

**TABLE OF CONTENTS**  
**Board Approved 10/1/2021**  
**2021-2023**

	<u>Page #</u>
<b>Article I – Proposal</b>	<b>1-2</b>
Recognition	1
Definition	1
Negotiation Procedures	1-2
Terms	2
Effective Date	2
<b>Article 2 – Personnel – Leaves/Absences</b>	<b>3-6</b>
Illness Days	3
Sick Leave Bank	3-4
Family Illness/Family Medical Leaves	4
Personal Business	4
Bereavement Leave	5
Professional Leave	5
Court Appearance/Jury Duty/Administrative Hearing	5
Maternity/Paternity/Adoption Leave/Child Rearing	6
Family Medical Leave Applicable Extended Leaves	6
<b>Article 3 – Salaries</b>	<b>7</b>
Compensation Model Definition	7
Extra Pay	7
Supplemental Contracts	7
Additional Compensation	7
VEBA Account	7
<b>Article 4 – Insurance</b>	<b>8</b>
Health/Term Insurance	8
Long Term Disability	8
Section 125 Benefits	8
Carrier	8
<b>Article 5 – Grievance Procedure</b>	<b>9-12</b>
<b>Signature Page</b>	<b>13</b>

**APPENDIX**

**Appendix “A”**

***Compensation Model 2021-2023***

Introduction	1
Definitions of Academic Needs	1
Enhanced Professional Credentials	1
Enhanced Professional Credentials Weight	2
Weights for Base Increase	2
Additional Compensation for Ancillary Duties	3
Class Coverage	3
Extended Contract	4
New Hire Salary and Current Salary Range	4
Forms and Procedures	5

**Appendix “B”**

Academic/Educational Clubs Extra-Curricular Compensation – 2021-2023
Athletics Extra-Curricular Compensation – 2021-2023

**Appendix “C”**

Grievance Report Form
-----------------------

**Appendix “D”**

NPUSC Salary Grid
-------------------

**NEW PRAIRIE UNITED SCHOOL CORPORATION**  
**ARTICLE I**

A. Recognition

The Board of School Trustees of the New Prairie United School Corporation, hereinafter called the **Board**, hereby recognizes the New Prairie Classroom Teachers Association, Indiana State Teachers Association, National Education Association, hereinafter called the **Association**, as the exclusive bargaining representative in the below described unit for bargaining unit members.

The terms “**Board**” and “**Association**” shall include authorized representative officers and agents.

B. Definition

The term “bargaining unit member” as used in this Agreement shall mean any person who shall have completed the program of teacher education in an institution of higher education, accredited by the Commission on Teacher Training and Licensing of the Indiana State Board of Education or the National Council for Accreditation of Teacher Education, or any person who shall hold the Non-conventional Vocational Certificate and who is employed by the Board under either a Uniform Regular Teacher’s Contract, Temporary Contract, or a Supplemental Service Teacher’s Contract, except the following who are excluded from the negotiation unit; Superintendent, Assistant Superintendents, Principals, Assistant Principals, Administrative Assistants, Athletic Directors, Curriculum Directors, and other specific exclusions as determined by the Indiana Education Employment Relations Board under its rules.

C. Negotiations Procedures

It is acknowledged that during negotiations which resulted in this agreement, the parties had the unlimited right and opportunity to make demands and proposals with respect to all proper subjects of collective bargaining. Therefore, for the life of this agreement, the parties agree that neither party shall be obligated to bargain collectively with respect to any subject or matter not specifically referred to or covered in this agreement.

The parties mutually agree that the terms and conditions set forth in this contract represent the full and complete understanding and commitment between the parties hereto which may be altered, changed, added to, deleted from, or modified only through the voluntary, mutual consent of the parties in an amendment hereto.

Any individual contract between the Board and any individual bargaining unit member shall be expressly subject to the terms and conditions of this contract or successor contracts.

Copies of the contract shall be distributed by the Board within thirty (30) days after the contract is signed and presented to all bargaining unit members or hereafter employed.

The parties agree that the Association, its agents, and members of the bargaining unit shall not engage in any strike against the Board for the duration of this Agreement.

D. Terms

Any article, section or clause declared illegal by a court of competent jurisdiction shall be deleted from this contractual agreement. All remaining articles, sections and clauses will remain in full force and effect for the duration of the agreement.

E. Effective Date

This agreement will be effective as of July 1, 2021, and continue in effect through June 30, 2023. Amendments to the agreement will be subject to respective Association and Board ratification procedures.

**ARTICLE 2  
PERSONNEL  
LEAVES/ABSENCES**

A. Personal Illness

Section 1. Each bargaining unit member shall be entitled to ten (10) illness days each school year which may be used for personal or family illness. Unused days may accumulate up to a total of two hundred five (205) days.

Section 2. Bargaining unit members new to the New Prairie United School Corporation may have sick leave days transferred from their preceding school corporation at a rate of three (3) days per year.

Section 3. Bargaining unit members employed for summer and evening school will be entitled to the following leave allotments:

- A. Three (3) – six (6) week session = 1 day
- B. Eight (8) – sixteen (16) week session = 2 days

\*Unused leave days will be credited to bargaining unit member sick leave accumulation.

Section 4. Sick Leave Bank-The primary purpose of the Sick Leave Bank is to provide teachers with more sick leave days in addition to those provided/accumulated through normal sick leave policy in the event of a personal and serious health condition.

A. Eligibility

- 1. Any member of the bargaining unit is eligible to participate in the Bank.
- 2. A contribution of one (1) sick leave day is required to join the Bank.

A minimum of one day will be required from each member when the total number of days in the Bank falls below two hundred (200). Members may voluntarily donate additional days at that time. Members will be notified by the Central Office of the additional assessment.

3. Newly contracted teachers may join the Sick Leave Bank at the time they are employed. All other teachers who are not members of the Bank may join during the enrollment period from May 1 to the last day of school each year. Joining the Sick Leave Bank requires a one-time sick day contribution from the member.
4. Sick leave days donated to the Bank are considered a permanent donation to the Bank.

B. Family Illness

Family Illness days may be used for serious health condition of members of the immediate family, or the care of an ill or injured member of the immediate family. Immediate family means husband, wife, mother, father, brother, sister, son, daughter, stepchildren, mother-in-law, father-in-law, son-in-law, daughter-in-law, and/or any other dependent persons residing in the bargaining unit member's home. The superintendent may grant additional time upon written request, up to a total of five (5) additional days if conditions are such that a hardship exists. These days would be deducted from accumulated sick leave of the bargaining unit member.

C. Personal Business

Each bargaining unit member shall be entitled to four (4) days each year for the transaction of personal business without loss of pay. Personal business days requested immediately preceding or after Fall Break, Thanksgiving, Winter Recess, Good Friday immediately preceding Spring Recess, and Spring recess, for the purpose of extending a vacation shall be charged at the rate of two (2) days for every one (1) used. Personal business days requested on Flex Days and Parent Teacher Conferences or NPUSC Professional Day, whichever is planned in the school calendar will also be charged at a rate of two (2) days for every one (1) used. Personal business days may be taken in half-day units. Any unused personal business days shall be credited to the bargaining unit member's sick leave accumulation or redeemed for substitute daily rate of pay.

Application for such personal leave shall be made on the prescribed form as soon as possible and at least twenty-four (24) hours before taking such leave (except in case of emergency). "Personal business" shall be sufficient reason for such request except for days immediately preceding or after the vacation periods listed above. No personal business leave shall be granted for participation in work stoppage.

D. Bereavement Leave

Section 1. In case of death in the immediate family, a bargaining unit member is entitled to be absent without loss of compensation for a period of not more than five (5) work days. Immediate family shall include father, mother, brother, sister, husband, wife, child, mother-in-law, father-in-law, son-in-law, daughter-in-law, stepchild, stepfather, stepmother or any relative who at the time of death is living in the household of the bargaining unit member. A bargaining unit member may use one sick day for a non-family member or family member whose relationship is not listed above.

Section 2. A bargaining unit member is automatically entitled to be absent for one (1) day in the case of death of a grandparent or grandparent of spouse, grandchild, uncle, aunt, first cousin, niece, nephew, brother-in-law and sister-in-law. The superintendent may grant additional time, upon written request, up to a total of five (5) days if conditions are such that a hardship exists. These additional days would be deducted from the accumulated sick leave of the bargaining unit member.

Section 3. A teacher otherwise entitled to bereavement leave under Section 1 or under Section 2 above and who has available sick leave, may, at his/her option, take one (1) additional day of bereavement leave. Such additional leave will be charged against such teacher's sick leave and will reduce the allowable hardship leave provided for in Section 2 above to a maximum of four (4) additional days. Any teacher electing this option shall, as a condition precedent to receiving such leave, provide advance notification to the Superintendent in accordance with the School Corporation's then existing policy governing notification for sick days(s) off.

E. Professional Leaves

Section 1. Professional leave days shall be granted by the superintendent with no loss of salary.

F. Court Appearance/Jury Duty/Administrative Hearing

The Board shall pay the bargaining unit member's full salary for court appearance, jury duty, administrative hearing; and the bargaining unit member shall turn in his/her court appearance, jury duty, administrative hearing pay to the Board/Administrator.

G. Maternity/Paternity/Adoption/Child Rearing Leave

1. Paid Leaves

a. Maternity

- (1) Temporary disability caused by pregnancy or recovery there from entitles the bargaining unit member to use sick leave for the period of disability.
- (2) For the period of disability, if sick leave is unavailable or the bargaining unit member chooses not to use such leave, she shall be entitled to an unpaid leave of absence for all or any part of that period.
- (3) Such leave requires thirty (30) day prior notification to the superintendent unless medical necessity prevents the full 30 day notice.

b. Paternity

When a child is born to the spouse of a bargaining unit member, he/she shall be granted the use of three (3) days of accumulated sick leave.

c. Adoption

Refer to FML guideline for leave eligibility.

H. For any applicable extended leaves involving the following conditions refer to Family Medical Leave Act Guidelines.

1. The birth of a child and to care for the newborn child within one year of birth;
2. The placement with the employee of a child for adoption or foster care and to care for newly placed child within one year of placement;
3. To care for the employee's spouse, child, or parent who has a serious health condition;
4. A serious health condition that makes the employee unable to perform the essential functions of his or her job;
5. Any qualifying exigency arising out of the fact that the employee's spouse, son, daughter, or parent is a covered military member on "covered active duty,"



**ARTICLE 3**  
**SALARIES**

A. Compensation Model

The Board of Trustees agrees to compensate bargaining unit members in accordance to the adopted compensation model referred to in Appendix "A".

B. Extra Pay/Special Services

Salary differentials, other than those listed in Appendix "A" shall be found in Appendix "B". Appendix "B" is the salary schedule for co-curricular academics and extra-curricular activities for the school year 2021-2023, which is incorporated into this Agreement the same as set forth fully herein. Any reference to the number of positions contained in Appendix "B" was not bargained and has been included in the agreement for informational purposes only.

C. Supplemental Contracts

All summer school bargaining unit members who teach state reimbursed summer school classes, except driver education teachers or those positions paid on the extra-curricular, co-curricular schedules referenced in Appendix "B", shall be issued a Supplemental Service Teachers' Contract. The hourly salary of a bargaining unit member who serves on a Supplemental Service Teacher's Contract shall be calculated by dividing the individual's base salary amount by 1255.

D. Additional Compensation

The board will cover the full cost of required Expanded Criminal Background Checks and Child Protection Index searches per state requirements (IC-20-26-5-10) once per five years. Newly hired NPUSC employees will pay the cost of their initial Expanded Criminal Background and Child Protection Index as a term of initial employment. Refer to Appendix "A" for compensation for additional non-contracted duties.

E. VEBA Account

For school years 2021-2023, the Board will contribute an amount equal to 1% of the participating teacher's salary as reflected in Appendix "A" to a VEBA account to be established on behalf of such teacher. The Board and Association will confer and agree upon the vendor(s) to be used for such accounts with the understanding that no administrative costs for such accounts will be paid by the Board. This 1% contribution will continue for each school year after 2021-2023 unless and until changed by agreement of the parties.

## **ARTICLE 4 INSURANCE**

### **A. Health Insurance**

The Board shall provide a health insurance program for bargaining unit members. The Board shall contribute annually a sum of money toward the payment of insurance premiums.

The Board will contribute 80% of the Preferred Provider Option or Health Maintenance Organization (HMO) (as provided by the MASE Trust) coverage for single and family participants. The Board will contribute 85% of the Preferred Provider Option or Health Maintenance Organization (as provided by the MASE Trust) for joint participants.

Retired bargaining unit members over the age of fifty-five (55) years shall have the option of continuing this coverage after retirement at their expense until they qualify for Medicare or reach the age of sixty-five (65).

### **B. Term Insurance**

The Board shall provide to each bargaining unit member group term life insurance coverage with a face value of Fifty Thousand and 00/100 Dollars (\$50,000.00). The policy shall have a double indemnity provision for accidental death or dismemberment. The Board shall pay the full premium cost with the exception of \$1.00 which will be charged to the bargaining unit member in the first pay of the calendar year. Teachers retiring from NPUSC after July 1, 2017, who are 55-64 years of age with 20 years of experience in education and at least 10 years of service in NPUSC immediately before retirement will be eligible to continue the Term Insurance policy at \$50,000 in face value (double indemnity provision above applies). The Board will pay the cost of the premium for teachers meeting the criteria listed here. This benefit will discontinue at the end of the month in which a qualifying member reaches the age of 65.

### **C. Long Term Disability**

The Board shall provide to each bargaining unit member long-term disability insurance coverage. The board shall pay the full premium cost. Benefits under the plan shall be equal to sixty-six and two-thirds percent (66 2/3%) of the bargaining unit member's base salary in effect at the time of disability, with an elimination period of ninety (90) days.

### **D. Section 125 Benefits**

The Board shall offer a Section 125 flexible benefits plan for all bargaining unit members.

### **E. Carrier**

The carrier or specifications shall not be changed without mutual agreement and consent of the Board and Association.

**ARTICLE 5**  
**GRIEVANCE PROCEDURE**

A. Definitions

1. A "Grievance" is a claim by one or more bargaining unit members of a violation, a misapplication, or a misinterpretation of this Contract.
2. The term "bargaining unit member" includes any individual or group of individuals within the bargaining unit.
3. The term "day" when used in this Article shall be a school teaching day. During the summer recess, the term shall mean a weekday.
4. The term "immediate supervisor" as used in this Article shall include those persons that may be designated by the employer to handle grievances on behalf of the employer, and shall not be limited to the immediate supervisor.
5. (a) A general grievance is a disagreement over matters affecting the bargaining unit member body under the supervision of more than one principal. Such grievance will be submitted at Level II of the procedure.  
  
(b) A grievance affecting a group of bargaining unit members may be processed in the name of one person, listing all other persons, providing the Association shall provide notices to all of such persons that said grievance is being processed and that any person desiring to not be included in such grievance may provide within three (3) days a notice to the Board of such intent not to be included by such grievance. Any person not included in such grievance shall waive any further rights that such person might otherwise have to file a grievance on the same subject matter.
6. The grievance procedure cannot be used for teacher dismissals.

B. Intent

The purpose of this grievance procedure is to settle equitably, at the lowest possible administrative level, issues which may arise from time to time with respect to specific claims of violation, misapplication or misinterpretation of the provisions of this Agreement. The parties agree that these proceedings shall be kept as confidential as may be appropriate at each level of the procedure.

C. Individual Rights

Nothing contained herein shall be construed to prevent any individual bargaining unit member from presenting a grievance and having the grievance adjusted if the adjustment is not inconsistent with the terms of this Contract and the Association has been given an opportunity to be present at such hearing.

D. Procedures

The number of days indicated at each level shall be considered as maximum and both parties shall make reasonable efforts to expedite the process when they deem appropriate. The time limits may be extended by mutual consent in writing by authorized representatives of each party. Failure of the administration to hear a grievance or render a decision within the time limits established in this procedure will move the grievance automatically to the next level of the procedure.

- (1) Informal – In the event an aggrieved bargaining unit member believes there is a basis for a grievance, the aggrieved bargaining unit member shall discuss with the immediate supervisor the alleged violation within thirty (30) calendar days following the occurrence giving rise to the grievance. The bargaining unit member may request the presence of the Association faculty representative from the bargaining unit member's building or within the corporation and/or the ISTA UniServ Director at this discussion. In the event the alleged violation involves more than one building principal, the matter shall be discussed with all building principals concerned.
- (2) Formal – If after the discussion with the immediate supervisor the aggrieved bargaining unit member feels a grievance still exists, then the following grievance steps may be taken.

**Step I – Immediate Supervisor**

The aggrieved bargaining unit member must within ten (10) working days of the informal meeting submit to the immediate supervisor a completed Grievance Report Form which form is set forth in Appendix "C" and which sets forth the article and section of the contract agreement which are alleged to be violated. It shall be the responsibility of the grievant(s) to notify the Association representative of the grievance. Within ten (10) school days of receipt of the Grievance Report Form, the immediate supervisor or his/her designee shall meet with the grievant and the Association representative in an effort to resolve the grievance. The immediate supervisor shall indicate the disposition of the grievance within ten (10) school days after such meeting by completing Step 1 of the Grievance Report Form and returning it to the teachers. Copies of this form showing the dates(s) of the occurrence and provisions of the contract allegedly violated, and the relief sought shall be forwarded to the Association representative and the superintendent and/or designated representative.

## **Step II – Superintendent**

Within ten (10) school days after receiving the decision of the immediate supervisor, or if the immediate supervisor has made no disposition of the case within the time allotted in Step I, the grievant(s) may appeal the decision to the superintendent and/or designated representative. The appeal shall be on the properly prescribed form and must be accompanied by a copy of the decision at Step I. Within ten (10) school days, the superintendent and/or designated representative shall meet with the grievant(s) and the Association representative. Within ten (10) school days of the meeting, the superintendent and/or designated representative shall indicate in writing on the proper form the disposition of the grievance. A copy of this decision shall be forwarded to the grievant(s), the Association and the supervisor. A settlement at either Step I or Step II with the grievant or the Association shall bind both the Association and the grievant.

## **Step III – Arbitration**

If the grievant(s) and the Association are dissatisfied with the decision at Level II, or if no decision has been rendered within ten (10) school days, the Association shall have the right within the next ten (10) school days to request arbitration according to the voluntary labor arbitration rules of the American Arbitration Association or the Federal Mediation and Conciliation Service (FMCS). The parties may agree to follow the rules of expedited arbitration.

The arbitrator shall as soon as possible after the appointment hold hearings as necessary, and provide adequate opportunity to all parties to testify fully on and present evidence regarding respective positions. Every effort shall be made to avoid interfering with instructional time. The standard rules and regulations of the American Arbitration Association will govern the proceedings. Arbitration hearings shall be conducted at a time and place which will afford fair and reasonable opportunity for all parties to be present.

The decision of the arbitrator shall be limited specifically to interpretation of the existing language in this Agreement and the arbitrator shall not have the power to amend, delete, add to or change any of the terms of this Agreement in any way or to impair any of the rights of the Board not surrendered in this Agreement, either directly or indirectly, nor shall the arbitrator have the power to substitute his/her discretion for that of the Board, nor shall the arbitrator have the power to rule on any contract articles or sections of this Agreement not alleged to have been violated in the grievance form filed in Step I of the grievance procedure.

The arbitrator shall render a decision in writing to both parties within thirty (30) calendar days after the conclusion of the hearing and/or the filing of final briefs or amended by both parties to extend the deadline. The award of the arbitrator shall be final and binding upon the Board, the Association, and the grievant(s) except where the decision may violate state and/or federal statute. The expenses of the arbitrator including the cost of the court reporter shall be borne equally by the Board and the Association.

Step III does not apply to teacher discipline and dismissal.

This agreement is so attested to by the parties whose signatures appear below.

NEW PRAIRIE UNITED SCHOOL CORPORATION

BY: \_\_\_\_\_  
Board President

BY: \_\_\_\_\_  
Board Secretary

Date of NPUSC Board Approval: 10/1/2021

NEW PRAIRIE CLASSROOM TEACHERS ASSOCIATION

BY: \_\_\_\_\_  
President

BY: \_\_\_\_\_  
NPCTA Negotiator

Date of NPCTA Contract Ratification: \_\_\_\_\_

*This page deliberately left blank*



## **Appendix A: New Prairie United School Corporation Compensation Model**

The New Prairie United School Corporation (NPUSC) Compensation Model is designed to award high performing teachers with additional compensation. Only teachers who are designated as highly effective or effective will be eligible to receive awards, stipends, and base salary increases. A teacher must have received a complete evaluation defined as two observations with a minimum of one observation during the 2020-2021 school year (and 2021-2022 for raise eligibility in year two of this contract.) A lack of an evaluation or an incomplete evaluation (unless due to the sole action or lack of action on the part of NPUSC administration) will result in the teacher receiving no increase for that respective school year. This teacher will remain at the previous year's salary.

Teachers who have been subject to Reduction in Force or have retired may earn the designated stipend (if negotiated in the collective bargaining agreement) for that respective school year as long as their evaluation was highly effective or effective. Teachers who voluntarily leave the corporation are ineligible for any increase.

The NPUSC Compensation Model recognizes highly effective and effective teachers in the following categories with an increase to the base salary:

-Experience

-Evaluation

The NPUSC Compensation Model recognizes highly effective and effective teachers in the following categories with the payment of a one-time stipend:

-Academic Needs

### **Definitions of Academic Needs Categories**

Academic Needs #1

Enhanced Professional Credentials

\$300 one-time stipend

Enhanced Professional Credentials is the obtaining of the identified credential, training, or license that will allow the teacher to be assigned to enhanced and or different duties in the corporation. In order to receive the stipend, the teacher must notify the NPUSC Superintendent and acquire the credential by June 30 of the current calendar year. A Teacher will not be eligible for more than one category in any given school year and will only be eligible upon completion. The teacher will not be eligible for an academic needs stipend if the teacher is paid by NPUSC to attend the qualifying training. The stipend is limited to the following credentials:

-Advanced Placement and Pre-Advanced Placement Endorsement

-Gifted and Talented Credential

-National Board Certification

-English as a Second Language Certification

-Dual Credit if not compensated by the University or College

Academic Needs #2                      Enhanced Professional Credentials Weight                      \$300 one-time stipend

Enhanced professional credentials is defined as any additional licensing, certification, or training attained by the teacher beyond the requirements for employment that enables the teacher to offer additional instruction to New Prairie students. In order to earn the stipend, the credential must be preapproved by the superintendent. Eligible content areas are any content area (as defined by IDOE) in which the teacher currently teaches or any other content area approved by the superintendent. For the payment of the stipend in December (for those teachers employed on January 1 and still employed on the Board ratification date with the exception of those teachers who retired at the end of the respective school year or were subject to Reduction in Force) the pre-approval process will be waived, but the superintendent will still maintain final approval.

Academic Needs #3                      Enhanced Professional Credentials Weight                      \$400 stipend per course

Any teacher completing a master’s level course that was needed to maintain Dual Credit credentialing from July 1, 2021 to June 30, 2023 will be eligible to earn a one-time \$400 stipend per course completed to maintain Dual Credit Licensing. Transcripts showing completion of the course to earn Dual Credit Status will be submitted to the Superintendent for approval of the stipend by June 30, 2023.

Weights for Base Increase

Experience-Employed by NPUSC for at least 120 school days in the prior school year	50%
Highly Effective/Effective Evaluation Rating	50%

No more than 50% has been assigned to experience. The amount for base increases will be applied to all eligible teachers who receive an effective or highly effective rating, as well as any other teacher who is eligible to receive an increase under the terms of I.C. 20-28-9-1.5(f), and have been employed by the corporation on January 1 and still employed as of the Board approval date with the exception of teachers subject to Reduction in Force. That figure will be added to the current base salary of the respective teacher.

For the 2021-2022 school year (July 1, 2021 thru June 30, 2022), the amount available for raises to the base pay is \$4000 per eligible teacher with zero to nine years of teaching experience from the General/Education Fund. The raise to base pay will be \$5000 per eligible teacher with ten years of teaching experience or more from the General/Education Fund and the applicable costs for FICA and the Teachers’ Retirement Fund Contributions (TERF) will be paid by New Prairie United School Corporation(NPUSC). For the 2022-2023 school year (July 1, 2022 thru June 30, 2023) the amount available for raises to base pay is \$2000 per eligible teacher from the Education Fund and applicable costs for FICA and TERF will be paid by NPUSC.

Re-Distribution Plan

Any funds otherwise allocated for teachers who were rated ineffective or improvement necessary will be equally redistributed to all teachers rated effective or highly effective. The redistribution will be in the form of a stipend that will be paid at the end of the school year.

**Additional Compensation for Ancillary Duties**

Tutoring/Remediation/Enrichment	\$20.00 per hour
After School and/or Enrichment and Remediation Programs	\$20.00 or \$25.00 per hour Depending on Funding Source
Homebound based on hourly from individual contract Approved after school committees/training	\$17.50 per hour
Professional development ½ day and full day	\$50 and \$100 respectively
Mentor for teacher that is a new hire to NPUSC and in the first two years in the profession	\$500 stipend
Mentor for a teacher new to NPUSC with previous teaching experience of more than two years	\$250 stipend

Principal Designee – Stipend \$500.00 during the school day. (See Appendix “B”) If the building has multiple designee’s then they will split the stipend. (Also, \$25.00 an hour outside contract time.)

Auditorium Supervisor and Pool Supervisor: \$20.00 an hour for certified/trained staff member/s.

Class Coverage-Compensation will be provided to any bargaining unit member at the rate of 1/1000 of the existing minimum new hire salary if the assignment is induced by the New Prairie United School Corporation and/or needed to provide continuity in the educational program. Classroom coverage induced by the bargaining unit member may not receive this stipend. The added salary would be provided by the paycheck following Board approval.

**Extended Contract**

Classroom bargaining unit members who are assigned to duties during planning/preparation period to teach a needed class will be compensated at that teacher's hourly rate.

**New Hire Salary and Current Salary Range**

The minimum starting salary for a first-year new hire will be \$40,000 in the 2021-2022 school year. For the 2022-2023 school year, the minimum starting salary for a first-year hire will be \$42,000

All other new hires will be placed by the superintendent on a traditional step and lane system and has columns for Bachelors & Masters. This scale is used only for the placement and only once for each new teacher hired.

***2021-2022 New Hire Teacher Chart***

Years of Experience	Bachelor's Degree	Bachelor's Degree	Master's Degree	Master's Degree
	<u>2021-2022</u>	<u>2022-2023</u>	<u>2021-2022</u>	<u>2022-2023</u>
0	40,000	42,000	42,000	44,000
1	40,600	42,600	42,800	44,800
2	41,200	43,200	43,600	45,600
3	41,800	43,800	44,400	46,400
4	42,400	44,400	45,200	47,200
5	43,000	45,000	46,000	48,000
6	43,600	45,600	46,800	48,800
7	44,200	46,200	47,600	49,600
8	44,800	46,800	48,400	50,400
9	45,400	47,400	49,200	51,200
10	46,000	48,000	50,000	52,000
11	46,600	48,600	50,800	52,800
12	47,200	49,500	51,600	53,600
13	47,800	49,800	52,400	54,400
14	48,400	50,400	53,200	55,200
15	49,000	51,000	54,000	56,000
16	49,600	51,600	54,800	56,800
17	50,200	52,200	55,600	57,600
18	50,800	52,800	56,400	58,400
19	51,400	53,400	57,200	59,200
20	52,000	54,000	58,000	60,000

The superintendent retains the right to determine salaries for difficult to fill positions per language below.

For the 2021-2023 school year (July 1, 2021 thru June 30, 2023), the superintendent retains the right to determine salaries for difficult to fill positions as long as it does not exceed the highest salary of any current bargaining unit member in the department in which the new hire is placed.

If the superintendent uses his/her discretion to adjust a salary for a difficult to fill position, the Association will be notified.

2020-2021 School Year (July 1, 2020 to June 30, 2021) Base Salary Range of Existing Certified Teaching Staff: \$36,000 - \$70,400.

2021-2022 School Year (July 1, 2021 to June 30, 2022) Base Salary Range of Existing Certified Teaching Staff: \$40,000 - \$75,400.

Amount of raise to the Base Salary for Eligible Certified Staff for the 2021-2022 School Year: \$4000 or \$5000, depending on eligibility

Amount of raise to the Base Salary for Eligible Certified Staff for the 2022-2032 School Year: \$2000 for all eligible teachers

2022-2023 School Year (July 1, 2022– June 30, 2023) Base Salary Range of Existing Certified Teaching Staff: \$42,000 - \$77,400.

### **Forms and Procedures**

All academic needs activities will need to be documented in written form where both the pre-approval and post-approval of the building administrator and superintendent will be documented. All activities must receive prior approval of the building principal and proof of completion provided to the building principal in order to receive compensation. Documentation for the previous school year will be due no later than June 30, 2022 to the central office. Stipends earned through these activities will be paid within one month of submission and approval.

Increases in base pay will begin upon ratification and adoption by the Board of Trustees and will be retroactive to July 1.

**Appendix B: 2021-2023 Extra-Curricular Sponsor and Athletic Coach Compensation**

<b>***Number of Positions listed is for informational purposes only</b>			
<b>2021-2023</b>			
<b><u>School</u></b>	<b><u>Title</u></b>	<b><u>Number of Positions</u></b>	<b><u>Stipend w/ 5% increase</u></b>
High School	Art Fair/Competitions	1	527
High School	Assistant Instrumental Director	1	1,654
High School	Audio/Visual Club	1	527
High School	Auxiliary Guard-Dance (Removed POMS)	1	2,293
High School	Back-Up Band Director (Show Choir)	1	1,710
High School	Dept. Chair CTE (based on $\geq 7$ )	1	1,243
High School	Dept. Chair Fine Arts (based on <u>5-6</u> )	1	1,044
High School	Dept. Chair World Language(based on <u>5-6</u> )	1	1,044
High School	Dept. Chair Lang Arts (based on $\geq 7$ )	1	1,243
High School	Dept. Chair P.E./Health (based on $\leq 4$ )	1	842
High School	Dept. Chair Math (based on $\geq 7$ )	1	1,243
High School	Dept. Chair Science (based on $\geq 7$ )	1	1,243
High School	Dept. Chair Social Sciences (based on $\geq 7$ )	1	1,243
High School	Drama Club	1	2,293
High School	Color Guard	2	1,241 x 2
High School	Percussion Instructor	1	1,241
High School	Indoor Percussion Ensemble Director	1	1,710
High School	International Club (French & Spanish)	1	1,053
High School	Freshman Class Sponsor	1	527
High School	FBLA	1	2,293
High School	FFA	1	3,909
High School	Key Club	1	527
High School	Hoosier Academic Super Bowl	1	1,278
High School	Hoosier Spell Bowl	1	263
High School	Hoosier Academic Decathlon	1	1,278
High School	Hoosier Academic Decathlon	1	1,278
High School	HOSA	1	3,909
High School	Instrumental Music Director	1	3,909
High School	Junior Class Sponsor	1	1,391
High School	Letterman Club	1	527
High School	Lunchroom Supervisor	1	2,293
High School	Mock Trial	1	527
High School	National Honor Society	1	714
High School	Pep Band	1	827
High School	Pep Club	1	527
High School	P.L. 221 Chair	1	1,128
High School	Pit Orchestra	1	827
High School	Quiz Bowl	1	753
High School	Robotics Team Head Coach	1	3,909
High School	Robotics Team Assistant Coach	1	1,128
High School	RTI Chair (21-22 Yr. only)	1	1,128
High School	RTI Member Pool (21-22 Yr. only)	1	1,128
High School	Science Fair	1	527
High School	Senior Class Sponsor	1	714
High School	Sophomore Class Sponsor	1	527
High School	STAND Club Sponsor	1	527
High School	Student Senate	1	2,293
High School	Vocal Music Director	1	3,909
High School	Vocal Music Director (Fall Musical)	1	1,199
High School	Yearbook Sponsor	1	1,391

<u>School</u>	<u>Title</u>	<u>Number of Positions</u>	<u>Stipend w/ 5% increase</u>
Middle School	Auxiliary Guard-Dance Coach	1	1,465
Middle School	International Club (French & Spanish)	1	527
Middle School	Hoosier Academic Super Bowl	1	1,278
Middle School	Hoosier Spell Bowl	1	263
Middle School	HOSA	1	827
Middle School	Instrumental Music Director	1	1,805
Middle School	Mathematics Team	1	527
Middle School	Mathematics Club	1	527
Middle School	Middle School Team Leaders	7	578 x 7
Middle School	P.L. 221 Chair	1	1,128
Middle School	Robotics Sponsor	1	1,805
Middle School	RTI Chair (21-22 Yr. only)	1	1,128
Middle School	RTI Member Pool (21-22 Yr. only)	1	1,128
Middle School	Science Fair	1	527
Middle School	Spirit Club	1	527
Middle School	Spirit Club	1	527
Middle School	Student Council	1	263
Middle School	Vocal Music Director	1	1,805
Middle School	Yearbook	1	827
Middle School	Lunchroom Supervisor	1	2,293
Middle School	Principal Designee	1	525
Elementary	Elementary Vocal Director	1	714
Elementary	Elementary Vocal Director	1	714
Elementary	History Fair Competitions OTE	1	263
Elementary	History Fair Competitions RPE	1	263
Elementary	History Fair Competitions PVE	1	263
Elementary	Hoosier Spell Bowl OTE	1	263
Elementary	Hoosier Spell Bowl RPE	1	263
Elementary	Hoosier Spell Bowl PVE	1	263
Elementary	Math Bowl Sponsor OTE	1	263
Elementary	Math Bowl Sponsor RPE	1	263
Elementary	Math Bowl Sponsor PVE	1	263
Elementary	P.L. 221 Chair OTE	1	1,128
Elementary	P.L. 221 Chair RPE	1	1,128
Elementary	P.L. 221 Chair PVE	1	1,128
Elementary	RTI Chair OTE (for 21-22 Yr. Only)	1	1,128
Elementary	RTI Chair RPE (for 21-22 Yr. Only)	1	1,128
Elementary	RTI Chair PVE (for 21-22 Yr. Only)	1	1,128
Elementary	RTI Member Pool OTE (21-22 only)	1	1,128
Elementary	RTI Member Pool RPE (21-22 only)	1	1,128
Elementary	RTI Member Pool PVE (21-22 only)	1	1,128
Elementary	Science Fair OTE	1	527
Elementary	Science Fair RPE	1	527
Elementary	Science Fair PVE	1	527
Elementary	Student Council OTE	1	263
Elementary	Student Council RPE	1	263
Elementary	Student Council PVE	1	263
Elementary	Young Astronauts (One per Elem School)	3	263x3
Elementary	PVE Boys BB	1	1,768
Elementary	OTE Boys BB	1	1,768
Elementary	RPE Boys BB	1	1,768
Elementary	PVE Girls BB	1	1,768
Elementary	OTE Girls BB	1	1,768
Elementary	RPE Girls BB	1	1,768
Elementary	PVE Cross Country, Beginning 2022-23	1	(Page 2 of 4) 500

Elementary	OTE Cross Country, Beginning 2022-23	1	500
Elementary	RPE Cross Country, Beginning 2022-23	1	500
Elementary	PVE Volleyball	1	1,768
Elementary	OTE Volleyball	1	1,768
Elementary	RPE Volleyball	1	1,768
Elementary	PVE Wrestling	1	1,768
Elementary	OTE Wrestling	1	1,768
Elementary	RPE Wrestling	1	1,768
Elementary	Elementary Athletic Supervisor	3	589x3
	*One Supervisor per Elem @ \$589per...		
Elementary	Principal Designee (one per Elem)	3	525x3
High School	Baseball Head Coach	1	3,909
High School	Baseball Assistant	1	2,069
High School	Baseball Assistant	1	2,069
High School	Basketball Boys Head Varsity Coach	1	7,371
High School	Basketball Boys Assistant Varsity	1	3,384
High School	Basketball Boys JV Head Coach	1	3,384
High School	Basketball Boys Freshman Coach	1	3,384
High School	Basketball Girls Head Varsity Coach	1	7,371
High School	Basketball Girls Assistant Varsity	1	3,384
High School	Basketball Girls JV Head Coach	1	3,384
High School	Basketball Girls Freshman Coach	1	3,384
High School	Cheerleading	1	2,293
High School	Cross Country Boys	1	3,909
High School	Cross Country Girls	1	3,909
High School	Cross Country Assistant Boys	1	2,069
High School	Cross Country Assistant Girls	1	2,069
High School	Football Head Coach	1	7,371
High School	Football Assistant Coach	1	3,384
High School	Football Assistant Coach	1	3,384
High School	Football Assistant Coach	1	3,384
High School	Football Assistant Coach	1	3,384
High School	Football JV Coach	1	3,384
High School	Football JV Coach	1	3,384
High School	Football Freshman Coach	1	3,384
High School	Football Freshman Coach	1	3,384
High School	Golf Head Boys Coach	1	2,859
High School	Golf Head Girls Coach	1	2,859
High School	Soccer Head Girls Coach	1	3,909
High School	Soccer Assistant Girls Coach	1	2,069
High School	Soccer Head Boys Coach	1	3,909
High School	Soccer Assistant Boys Coach	1	2,069
High School	Softball Head Coach	1	3,909
High School	Softball Assistant Coach	1	2,069
High School	Softball Assistant Coach	1	2,069
High School	Swimming Boys Head Coach	1	3,909
High School	Swimming Boys Assistant Coach	1	2,069
High School	Swimming Girls Head Coach	1	3,909
High School	Swimming Girls Assistant Coach	1	2,069
High School	Swimming Dive Coach B/G	1	2,069
High School	Tennis Boys Head Coach	1	2,859
High School	Tennis Boys Assistant Coach	1	2,069
High School	Tennis Girls Head Coach	1	2,859
High School	Tennis Girls Assistant Coach	1	2,069
High School	Track Boys Head Coach	1	3,909
High School	Track Boys Assistant Coach	1	2,069
High School	Track Girls Head Coach	1	3,909



High School	Track Girls Assistant Coach	1	2,069
High School	Volleyball Head Coach	1	3,909
High School	Volleyball Assistant Coach	1	2,069
High School	Volleyball Freshman	1	2,069
High School	Weight Room Supervisor (Fall,Winter,Spring)	3 (1 per season)	1,313
High School	Weight Room Supervisor (Summer)	1	2,625
High School	Wrestling Head Coach	1	3,909
High School	Wrestling Assistant Coach	1	2,069
High School	Wrestling Assistant Coach	1	2,069

Middle School	Middle School Athletic Supervisor	1	1,768
Middle School	Boys Basketball Grade 6	1	2,745
Middle School	Boys Basketball Assistant Grade 6	1	1,053
Middle School	Boys Basketball Grade 7	1	2,745
Middle School	Boys Basketball Grade 8	1	2,745
Middle School	Boys Basketball Assistant Grade 7/8	1	1,391
Middle School	Girls Basketball Grade 6	1	2,745
Middle School	Girls Basketball Assistant Grade 6	1	1,053
Middle School	Girls Basketball Grade 7	1	2,745
Middle School	Girls Basketball Grade 8	1	2,745
Middle School	Girls Basketball Assistant Grade 7/8	1	1,391
Middle School	Cheerleading Sponsor	1	1,465
Middle School	Cross Country Head Coach Girls	1	2,256
Middle School	Cross Country Head Coach Boys	1	2,256
Middle School	Football Head Coach	1	2,745
Middle School	Football Assistant Coach	1	2,105
Middle School	Football Assistant Coach	1	2,105
Middle School	Football Assistant Coach	1	2,105
Middle School	Swimming B/G	1	2,256
Middle School	Swimming Assistant B/G	1	1,053
Middle School	Track Head Boys Coach MS	1	2,256
Middle School	Track Head Girls Coach MS	1	2,256
Middle School	Track Assistant Coach Girls MS	1	2,069
Middle School	Track Assistant Coach Boys MS	1	2,069
Middle School	Volleyball Grade 6	1	2,256
Middle School	Volleyball Assistant Grade 6	1	1,053
Middle School	Volleyball Grade 7	1	2,256
Middle School	Volleyball Grade 8	1	2,256
Middle School	Volleyball Assistant Grade 7/8	1	1,053
Middle School	Wrestling Head Coach	1	2,256
Middle School	Wrestling Assistant Coach	1	1,768
Middle School	Wrestling Assistant Coach	1	1,768
All NPUSC Schools	PLC Leadership Team	8 (per school)	\$400 1 <sup>st</sup> Year \$800 2 <sup>nd</sup> Year

APPENDIX C

GRIEVANCE REPORT FORM

Grievance No. \_\_\_\_\_

Distribution of Form

Building \_\_\_\_\_

1. Superintendent

2. Principal

Assignment \_\_\_\_\_

3. Association

4. Teacher

Name of Grievant \_\_\_\_\_

Date Filed \_\_\_\_\_

**STEP I**

A. Date Cause of Grievance Occurred \_\_\_\_\_

B. 1. Statement of Grievance \_\_\_\_\_

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

2. Relief Sought \_\_\_\_\_

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

\_\_\_\_\_  
Signature

\_\_\_\_\_  
Date

C. Disposition by Principal \_\_\_\_\_

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

\_\_\_\_\_  
Signature

\_\_\_\_\_  
Date

\*If additional space is needed in reporting Sections B1 and 2 of STEP I, attach an additional sheet.

**GRIEVANCE REPORT FORM**

Grievance No. \_\_\_\_\_

Distribution of Form

Building \_\_\_\_\_

1. Superintendent

2. Principal

Assignment \_\_\_\_\_

3. Association

4. Teacher

Name of Grievant \_\_\_\_\_

Date Filed \_\_\_\_\_

**STEP II**

A. Position of Grievant and /or Association \_\_\_\_\_

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

\_\_\_\_\_  
Signature Date

B. Date Received by the Superintendent \_\_\_\_\_

C. Disposition of the Superintendent \_\_\_\_\_

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

\_\_\_\_\_  
Signature Date

**GRIEVANCE REPORT FORM**

Grievance No. \_\_\_\_\_

Distribution of Form

Building \_\_\_\_\_

1. Superintendent

2. Principal

Assignment \_\_\_\_\_

3. Association

4. Teacher

Name of Grievant \_\_\_\_\_

Date Filed \_\_\_\_\_

**STEP III**

A. Position of Grievant and/or Association \_\_\_\_\_

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

\_\_\_\_\_  
Signature

\_\_\_\_\_  
Date

B. Date Received by Board \_\_\_\_\_

C. Disposition of Board \_\_\_\_\_

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

\_\_\_\_\_  
Signature

\_\_\_\_\_  
Date

# GRIEVANCE REPORT FORM

Grievance No. \_\_\_\_\_

Distribution of Form

Building \_\_\_\_\_

1. Superintendent

2. Principal

Assignment \_\_\_\_\_

3. Association

4. Teacher

Name of Grievant \_\_\_\_\_

Date Filed \_\_\_\_\_

## STEP IV

A. Position of Grievant and/or Association \_\_\_\_\_

---

---

---

---

---

---

---

\_\_\_\_\_  
Signature

\_\_\_\_\_  
Date

B. Date Submitted to Arbitration \_\_\_\_\_

C. Disposition and Award of Arbitrator \_\_\_\_\_

---

---

---

---

---

---

---

\_\_\_\_\_  
Signature of Arbitrator

\_\_\_\_\_  
Date of Decision

<b>Appendix D-New Prairie Salary Grid</b>				The following addendum document is a reference <i>for informational purposes only and is not an obligation or commitment to future increased earnings for NPUSC teachers.</i>															
Row	Salary	Row	Salary	Row	Salary	Row	Salary	Row	Salary	Row	Salary	Row	Salary	Row	Salary	Row	Salary		
0	40,000	40	44,000	80	48,000	120	52,000	160	56,000	200	60,000	240	64,000	280	68,000	320	72,000	360	76,000
1	40,100	41	44,100	81	48,100	121	52,100	161	56,100	201	60,100	241	64,100	281	68,100	321	72,100	361	76,100
2	40,200	42	44,200	82	48,200	122	52,200	162	56,200	202	60,200	242	64,200	282	68,200	322	72,200	362	76,200
3	40,300	43	44,300	83	48,300	123	52,300	163	56,300	203	60,300	243	64,300	283	68,300	323	72,300	363	76,300
4	40,400	44	44,400	84	48,400	124	52,400	164	56,400	204	60,400	244	64,400	284	68,400	324	72,400	364	76,400
5	40,500	45	44,500	85	48,500	125	52,500	165	56,500	205	60,500	245	64,500	285	68,500	325	72,500	365	76,500
6	40,600	46	44,600	86	48,600	126	52,600	166	56,600	206	60,600	246	64,600	286	68,600	326	72,600	366	76,600
7	40,700	47	44,700	87	48,700	127	52,700	167	56,700	207	60,700	247	64,700	287	68,700	327	72,700	367	76,700
8	40,800	48	44,800	88	48,800	128	52,800	168	56,800	208	60,800	248	64,800	288	68,800	328	72,800	368	76,800
9	40,900	49	44,900	89	48,900	129	52,900	169	56,900	209	60,900	249	64,900	289	68,900	329	72,900	369	76,900
10	41,000	50	45,000	90	49,000	130	53,000	170	57,000	210	61,000	250	65,000	290	69,000	330	73,000	370	77,000
11	41,100	51	45,100	91	49,100	131	53,100	171	57,100	211	61,100	251	65,100	291	69,100	331	73,100	371	77,100
12	41,200	52	45,200	92	49,200	132	53,200	172	57,200	212	61,200	252	65,200	292	69,200	332	73,200	372	77,200
13	41,300	53	45,300	93	49,300	133	53,300	173	57,300	213	61,300	253	65,300	293	69,300	333	73,300	373	77,300
14	41,400	54	45,400	94	49,400	134	53,400	174	57,400	214	61,400	254	65,400	294	69,400	334	73,400	374	77,400
15	41,500	55	45,500	95	49,500	135	53,500	175	57,500	215	61,500	255	65,500	295	69,500	335	73,500	375	77,500
16	41,600	56	45,600	96	49,600	136	53,600	176	57,600	216	61,600	256	65,600	296	69,600	336	73,600	376	77,600
17	41,700	57	45,700	97	49,700	137	53,700	177	57,700	217	61,700	257	65,700	297	69,700	337	73,700	377	77,700
18	41,800	58	45,800	98	49,800	138	53,800	178	57,800	218	61,800	258	65,800	298	69,800	338	73,800	378	77,800
19	41,900	59	45,900	99	49,900	139	53,900	179	57,900	219	61,900	259	65,900	299	69,900	339	73,900	379	77,900
20	42,000	60	46,000	100	50,000	140	54,000	180	58,000	220	62,000	260	66,000	300	70,000	340	74,000	380	78,000
21	42,100	61	46,100	101	50,100	141	54,100	181	58,100	221	62,100	261	66,100	301	70,100	341	74,100	381	78,100
22	42,200	62	46,200	102	50,200	142	54,200	182	58,200	222	62,200	262	66,200	302	70,200	342	74,200	382	78,200
23	42,300	63	46,300	103	50,300	143	54,300	183	58,300	223	62,300	263	66,300	303	70,300	343	74,300	383	78,300
24	42,400	64	46,400	104	50,400	144	54,400	184	58,400	224	62,400	264	66,400	304	70,400	344	74,400	384	78,400
25	42,500	65	46,500	105	50,500	145	54,500	185	58,500	225	62,500	265	66,500	305	70,500	345	74,500	385	78,500
26	42,600	66	46,600	106	50,600	146	54,600	186	58,600	226	62,600	266	66,600	306	70,600	346	74,600	386	78,600
27	42,700	67	46,700	107	50,700	147	54,700	187	58,700	227	62,700	267	66,700	307	70,700	347	74,700	387	78,700
28	42,800	68	46,800	108	50,800	148	54,800	188	58,800	228	62,800	268	66,800	308	70,800	348	74,800	388	78,800
29	42,900	69	46,900	109	50,900	149	54,900	189	58,900	229	62,900	269	66,900	309	70,900	349	74,900	389	78,900
30	43,000	70	47,000	110	51,000	150	55,000	190	59,000	230	63,000	270	67,000	310	71,000	350	75,000	390	79,000
31	43,100	71	47,100	111	51,100	151	55,100	191	59,100	231	63,100	271	67,100	311	71,100	351	75,100	391	79,100
32	43,200	72	47,200	112	51,200	152	55,200	192	59,200	232	63,200	272	67,200	312	71,200	352	75,200	392	79,200
33	43,300	73	47,300	113	51,300	153	55,300	193	59,300	233	63,300	273	67,300	313	71,300	353	75,300	393	79,300
34	43,400	74	47,400	114	51,400	154	55,400	194	59,400	234	63,400	274	67,400	314	71,400	354	75,400	394	79,400
35	43,500	75	47,500	115	51,500	155	55,500	195	59,500	235	63,500	275	67,500	315	71,500	355	75,500	395	79,500
36	43,600	76	47,600	116	51,600	156	55,600	196	59,600	236	63,600	276	67,600	316	71,600	356	75,600	396	79,600
37	43,700	77	47,700	117	51,700	157	55,700	197	59,700	237	63,700	277	67,700	317	71,700	357	75,700	397	79,700
38	43,800	78	47,800	118	51,800	158	55,800	198	59,800	238	63,800	278	67,800	318	71,800	358	75,800	398	79,800
39	43,900	79	47,900	119	51,900	159	55,900	199	59,900	239	63,900	279	67,900	319	71,900	359	75,900	399	79,900

