

PACIFIC GROVE UNIFIED SCHOOL DISTRICT
STIPEND/EXTRA DUTY PAY LIST
2026-2027

Position	Number of positions	1st/2nd Year	3rd/4th Year	5+ Years
HS Assistant Athletics Director	Assistant = 1	\$6694	\$7159	\$7658

HIGH SCHOOL ATHLETICS TIER I

Sport	Number of positions	1st/2nd Year	3rd/4th Year	5+ Years
Football	Varsity Coach = 1	\$4917	\$5195	\$5495
	JV Coach = 1	\$3684	\$3886	\$4102
	Assistant Coach = 3	\$3684	\$3886	\$4102
Volleyball	Varsity Coach = 1	\$4917	\$5195	\$5495
	JV Coach = 1	\$3684	\$3886	\$4102
	Frosh Coach = 1	\$3684	\$3886	\$4102
Boys Basketball	Varsity Coach = 1	\$4917	\$5195	\$5495
	JV Coach = 1	\$3684	\$3886	\$4102
	Frosh Coach = 1	\$3684	\$3886	\$4102
Girls Basketball	Varsity Coach = 1	\$4917	\$5195	\$5495
	JV Coach = 1	\$3684	\$3886	\$4102
Wrestling	Varsity Coach = 1	\$4917	\$5195	\$5495
	Assistant Coach = 1	\$3684	\$3886	\$4102
Boys Soccer	Varsity Coach = 1	\$4917	\$5195	\$5495
	JV Coach = 1	\$3684	\$3886	\$4102
Girls Soccer	Varsity Coach = 1	\$4917	\$5195	\$5495
	JV Coach = 1	\$3684	\$3886	\$4102
Baseball	Varsity Coach = 1	\$4917	\$5195	\$5495
	JV Coach = 1	\$3684	\$3886	\$4102
Softball	Varsity Coach = 1	\$4917	\$5195	\$5495
	JV Coach = 1	\$3684	\$3886	\$4102
Track	Varsity Coach = 1	\$4917	\$5195	\$5495
	Assistant Coach = 2	\$3684	\$3886	\$4102
Lacrosse	Varsity Coach = 1	\$4917	\$5195	\$5495
	Assistant Coach = 1	\$3684	\$3886	\$4102
Cheer	Coach = 1	\$4917	\$5195	\$5495
Dance	Coach = 1	\$4917	\$5195	\$5495

Board Approved 6/3/2026
Negotiated 2025/26 School Year

HIGH SCHOOL ATHLETICS TIER II

Sport	Number of positions	1st/2nd Year	3rd/4th Year	5+ Years
Cross Country	Varsity Coach = 1 Assistant Coach = 1	\$4191 \$3084	\$4408 \$3286	\$4641 \$3502
Golf	Varsity Coach (Boys) = 1 Varsity Coach (Girls) = 1	\$4191 \$4191	\$4408 \$4408	\$4641 \$4641
Swimming	Varsity Coach = 1 Assistant Coach = 1	\$4191 \$3084	\$4408 \$3286	\$4641 \$3502
Water Polo	Varsity Coach (Boys) = 1 Varsity Coach (Girls) = 1 JV Coach (Boys) = 1 JV Coach (Girls) = 1	\$4191 \$4191 \$3084 \$3084	\$4408 \$4408 \$3286 \$3286	\$4641 \$4641 \$3502 \$3502
Tennis	Varsity Coach (Boys) = 1 Varsity Coach (Girls) = 1	\$4191 \$4191	\$4408 \$4408	\$4641 \$4641

MIDDLE SCHOOL ATHLETICS

Sport	Number of positions	1st/2nd Year	3rd/4th Year	5+ Years
MS Athletics Director	Director = 1	\$3643	\$3841	\$4054
Girls Volleyball	Coach = 1 (6th grade) Coach = 1 (7th grade) Coach = 1 (8th grade)	\$2156 \$2156 \$2156	\$2243 \$2243 \$2243	\$2336 \$2336 \$2336
Boys Volleyball	Coach = 1 (6th grade) Coach = 1 (7th grade) Coach = 1 (8th grade)	\$2156 \$2156 \$2156	\$2243 \$2243 \$2243	\$2336 \$2336 \$2336
Girls Basketball	Coach = 1 (6th grade) Coach = 1 (7th grade) Coach = 1 (8th grade)	\$2156 \$2156 \$2156	\$2243 \$2243 \$2243	\$2336 \$2336 \$2336
Boys Basketball	Coach = 1 (6th grade) Coach = 1 (7th grade) Coach = 1 (8th grade)	\$2156 \$2156 \$2156	\$2243 \$2243 \$2243	\$2336 \$2336 \$2336
Wrestling	Coach = 1	\$2156	\$2243	\$2336
Girls Soccer	Coach = 1	\$2156	\$2243	\$2336
Boys Soccer	Coach = 1	\$2156	\$2243	\$2336

Track	Coach = 1	\$2156	\$2243	\$2336
Cross Country	Coach = 1	\$2156	\$2243	\$2336
Golf	Coach = 1	\$2156	\$2243	\$2336
Tennis	Coach = 1	\$2156	\$2243	\$2336
Spirit Squad	Coach = 0	\$2156	\$2243	\$2336

EXTRA-CURRICULAR STIPEND POSITIONS

Activity	Number of positions	1st/2nd Year Compensation	3rd/4th Year Compensation	5+ Years Compensation
HS Musical	Advisor = 1 Assistant = 1	\$4191 \$3084	\$4408 \$3286	\$4641 \$3502
HS Drama	Coach = 1	\$4191	\$4408	\$4641
HS Newspaper	Advisor = 1	\$4191	\$4408	\$4641
HS Yearbook	Advisor = 1	\$4191	\$4408	\$4641
HS Robotics	Coach = 1 Assistant Coach = 1	\$4191 \$3084	\$4408 \$3286	\$4641 \$3502
PGMS Robotics/ ROV Coach	Coach = 1	\$2156	\$2243	\$2336
HS Choral Club	Coach = 1	\$4191	\$4408	\$4641
HS Mock Trial	Coach = 1 Assistant Coach = 1	\$4191 \$3084	\$4408 \$3286	\$4641 \$3502
MS Yearbook	Advisor = 1	\$1952	\$2076	\$2209
MS Musical	Advisor = 0	\$1952	\$2076	\$2209
Robotics/ROV Advisor	FG = 1 RHD = 1	\$1500 \$1500	\$1500 \$1500	\$1500 \$1500
Drama Advisor	RHD = 1	\$1500	\$1500	\$1500

OTHER STIPEND POSITIONS

Activity	Number of positions	1st/2nd Year Compensation	3rd/4th Year Compensation	5+ Years Compensation
Lead Teacher, Community High	Lead Teacher = 1	\$8177		
HS Band/Orchestra	Director, Fall = 1	\$2610	\$2806	\$3016
	Director, Spring = 1	\$2610	\$2806	\$3016
MS/ES Music Performance Coach	Instrumental = 2	\$2552	\$2743	\$2949
	Vocal = 2	\$1020	\$1097	\$1179
HS Culinary Coach	Coach = 1	\$4191	\$4408	\$4641
HS Culinary Assistant Coach	Coach = 1	\$3084	\$3286	\$3502
HS Leadership Teacher	Leadership teacher = 1	\$7658; see notes		
GATE Coordinator	Coordinator = 1	\$5000		
HS WASC Report	Lead Writer = 1	Hourly instructional rate, not to exceed \$2500		
Teacher Tech Lead	HS = 1 MS = 1 FG = 1 RHD = 1	\$800		
HS 8th Grade Writing Assessment Evaluator	Evaluators = 0	\$400		
Garden Coordinator	FG = 1 RHD = 1	\$3300		
		\$3300		
Overnight Camp Trips	MS Science Camp	\$150.00 daily		
After School Intervention Classes	As needed	Hourly instructional rate		
GATE Teacher	As needed	Hourly instructional rate		
PAR Mentor	As needed	\$1500 per semester		
Induction Mentor	As needed	\$1200 per semester		
Hourly Instructional Rate	As needed	\$51.30 per hour		

Teacher-In-Charge	As needed, see notes	\$90.85 per day
Dual Enrollment	Based on enrollment	See notes
Curriculum Coordinator/ Department Chair	See notes	

Notes:

High School Leadership Teacher: Based on staffing needs, the High School site administrator may assign the Leadership teacher position as a teaching section or sections with a stipend of \$7,658 or as teaching section(s) with one additional prep period. If multiple teachers are assigned the Leadership class with a stipend, the stipend will be split between them.

Teacher-In-Charge: Any bargaining unit member acting as principal will be paid the daily factor if the principal leaves 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 two (2) days.

Dual Enrollment Compensation

In order to encourage teachers to teach Dual Enrollment classes through MPC or another qualified community college with whom PGUSD has an agreement, the following compensation will be paid:

Compensation Calculation

After deducting the Local Education Agency (LEA) Indirect Cost Rate (variable by year), sixty-five percent 65% of the remaining ISA amount will be issued as compensation (inclusive of statutory benefits).

Minimum Compensation Amounts for Fully Funded Courses

For fully funded courses (courses that meet or exceed the minimum enrollment identified in the ISA), compensation shall not be less than:

- - \$1,800 for one (1) semester dual-enrollment course
- - \$2,600 for two (2) semester dual-enrollment courses
- - \$3,400 for three (3) semester dual-enrollment courses
- - \$4,200 for four (4) semester dual-enrollment courses
- - \$5,000 for five (5) semester or more dual-enrollment courses per year

The remaining 35% of the ISA will be used accordingly:

- -25% of the ISA (inclusive of the LEA variable indirect cost rate) will be used to budget for Materials/Supplies and Services/Other Operational Expenditures associated with the course being taught.
- -10% of the ISA (inclusive of the LEA variable indirect cost rate) will be used for dual enrollment management.

Enrollment Requirements

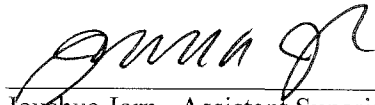
Courses must maintain a minimum enrollment of fifteen (15) students to receive full reimbursement from MPC.

- If enrollment falls below this threshold, the course may be canceled, resulting in no payment.
- A course may continue based on MPC's recommendation and with approval of the District. In such cases, the PGUSD teacher will be compensated at fifteen percent (15%) of the originally agreed-upon compensation amount, as defined above.

Rate Adjustments

All compensation amounts are subject to adjustment based on MPC's most current salary schedule.

Curriculum Coordinator/Department Chairs: The stipend for all secondary department chairs shall be a base of \$700 with an additional \$20 increment per section. At the elementary level, the hourly instructional rate will be paid to designated curriculum coordinators up to \$700 per assignment.


Joshua J. J. J., Assistant Superintendent

7-23-2026
Date