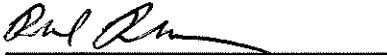


**Schedule A**  
**Salary Schedule**


2014-15      2015-16      2016-17      2017-18      2018-19      2019-20

|                    | Hourly Rate | Hourly Rate | Hourly Rate | Hourly Rate | Hourly Rate | Hourly Rate |
|--------------------|-------------|-------------|-------------|-------------|-------------|-------------|
| <b>Maintenance</b> | \$19.95     | \$19.95     | \$19.95     | \$20.15     | \$20.15     | \$20.46     |

International Union of Operating Engineers  
Local #324, AFL-CIO

  
Phil Robinson, Maintenance

  
Mike Dethloff, Maintenance

  
Tom DeKeyser, Superintendent