

AGREEMENT

Between

THE BOARD OF EDUCATION

of the

JOHNSON COUNTY SCHOOLS

and

**THE JOHNSON COUNTY
EDUCATION ASSOCIATION**

EFFECTIVE

AUGUST 1, 2009 THROUGH JUNE 30, 2012

ARTICLE I PREAMBLE

This Agreement is made and entered into on this the 13th day of July 2009, by and between the Board of Education of Johnson County, hereinafter called the "Board" and the Johnson County Education Association, hereinafter called the "Association."

ARTICLE II: RECOGNITION

The Board recognizes the Association as the sole and exclusive representative for the purpose of collective negotiations for all full-time certificated professional employees employed by the Board, but excluding those employees designated by the Board as "management personnel" pursuant to TCA 49-5-602.

During the life of this Agreement should TCA 49-5-602 through 49-5-613 or its successor be amended to exclude or to permit the Board to exclude administrative and supervisory personnel from the negotiating unit for which the Association has herein been recognized, the Board through formal action shall exclude administrators and supervisors.

ARTICLE III: MANAGEMENT RIGHTS

The Association recognizes that the Board has the sole and exclusive responsibility and authority to manage and direct, in behalf of the public, all operations and activities of the school system, provided that such rights and responsibilities shall be exercised by the Board in conformity with the provisions of this Agreement.

ARTICLE IV: ASSOCIATION RIGHTS

A. Use of Equipment

The Association and its members shall have the right to make use of any equipment after normal school hours and when such equipment is not otherwise in actual use, including school email for communication purposes. The Association agrees to bear the actual cost of materials used for non-instructional purposes.

B. Access to Members

Duly authorized representatives of the Association and their representative affiliates shall be permitted to transact official Association business on school property after normal school hours provided that this shall not interfere with or interrupt normal school operations.

C. Board Meetings

The board shall place on the agenda of each regular Board meeting any matters brought to its consideration by the Association, provided that such matters are made known to the Director of School's office six (6) working days prior to said meeting.

1. Dates of meetings of the Board and a complete agenda packet shall be provided the JCEA president at the time they are provided to the Board.
2. The Johnson county Board of Education policy handbook is available on the school's website www.jocoed.k12tn.net

D. Release Time

1. At the beginning of each school year, the Board shall provide up to fifteen (15) days released time to be used by teachers who are officers or agents of the Association. Any person claiming three (3) or more days in succession shall do so only with the approval of the Director of Schools.

The expense of substitutes for such released time shall be borne by the Association. Should it become unlawful, in violation of State Board of Education Rules, Regulations and Minimum Standards, or contrary to a State Attorney General's opinion for the Board of Education to use state funds to pay the salary for any teacher on such released time, then the Association shall bear the full expense, including the teacher's salary, for such released time.

Use of the days shall be left to the discretion of the Association. The Association agrees to notify the Board in time to secure a substitute.

2. When at the request of the Board, any representative of the Association or any employee participates during normal school hours in negotiations, grievance proceedings, conferences or meetings; he/she shall suffer no loss in pay or other benefits. The Board shall have control over the number of employees requested at any time during school hours.

E. Discussion Meetings

Upon request by either party, the Director of Schools or the Director of School's designee and the Association President may mutually agree to meet to discuss matters of educational policy and development as well as matters relating to the implementation of the Agreement. Such meetings may include members of the Association and members of the Director of School's staff.

F. Exclusive Rights

No other organization seeking to represent employees or soliciting memberships from employees shall be allowed the right described in this article.

ARTICLE V: FAIR TREATMENT

A. Notification of Deficiencies

Prior to any negative action against an employee, the Board shall require written notification to the professional employee of any alleged deficiencies with indicated and expected specific corrections and a reasonable period of time to accomplish the correction of the listed deficiencies.

B. Right to Representation

A professional employee shall be entitled to have a representative of the Association when the employee is being reprimanded, warned, or disciplined for any infraction of rules or delinquency of professional performance, or during the investigation and processing of any complaint which may result in negative action against the employee.

ARTICLE VI: GRIEVANCE PROCEDURE

A. Definitions

1. The term "grievance" shall mean a formal written complaint which alleges a violation, misinterpretation, or misapplication of a specific provision of this Agreement.
2. The term "grievant" is defined as any member of the negotiating unit.
3. The term "days" as used in this Article shall mean any day, Monday through Friday, on which schools are open during the normal school year. The first day to be counted shall begin at 8:00 a.m. the day on which the incident occurs. After the last day of the normal school year, a "day" shall be Monday through Friday, excluding holidays.

B. Procedures

A grievance must be filed on the Standardized Grievance Form (see Appendix A) which includes the date the alleged violation took place, date filed, name of grievant, a factual statement of the grievance, specific provisions of the Agreement violated, and the specific relief sought.

Hearings held under this Article shall be conducted during non-school hours except when otherwise requested by the Board. The parties hereto acknowledge that it is usually most desirable for an employee and his immediately involved supervisor to resolve problems through free and informal communications. When requested by the employee, an Association representative may accompany the employee to assist in the informal resolution of the grievance. If, however, the informal process fails to satisfy the employee, a grievance may be processed as follows:

Step 1: Within ten (10) days after the occurrence, the grievance shall be presented, in writing, by the grievant to the immediately involved administrator. The administrator at this step, within ten (10) days of the receipt of the grievance, shall meet with the grievant in an effort to resolve the grievance. If an adjustment is not made at this meeting, the grievant shall be provided with the administrator's written response, including reasons for the decision, within ten (10) days after the meeting.

Step 2: If the grievance is not resolved at Step 1 or the time limits expire without the issuance of the administrator's written response, the grievant may advance the grievance to the Director of Schools within ten (10) days of the date of the receipt of the Step 1 response. The Director of Schools within ten (10) days of the receipt of the grievance at Step 2 shall meet with the

grievant and an Association representative. If an adjustment is not made at this meeting, the Association and the grievant shall be provided with the Director of School's written response within ten (10) days after the meeting.

Step 3: If the grievance is not resolved at Step 2 or the time limits expire without the issuance of the Director of School's written response, the Association may, within ten (10) days after the Association receives the response of the Director of Schools, request a review by the Board of Education. Such request shall be made in writing through the Director of Schools, who shall attach all related documents and forward the request to each member of the Board. The board shall hold a hearing no later than its next regularly scheduled meeting and shall render a decision in writing within (10) days of hearing. Copies of the decision of the Board shall be sent to the grievant, the Director of Schools and the Association.

C. General

1. Time limits -It is understood that time is of the essence, and the time limits provided for in this Article shall be strictly adhered to subject to the following procedures:
 - a. Time limits provided in this Article may be extended by mutual agreement when signed by both parties. Such an agreement must include the reason for extending the time limit.
 - b. Failure of the appropriate administrator at any step of the grievance procedure to communicate the decision within the specified time limit shall permit the grievant to present the grievance at the next step of the grievance procedure.
 - c. Any grievance which is not advanced from one step to the next within the time limit provided for that step or as mutually extended shall result in the grievance being considered to have been withdrawn.
2. A grievance may be withdrawn at any level.

D. Filing of Materials

All documents, communications, and records dealing with the processing of a grievance shall be filed separately from the personal files of the participant until a decision has been reached and shall not be forwarded to any prospective employer of the grievant unless specifically requested by the prospective employer.

E. No Reprisals

No reprisals shall be taken by the Board of Education or Administration against an employee because of his participation in a grievance.

ARTICLE VII: NON-DISCRIMINATION

The Board and the Association agree that they will not discriminate against any bargaining unit employee because of race, color, creed, sex, age, national origin, or handicapping condition.

ARTICLE VIII: COMPLAINT PROCEDURE

- A. Procedural Requirements: Any serious complaint regarding an employee made by any parent, student or other person shall be processed according to these procedures. No complaint will be considered by the Board unless these administrative remedies have been exhausted.
- B. Right to Representation: The employee shall have the right to be represented by the Association at any meeting or conference regarding such complaint.
- C. Procedures

Step 1: The administrator or Director of Schools shall meet with the employee to attempt to resolve the complaint informally.

Step 2: The employee may request a conference with the complainant to attempt to resolve the complaint.

Step 3: If the complaint remains unresolved, the administrator or Director of Schools shall, at the request of the employee or the complainant, review the complaint in an attempt to resolve the complaint to the satisfaction of all parties.

Step 4: If the complaint remains unresolved, the Director of Schools shall confer with all parties and shall forward written recommendations concerning the complaint to the Board of Education.

Step 5: The Board shall give all parties a chance to meet with the Board to show cause why the recommendations of the director shall not be followed. The Board shall forward copies of its action to all parties.

ARTICLE IX: TEACHER WORK YEAR

The work year for bargaining unit teachers shall be no less than two hundred (200) days; one hundred-eighty (180) teaching days, five (5) inservice training days, ten (10) vacation or holidays, and five (5) days which are left to the discretion of the Board. For the purpose of this Article, teachers who are employed for two hundred (200) days shall be designated as ten (10) month teachers.

The work year for bargaining unit teachers who are employed for more than ten (10) months shall be determined by the Board.

If the Association desires to make recommendations for the development of the school calendar, recommendations must be submitted prior to March 1. The Association will be given an opportunity to meet once with the Director of Schools or his/her designee prior to the submission of a proposed school calendar to the Board of Education. This request must be made in writing by the Association. Calendar committee will identify Memorial Day, MLK Day and President's Day as possible instructional days if circumstances dictate.

ARTICLE X: TEACHER EVALUATION

Evaluations shall be accomplished in accordance with the state model as approved by the State Board of Education. All persons being evaluated shall be notified no later than September 15th of the year of the evaluation. Evaluations of non-tenured teachers shall be completed prior to the teacher being re-hired, granted tenure, non-renewed or denied tenure. Teachers shall receive copies of all evaluation documents.

ARTICLE XI: SCHOOL DAY

- A. The normal school day for professional employees shall be a maximum of seven and one-half (7 1/2) hours. Bus duty assignments may be made in addition to the normal school day. Vocational teachers may be assigned adult vocational classes in addition to the normal school day for appropriate compensation. Attendance at professional conferences and staff meetings may be required beyond normal hours. Principals and other supervisory personnel will have individual responsibilities beyond a normal school day. Recognizing the importance of extra-curricular activities in the development of students, the responsibility of after-school activities may be assigned to employees; provided, however, that such assignments shall be made on an equitable basis.
- B. Inservice hours -Days scheduled for inservice shall be no longer than seven (7) hours and shall include a lunch break of at least one (1) hour during which teachers may leave school premises.
- C. No earlier than March 1, and no later than April 1 of each calendar year of this agreement, either party may request in writing negotiations to revise this article in addition to the article covered under Length of Agreement. Both parties likewise agree that the party receiving the request may select this article in addition to the one covered under Length of Agreement to negotiate revisions, amendments, or termination thereof. A survey of all professional employees, prior to the annual re-negotiation of this article, will be considered by the Board to determine the length of the school day. The Board will assume the responsibility of the administration of the survey.

ARTICLE XII: SAFETY CONDITIONS

- A. The Board is committed to protecting the health and safety of its employees and shall continue to make reasonable provisions for the safety and health of employees during the workday and at school events outside of the normal workday.
- B. A safety committee consisting of two (2) faculty members, one (1) of whom shall be a JCEA member if available, and the principal shall be established. The committee shall:
 - 1. Meet at least twice each semester.
 - 2. Review any problems and make necessary suggestions for corrections.
 - 3. Establish a system to encourage faculty reporting of problems.

Whenever an employee is exposed to an unsafe or hazardous condition, the employee shall be provided written notification. If the exposure is to toxic substances, the Board shall provide, at no cost to the employee, appropriate medical services.

ARTICLE XIII: TEACHER ASSIGNMENT

Each presently employed professional employee shall be given written notice of his/her tentative school assignment prior to closing of the current school year. In the event that changes in any assignment are proposed, each teacher affected shall be notified prior to the proposed change date.

ARTICLE XIV: VACANCIES, TRANSFERS, AND REASSIGNMENTS

- A. Teachers who desire a change in grade and/or subject assignment or who desire to transfer to another building may file a written statement of such desire with the Director of Schools not later than April 1 of any academic year. Such statement shall include the grade and/or subject to which the teacher desires to be assigned and the school or schools to which he/she desires to be transferred, in order of preference.
- B. All vacant positions shall be posted in each school and in the Director of Schools office within ten days of the Director of School's knowledge of the vacancy. During summer months when school is not in session vacancies will be posted in the Director of School's office and on the Johnson County School's web-site www.jocoed.k12tn.net. The posted vacancy shall include the name and location of the vacant position, the necessary qualifications for filling the position, and the deadline for applying for the position. All properly certified applicants who have applied for the vacant position within ten (10) days of the posting of the vacancy or who have on file a written statement of a desire for a transfer in accordance with Section A of the article shall be interviewed; provided that the number of current employees interviewed may be limited to three (3). The Director of Schools shall have the option of filling a vacancy that occurs during a school year with a temporary replacement for the remainder of the school year. The Director of Schools shall then post the vacancy at the end of the school year, and follow the provisions of this article for filling the vacancy by the beginning of the next school year.
- C. A Director's decision to hire, transfer, suspend, non-renew, renew or dismiss is not subject to arbitration under the collective bargaining agreement. This is provided that the provisions of the contract have been followed.

ARTICLE XV: LAYOFF AND RECALL

- A. Senior teachers shall be defined in terms of the length of employee's continuous service in the negotiating unit from the most recent date of permanent employment.
- B. Any classroom teacher affected by staff reduction requiring movement to another school in the current or ensuing school year shall be transferred if a vacancy exists for which in the opinion of the Director of Schools the teacher is qualified.
- C. No teacher may be prevented from securing other employment during the period he/she is laid off under this subsection.
- D. During the probationary period, termination of employment either by layoff and failure to recall, or by failure to re-elect, or by termination for cause shall not be subject to the grievance procedure.

ARTICLE XVI: PERSONNEL FILES

- A. Material of an evaluative nature which is placed in the personnel file of a teacher shall be signed and dated in ink by the person making the evaluation.
- B. The Board shall maintain only one (1) comprehensive personnel file and that file shall be maintained at the Central Office.
- C. The Board shall keep a log indicating the persons other than administrative personnel who have requested to examine a personnel file and the dates such requests were made.
- D. A teacher shall have the right to view the contents of his/her personnel file.
- E. A teacher shall be notified of any negative material that is to be placed in the teacher's personnel file at Central Office and shall have the right to attach a response to such material prior to it becoming a part of the file. Such response shall be maintained with the original document. A teacher shall have the right to petition the Director of Schools for negative material to be reviewed and possibly removed.

ARTICLE XVII: STUDENT DISCIPLINE PROCEDURE

- A. The Association and the Board recognize the teacher and the principal's responsibility to maintain discipline and a climate for good instruction in the classroom through effective teaching and leadership techniques and through application of appropriate classroom management procedures. The Board recognizes its responsibility to provide legal counsel as necessary to advise any assaulted teacher of his/her rights and obligations. To provide for effective discipline in our schools, each school shall have a designated student discipline committee consisting of an administrator and two (2) teachers representative of the faculty, one (1) of whom shall be a JCEA member if available. These committees shall review the student discipline policy for each school and revise or amend the policy when necessary.
- B. A written statement by the Board governing the use of corporal punishment of students shall be available to all teachers prior to the first pupil day of each school year.
- C. Procedures for suspension and expulsion of pupils from school shall be in accordance with the provisions of TCA 49-66-3401.

ARTICLE XVIII: DUES DEDUCTION

- A. Authorization
Any teacher who is a member of the Association, or who has applied for membership, may sign for the Association to deliver to the Board an assignment authorizing payroll deduction of professional dues. The form of the assignment shall be mutually agreed on by the Board and the Association.

B. Regular Deduction

Pursuant to the deduction authorization, the Board shall have deducted one-ninth (1/9) of the total dues from the regular salary check of the teacher each month for nine (9) months beginning in September and ending in May of each year. The Association agrees to ensure that the total amount authorized on each assignment delivered to the Board will be evenly divisible by nine (9) and that assignment for dues deductions beginning with the September check will be delivered to the Board no later than September 1.

C. Pro-Rated Deductions

Deductions for teachers authorizing dues deductions after September 1 shall be appropriately pro-rated to complete payments by May.

D. Termination of Teachers

Any teacher who authorized payroll deduction of dues and subsequently terminates employment prior to the final deduction shall have the remaining balance deducted from his/her final paycheck unless authorization is revoked in writing by the teacher.

E. Transmission of Dues

With respect to all dues deducted for the Association, the Board shall request remittance to the Association treasurer, as soon as possible, accompanied by an initial list of teachers for whom such deductions have been made and thereafter indicating at least monthly any changes from the list previously furnished. The Association agrees to furnish the Board with a list indicating at least monthly any changes from the previous list and to furnish information needed by the Board to fulfill the provisions of this Article, and not otherwise available to the Board.

F. The Association shall indemnify the Board and hold it harmless against any and all claims, demands, suits or other forms of liability that shall arise out of, or by reason of any action taken by the Board for the purpose of complying with the provisions of this article.

G. The Board shall not be liable to the Association by reason of the requirements of this article for the remittance or payment of any sum other than that constituting actual deduction made pursuant to this Article and from employee wages earned.

H. The Association member's earnings must be regularly sufficient to cover the amount of the appropriate Association dues after other legal and required deductions are made. When an Association member is in a non-pay status for part of the month, no deduction for dues shall be made on that month.

I. The right to dues deduction shall be granted only to the Association, not competing organizations or groups claiming to represent teachers or wanting to represent teachers employed by the Board.

ARTICLE XIX: SALARY AND INSURANCE

A. Salary.

In addition to the State Mandated Minimum Salaries, a voluntary local supplement is found in Appendix B.

B. Health Insurance

For each certified employee who enrolls in the health insurance, the Board agrees to pay the following:

*Individual \$4,332.40 (+\$756.40 for 2009-10 school year only)

*Family \$4,925.73 (+\$756.40 for 2009-10 school year only)

**The same amount will be paid on the 1+1 premium if it is available.

Couples who are full-time, certified employees of the system may combine their locally-funded premium payments and apply them to the policy of their choice. This sum, in combination with state provided payments, may not exceed 100% of the cost of the policy.

The Board agrees to pay the local amount of \$4,332.50 (+\$756.40 for 2009-10 school year only) on an individual, 1+1, or family policy for retiree's (until age 65) based on the following scale of number of year's service in Johnson County Schools. The employee must be actively employed upon retirement by the school system. Active employment is defined as current employee or on medical leave of absence.

- 30 years or more in Johnson County* \$4332.50
(+\$756.40 for 2009-10 school year only)
- 25-29 years or more in Johnson County* \$3,249.38
(+\$756.40 for 2009-10 school year only)
- 20-24 years or more in Johnson County* \$2,599.50
(+\$756.40 for 2009-10 school year only)

C. Life Insurance

Each certified full-time employee will get a \$10,000 term life insurance policy.

D. 403 (b) Annuity*

The Board agrees to pay matching funds for a 403-B annuity in the amount of \$100.00 per year for each teacher in an accredited fund.

*The above is contingent upon funding.

E. Sick Leave Bonus

The Board agrees to pay each professional employee up to ten (10) days pay at professional daily rate of pay at the time of retirement for unused sick leave. Remaining unused sick leave will be credited toward an employee's Tennessee Consolidated Retirement System account for retirement purposes.

F. Differentiated Pay Plan

1. One-Time Signing Bonus for Hard to Fill Positions

Johnson County Schools in an effort to maintain the most qualified professional staff in all subject and endorsement areas will offer a one-time signing bonus of \$1,000.00 upon successful employment of any qualified teacher candidate for positions that are deemed hard to fill. A hard to fill professional vacancy is one that has exceeded a thirty (30) calendar day posting.

2. The one-time signing bonus will be paid in the first full paycheck after employment.

3. The one-time signing bonus may be offered based on the following contingencies:

- a. The teacher candidate must hold a valid (Apprentice, Professional or Out of State) teaching license.
- b. The teacher candidate must meet the state's requirement of being Highly Qualified if that is required to teach in the vacant position.
- c. The teacher candidate must retain employment with Johnson County Schools of a period of no less than two (2) years, beginning with the current school year in which the candidate is employed.
- d. The teacher candidate will be required to reimburse the system up to 100% of the signing bonus based on a prorated scale if candidate does not fulfill the two (2) year retention obligation as stated in item (c). Non-rehire by the Board of Education will not require repayment of the signing bonus.
- e. Any teacher candidate that does not satisfy the two (2) year retention obligation will reimburse the school system based on the following prorated repayment schedule:
Less than 6 months of service: 100% repayment of signing bonus
6 – 12 months of service: 75% repayment of signing bonus
12 – 18 months of service: 50% repayment of signing bonus
18 – 23 months of service: 25% repayment of signing bonus

ARTICLE XX: LEAVE

A. Personal

Each professional employee will receive three (3) days of personal leave. One of the three personal leave days is non-accumulative. The other two, if not used, may be transferred to the next school year as sick days.

B. Professional

Each school will be allotted one (1) professional day for each full-time teacher on its staff. One day for each full-time itinerant teacher will be assigned to his/her home school.

The principal will be the one who will grant professional leave. If a school runs out of professional days for its professional staff members, the principal may request additional days for the appropriate supervisor's consideration.

C. Bereavement

Upon request of a professional employee, three (3) days of locally funded bereavement leave shall be granted for the death of the following: employee's spouse, parent, step-parent, foster parent, brother, sister, step-brother/sister, child, step-child, father-in-law, mother-in-law, daughter-in-law, son-in-law, brother-in-law, sister-in-law, grandparent, grandparent-in-law and grandchild. A professional employee may take two (2) additional days of his/her sick leave with the principal's approval.

D. Educational

Each professional employee may be granted for educational improvement for a period of time up to one (1) year in duration. The leave request shall specify the educational improvement being sought, the educational institution being attended and the projected date of accomplishment. The employee shall be allowed to maintain benefits by payment of the full amount.

E. Family Medical Leave Act

Employees needing leave for recuperation of health or leave for a serious health condition shall complete the school system's FMLA leave form at the time that leave is requested. The employee shall be allowed to maintain benefits by payment of the full amount once leave is exhausted.

F. Military Leave

The Board will comply with the applicable Federal and State Laws as they pertain to Military Family Leave.

ARTICLE XXI: LEGALITY OF PROVISIONS

Should any provision or part of a provision of this Agreement or any application thereof become unlawful by virtue of any Federal or State law, or Executive Order of the President of the United States or Governor of the State of Tennessee pursuant to law, or final adjudication of any court of competent jurisdiction, all other provisions of this Agreement shall continue in full force and effect for the life thereof.

ARTICLE XXII: EFFECT OF AGREEMENT

The parties acknowledge that during negotiations, which resulted in this Agreement, each had the right and opportunity to make proposals and that the understandings and agreement arrived at by the parties, after the exercise of the right and opportunity, are set forth in this Agreement and therefore agree that negotiations will not be reopened on any item except as otherwise specified in this Agreement, during the lifetime of this Agreement.

However, the parties may by mutual consent decide to discuss and modify this Agreement during the term of this Agreement. Such request by the party desiring such discussion shall be made in writing and any agreement to discuss and possibly modify this Agreement will be in writing and each and any joint discussions by the parties concerning the "request to discuss" must also be by mutual agreement.

ARTICLE XXIII: LENGTH OF AGREEMENT

This agreement shall be effective on the date of ratification by the Association and the Board (whichever is last) and shall remain in effect until June 30 not to exceed three (3) years from the effective date of agreement. No earlier than February 1 or no later than April 1 of the calendar year which this Agreement is to expire, either party may submit to the other written notice of its intent to negotiate a successor contract. The Board and the Association agree that no earlier than February 1 and no later than April 1 of each calendar year of this agreement, either party may request in writing negotiations to revise one article in the Agreement. Both parties likewise agree that the party receiving the request may select one article from the Agreement to negotiate revisions, amendments, or termination thereof. Modifications resulting from the negotiations shall go into effect on the date of ratification each year except modifications of a financial nature shall be effective on the date of ratification but no earlier than July 1 of the current school year pending final approval of the budget.

STEP 2 DISPOSITION BY DIRECTOR OF SCHOOLS or DESIGNATED REPRESENTATIVE

Date Received _____ Date meeting set _____

Response _____

cc: Employee's Immediate
Supervisor _____
Signature Date

STEP 3 DISPOSITION BY BOARD OF EDUCATION

Date Received _____ Date meeting set _____

Response _____

cc: Director of Schools or
Designated Representative _____
Signature Date

FOR THE ASSOCIATION

DATE

FOR THE BOARD OF EDUCATION

DATE

FOR THE BOARD OF EDUCATION

DATE

**JOHNSON COUNTY SCHOOL SYSTEM
TEACHER/PRINCIPAL SALARY SCHEDULE FISCAL YEAR: 2009-2010**

Description Of Training	EXPERIENCE																				
	0 Years	1 Years	2 Years	3 Years	4 Years	5 Years	6 Years	7 Years	8 Years	9 Years	10 Years	11 Years	12 Years	13 Years	14 Years	15 Years	16 Years	17 Years	18 Years	19 Years	20+ Years
EDD	\$39,165	\$40,119	\$40,169	\$40,390	\$41,235	\$42,085	\$43,240	\$44,160	\$45,500	\$46,485	\$46,660	\$47,655	\$47,855	\$48,885	\$49,060	\$50,115	\$50,115	\$51,020	\$51,020	\$51,955	\$51,955
EAS	\$36,963	\$38,136	\$38,183	\$38,233	\$38,567	\$38,941	\$39,795	\$40,650	\$41,860	\$42,770	\$42,945	\$43,865	\$44,050	\$44,990	\$45,175	\$46,150	\$46,150	\$46,965	\$46,965	\$47,795	\$47,795
Masters+30/45	\$36,351	\$37,547	\$37,594	\$37,635	\$37,951	\$38,392	\$38,796	\$39,189	\$40,185	\$41,050	\$41,240	\$42,130	\$42,290	\$43,210	\$43,385	\$44,305	\$44,305	\$45,080	\$45,080	\$45,870	\$45,870
Masters+15	\$34,317	\$35,510	\$35,560	\$35,603	\$35,948	\$36,372	\$36,772	\$37,191	\$37,883	\$38,693	\$38,873	\$39,713	\$39,883	\$40,748	\$40,943	\$41,818	\$41,818	\$42,548	\$42,548	\$43,283	\$43,283
Masters	\$34,267	\$35,462	\$35,510	\$35,555	\$35,902	\$36,324	\$36,725	\$37,142	\$37,835	\$38,645	\$38,825	\$39,665	\$39,835	\$40,700	\$40,895	\$41,770	\$41,770	\$42,500	\$42,500	\$43,235	\$43,235
BA+15	\$32,218	\$33,375	\$33,424	\$33,474	\$33,755	\$34,108	\$34,387	\$34,856	\$35,221	\$35,576	\$35,941	\$36,334	\$36,720	\$37,070	\$37,462	\$37,845	\$37,845	\$38,063	\$38,063	\$38,703	\$38,703
BA	\$32,171	\$33,327	\$33,375	\$33,426	\$33,709	\$34,059	\$34,439	\$34,808	\$35,174	\$35,527	\$35,891	\$36,285	\$36,672	\$37,025	\$37,414	\$37,798	\$37,798	\$38,015	\$38,015	\$38,655	\$38,655