### **CONTRACTUAL AGREEMENT**

#### Between

### **MOUNT SINAI BOARD OF EDUCATION**

and

# THE MOUNT SINAI TEACHERS' ASSOCIATION

July 1, 2017 - June 30, 2022

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### ARTICLE I Recognition

#### Section 1

The written agreement that follows is the result of harmonious negotiations between the Mount Sinai Teachers' Association and the School Board's Negotiating Committee, made and ratified on May 25, 2017 by and between the Board of Education of Mt. Sinai U.F.S.D., hereinafter referred to as the Board, and the M.S.T.A. (Association), and is applicable to the Mt. Sinai U.F.S.D.

It is understood that this agreement is intended as a binding agreement pertaining to salary schedules and personnel policies herein stated and has been negotiated by and between the parties, has been approved by both of the parties and its members, and is a true copy of their agreement made applicable to the above mentioned parties.

The Board of Education recognizes the Mt. Sinai Teachers' Association, including Long Term Substitute Teachers, Parttime Teachers, and Teacher Assistants, as the representative body of the Teachers employed for the period of July 1, 2017 through June 30, 2022. Negotiations have been conducted by and between the Board and the Association in reference to a salary schedule and personnel policies agreement for the period of July 1, 2017 through June 30, 2022 (guidance counselors, social workers, coaches and any other personnel whose terms and conditions of employment are contained in this agreement shall be considered teachers for the purposes of this section).

#### Section 2 - Long Term Substitutes

The terms and conditions of employment for Long Term Substitutes are contained in Article XVI of this agreement.

#### Section 3 - Part Time Teachers

The terms and conditions of employment for Part-Time Teachers are contained in Article XVII of this agreement.

#### Section 4 - Teaching Assistants

The terms and conditions of employment for Teaching Assistants are contained in Article XVIII of this agreement.

#### Section 5

The Board guarantees it will honor all statutory and constitutional rights of the teaching staff.

The Board and the Association maintain that no group can deny academic freedom to educators. The Board, to the fullest extent possible under statutory provisions of law, protects the Teachers' right to academic freedom.

#### Section 6

The Association hereby affirms that it will not strike against the District in accordance with the Public Employees Fair Employment Act, Article XIV of the Civil Service Law.

#### Section 7 - Current Definitions

"SUPERVISOR" shall mean Principal, Assistant Principal, or Director responsible for the area in which the grievance arises.

"CHIEF ADMINISTRATOR" shall mean Superintendent of Schools or his/her designee when designated by the Superintendent.

"GRIEVANCE COMMITTEE" shall mean the committee created by the Association.

### ARTICLE II Dues Deduction

The Board agrees to deduct from the salary of its employees the total annual membership dues as authorized by the Association in equal installments beginning with the first paycheck in November and ending with the first paycheck in June. The district will also make provisions for payroll deductions for NYSUT/AFT member benefits.

a) Teachers will be permitted to contribute to VOTE/COPE on a per pay basis provided the voluntary authorization card is submitted to the Business Office by October 1st.

The Association shall officially notify the business office, in writing, of the amount to be deducted no later than the first official workday in October.

Teacher's authorization must be in writing on official dues deduction cards and said dues shall be transmitted to the Association after each pay period.

### ARTICLE III Negotiating Procedures

#### Section I - Meetings

No later than January 31, 2022, the parties shall meet to commence negotiations. The meetings shall be open only to the members of the negotiating committees unless mutually agreed to by both parties to extend participation. Meetings shall take place outside of the school day. A mutually convenient date and time shall be set by the members of the negotiating teams.

#### Section 2 - Committee

The committee for negotiations shall consist of a maximum of four (4) persons to represent each party. Any change in the size of the committee may be made if mutually agreed to by both parties.

#### Section 3 - Proposals and Acceptance by Both Parties

Once proposals have been placed on the table, no additional proposals may be made without mutual acceptance by both parties. Proposals shall be presented simultaneously. When the committees reach agreement, it shall be so stated in writing and it shall be presented to the respective bodies immediately for official action.

### ARTICLE IV Association-Administration Council

In order to promote a harmonious labor/management relationship between the District and the Association, the following shall apply:

#### **Section 1 - Meetings**

The President or his/her designee from the membership of the Association and the Superintendent and/or his/her designee, shall meet once a month to confer informally on matters relating to the terms and conditions of the collective bargaining agreement which affects the students, the District and the Teachers.

#### Section 2 - Additional Personnel

The President of the Teachers Association and the Administrator, both reserve the right to invite additional personnel who they shall determine may contribute to the matters under discussion at such meeting.

#### Section 3 - Policy and Procedures Committee

A committee of Teachers, Administrators and/or Board Members may be convened to review established policies and procedures whose charge is to make suggestions to the Superintendent of Schools to consider possible changes which would result in a better instructional program for the students and/or working conditions for employees. Size of the committee will be mutually decided upon depending on the issue(s) being discussed.

#### ARTICLE V Professional Duties

The welfare of the children is the paramount goal of the school and will be promoted by both parties. Both parties agree that mutual understanding and cooperation are necessary to ensure the most effective operation of the school.

#### ARTICLE VI Teaching Day, Year and Responsibilities

#### Section 1 - Workday - Full-Time Teachers

The length of the full-time Teachers' official school day for regular session shall not exceed 6-3/4 hours. All Teachers will be expected to be in attendance for a maximum of 6-3/4 hours each regular session day. Upon request, and by mutual agreement, the Superintendent of Schools may alter the Teachers' hours on specific occasions.

- a) Elementary Contiguous Contact Time the District shall limit contiguous contact time to 160 minutes (unless mutually agreed to between the teacher, the Association, and the building principal). Elementary classroom teachers that exceed 140 minutes of contiguous contact time may request aide coverage for up to 10 minutes. (Provision shall apply to all members) (Contact time to be broken by instructional period)
  - Teachers in Grades 5 and 6 who have students that are not involved in band, chorus or orchestra will
    have the opportunity to group these students for a group activity during the "BOC" period to be
    supervised by one teacher.
- b) Secondary Teachers (7-12) shall have no more than five (5) teaching periods per day plus one (1) flex period. In addition they will have one prep and one lunch, and no more than two (2) duty periods per day with a total student contact of no more than six (6) periods in any one-day (exclusive of a paid lunch duty) with the following clarifications:
  - Secondary Building Principals may assign a 6th teaching period. Principals will poll their faculty to determine those Teachers interested and only those may be assigned a 6th period. Teachers assigned a 6th academic period will be compensated at twenty percent (.2) of MA Step 1.
  - In no case will the assignment of a 6th teaching period reduce the status of any current faculty member. Teachers working on a part time basis will be offered the additional sections prior to assigning a full-time Teacher a 6th period. Teachers assigned the 6th period will not be assigned an unpaid duty.
- c) Due to the unique characteristics of the special education program, special education teachers may assign themselves 6 teaching periods without additional compensation, but may not be assigned 6 teaching periods. However, they may be assigned to a "testing center" as their duty period if they have not assigned themselves 6 teaching periods.
- d) A duty period is defined as a period of consecutive minutes not to exceed the longest instructional period. Teachers may have more than one (1) assignment but not more than two (2) within a duty period. Homeroom and student advisory will not be considered duty periods. The maximum duration of cumulative time for these periods shall not be greater than 50% of the length of a regular period. Duties will be rotated. In no case shall a teacher have the same duty for more than 3 consecutive years. Special area teachers who have four or more preparations per semester shall be relieved of either a duty or homeroom assignment for that semester.
- e) Student Advisory Middle School Teachers may/may not be assigned to participate in the student advisor/advisee program. In years when the program is in operation, advisory group size shall be approximately fifteen (15) students. Advisorships may/may not be contiguous with the homeroom period. Homeroom/Advisory shall be on a rotating basis.
  - Teachers who are scheduled as advisors will be assigned no more than one (1) unpaid duty period per day. Whenever possible, the building principal will attempt to assign a duty equal to or less than a full instructional period.
- f) Lunch Duty Volunteers for lunch duty shall be solicited from the secondary staff. Said volunteers shall be given the option of being paid for lunch duty. Those selecting payment may be assigned another duty during the day. Those not selecting payment shall have the lunch duty count as their daily duty. If no one volunteers for lunch duty it may be assigned by the building administrator and the options listed for payment or non-payment will be available to those persons assigned. Teachers new to the district will be notified of this option by the building principal (See Article XIII for compensation).
  - 1. Secondary Teachers shall be assigned no more than one lunch duty every (2) school calendar years.

- g) Secondary Teachers of English, social studies, mathematics and/or science will teach no more than three (3) preparations (i.e., grade levels, subjects, or tracks, or any combination thereof) whenever feasible. When such a Teacher is assigned four (4) preparations, he/she will serve no duty. Every effort will be made to divide preparations evenly within departments; to limit preparations to four (4) for other than core academic teachers; to assign similar preparations to teachers who travel.
- h) Teachers assigned 2 or more periods of A.P. and/or S.U.P.A. courses shall not be assigned a duty.
- i) Flex Period Each secondary teacher shall be afforded one flex period per day. Said period shall be used at the teacher's professional discretion to engage in professional activities such as mentoring (student extra help), additional class preparation, review of professional materials, cooperative planning, parental contact, attendance at District or building level meetings including, but not limited to CSE meetings. For purposes of this section grades 5 and 6 shall be considered secondary and, therefore, teachers must be afforded one flex period per day.
- j) In-School Suspension Teacher The in-school suspension teachers shall be assigned a maximum of 6 periods per day of ISS and will receive a lunch period, a preparation period and a flex period. This teacher's duties when no students are assigned to the ISS shall be hallway supervision, cafeteria supervision, hospitality desk supervision, parking lot supervision, mentoring, class coverage, or other duties as assigned if mutually agreeable between the Association and the Administration. In-school suspension class size shall not exceed 32 students. The tenure area and placement on seniority lists of the in-school suspension teacher shall be based on the certification/tenure area of the teacher.
  - The District may appoint a non-bargaining unit person to perform in-school suspension duties at the High School.

#### Section 2 - Revised Work Schedule

In the event of curtailed sessions or early dismissal, the Superintendent of Schools will announce in advance the scheduled teacher hours. The district maintains the right to block schedule inclusive of the 26-minute period. An advisory committee of teachers and administrators will be created for planning and implementation.

#### Section 3 - Split or Double Session

In the event of split or double sessions, a Teacher's workday shall be determined by the required law and arrived at with consideration according to grade level and choice by seniority with the final decision determined by the Board of Education.

#### Section 4 - After School Faculty Meetings

- 1. Normally, Mondays will be set aside for faculty meetings. Under normal circumstances, meetings will start ten (10) minutes after dismissal and will generally not be more than one (l) hour in length. The Administrator will notify the Teachers at least one (l) day in advance before such meeting. An agenda will be provided in advance either formally or informally or by way of the sign-in sheet. Additional meetings will be called only where an emergency situation exists.
- 2. There will be a maximum of 11 faculty meetings per year called by the Building Administrator. Department meetings shall not be counted as faculty meetings.
- 3. Coaches Meeting: District coaches shall make every attempt to attend a mandatory coaches' meeting on or about the last three weeks of August.
- 4. The Administration will not call any afterschool meetings on Wednesdays so that the Association may utilize Wednesdays for its Association meetings.

#### Section 5 - Preparation Period

Each Elementary Teacher will be given an uninterrupted preparation period of at least forty-five (45) minutes each day. Middle School and High School Teachers will be given a preparation period equal to the longest instructional period (excluding student passing time).

#### Section 6 - Lunch Period

Each Elementary Teacher will be given an uninterrupted lunch period of at least forty-five (45) minutes each day. Middle School and High School Teachers will be given a lunch period equal to the longest instructional period (excluding student passing time). Every effort will be made to schedule teacher lunch periods during the times of student lunch.

#### Section 7 - Bus Check-off (5 & 6)

Bus check-off will be performed by 5th & 6th grade Teachers unless they are on the same time schedule as 7th & 8th. No more than one (1) Teacher on duty. Each Teacher shall be assigned no more than an average of one (1) period per week.

#### Section 8 - After Class Instruction

Teachers are encouraged to spend a minimum of two days per week for after school extra help.

#### Section 9 - School Calendar

The District shall schedule 185 days in the school calendar inclusive of five (5) emergency closings. In the event that the District uses three (3) or less emergency closing days, teachers will be required to be in attendance 181 days. The Teachers' Association shall confer with the Superintendent of Schools for the purpose of scheduling said days. However, the Superintendent of Schools shall make the final determination.

#### Section 10 - Guidance Counselors

- 1. For the duration of this agreement guidance counselors may be required to work a maximum of ten (10) additional days contiguous with the week after the close and/or the week prior to the opening. Dates, days and times may be adjusted by mutual agreement. In addition, "two high school counselors and one or two middle school counselors may be required to work one additional week each (5 consecutive days). One week will be on or about mid-July and one week will be on or about mid-August. The exact dates will be determined upon consultation and agreement between the counselor and the head of pupil personnel services. The District must solicit volunteers (in August of the prior year). If no volunteers come forth the District may assign counselors on a rotating basis. Each summer week worked must straddle a weekend. The summer workday shall be five hours (8 am 1 PM). Compensation for this summer work shall be the counselor's pro-rated per diem rate of pay or the summer rate of pay, whichever is greater (pro-rated per-diem rate of pay capped at \$115.00 per hour) or five additional sick days, or one comp. week (does not have to be consecutive).
- 2. Also, the District may solicit volunteers to work one Wednesday or Thursday evening per month during the months of November through April. The hours for said work shall be 4:00 P.M. to 9:00 P.M. Compensation for said work shall be the counselor's prorated per diem rate of pay or the summer rate of pay, whichever is greater (pro-rated per-diem rate of pay capped at \$15.00 per hour) or one sick day or one comp day/evening worked.

#### Section 11 - Evening Assignments

Teachers assigned to multiple buildings may be required to attend two (2) back-to-school nights.

#### Section 12 - Multi-building Assignments

Teachers assigned to more than one building will be compensated for travel between the buildings following the first trip each day of travel. Each trip thereafter will be considered one mile and the rate of compensation will be IRS rate per mile (i.e. HS to MS to ES to HS = 2 trips). Application for payment may be made midyear and/or at the end of the year through the principal's office.

#### Section 13 - Differentiated Schedule

The District shall have the right to alter a teacher's schedule so that it is not consistent with that of any particular school. A teacher's schedule may be altered a maximum of one (1) instructional period (40 minutes) from that of a particular school (i.e. start 40 minutes early or late). If a differentiated schedule is required, the District must first solicit and accept volunteers from within the particular department and/or tenure/certification area. If several volunteers come forth, the final decision to assign an individual teacher to a differentiated schedule rests with the District. If no volunteer comes forth, the District may assign a teacher to a differentiated schedule. A differentiated schedule may not be assigned for more than one (1) year [consecutive], unless there is mutual agreement between the Teacher, the District, and the Association. The District may solicit volunteers for a multi-year differentiated schedule assignment for a specific program. If no volunteer comes forth, the District may assign a teacher to a multi-year differentiated schedule for a specific program. In these instances where a teacher's day must begin prior to the High School start time or conclude

later than the Elementary School end time, the necessity of the scheduling arrangement shall be discussed with the Association with the intent of coming up with other solutions. A teacher's schedule shall be the same each day. The maximum length of the school day shall not exceed 6-34 hours for any reason. The District agrees to solicit volunteers for specific differentiated schedule assignments per building (i.e. two reading teachers, before school, high school), by way of written notice. Teachers assigned a differentiated schedule shall be notified by May 15 (Elementary) or June 15 (Secondary) as part of their tentative teaching assignment pursuant to Article XII Section 2 (b) and (c).

Section 14 – Evening Conference Hours (Elementary)

Four (4) evening (5:00 p.m. and beyond) conference hours will be required per year. Said hours will be scheduled the week before, the week of, or the week after regularly scheduled conference days. Up to two (2) hours may be scheduled prior to the start of school (early morning hours). Compensation shall be one (1) "comp day" to be used without restriction.

Note: This provision does not apply to Art, Music and Physical Education teachers.

#### ARTICLE VII Teacher Rights

#### Section l - Teacher Files

Teachers will be allowed to refer to personnel files. Teachers shall request this before 9:00 A. M. and will be able to refer to files on the same day. Teachers shall acknowledge reading the material. No information on a Teacher shall be placed in a Teacher's file unless the Teacher reads the material. Teachers must then be given the opportunity to give their responses and this too shall be placed in the file.

#### Section 2 - Parent-Teacher Conferences

Teachers shall have three (3) successive one-half (1/2) days for conferences at the first marking period, and one (1) half-day on the second to last day of school. Under extenuating circumstances, parent-teacher conferences not fulfilled will be held at the convenience of the participants. The foregoing shall be organized within the guidelines required by the New York State Education Department.

#### Section 3 - No Reprisal

There shall be no reprisals taken against any member of the Association because of such membership or participation in its lawful activities.

#### Section 4 - Regulations and Practices

The Administrator shall consult with the Association prior to instituting any new or major revisions of policies or regulations and practices affecting the Association members.

#### Section 5 - Teacher Termination

No Teacher shall be dismissed, reduced in rank or compensation, or denied any professional advantage without just cause.

a) After at least one (1) unsatisfactory formal observation, the teacher shall receive a written warning, followed by a meeting with the Association Representative where the teacher will receive specific written instructions/suggestions for improvement, for the purpose of keeping their position. A first year teacher has 60 school days to improve, a second year teacher has 45 school days to improve, and a third year teacher has 30 school days to improve. If the administrator makes a determination that "no improvement has been shown" the statute will be followed for dismissal.

#### Section 6 - Bulletin Boards

The Association has the right to use the faculty bulletin board at the discretion of the membership. No material may be removed without the permission of the Association.

#### Section 7 - Workroom and Conference Area

The School District shall make every effort to provide a workroom and conference area. Office machines will be provided for Teachers' use for school-related business only. School phones may be used for school business. It shall be the duty of the teaching staff to keep the room neat and the equipment clean.

#### **Section 8 - Testing**

No standardized testing shall be administered later than June 1st.

#### Section 9 - Association Days

There shall be 20 Association Days per school year granted to members of the Union as designated by the President without loss of pay and/or benefits to conduct Association business. The Association shall reimburse the School District the per diem cost of a substitute replacement.

Additional association days will be given if the business is of mutual benefit. In those instances the District will
pay for the substitute.

#### Section 10 - Roster

The Association president will be provided a list of new employees prior to the opening of school.

#### Section 11 - Observations

No District Office Administrator shall perform a classroom observation until December 1st or until at least two (2) building level (principals or directors) observations have been completed. This shall apply to any member with two (2) years or less experience.

#### Section 12 - Mentor Intern Program

Program to be one year (Interns to be monitored). Mentoring assignment(s) to be made by selection/assignment committee based on tenure/certification area(s) and grade level of the mentor and intern(s). Selection/assignment committee to be made up of three teachers (one to be Association President), one district level administrator, and one building principal. The Association President and Superintendent to jointly solicit volunteers as mentors. A maximum of 10 volunteers and all building principals to receive mandated training. Maximum number of interns per mentor limited to three. Mentor(s) assigned 1, 2, or 3 interns shall not be assigned any non-teaching duty. Mentors assigned 1, 2, or 3 interns shall receive up to one professional day per month (or the equivalent in instructional periods) per mentor, if requested, in order to meet with, observe, confer, coach, etc. their intern(s). The professional day(s) and/or instructional period(s) may also be used to cover the class(es) of their assigned intern(s) so that the intern may observe other colleagues. Request for professional time must be made at least one week in advance to the building principal. If instructional periods are requested (rather than full days), said release time shall be requested on a rotating basis. Professional days requested during the month of June may be granted at the discretion of the building principal. Elementary mentors and interns shall not be required to attend any District/building meeting prior to student arrival. (10 day/year exception) Mentor stipend: \$1000.00 per assigned intern; or 12 sick days added to accumulated sick time per assigned mentor. Intern(s) shall receive no release time but shall not be assigned any non-teaching duty for the first half of the year. All secondary interns must fulfill two chaperone assignments before the conclusion of the first school year. Compensation as per the contractual agreement between the Association and the District shall not apply. Mount Sinai Teachers' Association shall be responsible for all mandated training of mentors, interns, and building principals. This includes the selection, organizing and cost of said training. Role of Mentor to be advisory rather than evaluative. Strict confidentiality between mentor and intern to be maintained.

#### Section 13 - Surveillance/Video Cameras

Electronic monitoring equipment, such as video/surveillance equipment, ID badges, etc. may be installed and used for legitimate security purposes only. Any and all information captured by any electronic means, shall not be used in the evaluation and/or observation of any member of the Association unless mutually agreed to by and between the District, the Member, and the Association. Information gathered by any electronic means may not appear or be referenced on any observation or evaluation. Information gathered by any electronic means may not be used in any disciplinary hearing or proceeding pursuant to Section 3020-a of the Education Law unless the information reveals the striking of a student or any other illegal activity. The District retains the right to use any information captured by electronic means in the criminal prosecution of any member of the Association.

#### Section 14 - Weingarten Rights

All members shall have the right to have a union representative present when meeting with any district administrator if the member reasonably believes the meeting could result in discipline.

#### Section 15 - IEP Days

One (1) IEP day shall be granted per semester to special education teachers, reading specialists, speech & language teachers, and social workers. IEP days must be spent in District. Elementary teachers (as listed above) may use a maximum of two days per year as needed.

#### ARTICLE VIII Class Size

The policy for class size for the duration of this contract is:

#### Section 1 - Elementary

Class size for the elementary grades shall be within the following ranges:

Kindergarten	Grade 1	Grades 2 through 6
18 – 23	20 – 24	24 - 28

Music, art, physical education may exceed 28. However, the maximum class size for music, art and physical education shall be equal to an individual class size. If the mainstreaming of self-contained students causes the mainstreamed class to go over the maximum limit, the teacher may elect to receive \$3 per day per student for each of the 180 days school is in session, rather than be assigned an aide. There is a three-student limit.

Class size, except for chorus & band, shall be considered in excess when there are enough pupils over the top of the range to create a new class equal in number to the bottom of the range. If a class size exceeds the upper limit, an aide will be provided for one (1) hour per day for each student over the limit.

#### Section 2 - Secondary Grades (7-12)

Class size for secondary grades, including general music, shall not exceed 32 with the following exceptions:

- a) Chorus and Band
- b) Physical Education classes shall not exceed 35
- c) Project Adventure classes shall not exceed 25
- d) Science Labs no class shall exceed 26. If a class exceeds 26 students, an aide for that class will be provided.

#### Section 3 - Secondary

Caseload for Secondary Teachers shall not exceed a total of 145 students with the following exceptions:

a) In school years when the student advisory program is in effect the caseload for secondary Teachers involved in the program shall not exceed a total of 152 F.T.E. students.

#### Section 4 - Home and Career Skills and Technology

Class size for Home and Career Skills and Technology classes in grades 7-12 shall not exceed 25 students per class. For elementary Technology Exploratory Courses, classes that exceed 25 students will have an aide assigned for safety and supervision purposes.

#### Section 5 - Modified Classes and Secondary Art

Every effort shall be made to keep modified classes at no more than 20 students per class. Secondary art classes shall not exceed 26 students.

#### ARTICLE IX Leaves

#### Section 1 - Personal Leave

A total of five (5) days per year may be allowed without loss of pay for personal leave reasons where matters cannot be attended to outside the normal school day.

- a) Up to three (3) personal days (contiguous to weekend or holiday) can be used without restriction upon approval of Superintendent or designee. Note: No reason required. Personal leave days that are more than three (3) days must:
  - Be requested at least two school days prior to day(s) requested. (Will be waived in cases of
    emergency). Response will be given one school day later for request made within the week of said
    date or approval can be assumed. Those days requested that are received prior to the week before,
    will receive a response at least a week before said requested leave dates.
  - 2. Be fully explained on district form
  - 3. Be approved by Superintendent or his/her designee
  - 4. Personal leave days will be accumulated as part of sick days.

#### Section 2 - Sick Leave

- Tenured Teachers will be granted 12 sick leave days per year without loss of pay.
- Probationary Teachers will be granted 10 sick leave days per year without loss of pay.
- 3. Any unused portion of the sick leave shall be accumulated to an unlimited amount.
- 4. Sick leave shall be defined as personal illness or illness in the immediate family.
- 5. Medical proof will be submitted if requested by the Superintendent of Schools or the Board.
- 6. Teachers will be furnished with an accumulated sick leave statement in September of each year.
- 7. Birth of a Child Teachers may use up to 10 weeks of accumulated sick time for the natural birth of a child (each week beyond 6 will be understood to be pursuant to FMLA). Teachers may use up to 12 weeks of accumulated sick time for the cesarean birth of a child (each week beyond 6 will be understood to be pursuant to FMLA). Teachers not using their full allocation of FMLA shall have the balance available to them for the remainder of the year. (Recuperative time in excess of the six weeks after the birth of a child (if charged against sick time) is deducted from FMLA).

#### Section 3 - Supplemental Sick Leave at Half (1/2) Pay (SHALL NOT APPLY TO PART-TIME TEACHERS)

- Supplemental Sick Leave shall be granted to probationary and tenured teachers when a teacher is unable to perform
  his/her teaching duties as a result of a serious illness and/or accident. The teacher must submit written certification
  from a physician, to the Superintendent of Schools stipulating the reasons for the inability and the approximate
  length of time needed to recover and return to work. The district can request a second opinion and/or periodic
  update exams from the teacher or school district's doctor.
- 2. The Teacher must first exhaust all of his/her accumulated sick leave and personal leave time.
- 3. The Teacher shall receive half (1/2) pay for as many payroll periods as the number of years of teaching service in the District rendered by the Teacher. The cumulative total of payroll periods shall cap at the total number of years the teacher has been employed in the district.

#### Section 4 - Catastrophic Sick Leave at Half (1/2) Pay

Catastrophic Sick Leave is at the Board of Education's discretion and shall apply only to tenured Teachers, after they have utilized their Supplemental Sick Leave benefit. The length of time catastrophic leave may be granted shall be determined by the Superintendent of Schools and the Board of Education after consultation amongst the Teacher, Physician and Superintendent. The length of time may not exceed six (6) calendar months. The board may waive this time limit at its discretion. The Board of Education reserves the right during any period of convalescence to have the teacher examined by a doctor appointed by the Board.

#### Section 5 - Military Leave

Military Leave will be granted in those cases where personnel are entering the military service for a period of not less than 60 days. Accumulated sick leave will be carried over until the person returns.

#### Section 6 - Child Care Leave (SHALL NOT APPLY TO PART-TIME TEACHERS)

- 1. A child care leave of absence, without pay, shall be granted for not more than two (2) school calendar years after the Teacher has completed one (1) full year of satisfactory service. A third year may be granted at the Board's discretion.
- 2. Child care leave shall be granted for birth of child, illness of child, adoption of child, or death of spouse.
- 3. Child care leave may begin during the school year provided, however, that the Superintendent of Schools is notified by the Teacher two (2) months in advance of such leave. This advance notice applies in cases of pregnancies only (and whenever possible for the other three listed in part (2) above).
- 4. A Teacher granted child care leave may not return until the expiration of the leave. Teacher will notify the District by April 15th of his/her intention to return or not. No mid-year returns will be allowed.
- 5. When the Teacher returns from leave, the Teacher shall be assigned to the same position the Teacher held at the time the leave commenced. If the position no longer exists, the Teacher shall be entitled to a substantially equivalent position.

#### Section 7 - Professional Days

Subject to the approval of the building principal, any Teacher requesting to attend a conference and/or seminar beneficial to the educational needs of the District will be allowed to do so without loss of pay, time or leave benefits. All reasonable expenses incurred by the Teacher such as registration fees, transportation, meals and lodging shall be reimbursed by the District after submission of receipts for expenditures.

#### Section 8 - Leave Notification

When a teacher is on an extended leave of absence, the District will send a notice to him/her by March 15<sup>th</sup> to remind him/her of his/her responsibility to inform the District by April 15<sup>th</sup> of his/her intention to return to work. Failure of the teacher to do so (by April 15<sup>th</sup>) will be construed as the teacher's intent to sever employment (at the conclusion of the leave) and will result in his/her termination from the District (action to be taken at the May Board of Education meeting.)

#### Section 9 - Bereavement Leave

Teachers will receive five (5) bereavement days per occurrence with no restrictions.

#### ARTICLE X Tenure

The probationary period for all non-tenured Teachers shall be in accordance with Section 3012 of the New York State Education Law. (SHALL NOT APPLY TO PART-TIME TEACHERS)

### ARTICLE XI In Service and Graduate Preparation

#### Section 1 - Credit Acceptance

- A minimum of three graduate credits must be taken per horizontal movement on the salary schedule.
- 2. Credits will be accepted for movement on the salary scale following the prior approval of the Superintendent of Schools or his/her designee.
- 3. Online courses will receive full credit.
- 4. Up to three (3) in-service credits per column may be earned by chaperoning 15 hrs. per credit at no cost to the District.

5. A minimum of six (6) graduate credits must be taken when moving to MA75 column and MA90 column.

\*Note: six (6) graduate credits are required when moving from MA column to MA30 column (new hires, July 1, 2017).

Current members that have twelve (12) in-service and three (3) graduate credits "banked," will be "grandfathered" and may move to MA75 or MA90 with three (3) graduate credits.

#### Section 2 - Reimbursement Option

The district and teacher may mutually agree on course work to prepare a teacher more fully for a given position or the district may mandate a course to help improve the teacher's performance. In either case the teacher has the option to pay for the course and receive credit toward an increment or they could take the course at the District's expense and not receive credit toward incremental movement.

## ARTICLE XII Vacancies and Transfers (Shall not apply to Part-Time Teachers)

#### Section 1 - Vacancies

- All professional vacancies shall be posted as soon as the vacancy exists and a position description and qualifications
  for the position included. The staff will receive first opportunity to apply for said openings. When a Teacher applying
  for a position is denied this position, the Teacher can request and receive an explanation from the Administrator
  directly involved.
- 2. The District Office shall forward a copy of any vacancies to the President of the Association when school is not in session (summer months).
- 3. The District will notify the Association President in advance of situations of reduction in force.

#### Section 2 - Transfers

- 1. All transfers will be explained fully.
- Elementary Teachers shall be notified of their teaching assignments by written notice no later than May 15th.
  However, exceptions may be made when extenuating circumstances occur.
- Secondary Teachers shall be notified of their specific teaching assignments (i.e., grade levels, subjects, and tracks) by written notice not later than June 15th. However, exceptions may be made when extenuating circumstances occur.

#### Section 3 - Summer Positions

Teachers applying for summer positions shall be chosen by qualifications and seniority. Job description and salary shall be posted by May 15th, whenever possible.

### ARTICLE XIII Compensation

#### A. SALARIES

#### Section 1 - Salary Schedule

New Hires: Add four (4) additional steps before Step 1 (6 total, A-F). Eliminate BA15 column, BA30 column, BA45 column, and MA15 column.

#### Percent increases are as follows:

2017-18	.25 % plus increment
2018-19	.50% plus increment
2019-20	.75% plus increment
2020-21	.75% plus increment
2021-22	1.0% plus increment

\*All other compensations shall increase the same rate unless otherwise noted herein.

Current Members: Eliminate BA30 column and BA45 column. Eliminate Step oo and Step o on the 2019-20 salary schedule and beyond. \$2,000 longevity to all Step 30 columns (Remains on schedule).

Percent increases are as follows:

```
2017-18 .25 % plus increment
2018-19 .50% plus increment
2019-20 .75% plus increment
2020-21 .75% plus increment
2021-22 1.0% plus increment
```

#### Section 2 - Placement on Salary Schedule

- In the event a teacher's end of year evaluation is rated unsatisfactory, the District may pursue disciplinary charges in accordance with Section 3020(a) of the Education Law. The primary basis of which would be incompetence. It is understood that an unsatisfactory end of year evaluation will need to be supported by written documentation of concerns that have been communicated throughout the year. While several formal classroom observations are required in making such a judgment, informal observations and other non-instructional matters will need to be included in the written documentation to support an unsatisfactory rating. Upon the filing of such charges, the Association must arrange to meet with the teacher and representatives of the District in an attempt to find a mutually acceptable alternate arrangement so that the 3020(a) charges may be withdrawn.
- Vertical placement on the salary schedule will be allowed on the basis of one step for each year of teaching in the Mt. Sinai School District.
- 3. Three (3) horizontal moves shall be permitted between September 1, 2017 and June 30, 2022. Moves may occur in September or February (only one move per year permitted). BA to MA does not count as one of the three (3) moves.)
- 4. Those Teachers who teach for half a year or more will be allowed one full year's credit toward placement on the salary schedule the following September.
- 5. Those Teachers who teach less than half a school year will remain on step through the following school year in order to earn a year's credit toward increment.
- 6. Teachers returning from a leave of absence, (granted to fill any administrative position within the District), shall be granted incremental salary credit.

#### Section 3 - Salary Increments

Salary increments will be granted at the beginning (September) and middle (February) of the school year. The District must receive an official transcript or copy of transcript request form by the end of the semester following completion of courses before additional salary is initiated. Salary increments will be paid retroactively to the beginning of the semester following completion of credits provided there is such timely receipt of a transcript or a copy of a letter requesting a transcript.

#### <u> Section 4 - Prior Service Credit Allowance</u>

Prior service credit will be unlimited at the discretion of the Superintendent of Schools and the Board.

#### Section 5 - Military Credit

Credit for placement on the salary schedule for service in the United States Armed Forces may be granted at the discretion of the Administrator and the Board at the rate of one (1) year for each two (2) full years of military service. This service credit will not exceed two (2) years and must be based on a satisfactory service record. (SHALL NOT APPLY TO PART-TIME TEACHERS)

<sup>\*</sup>All other compensations shall increase the same rate unless otherwise noted herein.

#### Section 6 - Salary Payment

Salary will be paid every other Friday beginning with the second Friday following the opening of school. Payroll will be distributed on the last day of student attendance where the normal Friday payroll date occurs during a vacation.

#### B. HOME BOUND INSTRUCTION

A Teacher who is assigned by the Superintendent of Schools and/or his designee to provide home bound instruction outside of the normal school day shall be compensated at the rate of:

2017-18	2018-19	2019-20	2020-21	2021-22
\$ 45	\$ 45	<b>\$</b> 46	<b>\$</b> 46	\$46

Full-Time Teachers shall have primary consideration over Part-Time Teachers for homebound instructional assignments.

#### C. CURRICULUM DEVELOPMENT

#### Section 1

The Board of Education, District Administration and the Teachers Association hereby recognize and pledge mutual cooperation in the development of major curriculum program revisions and the development of new courses of study beneficial to the educational needs of the school district. It is further understood by the Board, Administration and the Association that the development of curriculum programs during the normal school day is a professional commitment to the students to further enrich the quality of education in the District.

#### Section 2

Any Teacher(s) who perform(s) curriculum preparation and/or curriculum writing as indicated in Section 1 outside of their normal workday and/or work year, shall be compensated as set forth below. The Superintendent of Schools shall determine the time allotted for such curriculum work after consultation with the Teacher(s) involved.

2017-18	2018-19	2019-20	2020-21	2021-22
\$52	\$52	\$53	\$53	\$54

#### Section 3

The Administration and the Association shall confer with each other for the purpose of exchanging ideas and suggestions. Upon completion of the proposed curriculum programs as indicated in Section 1 and upon the recommendation of the Superintendent of Schools, said documents shall be forwarded to the Board of Education for their review and consideration before final adoption of such programs.

#### D. EXTRACURRICULAR ACTIVITIES

If additional services are required of Teachers to supervise programs of student activities after school, the posting, hours, and salary compensation are set forth in Section 5 (Appendix C).

#### Section 1 - Voluntary

All extracurricular activities shall be on a voluntary basis with appointments made by the Board of Education. Full-Time Teachers shall have primary consideration over Part-Time Teachers to participate in extracurricular supervision.

#### Section 2 - Posting of Notices

Posting will be at least seven (7) days in advance of selection of person(s) to be appointed.

#### Section 3 - Preference

In the initial chartering of an activity, preference shall be given to those members of the staff who have been conducting certain extracurricular activities on a voluntary basis.

#### Section 4 - Cancellations

It is expressly understood by and between the parties that the District retains its right, at any time, to discontinue any authorized chartered activity. In the event such cancellation occurs, then the Teacher shall receive compensation on a pro-rated basis up to such time that the cancellation occurred.

#### Section 5 - Rate of Pay

Compensation shall be as per co-curricular salary schedule (see Appendix B).

Stipend Increases - Increase Elementary School Yearbook and Elementary School Student Council stipend by five hundred (\$500) each. Increase High School Musical Stipends: Drama Director, Vocal Director, Pit Orchestra, Set Design, and Producer by five hundred (\$500) each.

Music Stipend - Artistic Director stipend two thousand, eight hundred and forty-two (\$2842). Job description developed upon consultation and agreement with director of Music & Fine Arts.

Varsity Lacrosse & Wrestling - Move to Level "A" sports in the 2018-19 school year

#### E. COACHING SALARIES (Appendix B)

#### Section 1 - Payments

All coaching salaries to increase as follows:

```
2017-18: .25% + increment (if applicable)
2018-19: .50% + increment (if applicable)
2019-20: .75% + increment (if applicable)
2020-21: .75% + increment (if applicable)
2021-22: 1.0% + increment (if applicable)
```

2. Athletic Trainer Compensation - the position of athletic trainer shall be placed on the coaching salary schedule as a B coach (head varsity) for all three seasons.

If 40% of our outdoor athletic events (cumulative home games) occur after 5:30 p.m. during the fall or spring sport season, compensation for the athletic trainer shall be based on a level "A" head varsity coach for that particular season or seasons. Appropriate step applies.

- 3. Upon receipt of log or notice that half (1/2) the season or activity is completed, the coach will be compensated half amount of pay.
- 4. Second half payment will be made within 30 calendar days after submission of log and sign-off by supervisor indicating completion of said activity.
- 5. Coaches not employed by the school district as a teacher will have a 3% agency shop fee deducted from the salary noted. Said sum of money will be forwarded to the Mount Sinai Teachers' Association.
- Additional compensation for after season playoffs:

#### **Each Practice**

	2017-18	2018-19	2019-20	2020-21	2021-22
L	\$75	<b>\$</b> 76	\$ 76	\$ 77	\$ 77

#### Each Playoff Game

_	atin i itaj on dume				
	2017-18	2018-19	2019-20	2020-21	2021-22
	\$ 149	\$ 150	\$ 151	\$ 152	\$ 154

7. A coach who moves up within a sport (i.e. JV Head to Varsity Head) will be placed on the coaching schedule at the step nearest the salary earned (+/-) in the position prior to moving up.

#### F. CHAPERONING, TIME KEEPING, SCOREKEEPING, and FIELD TRIPS/CLASS TRIPS

Prior to the start of each semester, a list of all K-12 activities requiring chaperones, scorekeepers, timekeepers, etc., will be posted in each building. Teachers may sign up as "first choices" and/or "alternates". Teachers not assigned as first choices shall be placed on the alternates list. There is no limitation on the number of events that can be assigned or restrictions by building. Teachers will receive preference for all assignments.

Any teacher deemed "not eligible" (as observed by an administrator or his/her designee) must be informed in writing and provided a specific reason(s) by the administrator. Reasons may include, but are not limited to, poor performance, repeated non-attendance [three or more times per year], not wearing the supervisor's "jacket", etc.

The building administrator may give preference to teachers "most familiar" with students. However, should the number of chaperones required for a specific event exceed the number of volunteers from the building; teacher volunteers from other buildings will be given preference over non-MSTA members.

In the event that the person assigned to an activity cannot attend (regardless of reason), the list of alternate chaperones for that event will be exhausted before the district can go outside the bargaining unit (MSTA) to engage non-members.

The final list of assignments and alternates will be sent to all MSTA members.

It is understood that MSTA members shall also receive preference to all Section XI (A) events, as well as for events that are not initially listed. It is further understood that at the discretion of the Superintendent and/or his/her designee, any event may be canceled.

Teachers who chaperone students or serve as the official timekeeper or scorekeeper during authorized school sponsored events as determined by the School District, shall receive the following remuneration:

2017-18	2018-19	2019-20	2020-21	2021-22
\$ 32 .	\$ 32	\$ 32	\$ 33	\$ 33

Chaperoning shall begin fifteen (15) minutes prior to an event and end fifteen (15) minutes after the event (this time may be extended by the administrator in charge). A maximum charge shall be seven hours (7) except for weekend (Saturday and/or Sunday) school sponsored activities or when school is not in session nine hours – nine (9) hour maximum per day. Weekday overnight trips will be compensated at nine hours per day. Beyond the half-hour shall be paid for a full hour.

- 2. Official Timekeepers and Scorekeepers A maximum charge of three (3) hours will be charged for a single event and a maximum charge of four (4) hours for multi-events. Beyond the half-hour shall be paid for a full hour.
- 3. Trips it is understood that the Superintendent and/or designee has the right to approve all school sponsored field/class trips. Approval will be based on the relevance to the curriculum, the specific number of hours, and the number of chaperones needed. In addition to these criteria, when school is not in session, trip approval will occur after consultation with MSTA President and/or designee.

Trips occurring when school is in session must extend the normal school day by at least one (1) hour for chaperone payment to be applicable. Chaperones shall be paid up to seven (7) hours beginning after the first "extended" hour (30 minutes or more constitutes one hour). For trips occurring when school is not in session, chaperones shall still be paid up to nine (9) hours per day. If the determination is "no chaperone(s) and/or no pay," the trip may still be scheduled and noted as such. The decision of the superintendent is final. (Note: extension of the school day means before and/or after school).

4. Sporting Events – the chaperone rate of pay for outdoor evening events after 5:30 p.m. shall be 150% of the regular chaperone rate of pay.

#### G. COMPENSATION FOR COVERED CLASSES

In the event a Building Administrator assigns a Teacher to cover a class due to insufficient substitutes, remuneration is as follows and payable semi-annually:

#### Section 1 - (Grades K-6)

\$4.00 per student with even distribution of students across grade level. Applies only to classroom Teachers.

#### Section 2 - (Grades 7-12)

2017-18	2018-19	2019-20	2020-21	2021-22
\$ 30	\$ 30	\$ 30	\$ 31	\$ 31

or, one additional sick day for every six (6) class coverages - at the teacher's option.

#### H. LUNCH DUTY

Teachers electing to be compensated for lunch duty will receive per period pay. Teachers will be compensated mid-year and at the end of the year following the submission of a log noting the days they served the duty.

#### I. SUMMER RATE OF PAY

If an administrator needs the services of a teacher during the summer months, the rate of pay will be as follows.

2017-18	2018-19	2019-20	2020-21	2021-22
\$ 77	\$ 78	\$ 78	\$ 79	\$ 80

#### J. SUMMER SCHOOL COMPENSATION

2017-18	2018-19	2019-20	2020-21	2021-22
\$ 4799	\$ 4823	<b>\$</b> 4859	<b>\$ 4896</b>	\$ 4945

- Session I is to be one and one half (1-1/2) hours in length and begin at 8:15 a.m.
- · Session II is to be one and one half (1-1/2) hours in length and begin at 10:00 a.m.
- · Session III is to be one and one half (1-1/2) hours in length and begin at 11:45 a.m.
- Remuneration is based on classes meeting four (4) days per week for a total of six (6) weeks
- Any increase or decrease in the number of classes per week or in the number of weeks shall result in a commensurate proration of the stipends.
- · In years where there are combined 7<sup>th</sup> and 8<sup>th</sup> grade classes, there will be a 20% premium.
- · Summer school teachers may request half compensation at the midpoint of the session.

#### K. MILEAGE

A teacher, who is authorized by the Superintendent of Schools to conduct school district business and uses his/her personal vehicle to travel outside of the school district, shall be reimbursed at the same rate granted to other District employees.

#### L. SEVERANCE (not to be used in conjunction with or in addition to the retirement incentive)

Teachers who sever their relationship with the Mt. Sinai School District can have their full-time teaching experience in Mt. Sinai applied to severance compensation provided that:

- · said Teachers have completed at least five years full time teaching in Mt. Sinai.
- · said Teachers have accumulated a minimum of 50 sick days at the time of severing their relationship.
- said Teachers sever their relationship with the district in good standing.
- Teachers who meet all three conditions at the time of severing their relationship shall be compensated by applying the daily rate of pay of the BA 1 salary, times the number of accumulated sick days as per the following schedule:

Completion of: 1 day's pay for each: 5-12 years 4 days accumulated 13-20 years 3 days accumulated 21+ years 2 days accumulated

#### M. SEMI-ANNUAL PAYMENTS:

Semi-annual payments shall be made in the twelfth (12th) paycheck for those who wish to be compensated at the half-year point.

#### ARTICLE XIV Insurance

#### Section 1 - Health Insurance

1. Current Members: Effective July 1, 2017, the health insurance plan for the members of the Teachers' Association shall be Empire Core Enhanced (NYSHIP) (inclusive of the prescription plan), [not Blue Cross/Blue Shield Empire]. If any annual increase in the Empire Plan is in excess of 15% in any given year; the Association President, Superintendent or designee, and Board President shall meet to discuss the possibility of a mutually agreeable arrangement including, but not limited to, a new third party administrator. (Empire Core Enhanced shall remain the standard). The teachers' contribution to the health insurance premium shall be 16%. Effective July 1, 2018, the health insurance contribution rate shall be 16.5%. Effective July 1, 2019, the health insurance contribution rate shall be 17%

New Hires: Effective July 1, 2017, the health insurance contribution rate shall be 19% through June 30, 2022, for all new hires (hired on or after July 1, 2017).

- 2. Should a Teacher elect not to be covered under the District's health plan, the Teacher shall be entitled to payment of \$12,000 (family), \$5,500 (individual), for current members and \$7,500 (family) and \$4,000 (individual) for new hires (on or after July 1, 2017), in lieu of accepting the health insurance benefits. (Part-Time staff will receive payment pro rata of the district's contribution). [Written notification by currently employed Teachers must be received in the Business Office no later than April 1 prior to the school year during which benefits are to be declined.] For Teachers not currently employed, such election shall be made at time of employment. Health benefits will be reinstated as per insurance carrier regulations, following evidence of insurability. Teachers electing not to participate in the health insurance program will be compensated at the end of the school year in which they elect not to participate.
- 3. Effective July 1 2008, the District's contribution to the health insurance premium for retirees (if not eligible for retirement incentive {retroactive to include current retirees paying more}) shall be 65%. The District agrees to reimburse Medicare Part B payments in accordance with the Empire program. Retirees currently paying 25% or less shall remain the same. By September 1st of each year the district shall provide the Association President or designee a statement of annual premium for single and family health coverage as well as any other information requested that is mutually agreed upon and submitted by August 1st of each year. The association shall have the right to audit the same at its own expense.
- 4. Retiree contribution rate shall be 30% if not taking advantage of the retirement incentive and 17% for members taking the incentive.
- 5. If a member (30 years or more of service (Port Jefferson time counts) or retiree), pre-deceases their spouse, the spouse shall continue coverage at the same contribution rate for up to 10 years or until the spouse becomes Medicare (or the equivalent) eligible, whichever is less.
  - \*Note: Individual coverage applies unless the member leaves behind an eligible dependent. Family coverage would then only apply until the dependent becomes ineligible (ages out).
- 6. The district may offer an optional Plan B health insurance option upon consultation and agreement with the Association. District savings by a member taking the plan will be calculated upon consultation and agreement with the Association, and be shared with the member (50% District, 50% Member, calculated annually). Contribution Rate: Same as NYSHIP.

#### Section 2 - Dental Insurance (For Full-Time Teachers)

#### **District Dental Contributions:**

2017-18 \$675 2018-19 \$750

2019-20 \$825

2020-21 \$900

2021-22 \$975

#### Section 3 - Life Insurance

All members of the bargaining unit shall be covered by a minimum of \$20,000 life insurance policy.

#### Section 4 - Domestic Partnership

The District and the Association shall develop a restrictive policy regarding Domestic Partner upon consultation and agreement with District Counsel. A separate Memorandum of Agreement shall be executed.

#### Section 5 - Flex Plan

A debit card system shall be instituted no later than July 1, 2008, for the purpose of paying eligible benefits pursuant to Section 125 of IRS regulations. (If available)

#### **Section 6 - Subrogation Agreement**

If a member receives benefits under the contract and he/she receives money from a third party judgment or settlement in payment for the same benefits, then Empire/The Carrier may recover from such member the reasonable value of the benefits provided. Recovery by Empire/The Carrier shall be limited to amounts received by the member for hospital, medical and surgical services. The member must cooperate fully to assist Empire/The Carrier in protecting its legal rights under this provision. This shall not apply to supplemental insurance policies including but not limited to AFLAC.

#### ARTICLE XV Grievance Procedure

#### Section 1 - Purpose

The maintenance of a harmonious and cooperative relationship between the Board and its Teachers is essential to secure equitable solutions to grievances. Teachers may present grievances free from coercion, interference, restraint, discrimination or reprisal. The Board and the Teachers, through the Association, are afforded adequate opportunity to dispose of their differences.

#### Section 2 - Definition, Procedure and Time Limits

- A grievance is a timely, written complaint, filed within thirty (30) school days of occurrence by one or more named Teacher(s) of an alleged violation, misapplication, or misinterpretation of this agreement and personnel policies stated herein.
- 2. Since it is important for good relationships, every effort shall be made by all parties to expedite the matter.
- If time limits are not met by the Association, the grievance shall be deemed null and void. Time limits can be extended only by mutual agreement.

#### Section 3 - Grievance Steps

Step 1 - Teacher(s) and/or a Teacher's representative shall present the written grievance to the immediate supervisor, within 30 school days. The Supervisor shall make a written determination within ten (10) school days.

Step 2 - In the event the grievance is not resolved in Step 1, the Association within 20 school days shall forward a written request for review to the Chief Administrator from receipt of Step 1 response. The Chief Administrator shall have ten (10) school days (from his/her receipt of grievance) to make a written determination.

Step 3 - In the event the grievance is not resolved in Step 2, the written grievance along with any other pertinent data shall be forwarded to the Board, with copies to the Chief Administrator, by the Association within 20 school days from receipt of Step 2 response. The Board shall review and make a written determination within 20 school days.

#### Section 4 - Arbitration Procedure

1. Any grievance as defined in definitions hereof, which is not settled through the grievance procedure, may be submitted to arbitration, provided that the Association notifies the Chief Administrator within ten (10) school days from the date of receipt of the written denial of the grievance in the 3rd Step.

If the Chief Administrator receives no such notice within said ten (10) school days, the grievance shall be considered automatically settled on the basis of the decision given in writing after the 3rd Step.

- 2. The Association President and Chief Administrator may agree upon a mutually acceptable arbitrator. If they are unable to agree, the Association may submit the grievance to the American Arbitration Association within fourteen (14) days of such impasse.
  - a) In lieu of "2" above, an arbitration panel agreed upon between the Superintendent and Association President shall be used to hear all grievances that necessitate an arbitrator. The arbitration panel will consist of three (3) individuals agreed upon by the Superintendent and Association President. (rotated on basis of earliest availability).
- 3. The arbitrator shall be limited to ruling on the breach, interpretation or the application of the terms of this agreement.

  The arbitrator shall have no power to add to, subtract from, or modify any of the terms of this agreement.
- 4. The arbitrator's award shall be made in writing and shall be rendered within thirty (30) days after the hearings are officially closed and/or the date post hearing briefs are filed by either side.
- 5. The decision of the arbitrator shall be final and binding. The Board and the Association shall share cost of such services thereof, including any additional expenses, equally.
- 6. Teacher(s) shall be represented at each step.

#### ARTICLE XVI Long Term Substitutes

#### Section 1 - Long-Term Substitute Teacher's Rights

Teacher(s) who are employed as Long-Term Substitutes as defined herein shall receive only those benefits described below.

Said Teacher(s) who may feel aggrieved by any alleged violation, misapplication or misinterpretation as to those benefits only, as provided for in this section, may submit such dispute in accordance with the grievance procedure contained in this agreement.

#### Section 2 - Long-Term Substitute shall be defined as follows:

- 1. A certified Teacher employed on a full-time teaching schedule and who will teach on a consecutive basis in accordance with the school calendar, and
- Who replaces a Teacher who is on an authorized leave of absence for more than three (3) months and wherein the absence has been approved by the Board of Education in advance of such leave, or
- 3. A certified Teacher who has replaced on a consecutive basis a Teacher on leave for a period of less than three (3) months and that circumstances not previously known to either the Superintendent or the substitute Teacher, result in consecutive service greater than three (3) months, shall be treated in a similar manner as 2) above, effective the first day of the fourth month.
- 4. Retroactive pay does not apply for Long-term Substitutes

#### Section 3 - Salary, Sick Leave, Personal Leave, Health and Dental Benefits as contained in the Basic Agreement

Long-Term Substitute Teacher(s) shall receive their salary, sick leave and personal leave on a pro-rata basis.

The District shall contribute on pro-rata basis premium payments to Teacher(s) electing to participate in the Health and Dental Insurance Programs. The difference of any additional costs required for the payments shall be borne by the employee electing to participate in either or both the Health and Dental Plans through payroll deductions.

#### ARTICLE XVII Part-Time Teachers

#### Section 1 - Work Day

- 1. The maximum length of the part-time Teacher's official school day for regular sessions at all grade levels shall not exceed 6-3/4 hours. Those Teachers whose assignments are less than the maximum hours shall be prorated.
  - a) The prorated day will be figured by multiplying the percentage of time employed by the 6-3/4 hour day. From this figure, class and passing time will be subtracted. If additional time is left, lunch and prep time will be subtracted. If additional time remains, the administrator may assign a duty for the balance of time.
- 2. Part-time Teachers who work a full day (6-3/4 hours) shall be treated in the same manner as a full-time Teacher having the same teaching responsibilities.
- A part-time Teacher shall be defined as one whose assignment is more than 90 consecutive calendar days.

#### Section 2 - Lunch Period

Part-time Teachers shall have an uninterrupted lunch and/or preparation as determined by the calculation of time in Section 1 (1) (a) of this article.

#### Section 3 - After Class Instruction

Part-time teachers whose scheduled teaching assignment is the maximum length of the school day (6-3/4 hours) are encouraged to spend a minimum of two (2) days per week for after-school extra help.

#### Section 4 - Credit Acceptance

All credits for part-time Teachers will be accepted for movement on the salary schedule as per Article XI. Part-Time Teachers must meet the same conditions as outlined for full-time Teachers (Article XI).

#### Section 5 - Termination

No part-time Teacher shall be dismissed, reduced in rank or compensation, or denied any professional advantage without just cause.

- a) A part-time Teacher who is to be terminated shall be given a minimum of 30 days notice of effective termination.
- b) Reduction and/or elimination of a part-time Teacher's assignment due to budgetary action by the Board of Education shall be deemed just cause.

#### Section 6 - Personal Leaves

Part-Time Teachers whose assignments are 50% or more shall receive personal leave on a pro rata basis. (Subject to same conditions as full-time Teachers - Article IX, Section 1).

#### Section 7 - Sick Leave

Part-Time Teachers shall receive sick leave on a pro rata basis without loss of pay. (Subject to same conditions as full-time Teachers - Article IX, Section 2).

#### Section 8 - Health & Dental Insurance

- 1. The District shall contribute on a pro rata basis, premium payments to those part-time Teachers whose assignments are 50% or more of a full-time Teacher and who elect to participate in the health and dental insurance programs. The difference of any additional costs required for payments shall be borne by the employee electing to participate in either or both plans, through payroll deductions.
- The premium dollar cost currently expended by the District to full-time Teachers shall be the basis for computation used in computing pro rata costs.

#### Section 9 - Salary Schedule

Part-Time Teachers shall receive their salary on a pro rata basis pursuant to the salary schedule.

#### ARTICLE XVIII Teaching Assistants

#### Section 1 - Teaching Assistant's Rights

Teaching Assistants who are employed on a full-time basis and who work the same school calendar year as all other full-time Teachers shall receive only those benefits described below.

Said Teaching Assistants who may feel aggrieved by any alleged violation, misapplication or misinterpretation as to those benefits only as provided for in this section may submit such disputes in accordance with the grievance procedure contained in this agreement.

#### Section 2 - Sick Leave

Teaching Assistants will be granted 12 sick leave days per year without loss of pay. (Subject to the same conditions as full-time Teachers – Article IX, Section 2)

#### Section 3 - Personal Leave

Teaching Assistants will be granted 4 personal leave days per year without loss of pay. (Subject to the same conditions as full-time Teachers – Article IX, Section 1)

#### Section 4 - Bereavement Leave

Teaching Assistants will receive five (5) bereavement days per occurrence with no restrictions.

#### Section 5 - Child Care Leave

Same as provided to Full-Time Teachers as contained in the basic agreement (Article IX, Section 6).

#### Section 6 - Supplemental Sick Leave

Supplemental Sick Leave shall be granted at the request of an employee who is unable to perform his/her duties as a result of a serious illness and/or accident and upon submission of medical certification from a physician to the Superintendent of Schools in accordance with the following provisions:

- a) The employee must first exhaust all his/her accumulated sick leave, vacation time, personal leave or any compensatory time.
- b) The employee shall receive half (1/2) pay for as many payroll periods as the number of years of employment service to the District.
- c) The Board of Education reserves its right during the period of convalescence to have the employee examined by the Board's doctor.

#### Section 7 - Longevity

- Teaching Assistants who have completed 10 years of service to the District shall receive a longevity increase of \$175
  to their annual salary.
- Teaching Assistants who have completed 15 years of service to the District shall receive an additional \$175 to their annual salary.
- The longevity increase shall take effect in July following completion of anniversary service to the District.

#### Section 8 - Health Insurance

Same as provided to all full-time Teachers as contained in the basic agreement (See, Article XIV, Section 1).

#### Section 9 - Dental Insurance

Same as provided to all full-time Teachers as contained in the basic agreement (See, Article XIV, Section 2).

#### Section 10 - Salaries

Teaching Assistants shall receive percentage increases as follows:

2017-18	2018-19	2019-20	2020-21	2021-22
.25%	.50%	.75%	.75%	1.0%

### ARTICLE XIX Miscellaneous Provisions

#### Section 1

Whereby the Board offers positions and appoints Teachers in good faith it would be considered unprofessional and unethical to seek a position without making a commitment to remain for one school year or to seek a position elsewhere, once a salary agreement has been signed. Emergency situations will be exceptions to this rule.

#### Section 2

If any provision of the final agreement is or shall at any time be contrary to statutory law or the Commissioner's regulations, then such provisions shall not be applicable, or performed, or enforced, except to the extent permitted by law.

#### Section 3

It is agreed by and between the parties that any provision of this agreement requiring legislative action to permit its implementation by amendment of law or by providing the additional funds, therefore, shall not become effective until the appropriate legislative body has given approval.

#### Section 4

Provided there is room, employees covered under the terms and conditions of this agreement may enroll their children in the district at 60% of the non-resident rate pursuant to the policy set by the Board of Education which increases tuition at 5% per annum. It is understood that the employees and their children will be obligated to adhere to the tuition policy set forth by the Board of Education. Students who do not remain in good standing as specified in the policy will not be allowed to continue. Employees wishing to take advantage of this benefit must let the Superintendent know of their intention by June of each preceding school year.

#### Section 5 - Retirement Incentive

All eligible members can take advantage of this retirement incentive. Eligibility shall be determined exclusive of the legislative enhancements enacted during the 2000-01 school year (commonly referred to as Article XIX). Teachers who are first eligible as defined by the NYSTRS shall have the option of taking this incentive within three (3) years of such eligibility. On July 1, 2019 eligibility reverts back to one (1) year. Members may also take advantage of this incentive up to 10 years prior to becoming first eligible, although certain NYSTRS penalties may apply.

If legislative enhancements are approved allowing Tier 2, 3, and 4 members to retire at age 55 with 25 years of service, without penalty, those members, for purposes of this incentive, shall be considered "first eligible", when they are credited with 30 years of service. As stated above, members could also retire before being first eligible.

Members must have ten (10) years of service in Mt. Sinai and notify the District of their intention to retire by January 1 of the school year during which they intend to retire (60-day notification for mid-year retirement). Teachers who transferred to Mt. Sinai from Port Jefferson pursuant to Education Law 3014 (c) shall have their Port Jefferson service counted as service in Mt. Sinai for the purpose of this retirement incentive.

#### There are two (2) options for eligible teachers (No one considered first eligible until they reach Step 30):

Option One - \$2650 per year of service in the District plus one (1) for two (2) of accumulated sick time at BA1 (not to exceed \$96,000 or;

Option Two - 100% of accumulated sick time at MA1 (not to exceed \$96,000.

Additional Sick time Buy Back- Any excess accumulated sick time not needed to reach the maximum retirement incentive may be used to extend the one (1) year eligibility so that a semester or school year may be completed. Excess accumulated sick time may be used as follows: Each fifty (50) excess accumulated days will extend the eligibility one (1) calendar month.

#### In addition to option one or two:

Members shall also receive 100% health insurance coverage, (including the prescription plan), but shall be required to contribute 20% (twenty percent) of the Empire Plan premium. This percentage shall remain fixed for the remainder of their lifetime.

All applicable co-pays and deductibles shall apply. (Same as active members)

At any time, the retiree shall have the right to "opt in" or change from individual to family coverage or vice versa. In order to preserve the right to "opt in", at least 1 month's premium as a retiree must be paid.

If two spouses work for the District, each shall be covered by the insurance plan and shall contribute the lowest percentage, regardless of which spouse predeceases the other. (Burk situation)

If a retiree predeceases his/her spouse, the spouse shall continue full coverage (at the same contribution rate) for 2 calendar years from time of death, after which time the spouse will be required to pay for coverage pursuant to COBRA. (Currently allows for 18 months of coverage) This only applies to employees not receiving retirement incentive contained herein or not having 30 years of service as referenced in Article XIV, Section 1 (5).

If an eligible member declines the lifetime health coverage at 20% contribution, they shall be entitled to a one-time insurance buyback of \$20,000.00.

Members declining lifetime health may re-enroll at any time, (after 2 years), but must pay the applicable amount toward coverage. (See Article XIV, Section 1 (a). Retiree contribution)

At age 65 the retiree shall pay 20% (twenty percent) of the published Empire Medicare premium.

The District shall provide each member written confirmation of all entitlements in accordance with this retirement incentive (Article XIX Section 5) within 30 days of notification of a member's intent to sever relations with the District.

Any dispute arising from the issuance of said written confirmation shall cause the members' "notification of intent to sever relations," to be deemed null and void.

• **Note**: In no case shall the District be obligated to contribute more than 60% of the retirement incentive to the 403(b) in the first July immediately following the member's effective date of separation from the District.

Any/all incentive monies shall be remitted by the district on behalf of each eligible employee in the form of a Non-Elective Employer Contribution, which shall be subject to all of the provisions contained herein.

- No Cash Option No employee may receive cash in lieu of or as an alternative to any of the Employer's Non-elective Contribution(s) described herein.
- 2. Contribution Limitations In any applicable year, the maximum Employer Contribution shall not cause an employee's 403(b) account to exceed the applicable contribution limit under Section 415(c)(1) of the Code, as adjusted for cost-of-living increases. For Employer Non-elective Contributions made post-employment to former employees' 403(b) account, the Contribution Limit shall be based on the employee's compensation, as determined under Section 403(b)(3) of the Code and in any event, no Employer Non-elective Contribution shall be made on behalf of such former employee after the fifth taxable year following the taxable year in which that employee terminated employment.

In the event that the calculation of the Employer Non-elective Contribution referenced in any of the preceding paragraphs exceed the applicable Contribution Limits, the excess amount shall be handled by the Employer as follows:

A. For all members in the New York State Teachers' Retirement System ("TRS") with a membership date before June 17, 1971\* the Employer shall first make an Employer Non-elective Contribution up to the Contribution

Limit of the *Internal Revenue Code* and then pay any excess amount as compensation directly to the Employee. In no instance shall the Employee have any rights to, including the ability to receive, any excess amount as compensation unless and until the Contribution Limit of the *Internal Revenue Code* are fully met through payment of the Employer's Non-Elective Contribution; and

- B. For all members in the New York State Teachers Retirement System ("TRS") with a membership date in the TRS on or after June 17, 1971, and for all members in the New York State Employees' Retirement System regardless of their membership date, the Employer shall first make an Employer Non-elective Contribution up to the Contribution Limit of the *Internal Revenue Code*. To the extent that the Employer Non-elective Contribution exceeds the Contribution Limit, such excess shall be reallocated to the Employee the following year as an Employer Non-elective Contribution (which Contribution shall not exceed the maximum amount permitted under the Code), and in July of each subsequent year for up to four (4) years after the year of the Employee's employment severance, until such time as the Employer Non-elective Contribution is fully deposited into the Employee's 403(b) account. In no case shall the Employer Non-elective Contribution exceed the Contribution Limit of the *Internal Revenue Code*.
- 3. 403(b) Accounts Employer contributions shall be deposited into the 403(b) account selected by employee to receive Employer contributions, provided such account will accept Employer Non-elective Contributions. If the employee does not designate a 403(b) account to receive Employer's contributions, or if the account designated will not accept Employer's Non-elective Contributions for any reason, then Employer shall deposit contributions, in the name of the employee, into the endorsed 403(b) program.
- 4. <u>Tier I Adjustments</u> Tier I members with membership dates prior to June 17, 1971, Employer Non-elective Contribution hereunder will be reported as non-regular compensation to the New York State Teachers' Retirement System.
- 5. This incentive shall be subject to IRS regulations and rulings. Should any portion be declared contrary to law, then such portion shall not be deemed valid and subsisting, but all other portions shall continue in full force and effect. As to those portions declared contrary to law, the Association and Employer shall promptly meet and alter those portions in order to provide the same or similar benefit(s) which conform, as closest as possible, to the original intent of the parties.
- 6. This incentive shall further be subject to the approval of the 403(b) Provider, which shall review the incentive solely as a matter of form and as the provider of investment products designed to meet the requirements of Section 403(b) of the *Internal Revenue Code*. Upon request, ING Life Insurance and Annuity Company ("ILIAC") agrees to provide the Employer with ILIAC's standard hold harmless agreement where the Employer has selected ILIAC as the provider of 403(b) accounts for receipt of Employer Non-elective Contributions.
- 7. Both the Employer and Employee are responsible for providing accurate information to the 403(b) Provider. This information includes both Elective and Employer Non-Elective Contributions and the amount of the participant's Includible Compensation.
- In the event of the untimely death of a member, any and all undistributed funds, owed the member, shall be distributed to a designated beneficiary or the estate of said member pursuant to Internal Revenue Code rules and regulations.
- 9. Article XIX, Section 5, shall apply in the event of a member death, while in service, pursuant to IRS regulations.
- 10. Upon receipt of retirement letter, the District shall pay a \$1000.00 stipend for curriculum coordination and intellectual property rights as mutually determined by the union president and the Superintendent of Schools.

\*Explanation for TRS Categories: Under Education Law 501(11)(a), the calculation of a pre-June 17, 1971 TRS Tier I member's last five years final average salary (upon which a member's life-time pension is, in part, calculated) includes any non-ordinary income (such as termination pay) which is received as compensation prior to December 31st of the year of retirement. Thus, such a member would benefit from receiving, as compensation, in their final year of employment that portion of the Employer Non-elective contribution, which is in excess of the maximum Contribution Limits of IRC 415.

The final average salary of all other members of the TRS (i.e. all TRS members with a membership date on or after June 17, 1971) may <u>not</u> include any form of Termination Pay; therefore, the Employer's post-retirement payment into the employee's 403(b) account of that portion of the Employer Non-elective contribution, which is in excess of the maximum Contribution Limits of IRC 415, is more advantageous for those members.

#### Section 6 - Side Agreements

Side agreements, which more clearly explain the language of a given article, will be subject to the collective bargaining agreement's grievance and arbitration procedures to resolve disputes concerning said side agreements.

#### Section 7 - Release Time/Incremental Credit

The President of the Association shall not be assigned non-teaching duties and shall be released from teaching duties for three periods (or the equivalent) per day to conduct Association business. Every effort shall be made to schedule the President's teaching periods as early in the school day as possible. If the membership of the Association reaches 210, the President will receive three periods (or the equivalent) of release time. It is understood that the above release time shall be considered time served in the President's tenure and certification areas. The Vice President shall not be assigned non-teaching duties.

Note: Vice President - One (1) period of release time shall be provided for one (1) year as determined by the Association.

The District shall grant incremental salary credit (sixty {60} credits) to the Association President for attendance at workshops, seminars, training sessions, legal conferences, lobbying efforts and the like that are deemed beneficial to the District and community.

Said incremental salary credit shall be in addition to any incremental salary credit earned by way of in-service and/or graduate level coursework.

#### Section 8 - Vending Machines

The District agrees to allow the teachers to enter into separate contracts with the vending companies for vending machines in each staff room. Said profits shall be distributed for the benefit of all employees and students in the district.

#### Section 9 - Speech Pathologists

The District shall reimburse speech pathologists that possess ASHA certification \$300.00 per annum toward licensing/certification fees.

#### Section 10 - Teacher Attire

Building Administrators that have a concern regarding a member's dress/attire may verbally counsel said member in the presence of Association representation upon notification (written or verbal), as follows: "Please make an appointment to see me regarding your attire."

Members verbally counseled regarding dress/attire in excess of three (3) times in a given year may be subject to written commentary on their annual professional performance review (end of the year evaluation, as follows: Mr./Ms. (Smith) has been counseled (4) times regarding a concern with his/her attire.

### ARTICLE XX Agreement

#### Section 1

Copies of this agreement shall be printed by the District and a copy given to each Teacher.

#### Section 2

The provisions of this agreement shall constitute the full and complete agreement between both parties and supersedes all conflicting rules and regulations of the District. If any individual agreement or arrangement is inconsistent with this document, the contract will be controlling.

#### Section 3

If any provision of this agreement or any application of the agreement shall be found contrary to law, then such provision or application shall be deemed invalid except to the extent permitted by law, but all other provisions or applications will remain in full force and effect.

#### ARTICLE XXI Professional Development

Pursuant to this Agreement and in accordance with Commissioner's Regulations, Sect. 100.2 (dd), the District shall provide "substantial" professional development, in part, as follows:

#### Section 1 - Superintendent Conference Days

- 1. The District shall provide four (4) Superintendent Conference Days for the purpose of Professional Development during the school year.
- 2. Said days shall begin at 8:00 a.m. and conclude not later than 2:45 p.m.
- One Superintendent's Conference Day on or about March 1st shall be planned by the Association. The Association shall pay any and all costs associated with said day.

#### Section 2 - Summer Professional Development Days

- The District shall make available two (2) consecutive days in August (TBD) for professional development. Said days shall be scheduled upon consultation and agreement with the Association.
- 2. Teachers electing to participate have the option of choosing one of the following choices of compensation:

One Day Course (2017-18)	Two Day Course (2017-18)
\$208.00	\$416.00
1/2 Graduate Credit	1 Graduate Credit
1 Sick Day	2 Sick Days

(Dollar amount to be increased by agreed upon salary percentage annually)

Note: Teacher retains sole right to elect form of compensation.

**Note:** An enrollment of 50 teachers will be necessary for the District to conduct the August Staff Development days as described above. If an enrollment of 50 teachers is not reached, the District retains the right to cancel said summer professional development days.

Pursuant to this agreement and in accordance with Commissioner's Regulation 100.2 (dd), participation in Summer Professional Development Days, being outside the regularly scheduled school year, shall be volitional.

The fact that a teacher may elect not to participate in a professional development activity beyond the school year or regular school days shall not be a subject of commentary in an evaluation, nor shall it be cited as part of a hearing/proceeding. Teachers remain accountable for academic success of students.

#### Section 3 - \$500 Stipend

Teachers required to take a specific course/certification/workshop, etc. in order to teach a specific class shall be compensated five hundred dollars (\$500) per day of attendance if overnight is required. If the course/certification/workshop can be attended by commuting, the stipend shall be two hundred and fifty dollars (\$250) per day of attendance. These stipends shall remain fixed and will not increase as per the salary schedule.

Note: It is understood that New York City is not "commutable."

#### ARTICLE XXII Job Share

Only tenured employees who are scheduled to teach full-time may apply for a "job share" relationship.

- Such job share application must be filed no later than April 15
- · Approval of the job share request is at the sole discretion of the Board of Education.

- · If approval is granted, the job share arrangement must stay in effect for a period of not less than three years, except if mutually agreed upon by all parties.
- · Commitment by Board of Education is non-binding until "shared employee" is hired.
- · All provisions of Article XVII shall apply.
- · For the period the job share arrangement is in effect, the seniority status of the individual requesting the job share shall be unaffected.
- · Part-time (job share) service shall not accrue for seniority purposes.
- · Teacher requesting the job share will maintain their level of benefits.
- The "shared" individual shall not be eligible for benefits until such time as they are .7 FTE.
- The District agrees to specifically identify, post, and advertise position as "job share".

### ARTICLE XXIII Secondary Case Load/Volunteer/Library Clarification

The calculation of secondary caseload pursuant to Article VIII Sec. 3 shall be based on the average daily roster during a two-week period. In cases where the average daily caseload exceeds 152 students, the teacher shall be paid \$4.00 per day per child up to and inclusive of 157. The total class load shall not exceed an average daily class load of 157. In instances where the teacher agrees to accept a sixth period pursuant to Article VI Sec. 1 (b1) the calculation of total class load pursuant to Article VIII Sec. 3 shall be made on the original five classes assigned to the teacher and the sixth must be specifically delineated.

Where the BOE/Administration seeks volunteers to represent the District there will be mutual agreement in advance that such activity may warrant attendance at a conference(s) and that such attendance will not be withheld. Secondary and middle school librarians will be required to teach 5 formal lessons, be afforded a lunch and prep, and are expected at all other times to be in the library for purposes of providing professional support to both students and faculty.

#### ARTICLE XXIV Broker or Record

The Association shall have the right to appoint the Broker of Record for any program and/or benefit when a minimum of twenty-five (25) teacher association members elect to participate in said benefit.

### ARTICLE XXV Other Language Changes

- Summer Staff Development (teacher) pays \$517/day (2017-18), to increase by annual salary percentage thereafter
- STARS Advisor remuneration shall be equal to four seasons of a Level "E" head varsity coach (horizontal movement on coach's salary schedule shall apply). Remuneration shall be paid (at the discretion of the advisor) either in the September following the completion of the four seasons; midyear (February and September); quarterly; or throughout the school year in addition to the advisor's ordinary salary. Chaperone pay shall be applicable pursuant to Article XIII, Section F when the advisor must accompany students to the various required competitions when school is not in session or when said chaperoning extends the school day by at least one hour. Should any individual or group of students, participating in the STARS program, receive local, state or national recognition for their research, additional remuneration shall be paid for that particular year as follows: local recognition \$300, state recognition \$500, national recognition \$750. If said winner(s) move up from local to state to national, the advisor will receive the highest level of remuneration and half of the other (i.e. local to national, advisor gets additional \$750 + additional \$150). If advisor is not the advisor the subsequent year, a check for the differential sum shall be forthcoming.
- Local Nursing Home/Business Performances chaperone compensation applies
- Middle and High School Jazz Band/Choir must meet at least 28 times yearly inclusive of any/all performances

#### **SIGNATURES**

IN WITNESS WHEREOF, the parties have hereunto set their hand and seal this 6th day of June, 2018.

BOARD OF EDUCATION

MOUNT SINAI UNION FREE SCHOOL DISTRICT

MOUNT SINAI, NEW YORK

LYNN CAP OBIANCO

President

Dated: 6.6-18

MOUNT SINAI TEACHERS' ASSOCIATION

MOUNT SINAI SCHOOLS MOUNT SINAI, NEW YORK

MITCHELL WOLMAN

President

Date: 6/6/18

GORDON BROSDAL

Superintendent of Schools

Dated: \_\_6-6-(8

BEGAN WORKING PRIOR TO JULY 1, 2017

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125,586			_															86,692	84,300	81,906	79,513	77,121	74,728	72,334	69,942	67,549	65,157	62,764	60,371	53,349	51,315	BA 15	
	123,586	123,586	121,086	121,086	121,086	119,086	119,086	117,586	117,034	114,304	111,640	109,042	106,451	103,862	101,275	98,684	96,095	93,504	90,916	88,324	85,737	83,146	80,558	77,967	75,378	72,791	70,200	67,611	65,020	57,469	55,267	MA	
129,649	127,649	127,649	125,149	125,149	125,149	123,149	123,149	121,649	121,078	118,249	115,490	112,797	110,208	107,617	105,029	102,439	99,850	97,260	94,671	92,081	89,493	86,904	84,313	81,724	79,133	76,544	73,955	71,366	68,776	60,661	58,460	MA15	BA60
134,090	132,090	132,090	129,590	129,590	129,590	127,590	127,590	126,090	125,499	122,563	119,697	116,903	114,312	111,723	109,133	106,545	103,954	101,365	98,776	96,187	93,597	91,007	88,418	85,827	83,240	80,649	78,061	75,471	72,881	64,151	61,948	MA30	
138,426	136,426	136,426	133,926	133,926	133,926	131,926	131,926	130,426	129,814	126,772	123,805	120,910	118,320	115,730	113,140	110,550	107,960	105,372	102,782	100,194	97,603	95,014	92,424	89.836	87,246	84,656	82,066	79,478	76,888	67,556	65,354	MA45	
142,628	140,628	140,628	138,128	138,128	138,128	136,128	136,128	134,628	133,995	130,851	127,784	124,792	122,201	119,612	117,022	114,432	111,843	109,254	106,664	104.075	101,484	98,897	96.307	93.717	91,128	88,538	85,950	83,359	80,770	70,856	68,655	MA60	
145,679	143,679	143,679	141,179	141,179	141,179	139,179	139,179	137,679	137,033	133,815	130,676	127,613	125,024	122,433	119,844	117,253	114,666	112,075	109,486	106.896	104.307	101.720	99.128	96.540	93,949	91,360	88,771	86,182	83,591	73,255	71,052	MA75	EdI
148,857	146,857	146,857	144,357	144,357	144,357	142,357	142,357	140,857	140,196	136,900	133,686	130,550	128,009	125,403	122,797	120,191	117,582	114,976	112,370	109,764	107,157	104.550	101.945	99.338	96.730	94,123	91,518	88,911	86,304	75,574	73,359	MA90/PhD	EdD/J.D.
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138,128     141,179     144,357       133,926     138,128     141,179     144,357       136,426     140,628     143,679     146,857       136,426     140,628     143,679     148,857       138,426     142,628     145,679     148,857       138,426     142,628     145,679     148,857	126,772     130,851     133,815     136,900       129,814     133,995     137,033     140,196       130,426     134,628     137,679     140,857       131,926     136,128     139,179     142,357       131,926     136,128     139,179     142,357       133,926     138,128     141,179     144,357       133,926     138,128     141,179     144,357       133,926     138,128     141,179     144,357       133,926     138,128     141,179     144,357       136,426     140,628     143,679     146,857       136,426     140,628     143,679     146,857       138,426     142,628     145,679     148,857       138,426     142,628     145,679     148,857	123,805     127,784     130,676     133,686       126,772     130,851     133,815     136,900       129,814     133,995     137,033     140,196       130,426     134,628     137,679     140,857       131,926     136,128     139,179     142,357       131,926     138,128     141,179     144,357       133,926     138,128     141,179     144,357       133,926     138,128     141,179     144,357       133,926     138,128     141,179     144,357       133,926     138,128     141,179     144,357       136,426     140,628     143,679     146,857       136,426     140,628     143,679     146,857       138,426     142,628     145,679     148,857       138,426     142,628     145,679     148,857	120,910     124,792     127,613     130,550       123,805     127,784     130,676     133,686       126,772     130,851     133,815     136,900       129,814     133,995     137,033     140,196       130,426     134,628     137,679     140,857       131,926     136,128     139,179     142,357       133,926     138,128     141,179     144,357       133,926     138,128     141,179     144,357       133,926     138,128     141,179     144,357       133,926     138,128     141,179     144,357       136,426     140,628     143,679     146,857       136,426     140,628     143,679     146,857       138,426     142,628     143,679     148,857       138,426     142,628     145,679     148,857	118,320     122,201     125,024     128,009       120,910     124,792     127,613     130,550       123,805     127,784     130,676     133,686       126,772     130,851     133,815     136,900       129,814     133,995     137,033     140,196       130,426     134,628     137,679     140,857       131,926     136,128     139,179     142,357       133,926     138,128     141,179     144,357       133,926     138,128     141,179     144,357       133,926     138,128     141,179     144,357       136,426     140,628     143,679     146,857       136,426     140,628     143,679     146,857       138,426     142,628     145,679     148,857       138,426     142,628     145,679     148,857	115,730     119,612     122,433     125,403       118,320     122,201     125,024     128,009       120,910     124,792     127,613     130,550       123,805     127,784     130,676     133,686       126,772     130,851     133,815     136,900       129,814     133,995     137,079     140,857       130,426     134,628     137,679     140,857       131,926     136,128     139,179     142,357       133,926     138,128     141,179     144,357       133,926     138,128     141,179     144,357       133,926     138,128     141,179     144,357       133,926     138,128     141,179     144,357       133,926     138,128     141,179     144,357       133,426     140,628     143,679     146,857       136,426     140,628     143,679     146,857       138,426     142,628     145,679     148,857       138,426     142,628     145,679     148,857	113,140     117,022     119,844     122,797       115,730     119,612     122,433     125,403       118,320     122,201     125,024     128,009       120,910     124,792     127,613     130,550       123,805     127,784     130,676     133,686       126,772     130,851     133,815     136,900       129,814     133,995     137,033     140,196       130,426     134,628     137,679     140,857       131,926     136,128     139,179     142,357       133,926     138,128     141,179     144,357       133,926     138,128     141,179     144,357       133,926     138,128     141,179     144,357       133,926     138,128     141,179     144,357       133,426     140,628     143,679     146,857       136,426     140,628     143,679     146,857       138,426     142,628     145,679     148,857       138,426     142,628     145,679     148,857	110,550     114,432     117,253     120,191       113,140     117,022     119,844     122,797       115,730     119,612     122,433     125,403       118,320     122,201     125,024     128,009       120,910     124,792     127,613     130,550       123,805     127,784     130,676     133,686       126,772     130,851     133,815     136,900       129,814     133,995     137,033     140,196       130,426     134,628     137,679     140,857       131,926     136,128     139,179     142,357       133,926     138,128     141,179     144,357       133,926     138,128     141,179     144,357       133,926     138,128     141,179     144,357       136,426     140,628     143,679     146,857       136,426     140,628     143,679     146,857       138,426     142,628     143,679     148,857       138,426     142,628     145,679     148,857	107,960     111,843     114,666     117,582       110,550     114,432     117,253     120,191       113,140     117,022     119,844     122,797       115,730     119,612     122,433     125,403       118,320     122,201     125,024     128,009       120,910     124,792     127,613     130,550       126,772     130,851     133,686     135,676     133,686       129,814     133,995     137,033     140,196       130,426     134,628     137,679     140,857       131,926     136,128     139,179     142,357       133,926     138,128     141,179     144,357       133,926     138,128     141,179     144,357       133,926     138,128     141,179     144,357       133,926     138,128     141,179     144,357       136,426     140,628     143,679     146,857       136,426     140,628     143,679     146,857       138,426     142,628     143,679     148,857       138,426     142,628     143,679     148,857       138,426     142,628     145,679     148,857	105,372     109,254     112,075     114,976       107,960     111,843     114,666     117,582       110,550     114,432     117,253     120,191       113,140     117,022     119,844     122,797       115,730     119,612     122,433     125,403       118,320     122,201     125,024     128,009       120,910     124,792     127,613     130,550       123,805     127,784     130,676     133,686       126,772     130,851     133,815     136,900       129,814     133,995     137,033     140,196       130,426     134,628     137,679     140,857       131,926     136,128     139,179     142,357       133,926     138,128     141,179     144,357       133,926     138,128     141,179     144,357       133,926     138,128     141,179     144,357       133,426     140,628     143,679     146,857       136,426     140,628     143,679     146,857       138,426     142,628     145,679     148,857       138,426     142,628     145,679     148,857	102,782     106,664     109,486     112,370       105,372     109,254     112,075     114,976       107,960     111,843     114,666     117,582       110,550     114,432     117,253     120,191       113,140     117,022     119,844     122,797       115,730     119,612     122,433     125,403       118,320     122,201     125,024     128,009       120,910     124,792     127,613     130,550       123,805     127,784     130,676     133,686       126,772     130,851     133,815     136,900       129,814     133,995     137,033     140,196       130,426     134,628     137,679     140,857       131,926     136,128     139,179     142,357       133,926     138,128     141,179     144,357       133,926     138,128     141,179     144,357       133,926     138,128     141,179     144,357       136,426     140,628     143,679     146,857       136,426     140,628     143,679     146,857       138,426     142,628     145,679     148,857       138,426     142,628     145,679     148,857       138,426     142,628     145,679	100,194     104,075     106,896     109,764       102,782     106,664     109,486     112,370       105,372     109,254     112,075     114,976       107,960     111,843     114,666     117,582       110,550     114,432     117,253     120,191       113,140     117,022     119,844     122,797       115,730     119,612     122,433     125,403       118,320     122,201     125,024     128,009       120,910     124,792     127,613     130,550       123,805     127,784     130,676     133,686       126,772     130,851     133,815     136,900       130,426     134,628     137,679     140,857       131,926     136,128     139,179     142,357       133,926     138,128     141,179     144,357       133,926     138,128     141,179     144,357       136,426     140,628     143,679     146,857       136,426     140,628     143,679     146,857       138,426     142,628     143,679     148,857       138,426     142,628     145,679     148,857	97,603 101,484 104,307 107,157 100,194 104,075 106,896 109,764 102,782 106,664 109,486 112,370 107,572 109,254 112,075 114,976 107,960 111,843 114,666 117,582 110,550 114,432 117,253 120,191 113,140 117,022 119,844 122,797 115,730 119,612 122,433 125,403 118,320 122,201 125,024 128,009 120,910 124,792 127,613 130,550 127,784 130,676 133,686 126,772 130,851 133,815 136,900 129,814 133,995 137,033 140,196 130,426 134,628 137,679 142,357 133,926 138,128 139,179 142,357 133,926 138,128 141,179 144,357 136,426 140,628 143,679 146,857 136,426 140,628 143,679 146,857 138,426 142,628 143,679 146,857 138,426 142,628 143,679 148,857	95,014 98,897 101,720 104,550 97,603 101,484 104,307 107,157 100,194 104,075 106,896 109,764 1102,782 106,664 109,486 112,370 1105,372 109,254 112,075 114,976 1107,960 111,843 114,666 117,582 110,550 114,432 117,253 120,191 113,140 117,022 119,844 122,797 1115,730 119,612 122,433 125,403 118,320 122,201 125,024 128,009 120,910 124,792 127,613 130,550 123,805 127,784 130,676 133,686 126,772 130,851 133,815 136,900 129,814 133,995 137,033 140,196 130,426 134,628 137,679 142,357 131,926 136,128 139,179 142,357 133,926 138,128 141,179 144,357 133,926 138,128 141,179 144,357 133,926 138,128 141,179 144,357 136,426 140,628 143,679 146,857 138,426 140,628 143,679 146,857 138,426 142,628 143,679 148,857	92,424 96,307 99,128 101,945 95,014 98,897 101,720 104,550 97,603 101,484 104,307 107,157 100,194 104,075 106,896 109,764 102,782 106,664 109,486 112,370 105,372 109,254 112,075 114,976 107,960 111,843 114,666 117,582 110,550 114,432 117,253 120,191 113,140 117,022 119,844 122,797 115,730 119,612 122,433 125,403 118,320 122,201 125,024 128,009 120,910 124,792 127,613 130,550 123,805 127,784 130,676 133,686 126,772 130,851 133,815 136,900 129,814 133,995 137,033 140,196 130,426 134,628 137,679 142,357 131,926 138,128 139,179 142,357 133,926 138,128 141,179 144,357 133,926 138,128 141,179 144,357 133,926 138,128 141,179 144,357 133,426 140,628 143,679 146,857 138,426 140,628 143,679 146,857 138,426 142,628 145,679 148,857	89,836       93,717       96,540       99,338         92,424       96,307       99,128       101,945         95,014       98,897       101,720       104,550         97,603       101,484       104,307       107,157         110,194       104,075       106,896       109,764         107,960       111,843       114,666       112,370         110,550       114,432       117,253       120,191         113,140       117,022       119,844       122,797         1115,730       119,612       122,433       125,403         118,320       122,201       125,024       128,009         120,910       124,792       127,613       130,550         123,805       127,784       130,676       133,686         126,772       130,851       133,815       136,900         129,814       133,995       137,633       140,196         130,426       134,628       137,679       142,357         133,926       138,128       141,179       144,357         133,926       138,128       141,179       144,357         136,426       140,628       143,679       146,857         138,426       142	87,246       91,128       93,949       96,730         89,836       93,717       96,540       99,338         92,424       96,307       99,128       101,945         95,014       98,897       101,720       104,550         97,603       101,484       104,307       107,157         100,194       104,075       106,896       109,764         102,782       106,664       109,486       112,370         105,372       109,254       112,075       114,976         107,960       111,843       114,666       117,582         110,550       114,432       117,223       120,191         113,140       117,022       119,844       122,797         115,730       119,612       122,433       125,403         118,320       122,201       125,024       128,009         120,910       124,792       127,613       130,550         123,805       127,784       130,676       133,686         126,772       130,851       133,815       136,900         133,926       138,128       139,179       142,357         133,926       138,128       141,179       144,357         136,426       140,628<	84,656       88,538       91,360       94,123         87,246       91,128       93,949       96,730         89,836       93,717       96,540       99,338         92,424       96,307       99,128       101,945         95,014       98,897       101,720       104,550         97,603       101,484       104,307       107,157         100,194       104,075       106,896       109,764         102,782       106,664       109,486       112,370         105,372       109,254       112,075       114,976         107,960       111,843       114,666       117,582         110,550       114,432       117,225       120,191         113,140       117,022       119,844       122,797         115,730       119,612       122,433       125,403         118,320       122,201       125,024       128,009         120,910       124,792       127,613       130,550         123,805       127,784       130,676       133,686         126,772       130,851       133,612       133,628         134,628       137,679       140,857         133,926       136,128       139,179	82,066     85,950     88,771     91,518       84,656     88,538     91,360     94,123       87,246     91,128     93,949     96,730       89,836     93,717     96,540     99,338       92,424     96,307     99,128     101,945       95,014     98,897     101,720     104,550       97,603     101,484     104,307     107,157       110,194     104,075     106,896     109,764       1107,960     111,843     114,666     117,582       110,557     114,432     117,253     120,191       113,140     117,022     119,844     122,797       115,730     119,612     122,433     125,403       118,320     122,201     125,024     128,009       120,910     124,792     127,613     130,550       123,805     127,784     130,676     133,686       126,772     130,851     133,815     136,900       129,814     133,995     137,033     140,196       130,426     136,128     137,033     140,196       133,926     138,128     141,179     142,357       136,426     140,628     143,679     144,357       136,426     140,628     143,679     146,887	79,478     83,359     86,182     88,911       82,066     85,950     88,771     91,518       84,656     88,538     91,360     94,123       87,246     91,128     93,949     96,730       89,836     93,717     96,540     99,338       92,424     96,307     99,128     101,945       95,014     98,897     101,720     104,550       97,603     101,484     104,307     107,157       1102,782     106,664     109,486     112,370       105,372     109,254     112,075     114,976       107,960     111,843     114,666     117,582       110,550     114,432     117,253     120,191       113,140     117,022     119,844     122,797       115,730     119,612     122,433     125,403       118,320     122,201     125,024     128,009       120,910     124,792     127,613     130,550       123,805     127,784     130,676     133,686       126,772     130,851     133,815     136,900       123,926     134,628     137,679     140,857       133,926     138,128     139,179     142,357       136,426     140,628     143,679     144,357 <td>76,888     80,770     83,591     86,304       79,478     83,359     86,182     88,911       82,066     85,950     88,771     91,518       84,656     88,538     91,360     94,123       87,246     91,128     93,949     96,730       89,836     93,717     96,540     99,338       92,424     96,307     99,128     101,945       95,014     98,897     101,720     104,550       100,194     104,075     106,896     109,764       102,782     106,664     109,486     112,370       105,372     109,254     112,075     114,976       107,960     111,843     114,666     117,582       110,550     114,432     117,253     120,191       113,140     117,022     119,844     122,797       113,440     117,022     119,844     122,797       118,320     122,201     125,024     128,009       122,910     124,792     127,613     130,550       123,805     127,784     130,676     133,686       126,772     130,815     130,676     133,686       130,426     136,128     137,03     140,196       133,926     138,128     139,179     142,357   &lt;</td> <td>67,556         70,856         73,255         75,574           76,888         80,770         83,591         86,304           79,478         83,359         86,182         88,911           82,066         85,950         88,771         91,518           84,656         88,538         91,360         94,123           89,836         93,717         96,540         99,338           92,424         96,307         99,128         101,945           97,603         101,484         104,307         107,157           100,194         104,075         106,896         109,764           102,782         106,664         109,486         112,370           105,372         109,254         112,075         114,976           107,960         111,843         114,666         117,582           110,550         114,432         117,253         120,191           113,140         117,022         119,844         122,797           118,320         122,201         122,433         125,403           118,320         127,784         130,676         133,686           122,797         133,815         136,900           123,805         136,128         137</td> <td>65,354     68,655     71,052     73,359       67,556     70,856     73,255     75,574       76,888     80,770     83,591     86,304       79,478     83,359     86,182     88,911       82,066     85,950     88,771     91,518       84,656     88,538     91,360     94,123       89,836     93,717     96,540     99,338       92,424     96,307     99,128     101,945       97,603     101,484     104,307     107,157       100,194     104,075     106,896     112,370       105,372     109,254     112,075     114,976       107,960     111,843     114,666     117,582       110,550     114,432     117,253     120,191       113,140     117,022     119,844     122,797       115,730     119,612     122,433     125,403       118,320     122,201     125,024     123,050       120,910     124,792     127,613     130,686       120,910     124,792     127,613     130,550       123,805     127,784     130,676     133,686       126,772     130,851     133,615     136,090       133,926     134,628     139,179     142,357   <td>WA45         MA60         MA75         MA90/PhD           48         65,354         68,655         71,052         73,359           51         67,556         70,856         73,255         75,574           81         76,888         80,770         83,591         86,304           71         79,478         83,359         86,182         88,911           61         82,066         85,950         88,771         91,518           49         84,656         88,538         91,360         94,123           40         87,246         91,128         93,949         96,730           95,014         98,897         101,720         104,550           97         97,603         101,484         104,307         107,157           87         100,194         104,075         106,896         109,764           76         102,782         106,664         109,486         112,370           65         105,372         109,254         112,075         114,976           76         102,782         104,666         117,582           445         110,550         114,432         117,253         120,191           33         113,140</td></td>	76,888     80,770     83,591     86,304       79,478     83,359     86,182     88,911       82,066     85,950     88,771     91,518       84,656     88,538     91,360     94,123       87,246     91,128     93,949     96,730       89,836     93,717     96,540     99,338       92,424     96,307     99,128     101,945       95,014     98,897     101,720     104,550       100,194     104,075     106,896     109,764       102,782     106,664     109,486     112,370       105,372     109,254     112,075     114,976       107,960     111,843     114,666     117,582       110,550     114,432     117,253     120,191       113,140     117,022     119,844     122,797       113,440     117,022     119,844     122,797       118,320     122,201     125,024     128,009       122,910     124,792     127,613     130,550       123,805     127,784     130,676     133,686       126,772     130,815     130,676     133,686       130,426     136,128     137,03     140,196       133,926     138,128     139,179     142,357   <	67,556         70,856         73,255         75,574           76,888         80,770         83,591         86,304           79,478         83,359         86,182         88,911           82,066         85,950         88,771         91,518           84,656         88,538         91,360         94,123           89,836         93,717         96,540         99,338           92,424         96,307         99,128         101,945           97,603         101,484         104,307         107,157           100,194         104,075         106,896         109,764           102,782         106,664         109,486         112,370           105,372         109,254         112,075         114,976           107,960         111,843         114,666         117,582           110,550         114,432         117,253         120,191           113,140         117,022         119,844         122,797           118,320         122,201         122,433         125,403           118,320         127,784         130,676         133,686           122,797         133,815         136,900           123,805         136,128         137	65,354     68,655     71,052     73,359       67,556     70,856     73,255     75,574       76,888     80,770     83,591     86,304       79,478     83,359     86,182     88,911       82,066     85,950     88,771     91,518       84,656     88,538     91,360     94,123       89,836     93,717     96,540     99,338       92,424     96,307     99,128     101,945       97,603     101,484     104,307     107,157       100,194     104,075     106,896     112,370       105,372     109,254     112,075     114,976       107,960     111,843     114,666     117,582       110,550     114,432     117,253     120,191       113,140     117,022     119,844     122,797       115,730     119,612     122,433     125,403       118,320     122,201     125,024     123,050       120,910     124,792     127,613     130,686       120,910     124,792     127,613     130,550       123,805     127,784     130,676     133,686       126,772     130,851     133,615     136,090       133,926     134,628     139,179     142,357 <td>WA45         MA60         MA75         MA90/PhD           48         65,354         68,655         71,052         73,359           51         67,556         70,856         73,255         75,574           81         76,888         80,770         83,591         86,304           71         79,478         83,359         86,182         88,911           61         82,066         85,950         88,771         91,518           49         84,656         88,538         91,360         94,123           40         87,246         91,128         93,949         96,730           95,014         98,897         101,720         104,550           97         97,603         101,484         104,307         107,157           87         100,194         104,075         106,896         109,764           76         102,782         106,664         109,486         112,370           65         105,372         109,254         112,075         114,976           76         102,782         104,666         117,582           445         110,550         114,432         117,253         120,191           33         113,140</td>	WA45         MA60         MA75         MA90/PhD           48         65,354         68,655         71,052         73,359           51         67,556         70,856         73,255         75,574           81         76,888         80,770         83,591         86,304           71         79,478         83,359         86,182         88,911           61         82,066         85,950         88,771         91,518           49         84,656         88,538         91,360         94,123           40         87,246         91,128         93,949         96,730           95,014         98,897         101,720         104,550           97         97,603         101,484         104,307         107,157           87         100,194         104,075         106,896         109,764           76         102,782         106,664         109,486         112,370           65         105,372         109,254         112,075         114,976           76         102,782         104,666         117,582           445         110,550         114,432         117,253         120,191           33         113,140

30	29	28	27	26	25	24	23	22	21	20	3	8	17	16	15	14	13	<b>12</b> 84,748		79,938	9 77,532	<b>8</b> 75,123	72,728		<b>5</b> 67,913	4 65,508	3 63,104	2 60,701	<b>1</b> 58,295	0 51,596	<b>00</b> 49,540	BA
																		87,126	84,722	82,316	79,911	77,507	75,102	72,696	70,292	67,887	65,483	63,077	60,672	53,616	51,572	BA 15
126,174	124,174	124,174	121,674	121,674	121,674	119,674	119,674	118,174	117,619	114,876	112,199	109,587	106,984	104,381	101,781	99,178	96,575	93,972	91,370	88,766	86,165	83,562	80,961	78,357	75,755	73,154	70,551	67,949	65,345	57,757	55,543	MA
130,258	128,258	128,258	125,758	125,758	125,758	123,758	123,758	122,258	121,683	118,840	116,067	113,361	110,759	108,155	105,554	102,952	100,349	97,746	95,144	92,541	89,941	87,338	84,735	82,132	79,529	76,927	74,325	71,723	69,119	60,965	58,752	MA15
134,721	132,721	132,721	130,221	130,221	130,221	128,221	128,221	126,721	126,126	123,175	120,296	117,487	114,884	112,281	109,679	107,077	104,474	101,872	99,270	96,668	94,065	91,462	88,861	86,256	83,656	81,052	78,451	75,849	73,245	64,472	62,258	MA30
139,078	137,078	137,078	134,578	134,578	134,578	132,578	132,578	131,078	130,463	127,406	124,424	121,514	118,912	116,308	113,706	111,102	108,500	105,899	103,296	100,695	98,091	95,489	92,887	90,285	87,682	85,079	82,476	79,876	77,272	67,894	65,681	MA45
143,301	141,301	141,301	138,801	138,801	138,801	136,801	136,801	135,301	134,665	131,506	128,423	125,416	122,812	120,210	117,607	115,005	112,402	109,801	107,197	104,595	101,991	99,391	96,789	94,185	91,584	88,980	86,380	83,776	81,174	71,210	68,998	MA60
146,368	144,368	144,368	141,868	141,868	141,868	139,868	139,868	138,368	137,718	134,484	131,329	128,251	125,649	123,045	120,443	117,840	115,239	112,636	110,033	107.430	104,829	102,228	99,624	97,022	94,419	91,817	89,215	86,613	84,009	73,621	71,407	MA75
149,562	147,562	147,562	145,062	145,062	145,062	143,062	143,062	141,562	140,897	137,585	134,355	131,202	128,649	126,030	123,411	120,792	118,170	115,551					102,455	99,834	97,214	94,593	91,976	89,355				MA90/PhD
2,000		2,500			2,000		1,500																									

SALARY SCHEDULE 2019/20 STEP +.75% Increase           BA60         BA60         MA30         MA45         N           65,835         69,638         73,794         77,852         N           68,458         72,261         76,417         80,475         N           71,080         74,883         79,039         83,095         N           73,703         77,504         81,660         85,717         N           76,323         80,125         84,283         88,339         N           78,945         82,748         86,903         90,962         N           81,568         85,370         89,527         93,583         N           84,189         87,993         92,148         96,205         N           86,812         90,615         94,771         98,827         98,827           89,432         93,235         97,393         101,450         92,056         95,858         100,015         104,071         104,071         104,071	MA60 81,783 84,404 87,028 89,648 92,271 94,892 97,515 110,137 1102,756 1105,379 1108,001 1110,624
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| BAA         BAA15         MAA         MAA15         MAA20         MAA45         MAA60         MAA75         MAA90         MAA75         MA90/PAD           64,045         64,040         71,613         75,444         79,623         83,718         85,274         89,071         99,701           64,945         68,906         71,250         78,664         90,722         83,000         90,320         93,199         96,018           68,936         71,350         76,254         78,674         84,915         89,022         95,268         103,527         106,534           71,378         73,791         79,527         83,400         89,235         99,248         103,527         106,534           71,379         73,791         79,527         83,402         86,237         99,288         103,527         106,634         111,673           81,142         83,252         89,277         100,765         104,851         110,801         111,673         111,673           85,024 <th>30</th> <th>29</th> <th>28</th> <th>27</th> <th>26</th> <th>25</th> <th>24</th> <th>23</th> <th>22</th> <th>21</th> <th>20</th> <th>19</th> <th>18</th> <th>17</th> <th>16</th> <th>3</th> <th>14</th> <th>13</th> <th>12</th> <th>3</th> <th>10</th> <th>9</th> <th><b>∞</b></th> <th>7</th> <th>6</th> <th>Ó</th> <th>4</th> <th>ယ</th> <th>2</th> <th>_</th> <th></th> <th></th>                                    | 30      | 29  | 28  | 27  | 26  | 25  | 24  | 23  | 22  | 21  | 20  | 19  | 18  | 17  | 16  | 3   
   | 14  | 13   | 12   | 3   | 10   | 9  | <b>∞</b>  
   
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| MA   |         |   |   |   |   |   |   |   | 1   |   |   |   |   |   |   |   
   |   |  | 86,024   | 83,583  | 81,142   | 78,699   | 76,254  
   
  | 73,823   
  | 71,378   | 68,936  | 66,495  | 64,054   | 61,615   
   | 59,172   | BA   |   |
| MA60         MA75         EdD/J.D.           82,396         85,274         88,042           85,037         87,917         90,701           87,681         90,558         93,361           90,320         93,199         96,018           92,963         98,483         101,338           98,246         101,124         103,998           100,888         103,767         106,654           103,527         106,407         109,314           106,170         109,048         111,973           108,811         111,690         114,632           111,454         114,332         117,290           111,454         114,332         117,290           111,494         116,974         119,949           116,736         119,614         122,610           119,378         122,257         125,269           122,020         124,898         127,927           124,661         127,541         130,586           127,304         133,307         136,378           133,486         136,509         139,656           136,693         139,791         143,018           137,38         144,951         145,193 <td></td> <td>88,437</td> <td>85,997</td> <td>83,555</td> <td>81,114</td> <td>78,674</td> <td>76,233</td> <td>73,791</td> <td>71,350</td> <td>68,909</td> <td>66,469</td> <td>64,027</td> <td>61,586</td> <td>BA 15</td> <td></td>  |         |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   
   |   |  | 88,437   | 85,997  | 83,555   | 81,114   | 78,674  
   
  | 76,233   
  | 73,791   | 71,350  | 68,909  | 66,469   | 64,027   
   | 61,586   | BA 15  |   |
| MA60         MA75         EdD/J.D.           82,396         85,274         88,042           85,037         87,917         90,701           87,681         90,558         93,361           90,320         93,199         96,018           92,963         98,483         101,338           98,246         101,124         103,998           100,888         103,767         106,654           103,527         106,407         109,314           106,170         109,048         111,973           108,811         111,690         114,632           111,454         114,332         117,290           111,454         114,332         117,290           111,494         116,974         119,949           116,736         119,614         122,610           119,378         122,257         125,269           122,020         124,898         127,927           124,661         127,541         130,586           127,304         133,307         136,378           133,486         136,509         139,656           136,693         139,791         143,018           147,193         145,193  | 127,953 | 125,953   | 125,953   | 123,453   | 123,453   | 123,453   | 121,453   | 121,453   | 119,953   | 119,390   | 116,605   | 113,888   | 111,237   | 108,594   | 105,953   | 103,313   
   | 100,671   | 98,029   | 95,387   | 92,746  | 90,102   | 87,463   | 84,820  
   
  | 82,180   
  | 79,537   | 76,895  | 74,256  | 71,613   | 68,972   
   | 66,329   | MA   |   |
| MA60         MA75         MA90/PhD           82,396         85,274         88,042           85,037         87,917         90,701           87,681         90,558         93,361           90,320         93,199         96,018           92,963         98,483         101,338           98,246         101,124         103,998           100,888         103,767         106,654           103,527         106,407         109,314           106,170         109,048         111,973           108,811         111,690         114,632           111,454         114,332         117,290           111,454         114,332         117,290           111,494         116,974         119,949           116,736         119,614         122,610           119,378         122,257         125,269           122,020         124,898         127,927           124,661         127,541         130,586           127,304         133,307         136,378           133,486         136,509         139,656           136,893         144,951         145,193           140,838         144,951         147,193 </td <td>132,098</td> <td>130,098</td> <td>130,098</td> <td>127,598</td> <td>127,598</td> <td>127,598</td> <td>125,598</td> <td>125,598</td> <td>124,098</td> <td>123,515</td> <td>120,629</td> <td>117,815</td> <td>115,068</td> <td>112,426</td> <td>109,784</td> <td>107,143</td> <td>104,502</td> <td>101,860</td> <td>99,218</td> <td>96,577</td> <td>93,934</td> <td>91,295</td> <td>88,653</td> <td>86,011</td> <td>83,369</td> <td>80,726</td> <td>78,085</td> <td>75,444</td> <td>72,803</td> <td>70,160</td> <td>MA15</td> <td>BA60</td> | 132,098 | 130,098   | 130,098   | 127,598   | 127,598   | 127,598   | 125,598   | 125,598   | 124,098   | 123,515   | 120,629   | 117,815   | 115,068   | 112,426   | 109,784   | 107,143   
   | 104,502   | 101,860  | 99,218   | 96,577  | 93,934   | 91,295   | 88,653  
   
  | 86,011   
  | 83,369   | 80,726  | 78,085  | 75,444   | 72,803   
   | 70,160   | MA15   | BA60  |
| MA60         MA75         EdD/J.D.           82,396         85,274         88,042           85,037         87,917         90,701           87,681         90,558         93,361           90,320         93,199         96,018           92,963         98,483         101,338           98,246         101,124         103,998           100,881         111,690         114,632           111,454         111,973         119,949           116,736         119,614         122,610           119,378         122,257         125,269           122,020         124,898         127,927           124,661         127,541         130,586           127,304         130,182         133,178           130,356         133,307         136,5378           133,486         136,509         139,656           136,693         139,791         143,613           137,338         144,951         145,193           140,838         141,951         145,193           143,338         143,951         147,193           140,838         143,951         147,193           143,338         146,451         149,693     <   | 136,629 | 134,629   | 134,629   | 132,129   | 132,129   | 132,129   | 130,129   | 130,129   | 128,629   | 128,025   | 125,030   | 122,107   | 119,256   | 116,613   | 113,972   | 111,330   
   | 108,690   | 106,047  | 103,405  | 100,765   | 98,123   | 95,482   | 92,839  
   
  | 90,198   
  | 87,555   | 84,915  | 82,273  | 79,632   | 76,991   
   | 74,348   | MA30   |   |
| MA60         MA75         MA90/PhD           82,396         85,274         88,042           85,037         87,917         90,701           87,681         90,558         93,361           90,320         93,199         96,018           92,963         98,483         101,338           98,246         101,124         103,998           100,888         103,767         106,654           103,527         106,407         109,314           106,170         109,048         111,973           108,811         111,690         114,632           111,454         114,332         117,290           111,454         114,332         117,290           111,494         116,974         119,949           116,736         119,614         122,610           119,378         122,257         125,269           122,020         124,898         127,927           124,661         127,541         130,586           127,304         133,307         136,378           133,486         136,509         139,656           136,893         144,951         145,193           140,838         144,951         147,193 </td <td>141,052</td> <td>139,052</td> <td>139,052</td> <td>136,552</td> <td>136,552</td> <td>136,552</td> <td>134,552</td> <td>134,552</td> <td>133,052</td> <td>132,427</td> <td>129,324</td> <td>126,297</td> <td>123,344</td> <td>120,702</td> <td>118,059</td> <td>115,418</td> <td>112,775</td> <td>110,134</td> <td>107,493</td> <td>104,851</td> <td>102,211</td> <td>99,568</td> <td>96,927</td> <td>94,285</td> <td>91,645</td> <td>89,002</td> <td>86,360</td> <td>83,718</td> <td>81,078</td> <td>78,436</td> <td>MA45</td> <td></td>  | 141,052 | 139,052   | 139,052   | 136,552   | 136,552   | 136,552   | 134,552   | 134,552   | 133,052   | 132,427   | 129,324   | 126,297   | 123,344   | 120,702   | 118,059   | 115,418   
   | 112,775   | 110,134  | 107,493  | 104,851   | 102,211  | 99,568   | 96,927  
   
  | 94,285   
  | 91,645   | 89,002  | 86,360  | 83,718   | 81,078   
   | 78,436   | MA45   |   |
| MA75         MA90/PhD           85,274         88,042           87,917         90,701           90,558         93,361           93,199         96,018           95,841         98,678           98,483         101,338           101,124         103,998           103,767         106,654           109,048         111,973           111,690         114,632           114,332         117,290           119,614         122,610           122,257         125,269           124,898         127,927           127,541         130,586           130,182         133,178           130,589         127,927           127,541         130,586           130,182         133,178           133,307         135,378           130,580         139,656           139,791         143,013           144,951         145,193           145,193         147,193           146,451         149,693           146,451         149,693           148,451         151,693           148,451         151,693   | 145,338 | 143,338   | 143,338   | 140,838   | 140,838   | 140,838   | 138,838   | 138,838   | 137,338   | 136,693   | 133,486   | 130,356   | 127,304   | 124,661   | 122,020   | 119,378   
   | 116,736   | 114,094  | 111.454  | 108,811   | 106,170  | 103,527  | 100,888   
   
  | 98,246   
  | 95,603   | 92,963  | 90,320  |  |  
   |  | MA60   |   |
| EdD/J.D. MA90/PhD  88,042 90,701 93,361 96,018 98,678 1103,998 1103,998 1109,314 111,973 111,973 111,973 1122,610 125,269 127,927 130,586 133,178 136,378 133,178 136,378 139,656 143,013 147,193 147,193 147,193 149,693 151,693  | 148,451 | 146,451   | 146,451   | 143,951   | 143,951   | 143,951   | 141,951   | 141,951   | 140,451   | 139,791   | 136,509   | 133,307   | 130,182   | 127,541   | 124,898   | 122,257   
   | 119,614   | 116,974  | 114.332  | 111,690   | 109,048  | 106,407  | 103,767   
   
  | 101,124  
  | 98,483   | 95,841  | 93,199  | 90,558   | 87,917   
   | 85,274   | MA75   |   | | | | | | | | | | | | | |
| 1,500<br>2,000<br>2,000  |         |   |   | 147,193   |   |   |   | 145,193   |   |   |   |   |   |   |   |   
   |   |  |  |   |  |  |   
   
  |  
  |  |   |   |  | | | | | | | | | | | | |
   |  | MA90/PhD   | EdD/J.D.  |
|  | 2,000   |   | 2,500   |   |   | 2,000   | ,   | 1,500   |   |   |   |   |   |   |   |   
   |   |  |  |   |  | and the state of t |   
   
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  |  |   |
|  |         | 132,098 136,629 141,052 145,338 148,451 151,693 | 130,098     134,629     139,052     143,338     146,451     149,693       132,098     136,629     141,052     145,338     148,451     151,693 | 130,098     134,629     139,052     143,338     146,451     149,693       130,098     134,629     139,052     143,338     146,451     149,693       132,098     136,629     141,052     145,338     148,451     151,693 | 127,598     132,129     136,552     140,838     143,951     147,193       130,098     134,629     139,052     143,338     146,451     149,693       130,098     134,629     139,052     143,338     146,451     149,693       132,098     136,629     141,052     145,338     148,451     151,693 | 127,598     132,129     136,552     140,838     143,951     147,193       127,598     132,129     136,552     140,838     143,951     147,193       130,098     134,629     139,052     143,338     146,451     149,693       130,098     134,629     139,052     143,338     146,451     149,693       132,098     136,629     141,052     145,338     148,451     151,693       132,098     136,629     141,052     145,338     148,451     151,693 | 127,598     132,129     136,552     140,838     143,951     147,193       127,598     132,129     136,552     140,838     143,951     147,193       127,598     132,129     136,552     140,838     143,951     147,193       130,098     134,629     139,052     143,338     146,451     149,693       130,098     134,629     139,052     143,338     146,451     149,693       132,098     136,629     141,052     145,338     148,451     151,693       132,098     136,629     141,052     145,338     148,451     151,693 | 125,598     130,129     134,552     138,838     141,951     145,193       127,598     132,129     136,552     140,838     143,951     147,193       127,598     132,129     136,552     140,838     143,951     147,193       127,598     132,129     136,552     140,838     143,951     147,193       130,098     134,629     139,052     143,338     146,451     149,693       132,098     136,629     141,052     145,338     148,451     151,693       132,098     136,629     141,052     145,338     148,451     151,693 | 125,598     130,129     134,552     138,838     141,951     145,193       125,598     130,129     134,552     138,838     141,951     145,193       127,598     132,129     136,552     140,838     143,951     147,193       127,598     132,129     136,552     140,838     143,951     147,193       127,598     132,129     136,552     140,838     143,951     147,193       130,098     134,629     139,052     143,338     146,451     149,693       132,098     136,629     141,052     145,338     146,451     149,693       132,098     136,629     141,052     145,338     148,451     151,693 | 124,098     128,629     133,052     137,338     140,451     143,693       125,598     130,129     134,552     138,838     141,951     145,193       125,598     130,129     134,552     138,838     141,951     145,193       127,598     132,129     136,552     140,838     143,951     147,193       127,598     132,129     136,552     140,838     143,951     147,193       127,598     132,129     136,552     140,838     143,951     147,193       130,098     134,629     139,052     143,338     143,951     147,193       130,098     134,629     139,052     143,338     146,451     149,693       132,098     136,629     141,052     145,338     148,451     151,693       132,098     136,629     141,052     145,338     148,451     151,693 | 123,515     128,025     132,427     136,693     139,791     143,018       124,098     128,629     133,052     137,338     140,451     143,693       125,598     130,129     134,552     138,838     141,951     145,193       125,598     130,129     134,552     138,838     141,951     145,193       127,598     132,129     136,552     140,838     143,951     147,193       127,598     132,129     136,552     140,838     143,951     147,193       127,598     132,129     136,552     140,838     143,951     147,193       130,098     134,629     139,052     143,338     146,451     149,693       130,098     134,629     139,052     143,338     146,451     149,693       132,098     136,629     141,052     145,338     148,451     151,693       132,098     136,629     141,052     145,338     148,451     151,693 | 120,629     125,030     129,324     133,486     136,509     139,656       123,515     128,025     132,427     136,693     139,791     143,018       124,098     128,629     133,052     137,338     140,451     143,693       125,598     130,129     134,552     138,838     141,951     145,193       127,598     132,129     136,552     140,838     143,951     147,193       127,598     132,129     136,552     140,838     143,951     147,193       127,598     132,129     136,552     140,838     143,951     147,193       127,598     132,129     136,552     140,838     143,951     147,193       130,098     134,629     139,052     143,338     146,451     149,693       132,098     136,629     141,052     145,338     146,451     149,693       132,098     136,629     141,052     145,338     148,451     151,693 | 117,815     122,107     126,297     130,356     133,307     136,378       120,629     125,030     129,324     133,486     136,509     139,656       123,515     128,025     132,427     136,693     139,791     143,018       124,098     128,629     133,052     137,338     140,451     143,693       125,598     130,129     134,552     138,838     141,951     145,193       127,598     132,129     136,552     140,838     143,951     147,193       127,598     132,129     136,552     140,838     143,951     147,193       127,598     132,129     136,552     140,838     143,951     147,193       127,598     132,129     136,552     140,838     143,951     147,193       127,598     132,129     136,552     140,838     143,951     147,193       130,098     134,629     139,052     143,338     146,451     149,693       132,098     136,629     141,052     145,338     146,451     149,693       132,098     136,629     141,052     145,338     148,451     151,693 | 115,068       119,256       123,344       127,304       130,182       133,178         117,815       122,107       126,297       130,356       133,307       136,378         120,629       125,030       129,324       133,486       136,509       139,656         123,515       128,025       132,427       136,693       139,791       143,018         124,098       128,629       133,052       137,338       140,451       143,693         125,598       130,129       134,552       138,838       141,951       145,193         127,598       132,129       136,552       140,838       143,951       145,193         127,598       132,129       136,552       140,838       143,951       147,193         127,598       132,129       136,552       140,838       143,951       147,193         127,598       132,129       136,552       140,838       143,951       147,193         127,598       132,129       136,552       140,838       143,951       147,193         127,598       132,129       136,552       140,838       143,951       147,193         130,098       134,629       139,052       143,338       146,451       149,693 | 112,426       116,613       120,702       124,661       127,541       130,586         115,068       119,256       123,344       127,304       130,182       133,178         117,815       122,107       126,297       130,356       133,307       136,378         120,629       125,030       129,324       133,486       136,509       139,656         123,515       128,025       132,427       136,693       139,791       143,018         124,098       128,629       133,052       137,338       140,451       143,693         125,598       130,129       134,552       138,838       141,951       145,193         127,598       132,129       136,552       140,838       143,951       145,193         127,598       132,129       136,552       140,838       143,951       147,193         127,598       132,129       136,552       140,838       143,951       147,193         127,598       132,129       136,552       140,838       143,951       147,193         130,098       134,629       139,052       143,338       146,451       149,693         130,098       134,629       139,052       143,338       146,451       149,693 | 109,784         113,972         118,059         122,020         124,898        
127,927           112,426         116,613         120,702         124,661         127,541         130,586           115,068         119,256         123,344         127,304         130,182         133,178           117,815         122,107         126,297         130,356         133,307         136,378           120,629         125,030         129,324         133,486         136,509         139,656           123,515         128,629         133,052         133,486         136,509         139,656           123,515         128,629         133,052         137,338         140,451         143,693           125,598         130,129         134,552         138,838         141,951         145,193           127,598         132,129         136,552         140,838         143,951         147,193           127,598         132,129         136,552         140,838         143,951         147,193           127,598         132,129         136,552         140,838         143,951         147,193           127,598         132,129         136,552         140,838         143,951         147,193 | 107,143     111,330     115,418     119,378     122,257     125,269       109,784     113,972     118,059     122,020     124,898     127,927       112,426     116,613     120,702     124,661     127,541     130,586       115,068     119,256     123,344     127,304     130,182     133,178       117,815     122,107     126,297     130,356     133,307     136,378       120,629     125,030     129,324     133,486     136,509     139,656       123,515     128,629     133,052     133,388     139,791     143,018       124,098     128,629     133,052     137,338     140,451     143,693       125,598     130,129     134,552     138,838     141,951     145,193       127,598     132,129     136,552     140,838     143,951     147,193       127,598     132,129     136,552     140,838     143,951     147,193       127,598     132,129     136,552     140,838     143,951     147,193       127,598     132,129     136,552     140,838     143,951     147,193       129,693     134,629     139,052     143,338     146,451     149,693       130,098     134,629     139,052 | 104,502     108,690     112,775     116,736     119,614     122,610       107,143     111,330     115,418     119,378     122,257     125,269       109,784     113,972     118,059     122,020     124,898     127,927       112,426     116,613     120,702     124,661     127,541     130,586       115,068     119,256     123,344     127,304     130,182     133,178       117,815     122,107     126,297     130,356     133,307     136,378       1120,629     125,030     129,324     133,486     136,509     139,556       123,515     128,025     132,427     136,693     139,791     143,018       124,098     128,629     133,052     137,338     140,451     143,693       125,598     130,129     134,552     138,838     141,951     145,193       127,598     132,129     136,552     140,838     143,951     147,193       127,598     132,129     136,552     140,838     143,951     147,193       127,598     132,129     136,552     140,838     143,951     147,193       130,098     134,629     139,052     143,338     146,451     149,693       132,098     134,629     139,052 | 98,029 101,860 106,047 110,134 114,094 116,974 119,949 100,671 104,502 108,690 112,775 116,736 119,614 122,610 103,313 107,143 111,330 115,418 119,378 122,257 125,269 1105,953 109,784 113,972 118,059 122,020 124,898 127,927 1108,594 112,426 116,613 120,702 124,661 127,541 130,586 111,237 115,068 119,256 123,344 127,304 130,182 133,178 111,605 120,629 123,515 122,107 126,297 130,356 133,307 136,378 119,953 124,098 128,025 132,427 136,693 139,791 143,018 112,453 125,598 130,129 133,452 133,838 141,951 145,193 123,453 127,598 132,129 134,552 138,838 141,951 145,193 123,453 127,598 132,129 136,552 138,838 143,951 147,193 123,453 127,598 132,129 136,552 140,838 143,951 147,193 123,453 127,598 132,129 136,552 140,838 143,951 147,193 123,453 125,953 130,098 134,629 139,052 143,338 146,451 149,693 125,953 130,098 134,629 139,052 143,338 146,451 149,693 127,953 132,098 134,629 139,052 143,338 146,451 149,693 127,953 132,098 134,629 141,052 145,338 146,451 149,693 127,953 132,098 136,629 141,052 145,338 148,451 151,693 | 88,437         95,387         99,218         103,405         107,493         111,454         114,332         117,290           98,029         101,860         106,047         110,134         114,094         116,974         119,949           100,671         104,502         108,690         112,775         116,736         119,614         122,610           103,313         107,143         111,330         115,418         119,378         122,257         125,269           105,953         109,784         113,972         118,059         122,020         124,898         127,927           108,594         112,426         118,059         122,020         124,661         127,541         130,182           111,237         115,068         119,256         123,344         127,304         130,182         133,178           111,390         123,515         122,020         123,434         127,304         130,656         133,307         136,637           119,953         124,098         128,629         133,052         133,486         136,599         139,656           119,953         124,098         128,629         133,052         133,383         141,951         143,093           121,453         125,598 | 85,997         92,746         96,577         100,765         104,851         108,811         111,690         114,632           88,437         95,387         99,218         103,405         107,493         111,454         114,332         117,290           98,029         101,860         106,047         110,134         114,094         116,974         119,949           100,671         104,502         108,690         112,775         116,736         119,614         122,610           103,313         107,143         111,330         115,418         119,378         122,227         125,269           103,593         109,784         113,972         118,059         122,020         124,898         127,927           108,594         112,426         116,613         120,702         124,661         127,541         130,586           111,237         115,068         119,256         123,344         127,304         130,178         127,526           111,388         117,815         122,107         126,297         130,356         133,307         136,556           110,605         120,629         125,030         129,324         133,486         136,509         139,656           110,390         123,515 | 83,555 90,102 93,934 98,123 102,211 106,170 109,048 111,973 85,997 92,746 96,577 100,765 104,851 108,811 111,690 114,632 88,437 92,387 99,218 103,405 107,493 111,454 114,332 117,290 109,627 104,802 106,607 110,134 114,094 116,974 119,949 100,671 104,502 108,690 112,75 116,736 112,257 115,648 112,242 113,972 118,059 122,020 124,888 127,927 108,594 112,426 116,613 120,702 124,661 127,541 130,866 111,237 115,068 119,256 123,344 127,304 130,182 133,178 116,605 120,629 125,030 129,324 133,486 130,598 119,390 123,515 128,025 133,027 136,599 111,453 125,598 130,129 133,052 133,886 141,951 143,693 121,453 123,453 127,598 130,129 134,552 138,838 141,951 145,193 123,453 123,453 127,598 132,129 136,552 140,838 143,951 147,193 125,953 130,098 134,629 139,052 143,338 143,951 147,193 125,953 130,098 134,629 139,052 143,338 144,451 149,693 127,953 132,098 134,629 143,052 143,338 144,451 149,693 127,953 132,098 134,629 143,052 143,338 144,451 149,693 127,953 132,098 134,629 143,052 143,338 144,451 149,693 127,953 132,098 134,629 144,052 143,338 144,451 149,693 127,953 132,098 134,629 144,052 143,338 144,451 149,693 127,953 132,098 134,629 144,052 143,338 144,451 149,693 127,953 132,098 134,629 144,052 143,338 144,451 149,693 127,953 132,098 134,629 144,052 143,338 144,451 149,693 127,953 132,098 134,629 144,052 143,338 144,451 149,693 127,953 132,098 134,629 144,052 143,338 144,451 149,693 127,953 132,098 134,629 144,052 143,338 144,451 149,693 127,953 132,098 134,629 144,052 143,338 144,451 149,693 127,953 132,098 134,629 144,052 143,338 144,451 149,693 127,953 132,098 134,629 144,052 145,338 144,551 145,693   | 81,114         87,463         91,295         95,482         99,568         103,527         106,407         109,314           83,555         90,102         93,934         98,123         102,211         106,170         109,048         111,973           85,997         92,746         96,577         100,765         104,851         108,811         111,690         114,632           88,437         95,287         99,218         103,407         110,493         111,494         114,332         117,290           100,671         104,502         108,690         112,775         116,974         119,949           103,313         107,143         111,330         115,418         119,378         122,257         125,269           105,953         109,784         113,972         118,059         122,020         124,898         127,927           111,237         115,068         119,256         123,344         127,304         130,182         133,178           111,237         115,068         119,256         123,344         127,304         130,182         133,178           111,237         115,068         119,256         123,344         127,304         130,599         136,378           119,393 <t< td=""><td>78,674         84,820         88,653         92,839         96,927         100,888         103,767         106,654
          81,114         87,463         91,295         95,482         99,568         103,527         106,407         109,314           83,555         90,102         93,934         98,123         102,211         106,170         119,048         111,973           88,597         92,746         96,577         100,765         104,851         108,111         111,690         114,632           88,437         92,218         103,405         107,493         111,454         114,332         117,290           98,029         101,860         166,047         110,134         114,094         116,974         119,949           100,671         104,502         108,690         112,775         116,736         119,614         122,660           103,313         107,143         111,397         118,051         122,020         124,681         122,257         125,269           108,594         112,425         116,613         120,702         124,661         127,541         130,986           111,237         113,688         117,815         122,107         126,297         130,356         133,07         <t< td=""><td>76,233         82,180         86,011         90,198         94,285         98,246         101,124         103,998           78,674         84,820         88,633         92,839         96,927         100,888         103,767         106,654           81,114         87,463         91,295         95,482         99,568         103,227         100,407         109,314           83,555         90,102         93,344         98,123         102,211         106,170         109,048         111,973           85,997         92,746         96,577         100,765         104,851         108,811         111,690         114,632           88,437         95,387         99,218         103,405         107,493         111,454         114,332         117,290           100,671         104,502         108,690         112,775         116,736         119,949           105,933         109,784         113,972         118,695         122,257         125,269           103,313         107,433         111,393         115,418         119,378         127,241         129,949           100,511         104,502         108,690         112,748         113,972         118,693         127,241         129,326      &lt;</td><td>73,791         79,537         83,369         87,555         91,645         95,603         98,483         101,338           76,223         82,180         88,011         90,198         94,285         98,246         101,124         103,998           81,114         84,820         88,653         92,283         98,277         100,888         103,767         106,654           81,114         87,463         91,295         95,482         103,277         100,476         106,470         109,048         111,793           85,597         92,746         96,577         100,765         104,851         111,690         114,632           88,437         95,587         99,218         103,405         107,493         111,454         114,332         117,290           100,671         104,502         106,604         110,134         114,994         116,974         119,949           105,953         107,143         111,330         115,418         111,573         122,670         122,671           105,953         109,784         113,972         118,059         124,4661         127,541         130,586           111,237         115,068         119,256         112,707         124,661         127,541         130,</td><td>71,350         76,895         80,726         84,915         89,002         92,963         95,841         98,678           73,791         79,537         83,369         87,555         91,645         95,603         98,433         101,338           76,233         82,180         86,011         90,198         94,285         95,603         98,433         101,3998           78,674         84,820         88,653         92,839         96,927         100,888         103,727         100,314           81,114         87,463         91,295         95,482         99,568         103,527         100,447         110,931           81,114         87,463         91,295         95,482         99,568         103,527         100,448         111,973           88,437         96,274         100,765         104,851         108,811         111,690         114,532           100,671         104,502         108,690         112,775         116,736         119,614         122,610           100,593         107,443         111,330         115,418         119,278         122,267         125,269           105,953         107,784         111,377         118,059         122,267         125,269</td><td>68,909         74,256         78,085         82,273         86,360         90,320         93,199         96,018           71,550         76,895         80,726         84,915         89,002         92,963         98,483         101,338           73,791         79,537         83,369         87,555         91,645         95,263         98,483         101,338           76,233         82,180         86,011         90,198         94,285         98,246         101,124         103,938           76,634         48,820         88,653         92,393         96,927         100,888         103,767         106,654           81,114         87,463         91,295         95,482         99,568         103,527         106,407         109,314           83,555         90,102         93,934         98,123         102,211         106,170         109,048         111,973           88,437         95,387         99,218         103,405         107,493         111,454         111,591         112,949           100,671         104,502         108,600         112,775         116,734         111,949         112,240         112,414         114,934         112,949           100,571         104,502         &lt;</td><td>66,469         71,613         75,444         79,632         83,718         87,681         90,586         93,361           71,350         74,256         78,085         82,273         86,360         90,220         93,199         96,018           71,350         76,895         88,273         86,360         90,220         95,841         96,018           73,791         79,537         83,369         87,555         91,645         95,603         98,483         101,338           76,233         82,180         86,011         90,198         94,285         98,246         101,124         103,998           81,114         87,663         92,283         96,927         100,888         1013,767         106,654           81,114         87,463         91,295         95,482         99,568         103,527         106,341           83,555         90,102         93,934         98,123         102,211         106,170         109,048         111,932           88,437         98,287         101,860         106,047         110,134         114,932         117,290           105,511         104,522         118,059         112,257         1125,269         1127,541         112,949           105,51</td><td>  64,027   64,027   72,803   76,991   81,078   85,037   87,917   90,701     66,469   71,613   75,444   79,632   83,718   81,681   90,558   90,568     68,909   74,256   78,085   82,273   86,360   90,320   93,199   96,018     71,350   76,895   80,726   84,915   89,022   92,963   95,841   98,678     73,791   79,537   83,369   87,555   91,645   95,603   98,483   101,338     78,674   84,820   88,633   92,839   94,285   98,246   101,124     81,114   87,463   91,295   95,482   99,588   103,527   106,447   109,314     83,555   90,102   93,934   98,123   102,211   106,170   109,048   111,973     88,437   95,387   99,218   103,405   107,493   111,454   111,590   114,632     88,437   95,387   99,218   103,405   107,493   111,494   116,974   119,949     103,313   107,143   113,972   118,059   112,755   112,261     103,593   107,143   113,972   118,059   122,261     103,593   107,143   113,972   118,059   122,261     103,594   112,425   116,613   120,702   124,661   127,541   130,586     111,237   115,068   132,125   123,344   127,304   130,182   133,178     111,245   123,515   122,627   133,048   134,509   139,656     119,390   123,415   128,025   133,042   133,486   136,509   139,791   143,018     121,453   125,598   130,129   134,552   138,838   144,951   143,933     123,453   127,598   132,129   134,552   148,838   143,951   147,193     123,453   127,598   132,129   136,552   140,838   143,951   147,193     123,653   130,098   134,629   139,052   143,338   146,451   149,693     123,653   130,098   134,629   143,338   146,451   149,693     123,653   132,098   134,629   143,338   146,451   149,693     123,693   132,098   134,629   143,338   146,451   149,693     123,693   132,098   134,629   143,338   144,451   149,693     123,693   132,098   134,629   143,338   144,451   149,693     123,693   132,098   134,629   143,338   144,451   149,693     123,693   134,629   144,652   143,338   144,451   149,693     123,693   134,629   144,652   143,338   144,451   149,693     123,693   134,629   144,652   143,338   144,451   149,69</td><td>  61,586   66,329   70,160   74,348   78,436   82,396   85,274   88,042     66,469   71,613   75,444   79,632   83,718   87,681   90,528     68,909   74,256   78,085   82,273   86,360   90,320   93,199   96,018     71,350   76,895   80,726   84,915   89,062   92,963   95,441   98,678     77,791   79,557   88,631   90,158   90,227   100,888   103,767   106,654     81,114   87,463   91,295   95,482   99,568   103,527   106,407   109,314     83,555   90,102   93,934   90,271   108,811   111,690   111,073     88,437   95,387   99,218   103,405   107,493   111,454   113,929     103,933   107,143   111,370   115,736   112,257   122,610     103,313   107,143   111,377   118,059   122,020   124,898   127,927     108,594   112,426   116,613   120,702   124,661   127,541   130,586     111,297   110,605   120,629   123,344   123,348   130,478     111,993   123,453  
125,598   130,129   134,552   138,838   141,951   143,103     123,453   127,598   132,129   134,552   138,838   141,951   147,193     123,453   125,958   130,129   134,552   140,838   143,951   147,193     123,553   130,098   134,629   139,052   143,338   144,451   149,693     123,553   130,098   134,629   139,052   143,338   144,451   149,693     123,453   127,598   132,129   136,552   140,838   143,951   147,193     123,453   125,958   130,129   134,552   140,838   143,951   147,193     123,553   130,098   134,629   139,052   143,338   144,451   149,693     123,553   130,098   134,629   139,052   143,338   144,451   149,693     123,693   134,629   139,052   143,338   148,451   149,693     123,693   134,629   139,052   143,338   148,451   151,693     123,693   132,098   134,629   143,338   144,451   149,693     123,693   132,098   134,629   143,338   144,451   149,693     123,693   134,629   139,052   143,338   148,451   149,693     123,693   134,629   139,052   143,338   148,451   151,693     123,693   134,629   139,052   143,338   148,451   151,693     123,693   134,629   139,052   143,338   144,551   151,693     123,693   134,629   139,052   143,338   148,</td><td>BA.15         MA         MAA15         MAA30         MAA5         MA60         MA75         MA90/PhD           5,177         66,229         70,160         7,348         78,456         23,396         82,774         88,042           6,515         64,027         68,972         72,803         76,291         81,078         85,037         87,917         90,701           6,646         71,613         75,444         79,622         83,718         87,681         90,538         93,361           4,856         68,909         74,256         78,085         82,273         86,300         90,320         93,199         96,18           3,78         73,791         79,537         83,360         82,273         86,500         90,320         93,483         101,338           8,823         76,233         82,180         86,011         90,198         94,285         96,297         100,654         100,531         101,358         101,378         103,398           8,823         76,233         82,180         98,633         92,839         96,927         100,684         101,392         103,481         111,297         100,654         40,627         100,488         101,124         103,998         4,282         98</td></t<></td></t<> | 78,674         84,820         88,653         92,839         96,927         100,888         103,767         106,654           81,114         87,463         91,295         95,482         99,568         103,527         106,407         109,314           83,555         90,102         93,934         98,123         102,211         106,170         119,048         111,973           88,597         92,746         96,577         100,765         104,851         108,111         111,690         114,632           88,437         92,218         103,405         107,493         111,454         114,332         117,290           98,029         101,860         166,047         110,134         114,094         116,974         119,949           100,671         104,502         108,690         112,775         116,736         119,614         122,660           103,313         107,143         111,397         118,051         122,020         124,681         122,257         125,269           108,594         112,425         116,613         120,702         124,661         127,541         130,986           111,237         113,688         117,815         122,107         126,297         130,356         133,07 <t< td=""><td>76,233         82,180         86,011         90,198         94,285         98,246         101,124         103,998           78,674         84,820         88,633         92,839         96,927         100,888         103,767         106,654           81,114         87,463         91,295         95,482         99,568         103,227         100,407         109,314           83,555         90,102         93,344         98,123         102,211         106,170         109,048         111,973           85,997         92,746         96,577         100,765         104,851         108,811         111,690         114,632           88,437         95,387         99,218         103,405         107,493         111,454         114,332         117,290           100,671         104,502         108,690         112,775         116,736         119,949           105,933         109,784         113,972         118,695         122,257         125,269           103,313         107,433         111,393         115,418         119,378         127,241         129,949           100,511         104,502         108,690         112,748         113,972         118,693         127,241         129,326      &lt;</td><td>73,791         79,537         83,369         87,555         91,645         95,603         98,483         101,338           76,223         82,180         88,011         90,198         94,285         98,246         101,124         103,998           81,114         84,820         88,653         92,283         98,277         100,888         103,767         106,654           81,114         87,463         91,295         95,482         103,277         100,476         106,470         109,048         111,793           85,597         92,746         96,577         100,765         104,851         111,690         114,632           88,437         95,587         99,218         103,405         107,493         111,454         114,332         117,290           100,671         104,502         106,604         110,134         114,994         116,974         119,949           105,953         107,143         111,330         115,418         111,573         122,670         122,671           105,953         109,784         113,972         118,059         124,4661         127,541         130,586           111,237         115,068         119,256         112,707         124,661         127,541         130,</td><td>71,350         76,895         80,726         84,915         89,002         92,963         95,841         98,678           73,791         79,537         83,369         87,555         91,645         95,603         98,433         101,338           76,233         82,180         86,011         90,198         94,285         95,603         98,433         101,3998           78,674         84,820         88,653         92,839         96,927         100,888         103,727         100,314           81,114         87,463         91,295         95,482         99,568         103,527         100,447         110,931           81,114         87,463         91,295         95,482         99,568         103,527         100,448         111,973           88,437         96,274         100,765         104,851         108,811         111,690         114,532           100,671         104,502         108,690         112,775         116,736         119,614         122,610           100,593         107,443         111,330         115,418         119,278         122,267         125,269           105,953         107,784         111,377         118,059         122,267         125,269</td><td>68,909         74,256         78,085         82,273         86,360         90,320         93,199         96,018           71,550         76,895         80,726         84,915         89,002         92,963         98,483         101,338           73,791         79,537         83,369         87,555         91,645         95,263         98,483         101,338           76,233         82,180         86,011         90,198         94,285         98,246         101,124         103,938           76,634         48,820         88,653         92,393         96,927         100,888         103,767         106,654           81,114         87,463         91,295         95,482         99,568         103,527         106,407         109,314           83,555         90,102         93,934         98,123         102,211         106,170         109,048         111,973           88,437         95,387         99,218         103,405         107,493         111,454         111,591         112,949           100,671         104,502         108,600         112,775         116,734         111,949         112,240         112,414         114,934         112,949           100,571         104,502         &lt;</td><td>66,469         71,613         75,444         79,632         83,718         87,681         90,586         93,361           71,350         74,256         78,085         82,273         86,360         90,220         93,199         96,018           71,350         76,895         88,273         86,360         90,220         95,841         96,018           73,791         79,537         83,369         87,555         91,645         95,603         98,483         101,338           76,233         82,180         86,011         90,198         94,285         98,246         101,124         103,998           81,114         87,663         92,283         96,927         100,888         1013,767         106,654           81,114         87,463         91,295         95,482         99,568         103,527         106,341           83,555         90,102         93,934         98,123         102,211         106,170         109,048         111,932           88,437         98,287         101,860         106,047         110,134         114,932         117,290           105,511         104,522         118,059         112,257         1125,269         1127,541         112,949           105,51</td><td>  64,027   64,027   72,803   76,991   81,078   85,037   87,917   90,701     66,469   71,613   75,444   79,632   83,718   81,681   90,558   90,568     68,909   74,256   78,085   82,273   86,360   90,320   93,199   96,018     71,350   76,895   80,726   84,915   89,022   92,963   95,841   98,678     73,791   79,537   83,369   87,555   91,645   95,603   98,483   101,338     78,674   84,820   88,633   92,839   94,285  
98,246   101,124     81,114   87,463   91,295   95,482   99,588   103,527   106,447   109,314     83,555   90,102   93,934   98,123   102,211   106,170   109,048   111,973     88,437   95,387   99,218   103,405   107,493   111,454   111,590   114,632     88,437   95,387   99,218   103,405   107,493   111,494   116,974   119,949     103,313   107,143   113,972   118,059   112,755   112,261     103,593   107,143   113,972   118,059   122,261     103,593   107,143   113,972   118,059   122,261     103,594   112,425   116,613   120,702   124,661   127,541   130,586     111,237   115,068   132,125   123,344   127,304   130,182   133,178     111,245   123,515   122,627   133,048   134,509   139,656     119,390   123,415   128,025   133,042   133,486   136,509   139,791   143,018     121,453   125,598   130,129   134,552   138,838   144,951   143,933     123,453   127,598   132,129   134,552   148,838   143,951   147,193     123,453   127,598   132,129   136,552   140,838   143,951   147,193     123,653   130,098   134,629   139,052   143,338   146,451   149,693     123,653   130,098   134,629   143,338   146,451   149,693     123,653   132,098   134,629   143,338   146,451   149,693     123,693   132,098   134,629   143,338   146,451   149,693     123,693   132,098   134,629   143,338   144,451   149,693     123,693   132,098   134,629   143,338   144,451   149,693     123,693   132,098   134,629   143,338   144,451   149,693     123,693   134,629   144,652   143,338   144,451   149,693     123,693   134,629   144,652   143,338   144,451   149,693     123,693   134,629   144,652   143,338   144,451   149,69</td><td>  61,586   66,329   70,160   74,348   78,436   82,396   85,274   88,042     66,469   71,613   75,444   79,632   83,718   87,681   90,528     68,909   74,256   78,085   82,273   86,360   90,320   93,199   96,018     71,350   76,895   80,726   84,915   89,062   92,963   95,441   98,678     77,791   79,557   88,631   90,158   90,227   100,888   103,767   106,654     81,114   87,463   91,295   95,482   99,568   103,527   106,407   109,314     83,555   90,102   93,934   90,271   108,811   111,690   111,073     88,437   95,387   99,218   103,405   107,493   111,454   113,929     103,933   107,143   111,370   115,736   112,257   122,610     103,313   107,143   111,377   118,059   122,020   124,898   127,927     108,594   112,426   116,613   120,702   124,661   127,541   130,586     111,297   110,605   120,629   123,344   123,348   130,478     111,993   123,453   125,598   130,129   134,552   138,838   141,951   143,103     123,453   127,598   132,129   134,552   138,838   141,951   147,193     123,453   125,958   130,129   134,552   140,838   143,951   147,193     123,553   130,098   134,629   139,052   143,338   144,451   149,693     123,553   130,098   134,629   139,052   143,338   144,451   149,693     123,453   127,598   132,129   136,552   140,838   143,951   147,193     123,453   125,958   130,129   134,552   140,838   143,951   147,193     123,553   130,098   134,629   139,052   143,338   144,451   149,693     123,553   130,098   134,629   139,052   143,338   144,451   149,693     123,693   134,629   139,052   143,338   148,451   149,693     123,693   134,629   139,052   143,338   148,451   151,693     123,693   132,098   134,629   143,338   144,451   149,693     123,693   132,098   134,629   143,338   144,451   149,693     123,693   134,629   139,052   143,338   148,451   149,693     123,693   134,629   139,052   143,338   148,451   151,693     123,693   134,629   139,052   143,338   148,451   151,693     123,693   134,629   139,052   143,338   144,551   151,693     123,693   134,629   139,052   143,338   148,</td><td>BA.15         MA         MAA15         MAA30         MAA5         MA60         MA75         MA90/PhD           5,177         66,229         70,160         7,348         78,456         23,396         82,774         88,042           6,515         64,027         68,972         72,803         76,291         81,078         85,037         87,917         90,701           6,646         71,613         75,444         79,622         83,718         87,681         90,538         93,361           4,856         68,909         74,256         78,085         82,273         86,300         90,320         93,199         96,18           3,78         73,791         79,537         83,360         82,273         86,500         90,320         93,483         101,338           8,823         76,233         82,180         86,011         90,198         94,285         96,297         100,654         100,531         101,358         101,378         103,398           8,823         76,233         82,180         98,633         92,839         96,927         100,684         101,392         103,481         111,297         100,654         40,627         100,488         101,124         103,998         4,282         98</td></t<> | 76,233         82,180         86,011         90,198         94,285         98,246         101,124         103,998           78,674         84,820         88,633         92,839         96,927         100,888         103,767         106,654           81,114         87,463         91,295         95,482         99,568         103,227         100,407         109,314           83,555         90,102         93,344         98,123         102,211         106,170         109,048         111,973           85,997         92,746         96,577         100,765         104,851         108,811         111,690         114,632           88,437         95,387         99,218         103,405         107,493         111,454         114,332         117,290           100,671         104,502         108,690         112,775         116,736         119,949           105,933         109,784         113,972         118,695         122,257         125,269           103,313         107,433         111,393         115,418         119,378         127,241         129,949           100,511         104,502         108,690         112,748         113,972         118,693         127,241         129,326      < | 73,791         79,537         83,369         87,555         91,645         95,603         98,483         101,338           76,223         82,180         88,011         90,198         94,285         98,246         101,124         103,998           81,114         84,820         88,653         92,283         98,277         100,888         103,767         106,654           81,114         87,463         91,295         95,482         103,277         100,476         106,470         109,048         111,793           85,597         92,746         96,577         100,765         104,851         111,690         114,632           88,437         95,587         99,218         103,405         107,493         111,454         114,332         117,290           100,671         104,502         106,604         110,134         114,994         116,974         119,949           105,953         107,143         111,330         115,418         111,573         122,670         122,671           105,953         109,784         113,972         118,059         124,4661         127,541         130,586           111,237         115,068         119,256         112,707         124,661         127,541         130, | 71,350         76,895         80,726         84,915         89,002         92,963         95,841         98,678           73,791         79,537         83,369         87,555         91,645         95,603         98,433         101,338           76,233         82,180         86,011         90,198         94,285         95,603         98,433         101,3998           78,674         84,820         88,653         92,839         96,927         100,888         103,727         100,314           81,114         87,463         91,295         95,482         99,568         103,527         100,447         110,931           81,114         87,463         91,295         95,482         99,568         103,527         100,448         111,973           88,437         96,274         100,765         104,851         108,811         111,690         114,532           100,671         104,502         108,690         112,775         116,736         119,614         122,610           100,593         107,443         111,330         115,418         119,278         122,267         125,269           105,953         107,784         111,377         118,059         122,267         125,269 | 68,909         74,256         78,085         82,273         86,360         90,320         93,199         96,018           71,550         76,895         80,726         84,915         89,002         92,963         98,483         101,338           73,791         79,537         83,369         87,555         91,645         95,263         98,483         101,338           76,233         82,180         86,011         90,198         94,285         98,246         101,124         103,938           76,634         48,820         88,653         92,393         96,927         100,888         103,767         106,654           81,114         87,463         91,295         95,482         99,568         103,527         106,407         109,314           83,555         90,102         93,934         98,123         102,211         106,170         109,048         111,973           88,437         95,387         99,218         103,405         107,493         111,454         111,591         112,949           100,671         104,502         108,600         112,775         116,734         111,949         112,240         112,414         114,934         112,949           100,571         104,502         < | 66,469         71,613         75,444         79,632         83,718         87,681         90,586         93,361           71,350         74,256         78,085         82,273         86,360         90,220         93,199         96,018           71,350         76,895         88,273         86,360         90,220         95,841         96,018   
       73,791         79,537         83,369         87,555         91,645         95,603         98,483         101,338           76,233         82,180         86,011         90,198         94,285         98,246         101,124         103,998           81,114         87,663         92,283         96,927         100,888         1013,767         106,654           81,114         87,463         91,295         95,482         99,568         103,527         106,341           83,555         90,102         93,934         98,123         102,211         106,170         109,048         111,932           88,437         98,287         101,860         106,047         110,134         114,932         117,290           105,511         104,522         118,059         112,257         1125,269         1127,541         112,949           105,51 | 64,027   64,027   72,803   76,991   81,078   85,037   87,917   90,701     66,469   71,613   75,444   79,632   83,718   81,681   90,558   90,568     68,909   74,256   78,085   82,273   86,360   90,320   93,199   96,018     71,350   76,895   80,726   84,915   89,022   92,963   95,841   98,678     73,791   79,537   83,369   87,555   91,645   95,603   98,483   101,338     78,674   84,820   88,633   92,839   94,285   98,246   101,124     81,114   87,463   91,295   95,482   99,588   103,527   106,447   109,314     83,555   90,102   93,934   98,123   102,211   106,170   109,048   111,973     88,437   95,387   99,218   103,405   107,493   111,454   111,590   114,632     88,437   95,387   99,218   103,405   107,493   111,494   116,974   119,949     103,313   107,143   113,972   118,059   112,755   112,261     103,593   107,143   113,972   118,059   122,261     103,593   107,143   113,972   118,059   122,261     103,594   112,425   116,613   120,702   124,661   127,541   130,586     111,237   115,068   132,125   123,344   127,304   130,182   133,178     111,245   123,515   122,627   133,048   134,509   139,656     119,390   123,415   128,025   133,042   133,486   136,509   139,791   143,018     121,453   125,598   130,129   134,552   138,838   144,951   143,933     123,453   127,598   132,129   134,552   148,838   143,951   147,193     123,453   127,598   132,129   136,552   140,838   143,951   147,193     123,653   130,098   134,629   139,052   143,338   146,451   149,693     123,653   130,098   134,629   143,338   146,451   149,693     123,653   132,098   134,629   143,338   146,451   149,693     123,693   132,098   134,629   143,338   146,451   149,693     123,693   132,098   134,629   143,338   144,451   149,693     123,693   132,098   134,629   143,338   144,451   149,693     123,693   132,098   134,629   143,338   144,451   149,693     123,693   134,629   144,652   143,338   144,451   149,693     123,693   134,629   144,652   143,338   144,451   149,693     123,693   134,629   144,652   143,338   144,451   149,69 | 61,586   66,329   70,160   74,348   78,436   82,396   85,274   88,042     66,469   71,613   75,444   79,632   83,718   87,681   90,528     68,909   74,256   78,085   82,273   86,360   90,320   93,199   96,018     71,350   76,895   80,726   84,915   89,062   92,963   95,441   98,678     77,791   79,557   88,631   90,158   90,227   100,888   103,767   106,654     81,114   87,463   91,295   95,482   99,568   103,527   106,407   109,314     83,555   90,102   93,934   90,271   108,811   111,690   111,073     88,437   95,387   99,218   103,405   107,493   111,454   113,929     103,933   107,143   111,370   115,736   112,257   122,610     103,313   107,143   111,377   118,059   122,020   124,898   127,927     108,594   112,426   116,613   120,702   124,661   127,541   130,586     111,297   110,605   120,629   123,344   123,348   130,478     111,993   123,453   125,598   130,129   134,552   138,838   141,951   143,103     123,453   127,598   132,129   134,552   138,838   141,951   147,193     123,453   125,958   130,129   134,552   140,838   143,951   147,193     123,553   130,098   134,629   139,052   143,338   144,451   149,693     123,553   130,098   134,629   139,052   143,338   144,451   149,693     123,453   127,598   132,129   136,552   140,838   143,951   147,193     123,453   125,958   130,129   134,552   140,838   143,951   147,193     123,553   130,098   134,629   139,052   143,338   144,451   149,693     123,553   130,098   134,629   139,052   143,338   144,451   149,693     123,693   134,629   139,052   143,338   148,451   149,693     123,693   134,629   139,052   143,338   148,451   151,693     123,693   132,098   134,629   143,338   144,451   149,693     123,693   132,098   134,629   143,338   144,451   149,693     123,693   134,629   139,052   143,338   148,451   149,693     123,693   134,629   139,052   143,338   148,451   151,693     123,693   134,629   139,052   143,338   148,451   151,693     123,693   134,629   139,052   143,338   144,551   151,693     123,693   134,629   139,052   143,338   148, | BA.15         MA         MAA15         MAA30         MAA5         MA60         MA75         MA90/PhD           5,177         66,229         70,160         7,348         78,456         23,396         82,774         88,042           6,515         64,027         68,972         72,803         76,291         81,078         85,037         87,917         90,701           6,646         71,613         75,444         79,622         83,718         87,681         90,538         93,361           4,856         68,909         74,256         78,085         82,273         86,300         90,320         93,199         96,18           3,78         73,791         79,537         83,360         82,273         86,500         90,320         93,483         101,338           8,823         76,233         82,180         86,011         90,198         94,285         96,297         100,654         100,531         101,358         101,378         103,398           8,823         76,233         82,180         98,633         92,839         96,927         100,684         101,392         103,481         111,297         100,654         40,627         100,488         101,124         103,998         4,282         98 |

	30	29	20 21	26	25	24	23	22	21	20	19	18	17	16	15	14		<b>12</b> 86,884 89,322					74,562	72,092	<b>5</b> 69,625 72,064	<b>4</b> 67,160 69,598	<b>3</b> 64,694 67,134	<b>2</b> 62,231 64,667	<b>1</b> 59,764 62,202	BA BA 15	
AMOJACO	129 153	127,153	124,653	124,653	124,653	122,653	122,653	121,153	120,584	117,771	115,027	112,349	109,680	107,012	104,347	101,677										74,998	<b>1</b> 72,329	7 69,661	2 66,992	MA	
Logo	133 330	131,339	128,839	128,839	128,839	126,839	126,839	125,339	124,751	121,836	118,993	116,219	113,551	110,882	108,215	105,547	102,879	100,210	97,543	94,874	92,208	89,540	86,871	84,203	81,534	78,866	76,199	73,531	70,862	MA15	BA60
107971	137 015	135,915	133,415	133,415	133,415	131,415	131,415	129,915	129,306	126,280	123,328	120,449	117,779	115,111	112,443	109,777	107,107	104,439	101,772	99,104	96,436	93,767	91,100	88,430	85,764	83,095	80,428	77,760	75,091	MA30	
142,302	142 382	140,382	137,882	137,882	137,882	135,882	135,882	134,382	133,751	130,617	127,560	124,577	121,909	119,240	116,572	113,903	111,235	108,568	105,900	103,233	100,564	97,896	95,228	92,561	89,892	87,224	84,555	81,889	79,220	MA45	
140,/11	146 711	144,711	142,211	142,211	142,211	140,211	140,211	138,711	138,060	134,820	131,660	128,578	125,907	123,240	120,571	117,903	115,235	112.568	109,899	107,231	104,562	101,896	99,228	96,559	93,892	91,223	88,557	85,887	83,220	MA60	
149,030	140 056	147,856	145,356	145,356	145,356	143,356	143,356	141,856	141,189	137,874	134,640	131,484	128,816	126,147	123,479	120,810	118,144	115.475	112,807	110,138	107,471	104,805	102,135	99,468	96,799	94,131	91,464	88,796	86,127	MA75	
133,130	152 120	151,130	148,630	148,630	148,630	146,630	146,630	145,130	144,448	141,053	137,741	134,509	131,892	129,207	126,522	123,836	121,149	118.463	115,779	113,093	110,408	107,721	105,038	102,351	99,664	96,978	94,294	91,608	88,922	MA90/PhD	EdD/J.D.
۷,000	3	2,500			2,000		1,500																								

BEGAN WORKING AFTER July 1, 2017

	## A P P P P P P P P P P P P P P P P P P	MA  55,267  5,294  55,267  5,316  56,368  1,339  57,469  5,005  59,357  4,672  61,245  63,132  3,005  65,020  70,200  6,183  72,791  7,576  75,378  9,969  77,967  2,366  80,558  4,749  83,146  85,737  9,540  88,324  99,916  98,684  101,275  103,862  111,640  111,034  117,034  117,034  117,034  117,036  121,086  123,586  123,586  123,586  123,586	1, 1,294 1,339 1,339 1,339 1,339 1,339 1,399 1,399 1,399 1,366 1,3	MA MA M  9,294 55,267  9,316 56,368  1,339 57,469  9,005 65,020  3,005 65,020  3,009 67,611  2,790 70,200  3,183 72,791  7,576 75,378  9,969 77,967  2,366 80,558  4,749 83,146  85,737  1,146 85,737  1,146 88,324  1,933 90,916  1,933 90,916  1,933 90,916  1,934 111,275  1103,862  111,640  111,640  1117,034  1117,036  1119,086  1121,086  1121,086  1123,586  1123,586  1125,586  1	MA         MA30         M           9,294         55,267         61,948           9,316         56,368         63,050           1,339         57,469         64,151           3,005         59,357         66,333           4,672         61,245         68,516           5,338         63,132         70,698           3,005         65,020         72,881           3,399         67,611         75,471           2,790         70,200         78,061           3,399         67,611         75,471           2,796         70,200         78,061           3,240         90,649           7,576         75,378         83,240           9,969         77,967         85,827           2,366         80,558         88,418           4,749         83,146         91,007           7,146         85,737         93,597           3,346         91,007         1           1,933         90,916         98,776         1           1,932         93,597         1         1           1,935         103,954         101,365         1           1,17,546         12	NA         MA30         MA45         MA60         MA75           2,294         55,267         61,948         65,354         68,655         71,052           3,139         57,469         64,151         67,556         70,856         73,255           3,005         59,357         66,333         69,889         73,334         75,839           4,672         61,245         68,516         72,222         75,813         78,423           3,538         63,122         70,898         74,555         78,292         81,007           3,005         65,020         72,881         74,555         78,292         81,007           3,005         65,020         72,881         74,555         78,292         81,007           3,005         65,020         72,881         74,555         80,770         83,591           3,005         67,611         75,471         79,478         83,539         86,182           2,006         88,538         91,360         93,949         93,949         93,949         93,949         93,949         93,949         93,949         93,949         93,949         93,949         93,949         93,949         93,949         93,949         93,949         93,949<	MA	MA	MA	MA
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BA         MA         MA30         MA45         MA60         MA75         MA97PhD           49548         55543         62288         65,681         68,998         71,407         73,726           50,568         55,543         62288         65,681         68,998         71,407         73,726           51,596         57,757         64,472         67,894         71,210         73,621         73,849           53,270         59,554         66,665         70,239         73,701         75,218         78,648           54,945         61,561         68,888         72,583         76,192         78,649           54,947         63,148         71,552         74,228         78,633         81,412         84,040           58,295         63,348         71,552         88,681         29,887         88,681         99,939           63,104         70,521         74,288         79,287         88,980         91,817         94,953           63,148         73,154         81,052         85,079         88,980         91,817         94,993           70,323         73,521         88,861         29,288         94,185         97,224         105,972           71,322 </th <th></th> <th></th> <th></th> <th></th> <th>CHARLES CHILL FORD IN CHILD CONTRACTOR IN CONTRACTOR OF THE CONTRA</th> <th> O THETCH</th> <th>330</th> <th>EAD/ID</th> <th></th>					CHARLES CHILL FORD IN CHILD CONTRACTOR IN CONTRACTOR OF THE CONTRA	O THETCH	330	EAD/ID	
55,543         62,258         65,681         68,998         71,407         73,726           56,650         63,365         66,787         70,104         72,514         74,839           57,757         64,472         67,894         71,210         73,221         75,942           59,654         66,665         70,239         73,701         76,218         78,444           63,448         71,052         74,928         78,883         81,412         84,040           65,345         73,245         77,272         81,174         84,009         86,736           67,949         75,849         79,876         83,376         86,613         89,215           70,551         78,451         82,476         86,389         91,817         94,593           73,154         81,052         87,882         91,887         94,593           73,551         88,861         92,887         96,789         99,224         102,455           70,551         78,451         82,476         88,380         91,817         94,593           73,544         80,256         87,682         91,884         94,419         97,214           78,557         86,256         92,887         96,789		BA	MA	MA30	MA45	MA60	MA75	MA90/PhD	
56,650         63,365         66,787         70,104         72,514         74,839           57,757         64,472         67,894         71,210         73,621         75,952           57,757         64,472         67,894         71,210         73,621         75,952           57,654         66,665         70,239         73,701         76,218         87,844           61,534         71,052         74,928         78,883         81,412         84,040           65,345         73,245         77,272         81,174         84,009         86,736           67,949         75,849         79,876         83,380         91,817         94,976           73,154         81,052         85,079         88,980         91,817         94,978           73,551         86,256         87,682         91,584         94,119         97,214           78,357         86,256         89,287         96,789         99,624         102,455           83,562         91,462         95,489         99,391         104,229         105,072           83,760         96,686         100,695         104,399         104,239         110,313           101,371         101,872         105,899 <td>0A</td> <td>49,540</td> <td>55,543</td> <td>62,258</td> <td>65,681</td> <td>68,998</td> <td>71,407</td> <td></td> <td></td>	0A	49,540	55,543	62,258	65,681	68,998	71,407		
57,757         64,472         67,894         71,210         73,621         73,952           59,654         66,665         70,239         73,701         76,218         78,448           61,551         68,858         72,583         73,701         76,218         78,648           61,551         68,858         72,583         73,192         78,815         81,344           63,448         71,052         74,928         78,683         81,117         84,099         86,736           65,345         71,052         74,928         78,683         81,117         84,009         86,736           67,949         75,849         79,876         83,776         86,613         89,255           73,154         81,052         85,079         88,980         91,817         94,593           78,557         86,256         90,285         94,485         97,022         99,384           80,961         91,482         99,391         102,228         105,072           83,562         91,462         95,899         101,991         104,829         107,693           88,766         96,668         100,695         107,495         110,033         112,932           101,872         103,296 </td <td>0B</td> <td>50,568</td> <td>56,650</td> <td>63,365</td> <td>66,787</td> <td>70,104</td> <td>72,514</td> <td></td> <td></td>	0B	50,568	56,650	63,365	66,787	70,104	72,514		
59,654         66,665         70,239         73,701         76,218         78,648           61,551         68,858         72,583         76,192         78,815         81,344           61,551         68,858         72,583         76,192         78,815         81,344           65,344         71,052         77,928         81,449         84,040         86,736           67,949         73,245         77,272         81,174         86,013         89,355           67,949         75,849         79,876         88,776         86,230         92,187         94,593           73,154         81,052         85,079         88,980         91,817         94,593           75,755         83,656         87,682         91,885         99,224         102,455           80,961         88,861         92,887         99,391         102,228         105,072           88,766         96,668         100,695         104,595         107,430         110,313           91,370         99,270         103,296         107,197         110,033         112,932           88,766         96,668         100,695         104,595         107,430         1115,551           80,467         10,	දි	51,596	57,757	64,472	67,894	71,210	73,621		
61,551         68,858         72,583         76,92         78,815         81,344           63,448         71,052         74,928         78,683         81,412         84,040           65,345         73,245         77,272         81,174         84,009         86,736           65,345         73,245         77,272         81,174         84,009         86,736           70,251         78,451         82,476         86,380         91,976           73,154         81,052         85,079         88,980         91,817         94,593           75,755         83,656         87,682         91,885         97,022         99,334           78,357         86,256         90,285         94,185         97,022         99,334           80,961         88,861         92,887         96,789         99,624         107,693           83,562         91,462         95,489         99,391         102,228         105,072           83,563         94,865         90,285         94,185         97,022         99,834           80,961         88,861         92,887         94,185         97,022         99,334           70,272         11,462         92,887         91,834	8	53,270	59,654	66,665	70,239	73,701	76,218		
63,448         71,052         74,928         78,833         81,412         84,040           65,345         73,245         77,272         81,174         84,009         86,736           67,949         75,849         79,876         83,776         86,613         89,355           70,551         78,451         82,476         86,380         89,215         91,976           70,551         88,565         87,682         91,817         94,953           75,755         80,256         87,682         91,819         97,214           78,357         86,256         90,285         94,819         97,214           78,357         86,256         92,288         90,789         94,419         97,214           78,357         86,266         90,285         91,829         97,222         99,834           80,961         88,861         92,887         96,789         99,624         102,455           83,562         91,422         95,489         99,391         102,228         105,072           86,165         94,065         90,289         101,991         104,829         107,693           88,766         96,668         100,695         1074,595         1104,829         110,313<	e E	54,945	61,551	68,858	72,583	76,192	78,815		
65,345         73,245         77,272         81,174         84,009         86,736           67,949         75,849         79,876         83,776         86,613         89,355           70,551         78,451         82,476         86,380         89,215         91,976           73,154         81,052         85,079         88,980         91,817         94,593           75,755         83,656         87,682         91,185         97,022         99,834           80,961         88,861         92,887         96,789         99,624         102,455           83,562         91,462         95,489         99,391         102,228         105,072           86,165         94,065         98,091         101,991         104,829         107,693           88,766         96,668         100,695         104,595         107,430         110,313           91,370         99,270         103,296         107,197         110,033         112,932           93,972         101,872         105,899         109,801         112,636         118,170           99,178         107,077         111,102         112,605         117,840         120,792           101,781         109,679	유	56,620	63,448	71,052	74,928	78,683	81,412		
67,949         75,849         79,876         83,776         86,613         89,355           70,551         78,451         82,476         86,380         89,215         91,976           73,154         81,052         85,079         88,980         91,817         94,593           75,755         83,656         87,682         91,884         94,419         97,214           78,357         86,256         90,288         94,185         97,022         99,834           80,961         88,861         92,887         96,789         99,224         102,455           83,562         91,462         95,489         99,391         102,228         105,072           86,165         94,065         98,091         101,991         104,829         105,072           88,766         96,688         100,695         104,595         107,430         110,313           91,370         99,270         103,296         107,197         110,033         112,932           93,972         101,872         108,509         109,801         112,636         115,551           90,575         104,474         108,500         112,402         115,239         118,170           101,781         109,679	_	58,295	65,345	73,245	77,272	81,174	84,009		
70,551         78,451         82,476         86,380         89,215         91,976           73,154         81,052         85,079         88,980         91,817         94,593           75,755         83,656         87,682         91,584         94,419         97,214           78,357         86,256         90,285         94,185         97,022         99,834           80,661         88,861         92,889         99,391         102,245         105,072           86,165         90,668         100,695         104,829         107,430         110,313           91,370         99,270         103,296         107,197         110,033         112,932           93,972         104,474         108,500         112,402         115,239         118,170           99,178         107,077         111,102         115,005         117,840         120,792           101,781         109,679         113,706         117,607         123,441         128,649           104,381         112,281         116,308         120,210         123,045         128,649           110,587         120,422         122,842         128,649         121,484         131,202           112,199         120,	2	60,701	67,949	75,849	79,876	83,776	86,613		
73,154         81,052         85,079         88,980         91,817         94,593           75,755         83,656         87,682         91,584         94,419         97,214           78,357         86,256         90,285         94,185         97,022         99,834           80,961         88,861         92,887         96,789         99,624         102,455           83,562         91,462         95,489         99,391         102,228         105,072           88,766         96,668         100,695         104,595         107,430         110,313           91,370         99,270         103,296         107,197         110,033         112,932           93,972         101,872         105,899         109,801         112,636         115,551           96,575         104,474         108,500         112,402         115,239         118,170           99,178         107,077         111,102         115,005         117,840         123,411           104,381         112,281         116,508         120,205         117,402         115,239         118,170           99,178         107,077         111,102         112,5045         123,441         128,423         131,202	ယ	63,104	70,551	78,451	82,476	86,380	89,215		
75,755         83,656         87,682         91,584         94,419         97,214           78,357         86,256         90,285         94,185         97,022         99,834           80,961         88,861         92,887         96,789         99,624         102,455           83,562         91,462         95,489         99,391         102,228         105,072           86,165         94,065         98,091         101,991         104,829         107,693           88,766         96,668         100,695         104,595         107,430         110,313           91,370         99,270         103,296         107,197         111,003         112,932           93,772         101,872         105,899         109,801         115,239         118,170           99,178         107,077         111,102         115,005         117,840         120,792           101,781         109,677         113,706         117,607         120,443         123,411           104,381         112,281         116,508         120,205         117,407         120,443         123,411           104,381         112,281         116,508         122,812         125,449         128,649	4	65,508	73,154	81,052	85,079	88,980	91,817		
78,357         86,256         90,285         94,185         97,022         99,834           80,961         88,861         92,887         96,789         99,624         102,455           83,562         91,462         95,489         99,391         102,228         105,072           86,165         94,065         98,091         101,991         104,829         107,693           88,766         96,668         100,695         107,197         110,033         112,932           93,972         101,872         105,899         109,801         112,636         115,551           96,575         104,474         108,500         112,402         115,239         118,170           99,178         107,077         111,102         115,005         117,840         120,792           104,381         112,281         116,308         120,210         123,045         126,030           109,587         117,487         118,912         125,649         128,649           109,587         113,706         117,607         123,045         126,030           100,588         112,241         123,045         126,030           100,589         113,706         117,607         123,043         123,411     <	(J)	67,913	75,755	83,656	87,682	91,584	94,419		
80,961         88,861         92,887         96,789         99,624         102,455           83,562         91,462         95,489         99,391         102,228         105,072           86,165         94,065         98,091         101,991         104,829         107,693           88,766         96,668         100,695         104,595         107,430         110,313           91,370         99,270         103,296         107,197         110,033         112,932           99,178         107,077         111,102         115,005         117,840         120,792           101,781         109,679         113,706         117,607         120,443         123,411           104,381         112,281         116,308         120,210         123,045         126,030           109,587         117,487         118,912         125,649         128,649           109,588         112,281         116,308         120,210         123,045         126,030           100,587         113,484         118,912         125,649         128,649           110,589         120,276         113,707         113,202         123,045         126,030           110,589         112,484         118,912	တ	70,319	78,357	86,256	90,285	94,185	97,022		
83,562         91,462         95,489         99,391         102,228         105,072           86,165         94,065         98,091         101,991         104,829         107,993           88,766         96,668         100,695         104,595         107,430         110,313           91,370         99,270         103,296         107,197         110,033         112,932           93,972         101,872         108,500         112,402         115,239         118,170           99,178         107,077         111,102         115,005         117,840         120,792           101,781         109,679         113,706         117,607         120,443         123,411           104,381         112,281         116,308         120,210         123,045         126,030           106,984         114,884         118,912         122,812         125,649         128,649           109,587         117,487         121,514         125,416         128,251         131,202           112,199         120,226         124,424         128,423         131,329         134,355           114,876         123,175         127,406         131,506         137,718         140,897           118,174<	7	72,728	80,961	88,861	92,887	96,789	99,624		
86,165     94,065     98,991     101,991     104,829     107,993       88,766     96,668     100,695     104,595     107,430     110,313       91,370     99,270     103,296     107,197     110,033     112,932       93,972     101,872     108,599     109,801     112,636     115,551       96,575     104,474     108,500     112,402     115,239     118,170       101,781     109,679     113,706     117,607     120,443     123,411       104,381     112,281     116,308     120,210     123,045     126,030       106,984     114,884     118,912     122,812     125,649     128,649       109,587     117,487     121,514     125,416     128,251     131,202       112,199     120,296     124,424     128,423     131,329     134,355       114,876     123,175     127,406     131,506     137,718     140,897       118,174     126,126     130,463     134,665     137,718     140,897       118,174     128,221     132,578     136,801     139,868     143,062       119,674     128,221     132,578     136,801     139,868     143,062       121,674     130,221     134,578     1	<b>œ</b>	75,123	83,562	91,462	95,489	99,391	102,228		
88,766         96,668         100,695         104,595         107,430         110,313           91,370         99,270         103,296         107,197         110,033         112,932           93,972         101,872         105,899         109,801         112,636         115,551           96,575         104,474         108,500         112,402         115,239         118,170           101,781         109,679         113,706         117,607         120,443         123,411           104,381         112,281         116,308         120,210         123,045         128,649           106,984         114,884         118,912         122,812         125,649         128,649           109,587         117,487         121,514         125,416         128,251         131,202           112,199         120,296         124,424         128,423         131,329         134,355           111,619         126,126         130,463         134,665         137,718         140,897           112,199         120,296         124,424         128,423         131,329         134,355           117,619         126,126         130,463         134,665         137,718         140,897           1	9	77,532	86,165	94,065	98,091	101,991	104,829		
91,370 99,270 103,296 107,197 110,033 112,932 93,972 101,872 105,899 109,801 112,636 115,551 96,575 104,474 108,500 112,402 115,239 118,170 199,178 107,077 111,102 115,005 117,840 120,792 1101,781 109,679 113,706 117,607 120,443 123,411 104,381 112,281 116,308 120,210 123,045 128,649 1109,587 117,487 121,514 125,416 128,251 131,202 112,199 120,296 124,424 128,423 131,329 134,355 117,619 126,126 130,463 134,665 137,718 140,897 1119,674 128,221 132,578 136,801 139,868 143,062 1121,674 130,221 134,578 138,801 141,868 143,062 121,674 130,221 134,578 138,801 141,868 145,062 122,674 130,221 134,578 138,801 141,868 145,062 122,674 132,721 137,078 141,301 144,368 145,062 124,174 132,721 137,078 141,301 144,368 145,062 124,174 132,721 137,078 141,301 144,368 145,062 124,174 132,721 137,078 141,301 144,368 145,062 124,174 132,721 137,078 141,301 144,368 145,062 126,174 132,721 137,078 141,301 144,368 145,062 126,174 132,721 137,078 141,301 144,368 145,062 126,174 132,721 137,078 141,301 144,368 145,062 126,174 132,721 137,078 141,301 144,368 145,062 126,174 132,721 137,078 141,301 144,368 145,062 126,174 132,721 137,078 141,301 144,368 145,062 126,174 132,721 137,078 141,301 144,368 145,062 126,174 132,721 137,078 141,301 144,368 145,062 126,174 134,721 139,078 143,301 144,368 145,062 126,174 134,721 139,078 143,301 144,368 145,062 126,174 134,721 139,078 143,301 144,368 145,062 126,174 134,721 139,078 143,301 144,368 145,062 126,174 134,721 139,078 143,301 144,368 145,062 126,174 134,721 139,078 143,301 144,368 145,062 126,174 134,721 139,078 143,301 144,368 145,062 126,174 134,721 139,078 143,301 144,368 145,062 126,174 134,721 139,078 143,301 144,368 145,062 126,174 134,721 139,078 143,301 144,368 145,062 126,174 134,721 139,078 143,301 144,368 145,062 126,174 134,721 139,078 143,301 144,368 145,062 126,174 134,721 139,078 143,301 144,368 145,062 126,174 136,17	10	79,938	88,766	96,668	100,695	104,595	107,430		
93,972 101,872 105,899 109,801 112,636 115,551 96,575 104,474 108,500 112,402 115,239 118,170 111,781 107,077 111,102 115,005 117,840 120,792 1101,781 109,679 113,706 117,607 120,443 123,411 104,381 112,281 116,308 120,210 123,045 128,649 109,587 117,487 121,514 125,416 128,251 131,202 112,114,876 123,175 127,406 131,506 134,484 137,585 1118,174 126,721 131,078 135,301 138,368 141,562 119,674 128,221 132,578 136,801 139,868 143,062 121,674 130,221 134,578 138,801 141,868 145,062 121,674 130,221 134,578 138,801 141,868 145,062 121,674 132,721 133,778 138,801 141,868 145,062 121,674 132,721 137,078 141,301 144,368 145,062 124,174 132,721 137,078 141,301 144,368 145,062 124,174 132,721 137,078 143,301 144,368 145,062 124,174 132,721 139,078 143,301 144,368 147,562 126,174 134,721 139,078 143,301 144,368 145,562 126,174 134,721 139,078 143,301 144,368 145,562	1	82,343	91,370	99,270	103,296	107,197	110,033		
104,474     108,500     112,402     115,239     118,170       107,077     111,102     115,005     117,840     120,792       109,679     113,706     117,607     120,443     123,411       112,281     116,308     120,210     125,649     128,649       117,487     121,514     125,416     128,251     131,202       120,296     124,424     128,423     131,329     134,355       126,126     130,463     134,665     137,718     140,897       126,721     131,078     135,301     138,368     141,562       128,221     132,578     136,801     139,868     143,062       130,221     134,578     138,801     141,868     145,062       130,221     134,578     138,801     141,868     145,062       130,221     134,578     138,801     141,868     145,062       132,721     137,078     141,301     144,368     147,562       134,721     139,078     143,301     146,368     147,562       134,721     139,078     143,301     146,368     149,562	12	84,748	93,972	101,872	105,899	109,801	112,636		
107,077     111,102     115,005     117,840     120,792       109,679     113,706     117,607     120,443     123,411       112,281     116,308     120,210     123,045     126,030       114,884     118,912     122,812     125,649     128,649       117,487     121,514     125,416     128,251     131,202       120,296     124,424     128,423     131,329     134,355       126,126     130,463     134,665     137,718     140,897       126,721     131,078     135,301     138,368     141,562       128,221     132,578     136,801     139,868     143,062       130,221     134,578     138,801     141,868     145,062       130,221     134,578     138,801     141,868     145,062       130,221     134,578     138,801     141,868     145,062       132,721     137,078     141,301     144,368     145,062       132,721     137,078     141,301     144,368     147,562       134,721     139,078     143,301     146,368     147,562	13		96,575	104,474	108,500	112,402	115,239		
109,679     113,706     117,607     120,443     123,411       112,281     116,308     120,210     123,045     126,030       114,884     118,912     122,812     125,649     128,649       117,487     121,514     125,416     128,251     131,202       120,296     124,424     128,423     131,329     134,355       126,126     130,463     134,665     137,718     140,897       126,721     131,078     135,301     138,368     141,562       128,221     132,578     136,801     139,868     143,062       130,221     134,578     138,801     141,868     145,062       130,221     134,578     138,801     141,868     145,062       130,221     134,578     138,801     141,868     145,062       132,721     137,078     141,301     144,368     145,062       132,721     137,078     141,301     144,368     145,062       134,721     139,078     141,301     144,368     147,562       134,721     139,078     143,301     146,368     149,562	14		99,178	107,077	111,102	115,005	117,840		
112,281     116,308     120,210     123,045     126,030       114,884     118,912     122,812     125,649     128,649       117,487     121,514     125,416     128,251     131,202       120,296     124,424     128,423     131,329     134,355       123,175     127,406     131,506     134,484     137,585       126,126     130,463     134,665     137,718     140,897       126,721     131,078     135,301     138,368     141,562       128,221     132,578     136,801     139,868     143,062       130,221     134,578     138,801     141,868     145,062       130,221     134,578     138,801     141,868     145,062       132,721     137,078     141,301     144,368     145,062       132,721     137,078     141,301     144,368     147,562       134,721     139,078     143,301     146,368     149,562	15		101,781	109,679	113,706	117,607	120,443		
114,884     118,912     122,812     125,649     128,649       117,487     121,514     125,416     128,251     131,202       120,296     124,424     128,423     131,329     134,355       123,175     127,406     131,506     134,484     137,585       126,126     130,463     134,665     137,718     140,897       126,721     131,078     135,301     138,368     141,562       128,221     132,578     136,801     139,868     143,062       130,221     134,578     138,801     141,868     145,062       130,221     134,578     138,801     141,868     145,062       130,221     134,578     138,801     141,868     145,062       130,221     134,578     138,801     141,868     145,062       132,721     137,078     141,301     144,368     147,562       132,721     137,078     141,301     144,368     147,562       134,721     139,078     143,301     146,368     149,562	16		104,381	112,281	116,308	120,210	123,045	126,030	
117,487     121,514     125,416     128,251     131,202       120,296     124,424     128,423     131,329     134,355       123,175     127,406     131,506     134,484     137,585       126,126     130,463     134,665     137,718     140,897       126,721     131,078     135,301     138,368     141,562       128,221     132,578     136,801     139,868     143,062       130,221     134,578     138,801     141,868     145,062       130,221     134,578     138,801     141,868     145,062       130,221     134,578     138,801     141,868     145,062       130,221     134,578     138,801     141,868     145,062       130,221     134,578     138,801     141,868     145,062       132,721     137,078     141,301     144,368     147,562       132,721     137,078     141,301     144,368     147,562       134,721     139,078     143,301     146,368     149,562	17		106,984	114,884	118,912	122,812	125,649		
120,296     124,424     128,423     131,329     134,355       123,175     127,406     131,506     134,484     137,585       126,126     130,463     134,665     137,718     140,897       126,721     131,078     135,301     138,368     141,562       128,221     132,578     136,801     139,868     143,062       130,221     134,578     138,801     141,868     145,062       130,221     134,578     138,801     141,868     145,062       130,221     134,578     138,801     141,868     145,062       132,721     137,078     141,301     144,368     145,062       132,721     137,078     141,301     144,368     147,562       134,721     139,078     143,301     146,368     149,562	8		109,587	117,487	121,514	125,416	128,251		
123,175     127,406     131,506     134,484     137,585       126,126     130,463     134,665     137,718     140,897       126,721     131,078     135,301     138,368     141,562       128,221     132,578     136,801     139,868     143,062       128,221     132,578     136,801     139,868     143,062       130,221     134,578     138,801     141,868     145,062       130,221     134,578     138,801     141,868     145,062       130,221     134,578     138,801     141,868     145,062       132,721     137,078     141,301     144,368     147,562       132,721     137,078     141,301     144,368     147,562       134,721     139,078     143,301     146,368     149,562	19		112,199	120,296	124,424	128,423	131,329	134,355	
126,126     130,463     134,665     137,718     140,897       126,721     131,078     135,301     138,368     141,562       128,221     132,578     136,801     139,868     143,062       128,221     132,578     136,801     139,868     143,062       130,221     134,578     138,801     141,868     145,062       130,221     134,578     138,801     141,868     145,062       130,221     134,578     138,801     141,868     145,062       132,721     137,078     141,301     144,368     147,562       132,721     137,078     141,301     144,368     147,562       134,721     139,078     143,301     146,368     149,562	20		114,876	123,175	127,406	131,506	134,484		
126,721     131,078     135,301     138,368     141,562       128,221     132,578     136,801     139,868     143,062       128,221     132,578     136,801     139,868     143,062       130,221     134,578     138,801     141,868     145,062       130,221     134,578     138,801     141,868     145,062       130,221     134,578     138,801     141,868     145,062       130,221     134,578     138,801     141,868     145,062       132,721     137,078     141,301     144,368     147,562       132,721     137,078     141,301     144,368     147,562       134,721     139,078     143,301     146,368     149,562	21		117,619	126,126	130,463	134,665	137,718		
128,221     132,578     136,801     139,868     143,062       128,221     132,578     136,801     139,868     143,062       130,221     134,578     138,801     141,868     145,062       130,221     134,578     138,801     141,868     145,062       130,221     134,578     138,801     141,868     145,062       130,221     134,578     138,801     141,868     145,062       132,721     137,078     141,301     144,368     147,562       132,721     137,078     141,301     144,368     147,562       134,721     139,078     143,301     146,368     149,562	22		118,174	126,721	131,078	135,301	138,368	141,562	
128,221     132,578     136,801     139,868     143,062       130,221     134,578     138,801     141,868     145,062       130,221     134,578     138,801     141,868     145,062       130,221     134,578     138,801     141,868     145,062       132,721     137,078     141,301     144,368     147,562       132,721     137,078     141,301     144,368     147,562       134,721     139,078     143,301     146,368     149,562	23		119,674	128,221	132,578	136,801	139,868	143,062	1,500
130,221     134,578     138,801     141,868     145,062       130,221     134,578     138,801     141,868     145,062       130,221     134,578     138,801     141,868     145,062       132,721     137,078     141,301     144,368     147,562       132,721     137,078     141,301     144,368     147,562       134,721     139,078     143,301     146,368     149,562	24		119,674	128,221	132,578	136,801	139,868	143,062	
130,221     134,578     138,801     141,868     145,062       130,221     134,578     138,801     141,868     145,062       132,721     137,078     141,301     144,368     147,562       132,721     137,078     141,301     144,368     147,562       134,721     139,078     143,301     146,368     149,562	25		121,674	130,221	134,578	138,801	141,868	145,062	2,000
130,221     134,578     138,801     141,868     145,062       132,721     137,078     141,301     144,368     147,562       132,721     137,078     141,301     144,368     147,562       134,721     139,078     143,301     146,368     149,562	26		121,674	130,221	134,578	138,801	141,868	145,062	
132,721     137,078     141,301     144,368     147,562       132,721     137,078     141,301     144,368     147,562       134,721     139,078     143,301     146,368     149,562	27		121,674	130,221	134,578	138,801	141,868	145,062	
132,721     137,078     141,301     144,368     147,562       134,721     139,078     143,301     146,368     149,562	28		124,174	132,721	137,078	141,301	144,368	147,562	2,500
134,721 139,078 143,301 146,368 149,562	29		124,174	132,721	137,078	141,301	144,368	147,562	
	•		126,174	134,721	139,078	143,301	146,368	149,562	2,000

	MA30 MA45 62,725 66,173 63,840 67,288 64,955 68,403 67,165 70,766 69,375 73,128 71,585 75,490 73,794 77,852 76,417 80,475 79,039 83,095 81,660 85,717 84,283 88,339 86,903 90,962 89,527 93,583 92,148 96,205 94,771 98,827 97,393 101,450 100,015 104,071	MA45 MA60  MA45 MA60  25 66,173 69,516  40 67,288 70,630  55 68,403 71,744  65 70,766 74,254  75 73,128 76,764  85 75,490 79,273  94 77,852 81,783  17 80,475 84,404  39 83,095 87,028  60 85,717 89,648  39 83,399 92,271  03 90,962 94,892  27 93,583 97,515  48 96,205 100,137  71 98,827 102,756  93 101,450 105,379  115 104,071 108,001	\$\begin{align*} \text{Ado} & \text{MA45} & \text{MA60} & \text{MA75} & \text{MA90/PhD} \\ \text{22725} & 66,173 & 69,516 & 71,943 & 74,279 \\ \text{53,840} & 67,288 & 70,630 & 73,058 & 75,400 \\ \text{54,955} & 68,403 & 71,744 & 74,173 & 76,522 \\ \text{57,165} & 70,766 & 74,254 & 76,790 & 79,238 \\ \text{573,128} & 75,490 & 79,273 & 82,023 & 84,670 \\ \text{73,794} & 77,852 & 81,783 & 84,639 & 87,386 \\ \text{76,417} & 80,475 & 84,404 & 87,262 & 90,025 \\ \text{79,039} & 83,095 & 87,028 & 89,884 & 92,666 \\ \text{31,660} & 85,717 & 89,648 & 92,505 & 95,303 \\ \text{34,283} & 88,339 & 92,271 & 95,127 & 97,943 \\ \text{36,903} & 90,962 & 94,892 & 97,750 & 100,583 \\ \text{39,527} & 93,583 & 97,515 & 100,371 & 103,223 \\ \text{39,527} & 93,583 & 97,515 & 100,371 & 103,223 \\ \text{39,527} & 93,887 & 102,756 & 105,615 & 108,501 \\ \text{37,79} & 104,071 & 108,001 & 110,859 & 111,140 \\ \text{37,79} & 104,071 & 108,001 & 110,859 & 113,779 \end{31,79} \end{31,79}
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	SALARY SCHEDULE 2020/21 STEP +.75% Increase	HEDULE 20	20/21 STEP	+.75% Incre	ase		
R <sub>A</sub>	X A	MAZO	<b>X</b>	MA60	700	EdD/J.D.	
50,286		63.196	66.670	70.037	83	74.836	
51,329		64,319	67,793	71,160	73,606	75,966	
52,373		65,442	68,916	72,282	74,729	77,096	
<b>0D</b> 54,073		67,669	71,296	74,811	77,366	79,832	
		69,895	73,676	77,339	80,002	82,569	
57,472		72,122	76,056	79,868	82,638	85,305	
59,172		74,348	78,436	82,396	85,274	88,042	
61,615		76,991	81,078	85,037	87,917	90,701	
64,1		79,632	83,718	87,681	90,558	93,361	
66,495		82,273	86,360	90,320	93,199	96,018	
68,936		84,915	89,002	92,963	95,841	98,678	
71,		87,555	91,645	95,603	98,483	101,338	
73,823		90,198	94,285	98,246	101,124	103,998	
76,		92,839	96,927	100,888	103,767	106,654	
78,		95,482	99,568	103,527	106,407	109,314	
81,142	142 90,102	98,123	102,211	106,170	109,048	111,973	
83,583		100,765	104,851	108,811	111,690	114,632	
86,024		103,405	107,493	111,454	114,332	117,290	
	98,029	106,047	110,134	114,094	116,974	119,949	
	100,671	108,690	112,775	116,736	119,614	122,610	
	103,313	111,330	115,418	119,378	122,257	125,269	
	105,953	113,972	118,059	122,020	124,898	127,927	
	108,594	116,613	120,702	124,661	127,541	130,586	
	111,237	119,256	123,344	127,304	130,182	133,178	
	113,888	122,107	126,297	130,356	133,307	136,378	
	116,605	125,030	129,324	133,486	136,509	139,656	
	119,390	128,025	132,427	136,693	139,791	143,018	
	119,953	128,629	133,052	137,338	140,451	143,693	
	121,453	130,129	134,552	138,838	141,951	145,193	1,500
	121,453	130,129	134,552	138,838	141,951	145,193	1
	123,453	132,129	136,552	140,838	143,951	147,193	2,000
	123,453	132,129	136,552	140,838	143,951	147,193	
	123,453	132,129	136,552	140,838	143,951	147,193	
	125,953	134,629	139,052	143,338	146,451	149,693	2,500
	125,953	134,629	139,052	143,338	146,451	149,693	
	127,953	1000	141,052	145,338	148,451	151,693	2,000
		136,629					
		130,029					
		136,029					

BA         MA         MA30         MA45         MA60         MA75         MA90/PhD           50,789         56,943         63,928         67,336         70,788         73,207         75,584           51,843         58,078         64,962         68,471         71,871         74,342         76,725           52,896         59,213         66,997         69,606         73,005         75,477         77,867           54,613         61,157         68,346         72,009         75,559         78,139         80,631           56,330         63,102         70,594         74,443         78,113         80,802         83,394           58,047         65,947         77,867         78,691         79,220         83,220         86,127         88,394           59,764         66,992         77,601         81,889         85,887         91,464         94,294           67,160         74,998         83,001         91,100         95,228         92,529         99,468         192,994           67,162         78,948         84,555         88,857         91,464         94,294           67,162         88,301         91,00         92,561         90,259         99,468 <td< th=""><th></th><th></th><th>NAME OF THE PARTY OF THE PARTY</th><th></th><th></th><th></th><th></th><th>C I/CP</th><th></th></td<>			NAME OF THE PARTY					C I/CP	
50,789         56,943         03,828         67,336         70,738         73,207         75,584           51,843         58,078         64,962         68,471         71,871         74,342         76,725           52,896         59,213         66,907         69,666         73,005         75,457         77,867           54,613         61,157         68,346         72,009         75,559         78,139         80,631           56,330         63,102         70,594         74,413         78,113         80,802         83,394           59,764         66,992         75,991         79,220         83,220         84,151         86,158           67,160         74,998         88,055         91,464         94,294           67,202         80,322         88,430         92,561         96,255         99,488         102,351           77,077         85,568         93,767         97,896         101,896         104,895         105,038           77,486         88,337         94,634         103,223         101,497         111,0138         113,093           77,077         85,668         93,767         103,231         101,389         112,861         102,351           7		BA	MA	MA30	MA45	MA60		MA90/PhD	
51,843         58,078         64,962         68,471         71,871         74,342         76,725           52,896         59,213         66,097         69,606         75,055         75,477         77,867           54,613         61,157         68,344         72,099         75,555         78,139         80,631           54,613         61,157         68,344         72,299         83,394         86,158         86,231         80,631           55,764         66,992         75,991         74,413         78,113         80,802         83,394           64,694         72,292         80,428         84,555         88,575         91,446         94,294           67,160         74,998         83,095         87,224         91,223         94,131         96,978           69,625         77,664         85,764         89,892         93,892         96,799         99,664           70,920         80,322         86,430         95,258         89,259         102,351         105,038           70,564         85,764         89,892         93,289         106,979         99,664         90,699         102,351           70,567         85,868         93,767         97,896         101,8	0A	50,789	56,943	63,828	67,336	70,738	07	75,584	
52,886         59,213         66,097         69,606         73,005         75,477         77,867           54,613         61,157         78,344         72,009         78,139         80,631         80,531         80,631         80,631         80,631         80,631         80,631         80,631         80,631         80,631         80,632         83,394         80,631         80,632         83,394         80,631         80,632         83,394         80,632         83,394         86,128         80,627         88,022         86,127         88,922         80,627         88,922         80,628         88,922         80,628         88,922         88,922         94,131         96,798         91,608         86,727         88,922         96,799         99,644         94,294         46,1604         72,209         88,430         92,561         96,559         99,468         102,331         96,788         46,522         93,892         93,789         99,648         102,331         102,331         102,331         103,508         104,805         107,721         104,689         102,331         102,331         102,331         102,331         102,331         102,331         102,331         102,331         102,331         102,331         102,331         102,331	0B	51,843	58,078	64,962	68,471	71,871	74,342	76,725	
54,613         61,157         68,346         72,009         75,559         78,130         80,331           56,330         63,102         70,594         74,413         78,113         80,802         83,394           58,047         65,047         72,843         76,816         80,667         83,464         86,158           59,744         66,992         75,091         79,220         83,220         86,127         88,922           62,6231         69,661         77,760         81,889         85,887         91,464         94,294           69,625         77,664         88,822         91,223         94,131         96,978           69,625         77,664         88,764         89,822         93,223         94,131         96,978           69,625         77,664         88,803         92,261         96,259         99,468         102,351           77,017         85,668         93,767         97,896         101,896         107,771         110,493           79,486         88,337         96,436         100,544         104,562         107,471         110,498           10,477         105,900         109,899         112,807         115,779           116,441	ဂ	52,896	59,213	66,097	69,606	73,005	75,477	77,867	
56,330         63,102         70,594         74,413         78,113         80,802         83,944           58,047         65,047         72,843         76,816         80,667         83,464         86,118           59,764         66,992         72,843         76,816         80,667         83,464         86,128           59,764         66,992         77,660         81,889         88,887         88,792         91,608           64,694         72,229         80,428         84,555         88,557         91,464         94,294           60,625         77,664         83,905         87,224         91,223         94,131         96,978           60,625         77,664         88,367         92,561         90,559         99,489         102,351           70,456         83,001         91,100         95,228         99,228         102,135         105,088           77,467         85,668         93,767         97,896         101,896         104,805         107,721           79,486         88,337         96,436         100,524         104,522         107,471         110,408           81,953         91,003         910,107         101,233         102,899         112,877	8	54,613	61,157	68,346	72,009	75,559	78,139	80,631	
58,047         65,047         72,843         76,816         80,667         83,464         86,158           59,764         66,992         75,091         79,220         83,220         86,127         88,922           62,231         69,661         77,760         81,889         88,527         91,668           64,694         72,329         80,428         84,555         91,444         94,294           67,160         74,998         83,095         87,224         91,223         94,131         96,978           69,625         77,664         85,764         89,892         93,892         96,799         99,664           72,922         80,332         88,430         92,561         96,559         99,448         102,351           79,486         88,337         96,436         100,564         104,562         107,471         110,408           81,953         91,003         99,104         103,233         107,231         110,138         113,093           84,419         93,673         101,772         105,900         109,889         112,877         115,779           101,677         102,479         112,538         112,538         112,933         112,475         113,493	R	56,330	63,102	70,594	74,413	78,113	80,802	83,394	
59,764         66,992         75,091         79,220         83,220         86,127         88,922           62,231         69,661         77,760         81,889         85,887         88,796         91,608           64,694         72,329         80,428         84,555         88,527         91,444         94,294           69,625         77,644         88,782         91,223         94,131         96,978           69,625         77,644         88,764         89,892         93,892         96,799         99,664           72,092         80,332         88,430         92,561         96,559         99,488         102,351           79,486         88,337         96,436         100,564         104,865         111,093           81,953         91,003         99,104         103,231         110,171         110,088           81,953         91,004         103,534         104,562         104,485         113,093           84,419         93,673         107,107         111,235         115,231         110,138         113,093           84,419         93,673         107,107         111,235         115,235         118,144         121,149           107,677         110,477	유	58,047	65,047	72,843	76,816	80,667	83,464	86,158	
62,231         69,661         77,760         81,889         85,887         88,796         91,608           64,694         72,329         80,428         84,555         88,557         91,464         94,294           67,160         74,998         80,428         84,555         88,557         91,464         94,294           69,625         77,664         85,764         89,892         93,892         96,798           69,625         77,646         85,764         89,892         93,892         96,798           72,092         80,332         88,430         92,561         96,559         99,468         102,351           79,486         83,337         90,436         100,564         101,896         104,805         107,721           81,953         91,003         99,104         103,233         107,231         110,498         113,093           81,953         91,003         99,104         103,233         107,231         110,498         113,093           81,953         91,003         19,177         103,233         107,231         110,138         113,093           81,441         93,909         107,107         111,235         1112,568         115,475         118,443	_	59,764	66,992	75,091	79,220	83,220	86,127	88,922	
64,694         72,329         80,428         84,555         88,557         91,464         94,294           67,160         74,998         83,095         87,224         91,223         94,131         96,978           69,625         77,664         85,744         89,892         93,892         96,799         99,664           72,092         80,332         88,430         92,561         95,389         102,351         105,038           77,017         85,668         93,767         97,896         101,896         104,805         107,721         110,408           81,953         91,003         99,104         103,233         107,231         110,138         113,093           84,419         93,673         104,772         105,900         109,899         112,807         115,779           86,884         96,340         104,493         108,522         112,248         115,475         118,443           104,491         104,347         112,443         116,572         120,571         123,479         126,522           107,012         115,111         119,240         123,240         126,147         129,207           112,027         123,328         126,502         128,816         131,892 <td>2</td> <td>62,231</td> <td>69,661</td> <td>77,760</td> <td>81,889</td> <td>85,887</td> <td>88,796</td> <td>91,608</td> <td></td>	2	62,231	69,661	77,760	81,889	85,887	88,796	91,608	
67,160 74,998 83,095 87,224 91,223 94,131 96,978 69,625 77,664 88,5764 89,892 93,892 96,799 99,664 72,092 80,332 88,430 92,561 99,559 99,268 102,351 74,562 83,001 91,100 95,228 102,351 105,038 77,017 85,668 93,767 97,896 101,896 107,471 110,408 81,953 91,003 99,104 103,233 107,231 110,138 113,093 84,419 93,673 101,772 105,900 109,899 112,807 115,779 86,884 96,340 104,439 108,568 1115,475 118,443 101,677 109,777 111,205 111,205 1115,235 118,444 121,149 109,680 117,771 124,433 116,572 120,571 123,479 126,522 107,741 111,303 120,810 123,836 111,371 123,449 124,459 124,577 128,578 131,464 123,479 123,584 120,548 120,549 122,590 123,570 123,836 122,533 131,415 135,882 140,211 143,356 144,630 127,453 135,915 140,382 144,711 145,356 148,630 127,153 135,915 140,382 144,711 147,856 151,130 153,130 120,130 123,130 127,153 135,915 140,382 144,711 147,856 151,130 153,130 120,130 123,13	ယ	64,694	72,329	80,428	84,555	88,557	91,464	94,294	
69,625         77,664         85,764         89,892         93,892         96,799         99,664           72,092         80,332         88,430         92,561         96,559         99,468         102,351           72,092         80,332         88,430         92,561         96,559         99,468         102,351           77,917         85,662         88,337         97,896         101,896         104,805         107,721           79,486         88,337         96,436         100,564         104,562         107,471         110,408           81,953         91,003         99,104         103,233         107,231         110,138         113,093           84,419         93,673         101,772         105,900         109,899         112,807         115,779           86,884         96,340         104,439         108,568         112,568         115,475         118,463           99,009         107,107         111,235         115,235         118,144         121,149           107,012         115,111         115,235         112,479         123,836           107,021         115,111         115,257         123,479         126,522           107,041         123,240 <t< td=""><td>4</td><td>67,160</td><td>74,998</td><td>83,095</td><td>87,224</td><td>91,223</td><td>94,131</td><td>96,978</td><td></td></t<>	4	67,160	74,998	83,095	87,224	91,223	94,131	96,978	
72,092         80,332         88,430         92,561         96,559         99,468         102,351           74,562         83,001         91,100         95,228         99,228         102,135         105,038           77,017         85,668         93,767         97,896         101,896         104,805         107,721           79,486         88,337         96,436         100,564         104,562         107,471         110,408           81,953         91,003         99,104         103,233         107,231         110,138         113,093           84,419         93,673         101,772         105,900         109,899         112,807         115,779           86,884         96,340         107,107         111,235         115,235         118,144         121,149           101,677         109,777         113,903         117,903         120,810         123,836           107,012         115,111         119,240         125,977         120,479         126,522           112,771         126,280         124,577         128,578         131,484         134,892           115,027         123,328         127,560         134,600         134,848         137,741           117,751	(J)	69,625	77,664	85,764	89,892	93,892	96,799	99,664	
74,562         83,001         91,100         95,228         99,228         102,135         105,038           77,017         85,668         93,767         97,896         101,896         104,805         107,721           79,486         88,337         96,436         100,564         104,562         107,471         110,408           81,953         91,003         99,104         103,233         107,231         1110,138         113,093           84,419         93,340         104,439         108,568         112,568         115,475         118,463           99,090         107,107         110,393         117,903         120,810         123,836           104,347         112,443         116,572         120,571         123,481         123,836           107,012         115,111         119,240         123,240         126,447         129,207           109,680         117,779         121,909         125,907         128,816         131,892           112,349         120,449         124,577         128,578         131,464         134,509           115,027         123,328         127,560         131,660         134,640         137,741           117,721         126,280         130,41	6	72,092	80,332	88,430	92,561	96,559	99,468	102,351	
77,017         85,668         93,767         97,896         101,896         104,805         107,721           79,486         88,337         96,436         100,564         104,562         107,471         110,408           81,953         91,003         99,104         103,233         107,231         110,138         113,093           84,419         93,673         101,772         105,900         109,899         112,807         115,779           86,884         96,340         104,439         108,568         112,568         115,475         118,463           99,009         107,107         111,235         115,235         118,144         121,149           104,347         112,443         116,572         120,571         123,479         126,522           107,012         115,111         119,240         125,971         123,479         126,522           112,349         120,480         127,770         121,909         125,977         128,816         131,892           115,027         123,328         127,560         131,640         137,741         129,207           124,553         134,115         136,817         134,820         137,874         141,893           122,653         134,	7	74,562	83,001	91,100	95,228	99,228	102,135	105,038	
79,486         88,337         96,436         100,564         104,562         107,471         110,408           81,953         91,003         99,104         103,233         107,231         110,138         113,093           84,419         93,673         101,772         105,900         109,899         112,807         115,779           86,884         96,340         104,439         108,568         112,568         115,475         118,463           99,009         107,107         111,235         115,235         118,144         121,149           104,347         112,443         116,572         120,571         123,479         126,522           107,012         115,111         119,240         125,770         123,479         126,522           107,012         115,111         119,240         123,240         124,149         126,522           107,012         115,111         119,240         123,240         126,147         129,207           115,277         122,491         124,577         128,578         131,484         134,509           115,027         123,328         127,560         131,640         137,841         134,892           120,584         129,306         133,751	<b>∞</b>	77,017	85,668	93,767	97,896	101,896	104,805	107,721	
81,953     91,003     99,104     103,233     107,231     110,138     113,093       84,419     93,673     101,772     105,900     109,899     112,807     115,779       86,884     90,340     104,439     108,568     112,568     115,475     118,463       99,009     107,107     111,235     115,235     118,144     121,149       101,677     109,777     113,903     117,903     120,810     123,836       107,012     115,111     119,240     123,240     126,147     129,207       110,680     117,779     121,909     125,907     128,816     131,892       115,027     123,328     127,560     131,660     134,640     137,741       117,771     126,280     130,617     134,820     137,874     141,053       122,653     131,415     135,882     138,711     141,856     145,130       122,653     133,415     135,882     140,211     143,356     146,630       124,633     133,415     137,882     142,211     145,356     148,630       124,633     133,415     137,882     142,211     145,356     148,630       127,153     135,915     140,382     144,711     147,856     151,130	ဖ	79,486	88,337	96,436	100,564	104,562	107,471	110,408	
84,419         93,673         101,772         105,900         109,899         112,807         115,779           86,884         96,340         104,439         108,568         115,235         118,144         121,149           101,677         107,107         111,235         115,235         118,144         121,149           101,677         109,777         113,903         117,903         120,810         123,836           107,012         115,111         119,240         123,247         126,522           107,012         115,111         119,240         123,240         126,147         129,207           112,349         120,449         124,577         128,578         131,484         134,509           115,027         123,228         127,560         131,660         134,640         137,741           117,771         126,280         130,617         134,820         137,874         141,053           122,653         131,415         133,382         138,711         141,856         144,189           124,653         133,415         135,882         140,211         143,356         146,630           124,653         133,415         137,882         142,211         145,356         148,630     <	6	81,953	91,003	99,104	103,233	107,231	110,138	113,093	
86,884         96,340         104,439         108,568         112,568         115,475         118,463           99,009         107,107         111,235         115,235         118,144         121,149           101,677         109,777         113,903         117,903         120,810         123,836           104,347         112,443         116,572         120,571         123,479         126,522           107,012         115,111         119,240         123,240         126,147         129,207           115,027         123,328         127,560         132,40         128,816         131,892           115,027         123,328         127,560         131,660         134,640         137,741           117,771         126,280         130,617         134,820         137,874         141,053           120,584         129,306         133,751         138,060         141,189         144,448           122,653         131,415         135,882         140,211         143,356         146,630           124,653         133,415         135,882         140,211         143,356         148,630           124,653         133,415         137,882         142,211         145,356         148,630     <	3	84,419	93,673	101,772	105,900	109,899	112,807	115,779	
99,009 107,107 111,235 115,235 118,144 121,149 101,677 109,777 113,903 117,903 120,810 123,836 104,347 112,443 116,572 120,571 123,479 126,522 107,012 115,111 119,240 123,240 126,147 129,207 112,349 120,449 124,577 128,578 131,484 134,509 117,771 126,280 130,617 134,820 137,841 141,053 120,584 129,306 133,751 138,060 141,189 144,448 122,653 131,415 135,882 140,211 143,356 146,630 122,653 133,415 135,882 140,211 145,356 148,630 127,153 135,915 140,382 142,711 147,856 151,130 129,153 135,915 140,382 144,711 147,856 151,130 129,153 137,915 140,382 144,711 147,856 151,130	12	86,884	96,340	104,439	108,568	112,568	115,475	118,463	
101,677 109,777 115,903 117,903 120,810 123,836 104,347 112,443 116,572 120,571 123,479 126,522 107,012 115,111 119,240 123,240 126,147 129,207 109,680 117,779 121,909 125,907 128,816 131,892 115,027 123,328 127,560 131,660 134,640 137,741 117,771 126,280 130,617 134,820 137,874 141,053 120,584 129,306 133,751 138,060 141,189 144,448 122,653 131,415 135,882 138,711 141,856 145,130 122,653 131,415 135,882 140,211 143,356 146,630 124,653 133,415 135,882 140,211 143,356 148,630 124,653 133,415 137,882 142,211 145,356 148,630 124,653 133,415 137,882 142,211 145,356 148,630 127,153 135,915 140,382 144,711 147,856 151,130 129,153 135,915 140,382 144,711 147,856 151,130 129,153 137,915 142,382 146,711 149,856 153,130	2 3		99,009	107,107	111,235	115,235	118,144	121,149	
107,012     115,111     119,240     123,240     126,147     129,207       109,680     117,779     121,909     125,907     128,816     131,892       112,349     120,449     124,577     128,578     131,484     134,509       115,027     123,328     127,560     131,660     134,640     137,741       117,771     126,280     130,617     134,820     137,874     141,053       120,584     129,306     133,751     138,060     141,189     144,448       121,153     129,915     134,382     138,711     141,856     145,130       122,653     131,415     135,882     140,211     143,356     146,630       124,653     133,415     137,882     142,211     145,356     148,630       124,653     133,415     137,882     142,211     145,356     148,630       127,153     135,915     140,382     144,711     147,856     151,130       129,153     135,915     140,382     144,711     147,856     151,130       129,153     137,915     142,382     144,711     149,856     151,130       129,153     137,915     142,382     144,711     149,856     151,130	5		104,347	112,443	116.572	120.571	123,479	126,522	
109,680     117,779     121,909     125,907     128,816     131,892       112,349     120,449     124,577     128,578     131,484     134,509       115,027     123,328     127,560     131,660     134,640     137,741       117,771     126,280     130,617     134,820     137,874     141,053       120,584     129,306     133,751     138,060     141,189     144,448       121,153     129,915     134,382     138,711     141,856     145,130       122,653     131,415     135,882     140,211     143,356     146,630       124,653     133,415     135,882     140,211     143,356     146,630       124,653     133,415     137,882     142,211     145,356     148,630       124,653     133,415     137,882     142,211     145,356     148,630       127,153     135,915     140,382     144,711     147,856     151,130       127,153     135,915     140,382     144,711     147,856     151,130       129,153     137,915     142,382     144,711     149,856     153,130	16		107,012	115,111	119,240	123,240	126,147	129,207	
112,349     120,449     124,577     128,578     131,484     134,509       115,027     123,328     127,560     131,660     134,640     137,741       117,771     126,280     130,617     134,820     137,874     141,053       120,584     129,306     133,751     138,060     141,189     144,448       121,153     129,915     134,382     138,711     141,856     145,130       122,653     131,415     135,882     140,211     143,356     146,630       124,653     133,415     137,882     142,211     145,356     148,630       124,653     133,415     137,882     142,211     145,356     148,630       124,653     133,415     137,882     142,211     145,356     148,630       124,653     133,415     137,882     142,211     145,356     148,630       127,153     135,915     140,382     144,711     147,856     151,130       127,153     135,915     140,382     144,711     147,856     151,130       129,153     137,915     142,382     144,711     149,856     153,130	17		109,680	117,779	121,909	125,907	128,816	131,892	
115,027     123,328     127,560     131,660     134,640     137,741       117,771     126,280     130,617     134,820     137,874     141,053       120,584     129,306     133,751     138,060     141,189     144,448       121,153     129,915     134,382     138,711     141,856     145,130       122,653     131,415     135,882     140,211     143,356     146,630       122,653     131,415     135,882     140,211     143,356     146,630       124,653     133,415     137,882     142,211     145,356     148,630       124,653     133,415     137,882     142,211     145,356     148,630       124,653     133,415     137,882     142,211     145,356     148,630       127,153     135,915     140,382     144,711     147,856     151,130       127,153     135,915     140,382     144,711     147,856     151,130       129,153     137,915     142,382     144,711     149,856     153,130	8		112,349	120,449	124,577	128,578	131,484	134,509	
117,771     126,280     130,617     134,820     137,874     141,053       120,584     129,306     133,751     138,060     141,189     144,448       121,153     129,915     134,382     138,711     141,856     145,130       122,653     131,415     135,882     140,211     143,356     146,630       122,653     131,415     135,882     140,211     143,356     146,630       124,653     133,415     137,882     142,211     145,356     148,630       124,653     133,415     137,882     142,211     145,356     148,630       124,653     133,415     137,882     142,211     145,356     148,630       127,153     133,415     137,882     142,211     145,356     148,630       127,153     135,915     140,382     144,711     147,856     151,130       129,153     137,915     142,382     144,711     149,856     153,130       129,153     137,915     142,382     144,711     149,856     153,130	19		115,027	123,328	127,560	131,660	134,640	137,741	
120,584     129,306     133,751     138,060     141,189     144,448       121,153     129,915     134,382     138,711     141,856     145,130       122,653     131,415     135,882     140,211     143,356     146,630       122,653     131,415     135,882     140,211     143,356     146,630       124,653     133,415     137,882     142,211     145,356     148,630       124,653     133,415     137,882     142,211     145,356     148,630       124,653     133,415     137,882     142,211     145,356     148,630       127,153     135,915     140,382     144,711     147,856     151,130       127,153     135,915     140,382     144,711     147,856     151,130       129,153     137,915     142,382     144,711     149,856     153,130	20		117,771	126,280	130,617	134,820	137,874	141,053	
121,153     129,915     134,382     138,711     141,856     145,130       122,653     131,415     135,882     140,211     143,356     146,630       122,653     131,415     135,882     140,211     143,356     146,630       124,653     133,415     137,882     142,211     145,356     148,630       124,653     133,415     137,882     142,211     145,356     148,630       124,653     133,415     137,882     142,211     145,356     148,630       124,653     133,415     137,882     142,211     145,356     148,630       127,153     135,915     140,382     144,711     147,856     151,130       127,153     135,915     140,382     144,711     147,856     151,130       129,153     137,915     142,382     144,711     149,856     153,130	21		120,584	129,306	133,751	138,060	141,189	144,448	
122,653     131,415     135,882     140,211     143,356     146,630       122,653     131,415     135,882     140,211     143,356     146,630       124,653     133,415     137,882     142,211     145,356     148,630       124,653     133,415     137,882     142,211     145,356     148,630       124,653     133,415     137,882     142,211     145,356     148,630       124,653     133,415     137,882     142,211     145,356     148,630       127,153     135,915     140,382     144,711     147,856     151,130       127,153     135,915     140,382     144,711     147,856     151,130       129,153     137,915     142,382     144,711     149,856     153,130	22		121,153	129,915	134,382	138,711	141,856	145,130	
122,653     131,415     135,882     140,211     143,356     146,630       124,653     133,415     137,882     142,211     145,356     148,630       124,653     133,415     137,882     142,211     145,356     148,630       124,653     133,415     137,882     142,211     145,356     148,630       127,153     133,415     137,882     142,211     145,356     148,630       127,153     135,915     140,382     144,711     147,856     151,130       129,153     137,915     142,382     144,711     149,856     153,130       129,153     137,915     142,382     146,711     149,856     153,130	23		122,653	131,415	135,882	140,211	143,356	146,630	1,500
124,653     133,415     137,882     142,211     145,356     148,630       124,653     133,415     137,882     142,211     145,356     148,630       124,653     133,415     137,882     142,211     145,356     148,630       127,153     135,915     140,382     144,711     147,856     151,130       127,153     135,915     140,382     144,711     147,856     151,130       129,153     137,915     142,382     146,711     149,856     153,130	24		122,653	131,415	135,882	140,211	143,356	146,630	
124,653     133,415     137,882     142,211     145,356     148,630       124,653     133,415     137,882     142,211     145,356     148,630       127,153     135,915     140,382     144,711     147,856     151,130       127,153     135,915     140,382     144,711     147,856     151,130       129,153     137,915     142,382     146,711     149,856     153,130	25		124,653	133,415	137,882	142,211	145,356	148,630	2,000
124,653     133,415     137,882     142,211     145,356     148,630       127,153     135,915     140,382     144,711     147,856     151,130       127,153     135,915     140,382     144,711     147,856     151,130       129,153     137,915     142,382     146,711     149,856     153,130	26		124,653	133,415	137,882	142,211	145,356	148,630	
127,153     135,915     140,382     144,711     147,856     151,130       127,153     135,915     140,382     144,711     147,856     151,130       129,153     137,915     142,382     146,711     149,856     153,130       129,153     137,915     142,382     146,711     149,856     153,130	27		124,653	133,415	137,882	142,211	145,356	148,630	
127,153     135,915     140,382     144,711     147,856     151,130       129,153     137,915     142,382     146,711     149,856     153,130	28		127,153	135,915	140,382	144,711	147,856	151,130	2,500
129,153 137,915 142,382 146,711 149,856 153,130	29		127,153	135,915	140,382	144,711	147,856	151,130	
	30		129,153	137,915	142,382	146,711	149,856	153,130	

		"A" Level -	- Football	(2018/19 L	acrosse ar	nd Wrestli	ng will be p	Football (2018/19 Lacrosse and Wrestling will be paid on Level "A"	el "A")				
STEP 1	2016-2017	0.25%	2018-19	0.75% 2019-20	0.75%	1.00%	STEP 11	1.00%		0.50%	0.75%	0.75%	1.00%
Head Varsity	8,042	8,062	8,102	8,163	2	19	Head Varsity	9,87		9,947	10,022	10,097	10,198
Head J V	6,276		6,323	6,371	6,418		Head J V	8,814		8,168	8,229	9,014 8,291	9,104 8,374
Middle School	5,569 5,216	5,583	5,255	5,653 5.295	- 1	5,752	JV Asst	7,401 7,047		7,457	7,513	7,569	7,645
MS Asst	4,511		4,545	4,579	4,613		MS Asst	6,342		6,390	6,438	6,486	6,551
STEP 2 Head Varsity	2016-2017 8.225		2018-19	2019-20 8 349	- 1		STEP 12	2016-2017	2017	2018-19	2019-20	2020-2021	2021-2022
Varsity Asst	7,166	7,184	7,220	7,274			Varsity Asst	8,997		9,065	9,133	- 1	9,293
Head J V	6,459	6,475	6,508	6,556			Head J V	8,290		8,352	8,415	I I	8,563
Middle School	5,399	5,824 5,412	5,853	5,897		5,577	Middle Schoo	7,584		7,641 7,285	7,698	- 1	7,834
MS Asst	2016	4,706	4,729	4,765		4,848	MS Asst	6,526		6,575	1	, ,	6,741
Head Varsity	8,408	8,429	2018-19 8,471	8.535	2020-2021 8,599	2021-2022 8.685	STEP 13 Head Varsity	2016-2017	2017-	2018-19	2019-20	2020-2021	2021-2022
Varsity Asst	7,349	7,367	7,404	7,460			Varsity Asst	9,148	9,171	9,217		9,355	9,449
Head J V	6,642	6,659	6,692	6,742			Head J V	8,441		8,504	1 1	8,632	8,719
Middle Schoo		5,596	5,624	5,666			Middle School	7.382		7,437		7,549	7,990
MS Asst		4,889	4,914	4,950			MS Asst	6,677		6,727	- 1		6,897
Head Varsity	2016-2017		2018-19	2019-20	- 11		STEP 14	2016-2017	201	2018-19	1 1		2021-2022
Varsity Asst	7,531		7,588	7,644			Varsity Asst	9,262		9.332	9.402	1	9.567
Head J V	6,824		6,875	6,927			Head J V	8,556		8,620	8,685	8,750	8,838
Middle School	5,765		5.808	5,852		5,955	Middle School	7,849		7,508	7,967	- 1	8,107
MS Asst	5,060	5,073		5,136	5,175	5,227	MS Asst	6,791		6,842	í I		7,014
Head Varsity	8,774		8,840	8,906	- 1	9.063	Head Varsity	10.438	201	10.516	- 1	- 1	10 789
Varsity Asst	7,714		7,772	7,830		7,968	Varsity Asst	9,377		9,447		1	9,686
JV Asst	6.301	6,317	7,060	7,113	1	7,238	Head J V	8,670	8,692	8,735	8,801	8,867	8,955
Middle Schoo	5,948		5,993	6,038	6,083		Middle School	7,611		7,668		7,784	7,861
STEP 6	5,243		5,282	5,322		5,416	MS Asst	6,905		6,957		1 1	7,132
Head Varsity	8,959		9,026	9,094		9,254	Head Varsity	10,553		10,632	- 1	- 1	10.900
Varsity Asst	7,897	7,917	7,956	8,016	8,076	8,157	Varsity Asst	9,492	9,516	9,563	9,635	9,707	9,804
JV Asst	6,484	6,500	6,533	6,582	6.631		JV Asst	8,785		8,851			9,074
Middle Schoo	6,131	6,146	6,177	6,223	6,270	6,333	Middle Schoo	7,725		7,783	,		7,979
STEP 7	2016-2017	5,440 2017-18	5,467	5,508	9	5,605	MS Asst	7,020		7,073	1 1	1 1	7,251
Head Varsity	9,141	9,164	9,210	9,279		9,442	Head Varsity	10,667		10.747	- 1	- 1	11 018
Varsity Asst	8,080	8,100	8,141	8,202	8,263		Varsity Asst	9,607		9,679	9,752		9,923
JV Asst	6,667	6,684	6,717	6,767			Head J V	8,899		8,966	9,033		9,192
Middle Schoo	6,314	6,330	6,361	6,409	6,457	6,522	Middle Schoo	7,840	7,860	7,899	7,958	8,018	8,098
STEP 8	2016-2017	2017-18	5,651	5,694	186	5,794	MS Asst	7,134	2	7,188	1 1	1 1	7,369
Head Varsity	9,324	9,347	9,394	9,465	9,535	띄	Head Varsity	2016-2017	201	2018-19	2019-20	2020-2021	2021-2022
Varsity Asst	8,264	8,285	8,326	8,389	8,451	8,536	Varsity Asst	9,721	9,745	9,794		9,941	10.041
JV Asst	6,850	6,5/6	7,614	7,671	7,728		Head J V	9,015		9,083	9,151	9,219	9,312
Middle Schoo	6,496	6,512	6,545	6,594	6,643		Middle School	7.954		8,369	8,432	8,495	8,580
MS Asst	5,792	5,806	5,836	5,879	5,923		MS Asst	7,249		7,303	7,358	7,413	7,488
Head Varsity	9.507	2017-18	2018-19	2019-20	2020-2021		STEP 19	2016-2017	201	2018-19	2019-20	2020-2021	2021-2022
Varsity Asst	8,448	8,469	8,511	8,575	8,640	8,726	Varsity Asst	9.836	9.861	9.910	9,984	10,059	11,255
Head J V	7,741	7,760	7,799	7,858	7,917		Head J V	9,129		9,198	9,267	9,336	9.429
JV Asst	7,033	7,051	7,086	7,139	7,193		JV Asst	8,422		8,485	8,549	8,613	8,699
MS Asst	5,975	5,990	6,730	6,781	6,832	6,900	Middle Schoo	8,069		8,130	8,191	8,252	8,335
STEP 10	2016-2017	2017-18	2018-19	2019-20	2020-2021	2021-2022	STEP 20	2016-2017	20	7,418	7,474	-1	7,605
Head Varsity	9,690	9,714	9,763	9,836	9,910	18	Head Varsity	11,011		11,094	11,177	의	11,373
Head J V	7,923	7 943	8,695 7 Q83	8,760	8,826		Varsity Asst	9,950		10,025	10,100		10,277
JV Asst	7,218	7,236	7,272	7,327	7,382	7,456	JV Asst	9,244 8.537	9,267	9,313	9,383	9,454	9,548
Middle Schoo	6,863	6,880	6,915	6,966	7,019		Middle Schoo	8,184		8,245	8.307		8.453
MS Asst	6,158	6,173	6,204	6,251	6.298		MS Asst	7 478		7 534	8,307	1	8,453
			0,100	0,10	0,000	Г	MO MOBIL	/,4/0		1.534	/ 591		7 794

JV ASSI	I IV A	Head J V	Variaty Asst	Vareity Asst	Head Varsity	6		choc	JV Asst	Head J V	Varsity Asst	Head Varsity	2016		cnoc		DEAD O V	Harsily Assi	Versity Asst	Hood Variety		Middle Schoo	JV Asst	Head J V	Varsity Asst		7		choc		Head J V		2 1	STEP 6 2016-2017	Middle School	JV Asst	Head J V	Varsity Asst	₹	STEP 5 2016-	2						MS Asst	Middle School	Head J V	Varsity Asst			MS Asst			Varsity Asst		2016	MS Asst	JV Asst	Head J V	Varsity Asst			
6.863	١				ı	2016-2017		1	6.680				2017	5,438	6,144		1,203	7,910	7010	2017	5,256	5,961	6,314	7,020	7,726	8,788	2017	5,073	5,777	6,131	6.838	7.544		980	5,594	5,948	6,655	7,361	8 421	4,/0/	5,412	5,765	6,472	7,178				ĺ		6,995		2016-2017		1				2017		5,216	5,922	6,629	2016-2017		
0.000	000	7,589	862'9	0,000	9.359	2017-18	5.635	6,343	6.697	7 404	8,114	9,177	2017-18	5,452	6,159	6,512	1,221	7,930	2,993	2017-18	5,269	5,976	6,330	7,038	7,745	8,810	2017-18	5,086	5,791	6,146	6.855	7.563	A SOS	4,902	5,608	5,963	6,672	7.379	2017 10	4,719	5,426	5,779	6,488	7,196	8,258	2017-18	4.535	5,040	6,304	7,012	8,075	2017-18	4.351	5,4,2	5,120	6,829	7,892	2017-18	4,0/4	5,229	5,937	6,646	2017-18	0.25%	B" Level -
2	200	7,627	8,339	0,400		2018-19	5.663	6.375	6.730	7 441	8,155	9,223	2018-19	5,479	6,190	6,545	7,257	7,969	9,038	2018-19	5,295	6,006	6,361	7,073	7,784	8,854	2018-19	5,111	5,820	6.177	6.889	7,601	200	4,927	5,636	5,993	6,705	7.416	8 484	9018-19	5,453	5,808	6,521	7,232	8,299	2018-19	4.558	5,024	6,335	7,048	8,116	2018-19	4.373	5,084	5,151	6,863	7,931	2018-19	4,099	5,255	5,966	6,679	2018-19	0.50%	I - Baske
	930.3	7,684	8,402	9,477	9 477	2019-20	5.706	6.422	6 781	7 497	8,216	9,292	2019-20	5,520	6,237	6,594	7,312	8,029	9,106	2019-20	5,335	6,051	6,409	7,126	7,842	8,920	2019-20	5,149	5,864	6.223	6.941	7 658	757 B	4,964	5,678	6,038	6,755	7,472	02-6102	4,778	5,494	5,852	6,570	7,286	8,361	2019-20	4 592	5,000	6,383	7,100	8,176	2019-20	4.405	5,400	5,197	6,915	7,991	2019-20	4,935	5,295	6,011	6,729	2019-20		Basketball, La
		7,742			- 13	ř						9,362	õ	5,561	6,283	6,643				Т	5,375				7,901		2020-		5.908			7715	20205				6,806			4,814	1		6,619	ı			Т		Т			- 1		-		ĺ		- 1		1		6,779	2020-		Lacrosse, \
	1					2021-2022	Т				3		5000								-											7 700		5,051			6,874	-1				200	6,685		- 1							2021						2021			6,117		2021-2	1.00%	Wrestling
		Head J V				STEP 20	4	Middle School	IV Acct	Hood IV	Varsity Asst	픙															STEP 17	-			-1	Vareity Acet	_	3				Varsity Asst	-	K				- 41		STEP 14								Middle Coho		Varsity Asst		STEP 12				Varsity Asst			Wrestling, Winter Track, Trainer
		8.890	9,596	10,66/	102010	2016-2017	70.	7 715	9,7,7	0,774	9.4	10,542	2016-2017				8,60	9,36	10,4	Ι.				8,5,	9,252	10,3	2016-2017			77	00 0	0 138	7102-9102	6,553			8,317	9.0	70007	6,438			8,202	8,9	9,9	2016-2017			8,0	8,794	9,8	2016-2017									7,754		2016-2017	1.00%	rack,Trair
				10,694		3017			0,790			_	2017			7,974				2017					9,275							T		1	1		17 8,338	Т		2017			)2 8,223		70 9,99	2017-18	634	7,40	8,10	94 8,81	9,88	2017-18	73 6.18	57,74	724	8,66	04 9,72	2017-18	6,71	47 7,06	54 7,77	,520 9,54 ,460 8,48	2017-18	0.25%	er (Head
		8 957			2010	2018	7064		0,040				201																		1	0.270	1			1 1	ł			4 6,486			3 8,264		5 10,04	2018-19	0,00	7,43	8,14	6 8,86	0 9,92	2018-19	6.91	7,20	2 2 2 8	6 8,70	8 9,77	2018-19	6,74	5 7,10	3 7,81	1 8.52	2018-19	0.50%	er (Head Varsity Coach)
				10,828	2012	Ι	T		8,906			1		- 1						Ш			Ī									0.076				П				6,535	П				10,12	2019-20	6,13	7,49	8,21	8,92	10,00	2019-20	6,90	6,34	8,05	8,77	7 9,85	2019-20	6,79	7,15	2 7,87	9,56	2019-20	0.75%	Coach)
				10,909	2020	3			8,9/3				2020-2	- 1	- 1	l i				2020-2021	- 1				9,462		2020-2021						2020				8,506		0202	3			8,388			2020	6 467	7,548	8,271	7 8,993	10,079	2020-2021	6.313	7,395	8,118	8,840	9,92	2020-2021	6,840	3 7,20	1 7,930	7 8.652	2020-2021	0.75%	
		0 193			7021				9,063				2021-2022		- 1	- 1	- 1			1 1			I					- 1	-	- 1		10,535		1	1 1	ΙI	8,591				ıı		1 I	- 1	- 1						- 1	- 1	- 1					- 1	- 1			9,833	1 1		479/20/est.
																									+		+											+																								+			
									301																																																						0/0/2010	00(7)	

ATTOMOST AND PROPERTY.				builty we	Pascoan, Convan, Cynniasucs, Ching	yilliasi	Too, wp.	Hy Hack,	C	255	STATE STATE			
STEP 1	1.00%	0.25%	0.50%	0.75% 201 <del>8-</del> 20	2020-2021	1.00%	STEP 11	1.00%	0.25%		0.75%		1.00%	+
lead Varsity	7,335	7,354	7,390	7,446	7,502	7,577	Head Varsity	9,167	9,190		9,305	1 1	9,469	
Head J V	5,569	5,583	5,611	6,371 5,653	5,695	6,483 5,752	Head J V	8,107 7,401	8,127 7,420	8,168 7,457	8,229 7,513	8,291 7,569	8,374 7.645	+
JV Asst	4,862	4,874	4,899	4,935	4,972	5,022	JV Asst	6,694	6,711	6,744	6,795	1 1	6,914	
MS Asst	3,803	3,813	3,832	3,860	3,889	3,928	MS Asst	5,635	5,649	5,677	5,720	1 1	5,820	+
STEP 2	2016-2017	2017-18	2018-19	2019-20	2020-2021	2021-2022	STEP 12	2016-2017	2017-18	2018-19	2019-20	- 1	2021-2022	+
	6,459	6,475	6,508	6,556	6,606	6,672	Varsity Asst	8,290	8,3/4	8,352	9,492 8,415		8,563	
	5,752	5,766	5,795	5,839	5,882	5,941	Head J V	7,584	7,603	7,641	7,698	1 1	7,834	
JV ASST	5,046 4,694	5,059 4,706	5,084 4,729	5,122 4,765	5,160 4,800	5,212 4,848	Middle School	6,877		6,929	6,981	7,033 6.674	7,103 6.741	
	3,988	3,998	4,018	4,048	4,078	4,119	MS Asst	5,819	3	5,863	5,907	1 1	6,010	
	7,702	7,721	7,760	7,818	7,877	7,955	Head Varsity	9,501	2017	9,572	9,644	l I	9,814	+
lead J V	5,936	6,659 5,951	5,692	6,742	6,793	6,861	Varsity Asst	8,441 7 735	8,462 7,754	8,504 7,793	8,568	- 1	8,719 7 990	+
	5,229	5,242	5,268	5,308	5,348	5,401	JV Asst	7,028	7,046	7,081	7,134	7,187	7,259	
	4,0//	4,009	4,914	4,950	4,988	4.308	MS Asst	5,971	5,086	6,727	6,7/8		6,897	
4	2016-2017	2017-18	2018-19	2019-20	2020-2021	2021-2022	STEP 14	2016-2017	2017-18	2018-19	2019-20		2021-2022	
ì	7,885	7,905	7,944	8,004	8,064	No.	Head Varsity	9,615	9,639	9,687	9,760		9,931	
Head J V	6,118	6,133	6,164	6,210	6,257	6,319	Head J V	7,849	7,869	7,908	7,967	- 1	8,107	+
V Asst	5,412	5,426	5,453	5,494	5,535		JV Asst	7,143	7,161	7,197	7,251	1 1	7,378	
5	4,354	4,365	4,387	4,420	4,453	4,497	MIS Asst	6,085	6,100	6,131	6,893		6.285	+
OT.	2016-2017	2017-18	2018-19	2019-20	2020-2021	2021-2022	STEP 15	2016-2017	2017-18	2018-19	2019-20	1 1	2021-2022	
arsity Asst	7,007	7,025	7,060	8,190 7.113	7,166	7.238	Varsity Asst	9,730	9,754	9,803	9,877	- 1	10,050	+
Head J V	6,301	6,317	6,348	6,396	6,444	6,508	Head J V	7,964	7,984	8,024	8,084		8,226	
Middle School	5,594	5,608	5,636	5,678	5,721	5,778	JV Asst	7,257	7,275	7,312	7,366		7,496	
MS Asst	4,536	4,547	4,570	4,604	4,639	4,685	MS Asst	6,200	6,216	6,247	6,293	- 1	6,404	
ead Varsity	8,251	8.272	8.313	2019-20 8.375	2020-2021	2021-2022	STEP 16	2016-2017	2017-18	2018-19	2019-20		2021-2022	
Varsity Asst	7,191	7,209	7,245	7,299	7,354	7,428	Varsity Asst	8,785	8,807	8,851	8,917	3,984	9,074	
V Asst	5,777	6,500 5,791	6,533 5,820	5,582	5,631		Head J V	8,078		8,139	8,200	- 1	8,344	
CHOC	5,426	5,440	5,467	5,508	5,549	5,605	Middle School	7,020		7.073	7,483		7,615	+
	4,719	4,731	4,754	4,790	4,826	4,874	MS Asst	6,314		6,361	6,409		6,522	
lead Varsity	8 433	8 454	300 8 81-8102	2018-20	2020-2021	2021-2022	SIEP 17	2016-2017	2017-	2018-19	2019-20	1	2021-2022	
Varsity Asst	7,374	7,392	7,429	7,485	7,541		Varsity Asst	8,899	8,921	8,966	9.033		9.192	+
ad J V	6,667	6,684	6,717	6,767	6,818		Head J V	8,193	8,213	8,255	8,316	1 1	8,463	
	5,609	5,623	5,651	5.694	5,736	5,794	JV Asst	7,486	7,505	7,542	7,599		7,732	
	4,902	4,914	4,939	4,976	5,013	5,063	MS Asst	6,429	6,445	6,477	6,526		6,641	+
Head Varsity	8.617	8.639	2018-19	2019-20	2020-2021	2021-2022	STEP 18	2016-2017	2017-18	2018-19	2019-20	- 1	2021-2022	
Varsity Asst	7,557	7,576	7,614	7,671	7,728	7,806	Varsity Asst	9,015	9,038	9,083	9.151		9.312	+
lead J V	6,850	6,867	6,901	6,953	7,005		Head J V	8,307	8,328	8,369	8,432		8,580	
iddle Schoo	5,792	5,806	5.836	5.879	5,283	5 983	JV Asst	7,601	7,620	7,658	7,716		7,851	
MS Asst	5,085	5,098	5,123	5,162	5,200	5,252	MS Asst	6,543	6,559	6,592	6,642		6,758	
ead Varsity	2016-2017	2017-18	2018-19	2019-20		2021-2022	STEP 19	2016-2017	2017-18	2018-19	2019-20	1 1	2021-2022	
Varsity Asst	7,741	7,760	7,799	7,858	1	7,996	Varsity Asst	9.129	9.152	9.198	9.267	- 1	9 429	
ead J V	7,033	7,051	7,086	7,139		7,264	Head J V	8,422	8,443	8,485	8,549		8,699	
V Asst	6,327	6,343	6,375	6,422		6,535	JV Asst	7,715	7,734	7,773	7,831	1 1	7,969	
	5,269	5,282	5,309	5,065	6,111	6,172	Middle Schoo	7,363	7,381	7,418	7,474	1 .	7,605	
	2016-2017	2017-18	2018-19	2019-20	2020-2021	2021-2022	STEP 20	2016-2017	2017-18	2018-19	2019-20	2020-2021	6,8//	+
Varsity Asst	8,984	9,006	9,051	9,119	9,188	9,280	Head Varsity	10,303	10,329		10,458	1 1	10,642	
ad J V	7,218	7,236	7,272	7,327	7,382	7,456	Head J V	8,537	8.558	8,601	8,666	9,454	9,548	
V Asst	6,510	6,526	6,559	6,608	6,658		JV Asst	7,830	7,850	7,889	7,948	8,008	8,088	
S Asst	5,158	5,173	6,204	6,251	6,298		Middle Schoo	7,478	7,497	7,534	7,591	7,648	7,724	
S MOSI	3,432	5,466	5,493	5,534	5,576	5,631	MS Asst	6,772	6.789	202	6 874	900	2000	

STEP 1	1.00%	0.25% 0.50 2017-18 2018	0.50%	0.75% -19 2019-20	0.75%		STEP 11	1.00%	0.25%	0.50 2018	0.79	0.75%	1.00%
Head Varsity Varsity Asst	6,982 5,924	6,999 5,939	7,03 <b>4</b> 5,969	7,087 6,013	7,140 6,058	7,212 6,119	Head Varsity Varsity Asst	8,814 7,756		6 8,880 7,814		9,0 7,9	4 18
Head J V	5,216	5,229	5,255	5,295	5,334	5,388	Head J V	7,047			7,153	7,20	44
Middle Schoo	4,511 4,158	4,522 4,168	4,545 4,189	4,579 4,221	4,613 4,252	4,659 4,295	Middle School	6,342 5,990		6,390	6,438	6,486 6,126	
MS Asst	3,451	3,460	3,477	3,503	3,529	3,565	MS Asst	5,282	2047	2016	5,362	5,402	
Head Varsity	7,166	7,184	7,220	7,274	7,329	7,402	Head Varsity	2016-2017	2017-	2012	9,133	2020	
Varsity Asst	6,107	6,122	6,153	6,199	6,246	6,308	Varsity Asst	7,9;			8,059		4 I
JV Asst	5,399 4,694	5,412 4,706	5,440 4,729	5,480 4,765	5,521 4,800	5,577 4,848	JV Asst	7,231 7,231	31 7,249 31 7,249		7,340 7,340		
Middle Schoo	4,340	4,351	4,373	4,405	4,438	4,483	Middle Schoo	6,173		6,219	6,266	6,313	
STEP 3	2016-2017	2017-18	2018-19	2019-20	2020-2021	2021-2022	STEP 13	2016-2017		2018	2019-20	2020	2021-2022
Head Varsity	7,349	7,367	7,404	7,460	7,516	7,591	Head Varsity	9,148					
Varsity Asst	6,290 5.582	6,306 5.596	5,624	6,385 5.666	6,433 5,709	6,497 5.766	Varsity Asst	8,090				8,273 7 549	
JV Asst	4,877	4,889	4,914	4,950	4,988	5,037	JV Asst	6,677				6,828	
Middle Schoo	4,524	4,535	4,558	4,592	4,627	4,673	Middle Schoo	6,324	24 6,340		6,419	6,467	
STEP 4	2016-2017	2017-18	3,846	2019-20	3,904	3,943	STEP 14	5,617 2016-2017	Т		2018	5,/44 2020-2021	- 1
Head Varsity	7,531	7,550	7,588	7,644	7,702	7,779	Head Varsity	9,262				9,472	
Varsity Asst	6,474	6,490	6,523	6,572	6,621	6,687	Varsity Asst	8,204		1 1		8,390	1 1
JV Asst	5,060	5,779	5,098	5,852	5,896	5,955	JV Asst	6.791				6,945	- 1
Middle Schoo	4,707	4,719	4,742	4,778	4,814	4,862	Middle School	6,4	38 6,454		6,535	6,584	
MS Asst	4,000	4,010	4,030	4,060	4,091	4,132	MS Asst	5,732	ш	ш		5,862	1 1
Head Varsity	7.714	7.733	7.772	7.830	7,889	7.968	Head Varsity	2016-2017				- 1	
Varsity Asst	6,656	6,673	6,706	6,756	6,807	6,875	Varsity Asst	8,319					
Head J V	5,948	5,963	5,993	6,038	6,083	6,144	Head J V	7,6	7,630			- 1	
Middle Schoo	4,890	4,902	4,927	4,964	5,001	5,051	Middle School	6,5				- 1	- 1
MS Asst	4,183	4,193	4,214	4,246	4,278	4,321	MS Asst	5,846			1		1 [
Head Varsity	7,897	7,917	7,956	8.016	8.076	8.157	Head Varsity	9.49	7102			- 1	- 1
Varsity Asst	6,839	6,856	6,890	6,942	6,994	7,064	Varsity Asst	8,433	33 8,454				8,711
Head J V	6,131	6,146	6,177	6,223	6,270	6,333	Head J V	7,7;					1 1
Middle School	5.073	5,086	5,407	5,508	5,549	5,605	Middle School	7,0				- 1	-1
MS Asst	4,366	4,377	4,399	4,432	4,465	4,510	MS Asst	5,96					- 1
STEP 7	2016-2017	2017-18	2018-19	2019-20	2020-2021	2021-2022	STEP 17	2016-2017	2017-		ш	1 1	
Varsity Asst	7.022	7,040	7.075	7 128	7 181	7 253	Varsity Asst	9,6					
Head J V	6,314	6,330	6,361	6,409	6,457		Head J V	7,840				- 1	
JV Asst	5,609	5,623	5,651	5,694	5,736		JV Asst	7,134					1 1
MS Asst	5,256 4.550	5,269 4.561	5,295 4.584	5,335	5,375		Middle Schoo	6,78				1 1	- 1
STEP 8	2016-2017	2017-18	2018-19	2019-20	2020-2021	2021-2022	STEP 18	2016-2017	2017	2018-19	2019-20	2020-2021	- 1
Head Varsity	8,264	8,285	8,326	8,389	8,451	8,536	Head Varsity	9,7;					1 1
Head J V	6.496	6.512	6.545	6,594	6,369	6710	Varsity Asst	8,68					
JV Asst	5,792	5,806	5,836	5,879	5,923	5,983	JV Asst	7,249	19 7,267			8,134 7.413	8,216 7,488
Middle Schoo	5,438	5,452	5,479	5,520	5,561	5,617	Middle Schoo	6,896					
MS Asst	4,733	4,745	4,769	4,804	4,840	4,889	MS Asst	6,190			ΙI		
Head Varsity	8.448	8 469	2018-19	2019-20	2020-2021	2021-2022	STEP 19	2016-2017	2017		1	2020	2021-2022
Varsity Asst	7,389	7,407	7.445	7.500	7.557	7 632	Varsity Asst	9,836			9,984		10,160
Head J V	6,680	6,697	6,730	6,781	6.832	6.900	Head J V	8.069			8 191		
JV Asst	5,975	5,990	6,020	6,065	6,111	6,172	JV Asst	7,363		7.418	7,474		
choc	5,621	5,635	5,663	5,706	5,748	5,806	Middle School	7,011	7,029		7,117	7,170	7,242
	4,915	4,927	4,952	4,989	5,026	5,077	MS Asst	6,304			6,399	6,447	
	8 630	2017-18	2018-19	2019-20	2020-2021	2021-2022	STEP 20	2016-2017	2017-1	201		2020-2021	2021-2022
Varsity Asst	7,572	7,591	7,629	7,686	7.744	7.821	Varsity Asst	8,892		8 959		9,176	
Head J V	6,863	6,880	6,915	6,966	7,019	7,089	Head J V	8,184				8,370	
JV Asst	6,158	6,173	6,204	6,251	6,298	6,361	JV Asst				7,591	7,648	
MS Asst	5,804	5,819	5,848	5,891	5,936	5,995	Middle School		-1			7.287	
NOON CIVI	י											. 17.	

		"E" Lev	E" Level - Golf					1000年1000年					
STEP 1	1.00%	0.25%	2018-19	0.75% 2019-20			STEP 11	1.00%	0.25%	0.50%	0.75%	0.75%	1.00%
Head Varsity Varsity Asst	6,629 5.569	6,646 5.583	6,679 5.611	6,729 5.653	3 3	6,847	Head Varsity	11		8,524 7 457	8,587	8,652 7,569	8,738 7,645
Head J V	4,862	4,874	4,899	4,935			Head J V	i I		6,744	6,795	6,846	6,914
Middle School	4,158 3.803	4,168 3.813	4,189 3.832	4,221 3.860			JV Asst			6,035 5,677	6,080	6,126 5.763	6,187 5.820
MS Asst	3	3,105	3,120	3,144	1 1	3,199	MS Asst	4,928	3	4,965	5,002	5,040	5,090
Head Varsity	6,812	6,829	6,863	6,915	- 1	7,036	Head Varsity	2016-2017	201	2018-19 8,709	2019-20 8,774	8,840	8,928
Varsity Asst	5,752	5,766	5,795	5,839	5,882	5,941	Varsity Asst	7,584	7,603	7,641	7,698	7,756	7,834
Head J V	5,046	5,059	5,084	5,122	5,160		Head J V	6,877		6,929	6,981	7,033	7,103
Middle School	4,340 3,988	4,351 3.998	4,373	4,405	4,438 4.078	4,483	JV Asst	6,173 5,819		6,219 5,863	6,266	6,313	6,376
MS Asst	3,280	3,288	3,305	3,329	3,354	86 6	MS Asst	5,111		5,149	5,188	5,227	5,279
Head Varsity	6,995		7,048	7,100			Head Varsity	8,794	201	8,860	8,927	8,993	9,083
Varsity Asst	5,936	1 1	5,981	6,025			Varsity Asst	7,735	7,754	7,793	7,852	7,910	7,990
Head J V	5,229	5,242	5,268	5,308	5,348	5,401	Head J V	7,028	7,046	7,081	7,134	7,187	7,259
Middle School	4,524		4,558	4,592		4,673	JV Asst	6,324	6,340	6,372	6,419	6,467	6,532
MS Asst	3,464		3,490	3,516		3,578	MS Asst	5,263	5,276	5,303	5,342	5,382	5,436
STEP 4	2016-2017		2018-19	2019-20	3 1	2021-2022	STEP 14	2016-2017	2017-18	2018-19	2019-20	2020-2021	2021-2022
Head Varsity	7,178 6 118	7,196 £ 123	7,232	7,286	4 0		Head Varsity	8,909	8,931	8,976	9,043	9,111	9,202
Head J V	5,412	5,426	5,453	5,494	- 1		Head J V	7,143	7,161	7,197	7,251	7,305	7,378
JV Asst	4,707	4,719	4,742	4,778	1 1		JV Asst	6,438	6,454	6,486	6,535	6,584	6,650
MS Asst	3,647	3,656	3,674	3,702	3,730	3,767	MIS Asst	5,378	5,391	5,131	5,459	5,500	5,555
STEP 5	2016-2017	2017-18	2018-19	2019-20	2020-2021	2021-2022	STEP 15	2016-2017	2017-18	2018-19	2019-20	2020-2021	2021-2022
Varsity Asst	6.301	6,317	6,416	6306	6 444		Head Varsity	9,023	9,046	9,091	9,159	9,228	9,320
Head J V	5,594	5,608	5,636	5,678	5,721	5,778	Head J V	7,257	7,275	7,312	7,366	7,422	7,496
JV Asst	4,890	4,902	4,927	4,964	5,001		JV Asst	6,553		6,602	6,652	6,702	6,769
MS Asst	3,536	3,547	4,570 3 850	4,604	4,639	4,685	Middle Schoo	6,200		6,247	6,293	6,341	6,404
STEP 6	2016-2017	2017-18	2018-19	2019-20	2020-2021		STEP 16	2016-2017	2017	2018-19	2019-20	2020-2021	2021-2022
Head Varsity	7,544	7,563	7,601	7,658	7,715		Head Varsity	9,138		9,207	9,276	9,345	9,439
Head J V	5,777	5.791	5,820	5.864	5,908		Varsity Asst	8,078		8,139	8,200	8,261	8,344
JV Asst	5,073	5,086	5,111	5,149	5,188		JV Asst	6,667		6,717	6,767	6,818	6,886
Middle School	4,719	4,731	4,754	4,790	4,826		Middle School	6,314		6,361	6,409	6,457	6,522
STEP 7	2016-2017	2017-18	2018-19	2019-20	2020-2021		STEP 17	2016-2017	2017	5,649	5,691	5,734	5,792
Head Varsity	7,726	7,745	7,784	842	7,901	7,980	Head Varsity	9,252		9,322	9,391	9,462	9,556
Varsity Asst	6,667	6,684	6,717		6,818		Varsity Asst	8,193	8,213	8,255	8,316	8,379	8,463
JV Asst	5,256	5,269	5,295	5.335	5,375		JV Asst	6 780	7,505	7,542	7,599	7,656	7,732
Middle Schoo	4,902	4,914	4,939	1 1	5,013		Middle School	6,429	6,445	6,477	6,526	6,575	6,641
STEP 8	2016-2017	2017-18	2018-19	2019-20	4,291	4,334	MS Asst	5,721	5,735	5,764	5,807	5,851	
Head Varsity	7,910	7,930	7,969	1 1	8,089	8,170	Head Varsity	9,368	9,391	9,438	9,509	9,580	1
Head J V	6,850	6,867	6,901	-	7,005		Varsity Asst	8,307	8,328	8,369	8,432	8,495	8,580
JV Asst	5,438	5,452	5,479		5,561		JV Asst	6.896	7,620 6.913	7,658	7,716	7,773	7,851
Middle School	5,085	5,098	5,123	1 1	5,200	5,252	Middle Schoo	6,543		6,592	6,642	6,691	6,758
STEP 9	2016-2017	4,390 2017-18	2018-19	4,445	4,478	4,523	MS Asst	5,836		5,880	5,924		
Head Varsity	8,094	8,114	8,155	8.216	8.278	8.360	Head Varsity	2016-2017	2017	2018-19	2019-20	2020-2021	2021-2022
Varsity Asst	7,033	7,051	7,086	7,139		7,264	Varsity Asst	8,422	8,443	8,485	8,549	8,613	8,699
Head J V	6,327	6,343	6,375	6,422	1 1	6,535	Head J V	7,715	7,734	7,773	7,831	7,890	7,969
Middle School	5,621	5,635	5,663	5,706	11.2	5,806	JV Asst	7,011	7,029	7,064	7,117	7,170	7,242
MS Asst	4.562	4.573	4.596	5,348 4 631		5,442	Middle School	6,658	6,675	6,708	6,758	6,809	6,877
STEP 10	2016-2017	2017-18	2018-19	2019-20	2020-2021	2021-2022	STEP 20	2016-2017	2017-18	5,995	6,040	6,085	6,146
Head Varsity	8,277	8,298		8,402	8	8,549	Head Varsity	9,596	9,620	9,668	9.741		9.912
Varsity Asst	7,218	7,236	7,272	7,327	П		Varsity Asst	8,537	8,558	8,601	8,666	8,731	8,818
JV Asst	5,804	5,526	6,559	6,608	13		Head J V	7,830	7,850	7,889	7,948	8,008	8,088
Middle School	5,452	5,466	5,493	5.534	5,576		JV Asst	7,125 6,779	7,143	7,179	7,232	7,287	7,359
MS Asst	4.745	4.757	4.781	4 817			MIC Aget		6,789	6,823	6,874	6,926	6,995
	1	1,000	7,701	4,017			MO ASSI		5.080	6.111	6.156	6.203	E 065

	A	В	С		D		Е		F		G		Н		I
			lubs to be offered will depend on the a	ppr	oved bu	dge	et and/o	rs	tudent p	art	icipaion	in	each clu	b.	
2			r by mutual agreement.	$\perp$								_			
3	Location	Rate	Activity		16/17		17/18	_	18/19		19/20		20/21	2	21/22
4	Grades 7-12	Yearly	Sixth Class	\$	12,472	\$	12,503	\$	12,566	\$	12,660	\$	12,755	\$	12,882
5	Misc		Activity		Base	(	0.25%		0.50%	(	0.75%	(	0.75%	1	.00%
6	District-wide	Hourly	Homebound	\$	45	\$	45	\$	45	\$	46	\$	46	\$	46
7	District-wide	Hourly	Summer Rate of Pay	\$	77	\$	77	\$	78	\$	78	\$	79	\$	80
8	District-wide		Summer School Compensation	\$	4,787	\$	4,799	\$	4,823	\$	4,859	\$	4,896	\$	4,945
9	District-wide	Daily	Summer Inservice Attendance	\$	206	\$	207	\$	208	\$	209	\$	211	\$	213
10	District-wide		Staff Development	\$	516	\$	517	\$	520	\$	524	\$	528	\$	533
11	District-wide		Curriculum Development	\$	52	\$	52	\$	52	\$	53	\$	53	\$	54
12	District-wide		Interscholastic Activities	\$	-	\$	-	\$	-	\$	-	\$	_	\$	-
13	High Sch		Additional Practice	\$	75	\$	75	\$	76	\$	76	\$	77	\$	77
14	High Sch		Playoff Games ·	\$	149	\$	149	\$	150	\$	151	\$	152	\$	154
15	District-wide	Hourly	Chap, Time & Score Keep	\$	32	\$	32	\$	32	\$	32	\$	33	\$	33
16	District-wide	Eve/Hrly	Chap, Time & Score Keep(150%)	\$	48	\$	48	\$	48	\$	49	\$	49	\$	50
17	District-wide		Field and Class Trips	\$	32	\$	32	\$	32	\$	32	\$	33	\$	33
18	District-wide		Extra-Child in Class	\$	4.31	\$	4	\$	4	\$	4	\$	4	\$	4
19	Grades 7-12	*	Covered Class	\$	30	\$	30	\$	30	\$	30	\$	31	\$	31
20	Grades 7-12		Lunch Duty	\$	25	\$	25	\$	25	\$	25	\$	26	\$	26
21	High Sch	Yearly	Clubs		Base	(	0.25%	. (	0.50%	(	0.75%	(	0.75%	1	.00%
22	,		Art Club	\$	1,337	\$	1,340	\$	1,347	\$	1,357	\$	1,367	\$	1,381
23			Black & Red Night	\$	1,671	\$	1,675	\$	1,684	\$	1,696	\$	1,709	\$	1,726
24			Best Buddies Advisor	\$	3,906	\$	3,916	\$	3,935	\$	3,965	\$	3,995	\$	4,035
25			Chamber Choir	\$	2,290	\$	2,296	\$	2,307	\$	2,325	\$	2,342	\$	2,365
26							0.007		2,307		0.205				2,365
27			Chamber Orchestra	\$	2,290	\$	2,296	\$	2,507	\$	2,325	\$	2,342	\$	-,505
28			Chamber Orchestra Chess Club	<b>\$</b>	2,290 1,003	\$ \$	1,006	<b>\$</b>	1,011	<b>\$</b>	2,325 1,018	\$ \$		<b>\$</b>	1,036
29				\$ \$ \$		т				т.		\$ \$ \$	2,342	\$ \$ \$	
29			Chess Club	-	1,003	т	1,006	\$	1,011	т.	1,018	\$ \$ \$	2,342 1,026	\$ \$ \$	1,036
30			Chess Club Class Advisor Gr. 9	\$	1,003 1,809	\$	1,006 1,814	\$	1,011 1,823	\$ \$	1,018 1,836	\$	2,342 1,026 1,850	\$	1,036 1,869
			Chess Club Class Advisor Gr. 9 Class Advisor Gr.10	\$ \$	1,003 1,809 2,171	\$ \$ \$	1,006 1,814 2,176	\$ \$ \$	1,011 1,823 2,187	\$ \$ \$	1,018 1,836 2,204	\$	2,342 1,026 1,850 2,220	\$	1,036 1,869 2,242
30			Chess Club Class Advisor Gr. 9 Class Advisor Gr.10 Class Advisor Gr. 11	\$ \$ \$	1,003 1,809 2,171 3,906	\$ \$ \$	1,006 1,814 2,176 3,916	\$ \$ \$	1,011 1,823 2,187 3,935	\$ \$ \$	1,018 1,836 2,204 3,965	\$	2,342 1,026 1,850 2,220 3,995	\$	1,036 1,869 2,242 4,035
30			Chess Club Class Advisor Gr. 9 Class Advisor Gr.10 Class Advisor Gr. 11 Class Advisor Gr. 12	\$ \$ \$	1,003 1,809 2,171 3,906 4,775	\$ \$ \$ \$	1,006 1,814 2,176 3,916 4,787	\$ \$ \$ \$	1,011 1,823 2,187 3,935 4,811	\$ \$ \$ \$	1,018 1,836 2,204 3,965 4,847	\$ \$ \$	2,342 1,026 1,850 2,220 3,995 4,883	\$ \$ \$	1,036 1,869 2,242 4,035 4,932
30 31 32			Chess Club Class Advisor Gr. 9 Class Advisor Gr.10 Class Advisor Gr. 11 Class Advisor Gr. 12 Computer Club	\$ \$ \$ \$	1,003 1,809 2,171 3,906 4,775 1,337	\$ \$ \$ \$	1,006 1,814 2,176 3,916 4,787 1,340	\$ \$ \$ \$	1,011 1,823 2,187 3,935 4,811 1,347	\$ \$ \$ \$	1,018 1,836 2,204 3,965 4,847 1,357	\$ \$ \$	2,342 1,026 1,850 2,220 3,995 4,883 1,367	\$ \$ \$	1,036 1,869 2,242 4,035 4,932 1,381
30 31 32 33			Chess Club Class Advisor Gr. 9 Class Advisor Gr.10 Class Advisor Gr. 11 Class Advisor Gr. 12 Computer Club Drama Club	\$ \$ \$ \$	1,003 1,809 2,171 3,906 4,775 1,337 4,346	\$ \$ \$ \$ \$	1,006 1,814 2,176 3,916 4,787 1,340 4,357	\$ \$ \$ \$ \$	1,011 1,823 2,187 3,935 4,811 1,347 4,379 2,192	\$ \$ \$ \$	1,018 1,836 2,204 3,965 4,847 1,357 4,411	\$ \$ \$	2,342 1,026 1,850 2,220 3,995 4,883 1,367 4,445	\$ \$ \$ \$	1,036 1,869 2,242 4,035 4,932 1,381 4,489
30 31 32 33 34			Chess Club Class Advisor Gr. 9 Class Advisor Gr.10 Class Advisor Gr. 11 Class Advisor Gr. 12 Computer Club Drama Club Producer	\$ \$ \$ \$ \$ \$ \$ \$	1,003 1,809 2,171 3,906 4,775 1,337 4,346 2,176	\$ \$ \$ \$ \$ \$	1,006 1,814 2,176 3,916 4,787 1,340 4,357 2,181	\$ \$ \$ \$ \$ \$	1,011 1,823 2,187 3,935 4,811 1,347 4,379 2,192	\$ \$ \$ \$ \$ \$ \$ \$	1,018 1,836 2,204 3,965 4,847 1,357 4,411 2,209	\$ \$ \$ \$ \$	2,342 1,026 1,850 2,220 3,995 4,883 1,367 4,445 2,225	\$ \$ \$ \$ \$	1,036 1,869 2,242 4,035 4,932 1,381 4,489 2,248
30 31 32 33 34 35			Chess Club Class Advisor Gr. 9 Class Advisor Gr.10 Class Advisor Gr. 11 Class Advisor Gr. 12 Computer Club Drama Club Drama Club Producer Engineering Club	\$ \$ \$ \$ \$	1,003 1,809 2,171 3,906 4,775 1,337 4,346 2,176 1,337	\$ \$ \$ \$ \$ \$ \$ \$	1,006 1,814 2,176 3,916 4,787 1,340 4,357 2,181 1,340	\$ \$ \$ \$ \$ \$ \$ \$	1,011 1,823 2,187 3,935 4,811 1,347 4,379 2,192 1,347	\$ \$ \$ \$ \$ \$ \$ \$	1,018 1,836 2,204 3,965 4,847 1,357 4,411 2,209 1,357	\$ \$ \$ \$ \$ \$	2,342 1,026 1,850 2,220 3,995 4,883 1,367 4,445 2,225 1,367	\$ \$ \$ \$ \$	1,036 1,869 2,242 4,035 4,932 1,381 4,489 2,248 1,381
30 31 32 33 34 35 36			Chess Club Class Advisor Gr. 9 Class Advisor Gr.10 Class Advisor Gr. 11 Class Advisor Gr. 12 Computer Club Drama Club Drama Club Producer Engineering Club History Club	\$ \$ \$ \$ \$ \$ \$ \$ \$	1,003 1,809 2,171 3,906 4,775 1,337 4,346 2,176 1,337 1,337	\$ \$ \$ \$ \$ \$ \$	1,006 1,814 2,176 3,916 4,787 1,340 4,357 2,181 1,340 1,340	\$ \$ \$ \$ \$ \$ \$ \$	1,011 1,823 2,187 3,935 4,811 1,347 4,379 2,192 1,347 1,347	\$ \$ \$ \$ \$ \$	1,018 1,836 2,204 3,965 4,847 1,357 4,411 2,209 1,357 1,357	\$ \$ \$ \$ \$ \$	2,342 1,026 1,850 2,220 3,995 4,883 1,367 4,445 2,225 1,367	\$ \$ \$ \$ \$ \$	1,036 1,869 2,242 4,035 4,932 1,381 4,489 2,248 1,381 1,381 1,036
30 31 32 33 34 35 36 37			Chess Club Class Advisor Gr. 9 Class Advisor Gr.10 Class Advisor Gr. 11 Class Advisor Gr. 12 Computer Club Drama Club Drama Club Producer Engineering Club History Club Home Economics Club	\$ \$ \$ \$ \$ \$ \$	1,003 1,809 2,171 3,906 4,775 1,337 4,346 2,176 1,337 1,337 1,003	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	1,006 1,814 2,176 3,916 4,787 1,340 4,357 2,181 1,340 1,340 1,006	\$ \$ \$ \$ \$ \$ \$ \$ \$	1,011 1,823 2,187 3,935 4,811 1,347 4,379 2,192 1,347 1,347 1,011	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	1,018 1,836 2,204 3,965 4,847 1,357 4,411 2,209 1,357 1,357 1,018	\$ \$ \$ \$ \$ \$	2,342 1,026 1,850 2,220 3,995 4,883 1,367 4,445 2,225 1,367 1,367	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$	1,036 1,869 2,242 4,035 4,932 1,381 4,489 2,248 1,381 1,381
30 31 32 33 34 35 36 37 38			Chess Club Class Advisor Gr. 9 Class Advisor Gr.10 Class Advisor Gr. 11 Class Advisor Gr. 12 Computer Club Drama Club Drama Club Producer Engineering Club History Club Home Economics Club Honor Society	\$ \$ \$ \$ \$ \$ \$	1,003 1,809 2,171 3,906 4,775 1,337 4,346 2,176 1,337 1,003 3,009	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	1,006 1,814 2,176 3,916 4,787 1,340 4,357 2,181 1,340 1,340 1,006 3,017	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	1,011 1,823 2,187 3,935 4,811 1,347 4,379 2,192 1,347 1,347 1,011 3,032	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	1,018 1,836 2,204 3,965 4,847 1,357 4,411 2,209 1,357 1,357 1,018 3,054 3,054	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$	2,342 1,026 1,850 2,220 3,995 4,883 1,367 4,445 2,225 1,367 1,026 3,077 3,077	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	1,036 1,869 2,242 4,035 4,932 1,381 4,489 2,248 1,381 1,381 1,036 3,108
30 31 32 33 34 35 36 37 38 39			Chess Club Class Advisor Gr. 9 Class Advisor Gr.10 Class Advisor Gr. 11 Class Advisor Gr. 12 Computer Club Drama Club Drama Club Producer Engineering Club History Club Home Economics Club Honor Society Inter Act Advisor	\$ \$ \$ \$ \$ \$ \$	1,003 1,809 2,171 3,906 4,775 1,337 4,346 2,176 1,337 1,337 1,003 3,009 3,009	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	1,006 1,814 2,176 3,916 4,787 1,340 4,357 2,181 1,340 1,340 1,006 3,017 3,017	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	1,011 1,823 2,187 3,935 4,811 1,347 4,379 2,192 1,347 1,347 1,011 3,032 3,032	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	1,018 1,836 2,204 3,965 4,847 1,357 4,411 2,209 1,357 1,018 3,054 3,054 2,325	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$	2,342 1,026 1,850 2,220 3,995 4,883 1,367 4,445 2,225 1,367 1,026 3,077 3,077 2,342	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	1,036 1,869 2,242 4,035 4,932 1,381 4,489 2,248 1,381 1,036 3,108 3,108 2,365
30 31 32 33 34 35 36 37 38 39 40			Chess Club Class Advisor Gr. 9 Class Advisor Gr.10 Class Advisor Gr. 11 Class Advisor Gr. 12 Computer Club Drama Club Drama Club Producer Engineering Club History Club Home Economics Club Honor Society Inter Act Advisor Jazz Band	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	1,003 1,809 2,171 3,906 4,775 1,337 4,346 2,176 1,337 1,003 3,009 3,009 2,290	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	1,006 1,814 2,176 3,916 4,787 1,340 4,357 2,181 1,340 1,340 1,006 3,017 3,017 2,296	* * * * * * * * * * * * * * * * * * * *	1,011 1,823 2,187 3,935 4,811 1,347 4,379 2,192 1,347 1,011 3,032 3,032 2,307	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	1,018 1,836 2,204 3,965 4,847 1,357 4,411 2,209 1,357 1,018 3,054 3,054 2,325 2,325	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	2,342 1,026 1,850 2,220 3,995 4,883 1,367 4,445 2,225 1,367 1,026 3,077 3,077 2,342 2,342	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	1,036 1,869 2,242 4,035 4,932 1,381 4,489 2,248 1,381 1,381 1,036 3,108 2,365 2,365
30 31 32 33 34 35 36 37 38 39 40 41			Chess Club Class Advisor Gr. 9 Class Advisor Gr.10 Class Advisor Gr. 11 Class Advisor Gr. 12 Computer Club Drama Club Drama Club Producer Engineering Club History Club Home Economics Club Honor Society Inter Act Advisor Jazz Band Jazz Choir	\$ \$ \$ \$ \$ \$ \$ \$ \$	1,003 1,809 2,171 3,906 4,775 1,337 4,346 2,176 1,337 1,003 3,009 3,009 2,290 2,290	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	1,006 1,814 2,176 3,916 4,787 1,340 4,357 2,181 1,340 1,340 1,006 3,017 3,017 2,296 2,296 1,006	* * * * * * * * * * * * * * * * * * * *	1,011 1,823 2,187 3,935 4,811 1,347 4,379 2,192 1,347 1,011 3,032 3,032 2,307 2,307 1,011	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	1,018 1,836 2,204 3,965 4,847 1,357 4,411 2,209 1,357 1,018 3,054 3,054 2,325 2,325 1,018	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	2,342 1,026 1,850 2,220 3,995 4,883 1,367 4,445 2,225 1,367 1,367 1,026 3,077 2,342 2,342 1,026	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	1,036 1,869 2,242 4,035 4,932 1,381 4,489 2,248 1,381 1,036 3,108 3,108 2,365 2,365 1,036
30 31 32 33 34 35 36 37 38 39 40 41 42			Chess Club Class Advisor Gr. 9 Class Advisor Gr.10 Class Advisor Gr. 11 Class Advisor Gr. 12 Computer Club Drama Club Drama Club Producer Engineering Club History Club Home Economics Club Honor Society Inter Act Advisor Jazz Band Jazz Choir Language Club	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	1,003 1,809 2,171 3,906 4,775 1,337 4,346 2,176 1,337 1,003 3,009 3,009 2,290 2,290 1,003	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	1,006 1,814 2,176 3,916 4,787 1,340 4,357 2,181 1,340 1,006 3,017 3,017 2,296 2,296	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	1,011 1,823 2,187 3,935 4,811 1,347 4,379 2,192 1,347 1,011 3,032 3,032 2,307	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	1,018 1,836 2,204 3,965 4,847 1,357 4,411 2,209 1,357 1,018 3,054 3,054 2,325 2,325	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	2,342 1,026 1,850 2,220 3,995 4,883 1,367 4,445 2,225 1,367 1,026 3,077 3,077 2,342 2,342	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	1,036 1,869 2,242 4,035 4,932 1,381 4,489 2,248 1,381 1,381 1,036 3,108 2,365 2,365

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46	Location	Rate	Activity	•	16/17		17/18		18/19	:	19/20	2	20/21	2	21/22
47	High Sch	Yearly	Clubs	- 77	Base		0.25%	(	0.50%	(	).75%	(	).75%	1	.00%
48	. 800		Mock Trial Club	\$	1,337	\$	1,340	\$	1,347	\$	1,357	\$	1,367	\$	1,381
49			Musical - Drama Director	\$	2,842	\$	3,342	\$	3,359	\$	3,384	\$	3,409	\$	3,443
50			Vocal Director	\$	2,842	\$	3,342	\$	3,359	\$	3,384	\$	3,409	\$	3,443
51			Pit Orchestra	\$	2,842	\$	3,342	\$	3,359	\$	3,384	\$	3,409	\$	3,443
52			Set Design	\$	2,842	\$	3,342	\$	3,359	\$	3,384	\$	3,409	\$	3,443
53			Producer	\$	2,497	\$	2,997	\$	3,012	\$	3,035	\$	3,057	\$	3,088
54			Artistic Director	\$	-	\$	2,842	\$	2,856	\$	2,878	\$	2,899	\$	2,928
55			Newspaper	\$	3,676	\$	3,685	\$	3,704	\$	3,731	\$	3,759	\$	3,797
56			Peer Leadership	\$	1,337	\$	1,340	\$	1,347	\$	1,357	\$	1,367	\$	1,381
57			STARS 4 seasons Level E												
58			FBLA	\$	1,505	\$	1,509	\$	1,516	\$	1,528	\$	1,539	\$	1,555
59			Ocean Bowl	\$	3,906	\$	3,916	\$	3,935	\$	3,965	\$	3,995	\$	4,035
60			Multimedial Club	\$	4,943	\$	4,955	\$	4,980	\$	5,017	\$	5,055	\$	5,106
61			Model UN	\$	2,507	\$	2,513	\$	2,526	\$	2,545	\$	2,564	\$	2,590
62			Forensics Club	\$	2,507	\$	2,513	\$	2,526	\$	2,545	\$	2,564	\$	2,590
63			MSG Varsity	\$	1,041	\$	1,044	\$	1,049	\$	1,057	\$	1,065	\$	1,075
64			Greenhouse Club	\$	1,003	\$	1,006	\$	1,011	\$	1,018	\$	1,026	\$	1,036
65			Pep Band	\$	1,003	\$	1,006	\$	1,011	\$	1,018	\$	1,026	\$	1,036
66			Percussion Ensemble	\$	2,290	\$	2,296	\$	2,307	\$	2,325	\$	2,342	\$	2,365
67			Physical Fitness Club	\$	1,337	\$	1,340	\$	1,347	\$	1,357	\$	1,367	\$	1,381
68			Robotics Coordinator	\$	1,505	\$	1,509	\$	1,516	\$	1,528	\$	1,539	\$	1,555
69			SADD	\$	1,337	\$	1,340	\$	1,347	\$	1,357	\$	1,367	\$	1,381
70			Science Club	\$	2,005	\$	2,010	\$	2,020	\$	2,035	\$	2,050	\$	2,071
71			Science Olympiads	\$	1,003	\$	1,006	\$	1,011	\$	1,018	\$	1,026	\$	1,036
72			Sch Store	\$	1,671	\$	1,675	\$	1,684	\$	1,696	\$	1,709	\$	1,726
73			Set Construction (Drama)	\$	2,005	\$	2,010	\$	2,020	\$	2,035	\$	2,050	\$	2,071
74	****		Student Govt Advisor	\$	6,686	\$	6,703	\$	6,736	\$	6,787	\$	6,838	\$	6,906
75			Student Govt Ass. Advisor	\$	3,342	\$	3,350		3,367		3,392	\$	3,418	\$	3,452
76			Thespian Society	\$	669	\$	671	\$	674	\$	679	\$	684	\$	691
77		-	Tri M Society	\$	669	\$	671	\$	674	\$	679	\$	684	\$	691
78			Variety Show Advisor	*	1,672		1,676	\$	1,685	\$	1,697	\$	1,710	\$	1,727
79			Video Club	\$	1,337	\$	1,340	\$	1,347	\$	1,357	\$	1,367	\$	1,381
80			Whitman Literary Contest Coord. Web Site Club	\$	2,005	\$	2,010	\$	2,020	\$	2,035	\$	2,050	\$	2,071
81			Yearbook	\$	2,005	\$	2,010	\$	2,020	\$	2,035	\$	2,050	\$	2,071
82 83			Yearbook Assistant	\$	5,789	\$	5,803	\$	5,832	\$		\$	5,920	\$	5,980
84			Intramurals - Weightlifting	\$	3,472 6,686			\$	3,498	\$		\$	3,551	\$	3,586
85			Basketball	\$	1,337	\$	6,703 1,340	\$ \$	6,736 1,347	\$ \$	6,787 1,357	\$ \$	6,838	\$	6,906
86		:	Indoor Soccer	\$	1,003	\$	1,006	\$	1,011	\$	1,018	\$	1,367	\$ \$	1,381
87			Volleyball Tourney.	\$	1,337	-		\$	1,347	\$		\$	1,026		1,036
88	-		Additional Athletic Intramurals	\$	2,005	-		\$		\$		\$	1,367 2,050	<b>\$</b>	1,381
89			Additional Auneue Illustitutais	1	2,003	49	۷,010	Ф	2,020	10	درس,	1	4,030	4	2,071
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92	T	D :			46/45	_	4E /40		40 /40		40 /00	_	20 /24		24 /22
93	Location	Rate	Activity		16/17		17/18		18/19		19/20	<u>L.</u>	20/21		21/22
94	Mid Sch	Yearly	Clubs		Base	•	0.25%		0.50%	1	0.75%	(	0.75%	1	1.00%
95			Art Club-5-6	\$		\$	668	\$		\$		\$	681	\$	688
96		ļ	Art Club-7-8	\$		\$	668	\$		\$	676	\$	681	\$	688
97			Scrabble 5/6	\$		\$	668	\$		\$		\$	681	\$	688
98			Chess Club 5-8	\$		\$	1,340	\$		\$		\$	1,367	\$	1,381
99			Co-Cur Athletics	\$	4,847	\$	4,859	\$	4,883	\$	4,920	\$	4,957	\$	5,007
100			Community Outreach	\$	-,	\$	1,006	\$	1,011	\$		\$	1,026	\$	1,036
101			Computer Club	\$		\$	1,340	\$	1,347	\$	1,357	\$	1,367	\$	1,381
102			Courtyard Club	\$		\$	671	\$	674	\$	679	\$	684	\$	691
103			Drama	\$	1,671	\$	1,675	\$	1,684	\$		\$	1,709	\$	1,726
104			Foreign Language	\$	1,003	\$	1,006	\$	1,011	\$	1,018	\$	1,026	\$	1,036
105			Home & Career 5/6	\$		\$	839	\$	843	\$	850	\$	856	\$	865
106			Home & Career 7/8	\$		\$	839	\$	843	\$	850	\$	856	\$	865
107			Jazz Band	\$	2,290	\$	2,296	\$	2,307	\$		\$	2,342	\$	2,365
108			Jazz Choir	_\$	2,290	\$	2,296	\$	2,307	\$		\$	2,342	\$	2,365
109	,		Jr. Honor Society	\$	3,009	\$	3,017	.\$	3,032	\$	3,054	\$	3,077	\$	3,108
110			Literary Magazine	\$		\$	1,173	\$	1,179	\$	1,188	\$	1,197	\$	1,209
111			Math Olympiads	\$	1,337	\$	1,340	\$	1,347	\$	1,357	\$	1,367	\$	1,381
112			Mathletes	\$	1,337	\$	1,340	\$	1,347	\$	1,357	\$	1,367	\$	1,381
113			Newspaper	\$	1,880	\$	1,885	\$	1,894	\$		\$	1,923	\$	1,942
114			Newspaper Assistant	\$	1,013	\$	1,016	\$	1,021	\$	1,028	\$	1,036	\$	1,046
115			Science Club	\$	1,003	\$	1,006	\$	1,011	\$	1,018	\$	1,026	\$	1,036
116	···		Sr. Citizens Dinner	\$	3,676	\$	3,685	\$	3,704	\$	3,731	\$	3,759	\$	3,797
117			Service Club	\$	1,337	\$	1,340	\$	1,347	\$	1,357	\$	1,367	\$	1,381
118			Set Design/Constriction Adv	\$	1,282	\$	1,285	\$	1,292	\$	1,301	\$	1,311	\$	1,324
119			Spirit Week	\$	2,340	\$	2,346	\$	2,358	\$	2,375	\$	2,393	\$	2,417
120			Student Council	\$	3,009	\$	3,017	\$	3,032	\$	3,054	\$	3,077	\$	3,108
121			Yearbook	\$	2,894	\$	2,901	\$	2,916	\$	2,938	\$	2,960	\$	2,989
122			Book Club 5/6	\$	1,003	\$	1,006	-	-	+			1,026	\$	1,036
123			Peer Support/Going Green	\$	1,003	\$	1,006	-		+	1,018	+	1,026	\$	1,036
124			Lego Club	\$	1,003	\$	1,006	\$	1,011	\$	1,018	\$	1,026	\$	1,036
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138	Location	Rate	Activity	1	6/17	/17 17/1		18/19		19/20		20/21		21/22	
139	Elem Sch	Yearly	Clubs	F	Base	(	).25%	0	.50%	0.75%		0.75%		1.00%	
140			Craft 3	\$	1,215	\$	1,218	\$	1,224	\$	1,233	\$	1,243	\$	1,255
141			Science Club 2	\$	1,823	\$	1,828	\$	1,837	\$	1,850	\$	1,864	\$	1,883
142			Craft Club 4	\$	1,215	\$	1,218	\$	1,224	\$	1,233	\$	1,243	\$	1,255
143			Theatre Wkshop	\$	1,520	\$	1,524	\$	1,531	\$	1,543	\$	1,554	\$	1,570
144			Drama-3	\$	1,520	\$	1,524	\$	1,531	\$	1,543	\$	1,554	\$	1,570
145			Drama-3	\$	2,127	\$	2,132	\$	2,143	\$	2,159	\$	2,175	\$	2,197
146	_		Set Design-3	\$	912	\$	914	\$	919	\$	926	\$	933	\$	942
147			Sports-3	\$	2,279	\$	2,285	\$	2,296	\$	2,313	\$	2,331	\$	2,354
148			Book Club 3	\$	1,215	\$	1,218	\$	1,224	\$	1,233	\$	1,243	\$	1,255
149			Drama - 4	\$	2,127	\$	2,132	\$	2,143	\$	2,159	\$	2,175	\$	2,197
150			Set Design-4	\$	912	\$	914	\$	919	\$	926	\$	933	\$	942
151			Chours-4	\$	1,520	\$	1,524	\$	1,531	\$	1,543	\$	1,554	\$	1,570
152	·		Band-4	\$	1,520	\$	1,524	\$	1,531	\$	1,543	\$	1,554	\$	1,570
153			Orchestra-4	\$	1,520	\$	1,524	\$	1,531	\$	1,543	\$	1,554	\$	1,570
154			Sports-4	\$	2,279	\$	2,285	\$	2,296	\$	2,313	\$	2,331	\$	2,354
155			Math Olympiads-4	\$	1,215	\$	1,218	\$	1,224	\$	1,233	\$	1,243	\$	1,255
156			Student Council-4	\$	1,671	\$	2,171	\$	2,182	\$	2,198	\$	2,215	\$	2,237
157			Yearbook-4	\$	1,520	\$	2,020	\$	2,030	\$	2,045	\$	2,061	\$	2,081
158			Set Construction - 4	\$	608	\$	610	\$	613	\$	617	\$	622	\$	628
159			Sign Language-4	\$	1,215	\$	1,218	\$	1,224	\$	1,233	\$	1,243	\$	1,255
160			Courtyard	\$	1,215	\$	1,218	\$	1,224	\$	1,233	\$	1,243	\$	1,255
161			Study Buddy-4	\$	1,215	\$	1,218	\$	1,224	\$	1,233	\$	1,243	\$	1,255
162			Conflict Mediation-4	\$	1,520	\$	1,524	\$	1,531	\$	1,543	\$	1,554	\$	1,570
163			Newspaper Club	\$	1,367	\$	1,370	\$	1,377	\$	1,388	\$	1,398	\$	1,412
164			Computer Club	\$	1,367	\$	1,370	\$	1,377	\$	1,388	\$	1,398	\$	1,412
165			Board Games	\$	1,367	\$	1,370	\$	1,377	\$	1,388	\$	1,398	\$	1,412