

Exhibit 3
High School Extracurricular Stipend Schedule

Base: \$ 29,266

2016-2017																				
Step	Lane A		Lane B		Lane C		Lane D		Lane E		Lane F		Lane G		Lane H		Lane I		Lane J	
	Percent of Base	Amount	Percent of Base	Amount	Percent of Base	Amount	Percent of Base	Amount	Percent of Base	Amount	Percent of Base	Amount	Percent of Base	Amount	Percent of Base	Amount	Percent of Base	Amount	Percent of Base	Amount
1	15.00%	\$ 4,390	10.00%	\$ 2,927	9.00%	\$ 2,634	8.00%	\$ 2,341	7.00%	\$ 2,049	6.00%	\$ 1,756	5.00%	\$ 1,463	4.00%	\$ 1,171	3.00%	\$ 878	2.00%	\$ 585
2	15.00%	4,390	10.00%	2,927	9.00%	2,634	8.00%	2,341	7.00%	2,049	6.00%	1,756	5.00%	1,463	4.00%	1,171	3.00%	878	2.00%	585
3	15.00%	4,390	10.00%	2,927	9.00%	2,634	8.00%	2,341	7.00%	2,049	6.00%	1,756	5.00%	1,463	4.00%	1,171	3.00%	878	2.00%	585
4	15.75%	4,609	10.50%	3,073	9.45%	2,766	8.40%	2,458	7.35%	2,151	6.30%	1,844	5.25%	1,536	4.20%	1,229	3.15%	922	2.10%	615
5	15.75%	4,609	10.50%	3,073	9.45%	2,766	8.40%	2,458	7.35%	2,151	6.30%	1,844	5.25%	1,536	4.20%	1,229	3.15%	922	2.10%	615
6	15.75%	4,609	10.50%	3,073	9.45%	2,766	8.40%	2,458	7.35%	2,151	6.30%	1,844	5.25%	1,536	4.20%	1,229	3.15%	922	2.10%	615
7	16.54%	4,840	11.03%	3,227	9.92%	2,904	8.82%	2,581	7.72%	2,259	6.62%	1,936	5.51%	1,613	4.41%	1,291	3.31%	968	2.21%	645
8	16.54%	4,840	11.03%	3,227	9.92%	2,904	8.82%	2,581	7.72%	2,259	6.62%	1,936	5.51%	1,613	4.41%	1,291	3.31%	968	2.21%	645
9	16.54%	4,840	11.03%	3,227	9.92%	2,904	8.82%	2,581	7.72%	2,259	6.62%	1,936	5.51%	1,613	4.41%	1,291	3.31%	968	2.21%	645
10	17.36%	5,082	11.58%	3,388	10.42%	3,049	9.26%	2,710	8.10%	2,372	6.95%	2,033	5.79%	1,694	4.63%	1,355	3.47%	1,016	2.32%	678
11	17.36%	5,082	11.58%	3,388	10.42%	3,049	9.26%	2,710	8.10%	2,372	6.95%	2,033	5.79%	1,694	4.63%	1,355	3.47%	1,016	2.32%	678
12	17.36%	5,082	11.58%	3,388	10.42%	3,049	9.26%	2,710	8.10%	2,372	6.95%	2,033	5.79%	1,694	4.63%	1,355	3.47%	1,016	2.32%	678
13	17.54%	5,133	11.69%	3,422	10.52%	3,080	9.35%	2,737	8.18%	2,395	7.02%	2,053	5.85%	1,711	4.68%	1,369	3.51%	1,027	2.34%	684
14	17.54%	5,133	11.69%	3,422	10.52%	3,080	9.35%	2,737	8.18%	2,395	7.02%	2,053	5.85%	1,711	4.68%	1,369	3.51%	1,027	2.34%	684
15	17.54%	5,133	11.69%	3,422	10.52%	3,080	9.35%	2,737	8.18%	2,395	7.02%	2,053	5.85%	1,711	4.68%	1,369	3.51%	1,027	2.34%	684
16	17.71%	5,184	11.81%	3,456	10.63%	3,110	9.45%	2,765	8.27%	2,419	7.09%	2,074	5.90%	1,728	4.72%	1,382	3.54%	1,037	2.36%	691
17	17.71%	5,184	11.81%	3,456	10.63%	3,110	9.45%	2,765	8.27%	2,419	7.09%	2,074	5.90%	1,728	4.72%	1,382	3.54%	1,037	2.36%	691
18	17.71%	5,184	11.81%	3,456	10.63%	3,110	9.45%	2,765	8.27%	2,419	7.09%	2,074	5.90%	1,728	4.72%	1,382	3.54%	1,037	2.36%	691
19+	17.89%	5,236	11.93%	3,491	10.73%	3,142	9.54%	2,792	8.35%	2,443	7.16%	2,094	5.96%	1,745	4.77%	1,396	3.58%	1,047	2.39%	698