

Loyalty Incentive Plan

| YEARS OF SERVICE (Consecutive years at Community ISD) | PROFESSIONAL AMOUNT (per year) | PARAPROFESSIONAL AMOUNT (per year) |
|--|---|---|
| 0 | \$0 | \$0 |
| 1 | \$200 | \$200 |
| 2 | \$250 | \$250 |
| 3 | \$300 | \$300 |
| 4 | \$350 | \$350 |
| 5 | \$400 | \$400 |
| 6 | \$450 | \$450 |
| 7 | \$500 | \$500 |
| 8 | \$550 | \$550 |
| 9 | \$600 | \$600 |
| 10 | \$650 | \$650 |
| 11 | \$700 | \$700 |
| 12 | \$750 | \$750 |
| 13 | \$800 | \$800 |
| 14 | \$850 | \$850 |
| 15 | \$900 | \$900 |
| 16 | \$950 | \$950 |
| 17 | \$1,000 | \$,1000 |
| 18 | \$1,050 | \$1,050 |
| 19 | \$1,100 | \$1,100 |
| 20 | \$1,150 | \$1,150 |
| 21 | \$1,200 | \$1,200 |
| 22 | \$1,250 | \$1,250 |
| 23 | \$1,300 | \$1,300 |
| 24 | \$1,350 | \$1,350 |
| 25+ | \$1,400 | \$1,400 |

Amounts shown would be paid in a one time payment on a separate November check