

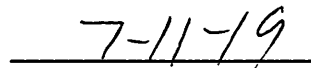
2019-20 Certified Salary and Benefits Settlement

1. 5% Cost of Living applied to salary schedule
2. 1% one-time bonus to be given near Christmas time
3. District will maintain current health & dental insurance plans and pay all increased premium costs
4. District will pay increased costs of steps and lanes on the salary schedule
5. Partial reimbursement for un-used sick leave, to be paid out at time of retirement, will be increased from \$30 to \$40 per day, up to 120 days and from \$12 to \$20 for each day over 120 days.
6. Employees can elect to use two sick days each year for non-sick leave. This is in addition to the two personal leave days, employees currently have available.
7. District will continue to pay the daily rate of pay for six additional days (above contract days). This consists of four professional development days and two data days.

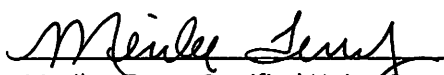
If you are in agreement with this offer, please sign below and return one copy to Cary Reese.



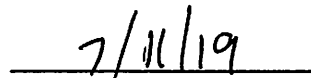
Ben Dalton, Superintendent



Date



Merilee Terry, Certified Union Rep.



Date