

|                                    |                                       |         |            |         |         |         |
|------------------------------------|---------------------------------------|---------|------------|---------|---------|---------|
| Exhibit 16                         | PACIFIC GROVE UNIFIED SCHOOL DISTRICT |         |            |         |         |         |
|                                    | 2014/2015                             |         |            |         |         |         |
|                                    | STIPENDS                              |         |            |         |         |         |
|                                    |                                       | TIME    | FTE Funded | 1ST/2ND | 3RD/4TH | 5TH+    |
| <b>HIGH SCHOOL</b>                 |                                       |         |            | YEAR    | YEAR    | YEAR    |
|                                    |                                       |         |            |         | 7.50%   | 7.50%   |
| <b>Athletic Director</b>           |                                       | Teacher | 1.0        | \$6,194 | \$6,659 | \$7,158 |
| <b>Tier I</b>                      |                                       | Year    |            |         |         |         |
| <b>Football (8/16-11/20)</b>       |                                       |         |            |         |         |         |
| Varsity                            |                                       | Season  | 1.0        | \$3,717 | \$3,995 | \$4,295 |
| Assistants                         |                                       | Season  | 3.0        | \$2,684 | \$2,886 | \$3,102 |
| JV                                 |                                       | Season  | 1.0        | \$2,684 | \$2,886 | \$3,102 |
| <b>Volleyball (9/1-11/15)</b>      |                                       |         |            |         |         |         |
| Varsity                            |                                       | Season  | 1.0        | \$3,717 | \$3,995 | \$4,295 |
| JV                                 |                                       | Season  | 1.0        | \$2,684 | \$2,886 | \$3,102 |
| <b>Boys Basketball (11/1-3/1)</b>  |                                       |         |            |         |         |         |
| Varsity                            |                                       | Season  | 1.0        | \$3,717 | \$3,995 | \$4,295 |
| Assistant                          |                                       | Season  | 1.0        | \$2,684 | \$2,886 | \$3,102 |
| JV                                 |                                       | Season  | Ø          | \$2,684 | \$2,886 | \$3,102 |
| <b>Girls Basketball (11/1-3/1)</b> |                                       |         |            |         |         |         |
| Varsity                            |                                       | Season  | 1.0        | \$3,717 | \$3,995 | \$4,295 |
| Assistant                          |                                       | Season  | 1.0        | \$2,684 | \$2,886 | \$3,102 |
| JV                                 |                                       | Season  | Ø          | \$2,684 | \$2,886 | \$3,102 |
| <b>Wrestling (11/1-3/1)</b>        |                                       |         |            |         |         |         |
| Varsity                            |                                       | Season  | 1.0        | \$3,717 | \$3,995 | \$4,295 |
| Assistant                          |                                       | Season  | 1.0        | \$2,684 | \$2,886 | \$3,102 |
| <b>Baseball (2/1-6/1)</b>          |                                       |         |            |         |         |         |
| Varsity                            |                                       | Season  | 1.0        | \$3,717 | \$3,995 | \$4,295 |
| Assistant                          |                                       | Season  | Ø          | \$2,684 | \$2,886 | \$3,102 |
| JV                                 |                                       | Season  | 1.0        | \$2,684 | \$2,886 | \$3,102 |
| <b>Softball (2/1-6/1)</b>          |                                       |         |            |         |         |         |
| Varsity                            |                                       | Season  | 1.0        | \$3,717 | \$3,995 | \$4,295 |
| JV                                 |                                       | Season  | 1.0        | \$2,684 | \$2,886 | \$3,102 |
| <b>Track (2/1-6/1)</b>             |                                       |         |            |         |         |         |
| Varsity                            |                                       | Season  | 1.0        | \$3,717 | \$3,995 | \$4,295 |
| Assistants                         |                                       | Season  | 2.0        | \$2,684 | \$2,886 | \$3,102 |
| <b>Soccer (11/1-3/1)</b>           |                                       |         |            |         |         |         |
| Varsity Boys                       |                                       | Season  | 1.0        | \$3,717 | \$3,995 | \$4,295 |
| JV                                 |                                       | Season  | 1.0        | \$2,684 | \$2,886 | \$3,102 |
| Varsity Girls                      |                                       | Season  | 1.0        | \$3,717 | \$3,995 | \$4,295 |
| JV                                 |                                       | Season  | 1.0        | \$2,684 | \$2,886 | \$3,102 |
| <b>Lacrosse</b>                    |                                       |         |            |         |         |         |
|                                    |                                       | Season  | 1.0        | \$3,717 | \$3,995 | \$4,295 |
| JV                                 |                                       | Season  | 1.0        | \$2,684 | \$2,886 | \$3,102 |

|                                 |  |         |            |         |         |         |  |
|---------------------------------|--|---------|------------|---------|---------|---------|--|
| <b>Tier II</b>                  |  |         |            |         |         |         |  |
| <b>Cross Country (9/1-12/1)</b> |  | Season  | 1.0        | \$2,891 | \$3,108 | \$3,341 |  |
| Assistant                       |  | Season  | ∅          | \$2,684 | \$2,886 | \$3,102 |  |
|                                 |  |         |            |         |         |         |  |
|                                 |  |         |            |         |         |         |  |
| <b>Golf (Boys)</b>              |  | Season  | 1.0        | \$2,891 | \$3,108 | \$3,341 |  |
| <b>Golf (Girls)</b>             |  | Season  | 1.0        | \$2,891 | \$3,108 | \$3,341 |  |
|                                 |  |         |            |         |         |         |  |
| <b>Swimming</b>                 |  |         |            |         |         |         |  |
| Girls (9/1-11/1)                |  | Season  | 1.0        | \$2,891 | \$3,108 | \$3,341 |  |
| Boys (2/1-6/1)                  |  | Season  | 1.0        | \$2,891 | \$3,108 | \$3,341 |  |
| <b>Swimming/Diving</b>          |  |         |            |         |         |         |  |
| Assistant                       |  | Season  | 1.0        | \$2,684 | \$2,886 | \$3,102 |  |
|                                 |  |         |            |         |         |         |  |
| <b>Tennis</b>                   |  |         |            |         |         |         |  |
| Boys (2/1-6/1)                  |  | Season  | 1.0        | \$2,891 | \$3,108 | \$3,341 |  |
| Girls (9/1-11/1)                |  | Season  | 1.0        | \$2,891 | \$3,108 | \$3,341 |  |
|                                 |  |         |            |         |         |         |  |
| <b>MIDDLE SCHOOL</b>            |  |         | FTE Funded | 1ST/2ND | 3RD/4TH | 5TH+    |  |
|                                 |  |         |            | YEAR    | YEAR    | YEAR    |  |
| <b>Position</b>                 |  | Teacher |            |         |         |         |  |
| <b>Athletic Director</b>        |  | Year    | 1.0        | \$2,643 | \$2,841 | \$3,054 |  |
|                                 |  |         |            |         |         |         |  |
| <b>Volleyball Girls</b>         |  |         |            |         |         |         |  |
| 6th grade                       |  | Season  | 1.0        | \$1,156 | \$1,243 | \$1,336 |  |
| 7th grade                       |  | Season  | 1.0        | \$1,156 | \$1,243 | \$1,336 |  |
| 8th grade                       |  | Season  | 1.0        | \$1,156 | \$1,243 | \$1,336 |  |
|                                 |  |         |            |         |         |         |  |
| <b>Volleyball Boys</b>          |  |         |            |         |         |         |  |
| 6th grade                       |  | Season  | 1.0        | \$1,156 | \$1,243 | \$1,336 |  |
| 7th grade                       |  | Season  | 1.0        | \$1,156 | \$1,243 | \$1,336 |  |
| 8th grade                       |  | Season  | 1.0        | \$1,156 | \$1,243 | \$1,336 |  |
|                                 |  |         |            |         |         |         |  |
| <b>Basketball Boys</b>          |  |         |            |         |         |         |  |
| 6th grade                       |  | Season  | 1.0        | \$1,156 | \$1,243 | \$1,336 |  |
| 7th grade                       |  | Season  | 1.0        | \$1,156 | \$1,243 | \$1,336 |  |
| 8th grade                       |  | Season  | 1.0        | \$1,156 | \$1,243 | \$1,336 |  |
|                                 |  |         |            |         |         |         |  |
| <b>Basketball Girls</b>         |  |         |            |         |         |         |  |
| 6th grade                       |  | Season  | 1.0        | \$1,156 | \$1,243 | \$1,336 |  |
| 7th grade                       |  | Season  | 1.0        | \$1,156 | \$1,243 | \$1,336 |  |
| 8th grade                       |  | Season  | 1.0        | \$1,156 | \$1,243 | \$1,336 |  |
|                                 |  |         |            |         |         |         |  |
| <b>Wrestling</b>                |  | Season  | ∅          | \$1,156 | \$1,243 | \$1,336 |  |
|                                 |  |         |            |         |         |         |  |
| <b>Soccer Boys</b>              |  | Season  | 1.0        | \$1,156 | \$1,243 | \$1,336 |  |
| Soccer (Girls)                  |  | Season  | 1.0        | \$1,156 | \$1,243 | \$1,336 |  |
|                                 |  |         |            |         |         |         |  |
| <b>Track</b>                    |  | Season  | 1.0        | \$1,156 | \$1,243 | \$1,336 |  |
|                                 |  |         |            |         |         |         |  |
| <b>Cross Country</b>            |  | Season  | 1.0        | \$1,156 | \$1,243 | \$1,336 |  |
|                                 |  |         |            |         |         |         |  |
| <b>Golf</b>                     |  | Season  | ∅          | \$1,156 | \$1,243 | \$1,336 |  |
|                                 |  |         |            |         |         |         |  |
| <b>Tennis</b>                   |  | Season  | ∅          | \$1,156 | \$1,243 | \$1,336 |  |

| <b>OTHER FACTOR ASSIGNMENTS</b> |  |               |     |         |         |         |  |
|---------------------------------|--|---------------|-----|---------|---------|---------|--|
| Direct Special                  |  | Work          |     |         |         |         |  |
| Education Coord                 |  | Year          | 1.0 | \$3,638 | \$3,911 | \$4,204 |  |
| HS Musical Advisor              |  | Spring        | 1.0 | \$2,610 | \$2,806 | \$3,016 |  |
| Assistant                       |  | Spring        | 1.0 | \$1,123 | \$1,207 | \$1,298 |  |
| MS Noon Act. Dir                |  | Work          |     |         |         |         |  |
|                                 |  | Year          | 1.0 | \$2,610 | \$2,806 | \$3,016 |  |
| Music Performance Coach         |  |               |     |         |         |         |  |
| Instrumental Performance        |  | Year          | 1.0 | \$2,552 | \$2,743 | \$2,949 |  |
| Vocal Performance               |  | Year          | 1.0 | \$1,020 | \$1,097 | \$1,179 |  |
| HS Band/Orch                    |  |               |     |         |         |         |  |
| Director                        |  | Fall          | 1.0 | \$2,610 | \$2,806 | \$3,016 |  |
| HS Band/Orch                    |  |               |     |         |         |         |  |
| Director                        |  | Winter/Spring | 1.0 | \$2,610 | \$2,806 | \$3,016 |  |
| HS Drama Coach                  |  | Teacher       | 1.0 | \$2,598 | \$2,793 | \$3,002 |  |
|                                 |  | Year          |     |         |         |         |  |
| HS Spirit Squad                 |  | Teacher       |     |         |         |         |  |
| Advisor                         |  | Year          | 1.0 | \$2,598 | \$2,793 | \$3,002 |  |
| Newspaper                       |  | Teacher       |     |         |         |         |  |
| Advisor                         |  | Year          | 1.0 | \$2,598 | \$2,793 | \$3,002 |  |
| Yearbook Advisor                |  | Teacher       |     |         |         |         |  |
| High School**                   |  | Year          | 1.0 | \$4,749 | \$5,105 | \$5,488 |  |
| Middle School                   |  |               | 1.0 | \$1,652 | \$1,776 | \$1,909 |  |
| Middle School Paper             |  | Work          |     |         |         |         |  |
| Advisor                         |  | Year          |     | \$595   | \$639   | \$687   |  |
| MS Noon Act. Dir                |  | Year          | 1.0 | \$2,610 | \$2,806 | \$3,016 |  |
| Middle School Musical Advisor   |  | Work          |     | \$2,552 | \$2,743 | \$2,949 |  |
| Stage Crew                      |  | Year          |     | \$892   | \$959   | \$1,031 |  |
| Middle School Pep               |  | Work          |     |         |         |         |  |
| Squad                           |  | Year          |     | \$1,334 | \$1,434 | \$1,542 |  |
| Middle School                   |  | Work          |     |         |         |         |  |
| Student Gov                     |  | Year          |     | \$2,965 | \$3,187 | \$3,426 |  |
| HS AP Stipends**                |  | Work          |     | \$2,494 | \$2,681 | \$2,882 |  |
|                                 |  | Year          |     |         |         |         |  |
| HS Intramural                   |  | Work          |     |         |         |         |  |
| Director**                      |  | Year          |     | \$2,156 | \$2,318 | \$2,492 |  |
| Lead Teacher                    |  | Work          |     |         |         |         |  |
| Community High                  |  | Year          |     | \$8,177 |         |         |  |

|  |  |  |            |  |          |  |  |
|--|--|--|------------|--|----------|--|--|
|  |  |  |            |  |          |  |  |
| Instructional  |  |  | Per        |  |          |  |  |
| Hourly Rate  |  |  | Hour       |  | \$41.30  |  |  |
|  |  |  |            |  |          |  |  |
| Non-instructional  |  |  | Per        |  |          |  |  |
| Hourly Rate  |  |  | Hour       |  | \$16.52  |  |  |
|  |  |  |            |  |          |  |  |
| Special Assignment   |  |  | Per        |  |          |  |  |
| Hourly Rate  |  |  | Hour       |  | \$12.24  |  |  |
|  |  |  |            |  |          |  |  |
| Science Camp/Over  |  |  |            |  |          |  |  |
| Night Camping Trips  |  |  | 5 days @   |  |          |  |  |
| 4 teachers   |  |  | Daily rate |  | \$107.37 |  |  |
| 20 days  |  |  |            |  |          |  |  |
|  |  |  |            |  |          |  |  |
| Teacher in Charge  |  |  | Daily*     |  | \$90.85  |  |  |
|  |  |  |            |  |          |  |  |
| 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.)                     |  |  |            |  |          |  |  |