

**BRIDGETON PUBLIC SCHOOLS**

**Bridgeton, New Jersey 08302**

**AGREEMENT BETWEEN**

**BRIDGETON BOARD OF EDUCATION**

**AND**

**BRIDGETON ASSOCIATION OF NON-TEACHING SPECIALISTS**

**FOR SCHOOL YEARS: 2003 - 2006**

(Beginning July 1, 2003, Ending June 30, 2006)

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## ARTICLE I

### RECOGNITION

- 1.1 The Board of Education, hereafter called the Board, hereby recognizes the Bridgeton Association of Non-Teaching Specialists, hereafter called the BANTS, as the majority and exclusive representative of psychologists, child study team social workers, non-child study team social workers and learning disability teacher consultants for the purpose of collective negotiations concerning terms and conditions of employment.
- 1.2 Unless otherwise indicated, the term "employee" when used hereinafter shall mean all employees eligible for representation by the BANTS, and reference to male employees shall include female employees as well.
- 1.3 The negotiating unit as defined in 1.1 includes employees on authorized leaves of absence as well as employees under contract.
- 1.4 No substitute employees shall be represented by the BANTS.
- 1.5 Only the classes of employees specifically mentioned in 1.1 shall be included in the present negotiating unit.

## ARTICLE II

### NEGOTIATION PROCEDURE

- 2.1 The Board and the BANTS agree to enter into collective negotiations over a successor Agreement in a good effort to reach agreement on all negotiable matters concerning terms and conditions of employment.
- 2.2 The BANTS shall submit to the Board a complete list of negotiation proposals for the successor agreement to this document on or before the first negotiating session between the parties which shall be held no later than 120 days prior to the Board's budget submission date.
- 2.3 Neither the Board nor the BANTS shall have any control over selection of the negotiating team of the other party.
- 2.4 During negotiations the Board and the BANTS negotiating teams shall have the right to present relevant data, to exchange points of view and to make proposals and counter proposals.
- 2.5 The Board shall make available to the BANTS upon specific request all records, data and public information of the Bridgeton, New Jersey, School District that the Board and BANTS deem pertinent to the negotiations.
- 2.6 Any successor Agreement shall apply to all employees in the negotiating unit.
- 2.7 Any successor Agreement shall be reduced to writing and adopted and signed by the BANTS and Board.
- 2.8 If a negotiation session is postponed by either party, it shall be rescheduled within the succeeding ten (10) calendar days except by mutual agreement.

## ARTICLE III

### GRIEVANCE PROCEDURE

- 3.1 A grievance shall mean an allegation by an employee of the BANTS that a provision of this Agreement has been violated or that an administrative decision above this level was unsatisfactory.
- 3.2 **Procedure:**
- 3.2.1 Step 1 - Any employee who has a grievance shall discuss it first with his immediate supervisor in an attempt to solve it informally. All grievances must be filed within thirty (30) calendar days of their occurrence.
- 3.2.2 Step 2 - If the aggrieved employee is not satisfied with the decision at Step 1, he may appeal that decision to the Superintendent within ten (10) school days after he receives the decision at Step 1. This grievance shall be filed on the proper form. The date, time, place and Article of the Agreement which he feels was violated must be stated on this form. Within five (5) school days after receipt of the written grievance, the Superintendent shall communicate his decision, in writing, to the employee, giving reasons for his decision. A copy of the decision shall be sent to the chairman of the Professional Relations Committee of the BANTS.
- 3.2.3 Step 3 - If the aggrieved employee does not accept the decision rendered at Step 2 above, he shall have the right to appeal the decision rendered to the Professional Relations Committee. Within ten (10) school days after the decision in Step 2 is rendered, the Professional Relations Committee shall determine the merit of the grievance; (a) if it is concluded that the grievance has merit, it shall be recommended that the decision rendered in Step 2 be appealed to the Board; (b) if it is determined that the grievance has no merit, the Professional Relations Committee shall so advise the person or persons and a copy of the decision shall be forwarded to the Superintendent; (c) if the aggrieved person (or persons) is not satisfied with the decision of the Professional Relations Committee, an appeal may be made to the Board of Education; (d) if the aggrieved party does not accept the decision rendered in Step 2, an appeal may be made directly to the Board without the Professional Relations Committee reviewing it; (e) any appeal to the Board shall be within fifteen (15) school days after the decision Step 2 is rendered and shall be in writing stating the grievance and the reasons for not accepting the decision rendered in Step 2; (f) within fifteen (15) school days after receipt of the written appeal, the full Board shall hear the grievance; (g) within fifteen (15) school days after hearing the grievance, the Board shall notify the person (or persons) of its decision in writing, stating reasons for its decision and sending a copy of its decision to the chairman of the Professional Relations Committee.

- 3.2.4 Step 4 - If the aggrieved employee does not accept the Board's decision rendered in Step 3, within five (5) school days after the decision in Step 3 is rendered, he shall request, in writing, that the chairman of the Professional Relations Committee submit his grievance to arbitration. A copy of such request shall be sent to the Superintendent of Schools.
- (a) If the Professional Relations Committee determines that the grievance should be pursued, it shall notify the member or members concerned and the Board of its decision and recommend that the grievance be submitted to arbitration not later than fifteen (15) school days after receipt of the request from the aggrieved employee.
  - (b) Nothing contained in this Article shall prevent the aggrieved person or persons from exercising his/her right to pursue the grievance in accordance with the provision of the BANTS contract or any applicable statutes.
  - (c) Within ten (10) school days after such written notice, the Board and the Professional Relations Committee or the individual in question shall attempt to agree on a mutually acceptable arbitrator and shall obtain a commitment from said arbitrator to serve.
  - (d) If the parties are unable to agree on an arbitrator or to obtain a commitment from an agreeable arbitrator within a specified period, a joint request shall be made to the Public Employees Relations Commission to submit a roster of persons qualified to function as an arbitrator in the dispute in question.
  - (e) If the parties are unable to pick a mutually acceptable arbitrator from the submitted list, they shall request the Public Employees Relations Commission to submit a second roster of names.
  - (f) If the parties are unable to agree on a mutually acceptable arbitrator within ten (10) school days after the second roster of names is received, either party may request that the Public Employees Relations Commission designate an arbitrator.
  - (g) The arbitrator shall render a decision based on the issues submitted to him and shall consider nothing else. He can add nothing to, nor subtract anything from, the agreement between the Board and the BANTS. The arbitrator shall be without power or authority to make any decision which requires the commission of an act prohibited by law or which violates the terms of this agreement. The arbitrator shall render his decision not later than twenty (20) school days after hearings have been completed. It shall be in writing and shall give his findings and reasons for the decision. The decision of the arbitrator shall be final and binding on both parties.
  - (h) Only the Board and the aggrieved employee and his representative shall receive copies of the arbitrator's decision.
  - (i) Fees and expenses of the arbitrator, including costs of the hearing room, shall be shared equally by both parties. Each party shall bear

the expenses incurred by themselves.

- (j) If the arbitration proceedings require the aggrieved employee or his Board-employed representatives to leave their regular places of employment, and if their absence necessitates the services of substitute employees, the Board will pay the cost of the substitutes; but the time lost by the aggrieved employee and his representative shall be without pay.

3.2.5 Step 5 - Failure at any step of this procedure to communicate the decision on a grievance within the specified time limits shall permit the aggrieved employee to proceed to the next step. Failure at any step of this procedure to appeal a decision within the specified time limit shall be deemed to be acceptance of the decision rendered at that step.

3.2.6 Step 6 - Any aggrieved employee may be represented at any or all steps on this procedure by himself, or, at his option, by a representative selected or approved by the BANTS. When an employee is not represented by the BANTS, the BANTS shall have the right to be present and to state its views at any or all steps of the proceedings.

3.3 No reprisals of any kind shall be taken by the Board against any employee represented by the BANTS for his having participated in a grievance proceeding.

3.4 All documents, communications and records dealing with the processing of a grievance shall be kept in a separate grievance file and shall not be kept in the personnel file of any of the participants. All communications related to grievances shall be in writing.

3.5 Forms for filing grievances, serving notices, filing appeals, making reports and recommendations, and other necessary documents shall be prepared jointly by the Superintendent of Schools and the BANTS and given appropriate distribution in order to facilitate smooth functioning of the grievance procedure.

## ARTICLE IV

### EMPLOYEE RIGHTS.

- 4.1 Nothing contained herein shall be construed to deny or restrict to any employee such rights as he may have under New Jersey School Laws or other applicable laws and regulations. The rights granted to employees hereunder shall be deemed to be in addition to those provided elsewhere.
- 4.2 No employee shall be disciplined, reprimanded, reduced in rank or compensation, or deprived of any professional advantage without just cause. Any such action asserted by the Board, or any agent or representative thereof, shall be subject to the grievance procedure set forth in Article Three.
- 4.3 Whenever any employee 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 employee in his office, position, employment or any salary or any increments pertaining thereto, then he shall be given prior written notice of the reasons for such meeting or interview and shall be entitled to have a representative of the BANTS present to advise him and to represent him during such a meeting or interview.
- 4.4 Evaluations or observations shall be performed only by those professional administrative employees possessing an appropriate supervisory certificate issued by the State Board of Education. Those who do evaluate must be employed in a supervisory or administrative capacity. BANTS members shall be evaluated at least one time each school year. All evaluations and observations will be in accordance with State statute and regulations.
- 4.5 For the purpose of computing salaries, new employees shall be given credit as per Board policy in outside employment. Employees shall be given credit as required by law for military service. No new employee, covered by this Agreement, shall be placed on a step higher than an employee with the same years' experience.

## ARTICLE V

### BANTS RIGHTS AND PRIVILEGES

- 5.1 The Board agrees to furnish to the BANTS, in response to specific and reasonable requests, available information concerning the financial resources of the district, including annual financial reports, school audits, register of certificated personnel, enrollment data, names and addresses of all employees, and agenda and minutes of all public meetings.
- 5.2 Whenever any representative of the BANTS or any employee is mutually scheduled by the parties to participate during working hours in negotiations, grievance proceedings, conferences or meetings, he shall suffer no loss in pay and shall not be charged with a personal day.
- 5.3 Representatives of the BANTS, the New Jersey Education Association and the National Education Association, with permission of the Superintendent, shall be permitted to transact official BANTS business on school property, provided that this shall not interfere with or interrupt normal school operations.
- 5.4 The BANTS and its representatives shall have the privilege of using school buildings at all reasonable hours for meetings. Approval of the Superintendent shall be required. The Superintendent will notify the building principal.
- 5.5 The BANTS shall have the right to use the inter-school mail facilities and school mailboxes as it deems necessary.
- 5.6 The rights and privileges of the BANTS and its representatives as set forth in this agreement shall be granted only by the BANTS as the majority and exclusive representative of employees eligible for representation by the negotiating unit as defined in Article One.
- 5.7 The Board agrees to withdraw a Representation Fee in the manner of automatic payroll deduction from the pay of employees certified by BANTS and/or NJEA as non-members. The Representation Fee to be paid by non-members will be determined by the Association in accordance with the law for members of BANTS, CCCEA, NJEA and NEA. Non-members are those eligible to join BANTS and the United Professional Organizations, but do not join and/or are covered under the recognition clause in Article 1.1.

The BANTS and/or the NJEA shall notify the Board on or before October 30 of each school year who are non-members. The BANTS and/or the NJEA shall notify the Board of changes or additions in member/non-member status throughout the year so that the Representation Fee can be deducted or canceled, whichever is applicable.

The BANTS and/or NJEA shall notify the Board the amount of yearly total dues on or before October 30 of each school year.

The Association agrees to indemnify and hold the Board harmless against any liability which may arise by reason of any action taken by the Board as it applies to this Article.

## ARTICLE VI

### EMPLOYMENT AND SALARIES

6.1 Employees shall be notified of their contract and salary status for the ensuing year not later than May 15.

6.2 The BANTS work year shall be no more than 196 instructional and/or in-service days for all members and two (2) additional orientation days for all members new to the district.

The balance of the 196 days that extend beyond the confines of the school calendar shall be scheduled contiguously to the beginning and/or end of the school calendar. BANTS shall receive notice of the commencement date of work no later than May 30<sup>th</sup>.

6.3 All BANTS members assigned to the Administrative Office Building will work from 8:00 AM to 4:00 PM. Employees will be assigned to the Administrative Building at the discretion of the Superintendent of Schools or his designee. Those BANTS members assigned to individual school buildings will work a seven and one half (7<sup>af</sup>½) hour day in coordination with the assigned building's hours and will receive a duty free lunch period applicable to the building to which they are assigned each day. Itinerant personnel will be required to give destination upon leaving the building during working hours. BANTS members will sign in and out in the main office when visiting district building sites.

6.4 BANTS members shall have a duty-free one-hour lunch period, unless they are assigned to an individual school building.

6.5 BANTS members will not be required to transport a student without a written direction from the Superintendent of Schools or his/her designee.

6.6 Effective July 1, 2004, all BANTS members employed during the summer shall be paid on a per case basis according to the following rates and schedules.

A. Employees with a masters or PH.D Degree:

(1) \$150.00 upon completion of the eligibility conference and formal evaluation including full procedure and report (psychological evaluation, LDTC learning evaluation and social history).

(2) Re-evaluations in which there is a review and no further assessment is required shall be paid at the rate of \$75.00.

(3) Re-evaluations in which further assessment and a formal report is required shall be paid at the rate of \$150.00.

(4) \$75.00 upon completion of the IEP meeting and development and placement determination.

B. Employees with a Bachelors Degree:

(1)\$130.00 upon completion of the eligibility conference and formal evaluation, including full procedure and report (psychological evaluation,

LDTC learning evaluation and social history).

(2) Re-evaluations in which there is a review and no further assessment is required shall be paid at the rate of \$65.00.

(3) Re-evaluations in which further assessment and a formal report is required shall be paid at the rate of \$130.00.

(4) \$65.00 upon completion of the IEP meeting and development and placement determination.

C. IEP and Placement determination shall be completed for each case no later than ten (10) working days from the start of the Teachers School Calendar.

- 6.7 The salary schedules for all employees eligible for representation by the BANTS negotiating unit are set forth in the salary schedule which is attached hereto and made a part of this agreement.
- 6.8 Employees shall be given longevity payments of \$500 after 25 years' service in the district.
- 6.9 Employees will receive their paychecks on the fifteenth (15<sup>th</sup>) and thirtieth (30<sup>th</sup>) day of each month or the last working day prior to the regular payday.

## ARTICLE VII

### FRINGE BENEFITS

- 7.1 **EDUCATIONAL IMPROVEMENT:** Eligibility for reimbursement is entirely dependent upon the employee's meeting the state requirement for permanent teacher's certificate and completion of his Bachelor's Degree. The Board agrees to reimburse employees the tuition costs up to nine (9) graduate credits per school year. The school year defined for the purpose of reimbursement shall be July 1 to June 30 of the current school year. Reimbursement shall be based on the current tuition rates for graduate studies as set forth by Rowan College of New Jersey. Employees must satisfactorily complete a graduate course of study and present evidence of satisfactory completion to the Superintendent of Schools not later than April 30 for courses taken during the fall semester and not later than December 1 for courses taken during the spring semester and summer months. To be eligible for reimbursement, graduate courses must have prior approval by the Superintendent of Schools and must be in the educational field or related to the employee's work and must be actually taken during the school year for which reimbursement is requested. Carryover of credits from one year to another for the purpose of increased reimbursement shall not be permitted.
- 7.2 All employees shall be granted ten (10) days sick leave for ten (10) month contracts and twelve (12) days sick leave for twelve (12) month contracts. Unused sick leave shall be accumulated from year to year with no maximum limit.
- 7.3 All employees shall receive two (2) days leave of absence with full pay for personal, legal, business, household or family matters which require absence during school hours, by submitting a request in writing to the Superintendent forty-eight hours before the leave is to commence. The applicant for such leave shall not be required to state the reason for taking such leave other than that he is taking it under this Section. This leave may not be taken on a day immediately preceding or succeeding a holiday. Unused personal leave days may become accumulated from year to year as sick days and go into the individual's sick day bank. All personal leave requests after May 31 of each year must be accompanied by a reason and the Superintendent of Schools may disapprove the personal leave request after May 31<sup>st</sup>, in the event that he determines, in his sole discretion, that the reason is not sufficient.
- 7.4 The Board shall reimburse the employee for travel on professional business. When a personal auto is used for school business, reimbursement for travel shall be at the rate of twenty-seven (27) cents per mile. The district's standard travel voucher will be used. Vouchers for reimbursement of expenses must be submitted within ninety (90) days of the occurrence in order to be honored by the Board. If travel includes toll, the toll shall also be reimbursed.
- 7.5 The Board of Education agrees to be the collecting and forwarding agent for a tax sheltered annuity, if a sufficient number of employees satisfactory to the carrier elect such a program, as per the new BEA/Board agreement on tax sheltered annuities.

- 7.6 Employees may individually elect to have monthly deductions from their salaries in elected denominations for payment to the CUMCO Federal Credit Union. However, the amount of the monthly deduction elected initially shall remain in effect until July 1, at which time the employee may elect to change and establish the amount of the deduction until the ensuing July 1. All requests for a change in the amount of the monthly deduction must be made on or before July 1.

Employees desiring to establish such an arrangement shall notify the Payroll Office and complete all required forms.

- 7.7 INSURANCE: The Board shall give written notification at the time of hiring of all employees new to the district, that the responsibility for filling out the proper cards with the employee. No employee shall be covered unless he has requested coverage and has signed the necessary documents.

- 7.8 The Board agrees to pay the premiums which shall provide the health care insurance protection designated below:

- A. The Board shall pay the full premium for employee, family and dependent coverage where eligible, which consists of Blue Cross, Blue Shield and Major Medical coverage. Such premium payments shall be for the full twelve-month period of the coverage year and continue every year thereafter.
- B. The Board agrees to pay full family drug and prescription plan (\$10.00 brand name/\$5.00 generic/\$5.00 mail-in co-pay) for all employees. Carrier to be named by the Board.
- C. Duplicate coverage for Blue Cross and Blue Shield and Major Medical will not be permitted. Employees in the employ of the Board of Education as of September 1, 1992, are exempt from this provision.
- D. The Board of Education shall provide a full Family Dental Plan identified as Delta Dental Plan of New Jersey, Inc., premium to be paid by the Board of Education for all employees in the bargaining unit. Said plan shall provide for the following:
  - (1) 50/50 co-pay;
  - (2) 1,000 maximum benefit for each family member per year;
  - (3) Orthodontic coverage not to exceed a maximum of \$1,000 per lifetime.
- E. In a situation where a husband and wife are both employed by the District, there will be only one prescription and/or dental benefit per family. Employees in the employ of the Board of Education as of September 1, 1992, are exempt from this provision.

7.9 Upon retirement, all professional employees shall be given a retirement bonus calculated by multiplying the number of unused sick days accumulated by the individual, times the rate of sixty per cent (60%) of the pay of a fully certified substitute teacher that is being paid in the Bridgeton District at the time the individual retires. Personnel must have at least ten years' service in the Bridgeton School System.

In case of the death of an employee prior to retirement meeting these requirements, payment of this bonus shall be made to the heir presently designated in writing by the employee.

7.10 BANTS members shall, during the term of this agreement, be provided the insurance programs and levels of coverage provided the BEA and ABA, except as herein specifically altered.

## ARTICLE VIII

### TERMS OF THIS AGREEMENT

- 8.1 The term of this Agreement shall run from July 1, 2003 to June 30, 2006, with any and all terms of employment to be retroactive to July 1, 2003.
- 8.2 During the term of this Agreement, neither the Board nor the BANTS shall be required to negotiate with respect to any matters which were or which could have been the subject of negotiation, whether or not within the knowledge or contemplation of either or both of the parties at the time they negotiated or executed this agreement, with the exception of remuneration, which are considered extras.
- 8.3 This Agreement shall not be modified in whole or in part by the parties except by an instrument in writing and duly executed by both parties.
- 8.4 Should a mutually acceptable amendment to this agreement be negotiated by the parties, it shall be reduced to writing and adopted and signed by the BANTS and the Board.
- 8.5 Failure of either party to keep any part of this agreement does not automatically make the entire Agreement void.
- 8.6 **MANAGEMENT RIGHTS:** It is the intention of the parties hereto that all rights, powers, prerogatives, and authority which the said Board now has or had prior to the signing of this agreement are retained by the Board, except for those which are specifically abridged or modified by this Agreement. Such abridgement or modification shall be to the extent specifically set forth in this Agreement only, and such abridgements or modifications are to be strictly construed. It is agreed by and between the parties hereto that the management rights set forth below are not subject to the grievance procedures set forth in Article Three thereof.

The Board reserves to itself sole jurisdiction and authority over matters of policy and retains the right, subject only to the limitations imposed by the language of this Agreement, in accordance with applicable laws and regulations; (a) to direct employees of the Board; (b) to hire, promote, transfer, assign and retain employees in positions in the district and for just cause, to suspend, to demote, discharge or take other disciplinary action against employees; (c) to relieve employees from duty because of lack of work or for other legitimate reasons; (d) to maintain the efficiency of the district operations entrusted to them; (e) to determine the methods, means and personnel by which such operations are to be conducted; and, (f) to take whatever actions may be necessary to carry out the mission of the school district in situations of emergency.

- 8.7 Nothing contained in this Agreement shall be considered to deny or restrict the Board of its rights, responsibilities and authority under the New Jersey School Laws or any other national, state, county or local laws as they pertain to operation of the school district.

The Bridgeton Board of Education and the Bridgeton Association of Non-Teaching Specialists agree to the Contract as proposed for 2003-2006.

BRIDGETON BOARD OF EDUCATION

\_\_\_\_\_  
Angelia Edwards, President  
Bridgeton Board of Education

Date: \_\_\_\_\_

\_\_\_\_\_  
R. Todd Edwards, Vice President  
Bridgeton Board of Education

BRIDGETON ASSOCIATION OF  
NON-TEACHING SPECIALISTS

\_\_\_\_\_  
Edward Haldeman, President  
Bridgeton Association of  
Non-Teaching Specialists

Date: \_\_\_\_\_

\_\_\_\_\_  
Trudi Girone, Secretary  
Bridgeton Association of  
Non-Teaching Specialists

**BANTS SALARY GUIDES  
2003-2004**

<b>Step</b>	<b>BA</b>	<b>BA+30</b>	<b>MA</b>	<b>MA+30</b>	<b>MA+60</b>	<b>DR</b>
1	37,982	39,195	40,530	41,471	42,078	42,692
2	39,433	40,665	42,023	42,978	43,596	44,237
3	40,884	42,137	43,515	44,486	45,112	45,783
4	42,386	43,658	45,059	46,045	46,681	47,379
5	43,838	45,130	46,551	47,552	48,198	48,924
6	45,463	46,774	48,218	49,233	49,889	50,643
7	46,965	48,296	49,760	50,792	51,457	52,240
8	48,417	49,767	51,253	52,299	52,974	53,785
9	49,895	51,246	52,732	53,769	54,454	55,265
10	51,422	52,773	54,257	55,303	55,980	56,790
11	53,100	54,450	55,900	57,000	57,600	58,500
12	54,844	56,184	57,711	58,728	59,403	60,199
13	56,565	57,906	59,391	60,438	61,100	61,900
14	58,250	59,450	60,800	62,015	62,690	63,608
15	59,978	61,329	62,814	63,862	64,537	65,313
16	61,690	63,040	64,526	65,572	66,248	67,017
17	63,355	64,705	66,191	67,238	67,913	68,723

**BANTS SALARY GUIDES  
2004-2005**

<b>Step</b>	<b>BA</b>	<b>BA+30</b>	<b>MA</b>	<b>MA+30</b>	<b>MA+60</b>	<b>DR</b>
1	38,854	40,095	41,461	42,423	43,044	43,672
2	40,338	41,599	42,988	43,965	44,597	45,253
3	41,823	43,105	44,514	45,507	46,148	46,834
4	43,359	44,660	46,094	47,102	47,753	48,467
5	44,845	46,166	47,620	48,644	49,305	50,047
6	46,507	47,848	49,325	50,363	51,034	51,806
7	48,043	49,405	50,902	51,958	52,638	53,439
8	49,529	50,910	52,430	53,500	54,190	55,020
9	51,041	52,423	53,943	55,003	55,704	56,534
10	52,603	53,985	55,503	56,573	57,265	58,094
11	54,353	55,734	57,254	58,325	59,016	59,838
12	56,103	57,400	59,000	60,076	60,767	61,581
13	57,864	59,235	60,700	61,826	62,506	63,325
14	59,500	60,800	62,368	63,439	64,129	65,068
15	61,355	62,737	64,256	65,328	66,019	66,812
16	63,106	64,487	66,000	67,077	67,769	68,556
17	64,809	66,190	67,711	68,782	69,472	70,301

**BANTS SALARY GUIDES  
2005-2006**

<b>Step</b>	<b>BA</b>	<b>BA+30</b>	<b>MA</b>	<b>MA+30</b>	<b>MA+60</b>	<b>DR</b>
1	39,748	41,018	42,415	43,399	44,035	44,677
2	41,266	42,556	43,977	44,977	45,623	46,294
3	42,785	44,097	45,538	46,554	47,210	47,912
4	44,357	45,688	47,155	48,186	48,852	49,582
5	45,877	47,228	48,716	49,763	50,440	51,199
6	47,577	48,949	50,460	51,522	52,208	52,998
7	49,148	50,542	52,073	53,154	53,849	54,669
8	50,669	52,081	53,636	54,731	55,437	56,286
9	52,215	53,629	55,184	56,269	56,986	57,835
10	53,813	55,227	56,780	57,875	58,583	59,431
11	55,604	57,016	58,571	59,667	60,374	61,215
12	57,394	58,796	60,394	61,458	62,165	62,998
13	59,195	60,598	62,153	63,248	63,944	64,782
14	60,850	62,000	63,800	64,899	65,604	66,565
15	62,767	64,180	65,734	66,831	67,538	68,349
16	64,558	65,971	67,526	68,620	69,328	70,133
17	66,754	68,176	69,743	70,846	71,557	72,411