

EXHIBIT A

FBISD Years of Service	Year 1 – 22/23 if VATRE is passed	Year 2 – 23/24 if VATRE is passed
As of October 30, 2022 and first workday of September each year after	Employees less than 5 years get \$500 - \$500 increments each 5 years starting with year 5	Employees get \$100 per year of service as they reach milestone marks of 5, 10, 15, 20, 25 years, etc., through year 45.
0	\$500.00	
1	\$500.00	
2	\$500.00	
3	\$500.00	
4	\$500.00	
5	\$1,000.00	\$500.00
6	\$1,000.00	
7	\$1,000.00	
8	\$1,000.00	
9	\$1,000.00	
10	\$1,500.00	\$1,000.00
11	\$1,500.00	
12	\$1,500.00	
13	\$1,500.00	
14	\$1,500.00	
15	\$2,000.00	\$1,500.00
16	\$2,000.00	
17	\$2,000.00	
18	\$2,000.00	
19	\$2,000.00	
20	\$2,500.00	\$2,000.00

FBISD Years of Service	Year 1 – 22/23 if VATRE is passed	Year 2 – 23/24 if VATRE is passed
21	\$2,500.00	
22	\$2,500.00	
23	\$2,500.00	
24	\$2,500.00	
25	\$3,000.00	\$2,500.00
26	\$3,000.00	
27	\$3,000.00	
28	\$3,000.00	
29	\$3,000.00	
30	\$3,500.00	\$3,000.00
31	\$3,500.00	
32	\$3,500.00	
33	\$3,500.00	
34	\$3,500.00	
35	\$4,000.00	\$3,500.00
36	\$4,000.00	
37	\$4,000.00	
38	\$4,000.00	
39	\$4,000.00	
40	\$4,500.00	\$4,000.00
41	\$4,500.00	
42	\$4,500.00	
43	\$4,500.00	
44	\$4,500.00	
45	\$5,000.00	\$4,500.00
46	\$5,000.00	
47	\$5,000.00	
48	\$5,000.00	
49	\$5,000.00	

FBISD Years of Service	Year 1 – 22/23 if VATRE is passed	Year 2 – 23/24 if VATRE is passed
50	\$5,500.00	

Payments for part-time employees is one-half of the amounts in this exhibit.