

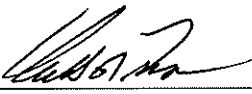
**LOCAL SALARY SCHEDULE C-3**  
**2020-2021**

Each position compensated on Salary Schedule C-3 will be placed on a level commensurate with the education, skills, and abilities required for the position. New employees will negotiate their starting salaries, not to exceed the amount indicated for the respective level.

The levels are as follows:

<b>Level</b>	<b>Maximum Salary</b>
I	\$89,426.00
II	\$84,530.63
III	\$79,822.18
IV	\$74,739.35
V	\$69,843.73
VI	\$64,948.09

Each subsequent year, employees will receive a 2% increase in salary, until the maximum salary for the respective level is reached. To complete a year, an employee must have been employed for at least nine months of the twelve-month period beginning September 1 and ending August 31. Any raises given on this salary schedule will be in addition to any legislatively mandated raises; provided, however, that this policy may be modified in the event of legislation providing special dispensation for employees on Salary Schedule C-3. In addition, the maximum salary for each level will be adjusted according to any increase in the maximum salary for Salary Schedule C-3.

Approved:   
Keith Brown, President