

**TWO YEAR NEGOTIATED AGREEMENT FOR  
SHEYENNE VALLEY AREA CAREER & TECHNOLOGY CENTER**

**2012 – 2014  
5/10/12**

**PREAMBLE STATEMENT**

The Board of Education of the Sheyenne Valley Area Career & Technology Center hereinafter referred to as the Board and the Sheyenne Valley Area Career & Technology Center Certified Teaching or Counseling Staff, hereafter referred to as the Certified Staff, agrees as follows:

The Board recognizes the Certified Staff as those employees employed for a regular school term on an annual contract and engaged primarily as an instructor or counselors.

## SALARY ITEMS

1. The 2012-2013 183-day salary base will be \$32,500 and the 2013-2014 base salary will be \$34,000.

A. The 183 contract shall include one (1) working day immediately prior to school convening and one (1) working day immediately after school is dismissed. Attendance at in-service or another training session during the school year may be substituted as an alternative day(s) at the discretion of the Director.

B. The years of teaching experience to be brought into the system will be limited to ten years. A maximum of ten years work-related or vocational experience (non-teaching experience) may be brought into the system. However, the ten year experience limitations may, at the discretion of the Center Board of Education, be waived when certain teaching positions have limited applications and/or the board experiences extreme difficulty filling a teaching position. In no situation will the lane/step experience level exceed the applicant's actual years of experience.

Example: A certified staff member having five (5) years of prior experience would then start on Years of Experience Step #5. Likewise one (1) year of experience would then start on Years of Experience Step #1. (Credit shall increase each year until the maximum number of experience years on the salary schedule is reached.)

2. The salary schedule for a base of \$32,500 for year 2012 -2013 and \$34,000 for year 2013-2014 is attached.

3. All certified staff responsible for youth group activities (in advisory capacity) shall receive \$400 for the 2012-2013 school year and \$500 for the 2013-2014 year. This payment will be made at the end of the year provided they have a least one student compete at the State Skills and Leadership competition.

4. The Lead Advisor will receive an additional \$200 per year and will be included in their monthly payroll.

5. The SkillsUSA Lead Advisor will be on a rotational basis with each advisor serving as the lead advisor for a two (2) year period. It will be based on longevity at the Center starting with the longest serving at the Center first. This will pertain directly to program content area instructors only.

6. The Center board will pay for registration/transportation/meals and lodging for supervising teachers to attend SkillsUSA National Skills and Leadership Conference.

7. Credit for work experience received in a certified staff members related field and not to be a self-employed situation shall be set at the following amounts:

Step One:	250 Hours	=	\$400
Step Two:	500 Hours	=	\$800

Work experience hours will not affect educational experience hours.

8. The following amounts will be paid for non-contract days outside the contract period for activities involving teaching oriented activities called for by the Director:
  - A. Each non-school day activity involving at least four hours of instructors time = \$75.00.
  - B. Each non-school day activity involving an overnight stay and at least eight hours of instructors time = \$100.00.
9. Certified staff whose contract involved more than a term of 183 days or nine months are to be paid according to the following schedule for such additional time assigned:
  - A. 1/183 of certified staff's base and increment on vertical salary schedule for each additional day contracted.
10. To qualify for moving from one horizontal lane to another on the salary schedule, credit hours must be obtained in the subject matter courses the certified staff member is teaching, educational courses related to classroom teaching, or courses taken in a planned degree advancement program in education. Certified staff should receive prior approval for all courses they wish to use for horizontal movement. Approved credits earned for recertification can be used for horizontal lane movement. If prior approval is not obtained, certified staff must request approval from the Director and/or Board for movement. An official transcript is to be filed in the Director's office. Credit for educational experience shall be set at \$400 for each approved eight (8) semester hours earned up to a maximum of forty (40) semester hours and \$2000. This applies to BS/Basic Certification and MA/MS index.
  - A. If a certified staff member completes the necessary credits for advancement to a higher professional level, they will be issued a new contract reflecting the higher increment. Notification of such a change must be received in the administration office by August 20<sup>th</sup> to be effective in that same contract school year.
  - B. Placement on the salary schedule will be determined by the following: years of teaching experience, additional credits earned beyond BC/BS MA/MS level, and degrees earned by August 20<sup>th</sup> to be effective in that same contract school year.
  - C. Subject matter courses are defined as courses in the certified staff member's field in which he/she is teaching at the Sheyenne Valley Area Career & Technology Center.
11. Payroll deductions shall be made for state tax, federal tax, tax sheltered annuities, term life, health insurance and united professional dues for all instructional staff who request it.
12. Pay day shall be set to occur on the 22<sup>nd</sup> of each month or the last teaching day before a weekend or holiday that falls on the 22<sup>nd</sup>.
13. Options for salary payments shall be as follows:
  - A. 12 month basis
  - B. 9 month with 1/9<sup>th</sup> payable each month
  - C. 10 month with 1/10<sup>th</sup> payable each month

## OTHER PAYMENT ITEMS

1. **Coop Payment:** Certified staff shall receive \$100 per student to a maximum of \$600 per teacher per year for students completing approved cooperative work experience programs. Director approval of the workstation is a pre-requisite to any such payments. Payment for a coop student shall be pro-rated to the amount of coop credit earned by the student during the school year. Student hour and credit information shall be submitted by the 2<sup>nd</sup> Friday of May of the current teaching year to allow time for processing. This payment shall be withheld until all check out items is completed at the end of the certified staff member's contract.
2. **Travel:** Certified staff and staff shall be reimbursed at the State's rate for all in-state approved travel when using their own vehicle.
3. **Industry Certification:** Certification(s) required of the teaching position and pre-approved by the Director will be reimbursed by the Center at a 50% matching share. The maximum paid by the Center per certified staff per year will be \$500. If the certified staff member leaves employment from the Center within a 2 year time period of having received payments for certification testing, they shall be required to repay the Center's matching share.

## MONETARY BENEFIT ITEMS

1. **Teacher's Retirement:** The Center Board will pay seven and three quarter's percent (7.75%) of the certified staff's portion of the North Dakota Teacher's Retirement. The Center Board, according to 15-39, 1-09 (2) N.D.C.C., 414 (h) (2) of the Internal Revenue Code, Revenue Rulings 81-35 and 81-36 of the Internal Revenue Service and Social Security Administration rulings, will shelter the teacher's share of the Teacher's Fund for Retirement - to be treated as an annuity.
2. **Blue Cross/Blue Shield:** The Center Board will pay an amount up to the monthly single rate for the 2012-2013 and 2013-2014 school years in premiums for the same Blue Cross/Blue Shield hospitalization plan.
  - A. A health insurance committee shall be established by the Center. The committee will consist of four members, (two certified instructors, one board member and one administrator). The committee will have the right to recommend the health insurance policyholder. With a majority vote of all staff members affected, another health insurance coverage plan may be substituted provided the coverage is equal or greater than the present coverage.
  - B. When a teacher's contract is terminated the Center Board will continue with insurance benefits through August 31<sup>st</sup> of the contracted year, if the teacher has completed his/her contract. When a contract is terminated the employee may continue health insurance coverage according to Section 26.1-36-23 of NDCC.
3. **Income Protection:** The Center Board will provide income protection insurance for certified staff and administration.
4. **Term Life:** The Center Board will provide Term Life Insurance in the amount of \$30,000 for each certified staff member. The Board reserves the right to choose the insurance carriers.

5. **Pro-rated:** Health and income insurance will be pro-rated as to the percentage of time employed at the Center. Certified staff members will be entitled to a payroll deduction plan for the balance of insurance coverage should they desire full coverage.
6. **Cash Payments:** No cash payments to certified staff personnel will be made in lieu of payment of insurance items.
7. **Unused Medical Leave:** A certified staff member, who exceeds the maximum amount of accumulated medical leave at the end of the contract/teaching period, shall receive \$30 for each full day of teaching. This payment is pro-rated to the percent of employment with the Center. This payment shall be made with the June payroll as a separate check.

### **NON-MONETARY BENEFITS**

For the purpose of this negotiated agreement, the term “day” refers to the prorated percent of time a certified staff member is employed with the Center.

**Example:** For a ½ time employee (a day) would mean ½ of a full day or equal to employed time.

1. **Medical Leave:** Medical leave will be stated in terms of days. Forty five (45) days of medical leave will be granted to each full-time certified staff upon entering the Center. Each ensuing year, after entering the Center, medical leave will accumulate at a rate of ten (10) days per year for a certified staff member. The maximum amount of accumulated medical leave at the end of the contract period cannot exceed ninety (90) days for certified staff. At the end of the contract period, medical leave in excess of this amount will be purchased back at the negotiated rate.
2. **Medical Leave:** Medical leave beyond three (3) days must be substantiated by a doctor's statement. No medical leave will be payable by the Center once Income Protection Insurance payments begin. With the director's approval, additional medical leave days may be allowed.
3. **Family Illness:** Up to (5) days of medical leave may be used for illness in one's immediate family. With the director's approval, additional medical leave days may be allowed.
4. **Sick Leave Bank:** A sick leave bank is available to all certified staff members of the Sheyenne Valley Area Career and Technology Center. The purpose of the bank shall be for unexpected and catastrophic illness and /or injury. Each participating certified staff member shall invest one (1) sick leave day in the bank their first year and one (1) additional day each time it becomes necessary to replenish the bank with a maximum of up to two (2) days per participating member per year used to replenish the bank. If a participating certified staff member has no days left to contribute they will be exempt from investing additional days as stated above for that round.

**Qualifications:** The offer to join is a one-time per year offer. All certified staff members signing the school year contract shall either accept or reject the sick leave bank offer. Once a participating member has joined the sick leave bank the donated days will remain in the bank regardless of whether the certified staff member annually renews participation or not.

**Application:** Any participating certified staff member having used their total accumulated sick leave may apply for leave from the sick leave bank. The application must be in writing by completing the Sick Leave Bank Application form which shall be given to the Committee: the committee shall consist of 2 participating certified staff members, selected by the participating

members and the Director for a total of 3 persons. The decision of the committee is final and there will be no additional review process.

5. **Personal Leave:** Personal leave will be stated in terms of days. A certified staff shall be granted three (3) days of personal leave per year.
  - A. There will be a maximum of six (6) days cumulative personal leave for a certified staff.
  - B. Personal leave shall be subject to administrative approval and the certified staff member must give a one-day notice to the Director. Certified staff new to the staff will begin to accumulate their days at the point at which their contract takes affect.
  - C. An accounting of medical leave and personal leave days shall be given to each certified staff upon request.
6. **Professional Leave:** Professional leave time will be stated in terms of days. Certified staff will be granted four (4) days professional leave each year. Professional leave may accumulate to six (6) days for certified staff. This time will be at full pay with the Center paying the substitute. The certified staff will give one-day advance notice to the Center Director. Professional leave is subject to approval by the Center Director.
7. **Family Death:** Each certified staff member shall be granted adequate time for a death in one's own family, parental family, spouse's family, relatives or friends. This time shall be charged to medical leave. The Center Board will pay the substitute teacher.
8. **Maternity Leave:** A maximum of 15 days medical leave may be allowed for the sole purpose of childbirth and to provide for a recovery period from the physical effects of normal childbirth. Additional recovery time arising from medical complications related directly to childbirth will be allowed without pay upon the receipt of a doctor's statement. A certified staff member who elects to take maternity leave prior to the birth of their child does not qualify for medical leave time. Any exception to this must be with a doctor's statement.
  - A. For an adoption and the completion of the necessary interviews and paperwork in the adoption of a child, a maximum of three (3) medical leave days per adoption can be used.
  - B. A parental leave of up to eight (8) weeks in duration without pay shall be granted a certified staff member for the purpose of childbearing and/or child rearing. This includes the 15 or 3 days medical leave allowed for childbirth or adoption purposes. This would be a maximum of 8 weeks total.
9. **Leave of Absence:** After completing three (3) years of successful teaching experience at the Center a certified staff member may apply for a one (1) year's leave of absence. The leave of absence would allow certified staff to pursue relevant educational or work experience in their relevant areas. He/she shall have the option of renewing his/her contract the following year. A certified staff must make his/her request for a leave of absence on or before April 1 and return notice of intentions by April 1 of the following year. A leave of absence is subject to the Center Board approval and the hiring of a qualified substitute instructor.
10. **Legislature Leave:** Any certified staff member who is elected to the State Legislature will be granted a leave, without pay, for that period of time.

11. **Professional Education Association Leave:** This is to include state officers, national officers, or appointed committee members of such professional organizations that SVACTC's instructors/counselors are members. This leave will be stated in days. A single pool of ten (10) days per year shall be granted as leave to the entire certified staff. A one-week prior written notice shall be given to the Director for approval. The Board will pay for substitute teacher(s).

### OTHER ITEMS

1. The attached grievance procedure is adopted by the Center Board for the Certified Staff.
2. The Certified Staff shall petition the School Board for negotiations prior to January 15.
3. The Center Board will provide transportation or pay all travel expenses for two instate trips by each youth group.
4. With regard to PL 94-142 Education of the Handicapped, the Board and Certified Staff agree to comply with the best of our ability.
5. **STAFF REDUCTION POLICY:** A certified staff member's contract may need to be terminated because of declining enrollment, program changes, reductions and other factors. Where attrition has not accomplished this purpose, the following guidelines will be used:
  - A. In the event of staff reductions, a certified staff member's contract shall be terminated pursuant to current statutes, fair dismissal procedures and district procedures established herein.
  - B. Necessary certified staff reduction will be made known at the earliest possible date, but no later than April 15.
  - C. When seniority is equal for two or more certified staff, the center board should use the following criteria:
    1. North Dakota certification.
    2. Regulations of accrediting associations in which the center holds membership.
    3. Special or advanced training, evidence of professional growth and/or contributions to the professional area.
    4. Judgment based upon observation and written evaluation.
    5. Extra curricular assignments.
    6. Prior teaching experience.
  - D. In the event of a certified staff reduction based on lack of enrollment reasons, said certified staff member shall have the right to be reinstated for a period of two years after being terminated.
6. The certified staff of the Center shall be required to complete four semester hours of credit every five years in subject matter courses and/or educational courses related to classroom teaching. At the discretion of the Administration and/or Center Board, acceptance for this requirement may be given for in-service training, workshops, etc. Attendance at these types of programs for such acceptance should be cleared with the Administration before attending to assure they are acceptable. Sixteen (16) clock hours of in-service training workshops for non-credit will equate to one (1) semester hour of credit. Acceptance will not be reflected as credit for horizontal movement on the pay scale.

## MANAGEMENT'S RIGHTS

“All terms and conditions of employment not specifically covered by this agreement shall continue to be subject to the Board’s exclusive direction and control and shall not be the subject of negotiations during the term of this agreement.”

### Title VI, IX, Section 504

## GRIEVANCE PROCEDURE

### Grievance Procedure for Students and Employees

1. **Definition:** A "Grievance" shall mean a complaint, which has been filed by a student or by a student’s parent on his/her behalf. This grievance procedure is not applicable to situations for which other appeal and adjudication procedures are provided in state laws or in which the Board is without authority to act. Normal channels of communication, from student to teacher to administrator to Center Board shall be used, whenever feasible, in seeking clarification of questions of concern to the student before the grievance procedure is utilized.
  - A. Any person who believes themselves or any specific class of individuals to be subjected to discrimination may by himself or herself or by a representative file a complaint as outlined below. A complaint must be filed not later than 180 days from the date of the alleged discrimination, unless the time for filing is extended by the responsible official of his designee.
2. **Purpose:** The primary purpose of the procedure is to secure, at the earliest level possible, equitable solutions to a claim of a complaint, if the claim is justifiable. The proceedings shall be kept confidential at each level of this procedure.
3. **Time:** The number of days indicated at each level shall be regarded as a maximum, and every effort shall be made to expedite the process. However, the time limits specified may be extended by mutual agreement of the Complainant and the Administration. In the event a complaint is filed on or after May 1, the time limits stated hereafter shall include all calendar days so that the matter may be resolved before the close of the school term or as soon as possible thereafter.
4. **Withdrawal:** The Complainant at any level without prejudice or record may withdraw a complaint.
5. **Hearings and Decisions:** At each of the above four levels, one Complainant shall be given the opportunity to be present and to be heard. All decisions at each level (with the exception of Level One-A) shall be in writing and shall include supporting reasons. Copies of all decisions and recommendations shall be furnished promptly to all parties of interest.
6. **Reprisals:** No reprisal of any kind shall be taken by or against any party of legitimate interest or any legitimate participant in the grievance procedure by reason of such participation.
7. **Preservation of Records:** All proceedings external to the decision of the Center Board shall be destroyed. However, any Complainant who wishes the proceedings (relative to his/her own complaint) to be placed in his/her school records may achieve such action by filing a written request therefore.
8. **Disclaimer:** In the adoption and implementation of this grievance procedure, it shall be understood that the Center Board is not a court of law and that rules of jurisprudence shall not apply.

THE NEGOTIATED AGREEMENT OF 2012 – 2014 SCHOOL YEAR(S) IS ACCEPTED AS  
STATED IN THE ATTACHED NEGOTIATED AGREEMENT.

**STAFF NEGOTIATORS**

**BOARD NEGOTIATORS**

\_\_\_\_\_  
DOLORES MANSON                      DATE

\_\_\_\_\_  
VAL MORITZ                              DATE

\_\_\_\_\_  
JASON BOWEN                          DATE

\_\_\_\_\_  
SHAWN OLAUSON                      DATE

\_\_\_\_\_  
KALYN BOTZ                              DATE

**APPROVED BY THE BOARD**

\_\_\_\_\_  
BOARD PRESIDENT                      DATE

\_\_\_\_\_  
BUSINESS MANAGER                      DATE

Sheyenne Valley Area Career and Technology Center  
Appendix A

\$32,500

2012 - 2013 SCHOOL YEAR SCHEDULE

Years	BS+0	BS+8	BS+16	BS+24	BS+32	BS+40	MS	MS+8	MS+16	MS+24
0	1	\$400	\$800	\$1,200	\$1,600	\$2,000	1.10	\$400	\$800	\$1,200
1	1.03	\$400	\$800	\$1,200	\$1,600	\$2,000	1.14	\$400	\$800	\$1,200
2	1.06	\$400	\$800	\$1,200	\$1,600	\$2,000	1.18	\$400	\$800	\$1,200
3	1.11	\$400	\$800	\$1,200	\$1,600	\$2,000	1.24	\$400	\$800	\$1,200
4	1.17	\$400	\$800	\$1,200	\$1,600	\$2,000	1.30	\$400	\$800	\$1,200
5	1.23	\$400	\$800	\$1,200	\$1,600	\$2,000	1.36	\$400	\$800	\$1,200
6	1.29	\$400	\$800	\$1,200	\$1,600	\$2,000	1.43	\$400	\$800	\$1,200
7	1.35	\$400	\$800	\$1,200	\$1,600	\$2,000	1.50	\$400	\$800	\$1,200
8	1.41	\$400	\$800	\$1,200	\$1,600	\$2,000	1.57	\$400	\$800	\$1,200
9	1.46	\$400	\$800	\$1,200	\$1,600	\$2,000	1.64	\$400	\$800	\$1,200
10	1.50	\$400	\$800	\$1,200	\$1,600	\$2,000	1.71	\$400	\$800	\$1,200
11	1.54	\$400	\$800	\$1,200	\$1,600	\$2,000	1.78	\$400	\$800	\$1,200
12	1.58	\$400	\$800	\$1,200	\$1,600	\$2,000	1.83	\$400	\$800	\$1,200
13							1.88	\$400	\$800	\$1,200

Years	BS+0	BS+8	BS+16	BS+24	BS+32	BS+40	MS	MS+8	MS+16	MS+24
0	\$32,500.	\$32,900.	\$33,300.	\$33,700.	\$34,100.	\$34,500.	\$35,750.	\$36,150.	\$36,550.	\$36,950.
1	\$33,475.	\$33,875.	\$34,275.	\$34,675.	\$35,075.	\$35,475.	\$37,050.	\$37,450.	\$37,850.	\$38,250.
2	\$34,450.	\$34,850.	\$35,250.	\$35,650.	\$36,050.	\$36,450.	\$38,350.	\$38,750.	\$39,150.	\$39,550.
3	\$36,075.	\$36,475.	\$36,875.	\$37,275.	\$37,675.	\$38,075.	\$40,300.	\$40,700.	\$41,100.	\$41,500.
4	\$38,025.	\$38,425.	\$38,825.	\$39,225.	\$39,625.	\$40,025.	\$42,250.	\$42,650.	\$43,050.	\$43,450.
5	\$39,975.	\$40,375.	\$40,775.	\$41,175.	\$41,575.	\$41,975.	\$44,200.	\$44,600.	\$45,000.	\$45,400.
6	\$41,925.	\$42,325.	\$42,725.	\$43,125.	\$43,525.	\$43,925.	\$46,475.	\$46,875.	\$47,275.	\$47,675.
7	\$43,875.	\$44,275.	\$44,675.	\$45,075.	\$45,475.	\$45,875.	\$48,750.	\$49,150.	\$49,550.	\$49,950.
8	\$45,825.	\$46,225.	\$46,625.	\$47,025.	\$47,425.	\$47,825.	\$51,025.	\$51,425.	\$51,825.	\$52,225.
9	\$47,450.	\$47,850.	\$48,250.	\$48,650.	\$49,050.	\$49,450.	\$53,300.	\$53,700.	\$54,100.	\$54,500.
10	\$48,750.	\$49,150.	\$49,550.	\$49,950.	\$50,350.	\$50,750.	\$55,575.	\$55,975.	\$56,375.	\$56,775.
11	\$50,050.	\$50,450.	\$50,850.	\$51,250.	\$51,650.	\$52,050.	\$57,850.	\$58,250.	\$58,650.	\$59,050.
12	\$51,350.	\$51,750.	\$52,150.	\$52,550.	\$52,950.	\$53,350.	\$59,475.	\$59,875.	\$60,275.	\$60,675.
13							\$61,100.	\$61,500.	\$61,900.	\$62,300.

\$34,000

2013 - 2014 SCHOOL YEAR SCHEDULE

Years	BS+0	BS+8	BS+16	BS+24	BS+32	BS+40	MS	MS+8	MS+16	MS+24
0	1	\$400	\$800	\$1,200	\$1,600	\$2,000	1.10	\$400	\$800	\$1,200

1	1.03	\$400	\$800	\$1,200	\$1,600	\$2,000	1.14	\$400	\$800	\$1,200
2	1.06	\$400	\$800	\$1,200	\$1,600	\$2,000	1.18	\$400	\$800	\$1,200
3	1.11	\$400	\$800	\$1,200	\$1,600	\$2,000	1.24	\$400	\$800	\$1,200
4	1.17	\$400	\$800	\$1,200	\$1,600	\$2,000	1.30	\$400	\$800	\$1,200
5	1.23	\$400	\$800	\$1,200	\$1,600	\$2,000	1.36	\$400	\$800	\$1,200
6	1.29	\$400	\$800	\$1,200	\$1,600	\$2,000	1.43	\$400	\$800	\$1,200
7	1.35	\$400	\$800	\$1,200	\$1,600	\$2,000	1.50	\$400	\$800	\$1,200
8	1.41	\$400	\$800	\$1,200	\$1,600	\$2,000	1.57	\$400	\$800	\$1,200
9	1.46	\$400	\$800	\$1,200	\$1,600	\$2,000	1.64	\$400	\$800	\$1,200
10	1.50	\$400	\$800	\$1,200	\$1,600	\$2,000	1.71	\$400	\$800	\$1,200
11	1.54	\$400	\$800	\$1,200	\$1,600	\$2,000	1.78	\$400	\$800	\$1,200
12	1.58	\$400	\$800	\$1,200	\$1,600	\$2,000	1.83	\$400	\$800	\$1,200
13							1.88	\$400	\$800	\$1,200

Years	BS+0	BS+8	BS+16	BS+24	BS+32	BS+40	MS	MS+8	MS+16	MS+24
0	\$34,000.	\$34,400.	\$34,800.	\$35,200.	\$35,600.	\$36,000.	\$37,400.	\$37,800.	\$38,200.	\$38,600.
1	\$35,020.	\$35,420.	\$35,820.	\$36,220.	\$36,620.	\$37,020.	\$38,760.	\$39,160.	\$39,560.	\$39,960.
2	\$36,040.	\$36,440.	\$36,840.	\$37,240.	\$37,640.	\$38,040.	\$40,120.	\$40,520.	\$40,920.	\$41,320.
3	\$37,740.	\$38,140.	\$38,540.	\$38,940.	\$39,340.	\$39,740.	\$42,160.	\$42,560.	\$42,960.	\$43,360.
4	\$39,780.	\$40,180.	\$40,580.	\$40,980.	\$41,380.	\$41,780.	\$44,200.	\$44,600.	\$45,000.	\$45,400.
5	\$41,820.	\$42,220.	\$42,620.	\$43,020.	\$43,420.	\$43,820.	\$46,240.	\$46,640.	\$47,040.	\$47,440.
6	\$43,860.	\$44,260.	\$44,660.	\$45,060.	\$45,460.	\$45,860.	\$48,620.	\$49,020.	\$49,420.	\$49,820.
7	\$45,900.	\$46,300.	\$46,700.	\$47,100.	\$47,500.	\$47,900.	\$51,000.	\$51,400.	\$51,800.	\$52,200.
8	\$47,940.	\$48,340.	\$48,740.	\$49,140.	\$49,540.	\$49,940.	\$53,380.	\$53,780.	\$54,180.	\$54,580.
9	\$49,640.	\$50,040.	\$50,440.	\$50,840.	\$51,240.	\$51,640.	\$55,760.	\$56,160.	\$56,560.	\$56,960.
10	\$51,000.	\$51,400.	\$51,800.	\$52,200.	\$52,600.	\$53,000.	\$58,140.	\$58,540.	\$58,940.	\$59,340.
11	\$52,360.	\$52,760.	\$53,160.	\$53,560.	\$53,960.	\$54,360.	\$60,520.	\$60,920.	\$61,320.	\$61,720.
12	\$53,720.	\$54,120.	\$54,520.	\$54,920.	\$55,320.	\$55,720.	\$62,220.	\$62,620.	\$63,020.	\$63,420.
13							\$63,920.	\$64,320.	\$64,720.	\$65,120.