

COMPREHENSIVE AGREEMENT
BETWEEN THE
MADRID COMMUNITY SCHOOL DISTRICT
AND THE
MADRID EDUCATION ASSOCIATION
2017-2019

AGREEMENT

Index

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AGREEMENT

This Agreement is entered into by and between the Madrid Community School District, hereinafter referred to as the “Employer”, and the Madrid Education Association, hereinafter referred to as the “Association”. Said Agreement represents the complete and final agreement on all items negotiated between the Employer and Association.

ARTICLE 1

RECOGNITION

The Employer recognizes the Madrid Education Association as the certified exclusive and sole bargaining representative as set forth in the PERB certification instrument (Case No. 803) issued by the PERB on the 25th day of October, 1976.

The unit described in the above certification is as follows:

INCLUDED: All full-time and regular half-time professional non-supervisory Employees, specifically classroom teachers, librarian, guidance counselor, school nurse and all teachers operating under federally funded programs (Title I, II, and III).

EXCLUDED: Superintendent, principals, all non-professional employees and all other persons excluded by Section 4 of the Iowa Public Relations Act.

ARTICLE 2

SAVINGS

If any provision of this Agreement is subsequently declared by the proper legislative or judicial authority to be unlawful, unenforceable, or not in accordance with applicable statutes or ordinances, all other provisions of this Agreement shall remain in full force and effect for the duration of this Agreement.

Regarding the part of the provision of the Agreement declared illegal or invalid, the parties shall meet and discuss a substitute provision(s) for those parts or provisions rendered or declared illegal or invalid.

ARTICLE 3

IMPASSE PROCEDURE

The impasse procedure will follow the PERB guidelines. When going to arbitration, PERB will be requested to send a list of seven names from which the arbitrator will be chosen.

ARTICLE 4

GRIEVANCE PROCEDURE

PURPOSE

The purpose of the Grievance Procedure is to secure, at the lowest possible level, solutions to grievances. The parties agree that an orderly and expeditious resolution of grievances is desirable.

A grievance shall mean a complaint that there has been a violation of an expressed provision of this Agreement. The aggrieved Employee is the Employee making the complaint.

PROCEDURE

It is expressly agreed and understood that no Employee or the Association shall have the right to compel the arbitration of a grievance without the written consent of the other. An aggrieved Employee may elect not to have an Association representative present at the grievance meeting(s) and he/she can process grievance without Association representation. The grievance form will be furnished by the Employer and be available at the building principal's office.

LEVEL 1

Any Employee having a grievance shall attempt to adjust the matter with his/her building principal within five (5) days from its occurrence.

LEVEL 2

A grievance which is not settled at Level 1 shall be placed in writing within five (5) workdays and signed by the aggrieved Employee and presented to the building principal for his/her decision in writing, which shall be given within seven (7) workdays. At the option of the aggrieved Employee, the Association representative may be present at Level 2. If said representative is present, the principal may also elect to have another party present.

LEVEL 3

If the grievance is not settled satisfactorily at Level 2, it shall be appealed to the superintendent or his/her designated representative within five (5) workdays. The superintendent or his/her designated representative agrees to meet with the Madrid Education Association representative within ten (10) workdays from receiving date of appeal. The principal may attend if requested by either party. The superintendent or his/her designated representative shall give a written answer at such meeting or within ten (10) workdays after the Level 3 meeting is held.

LEVEL 4

In the event the grievance is not disposed of at Level 3, either Employer or Association may, within ten (10) workdays from the final answer at Level 3, submit such matter to binding arbitration by notice in writing to the other party of intent to arbitrate.

All grievances must be taken up promptly and awards and settlements thereof shall in no case be made retroactive beyond the date on which the grievance was first presented in written form as provided in Level 2 of the grievance procedures. If a grievance is not presented within the time limits specified in this article, it shall be considered waived. If a grievance is not appealed to the next level within the specified time limits, it shall be considered settled on the basis of the Employer representative's last answer. The time limits in the grievance procedure may be extended by mutual agreement of the parties.

If a grievance occurs at the end of the school year such that there is insufficient time to process the grievance before school ends, the time limits set forth in this procedure shall be reduced by mutual agreement so that the grievance procedure may be exhausted prior to the end of the school year or within a maximum of thirty (30) days thereafter.

After either party hereto has so notified the other of its referral to arbitration, the parties will meet within ten (10) workdays after receipts by either party hereto of notice of referral to arbitration to select an arbitrator or to request in writing the Federal Mediation and Conciliation Service or Iowa Public Employment Relations Board to furnish a suggested list of names of seven (7) arbitrators from which list the parties shall select one (1) arbitrator. Within five (5) workdays after receipt of said panel arbitrators, the parties will meet to select the sole arbitrator at one sitting. Such selection shall be by agreement, if possible; otherwise, by the parties alternately eliminating names from the list. The party requesting arbitration will remove the first name. The arbitrator whose name remains on said list shall be accepted by both parties as the sole arbitrator.

The fees and expenses of the arbitrator will be shared equally by the parties. Released time and compensated time are not applicable to the grievance and arbitration procedure. Processing of any grievance shall be conducted outside the normal workday. Each party shall pay its own cost of preparation and presentation for arbitration. No stenographic transcript of the arbitration hearing shall be made unless requested by a party. The cost of stenographic reporting of the hearing shall be borne by the party requesting the same, except that the other party may request a copy of such transcript, in which case the parties shall equally divide the cost of stenographic reporting and of the transcripts. The arbitrator shall have no power to change, to alter, to detract from, or to add to the provisions of this Agreement.

The arbitrator's decision will be final and binding on both parties. All grievance and arbitration meetings under this article are to be held in private and are not open to the public.

Reference is made to Appendix A for the agreed upon grievance form.

ARTICLE 5

VACANCY PROCEDURE

After a permanent vacancy has occurred, the superintendent will post a notice regarding such in each building. During the summer the Association President or Association Designee will be notified of vacancies.

Any Employee may apply for said vacancy by making such application in writing to the superintendent within five (5) days of posting.

ARTICLE 6

IN-SERVICE

Make-Up

The In-Service Committee shall consist of administrative representative(s) and teacher selected representative(s) from the unit.

Responsibilities

An In-Service Committee with teacher representation shall be established for the purpose of making recommendations and suggestions to the Employer on the structure, subject, and content of the District's in-service training program. The Superintendent will consider the committee's input in determining his/her decision.

ARTICLE 7

HEALTH AND SAFETY MATTERS

The Employer will attempt to provide a safe place of employment for all Employees. Employees are encouraged to be alert for unsafe conditions and practices and to report these immediately to the Employer.

Employees shall observe all rules and regulations established by the Employer for the protection of life, limb, and health, and for the preservation of School District property.

All personnel of the school are required to submit evidence from a medical doctor indicating that they are free of communicable disease and otherwise in good physical health at the time of initial employment with the District. All such medical records will be maintained by staff as per Department of Education and State Statute so required.

If for any reason the health factor of an individual is of concern, the Employer reserves the right to request that a physical examination be administered at its expense by a medical doctor of its choice. Reports of such examination shall be completed on forms supplied by the school and available through the office of the Superintendent.

New Employees will pay for their initial physical examination.

ARTICLE 8

SALARY SCHEDULE

Schedule

The salary schedule of each regular full-time Employee covered by the regular salary schedule is set forth in Appendix "B" which is attached hereto and made a part of this Agreement.

A. Placement on Salary Schedule

1. Each Employee will be placed on his/her proper job classification and step of the salary schedule as of the effective date of this agreement.
2. New Employees coming into the school district may receive credit for teaching in other properly accredited school systems up to and including seven (7) years. Such credit will be at the discretion of the Superintendent and this prior experience must be immediately preceding the date of employment with the Madrid Community School District. New employees to the district will have until August 30 to notify the district if they believe they may have been placed incorrectly on the salary schedule.
3. A year of seniority consists of employment in the Madrid Community School District for one semester or more in one school year.
4. The Employer reserves the right to pay above the schedule if the Employer deems it necessary to staff critical teacher vacancies.

B. Advancement on Salary Schedule

1. All semester hours credit the Employee is requesting to be applied toward advancement in the job classification of the salary schedule must be NCA approved graduate level courses. Only 3 hours of coaching credit will be allowed to move on the salary schedule per year. In order for hours to be considered for advancement on the salary schedule, the Employee must receive the approval of the Superintendent prior to enrollment in the course.
2. The Employee must file in writing to the Employer an “intent to change job classification”, no later than March 1 of the preceding contract year in order to later apply for that change. To change job classification, the Employee must request such change in writing with receipt confirmed in writing by Employer or representative thereof and submit evidence of successful completion of required course work to the Superintendent no later than August 30 of the effected contract year. This course work must be substantiated by official grade transcripts from an approved college or university no later than September 30.
3. All hours earned toward job classification advancement must be earned within a ten (10) year period.
4. An Employee will only be allowed to make one (1) vertical and/or one (1) horizontal lane change on Appendix “B” per contract year.

C. Method of Payment

1. Each Employee shall be paid in nine (9) or twelve (12) equal installments on the 20th day of each month. Employees shall receive their direct deposit stub at their regular building, and on regular school days with the following exceptions:
 - a. When a date falls on or during the school holiday, vacation, or weekend, Employees shall receive their direct deposit stub on the last previous working school day.
 - b. Summer direct deposit stub, other than for summer school teachers, will be mailed on the 20th day of each month to the teacher’s designated address.
2. New Employees may be paid in two (2) installments for their first month of employment.

D. Extended Contracts

For general extended contract working days, time worked will be paid for as determined by the Employer. Summer driver education, summer band and coaching are not treated as an extended contract. A general workday will consist of at least eight hours, excluding lunch periods, with time and length of employment and daily hours of work to be determined by the Employer.

E. Summer Classroom Teaching

Summer classroom teaching positions, time and length of each workday, duration, and pay will be determined by the Employer.

F. Teacher Education Requirements

1. Degree teachers will seek further education as deemed necessary for state requirements, unless those requirements fall below six semester hours, in “teaching” field every ten years.
2. Hours of credit to be applied to the salary schedule must receive prior approval of the Superintendent.

ARTICLE 9

MENTORING

The mentoring program will be administered consistent with the district plan submitted and approved by the Department of Education. The mentoring program and the wage associated with that program, is based upon the legislature's continued funding and support of the program. If state funding or support is withdrawn, the district will not be obligated to continue the mentoring program or pay the wages to mentors in the program.

ARTICLE 10

LEAVES OF ABSENCE

A. Sick Leave

1. Regular full-time Employees will be granted leave of absence for Employee illness or injury with full pay in the following amounts:

1st year of employment	-----	10 work days
2nd year of employment	-----	11 work days
3rd year of employment	-----	12 work days
4th year of employment	-----	13 work days
5th year of employment	-----	14 work days
6th year and subsequent years of employment	-----	15 work days

Regular half-time Employees will earn and accumulate sick leave at fifty percent (50%) of the above schedule.

2. The unused sick days shall be cumulative to a maximum of ninety (90) work days for full-time and forty-five (45) work days for half-time Employees.
3. Sick leave earned and accumulated shall apply only to consecutive years of employment in the Madrid Community School District.
4. The Employee shall notify the Employer in advance in cases where the Employee anticipates an illness or temporary disability, which may result in absence of more than five (5) work days.

5. In order to qualify for payment, the Employer has the right to require such evidence as it deems necessary to substantiate the absence. It shall be the Employee's responsibility to notify the Employer at the earliest reasonable time possible so as to allow adequate time to secure a substitute.
6. Sick leave cannot be used where deferment of medical treatment would be possible at a time other than during the school year.
7. The minimum amount of sick leave request that can be granted is one half (1/2) workday.
8. All accumulated sick leave is forfeited upon the termination of employment.
9. The Employer may require such reasonable evidence, as it may desire confirming the necessity for any sick leave.
10. Employees shall be given a personal copy of a written accounting of accumulated sick leave days no later than October 1 of each school year.

B. Family Emergency Leave

1. Ten (10) paid days per year of emergency family leave may be granted, with administrative approval, for an employee to care for his/her sick spouse, child, mother, father, mother/father-in-law, grandchild, grandparent, step-mother, step-father or step-child.
2. Three (3) paid days per year of emergency family leave for an end of life circumstances may be granted, if all family medical leave days and personal business days have been exhausted, with superintendent approval, for an employee to care for his/her sick spouse, child, mother, father, mother/father-in-law, grandchild, grandparent, step-mother, step-father or step-child.
3. Family emergency leave is not cumulative from one contract year to the next.
4. This leave will be deducted from the employee's accumulated sick leave.

C. Personal Business Leave

1. Each regular full-time Employee will be allowed two (2) paid days of personal business leave to be granted at the discretion of the Superintendent and/or his/her designated representative.
2. Each regular half-time Employee will be allowed one (1) paid day of personal business leave to be granted at the discretion of the Superintendent and/or his/her designated representative.
3. No personal business leave for less than one half (1/2) workday will be granted.
4. Employees who do not use both days of their personal business leave will be allowed to carry unused days over to the next school year. Employees will not be able to accumulate more than four (4) days.
5. At least three (3) school days advance request shall be made to the appropriate administrator except in emergency situations.

6. Normal use of personal business leave must be for a purpose, which cannot be accomplished during non-school days or during non-school hours.
7. No more than two (2) teachers per building will be permitted to use personal business leave on the same day.
8. Personal business leave shall not be utilized as a vacation and will not be granted immediately preceding or following a regularly scheduled vacation period nor during the first or last contracted seven (7) days of school.

D. Professional Leave

Attendance of educational meetings or visitations to view other instructional techniques or programs are permitted with full pay if such absence is approved by the Superintendent. The Superintendent may require an Employee to attend this type of meeting and under these circumstances said Employee will be reimbursed for personal car travel and registration fees. If overnight stay is required, meals and lodging will be provided subject to prior approval by the administrator.

E. Bereavement

1. An Employee may be allowed up to five (5) days per occurrence leave without pay deduction in the event of the death of the Employee's spouse, child, mother, father, step-mother, step-father or step-child.
2. An Employee may be allowed up to three (3) days leave per occurrence without pay deduction in the event of death of other members of the Employee's immediate family to include: mother-in-law, father-in-law, sister, sister-in-law, brother, brother-in-law, daughter-in-law, and son-in-law. Also grandparents and grandparents-in-law, and grandchildren.
3. An Employee may be allowed one (1) day leave per occurrence without pay deduction to attend the funeral of a relative or participate in a funeral service.
4. Bereavement leave is not cumulative from one contract year to the next.

F. Association Leave

Up to four (4) workdays per contract year will be available for two (2) unit Employees to attend association business outside the school district. The cost of the substitute teacher will be at the expense of the Association. Two (2) Employees from the same building will not be gone at the same time for Association leave. This paid leave is not cumulative from one contract year to the next.

G. Subpoena & Jury Duty Leave (Board Policy 404.5)

An employee called for a court appearance under subpoena may be granted up to 2 days leave per year for the court subpoenaed court appearance. This leave is to be used only for subpoenaed employees and cannot be used for cases where the employee is either a plaintiff or defendant of a lawsuit or court case. Documentation of the subpoena including dates and times the employee will be called to court must be filed with the district. Any subpoena that deals with the job duties of an employee may be granted leave through professional leave days of this Section.

Any employee called for jury duty during school hours shall be provided time. Employees who are called to jury service shall notify the direct supervisor within twenty-four hours of receiving notice. Suitable proof of jury service pay must be presented to the school district. Any fees, remuneration, or compensation received, other than mileage and parking, shall be turned over to the Madrid Community School District. Employees released from jury duty shall report to work within one hour on any day when the employee is excused from jury duty during regular work hours.

H. Unpaid Leave

In the event that an Employee requests a leave of absence from work without pay, said request will be made in writing, stating the reason(s) and sent to the Superintendent. The Superintendent will consider each request on its individual merits before rendering his/her decision.

Unpaid leave shall be defined as an Employee's pay for the per diem of the teaching contract on date(s) of absence only. In the event an Employee requests a leave of absence from work without pay, said request will be made in writing.

In A, B, C, D, E, F and G above only compensable workdays missed will be paid for by the Employer.

ARTICLE 11

EMPLOYEE SERVICE YEAR

- A. Holiday and in-service days are considered days of service and compensation for same is included in the annual schedule. Days of vacation are not considered as holidays or days of service. The principle of paid vacations is not applicable to regular contract Employees due to the fact the unit Employees are paid on the basis of a specified number of contract year days.
- B. The Employer recognizes the following five (5) paid holidays during the service year: Labor Day, Thanksgiving Day, Christmas Day, New Years Day and Memorial Day. No Employee shall be required to perform duties on any of the above holidays.

In addition, one (1) of the days following Parent Teacher Conferences will be considered a paid holiday and Employees shall not be required to perform academic duties on this day.

- C. With the exception of school dismissal due to inclement weather, including extreme heat or cold, employee's attendance may be required at the discretion of the administration whenever student attendance is not required. Such days of required Employee attendance shall count as contract days.
- D. The Employer shall not be liable for Employee's salaries during the time schools are closed by order of the Board of Health or civil authorities. However, full salaries will be paid for time made up for the closing of school.

ARTICLE 12

HOURS

A. Work Day

- 1. The general workday at school for Employees not having compensated extra assignments shall be eight (8) hours.

2. The Employer shall determine and establish the arrival and departure time for each workday (including teaching and non-teaching contract days) for each Employee.
3. It is recognized that the total school program includes: in-service, faculty meetings, parent-teacher conferences, open houses and other similar public relations programs. In these instances, Employees will be working more than an eight hour day. Participation in the total school program as described above will be without additional compensation except for those extra and co-curricular assignments covered under the Supplemental Pay Schedule.
4. Employees may be allowed to leave on Fridays or prior to holidays after all their responsibilities have been concluded as determined by the administrator in charge. In these instances, the Employee may be working less than an eight (8) hour day.
5. Employees shall be responsible for such other duties connected with the public schools in the District as may be assigned by the Employer.

ARTICLE 13

DURATION

This agreement shall become effective August 21, 2017 and shall continue in full force and effect without change, except for the sections stated below, until midnight, June 30, 2019 and shall be automatically renewed from year to year thereafter, unless either party gives notice of its desire to modify, amend, or terminate this Agreement as hereinafter provided.

This Agreement constitutes the complete and final Agreement between the parties.

During the life of this Agreement, neither the Employer or the Association will be required to negotiate on any further matters affecting this Agreement or any other subjects not specifically set forth in this Agreement with the following exception:

In the event that the Legislature provides additional new monies and/or makes any changes that impact the language and/or administration of the contract we will reopen negotiations for the affected article(s).

Signed this 2nd day of June, 2017.

Employer
 Madrid Community School District

By Ryan Santos
 President, Board of Education

By B. H.
 Chief Negotiator

By B. H.
 Superintendent of Schools

Association
 Madrid Community Education Association

By [Signature]
 Association President

By [Signature]
 Chief Negotiator

By [Signature]
 Association Representative

APPENDIX "A"

GRIEVANCE REPORT

Level 2: AGGRIEVED EMPLOYEE SECTION

Date Filed with Employer _____

Building _____

Name of Aggrieved Person _____

Date Violation Occurred _____

Statement of Grievance: _____

Adjustment Desired: _____

Date _____

Signature of Aggrieved Employee

EMPLOYER SECTION

Employer's Answer: _____

Date _____

Signature of Building Principal

Level 3: AGGRIEVED EMPLOYEE SECTION

Concurrence with Employer answer? Yes () No ()

Action Taken: _____

Date _____ Signature of Aggrieved Employee _____

EMPLOYER SECTION

Employer's Answer: _____

Date _____ Signature of Superintendent _____

Level 4: AGGRIEVED EMPLOYEE SECTION

Concurrence with Employer answer? Yes () No ()

Action Taken: _____

Date _____ Signature of Aggrieved Employee _____

Madrid Community School District
Salary Schedule
 2017-2018

BASE SALARY: 33,360
 INCREASE: 150

STEP	BA + 42					
	<u>BA</u>	<u>BA + 15</u>	<u>BA+28</u>	<u>MA</u>	<u>MA +15</u>	<u>MA + 30</u>
1	33,360	33,960	34,635	35,385	36,210	37,110
2	33,935	34,635	35,410	36,260	37,185	38,185
3	34,510	35,310	36,185	37,135	38,160	39,260
4	35,085	35,985	36,960	38,010	39,135	40,335
5	35,660	36,660	37,735	38,885	40,110	41,410
6	36,235	37,335	38,510	39,760	41,085	42,485
7	36,810	38,010	39,285	40,635	42,060	43,560
8	37,385	38,685	40,060	41,510	43,035	44,635
9	37,960	39,360	40,835	42,385	44,010	45,710
10	38,535	40,035	41,610	43,260	44,985	46,785
11	39,110	40,710	42,385	44,135	45,960	47,860
12	39,685	41,385	43,160	45,010	46,935	48,935
13	40,260	42,060	43,935	45,885	47,910	50,010
14	40,835	42,735	44,710	46,760	48,885	51,085

CAREER INCREMENT:

15	41,410	43,410	45,485	47,635	49,860	52,160
16	41,985	44,085	46,260	48,510	50,835	53,235
17	42,560	44,760	47,035	49,385	51,810	54,310
18	43,135	45,435	47,810	50,260	52,785	55,385
19	43,710	46,110	48,585	51,135	53,760	56,460
20	44,285	46,785	49,360	52,010	54,735	57,535
21	44,860	47,460	50,135	52,885	55,710	58,610
22		48,135	50,910	53,760	56,685	59,685
23		48,810	51,685	54,635	57,660	60,760
24			52,460	55,510	58,635	61,835
25			53,235	56,385	59,610	62,910
26				57,260	60,585	63,985
27				58,135	61,560	65,060
28				59,010	62,535	66,135
29				59,885	63,510	67,210
30				60,760	64,485	68,285
31				61,635	65,460	69,360
32				62,510	66,435	70,435
33				63,385	67,410	71,510
34				64,260	68,385	72,585
35				65,135	69,360	73,660

Step & Dollar Increments

STEP	BA + 42					
	<u>BA</u>	<u>BA + 15</u>	<u>BA + 28</u>	<u>MA</u>	<u>MA + 15</u>	<u>MA + 30</u>
1 - 4	575	675	775	875	975	1,075
5 - 8	575	675	775	875	975	1,075
9 - 14	575	675	775	875	975	1,075

Career Increment

15 - 30	575	675	775	875	975	1,075
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Lane Change

BA to BA +15	\$600
BA + 15 to BA+28	\$675
BA+28 to BA+42/MA	\$750
BA+28/MA to MA+15	\$825
MA+15 to MA+30	\$900

Madrid Community School District
2017-2018 Projected TSS Salary Schedule

BASE SALARY: 33,360
INCREASE: 150
TSS SALARY: 6,080

	<u>BA</u>	<u>BA + 15</u>	<u>BA+28</u>	<u>BA + 42</u> <u>MA</u>	<u>MA +15</u>	<u>MA + 30</u>
STEP 1	39,440	40,040	40,715	41,465	42,290	43,190
2	40,015	40,715	41,490	42,340	43,265	44,265
3	40,590	41,390	42,265	43,215	44,240	45,340
4	41,165	42,065	43,040	44,090	45,215	46,415
5	41,740	42,740	43,815	44,965	46,190	47,490
6	42,315	43,415	44,590	45,840	47,165	48,565
7	42,890	44,090	45,365	46,715	48,140	49,640
8	43,465	44,765	46,140	47,590	49,115	50,715
9	44,040	45,440	46,915	48,465	50,090	51,790
10	44,615	46,115	47,690	49,340	51,065	52,865
11	45,190	46,790	48,465	50,215	52,040	53,940
12	45,765	47,465	49,240	51,090	53,015	55,015
13	46,340	48,140	50,015	51,965	53,990	56,090
14	46,915	48,815	50,790	52,840	54,965	57,165
CAREER INCREMENT:						
15	47,490	49,490	51,565	53,715	55,940	58,240
16	48,065	50,165	52,340	54,590	56,915	59,315
17	48,640	50,840	53,115	55,465	57,890	60,390
18	49,215	51,515	53,890	56,340	58,865	61,465
19	49,790	52,190	54,665	57,215	59,840	62,540
20	50,365	52,865	55,440	58,090	60,815	63,615
21	50,940	53,540	56,215	58,965	61,790	64,690
22		54,215	56,990	59,840	62,765	65,765
23		54,890	57,765	60,715	63,740	66,840
24			58,540	61,590	64,715	67,915
25			59,315	62,465	65,690	68,990
26				63,340	66,665	70,065
27				64,215	67,640	71,140
28				65,090	68,615	72,215
29				65,965	69,590	73,290
30				66,840	70,565	74,365
31				67,715	71,540	75,440
32				68,590	72,515	76,515
33				69,465	73,490	77,590
34				70,340	74,465	78,665
35				71,215	75,440	79,740

Step & Dollar Increments

<u>STEP</u>	<u>BA</u>	<u>BA + 15</u>	<u>BA + 28</u>	<u>MA</u>	<u>MA + 15</u>	<u>MA + 30</u>
1 - 4	575	675	775	875	975	1,075
5 - 8	575	675	775	875	975	1,075
9 - 14	575	675	775	875	975	1,075

Career Increment

15 - 30	575	675	775	875	975	1,075
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Lane Change

BA to BA+15	\$600
BA + 15 to BA+28	\$675
BA+28 to BA+42/MA	\$750
BA+28/MA to MA+15	\$825
MA+15 to MA+30	\$900