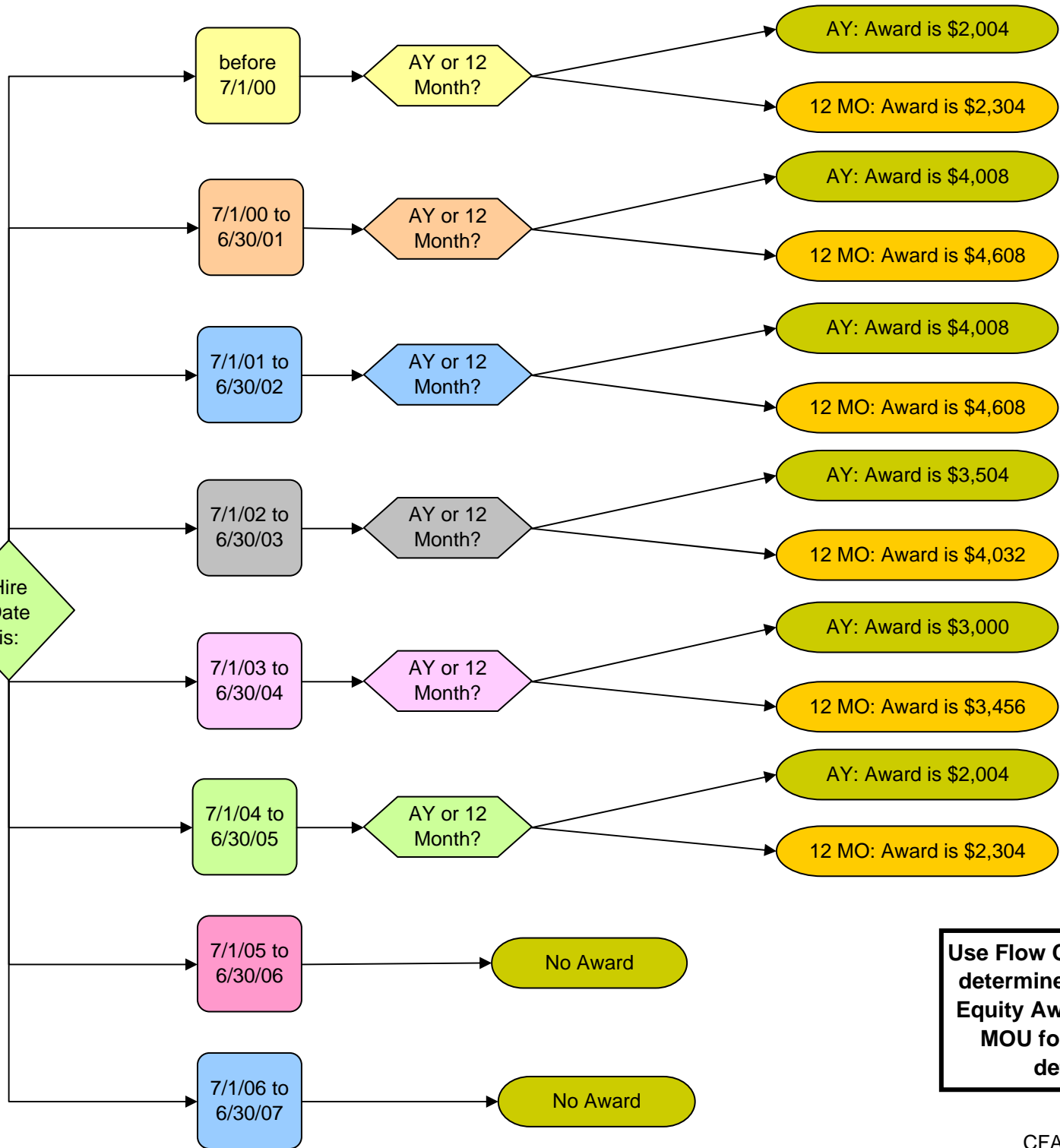


Equity Program for Eligible Counselors, Coaches, & Librarians:

Determine Hire Date and Salary as of 7/1/07

AY + 12 Month Appointments



AWARD AMOUNTS WILL BE PRORATED TO TIMEBASE

Use Flow Chart to help determine amount of Equity Award but see MOU for specific details