

CONTRACT AGREEMENT

**1994 - 1995
&
1995 - 1996**

Thomas M. Callery
[Signature]
LEBANON BOROUGH BOARD OF EDUCATION

Ruth Ann Rooney
Connie B. Wyzeman
LEBANON BOROUGH TEACHERS' ASSOCIATION

June 27, 1994
DATE

TABLE of CONTENTS

Article 1	Recognition	1
Article 2	Negotiation Procedures	2
Article 3	Grievance Procedure	3
Article 4	Teacher Rights and Facilities	6
Article 5	Association Rights	7
Article 6	School Calendar	8
Article 7	Teaching Hours and Teaching Load	9
Article 8	Non-Teaching Duties	12
Article 9	Teacher Employment	13
Article 10	Salaries	14
Article 11	Teacher Evaluation and Personnel Files	16
Article 12	Sick Leave	18
Article 13	Temporary Leaves of Absence	19
Article 14	Extended leaves of Absence	20
Article 15	Management Rights	22
Article 16	Professional Development and Educational Improvement	23
Article 17	Reduction in Force	24
Article 18	Teacher Benefits	25
Article 19	Invalidation, Reprisals, and Ratification	26
Article 20	Duration of Agreement	27
Salary Guides:	1994-95 and 1995-96	28

Article 1

RECOGNITION

- A. The BOARD hereby recognizes the LEBANON BOROUGH TEACHERS' ASSOCIATION as the exclusive and sole representative for collective negotiations concerning terms and conditions of employment for all certificated personnel employed by the Board, with the exception of administrative employees.
- B. Unless otherwise indicated, the term "TEACHERS", when used, hereinafter, in this Agreement, shall refer to professional employees represented by the Association in the negotiating unit, as defined above, and, references to female teachers shall include male teachers.

Article 2

NEGOTIATION PROCEDURES

- A. The parties agree to enter into collective negotiations over a successor agreement, in accordance with Chapter 123, Public Laws of 1975, in a good-faith effort to reach agreement on all matters concerning the terms and conditions of teachers' employment.
- B. This agreement shall not be modified in whole or in part by the parties except by an instrument in writing duly executed by both parties.
- C. This agreement sets forth the entire agreement between the parties of all negotiable issues. During the term of this agreement, neither party shall be required to negotiate with respect to any such matter except as required by law. With regard to changes in Board policies, rules, or regulations affecting terms and conditions of employment, the Board agrees to consultation, and where required by law, negotiation with the Association.

Article 3

GRIEVANCE PROCEDURE

A. Definitions

1. A "grievance" is a claim based upon the interpretation, meaning, or application of any of the provisions of this Agreement, established Lebanon Borough Board of Education policies, and/or administrative procedures affecting terms and conditions of employment.
2. The term "grievant" shall mean teacher, a group of teachers, or the Association.

B. The purpose of this procedure is to secure, through an orderly process, rapid resolution of differences at the lowest possible level.

C. Procedure

1. Level One
A teacher or a group of teachers with a grievance shall first discuss it with the superintendent, either directly or through the Association's designated representative, with the objective of resolving the matter informally.
2. Level Two
If informal discussion does not resolve the grievance, the grievant can appeal, in writing, to the Board within ten(10) school days after presentation of the grievance at Level One. The Board has ten(10) school days to hold a hearing and five(5) school days to respond, in writing, after the hearing.
3. Level Three
If the grievance is not resolved at Level Two, within fifteen(15) school days, after written response from the Board, the Association can appeal to arbitration, and the American Arbitration Association shall be notified. The parties shall be bound by the rules and procedures of the American Arbitration Association in the selection of an arbitrator. The decision of the arbitrator shall be final and binding on the parties, and the cost of arbitration shall be borne equally by the Board and the Association.

The arbitrator shall be limited to the issues and shall consider nothing else. The arbitrator can add nothing to nor subtract from the Agreement between the parties.

Article 3, cont.

D. Rights of Teachers to Representation

1. Any aggrieved person may be represented at Levels One and Two by herself, or, at her option, by a representative selected or approved by the Association. When a teacher is not represented by the Association, the Association shall be immediately notified and shall have the right to be present at Levels One and Two of the grievance procedure to state its views.
2. No reprisals of any kind shall be taken by the Board, by any member of the administration, or by any member of the Association against any participant in the grievance procedure by reason of such participation.

E. Miscellaneous

1. All meetings and hearings under this procedure shall be conducted in private and shall include only the parties and their designated representatives. All information shall be maintained only in the grievance file, not in any personnel file.
2. Only the Board, the superintendent, the aggrieved, and the authorized Association representative shall be given copies of the arbitrator's report and award.
3. In the event a grievance is filed at such a time that it cannot be processed completely by the end of the school year, any and all time limits shall be reduced as is required to pursue the grievance to the end of the school year or as soon, thereafter, as is practicable.
4. The form for filing grievances is shown, hereafter, as Exhibit A.
5. All time limits contained, herein, may be extended by written agreement of the parties.

Exhibit A

GRIEVANCE FORM

To be filed by Grievant

Name of Grievant _____

Date Grievance Occurred _____

Statement of Grievance _____

Statement of Relief Sought _____

Date Grievance Filed - LEVEL TWO _____

Date Grievance Filed - LEVEL THREE _____

GRIEVANCE PROCESS

LEVEL ONE

Informal Meeting Date _____

Statement of Superintendent _____

LEVEL TWO

Hearing Date _____

Decision of Board _____

LEVEL THREE

Hearing Date _____

Decision of Arbitrator _____

Article 4

TEACHER RIGHTS and FACILITIES

- A. No teacher shall be disciplined or deprived of any professional advantage without just cause. Any such action shall be subject to the grievance procedure.
- B. Whenever any teacher is required to appear before the superintendent, Board, or any committee or member thereof, concerning any matter which could adversely affect the continuation of that teacher in her office, position, or employment, or the salary or any increments pertaining thereto, she shall be given a prior written notice of the reasons for such meeting or interview and shall be entitled to have a representative of the Association present during such meeting or interview.
- C. The teaching staff shall be notified of all professional openings and summer employment opportunities in the school, and shall have the right to apply and be interviewed for the position.
- D. The Board agrees:
 - 1. To maintain adequate parking facilities for employees in close proximity to the school building.
 - 2. That each full-time teacher and the kindergarten teacher shall be provided with a suitable desk and chair. Each teacher shall be provided with a file cabinet, storage space, and other equipment and supplies, including texts, workbooks, and curricular materials necessary in the performance of her duties, together, with a key to the school building.
 - 3. To provide at least two telephone lines in the school building, and to provide one telephone in close proximity to the employees' lounge.
 - 4. To provide an employees' lounge.
 - 5. That the school building shall be supplied with no less than the current amount of audio visual equipment, and such equipment shall be maintained in operating condition.
 - 6. To provide a copy of the negotiated collective bargaining Agreement to each employee, plus five(5) copies for Association purposes.

Article 5

ASSOCIATION RIGHTS

- A. The Board agrees to deduct from the salary of each employee, from whom it receives an authorization to do so, one-tenth(1/10) of the required amount of fees for the payment of Association dues each month. Such fees, accompanied by a list of employees from whom deductions have been made and the amount of the deduction, shall be forwarded to the Association treasurer within five (5) working days after the end of each month.
- B. Whenever any representative of the Association or any teacher is mutually scheduled by the Board and the Association to participate during working hours in negotiations, grievance proceedings, conferences or meetings, she shall suffer no loss in pay.
- C. Representatives of the Association and the superintendent shall meet when necessary, at the request of either party, but not less than twice during the school year, to discuss school operations.
- D. Representatives of the Association and its affiliates shall be permitted to transact official Association business on school property at all reasonable times, provided that this shall not interfere with the instructional program or previously scheduled building use.
- E. The Association shall have the right to call meetings in the school building at any time with prior notification to the superintendent, and at no cost, provided that this shall not interfere with the instructional program or previously scheduled building use.
- F. The Association shall have the right to use all office equipment in the school, provided that this shall not interfere with the instructional program or school office routine.
- G. The Association shall have the right to purchase expendable office supplies and other materials from the Board's suppliers at the price paid by the Board.
- H. The Board agrees to make available to the Association, upon request, any information in its possession which is a matter of public record or which is pertinent to negotiations and the processing of grievances, including a copy of the annual audit and budget, and copies of the Board's minutes.

Article 6

SCHOOL CALENDAR

- A. The in-school work year of teachers employed on a ten(10) month basis, other than new personnel who may be required to attend an additional one(1) day of orientation, shall not exceed one-hundred-eighty-four(184) days. The in-school year shall include days when pupils are in attendance, orientation days, and any other days on which teacher attendance is required.

- B. The calendar for the ensuing school year shall be set forth annually by the Board prior to its regular May board meeting. Prior to that meeting, the superintendent shall present the proposed calendar to the Association for discussion.

Article 7

TEACHING HOURS and TEACHING LOAD

A. Work Day

1. As professionals, teachers are expected to devote to their assignments the time necessary to meet their responsibilities, and they shall be required to sign in and out during regular school work days.
2. The total in-school workday for full-time teachers shall consist of seven(7) hours, and shall include five(5) hours and fifty(50) minutes of pupil contact time and a duty-free lunch period as guaranteed to teachers under Section B of this article.

The total in-school workday for the kindergarten teacher shall consist of four(4) hours and fifteen(15) minutes. The kindergarten day shall include three(3) hours and twenty five (25) minutes of pupil contact time.

B. Lunch

1. Teachers shall have a daily duty-free lunch period of thirty(30) minutes. NJAC 6:3-3.2
2. Teachers may leave the school building without requesting permission during their scheduled duty-free lunch period, after the office has been notified and they have signed out.

C. Teacher participation in extra-curricular activities shall be voluntary.

D. Teacher participation in activities, such as field trips, which extend beyond the teacher's in-school workday, and overnight or weekend trips, shall be voluntary.

E. The classroom teacher of a student receiving home instruction shall have preference for such assignment. Compensation shall be at the rate of twenty-five dollars(\$25.00) per hour and shall include necessary travel time. Automobile mileage for home instruction outside the school district shall be reimbursed at the rate approved by the Board for the superintendent for the appropriate school year. Mileage would be from Lebanon Borough School to the student or from the teacher's home to the student, whichever is less.

Article 7, cont.

- F. Teachers shall participate in no less than three(3) scheduled special school programs which extend beyond the normal workday, during the school year.
- G. Professional Periods
- Each member of the full-time teaching staff shall have a minimum preparation time of one-hundred-thirty-five(135) minutes per five(5)-day week.
- H. Notice and tentative agenda for faculty meetings shall be posted in the faculty room two(2) days in advance of the scheduled meeting. Teachers may add items to the agenda.
- I. There shall be no more than four(4) workshops during the school year. The content of the workshops shall be determined by the superintendent in consultation with the teachers. Total sessions shall not exceed four(4) half days.
- J. Teachers shall participate in two(2) parent conference evenings during the school year. The length of the school day, including conference time, shall not exceed the length of a normal school day. Teachers shall not be required to schedule evening conferences the day prior to an NJEA convention.
- K. For teachers required to serve as mentors to new teachers, pursuant to NJAC 6:11-5.3, the following shall apply:
1. Availability of mentor positions shall be posted and interested parties may apply.
 2. In the event there are no applicants, teachers may be assigned to serve as mentors on a rotating basis. The term of a teacher assigned to serve as a mentor shall be no more than one year.
 3. Teachers serving as mentors shall be compensated by the Board with a stipend of seven hundred fifty dollars(\$750.00) per year.

Article 7, cont.

- L. For teachers required to serve on the Pupil Assistance Committee (PAC) as the standing teacher representative, pursuant to NJAC 6:26-2.2, the following provisions shall apply:
1. PAC positions shall be posted and interested parties may apply.
 2. In the event there are no applicants, teachers may be assigned to serve on the PAC on a rotating basis. The term of a teacher assigned to serve on the PAC shall be no more than one year.
 3. Teachers serving as the regular teacher representative on the PAC shall be compensated by the Board with a stipend of three hundred dollars (\$300.00) per year.

Article 8

NON-TEACHING DUTIES

- A. Teachers shall not be required to perform clerical duties, including:
 - 1. Record keeping for money collected for pictures, insurance, lunches, and, except for kindergarten, milk.
 - 2. Hand-scoring of standardized academic tests and I.Q. tests.
 - 3. Typing and duplicating of school publications.
- B. A substitute teacher shall be provided for the teacher's class when Classification and Individual Educational Program(IEP) conferences involving the Child Study Team, parents, teacher, and superintendent, are held during school hours.
- C. The position of the Safety Patrol Advisor shall be voluntary.

Article 9

TEACHER EMPLOYMENT

- A. Each teacher shall be placed on the proper step of the salary guide schedule at the beginning of the school year.**
- B. Teachers shall be notified of their contract and salary status for the ensuing school year no later than the date established by then current statute/administrative code.**

Article 10

SALARIES

- A. The salaries of all full-time teachers covered by this Agreement are set forth in the salary guide schedule attached, hereto, and made a part, hereof. Part-time teachers shall be paid on a pro-rated basis at the appropriate step on the salary guide. The kindergarten teacher shall receive sixty-five percent(65%) of the appropriate step on the salary guide.
- B. Teachers shall be paid in twenty(20) equal semi-monthly installments, on the 10th and 25th of each month. When a payday falls on or during a school holiday, vacation, or weekend, teachers shall receive their paychecks dated on the last previous working day.
- C. Teachers may individually direct the board, in writing, to deduct and withhold, per payroll period, an amount equal to ten percent(10%) of base salary for that period, for participation in the Summer Payment Plan, as provided in board policy, and, in accordance with NJSA 18A:29-3, et seq. , and NJAC 6:20-2A.9, et seq. Such funds, including interest earned, shall be paid to the employee or her estate, in one installment, after the last workday of the school year but prior to July 1.
- D. Teachers shall receive their final paychecks for the school year on the last workday in June, only after all 'closing of school' requirements have been completed to the satisfaction of the superintendent.
- E. Any teacher employed prior to February 1st shall advance one(1) full step on the salary guide in the following school year. Any teacher employed February 1st, or thereafter, shall remain on the same step of the salary guide in the following school year. Any teacher previously employed at a salary not specified in the salary guide shall receive the appropriate upward salary adjustment, as of the effective date of this Agreement.
- F. If it is a teacher's intention to change placement on the salary guide on January 1st of the then current school year, notification must be submitted in writing to the Board and be received by the Board prior to September 1st of the same school year.

Notification of a teacher's intention to change placement on the salary guide, submitted in writing to the Board and received by same after August 31st and prior to December 1st in the then current school year, will be effective not earlier than September 1st of the ensuing school year.

Article 10, cont.

A salary adjustment will be made at the beginning of the first month following presentation of verification of completion of requirements to the Board, but not earlier than January 1st or September 1st, whichever is applicable.

Article 11

TEACHER EVALUATION and PERSONNEL FILES

A. Observations

1. There shall be a minimum of three(3) observations per year for non-tenured teachers, the dates to be scheduled in advance between the superintendent and the teacher.
2. There shall be a minimum of one(1) observation per year for tenured teachers, the date to be scheduled in advance between the superintendent and the teacher.

B. Evaluation Procedure

1. A written report signed by the superintendent shall be prepared within one(1) week after each observation, and a copy given to the teacher.
2. Within three(3) days of receipt of said report by the teacher, there shall be a conference between the teacher and the superintendent to discuss the report prior to its placement in the teacher's personnel file.
3. The teacher and the superintendent shall sign the report solely to indicate that it has been read and that the conference has taken place. The teacher's signature shall not be construed to indicate agreement with or acceptance of the evaluation.
4. The teacher shall have the right to respond, in writing, to any such evaluation or report. Such response shall be permanently attached to the report and made a part of the teacher's personnel file.
5. A teacher may request re-evaluation on the basis of professional improvement.

C. Personnel Files

1. The Board agrees to treat all personnel files confidentially.
2. A teacher shall have the right to inspect her personnel file at any time, and to respond in writing to any item in the file, and such response is to be made a part of the file. The teacher may be accompanied by a representative of her choice.

Article 11, cont.

- 3. Only materials contained in a teacher's personnel file and relating to her performance as a teacher may be used in decisions relating to retention, tenure, promotion, or professional position in the district.**
- 4. The superintendent shall notify a teacher within ten(10) working days of any item inserted in her personnel file.**

D. Guidelines for Evaluation

- 1. Standard criteria shall be recommended by a committee of two(2) teachers and the superintendent, for approval and adoption by the Board.**
- 2. A copy of the adopted guidelines shall be given to each teacher.**

Article 12

SICK LEAVE

- A. All full-time teachers and the kindergarten teacher shall be entitled to twelve(12) sick leave days each school year for personal sickness or sickness in the immediate family. Part-time teachers shall be entitled to sick leave days on a pro-rated basis. Unused sick leave days shall be cumulative from year to year with no maximum limit.
- B. A full-time teacher hired after the beginning of the school year shall receive one(1) day of sick leave for every month of service in that school year to a maximum of ten(10) days.
- C. A part-time teacher hired after the beginning of the school year shall receive pro-rated sick leave, referred to in Section B of this article, based on the percentage of time she works.

Article 13

TEMPORARY LEAVES of ABSENCE

Teachers shall be entitled to the following temporary leaves of absence, on a contract year basis:

- A. Two(2) personal days with two(2) days verbal advance notice to the superintendent.
- B. Two(2) emergency days without advance notice to the superintendent.
- C. Five(5) days for death in the immediate family. Immediate family shall be defined as: parents, step-parents, child, step-child, spouse, siblings, mother-in-law, father-in-law, or any other relative living within the teacher's immediate household.
- D. Personal leaves of absence, referred to in Section A of this article, shall apply only to full-time teachers and the kindergarten teacher.
- E. All temporary leaves shall be noncumulative from year to year.
- F. After personal and emergency leaves of absence are exhausted, any teacher shall be entitled to her per diem salary less the substitute pay, if she is called to answer any subpoena that requires absence from school on a scheduled student day.

Article 14

EXTENDED LEAVES of ABSENCE

- A. The Board shall grant maternity leave without pay to any teacher upon request, subject to the following stipulations:
1. Maternity leave shall commence and terminate on the dates requested by the teacher, in writing, upon thirty(30) school days advance notice. Maternity leave shall be granted for no more than two(2) full school years.
 2. Any teacher granted maternity leave without pay according to the provisions of this section may, at her discretion, elect to use all or any part of her accumulated sick leave prior to the period of such absence and receive full pay and benefits for the same.
 3. A teacher granted maternity leave shall at her request be restored to the same teaching position and subject area. Every effort will be made to restore the same grade assignment, at the Board's discretion.
 4. No teacher shall be required to leave work because of pregnancy at any specific time prior to expected childbirth, nor be prevented from returning to work after childbirth solely on the grounds that there has not been a time lapse of specific duration between childbirth and the desired date of return.
 5. The Board shall not remove any teacher from her duties during pregnancy unless the teacher cannot produce a certificate from her physician stating that she is medically able to continue teaching.
 6. The Board shall not discriminate against any person in violation of NJSA 10:5-1, et seq., the New Jersey Law Against Discrimination, nor in violation of the Constitution of the State of New Jersey and the United States.
 7. Upon return from maternity leave prior to February 1st, a teacher shall be advanced one(1) step on the salary guide, if she had worked more than a half-year of her last work year prior to said maternity leave.

Article 14, cont.

8. No teacher on maternity leave shall, on the basis of said leave, be denied the opportunity to substitute in the Lebanon Borough School District in the area of her certification or competence.
- B. Any teacher who does not elect to take a maternity leave may continue to perform her duties as long as physically able to do so and will be entitled to return to her duties when her physician certifies, in writing, that she is physically able to do so. The period of such absence will be deemed the same as for any other physical disability and she will be entitled to her annual and accumulated sick leave pay during the period of absence.
- C. Any teacher adopting a child shall receive similar leave, which shall commence upon receiving de facto custody of said child, or earlier, when necessary to fulfill the requirements for the adoption.
- D. Extended leaves of absence for personal illness, without pay, shall be granted upon written request to the Board. The Board may require a physician's certification prior to granting a leave and prior to accepting the teacher's return to work. Leaves for personal illness shall be granted for a maximum of one(1) calendar year for non-tenured teachers, and for a maximum of two(2) calendar years for tenured teachers.
- E. Extended leaves of absence for educational development, without pay, may be granted upon written request to the Board. Leaves for educational development shall commence on September 1st and shall be for one(1) full school year. Tenured teachers may be granted an additional one(1) year extension. Written requests shall be submitted on or before April 30th of the school year immediately preceding the leave.

Article 15

MANAGEMENT RIGHTS

The Board reserves to itself sole jurisdiction and authority over matters of policy, subject only to applicable statutes, administrative regulations, and the terms of this Agreement.

Article 16

PROFESSIONAL DEVELOPMENT and EDUCATIONAL IMPROVEMENT

- A. The Board recognizes that it shares with its professional staff the responsibility for the upgrading and updating of teacher development and skills.
1. The Board shall reimburse each teacher for credit hours only, at an amount not to exceed the credit hour rate in effect at Trenton State College for the corresponding semester, to a maximum of twelve(12) credit hours per school budget year, for courses approved by the superintendent prior to course registration. Reimbursement will be made upon receipt of documentation of prepayment for course registration and certification of satisfactory completion with a grade "B" or better, or, where appropriate, "pass".
 2. When the superintendent requests a teacher to attend a specific workshop out of the school district, there will be a reimbursement for the mileage that the teacher must travel. This reimbursement will be at the rate approved by the Board for the superintendent for the appropriate school year.
 3. There will be two(2) days per year provided by the Board for teachers who are giving workshops in other districts, scheduled by mutual consent.
 4. There will be a minimum of two(2) educational improvement days, scheduled at the discretion of the superintendent. If a teacher must travel out of the school district, reimbursement for mileage will be at the rate approved by the Board for the superintendent for the appropriate school year.
 5. A teacher using her personal automobile to preview class trip sites will be reimbursed for mileage at the rate approved by the Board for the superintendent for the appropriate school year. All trips shall be approved in advance by the superintendent.
- B. Courses taken for professional improvement shall be graduate courses at an accredited college and shall be related to a teacher's present or future assignment in the Lebanon Borough School District.

Article 17

REDUCTION in FORCE

- A. If a reduction in force is to be implemented, the Board shall notify affected teachers at least sixty(60) days in advance of their termination date.
- B. Teachers so terminated shall have recall rights for two(2) years after such termination.
- C. Should grade levels be combined as a result of a reduction in force, any full-time teacher and/or the kindergarten teacher with two(2) grade levels shall receive extra compensation of \$6,500.00 per school year in addition to her annual salary, for the term of this contract.

Article 18

TEACHER BENEFITS

- A. The Board will provide hospitalization/major medical coverage, through the New Jersey State Health Benefits Program, to all teachers and their qualified dependents who meet the eligibility requirements of the carrier.
- B. The Board will furnish to each employee, when applicable, brochures and other descriptive materials relating to benefits contained in the Agreement.
- C. The Board will provide prescription insurance coverage to all teachers and their qualified dependents who meet the eligibility requirements of the carrier through the NJEA/Blue Cross-Blue Shield of New Jersey Prescription Insurance Program:GP#89323; a five dollar(\$5.00) co-pay for brand name and generic prescriptions.

In the event there is a rate increase for GP#89323 participants equal to or greater than fifteen percent(15%) effective July 1, 1995, both parties agree to reopen this contract to negotiation of the terms of the second year (1995-96), as it concerns a prescription insurance program. In no case will the co-pay amount be less than five dollars(\$5.00), as provided in year one(1) of this contract (1994-95).

Article 19

INVALIDATION, REPRISALS, and RATIFICATION

A. Invalidation

Should any provision of this Agreement be held by any court of law to be invalid, that provision shall be null and void, but every other provision shall remain in full force and effect.

B. Reprisals

There shall be no reprisals of any kind by the Board or the Association or its agents against any individuals or group of individuals for activities leading up to or preceding this Agreement.

C. Ratification

The parties agree to make every effort to secure ratification of this Agreement by their respective organizations.

Article 20

DURATION of AGREEMENT

This contract shall be in effect for two(2) years, from July 1, 1994 through June 30, 1996.

YEAR1 YRS SRV	(94-95) STEP	BA 1	BA+15 2	BA+30 3	MA 4	MA+15 5	MA+30 6
1	1	32,000	34,200	35,500	37,700	40,000	41,200
2	2	32,615	34,815	36,115	38,315	40,615	41,815
3	3	33,230	35,430	36,730	38,930	41,230	42,430
4	4	33,845	36,045	37,345	39,545	41,845	43,045
5	5	34,460	36,660	37,960	40,160	42,460	43,660
6	6	35,075	37,275	38,575	40,775	43,075	44,275
7	7	35,690	37,890	39,190	41,390	43,690	44,890
8	8	36,305	38,505	39,805	42,005	44,305	45,505
9	9	36,920	39,120	40,420	42,620	44,920	46,120
10	10	37,535	39,735	41,035	43,235	45,535	46,735
11	11	38,150	40,350	41,650	43,850	46,150	47,350
12	12	38,765	40,965	42,265	44,465	46,765	47,965
13	13	39,380	41,580	42,880	45,080	47,380	48,580
14	14	39,995	42,195	43,495	45,695	47,995	49,195
15	15	40,610	42,810	44,110	46,310	48,610	49,810
16-20	16	41,060	43,260	44,560	46,760	49,060	50,260
21-24	17	41,510	43,710	45,010	47,210	49,510	50,710
25+	18	41,960	44,160	45,460	47,660	49,960	51,160
	19						
	20						

YEAR2 YRS SRV	(95-96) STEP	BA 1	BA+15 2	BA+30 3	MA 4	MA+15 5	MA+30 6
1	1	32,100	34,300	35,600	37,800	40,100	41,300
2	2	32,865	35,065	36,365	38,565	40,865	42,065
3	3	33,630	35,830	37,130	39,330	41,630	42,830
4	4	34,395	36,595	37,895	40,095	42,395	43,595
5	5	35,160	37,360	38,660	40,860	43,160	44,360
6	6	35,925	38,125	39,425	41,625	43,925	45,125
7	7	36,690	38,890	40,190	42,390	44,690	45,890
8	8	37,455	39,655	40,955	43,155	45,455	46,655
9	9	38,220	40,420	41,720	43,920	46,220	47,420
10	10	38,985	41,185	42,485	44,685	46,985	48,185
11	11	39,750	41,950	43,250	45,450	47,750	48,950
12	12	40,515	42,715	44,015	46,215	48,515	49,715
13	13	41,280	43,480	44,780	46,980	49,280	50,480
14	14	42,045	44,245	45,545	47,745	50,045	51,245
15	15	42,810	45,010	46,310	48,510	50,810	52,010
16-20	16	43,285	45,485	46,785	48,985	51,285	52,485
21-24	17	43,760	45,960	47,260	49,460	51,760	52,960
25+	18	44,235	46,435	47,735	49,935	52,235	53,435
	19						
	20						