

## AGREEMENT ON PROFESSIONAL NEGOTIATION 2025-2026

The School Board of Minot Public School District and the Minot Education Association do hereby agree that the welfare of the Children of the Minot Public Schools is paramount in the operation of the schools and will be promoted by both parties.

The parties do hereby agree as follows:

### I. RECOGNITION

The School Board of Minot Public School District hereinafter referred to as the Board, and the Minot Education Association recognize that teaching is a profession. The Board recognizes the Minot Education Association, hereinafter referred to as the Association, as the exclusive representative of the certified personnel employed or to be employed as classroom teachers.

The Association recognizes the Board as the elected representatives of the people of the Minot Public School District and as the employer of the certified personnel of the Minot Public School District.

The purpose of this recognition is the mutual agreement that the parties will negotiate with regard to all matters of common concern, and will use professional, educational and statutory channels for appeal in the event of impasse.

### II. PRINCIPLES

#### A. Attaining Objectives

Attainment of objectives of the educational program of the district requires mutual understanding, cooperation among the Board, the Superintendent, and staff, and the professional teaching personnel.

To this end, free and open exchange of views is desirable and necessary, with all parties participating in deliberations leading to the determination of matters of mutual concern.

#### B. Professional Teaching Personnel

It is recognized that teaching is a profession requiring specialized qualifications, and that the success of the educational program in the district depends upon the maximum utilization of the abilities of teachers who are well satisfied with the conditions under which their services are rendered.

#### C. Teacher Participation

The Board's representative(s) will meet with the representatives of the Association for the purpose of discussion and reaching mutually satisfactory agreements on salary, welfare provisions, working conditions and other problems of mutual concern.

The scope of representation shall include matters relating to terms and conditions of employment and employer-employee relations, including, but not limited to salary, hours, and other terms and conditions of employment.

### III. PROCEDURES

A. Meetings composed of members of the Association Negotiation Committee and the Board's representative(s) shall be called upon the written request of any one of the parties involved, namely: The Association and the Board's representative(s). Requests for meetings should contain specific statements as to the reasons for requests.

#### B. Directing Requests

Requests from the Association normally will be made directly to the Board's representative(s). Requests from the Board's representative(s) will be made to the President of the Association. A meeting shall be held within fifteen days of the date of request.

#### C. Exchange of Facts, Views

The Association Negotiation Committee and the Board's representative(s) will exchange facts, opinions, proposals and counter proposals freely during the meeting or meetings in an effort to negotiate in good faith to reach mutual understanding and agreement.

#### D. Requests for Assistance

The participants may call upon competent professional and lay representatives to consider matters under discussion and to make suggestions.

All participants have the right to utilize the services of consultants in the deliberations. When consultants are mutually called upon by the respective committee, the expense shall be equally shared. If either committee calls upon a consultant for their exclusive use, the total expense shall be paid by that committee.

#### E. Agreement

When the participants reach agreement, it will be reduced to writing, signed by both parties, and become a part of the official minutes of the Board. Provisions in the agreement shall be reflected in the individual teacher's contract. The agreement shall not discriminate against any member of the teaching staff because of membership or non-membership in any teachers' organization.

### IV. MEDIATION AND APPEAL

#### A. School Board

In the event that agreement is not reached, and members of the Board have not participated directly in the deliberations, the Association representatives and the Board's representative(s) may present separate reports stating their points of agreement and disagreement to the Board. The procedure outlined in III will then be followed in an effort to reach understanding and agreement, with the full Board or Board Members selected by the Board - participating in the deliberations.

#### B. Local Mediation

In the event that an agreement is not reached, a mutually agreed upon mediator, chosen from a previously established list of ten people, shall be appointed to review the subject of disagreement and shall make within ten days a written report to both parties. Any expense incurred shall be shared equally by the Board and the Association.

If a mediator is not mutually agreed upon, follow statute 15.1-16, Section 14.

#### C. State Fact Finding

In case of an impasse the Association shall follow the procedure as set up by the Century Code 15.1-16, Section 14

### I. CONFORMITY TO LAW-SAVING CLAUSE

- Section A. If any provision of this Agreement is or shall at any time be contrary to law, then such provision shall not be applicable or performed or enforced, except to the extent permitted by law and any subsequent action shall be subject to appropriate consultation and negotiation with the Board and the Local.
- Section B. In the event that any provision of this Agreement is or shall at any time be contrary to law, all other provisions of this Agreement shall continue in effect.

### II. MANAGEMENT RIGHTS

1. Except as expressly provided otherwise in this agreement, the determination and administration of school policy, the operation and management of the schools, and the direction of employees are vested exclusively in the Board.
2. Subject to the provisions of this Agreement, the Board and the Superintendent of Schools reserve and retain full rights, authority and discretion, in the discharge of their duties and responsibilities. The decisions of the Board subject to the provisions of this Agreement shall be final.
3. The Board of Education, on its own behalf and on behalf of the electors of the District, hereby retains and reserves unto itself, without limitation, all powers, rights, authority, duties and responsibilities conferred upon and vested in it by the laws of the Constitution of the State of North Dakota and of the United States, including, but without limit, the generality of the foregoing, the right:
  - a. To the executive management and administrative control of the school system and its properties and facilities, and the school activities of its employees;
  - b. To hire all employees, and subject to the provisions of law, to determine their qualifications and the conditions for their continued employment or their dismissal or demotion, and to promote all such employees;
  - c. To establish grade levels and courses of instruction, including special programs, and to provide for athletic, recreational and social events for students, all as deemed necessary or advisable by the Board of Education;
  - d. To decide upon the means and methods of instruction, the selection of textbooks and other teaching materials, and the use of teaching aids of every kind and nature;
  - e. To determine class schedules, the calendar, the hours of instruction, and the duties, responsibilities, and assignments of teachers and other employees with respect thereto, and with respect to administrative and non-contractual school activities, and the terms and conditions of employment.

The exercise of the foregoing powers, right, authority, duties and responsibilities by the Board of Education, the adoption of policies, rules, regulations, and practices in furtherance thereof, and the use of judgment and discretion in connection therewith shall be limited only by the terms of the local professional negotiations agreement to which this becomes a part and then only to the extent such specific and express terms hereof are in conformance with the Constitution and laws of the State of North Dakota and the Constitution and laws of the United States.

Where beneficial and practicable, teachers may participate in the decisions referred to in the above items, c., d., and e.; but the decision of the Board will be final.

### **III. DEDUCTION OF ASSOCIATION DUES**

The Minot Public School District shall continue to deduct dues from the members of the Minot Education Association in agreed upon installments and remit the same to the MEA, provided proper deduction authorization forms, signed by the teacher, are supplied to the District by the MEA.

### **IV. SPECIFIED CONTRACT**

Each teacher's contract shall contain the assigned building, area and special duty assignments. Teachers will be consulted when a change of assignment is being considered. This Article applies only to those teachers who have been employed for more than one (1) year.

### **V. HEALTH INSURANCE**

The anniversary date of the health insurance plan is January 1 of each year.

The district will offer employees the choice of a PPO 250 deductible or a qualified High Deductible Health Plan (HDHP) including a 100% co-insurance that complies with all IRS and federal guidelines to qualify for pairing with a Health Savings Account (H.S.A.)

Under the PPO 250 plan the employee will contribute up to the following percentage of premium for health insurance benefits for full time teachers and the employer will pay the remaining balance of the premium:

<u>Type of Plan</u>	<u>Employee contribution</u>
Single	4.7%
SPD	5.5%
Family	10.7%
2 Employee Family	0%
2 Employee Single	0%

Under the HDHP the employee will contribute up to the following percentage of premium for health insurance benefits for full time teachers and the employer will pay the remaining balance of the premium plus the contribution to the H.S.A. listed below:

<u>Type of Plan</u>	<u>Employee contribution to Premium</u>	<u>Employer HSA contribution</u>
Single	4.7%	\$1,509
SPD	5.5%	\$2,634
Family	10.7%	\$3,678
2 Employee Family	0%	\$5,566
2 Employee Single	0%	\$1,509 each employee

Contributions to the employees' HSA will be on a monthly basis with 1/12 of the annual employer contribution deposited into the employees' accounts each month.

Part-Time Teacher: Employees with contracts of less than 8/10 time will be required to record work time to ensure compliance with Federal Law (Affordable Care Act) and will be treated in the same manner as other part time school employees in regard to eligibility for health insurance coverage and applicable premium rates.

The amount of the health insurance premium deducted from the teacher's salary may be Premium Converted.

No combination of the employer and employee costs for health insurance, health savings accounts and flexible spending account may exceed the annual Cadillac Tax threshold included in Federal Law (Affordable Care Act).

### **VI. HEALTH INSURANCE - RETIRED TEACHERS**

A teacher who retires after at least fifteen years of employment credit in the district shall be eligible to continue participation in the district's group health insurance plan at his/her own expense until age 65. The teacher shall be responsible for making appropriate arrangements with the district concerning payment of premiums.

### **VII. TEACHERS FUND FOR RETIREMENT**

The Minot Public Schools agree to furnish the employers portion of the TFFR as enacted by the 1977 Legislature and agrees to tax shelter the teacher's share of TFFR by reducing the teacher's salary. Effective in the 2023-2024 school year, the District will pay 2% of the employee share of TFFR. Effective in the 2024-2025 school year, the District will pay 4% of the employee share of TFFR.

### **VIII. EXTRA CLASS HOURS**

At the secondary level, the payment for a 6th class-hour shall be 1/5 of the BS Year 0 step on the salary schedule.

### **IX. SALARY SCHEDULE**

For school year 2025-2026 see attached.

**X. BASE SALARY**

The base salary will be \$44,550 for school year 2025-2026.

**XI. PERSONAL LEAVE**

Each teacher in the Minot Public School System as a full-time teacher shall have four days of personal leave each year. These days are cumulative to seven total days.

Every school year each teacher will be paid the substitute teacher daily rate of pay for each day of unused personal leave in excess of 2 accumulated days, unless the teacher contacts the payroll office in writing by June 1 and requests not to be paid for the unused personal leave days over 2 and instead requests that those excess days be added to the teacher's cumulative sick leave. It is the teacher's responsibility to notify the payroll department of the request not to be paid and to have unused personal leave in excess of 2 days converted to sick leave and if no request is made by June 1, the excess personal leave will be paid out by the June 30 payroll.

At separation of employment the remaining 2 days of personal leave will not be paid to the employee separating from employment.

Requests for personal leave shall, except in emergencies, be made in advance and submitted to the principal of the teacher's home school for consideration.

Requests for personal leave will be denied only if the number of requests from a building or department exceeds 10% (or 1, whichever is greater) and the principal judges it will cause an inconvenience to the function of the school.

When requests exceed the number allowed to be gone at one time, the principal shall determine who shall be allowed to take leave, considering the comparative reasons, the effect on the educational unit and other factors as the principal so determines. All granting of leaves shall be subject to the availability of a suitable substitute.

Except in special circumstances, as determined by the superintendent, there shall be no leave granted during the first five or last five days of the school term or during district wide staff development days.

Personal leave may be taken in 1-hour increments.

No pay will be deducted for use of personal days.

**XII. SICK LEAVE**

Sick leave is defined as a situation in which the employee is unable to be on the job due to medical needs. Ten (10) full days of personal sick leave for each year, cumulative to one hundred eighty (180) days shall be allowed every full-time employee of the Minot Public School System without deduction in pay for the sick leave period to which the employee is entitled.

After the above amount of sick leave has been used, the School Board will cease payment to the employee until the employee has returned to his job. Deductions shall be based on the exact daily earnings of the employee in accordance with the contract.

An employee is advanced ten (10) days sick leave annually upon which to draw. Sick leave may be taken in 1-hour increments.

Employees may be required to provide a medical certificate signed by a medical doctor when sick leave is used. If a medical certificate is requested by the district for sick leave used outside the scope of an employee's use of FMLA the district will reimburse the employee for doctor/clinic charges that otherwise would not have occurred if not for the aforementioned request to acquire a medical certificate.

Deliberate misuse of the sick leave may constitute cause for dismissal proceedings.

Up to seven (7) days of sick leave in any one year may be taken for illness of spouse, parents, dependents, and children/ stepchildren. Other family illnesses will be considered Emergency leave.

Full time teachers with 15 years of continuous service in the Minot Public Schools and who have met the requirements to qualify for retirement under the N.D. Teachers' Fund for Retirement, will be reimbursed at the rate of \$20.00 per day for unused accumulated sick leave, not to exceed 180 days, provided that they submit a letter of resignation by January 15 of the year in which they retire.

**XIII. FUNERAL LEAVE**

Not to exceed five (5) days, shall be granted for the death of an employee's spouse, domestic partner, or other relative permanently residing in their household, mother, father, step-parent, child, step child, grandchild, sibling or step-sibling plus necessary travel time as approved by the Superintendent or his designee, without loss of pay.

Not to exceed three (3) days, shall be granted for the death of an employee's grandparent, great grandparent, and all the following in-laws: father-in-law, mother-in-law, brother-in-law, sister-in-law, son-in-law, daughter-in-law, grandparent-in-law and great grandparent-in-law, plus necessary travel time as approved by the Superintendent or his/her designee, without loss of pay.

Funeral leave is extended to include and not to exceed one day with no deduction for funerals of uncles and aunts (uncles-in-law and aunts-in-law not included), and nieces and nephews and funerals at which the employee is pallbearer. If less than a full day is required for this purpose, it is assumed the employee will evaluate the situation accordingly. Paid travel time is not provided for the funeral leave of uncles, aunts, nieces and nephews and funerals at which the employee is a pallbearer.

Funeral leave may be taken in 1-hour increments.

**XIV. EMERGENCY LEAVE**

A total of five (5) days in any one year may be taken for Emergency Leave, not cumulative above 5 days. The gross daily rate of pay for a substitute teacher shall be deducted from the employee's salary. The purpose of this provision is to allow for the absence of the employee who cannot logically be absent at school expense or for which the employee should be charged a full day's pay. Final interpretation of this situation must be made by the superintendent.

**XV. ABSENCE DUE TO SCHOOL OR PROFESSIONAL RESPONSIBILITIES**

Professional leave shall be at no deduction in pay or cost to the employee for substitute. The request for professional leave shall be submitted for approval to the assistant superintendent of personnel or his designee at least ten (10) days prior to the date of the leave.

**XVI. EXTENDED SERIOUS ILLNESS**

An employee may apply for a leave due to extended serious illness for a period not to exceed three (3) years, which shall be without pay or fringe benefits. The employee can make arrangements to pay for continuing fringe benefits during this period.

**XVII. LEAVE FOR CHILD-REARING**

By written request to the board, any employee may be granted a leave for the purpose of child rearing. Such leave, if approved, shall be without pay and without further accumulation of sick leave. If the leave is granted, the employee must make proper arrangements to pay for the various fringe benefits for the length of the leave. Upon return from the leave, teachers will be assured of a position in the school system, but reassignment to the same school and teaching area or grade is not guaranteed. Notice of intent to return must be received prior to January 15 in the year of intent to return. If not received or postmarked prior to January 15, the teacher will forfeit all rights to a future contract. This leave is not intended for career exploration. An employee, applying for and receiving approval for this leave, may not take other full-time employment during the leave period. (Full time is defined as working 30 or more hours per week in a job not previously held.)

**XVIII. CONTINUING EDUCATION**

Leave of absence without pay for continued education may be requested by certified personnel. The teacher on leave must take at least 9 semester hours per semester or 9 quarter hours per quarter. If the teacher fails to comply with the required hours, they will forfeit all rights to a future contract. If such failure is because of conditions beyond the teacher's control, the penalty will not apply. Such leave must be approved by the School Board. The same job may be granted to the person upon return to the Minot Public School System. No experience will be granted for the year in which the teacher was on leave. The teacher must have taught in the Minot Public Schools three (3) years to be eligible for a Leave of Absence. The employee can make arrangements to pay for continuing fringe benefits during this period. Notice of intent to return must be received prior to March 1 in the year of intent to return. If not received or postmarked prior to March 1, the teacher will forfeit all rights to a future contract.

**XIX. POLITICAL LEAVE**

Any staff member may serve in the State Legislature or in state government service without loss of tenure, but full salary deduction will be made for days absent while the legislature is in regular or special session. Said staff member is entitled to full pay less the total cost of the substitute teacher for days missed to attend interim or committee meetings not to exceed a cumulative total of 10 days in the two year period between July 1 of the first year of the biennium and June 30 of the second year of the biennium. The staff member's Supervisor and the KRONOS administrators must be notified in advance of use of interim or committee meeting leave days. No one request for leave may extend beyond two (2) contract years. The employee can make arrangements to pay for continuing fringe benefits during this period. Notice of intent to return must be received prior to February 15 in the year of intent to return. If not received or postmarked prior to February 15, the teacher will forfeit all rights to a future contract.

**XX. ASSOCIATION/LEGISLATIVE LEAVE**

The teaching staff will be provided a maximum of 10 days each year for legislative or association activities, without loss of pay. A teacher requesting this leave must have the approval of both the MEA president and the superintendent and must notify the immediate supervisor two working days prior to the date, if possible. Leave can be taken in one-hour increments.

**XXI. SALARY ADJUSTMENTS**

Teachers who are entitled to a salary adjustment due to the earning of more credits to place them in another lane must have a transcript from an in-state institution or an official transcript from an out of state institution filed in the Human Resources' office by September 1 or January 15 and will become effective as of these dates. Procedures for advancement are detailed in the Teacher Handbook.

**XXII. COLLEGE CREDIT**

Credit will be accepted only from colleges which are accredited on one of the following associations:

Middle States Assn of Colleges & Schools	Northwest Commission on Colleges & Universities
New England Assn of Schools & Colleges	Southern Assn of Colleges & Schools
North Central Assn of Colleges & Schools	Western Assn of Schools & Colleges

**XXIII. BASE MILEAGE**

Teachers who must travel regularly from Minot to the Air Base will be paid base inconvenience pay based on the following computation: (180 days x 30 miles x General Services Administration (GSA) mileage rate on July 1 of the current school year).

**XXIV. MULTI-SCHOOL COMPENSATION**

Multi-School Compensation is compensation for the demands of being assigned to more than one building. Some examples of these demands are maintaining more than one classroom and attending more than one meeting, such as PTA meetings. Multi-School Compensation is paid to teachers who are contracted to serve in a similar capacity in two or more building for a designated period of time, such as a period of nine weeks, a semester, or a full year. Licensed staff that is assigned to teach in two buildings will receive two percent of the base, and licensed staff that is assigned to teach in three or more buildings will receive three percent of the base. Licensed staff



members who do not meet these criteria but travel between buildings will utilize the travel voucher system as determined by the Assistant Superintendent or designee.

**XXV. COMBINATION ROOM PAY**

Elementary combination room pay will be 1/5 of the BS Year 0 step on the salary schedule.

**XXVI. HONORARIUM**

Provided that a letter of resignation is submitted by January 15, an honorarium shall be paid to any full-time employee with 15 years of continuous service in the Minot Public School District. There shall be a payment of the amount of \$1,000.00 for the minimum of 15 years, plus \$50.00 for every additional year in the Minot Public Schools.

**XXVII. EXTRA DUTY/CURRICULAR SALARY SCHEDULE**

2025-2026 schedule is attached.

**XXVIII. DIRECTORY**

Each teacher shall be provided an electronic copy of the School Directory.

**XXIX. MAIL SERVICE**

The Association shall have the right to use the school district's internal mail services.

**XXX. PAY PROCEDURE FOR CERTIFIED PERSONNEL**

Those persons covered by this contract and who do not work more than 9 months shall have the option of receiving their pay in 9 1/2 months (19 checks) or in 12 months (24 checks). For all returning teachers proper signed paperwork indicating the notification of change from prior year must be received by personnel office prior to August 1. The deadline for new hires will be August 31. Once the decision is made it cannot be changed until another contract year.

**XXXI. LIFE INSURANCE**

The Employer shall furnish a \$10,000 term life insurance policy to each employee who is eligible for this benefit. Employees insured above shall have the option of purchasing \$20,000, \$40,000 or \$60,000 additional term life insurance.

**XXXII. SCHOOL YEAR**

The standard teacher's contract shall be 185 days in 2025-2026.

**XXXIII. FLEXIBLE BENEFITS PLAN**

The Minot Public School District will offer its employees a full section 125 Flexible Benefits Plan.

**XXXIV. EXTRA DUTY/CURRICULAR SALARY SCHEDULE COMMITTEE**

This standing committee shall consist (at a minimum) of the District Activities Director (who will serve as chairperson), a District level administrator, and a representative of the Minot Education Association. The committee shall receive all requests throughout the year but will not accept any requests later than April 1 for the upcoming school year. Requests submitted after this deadline will be held for the next year's cycle. Requests must be submitted in writing (email or hard copy) to the District Activities Director and MEA representative. Following the submission deadline, the committee will meet to review all eligible requests and determine if changes to the salary schedule are warranted.

**XXXV. ASSOCIATION ATTENDANCE AT SCHOOL BOARD MEETINGS**

When necessary and if available, the administration will provide for a substitute teacher in order to allow a MEA representative to be present at all school board meetings held during school hours. The MEA will pay any costs associated with the substitute.

**XXXVI. RETENTION PAY**

The retention pay is a compensation for the licensed teaching staff who completed their 2024-2025 contract with the Minot Public Schools at the bottom of their respective salary lane (BS or BS+16 at Year 12, BS+30 or BS+45 at year 13, MS or MS+16 at year 14, or MS or MS+45 at year 15). In the 2025-2026 school year licensed teaching staff who complete the first semester of teaching each will receive \$375 for those at BS Year 12, BS+16 Year 12, BS+30 Year 13, or BS+45 Year 13; or \$600 for those at MS Year 14, MS+16 Year 14, MS+30 Year 15, or MS+45 Year 15 to be paid out on the January 31st payroll. Licensed teaching staff who complete the second semester of teaching will receive \$375 for those at BS Year 12, BS+16 Year 12, BS+30 Year 13, or BS+45 Year 13; or \$600 for those at MS Year 14, MS+16 Year 14, MS+30 Year 15, or MS+45 Year 15 paid on the June 30 payroll. A teacher must complete a semester to be eligible for the retention pay. Teachers who begin a contract after the start of either semester will receive a proportional retention pay if, and only if, they complete the semester. Teachers on a contract of <1.0 will receive proportional retention pay based on their percentage of contract. The retention pay will not be listed on the individual teachers' contract. The MEA and the Minot Public School Board expressly agree that there is no continuing contract right to any compensation a teacher receives under this Article. Article XXXVI will automatically sunset on June 30, 2026 and will not be included in any future negotiated agreement between the MEA and the Minot Public School Board.

BS, Year 12: \$750  
BS+16, Year 12: \$750  
BS+30, Year 13: \$750  
BS+45, Year 13: \$750  
MS, Year 14: \$1,200  
MS+16, Year 14: \$1,200  
MS+30, Year 15: \$1,200  
MS+45, Year 15: \$1,200

**DURATION CLAUSE**


This agreement shall remain in force until July 1, 2026 at eight a.m. The agreement shall automatically be renewed and remain in force until a new contract is ratified.

Dated this 9th day of June, 2025

For the MEA:

  
\_\_\_\_\_  
President

For the Minot Public Schools:

  
\_\_\_\_\_  
President

**MINOT PUBLIC SCHOOL DISTRICT #1**  
**2025-26 Salary Schedule Report**  
**Base Salary = \$44,550**

<b>Years of Experience</b>	<b>BS</b>	<b>BS+16</b>	<b>BS+30</b>	<b>BS+45</b>	<b>MS</b>	<b>MS+16</b>	<b>MS+30</b>	<b>MS+45</b>
Year 0 Percent of Base	107.70	111.50	116.30	118.20	121.00	126.80	132.50	134.40
<b>Year 0 Salary</b>	<b>47,980</b>	<b>49,673</b>	<b>51,812</b>	<b>52,658</b>	<b>53,906</b>	<b>56,489</b>	<b>59,029</b>	<b>59,875</b>
Year 1 Percent of Base	109.00	112.80	117.60	119.50	122.30	128.10	133.80	135.70
<b>Year 1 Salary</b>	<b>48,560</b>	<b>50,252</b>	<b>52,391</b>	<b>53,237</b>	<b>54,485</b>	<b>57,069</b>	<b>59,608</b>	<b>60,454</b>
Year 2 Percent of Base	110.30	114.10	118.90	120.80	123.60	129.40	135.10	137.00
<b>Year 2 Salary</b>	<b>49,139</b>	<b>50,832</b>	<b>52,970</b>	<b>53,816</b>	<b>55,064</b>	<b>57,648</b>	<b>60,187</b>	<b>61,034</b>
Year 3 Percent of Base	111.50	115.30	120.10	122.00	125.80	131.60	136.30	139.20
<b>Year 3 Salary</b>	<b>49,673</b>	<b>51,366</b>	<b>53,505</b>	<b>54,351</b>	<b>56,044</b>	<b>58,628</b>	<b>60,722</b>	<b>62,014</b>
Year 4 Percent of Base	114.30	119.10	124.90	126.80	130.60	135.40	141.10	144.00
<b>Year 4 Salary</b>	<b>50,921</b>	<b>53,059</b>	<b>55,643</b>	<b>56,489</b>	<b>58,182</b>	<b>60,321</b>	<b>62,860</b>	<b>64,152</b>
Year 5 Percent of Base	118.20	123.90	129.70	131.60	134.40	140.20	145.90	148.80
<b>Year 5 Salary</b>	<b>52,658</b>	<b>55,197</b>	<b>57,781</b>	<b>58,628</b>	<b>59,875</b>	<b>62,459</b>	<b>64,998</b>	<b>66,290</b>
Year 6 Percent of Base	122.00	128.70	133.50	135.40	139.20	145.00	150.70	153.60
<b>Year 6 Salary</b>	<b>54,351</b>	<b>57,336</b>	<b>59,474</b>	<b>60,321</b>	<b>62,014</b>	<b>64,598</b>	<b>67,137</b>	<b>68,429</b>
Year 7 Percent of Base	125.80	132.50	138.30	140.20	144.00	149.70	155.50	157.40
<b>Year 7 Salary</b>	<b>56,044</b>	<b>59,029</b>	<b>61,613</b>	<b>62,459</b>	<b>64,152</b>	<b>66,691</b>	<b>69,275</b>	<b>70,122</b>
Year 8 Percent of Base	129.70	135.40	143.00	145.00	148.80	154.50	159.30	162.20
<b>Year 8 Salary</b>	<b>57,781</b>	<b>60,321</b>	<b>63,707</b>	<b>64,598</b>	<b>66,290</b>	<b>68,830</b>	<b>70,968</b>	<b>72,260</b>
Year 9 Percent of Base	133.50	139.20	146.90	148.80	153.60	158.30	164.10	167.00
<b>Year 9 Salary</b>	<b>59,474</b>	<b>62,014</b>	<b>65,444</b>	<b>66,290</b>	<b>68,429</b>	<b>70,523</b>	<b>73,107</b>	<b>74,399</b>
Year 10 Percent of Base	136.30	143.00	150.70	152.60	157.40	163.10	168.90	171.70
<b>Year 10 Salary</b>	<b>60,722</b>	<b>63,707</b>	<b>67,137</b>	<b>67,983</b>	<b>70,122</b>	<b>72,661</b>	<b>75,245</b>	<b>76,492</b>
Year 11 Percent of Base	140.20	146.90	154.50	156.40	162.20	167.90	174.60	177.50
<b>Year 11 Salary</b>	<b>62,459</b>	<b>65,444</b>	<b>68,830</b>	<b>69,676</b>	<b>72,260</b>	<b>74,799</b>	<b>77,784</b>	<b>79,076</b>
Year 12 Percent of Base	144.00	150.70	157.40	160.30	166.00	172.70	179.40	182.30
<b>Year 12 Salary</b>	<b>64,152</b>	<b>67,137</b>	<b>70,122</b>	<b>71,414</b>	<b>73,953</b>	<b>76,938</b>	<b>79,923</b>	<b>81,215</b>
Year 13 Percent of Base			161.62	164.52	169.80	177.50	185.10	188.00
<b>Year 13 Salary</b>			<b>72,002</b>	<b>73,294</b>	<b>75,646</b>	<b>79,076</b>	<b>82,462</b>	<b>83,754</b>
Year 14 Percent of Base					174.02	181.72	190.90	193.70
<b>Year 14 Salary</b>					<b>77,526</b>	<b>80,956</b>	<b>85,046</b>	<b>86,293</b>
Year 15 Percent of Base							195.12	197.92
<b>Year 15 Salary</b>							<b>86,926</b>	<b>88,173</b>