

P-3B INSTRUCTORS 35 HOUR PAY PLAN EFFECTIVE 6/25/2004

| Group | Period | Step 1      | Step 2      | Step 3      | Step 4      | Step 5      | Step 6      | Step 7      | Step 8      | Step 9      | Step 10     |
|-------|--------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|
| 1     | Annual | \$37,631.00 | \$38,882.00 | \$40,133.00 | \$41,391.00 | \$42,644.00 | \$43,901.00 | \$45,152.00 | \$46,409.00 | \$47,661.00 | \$48,914.00 |
|       | Bi-Wk  | \$1,441.81  | \$1,489.74  | \$1,537.67  | \$1,585.87  | \$1,633.87  | \$1,682.04  | \$1,729.97  | \$1,778.13  | \$1,826.10  | \$1,874.10  |
|       | Daily  | \$144.19    | \$148.98    | \$153.77    | \$158.59    | \$163.39    | \$168.21    | \$173.00    | \$177.82    | \$182.61    | \$187.41    |
|       | Hourly | \$20.60     | \$21.29     | \$21.97     | \$22.66     | \$23.35     | \$24.03     | \$24.72     | \$25.41     | \$26.09     | \$26.78     |
|       |        |             |             |             |             |             | Step 11     | Step 12     | Step 13     | Step 14     | Step 15     |
|       | Annual |             |             |             |             |             | \$50,168.00 | \$51,421.00 | \$52,679.00 | \$54,260.00 | \$55,888.00 |
|       | Bi-Wk  |             |             |             |             |             | \$1,922.15  | \$1,970.16  | \$2,018.36  | \$2,078.93  | \$2,141.31  |
|       | Daily  |             |             |             |             |             | \$192.22    | \$197.02    | \$201.84    | \$207.90    | \$214.14    |
|       | Hourly |             |             |             |             |             | \$27.46     | \$28.15     | \$28.84     | \$29.70     | \$30.60     |