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Contract Database Metadata Elements

Title: Floral Park-Bellerose Union Free School District and Floral Park-Bellerose School Clerical Unit, CSEA Local 1000, AFSCME, AFL-CIO, Nassau County Education Local 865 (2014)

Employer Name: Floral Park-Bellerose Union Free School District

Union: Floral Park-Bellerose School Clerical Unit, CSEA, AFSCME, AFL-CIO

Local: Nassau County Education Local 865, 1000

Effective Date: 07/01/2014

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CL/5030

AGREEMENT

By and between the
BOARD OF EDUCATION

of the
FLORAL PARK-BELLEROSE UNION FREE SCHOOL DISTRICT

and
**CSEA, Local 1000 AFSCME,
AFL-CIO**



**Floral Park-Bellerose UFSD Clerical Unit
Nassau County Education Local 865**

July 1, 2014 – June 30, 2018

4/8/16

FLORAL PARK-BELLEROSE UNION FREE SCHOOL DISTRICT

AGREEMENT made between the FLORAL PARK-BELLEROSE UNION FREE SCHOOL DISTRICT ("the DISTRICT"), and the CIVIL SERVICE EMPLOYEES ASSOCIATION INC. LOCAL 1000 AFSCME, AFL-CIO ("the UNION").

WHEREIN:

It is mutually agreed as follows:

Article I. RECOGNITION AND NO STRIKE PLEDGE

A. Recognition: Whereas, satisfactory evidence has been adduced to the DISTRICT that the UNION has been authorized by a majority of the DISTRICT's clerical personnel bargaining unit members ("the Employees") to be the negotiating organization for the period of July 1, 2014 to June 30, 2018 and for the period thereafter as permissible by law. The Superintendent of Schools' secretary and the payroll supervisor, as confidential employees, are not members of the bargaining unit.

B. No Strike Pledge: The UNION agrees to comply with the provisions of the Taylor Law prohibiting strikes as that law is now in effect or may hereafter be amended so long as the UNION continues to be the exclusive bargaining agent thereunder.

Article II. UNION REPRESENTATIVE COMMITTEE

A standing committee representing the employees will meet with members of the school administration on a regular quarter-annual basis or at such other times and places as may be mutually agreed upon. The committee will be composed of two members.

Article III. WAGES AND TERM

Effective and retroactive to July 1, 2014, each unit member will receive an increment, where applicable, in accordance with prior practice. In addition, any unit member not receiving an increment on July 1, 2014 will receive a \$1,000 off-the-salary-schedule, non-recurring, one-time cash bonus, minus applicable taxes and withholdings, to be paid within 60 calendar days from August 11, 2015. Effective July 1, 2015, each step on the salary schedule will be increased by 2.5%. There will be no increment for the 2015-2016 fiscal year. Effective July 1, 2016, each step on the salary schedule will be increased by an additional 1% plus each unit member will receive an increment, where applicable, in accordance with prior practice. Effective July 1, 2017, each step on the salary schedule will be increased by an additional 1% plus each unit member will receive an increment, where applicable, in accordance with prior practice. The new schedules are attached to this Agreement.

The salaries of 10.5-month employees will be prorated at 0.875 times the employee's equivalent step on the 12-month employee salary schedule, annexed hereto.

The term of this Agreement is for a four year period from July 1, 2014 to June 30, 2018.

Article IV. HOURS AND OTHER TERMS AND CONDITIONS OF EMPLOYMENT

A. Sick Leave: The DISTRICT agrees to existing policies as outlined in the Schedule, except that employees who become sick with mumps, measles, chicken pox and German measles contracted from exposure to children in the District will be granted sick leave for the duration of their illness without deduction from their sick leave.

B. Leave of Absence under Workers' Compensation: Employees who are absent as a result of injuries on the job will receive net credit for sick leave used to the extent that the District receives reimbursement through compensation or lawsuit.

C. Grievance Procedure: The grievance procedure will be in accordance with current BOARD policy and Appendix A.

Article V. POLICY

Board Prerogative: The establishment of policy is the prerogative of the Board of Education. However, the DISTRICT agrees that no existing policy of concern to the employees will be changed or no new policy put into effect without prior consultation with the UNION through the school administration.

Article VI. MISCELLANEOUS PROVISIONS

A. Bulletin Board Space: Space on one Bulletin Board will be reserved in each building for use by the UNION for the purpose of posting informational material for the employees.

B. School Calendar: The school calendar will provide for the closing of both schools on the days listed on the calendar approved by the BOARD OF EDUCATION. The four days added pursuant to the 2008-2011 Agreement will be selected by the District, following consultation with the UNION, from those during the so-called February and/or Spring recesses. The Superintendent of Schools will prepare and distribute to employees a list of the paid holidays for the upcoming school year.

C. Distribution of Contract: The DISTRICT agrees to reproduce sufficient copies of the final consummated agreement to be distributed to all employees. It will be the responsibility of the UNION to produce any additional copies at its own expense.

D. Legal Counsel: The DISTRICT will provide legal counsel to the employees as required by law.

E. Conflict with Statutes and Law: In the event any provision hereof is in conflict with law or any statute now or hereafter in effect, the law or statute will prevail, but the balance of the Agreement will remain in full force and effect.

F. The District will provide Civil Service Law Section 75 protection for disciplinary purposes for all employees who have been appointed to competitive positions as so designated by the Nassau County Civil Service Commission to that extent established by law.

Article VII. ANNUAL INCREMENTS

Annual increments will be based on satisfactory service as recommended to the Board of Education by the Business Administrator and Superintendent of Schools and on satisfactory Civil Service certification as required.

Employees starting subsequent to July 1 will be considered for annual increments under the following schedule:

Employment starting between	Portion of Annual Increment
July 1 - March 31	100%
April 1 - June 30	-0-

Article VIII. LONGEVITY STIPEND

A one-time Longevity stipend of \$750 will be granted after 10 years of service. Payment will be made on the anniversary date of the tenth year of service (at the next semi-monthly pay period).

Effective retroactive to July 1, 2014, a one-time longevity stipend of \$1,000 will be granted after 10 years of service. After 15 years of service, employees will receive an additional one-time longevity stipend of \$1,000. After 20 years of service, employees will receive an additional one-time longevity stipend of \$1,000. Payment will be made in the first complete pay period following the employee's anniversary date. Employees will have the option of receiving the longevity payment as either a lump sum payment or spread out over the employee's paychecks for the remainder of the school year. Employees must inform the Business Office, in writing, of their desired payment option by no later than 30 calendar days before their anniversary date in the year in which they will receive the longevity payment. Longevity payments will not be prorated for 10.5-month employees.

Article IX. PROMOTIONS

Upon promotion to a higher classification, an employee will be placed on the same step on the higher schedule, subject to satisfactory Civil Service certification as required. All unit positions are to be posted.

Article X. EVALUATIONS

An annual evaluation of all employees will take place each year on or before June 30.

Article XI. SICK AND/OR PERSONAL LEAVE

Twelve-month employees will have 14 days per year for sick and/or personal days, and 10.5-month employees will have 12 days per year for sick and/or personal days. The unused portion of this allocation is accumulated and will be applied to the accumulated sick time. Appointments made subsequent to July 1 will be credited with a pro-rata proportion thereof (1.16 days per month). Payment of accrued sick leave will be made on the basis of four to one days to the named beneficiary of those in the employ of the District at time of death.

Catastrophic sick leave will be granted to employees with four years or more service to the District, and they will receive full pay equivalent to their

accumulated sick days. Once all these days have been utilized, then they will receive payments from the disability check.

Personal Days

The following are guidelines for personal days. Each employee will be entitled, if needed, to personal days for reasons, such as the following:

1. Legal Matters
House closings, income tax hearing, adoption proceedings, and court appearances.
2. Ceremonies
Graduation of employee, spouse or child from high school or college, day of wedding ceremony, confirmation.
3. Education
Required educational examinations; required visits by parents to colleges.
4. Religious Observances
Religious holiday observances of the employee's particular faith not provided for in the regular school calendar.
5. Funerals
Attendance at funeral services of a person, other than in the immediate family (Compassionate Leave), the nature of whose prior relationship to the staff member warrants that attendance.
6. Effective August 11, 2015:
Home Emergencies
Personal days used for "Home Emergencies" require the Superintendent's approval and may be granted at his/her non-reviewable discretion.
7. Any other reason deemed valid by the Superintendent of Schools, acting at his/her discretion.

Effective August 11, 2015, employees will be permitted to annually use one accrued personal day without providing an explanation or documentation. This "no-explanation personal day" may not be used immediately before or after a holiday, weekend, day on which the District is closed or day on which the employee used other leave time.

The District has enrolled in the program provided for under Section 41(j) of the Retirement and Social Security Law of the State of New York to permit eligible employees to have unused sick leave to be applied to retirement income.

Article XII. VACATION

During the first year of employment, employees may utilize one week of vacation after six months of service and that vacation should be taken each year and not accumulated. In addition, payment for vacation days upon separation from service will not exceed an employee's current year's unused vacation days;

e.g., 10, 15 or 20 days based on years of service. Payment will be made in a lump sum.

Vacation time with pay is scheduled as follows:

Length of Service	Vacation with pay (non-school days)
First five years	Two weeks
After five years	Three weeks
After ten years	Four weeks

All vacation will be generally taken during the summer when the building has been officially closed. Any vacation taken at other than these designated periods will require the prior approval of the Superintendent of Schools, whose approval will be given when administratively possible. Employees will have Christmas vacation with pay -- five days. Holy Thursday is a holiday with pay, but is to be counted as part of the 20 holidays.

Employees starting employment subsequent to July 1 will earn vacation time as follows:

Employment starting between: Vacation time credited:

July 1 - December 31	100%
January 1 - March 31	50%
April 1 - June 30	-0-

Employees terminating employment prior to June 30 will earn vacation time as follows:

Employment terminating	2 weeks normal vacation	3 weeks normal vacation	4 weeks normal vacation
July 1 - December 31	-0-	-0-	-0-
January 1 - March 31	50%	50%	50%
April 1 - June 30	66-2/3%	66-2/3%	66-2/3%

Article XIII. HOURS

Eight hours per day on school days (8:00 a.m. to 4:00 p.m.), including one hour for lunch. At the option of the administration, seven hours per day during the summer and other "non-school" days as identified in the office calendar 8:00 a.m. to 3:00 p.m., including one hour for lunch.

Article XIV. OVERTIME

As required by the Superintendent of Schools, Business Administrator and/or Building Principal, employees may be assigned overtime work at a rate to be computed as follows:

Annual Salary -- 1820 * 1.5

Overtime is defined as services performed beyond the normal work day. Effective August 11, 2015, overtime is defined as services actually performed in

excess of 40 hours in a workweek. Employees will be paid their regular hourly rate for all hours worked between 35 and 40 hours in a workweek.

Article XV. INCLEMENT WEATHER

If the school is closed because of inclement weather, the employees will not be required to report for work unless specifically requested by the Superintendent of Schools.

Article XVI. COMPASSIONATE LEAVE

In accordance with the Board of Education policy, five days per year, noncumulative, with pay for each death in the immediate family (i.e., parent, husband, wife, sister, brother, child) and three days per year, noncumulative with pay for each death in the family, such as mother-in-law, father-in-law, grandparents, or any other permanent member of the employee's household.

Article XVII. SOCIAL SECURITY

Available to all eligible employees.

Article XVIII. HEALTH INSURANCE

Available to eligible employees -- on the basis of the State plan or comparable plan -- for both individual and family plans. Employees will contribute 10% of the premium for individual and/or family health insurance. Deductions for premium contributions will be spread out over 24 annual paychecks for 12-month employees and over 21 annual paychecks for 10.5-month employees. If two persons are currently receiving (or are eligible to receive) family health insurance benefits through the District, only one will be permitted to continue to receive family level coverage.

Article XIX. VISION AND DENTAL

To be available at employee cost.

Article XX. DISABILITY INSURANCE

Available to all eligible regular full-time employees, and the cost of which will be borne solely by the District.

Article XXI. RETIREMENT

New York State Employees Retirement System benefits in accordance with the approved plan - Section 75-i is available to eligible employees.

On retiring, employees would be entitled to receive one for four accumulated sick days.

Article XXII. HEALTH INSURANCE OPTION

Any employee who has a spouse who also has a family health insurance plan with any private or public employer may at the employee's option choose to drop coverage under the District plan during office hours in the open enrollment month (December). In this event, a 12-month employee will receive a \$2,500 cash benefit, and a 10.5-month employee will receive a \$2,187.50 cash benefit, if the employee enrolls in coverage other than through the New York State Health

Insurance Plan (NYSHIP) and the employee's coverage remains dropped during the succeeding July 1 - June 30 to be payable in the final June payroll of each school year. In the first year in which an employee drops coverage during the open enrollment period, the payment will be prorated monthly from the first day of the month in which the declination becomes effective through the following June 30. This payment will be prorated if the employee resumed coverage during the school year or, e.g., was approved for an unpaid leave that did not include District payments towards health insurance premiums.

An employee who accepts the \$2,500/\$2,187.50 cash benefit and who nonetheless remains enrolled in NYSHIP through his/her spouse will not be permitted to re-enroll in NYSHIP until the end of the buyout period, unless he/she experiences a qualifying event as defined by Internal Revenue Code Section 125. An employee wishing to re-enroll in NYSHIP before the end of the buyout period must provide the District with adequate documentation establishing that a qualifying event occurred.

The District will continue to offer the Internal Revenue Code Section 125 Cafeteria Plan relating to health insurance only. It is understood that participation in the Plan is voluntary and that, before the Plan is utilized by a particular employee, he/she shall first agree in writing to indemnify and save District harmless against any and all claims and/or liabilities, including attorneys' fees, that may arise out of or by reason of action taken or not taken by the District for the purpose of complying with this paragraph.

Notwithstanding the foregoing, effective January 1, 2016, the District will implement NYSHIP Policy Memorandum 122r3 unless and until it is finally vacated or set aside by a court or other adjudicatory body. In that event, the preexisting terms and conditions of employment affected by NYSHIP Policy Memorandum 122r3 will be reinstated as soon as is permitted by applicable laws, rules and regulations. Also, in that event, effective January 1, 2016, any employee who, during the 2016 or subsequent calendar year: (i) was eligible for the District's then existing health insurance buyout program for that year; and (ii) timely, fully and accurately submitted to the District the required health insurance opt-out documentation; and (iii) subsequently declined Empire Health Insurance Plan coverage through the District's health insurance plan; and (iv) remained otherwise eligible for insurance coverage through the District or through his/her family member's employer's health insurance plan or his/her own non-District health insurance plan; and (v) did not receive a health insurance buyout payment from either the District or indirectly through his/her family member's employer or the employee's other health insurance plan provider; and (vi) due to the District's implementation of NYSHIP Policy Memorandum 122r3, did not receive a buyout payment for that year, will receive a payment in the amount set forth in this Article. Nothing contained in this Paragraph will be construed as waiving the rights of the District, the Floral Park-Bellerose UFSD Clerical Unit or employees or bargaining unit-represented retirees to commence or join any litigation challenging NYSHIP Policy Memorandum 122r3 (other than litigation challenging the validity of this Agreement).

Article XXIII. 457 PLAN

Effective September 1, 2015, employees will be permitted to participate in the District's Section 457 tax sheltered annuity program. An employee utilizing this Program must first execute an indemnification agreement prepared by the District pursuant to which the employee will indemnify and save and hold the District and any and all of its employees, representatives, officers and/or members of the Board of Education (collectively "employees") harmless against

4/8/16

any and all claims, demands, suits or other forms of liability which may arise out of, or by reason of, any action taken or not taken by the District or any of its employees for the purpose of complying with this provision and State law, except any actions that may arise out of criminal and/or tortious acts or omissions on the part of the District or its employees that are not attributable to an act or omission by the employee or the employee's agents.

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 BY PROVIDING THE ADDITIONAL FUNDS THEREFOR, SHALL NOT BECOME EFFECTIVE UNTIL THE APPROPRIATE LEGISLATIVE BODY HAS GIVEN APPROVAL.

4/8/16

FLORAL PARK-BELLEROSE UNION FREE SCHOOL DISTRICT
EVALUATION REPORT - Non-Instructional Personnel


Name _____ Position _____
School _____ Year _____

Areas of Review	Below	Performs	
	Average	Job Well	Outstanding
Work Performance	1	2	3
Knows the work and organizes it	1	2	3
Uses good judgment	1	2	3
Learns and applies new ideas, procedures, techniques	1	2	3
Shows interest in work performed	1	2	3
Abides by rules and regulations	1	2	3
Accepts job responsibilities	1	2	3
Completes work in allotted time	1	2	3
Continues work in absence of close supervision	1	2	3
Complies with written and oral instruction	1	2	3
Free from excessive absences/punctual	1	2	3
Works harmoniously with others	1	2	3
Date _____	Signed _____		

4/8/16

IN WITNESS WHEREOF, the parties hereto have set their hands and seals the day and year first above written.

FLORAL PARK-BELLEROSE UNION FREE SCHOOL
DISTRICT

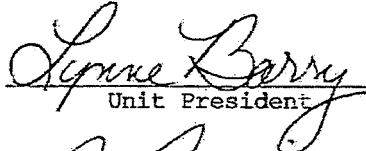


Superintendent

4/12/16


FLORAL PARK-BELLEROSE SCHOOL DISTRICT
CLERICAL UNIT

BY



Unit President

BY



Collective Bargaining Specialist
CSEA Local 1000, AFSCME, AFL-CIO

APPENDIX A**GRIEVANCE PROCEDURE**

In order to maintain a harmonious and cooperative relationship between the DISTRICT and the UNION, the following procedure will be utilized by the UNION for the settlement of certain differences or misunderstandings.

The UNION may present grievances free from coercion, interference, restraint, discrimination or reprisal.

"Grievance" will mean any claimed violation of a cited provision of the contract.

"Supervisor" will mean any person, regardless of title, who is assigned to exercise any level of supervisory responsibility over employees.

Every employee will have the right to present his/her grievances as well as the right to be represented at all stages. It will be a fundamental responsibility of supervisors at all levels to give prompt consideration to, and to take appropriate action upon, grievances presented to them by employees under their supervision.

The clerical personnel of this District will form a three member committee to be known as "Clerical Grievance Committee." The method of selection and the term of office will be at the discretion of the clerical staff. The purpose of this committee is to assist and advise any clerical person who may have a grievance, and to advise the clerical person if the grievance merits further procedures. If a member of this committee has a grievance herself, a replacement pro term would have to be decided upon by the clerical personnel.

The procedural status will be as follows:

First Procedural Stage

The presentation of the grievance of the "Clerical Grievance Committee." If the grievance is not resolved the aggrieved employee and the grievance committee will present the grievance problem to the immediate supervisor; i.e., building principal.

Second Procedure

If the grievance is not resolved at the first stage, the aggrieved employee and the immediate supervisor will each submit to the Superintendent of Schools a written statement setting forth the specific nature of the grievance and the facts relating thereto. The Superintendent of Schools will hold an informal hearing at which the employee or the employees grievance committee, or both, may appear and present the oral and written statements. The determination of the second stage of such grievance proceedings will be made by the Superintendent of Schools. If the grievance is not satisfactorily resolved at the second stage, the grievance may proceed to the third stage.

Third Procedural Stage

The third procedural stage will be an appeal to a "Public Employee Grievance Committee" consisting of three impartial citizens of the District

appointed by the President of the Board to serve as a committee at his pleasure. Hearings will be conducted by a member of the Board appointed by the President of the Board. The appeal to the Public Employee Grievance Committee" will be a written request by the aggrieved employee, or representatives for a hearing at which time the Superintendent of Schools, Building Principal and/or the immediate supervisor will also be present. The "Public Employee Grievance Committee" will render a report of its findings and recommendations to the Board, and the Board will make the final decision and make its report. The report of the Board will contain a statement of the Board's findings of fact, conclusions and advisory recommendations. The Board will send a copy of its report to each employee involved, to his representative, if any, to the Superintendent of Schools, to the Building Principal and to the "Public Employee Grievance Committee."

Supervisory personnel are to have full authority and responsibility to settle grievances or misunderstandings which exist that are inconsistent with policies and regulations of the Board now in full force and effect.

In order to insure prompt consideration and determination of employee grievances, one week (seven days) will be the maximum time allowable for each procedural stage established in this resolution.

**Floral Park-Bellersose School District
Clerical Salary Schedule
2014-15**

<u>Step</u>	<u>Clk/Clk Typ Group II</u>	<u>Sr. Clerk Typist</u>	<u>Steno Group III</u>	<u>Sr Acct Clk Group IV</u>
1	\$33,769	\$34,947	\$36,761	\$39,989
2	\$34,270	\$35,466	\$37,297	\$40,583
3	\$34,779	\$35,993	\$37,851	\$41,186
4	\$35,301	\$36,532	\$38,418	\$41,804
5	\$35,814	\$37,063	\$38,976	\$42,411
6	\$36,334	\$37,602	\$39,543	\$43,027
7	\$36,858	\$38,148	\$40,112	\$43,646
8	\$37,388	\$38,702	\$40,688	\$44,272
9	\$37,925	\$39,262	\$41,271	\$44,907
10	\$38,471	\$39,831	\$41,865	\$45,552
11	\$39,392	\$40,793	\$42,865	\$46,631
12	\$40,308	\$41,751	\$43,866	\$47,710
13	\$41,230	\$42,714	\$44,869	\$48,790
14	\$42,146	\$43,670	\$45,864	\$49,873
15	\$43,083	\$44,646	\$46,884	\$50,979
16	\$44,043	\$45,648	\$47,925	\$52,113
17	\$45,241	\$46,827	\$49,084	\$53,311
18 Max	\$46,518	\$48,080	\$50,313	\$54,582

**Floral Park-Bellersose School District
Clerical Salary Schedule
2015-16**

<u>Step</u>	<u>Clk/Clk Typ Group II</u>	<u>Sr. Clerk Typist</u>	<u>Steno Group III</u>	<u>Sr Acct Clk Group IV</u>
1	\$34,613	\$35,821	\$37,670	\$40,989
2	\$35,127	\$36,353	\$38,229	\$41,598
3	\$35,648	\$36,893	\$38,797	\$42,216
4	\$36,184	\$37,445	\$39,378	\$42,849
5	\$36,709	\$37,990	\$39,950	\$43,471
6	\$37,242	\$38,542	\$40,532	\$44,103
7	\$37,779	\$39,102	\$41,115	\$44,737
8	\$38,323	\$39,670	\$41,705	\$45,379
9	\$38,873	\$40,244	\$42,303	\$46,030
10	\$39,433	\$40,827	\$42,912	\$46,691
11	\$40,377	\$41,813	\$43,937	\$47,797
12	\$41,316	\$42,795	\$44,963	\$48,903
13	\$42,261	\$43,782	\$45,991	\$50,010
14	\$43,200	\$44,762	\$47,011	\$51,120
15	\$44,160	\$45,762	\$48,056	\$52,253
16	\$45,144	\$46,789	\$49,123	\$53,416
17	\$46,372	\$47,998	\$50,311	\$54,644
18 Max	\$47,681	\$49,282	\$51,571	\$55,947

**Floral Park-Bellersose School District
Clerical Salary Schedule
2016-17**

<u>Step</u>	<u>Clk/Clk Typ Group II</u>	<u>Sr. Clerk Typist</u>	<u>Steno Group III</u>	<u>Sr Acct Clk Group IV</u>
1	\$34,959	\$36,179	\$38,047	\$41,399
2	\$35,478	\$36,717	\$38,611	\$42,014
3	\$36,004	\$37,262	\$39,185	\$42,638
4	\$36,546	\$37,819	\$39,772	\$43,277
5	\$37,076	\$38,370	\$40,350	\$43,906
6	\$37,614	\$38,927	\$40,937	\$44,544
7	\$38,157	\$39,493	\$41,526	\$45,184
8	\$38,706	\$40,067	\$42,122	\$45,833
9	\$39,262	\$40,646	\$42,726	\$46,490
10	\$39,827	\$41,235	\$43,341	\$47,158
11	\$40,781	\$42,231	\$44,376	\$48,275
12	\$41,729	\$43,223	\$45,413	\$49,392
13	\$42,684	\$44,220	\$46,451	\$50,510
14	\$43,632	\$45,210	\$47,481	\$51,631
15	\$44,602	\$46,220	\$48,537	\$52,776
16	\$45,595	\$47,257	\$49,614	\$53,950
17	\$46,836	\$48,478	\$50,814	\$55,190
18 Max	\$48,158	\$49,775	\$52,087	\$56,506

**Floral Park-Bellersose School District
Clerical Salary Schedule
2017-18**

<u>Step</u>	<u>Cik/Cik Typ Group II</u>	<u>Sr. Clerk Typist</u>	<u>Steno Group III</u>	<u>Sr Acct Cik Group IV</u>
1	\$35,309	\$36,541	\$38,427	\$41,813
2	\$35,833	\$37,084	\$38,997	\$42,434
3	\$36,364	\$37,635	\$39,577	\$43,064
4	\$36,911	\$38,197	\$40,170	\$43,710
5	\$37,447	\$38,754	\$40,754	\$44,345
6	\$37,990	\$39,316	\$41,346	\$44,989
7	\$38,539	\$39,888	\$41,941	\$45,636
8	\$39,093	\$40,468	\$42,543	\$46,291
9	\$39,655	\$41,052	\$43,153	\$46,955
10	\$40,225	\$41,647	\$43,774	\$47,630
11	\$41,189	\$42,653	\$44,820	\$48,758
12	\$42,146	\$43,655	\$45,867	\$49,886
13	\$43,111	\$44,662	\$46,916	\$51,015
14	\$44,068	\$45,662	\$47,956	\$52,147
15	\$45,048	\$46,682	\$49,022	\$53,304
16	\$46,051	\$47,730	\$50,110	\$54,490
17	\$47,304	\$48,963	\$51,322	\$55,742
18 Max	\$48,640	\$50,273	\$52,608	\$57,071