

Enderlin Area Public School  
District 24

**MASTER  
CONTRACT**

2021-23

## Table of Contents

	Page
Definitions, Duration Clause, Pay & Contract Options Changes to the Contract, Savings Clause	1
Insurance Provisions, Social Security and Teacher Retirement, Years of Experience Transferred Into the District, Professional Improvement	2
Moving Down the Salary Scale	3
Pregnancy Disability Leave, Adoption and Military Leave, Personal Leave, Professional Leave	4
Sick Leave, Allowance for Sick Leave	5
Educational and Health Leave	6
Sick Leave Bank	7
Bereavement Leave	8
Extra Duties, Teaching Assignment, Part-time Teachers	9
Pay Schedule for Coaches, etc for Driving Buses/Vans Mileage	10
Appendix A	
Salary Schedules	
Co-curricular Schedule	

# Master Contract

## DEFINITIONS:

1. *Employee* under this contract agreement means the contracted North Dakota licensed teacher.
2. *District* under this agreement means the Enderlin Area Public School District #24.
3. *School board or board* under this contract means the duly elected school board of the Enderlin Area Public School District #24.
4. The *normal contract year* for teachers is 183 days (06-01-2011).
5. *School year* is defined as July 1 through June 30.

## DURATION CLAUSE:

The salary provisions of this contract shall be effective for the 2021-23 school year and shall automatically be renewed and continue in force for additional periods of one year. All salaries, benefits, and teacher working conditions in the successor agreement will be retroactive to the anniversary date of this contract. (07-01-05)

## PAYDAY AND CONTRACT OPTIONS:

Payday for professional staff will be the 15th of each month. When the 15th falls on a weekend or holiday, payday shall be the last working day before the 15th. Teachers may receive their annual pay in 10 or 12 equal monthly installments.

## CHANGES TO THIS CONTRACT:

Upon mutual agreement the EEA and Board may modify language in this contract, exclusive of salary or paid benefits.

## SAVINGS CLAUSE:

Should a court of competent jurisdiction, declare any article, section, or clause of the Agreement illegal, said article section, or clause, as the case may be, shall be automatically deleted from this Agreement to the extent that it violates the law. The remaining articles, sections, and clauses shall remain in full force and effect for the duration of the agreement if not affected by the deleted article, section, or clause.

### **INSURANCE PROVISIONS:**

The school district shall provide a benefit of approximately \$9302.00 to cover the cost of a single medical policy plus single dental over the contract period. (05-13-21)  
Teachers will have input in determining the school's insurance carrier(s).

Teachers completing a contracted year are entitled to a full year of insurance benefits. For instance, teachers starting their insurance benefit October 1, would continue with their benefit through September 30, even if they resigned at the end of their contracted year.

### **SOCIAL SECURITY AND TEACHERS' RETIREMENT:**

District shall deduct from the teachers' salaries that amount of contribution money required by law for the Federal Social Security Fund. The District shall pay the full teachers' assessment for North Dakota Teachers' Fund for Retirement.

### **YEARS OF EXPERIENCE TRANSFERRED INTO THE DISTRICT:**

Teachers new to the Enderlin Area School System will be allowed to transfer all years of experience at full credit. Co-curricular experience shall be transferred according to the same formula. (7-1-05)

### **PROFESSIONAL IMPROVEMENT**

Moving across the salary schedule:

All courses submitted for lane changes should be graduate level courses. A request for approval of lane change courses must be made prior to enrollment. The superintendent prior to final authorization will request a course description and rationale for undergraduate study.

Undergraduate classes will not be accepted for lane changes. (06-01-2011)

### **Quality of Work:**

Only courses wherein grades of "B" or better are awarded qualify for approval for lane changes. When courses are graded as "S" or "U", a grade of "S" or "Satisfactory" will be accepted. (07-01-97)

### **Master's Lane:**

1. All courses in an approved (by the institution of higher education and filed with the district superintendent) Master's or Specialist Degree Program count for lane change as long as they are approved by the superintendent and school board. (07-02-09)

## **MOVING DOWN THE SALARY SCHEDULE:**

All teachers shall meet the requirements of the ND Dept. of Public Instruction for credential renewal or, for those with life certificates, earn a minimum of (6) semester hours of college credit every five years. (07-16-13)

The failure to meet the minimum requirements as set forth for those with life certificates shall result in being frozen at the salary earned. Those with two or five year certificates will be verified at renewal time.

State accreditation standards dictate (6) semesters hours every five years. (07-16-13)

### **Qualifying Time Periods for Movement on Schedule:**

1. Credits completed and reported prior to contract signing will qualify for placement of the teacher on the salary schedule.
2. Credits to be earned after contracts have been signed and returned must apply to the following year's contract unless approval for credits has been requested in writing and approval has been granted by the superintendent in writing, prior to July 1 of the contract year.
3. Contracts of those teachers receiving approval for credit earned after signing and returning the contract will be adjusted upon verification of completion of credits by the issuing college or university.
4. Credits qualifying for contract adjustments shall be completed and verified no later than September 1st of the contract year.
5. Teachers shall have until September 1 of the contract year to meet the professional improvement policy for moving down the schedule. Verification of credits shall be in the form of official transcripts or a letter of completion from the instructor. (07-01-97)

## **PREGNANCY DISABILITY, ADOPTION AND MILITARY LEAVE:**

Pregnancy Disability and Adoption Leave will be governed by Board Policy DDA and the Family Medical Leave Act. Military Leave will be governed by Board Policy DDBD. (07-01-05)

## **PERSONAL LEAVE:**

Teachers will receive up to three (3) personal days annually, accumulative to six (6) days. Teacher(s) with any unused earned personal leave will be paid the same rate as the daily compensation for a short-term substitute teacher for each day of unused personal leave subject to the following provisions: Prior to May 5th, the teacher(s) shall provide written instructions to the school district business manager concerning the status of any unused personal leave. (The teacher(s) may carry over three ( 3) days of personal leave to the next school term or may be paid for all unused personal leave.) Payment will be made for unused earned personal leave with the June payroll.

The superintendent will grant regularly employed teachers a maximum of six (6) days a year leave of absence for personal reasons without board approval (02-15-97) provided that a qualified substitute teacher is available. (05-14-02)

Personal leave needs to be approved by the Superintendent. In the event more applications are made than can be accommodated, the decision is to be made on the basis of earliest application and availability of substitutes. (06-20-17)

Up to three (3) days additional time may be taken in an emergency with the teacher reimbursing the district at the current substitute teachers' pay rate. (Teachers may elect to use accumulated personal days in lieu of substitute reimbursement.) Emergency days will include acts of God including, but not limited to, damage to residence, weather conditions, and other emergencies over which the teacher has no control. If additional days are needed, the teacher will forfeit 1/183 of his/her salary for each day. (02-15-97)

## **PROFESSIONAL LEAVE:**

Leave may be granted without loss of pay at the discretion of the administration for attendance at professional meetings of educational groups at which the administration feels the district should be represented.

**SICK LEAVE:**

1. Sick leave means compensation at the teacher's regular daily rate of pay during such times that a teacher is absent from his or her duties by reason of illness or disability from injuries or for the illness or disability of immediate and/or extended family.
2. Illness under this section means both physical and mental illness, and disability from injuries means the employee's inability to perform his or her duties of employment by reason of injuries sustained either while in the course of employment for the district, or otherwise.
3. Immediate family is defined as father, mother, spouse, children, spouse's children, grandchildren, son/daughter-in-law, mother/father-in-law, brother, and sister. (07-02-2009)
4. Extended family is defined as the grandfather, grandmother, brother-in-law, sister-in-law, aunt, uncle, niece, or nephew of the employee. (07-01-07)

**ALLOWANCE FOR SICK LEAVE:**

Employees shall be entitled to sick leave pay at 100% of their regular daily rate of pay under the following circumstances:

- a. Sick leave shall be available for employees to use upon the effective starting date of their contracts.
- b. An initial employee without transfer of sick leave benefits as hereinafter set forth shall be entitled to ten (10) days of sick leave. This benefit is prorated according to each employee's F.T.E.
- c. Initial employees with full-time employment for one contract year or more with another school system, wherein such initial employees were teachers as above defined, may earn a credit of five (5) sick days for each year of such previous employment up to a maximum of 20 days. These additional days may be used during the first contract year, but they are not considered to be earned until the completion of a teacher's first yearly contract. Any teacher who ceases to be employed by the district prior to the completion of the year's contract of that teacher with the district shall not have earned the twenty days. Ceasing to be employed may be either because of voluntary resignation of the teacher or by termination of employment by school board action. This benefit shall be prorated according to each teacher's F.T.E. The F.T.E. shall be considered to be the F.T.E. of the teacher's first contract with the district.
- d. During each contract year after an initial contract year of employment a teacher, as defined herein, shall be entitled to an additional ten (10) days of sick leave per contract year, cumulative to one hundred eighty-one (181) days during continuous

course of employment with the district. This benefit shall be prorated according to each teacher's F.T.E.

- e. The board may require that a physician verify absence of an employee under sick leave and the foregoing provisions.
- f. In case of an injury to a teacher for which he/she is entitled to Workers' Compensation benefits, the teacher may elect either sick leave or Workers' Compensation benefits or both. The teacher shall make such election within twenty-one (21) days, counting from the first day the teacher was absent from work. Base rehab compensation may be supplemented by sick leave. Qualified teachers may choose to subsidize their rehab compensation with available sick leave, bringing them up to a maximum of 100 percent of their pre-injury salary.
- g. If an illness or disability occurs while a teacher is on summer vacation and continues into the commencement of the contract year, such teacher shall be eligible for his or her accumulated sick leave beginning with the first work day of the teacher's new contract year.
- h. If an illness or disability occurs during the teachers contracted year and continues after the end of his/her contracted year, pay for sick leave shall discontinue upon the last day of that teachers contract.
- i. All teachers will be allowed twenty (20) days sick leave per year to be used for the medical needs of immediate family members. A teacher may elect to use not more than three (3) days of accumulated sick leave for accidents or illness involving their extended family. In special circumstances, the board may grant additional days. (07-01-07)
- j. Teachers may apply to the superintendent to use up to two (2) days of accumulated sick leave per year to attend the funeral(s) of persons not defined as immediate family.
- k. All provisions in the above sick leave sections shall be prorated according to each teacher's F.T.E.
- l. Upon termination of employment, teachers shall receive a lump sum payment for all unused days of accumulated sick leave at the rate of \$10.00 per day. If a teacher has a minimum of 20 years of service in this district (20 years or more of employment in the Enderlin Area School District, employment in other districts is not considered), they will receive \$30 per unused sick day. (05-13-21)

#### **EDUCATIONAL AND HEALTH LEAVE:**

Contracted licensed teachers, upon the recommendation of the superintendent may be granted a leave of absence without pay for the purpose of educational improvements or for health. Such leave shall not last less than one semester or more than one year. No teaching experience credit shall be given for this leave time. Benefits accrued shall not be lost, but no additional benefits shall be accumulated during the leave.



## **SICK LEAVE BANK:**

- A. Establishment** A Sick Leave Bank hereinafter referred to as the Bank is available to members of the Enderlin Area Public School Faculty. The purpose of the Bank shall be for unexpected and catastrophic illness and/or injury of the teacher or his/her immediate family. The Bank's balance shall be established within a minimum of four years commencing from the 1993-1994 school year. Each participating faculty member shall invest a minimum of two (2) sick leave days in the bank the first year, and a minimum of one (1) sick leave day each succeeding year until the bank reaches a balance of not less than 180 days. At any time the balance drops below 183 days minus one (1) day per participating faculty member, the Committee shall assess days to restore the amount of sick leave days in the bank. Members shall not be required to donate any more than two (2) days in a given year. There may be years when the balance of sick leave days in the bank will be below 183 days. Part-time teachers' contributions to the Bank will be prorated according to their F.T.E.
- B. Committee:** The Bank's Committee, hereinafter referred to as the Committee, shall consist of three teachers (selected by the faculty), two building principals, and one board member. The teachers' representative terms shall be staggered over a three year period, with a member elected each year to serve for three years. The first three terms will be staggered -- a one-year term, a two-year term, and a three-year term. The election of the teachers shall occur in the spring, prior to the term commencing with the following school year. The purpose of the Committee shall be to oversee the use of the Bank, review all applications, accept or reject the applications, maintain proper balance, and provide reasonable assurance that the Sick Leave Bank is not abused.
- C. Qualifications:** All teachers shall be members of the Bank and shall be assessed sick leave days to build up the days in the Bank. Administrators are not allowed to be members of the Bank.
- D. Application Process:** (10-9-2018) Any teacher having reduced their sick leave to five days or few days due to unexpected and/or catastrophic illness and/or injury and/or illnesses related to the accepted event the previous school term may apply for a withdrawal of day(s) from the Bank. Any teacher having exhausted their total accumulated sick leave may also apply for a withdrawal of day(s) from the bank. An application form must be obtained from the EEA president and completed by the applicant. The application can be submitted at any point during the event. The form will then be given to the building level principal, which will take it to the committee for review and consideration. The committee will issue a final decision of approval or rejection on the withdrawal of days within 15 days of receipt of an application.

The Committee may decide to authorize an allotment of twenty additional sick days to the applicant if no specific time period has been requested by the applicant. The

Committee shall use the following criteria to grant or reject a Sick Leave Bank application:

- The number of days requested
- The number of days available in the bank
- Reason for the application
- Attendance history of the applicant
- Extenuating circumstances regarding the application.
- The number of days requested per application period may not include more than twenty (20) days for the unexpected and/or catastrophic illness and/or injury for his/her immediate family. If more than twenty (20) days are needed, then the teacher must submit another application. A teacher may elect another teacher to be their representative and handle the necessary paperwork and communications with the sick leave bank committee.

**E. Limitations:** Any participating member of the Bank, upon approval of the Committee, may draw from the Bank for a period not to exceed 183 school days; in addition, there will be a cumulative limit of 183 days that can be withdrawn in a school year by bank members. This benefit shall be realized regardless of benefits obtained from any non-school agency.

**F. Accounting:** Record keeping and accounting procedure shall be maintained by the district business manager in the central office of the school district. Days granted but not used from the sick leave bank will go back to the bank at the end of the school year (10-09-2018) Participants will have until October 1st of each year to donate additional days to the Bank.

**G. Access:** (10-09-2018) All members will have direct access to the days they have contributed for bank membership. They may borrow these days without penalty or application after all sick leave has been exhausted. An application must be submitted to administration to borrow these days to ensure proper record keeping and payroll accuracy. Borrowing members must replace a minimum of two (2) days by Oct. 1 of the next contract year, and a minimum of one (1) each succeeding year until the balance has been restored. (02-15-97)

### **BEREAVEMENT LEAVE:**

A Enderlin Area School contracted licensed teacher will be granted a maximum of three (3) days leave at full pay, in the event of death of a member of his or her immediate or extended family. Part-time teachers will also get three full school calendar days. The three days leave is based on each event and not per year. (07-16-13).

During each school year, a teacher may elect to use not more than five (5) days of accumulated sick leave in the case of a death in the immediate family.

During each school year, teachers may apply to the superintendent to use up to two (2) days of accumulated sick leave to attend the funeral(s) of persons not defined as immediate family.

In special circumstances, the board may grant additional days.

If a teacher has exhausted all available sick leave days, bereavement days, or personal days and additional days are granted, the teacher will forfeit 1/183 of their salary for each day. (06-17-15)

**EXTRA DUTIES:**

1. Teachers shall be paid at the rate of **\$20 per hour** for special duties performed outside the regular school hours (as set by the school board) with the exception of the teaching of summer school. This rate will also be paid for staff development (not rules clinics required by NDHSAA) required by the Enderlin Area School District. Examples of these types of special duties would include but not be limited to curriculum work, tutoring homebound students, or required staff development sessions. The summer school teachers, including driver's education, will be paid the district base salary divided by 183 days divided by seven (7) periods to get the hourly wage (07-16-13). The superintendent must approve these duties for pay in advance. (07-02-09)
2. Teachers selling tickets for home games shall receive \$20.00 for one football game or a two game activity and \$25.00 for a three game activity. (07-16-13)
3. Tournaments shall be handled on an individual basis. (01-09-2001)

**TEACHING ASSIGNMENT:**

Teachers whose assignments are in grades 7-12, and grades 4-6 if departmentalized (05-24-19), shall be paid 1/14 of their salary (based on the nine-month school year) for each additional class over five preparations that they are assigned to teach (This would be six classes with six preparations). Teaching assignments that include grades outside of 7-12 can be reviewed by administration. (04-11-2018)

All teachers shall be provided with a full period equivalent, student-free preparation time each day. (05-24-19)

Overloads for partial classes will be paid on a prorated basis. For instance, a teacher teaching five preparations plus a semester class which is another preparation would receive an overload payment of 1/2 of 1/14 of his/her contracted salary.

Regular staff members will be paid at the same rate as a short-term substitute teacher for each teaching period in which they serve as a substitute.

**PART-TIME TEACHERS:**

Salary and benefits for part-time teachers shall be pro-rated based on the proportion of full-time equivalency. (07-01-05)

**PAY SCHEDULE FOR COACHES AND OTHER DIRECTORS OF CERTAIN  
ACTIVITIES AND CHAPERONS WHEN DRIVING BUS/DISTRICT VAN:**

Coaches or directors of activities will be paid the regular hourly wage of bus/district van drivers when they drive for an activity. (The formula used is that 50 miles is equivalent to one hour of driving time). (04-11-2000) Coaches/Advisors will be paid down time when driving for bus activities outside the normal day of 8:00-4:00 at a rate of \$5.00 per hour. (07-16-13)

**MILEAGE:**

All travel reimbursements will be paid at the state rate (as defined by state law) per mile for transportation not provided by the school district. The following would qualify for reimbursement:

Any staff member who must attend meetings required by the administration or district.  
(04-09-2001)

## 2021-22 SALARY SCHEDULE

<b>Base</b>	<b>37,250</b>						
<b>Steps</b>			<b>Lanes</b>				
<b>Lane BS</b>	470			<b>8</b>			450
<b>Lane 8</b>	495			<b>16</b>			450
<b>Lane 16</b>	520			<b>24</b>			450
<b>Lane 24</b>	545			<b>32</b>			450
<b>Lane 32</b>	600			<b>MS</b>			450
<b>Lane MS</b>	625			<b>MS+8</b>			450
<b>Lane MS8</b>	650			<b>MS+16</b>			450
<b>Lane MS16</b>	675						
<b>Steps</b>	<b>BS/BA</b>	<b>8</b>	<b>16</b>	<b>24</b>	<b>32</b>	<b>MS</b>	<b>MS+8</b>
0	37,250	37,700	38,150	38,600	39,050	39,500	39,950
1	37,720	38,195	38,670	39,145	39,650	40,125	40,600
2	38,190	38,690	39,190	39,690	40,250	40,750	41,250
3	38,660	39,185	39,710	40,235	40,850	41,375	41,900
4	39,130	39,680	40,230	40,780	41,450	42,000	42,550
5	39,600	40,175	40,750	41,325	42,050	42,625	43,200
6	40,070	40,670	41,270	41,870	42,650	43,250	43,850
7	40,540	41,165	41,790	42,415	43,250	43,875	44,500
8	41,010	41,660	42,310	42,960	43,850	44,500	45,150
9	41,480	42,155	42,830	43,505	44,450	45,125	45,800
10	41,950	42,650	43,350	44,050	45,050	45,750	46,450
11		43,145	43,870	44,595	45,650	46,375	47,100
12			44,390	45,140	46,250	47,000	47,750
13			44,910	45,685	46,850	47,625	48,400
14				46,230	47,450	48,250	49,050
15				46,775	48,050	48,875	49,700
16				47,320	48,650	49,500	50,350
17				47,865	49,250	50,125	51,000
18				48,410	49,850	50,750	51,650
19				48,955	50,450	51,375	52,300
20				49,500	51,050	52,000	52,950
21				50,045	51,650	52,625	53,600
22				50,590	52,250	53,250	54,250
23				51,135	52,850	53,875	54,900
24				51,680	53,450	54,500	55,550
25				52,225	54,050	55,125	56,200
26					54,650	55,750	56,850
27					55,250	56,375	57,500
28					55,850	57,000	58,150
29					56,450	57,625	58,800
30					57,050	58,250	59,450

## 2021-22 SALARY SCHEDULE #2

Base	37,250		Lanes					
Steps			8	16	24	32	MS	MS+8
Lane BS	470							
Lane 8	495							
Lane 16	520							
Lane 24	545							
Lane 32	600							
Lane MS	625							
Lane MS8	650							
Lane MS16	675							
Steps	BS/BA	8	16	24	32	MS	MS+8	
0	37,250	37,700	38,150	38,600	39,050	39,500	39,950	
1	37,720	38,195	38,670	39,145	39,650	40,125	40,600	
2	38,190	38,690	39,190	39,690	40,250	40,750	41,250	
3	38,660	39,185	39,710	40,235	40,850	41,375	41,900	
4	39,130	39,680	40,230	40,780	41,450	42,000	42,550	
5	39,600	40,175	40,750	41,325	42,050	42,625	43,200	
6	40,070	40,670	41,270	41,870	42,650	43,250	43,850	
7	40,540	41,165	41,790	42,415	43,250	43,875	44,500	
8	41,010	41,660	42,310	42,960	43,850	44,500	45,150	
9	41,480	42,155	42,830	43,505	44,450	45,125	45,800	
10	41,950	42,650	43,350	44,050	45,050	45,750	46,450	
11		43,145	43,870	44,595	45,650	46,375	47,100	
12			44,390	45,140	46,250	47,000	47,750	
13			44,910	45,685	46,850	47,625	48,400	
14				46,230	47,450	48,250	49,050	
15				46,775	48,050	48,875	49,700	
16				47,320	48,650	49,500	50,350	
17				47,865	49,250	50,125	51,000	
18				48,410	49,850	50,750	51,650	
19				48,955	50,450	51,375	52,300	
20	4% CAREER INCREMENT			50,913	52,468	53,430	54,392	
21				51,458	53,068	54,055	55,042	
22				52,003	53,668	54,680	55,692	
23				52,548	54,268	55,305	56,342	
24				53,093	54,868	55,930	56,992	
25				53,638	55,468	56,555	57,642	
26					56,068	57,180	58,292	
27					56,668	57,805	58,942	
28					57,268	58,430	59,592	
29					57,868	59,055	60,242	
30					58,468	59,680	60,892	

## 2022-23 SALARY SCHEDULE

Base	38,000		Lanes					
Steps			8	16	24	32	MS	MS+8
Lane BS	470							
Lane 8	495							
Lane 16	520							
Lane 24	545							
Lane 32	600							
Lane MS	625							
Lane MS8	650							
Lane MS16	675							
Steps	BS/BA	8	16	24	32	MS	MS+8	
0	38,000	38,450	38,900	39,350	39,800	40,250	40,700	
1	38,470	38,945	39,420	39,895	40,400	40,875	41,350	
2	38,940	39,440	39,940	40,440	41,000	41,500	42,000	
3	39,410	39,935	40,460	40,985	41,600	42,125	42,650	
4	39,880	40,430	40,980	41,530	42,200	42,750	43,300	
5	40,350	40,925	41,500	42,075	42,800	43,375	43,950	
6	40,820	41,420	42,020	42,620	43,400	44,000	44,600	
7	41,290	41,915	42,540	43,165	44,000	44,625	45,250	
8	41,760	42,410	43,060	43,710	44,600	45,250	45,900	
9	42,230	42,905	43,580	44,255	45,200	45,875	46,550	
10	42,700	43,400	44,100	44,800	45,800	46,500	47,200	
11		43,895	44,620	45,345	46,400	47,125	47,850	
12			45,140	45,890	47,000	47,750	48,500	
13			45,660	46,435	47,600	48,375	49,150	
14				46,980	48,200	49,000	49,800	
15				47,525	48,800	49,625	50,450	
16				48,070	49,400	50,250	51,100	
17				48,615	50,000	50,875	51,750	
18				49,160	50,600	51,500	52,400	
19				49,705	51,200	52,125	53,050	
20				50,250	51,800	52,750	53,700	
21				50,795	52,400	53,375	54,350	
22				51,340	53,000	54,000	55,000	
23				51,885	53,600	54,625	55,650	
24				52,430	54,200	55,250	56,300	
25				52,975	54,800	55,875	56,950	
26					55,400	56,500	57,600	
27					56,000	57,125	58,250	
28					56,600	57,750	58,900	
29					57,200	58,375	59,550	
30					57,800	59,000	60,200	

## 2022-23 SALARY SCHEDULE #2

<b>Base</b>	<b>38,000</b>						
<b>Steps</b>			<b>Lanes</b>				
<b>Lane BS</b>	470			<b>8</b>	450		
<b>Lane 8</b>	495			<b>16</b>	450		
<b>Lane 16</b>	520			<b>24</b>	450		
<b>Lane 24</b>	545			<b>32</b>	450		
<b>Lane 32</b>	600			<b>MS</b>	450		
<b>Lane MS</b>	625			<b>MS+8</b>	450		
<b>Lane MS8</b>	650			<b>MS+16</b>	450		
<b>Lane MS16</b>	675						
<b>Steps</b>	<b>BS/BA</b>	<b>8</b>	<b>16</b>	<b>24</b>	<b>32</b>	<b>MS</b>	<b>MS+8</b>
0	38,000	38,450	38,900	39,350	39,800	40,250	40,700
1	38,470	38,945	39,420	39,895	40,400	40,875	41,350
2	38,940	39,440	39,940	40,440	41,000	41,500	42,000
3	39,410	39,935	40,460	40,985	41,600	42,125	42,650
4	39,880	40,430	40,980	41,530	42,200	42,750	43,300
5	40,350	40,925	41,500	42,075	42,800	43,375	43,950
6	40,820	41,420	42,020	42,620	43,400	44,000	44,600
7	41,290	41,915	42,540	43,165	44,000	44,625	45,250
8	41,760	42,410	43,060	43,710	44,600	45,250	45,900
9	42,230	42,905	43,580	44,255	45,200	45,875	46,550
10	42,700	43,400	44,100	44,800	45,800	46,500	47,200
11		43,895	44,620	45,345	46,400	47,125	47,850
12			45,140	45,890	47,000	47,750	48,500
13			45,660	46,435	47,600	48,375	49,150
14				46,980	48,200	49,000	49,800
15				47,525	48,800	49,625	50,450
16				48,070	49,400	50,250	51,100
17				48,615	50,000	50,875	51,750
18				49,160	50,600	51,500	52,400
19				49,705	51,200	52,125	53,050
20	4% CAREER INCREMENT			51,693	53,248	54,210	55,172
21				52,238	53,848	54,835	55,822
22				52,783	54,448	55,460	56,472
23				53,328	55,048	56,085	57,122
24				53,873	55,648	56,710	57,772
25				54,418	56,248	57,335	58,422
26					56,848	57,960	59,072
27					57,448	58,585	59,722
28					58,048	59,210	60,372
29					58,648	59,835	61,022
30					59,248	60,460	61,672