



July 1, 2018 to June 20, 2019

Rolette School Board
&
Rolette Education
Association
NEGOTIATED AGREEMENT



The School Board of Rolette School District #29 of Rolette, North Dakota and the Rolette Education Association, do hereby agree that the welfare of the children of Rolette Public School is paramount in the operation of the school and will be promoted by both parties.

The parties do hereby agree as follows:

I. RECOGNITION

The School Board of Rolette School District hereinafter referred to as the Board, recognizes that teaching is a profession. The Board recognizes the Rolette Education Association, hereinafter referred to as REA, as the exclusive representative of all the certificated teaching personnel employed or to be employed, excluding administrative personnel, for the purpose of negotiation on matters of mutual concern.

The REA recognizes the Board as the elected representatives of the people of Rolette School District #29 and as the employer of the certificated personnel of this District.

Both named parties recognize North Dakota Century Code as the basis for negotiations in North Dakota Public Schools and do hereby agree to operate in accordance with said law. Further, both parties agree that the specific conditions of this agreement shall limit the general conditions of the North Dakota Century Code.

II. PRINCIPLES

A. Attaining Objectives

Attainment of objectives of the educational program of the district requires mutual understanding and cooperation between the Board and REA. Free and open exchange of views is desirable and necessary, with both parties participating in deliberations leading to the determination of matters of mutual concern.

B. Representation

Representatives of the Board shall meet with representatives of the REA to negotiate and to reach agreement. Two members and a recorder will be elected from the Board and three members from the REA, for the purpose of negotiating the conditions of this contract. Meeting shall be open to all. Each negotiation team shall designate one member as chief negotiator and one member as recorder. Some continuity should always remain in the groups, as in that the chief negotiator should be one of the original members of the team.

C. Negotiable Items

Both parties agree to recognize North Dakota Century Code for determining the negotiability of an item.

III. PROCEDURES

A. Directing Requests

Requests for meetings from the REA, or the Board, shall be made directly to the superintendent. Requests to conduct negotiations for the ensuing year shall be in writing. Such a request must be presented no later than October 1st of the current school year. A reasonable attempt to complete preliminary arrangements should be finished by March 1st of the current school year. If such a request is not made, the current agreement, consisting of all items negotiated and agreed to by the Board and the REA, which are to be assembled in one

document entitled the Rolette School Board and the Rolette Education Association Negotiated Agreement will automatically be renewed for one year.

B. Assistance

The parties may call upon competent professional or lay persons to render advice relative to the negotiations. The cost of such assistance shall be borne by the party securing the assistance.

C. Progress Reports

Periodic progress reports may be issued.

D. Exchange of Information

The Board or the REA upon request from the opposite party shall provide accurate information which is normally considered public information. Examples of such information would include financial resources of the District and salary schedules of area schools.

E. Caucusing and Adjournment

Either party may request a caucus, which must be agreed to by the other negotiation team. A team caucus must be conducted within confines of the school building. Either team may request an adjournment to any meeting. Adjournment shall be recognized upon mutual agreement.

F. Proposals and Counter Proposals

Facts, opinions, proposals and counter proposals will be exchanged freely during the meetings in an effort to reach mutual understanding and agreement.

IV. AGREEMENT

When agreement is reached, it shall be drawn up in the form of a legal contract, signed by the parties, and become a part of the official minutes of the Board. Provisions in the agreement shall be reflected in individual contracts. The agreement shall not discriminate against any member of the staff regardless of membership or non-membership in the REA.

V. MEDIATION AND APPEAL

A. Advisory Board

In case of disagreement about the meaning or application of this agreement or if an impasse is reached during negotiations, the matter may be submitted to an advisory board within thirty days after the request of either party to the other. The Board will name one advisor and the REA will name another. A third member, who shall be the chairman, shall be named by the first two members.

The advisory board shall supply recommendations for settlement within a mutually agreed time. The recommendations shall be submitted to both parties and shall be made public. Upon mutual consent, however, this step may be bypassed and impasse declared whereupon the Education Fact Finding Commission may be called upon.

If the advisory board fails to make a recommendation acceptable to the parties within the specified time, either the Board or the REA may declare an impasse and may request the services of the Education Fact Finding commission pursuant to North Dakota Century Code.

VI. COSTS

Cost and expenses which may be incurred in securing and utilizing the services of a 3rd party mediator shall be shared equally by the Board and the REA, it being understood that the cost and expenses of the mediator selected by the Board and the mediator selected by the REA shall be the sole responsibility of the selected party. In the event of Fact Finding, the cost shall be shared equally by both parties.

VII. DURATION

The terms and conditions of this agreement shall be in effect upon ratification of both parties for the ensuing school year as designated by the title of the agreement. In the event that negotiations continue beyond the end of the current contract period, the current agreement shall remain in effect until a new agreement has been reached and ratified. Terms of the new agreement would then be retroactive to the opening school date.

All terms and conditions of the Rolette School Board and the Rolette Education Association Negotiated Agreement shall be subject to renegotiation each year upon the request of either party.

The terms and conditions of the Negotiated Agreement may be amended by mutual agreement of both parties.

VIII. CONTRACT ATTACHMENTS

Each teacher will receive a copy of the Rolette School Board and Rolette Education Association Negotiated Agreement an account of salary determination, and a copy of the current RIF policy along with his/her contract.

IX. SAVINGS CLAUSE

Should any article, section, or clause, of this agreement be declared illegal by a court of competent jurisdiction, the said article, section, or clause, shall be automatically renegotiated. All remaining articles, sections, and clauses of this agreement shall remain in full force and effect for the duration of this agreement.

X. SALARY

A. Incentive Lanes recognize experience and educational advancement. (See the salary schedule)

1. Education incentive lanes are recognized by the terms of this contract, and are identified by the horizontal steps of the salary schedule which is part of the Negotiated Agreement. An increment of \$500 is granted for each horizontal step beyond the Bachelors of Science Degree, moving from left to right on the salary schedule. An additional \$500 is granted upon completion of a Master's Degree. Each step represents an additional 8 semester hours (12 quarter hours) of graduate and, or approved undergraduate credit earned by an individual certified staff member. To make a recognized education lane change for the ensuing contract

period, the required number of hours must be earned and approved on, or before August 30 of the current fiscal year. Approved college credit is recognized as:

- a) All graduate level credit(s) earned, and recognized by an accredited college or university.
 - b) Undergraduate credit(s) earned, and recognized by an accredited college or university, after baccalaureate (the Bachelor's Degree), may be recognized upon being reviewed and approved by the superintendent.
2. The salary schedule recognizes experience earned as one step, vertical advancement, for each year of services as outlined on the salary schedule.
 3. When hiring teachers, Board reserves the right to accept all years of teaching experience of the applicant.
 4. The Board also reserves the right to accept professional experience of the applicant at one-half year credit for each year of applicable work experience.
 5. The salary schedule applies to all certified teaching personnel. No person shall be discriminated against as the result of the terms and conditions of his/her individual contract, including those teachers with part-time contracts.
 - a) *An example of the language intent: (hypothetical situation) A teacher with 5 years of experience and B.S. + 8 hours contracted for a half (1/2) time position. 5 yrs. Exp. = Step 6; Lane BS+8; Salary=\$41,400 (see current salary schedule) 1/2 (half (1/2) time contract).*

B. Teaching Load

1. All secondary teachers will have a maximum load of five (5) classes and one (1) study hall. If a secondary teacher must teach six academic (6) classes, he/she will receive an additional \$1,000 per school year, pro-rated accordingly.
2. Elementary teachers will have forty (40) minutes of instructional free time during the instructional work day.
3. If an elementary teacher must teach in a K-6 combined elementary classroom he/she will be receive an additional \$2,500. {i.e. someone who teaches grades 1 & 2, in the classroom all day long, pro-rated if teacher is in combined classroom a half day.} If the combination is for less than one year it will be pro-rated accordingly.
4. If a teacher is shared with another school district, he/she will receive an additional \$4,000 per school year, pro-rated accordingly and have mileage paid by the school district purchasing the portion of the contract.
5. IVN: Compensation to staff for teaching distance learning courses. The Board will use the rates as determined by the NESC for compensating staff for teaching courses over the distance learning.

- Staff will be compensated \$15 per hour for preparing/supervision of academic contests held outside of the regular school day.

C. Extra Duty

- All workers will be paid \$20.00 per varsity home game for ticket sales, keeping book or clock, and doing play-by-play announcing and hallway monitoring in the absence of an administrator for extracurricular activities, unless other compensation has been agreed upon for certain events {i.e. season activity passes}.
- Payment of Non-Administrative Duties: Percentage of the current year base salary:

POSITION	PERCENT OF BASE
Athletic Director	12
Head Football Coach	10
Asst. Football Coach	7.25
Jr. High Football Coach	4.75
Head Volleyball Coach	10
Asst. Volleyball Coach	7.25
Jr. High Volleyball Coach	4.75
Head Girls Basketball Coach	10.5
Asst. Girls Basketball Coach	7.5
Jr. High Girls Basketball Coach	4.75
Head Boys Basketball Coach	10.5
Asst. Boys Basketball Coach	7.5
Jr. High Boys Basketball Coach	4.75
Elementary Girls Basketball Coach	3.5
Elementary Boys Basketball Coach	3.5
Head Baseball Coach	8
Asst. Baseball Coach	6
Head Track Coach	8
Asst. Track Coach	6
Annual Advisor	4
Cheerleading Advisor	3.8 (per sport)
FFA Advisor	6
FCCLA Advisor	6
Jr Class Advisor	6
Speech Coach	6
Speech Meet Director	\$500 per meet (Max 2)
Student Council Advisor	3.5
Pep Band	\$50 per game (max \$500)
One Act Play	2.5
Three Act Play	3
Newsletter Production	3.5
Technology Coordinator	17

- If a coach must coach two teams at the same time, that coach will receive the full salary of the higher position and one-half of the lower position.

4. The district will not exceed the salary schedule for non-administrative duties.
5. All non-administrative duty assignments will be by separate contracts.
6. Each varsity and assistant varsity coach will be reimbursed up to \$400 upon completion for attending a workshop, clinic, or state tournament for fees, meals, mileage, and room with prior notification to the superintendent. If the workshop, clinic or state tournament falls on a school day, the coach will be allowed to attend using professional development leave.
7. All the non-administrative duties will be paid on the biweekly schedule throughout the specific extra-curricular season.

D. Title Contracts

1. All present Title I teachers will have priority for their current positions if Title I funds are available.

E. Pay Schedule

1. Teachers shall be paid biweekly by direct deposit or check following the biweekly pay schedule set on the current calendar year. It shall be the option of each teacher to determine if he/she wants to be paid on a 9, 10 or 12-month salary schedule.

F. Minimum Requirements

1. Teachers who fail to comply with State Law (defined by the Department of Public Instruction in reference to school accreditation) and do not meet the minimum requirements as to in-service and/or college credit hours will be notified by the Superintendent and President of the School Board prior to May 31, of the current school year, that he/she has one year to meet the minimum legal requirements as defined by law. Failure to comply shall be considered proper grounds for dismissal.

XI. LEAVE

All leave for part-time teachers shall be pro-rated. There will be no limits per day to take leave time. In other words, leave may be taken by the hour. The term days when used in this article shall hold an equivalent of one (1) day to eight (8) hours.

A. Sick/Emergency leave

1. At the beginning of each school year, each teacher shall be credited with thirteen (13) sick/emergency leave days, accumulative to 60 days. Any days accumulated over 60 days at the end of the school year will be bought back by the district at \$20.00 per day. When a teacher leaves the District, he/she shall be paid \$20.00 per day for each accumulated sick/emergency leave days that have not been used. Sick leave is defined as personal illness, injury and/or time needed to attend to an immediate family member because of injury or illness. Emergency leave is defined as time needed to attend a crisis resulting from unmitigated circumstances including but not limited to road conditions serious weather caused by an act of God or a death in the immediate family, relative or close family friend. Emergency leave is granted at the discretion of the Superintendent but can be appealed to the Board.

B. Personal Leave

1. The Board will grant the following number of personal leave days per year for all certified staff:

Years of Service	Days	Earned Per Year
0-4		3
5-14		4
15 +		5

2. Any days over the three (3) will be bought back at the end of the year by the district at sub pay. The teacher shall notify the principal at least 2 weeks in advance unless there is an emergency, when requesting to use personal leave time. If more than two teachers ask for personal leave day(s) on the same day, any additional teacher will have leave under the discretion of the administration. Anyone having less than five (5) days of personal leave may purchase up to two (2) days at the cost to the district using the current sub pay base, resulting in not more than five (5) personal days per year being used.

C. Sick Leave Pool

Individual teachers may choose to contribute to a sick leave pool governed by the following provisions:

1. Each individual who chooses to join the pool must do so at the first fall REA meeting. (A form will be provided for teacher(s) to sign.)
2. Any individuals joining will contribute two (2) sick days initially from their individual account to the pool.
3. These days are the property of the pool and do not revert back to the individual.
4. Individuals, who have contributed to the pool, can use a maximum of ten (10) days from the pool when and if their sick leave has been used up.
5. Individuals must have contributed at the fall meeting to be eligible for that school year.
6. Individuals must repay the days drawn at a minimum of three (3) days per year and may never have more than a total of ten (10) days drawn from the pool at any one time.
7. Individuals who owe sick leave days to the pool will pay the substitute rate per day to the District upon leaving the system for those days.
8. Sick leave days used from the pool must be used for major illness, accident, pregnancy or actual hospitalization of the individual, spouse, child or immediate family. The superintendent, business manager, high school REA member, and elementary REA member and non-certified staff member appointed at the beginning of the school year by the REA as the sick leave board, will take requests in writing from the teacher. This group will make the determination of eligibility for leave from the pool. A copy of the request approval or denial will be given to the individual and the teacher association president for record keeping purposes. The business manager of the school district shall keep all records.

9. A minimum of twenty (20) days must be in the pool. Should the aggregate total fall below the minimum number, each member teacher will be asked to automatically donate one (1) day to the pool at that time.
10. There will be a maximum of one hundred (100) days in the pool. Any days over the 100 days are lost to the pool.

XII. BENEFITS

All part-time employees will receive all benefits at a pro-rated base; Part time factor defined as a percentage of load assignment.

A. Health Insurance

1. The District currently offers two health insurance plan options: BCBS of ND or Sanford Health HMO. For each employee, the district will contribute toward the cost of the single coverage through BCBS or HMO policy as elected by the employee. The cost covered by the District will equal the cost of either the BCBS or HMO single coverage, whichever is less during the coverage period and regardless of which plan option chosen by the employee. *{E.g. if the current cost of the single coverage through BCBS is \$626.50 and the cost of the single coverage through the HMO is \$767.10, the district will contribute \$626.50 for each employee toward the cost of the single coverage regardless of the policy chosen by the employee (i.e. BCBS or HMO)}*. The employee will be responsible for the cost of any spouse, dependent or family coverage elected by the employee through the District's plan.
 - a.) In recognition that insurance contracts (presumably) fall under the public bidding law and that carriers will be ascribed in accordance to the law, it is imperative to guarantee that the policyholder(s) are provided adequate and responsible coverage. Adequate and responsible coverage would mandate that all bid specifications meet the approval of the Board and REA.
2. Every employee will receive up to \$500 towards out of pocket health insurance expenses each calendar year. Expenses exclude over the counter items. Expense documentation will be accumulated by the employee and submitted by December 15th for payment in December of each year.

B. Retirement

1. The district will pay all the Teacher's contribution to North Dakota Teachers Fund for Retirement (TFFR), up to 9.75% of gross salary, in accordance to the formula set out by TFFR.

C. Substitute Pay for Taking Over Classes (Loss of Prep)

1. Administration should make every reasonable attempt to obtain a substitute for an absent teacher. In the event that the administrator is unable to obtain a substitute, as a last resort, teachers will be asked to substitute and will be paid 1/7 of the current substitute pay for each period. Any time given up in addition to preparation time will not be a part of this reimbursement. In the event it is not a full period or more than a full period, the teacher shall be paid a proportionate percentage for that day.

D. In-service Workshops

1. Teachers will receive substitute pay for attendance for workshop in-services beyond state mandated days.

XIII. GRIEVANCE PROCEDURE

Section I. Statement of Principles

The Rolette Public School District #29 and its officials accept a nondiscriminatory policy. The concept of Equal Education Opportunity serves as a guide to the Board of Education, the administration and staff in making decisions related to employment of personnel, school facilities, curriculum, activities, and regulations affecting students and employees. It is the expressed intent of this non-discriminatory policy to provide equal opportunity for all staff and students free from limitations of race, color, national origin, sex, or handicap.

The objective of the grievance procedure is to insure an opportunity for professional staff members and administrators to have unobstructed communications with one another and the Board with respect to alleged grievances through recognized channels and to contribute to the development of improved morale and effectiveness of the professional staff members, administrators, and the Board.

1. The purpose of this article is to secure at the lowest possible administrative level equitable solutions to the problem which may from time to time arise during this time that the grievance procedure is in effect.
2. Every teacher or group of teachers directly affected by the grievance shall have the right to present grievances in accordance with these procedures. Nothing contained in this article or elsewhere in this agreement shall be construed to prevent any individual employee from informally discussing a problem with the administration and having it adjusted without the use of this procedure, provided the adjustment is not inconsistent with this agreement.
3. A teacher who participates in a grievance procedure shall not be subject to discipline or reprisal nor shall results be put in personnel files because of such participation.
4. Failure of a teacher or the REA to act on any grievance within the prescribed time limits as defined in Section 3-part B will act as a bar to any further appeal and the failure to render a decision or hold a conference or meeting as required herein within the time limits shall permit the grievance to proceed to the next step. The time limits, however, may be extended by mutual agreement.
5. Any teacher has a right to be represented in the grievance procedure. The teacher shall be present at any grievance discussion or hearing when the administration and/or the REA deem it necessary.
6. Hearings and conferences under this procedure shall be conducted after regular school hours.
7. It is agreed that any investigation or other handling or processing of any grievance by the grieving teacher or REA shall be conducted so as to result in no interference with or interruption whatsoever of the instructional program and related work activities of the teaching staff.
8. In the event of a grievance, the grievant shall perform his assigned work tasks during the grievance proceedings.

9. It is agreed that this grievance procedure shall be the exclusive formal remedy for adjudicating any alleged violation, misinterpretation, or misapplication of any provision of this agreement. However, if either party feels that their grievance has not been satisfactorily resolved they may take legal action.
10. If at any step of the grievance proceedings a grievant receives the relief sought, the proceedings shall terminate.
11. The aggrieved person, or any person who might be required to take action or against whom action might be taken in order to resolve the claim, shall have the right to be present and be represented at any step of the grievance proceedings.
12. The Board and the REA will cooperate with each other when investigating a grievance and will provide each other with the necessary information requested in order to process a grievance. It is not intended, however, that a party be required to compile information that would cause an undue burden or expense and/or is privileged information.

Section 2. Definitions.

1. Any disagreement regarding the interpretation or application of a specific provision of this agreement or a complaint about conditions as covered in this document.
2. The term "days" when used in this article shall, except where otherwise indicated, mean school days.
3. Only one complaint shall be covered in any one grievance. A written grievance shall contain the name and position of the grievant, a clear and concise statement of the incident or act causing the grievance, a statement of the issue involved, the relief sought, the date the incident or violation took place, the specific section of the agreement that the grievance alleged to have been violated, the signature of the grievant and the date. In the event, more than one grievance is simultaneously filed setting forth the same identical complaint they shall be processed through the grievance procedure jointly.
4. Any notice required hereunder to be given to the Board shall be served upon the business manager of the district. Any notice required hereunder to be given to the REA shall be served upon the president of the REA or other officers of the REA. Notice shall be deemed completed upon receipt of the notice by the party being served. Service may be made personally or by certified or registered mail and the return receipt shall be evidence of compliance with notice requirements.

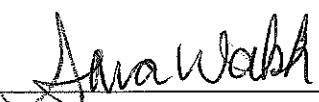
Section 3. Steps of Procedure.


1. **First Step:** An attempt shall be made to resolve any grievance in informal, verbal discussion between the grievant and his or her immediate supervisor.
2. **Second Step:** If the grievance cannot be resolved informally, the aggrieved teacher shall file the grievance in writing with his or her immediate supervisor or principal within ten (10) days from the date of the occurrence of the event giving rise to the grievant within four (4) days of the receipt of the grievance. The immediate supervisor or principal shall make a decision on the grievance and communicate it in writing to the grievant and the association within five (5) days after the conference.

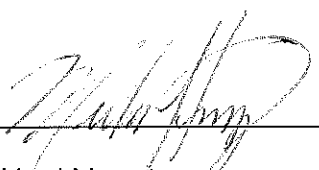
3. **Third Step:** In the event that a grievance has not been satisfactorily resolved at the second step, the grievant shall file, within (5) days of immediate supervisor's or principal's written decision at the second step, a copy of the grievance with the superintendent. Within ten (10) days after such written grievance is filed, the grievant, his representative, and the superintendent or his designee, shall meet to resolve the grievance. The superintendent or his designee shall make a decision and communicate it in writing to the grievant, the principal or immediate supervisor and the REA within five (5) days after the meeting.


4. **Fourth Step:** In the event the grievance is not satisfactorily resolved at the third step, the grievant shall file, within five (5) days of the superintendent's written decision at the third step, a copy of the grievance with the Board. Within ten (10) days after such written grievance is received by the business manager of the district, the Board shall hold a meeting with the grievant, his representative, the principal or immediate supervisor, and the superintendent or business manager of the district shall give notice of the meeting date to the grievant and the president or other officers or the REA. The Board shall make a decision and communicate it in writing to the teacher, the REA, and the superintendent within ten (10) days after the meeting.

Dated Rolette, North Dakota, this 26th day of April 2018.

Signed: 
 Secretary
 Rolette Education Association


 Business Manager
 Rolette Public School

Signed: 
 Head Negotiator
 Rolette Education Association


 Head Negotiator
 Rolette School Board

Base 38,900
 Steps 400
 Lanes 500
 Masters 1,000

2018-2019 TEACHER SALARY SCHEDULE

Years Experience	Step	BS	BS+8	BS+16	BS+24	BS+32	Masters	M+8	M+16	M+24	M+32	M+40
0	1	38,900	39,400	39,900	40,400	40,900	41,900	42,400	42,900	43,400	43,900	44,400
1	2	39,300	39,800	40,300	40,800	41,300	42,300	42,800	43,300	43,800	44,300	44,800
2	3	39,700	40,200	40,700	41,200	41,700	42,700	43,200	43,700	44,200	44,700	45,200
3	4	40,100	40,600	41,100	41,600	42,100	43,100	43,600	44,100	44,600	45,100	45,600
4	5	40,500	41,000	41,500	42,000	42,500	43,500	44,000	44,500	45,000	45,500	46,000
5	6	40,900	41,400	41,900	42,400	42,900	43,900	44,400	44,900	45,400	45,900	46,400
6	7	41,300	41,800	42,300	42,800	43,300	44,300	44,800	45,300	45,800	46,300	46,800
7	8	41,700	42,200	42,700	43,200	43,700	44,700	45,200	45,700	46,200	46,700	47,200
8	9	42,100	42,600	43,100	43,600	44,100	45,100	45,600	46,100	46,600	47,100	47,600
9	10	42,500	43,000	43,500	44,000	44,500	45,500	46,000	46,500	47,000	47,500	48,000
10	11	42,900	43,400	43,900	44,400	44,900	45,900	46,400	46,900	47,400	47,900	48,400
11	12	43,300	43,800	44,300	44,800	45,300	46,300	46,800	47,300	47,800	48,300	48,800
12	13	43,700	44,200	44,700	45,200	45,700	46,700	47,200	47,700	48,200	48,700	49,200
13	14	44,100	44,600	45,100	45,600	46,100	47,100	47,600	48,100	48,600	49,100	49,600
14	15	44,500	45,000	45,500	46,000	46,500	47,500	48,000	48,500	49,000	49,500	50,000
15	16	44,900	45,400	45,900	46,400	46,900	47,900	48,400	48,900	49,400	49,900	50,400
16	17	45,300	45,800	46,300	46,800	47,300	48,300	48,800	49,300	49,800	50,300	50,800
17	18	45,700	46,200	46,700	47,200	47,700	48,700	49,200	49,700	50,200	50,700	51,200
18	19	46,100	46,600	47,100	47,600	48,100	49,100	49,600	50,100	50,600	51,100	51,600
19	20	46,500	47,000	47,500	48,000	48,500	49,500	50,000	50,500	51,000	51,500	52,000
20	21		47,400	47,900	48,400	48,900	49,900	50,400	50,900	51,400	51,900	52,400
21	22		47,800	48,300	48,800	49,300	50,300	50,800	51,300	51,800	52,300	52,800
22	23			48,700	49,200	49,700	50,700	51,200	51,700	52,200	52,700	53,200
23	24			49,100	49,600	50,100	51,100	51,600	52,100	52,600	53,100	53,600
24	25			49,500	50,000	50,500	51,500	52,000	52,500	53,000	53,500	54,000
25	26			49,900	50,400	50,900	51,900	52,400	52,900	53,400	53,900	54,400
26	27			50,300	50,800	51,300	52,300	52,800	53,300	53,800	54,300	54,800
27	28				51,200	51,700	52,700	53,200	53,700	54,200	54,700	55,200
28	29				51,600	52,100	53,100	53,600	54,100	54,600	55,100	55,600
29	30					52,500	53,500	54,000	54,500	55,000	55,500	56,000
30	31					52,900	53,900	54,400	54,900	55,400	55,900	56,400
31	32					53,300	54,300	54,800	55,300	55,800	56,300	56,800
32	33					53,700	54,700	55,200	55,700	56,200	56,700	57,200
33	34					54,100	55,100	55,600	56,100	56,600	57,100	57,600
34	35					54,500	55,500	56,000	56,500	57,000	57,500	58,000