

HOPE-PAGE
SCHOOL DISTRICT #85

2021-2023

MASTER CONTRACT

Contents

ARTICLE I - RECOGNITION.....	3
A. Recognition by the Boards	3
B. Recognition by the Association	3
ARTICLE II - NEGOTIATION PROCEDURES	3
A. Directing Requests For Meetings	3
B. Meetings.....	3
C. Proposals	3
D. Ratification	3
ARTICLE III - GRIEVANCE PROCEDURE	4
C. Procedural Steps:.....	4
ARTICLE IV - LEAVES	5
A. Personal Sick Leave	5
B. Emergency Leave.....	5
C. Personal Leave.....	6
D. Professional Leave.....	6
E. Bereavement	6
ARTICLE V – SALARY SCHEDULE	7
A. Basic Salary - Regular School Year	7
B. Lane Changes.....	7
ARTICLE-VI - PAYROLL PROCEDURES	7
A. Salary Matters Not Included In Salary Schedule	7
ARTICLE VII – BENEFITS	8
A. Health Insurance	8
B. Tuition Reimbursement Program.....	9
ARTICLE VII TEACHER WORKING CONDITIONS.....	10
A. School Year	10
B. Daily Schedule	10
C. Class Load	10
ARTICLE IX – MISCELLANEOUS PROVISIONS	11
A. Renewal of Agreement.....	11
B. Affected Parties	11
C. Savings Clause	11
Appendix A-1.....	12
Hope – Page Salary Schedule 2021-2022.....	12
Appendix A-2.....	13
Hope – Page Salary Schedule 2022-2023.....	13
Revisions.....	14

ARTICLE I - RECOGNITION

A. Recognition by the Board

1. The School Boards of Hope-Page School District #85 hereinafter referred to as the Board, recognize that teaching is a profession.
2. The Board recognize the Hope-Page Education Association, hereinafter referred to as the Association, as the exclusive representative of all the certified, contracted personnel, employed or to be employed by the Boards in positions which are not administrative or holders of special vocational licensure, if evidence substantiated that the Association represents a majority of the teachers, per NDCC.

B. Recognition by the Association

1. The Association recognizes the Board as the elected representatives of the people of Hope-Page School District #85 and as the employer of the certified personnel of the Hope-Page District #85.

ARTICLE II - NEGOTIATION PROCEDURES

A. Directing Requests For Meetings

1. Requests for meetings from the Association will be made directly to the Board through its Superintendent.
2. Requests from the Superintendent, the Board, or their representatives will be made to the President of the Association.
3. A mutually convenient meeting date shall be set per NDCC.
4. A listing of names of the officers and members of committee assignments of the teacher representative organization shall be given to the school administration as soon as such elections or appointments have been made or no later than November 1, in order to facilitate an official and reliable means of communications.

B. Meetings

1. Meetings composed of members of the teacher representative organization, the Board Negotiations Committee, and the superintendent shall be called upon written request of any one of the parties.
2. Such meetings shall be held no later than ten (10) days following the requested meeting.
3. Meetings shall not be held during regular school hours and shall be scheduled not to interfere with school activities.
4. Official summary minutes will be kept by a recording secretary appointed by the members of the meeting.

C. Proposals

1. All proposals submitted for negotiations must be as specific as possible and shall be accompanied by a cost to the district. These proposals will be presented at the first ground rules meeting by the teacher representative organization and at the second meeting by the Board negotiators. Additional proposals may not be added thereafter without the agreement of both parties.

D. Ratification

1. A copy of the final ratified master contract shall be issued with each teaching contract.

ARTICLE III - GRIEVANCE PROCEDURE

A. Purpose:

1. To enable teachers to express a complaint about the administration of the Agreement with the assurance that the complaint will receive prompt attention by persons who can remedy it, if necessary.

B. Definition Of Grievance:

1. A grievance is a disagreement regarding the interpretation or inequitable application of a specific provision of this Agreement.

C. Procedural Steps: Grievances shall be processed in accordance with the following procedure:

1. **Action: (Informal)** Within seven (7) days of an event which may result in a grievance, said teacher with a grievance shall first discuss his/her complaint with the principal in an earnest effort to settle the matter informally.
2. **Response:** Within five (5) days, the principal shall communicate his views to the aggrieved teacher orally.
3. **Action: (Formal)** In event the matter is not resolved informally, the problem, stated in writing, may be submitted, within seven (7) days after completion of Step One, as a grievance, to the principal.
4. **Response:** Within five (5) school days after receiving the grievance, the principal shall state his decision in writing together with the supporting reasons, and shall furnish a copy to the aggrieved teacher.
5. **Action:** Within two (2) school days after receiving the decision of the principal, the written grievance may be submitted to the local Teacher Grievance Committee. The committee will be comprised of the teacher Union President, (in the event the Grievant is the president, the Vice President will take their place on the committee) business manager and a third party to be chosen by the two other members, to judge the merits of the complaint.
6. **Response:** If the Grievance Committee finds merit in the complaint, it shall, within five (5) school days after receiving the complaint, inform the aggrieved teacher and principal, in writing, stating their points concerning merit.
7. **Action:** Within five (5) school days after receiving the Grievance Committee's written statement of points concerning merit, the principal shall again state a decision in writing together with supporting reasons to the aggrieved teacher and to the Grievance Committee.
8. **Response:** If the aggrieved is not satisfied, he may, within two (2) school days after receiving the written decision of the principal, submit, in writing, the grievance to the superintendent. The appeal shall set forth specifically the act and the grounds on which the grievance is based and shall be accompanied by a copy of the decisions at the previous level.
9. **Action:** The superintendent shall meet and confer on the grievance with a view to arriving at a mutually satisfactory adjustment. Participants in this conference shall be those who participated at the previous level. Within five (5) school days after receiving the appeal, the superintendent shall communicate his decision, in writing, together with supporting reasons, to the principal and to the aggrieved teacher.

10. **Response:** If the aggrieved is not satisfied with the superintendent's disposition of his grievance, he may, within five (5) school days after receiving the superintendent's decision, request, in writing, that the grievance be referred to the school Board. The school Board shall, within ten (10) school days, or, if acceptable to both parties, at the next request, examine the complaint, consider the options of all parties concerned, interpret the grievance and submit a written decision to the superintendent, the principal and the aggrieved teacher.

D. **Disposition:** School Board members, administrators, or teachers shall not discriminate against one another because of the exercise of the rights under the grievance procedure.

ARTICLE IV - LEAVES

A. Personal Sick Leave

1. Each teacher under contract for the regular school year shall be granted twelve (12) days sick leave cumulative to one hundred (100) days.
2. At the beginning of the school term a teacher's sick leave may accumulate to 112 days. At the conclusion of the school term any remaining day in excess of one hundred (100) days will be compensated at \$90 per day.
3. A teacher may use sick leave for absences necessitated by illness, injury, doctor ordered maternity care, doctor appointment or dental care.
4. A teacher may use his/her personal sick leave for absences necessitated by illness of spouse, child or parent. Family sick leave may be used for other relatives at the discretion of the building principal.
5. Sick Leave Bank:
 - a. Donations:
 1. A "bank" of personal sick leave days shall be established.
 2. Any teacher may voluntarily donate any portion of their allotted or accumulated personal sick leave.
 3. Donations must be made by written notice to the Business Manager and Association President. Such notice must include the total number of days reflected in the donation.
 4. No teacher shall have the right to rescind a donation.
 - b. Withdrawals:
 1. Any teacher wishing to use the Sick Leave Bank must first exhaust all other leave.
 2. All requests to use the Sick Leave Bank must be in writing to the Association and Superintendent.
 3. Approval to use the donated days in the Sick Leave Bank must be granted by both the Association and Superintendent.

B. Emergency Leave

1. Up to two (2) days of paid time off per year will be allowed for emergencies. An emergency will be defined as a crisis over which the individual has no control, and cannot be attended to during non-school hours. Emergency leave includes, but is not limited to, weather-related situations, flooding, accidents, and household emergencies. Emergency leave does not include events that would be covered under sick leave, family illness, or bereavement leaves.

C. Personal Leave

1. Each teacher under contract for the regular school year may be granted four (4) days personal leave, subject to the approval of the administration. Unused personal leave may be paid for submitted for payment at the substitute teacher rate. Such payment must be requested by the teacher on school forms by May 15 of each school year and shall not exceed two (2) days per year. Once payment is requested, the days can no longer be accumulated.
2. Personal leave shall be accumulative to 6 days.
3. Application for the leave must be filed with the principal two (2) days in advance of contemplated leave, on forms provided by the district.
4. Personal leave shall not be granted for the first or last five (5) days of the school term, or five days before a semester break.
5. Only two (2) teachers per site may request personal days on the same day. This may be waived by the building principal pending the availability of substitute teachers.

D. Professional Leave

1. Each teacher under contract for the regular school year may be granted three (3) days professional leave, subject to approval by the administration.
2. Professional leave shall not be accumulative.
3. A teacher may take professional leave to promote self-improvement, by attending seminars, workshops, visiting other schools, etc.
4. It shall not be considered professional leave when a teacher is supervising a group of students at a place other than the school or when a teacher is absent from school at the request of the administration or school Board.

DI. Bereavement

1. Immediate Family
 - a. Immediate family bereavement leave, up to but not exceeding five (5) days per school year, may be granted. This bereavement leave may be used only in the event of death in the immediate family. The immediate family shall be defined to include spouse/partner, parents/step-parents and grandparents of both, children/step-children, son-in-law, daughter-in-law, grandchildren, brother/step-brother, sister/step-sister, brother-in-law, sister-in-law, aunts, uncles, nieces, or nephews. Where the five (5) days of immediate family bereavement leave are expended, the teacher may request to use Emergency or Personal Leave. Administration must approve any use of Emergency or Personal leave for bereavement.
2. Other Relatives and Close Friends

- a. In the event of the death of other relatives or close friends, up to one (1) day per year bereavement leave will be granted. This day can be used in ½-day increments.

B. Leave Report

1. After any absence in the leave categories a teacher shall be given a signed form indicating the date, type and amount of leave taken. All leave must be communicated with building principals.
2. The Business Manager shall inform teachers of leave balances prior to September 1.

ARTICLE V – SALARY SCHEDULE

A. Basic Salary - Regular School Year

1. The basic salaries of teachers covered by this Agreement are set forth in Appendices A-1 and A-2 as attached and incorporated in this Agreement. Appendix A-1 shall be the salary schedule in effect during the 2021-2022 contract year. Appendix A-2 shall be the salary schedule in effect during the 2022-2023 contract year

B. Lane Changes

1. Only college or university credits, which are graduate level credits (numbered 400 or above) or part of an approved graduate program, may be used for horizontal movement on the salary schedule. These credits must be in coursework or subject areas that are directly applicable to the field of education. Credits will be counted on a semester basis. Quarter credits will be converted to semester credits as follows: 1 quarter credit = 2/3 semester credit.
2. Lane change procedure:
Lane change request forms must be submitted to the Business Manager no later than September 1. Official transcripts showing credits earned must be submitted with the lane change request. Transcripts will be reviewed by the Business Manager and if approved, a revised contract will be issued and a salary adjustment will be made on the September 15 paycheck.
If the issuance of summer session grade transcripts is delayed or the course has not yet been recorded on a transcript by September 1, the teacher must still submit the lane change form by September 1 and official transcripts must be received in the Business Manager Office by October 1. In this case, the salary adjustment will be made on the October 15 paycheck retroactive to the start of the contract year.
3. Staff members who are “locked” out of any increase because they are at the maximum step in either BA/BS +40 or MA/MS +30 lanes shall not receive less than the amount they received in the last year of the most recent contract. This provision extends only to those teachers meeting the requirement at the time of the ratification of the 2021-2023 Master Contract and is valid only for the term of that contract.

ARTICLE VI - PAYROLL PROCEDURES

A. Salary Matters Not Included In Salary Schedule

1. Checks will be payable on the fifth and twentieth of each month or the school day immediately preceding a weekend or vacation of which these dates are included. Each teacher shall have the option to be paid in 18 or 24 calendar checks with the final check to be paid after approval of final checkout.

2. If a substitute cannot be hired as a replacement a member of the staff agreeing to take on extra teaching duties will be compensated at the rate of \$25.00 per teaching period or any portion thereof.
3. Teachers shall be compensated at the state rate for mileage while conducting school business with their personal vehicle upon approval of the administration.
4. Teachers under contract for the regular school year shall be compensated the substitute teacher rate for district wide professional development outside of the adopted school calendar for the 2021-2022 and 2022-2023 school year. This provision shall not extend to those teaching under the terms of this agreement with contracted days beyond the adopted school calendar.
5. Teachers new to the district shall be placed on the salary schedule at the discretion of the superintendent but in no case shall the placement exceed verifiable full time equivalent teaching experience or education level.
6. The Athletic Cooperative pay schedule will be used to determine the rate of compensation for those activities identified in the cooperative athletic agreement.
7. A teacher assigned to lunch duty by the administration shall receive one (1) adult lunch on the day the duty is served.
8. Summer Work
The salary for teachers employed by the district for summer work shall be paid according to the following schedule:

<u>Years of Experience*</u>	<u>Teachers with BA</u>	<u>Teachers with MA</u>
0-5	\$2200	\$2400
6-10+	\$2750	\$2950

* Verifiable years of experience teaching summer programming NOT overall experience in the district

9. Sub Rate Pay

The salary for substitute teachers will be \$120/day plus free lunch. The rate for a long-term sub (after 10 consecutive days) will be at the daily rate (1/182) of the base salary.

ARTICLE VII – BENEFITS

A. Health Insurance

1. The Board will pay the full single (individual) health insurance premium or 50% of the premium of a family health insurance plan for each full-time teacher. The Board will determine the insurance carrier.
2. If a teacher provides evidence of health insurance coverage elsewhere, the teacher can elect out of district's health insurance program. A full-time teacher will receive \$2,750 to be used towards Section 125 (FSA) option identified in this agreement, 403b retirement account or a cash payout of the same amount. (If cash option is chosen it will be paid in the final paycheck of the fiscal year) *This option will not be allowed if total group enrollment falls below the required amount for group coverage in the district.*

3. The District will provide a Section 125, Flexible Spending Account (FSA) for flexing of medical insurance premiums, medical deductibles, dental, eye care and other approved costs.

The school district agrees to pay the employee a portion of the Teachers Retirement on the contracted salary up to an assessment rate of 11.75%.

4. The District agree to pay \$30.00 per day for all unused sick leave for any retiring teacher who has been in the system for at least 15 years. Payment will be made will be paid in the final paycheck of fiscal year.

B. Tuition Reimbursement Program

1. A teacher may apply in writing for a maximum of \$3,500.00 tuition reimbursement per school year.
2. To be eligible for reimbursement, the teacher must:
 - a. Apply for participation in the tuition reimbursement program and receive approval from the superintendent prior to July 1 of the year for which reimbursement is desired.
 - b. Be enrolled in a graduate level program directly related to the field of education that results in obtaining an advanced degree.
 - c. Earn a letter grade of "B" or better in each course for which reimbursement is requested.
 - d. Remain enrolled at least part time in the advanced degree program during participation in the tuition reimbursement program.
 - e. Submit official transcripts and a request for reimbursement to the Business Manager prior to June 30 of each year for which reimbursement is desired.
3. When the advanced degree is conferred, the teacher will receive a one-time \$500 stipend.
4. Additional Conditions
 - a. The teacher agrees to remain employed as a teacher for the Board during the course of participation in the Tuition Reimbursement Program and for a period of not less than three years after the advanced degree is conferred.
 - b. If the teacher chooses to voluntarily leave the employ of the Board during participation in the Tuition Reimbursement Program or prior to satisfying the three year service requirement; the total reimbursement paid to the teacher must be repaid by to the District by the teacher within 1 calendar year.
 - c. In the event the teacher leaves the employ of the Board due to non-renewal pursuant to NDCC, a reduction in force, full disability or circumstances beyond the control or intent of the teacher, the requirement to repay reimbursement will be waived.

ARTICLE VII TEACHER WORKING CONDITIONS

A. School Year

1. The length of a full school year contract shall be 182 days in accordance with the official school calendar.
2. Holidays included in the contract shall include Labor Day, Veteran's Day, and Thanksgiving Day and shall be paid. All other holidays during the school year are not considered as part of the contract and shall not be paid.
3. In the event that school begins late or is dismissed for reasons of inclement weather, scheduled teacher in-service activities, or for other reasons that school is not in session during the normal school hours, the contracted school year or school day will be extended hour-for-hour according to the provisions of NDCC.

B. Daily Schedule

1. The total in-school workday shall consist of 8 hours.
2. In rare situations, the administration may schedule meetings prior to or after the contracted day. Attendance at any meeting called by administration shall be considered mandatory.
3. The designation of a normal workday should not be construed as the expected maximum. The maximum length of the work day for all employees is determined by the professional requirements of the job.

C. Class Load

1. The normal teaching load in the elementary school will include all subject areas with the exception of music and physical education. These will be taught by specialized teachers outside the classroom. Classroom teachers will be allowed to use this time as duty-free lesson planning preparation time.
2. Full-time K-12 teachers will be guaranteed 225 minutes of duty-free teacher preparation time per week during the instructional day. Every effort will be made by the administration to allocate a portion of this time on a daily basis.
3. The maximum number of instructional classes assigned to full-time teachers of grades 7-12 shall be limited to six (6) per day. If a teacher is assigned more than (5) different subject preparations during a day, compensation will be paid above the contracted salary amount at a rate of \$0.142 x base pay listed on the salary schedule in this document for the contracted year.
4. The administration will attempt to limit study halls for grades 7-12 to 30 students. Study halls may be assigned at the discretion of the administration. However, class subjects to be taught shall have

preference over study hall assignments and shall be determined by the administration according to student need and scheduling requirements. Efforts should be made by the administration to equalize teacher workload in grades K-12.

5. With prior approval from administration, each teacher shall have budget allocation for \$500 for classroom supplies and \$100 reimbursement towards a professional development course.

ARTICLE IX – MISCELLANEOUS PROVISIONS

A. Renewal of Agreement

The provisions of each article of this agreement shall be effective as of July 1, 2021, and shall continue in full force and effect through June 30, 2023. This agreement will automatically renew and continue in full force and effect for additional one year periods unless either the Board or any negotiating unit representing the teachers give written notice to the other to re-open this agreement and to negotiate the terms of a successor agreement. Such written request by either party to this agreement shall be sent to the other prior to the regular March school Board meeting of the last school year covered by this agreement.

B. Affected Parties

This agreement is for the Hope-Page School District #85 Board of Education and Certified Staff.

C. Savings Clause

If any portion of this contract is determined to be invalid or unenforceable, the remainder of the contract shall not be affected and shall remain in force.

WITNESS AND WRITTEN MUTUAL AGREEMENT

As duly authorized representatives of the Hope-Page School District #85 Board of Education and Hope-Page Contracted Teachers we mutually agree to the terms of this agreement and hereunto place our signatures.

_____	_____	_____	_____
Hannah Erickson– HPEA	Date	Tony Richards – HP 85	Date
_____	_____	_____	_____
Angel Lindseth – HPEA	Date	Jeri Anne Larck – HP 85	Date
_____	_____	_____	_____
	Date	Chad Elbert– HP 85	Date
_____	_____	_____	_____
		Alli Roller– Business Manager	Date

Salary Schedule 2021-2022

Step	BA/BS	10	20	30	40	MA/ MS	10	20	30
0	\$40,800	\$41,616	\$42,448	\$43,297	\$43,946	\$47,626	\$49,054	\$50,527	\$52,044
1	\$41,412	\$42,240	\$43,085	\$43,946	\$44,594	\$48,340	\$49,792	\$51,286	\$52,824
2	\$42,024	\$42,864	\$43,721	\$44,594	\$45,247	\$49,054	\$50,527	\$52,044	\$53,603
3	\$42,840	\$43,489	\$44,358	\$45,247	\$45,896	\$49,772	\$51,265	\$52,799	\$54,386
4	\$43,248	\$44,113	\$44,994	\$45,896	\$46,512	\$50,486	\$52,000	\$53,558	\$55,166
5	\$43,860	\$44,737	\$45,631	\$46,512	\$47,328	\$51,200	\$52,734	\$54,317	\$55,945
6	\$44,627	\$45,516	\$46,426	\$47,328	\$48,168	\$52,093	\$53,656	\$55,264	\$56,924
7	\$45,390	\$46,300	\$47,222	\$48,168	\$48,980	\$52,987	\$54,574	\$56,210	\$57,899
8	\$46,157	\$47,079	\$48,022	\$48,980	\$49,792	\$53,876	\$55,496	\$57,161	\$58,874
9	\$46,920	\$47,858	\$48,817	\$49,792	\$50,604	\$54,770	\$56,414	\$58,107	\$59,850
10	\$47,687	\$48,638	\$49,613	\$50,604	\$51,408	\$55,663	\$57,332	\$59,054	\$60,825
11	\$48,882	\$49,862	\$50,857	\$51,408	\$52,224	\$57,063	\$58,776	\$60,539	\$62,355
12	\$50,082	\$51,086	\$52,106	\$52,224	\$53,856	\$58,462	\$60,217	\$62,024	\$63,885
13	\$51,282	\$52,306	\$53,354	\$53,856	\$55,080	\$59,862	\$61,657	\$63,505	\$65,411
14		\$53,530	\$54,599	\$55,080	\$56,304		\$63,097	\$64,990	\$66,941
15			\$55,847	\$56,304	\$57,528			\$66,475	\$68,471
16				\$58,291	\$58,752				\$70,062
17				\$58,344	\$59,568				\$71,400
18					\$60,792				\$73,440

Step	BA/BS	10	20	30	40	MA/ MS	10	20	30
0	1	1.02	1.0404	1.0612	1.0771	1.1673	1.2023	1.2384	1.2756
1	1.015	1.0353	1.056	1.0771	1.093	1.1848	1.2204	1.257	1.2947
2	1.03	1.0506	1.0716	1.093	1.109	1.2023	1.2384	1.2756	1.3138
3	1.05	1.0659	1.0872	1.109	1.1249	1.2199	1.2565	1.2941	1.333
4	1.06	1.0812	1.1028	1.1249	1.14	1.2374	1.2745	1.3127	1.3521
5	1.075	1.0965	1.1184	1.14	1.16	1.2549	1.2925	1.3313	1.3712
6	1.0938	1.1156	1.1379	1.16	1.1806	1.2768	1.3151	1.3545	1.3952
7	1.1125	1.1348	1.1574	1.1806	1.2005	1.2987	1.3376	1.3777	1.4191
8	1.1313	1.1539	1.177	1.2005	1.2204	1.3205	1.3602	1.401	1.443
9	1.15	1.173	1.1965	1.2204	1.2403	1.3424	1.3827	1.4242	1.4669
10	1.1688	1.1921	1.216	1.2403	1.26	1.3643	1.4052	1.4474	1.4908
11	1.1981	1.2221	1.2465	1.26	1.28	1.3986	1.4406	1.4838	1.5283
12	1.2275	1.2521	1.2771	1.28	1.32	1.4329	1.4759	1.5202	1.5658
13	1.2569	1.282	1.3077	1.32	1.35	1.4672	1.5112	1.5565	1.6032
14		1.312	1.3382	1.35	1.38		1.5465	1.5929	1.6407
15			1.3688	1.38	1.41			1.6293	1.6782
16				1.4287	1.44				1.7172
17				1.43	1.46				1.75
18					1.49				1.8

Salary Schedule 2022-2023

Step	BA/BS	10	20	30	40	MA/ MS	10	20	30
0	\$41,412	\$42,240	\$43,085	\$43,946	\$44,605	\$48,340	\$49,790	\$51,285	\$52,825
1	\$42,033	\$42,874	\$43,731	\$44,605	\$45,263	\$49,065	\$50,539	\$52,055	\$53,616
2	\$42,654	\$43,507	\$44,377	\$45,263	\$45,926	\$49,790	\$51,285	\$52,825	\$54,407
3	\$43,483	\$44,141	\$45,023	\$45,926	\$46,584	\$50,518	\$52,034	\$53,591	\$55,202
4	\$43,897	\$44,775	\$45,669	\$46,584	\$47,210	\$51,243	\$52,780	\$54,362	\$55,993
5	\$44,518	\$45,408	\$46,315	\$47,210	\$48,038	\$51,968	\$53,525	\$55,132	\$56,784
6	\$45,139	\$46,199	\$47,123	\$48,038	\$48,891	\$52,875	\$54,461	\$56,093	\$57,778
7	\$45,967	\$46,994	\$47,930	\$48,891	\$49,715	\$53,782	\$55,393	\$57,053	\$58,768
8	\$46,796	\$47,785	\$48,742	\$49,715	\$50,539	\$54,685	\$56,329	\$58,018	\$59,758
9	\$47,624	\$48,576	\$49,549	\$50,539	\$51,363	\$55,591	\$57,260	\$58,979	\$60,747
10	\$48,245	\$49,367	\$50,357	\$51,363	\$52,179	\$56,498	\$58,192	\$59,940	\$61,737
11	\$49,616	\$50,610	\$51,620	\$52,179	\$53,007	\$57,919	\$59,658	\$61,447	\$63,290
12	\$50,833	\$51,852	\$52,887	\$53,007	\$54,664	\$59,339	\$61,120	\$62,955	\$64,843
13	\$52,051	\$53,090	\$54,154	\$54,664	\$55,906	\$60,760	\$62,582	\$64,458	\$66,392
14		\$54,333	\$55,418	\$55,906	\$57,149		\$64,044	\$65,965	\$67,945
15			\$56,685	\$57,149	\$59,165			\$67,473	\$69,498
16				\$59,165	\$59,633				\$71,113
17				\$59,219	\$60,462				\$72,471
18					\$61,704				\$74,542

Step	BA/BS	10	20	30	40	MA/ MS	10	20	30
0	1	1.02	1.0404	1.0612	1.0771	1.1673	1.2023	1.2384	1.2756
1	1.015	1.0353	1.056	1.0771	1.093	1.1848	1.2204	1.257	1.2947
2	1.03	1.0506	1.0716	1.093	1.109	1.2023	1.2384	1.2756	1.3138
3	1.05	1.0659	1.0872	1.109	1.1249	1.2199	1.2565	1.2941	1.333
4	1.06	1.0812	1.1028	1.1249	1.14	1.2374	1.2745	1.3127	1.3521
5	1.075	1.0965	1.1184	1.14	1.16	1.2549	1.2925	1.3313	1.3712
6	1.09	1.1156	1.1379	1.16	1.1806	1.2768	1.3151	1.3545	1.3952
7	1.11	1.1348	1.1574	1.1806	1.2005	1.2987	1.3376	1.3777	1.4191
8	1.13	1.1539	1.177	1.2005	1.2204	1.3205	1.3602	1.401	1.443
9	1.15	1.173	1.1965	1.2204	1.2403	1.3424	1.3827	1.4242	1.4669
10	1.165	1.1921	1.216	1.2403	1.26	1.3643	1.4052	1.4474	1.4908
11	1.1981	1.2221	1.2465	1.26	1.28	1.3986	1.4406	1.4838	1.5283
12	1.2275	1.2521	1.2771	1.28	1.32	1.4329	1.4759	1.5202	1.5658
13	1.2569	1.282	1.3077	1.32	1.35	1.4672	1.5112	1.5565	1.6032
14		1.312	1.3382	1.35	1.38		1.5465	1.5929	1.6407
15			1.3688	1.38	1.4287			1.6293	1.6782
16				1.4287	1.44				1.7172
17				1.43	1.46				1.75
18					1.49				1.8