### Notes:

1. Grade placement of positions on the above salary schedule shall be based on level of required training, level and extent of duties and responsibilities, and prevailing salaries for similar positions in the geographic area.

2. Initial step placement on the appropriate schedule, taking into consideration prior postsecondary education experience and equivalent experience in business or industry will be determined by the president. Advancement in steps after the initial placement will be based on years completed in the position.

3. Salaries shown on this schedule are base salaries for a 20-hour work week. Compensation for hours worked above 20 hours per week shall be computed by dividing the base by 1040.

4. For purposes of the Fair Labor Standards Act, the "normal" work week is forty (40) hours per week. Any employee, regardless of hours worked, who is covered by the Fair Labor Standards Act may become eligible for overtime benefits mandated by the act only for hours worked beyond forty (40) hours per week.