

ADDENDUM TO NEGOTIATED AGREEMENT
EFFECTIVE JULY 1, 2019
between the
FREDERICK COUNTY ADMINISTRATIVE AND
SUPERVISORY ASSOCIATION
and the
BOARD OF EDUCATION OF FREDERICK COUNTY

The Frederick County Administrative and Supervisory Association (FCASA) and the Board of Education of Frederick County (Board) entered into a Negotiated Agreement with effective dates July 1, 2015 through June 30, 2022 with the understanding that matters of salary, insurance and one wild card item would be subject to negotiations during intervening years (see Article XVIII - DURATION).

The parties met and have agreed to the following with respect to ARTICLE VII – SALARIES:

Salary

For the 2019-20 school year:

- A step increment for all eligible employees in the FCASA unit.
- A 1.7% cost of living adjustment (COLA) to all eligible employees in the FCASA unit.

Insurance

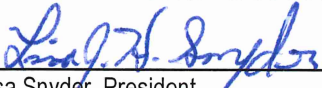
At the recommendation of the Insurance Council, all eligible employees in the FCASA unit will have a 2% medical insurance premium increase effective July 1, 2019.

Salary Education Credit

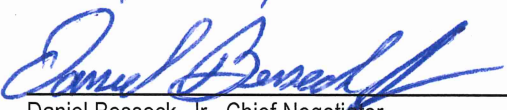
The salary education credit for a Doctorate Degree will increase from \$2,000 to \$4,000.

This Addendum is dated July 10, 2019 and shall be effective as of July 1, 2019. All other terms of the Negotiated Agreement shall remain in full force and effect.

**FREDERICK COUNTY ADMINISTRATIVE
AND SUPERVISORY ASSOCIATION**

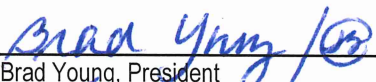


Lisa Snyder, President

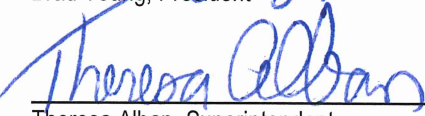


Daniel Besseck, Jr., Chief Negotiator

BOARD OF EDUCATION OF FREDERICK COUNTY



Brad Young, President



Theresa Alban, Superintendent



Jamie Cannon, Chief Negotiator