

ARTICLE XVI

BARGAINING

Section I. The current bargaining agreement is printed. The new contract shall be attached each year when completed.

LAMOURE SCHOOL 2017 – 2018 AND 2018 – 2019 BARGAINING AGREEMENT

1. Both first and second grade profession life certificates are valid. However, teachers are to show professional gain by college attendance, workshops, conferences, or travel. All teachers shall have a minimum of six semester hours of college credit or four semester hours of college credit and sixty-four hours of workshops or conferences during each five-year period. This is to be documented by local workshop certificates or college grade transcripts in each file as approved by the superintendent. This clause takes effect July 1, 1981 and will be monitored as each teacher renews certification. Lifetime certificates will be monitored every five years after 1981.
2. Annual sick leave shall be ten days cumulative to ninety days and may be used each year for family medical appointments, illness in the family or funerals of those other than immediate family. A teacher who expects to become a parent may request leave of absence for up to twelve consecutive weeks. Four of these weeks may qualify for sick leave providing the teacher has sick leave available. The sick leave may be extended after four weeks with a medical certificate from a doctor that indicates it is necessary to have additional sick leave. The leave of absence shall begin the day of birth/adoption or at the beginning of the first contracted day of the school year. Unpaid vacation days will not count as part of the four weeks (four weeks being defined as twenty working days). The school district will pay staff \$10 per day for unused sick leave if employed in the school district for 9 years and below and \$30 per day if employed for 10 or more years upon leaving the LaMoure School District. (Amended 5/17)
3. Personal leave will be three days yearly cumulative to five days. Personal leave will be given with no reason indicated by the teacher. It is granted any time a substitute is available except the first and last week of school with an emergency being an exception to this rule. The school district will pay teachers \$100 per day for unused personal days that would bring the teacher down to a minimum remainder of two (2) personal days left at the end of the school year. This amount would be added into the end of year checks. (Amended 05/17)
4. A teacher who is absent because of a storm or bad roads on a day when school is in session may either use a personal day, if one is available, or have the cost of the substitute for that day deducted from his/her paycheck.
5. All teachers may request professional growth leave, emergency leave, sabbatical leave, and/or professional leave. Sabbatical leave or professional growth leave must receive board approval.

6. Teachers doing substitute work in grades 7 – 12 will be paid at a rate of $\frac{1}{4}$ the substitute pay per each block taught during their prep time. Pay for teacher members of the support team will be \$10.00 per meeting.
7. The LaMoure School District will pay for five-year license renewals for all educators who have taught for the LaMoure Public School for three or more years. The board will also pay for any endorsements that are required by the school to obtain. (Added 05/07))
8. The LaMoure School District will provide \$100 per teacher each school year to reimburse teachers the dues they pay to belong to professional organizations in their content areas. The administration must approve all organizations, which must be in the teachers' content area. Teachers will pay dues to their chosen organizations; they may request reimbursement upon submitting signed proof of approval and dues payment to business manager. (Added 05/07)
9. Sales of tickets will be handled by the sponsoring organization.
10. Grades or classes will be put on the teacher contract when possible, and all other staff will be notified of their teaching assignments as soon as possible. The superintendent and teacher will mutually agree upon any changes made after the contract has been signed.
11. The school year will consist of the number of days required by the state plus the extended contract days for teaching staff which is agreed upon in negotiated agreement. This includes item # 22 in the negotiated agreement.
12. An advisor or coach required to drive to an event shall be paid a sum of \$40.00 for an event up to 75 miles away and \$45.00 for an event more than 75 miles away. An advisor or coach that drives to a practice shall be paid a sum of \$15.00 for each practice. No payment will be made if the event occurs during the regularly scheduled hours of the school day. An event is defined as but not limited to where the students compete or perform at an event or where the group is representing the LaMoure School at a function
13. The LaMoure School Board will pay 50% of a full family health insurance policy. The amount may be used toward each teacher's individual health insurance plan or an annuity or any combination of insurance plans not to exceed 50% of the full family health insurance premium. This benefit may not fall below the previous years' dollar value starting with the 2006 – 2007 school year. * (Amended 5/06)
14. All benefits fringe and regular, are to be pro-rated to the amount of time on the contract. All steps in this salary schedule are based on the number of days in the school contract. An example of this would be a half time teacher would be paid one-half the rate of a full time teacher. An exception to this is the educational advancement clause.

15. Extra curricular contracts will be issued separately from the teaching contract with the salary determined using the extra curricular salary schedule. Extra curricular salary pay will increase 4% on the base pay per year starting with the 2007 school year. (Amended 05/07)
16. A coach or advisor that has an extended season will receive added pay of 5% of the base salary of that activity directing. The following are qualifiers for extended season pay.
 - a. Region Tournament Advancement – Volleyball, Basketball, Cheerleading
 - b. State Tournament Advancement– Baseball, Wrestling, Track, Golf, X-Country, Speech, Music, 1-Act Play, Cheerleading
 - c. Playoff Advancement – Football, Cheerleading
 - d. National Advancement – FFA, FCCLA (Added 2015).
17. The LaMoure School Board and the LaMoure Education Association agree to the following: In the event that curriculums require the sharing of LaMoure teachers between school districts, both parties agree that the teacher's fulltime status will not be jeopardized. The LaMoure School Board will hold the contract and may negotiate with the participating school district to compensate teachers in addition to the bargaining agreement salary schedule. The intended purpose of this agreement is to compensate teachers for the inconvenience of teaching in a multiple school arrangement. In the event the teacher is required to be advisor or coach of the same extra-curricular activity or organization in both schools, it is suggested that a co-op be formed to prevent a conflict of interests. The arrangement will guarantee state rate for mileage if transportation is not provided, and travel time will not be considered a teacher's prep time.
18. Teachers are guaranteed a duty-free lunch. Teachers supervising noon recess will be compensated with a free lunch. Any teacher volunteering lunchroom duty supervision will also receive a free lunch. The practice of elementary teachers monitoring students until they have gone through the lunch line and are seated is not part of a duty-free lunch and will continue.
19. Duration Clause: This agreement shall be effective on June 30, 2007, and shall be automatically renewed and will continue in force for additional periods of one year unless either party gives notice to the other party, not later than the March School Board Meeting of its desire to re-open certain provisions. In the event a successor agreement is not agreed upon before the anniversary date of this agreement, all provisions of this agreement shall remain in full force and effect until a mutual agreement is reached. All salaries, benefits and working conditions agreed upon in the successor agreement will be retroactive to the anniversary date of this agreement.

The Board and the Association agree that the terms and conditions set forth in this agreement represent the full and complete understanding and commitment between the parties and that said terms and conditions may not be altered, changed, added to, deleted from, or modified without the mutual consent of the parties in amendment, written and attached and made a part of this agreement.

20. Savings Clause - If any provision of this agreement or any application thereof to any party of the contract is finally held to be contrary to law, then such provision or application shall be deemed invalid to the extent required by such decision, but all other provisions and applications shall continue in full force and effect. If such provisions exist which are so held, at the request of either party, negotiations shall immediately commence in order to alter said section(s) providing the benefit(s) according to the intent of the parties. (Added 2009)
21. Grievance Procedure – The enclosed grievance procedure will be followed when dealing with concerns or grievances involving Teacher’s signed contracts. (Added 2015)
22. Each teaching staff member will have an extended contract day which is as follows:
- a. There will be one (1) added day above the state requirement for professional development that will be added to the teaching contract and negotiated agreement. The added day will be administered by the LaMoure School administration and added to the school calendar on a yearly basis. Each teacher will get paid their daily rate of pay for the added contract day.
 - b. A half – day will be added to the contract for teaching staff that occurs at the beginning of the school year. This day will be utilized by staff for preparing the classroom for the start of the school year. This ½ day will be part of the teaching contract. The half day rate will be \$100.
 - c. A half-day will be added to the contract for teaching staff that occurs at the end of the school year. This day will be utilized by staff for end of year activities to finalize the school year. The ½ day will be part of the teaching contract. The half day rate will be \$100. (Added 2015)

Signed _____
President of Association

Signed _____
President of School Board

Dated this _____ of June, 2017

SICK LEAVE BANK

A. Establishment - A sick leave bank is available to members of the LaMoure School faculty. Faculty shall be defined as employees eligible to receive sick leave at LaMoure School. The purpose of the "bank" shall be for unexpected and catastrophic illness and/or injury. The sick leave bank's days were established beginning with the school year 1983-84. No individual may draw more than 180 days from the sick bank in her/his lifetime of employment with the LaMoure School.

B. Qualifications – All faculty will have the option to join the sick bank at any time during their employment with LaMoure Public Schools. To be in the sick bank a faculty member will need to invest two sick leave days into the bank. Contributions for the year must be done by Sept. 10th to be included in the sick bank. Once a member has invested two days into the bank, they will be considered in the bank while they continue to work in a faculty position at LaMoure Public Schools. Faculty of the LaMoure Public School employed on a halftime contract will draw at one-half the full time employee. Any employee who was previously in the sick bank, who ceases to be employed at LaMoure School and then returns to employment at LaMoure School, will contribute one sick day to belong to the sick bank.

C. Replenishment - At any time the balance reaches a trigger point of 180 days minus an accumulated total of one day per sick bank member (Ex. 42 Sick Bank Members, the trigger point would be 180-42), each member shall be assessed a day to restore the 180 day balance. If at the beginning of the school year, the sick bank balance is below 180 but above the trigger point, those teachers whose sick leave has accumulated to 90 days will contribute all of their extra days that would be over 90 into the sick bank until the bank reaches 180 days. Any member who has depleted their sick leave and is unable to contribute at the time of replenishment shall have the one (1) sick leave day deducted during their first pay period the subsequent year.

D. Application – Any faculty member having used their total accumulated personal sick leave may apply to the Sick Leave Bank for consideration to draw on the Sick Leave Bank days. Applications must be in writing and given to the Sick Leave Bank Committee of consideration. The application should include a HIPAA compliant release. A medical doctor's certificate of illness shall accompany all applications to the Sick Bank Committee.

E. Committee – The Sick Leave Bank Committee shall consist of three (3) teachers selected by the LaMoure Education association plus the principal, the superintendent and a member of the school board, making a total of six (6). Selection of the teachers' representatives and the school board member representative shall occur when a sick bank committee needs to be assembled. The purpose of the Sick Leave Bank Committee shall be to oversee the use of the bank, review all applications, accept or reject the application, maintain proper balance and provide reasonable assurances that the Sick Leave Bank is not abused. When a member of the committee needs to request leave from the Sick Leave Bank, they will be replaced by another teacher and an administrator shall be replaced by an administrator or by a board member.

F. Others – All bookkeeping will be done in the office. A summer employee will be treated in the same manner as a regular employee as long as the day missed cannot be made up. (adopted 5/17)

GRIEVANCE PROCEDURE

Purpose

The purpose of this procedure is to secure equitable solutions to concerns and grievances involving the Teachers' Signed Contract in the shortest reasonable time and at the lowest possible administrative level. Since it is important that grievances be processed as rapidly as possible, the number of days indicated at each level should be kept at a minimum and every effort should be made to expedite the process. The time limit specified may be extended by mutual agreement. Both parties agree that these proceedings shall be kept as informal and confidential as may be appropriate at any level of the procedure.

Definition of Grievance

A grievance is defined as a specific complaint regarding an alleged violation of this bargaining agreement.

Procedure

A teacher must first discuss the concern with his or her principal or immediate supervisor as may be appropriate with the intent of resolving the matter informally.

If the concern is not satisfactorily resolved with discussion, an aggrieved teacher can move to Level One by submitting a written statement of the grievance to the principal or immediate supervisor.

Level One:

Within 3 working days of receipt of this written statement, the principal or immediate supervisor shall hold a conference with the grievant. Following the conference, the principal or the immediate supervisor shall tender a written response to the grievant within 2 working days.

Level Two:

If the grievance is not satisfactorily resolved at Level One within 7 working days after the grievant filed a written grievance, the grievant may submit the written grievance to the office of the Superintendent. The Superintendent shall schedule and hold a conference relative to such grievance within 5 working days of its receipt. Within 2 working days of such meeting, the Superintendent or designee shall communicate in writing a decision to the grievant.

Level Three:

If the grievance is not satisfactorily resolved at Level Two within 10 working days after the grievance was filed at Level Two, the grievant may submit the written grievance to the Board. The Board shall schedule and hold a conference relative to such grievance at the next scheduled Board meeting or within two weeks of receipt of such grievance. Within 2 working days of such meeting, the Board shall communicate in writing a decision to the grievant. This decision is binding on all points to all parties of interest.

Rights and Representation

No reprisals of any kind shall be taken by either party or by any member thereof against a party of interest, or any other participant in the grievance procedure by reason of such participation.

Any party of interest may be accompanied by representation at all stages of this procedure by a person(s) of his/her choosing. Except for those grievances involving the Drug Policy, the Association shall have the right to be present and to state its views, and the Association shall be further entitled to receive a copy of any written decisions rendered. (In those grievances involving the Drug Policy, the grievant has the option of including or excluding the Association.)

Miscellaneous

All documents, communications, and records dealing with the processing of a grievance shall be filed separately from the personnel file of the participants.

The grievant shall be informed at least 1 working day in advance of any scheduled meeting herein, but may agree to waive such time consideration to expedite the meeting at any earlier date.

Should a teacher or an Association representative be required by the employer's scheduling to be absent from his/her regular assignment for the execution of this grievance procedure, he/she shall be released without loss of pay or benefits, and a substitute will be provided.

In the event a grievance is filed on or after April 15 which, if left unresolved until the beginning of the following school year, could result in irreparable harm to any party of interest, the time limits set forth herein shall be reduced to one-half rounded to the nearest day so that the grievance procedure may be completed prior to the end of the school year or as soon thereafter as is practical.

LaMoure School Salary Schedule

2017 - 2018

Base Pay - 16-17

\$ 38,200 Base Increase

\$ 800.00

Step Across : \$ 200

Step	BS	BS + 4	BS + 8	BS + 12	BS + 16	BS + 20	BS + 24	BS + 28	BS + 32	BS + 36	BS + 40	BS + 44
0	\$39,000	\$39,200	\$39,400	\$39,600	\$39,800	\$40,000	\$40,200	\$40,400	\$40,600	\$40,800	\$41,000	\$41,200
1	\$39,385	\$39,585	\$39,785	\$39,985	\$40,185	\$40,385	\$40,585	\$40,785	\$40,985	\$41,185	\$41,385	\$41,585
2	\$39,770	\$39,970	\$40,170	\$40,370	\$40,570	\$40,770	\$40,970	\$41,170	\$41,370	\$41,570	\$41,770	\$41,970
3	\$40,155	\$40,355	\$40,555	\$40,755	\$40,955	\$41,155	\$41,355	\$41,555	\$41,755	\$41,955	\$42,155	\$42,355
4	\$40,540	\$40,740	\$40,940	\$41,140	\$41,340	\$41,540	\$41,740	\$41,940	\$42,140	\$42,340	\$42,540	\$42,740
5	\$40,925	\$41,125	\$41,325	\$41,525	\$41,725	\$41,925	\$42,125	\$42,325	\$42,525	\$42,725	\$42,925	\$43,125
6	\$41,360	\$41,560	\$41,760	\$41,960	\$42,160	\$42,360	\$42,560	\$42,760	\$42,960	\$43,160	\$43,360	\$43,560
7	\$41,795	\$41,995	\$42,195	\$42,395	\$42,595	\$42,795	\$42,995	\$43,195	\$43,395	\$43,595	\$43,795	\$43,995
8	\$42,230	\$42,430	\$42,630	\$42,830	\$43,030	\$43,230	\$43,430	\$43,630	\$43,830	\$44,030	\$44,230	\$44,430
9	\$42,665	\$42,865	\$43,065	\$43,265	\$43,465	\$43,665	\$43,865	\$44,065	\$44,265	\$44,465	\$44,665	\$44,865
10	\$43,100	\$43,300	\$43,500	\$43,700	\$43,900	\$44,100	\$44,300	\$44,500	\$44,700	\$44,900	\$45,100	\$45,300
11	\$43,585	\$43,785	\$43,985	\$44,185	\$44,385	\$44,585	\$44,785	\$44,985	\$45,185	\$45,385	\$45,585	\$45,785
12	\$44,070	\$44,270	\$44,470	\$44,670	\$44,870	\$45,070	\$45,270	\$45,470	\$45,670	\$45,870	\$46,070	\$46,270
13	\$44,555	\$44,755	\$44,955	\$45,155	\$45,355	\$45,555	\$45,755	\$45,955	\$46,155	\$46,355	\$46,555	\$46,755
14	\$45,040	\$45,240	\$45,440	\$45,640	\$45,840	\$46,040	\$46,240	\$46,440	\$46,640	\$46,840	\$47,040	\$47,240
15	\$45,525	\$45,725	\$45,925	\$46,125	\$46,325	\$46,525	\$46,725	\$46,925	\$47,125	\$47,325	\$47,525	\$47,725
16				\$46,660	\$46,860	\$47,060	\$47,260	\$47,460	\$47,660	\$47,860	\$48,060	\$48,260
17					\$47,395	\$47,595	\$47,795	\$47,995	\$48,195	\$48,395	\$48,595	\$48,795
18						\$48,130	\$48,330	\$48,530	\$48,730	\$48,930	\$49,130	\$49,330
19						\$48,665	\$48,865	\$49,065	\$49,265	\$49,465	\$49,665	\$49,865
20						\$49,200	\$49,400	\$49,600	\$49,800	\$50,000	\$50,200	\$50,400
21							\$49,935	\$50,135	\$50,335	\$50,535	\$50,735	\$50,935
22							\$50,470	\$50,670	\$50,870	\$51,070	\$51,270	\$51,470
23							\$51,005	\$51,205	\$51,405	\$51,605	\$51,805	\$52,005
24							\$51,540	\$51,740	\$51,940	\$52,140	\$52,340	\$52,540
25								\$52,275	\$52,475	\$52,675	\$52,875	\$53,075
26								\$52,810	\$53,010	\$53,210	\$53,410	\$53,610
27								\$53,345	\$53,545	\$53,745	\$53,945	\$54,145
28									\$54,080	\$54,280		\$54,680

Carreer Increment \$ 450.00 26th step & 52 credit

Those teachers who have a Masters Degree or are working towards a Masters Degree shall have columns for additional preparation added to this schedule. It will be on a basis of \$200 for each four (4) semester hours or six (6) quarter hours of credit attained beyond BS+52. Extra pay for columns above shall be for approved credits only, not workshops. The extra credits must be in the teacher's major or minor field, used to complete the major or minor, or in another field suggested by the board. All credits must be approved in writing with a record in the file before registration for the course. All credits must be turned in to the Superintendent by September 10 each year to receive a change in pay that year. This includes both the increment step down and the education step across. Part time teachers will receive the full \$200 for four (4) semester hours for educational advancement. Teachers who have completed the Masters Degree program by September 10 will have \$1,200 added to their salary the first year, and this payment will continue each year thereafter. For the 97-98 school year and all years after, all teachers will be able to add credits beyond BS+52 at a rate of \$200 for each four (4) semester hours for those credits obtained after September 10, 1997. A career increment of \$450 will be given to each teacher who goes beyond step 26 and BS+52 – they will also receive the contract increment for each year they teach in the LaMoure School system. 50% of the tuition will be reimbursed for all approved semester hours accrued beyond BS+48 by teachers who have a Masters Degree.

BS + 48	BS + 52	BS + 56	BS + 60	BS + 64	BS + 68	BS + 72	BS + 76	BS + 80	BS + 84	BS + 88	BS + 92	BS + 96	BS + 100
\$41,400	\$41,600	\$41,800	\$42,000	\$42,200	\$42,400	\$42,600	\$42,800	\$43,000	\$43,200	\$43,400	\$43,600	\$43,800	\$44,000
\$41,785	\$41,985	\$42,185	\$42,385	\$42,585	\$42,785	\$42,985	\$43,185	\$43,385	\$43,585	\$43,785	\$43,985	\$44,185	\$44,385
\$42,170	\$42,370	\$42,570	\$42,770	\$42,970	\$43,170	\$43,370	\$43,570	\$43,770	\$43,970	\$44,170	\$44,370	\$44,570	\$44,770
\$42,555	\$42,755	\$42,955	\$43,155	\$43,355	\$43,555	\$43,755	\$43,955	\$44,155	\$44,355	\$44,555	\$44,755	\$44,955	\$45,155
\$42,940	\$43,140	\$43,340	\$43,540	\$43,740	\$43,940	\$44,140	\$44,340	\$44,540	\$44,740	\$44,940	\$45,140	\$45,340	\$45,540
\$43,325	\$43,525	\$43,725	\$43,925	\$44,125	\$44,325	\$44,525	\$44,725	\$44,925	\$45,125	\$45,325	\$45,525	\$45,725	\$45,925
\$43,760	\$43,960	\$44,160	\$44,360	\$44,560	\$44,760	\$44,960	\$45,160	\$45,360	\$45,560	\$45,760	\$45,960	\$46,160	\$46,360
\$44,195	\$44,395	\$44,595	\$44,795	\$44,995	\$45,195	\$45,395	\$45,595	\$45,795	\$45,995	\$46,195	\$46,395	\$46,595	\$46,795
\$44,630	\$44,830	\$45,030	\$45,230	\$45,430	\$45,630	\$45,830	\$46,030	\$46,230	\$46,430	\$46,630	\$46,830	\$47,030	\$47,230
\$45,065	\$45,265	\$45,465	\$45,665	\$45,865	\$46,065	\$46,265	\$46,465	\$46,665	\$46,865	\$47,065	\$47,265	\$47,465	\$47,665
\$45,500	\$45,700	\$45,900	\$46,100	\$46,300	\$46,500	\$46,700	\$46,900	\$47,100	\$47,300	\$47,500	\$47,700	\$47,900	\$48,100
\$45,985	\$46,185	\$46,385	\$46,585	\$46,785	\$46,985	\$47,185	\$47,385	\$47,585	\$47,785	\$47,985	\$48,185	\$48,385	\$48,585
\$46,470	\$46,670	\$46,870	\$47,070	\$47,270	\$47,470	\$47,670	\$47,870	\$48,070	\$48,270	\$48,470	\$48,670	\$48,870	\$49,070
\$46,955	\$47,155	\$47,355	\$47,555	\$47,755	\$47,955	\$48,155	\$48,355	\$48,555	\$48,755	\$48,955	\$49,155	\$49,355	\$49,555
\$47,440	\$47,640	\$47,840	\$48,040	\$48,240	\$48,440	\$48,640	\$48,840	\$49,040	\$49,240	\$49,440	\$49,640	\$49,840	\$50,040
\$47,925	\$48,125	\$48,325	\$48,525	\$48,725	\$48,925	\$49,125	\$49,325	\$49,525	\$49,725	\$49,925	\$50,125	\$50,325	\$50,525
\$48,460	\$48,660	\$48,860	\$49,060	\$49,260	\$49,460	\$49,660	\$49,860	\$50,060	\$50,260	\$50,460	\$50,660	\$50,860	\$51,060
\$48,995	\$49,195	\$49,395	\$49,595	\$49,795	\$49,995	\$50,195	\$50,395	\$50,595	\$50,795	\$50,995	\$51,195	\$51,395	\$51,595
\$49,530	\$49,730	\$49,930	\$50,130	\$50,330	\$50,530	\$50,730	\$50,930	\$51,130	\$51,330	\$51,530	\$51,730	\$51,930	\$52,130
\$50,065	\$50,265	\$50,465	\$50,665	\$50,865	\$51,065	\$51,265	\$51,465	\$51,665	\$51,865	\$52,065	\$52,265	\$52,465	\$52,665
\$50,600	\$50,800	\$51,000	\$51,200	\$51,400	\$51,600	\$51,800	\$52,000	\$52,200	\$52,400	\$52,600	\$52,800	\$53,000	\$53,200
\$51,135	\$51,335	\$51,535	\$51,735	\$51,935	\$52,135	\$52,335	\$52,535	\$52,735	\$52,935	\$53,135	\$53,335	\$53,535	\$53,735
\$51,670	\$51,870	\$52,070	\$52,270	\$52,470	\$52,670	\$52,870	\$53,070	\$53,270	\$53,470	\$53,670	\$53,870	\$54,070	\$54,270
\$52,205	\$52,405	\$52,605	\$52,805	\$53,005	\$53,205	\$53,405	\$53,605	\$53,805	\$54,005	\$54,205	\$54,405	\$54,605	\$54,805
\$52,740	\$52,940	\$53,140	\$53,340	\$53,540	\$53,740	\$53,940	\$54,140	\$54,340	\$54,540	\$54,740	\$54,940	\$55,140	\$55,340
\$53,275	\$53,475	\$53,675	\$53,875	\$54,075	\$54,275	\$54,475	\$54,675	\$54,875	\$55,075	\$55,275	\$55,475	\$55,675	\$55,875
\$53,810	\$54,010	\$54,210	\$54,410	\$54,610	\$54,810	\$55,010	\$55,210	\$55,410	\$55,610	\$55,810	\$56,010	\$56,210	\$56,410
\$54,345	\$54,545	\$54,745	\$54,945	\$55,145	\$55,345	\$55,545	\$55,745	\$55,945	\$56,145	\$56,345	\$56,545	\$56,745	\$56,945
\$54,880	\$55,080	\$55,280	\$55,480	\$55,680	\$55,880	\$56,080	\$56,280	\$56,480	\$56,680	\$56,880	\$57,080	\$57,280	\$57,480
\$55,415	\$55,615	\$55,815	\$56,015	\$56,215	\$56,415	\$56,615	\$56,815	\$57,015	\$57,215	\$57,415	\$57,615	\$57,815	\$58,015
\$55,950	\$56,150	\$56,350	\$56,550	\$56,750	\$56,950	\$57,150	\$57,350	\$57,550	\$57,750	\$57,950	\$58,150	\$58,350	\$58,550
\$56,485	\$56,685	\$56,885	\$57,085	\$57,285	\$57,485	\$57,685	\$57,885	\$58,085	\$58,285	\$58,485	\$58,685	\$58,885	\$59,085
\$57,020	\$57,220	\$57,420	\$57,620	\$57,820	\$58,020	\$58,220	\$58,420	\$58,620	\$58,820	\$59,020	\$59,220	\$59,420	\$59,620
\$57,555	\$57,755	\$57,955	\$58,155	\$58,355	\$58,555	\$58,755	\$58,955	\$59,155	\$59,355	\$59,555	\$59,755	\$59,955	\$60,155
\$58,090	\$58,290	\$58,490	\$58,690	\$58,890	\$59,090	\$59,290	\$59,490	\$59,690	\$59,890	\$60,090	\$60,290	\$60,490	\$60,690
\$58,625	\$58,825	\$59,025	\$59,225	\$59,425	\$59,625	\$59,825	\$59,940	\$60,140	\$60,340	\$60,540	\$60,740	\$60,940	\$61,140
\$59,160	\$59,360	\$59,560	\$59,760	\$59,960	\$60,160	\$60,360	\$60,475	\$60,675	\$60,875	\$61,075	\$61,275	\$61,475	\$61,675
\$59,695	\$59,895	\$60,095	\$60,295	\$60,495	\$60,695	\$60,895	\$61,010	\$61,210	\$61,410	\$61,610	\$61,810	\$62,010	\$62,210
\$60,230	\$60,430	\$60,630	\$60,830	\$61,030	\$61,230	\$61,430	\$61,545	\$61,745	\$61,945	\$62,145	\$62,345	\$62,545	\$62,745

\$61,480	\$61,680	\$61,880	\$62,080	\$62,280	\$62,480	\$62,680	\$62,880	\$63,080	\$63,280
\$62,015	\$62,215								
	\$62,750								
	\$63,285								

Career Increments

BS + 104	BS + 108	BS + 112	BS + 116	BS + 120	BS + 124	BS + 128	BS + 132	BS + 136	BS + 140	BS + 144	BS + 148	BS + 152
\$44,200	\$44,400	\$44,600	\$44,800	\$45,000	\$45,200	\$45,400	\$45,600	\$45,800	\$46,000	\$46,200	\$46,400	\$46,600
\$44,585	\$44,785	\$44,985	\$45,185	\$45,385	\$45,585	\$45,785	\$45,985	\$46,185	\$46,385	\$46,585	\$46,785	\$46,985
\$44,970	\$45,170	\$45,370	\$45,570	\$45,770	\$45,970	\$46,170	\$46,370	\$46,570	\$46,770	\$46,970	\$47,170	\$47,370
\$45,355	\$45,555	\$45,755	\$45,955	\$46,155	\$46,355	\$46,555	\$46,755	\$46,955	\$47,155	\$47,355	\$47,555	\$47,755
\$45,740	\$45,940	\$46,140	\$46,340	\$46,540	\$46,740	\$46,940	\$47,140	\$47,340	\$47,540	\$47,740	\$47,940	\$48,140
\$46,125	\$46,325	\$46,525	\$46,725	\$46,925	\$47,125	\$47,325	\$47,525	\$47,725	\$47,925	\$48,125	\$48,325	\$48,525
\$46,560	\$46,760	\$46,960	\$47,160	\$47,360	\$47,560	\$47,760	\$47,960	\$48,160	\$48,360	\$48,560	\$48,760	\$48,960
\$46,995	\$47,195	\$47,395	\$47,595	\$47,795	\$47,995	\$48,195	\$48,395	\$48,595	\$48,795	\$48,995	\$49,195	\$49,395
\$47,430	\$47,630	\$47,830	\$48,030	\$48,230	\$48,430	\$48,630	\$48,830	\$49,030	\$49,230	\$49,430	\$49,630	\$49,830
\$47,865	\$48,065	\$48,265	\$48,465	\$48,665	\$48,865	\$49,065	\$49,265	\$49,465	\$49,665	\$49,865	\$50,065	\$50,265
\$48,300	\$48,500	\$48,700	\$48,900	\$49,100	\$49,300	\$49,500	\$49,700	\$49,900	\$50,100	\$50,300	\$50,500	\$50,700
\$48,785	\$48,985	\$49,185	\$49,385	\$49,585	\$49,785	\$49,985	\$50,185	\$50,385	\$50,585	\$50,785	\$50,985	\$51,185
\$49,270	\$49,470	\$49,670	\$49,870	\$50,070	\$50,270	\$50,470	\$50,670	\$50,870	\$51,070	\$51,270	\$51,470	\$51,670
\$49,755	\$49,955	\$50,155	\$50,355	\$50,555	\$50,755	\$50,955	\$51,155	\$51,355	\$51,555	\$51,755	\$51,955	\$52,155
\$50,240	\$50,440	\$50,640	\$50,840	\$51,040	\$51,240	\$51,440	\$51,640	\$51,840	\$52,040	\$52,240	\$52,440	\$52,640
\$50,725	\$50,925	\$51,125	\$51,325	\$51,525	\$51,725	\$51,925	\$52,125	\$52,325	\$52,525	\$52,725	\$52,925	\$53,125
\$51,260	\$51,460	\$51,660	\$51,860	\$52,060	\$52,260	\$52,460	\$52,660	\$52,860	\$53,060	\$53,260	\$53,460	\$53,660
\$51,795	\$51,995	\$52,195	\$52,395	\$52,595	\$52,795	\$52,995	\$53,195	\$53,395	\$53,595	\$53,795	\$53,995	\$54,195
\$52,330	\$52,530	\$52,730	\$52,930	\$53,130	\$53,330	\$53,530	\$53,730	\$53,930	\$54,130	\$54,330	\$54,530	\$54,730
\$52,865	\$53,065	\$53,265	\$53,465	\$53,665	\$53,865	\$54,065	\$54,265	\$54,465	\$54,665	\$54,865	\$55,065	\$55,265
\$53,400	\$53,600	\$53,800	\$54,000	\$54,200	\$54,400	\$54,600	\$54,800	\$55,000	\$55,200	\$55,400	\$55,600	\$55,800
\$53,935	\$54,135	\$54,335	\$54,535	\$54,735	\$54,935	\$55,135	\$55,335	\$55,535	\$55,735	\$55,935	\$56,135	\$56,335
\$54,470	\$54,670	\$54,870	\$55,070	\$55,270	\$55,470	\$55,670	\$55,870	\$56,070	\$56,270	\$56,470	\$56,670	\$56,870
\$55,005	\$55,205	\$55,405	\$55,605	\$55,805	\$56,005	\$56,205	\$56,405	\$56,605	\$56,805	\$57,005	\$57,205	\$57,405
\$55,540	\$55,740	\$55,940	\$56,140	\$56,340	\$56,540	\$56,740	\$56,940	\$57,140	\$57,340	\$57,540	\$57,740	\$57,940
\$56,075	\$56,275	\$56,475	\$56,675	\$56,875	\$57,075	\$57,275	\$57,475	\$57,675	\$57,875	\$58,075	\$58,275	\$58,475
\$57,060	\$57,260	\$57,460	\$57,660	\$57,860	\$58,060	\$58,260	\$58,460	\$58,660	\$58,860	\$59,060	\$59,260	\$59,460
\$57,595	\$57,795	\$57,995	\$58,195	\$58,395	\$58,595	\$58,795	\$58,995	\$59,195	\$59,395	\$59,595	\$59,795	\$59,995
\$58,130	\$58,330	\$58,530	\$58,730	\$58,930	\$59,130	\$59,330	\$59,530	\$59,730	\$59,930	\$60,130	\$60,330	\$60,530
\$58,665	\$58,865	\$59,065	\$59,265	\$59,465	\$59,665	\$59,865	\$60,065	\$60,265	\$60,465	\$60,665	\$60,865	\$61,065
\$59,200	\$59,400	\$59,600	\$59,800	\$60,000	\$60,200	\$60,400	\$60,600	\$60,800	\$61,000	\$61,200	\$61,400	\$61,600
\$59,735	\$59,935	\$60,135	\$60,335	\$60,535	\$60,735	\$60,935	\$61,135	\$61,335	\$61,535	\$61,735	\$61,935	\$62,135
\$60,270	\$60,470	\$60,670	\$60,870	\$61,070	\$61,270	\$61,470	\$61,670	\$61,870	\$62,070	\$62,270	\$62,470	\$62,670
\$60,805	\$61,005	\$61,205	\$61,405	\$61,605	\$61,805	\$62,005	\$62,205	\$62,405	\$62,605	\$62,805	\$63,005	\$63,205
\$61,340	\$61,540	\$61,740	\$61,940	\$62,140	\$62,340	\$62,540	\$62,740	\$62,940	\$63,140	\$63,340	\$63,540	\$63,740
\$61,875	\$62,075	\$62,275	\$62,475	\$62,675	\$62,875	\$63,075	\$63,275	\$63,475	\$63,675	\$63,875	\$64,075	\$64,275
\$62,410	\$62,610	\$62,810	\$63,010	\$63,210	\$63,410	\$63,610	\$63,810	\$64,010	\$64,210	\$64,410	\$64,610	\$64,810
\$62,945	\$63,145	\$63,345										

\$ 385.00

\$ 435.00

\$ 485.00

\$ 535.00

\$ 535.00

\$63,480 \$63,680 \$63,880
\$64,415