

MASTER CONTRACT
Between
THE BOARD OF SCHOOL TRUSTEES
of
CONCORD COMMUNITY SCHOOLS
and
THE CONCORD TEACHERS' ASSOCIATION



JULY 1, 2021 — JUNE 30, 2022

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ARTICLE I: RECOGNITION

- A. The Board recognizes the Concord Teachers' Association as the exclusive representative of all teachers in the school corporation.
- B. Definitions:
 - 1. The definition of the term "teacher" shall be: All certificated school employees, as defined by IEERB, of the Concord Community School Corporation except the Superintendent, Assistant Superintendents, Business Manager or Chief Financial Officer, Directors of Curriculum, Principals, Assistant Principals, Associate Principal, Administrative Assistants, Director of Technology or Chief Operating Officer, Director of Music, Director of Athletics, Coordinator of Student Services, Dean of Students, Alternative School Coordinator, Director of Special Education, Speech Language Pathologists, Speech Language Associates, and Assistant to the Principal.
 - 2. The terms "Board" and "Association" shall include authorized officers, representatives, and agents.
 - 3. The term "Corporation," when used in this Contract, shall refer to the Concord Community Schools of the County of Elkhart of the State of Indiana.

ARTICLE II: SHORT-TERM LEAVES

A. Bereavement and Funeral Leave:

Bereavement leave of up to five (5) working days, shall be granted for deaths in the teacher's immediate family. Bereavement leave may not be taken more than ten (10) working days after the death, except that up to two (2) of the days of bereavement leave may be taken more than ten (10) working days later, if necessary, to attend a funeral, memorial, or similar service. Immediate family is defined as those relatives of the teacher or the teacher's spouse as follows: mother, father, children, brother, sister, wife, husband, grandparents, grandchildren, brother-in-law, sister-in-law, son-in-law, daughter-in-law, aunt, uncle, niece, and nephew or any similar relationship brought about by marriage.

One (1) day shall be granted to attend a funeral, memorial, or similar service for deaths not in the teacher's immediate family, as defined in the preceding paragraph.

B. Illness Leave:

Each certified employee who is absent because of personal or family illness (including pregnancy) will be allowed twelve (12) days each year. Unused illness leave may accumulate to unlimited days.

- 1. "Personal illness leave" shall mean an absence from work because the teacher is ill, physically disabled, or quarantined. It shall include any period of maternity leave.

2. "Family illness leave" shall mean an absence from work necessitated by care for any member of the teacher's immediate family, as defined in section A of this Article, or any other ill relative living in the household of the teacher. Absence for family illness is limited to no more than twenty-five (25) days in any one school year. A physician's statement indicating the necessity of the leave after five (5) consecutive contract days must be submitted to the Chief Human Resource Officer.
3. Subject to verification, the Corporation will immediately recognize up to thirty (30) "sick days" from the prior school employer of a new hire.

C. Parental/Adoptive Leave:

A teacher may use up to six (6) weeks of accumulated illness leave for parental/adoptive leave following the birth of a child. Up to six (6) weeks parental leave shall be available to a teacher immediately following the birth of a child. Up to six (6) weeks leave shall be available to a teacher for the purpose of adoption. These days of absence must take place in no more than two (2) segments within six months of the birth or arrival home from the hospital or adoption. Used parental/adoptive leave days will be deducted from the teacher's illness leave.

D. Personal Leave:

Four (4) personal leave days shall be granted during the contractual year in accordance with applicable state law. Unused personal leave days shall be added to the accumulated sick leave on July 1st, after the close of school. An accounting of unused personal leave days may be requested by a teacher at any time. The use of this personal leave day shall be governed by and in accordance with any policies and regulations of the employer.

The Board and Association mutually agree that personal leave days should not be used for the sole purpose of extending school vacation periods, such as Summer Break, Labor Day, Fall Break, Thanksgiving Break, Christmas Break, Martin Luther King Jr. Day, Mid-Winter Break/Presidents' Day, Spring Break, Good Friday, and Memorial Day. All requests for personal leave immediately preceding or immediately following vacation periods are subject to the following conditions:

1. Use of personal leave for the purpose of extending a vacation requires written notice to the Chief Human Resource Officer at least five (5) days prior to the vacation. Each personal day used on a contracted day immediately before a vacation or immediately after a vacation will reduce the teacher's personal days by two (2) without further compensation.
2. Use of one personal day immediately before or immediately after a school vacation period may be approved by the Chief Human Resource Officer if the purpose of the personal day is for something other than extending a vacation.
3. In addition, the use of personal leave must be approved by the Chief Human Resource Officer on parent conference days.
4. One week advance notice to the Chief Human Resource Officer is required when three (3) or more consecutive personal leave days are requested.

5. If all personal days have been exhausted, teachers have the opportunity to exchange one sick day for an additional specified personal day per school year, with advanced notice to the Chief Human Resource Officer. The exchanged personal day may not be rolled over to the following school year.

E. Maternity Leave:

Maternity leave will be governed according to the Illness Leave provisions of this Contract, and may be charged, at the teacher's option, to available Illness Leave. This leave may be taken without loss of reemployment, retirement, and salary benefits or any seniority rights, which have been accrued.

F. Concord Teachers' Association President's Leave:

The President of the Association or his/her designee shall be granted twenty (20) days leave per school year for Association business provided that it shall not interrupt the educational process. These days shall be taken in no less than one-half ($\frac{1}{2}$) day at a time. The President shall give notice to the employer of intent to take such leave by the end of the school day preceding the leave day.

G. Legal Leave:

When requested, a teacher may serve on jury duty. The Board shall pay the teacher his/her full salary minus his/her jury duty pay but not including expenses. A teacher subpoenaed to serve during regular working hours as a witness, if related to his/her teaching responsibilities, shall receive full compensation.

H. Staff Development Leave:

Teachers excused to attend educational conferences or for a professional activity approved by the Board of Education shall have substitutes provided for them at the expense of the Concord Community School District with no loss in salary unless otherwise provided by Board of Education action.

ARTICLE III: SICK LEAVE BANK

A. Purpose:

To provide additional sick and accident benefits beyond normal sick leave for all certified teachers who are unable to perform their normal duties for medical reasons

B. Participation:

1. All certified teachers are eligible to contribute and must complete the Sick Leave Bank Form of their intent to participate or not. This notification must be turned into the Association Designee who will then turn both a compiled list and the Sick Leave Bank Forms into the Central Office within ten (10) business days of November 1, 2015. Starting in the 2017-2018 contract year, teachers must elect to join the sick bank no later than September 30 of any school year. Enrollment forms should be turned in to

the Association designee or Human Resources Department. Participants' contributions will be deducted from their individual sick leave days once the above-mentioned documentation is turned in to the Human Resources Department.

2. Newly hired teachers who choose to participate in the Sick Leave Bank must complete the necessary paperwork and turn such paperwork into the Association Designee or Human Resources Department by September 30 or within thirty (30) days of their hire date, whichever comes later.
3. Withdrawal of Membership: A teacher may withdraw in writing from the Sick Leave Bank at any time, but may not withdraw contributed days.
4. Previous non-participants may join the Sick Leave Bank by making any back contributions equal to the number of days they would have contributed had they joined when originally eligible.
5. Non-participants are not eligible to receive days from the Sick Leave Bank.

C. Contributions:

1. Each participant will contribute at least one (1) day per year. For purposes of determining a participant's maximum allowable sick leave balance at the end of a school year, the day or days contributed will be treated as sick leave used. Once the Bank has at least 200 days, no further contributions will be required until the Bank days fall below 50 days. Retiring teachers may donate up to five (5) unused sick days to the Sick Bank upon retirement, provided they have participated in it for at least the most recent five (5) years.
2. When the Sick Leave Bank has fewer than 50 days, each participant shall be assessed one (1) day. If at that time a participant has no remaining sick leave days, he/she shall be exempt from this assessment until the beginning of the following school year.
3. Once days are in the Sick Leave Bank, they lose all identity and cannot be reclaimed by the contributor.

D. Administration:

1. The Sick Leave Bank shall be administered by a committee composed of five (5) voting Sick Leave Bank Members appointed (I.C. 20.29.5.7 needs to be followed) by the Association President on an annual basis. The Association President or designee shall chair the committee. The Committee Chair shall be responsible for convening the Committee to consider applications for Sick Leave Bank days and shall report the decision of the Committee to the applicant and the Superintendent in writing.
2. Although it is the Association's responsibility to develop application guidelines and any other regulatory forms necessary to conduct Sick Leave Bank business, all forms and guidelines will be shared with the Superintendent prior to their use.

3. It is understood that the Sick Leave Bank cannot discriminate against any applicant nor can it make illegal decisions.
4. The Corporation shall be responsible for maintaining Sick Leave Bank records and shall provide the Association President and Committee Chair with an account by December 1 of each year and upon request if there has been activity.
5. Both the Superintendent's office and the Sick Leave Bank Committee shall keep records on the number of days in the Sick Leave Bank and of the use of such days by participants. These records shall be reconciled at the end of each academic year.

E. Procedure:

1. An Applicant must have exhausted all of his/her sick leave and personal leave days and have had five (5) days of unpaid leave before being eligible to receive the benefits. In the event of a demonstrated hardship, the Applicant may petition the Committee to waive all or a portion of the unpaid leave.
2. Application must be in writing on the Committee's form and submitted to the Association President with a copy to the Superintendent. These forms may be submitted via email.
3. Ideally, the application should be made at least ten (10) days before the absence.
4. In cases of emergencies, the application should be made as soon as possible.
5. Application may be made by a personal representative if the Applicant is unable to do so.
6. A physician's statement indicating the necessity of the leave and a prognosis for a return to work shall be required. This information is deemed confidential.
7. A maximum of 25 school days per loan shall be allowed.
8. If more days are needed, the Applicant must reapply.
9. No participant will be eligible for both Corporation Disability and Sick Leave Bank at the same time.
10. If the Committee denies a loan, it must state in writing the reason(s) for denial. The decision of the Committee will be final.

F. Repayment:

1. Following return to work, the Borrower shall repay the days at a rate of two (2) days per year until all borrowed days are repaid or he/she retires. In case of a demonstrated hardship, the borrower may petition the committee for a lesser number of days per year. These days will be automatically deducted from the Borrower's new bank of sick leave days at the beginning of the following school year unless the Superintendent is notified otherwise, in writing, by the Association President.

2. If a Borrower leaves or retires from CCSC prior to repaying the days borrowed, any sick leave days remaining in his/her account shall be used to repay the loan.
3. The committee may waive repayment of the loan in case of death.

ARTICLE IV: RETIREMENT LEAVE PAY

A. The Board established a section 401(a) retirement plan and a 501(c)(9) VEBA plan for certain teachers to be funded with a one-time contribution from the Board. The plans provide for vesting after the age of fifty-five years and five (5) years of service and teachers will be given credit for years of service worked as teachers for the Board in the ten (10) years immediately prior to the establishment of the plans for vesting purposes. The Board and the Association acknowledged that the purpose of establishing these plans was to convert the unfunded liability for the discontinued severance benefits as of June 30, 2006, to funded benefits. The parties intended to achieve this purpose by funding these plans with one-time contributions to the accounts of each eligible teacher based on fiscal and actuarial assumptions (including provisions regarding reallocation of forfeitures) as agreed to by the Board and the Association.

The above provision of the Article did not apply to teachers hired after the 2000-2001 school year, to teachers whose retirement was effective prior to July 1, 2006 (including those whose retirement was pending as of the date of the adoption of this provision), nor to teachers who delivered to the Board no later than May 1, 2006, written notice of their intent to retire no later than the end of the 2006-2007 school year, which notice and election to retire was irrevocable.

ARTICLE V: FRINGE BENEFITS

A. The Corporation provides teachers health insurance options and dental/vision options. The Corporation will pay for a portion of the cost of the health insurance premiums and/or the dental/vision premiums. For the 2021-2022 school year, the Corporation’s contributions towards the insurance premiums are as follows:

PLAN TYPE	PLAN A	PLAN B	DENTAL/VISION
Employee Only	\$6,135.48	\$6,135.48	\$385.00
Employee + Children	\$11,280.67	\$11,280.67	\$672.00
Employee + Spouse	\$11,393.69	\$11,393.69	\$672.00
Employee + Spouse + Children	\$11,667.59	\$11,667.59	\$672.00
Two Employees	\$17,803.07	\$17,803.07	\$1,057.00

B. Married employees who are both employed full time by the Corporation will receive a combination of up to what the Corporation pays for an Employee Only plan and an Employee + Spouse + Children plan. At no time shall the fringe benefit exceed the cost of the plan.

Effective January 1, 2020, the insurance program will be unbundled. The Corporation shall pay 100% of the cost of life insurance, long-term disability, telehealth visits, and the employee assistance program.

Teachers on part-time contracts (less than one hundred percent [100%]) shall receive a pro-rata insurance contribution.

- C. The Corporation will pay a \$35 per day rate for up to one hundred twenty (120) days of unused illness leave to any teacher leaving the Corporation after completing ten (10) years or more of service with the Concord Community Schools. One (1) year of experience shall be defined as active employment for one hundred twenty (120) days during any one (1) school year. Beginning with the 1993-94 school year, one (1) year of experience will be given to any teacher who has two (2) half years of service (sixty to one hundred nineteen [60 to 119] days). In calculating this benefit stipend such a teacher will receive, the amount of time worked by that teacher (as a portion of full time) shall be averaged over the ten (10) years immediately prior to separation or retirement from the Corporation.

After June 30, 2001, a teacher who has accumulated one hundred twenty (120) or more days of unused illness leave may not accumulate additional unused days for purposes of the fringe benefit described in this section; this provision shall not be construed to reduce the number of days of unused illness leave accumulated prior to that date. The benefit provided under this Section may be reduced as provided in Section E of this Article.

The final contract shall be amended so as to include this benefit as part of the regular pay and will be added to the last pay prior to June 30th. The teacher shall provide written notice by April 1st of the final school year of teaching. Exceptions may be granted for good cause upon recommendation by the Superintendent and approval of the majority of the Board of School Trustees.

- D. The Corporation will establish a section 125 Flexible Spending Benefit Plan to be funded solely by salary reductions from employees of the Corporation who wish to participate on a voluntary basis. The Corporation shall recognize and process salary reduction forms submitted by employees who wish to participate and shall remit salary reduction amounts to the Plans. The Corporation shall not be required to take other action in regard to the Plans.
- E. In addition to all other compensation provided under this Agreement, the Corporation shall pay three percent (3%) of each teacher's salary to the Indiana Public Retirement System (INPRS) on behalf of each teacher for payment of such teachers' mandatory contribution to the INPRS.

This section shall not apply in the case of rehired retirees who are not eligible for additional INPRS contributions.

- F. The Corporation will establish a section 401(a) retirement plan for teachers to be funded with contributions by the Corporation. Teachers will be 100% vested in the 401(a) retirement plan after five (5) years of service with the Corporation; teachers will not be eligible for any percentage of the 401(a) retirement plan until they have completed five (5) years of service with the Corporation. Teachers will be given credit for years of service worked as teachers for

the Corporation in the ten (10) years immediately prior to the establishment of the plan for vesting purposes. For the 2021-2022 school year, the Corporation shall pay 1.5% of each teacher's salary to the section 401(a) retirement plan.

G. Continued Participation in Group Life and Health:

A teacher who retires and who is at least fifty-five (55) years of age and has been employed by Concord Community Schools for a minimum of ten (10) years shall be eligible to participate in the Board sponsored group life and health insurance program for teachers until such teacher is eligible to apply for health coverage under Part A of the Medicare Act, provided that said teacher pays the full amount of the insurance premium prior to the date said premiums are due and payable.

ARTICLE VI: SALARY AND COMPENSATION

A. Compensation Model:

1. The salary placement schedule for the 2021-2022 contract year is set forth in Appendix A of this Agreement. Placement on the salary schedule and salary raises are based on three factors, including evaluation rating, academic needs, and education. The evaluation rating factor is defined as receiving a rating of Highly Effective or Effective. The academic needs factor is based on the academic needs of the students in the Corporation. The education factor is defined as possessing a master's degree in an eligible content area as defined by the Indiana Department of Education, in which the teacher currently teaches, or any other content area approved by the Superintendent.
 - a. For the 2021-2022 school year, a teacher who meets the evaluation factor but not the education factor will move up four (4) levels on the bachelor's degree column of the 2020-2021 salary placement schedule, which is set forth in Appendix D of this Agreement. A teacher who meets the evaluation factor and the education factor will move up three (3) levels on the master's degree column of the 2020-2021 salary placement schedule.
 - b. For the 2021-2022, the Corporation shall pay teachers who meet the evaluation factor and the education factor a one-time stipend of five hundred dollars (\$500).
 - c. For the 2021-2022 school year, the Corporation shall pay teachers in their second (2nd) year of experience a one-time stipend of five hundred dollars (\$500).
 - d. An eligible teacher in the bachelor's degree column who is in the first year of having satisfied the education requirement shall move to the highest level permitted in the master's degree column without the resulting raise in salary exceeding the raise the teacher receives under subsection A-1-a of this Article. For the 2021-2022 school year, in the event the resulting placement is below the teacher's cohort group, the Superintendent may place the teacher at the higher level on the master's degree salary schedule to be nearer to but not above the

placement of the teacher's cohort group. This increase is intended to qualify under the teacher retention catch-up provisions of IC 20-28-9-1.5(d)(2). This increase is based on the academic needs factor, defined as the need to retain experienced teachers and is in comparison to the one-level increase in the minimum starting salaries for new teachers.

2. The schedule is based on estimated revenues available for increases after taking into consideration the potential adjustments under section A-4 of this Article, below, including the redistribution of funds based on a projection of those teachers who will not be eligible for a salary increase due to a rating of Needs Improvement or Ineffective. In the event the final number of teachers determined to be ineligible for raises changes, the available funds will be reallocated as pro-rata stipends to teachers who are eligible for raises, specifically those who received Effective or Highly Effective evaluation ratings. Those teachers shall be paid prior to the end of the applicable school year.
3. Teachers must receive a final rating of Effective or Highly Effective in order to earn any increase. Teachers that receive a final rating of Improvement Necessary or Ineffective are not eligible for salary increases. Notwithstanding the preceding sentence, to the extent permitted by law, a teacher in the first two (2) full school years of providing instruction to students in elementary or high school who receives an Improvement Necessary rating may be eligible to receive an increase under this compensation model, provided the teacher has not had a prior rating of Improvement Necessary or Ineffective.
4. The teacher base salary range for the compensation model is \$41,500 - \$78,000.
5. Newly hired teachers will be placed on the salary schedule based on their education and years of effective service commensurate with the mode salaries of current teachers with comparable education and years of effective service. All experience in K-12 outside of the Concord Community School District shall be recognized for placement, public or private, so long as the experience was gained in a school accredited by the state in which the school was located. Up to two (2) years of verifiable AmeriCorps, Peace Corps, or active duty Military experience shall be recognized for salary placement. For the 2021-2022 school year, the minimum starting salary for a new teacher will be at level A on the Bachelor's Degree column of the salary schedule, and the minimum starting salary for a new teacher with a content area master's degree will be at level A on the Master's Degree column of the salary schedule.
6. Allocated funds for the 2021-2022 Compensation Model will be \$805,500.25.

B. Additional Compensation:

1. Dual Credit:

Teachers who are credentialed to teach dual credit courses will be paid a stipend of one thousand five hundred dollars (\$1,500) (the same as board certification) during each

school year they are credentialed. This is a stipend and does not increase a teacher's base salary.

2. Background Checks:

Concord Community Schools agrees to reimburse each employee up to thirty dollars (\$30) for each five-year update.

3. Extra Duty Schedule Pay:

Payment for extra duty assignments shall be in accordance with the schedule set forth in Appendix B of this Agreement. The number of positions set forth in Appendix B is for information purposes only and was not bargained. The Corporation reserves the right to establish the number of extra-duty positions and determine whether or not to fill the positions after discussion with the Association.

4. National Board Certification:

Teachers with National Board Certification will be paid a stipend of one thousand five hundred dollars (\$1,500) during each school year they are so certified. This is a stipend and does not increase the teacher's base salary.

5. Teacher Appreciation Grants:

The School Board shall adopt an annual policy concerning the distribution of the Teacher Appreciation Grant. This policy shall be submitted to the Indiana Department of Education (IDOE) along with the Corporation's staff performance evaluation plan online as one (1) document by September 15th of each year. The current policy was last revised by the Board on March 16, 2020, as po3220.01.

Pursuant to that policy, the Corporation shall distribute a cash stipend as determined by the Superintendent to all eligible teachers in the Corporation who are rated as Effective. For all eligible teachers who are rated as Highly Effective, the Corporation shall distribute a cash stipend that is 25% more than the stipend given to the teachers rated as Effective

This was not bargained, but reflects current Board policy, adopted after discussion with the Association.

6. Master's Degree Stipend (Not in effect for the 2021-2022 school year):

Teachers who earn a master's degree in a job related field from an accredited post-secondary institution will be paid a stipend of five thousand dollars (\$5,000) during the school year immediately following when the master's degree is earned. This is a stipend and does not increase the teacher's base salary.

7. Assigned Professional Duties:

For the 2021-2022 contract year, teachers in the following positions will be paid a stipend equal to their per diem rate times the number of days indicated:

1. ENL Lead Teacher (per building), 4 days
2. K-6 School Counselor, 5 days

For purposes of this provision, the per diem rate is equal to the teacher's base salary divided by 183 days.

Examples of extended contracts are as follows, for informational purposes and not bargained. Teachers with extended contracts shall be compensated at their daily rate of pay for each day beyond the regular teaching contract:

1. District Digital Learning Specialist, 20 days
2. CHS School Counselor, 10 days
3. CHS College/Career Readiness Center Leader, 10 days
4. CHS Academic Advisor, 10 days
5. CHS Certified Librarian, 10 days
6. CHS Work Based Learning Coordinator, 5 days
7. CJHS School Counselor, 12 days
8. CJHS Certified Librarian, 10 days
9. CJHS High Ability – 7-8 Lead, 2 days
10. Intermediate School High Ability – 5-6 Lead, 2 days
11. High Ability – K-4 Lead, 2 days

8. Mentor Pay:

Teachers who are assigned by an administrator to serve as a mentor to another teacher hired by the Corporation will be paid a one-time stipend of five hundred dollars (\$500). This is an annual stipend and is not added to a teacher's base salary.

9. English Language Learner Certification Stipend:

Teachers who hold or obtain an English Language Learner certification will be paid a one-time stipend of one thousand five hundred dollars (\$1,500). This is a one-time stipend and is not added to a teacher's base salary.

10. Superintendent's Discretionary Hiring Stipend:

At the discretion of the Superintendent, a newly hired teacher may be eligible for a stipend of up to \$2,500 in cases of scarce availability that are beneficial to students. The stipend may be paid in full upon hire or in multiple payments within the first two years of employment. The President of the Association or designee shall be informed prior to the Board's action when the Superintendent feels the need to include a stipend to meet the academic needs of the Corporation's students in the hiring process. This provision shall expire on December 31, 2022, unless lawfully bargained otherwise.

ARTICLE VII: GRIEVANCE PROCEDURE

- A. A teacher shall have the right to use the grievance procedure to seek an advisory opinion in the case of an alleged violation by the Board of State or Federal Statutes which directly and significantly affects the terms and conditions of employment of a teacher, provided that said teacher provides the Board with notice of violation of said law thirty (30) days prior to filing a grievance.
- B. Definitions:
 - 1. A "grievance" is a claim by one (1) or more teachers of a violation, a misapplication or a misinterpretation of this Contract.
 - 2. The term "teacher" includes any individual or group of individuals within the bargaining unit.
 - 3. The term "day" when used in this Article shall be school days.
- C. 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 Contract. Both parties agree that these proceedings shall be kept confidential.
- D. Nothing contained herein shall be construed to prevent any individual teacher 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 hearings at the employee's request with a copy of the resolution of the grievance forwarded to the Association if the employee does not want the Association present.
- E. Procedure:
 - 1. The number of days indicated at each level shall be considered as maximum, and every effort shall be made to expedite this process. The time limits may be extended by mutual consent in writing by authorized representatives of each party.
 - 2. Level One: A teacher with a grievance may initiate this procedure in one (1) of the following ways:
 - a. He/she may approach the immediate supervisor concerned and discuss the matter on his/her own behalf.

- b. He/she may request that a representative of the Association accompany him/her in approaching his/her immediate supervisor. In such a case, the supervisor shall not initiate any consultation with the grievant prior to any scheduled meeting at which the representative is to be present.
 - c. In the event that steps "a" and "b" above are unsuccessful, the teacher may file a formal grievance in writing. A formal grievance shall be filed as soon as possible, but in no event longer than thirty (30) days after disclosure of the facts giving rise to the grievance.
 - d. Within five (5) days of the filing of the formal grievance in writing, a meeting shall take place between the immediate supervisor and/or his/her representative concerned, the grievant, and the Association representative, if desired by the grievant; and an answer to the grievance shall be given to the grievant in writing within five (5) days.
3. Level Two: If the grievance is not settled at Level One, it may be appealed to the Board by filing a written notice with the Board's chief administrator, the Superintendent, stating the grounds for appeal. A meeting with the Board or its designated representative(s) shall be held within ten (10) days following the receipt of such notice, and the Superintendent shall promptly notify the grievant and the Association of the date, the time, and the place where such appeal shall be heard. The Board's written decision shall be transmitted to the grievant and the Association within ten (10) days after the hearing.
4. Level Three: Within ten (10) days of receipt of the decision at Level Two, the grievance may be submitted to arbitration. The Association shall notify the Board of its intention to submit the matter to arbitration within this ten (10) day period. After notification that the matter shall be submitted to arbitration, the following procedures shall be followed:
 - a. The two (2) parties shall attempt to select an arbitrator by mutual agreement. If they cannot agree on an arbitrator within five (5) days after notification is given, the arbitrator shall be selected by the American Arbitration Association in accord with its rules which shall likewise govern the arbitration hearing. The arbitrator shall set forth his/her findings and conclusions on the issues submitted. The award of the arbitrator shall be advisory.
 - b. The Board and Association agree that neither party shall be permitted to assert in such arbitration proceeding any ground or to rely on any evidence not previously disclosed to the other party.
 - c. The costs of arbitration under this Article shall be divided equally between the Board and the Association.
 - d. Within twenty-one (21) days after the receipt of the arbitrator's findings, the Board shall meet in executive session and review the arbitrator's findings of fact, and award, if any, as well as the transcript and evidence of the arbitration hearing.

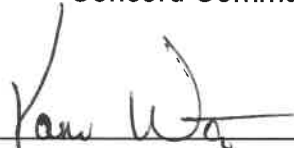
After such review, the Board shall have the right to reject the arbitrator's findings of fact and award, if any, in which case it shall notify the grievant; if, however, no action is taken by the Board within twenty-one (21) days, the arbitrator's award shall be accepted by both parties as final.

5. Other provisions relating to the grievance procedure:
 - a. No reprisal of any kind shall be taken by or against any participant in the grievance procedure by reason of such participation.
 - b. All documents, communications, and records dealing with the processing of a grievance shall be filed separately from the personnel file of the participant and are not valid basis for evaluations or consideration of awarding any professional advantage to such a teacher.
 - c. If the grievant fails to file or proceed with said grievance as called for within the grievance procedure, said grievance shall be considered dropped and settled. If the Board or its representatives fail to respond as called for within the grievance procedure, said grievance shall advance to the next level of the grievance procedure.

ARTICLE VIII: TERM OF AGREEMENT


A. The undersigned parties attest to the following:

1. This Agreement shall be effective from July 1, 2021 through June 30, 2022.
2. This Agreement was tentatively agreed upon by the Association and Corporation on November 4, 2021, and this Agreement was ratified by the Association on November 5, 2021. This Agreement was ratified by the Board at its regular meeting on November 15, 2021, and is entered into on this date by and between Concord Community Schools, County of Elkhart, State of Indiana, the Board of School Trustees, and the Concord Teachers' Association.
3. A public hearing was held in compliance with IC 20-29-6-1(b) on Thursday, September 9, 2021, and participation by the parties and the public was in person; electronic participation was not permitted.
4. A public meeting was held in compliance with IC 20-29-6-19 on Monday, November 8, 2021 to discuss the Tentative Agreement; electronic participation by the Board and the public was not permitted.
5. Whenever any notice is required to be given from one party of this contract to the other, it shall be given by certified mail as follows:
 - a. If by the Association to the Board, at 59040 Minuteman Way, Elkhart, Indiana 46517-3499.
 - b. If by the Board to the Association, at 1520 Cedar Point Drive, Niles, Michigan 49120
6. This Contract is so attested to by the Board of School Trustees and Administration of Concord Community Schools and the Concord Teachers' Association:



President of the Board of School Trustees

11-15-21
Date



President of Concord Teachers' Association

11-15-21
Date



Superintendent of Concord Community Schools

11-15-2021
Date

APPENDIX A: 2021-2022 SALARY PLACEMENT SCHEDULE

BACHELOR'S DEGREE			MASTER'S DEGREE		
Level	Salary	Experience	Level	Salary	Experience
A	\$41,500	0-1	A	\$44,250	0
B	\$42,000	-	B	\$45,000	1
C	\$42,500	2	C	\$45,750	2
D	\$43,000	-	D	\$46,500	-
E	\$43,500	3	E	\$47,250	3-4
F	\$44,000	4	F	\$48,000	5-6
G	\$44,500	5	G	\$48,750	7-8
H	\$45,000	6	H	\$49,500	9
I	\$45,500	7	I	\$50,250	-
J	\$46,000	-	J	\$51,000	10
K	\$46,500	8	K	\$51,750	11
L	\$47,000	9	L	\$52,500	12
M	\$47,500	10	M	\$53,250	-
N	\$48,000	11	N	\$54,000	13
O	\$48,500	-	O	\$54,750	-
P	\$49,000	12	P	\$55,500	-
Q	\$49,500	-	Q	\$56,250	-
R	\$50,000	13	R	\$57,000	14
S	\$50,500	-	S	\$57,750	-
T	\$51,000	14	T	\$58,500	15
U	\$51,500	-	U	\$59,250	-
V	\$52,000	15	V	\$60,000	16
W	\$52,500	-	W	\$60,750	-
X	\$53,000	16	X	\$61,500	17
Y	\$53,500	17	Y	\$62,250	18
Z	\$54,000	-	Z	\$63,000	-

A2	\$54,500	-	A2	\$63,750	19
B2	\$55,000	-	B2	\$64,500	-
C2	\$55,500	18	C2	\$65,250	20
D2	\$56,000	19	D2	\$66,000	-
E2	\$56,500	20	E2	\$66,750	21
F2	\$57,000	-	F2	\$67,500	-
G2	\$57,500	21	G2	\$68,250	22
H2	\$58,000	-	H2	\$69,000	-
I2	\$58,500	22	I2	\$69,750	23
J2	\$59,000	23	J2	\$70,500	24
K2	\$59,500	-	K2	\$71,250	-
L2	\$60,000	-	L2	\$72,000	25
M2	\$60,500	24-27	M2	\$72,750	26
N2	\$61,000	28+	N2	\$73,500	27
-	-	-	O2	\$74,250	-
-	-	-	P2	\$75,000	-
-	-	-	Q2	\$75,750	28-32
-	-	-	R2	\$76,500	33+
-	-	-	S2	\$77,250	-
-	-	-	T2	\$78,000	-

APPENDIX B: EXTRA-DUTY POINT ASSIGNMENTS

- A. Extra-duty points are worth \$110 each, and each assignment is paid a total of \$110 multiplied by the number of extra-duty points allocated to it. For certified staff members, the total pay for an extra-duty assignment is distributed evenly among their total number of annual pays. For classified staff members and lay coaches—any non-certified staff member hired solely as a coach or activity sponsor—the total pay for an extra-duty assignment is distributed evenly among the pay periods during the activity’s season.
- B. After the 5th year of experience in a position, an additional extra-duty point will be added at the start of the 6th year. After the 10th year of experience, another additional extra-duty point will be added at the start of the 11th year. After the 15th year of experience, another additional extra-duty point will be added at the start of the 16th year.

CONCORD ELEMENTARY SCHOOLS			
Extra-Duty Position	Positions	Points	Position Pay
Book/Reading Club	Principal determination not to exceed 31 total points for these extra-duty positions. Principal may allocate up to 15 of the 31 total points for other positions and activities in which students are interested.	2	\$220.00
Fine Arts Club		4	\$440.00
Homework Club		5	\$550.00
Journalism Club		3	\$330.00
Math Bowl/Math Pentathlon		3	\$1,057.00
Spell Bowl/Spelling Bee		3	\$330.00
STEM Club		4	\$440.00
Student Council		2	\$220.00
Technology/Digital Club		3	\$330.00
Principal Discretionary		15	TBD
Art Fair	1	2	\$220.00
Core Team Member	6	4	\$440.00
Grade-Level Leader	5	13	\$1,430.00
Intramurals Coordinator	2	5	\$550.00
“Leader in Me” Team Leader	1	5	\$550.00
“Leader in Me” Team Member	6	3	\$330.00
Music Concert	1	3	\$330.00
Robotics	1	6	\$660.00
Science Fair Coordinator	1	3	\$330.00
“Strategies” Team Leader	1	6	\$660.00
“Strategies” Team Member	6	3	\$330.00
Yearbook	1	4	\$440.00

CONCORD INTERMEDIATE SCHOOL			
Extra-Duty Position	Positions	Points	Position Pay
Book/Reading Club	Principal determination not to exceed 39 total points for these extra-duty positions. Principal may allocate up to 15 of the 39 total points for other positions and activities in which students are interested.	2	\$220.00
Fine Arts Club		4	\$440.00
Homework Club		5	\$550.00
Journalism Club		3	\$330.00
Math Bowl/Math Pentathlon		3	\$1,057.00
Spell Bowl/Spelling Bee		3	\$330.00
STEM Club		4	\$440.00
Student Council		2	\$220.00
Technology/Digital Club		3	\$330.00
Principal Discretionary		15	TBD
Activities Coordinator	1	10	\$1,100.00
Art Fair	1	2	\$220.00
Athletic Director	1	15	\$1,650.00
Basketball, Boys 5th Grade	4	8	\$880.00
Basketball, Boys 6th Grade	4	8	\$880.00
Basketball, Girls 5th Grade	4	8	\$880.00
Basketball, Girls 6th Grade	4	8	\$880.00
Core Team Member	6	4	\$440.00
Grade-Level Leader	6	13	\$1,430.00
Intramurals Coordinator	4	5	\$550.00
“Leader in Me” Team Leader	2	5	\$550.00
“Leader in Me” Team Member	6	3	\$330.00
Music Concert	1	3	\$330.00
Robotics, Fall Sponsor	2	11	\$1,210.00
Robotics, Spring Sponsor	2	11	\$1,210.00
Science Fair Coordinator	1	6	\$660.00
Soccer, Boyd	4	8	\$880.00
Soccer, Girls	4	8	\$880.00
“Strategies” Team Leader	1	6	\$660.00
“Strategies” Team Member	6	3	\$330.00
Volleyball, 5th Grade	4	8	\$880.00
Volleyball, 6th Grade	4	8	\$880.00
Yearbook	1	4	\$440.00

CONCORD JUNIOR HIGH SCHOOL			
Extra-Duty Position	Positions	Points	Position Pay
Math Team	Principal determination not to exceed 35 total points for these extra-duty positions. Principal may allocate up to 15 of the 35 total points for other positions and activities in which students are interested.	3	\$330.00
Speech		3	\$330.00
Spell Bowl Coach		3	\$330.00
Spelling Bee Coach		1	\$110.00
Super Bowl Coordinator		3	\$330.00
Super Bowl English Coach		3	\$330.00
Super Bowl Math Coach		3	\$330.00
Super Bowl Science Coach		3	\$330.00
Super Bowl Social Studies Coach		3	\$330.00
Principal Discretionary		15	TBD
Art, Corporation Art Show Coordinator	2	3	\$330.00
Art, Scholastic Art Show Coordinator	2	3	\$330.00
Basketball, Boys 7th Grade Head Coach	1	26	\$2,860.00
Basketball, Boys 7th Grade JV Coach	1	24	\$2,640.00
Basketball, Boys 8th Grade Head Coach	1	26	\$2,860.00
Basketball, Boys 8th Grade JV Coach	1	24	\$2,640.00
Basketball, Girls 7th Grade Head Coach	1	26	\$2,860.00
Basketball, Girls 7th Grade JV Coach	1	24	\$2,640.00
Basketball, Girls 8th Grade Head Coach	1	26	\$2,860.00
Basketball, Girls 8th Grade JV Coach	1	24	\$2,640.00
Cheerleading, Girls 7th Grade Football Sponsor	1	10	\$1,100.00
Cheerleading, Girls 8th Grade Football Sponsor	1	9	\$990.00
Cheerleading, Girls JV Basketball Sponsor	1	9	\$990.00
Cheerleading, Girls Varsity Basketball Sponsor	1	10	\$1,100.00
Choir Director	1	13	\$1,430.00
Cross Country, Head Coach	1	27	\$2,970.00
Department Chair	7	13	\$1,430.00
Drama Director	1	14	\$1,540.00
Drama, Assistant Director	1	12	\$1,320.00
Football, Boys 7th Grade Assistant Coach	1	27	\$2,970.00
Football, Boys 7th Grade Head Coach	1	27	\$2,970.00
Football, Boys 8th Grade Assistant Coach	1	27	\$2,970.00
Football, Boys 8th Grade Head Coach	1	27	\$2,970.00
Intramurals Coordinator	8	6	\$660.00
Life Club/Leadership Team	1	18	\$1,980.00

National Junior Honor Society Sponsor	1	5	\$550.00
Newspaper Sponsor	1	9	\$990.00
Robotics, Fall Sponsor	2	11	\$1,210.00
Robotics, Spring Sponsor	2	11	\$1,210.00
Soccer, Boys Head Coach	1	26	\$2,860.00
Soccer, Girls Head Coach	1	26	\$2,860.00
Swimming, Boys Head Coach	1	16	\$1,760.00
Swimming, Girls Head Coach	1	16	\$1,760.00
Team Coordinator	6	7	\$770.00
Track, Boys 7th Grade Head Coach	1	26	\$2,860.00
Track, Boys 8th Grade Head Coach	1	26	\$2,860.00
Track, Girls 7th Grade Head Coach	1	26	\$2,860.00
Track, Girls 8th Grade Head Coach	1	26	\$2,860.00
Tutors	2	4	\$440.00
Volleyball, Girls 7th Grade Head Coach	1	26	\$2,860.00
Volleyball, Girls 7th Grade JV Coach	1	22	\$2,420.00
Volleyball, Girls 8th Grade Head Coach	1	26	\$2,860.00
Volleyball, Girls 8th Grade JV Coach	1	22	\$2,420.00
Wrestling, Assistant Coach	1	21	\$2,310.00
Wrestling, Head Coach	1	27	\$2,970.00
Yearbook Sponsor	1	12	\$1,320.00

CONCORD HIGH SCHOOL			
Extra-Duty Position	Positions	Points	Position Pay
Spell Bowl Coach	Principal determination not to exceed 47 total points for these extra-duty positions. Principal may allocate up to 15 of the 47 total points for other positions and activities in which students are interested.	3	\$330.00
Academic Super Bowl Coordinator		10	\$1,100.00
Academic Super Bowl English Coach		6	\$660.00
Academic Super Bowl Fine Arts Coach		6	\$660.00
Academic Super Bowl Math Coach		6	\$660.00
Academic Super Bowl Science Coach		6	\$660.00
Academic Super Bowl Social Studies Coach		6	\$660.00
Principal Discretionary		15	TBD
Aquatics, Director	1	17	\$1,870.00
Art, Community Art Show Coordinator	5	4	\$440.00
Art, Corporation Art Show Coordinator	5	3	\$330.00
Art, Corporation Lead Art Show Coordinator	1	2	\$220.00
Athletic Trainer, 3 Seasons	1	79	\$8,690.00
Athletic Trainer, Assistant	1	46	\$5,060.00
Athletics, Equipment Manager	1	22	\$2,420.00
Athletics, Webmaster	1	10	\$1,100.00
Band, Assistant Director	4	43	\$4,730.00
Band, Associate Director	1	43	\$4,730.00
Band, Basketball Pep Director	1	13	\$1,430.00
Band, Jazz Director	1	17	\$1,870.00
Baseball, 9th Grade Coach	1	27	\$2,970.00
Baseball, Assistant Coach	1	27	\$2,970.00
Baseball, Junior Varsity Coach	1	27	\$2,970.00
Baseball, Varsity Coach	1	52	\$5,720.00
Basketball, Boys 9th Grade Coach	1	28	\$3,080.00
Basketball, Boys Assistant Coach	1	37	\$4,070.00
Basketball, Boys JV Coach	1	37	\$4,070.00
Basketball, Boys Varsity Coach	1	93	\$10,230.00
Basketball, Girls 9th Grade Coach	1	28	\$3,080.00
Basketball, Girls Assistant Coach	1	32	\$3,520.00
Basketball, Girls JV Coach	1	32	\$3,520.00
Basketball, Girls Varsity Coach	1	92	\$10,120.00
Cheerleading, 9th Grade Sponsor	1	21	\$2,310.00
Cheerleading, JV Sponsor	1	21	\$2,310.00

Cheerleading, Varsity Sponsor	1	24	\$2,640.00
Choir Director	1	43	\$4,730.00
Choir, Assistant Director	1	20	\$2,200.00
Class Sponsor, 10th Grade	2	3	\$330.00
Class Sponsor, 11th Grade	2	11	\$1,210.00
Class Sponsor, 12th Grade	2	5	\$550.00
Class Sponsor, 9th Grade	2	2	\$220.00
Cross Country, Boys Head Coach	1	34	\$3,740.00
Cross Country, Girls Head Coach	1	34	\$3,740.00
Department Chair, 1-2 Person Department	3	12	\$1,320.00
Department Chair, 3-7 Person Department	6	15	\$1,650.00
Department Chair, 8+ Person Department	6	19	\$2,090.00
Drama, Director	1	39	\$4,290.00
Drama, Fall Play Director	1	12	\$1,320.00
Drama, Spring Musical Choreographer	1	12	\$1,320.00
Drama, Spring Musical Director	1	12	\$1,320.00
Drama, Spring Musical Organizational Assistant	1	12	\$1,320.00
Drama, Spring Musical Pit Director	1	12	\$1,320.00
Drama, Spring Musical Vocal Director	1	12	\$1,320.00
eSports, Fall Coach	1	17	\$1,870.00
eSports, Spring Coach	1	17	\$1,870.00
Football, 9th Grade Assistant Coach	1	24	\$2,640.00
Football, 9th Grade Head Coach	1	35	\$3,850.00
Football, Assistant Coach	3	41	\$4,510.00
Football, Defensive Coordinator	1	45	\$4,950.00
Football, Offensive Coordinator	1	45	\$4,950.00
Football, Varsity Coach	1	93	\$10,230.00
Golf, Boys Assistant Coach	1	10	\$1,100.00
Golf, Boys Varsity Coach	1	27	\$2,970.00
Golf, Girls Assistant Coach	1	8	\$880.00
Golf, Girls Varsity Coach	1	23	\$2,530.00
Key Club Sponsor	1	5	\$550.00
National Honor Society Sponsor	1	5	\$550.00
Newspaper Sponsor	1	26	\$2,860.00
Orchestra Director	2	35	\$3,850.00
Robotics, Fall Sponsor	2	11	\$1,210.00
Robotics, Spring Sponsor	2	11	\$1,210.00
Soccer, Boys Assistant Coach	1	20	\$2,200.00

Soccer, Boys Assistant Coach	1	20	\$2,200.00
Soccer, Boys JV Coach	1	23	\$2,530.00
Soccer, Boys JV Coach	1	23	\$2,530.00
Soccer, Boys Varsity Coach	1	44	\$4,840.00
Soccer, Boys Varsity Coach	1	44	\$4,840.00
Softball, Assistant Coach	1	27	\$2,970.00
Softball, JV Coach	1	27	\$2,970.00
Softball, Varsity Coach	1	50	\$5,500.00
Speech Director	1	44	\$4,840.00
Speech, Assistant Director	1	26	\$2,860.00
Student Council Advisor	1	12	\$1,320.00
Swimming, Boys Assistant Coach	1	32	\$3,520.00
Swimming, Boys Varsity Coach	1	51	\$5,610.00
Swimming, Girls Assistant Coach	1	32	\$3,520.00
Swimming, Girls Varsity Coach	1	51	\$5,610.00
Tennis, Boys Assistant Coach	1	19	\$2,090.00
Tennis, Boys Varsity Coach	1	39	\$4,290.00
Tennis, Girls Assistant Coach	1	21	\$2,310.00
Tennis, Girls Varsity Coach	1	41	\$4,510.00
Track, Boys Assistant Coach	1	23	\$2,530.00
Track, Boys Varsity Coach	1	48	\$5,280.00
Track, Girls Assistant Coach	1	23	\$2,530.00
Track, Girls Varsity Coach	1	48	\$5,280.00
Volleyball, 9th Grade Coach	1	23	\$2,530.00
Volleyball, Assistant Coach	1	23	\$2,530.00
Volleyball, JV Coach	1	25	\$2,750.00
Volleyball, Varsity Coach	1	48	\$5,280.00
Wrestling, Assistant Coach	1	26	\$2,860.00
Wrestling, Varsity Coach	1	48	\$5,280.00
Yearbook Sponsor	1	27	\$2,970.00

APPENDIX C: ADDITIONAL COMPENSATION

A. Trainers/Curriculum Development Pay:

\$200/Day (7 Hours); \$100/Day (3.5 Hours); \$28.57/Hour

Pay to those who serve the district as approved trainers for professional development programming.

Pay to those who serve the district in curriculum development, comprehensive curricular planning, and special projects as approved in advance by district administration. This is ancillary pay and the teacher is still expected to perform their regular duties.

B. Professional Improvement Pay:

\$150/Day (7 hours); \$75/Day (3.5 hours); \$21.42/Hour

Pay for those who participate in required district-level professional development training. This rate includes those who participate in approved district-level pilot training and those who participate in approved training for the purpose of becoming certified trainers. This is ancillary pay and the teacher is still expected to perform their regular duties. These new negotiated rates for Professional Improvement Pay are effective from the date of Board ratification through the end of this Agreement.

C. Assigned or Other Professional Duties:

\$37.80/Hour, or lowest salary on 2021-2022 salary schedule, \$41,500; divided by 183 teacher work days; divided by six (6) hours.

With administrative approval, pay for certified staff performing Assigned Professional Duties beyond a school day, including but not limited to teachers covering after-school detention; teachers providing after-school or weekend tutoring; or teachers preparing lesson plans, grading and reporting student work, or preparing or monitoring IEPs or ILPs for teachers on extended leave. Administration will consider other professional duties. Pay rates from Special, Federal, or State grants will be discussed with the Association. These new negotiated rates for Assigned or Other Professional Duties are effective from the date of Board ratification through the end of this Agreement.

D. In-House Substitute Pay:

1. Substitute Pay During Preparation Period:

Teachers shall be paid for substitute teaching in place of another instructor during the teacher's own preparation period at the request of a building administrator or his/her designee. Teachers shall be compensated \$41.50 per lost unassigned period during the student instructional day, or the rate equivalent to 0.001 of starting salary on the bachelor's column of the salary placement schedule. At the K-6 level, this includes physical education, music, art, library, and STEM class. This does not include the loss

of unassigned periods due to school assemblies, field trips, or lost periods that are rescheduled within the same week. This is ancillary pay and teachers are still expected to perform their regular duties. This new negotiated rate for Substitute Pay During Preparation Period are effective from the date of Board ratification through the end of this Agreement.

2. Pay for Assuming Responsibility for Additional Classes of Students:

Teachers shall be paid for assuming responsibility for an additional class of students at the request of a building administrator or his/her designee. Teachers shall be compensated at \$150/Day (full student day), \$75/Day (half of a student day), and \$25/Period (for one class period). This does not include any teacher assuming occasional responsibility for an additional class during a non-instructional period like homeroom or SRT.

For teachers who have covered additional classes of students from August 11, 2021 through the ratification of this contract, the Corporation shall pay a one-time stipend for all additional classes of students covered in accordance with the compensation amounts defined in this section. All compensation for the coverage of additional classes prior to the ratification of this contract must be verified by building administrators.

APPENDIX D: 2020-2021 SALARY PLACEMENT SCHEDULE

BACHELOR'S DEGREE			MASTER'S DEGREE		
Level	Salary	Experience	Level	Salary	Experience
-	-	-	a	\$39,750	
-	-	-	b	\$40,500	
-	-	-	c	\$41,250	
A	\$39,000		A	\$42,000	0
B	\$39,500	0	B	\$42,750	1
C	\$40,000	1	C	\$43,500	2
D	\$40,500	2	D	\$44,250	
E	\$41,000		E	\$45,000	3-4
F	\$41,500	3	F	\$45,750	5-6
G	\$42,000	4	G	\$46,500	7-8
H	\$42,500	5	H	\$47,250	9
I	\$43,000	6	I	\$48,000	
J	\$43,500	7	J	\$48,750	10
K	\$44,000		K	\$49,500	11
L	\$44,500	8	L	\$50,250	12
M	\$45,000	9	M	\$51,000	
N	\$45,500	10	N	\$51,750	13
O	\$46,000	11	O	\$52,500	
P	\$46,500		P	\$53,250	
Q	\$47,000	12	Q	\$54,000	
R	\$47,500		R	\$54,750	14
S	\$48,000	13	S	\$55,500	
T	\$48,500		T	\$56,250	15
U	\$49,000	14	U	\$57,000	
V	\$49,500		V	\$57,750	16
W	\$50,000	15	W	\$58,500	

X	\$50,500		X	\$59,250	17
Y	\$51,000	16	Y	\$60,000	18
Z	\$51,500	17	Z	\$60,750	
A2	\$52,000		A2	\$61,500	19
B2	\$52,500		B2	\$62,250	
C2	\$53,000		C2	\$63,000	20
D2	\$53,500	18	D2	\$63,750	
E2	\$54,000	19	E2	\$64,500	21
F2	\$54,500	20	F2	\$65,250	
G2	\$55,000		G2	\$66,000	22
H2	\$55,500	21	H2	\$66,750	
I2	\$56,000		I2	\$67,500	23
J2	\$56,500	22	J2	\$68,250	24
K2	\$57,000	23	K2	\$69,000	
L2	\$57,500		L2	\$69,750	25
M2	\$58,000		M2	\$70,500	26
N2	\$58,500	24-27	N2	\$71,250	27
O2	\$59,000	28+	O2	\$72,000	
-	-	-	P2	\$72,750	
-	-	-	Q2	\$73,500	28-32
-	-	-	R2	\$74,250	33+
-	-	-	S2	\$75,000	
-	-	-	T2	\$75,750	
-	-	-	U2	\$76,500	
-	-	-	V2	\$77,250	
-	-	-	W2	\$78,000	