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NEGOTIATED AGREEMENT  
Between  
MUSKOGEE EDUCATION  
SUPPORT PERSONNEL  
ASSOCIATION  
and  
MUSKOGEE BOARD OF EDUCATION  
District I-20

Original: May 7, 1973  
Revised: August 16, 2016

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## **PROVISIONS**

The Muskogee Education Support Personnel Association recognizes Education Support Personnel of Oklahoma as its bargaining representative for Muskogee Public Schools, District I-20 support employees, except for Salaried Support Specialists – they shall not be covered by nor controlled by this agreement. This agreement shall become part of the contract entered into between the Board of Education and the individual members of the Association. Any individual contract between the Board and an individual support employee, heretofore or hereafter executed, shall be subject to and consistent with the terms and conditions of this Agreement. If an individual contract contains any language inconsistent with this Agreement, the Agreement, during its duration, shall be controlling.

If any provision of this Agreement or any application of this Agreement to any employee or group of employees is held to be contrary to law, then such provision or application shall not be deemed valid and subsisting, except to the extent permitted by law but all other provisions or applications shall continue in full force and effect. All matters not agreed upon in this document remain the responsibility of the Board of Education, subject to negotiation between the Board of Education and the Muskogee Education Support Personnel Association.



## **PROCEDURAL AGREEMENT**

### **I. PURPOSE**

- 1.1 The Board of Education of the Muskogee Public Schools and the Muskogee Support Personnel Association recognize the need for an orderly process of communication for administering employer/employee relations, which conform to Oklahoma Statutes 05-70-509.1 through 05-70-509.10.

### **II. RECOGNITION**

- 2.1 This Agreement is made and entered into by and between the Muskogee Support Personnel Association, hereinafter termed the "Association" and the Board of Education of the Muskogee Public Schools, hereinafter termed the "Board."
- 2.2 The Board hereby recognizes the Association as the exclusive representative for the bargaining unit consisting of all non-certified employees, excluding those employees who have formal responsibility for making recommendations concerning the employment status of non-certified employees of the Muskogee Public Schools. The Board agrees not to recognize any other employee Association as the representative of the members of the bargaining unit for the duration of this Agreement. The Board and the Association agree not to discriminate against any member of the bargaining unit because of his/her affiliation or non-affiliation, or participation or non-participation in the Association.

### **III. SCOPE OF BARGAINING**

- 3.1 The Board and the Association agree to negotiate in good faith on wages, hours, fringe benefits, and other terms and conditions of employment.
- 3.2 The Board retains and reserves unto itself, without limitations, all powers, rights and authority conferred upon and vested in it by State and Federal law, including the right to make policy, rules, and regulations which are not inconsistent with the Negotiated Agreement.
- 3.3 There shall be no negotiations on inherent managerial policy including but not limited to the functions and programs of the District, the determination of the District's budget, the Associational structure of schools and/or departments, and the selection of personnel.

### **IV. NEGOTIATIONS PROCEDURES**

#### **4.1 Negotiation Teams**

- 4.1.1 The Board and the Association shall each designate, in writing, at the first negotiation session, the names of not more than ten (10) persons who shall serve as their respective representatives for negotiations pursuant to the provisions of this Agreement. Each party shall also designate the person on its team who will serve as spokesperson. Each party may also designate up to two (2) persons to serve as alternates in the place of absent regular team members.

#### **IV. NEGOTIATIONS PROCEDURES (cont'd)**

##### **4.2 Opening Negotiations**

- 4.2.1** Between April 1 and May 30 of each ensuing year, either the Association or the Board shall submit a written request for negotiations to commence to the other party, if it desires there to be negotiations for that year. If no such request is made during the time period above, negotiations will not take place for the ensuing year.
- 4.2.2** The first negotiations session shall occur on a mutually agreeable date not more than thirty (30) days from the date of the written request to open negotiations.
- 4.2.3** The Association shall submit all of its negotiation proposals at the first session. The Board shall submit all of its negotiation proposals at the second session. Subsequent proposals may only be submitted upon mutual agreement of the parties.

##### **4.3 Negotiations Sessions**

- 4.3.1** All negotiations shall take place between the parties in regularly scheduled negotiation sessions. Only members of the respective negotiation teams may be present during negotiation sessions. Other parties may be permitted to be present only by mutual agreement of the parties.
- 4.3.2** No recordings or official transcripts shall be made without mutual agreement of the parties.
- 4.3.3** Negotiations will be conducted at the times, dates, and places mutually agreed upon by the parties. The time, date, place, and agenda of subsequent sessions will be set by mutual agreement of the parties prior to the close of each negotiation session.
- 4.3.4** Negotiations meetings shall be scheduled at times which will not interfere with the employee workday and the educational programs of the district.
- 4.3.5** News releases will only be made by mutual agreement of the parties.

##### **4.4 Tentative Agreement**

- 4.4.1** Both parties agree that it is their mutual responsibility to empower their respective representatives with the necessary authority to make proposals, to consider proposals and counter proposals in the course of negotiations, and to reach tentative agreements subject to ratification by the Board and the Association.
- 4.4.2** When tentative agreement is reached on any item, it shall be reduced to writing, and signed and dated by the spokesperson of each team. When tentative agreement is reached on all items, they shall be submitted first to the membership of the Association for ratification and then to the Board for ratification.



## **V. IMPASSE**

- 5.1.1** If negotiations are not successfully concluded by the first day of school, an impasse shall exist. At any earlier time following the initial negotiation session, either party may declare an impasse, or, by mutual agreement of the parties, the date for declaring impasse may be extended beyond the first day of school
- 5.2** Within two (2) days of such declaration, the parties may, by mutual agreement, request the services of the Federal Mediation and Conciliation Service.
- 5.3** If the mediation process has been utilized and has failed to bring about agreement on all items, or if the mediation process was not utilized, the unresolved items shall be submitted to fact finding as follows:
- 5.3.1** A fact-finding committee consisting of three (3) members shall be formed. One (1) member shall be elected by the Association and one (1) member shall be selected by the Board, within five (5) days. The third member shall be selected by the first two (2) members as follows: The parties shall notify the State Superintendent of Public Instruction that a fact-finder is needed and request a list of potential fact finders from the State Superintendent. If no name on the list is agreeable to both parties, a coin toss shall occur with the party winning the toss having the right to strike a name off the other party's list. The parties will then continue alternately striking names from the list until only one (1) name remains. The person whose name remains on the list will serve as the chairperson of the fact-finding committee.
- 5.3.2** The committee shall meet with the Board's designated representatives and with the Association's representatives for the purpose of fact finding.
- 5.3.3** Within five (5) days after the selection of a chairperson, the representatives of the parties shall meet to exchange written language on each item at impasse. The exchanged documents shall be furnished to the chairperson and other members of the committee. Each item being submitted to fact finding shall show the last position taken by each negotiating team.
- 5.3.4** The cost of the services of the fact finding committee, including per diem expenses, if any, and actual and necessary travel expenses shall be shared in the following manner: The Board shall assume the expenses of the representative selected by the Board, and the Association shall assume the expenses of the representative selected by the Association, and the expenses of the third member shall be shared equally by the Board and the Association.
- 5.3.5** The fact-finding committee shall have authority to establish procedural rules, conduct investigations, and hold hearings during which each party shall be given an opportunity to present its case with supporting evidence.
- 5.3.6** All hearings by the fact finding committee shall be conducted in closed sessions.
- 5.3.7** The chairperson shall convene the committee for fact finding. The committee shall meet with the representative of both parties and, within twenty (20) days after the fact-finding hearing, shall present its written recommendation to the Board and the Association. The report shall set forth findings of fact and recommendations on the issues submitted.

**V. IMPASSE (cont'd)**

- 5.3.8** If either party decides it must reject one or more of the committee's recommendations, said party must, within seven (7) days after the committee has presented its recommendations, request a meeting of the representatives who have been negotiating for the Board and the Association. The parties shall meet within seven (7) days of the request, unless both parties deem it unnecessary. At such meeting, the parties shall exchange written statements expressing each party's rationale for rejecting each recommendation found unacceptable and shall attempt to clarify any remaining differences. The representatives shall then resume a good faith effort to resolve differences; provided, after fourteen (14) days after the exchange of written statements, as provided for by this section, either party may discontinue such effort.

**VI. NO STRIKE CLAUSE**

- 6.1** The procedure provided for herein for resolving impasse shall be the exclusive recourse of the Association. It shall be illegal for the Association to strike or threaten to strike as a means of resolving differences with the Board. Any member of the Association engaging in a strike shall be denied the full amount of his/her wages during the period of such violation. If the Association or its members engage in a strike, then the Association shall cease to be recognized as the representative of the bargaining unit and the Board shall be relieved of the duty to negotiate with the Association.

**VII. SAVINGS CLAUSE**

- 7.1** If any provision of this Agreement shall be found contrary to law, it shall be severed from the Agreement, and all other provisions or application of the Agreement shall continue in full force and effect.

**VIII. DURATION OF AGREEMENT**

- 8.1** This Agreement shall continue in effect for successive fiscal year periods unless notice is given, in writing, between January 1 and January 31 of any year, by either party that the party desires to modify, amend, or terminate this Agreement. Once such notice is given, negotiations related to changes in the Agreement shall commence on a mutually agreeable date within thirty (30) days of such notice.
- 8.2** In the event that the Association disbands or otherwise ceases to be the recognized bargaining agent, this Agreement shall be null and void on that date of such disbanding or cessation of representation.

**SECTION I**

**Section I, Item I: GENERAL INFORMATION**

- A.** All support personnel will be paid at an hourly rate as determined by the salary schedule for their particular position less hours not worked.
- B.** Support employees who do not report to work assignment or call supervisor for three consecutive days shall be considered abandonment of position.



## **Section I. Item I: GENERAL INFORMATION (cont'd)**

- C. Employees hired prior to December 31 of the prior year will receive credit on the salary schedule for one year experience. Must be physically on the job or using accrued leave.
- D. Employees who leave their employment with the district and return shall retain 100% of prior years' service within the Muskogee Public School District I-20 for determining placement on the salary scale. This section shall not apply when the employee and the District enter into an agreement regarding the employee's departure, including but not limited to a: voluntary separation agreement, settlement agreement or resignation agreement.

Employees from another school district will be given full credit for all of their work years on the salary scale.

### **E. Payroll**

Payroll checks (including persons working less than 12 months) are extended over a twelve-month period.

All payroll dates for support employees will be no later than the twentieth (20) of every month. Exceptions would be the November and December payroll. In these two months, the payroll date would be the last working Friday before the holiday begins.

Employees who retire, resign, or are terminated must check out through the Human Resources Office before final payroll check will be released.

### **F. Employment Contracts**

Employment contracts for current year are to be provided for all support personnel to sign within ninety (90) days following the closing of negotiations stating hourly rate, number of months and/or days of employment and hours per day.

Within thirty (30) days of any change of assignment that involves a salary and/or level change, an employee will be provided a new contract to sign. Until a new contract is signed, the job offer sheet will become the binding contract.

A **Full-time permanent employee** is defined as working a minimum of 172 days/year and four (4) or more hours/day. A **Part-time permanent employee** is defined as working less than 172 days/year, four (4) hours/day.

A **Substitute** is defined as one who performs duties in the short-term absence of a permanent employee. An "Extra" is defined as one who performs duties not already established by a permanent position such as positions opened for an expected short-term project or work over-load. An "Extra" can only be employed for 120 days.

## **Section I. Item I: GENERAL INFORMATION (cont'd)**

When an "Extra" is hired by the district, the rate of pay will be according to the salary schedule the "Extra" is being hired for.

The term "**Temporary Contract**" shall refer to a particular type of employment agreement and not to a particular position. Temporary contracts may be issued after the beginning of a fiscal year or a school year, to complete a term or fiscal year, based on funding restriction, student enrollment projections, or during a regular employee's leave of absence. The position thus becoming vacated will be filled on a "temporary contract" basis, contingent upon the determination of the status of the original position. When a permanent employee fills a temporary position, the temporary position becomes permanent and the vacated position then becomes temporary.

### **G. Substitutes**

A "substitute" is defined as one who performs duties in the absence of a permanent employee.

### **H. Probationary Period**

Support employees hired or rehired by the Muskogee School System will be placed on a ninety (90) day probationary period prior to regular employment. Evaluations will occur at thirty (30), sixty (60) and ninety (90) day intervals to determine whether an employee will be placed on regular employment status. All probationary employees will begin at the 00 level on the salary schedule and will receive fringe benefits while on probationary status.

### **I. Publishing of Agreement**

The agreement shall be placed on the District's Web page within thirty (30) days after the agreement is signed and available for all support personnel now employed or hereafter employed by the Board of Education to read.

### **J. Primary Employer**

The district will be considered the primary employer. Outside employment and/or enrollment in school should not interfere with or impair the effectiveness or discharge of an employee's duties.

### **K. Reimbursement of Necessary Employment Expenses to Substitute & Probationary/Permanent Support Employees**

**K.1** Reimbursements will only be initiated after the substitute or support employee has worked a minimum of 180 clock hours.



## **Section I. Item I: GENERAL INFORMATION (cont'd)**

**K.2** The substitute or support employee will be reimbursed the actual and necessary expenses incurred and approved by the appropriate supervisor to meet the requirements of the particular support employee position. The following lists the maximum amounts that would be reimbursed with proper receipts.

- A. Bus Driver Class A or B CDL - \$50.00 (for 1<sup>st</sup> time application)
- B. CDL Renewals – Difference between regular license and CDL
- C. Physical Examination, if required (see Section I, Item III E)
- D. Before/After Care Licenses

## **Section I. Item II: INCREMENTS/EXTRA-DUTY**

### **A. Bus Drivers – Overnight Trips**

The payment to bus drivers for overnight activity trips should be the regular hourly rate during driving time, plus \$5.00 per hour non-driving time during trip. Driver's meals and lodging will be paid by the sponsor, equal to sponsor's meals and lodging.

### **B. In-Service Increments**

Employees completing years 5, 10, 15, 20, and 25 and with continuous service with Muskogee Public Schools will receive a \$300.00 bonus at the completion of the school year.

#### **B.1.a Secretarial**

The following secretarial increments for Professional Standard Program (PSP) certificates will be allowed.

Basic - \$650.00	Advanced II - \$950.00
Assoc. Prof. - \$750.00	Advanced III - \$1050.00
Advanced I - \$850.00	C.E.O.E. - \$1150.00

Upon completion of any level of the Professional Standards Program (PSP), prorated payments of the respective secretarial increment will be made in the following manner: First payment to be received the pay period following the official notification of PSP certification. The maximum amount each pay period shall not exceed 1/12<sup>th</sup> of the annual payment and will continue until employment with Muskogee Public Schools is terminated.

**Section I. Item II: INCREMENTS/EXTRA DUTY (cont'd)**

**B.1.b Clerical (615 job code)**

To be eligible for these stipends, you must be in your third (3<sup>rd</sup>) year of employment to be able to attend and/or be eligible for these stipends.

The following clerical increments for the OSU Oklahoma Center for School Business Management Workshops will be allowed:

Introductory Level - \$200.00    Intermediate Level \$200.00    Advanced Level - \$200.00

Payments for workshops will be divided over twelve (12) months beginning with the employee's contract year following completion of each level. A copy of your certificate must be sent to the Department of Human Resources in order for payment to begin.

**B.2 Teacher Assistants and Bus Assistants**

Those receiving the \$300 stipend as of June 30, 2007 will continue to receive – but the stipend is otherwise deleted

**B.3 Para-Professional Special Education Teacher Assistants**

Those receiving the 5% stipend as of June 30, 2015 will continue to receive as long as still assigned to an MR or MD classroom – but the stipend is otherwise deleted.

**B.4 Maintenance and Mechanics Increments**

The following increments for Maintenance employees and Mechanics will be allowed:

- A.    OSDH Licensed Contractor (card holder for school district) - \$1,000.00
- B.    OSDH Licensed Contractor (holding an inactive license, working on a journeyperson license) \$400.0
- C.    OSDH Certification for natural gas welding piping - \$200.00
- D.    Department of Labor Welder Certification - \$200.00
- E.    OSDH Boiler Operator License (Class I) - \$400.00
- F.    OSDH Boiler Operator License (Class II) - \$200.00
- G.    ASE Diesel Certification - \$1000.00

**B.5 C.N.S. with S.N.A. Certification**

CNS employees that become SNA certified receive a 25 cent per hour raise for each level of certification. After September 1<sup>st</sup>, 2015, this stipend will no longer be paid, except for those receiving prior to the new date and still employed within the CNS division.



**Section I. Item II: INCREMENTS/EXTRA DUTY (cont'd)**

**B.6 Technology Addendums**

The following increments for Technology employees will be allowed:

- A. Lead Technician - \$1,200.00
  - B. A+ certification - \$800.00
  - C. S certification - \$1,000.00
  - D. N Certification - \$1,000.00
  - E. CCENT Certification - \$1,400.00
- C. The Board of Education agrees to comply with all Federal wage and hour laws and regulations regarding overtime pay and/or compensatory time for overtime. In order to receive credit for compensatory time, it must be reported at the time it is earned on Employee Time Sheets. Employees receive overtime or comp time at the rate of 1 ½ times for each hour worked over forty (40) hours. Overtime shall only be approved by the Superintendent or Central Office Designee.
- D. Employees required to return to work after regular working hours shall receive compensation for hours actually worked PLUS TRAVEL TIME, at 1 ½ times the hourly rate. "COMP TIME" may be taken in lieu of pay. Under requirements of the Fair Labor Standards Act, employees MUST be paid 1 ½ times for all hours worked above forty (40) hours per week. The District agrees to pay for travel time (amount of time to be approved by Supervisor).
- Over forty hours per week. Administration to review "stand-by procedure". "COMP-TIME" earned and used must be approved by appropriate director. Comp-time must be recorded on time sheet and submitted to the payroll office. Comp-time must be taken no later than the pay period immediately following the pay period in which it was earned.
- E. In the event of emergency call back for employees, the employee will be allowed a minimum of two (2) hours for the initial call back each day. Emergency is defined to include alarm calls, police calls, or call back by the employees' immediate supervisor.

**Section I. Item III: FRINGE BENEFITS**

- A. As of June 30, 2002, all support employees under contract and currently receiving the following amounts shall continue to receive the same amount as a stipend:

\$150.00	\$100.00	\$ 84.25	\$57.91
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Support employees working a minimum of six (6) hours per day who hold a "position" that is defined as a minimum of 172 days (HB 1968) and who participates in the District's Health Plan, shall receive \$484.87 from the State of Oklahoma as a Flexible Benefit Allowance (FBA) which will not be considered a fringe benefit.

**Section I, Item III: FRINGE BENEFITS (cont'd)**

Support employees who choose not to participate in the District's Health Plan and qualify for the FBA, will receive the one hundred eight-nine and 69/100 dollars (\$189.69) per month as taxable income. Support employees whose employment is terminated during the school year shall have no right to receive any cash compensation for the portion of the school year after the support employee's termination.

Group Life Insurance – District will provide a \$10,000 Life Insurance Policy for all full-time employees. The employee will be required to pay the life insurance premium if they are out on family medical leave or worker's compensation, absences without accrued leave, etc. Failure to pay the premium will result in cancellation and cannot be reinstated when the employee returns to work.

**B. Retirement**

Retirement contributions will be paid by the school district for those persons employed at least 172 days per year and four (4) hours per day or more, from the employee's beginning date of employment. (Effective 1984-85 school year)

**C. Uniforms**

All support employees except secretaries, and teacher assistants will be furnished with uniforms on the following basis: Five (5) uniforms will be provided initially. Replacements will be made as needed. The replacement will be made upon presentation of the uniforms to be replaced to the employee's immediate supervisor. The employees who receive uniforms shall wear them during their employment time for the district. The employee shall not wear the uniforms at any other time.

Maintenance – consisting of five (5) shirts or smocks

Custodial – consisting of five (5) shirts or smocks

Transportation – consisting of five (5) shirts or smocks

CNS – consisting of five (5) sets of shirts or smocks, and a pair of shoes \*

Technology Technicians – consisting of five (5) shirts

Paraprofessionals – consisting of five (5) uniforms

Security Guards – consisting of five (5) uniforms

Paraprofessionals whose current site assignment requires diapering, toileting, and feeding will be provided five (5) smocks to be worn over their regular clothing during the performance of these tasks. The smock shall not be worn by the employee at any other time or otherwise utilized as the employee uniform.

\*District will contribute \$75.00 for shoes that meet our standards from a recommended source. The only exception will be for a doctor recommended medical reason. Shoes to be worn at work only.



## **Section I. Item III: FRINGE BENEFITS (cont'd)**

### **D. Physical Examinations**

The School District will identify a facility to perform physicals which the District will pay for, employees may also use their personal physician. The District will pay up to \$50.00 for the physical and any overage will be paid by the employee.

### **E. Continuing Education**

The district will set aside \$5,000 each year for Support Staff Development and establish a committee consisting of three (3) support employees and one (1) administrator to process the request(s) for use of the fund. The committee must receive applications ten (10) days prior to the event and the committee will retain records pertaining to all support staff development. The committee shall consist of 1 Secretary/C.N.S.; 1 Maintenance/Custodial; 1 Transportation; and 1 Administrator. Committee will make recommendation to Director of Human Resources.

#### **Support Staff Development Days**

Required and optional staff development days will be scheduled where possible during the contract year. For those days not known at the beginning of the contract year, notification will be made to affected employees as soon as known by administration.

### **F. Legal Counsel**

If civil proceedings are brought against a support employee alleging that he/she committed an assault in connection with his/her employment, such employee may request the Board to furnish legal counsel to defend him/her.

### **G. Calendar Committee**

The Muskogee Education Support Personnel Association representative will meet with the Superintendent's designee prior to December 15 and make recommendations concerning the school calendar and payroll periods for the ensuing year.

## **Section I. Item IV: ABSENCE POLICY**

The term "day" in regard to sections 5.A.1., 5 A.2., 5.B., and 5.F. shall be equivalent to working day of employee.

### **A. Sick Leave**

- A.1** As stated in Senate Bill #217, Section D, all support employees shall be entitled to paid sick leave of at least one (1) working day per working month, not to exceed twelve (12) working days per year, accrued monthly. Employees may use only sick leave, which is accumulated. Unused sick leave shall be accumulated from year to year as long as the employee remains continuously in the system not to exceed 200 days provided the maximum sick leave credit shall be reduced by one (1) day for every day that the employee is absent for reasons covered by the sick leave policy. Record keeping shall also be converted to an hourly basis. Doctor's statement may be required by supervisor to receive paid sick leave.

## **Section I, Item IV: ABSENCE POLICY (cont'd)**

- A.2** Two (2) days per year may be used for serious illness in the family of the first or second degree relationship as defined under "Death in Family" section.
- A.3** Payment, upon retirement (qualified by drawing either teacher retirement or social security) for employees hired before July 1, 2016, for all unused sick leave days not to exceed 200 (as of July 1, 2016, those with more will be grandfathered in with their total) to be calculated as follows: \$37.50 per day, for days earned in the district for unused sick leave.
- A.4** If employed more than five (5) years and before July 1, 2016, upon death, the estate of the deceased will be paid \$37.50 per day for the employee's sick leave days not to exceed 200.

### **Sick Leave Sharing Program**

- A.** The Board of Education of each school district may establish a leave sharing program for all support employees. The program shall permit district employees to donate sick leave to a fellow support employee who is pregnant or recovering from or who is suffering from or has a relative or household member suffering from an extraordinary or severe illness, injury, impairment, or physical or mental condition which has caused or is likely to cause the employee to take leave without pay or to terminate employment.
- B.** As used in this section:
  - 1. "Relative of the employee" means a spouse, child, stepchild, grandchild, grandparent, stepparent, or parent of the employee;
  - 2. "Household members" means those persons who reside in the same home, who have reciprocal duties to and do provide financial support for one another. This term shall include foster children and legal wards even if they do not live in the household.
  - 3. The term does not include persons sharing the same general house, when the living style is primarily that of a dormitory or commune;
  - 4. "Severe" or "extraordinary" means serious, extreme or life-threatening including temporary disability resulting from pregnancy, miscarriage, childbirth and recovery therefrom; and
  - 5. "District employee" means a support employee of the school district,
- C.** A district employee may be eligible to receive shared leave pursuant to the following conditions:
  - 1. The Board of Education determines that the employee meets the criteria described in this section; and
  - 2. The employee has abided by district policies regarding the use of sick leave.



**Section I, Item IV: ABSENCE POLICY (cont'd)**

- D. A district employee may donate annual leave to another district employee only pursuant to the following conditions:
1. The receiving employee has exhausted, or will exhaust all of his/her sick leave due to pregnancy, miscarriage, childbirth and recovery therefrom, an illness, injury, impairment, or physical or mental condition, which is of extraordinary or severe nature, and involves the employee, a relative of the employee or household member;
  2. The condition has caused, or is likely to cause, the employee to go on leave without pay or to terminate employment;
  3. The Board of Education of the district permits the leave to be shared with an eligible employee;
  4. The amount of leave to be donated cannot exceed 100 days as set by the Board of Education of the district; and
  5. District employees may not donate excess sick leave that the donor would not be able to otherwise take.
- E. The Board of Education has determined the amount of donated leave an employee may receive is not to exceed 100 days lifetime during employment with the district.
- F. The Board of Education may require the employee to submit, prior to approval or disapproval, a medical certificate from a licensed physician or health care practitioner verifying the severe or extraordinary nature and expected duration of the condition.
- G. The receiving employee shall be paid the regular rate of the pay of the employee. The sick leave received will be designated as shared sick leave and be maintained separately from all other sick leave balances.
- H. Any donated sick leave may only be used by the recipient for the purposes specified in this section.
- I. Sick leave earned and available for use by the recipient must be used prior to used shared sick leave.
- J. Any shared sick leave not used by the recipient during each occurrence as determined by the Board of Education shall be returned to the donor.
- K. All donated sick leave must be given voluntarily. No employee shall be coerced, threatened, intimidated, or financially induced into donating sick leave for purposes of the leave sharing program.

## **Section I, Item IV: ABSENCE POLICY (cont'd)**

### **B. Death in Family**

An employee may be absent without loss of pay for five (5) days for each death of spouse/child, three days for reason of each death in the family of first or second degree relationship (guardian, mother, father, brother, sister, grandchildren, grandparents and corresponding relatives of spouse) not to exceed fifteen (15) days a year. The three (3) – five (5) day family death limitation shall be extended to five (5) – seven (7) days when distance for travel becomes a factor. One day absence without loss of pay but chargeable to sick leave may be granted upon the death of members of the family other than first or second degree relation (aunt, uncle, niece and nephew). This type of leave must be taken within two weeks of the death at issue.

### **C. Professional Duties**

Absence without loss of pay to the employee may be granted by the supervisor, upon the approval of the superintendent, for professional duties.

MESPA will be granted up to six (6) professional duty days to be used for association business as needed. These days must have prior approval by the MESPA President and substitute cost (if necessary) will be paid by the Board.

### **D. Civic and Community Activities**

Leave without loss of pay to the employee to participate in civic and community activities may be granted by the supervisor, upon the approval of the superintendent, when such leave has a direct relationship to the school and/or the educational welfare or is designed to contribute to better school-community relations.

### **E. Jury Duty**

School employees, like other good citizens, are expected to serve on juries when summoned. When absence for such duty has been made and a substitute is required, this substitute will be paid by the Board of Education. When the employee has been reimbursed for jury duty by the court, he will endorse the warrant and bring or sent it to the School Treasurer. In this way the employee will have received his full salary and the Board of Education is partially reimbursed for the substitute's pay for the lost service of the employee.

### **F. Personal or Legal Business**

Muskogee School District shall provide for all support employees a minimum of three unrestricted days for personal business leave upon the request of the employee, with prior approval when possible. Personal business leave may not be used on the day before or after a holiday, (as defined by Section I, Item IV, A), the first or last instructional day, the working day before and after Christmas break, the working day before and after Thanksgiving break, the working day before and after spring break, the first or last contract day except in cases of extreme emergency and/or prior approval by the building principal and director.



## **Section I, Item IV: ABSENCE POLICY (cont'd)**

Personal Business Days should be taken prior to the last payroll cutoff date of employees' contract year. Personal Business leave cannot be used for other employment.

The Board agrees to pay the cost of the three (3) personal business days. Unused personal business days will be paid at the rate of \$50.00 per day.

### **G. Disaster**

Leave without loss of pay may be granted at the discretion of the Superintendent for absences caused by disaster to an employee's personal property or for other unusual or unavoidable circumstances of hardship. In the event of lost time caused by an assault on an employee, emergency leave may be granted for the first three days or part thereof not covered by workers' compensation.

### **H. Vacation**

A twelve (12) month employee shall accrue ten (10) days per year vacation at the rate of eighty-three percent (.8333) of a day per month up to the completion of five (5) years or sixty (60) months of continuous employment, at which time the employee will accrue vacation time at the rate of one and one-quarter (1.25) days per month not to exceed fifteen (15) days per year. Twelve (12) month support employees having eleven or more years shall accrue one and one-half (1.5) days per month vacation. Twelve (12) month support employees having sixteen (16) or more years shall accrue one and two-thirds (1.66) days per month vacation. Vacation time must be taken in the year it is accrued. There shall be no accumulation of vacation time beyond 20 days. Vacation should be taken during the period school is out for the summer, unless otherwise recommended by the supervisor and approved by the Superintendent. In the event an employee, due to special circumstances, needs to take his/her vacation at times other than outlined in this agreement, he/she may request a revision to their immediate supervisor and the Superintendent of Schools for consideration.

### **I. Leave of Absence**

An employee who has worked for the school system for three (3) consecutive years may request an unpaid leave of absence. Unpaid leaves of absence may be granted upon the discretion of the Board of Education for one (1) year and may be extended for an additional year for the following reasons: (a) maternity, (b) military service (including reserve duty training), (c) caring for sick member of immediate family, (d) personal illness, (e) obtaining education or training relating to the position held in the school system.

Upon completion of the term of the leave of absence, the employee will be returned to the position previously held or a comparable position if available. The employee will retain all seniority status in place at the time of the leave of absence.

### **J. Family Medical Leave – refer to Board Policy #GBO.**

### **K. Other – No approvable excuse or reason for absence. A full day's pay will be deducted for each day's absence.**

### **L. 'Transfers - Staff, who are transferred between sites will be given three (3) days to move.**



## **Section I. Item V: REDUCTION IN FORCE**

The term, "Reduction in Force" as used herein refers to the action of the Board of Education to reduce the number of support positions in the Muskogee Public Schools District I-20 because of a projected decrease in student enrollment, a loss of revenue from any source which necessitates a reduction of support services, and/or changes in the educational program or curriculum which necessitates a reduction in support services. "Reduction in Force" as used herein does not refer to decisions to discharge or non-renew a support person for cause.

In the event of a Reduction in Force, the Board of Education shall provide written notice to all affected support persons twenty (20) working days (regular payroll period) prior to the layoff.

Layoffs shall be by the least number of continuous years of service, within each job category. Continuous years of service is defined as the length of service within the Muskogee Public Schools District I-20 as of the support person's first working day.

If a support person begins working in one job description and then transfers to another job description, the continuous years of service will be counted from the support person's first working day in the first job description, but that support person will be ranked on the job description list for the support person's current job description. For example, a Teacher Assistant has worked two (2) years in a classroom and then transfers to a Secretary's position for one (1) year and is currently in that position. This person has three (3) years of continuous service, and is ranked on the Secretary's job description list.

A formal leave of absence, filed by a support person and approved by the Administration, will not be counted in the total years of continuous service. However, the years of service PRECEDING the approved leave of absence and the years of service FOLLOWING the approved leave of absence will be counted in determining the total number of years of continuous service.

Long-term illnesses which are charged to accumulated sick leave days and formally approved by the Administration will not be counted in determining the number of years of continuous service.

A formal resignation submitted by the Support Person and formally approved by the Board of Education eliminates all credit for previous years of service within the Muskogee Public Schools District I-20. A list ranking each General Fund support person from the greatest to least number of continuous years of service by job description will be provided to the Muskogee Support Personnel Association by March 1<sup>st</sup>.

Consistent with Oklahoma State Statutes (70-6-103.1), the services of support personnel who are employed in positions fully funded by a federal or private categorical grant will be reduced if that funding is reduced or discontinued.

In the event it becomes necessary to reduce the number of support positions, the following procedures will be used:

- A. First, the service of part-time or temporary support personnel will be discontinued on the basis of the least number of continuous years of service to the Muskogee Public Schools District I-20 in their job description.



**Section I, Item V: REDUCTION IN FORCE (cont'd)**

- B.** Second, the service of support personnel will be discontinued on the basis of the least number of continuous years of service in the Muskogee Public Schools District I-20 in their job description. In the event two or more support persons have the same years of service, the following criteria will be used in the order listed, number 1 through number 4, to determine length of service.
1. Years of continuous service in the Muskogee Public Schools District I-20.
  2. Beginning date of last continuous service.
  3. Years of prior service in the Muskogee Public Schools District I-20.
  4. Date the employee last updated the application prior to employment.
- C.** Support personnel whose services have been discontinued because of staff reductions will be considered for re-employment to a position in another job description.

For a support person to be assigned to a position in another job description, there must be a vacant position in that particular job description. A support person, with a greater number of years of continuous service, cannot displace or remove a support person in another job description who has a lesser number of years of continuous service. This type procedure is called "bumping," and the "bumping" procedure is not permitted with this Reduction in Force policy. There must be a vacant position in another job description BEFORE a support person, with a greater number of years of continuous service, can be assigned to that job description.

- D.** Support personnel who have been discontinued because of staff reduction will be recalled in the reverse order of layoff.
- E.** Support personnel currently assigned in part-time job descriptions shall be assigned to part-time positions, consistent with their individual continuous years of service, provided no part-time support person shall be assigned to any part-time position unless such a position is declined by all full time support personnel with greater seniority.
- F.** Recall to a position will be in writing from the Muskogee Public Schools District I-20 and mailed to the last known address of the employee by certified mail, "return receipt requested". In addition, notifications will be sent to supervisor to inform employee to report to Human Resources to sign for recall notification. Failure of any support person to accept a position within fifteen (15) working days from the date the recall notice was mailed by the Muskogee Public Schools District I-20 will result in a waiver of any future rights to recall of employment until June 30<sup>th</sup> of the current fiscal year. If the R.I.F. occurs after May 1<sup>st</sup>, the employee will have until September 30<sup>th</sup> of the following fiscal year.
- G.** All grant funded positions, by source of grant, shall be considered as a separate category for "Reduction in Force".

## **Section I, Item VI: VACANCIES**

When a vacancy occurs within the system for non-certified staff, the position shall be publicized thru email, exclusive of holidays, in advance of the date of filling such vacancy. During the summer months, a vacancy shall be posted on the District's web-page and the vacancy will also be listed with the local Oklahoma Employment Security Commission. Employees who are reassigned or transferred to a position with a lower rate of pay will remain "frozen" at their rate of pay in effect at the time of the transfer or reassignment, until the end of the financial year. At the beginning of the new year the employee's salary shall be reduced to the schedule of the current position. In the case of reassignment for discipline purposes, the employee will receive the pay rate of the new assignment. Employees volunteering for transfer will be paid at the rate for the position to which they transfer.

The Board of Education and the Association recognize the value of professional growth and experience within the system. Employees within the district who are qualified as determined by administration, shall be given prior consideration for a position before the position is filled.

If in the judgment of administration two or more employees within the district have equal qualifications, seniority will be the major factor in considering filling the position.

## **Section I, Item VII: CURRENT YEAR SALARY SCHEDULES**

(See Attachments)

## **SECTION II: GRIEVANCE PROCEDURE**

### **Section II, Item I: DEFINITIONS**

- A. A "grievance" is a claim based upon an event or condition which affects the condition or circumstances under which a support employee works, allegedly caused by a violation, misinterpretation, or misapplication of the provisions of this agreement. (It is understood that the term "grievance" shall not apply to any matter which the Board is without authority to act.)
- B. An "aggrieved person" is the individual making the claim.
- C. A "party in interest" is the person making the claim and any person who might be required to take action or against whom action might be taken in order to resolve the claim.
- D. All time limits herein mentioned shall consist of working school days, except where otherwise indicated; weekend or vacation days are hereby excluded.



## **Section II, Item II: PURPOSE**

The purpose of this procedure is to secure, at the lowest possible level, equitable solutions to the problems which may from time to time arise affecting the welfare or terms and conditions of employment of a support person. Both parties agree that these proceedings will be kept as informal and confidential as may be appropriate at any level of the procedure.

## **Section II, Item III: PROCEDURE**

- A. Nothing herein contained shall be construed as limiting the right of any support employee having a grievance to discuss the matter informally and confidentially with any appropriate member of the administration, and having the grievance adjusted without intervention of the Muskogee Education Support Personnel Association, provided the adjustment is not inconsistent with the terms of this agreement.
- B. Since it is important that grievances be processed as rapidly as possible, the number of days indicated at each level should be considered a maximum and every effort should be made to expedite the process. The time limits specified may, however, be extended by mutual agreement.
- C. In the event a grievance is filed at such time that it cannot be processed through all the steps in this grievance procedure by the end of the fiscal year, and, if left unresolved until the beginning of the following fiscal year, could result in irreparable harm to a party in interest, the time limits set forth herein shall be reduced so that the grievance procedure may be exhausted prior to the end of the fiscal year or as soon thereafter as is practicable.
- D. In the event a grievance is filed so that sufficient time as stipulated under all levels of the procedure cannot be provided before the last day of the fiscal year, should it be necessary to pursue the grievance to all levels of the appeals, then said grievance shall be resolved in the new fiscal year under the terms of this grievance procedure and this item; not under any succeeding grievance procedure.
- E. Upon selection and certification by the Muskogee Education Support Personnel Association, the Board shall recognize a building representative from each building who shall act in all grievance cases within that building. The Muskogee Education Support Personnel Association reserves the right to substitute a different representative for a particular school when that member is also either an aggrieved person, a party in interest, or closely involved in the actual grievance, provided such substitution is made in writing to all parties in interest. At least one member of the Muskogee Education Support Personnel Associations Executive Board and/or the building representative shall be present for any meetings, hearings, appeals, or other proceedings relating to a grievance which has been formally presented. The building representative shall essentially perform an advisory function to any party in interest.

## **Section II, Item IV: FORMAL GRIEVANCE PROCEDURE**

### **A. Complaint**

A support employee with a complaint will first discuss it with his/her principal or immediate supervisor, with the object of resolving the matter informally. Given unusual circumstances, either party may exercise the option of being accompanied by a colleague and the Human Resource Officer.



## **Section II. Item IV: FORMAL GRIEVANCE PROCEDURE (cont'd)**

### **B. Level One**

If the aggrieved person is not satisfied with the disposition of the informal meeting, the employee shall file a written grievance with the Director in charge of the program and the Human Resources Office within five (5) working days of the informal meeting. The Director shall arrange a meeting of the aggrieved person, the Building Representative, the Grievance Chairperson and the Human Resource Officer, and himself/herself within five (5) working days after receipt of the grievance. The Director shall communicate his/her decision in writing within two (2) days after the meeting to the aggrieved person, the Building Representative, the Grievance Chairperson, the President of the Muskogee Education Support Personnel Association, and to the Office of the Superintendent.

### **C. Level Two**

1. Within five (5) days of receipt of the decision rendered by the principal or immediate supervisor, the decision may be further appealed to the Muskogee Education Support Personnel Association's Grievance Committee. The appeal shall include a copy of the principal/supervisor's decision, the grounds for further appeal, and any opinion by the Building Representative and/or Grievance Chairperson. In addition, it shall state the names of all persons officially present at the prior meeting, and such persons shall receive a copy of the appeal. Within seven (7) days of receipt of the appeal and after completion of a hearing on the case, the Association's Grievance Committee may or may not refer the grievance to the Office of the Superintendent.
2. Appeals to the Office of the Superintendent shall be heard by the Superintendent within ten (10) days of his receipt of the appeal. Written notification of the time and place of hearing shall be given five (5) days prior to the Chairperson of the Grievance Committee. The Chairperson shall notify the aggrieved person and his/her representative (the Building Representative).
3. Within ten (10) days of hearing the appeal, the Superintendent shall communicate to the aggrieved person and all other parties in interest his written decisions, including supporting reasons therefore.

### **D. Level Three**

1. If the grievant is not satisfied with the disposition of his/her grievance at level three, he/she may file the grievance within five (5) days of the level three response for transmittal to the Board of Education.
2. The Board of Education will hear the grievance at its next regularly scheduled meeting or a special meeting which has been called for that purpose. The Board of Education shall transmit its written decision to the grievant within five (5) days of the meeting. The decision of the Board of Education shall be final.

## **Section II. Item V: GENERAL PROVISIONS**

- A. No reprisals of any kind shall be taken by the Board of Education or by any member of the administration against any party in interest, any building representative, any member of the Executive Committee, or any other participant in the grievance procedure whether directly or indirectly involved.



**Section II, Item V: GENERAL PROVISIONS (cont'd)**

- B. If a support employee elects to pursue any legal or statutory remedy for any grievance, such election will bar any further or subsequent proceedings for relief under the provisions of this procedure.
- C. All documents, communications, and records dealing with the processing of a grievance shall be filed in a grievance file separate from the permanent personnel file of any of the participants.
- D. Forms for filing grievances, serving notices, taking appeals, making reports and recommendations, and other necessary documents shall be prepared jointly by the Superintendent and the Association and given appropriate distribution so as to facilitate operation of the grievance procedure.
- E. Failure at any step of this procedure to communicate the decision in writing on a grievance within the specified time limits shall permit the aggrieved person to proceed to the next step. Failure at any step of the procedure to appeal a grievance to the next step within the specified time limits shall be regarded as acceptance of the decision rendered at that step.
- F. All meetings and hearings under this procedure shall be conducted in private and shall include only such parties in interest and their designated or selected representatives, heretofore referred to in this procedure.
- G. Every effort will be made by all parties to avoid any interruption of duties and to avoid the involvement of students in all phases of the grievance procedure.
- H. Any Muskogee Education Support Personnel member directly or indirectly involved in a given grievance procedure shall not serve in any capacity as to the processing of the grievance.

**Muskogee Education Support Personnel Association**

By Kathryn L. Jones  
President

Date 8-16-2016

By Mary E. Walton  
Chairperson of Negotiation Team

Date 8-16-2016

**Muskogee Board of Education, District I-20**

By Clay Ebert  
President

Date 8-16-2016

By John R. Little  
Chairperson of Administration

Date 8-16-2016

<b>2017</b>		
<b>Lane</b>		<b>Job</b>
<b>A</b>		Bus Assistant
<b>B</b>		Before/After Care Giver
<b>C</b>		School/Family Liaison
<b>C</b>		CNS Technicians
<b>C</b>		Office Assistants
<b>D</b>		MHS Switchboard/clerical Pool
<b>D</b>		AR Switchboard/Clerical Pool
<b>D</b>		Para-Professional
<b>E</b>		Custodians
<b>F</b>		Elementary/ECC Secretary
<b>G</b>		Security Trainee
<b>H</b>		Warehouse Delivery/Stock
<b>H</b>		Mechanic
<b>H</b>		Groundsman
<b>I</b>		Classroom Assistant
<b>I</b>		Library Assistant
<b>I</b>		Para-Educator
<b>I</b>		Tech Asst-Indian Ed
<b>I</b>		Site Leader
<b>I</b>		EIP Monitor
<b>I</b>		CNS RAA Manager
<b>I</b>		Sadler Secretary
<b>J</b>		AR Finance Secretary
<b>J</b>		AR Attendance Secretary
<b>J</b>		BFSa Secretary
<b>J</b>		RAA Secretary
<b>J</b>		Registrar
<b>J</b>		MHS Attendance Secretary
<b>K</b>		Head Custodian
<b>K</b>		MHS Facilities Liaison
<b>N</b>		MHS Financial Clerk



N		Athletic Director Secretary
N		Enrollment Clerk
O		Receptionist Best Ctr
O		Comprehensive Maint Assistant
P		MHS Principal Secretary
Q		Maint Secretary
Q		Indian Ed Secretary
Q		CNS Secretary
Q		Transportation Secretary
R		Mechanic I
R		Warehouse Clerk
R		Grant Secretary
S		CNS Manager I
T		Security
T		Bus Driver
T		CNS MHS Asst Mgr
U		School Family Liaison
U		Library Asst
U		Tech Asst - Indian Ed
U		Classroom Asst
U		Para Educator
V		Warehouse Leads
W		A/P Assistant
X		HR/PR Assistant
X		Roofer/Electrical Apprentice
X		Painter
Y		CNS Manager II
Y		Grant Specialist
Z		Personnel Specialist
Z		Executive Director Secretary
Z		Computer Technician
Z		Asst Supt Secretary
Z		Data Compliance Specialist

<b>AA</b>		CNS Manager III
<b>BB</b>		Carpenter
<b>BB</b>		Interpreter
<b>CC</b>		Mechanic II
<b>CC</b>		Fab Lab Mgr
<b>DD</b>		ISP Monitor
<b>EE</b>		Plumber
<b>EE</b>		Electrician
<b>EE</b>		HVAC



## Schedule A

FY 2016-2017

1968

1968

Lane / Step	A	B	C	D	E	F	G	H	I
<b>Sub</b>	<b>\$7.50</b>	<b>\$7.50</b>	<b>\$7.50</b>	<b>\$7.75</b>	<b>\$8.00</b>	<b>\$8.00</b>	<b>\$8.00</b>	<b>\$8.00</b>	<b>\$8.00</b>
0	\$7.60	\$7.65	\$7.75	\$8.00	\$8.20	\$8.25	\$8.30	\$8.40	\$8.60
1	\$7.75	\$7.80	\$7.90	\$8.22	\$8.33	\$8.40	\$8.60	\$8.70	\$8.80
2	\$8.00	\$8.05	\$8.15	\$8.32	\$8.60	\$8.60	\$8.78	\$8.85	\$9.14
3	\$8.05	\$8.10	\$8.20	\$8.42	\$8.65	\$8.78	\$8.98	\$9.10	\$9.22
4	\$8.10	\$8.15	\$8.23	\$8.52	\$8.70	\$8.88	\$9.08	\$9.15	\$9.32
5	\$8.15	\$8.20	\$8.27	\$8.97	\$9.00	\$9.26	\$9.47	\$9.48	\$9.49
6	\$8.18	\$8.26	\$8.45	\$9.07	\$9.10	\$9.37	\$9.58	\$9.70	\$9.71
7	\$8.22	\$8.50	\$8.64	\$9.16	\$9.17	\$9.49	\$9.70	\$9.82	\$9.83
8	\$8.25	\$8.68	\$9.20	\$9.29	\$9.64	\$9.75	\$9.87	\$10.21	\$10.22
9	\$8.30	\$8.83	\$9.75	\$9.92	\$10.14	\$10.15	\$10.17	\$10.45	\$10.47
10	\$8.44	\$9.01	\$10.02	\$10.06	\$10.40	\$10.45	\$10.50	\$10.66	\$10.67
11	\$8.58	\$9.15	\$10.13	\$10.15	\$10.52	\$10.55	\$10.60	\$10.76	\$10.78
12	\$8.68	\$9.37	\$10.28	\$10.50	\$10.67	\$10.70	\$10.68	\$11.02	\$11.05
13	\$8.79	\$9.53	\$10.41	\$10.82	\$10.83	\$10.84	\$10.86	\$11.13	\$11.15
14	\$8.93	\$9.70	\$10.54	\$10.98	\$10.99	\$11.00	\$11.07	\$11.34	\$11.36
15	\$9.12	\$9.93	\$10.71	\$11.19	\$11.21	\$11.25	\$11.39	\$11.56	\$11.60
16	\$9.24	\$10.06	\$10.92	\$11.30	\$11.33	\$11.37	\$11.63	\$11.79	\$11.80
17	\$9.36	\$10.23	\$11.07	\$11.47	\$11.49	\$11.59	\$11.85	\$12.00	\$12.01
18	\$9.48	\$10.40	\$11.22	\$11.59	\$11.64	\$11.84	\$12.11	\$12.22	\$12.25
19	\$9.59	\$10.52	\$11.35	\$11.75	\$11.78	\$12.02	\$12.29	\$12.43	\$12.50
20	\$9.74	\$10.68	\$11.47	\$11.95	\$12.05	\$12.23	\$12.51	\$12.66	\$12.75
21	\$9.86	\$10.82	\$11.62	\$12.30	\$12.31	\$12.45	\$12.73	\$12.88	\$13.00
22	\$10.00	\$11.00	\$11.77	\$12.57	\$12.60	\$12.69	\$12.98	\$13.09	\$13.20
23	\$10.18	\$11.20	\$12.01	\$12.82	\$12.85	\$12.94	\$13.23	\$13.33	\$13.40
24	\$10.29	\$11.40	\$12.22	\$13.03	\$13.08	\$13.14	\$13.44	\$13.54	\$13.60
25	\$10.60	\$11.60	\$12.43	\$13.14	\$13.20	\$13.34	\$13.65	\$13.76	\$13.80
26	\$10.81	\$11.80	\$12.64	\$13.25	\$13.35	\$13.54	\$13.86	\$13.96	\$14.00
27	\$11.02	\$12.00	\$12.85	\$13.40	\$13.50	\$13.74	\$14.07	\$14.17	\$14.25
28	\$11.23	\$12.20	\$13.06	\$13.55	\$13.62	\$13.94	\$14.28	\$14.39	\$14.50
29	\$11.43	\$12.40	\$13.26	\$13.70	\$13.74	\$14.14	\$14.48	\$14.60	\$14.70



## Schedule A (cont'd)

FY 2016-2017

	1968	1880	1968	1880	1968	1880	1968	1968	
Lane / Step	J	K	L	M	N	O	P	Q	R
Sub	\$8.50	\$8.50	\$8.50	\$8.50	\$8.50	\$8.50	\$9.50	\$9.50	\$9.50
0	\$8.70	\$8.75	\$8.80	\$8.90	\$9.25	\$9.40	\$10.00	\$10.10	\$10.25
1	\$9.00	\$9.10	\$9.19	\$9.30	\$9.50	\$9.55	\$10.21	\$10.30	\$10.61
2	\$9.18	\$9.25	\$9.38	\$9.42	\$9.86	\$9.90	\$10.46	\$10.50	\$10.86
3	\$9.24	\$9.32	\$9.44	\$9.53	\$9.99	\$10.05	\$10.56	\$10.60	\$10.97
4	\$9.34	\$9.43	\$9.54	\$9.63	\$10.09	\$10.25	\$10.66	\$10.67	\$11.08
5	\$9.74	\$9.82	\$9.95	\$10.05	\$10.50	\$10.55	\$10.82	\$10.91	\$11.24
6	\$9.86	\$9.94	\$10.07	\$10.16	\$10.65	\$10.70	\$10.93	\$11.07	\$11.35
7	\$9.98	\$10.07	\$10.19	\$10.29	\$10.76	\$10.80	\$11.05	\$11.18	\$11.48
8	\$10.23	\$10.24	\$10.37	\$10.47	\$11.00	\$11.13	\$11.25	\$11.43	\$11.69
9	\$10.50	\$10.55	\$10.58	\$10.61	\$11.09	\$11.25	\$11.38	\$11.52	\$11.82
10	\$10.68	\$10.69	\$10.72	\$10.82	\$11.21	\$11.40	\$11.51	\$11.65	\$11.96
11	\$10.80	\$10.81	\$10.95	\$11.06	\$11.34	\$11.52	\$11.61	\$11.78	\$12.06
12	\$11.10	\$11.31	\$11.32	\$11.33	\$11.47	\$11.60	\$11.75	\$11.92	\$12.21
13	\$11.17	\$11.50	\$11.51	\$11.52	\$11.58	\$11.72	\$11.87	\$12.03	\$12.33
14	\$11.39	\$11.67	\$11.70	\$11.75	\$11.80	\$11.83	\$11.98	\$12.18	\$12.45
15	\$11.72	\$11.94	\$11.97	\$12.08	\$12.10	\$12.20	\$12.25	\$12.52	\$12.68
16	\$11.96	\$12.06	\$12.21	\$12.34	\$12.40	\$12.47	\$12.50	\$12.73	\$12.81
17	\$12.19	\$12.30	\$12.45	\$12.57	\$12.60	\$12.73	\$12.80	\$13.00	\$13.05
18	\$12.46	\$12.56	\$12.73	\$12.85	\$12.90	\$13.00	\$13.10	\$13.26	\$13.32
19	\$12.65	\$12.75	\$12.92	\$13.04	\$13.10	\$13.26	\$13.30	\$13.53	\$13.58
20	\$12.87	\$12.98	\$13.14	\$13.27	\$13.35	\$13.53	\$13.60	\$13.80	\$13.85
21	\$13.10	\$13.21	\$13.38	\$13.51	\$13.60	\$13.79	\$13.90	\$14.00	\$14.11
22	\$13.35	\$13.46	\$13.63	\$13.77	\$13.80	\$14.00	\$14.10	\$14.27	\$14.38
23	\$13.62	\$13.73	\$13.91	\$14.04	\$14.10	\$14.22	\$14.30	\$14.48	\$14.59
24	\$13.83	\$13.94	\$14.12	\$14.26	\$14.30	\$14.43	\$14.50	\$14.75	\$14.85
25	\$14.04	\$14.15	\$14.34	\$14.48	\$14.50	\$14.59	\$14.70	\$14.96	\$15.12
26	\$14.25	\$14.37	\$14.55	\$14.71	\$14.75	\$14.85	\$14.90	\$15.17	\$15.38
27	\$14.46	\$14.58	\$14.77	\$14.93	\$15.00	\$15.12	\$15.15	\$15.38	\$15.65
28	\$14.67	\$14.79	\$14.98	\$15.15	\$15.20	\$15.38	\$15.50	\$15.60	\$15.91
29	\$14.87	\$15.00	\$15.19	\$15.36	\$15.45	\$15.60	\$15.70	\$15.81	\$16.13



## Schedule A (cont'd)

FY 2016-2017

				1968	1968	1968		1968	
Lane / Step	S	T	U	V	W	X	Y	Z	AA
Sub	\$9.50	\$9.50	\$9.80	\$10.08	\$10.08	\$10.40	\$10.64	\$11.29	\$11.90
0	\$10.00	\$10.00	\$10.50	\$10.55	\$10.60	\$10.90	\$11.40	\$12.00	\$12.20
1	\$10.25	\$10.40	\$10.75	\$10.88	\$11.03	\$11.14	\$11.80	\$12.52	\$12.70
2	\$10.46	\$10.60	\$10.98	\$11.10	\$11.25	\$11.39	\$12.00	\$12.84	\$12.84
3	\$10.57	\$10.70	\$11.08	\$11.21	\$11.35	\$11.50	\$12.10	\$12.90	\$12.94
4	\$10.68	\$10.80	\$11.19	\$11.33	\$11.46	\$11.61	\$12.20	\$12.94	\$13.04
5	\$10.83	\$10.91	\$11.44	\$11.49	\$11.58	\$12.05	\$12.35	\$13.10	\$13.48
6	\$10.94	\$11.06	\$11.69	\$11.70	\$11.73	\$12.19	\$12.50	\$13.26	\$13.62
7	\$11.06	\$11.17	\$11.87	\$11.90	\$12.00	\$12.32	\$12.65	\$13.42	\$13.74
8	\$11.20	\$11.40	\$12.08	\$12.09	\$12.10	\$12.53	\$12.80	\$13.58	\$14.00
9	\$11.35	\$11.49	\$12.18	\$12.19	\$12.20	\$12.64	\$12.95	\$13.74	\$14.13
10	\$11.52	\$11.61	\$12.38	\$12.40	\$12.45	\$12.85	\$13.10	\$13.90	\$14.27
11	\$11.63	\$11.73	\$12.62	\$12.65	\$12.70	\$13.09	\$13.30	\$14.11	\$14.43
12	\$11.77	\$11.86	\$12.86	\$12.90	\$13.00	\$13.35	\$13.45	\$14.27	\$14.57
13	\$11.88	\$11.97	\$13.10	\$13.15	\$13.25	\$13.59	\$13.70	\$14.54	\$14.73
14	\$11.99	\$12.11	\$13.28	\$13.30	\$13.40	\$13.78	\$14.10	\$14.96	\$15.00
15	\$12.22	\$12.33	\$13.60	\$13.65	\$13.70	\$14.11	\$14.49	\$15.37	\$15.40
16	\$12.34	\$12.46	\$13.84	\$13.90	\$14.00	\$14.36	\$14.70	\$15.60	\$15.65
17	\$12.48	\$12.56	\$14.03	\$14.10	\$14.20	\$14.56	\$14.85	\$15.76	\$15.77
18	\$12.59	\$12.68	\$14.29	\$14.35	\$14.50	\$14.82	\$15.10	\$16.02	\$16.03
19	\$12.84	\$12.94	\$14.51	\$14.60	\$14.75	\$15.06	\$15.30	\$16.24	\$16.25
20	\$13.10	\$13.17	\$14.75	\$14.80	\$14.95	\$15.30	\$15.55	\$16.50	\$16.51
21	\$13.35	\$13.90	\$14.91	\$15.00	\$15.20	\$15.47	\$15.85	\$16.82	\$16.83
22	\$13.60	\$14.15	\$15.10	\$15.15	\$15.40	\$15.81	\$16.10	\$17.08	\$17.09
23	\$13.85	\$14.40	\$15.39	\$15.45	\$15.60	\$16.13	\$16.35	\$17.35	\$17.36
24	\$14.10	\$14.65	\$15.59	\$15.65	\$15.80	\$16.34	\$16.60	\$17.61	\$17.62
25	\$14.35	\$14.90	\$15.79	\$15.85	\$15.90	\$16.55	\$16.85	\$17.88	\$17.90
26	\$14.60	\$15.15	\$15.99	\$16.05	\$16.07	\$16.76	\$17.10	\$18.14	\$18.15
27	\$15.95	\$16.00	\$16.19	\$16.92	\$16.95	\$16.98	\$17.35	\$18.41	\$18.43
28	\$16.16	\$16.20	\$16.39	\$17.15	\$17.17	\$17.19	\$17.60	\$18.67	\$18.68
29	\$16.36	\$16.40	\$16.59	\$17.36	\$17.38	\$17.40	\$17.80	\$18.89	\$18.91

## Schedule A (cont'd)

FY 2016-2017

	1968	1968		1968				
Lane / Step	BB	CC	DD	EE				
Sub	\$12.63	\$13.58	\$13.80	\$14.64	Longevity	Stipends		
0	\$13.10	\$14.00	\$16.50	\$17.25	for those off schedule for years indicated			
1	\$13.47	\$14.32	\$16.75	\$17.51				
2	\$13.62	\$14.59	\$16.85	\$17.77				
3	\$13.73	\$14.69	\$16.95	\$17.88	00-01 \$600 only if not frozen			
4	\$13.84	\$14.80	\$17.46	\$17.98	01-02 \$600 only if not frozen			
5	\$14.30	\$15.34	\$17.59	\$18.52	02-03 \$300 only if not frozen			
6	\$14.45	\$15.48	\$17.72	\$18.67	03-04 \$300 only if not frozen			
7	\$14.58	\$15.62	\$18.00	\$18.80				
8	\$14.85	\$15.91	\$18.15	\$19.10				
9	\$14.99	\$16.07	\$18.31	\$19.26	Tutors - \$15.00 per hour			
10	\$15.14	\$16.24	\$18.43	\$19.43				
11	\$15.31	\$16.37	\$18.58	\$19.55	Athletic Games - \$20.00 per hour			
12	\$15.46	\$16.53	\$18.71	\$19.71				
13	\$15.63	\$16.67	\$18.90	\$19.85				
14	\$15.83	\$16.87	\$19.21	\$20.05				
15	\$16.16	\$17.20	\$19.39	\$20.38				
16	\$16.37	\$17.39	\$19.55	\$20.57				
17	\$16.54	\$17.56	\$19.73	\$20.74				
18	\$16.72	\$17.75	\$19.89	\$20.93				
19	\$16.92	\$17.92	\$20.05	\$21.10				
20	\$17.10	\$18.09	\$20.22	\$21.28				
21	\$17.33	\$18.27	\$20.43	\$21.46				
22	\$17.58	\$18.49	\$20.76	\$21.68				
23	\$17.89	\$18.76	\$20.96	\$22.03				
24	\$18.10	\$19.06	\$21.16	\$22.24				
25	\$18.31	\$19.27	\$21.36	\$22.46				
26	\$18.52	\$19.48	\$21.56	\$22.66				
27	\$18.74	\$19.69	\$21.76	\$22.87				
28	\$18.95	\$19.90	\$21.96	\$23.09				
29	\$19.16	\$20.12	\$22.18	\$23.30				



## Schedule B

FY 2016-2017

Lane / Step	1968					1968				
	A	B	C	D	E	F	G	H	I	J
Sub	\$7.50	\$7.50	\$7.50	\$7.75	\$8.00	\$8.00	\$8.00	\$8.00	\$8.00	\$8.50
0	\$8.17	\$8.23	\$8.33	\$8.60	\$8.82	\$8.87	\$8.92	\$9.03	\$9.25	\$9.35
1	\$8.33	\$8.39	\$8.49	\$8.84	\$8.96	\$9.03	\$9.25	\$9.35	\$9.46	\$9.68
2	\$8.60	\$8.66	\$8.76	\$8.95	\$9.25	\$9.25	\$9.44	\$9.52	\$9.83	\$9.87
3	\$8.66	\$8.71	\$8.82	\$9.05	\$9.30	\$9.44	\$9.66	\$9.78	\$9.91	\$9.94
4	\$8.71	\$8.76	\$8.85	\$9.16	\$9.35	\$9.55	\$9.76	\$9.84	\$10.02	\$10.04
5	\$8.76	\$8.82	\$8.89	\$9.65	\$9.68	\$9.96	\$10.18	\$10.19	\$10.20	\$10.47
6	\$8.80	\$8.88	\$9.09	\$9.75	\$9.78	\$10.08	\$10.30	\$10.43	\$10.44	\$10.60
7	\$8.84	\$9.14	\$9.29	\$9.85	\$9.86	\$10.20	\$10.43	\$10.56	\$10.57	\$10.73
8	\$8.87	\$9.33	\$9.89	\$9.99	\$10.37	\$10.48	\$10.61	\$10.98	\$10.99	\$11.00
9	\$8.92	\$9.49	\$10.48	\$10.67	\$10.90	\$10.91	\$10.94	\$11.24	\$11.26	\$11.29
10	\$9.08	\$9.69	\$10.77	\$10.82	\$11.18	\$11.24	\$11.29	\$11.46	\$11.47	\$11.48
11	\$9.23	\$9.84	\$10.89	\$10.91	\$11.31	\$11.34	\$11.40	\$11.57	\$11.59	\$11.61
12	\$9.33	\$10.08	\$11.05	\$11.29	\$11.47	\$11.51	\$11.48	\$11.85	\$11.88	\$11.94
13	\$9.45	\$10.25	\$11.19	\$11.63	\$11.65	\$11.66	\$11.68	\$11.97	\$11.99	\$12.01
14	\$9.60	\$10.43	\$11.33	\$11.81	\$11.82	\$11.83	\$11.90	\$12.19	\$12.22	\$12.25
15	\$9.81	\$10.68	\$11.52	\$12.03	\$12.05	\$12.10	\$12.25	\$12.43	\$12.47	\$12.60
16	\$9.94	\$10.82	\$11.74	\$12.15	\$12.18	\$12.23	\$12.51	\$12.68	\$12.69	\$12.86
17	\$10.06	\$11.00	\$11.90	\$12.33	\$12.35	\$12.46	\$12.74	\$12.90	\$12.91	\$13.11
18	\$10.19	\$11.18	\$12.06	\$12.46	\$12.52	\$12.73	\$13.02	\$13.14	\$13.17	\$13.40
19	\$10.31	\$11.31	\$12.20	\$12.63	\$12.67	\$12.92	\$13.22	\$13.37	\$13.44	\$13.60
20	\$10.47	\$11.48	\$12.33	\$12.85	\$12.96	\$13.15	\$13.45	\$13.61	\$13.71	\$13.84
21	\$10.60	\$11.63	\$12.49	\$13.23	\$13.24	\$13.39	\$13.69	\$13.85	\$13.98	\$14.09
22	\$10.75	\$11.83	\$12.66	\$13.52	\$13.55	\$13.65	\$13.96	\$14.08	\$14.19	\$14.35
23	\$10.95	\$12.04	\$12.91	\$13.78	\$13.82	\$13.91	\$14.23	\$14.33	\$14.41	\$14.65
24	\$11.06	\$12.26	\$13.14	\$14.01	\$14.06	\$14.13	\$14.45	\$14.56	\$14.62	\$14.87
25	\$11.40	\$12.47	\$13.37	\$14.13	\$14.19	\$14.34	\$14.68	\$14.80	\$14.84	\$15.10
26	\$11.62	\$12.69	\$13.59	\$14.25	\$14.35	\$14.56	\$14.90	\$15.01	\$15.05	\$15.32
27	\$11.85	\$12.90	\$13.82	\$14.41	\$14.52	\$14.77	\$15.13	\$15.24	\$15.32	\$15.55
28	\$12.08	\$13.12	\$14.04	\$14.57	\$14.65	\$14.99	\$15.35	\$15.47	\$15.59	\$15.77
29	\$12.29	\$13.33	\$14.26	\$14.73	\$14.77	\$15.20	\$15.57	\$15.70	\$15.81	\$15.99



## Schedule B

FY 2016-2017

	1968	1880	1968	1880	1968	1880	1968	1968
Lane / Step	K	L	M	N	O	P	Q	R
Sub	\$8.50	\$8.50	\$8.50	\$8.50	\$8.50	\$9.50	\$9.50	\$9.50
0	\$9.41	\$9.46	\$9.57	\$9.95	\$10.11	\$10.75	\$10.86	\$11.02
1	\$9.78	\$9.88	\$10.00	\$10.22	\$10.27	\$10.98	\$11.08	\$11.41
2	\$9.95	\$10.09	\$10.13	\$10.60	\$10.65	\$11.25	\$11.29	\$11.68
3	\$10.02	\$10.15	\$10.25	\$10.74	\$10.81	\$11.35	\$11.40	\$11.80
4	\$10.14	\$10.26	\$10.35	\$10.85	\$11.02	\$11.46	\$11.47	\$11.91
5	\$10.56	\$10.70	\$10.81	\$11.29	\$11.34	\$11.63	\$11.73	\$12.09
6	\$10.69	\$10.83	\$10.92	\$11.45	\$11.51	\$11.75	\$11.90	\$12.20
7	\$10.83	\$10.96	\$11.06	\$11.57	\$11.61	\$11.88	\$12.02	\$12.34
8	\$11.01	\$11.15	\$11.26	\$11.83	\$11.97	\$12.10	\$12.29	\$12.57
9	\$11.34	\$11.38	\$11.41	\$11.92	\$12.10	\$12.24	\$12.39	\$12.71
10	\$11.49	\$11.53	\$11.63	\$12.05	\$12.26	\$12.38	\$12.53	\$12.86
11	\$11.62	\$11.77	\$11.89	\$12.19	\$12.39	\$12.48	\$12.67	\$12.97
12	\$12.16	\$12.17	\$12.18	\$12.33	\$12.47	\$12.63	\$12.82	\$13.13
13	\$12.37	\$12.38	\$12.39	\$12.45	\$12.60	\$12.76	\$12.94	\$13.26
14	\$12.55	\$12.58	\$12.63	\$12.69	\$12.72	\$12.88	\$13.10	\$13.39
15	\$12.84	\$12.87	\$12.99	\$13.01	\$13.12	\$13.17	\$13.46	\$13.63
16	\$12.97	\$13.13	\$13.27	\$13.33	\$13.41	\$13.44	\$13.69	\$13.77
17	\$13.23	\$13.39	\$13.52	\$13.55	\$13.69	\$13.76	\$13.98	\$14.03
18	\$13.51	\$13.69	\$13.82	\$13.87	\$13.98	\$14.09	\$14.26	\$14.32
19	\$13.71	\$13.89	\$14.02	\$14.09	\$14.26	\$14.30	\$14.55	\$14.60
20	\$13.96	\$14.13	\$14.27	\$14.35	\$14.55	\$14.62	\$14.84	\$14.89
21	\$14.20	\$14.39	\$14.53	\$14.62	\$14.83	\$14.95	\$15.05	\$15.17
22	\$14.47	\$14.66	\$14.81	\$14.84	\$15.05	\$15.16	\$15.34	\$15.46
23	\$14.76	\$14.96	\$15.10	\$15.16	\$15.29	\$15.38	\$15.57	\$15.69
24	\$14.99	\$15.18	\$15.33	\$15.38	\$15.52	\$15.59	\$15.86	\$15.97
25	\$15.22	\$15.42	\$15.57	\$15.59	\$15.69	\$15.81	\$16.09	\$16.26
26	\$15.45	\$15.65	\$15.82	\$15.86	\$15.97	\$16.02	\$16.31	\$16.54
27	\$15.68	\$15.88	\$16.05	\$16.13	\$16.26	\$16.29	\$16.54	\$16.83
28	\$15.90	\$16.11	\$16.29	\$16.34	\$16.54	\$16.67	\$16.77	\$17.11
29	\$16.13	\$16.33	\$16.52	\$16.61	\$16.77	\$16.88	\$17.00	\$17.34



**Schedule B****FY 2016-2017**

Lane / Step	S	T	U
Sub	\$9.50	\$9.50	\$9.80
0	\$10.75	\$10.96	\$11.29
1	\$11.02	\$11.18	\$11.56
2	\$11.25	\$11.40	\$11.81
3	\$11.37	\$11.51	\$11.91
4	\$11.48	\$11.61	\$12.03
5	\$11.65	\$11.73	\$12.30
6	\$11.76	\$11.89	\$12.57
7	\$11.89	\$12.01	\$12.76
8	\$12.04	\$12.26	\$12.99
9	\$12.20	\$12.35	\$13.10
10	\$12.39	\$12.48	\$13.31
11	\$12.51	\$12.61	\$13.57
12	\$12.66	\$12.75	\$13.83
13	\$12.77	\$12.87	\$14.09
14	\$12.89	\$13.02	\$14.28
15	\$13.14	\$13.26	\$14.62
16	\$13.27	\$13.40	\$14.88
17	\$13.42	\$13.51	\$15.09
18	\$13.54	\$13.63	\$15.37
19	\$13.81	\$13.91	\$15.60
20	\$14.09	\$14.16	\$15.86
21	\$14.35	\$14.95	\$16.03
22	\$14.62	\$15.22	\$16.24
23	\$14.89	\$15.48	\$16.55
24	\$15.16	\$15.75	\$16.76
25	\$15.43	\$16.02	\$16.98
26	\$15.70	\$16.29	\$17.19
27	\$17.15	\$17.20	\$17.41
28	\$17.38	\$17.42	\$17.62
29	\$17.59	\$17.63	\$17.84

## Schedule B

FY 2016-2017

	1968	1968	1968	1968	1968	1968	1968	1968	1968	1968
Lane / Step	V	W	X	Y	Z	AA	BB	CC	DD	EE
Sub	\$10.08	\$10.08	\$10.40	\$10.64	\$11.29	\$11.90	\$12.63	\$13.58	\$13.80	\$14.64
0	\$11.34	\$11.40	\$11.72	\$12.26	\$12.90	\$13.12	\$14.09	\$15.05	\$17.74	\$18.55
1	\$11.70	\$11.86	\$11.98	\$12.69	\$13.46	\$13.66	\$14.48	\$15.40	\$18.01	\$18.83
2	\$11.94	\$12.10	\$12.25	\$12.90	\$13.81	\$13.81	\$14.65	\$15.69	\$18.12	\$19.11
3	\$12.05	\$12.20	\$12.37	\$13.01	\$13.87	\$13.91	\$14.76	\$15.80	\$18.23	\$19.23
4	\$12.18	\$12.32	\$12.48	\$13.12	\$13.91	\$14.02	\$14.88	\$15.91	\$18.77	\$19.33
5	\$12.35	\$12.45	\$12.96	\$13.28	\$14.09	\$14.49	\$15.38	\$16.49	\$18.91	\$19.91
6	\$12.58	\$12.61	\$13.11	\$13.44	\$14.26	\$14.65	\$15.54	\$16.65	\$19.05	\$20.08
7	\$12.80	\$12.90	\$13.25	\$13.60	\$14.43	\$14.77	\$15.68	\$16.80	\$19.35	\$20.22
8	\$13.00	\$13.01	\$13.47	\$13.76	\$14.60	\$15.05	\$15.97	\$17.11	\$19.52	\$20.54
9	\$13.11	\$13.12	\$13.59	\$13.92	\$14.77	\$15.19	\$16.12	\$17.28	\$19.69	\$20.71
10	\$13.33	\$13.39	\$13.82	\$14.09	\$14.95	\$15.34	\$16.28	\$17.46	\$19.82	\$20.89
11	\$13.60	\$13.66	\$14.08	\$14.30	\$15.17	\$15.52	\$16.46	\$17.60	\$19.98	\$21.02
12	\$13.87	\$13.98	\$14.35	\$14.46	\$15.34	\$15.67	\$16.62	\$17.77	\$20.12	\$21.19
13	\$14.14	\$14.25	\$14.61	\$14.73	\$15.63	\$15.84	\$16.81	\$17.92	\$20.32	\$21.34
14	\$14.30	\$14.41	\$14.82	\$15.16	\$16.09	\$16.13	\$17.02	\$18.14	\$20.66	\$21.56
15	\$14.68	\$14.73	\$15.17	\$15.58	\$16.53	\$16.56	\$17.38	\$18.49	\$20.85	\$21.91
16	\$14.95	\$15.05	\$15.44	\$15.81	\$16.77	\$16.83	\$17.60	\$18.70	\$21.02	\$22.12
17	\$15.16	\$15.27	\$15.66	\$15.97	\$16.95	\$16.96	\$17.78	\$18.88	\$21.22	\$22.30
18	\$15.43	\$15.59	\$15.94	\$16.24	\$17.23	\$17.24	\$17.98	\$19.09	\$21.39	\$22.51
19	\$15.70	\$15.86	\$16.19	\$16.45	\$17.46	\$17.47	\$18.19	\$19.27	\$21.56	\$22.69
20	\$15.91	\$16.08	\$16.45	\$16.72	\$17.74	\$17.75	\$18.39	\$19.45	\$21.74	\$22.88
21	\$16.13	\$16.34	\$16.63	\$17.04	\$18.09	\$18.10	\$18.63	\$19.65	\$21.97	\$23.06
22	\$16.29	\$16.56	\$17.00	\$17.31	\$18.37	\$18.38	\$18.90	\$19.88	\$22.32	\$23.31
23	\$16.61	\$16.77	\$17.34	\$17.58	\$18.66	\$18.67	\$19.24	\$20.17	\$22.54	\$23.69
24	\$16.83	\$16.99	\$17.57	\$17.85	\$18.94	\$18.95	\$19.46	\$20.49	\$22.75	\$23.91
25	\$17.04	\$17.10	\$17.80	\$18.12	\$19.23	\$19.25	\$19.69	\$20.72	\$22.97	\$24.15
26	\$17.26	\$17.28	\$18.02	\$18.39	\$19.51	\$19.52	\$19.91	\$20.95	\$23.18	\$24.37
27	\$18.19	\$18.23	\$18.26	\$18.66	\$19.80	\$19.82	\$20.15	\$21.17	\$23.40	\$24.59
28	\$18.44	\$18.46	\$18.48	\$18.92	\$20.08	\$20.09	\$20.38	\$21.40	\$23.61	\$24.83
29	\$18.67	\$18.69	\$18.71	\$19.14	\$20.31	\$20.33	\$20.60	\$21.63	\$23.85	\$25.05