0272	\$1,088	\$1,170	\$1,257
Cross Country			Season	0.0272	\$1,088	\$1,170	\$1,257
Golf			Season	0.0272	\$1,088	\$1,170	\$1,257
Tennis			Season	0.0272	\$1,088	\$1,170	\$1,257
OTHER FACTOR ASSIGNMENTS							
Direct Special			Work				
Education Coord			Year	0.0881	\$3,524	\$3,789	\$4,073
HS Musical Advisor			Spring	0.0632	\$2,528	\$2,718	\$2,922

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			TIME	FACTOR	BASE SALARY	3RD/4TH YEAR	5TH+ YEARS
Assistant			Spring	0.0272	\$1,088	\$1,170	\$1,257
MS Noon Act. Dir			Work Year	0.0632	\$2,528	\$2,718	\$2,922
District Music Director			Teacher Year	0.0881	\$3,524	\$3,789	\$4,073
HS Band/Orch Director			Fall	0.0632	\$2,528	\$2,718	\$2,922
HS Band/Orch Director			Winter/Spring	0.0632	\$2,528	\$2,718	\$2,922
HS Drama Coach			Teacher Year	0.0629	\$2,516	\$2,705	\$2,908
HS Spirit Squad Advisor			Teacher Year	0.0629	\$2,516	\$2,705	\$2,908
Newspaper Advisor			Teacher Year	0.0629	\$2,516	\$2,705	\$2,908
Yearbook Advisor High School**			Teacher Year	0.115	\$4,600	\$4,945	\$5,316
Middle School				0.04	\$1,600	\$1,720	\$1,849
Middle School Paper Advisor			Work Year	0.0144	\$576	\$619	\$666
				0.01435	\$574	\$617	\$663
Middle School Stage Crew			Work Year	0.0216	\$864	\$929	\$999
				0.02155	\$862	\$927	\$996
Middle School Pep Squad			Work Year	0.0323	\$1,292	\$1,389	\$1,493
Middle School Student Gov			Work Year	0.0718	\$2,872	\$3,088	\$3,319
HS AP Stipends**			Work Year	0.0604	\$2,416	\$2,597	\$2,792
HS Intramural Director**			Work Year	0.0522	\$2,088	\$2,245	\$2,413
Lead Teacher Community High			Work Year	0.198	\$7,921		
Instructional Hourly Rate			Per Hour	0.001	\$40.00	44.80 w stat benefits	

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			TIME	FACTOR	BASE SALARY	3RD/4TH YEAR	5TH+ YEARS	
Non-instructional			Per					
Hourly Rate			Hour	0.0004	\$16.00			
Science Camp/Over								
Night Camping Trips			5 days @					
4 teachers			Daily rate	0.0026	\$104.01			
20 days								
Teacher in Charge			Daily*	0.0022	\$88.01			
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.)								