MASTER AGREEMENT
BETWEEN THE
BARRINGTON EDUCATION ASSOCIATION, INC.
AND THE
BARRINGTON SCHOOL BOARD
SAU #74 – BARRINGTON, NH

SEPTEMBER 1, 2014
TO
AUGUST 31, 2016

AS RATIFIED BY THE BEA, INC.
AND THE
BARRINGTON SCHOOL BOARD

FOR THE BARRINGTON SCHOOL BOARD

Deborah R McNally

Date: 12/3/2013

FOR THE BARRINGTON EDUCATION ASSOCIATION, INC.

Diane L St Laurent

Date: 12/3/13

ARTICLE I: RECOGNITION

The Barrington Education Association, Inc. is hereby recognized as the exclusive bargaining representative for those of the following personnel certified by the New Hampshire State Department of Education who are employed in the positions for which they are certified: classroom teachers, special education teachers, librarians, guidance personnel, and nurse(s) as specified in the State of New Hampshire Public Employee Labor Relations Board Certification Order of July 5, 1989; amended April 23, 1996. The term "Teacher" when used hereinafter refers to any contracted employee who is eligible to be or who is a member of the bargaining unit. The term "Association" refers to the Barrington Education Association, Inc. affiliated with NEA, NH and the National Education Association.

ARTICLE II: MANAGEMENT RIGHTS

The Barrington School Board as a statutory branch of the New Hampshire State Board of Education is the legal entity endowed with the powers and duties to effectively operate the public schools. The Board retains, subject to the language of the Agreement, all powers, rights, and authority vested in it by laws, rules, and regulations including but not limited to, the right to make and amend School Board policy; manage and control school properties and facilities; select and direct personnel; determine, manage, and control the school curriculum; relieve employees from duties for cause; take such action as it deems necessary to maintain efficiency in the operation of the school system; and determine the methods, means, and personnel by which the functions of the school district will be performed. It is mutually agreed that all matters of managerial policy within the exclusive prerogative of public employer or confided exclusively to the public employer by statue or regulations adopted pursuant to statute shall not be subjects for negotiation purposes and as defined and provided for RSA 273A:1, XI.

ARTICLE III: ASSOCIATION PRIVILEGES

A. Building Use: The Association may upon prior approval of the Principal, use the school buildings at reasonable hours for meetings providing they do not interfere with the operation of the school or its activities.
B. Dues Deduction: The Board agrees to deduct membership dues of the Association upon proper written notification and authorization by the teacher on the basis that the teacher may withdraw at any time upon thirty (30) day written notice and the Board is held harmless for any disputes concerning the deduction of Association dues.
C. Notices: The Executive Board of the Association may, upon prior approval of the Principal, place notices, circulars, and other material in the teachers' mailboxes provided that such material shall not relate to any state, local, or national political matter or any partisan political election material. The Association shall ensure that the material is not slanderous, libelous, or in any way harmful to the school, its staff, or other individuals or groups. All materials will be in good taste. A space on bulletin

boards or other areas usually used for notices in teachers' rooms in each school shall be available for posting copies of BEA notices, articles, and communications.

D. Telephone Calls: Designated representatives of the Association shall be allowed to receive telephone calls concerning Association business during school hours, when they are not in the classroom or supervising students.
E. Equipment Use: The Association may, upon approval of the Principal, use school equipment including copiers, and any other duplicating equipment, computers, fax machines, and telephones after school hours when such equipment is not otherwise in use. The Association shall pay for the full costs of all materials and supplies and phone calls using a separate BEA, Inc. code incidental to such use.
F. Conducting Union Business: The District shall allow the union president or designee, eight (8) hours a year to conduct union business during non-instructional time. This time is not to be used to solicit teachers for union membership.

   Up to thirty (30) minutes of time shall be provided by the District for the union to address covered employees during the opening school year workshop day.

ARTICLE IV: TEACHERS' RIGHTS

A. No teachers shall be required to appear before the Board for disciplinary reasons unless the teacher has been give prior written notice of three (3) calendar days of the reason for such a meeting or interview. In the event of such a required meeting, the teacher shall be entitled to have a representative of the Association present to advise him/her and represent him/her during such meeting.
B. A teacher may, upon request, have a representative of the Association present when he/she is being disciplined for any infraction of rules or any delinquency in professional performance, or when a teacher is required to attend a meeting that might result in disciplinary action. When a request for such representation is made, no action shall be taken with respect to the teacher until such representative of the Association is present with the exception of instances of gross misconduct. All information forming the basis for disciplinary action will be made available to the teacher, and, if requested, to the Association upon receipt of written permission from the teacher.

ARTICLE V: EVALUATION

A. All teachers will be evaluated in accordance with School Administrative Unit policies and procedures utilizing the evaluation form and format adopted by the Board.
B. No written report shall be submitted to the Superintendent, placed in the teacher's file, or otherwise acted upon without prior notification of the teacher involved.
C. Any complaint regarding a teacher made to any member of the Administration by a parent, student, or other person shall be investigated promptly. The teacher involved shall be given an opportunity to respond prior to any adverse action being imposed. The teacher shall acknowledge that he/she has had the opportunity to review such complaint by affixing his/her signature to the copy to be filed with the express understanding that such signature in no way indicates agreement with the contents

thereof. The teacher also shall have the right to submit a written answer to such material and his/her answer shall be reviewed and signed by the Superintendent or his/her designee, and a copy given to the teacher. Unsubstantiated complaints shall not be placed in an employee's file.

D. No material derogatory to a teacher shall be placed in his/her personnel file unless the teacher has had an opportunity to review the material. The teacher shall acknowledge that he/she has had the opportunity to review the material by affixing his/her signature to the copy to be filed with the express understanding that such a signature in no way indicates agreement with the contents thereof. The teacher also shall have the right to submit a written answer to such material and his/her answer shall be reviewed and signed by the Superintendent or his/her designee, and a copy given to the teacher.

E. A copy of the teacher evaluation policy and procedure will be maintained in the Principal's office and copies will be available to teachers upon request. In the event of changes in the policy or procedure, teachers will be notified and copies of such changes will be made available through the Principal's office.

ARTICLE VI: GRIEVANCE PROCEDURE

A. Definitions and Procedures
   1. A "Grievance" shall mean a claim by a teacher or group of teachers that there has been a violation, misinterpretation, or misapplication of any provision of the contract. The Association may grieve those matters in the contract that specifically refer to their rights but never in lieu of a teacher or on behalf of a teacher.
   2. A "Grievant" is a person or persons making the complaint or the Association as defined in A-1 above.
   3. The term "work days" when used in this Article shall mean school days Monday through Friday.
   4. A grievance shall be filed within fifteen (15) work days of the incident being grieved or within fifteen (15) work days of the time the Grievant should have known of the incident.
   5. If a Grievant does not proceed at any step within the stated time limit, the grievance is null and void.
   6. Failure at any step of the procedure to communicate the decision on a grievance within the specified time limits shall permit the Grievant to proceed to the next level in the process.
   7. Grievances shall be filed separately from the employee's personnel file.
   8. A Grievant may be represented at all levels of the grievance procedure by an individual or the Association.

B. The Process

Level One: Principal

   1. Any Grievant may discuss the grievance with his/her immediate supervisor in an attempt to resolve the matter informally at this level.

2. If, as a result of the discussion, the matter is not resolved to the satisfaction of the Grievant within-seven (7) workdays, he/she shall set forth his/her grievance in writing to the Principal specifying:
    a. The nature of the grievance.
    b. The provision of the Contract that is claimed to have been violated.
    c. The remedy requested.
3. The Principal shall communicate his/her decision specifying the reasons upon which the decision is based in writing to the Grievant within seven (7) work days of the receipt of the grievance.

Level Two: Superintendent

1. If the decision of the Principal does not resolve the grievance to the satisfaction of the Grievant he/she may, within seven (7 work) days after receipt of the decision, appeal the Principal's decision to the Superintendent. The appeal must be in writing and must include all written matter submitted to the Principal as specified above.
2. The Superintendent shall meet with the Grievant within seven (7) work days of receipt of the grievance in an attempt to resolve the matter. The Superintendent shall communicate his/her decision specifying the reasons upon which the decision is based in writing to the employee and the Association within seven (7) work days after the meeting.

Level Three: School Board

1. If the Superintendent's decision does not resolve the grievance to the satisfaction of the Grievant, he/she may, within seven (7) work- days of receipt of the answer in *Level Two*, appeal the decision to the School Board. The Grievant shall have the right to appear before the Board to present evidence and argument for the Board's consideration.
2. The decision of the Board shall be made and transmitted in writing specifying the reason upon which the decision is based to the Grievant no later than twenty (20) work days from the time of appearance before the Board.
3. The decision of the Board shall be final.

ARTICLE VII: COMPENSATION

A. Salaries
    1. Salaries will be paid in nearly equal bi-weekly payments beginning with the first Friday of the school year. When an employee signs a contract he/she shall choose one of the following methods of salary payment:
        a. 22 bi-weekly paychecks for ten (10) months during the school year (22 approximately equal paychecks).
        b. 22 bi-weekly paychecks for ten (10) months during the school year and two (2) additional checks on the last day of the school year (24 approximately equal paychecks).

c. 22 bi-weekly paychecks for ten (10) months during the school year and four (4) additional separate checks on the last pay day of the school year
(26 approximately equal paychecks).
d. 22 bi-weekly paychecks for the (10) months during the school year and two (2) additional checks on the first pay day of July and two (2) additional checks on the first pay day of August (26 approximately equal paychecks).

2. The following are acceptable deductions to be made from paychecks: BEA dues, three mutually identified credit unions, and up to six mutually identified annuity/insurance companies.
3. Salaries for 2015-17 will be as referenced in Article ~~XI.~~
4. A teacher will be placed on salary step upon the recommendation of the Superintendent and with the concurrence of the Board. A teacher will be placed on a salary step equal to that of his/her years of applicable work experience as determined by the Superintendent based on agreed upon guidelines.
5. A teacher may be retained at the same salary level for unsatisfactory performance. If the Board undertakes such action, the reason(s) shall be stated in writing and accompany the teacher's contract. The teacher shall have the right to request, within ten (10) days a hearing with the Board. A final decision will be made no later than thirty (30) days after the hearing and the teacher shall be notified in writing within five (5) days of such a decision. The decision of the Board shall be final.
6. A teacher will be placed on a salary track equal to that of his/her applicable education as determined by the Superintendent. It shall be the responsibility of the teacher to provide evidence of education in the form of official transcripts from accredited institutions.
7. A teacher may request to be raised to a new salary track when the teacher has earned the appropriate degree or credits. The request must be to the Superintendent in writing and must be accompanied by proof of eligibility. The teacher will be raised to the new salary track within thirty (30) days of the receipt of teacher's request and proof of eligibility. The teacher will notify the SAU in writing by October 1 of the year prior completion of an anticipated change in track.
8. For the purpose of salary schedule, covered employees serving more than one-half (1/2) of a school year will be given credit for one (1) year of service.
9. Salary and benefits for covered employees working less than full-time will be pro-rated.

B. Retirement Severance

1. The definition of "retiring teacher' for the purposes of this contract shall be a teacher who:
   a. has ten (10) or more years of service to the Barrington School District,
   b. is eligible to receive retirement benefits from the New Hampshire Retirement System,

c. has notified the Board of his/her intent to retire, provided that such notification is to be in writing and is to be received by the Board prior to December 1 of the school year prior to that teacher's last year of service to the District.
d. has been incapacitated due to a physician-certified disability caused by illness or injury, the December 1 notification requirement will be waived.

2. The Board will pay any retiring teacher $2,000 plus $100 for each year of service to the Barrington School District in the last pay period prior to retirement.

C. Severance Pay: A teacher leaving the Barrington School District who is eligible to be renewed and has been employed by the Barrington School District for ten (10) years or more will be eligible for severance pay equal to 30% of his/her last per diem pay for accumulated, unused sick days up to a maximum of 120 days. A teacher leaving the Barrington School District who is eligible to be renewed and has been employed by the Barrington School District for twenty (20) years or more will be eligible for severance pay equal to 35% of his/her last per diem pay for accumulated, unused sick days up to a maximum of 120 days. Payment will be made in July of the succeeding fiscal year.

D. Stipends: A Stipends Committee will annually determine stipends to be paid. The Committee will include five members: two appointed by the President of the BEA, Inc., the middle school athletic director, the middle school principal, and the superintendent of schools. The Stipends Committee will make its recommendations to the School Board that retains final approval on expenditures. A minimum of $26,000 will be allocated annually.

E. Workshops/College/University Courses: Teachers attending workshops, other non-credit professional activities, or credit courses from accredited institutions shall be compensated for their expenses provided:

1. Approval from the Principal is sought and given prior to attending the workshops/courses.
2. Workshops/Courses must be related to the teacher's Staff Development Plan.
3. A grade of 'B' or above must be attained in a graded course or a grade of 'Pass' in a Pass/Fail course (teachers must elect to receive a grade as opposed to Pass/Fail, if such a choice exists).
4. The District will prepay for approved workshops/courses if the employee provides at least fourteen (14) days notice. If an employee does not provide at least fourteen (14) days notice, the district will reimburse the employee for workshop expenses. The employee is responsible for completing all necessary paperwork associated with professional development and in a timely manner. In the case of a college/university course if a grade of 'B' or above or 'Pass' in Pass/Fail course is not attained, the teacher will be required to reimburse the District for the District's cost of the course. In either case this reimbursement will be on a mutually agreed schedule. An exception to this policy will be for summer workshops/courses, the financing of which will remain on a reimbursable basis upon the teacher's resumption of duties in September.
5. Teachers must present proof of completion in order to receive compensation.

6. The total compensation for workshops/courses during the contract year (September 1 – August 31) including registration fees and materials shall not exceed an amount of money equal to the in-state tuition cost of eight graduate credits at UNH as of September 1 of the contract year (September 1 – August 31) for which reimbursement is being requested plus $100. A maximum of $500 of this money may be used for workshops.

F. Insurance

1. Health Insurance: Covered employees will be allowed the percentage as stated below of the health insurance premium for either a single, two-person, or a family membership

2.

2014-2016

Schoolcare	
Open Access +	95%
HMO	90%
POS	85%

Teachers in salary tracks 1, 2, and 3 will receive 100%, 97.5%, and 95% respectfully (with Step 4 back to 90%) of HMO at the single or two-person rate as described above.

For the duration of this contract, neither the carrier nor the plans will be replaced without the mutual agreement of the parties.

3. Electing to opt-out: Beginning in September, 2000 any covered employee may elect to opt-out of the District health insurance plan for twelve consecutive months (September 1 through August 31) and receive an annual lump sum payment of $3,000 for eligible two-person coverage and $4,000 for eligible family coverage. This amount will be paid to the employee during December of the contract year. The employee must inform the District in writing before August 15 in order to be eligible for the opt-out provision and provide proof of insurance coverage.
4. Dental Insurance: Teachers will be allowed 100% of single person coverage and an additional 25% of two-person or family plans under Delta Dental Insurance Company of New Hampshire coverage A and B providing sufficient eligible employees request the benefit. Providing sufficient eligible employees request the benefit, coverage C and D will also be provided. The employee will pay the full cost of the additional coverage, beyond that provided by A and B above. The Board may, at its option, change the insurance carrier or plan as long as the same or equivalent coverage and benefits are provided.
5. Long Term Disability: Beginning on September 1, 2000 the District will provide each covered employee with long-term disability insurance which will pay sixty percent (60%) of the employee's annual salary after all accumulated sick leave has been used or ninety (90) calendar days have elapsed from the

onset of the disability, whichever is greater. The maximum monthly benefit will be $3,000.
The District will provide the long-term disability daily rate to any covered employee between the expiration of accumulated sick leave and the initiation of the long-term disability benefit. This amount will be paid retroactively to the employee within thirty (30) calendar days after the initiation of long-term disability benefits.

6. Term Life Insurance: Beginning September 1, 2000 the District will provide term life insurance in the amount of $25,000 for each covered employee.
7. Annually, a committee formed of two (2) members of each: the Barrington Paraprofessional Association, NEA-NH; the Barrington Education Association, Inc.; District Administration/Directors; and one (1) representative of the Town of Barrington shall meet to review health insurance costs, benefits, and potential savings. Any union or District representative may veto any proposed health insurance changes during the review process.

F. Worker's Compensation: The Board will pay the difference, up to 100%, of the teacher's salary and the amount paid under Worker's Compensation.

ARTICLE VIII: LEAVES

A. Sick Leave

1. Teachers will receive fifteen (15) days of paid sick leave per contract year to be used for the sickness of the teacher or the teacher's dependent child or spouse. Such sick leave benefits shall be available as of the first day of school. Unused sick leave may be accumulated to a maximum of one hundred twenty-five days (125) for those covered teachers hired on/before June 30, 2000.
2. Teachers hired after June 30, 2000 may accumulate unused sick leave to a maximum of ninety (90) days.
3. Teachers shall be given a written account of their accumulated sick leave during September of each year.

B. Personal Leave: Teachers may be granted, upon prior notice and approval, up to three (3) days paid personal leave that is non-accumulative. Such leave may be requested for urgent and compelling personal matters or emergencies that cannot be handled except during school hours. Requests for such leave must be submitted in writing to the Principal at least three (3) days in advance of the requested leave whenever possible. Personal leave is discouraged from being used on consecutive school days or to extend a holiday and/or vacation period. In either of these cases, the Principal shall approve such requests if a District approved substitute is available.

C. Child Care Leave: Child Care leave of up to one (1) year, for either natural or adoptive parents, shall be granted without pay to teachers, upon written notice of such leave. Notification of the intent to take such leave shall be made to the Superintendent at least thirty (30) calendar days prior to the date on which the leave is to begin, except in cases of emergency. Child Care leave notification shall also include the

expected termination date of such leave. At the conclusion of the leave, the teacher shall be reinstated to the same, or to a comparable, teaching position.

D. Bereavement Leave: Teachers shall be allowed up to three (3) days paid leave per death in the event of a death in the immediate family. The term, "immediate family," shall be defined as "spouse, children, domestic partner, parents, grandparents, grandchildren, mother-in-law, father-in-law, brothers, or sisters." Up to, two (2) additional days shall be allowed per death in the event of a death of a spouse or a child. Additional days may be requested from the teacher's personal leave or accumulated sick leave accounts.
E. Jury Duty Leave: Teachers shall be granted, upon request and notification, a leave for jury duty. During the period the employee is on jury duty, he/she will be paid the difference between jury duty pay and his/her normal school district pay.
F. Extended Personal Leave: A teacher may be granted a one (1) school year personal leave without pay. A request for such leave should be made to the Superintendent no later than March 1 of the year previous to the intended year of leave. A teacher on extended personal leave shall notify the Superintendent no later than March 1 of his/her intent to return the following year.

ARTICLE IX: WORKING CONDITIONS

A. Conference Time: The Board requires teacher conferencing regarding report cards and will provide sufficient time for this purpose.
B. Duty-Free Lunch: Teachers will be provided, except in the case of an emergency, a twenty-five (25) minute duty-free lunch, with the understanding that students must be supervised at all times.
C. Prep Period: Teachers will be provided, except in the case of emergency, ninety (90) minutes per normal week to allow for planning. This will include at least two (2) thirty-five (35) minute blocks of time during regular school hours. The time during specialty subjects (e.g., music, art, physical education) will be utilized for planning time.
D. Teacher being Transferred (reassigned): Teachers being involuntarily transferred or reassigned from their present positions will be notified of any position openings with the Barrington School District that occur during the year following said transfer. Notification will be in person or at their address currently on file with the Superintendent.
E. School Year: The "School Year" shall consist of one hundred eighty (180) instructional days plus five (5) additional days for workshops, etc. The starting date shall be scheduled no sooner than the first day in the Dover School calendar and shall conclude by June 30 of the school year.
F. School Day: Teachers will be required to be present in the school building for a maximum of seven and one-half hours (7.5) each day of the contract year. In addition, one 45-minute extension per month to this maximum will be allowed to accommodate staff meetings. The exact times of the school day will be specified annually by the administration. Time may be reduced at the discretion of the Superintendent.

G. Reduction In Force: When the School Board finds it necessary to reduce the number of certified positions for reasons of declining enrollments, budget reductions, change in or consolidation of Board-authorized programs or for any other reason determined necessary or desirable by the School Board, the following reduction in force procedures shall be implemented. For the purposes of these procedures, classifications are defined as grades K-12.

As soon as a reduction in force is seriously contemplated, the Superintendent of Schools shall notify the affected teacher and union of any position being considered for elimination.

The decision to implement the reduction in force shall be made at the sole discretion of the School Board. The School Board may accept any written presentation regarding the reduction in force from teachers, individual teachers, or the union.

Every reasonable effort shall be made to minimize the effects in reduction in force on current teachers by absorbing as many positions as possible through attrition (retirements, resignations, and refusal of contract).

In identifying which teachers to release, the following factors shall be considered: certification, academic preparation, professional growth, experience in certified area and/or job classification; all of these factors being equal, then seniority.

Should funding become available by June 30th of the school year in which teacher reductions were made; then the affected teachers would be rehired to the positions that were reinstated.

Any transfer, assignments, or re-assignments resulting from or involved with a reduction in teachers shall be made at the sole discretion of the Superintendent of Schools. In the event of change of assignment or transfer as a result of a reduction in force, the teacher involved and union shall be notified of such change.

ARTICLE X: GENERAL PROVISIONS

A. Copies of the Agreement: An electronic version of the agreement will be available to all covered employees within 30 days. .All new teachers will be given a copy of the working agreement on or before the first working day in September. Each building will have a hard copy of the agreement in the main office.

B. Negotiations: On or about June 1 of the year preceding the expiration year of the then current contract the parties agree to enter into negotiations for a successor agreement concerning wages, hours, and other conditions of employment. During such negotiations, the Board and the Association shall present relevant data, exchange points of view, and make proposals. The Board and the Association shall make available to each other all pertinent non-confidential records, data, and information of the Barrington School District.
C. Communication of Issues: Each year, representatives selected by the faculty, not to exceed six (6), may meet with the School Board on an informal basis for the purpose of maintaining open lines of communication between the Board and faculty. This will be scheduled at a mutually agreeable time by the Chairperson of the School Board and the President of the Barrington Education Association, Inc. The Committee members or representatives may attend public Board meetings.
D. Amendments: Being a mutual Agreement, this instrument may be amended at any time by mutual consent.
E. Individual Contract: The individual contract shall consist of the SAU #74 Contract of Employment as provided by the Superintendent. In addition, any covered employee who is to receive a stipend according to Article VII D of this contract will have an appropriate stipend Contract.
F. Duration: This Agreement is effective from July 1, 2014 and will continue in effect until June 31, 2016
G. Savings Clause: If any provision of this Agreement is held to be contrary to law, State Board of Education Policy, Rules, Regulations, or contractual agreements, then such provision shall be deemed invalid, but all other provisions shall be deemed valid and continue in full force and effect.

ARTICLE XI: SALARY

See attached schedules.

A person covered under this contract who does not hold an earned four-year college degree (Bachelor's) will be placed at BA Step 1 regardless of experience, and will remain at BA Step 1 until a four-year college degree is achieved. Once the employee has earned a Bachelor's degree, and a copy of the degree has been submitted to the SAU, she/he will move to Step 2 the following year and will advance on the salary schedule just like other members of the BEA going forward. One will not be granted credit on the salary schedule for years employed with the district without a four-year degree.

ARTICLE XII: LONGEVITY

Any teachers and/or permanent substitute who is employed by the Barrington School District after the 1988-1989 school year shall be given longevity based only on years of service to Barrington.

Covered employees who received longevity pay during the 1999-2000 school year shall continue to receive longevity pay at the annual rate of $125 for each year of applicable service

2014/15- Maximum Compensation = $71,750.
2015/16 Maximum Compensation = $72,500.

YEAR 1 SCHEDULE:

	BA	BA+15	BA+30	MA	MA+15	MA+30
1	$ 31,050.00	$ 31,550.00	$ 32,050.00	$ 33,050.00	$ 34,050.00	$ 35,050.00
2	$ 32,200.00	$ 32,700.00	$ 33,200.00	$ 34,200.00	$ 35,200.00	$ 36,200.00
3	$ 33,350.00	$ 33,850.00	$ 34,350.00	$ 35,350.00	$ 36,350.00	$ 37,350.00
4	$ 34,500.00	$ 35,000.00	$ 35,500.00	$ 36,500.00	$ 37,500.00	$ 38,500.00
5	$ 35,650.00	$ 36,150.00	$ 36,650.00	$ 37,400.00	$ 38,650.00	$ 39,650.00
6	$ 36,550.00	$ 37,300.00	$ 37,800.00	$ 38,300.00	$ 39,550.00	$ 40,800.00
7	$ 37,450.00	$ 38,200.00	$ 38,950.00	$ 39,200.00	$ 40,450.00	$ 41,700.00
8	$ 38,350.00	$ 39,100.00	$ 39,850.00	$ 40,100.00	$ 41,350.00	$ 42,600.00
9	$ 39,250.00	$ 40,000.00	$ 40,750.00	$ 41,000.00	$ 42,250.00	$ 43,500.00
10	$ 40,150.00	$ 40,900.00	$ 41,650.00	$ 41,900.00	$ 43,150.00	$ 44,400.00
11	$ 41,050.00	$ 41,800.00	$ 42,550.00	$ 42,800.00	$ 44,050.00	$ 45,300.00
12	$ 41,950.00	$ 42,700.00	$ 43,450.00	$ 43,700.00	$ 44,950.00	$ 46,600.00
13	$ 42,850.00	$ 43,600.00	$ 44,700.00	$ 45,000.00	$ 46,250.00	$ 47,900.00
14	$ 43,750.00	$ 44,850.00	$ 45,950.00	$ 46,400.00	$ 47,650.00	$ 49,300.00
15	$ 45,000.00	$ 46,100.00	$ 47,200.00	$ 47,700.00	$ 48,950.00	$ 50,600.00
16	$ 46,250.00	$ 47,350.00	$ 48,450.00	$ 49,000.00	$ 50,250.00	$ 51,900.00
17	$ 47,500.00	$ 48,600.00	$ 49,700.00	$ 50,300.00	$ 51,550.00	$ 53,200.00
18	$ 49,250.00	$ 49,850.00	$ 50,950.00	$ 51,800.00	$ 53,050.00	$ 54,700.00

YEAR 2 SCHEDULE:

	BA	BA+15	BA+30	MA	MA+15	MA+30
1	$ 32,200.00	$ 32,700.00	$ 33,200.00	$ 34,200.00	$ 35,200.00	$ 36,200.00
2	$ 33,350.00	$ 33,850.00	$ 34,350.00	$ 35,350.00	$ 36,350.00	$ 37,350.00
3	$ 34,500.00	$ 35,000.00	$ 35,500.00	$ 36,500.00	$ 37,500.00	$ 38,500.00
4	$ 35,650.00	$ 36,150.00	$ 36,650.00	$ 37,400.00	$ 38,650.00	$ 39,650.00
5	$ 36,550.00	$ 37,300.00	$ 37,800.00	$ 38,300.00	$ 39,550.00	$ 40,800.00
6	$ 37,450.00	$ 38,200.00	$ 38,950.00	$ 39,200.00	$ 40,450.00	$ 41,700.00
7	$ 38,350.00	$ 39,100.00	$ 39,850.00	$ 40,100.00	$ 41,350.00	$ 42,600.00
8	$ 39,250.00	$ 40,000.00	$ 40,750.00	$ 41,000.00	$ 42,250.00	$ 43,500.00
9	$ 40,150.00	$ 40,900.00	$ 41,650.00	$ 41,900.00	$ 43,150.00	$ 44,400.00
10	$ 41,050.00	$ 41,800.00	$ 42,550.00	$ 42,800.00	$ 44,050.00	$ 45,300.00
11	$ 41,950.00	$ 42,700.00	$ 43,450.00	$ 43,700.00	$ 44,950.00	$ 46,600.00
12	$ 42,850.00	$ 43,600.00	$ 44,700.00	$ 45,000.00	$ 46,250.00	$ 47,900.00
13	$ 43,750.00	$ 44,850.00	$ 45,950.00	$ 46,400.00	$ 47,650.00	$ 49,300.00
14	$ 45,000.00	$ 46,100.00	$ 47,200.00	$ 47,700.00	$ 48,950.00	$ 50,600.00
15	$ 46,250.00	$ 47,350.00	$ 48,450.00	$ 49,000.00	$ 50,250.00	$ 51,900.00
16	$ 47,500.00	$ 48,600.00	$ 49,700.00	$ 50,300.00	$ 51,550.00	$ 53,200.00
17	$ 49,250.00	$ 49,850.00	$ 50,950.00	$ 51,800.00	$ 53,050.00	$ 54,700.00