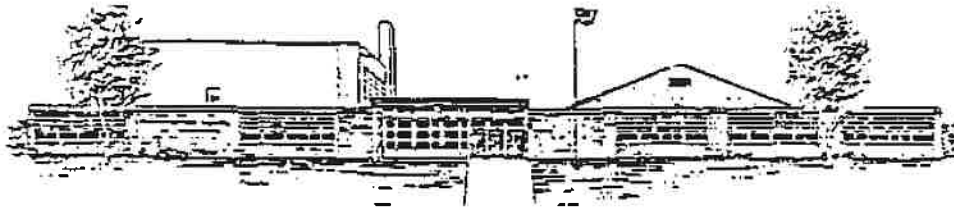


STARKWEATHER SCHOOL DISTRICT #44

Larry Volk
Superintendent
Secondary Principal

Alysson Groves
Elementary Principal

Julie Wass
Business Manager



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PROFESSIONAL NEGOTIATION AGREEMENT

The Board of Education of the Starkweather School District #44 and the Starkweather Education Association do hereby agree that the welfare of the children of the Starkweather School District is paramount in the operation of the school and will be promoted by both parties. The parties do hereby agree as follows.

ARTICLE I. RECOGNITION

The School Board of Starkweather, hereinafter referred to as the Board, recognizes that teaching is a profession. The Board recognizes the Starkweather Education Association, hereinafter referred to as the Association, as the exclusive representative of certified teaching personnel employed, or to be employed, but excluding the Principal and Superintendent, by the Board for the purpose of negotiation.

Both named parties recognize North Dakota Century Code 15-38.1 as the basis for negotiations in North Dakota Public Schools and do hereby agree to operate in accordance with said law.

ARTICLE II. REPRESENTATION

A. Attaining Objectives

Attainment of objectives of the educational program of the District requires understanding and cooperation between the Board and the professional teaching personnel. Free and open exchange of views is most desirable and necessary, with all parties participating in deliberation leading to the determination of matters.

B. Subject of Negotiation

The subject of negotiations shall be as per North Dakota Century Code 15-38.1-09.

C. Representation

Two Board members and three members from the Association will be selected for the purpose of negotiating the conditions of a contract for the succeeding school term. Members of these teams shall not be changed unless mutually agreed upon by both parties. Each negotiation team shall designate one member as chief negotiator and one member as the recorder. Discussion during meetings will be limited to only the negotiating members of the board and Association teams. The recorders may compare notes at the conclusion of each meeting and said meetings shall be open to the public.

ARTICLE III. PROCEDURES

A. Directing Requests

Requests for meetings from the Association normally will be made directly to the Superintendent or his representative. Requests from the Superintendent or the Board or their representatives will be made to the President of the Association. A mutually convenient meeting date shall be set and a meeting held within 10 days of the date of the request. All requests shall be made in writing and shall contain the reasons for the request. If negotiations are desirable for the ensuing year, it must be requested in writing by May 2nd of the current year.

B. Meetings

Meetings composed of members of the Association Negotiation Committee, the Board and the Superintendent may be called, upon the written request of any one of the parties. Requests for meetings shall contain the reasons for the request. Meetings shall be scheduled to interfere the least with school schedules. Minutes shall be kept and the time and place shall be set up by mutual agreement and no meeting shall exceed two hours in length except by mutual agreement. Each team may bring its own tape recorder if so desired.

C. Assistance

The parties may call upon competent professional or lay persons to render advice relative to the negotiations. Further the costs of such assistance shall be borne by the party securing the assistance. These people may attend the meetings but not speak unless given permission by the opposite chief negotiator.

D. Progress Reports

The final minutes of each meeting will be devoted to summarizing the meetings progress and reduced to writing. The two secretaries shall initial each other's minutes, as an indication that what is recorded is accurate. Any press release of negotiations progress will be approved by both parties.

E. Caucusing and Calling Early Adjournment

Caucusing shall be permitted by either party during any meeting. A time limit of fifteen minutes shall be allowed for any single caucus. Either team may request an early adjournment of any meeting. Early adjournment shall be granted upon mutual agreement.

F. Proposals

Proposals and language of proposals will be submitted as one single package at the first meeting. Additional items may not be added following the initial proposals.

ARTICLE IV. AGREEMENT

When agreement is reached, it shall be reduced to writing and when approved by the Association and the Board, signed by the parties, and become a part of the official minutes of the Board. Such agreement shall constitute a modification of the Articles of this Agreement, and when it is necessary, provisions in this Agreement shall be reflected in individual contracts. This agreement shall not discriminate against any member of the staff regardless of membership or non-membership in the Association.

ARTICLE V. MEDIATION AND APPEAL

A. Advisory Board

If an impasse is reached during negotiations, the matter shall be submitted to an Advisory Board within 30 days after the request of either party to the other. The Board will name one advisor, and the Association will name another. A third member, who shall be the chairperson, shall be named by the first two named members. The advisory board will meet with both parties within 15 days and will report recommendations for settlement within 15 days after it has met with both parties to listen to their respective positions. The recommendations shall be submitted to both parties and shall be made public by the Advisory Board.

ARTICLE VI. DURATION

The provisions of each Article of this agreement, except as otherwise specifically provided shall be effective as of July 1, 2021 to June 30, 2023. It shall automatically renew itself for additional period of two years unless written notification to the contrary is made by either party by May 2nd, 2023. If such notification occurs, the Agreement shall be renegotiated. If negotiations should carry into the next school term, let it be understood that any settlement would be retroactive to the beginning of the school term. It may be amended by mutual agreement.

ARTICLE VII. GRIEVANCE PROCEDURE

Section 1. Statement of Principles.

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 by reducing potential conflict areas between professional staff members, administrators and the Board.

(a) The purpose of this Article is to secure at the lowest possible administrative level equitable solutions to the problems which may from time to time arise during the administration of this agreement.

(b) Every teacher covered by this agreement 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.

(c) A teacher who participates in these grievance procedures shall not be subject to discipline or reprisal because of such participation.

(d) Failure of a teacher or the Association to act on any grievance within the prescribed time limits 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.

(e) 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 Association deem it necessary.

(f) Hearings and conferences under this procedure shall be conducted after regular school hours.

(g) It is agreed that any investigation or other handling or processing of any grievance by the grieving teacher or Association shall be conducted so as to result in no interference with or interruption whatsoever of the instructional program of the teaching staff.

(h) In the event of a grievance, the grievant shall perform his assigned work tasks during the grievance proceedings.

(i) It is agreed that this grievance procedure shall be the formal remedy for adjudicating any alleged violation, misinterpretation, or misapplication of any provision of this agreement.

(j) If at any step of the grievance proceedings a grievant receives the relief sought, the proceedings shall terminate.

(k) 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/or by his representative at any step of the grievance proceedings.

(l) The Board and the Association will cooperate with each other in investigating grievances and will provide each other with 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 or is privileged information.

Section 2. Definitions.

(a) A grievance is a claim based upon an event or condition which affects the conditions or circumstances under which a teacher works, allegedly caused by misinterpretation or inequitable application of policy or the terms of this agreement. A grievance must be made within 20 days of the time that the event causing the grievance became known to the teacher.

(b) The term "days" when used in this article shall, except where otherwise indicated, mean school days.

(c) 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 alleges 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.

(d) Any notice required hereunder to be given to the Board shall be served upon the Clerk of the District. Any notice required hereunder to be given to the Association shall be served upon the President of the Association or other officer of the Association. 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

(a) **First Step.** An attempt shall be made to resolve any grievance in informal, verbal discussion between the grievant and his or her immediate supervisor.

(b) **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 of the meeting referred to in Section 3 of Article VII. The immediate supervisor or principal shall make a decision on the grievance and communicate it in writing to the grievant and the Association within (5) days after the conference. At this point, the Association may state its views.

(c) **Third Step.** In the event 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 (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 Association within five (5) days after the meeting.

(d) **Fourth Step.** In the event the grievance has not been 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 Clerk of the District, the Board shall hold a meeting with the grievant, his representative, the principal or immediate supervisor and the Superintendent or Clerk of the District shall give notice of the meeting date to the grievant and the President or other officer of the Association. The Board shall make a decision and communicate it in writing to the teacher, the Association, and the Superintendent within (10) days after the meeting, provided, however, the Board shall have the right to waive its hearing and shall give notice of its intention to waive the hearing to the grievant within (10) days after the grievance is filed with the Board.

Section 4. Arbitration Procedure.

If in the opinion of the Association or the aggrieved, the grievance has not been satisfactorily resolved after step four, the Association or the aggrieved, may request the grievance be submitted to arbitration within five (5) days after receipt of the Board's decision or notice from the Board of its intent to waive its hearing. Such request for arbitration shall be in writing and served upon the Clerk of the

District. The following procedure shall then be as follows:

(a) The arbitration proceedings shall be conducted by an arbitrator to be selected by the two parties within seven (7) days after said notice is given. If the two parties fail to reach agreement on an arbitrator within seven (7) days, the American Arbitration Association will be requested to provide a panel of seven (7) arbitrators. Each of the two parties will alternately strike one name at a time from the panel until only one shall remain. The remaining name shall be the arbitrator.

(b) The arbitrator selected or appointed shall meet with the parties at a mutually convenient time selected by the arbitrator to review the evidence and to hear testimony relating to the grievance. Upon completion of the review and hearing, the arbitrator shall render a written decision to the parties setting forth his findings, reasonings, and conclusions on the issue submitted which shall be binding upon both parties.

(c) It is specifically agreed that the power of the arbitrator is limited to reviewing the alleged grievance to determine if the claim forming the basis for the grievance is a violation, misinterpretation or misapplication of this agreement. The arbitrator shall have no authority to alter the terms of this agreement, or authority to make any decision which requires the commission of an act prohibited by law or which violates the terms of this agreement.

(d) Whenever a grievance is submitted to an arbitrator pursuant to this article, the arbitrator shall first determine whether the grievance was timely filed and whether the alleged claim is a grievance within definition of that term under this article.

(e) The parties shall share equally the cost and expenses of the arbitration proceedings including transcript fees and fees of the arbitrator. Each party shall bear its own costs of witnesses and all other out-of-pocket expenses including attorney's fees.

ARTICLE VIII. TEACHERS RIGHTS

Section 1. Rights and Protection is Representation Pursuant to 15-38.1 of the North Dakota Century Code.

Section 2. Required Meetings or Hearings.

Whenever any teacher is required to appear before the Board for any reason that could adversely affect the teacher's contractual status, salary increments, or professional position, the teacher shall be notified in advance of the reasons for such a meeting, and be entitled to Association representation at such a meeting.

ARTICLE IX. TEACHER EVALUATION OF STUDENTS

The teacher shall have the exclusive right to grade and evaluate students within the grading policies of the school district. No grade or evaluation shall be changed without the consultation of the teacher.

ARTICLE X. PROMOTION

The Board will give strong consideration to filling vacancies from within its own teaching staff.

ARTICLE XI. FAIR DISMISSAL PROCEDURE

Section A. Minimum Standard Procedure

The minimum standard procedures shall be as per North Dakota Century Code 15-47-38.

Section B. Reduction of Personnel

Before the Board makes any necessary reduction in personnel, it will first discuss with the Association the effects of such reduction. This will include, but not be limited to, such matters as the criteria used for the determination of those who will be dismissed.

ARTICLE XII. MISCELLANEOUS PROVISIONS

A. Understanding

The Board and the Association agree that the terms and conditions set forth in this agreement represent the full and complete understanding of this contract and commitment to the upholding of this contract 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 part of this agreement.

B. Board Policy

This agreement constitutes Board policy for the term of said agreement and shall be incorporated into and be considered a part of the established policy of the Board.

C. Savings Clause

Should any article, section, or clause of the agreement be declared illegal by any court of competent jurisdiction, said article, section or clause shall be automatically deleted from this agreement to the extent that it violates the law, but the remaining articles, sections and clauses shall remain in full force for the duration of this agreement.

D. Individual Contracts

Any contract between the Board and a teacher shall be expressly subject to the terms and conditions of this Agreement. If an individual contract contains any language inconsistent with this Agreement, this Agreement for its duration shall be controlling.

E. Method of Payment

Each teacher shall have the option of accepting his salary in 9 or 12 equal payments. Normal pay days will be on the 20th of each month except when a pay day falls on or during a school holiday or vacation, at which time teachers will receive their checks on the last school day preceding such holiday or vacation.

The following items have been negotiated and will be made part of the negotiated agreement as signed by both parties.

1. The sick leave policy of the Starkweather School allows each full time teacher ten (10) days of sick leave each year. Unused portions of this annual leave accumulates from year to year to a maximum of sixty five (65) days. Sick leave will include illness to the teacher, dental to the teacher, critical illness or death in the immediate family. A part-time teacher will receive a sick leave proportionate to contracted time. A teacher leaving the system other than for criminal charges dismissed for cause or breaking their contract shall be paid \$10.00 for each day of unused sick leave up to the current accumulated amount.

Payment shall be made no later than October 15 of the next school year.

A common bank of sick leave credit shall be established. Each teacher shall contribute two days of his/her sick leave allowance annually. As soon as the bank accumulates fifty (50) sick leave days, teacher contributions shall cease until the bank falls below the 50 day level, then the teachers shall contribute whatever portion is necessary to bring it back up, but the contributions shall not exceed two (2) days annually. Before a teacher can withdraw days, he/she must have used up all of his/her personal accumulation, plus three additional days. Also, any day withdrawn must be for the teacher's own illness. An advisory Board consisting of one SEA member, one Administrator, and one School Board member will determine withdrawals on an individual basis.

2. Teachers are entitled to two (2) days of personal leave each year. Requests for use of personal leave are to be submitted on the attached form to the Superintendent at least three days prior to the day requested. These days will accumulate to a maximum of five days. At the end of the school year any unused days may be turned in and will be reimbursed by the school district at \$10.00 per day. The paid days may not accumulate to the next year.

3. Teachers will be granted professional leave at the discretion of the administration.

4. Starkweather School shall pay a single health insurance premium for each staff member. The group insurance will equal or exceed specifications of present carrier as of February 1986. No other group or financial payment shall be made to any other teacher who does not take the school group insurance. However, if an individual elects not to be part of the school health insurance group, for special and peculiar reasons approved by the Board, the district shall pay to the carrier of the individual's choice an amount equal to that paid for an individual who is part of the school health insurance group. Teachers will be notified of the date of board meetings when health insurance bids are to be opened and discussed.

5. The Starkweather School District shall pay per diem expenses for those instructors who are required to attend the North Dakota Vocational Conference.

6. Extra-curricular non-co-op activities pay will be as per the attached sheet. If a teacher retains the same activity for a second year, he/she shall receive an additional 5% on the base amounts on the extra-curricular non-co-op salary schedule. Payments for those activities will be included in his/her regular paycheck, or in a lump sum after the activity is completed.

7. The Board has the option to solicit community members to assist with ticket sales at whatever remuneration the board desires, however, "payment for staff members who take tickets at basketball/football games shall be at the rate of \$8.00 per person on nights with two or fewer games, and \$10.00 per person on nights with three or more games."

- 8. Before final approval of the school calendar, teachers will be presented with it and given the opportunity to offer suggestions on it.
- 9. Contracts will state that said teacher will teach classes in major or minor field and extra-curricular assignments will be discussed with each individual teacher before issuing contracts.
- 10. Grade 1-4 teachers will be paid \$500.00 for elementary music.
- 11. Certified employees will be paid \$10.00 for each class in which they substitute teach for another staff member. This will apply only when a classroom teacher is substituting during his/her prep period. Teacher shall inform the office whenever this duty is performed, payment for this shall be at the end of the school year. (Adopted-April 1986, revised July 1995)
- 12. An elementary teacher assigned to prepare for two different grade levels at the same time shall be paid annually \$500.00 for a full day and \$250.00 for a half day.
- 13. Contract shall not be issued before May 1.
- 14. A teacher who is designated NWEA Test Coordinator shall be paid annually \$500.00.
- 15. A teacher who is designated School Improvement Plan Coordinator shall be paid annually \$900.00.

ARTICLE XIII. FINANCIAL

The Association agrees that the financial responsibility of the school district belongs to the Board. It shall be the policy of the Board that deficit spending shall not occur. In order to prevent a deficit spending situation, the Board reserves the sole right to administer and expend the monies of the school district as they deem necessary. The Board also maintains the exclusive right to maintain the amount of monies in the general fund account they feel necessary from one fiscal year to the next.

The Board reserves the right to make staff reductions as they deem necessary due to financial conditions, declining enrollment or other factors affecting the financial condition of the District.

ARTICLE XIV. PROVISIONS

The provisions of this Agreement will be effective as of July 1, 2021, and will continue to remain in full force and effect until June 30, 2023.

In witness thereof, duly authorized representatives of the Association and the Board hereunto set their hands and seals this 3rd day of May, 2021.

ASSOCIATION PRESIDENT

BOARD PRESIDENT

ASSOCIATION NEGOTIATOR

BOARD NEGOTIATOR

EXTRA-CURRICULAR ACTIVITIES PAY SCHEDULE

STARKWEATHER SCHOOL DISTRICT

<u>Extra-Curricular Area</u>	<u>Increase/Year</u>	<u>Base</u>
Class Play	\$50.00	\$1,000.00
Prom Advisor	\$23.75	\$475.00
Yearbook Advisor	\$50.00	\$1,000.00
Speech Director	\$50.00	\$1,000.00
Pep Band	\$30.00	\$600.00
Vocal/Instrumental Contest	\$53.00	\$1,060.00

A 5% increase (on the base) for each year that a person maintains the same activity is to be added to each of the above amounts.

BASE SALARY:

2021-2022 \$51,500

2022-2023 \$52,500

SEMESTER CREDIT INCREMENTS:

\$400.00

YEARLY STEP INCERMENTS:

\$475.00

A. The salary schedule shall apply to all teachers and is a part of the negotiated agreement. All college credits must be graduate level courses from an accredited college or university. Exceptions to this must be cleared by the superintendent.

Credit earned beyond BS+8 must be directly related to the staff member's area of certification or work assignment. Teachers currently on staff May 1992 will be able to take an additional 8 semester hours of graduate credit without approval. Course approval is at the discretion of the superintendent.

Disagreement on course approval may be appealed in writing to the Starkweather Board of Education.

B. The Salary Schedule will have unlimited number of vertical steps in all lanes.

SALARY SCHEDULE ON FOLLOWING PAGE

**STARKWEATHER SCHOOL
2021-2022 SALARY SCHEDULE**

STEP	BS	BS+8	BS+16	BS+24	BS+32 MS/MA	MA+8
1	51,500	51,900	52,300	52,700	53,100	53,500
2	51,975	52,375	52,775	53,175	53,575	53,975
3	52,375	52,775	53,175	53,575	53,975	54,375
4	52,775	53,175	53,575	53,975	54,375	54,775
5	53,175	53,575	53,975	54,375	54,775	55,175
6	53,575	53,975	54,375	54,775	55,175	55,575
7	53,975	54,375	54,775	55,175	55,575	55,975
8	54,375	54,775	55,175	55,575	55,975	56,375
9	54,775	55,175	55,575	55,975	56,375	56,775
10	55,175	55,575	55,975	56,375	56,775	57,175
11	55,575	55,975	56,375	56,775	57,175	57,575
12	55,975	56,375	56,775	57,175	57,575	57,975
13	56,375	56,775	57,175	57,575	57,975	58,375
14	56,775	57,175	57,575	57,975	58,375	58,775
15	57,175	57,575	57,975	58,375	58,775	59,175
16	57,575	57,975	58,375	58,775	59,175	59,575
17	57,975	58,375	58,775	59,175	59,575	59,975
18	58,375	58,775	59,175	59,575	59,975	60,375
19	58,775	59,175	59,575	59,975	60,375	60,775
20	59,175	59,575	59,975	60,375	60,775	61,175
21	59,575	59,975	60,375	60,775	61,175	61,575
22	59,975	60,375	60,775	61,175	61,575	61,975
23	60,375	60,775	61,175	61,575	61,975	62,375
24	60,775	61,175	61,575	61,975	62,375	62,775
25	61,175	61,575	61,975	62,375	62,775	63,175
26	61,575	61,975	62,375	62,775	63,175	63,575
27	61,975	62,375	62,775	63,175	63,575	63,975
28	62,375	62,775	63,175	63,575	63,975	64,375
29	62,775	63,175	63,575	63,975	64,375	64,775
30	63,175	63,575	63,975	64,375	64,775	65,175
31	63,575	63,975	64,375	64,775	65,175	65,575
32	63,975	64,375	64,775	65,175	65,575	65,975
33	64,375	64,775	65,175	65,575	65,975	66,375
34	64,775	65,175	65,575	65,975	66,375	66,775
35	65,175	65,575	65,975	66,375	66,775	67,175
36	65,575	65,975	66,375	66,775	67,175	67,575
37	65,975	66,375	66,775	67,175	67,575	67,975
38	66,375	66,775	67,175	67,575	67,975	68,375
39	66,775	67,175	67,575	67,975	68,375	68,775
40	67,175	67,575	67,975	68,375	68,775	69,175
41	67,575	67,975	68,375	68,775	69,175	69,575

**STARKWEATHER SCHOOL
2022-2023 SALARY SCHEDULE**

STEP	BS	BS+8	BS+16	BS+24	BS+32 MS/MA	MA+8
1	52,500	52,900	53,300	53,700	54,100	54,500
2	52,975	53,375	53,775	54,175	54,575	54,975
3	53,450	53,850	54,250	54,650	55,050	55,450
4	53,850	54,250	54,650	55,050	55,450	55,850
5	54,250	54,650	55,050	55,450	55,850	56,250
6	54,650	55,050	55,450	55,850	56,250	56,650
7	55,050	55,450	55,850	56,250	56,650	57,050
8	55,450	55,850	56,250	56,650	57,050	57,450
9	55,850	56,250	56,650	57,050	57,450	57,850
10	56,250	56,650	57,050	57,450	57,850	58,250
11	56,650	57,050	57,450	57,850	58,250	58,650
12	57,050	57,450	57,850	58,250	58,650	59,050
13	57,450	57,850	58,250	58,650	59,050	59,450
14	57,850	58,250	58,650	59,050	59,450	59,850
15	58,250	58,650	59,050	59,450	59,850	60,250
16	58,650	59,050	59,450	59,850	60,250	60,650
17	59,050	59,450	59,850	60,250	60,650	61,050
18	59,450	59,850	60,250	60,650	61,050	61,450
19	59,850	60,250	60,650	61,050	61,450	61,850
20	60,250	60,650	61,050	61,450	61,850	62,250
21	60,650	61,050	61,450	61,850	62,250	62,650
22	61,050	61,450	61,850	62,250	62,650	63,050
23	61,450	61,850	62,250	62,650	63,050	63,450
24	61,850	62,250	62,650	63,050	63,450	63,850
25	62,250	62,650	63,050	63,450	63,850	64,250
26	62,650	63,050	63,450	63,850	64,250	64,650
27	63,050	63,450	63,850	64,250	64,650	65,050
28	63,450	63,850	64,250	64,650	65,050	65,450
29	63,850	64,250	64,650	65,050	65,450	65,850
30	64,250	64,650	65,050	65,450	65,850	66,250
31	64,650	65,050	65,450	65,850	66,250	66,650
32	65,050	65,450	65,850	66,250	66,650	67,050
33	65,450	65,850	66,250	66,650	67,050	67,450
34	65,850	66,250	66,650	67,050	67,450	67,850
35	66,250	66,650	67,050	67,450	67,850	68,250
36	66,650	67,050	67,450	67,850	68,250	68,650
37	67,050	67,450	67,850	68,250	68,650	69,050
38	67,450	67,850	68,250	68,650	69,050	69,450
39	67,850	68,250	68,650	69,050	69,450	69,850
40	68,250	68,650	69,050	69,450	69,850	70,250
41	68,650	69,050	69,450	69,850	70,250	70,650