

Letter of Agreement Between
Kenowa Hills Public Schools
and the
Kenowa Hills Education Association

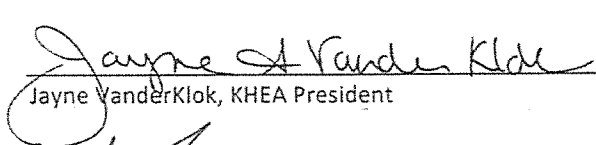
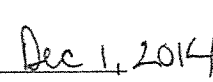
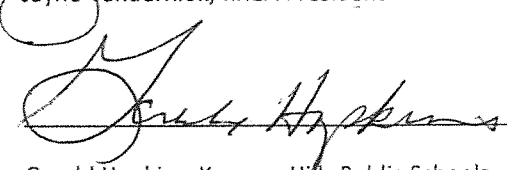
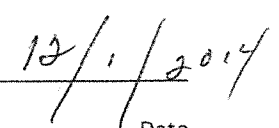
Re: 1% Increase into 403(b) Tax-Sheltered Annuity Plan for the 2010-2011 Year

The above named parties agree to the following until the expiration of the current bargaining agreement which expires August 15, 2015:

The Board and the Association recognize the importance of each employee pursuing an active retirement savings program and in providing alternatives to assist them in achieving their retirement savings goal.

Each certified staff member will receive the equivalent of 1% of their 2010-2011 salary or wages placed in an approved 403(b) Tax Sheltered Deferred Retirement Plan. The 1% is based on the total amount earned at the end of the 2010-2011 fiscal year.

The 1% increase shall be remitted to the appropriate approved 403(b) Tax Sheltered Deferred Retirement Plan vendor under no later than six (6) months after the staff members last day of employment. Failure of the staff member to provide the Business Office their approved 403(b) Tax Sheltered Deferred Retirement Plan account information within six (6) months after the staff members last day of employment will result in the forfeiture of employee's rights to the 1% of their 2010-11 salary or wages.

 _____ Jayne VanderKlok, KHEA President	 _____ Date
 _____ Gerald Hopkins, Kenowa Hills Public Schools	 _____ Date