

MEMORANDUM OF AGREEMENT
between
BETHLEHEM CENTRAL SCHOOL DISTRICT
and the
BETHLEHEM TEACHERS' ASSOCIATION

The Parties agree to amend and extend the 2006-2010 Collective Bargaining Agreement between the Bethlehem Central School District and the Bethlehem Teachers' Association ("Agreement"), and shall extend the terms and conditions of the Agreement, except as amended by this Memorandum of Agreement. This Memorandum of Agreement is subject to ratification by the Bethlehem Central School District and the Bethlehem Teachers' Association before it becomes final. The Agreement shall be amended as follows:

1. Amend and add to Article VI – Work Day and Work Year

Commencing 2009-2010

- a. The additional hour of continuous improvement referred to in Article VI, Section 2(i) will be eliminated. In addition, the Election Day conference day will remain as a teacher work day and will be reserved for teacher preparation and planning and shall not be subject to district agenda.

Commencing 2010-2011

- b. Elementary, middle and high school students begin with a full day of instruction on the Thursday following Labor Day.
- c. Four of the 184 teacher work days shall be Superintendent conference days for preparation and planning. The first and second conference days shall be the Tuesday and Wednesday following Labor Day. The Wednesday following Labor Day will be reserved for teacher preparation and planning and shall not be subject to district agenda. The third teacher work day shall be Election Day and will be reserved for teacher preparation and planning and shall not be subject to district agenda. The fourth conference day shall be the Friday of the last week of school. All other work days shall be in accordance with existing Agreement.

2. Amend and add to Article XII – Sabbatical Leave (p. 22)

Provided, however, that no sabbatical leave shall be granted during the 2009-2010 school year and no more than one sabbatical leave shall be granted during the 2010-2011 school year. Effective the 2011-2012 school year no more than two sabbatical leaves shall be granted.

3. Salary Schedules – (pp. 39-60) shall be amended as follows:

a. Teachers' Salary Schedule A. (See Attached Salary Schedule A)

(i) 2009-2010

Effective September 1, 2009 eligible teachers shall move one step on the 2008-2009 salary schedule.

Effective January 1, 2010 the 2008-2009 salary schedule shall be increased by 3.25% to create the 2009-2010 Salary schedule.

(ii) 2010-2011

Effective September 1, 2010 eligible teachers shall move one step on the 2009-2010 salary schedule.

Effective December 1, 2010 the 2009-2010 salary schedule shall be increased by 2.75% to create the 2010-2011 salary schedule.

(iii) 2011-2012

Effective September 1, 2011, eligible teachers shall move one step on the 2010-2011 salary schedule and the salary schedule shall be increased by 2.0% to create the 2011-2012 salary schedule. Provided, however, that if the Bureau of Labor Statistics Consumer Price Index (CPI) for New York-Northeastern New Jersey for the twelve month period ending March 31, 2011, exceeds 3.5%, the District agrees to increase the 2011-12 salary schedules by .5% to 2.5%.

b. Schedule B – Extra Duty Pay Schedule. (See attached Salary Schedule B)

All salary schedules included in Schedule B will be increased in 2011-2012 in accordance with the corresponding percentage increase (2% or 2.5%) for Salary Schedule A for 2011-2012. The attached salaries in schedule B effective July 1, 2011 reflect the 2.0% increase.

c. (i) Effective September 1, 2009 the 2008-09 Salary Schedule C, Salary Schedule D and Salary Schedule E shall be increased by 3.25% to create the 2009-10 Salary Schedules C,D, and E. (See Attached Salary Schedules C,D,E).

(ii) The Salary Schedule C, Salary Schedule D and Salary Schedule E shall be increased by 2.75% effective September 1, 2010 to create the 2010-2011 Salary schedules. (See Attached Salary Schedules C,D,E)

(iii) The Salary Schedule C, Salary Schedule D and Salary Schedule E shall be increased by 2% effective September 1, 2011 to create the 2011-12 salary schedules. Provided, however, that if the Bureau of Labor Statistics Consumer Price Index (CPI) for New York-Northeastern New Jersey for the twelve month period ending March 31, 2011 exceeds 3.5%, the District agrees to increase all salary schedules for 2011-2012 by .5% to 2.5%. (See Attached Salary Schedules C,D,E)

(iv) The raises for Schedules C,D,E will be implemented September 1st of each year, with no delay or modification as intended for Schedule A herein.

4. Appendix A (7) Professional Development Program, there will be no payment of professional development stipends for the 2009-2010 school year. There will be up to seven (7) clock hours of payment or a maximum of \$140 payment at the end of 2010-2011 school year. Effective for the 2011-2012 school year, the maximum payment provided under the Professional Development Program will return to \$280 per year for fourteen (14) clock hours in accordance with the existing Agreement.

5. Article XV, Retirement Incentive – [Modifications for 2009-2010 and 2010-2011]

a. For the 2009-10 and the 2010-11 school years any teacher who is eligible to retire under NYSTRS without incurring a NYSTRS penalty (decrease in calculated retirement benefit) shall receive a \$20,000 lump sum retirement incentive in lieu of the monetary retirement incentive provided in Section 3 of this Article XV, except that such eligible teachers may receive the payment for sick leave accrual payment as provided in Section 3.

b. Eligible unit members who have a minimum of 101 accrued sick days at retirement shall also be paid for unused sick days according to Article XV Section 3. The maximum entitlement under these modifications is \$34,625.

c. All other provisions in Article XV, with the exceptions of the modifications listed above in 5a and 5b, remain as written in the Agreement.

d. Effective July 1, 2011, the retirement incentive in Article XV shall return to the existing wording found in the Agreement and will not be subject to the modifications listed above in 5a and 5b.

6. Article XIX - - Term (p. 38)

This Agreement shall be effective July 1, 2009 through June 30, 2012.

Dated: April 20, 2009

Bethlehem Central School District

Bethlehem Central Teachers' Association

By: _____
Dr. Michael D. Tebbano
Superintendent

By: _____
David Rounds, BCTA President

By: _____
James Lytle, President
BCSD Board of Education

By: _____
Kelly Ward

By: _____
Shannon Casso

By: _____
William Cleveland

By: _____
Zachary Assael

ATHLETIC SCHEDULE B

BCTA Athletic Stipend Effective July 1, 2007

Stipend Title	Step 1	Step 2	Step 3	Step 4	Step 5-9	Step 10	Step 11	Step 12	Step 13
Head JV Golf	\$ 1,449	\$ 1,572	\$ 1,702	\$ 1,817	\$ 1,941	\$ 2,323	\$ 2,392	\$ 2,463	\$ 2,537
Head JV Cheerleading (Winter) Basketball	\$ 1,507	\$ 1,635	\$ 1,770	\$ 1,891	\$ 2,018	\$ 2,416	\$ 2,488	\$ 2,563	\$ 2,639
Head Modified Soccer (Men & Women)	\$ 1,681	\$ 1,824	\$ 1,974	\$ 2,108	\$ 2,251	\$ 2,694	\$ 2,775	\$ 2,858	\$ 2,944
Head Modified Basketball (Men & Women)	\$ 1,855	\$ 2,012	\$ 2,178	\$ 2,327	\$ 2,484	\$ 2,973	\$ 3,062	\$ 3,154	\$ 3,248
Head Modified Baseball & Softball	\$ 1,855	\$ 2,012	\$ 2,178	\$ 2,327	\$ 2,484	\$ 2,973	\$ 3,062	\$ 3,154	\$ 3,248
Head Modified Lacrosse (Men)	\$ 1,855	\$ 2,012	\$ 2,178	\$ 2,327	\$ 2,484	\$ 2,973	\$ 3,062	\$ 3,154	\$ 3,248
Head Freshman Field Hockey (Women)	\$ 1,855	\$ 2,012	\$ 2,178	\$ 2,327	\$ 2,484	\$ 2,973	\$ 3,062	\$ 3,154	\$ 3,248
Head JV Cheerleading (Fall) Football	\$ 1,855	\$ 2,012	\$ 2,178	\$ 2,327	\$ 2,484	\$ 2,973	\$ 3,062	\$ 3,154	\$ 3,248
Head JV Tennis (Men-Spring & Women-Fall)	\$ 1,913	\$ 2,075	\$ 2,246	\$ 2,399	\$ 2,562	\$ 3,066	\$ 3,158	\$ 3,253	\$ 3,350
Head Varsity Bowling (Men & Women)	\$ 1,913	\$ 2,075	\$ 2,246	\$ 2,399	\$ 2,562	\$ 3,066	\$ 3,158	\$ 3,253	\$ 3,350
Head Varsity Golf	\$ 1,913	\$ 2,075	\$ 2,246	\$ 2,399	\$ 2,562	\$ 3,066	\$ 3,158	\$ 3,253	\$ 3,350
Head Varsity Cheerleading (Winter) Basketball	\$ 1,971	\$ 2,138	\$ 2,314	\$ 2,473	\$ 2,639	\$ 3,159	\$ 3,253	\$ 3,350	\$ 3,451
Head Freshman Soccer Coach (Men & Women)	\$ 2,087	\$ 2,264	\$ 2,450	\$ 2,618	\$ 2,795	\$ 3,344	\$ 3,444	\$ 3,548	\$ 3,655
Head Freshman Cross Country (Men & Women)	\$ 2,087	\$ 2,264	\$ 2,450	\$ 2,618	\$ 2,795	\$ 3,344	\$ 3,444	\$ 3,548	\$ 3,655
Head Freshman-Modified Swimming (Co-ed)	\$ 2,087	\$ 2,264	\$ 2,450	\$ 2,618	\$ 2,795	\$ 3,344	\$ 3,444	\$ 3,548	\$ 3,655
Head Freshman Volleyball (Men & Women)	\$ 2,145	\$ 2,327	\$ 2,518	\$ 2,690	\$ 2,851	\$ 3,437	\$ 3,540	\$ 3,646	\$ 3,756
Asst Modified Football	\$ 2,202	\$ 2,390	\$ 2,586	\$ 2,763	\$ 2,950	\$ 3,530	\$ 3,636	\$ 3,745	\$ 3,857
Asst Modified Wrestling	\$ 2,202	\$ 2,390	\$ 2,586	\$ 2,763	\$ 2,950	\$ 3,530	\$ 3,636	\$ 3,745	\$ 3,857
Head Varsity Cheerleading (Fall) Football	\$ 2,202	\$ 2,390	\$ 2,586	\$ 2,763	\$ 2,950	\$ 3,530	\$ 3,636	\$ 3,745	\$ 3,857
Head Freshman Baseball & Softball	\$ 2,318	\$ 2,515	\$ 2,722	\$ 2,908	\$ 3,105	\$ 3,716	\$ 3,827	\$ 3,942	\$ 4,060
Head Freshman Lacrosse (Men)	\$ 2,318	\$ 2,515	\$ 2,722	\$ 2,908	\$ 3,105	\$ 3,716	\$ 3,827	\$ 3,942	\$ 4,060
Head Freshman-Modified Lacrosse (Women)	\$ 2,318	\$ 2,515	\$ 2,722	\$ 2,908	\$ 3,105	\$ 3,716	\$ 3,827	\$ 3,942	\$ 4,060
Head JV Field Hockey	\$ 2,318	\$ 2,515	\$ 2,722	\$ 2,908	\$ 3,105	\$ 3,716	\$ 3,827	\$ 3,942	\$ 4,060
Head JV Volleyball (Men & Women)	\$ 2,434	\$ 2,641	\$ 2,859	\$ 3,054	\$ 3,260	\$ 3,902	\$ 4,019	\$ 4,139	\$ 4,263
Asst Varsity Gymnastics	\$ 2,434	\$ 2,641	\$ 2,859	\$ 3,054	\$ 3,260	\$ 3,902	\$ 4,019	\$ 4,139	\$ 4,263
Head Modified Football	\$ 2,492	\$ 2,703	\$ 2,926	\$ 3,127	\$ 3,338	\$ 3,994	\$ 4,114	\$ 4,237	\$ 4,365
Asst (#1) Varsity Track - Outdoor (Men & Women)	\$ 2,550	\$ 2,767	\$ 2,994	\$ 3,199	\$ 3,416	\$ 4,087	\$ 4,209	\$ 4,336	\$ 4,466
Asst (#2) Varsity Track - Outdoor (Men & Women)	\$ 2,550	\$ 2,767	\$ 2,994	\$ 3,199	\$ 3,416	\$ 4,087	\$ 4,209	\$ 4,336	\$ 4,466
Head Freshman Basketball (Men & Women)	\$ 2,608	\$ 2,830	\$ 3,063	\$ 3,272	\$ 3,493	\$ 4,180	\$ 4,306	\$ 4,435	\$ 4,568
Head JV Baseball & Softball	\$ 2,608	\$ 2,830	\$ 3,063	\$ 3,272	\$ 3,493	\$ 4,180	\$ 4,306	\$ 4,435	\$ 4,568
Head JV Lacrosse (Men & Women)	\$ 2,608	\$ 2,830	\$ 3,063	\$ 3,272	\$ 3,493	\$ 4,180	\$ 4,306	\$ 4,435	\$ 4,568
Asst (#1) Track - Indoor (Men & Women)	\$ 2,724	\$ 2,955	\$ 3,198	\$ 3,418	\$ 3,648	\$ 4,366	\$ 4,497	\$ 4,632	\$ 4,770
Asst (#2) Track - Indoor (Men & Women)	\$ 2,724	\$ 2,955	\$ 3,198	\$ 3,418	\$ 3,648	\$ 4,366	\$ 4,497	\$ 4,632	\$ 4,770
Asst Varsity Ice Hockey	\$ 2,724	\$ 2,955	\$ 3,198	\$ 3,418	\$ 3,648	\$ 4,366	\$ 4,497	\$ 4,632	\$ 4,770
Head JV Soccer (Men & Women)	\$ 2,782	\$ 3,018	\$ 3,266	\$ 3,490	\$ 3,726	\$ 4,459	\$ 4,592	\$ 4,730	\$ 4,872
Head Varsity Cross Country (Men & Women)	\$ 2,782	\$ 3,018	\$ 3,266	\$ 3,490	\$ 3,726	\$ 4,459	\$ 4,592	\$ 4,730	\$ 4,872
Head Varsity Tennis (Men-Spring & Women-Fall)	\$ 2,782	\$ 3,018	\$ 3,266	\$ 3,490	\$ 3,726	\$ 4,459	\$ 4,592	\$ 4,730	\$ 4,872
Head Varsity Volleyball (Men & Women)	\$ 2,782	\$ 3,018	\$ 3,266	\$ 3,490	\$ 3,726	\$ 4,459	\$ 4,592	\$ 4,730	\$ 4,872
Asst JV Football	\$ 2,840	\$ 3,081	\$ 3,335	\$ 3,562	\$ 3,804	\$ 4,552	\$ 4,689	\$ 4,829	\$ 4,974
Asst Freshman Football	\$ 2,840	\$ 3,081	\$ 3,335	\$ 3,562	\$ 3,804	\$ 4,552	\$ 4,689	\$ 4,829	\$ 4,974
Head Modified Wrestling	\$ 2,840	\$ 3,081	\$ 3,335	\$ 3,562	\$ 3,804	\$ 4,552	\$ 4,689	\$ 4,829	\$ 4,974
Head Varsity Field Hockey	\$ 2,840	\$ 3,081	\$ 3,335	\$ 3,562	\$ 3,804	\$ 4,552	\$ 4,689	\$ 4,829	\$ 4,974
Asst Varsity Swimming (Diving) (Men & Women)	\$ 3,014	\$ 3,270	\$ 3,539	\$ 3,781	\$ 4,037	\$ 4,830	\$ 4,975	\$ 5,124	\$ 5,279
Head JV Basketball (Men & Women)	\$ 3,072	\$ 3,333	\$ 3,607	\$ 3,853	\$ 4,114	\$ 4,923	\$ 5,070	\$ 5,223	\$ 5,379
Head JV Wrestling	\$ 3,072	\$ 3,333	\$ 3,607	\$ 3,853	\$ 4,114	\$ 4,923	\$ 5,070	\$ 5,223	\$ 5,379
Head Varsity Baseball & Softball	\$ 3,130	\$ 3,396	\$ 3,675	\$ 3,927	\$ 4,192	\$ 5,017	\$ 5,167	\$ 5,322	\$ 5,481
Head Varsity Lacrosse (Men & Women)	\$ 3,130	\$ 3,396	\$ 3,675	\$ 3,927	\$ 4,192	\$ 5,017	\$ 5,167	\$ 5,322	\$ 5,481
Head Varsity Gymnastics	\$ 3,130	\$ 3,396	\$ 3,675	\$ 3,927	\$ 4,192	\$ 5,017	\$ 5,167	\$ 5,322	\$ 5,481
Head JV Football	\$ 3,246	\$ 3,521	\$ 3,811	\$ 4,072	\$ 4,347	\$ 5,202	\$ 5,358	\$ 5,519	\$ 5,684
Head Freshman Football	\$ 3,246	\$ 3,521	\$ 3,811	\$ 4,072	\$ 4,347	\$ 5,202	\$ 5,358	\$ 5,519	\$ 5,684
Head Varsity Soccer (Men & Women)	\$ 3,478	\$ 3,773	\$ 4,083	\$ 4,363	\$ 4,658	\$ 5,573	\$ 5,741	\$ 5,913	\$ 6,090
Head Varsity Track - Outdoor (Men & Women)	\$ 3,478	\$ 3,773	\$ 4,083	\$ 4,363	\$ 4,658	\$ 5,573	\$ 5,741	\$ 5,913	\$ 6,090
Asst (#1) Varsity Football	\$ 3,536	\$ 3,836	\$ 4,151	\$ 4,435	\$ 4,735	\$ 5,667	\$ 5,836	\$ 6,011	\$ 6,191
Asst (#2) Varsity Football	\$ 3,536	\$ 3,836	\$ 4,151	\$ 4,435	\$ 4,735	\$ 5,667	\$ 5,836	\$ 6,011	\$ 6,191
Head Track - Indoor (Men & Women)	\$ 3,536	\$ 3,836	\$ 4,151	\$ 4,435	\$ 4,735	\$ 5,667	\$ 5,836	\$ 6,011	\$ 6,191
Head Varsity Ice Hockey	\$ 3,536	\$ 3,836	\$ 4,151	\$ 4,435	\$ 4,735	\$ 5,667	\$ 5,836	\$ 6,011	\$ 6,191
Head Varsity Swimming (Men & Women)	\$ 3,883	\$ 4,212	\$ 4,559	\$ 4,872	\$ 5,201	\$ 6,223	\$ 6,411	\$ 6,603	\$ 6,801
Head Varsity Basketball (Men & Women)	\$ 3,999	\$ 4,339	\$ 4,696	\$ 5,017	\$ 5,356	\$ 6,410	\$ 6,602	\$ 6,800	\$ 7,004
Head Varsity Wrestling	\$ 3,999	\$ 4,339	\$ 4,696	\$ 5,017	\$ 5,356	\$ 6,410	\$ 6,602	\$ 6,800	\$ 7,004
Head Varsity Football	\$ 4,405	\$ 4,779	\$ 5,172	\$ 5,526	\$ 5,900	\$ 7,060	\$ 7,272	\$ 7,490	\$ 7,715

ATHLETIC SCHEDULE B

BCTA Athletic Stipend Effective July 1, 2011

Stipend Title	Step 1	Step 2	Step 3	Step 4	Step 5-9	Step 10	Step 11	Step 12	Step 13
Head JV Golf	\$ 1,478	\$ 1,604	\$ 1,736	\$ 1,854	\$ 1,979	\$ 2,369	\$ 2,440	\$ 2,513	\$ 2,588
Head JV Cheerleading (Winter) Basketball	\$ 1,537	\$ 1,668	\$ 1,805	\$ 1,929	\$ 2,059	\$ 2,464	\$ 2,538	\$ 2,614	\$ 2,692
Head Modified Soccer (Men & Women)	\$ 1,714	\$ 1,860	\$ 2,013	\$ 2,150	\$ 2,296	\$ 2,748	\$ 2,830	\$ 2,915	\$ 3,002
Head Modified Basketball (Men & Women)	\$ 1,892	\$ 2,052	\$ 2,221	\$ 2,373	\$ 2,534	\$ 3,032	\$ 3,123	\$ 3,217	\$ 3,313
Head Modified Baseball & Softball	\$ 1,892	\$ 2,052	\$ 2,221	\$ 2,373	\$ 2,534	\$ 3,032	\$ 3,123	\$ 3,217	\$ 3,313
Head Modified Lacrosse (Men)	\$ 1,892	\$ 2,052	\$ 2,221	\$ 2,373	\$ 2,534	\$ 3,032	\$ 3,123	\$ 3,217	\$ 3,313
Head Freshman Field Hockey (Women)	\$ 1,892	\$ 2,052	\$ 2,221	\$ 2,373	\$ 2,534	\$ 3,032	\$ 3,123	\$ 3,217	\$ 3,313
Head JV Cheerleading (Fall) Football	\$ 1,892	\$ 2,052	\$ 2,221	\$ 2,373	\$ 2,534	\$ 3,032	\$ 3,123	\$ 3,217	\$ 3,313
Head JV Tennis (Men-Spring & Women-Fall)	\$ 1,951	\$ 2,117	\$ 2,291	\$ 2,447	\$ 2,613	\$ 3,127	\$ 3,221	\$ 3,318	\$ 3,417
Head Varsity Bowling (Men & Women)	\$ 1,951	\$ 2,117	\$ 2,291	\$ 2,447	\$ 2,613	\$ 3,127	\$ 3,221	\$ 3,318	\$ 3,417
Head Varsity Golf	\$ 1,951	\$ 2,117	\$ 2,291	\$ 2,447	\$ 2,613	\$ 3,127	\$ 3,221	\$ 3,318	\$ 3,417
Head Varsity Cheerleading (Winter) Basketball	\$ 2,010	\$ 2,181	\$ 2,361	\$ 2,522	\$ 2,692	\$ 3,222	\$ 3,318	\$ 3,417	\$ 3,520
Head Freshman Soccer Coach (Men & Women)	\$ 2,128	\$ 2,309	\$ 2,499	\$ 2,670	\$ 2,850	\$ 3,411	\$ 3,513	\$ 3,619	\$ 3,728
Head Freshman Cross Country (Men & Women)	\$ 2,128	\$ 2,309	\$ 2,499	\$ 2,670	\$ 2,850	\$ 3,411	\$ 3,513	\$ 3,619	\$ 3,728
Head Freshman-Modified Swimming (Co-ed)	\$ 2,128	\$ 2,309	\$ 2,499	\$ 2,670	\$ 2,850	\$ 3,411	\$ 3,513	\$ 3,619	\$ 3,728
Head Freshman Volleyball (Men & Women)	\$ 2,187	\$ 2,373	\$ 2,569	\$ 2,744	\$ 2,908	\$ 3,506	\$ 3,610	\$ 3,719	\$ 3,831
Asst Modified Football	\$ 2,247	\$ 2,438	\$ 2,638	\$ 2,819	\$ 3,009	\$ 3,601	\$ 3,709	\$ 3,820	\$ 3,935
Asst Modified Wrestling	\$ 2,247	\$ 2,438	\$ 2,638	\$ 2,819	\$ 3,009	\$ 3,601	\$ 3,709	\$ 3,820	\$ 3,935
Head Varsity Cheerleading (Fall) Football	\$ 2,247	\$ 2,438	\$ 2,638	\$ 2,819	\$ 3,009	\$ 3,601	\$ 3,709	\$ 3,820	\$ 3,935
Head Freshman Baseball & Softball	\$ 2,365	\$ 2,565	\$ 2,776	\$ 2,967	\$ 3,167	\$ 3,790	\$ 3,904	\$ 4,021	\$ 4,142
Head Freshman Lacrosse (Men)	\$ 2,365	\$ 2,565	\$ 2,776	\$ 2,967	\$ 3,167	\$ 3,790	\$ 3,904	\$ 4,021	\$ 4,142
Head Freshman-Modified Lacrosse (Women)	\$ 2,365	\$ 2,565	\$ 2,776	\$ 2,967	\$ 3,167	\$ 3,790	\$ 3,904	\$ 4,021	\$ 4,142
Head JV Field Hockey	\$ 2,365	\$ 2,565	\$ 2,776	\$ 2,967	\$ 3,167	\$ 3,790	\$ 3,904	\$ 4,021	\$ 4,142
Head JV Volleyball (Men & Women)	\$ 2,483	\$ 2,694	\$ 2,916	\$ 3,115	\$ 3,325	\$ 3,980	\$ 4,099	\$ 4,222	\$ 4,348
Asst Varsity Gymnastics	\$ 2,483	\$ 2,694	\$ 2,916	\$ 3,115	\$ 3,325	\$ 3,980	\$ 4,099	\$ 4,222	\$ 4,348
Head Modified Football	\$ 2,542	\$ 2,757	\$ 2,984	\$ 3,189	\$ 3,405	\$ 4,074	\$ 4,196	\$ 4,322	\$ 4,452
Asst (#1) Varsity Track - Outdoor (Men & Women)	\$ 2,601	\$ 2,822	\$ 3,054	\$ 3,263	\$ 3,484	\$ 4,169	\$ 4,294	\$ 4,422	\$ 4,555
Asst (#2) Varsity Track - Outdoor (Men & Women)	\$ 2,601	\$ 2,822	\$ 3,054	\$ 3,263	\$ 3,484	\$ 4,169	\$ 4,294	\$ 4,422	\$ 4,555
Head Freshman Basketball (Men & Women)	\$ 2,660	\$ 2,886	\$ 3,124	\$ 3,337	\$ 3,563	\$ 4,264	\$ 4,392	\$ 4,524	\$ 4,660
Head JV Baseball & Softball	\$ 2,660	\$ 2,886	\$ 3,124	\$ 3,337	\$ 3,563	\$ 4,264	\$ 4,392	\$ 4,524	\$ 4,660
Head JV Lacrosse (Men & Women)	\$ 2,660	\$ 2,886	\$ 3,124	\$ 3,337	\$ 3,563	\$ 4,264	\$ 4,392	\$ 4,524	\$ 4,660
Asst (#1) Track - Indoor (Men & Women)	\$ 2,779	\$ 3,014	\$ 3,262	\$ 3,486	\$ 3,721	\$ 4,453	\$ 4,587	\$ 4,724	\$ 4,866
Asst (#2) Track - Indoor (Men & Women)	\$ 2,779	\$ 3,014	\$ 3,262	\$ 3,486	\$ 3,721	\$ 4,453	\$ 4,587	\$ 4,724	\$ 4,866
Asst Varsity Ice Hockey	\$ 2,779	\$ 3,014	\$ 3,262	\$ 3,486	\$ 3,721	\$ 4,453	\$ 4,587	\$ 4,724	\$ 4,866
Head JV Soccer (Men & Women)	\$ 2,838	\$ 3,078	\$ 3,332	\$ 3,560	\$ 3,801	\$ 4,548	\$ 4,684	\$ 4,825	\$ 4,969
Head Varsity Cross Country (Men & Women)	\$ 2,838	\$ 3,078	\$ 3,332	\$ 3,560	\$ 3,801	\$ 4,548	\$ 4,684	\$ 4,825	\$ 4,969
Head Varsity Tennis (Men-Spring & Women-Fall)	\$ 2,838	\$ 3,078	\$ 3,332	\$ 3,560	\$ 3,801	\$ 4,548	\$ 4,684	\$ 4,825	\$ 4,969
Head Varsity Volleyball (Men & Women)	\$ 2,838	\$ 3,078	\$ 3,332	\$ 3,560	\$ 3,801	\$ 4,548	\$ 4,684	\$ 4,825	\$ 4,969
Asst JV Football	\$ 2,897	\$ 3,143	\$ 3,401	\$ 3,634	\$ 3,880	\$ 4,643	\$ 4,782	\$ 4,926	\$ 5,074
Asst Freshman Football	\$ 2,897	\$ 3,143	\$ 3,401	\$ 3,634	\$ 3,880	\$ 4,643	\$ 4,782	\$ 4,926	\$ 5,074
Head Modified Wrestling	\$ 2,897	\$ 3,143	\$ 3,401	\$ 3,634	\$ 3,880	\$ 4,643	\$ 4,782	\$ 4,926	\$ 5,074
Head Varsity Field Hockey	\$ 2,897	\$ 3,143	\$ 3,401	\$ 3,634	\$ 3,880	\$ 4,643	\$ 4,782	\$ 4,926	\$ 5,074
Asst Varsity Swimming (Diving) (Men & Women)	\$ 3,074	\$ 3,335	\$ 3,609	\$ 3,856	\$ 4,117	\$ 4,927	\$ 5,075	\$ 5,227	\$ 5,384
Head JV Basketball (Men & Women)	\$ 3,133	\$ 3,399	\$ 3,679	\$ 3,930	\$ 4,196	\$ 5,022	\$ 5,172	\$ 5,327	\$ 5,486
Head JV Wrestling	\$ 3,133	\$ 3,399	\$ 3,679	\$ 3,930	\$ 4,196	\$ 5,022	\$ 5,172	\$ 5,327	\$ 5,486
Head Varsity Baseball & Softball	\$ 3,192	\$ 3,464	\$ 3,749	\$ 4,005	\$ 4,276	\$ 5,117	\$ 5,270	\$ 5,428	\$ 5,591
Head Varsity Lacrosse (Men & Women)	\$ 3,192	\$ 3,464	\$ 3,749	\$ 4,005	\$ 4,276	\$ 5,117	\$ 5,270	\$ 5,428	\$ 5,591
Head Varsity Gymnastics	\$ 3,192	\$ 3,464	\$ 3,749	\$ 4,005	\$ 4,276	\$ 5,117	\$ 5,270	\$ 5,428	\$ 5,591
Head JV Football	\$ 3,311	\$ 3,591	\$ 3,887	\$ 4,153	\$ 4,434	\$ 5,306	\$ 5,465	\$ 5,629	\$ 5,798
Head Freshman Football	\$ 3,311	\$ 3,591	\$ 3,887	\$ 4,153	\$ 4,434	\$ 5,306	\$ 5,465	\$ 5,629	\$ 5,798
Head Varsity Soccer (Men & Women)	\$ 3,547	\$ 3,848	\$ 4,165	\$ 4,450	\$ 4,751	\$ 5,685	\$ 5,856	\$ 6,031	\$ 6,212
Head Varsity Track - Outdoor (Men & Women)	\$ 3,547	\$ 3,848	\$ 4,165	\$ 4,450	\$ 4,751	\$ 5,685	\$ 5,856	\$ 6,031	\$ 6,212
Asst (#1) Varsity Football	\$ 3,606	\$ 3,912	\$ 4,234	\$ 4,524	\$ 4,830	\$ 5,780	\$ 5,953	\$ 6,132	\$ 6,315
Asst (#2) Varsity Football	\$ 3,606	\$ 3,912	\$ 4,234	\$ 4,524	\$ 4,830	\$ 5,780	\$ 5,953	\$ 6,132	\$ 6,315
Head Track - Indoor (Men & Women)	\$ 3,606	\$ 3,912	\$ 4,234	\$ 4,524	\$ 4,830	\$ 5,780	\$ 5,953	\$ 6,132	\$ 6,315
Head Varsity Ice Hockey	\$ 3,606	\$ 3,912	\$ 4,234	\$ 4,524	\$ 4,830	\$ 5,780	\$ 5,953	\$ 6,132	\$ 6,315
Head Varsity Swimming (Men & Women)	\$ 3,961	\$ 4,297	\$ 4,650	\$ 4,969	\$ 5,305	\$ 6,348	\$ 6,539	\$ 6,735	\$ 6,937
Head Varsity Basketball (Men & Women)	\$ 4,079	\$ 4,425	\$ 4,790	\$ 5,117	\$ 5,463	\$ 6,538	\$ 6,734	\$ 6,936	\$ 7,144
Head Varsity Wrestling	\$ 4,079	\$ 4,425	\$ 4,790	\$ 5,117	\$ 5,463	\$ 6,538	\$ 6,734	\$ 6,936	\$ 7,144
Head Varsity Football	\$ 4,493	\$ 4,874	\$ 5,275	\$ 5,636	\$ 6,017	\$ 7,201	\$ 7,417	\$ 7,640	\$ 7,869

COTA Salary Schedule E

	2009-10	2010-11	2011-12
Step	Effective 9/1/09	Effective 9/1/10	Effective 9/1/11*
1	\$ 27,324	\$ 28,075	\$ 28,637
2	\$ 28,007	\$ 28,777	\$ 29,353
3	\$ 28,708	\$ 29,497	\$ 30,087
4	\$ 29,425	\$ 30,234	\$ 30,839
5	\$ 30,162	\$ 30,991	\$ 31,611
6	\$ 30,915	\$ 31,765	\$ 32,400
7	\$ 31,688	\$ 32,559	\$ 33,211
8	\$ 32,480	\$ 33,373	\$ 34,041
9	\$ 33,291	\$ 34,207	\$ 34,891
10	\$ 34,123	\$ 35,061	\$ 35,763
11	\$ 34,807	\$ 35,764	\$ 36,479
12	\$ 35,503	\$ 36,479	\$ 37,209
13	\$ 36,213	\$ 37,209	\$ 37,953
14	\$ 36,937	\$ 37,953	\$ 38,712
15	\$ 37,675	\$ 38,711	\$ 39,485
16	\$ 38,430	\$ 39,487	\$ 40,277
17	\$ 39,198	\$ 40,276	\$ 41,081
18	\$ 39,983	\$ 41,083	\$ 41,904
19	\$ 40,581	\$ 41,697	\$ 42,531
20	\$ 41,190	\$ 42,323	\$ 43,169
21	\$ 41,809	\$ 42,959	\$ 43,818
22	\$ 42,436	\$ 43,603	\$ 44,475
23	\$ 43,072	\$ 44,256	\$ 45,142
24	\$ 43,718	\$ 44,920	\$ 45,819

*Subject to CPI

EXTRA DUTY PAYMENT SCHEDULE - SCHEDULE B

1. Regulations

- A. The parties agree that Physical Education teachers will not be required to accept involuntarily any coaching assignments. Non-Physical Education teachers may accept coaching duties with the approval of their supervisor or department head and principal. Payment above the salary schedule shall be in accordance with the established athletic coaching pay schedule.
- B. Appointment to Co-Curricular activities shall be made by the principal of the school in which the activities take place after consultation with interested faculty members. Payment above the salary schedule shall be in accordance with the established Co-Curricular activity salary schedule.
- C. The Extra Duty Pay Schedule listed in this contract does not exclude payment for new extra duty positions, nor does it necessarily exclude duties presently being performed but not compensated for.
- D. Completed performance of any extra duty assignment shall establish priority on the part of the incumbent to successive appointments.
- E. All new or beginning personnel must start at step one (1) of this schedule.

2. A. Intramurals

- 1. Program - Elementary Schools – three sessions per school
Middle School – three sessions of two programs per season
- 2. Funding - \$1150 per person effective July 1, 2007
\$1175 per person effective July 1, 2011

B. High School Fitness Center

\$23.00 per hour effective July 1, 2007
\$23.50 per hour effective July 1, 2011

C. Athletic Activities – See Athletic Stipend Schedule B.

D. Co-Curricular Activities – See Level A, B, C, and D of Co-Curricular Activities List and Co-Curricular Stipend Schedules.

- E. Chaperone Rate of Pay – Elementary, middle school, or high school teachers who are requested by the principal to chaperone or supervise evening or weekend school sponsored events will be compensated at the hourly chaperone rate of pay, within the amount allocated for this purpose on the budget. Effective July 1, 2007 the hourly rate of pay for chaperones shall be \$27. Effective July 1, 2011 the hourly rate of pay for chaperones shall be \$27.50

3. Advance Play

- A. If a team qualifies for open sectionals beyond the regular season, the salary will be adjusted according to the following step schedule for each week or part thereof after the first contest. If this involves vacation time, the change will be twice the chart amount per week.
- B. If a team qualifies for advance play in a limited-qualifier sectional beyond the regular season, the salary will be adjusted according to the following step schedule for each week or part thereof. If this involves vacation time, the change will be twice the chart amount per week.

Advance Play Step Schedule Effective July 1, 2007

Step 1	\$115	Step 4	\$145
Step 2	\$125	Steps 5-9	\$155
Step 3	\$135	Steps 10-13	\$185

Advance Play Step Schedule Effective July 1, 2011

Step 1	\$117.50	Step 4	\$148
Step 2	\$127.50	Steps 5-9	\$158
Step 3	\$138	Steps 10-13	\$189

CO-CURRICULAR ACTIVITIES

Musical Organizations

This program is directly related to the instructional training and daily program for the teacher.

BCTA MUSIC STIPEND SCHEDULE

Effective July 1, 2007

Stipend Title	Years 1-3	Group 4*	Group 5**	Group 6***	Group 7****
Jazz Ensemble - HS	\$ 937	\$ 1,248	\$ 1,285	\$ 1,324	\$ 1,364
Sound Sensation – MS	\$ 1,466	\$ 1,953	\$ 2,012	\$ 2,072	\$ 2,134
Jazz Lab Band – HS	\$ 1,470	\$ 1,959	\$ 2,018	\$ 2,079	\$ 2,141
Concert Chorus – HS	\$ 1,470	\$ 1,959	\$ 2,018	\$ 2,079	\$ 2,141
Bass on Up – HS	\$ 1,470	\$ 1,959	\$ 2,018	\$ 2,079	\$ 2,141
Piping Rock - MS	\$ 1,470	\$ 1,959	\$ 2,018	\$ 2,079	\$ 2,141
Stage Band	\$ 1,470	\$ 1,959	\$ 2,018	\$ 2,079	\$ 2,141
Sound System - HS	\$ 1,760	\$ 2,346	\$ 2,417	\$ 2,489	\$ 2,565
Chorus 6	\$ 1,760	\$ 2,346	\$ 2,417	\$ 2,489	\$ 2,565
String Orchestra – MS	\$ 1,760	\$ 2,346	\$ 2,417	\$ 2,489	\$ 2,565
Band 6 – Green	\$ 1,760	\$ 2,346	\$ 2,417	\$ 2,489	\$ 2,565
Band 6 - Blue	\$ 1,760	\$ 2,346	\$ 2,417	\$ 2,489	\$ 2,565
Band 7	\$ 1,858	\$ 2,478	\$ 2,546	\$ 2,622	\$ 2,700
Concert Chorale 7	\$ 1,858	\$ 2,478	\$ 2,552	\$ 2,629	\$ 2,708
Concert Chorale 8	\$ 1,858	\$ 2,478	\$ 2,552	\$ 2,629	\$ 2,708
Symphonic Orchestra – MS	\$ 1,858	\$ 2,478	\$ 2,552	\$ 2,629	\$ 2,708
Band 8	\$ 1,858	\$ 2,478	\$ 2,552	\$ 2,629	\$ 2,708

Effective July 1, 2011

Stipend Title	Years 1-3	Group 4*	Group 5**	Group 6***	Group 7****
Jazz Ensemble - HS	\$956	\$1,273	\$1,311	\$1,350	\$1,391
Sound Sensation – MS	\$1,495	\$1,992	\$2,052	\$2,113	\$2,177
Jazz Lab Band – HS	\$1,499	\$1,998	\$2,058	\$2,121	\$2,184
Concert Chorus – HS	\$1,499	\$1,998	\$2,058	\$2,121	\$2,184
Bass on Up – HS	\$1,499	\$1,998	\$2,058	\$2,121	\$2,184
Piping Rock - MS	\$1,499	\$1,998	\$2,058	\$2,121	\$2,184
Stage Band	\$1,499	\$1,998	\$2,058	\$2,121	\$2,184
Sound System - HS	\$1,795	\$2,393	\$2,465	\$2,539	\$2,616
Chorus 6	\$1,795	\$2,393	\$2,465	\$2,539	\$2,616
String Orchestra – MS	\$1,795	\$2,393	\$2,465	\$2,539	\$2,616
Band 6 – Green	\$1,795	\$2,393	\$2,465	\$2,539	\$2,616
Band 6 - Blue	\$1,795	\$2,393	\$2,465	\$2,539	\$2,616
Band 7	\$1,895	\$2,528	\$2,597	\$2,674	\$2,754
Concert Chorale 7	\$1,895	\$2,528	\$2,603	\$2,682	\$2,762
Concert Chorale 8	\$1,895	\$2,528	\$2,603	\$2,682	\$2,762
Symphonic Orchestra – MS	\$1,895	\$2,528	\$2,603	\$2,682	\$2,762
Band 8	\$1,895	\$2,528	\$2,603	\$2,682	\$2,762

- * **Group 4 – Completed Greater than 3 years of service**
- ** **Group 5 – Completed Greater than 4 years of service**
- *** **Group 6 – Completed Greater than 5 years of service**
- **** **Group 7 – Completed Greater than 6 years of service**

Level A Co-Curricular Activities

Art Club – HS
Art Club – MS
Art Director – Stage 700
Art Director – VJC
Auditor – HS/MS
Class Advisor 6
Class Advisor 7
Class Advisor 8
Class Advisor 9
DECA
Elementary Student Government
Environmental Club – HS
Internal Accounts – MS
International Club
Key Club
Middle School Peer Helpers
Drama Club – MS
SADD – MS
SADD – HS
Service Club – MS
Grade 6 Newspaper
Students for Peace and Survival
Science Olympiad Team
The Word
MS Yearbook Advisor

Level B Co-Curricular Activities

Video Production/Tech Guild
Masterminds/Science Bowl
Class Advisor 10
Class Advisor 11
High School Peer Helpers
Honor Society
Internal Accounts – HS
Student Senate – HS
U.N. Club
Thinking Reed – Art
Thinking Reed – Literature

Level C Co-Curricular Activities

NCBI – MS
NCBI – HS
TV Studio Club - MS
HS Awards Ceremony
BCCC
Assistant Director – MS Musical
Assistant Director – MS Musical
Buy It – HS
Choreographer – Stage 700
Class Advisor 12
Newspaper – EAGLE'S EYE (Tailor)
ORIOLE Assistant No. 1 – Photography and Layout
ORIOLE Assistant No. 2 – Business Manager
VJC Acting Troupe
Speech and Debate Club
Staged Creations Director – MS
Staged Creations Technical Director – MS
Studio 46

Level D Co-Curricular Activities

Director Stage 700
Director MS Musical
ORIOLE Advisor
Vocal and Instrumental Director – Stage 700
Technical Advisor to Stage 700, VJC

Elementary teachers who are requested by the principal to chaperone or supervise evening or weekend school sponsored events will be compensated at the hourly chaperone rate of pay, within the amount allocated for this purpose in the budget.

**BCTA CO-CURRICULAR STIPEND SCHEDULE
Level A, B, C, D**

Level A

Step	Effective 7/1/07	Effective 7/1/11
1	\$ 1,061	\$1,082
2	\$ 1,123	\$1,145
3	\$ 1,186	\$1,210
4	\$ 1,248	\$1,273
5	\$ 1,310	\$1,336
6	\$ 1,350	\$1,377
7	\$ 1,390	\$1,418
8	\$ 1,431	\$1,460
*	\$ 1,461	\$1,490

*Grandfathered amount for library media coordinator

Level B

Step	Effective 7/1/07	Effective 7/1/11
1	\$ 1,561	\$1,592
2	\$ 1,685	\$1,719
3	\$ 1,747	\$1,782
4	\$ 1,872	\$1,909
5	\$ 1,998	\$2,038
6	\$ 2,057	\$2,098
7	\$ 2,119	\$2,161
8	\$ 2,182	\$2,226

Level C

Step	Effective 7/1/07	Effective 7/1/11
1	\$ 2,060	\$2,101
2	\$ 2,185	\$2,229
3	\$ 2,371	\$2,418
4	\$ 2,496	\$2,546
5	\$ 2,622	\$2,674
6	\$ 2,700	\$2,754
7	\$ 2,781	\$2,837
8	\$ 2,865	\$2,922

Level D

Step	Effective 7/1/07	Effective 7/1/11
1	\$ 2,559	\$2,610
2	\$ 2,746	\$2,801
3	\$ 2,933	\$2,992
4	\$ 3,121	\$3,183
5	\$ 3,308	\$3,374
6	\$ 3,407	\$3,475
7	\$ 3,510	\$3,580
8	\$ 3,615	\$3,687

Nurses' Salary Schedule C

	2009-2010	2010-2011	2011-12
Step	Effective 9/1/09	Effective 9/1/10	Effective 9/1/11*
1	\$ 30,884	\$ 31,733	\$ 32,368
2	\$ 31,357	\$ 32,219	\$ 32,864
3	\$ 31,898	\$ 32,775	\$ 33,431
4	\$ 32,528	\$ 33,423	\$ 34,091
5	\$ 33,471	\$ 34,391	\$ 35,079
6	\$ 34,477	\$ 35,425	\$ 36,134
7	\$ 35,458	\$ 36,433	\$ 37,162
8	\$ 35,899	\$ 36,886	\$ 37,624
9	\$ 36,322	\$ 37,321	\$ 38,067
10	\$ 37,466	\$ 38,496	\$ 39,266
11	\$ 38,193	\$ 39,243	\$ 40,028
12	\$ 38,453	\$ 39,510	\$ 40,301
13	\$ 39,909	\$ 41,006	\$ 41,827
14	\$ 41,456	\$ 42,596	\$ 43,448
15	\$ 42,939	\$ 44,120	\$ 45,002
16	\$ 44,426	\$ 45,648	\$ 46,561
17	\$ 45,830	\$ 47,090	\$ 48,032
18	\$ 46,615	\$ 47,897	\$ 48,855
19	\$ 47,425	\$ 48,729	\$ 49,704
20	\$ 48,181	\$ 49,506	\$ 50,496
21	\$ 48,747	\$ 50,088	\$ 51,089
22	\$ 49,237	\$ 50,591	\$ 51,603
23	\$ 50,638	\$ 52,031	\$ 53,071
24	\$ 53,033	\$ 54,491	\$ 55,581

*Subject to CPI

Teacher Assistant Hourly Salary Schedule D

2009-2010	Effective 9/1/09	\$43.60
2010-2011	Effective 9/1/10	\$ 44.80
2011-2012	Effective 9/1/11*	\$ 45.69

*Subject to CPI

Teachers' Salary Schedule A

Step	2008-09		2009-2010		2010-11		2011-12	
	Effective 7/1/08		Effective 1/1/10		Effective 12/1/10		Effective 9/1/11*	
	BA Salary	MA Salary	BA Salary	MA Salary	BA Salary	MA Salary	BA Salary	MA Salary
1	\$ 40,640	\$ 43,128	\$ 41,961	\$ 44,543	\$ 43,115	\$ 45,768	\$ 43,977	\$ 46,683
2	\$ 41,260	\$ 43,784	\$ 42,601	\$ 45,221	\$ 43,773	\$ 46,465	\$ 44,648	\$ 47,394
3	\$ 41,974	\$ 44,551	\$ 43,338	\$ 46,013	\$ 44,530	\$ 47,278	\$ 45,420	\$ 48,224
4	\$ 42,803	\$ 45,427	\$ 44,194	\$ 46,917	\$ 45,409	\$ 48,207	\$ 46,318	\$ 49,171
5	\$ 44,043	\$ 46,659	\$ 45,474	\$ 48,190	\$ 46,725	\$ 49,515	\$ 47,659	\$ 50,506
6	\$ 45,367	\$ 47,972	\$ 46,841	\$ 49,546	\$ 48,129	\$ 50,909	\$ 49,092	\$ 51,927
7	\$ 46,658	\$ 49,258	\$ 48,174	\$ 50,874	\$ 49,499	\$ 52,273	\$ 50,489	\$ 53,318
8	\$ 47,904	\$ 50,626	\$ 49,461	\$ 52,287	\$ 50,821	\$ 53,725	\$ 51,838	\$ 54,799
9	\$ 49,161	\$ 52,268	\$ 50,759	\$ 53,983	\$ 52,155	\$ 55,468	\$ 53,198	\$ 56,577
10	\$ 50,710	\$ 54,075	\$ 52,358	\$ 55,849	\$ 53,798	\$ 57,385	\$ 54,874	\$ 58,533
11	\$ 52,445	\$ 55,552	\$ 54,149	\$ 57,375	\$ 55,638	\$ 58,953	\$ 56,751	\$ 60,132
12	\$ 54,377	\$ 57,467	\$ 56,144	\$ 59,352	\$ 57,688	\$ 60,984	\$ 58,842	\$ 62,204
13	\$ 56,436	\$ 59,657	\$ 58,270	\$ 61,614	\$ 59,872	\$ 63,308	\$ 61,070	\$ 64,575
14	\$ 58,621	\$ 61,955	\$ 60,526	\$ 62,988	\$ 62,190	\$ 64,720	\$ 63,434	\$ 66,015
15	\$ 60,718	\$ 64,310	\$ 62,691	\$ 66,420	\$ 64,415	\$ 68,247	\$ 65,703	\$ 69,611
16	\$ 62,822	\$ 66,662	\$ 64,864	\$ 68,849	\$ 66,648	\$ 70,742	\$ 67,981	\$ 72,157
17	\$ 64,808	\$ 68,906	\$ 66,914	\$ 71,167	\$ 68,754	\$ 73,124	\$ 70,129	\$ 74,587
18	\$ 66,917	\$ 71,150	\$ 69,092	\$ 73,484	\$ 70,992	\$ 75,505	\$ 72,412	\$ 77,015
19	\$ 69,124	\$ 73,340	\$ 71,371	\$ 75,746	\$ 73,334	\$ 77,829	\$ 74,800	\$ 79,386
20	\$ 71,325	\$ 75,529	\$ 73,643	\$ 78,007	\$ 75,668	\$ 80,152	\$ 77,182	\$ 81,755
21	\$ 73,308	\$ 77,773	\$ 75,691	\$ 80,325	\$ 77,773	\$ 82,534	\$ 79,328	\$ 84,185
22	\$ 75,241	\$ 79,962	\$ 77,686	\$ 82,586	\$ 79,822	\$ 84,857	\$ 81,419	\$ 86,554
23	\$ 77,382	\$ 82,096	\$ 79,897	\$ 84,790	\$ 82,094	\$ 87,122	\$ 83,736	\$ 88,864
24	\$ 80,753	\$ 85,381	\$ 83,377	\$ 88,182	\$ 85,670	\$ 90,607	\$ 87,383	\$ 92,419
25	\$ 83,245	\$ 87,898	\$ 85,950	\$ 90,782	\$ 88,314	\$ 93,279	\$ 90,080	\$ 95,144
26	\$ 83,245	\$ 87,898	\$ 85,950	\$ 90,782	\$ 88,314	\$ 93,279	\$ 90,080	\$ 95,144
27	\$ 83,245	\$ 87,898	\$ 85,950	\$ 90,782	\$ 88,314	\$ 93,279	\$ 90,080	\$ 95,144
28	\$ 84,014	\$ 89,373	\$ 86,744	\$ 92,412	\$ 89,129	\$ 94,953	\$ 90,912	\$ 96,852

*Subject to CPI