

Memorandum of Agreement
Greater New Bedford Regional Vocational Technical School District
And
Greater New Bedford Educators Union
Unit A

Greater New Bedford Regional Vocational Technical School District (the “District”) and the Greater New Bedford Educators Union (the “Union”); hereby agree to a new three-year contract to be in effect from July 1, 2024 through June 30, 2027. Except as modified in this Memorandum, the terms and conditions of the previous contract will be carried forward into the new contract. Except as otherwise specifically agreed by the parties, the changes herein will have prospective effect. Language for inclusion in the integrated agreement will be in quotes or set off in smaller type; other terms of the MOA may not be included in the integrated agreement as written.

1. Salaries (Article 3 and Appendices)

- a. **Revise the Salary Schedules in Appendix A by applying the following across the board increases: FY2025, 3%; FY2026, 3.25%; FY2027, 3.25%. Increases will be effective the first pay period of the school year that falls within the fiscal year indicated.**
- b. **The table in Appendix B will be updated to include any new Stipends for Additional Duties and the table labeled “Other” will be relocated to a new Appendix C, “Other Rates of Compensation”. Article 3, Section J will be amended by replacing Appendix “B” with Appendix “C”.**
- c. **In Appendix C, the table reflecting the hourly rate will be revised to read:**

Hourly Rate pursuant to Article 3, Section J
FY25, \$48; FY26, \$49; effective FY27, \$50

- d. **Stipends in Appendix B (as amended above) will be increased by 3% effective September 1, 2024.**
- e. **Revise Appendix C stipends as follows:**
 - i. **Add Lead Nurse Stipend in the amount of \$2000 for FY25, and \$2500 for FY26 and after.**
 - ii. **Add National Nurse Certification of \$500.**
 - iii. **Delete the entry for Professional Development Committee.**
- f. **Revise Article 3, Section K by adding to the end of the section, “The District may satisfy its obligations under this section by implementing a web-based self-service feature enabling employees to access this information.”**
- g. **Revise Article 3 by adding a new Section P to read:**

P. CPR Certification. Nurses will be reimbursed up to \$70 for CPR certification or recertification.

2. Length of School Day and Year (Article 5)

a. **Revise Article 5, Section A2, to read:**

Certain employees identified by the District will be required to work additional days at their established per diem rate of pay. Additional days shall be scheduled at the discretion of the District (before the start of the year, after the end of the year, or during summer or other break periods). These days will typically be scheduled on days that include the three days prior to the start of the teacher work year and the three days after end of the teacher work year. Within two weeks after the school calendar is approved by the school committee, affected employees will receive their work schedules for the subsequent school year, unless circumstances prevent such notice or require a change in the work schedule.

- A. Guidance Counselors may be assigned up to eight (8) additional workdays.
- B. School Adjustment Counselors (SACs) and School Psychologist (s) may be assigned up to five (5) additional workdays.
- C. Full-Time School Nurses may be assigned up to fifteen (15) additional workdays.

b. **Revise Article 5, Section A3, by adding the following to the end of the section:**

The District will implement a mentoring and orientation program in accordance with the following guidelines and principles:

- a. Mentoring and Orientation programs are designed to support the continued successful employment of the newly-hired educator.
- b. The parties agree that completing the prescribed program is a term and condition of employment.
- c. The program shall differentiate between employees new to teaching, and experienced educators new to the District, at the District's discretion.
- d. The mentor and mentee are encouraged to give feedback about the required activities and the program.
- e. Mentees shall be provided with a schedule of required activities within 30 work days after starting employment.

c. **Add to Appendix C, Mentoring Stipends in the following amounts: Year 1, \$700; Year 2, \$500; Year 3, \$250 (if required).**

d. **Revise Article 5, Section E 3 to read:**

All unit members will attend graduation exercises each year. The District will make every attempt to schedule a half day of school on the day of graduation, unless the Superintendent-Director determines that student learning will be adversely impacted, for example, due to state assessments being scheduled on the same day. If a half day cannot be scheduled on the day of graduation, the District will schedule a half day on another date. Members shall be excused from graduation exercises under the following conditions:

- a. District approved participation in a student-centered event outside of regular instructional hours.
- b. The District will determine the events that educators may attend in lieu of graduation.
- c. The District will set maximum limits for the number of educators at each event and provide a procedure for educators to request to attend an alternative event.

3. Teaching (Article 6)

a. **Contingent upon the terms of ¶3b of this memorandum (below), revise Article 6 by adding a new Section E to read:**

E. CVTE Multiple Grade Levels

CVTE teachers in Academy B who are assigned multiple grade levels as the teacher of record for the school year will receive an annual stipend of \$1,000.

- b. The foregoing modification to the collective bargaining agreement in ¶3a above, shall be contingent upon the withdrawal of the complaint and release of all claims by charging parties in connection with MCAD Nos 23NEM01736 and 23NEM01737 pursuant to separate release agreements to be provided.
- c. **Bear Block.** The parties have discussed the District’s intention to implement an additional time block within the school day with the working title of “Bear Block” for educational reasons in accordance with Article 6, Section C2. Neither party waives its rights under the contract or applicable law with respect to the implementation of the Bear Block.

4. Sick Leave (Article 8)

- a. **Revise Article 8, Sections A and E to replace “180” with “185” as the maximum accrual. However, for the first year of the agreement only the cap of 180 shall apply for the purpose of assessing eligibility for annual sick leave buyback pursuant to Section E.**
- b. **Revise Article 8, Section A by adding to the end of the section:**

Educators in their first year of employment will be advanced up to 6 days at the start of the year; if the employee leaves employment before earning the number of sick days they have used, then the District will recoup the used unearned days from the employee’s final paycheck.

- c. **Revise Article 8, Section E1 to read:**

1. End of Career Buyback

Educators who retire from the District in order to receive pension pursuant to M.G.L Chapter 32, or who die while employed by the District shall be entitled to receive payment for accrued unused sick days at the time of retirement not to exceed 185 days at \$75 per day for days 1-100; \$85 for days 101-150; and \$90 for days 151-185. In the case of retirement, the employee must provide the District with at least 12 months’ notice of retirement to receive the full payment. If the employee provides at least 6 months’ notice but less than 12 months, the payment will be 50% of the full amount. There shall be no other compensation for unused sick time based on an employee’s departure from the District.

- d. **Revise the annual buyback bonus table in Article 8, Section E2 to read:**

Days of Sick Leave Used	Bonus
0	\$1200
1	\$800
2	\$560
3	\$400

5. Other Leaves (Article 9)

- a. **Revise Article 9, Section E (Parental Leave) to read:**

E. Parental Leave

1. Paid Parental Leave
 - a. Employer Paid Leave Benefit.
 - i. The District will pay employees for 10 school days of paid leave applied toward an approved FMLA parental leave (only for childbirth, adoption, or bonding).
 - ii. The employer paid parental leave will be applied before other paid or unpaid leave and must be taken consecutively beginning immediately after the birth/placement of the child.
 - iii. Employer paid leave will not be deducted from sick or other benefit time, and it does not extend the statutory allowance for leave (e.g., 12 weeks for FMLA).
 - iv. Employer paid leave will be capped at a District wide cost of \$65,000 per fiscal year. In order to avoid exceeding the cap employees will initially be paid 65% of regular salary for the 10 days of leave (less lawful and customary deductions). At the end of the year, if funds remain under the cost cap, employees will receive those funds pro rata up to 100% of gross pay (less lawful and customary deductions).
 - v. If both parents are employed by the District, both are individually eligible for this employer paid benefit, however this will not affect the overall application of leave time which will be shared as described in the preceding section D.
 - b. Childbirth and Pregnancy Related Leave. An employee who gives birth to a child is eligible to use available individual sick leave for up to eight (8) weeks immediately following the birth of the child, inclusive of any employer paid leave, without requiring medical documentation. Additional sick leave beyond the 8-week period may be used based upon documented medical need and available sick leave.
 - c. Adoption. If an employee adopts a child under the age of 18, the employee may access up to 5 weeks (25 days) of available individual sick leave to cover FMLA/MPLA qualifying parental leave upon presentation of documentation in accordance with the provisions of FMLA or otherwise satisfactory to the District. If both parents are employees of the District the statutorily available weeks of unpaid leave shall be in the aggregate.
 - d. Non-Birthing Parent. Upon birth of the employee's child, the employee may access up to 5 weeks (25 days) of available individual sick leave to cover FMLA/MPLA qualifying parental leave upon presentation of documentation in accordance with the provisions of FMLA or satisfactory to the District.
2. Extended Unpaid Parental Leave. A teacher with professional status shall be allowed an unpaid parental leave of up to one (1) year following the September 1 after the birth or placement through adoption of a child. All parental leave requests must be made in writing to the Superintendent-Director at least sixty (60) days in advance, or as soon as practicable if such notice is not possible. A teacher on a full year leave of absence shall inform the Superintendent-Director of the teacher's decision either to return to work or to resign by April 1 of the calendar year in which the leave is to end. Where such leave exceeds the statutory leave periods, the District shall have the right to conform the length of the leave to natural breaks in the school year for the benefit of students.

b. Revise Article 9, by adding a new Section G to read:

G. Sabbatical Leave

Sabbatical leave may be granted at the sole discretion of the Superintendent to teachers who have been employed by the District for more than five (5) years. Such leave is intended for the purposes of professional improvement or activities that confer direct benefits upon the District. Approved sabbatical leave shall be for a duration of one full academic year, during which period the teacher shall not receive compensation, benefits (except that the teacher may continue health insurance by paying 100% of the monthly premium each month in advance), or eligibility for step movement on the salary scale. The procedures for applying for, as well as the conditions governing, such sabbatical leave shall be determined exclusively by the District. Prior to approval of a sabbatical leave the educator and the District will agree on the means by which the educator will demonstrate the professional advancements achieved and the benefits to the District stemming from the sabbatical upon return to the District.

c. **Revise Article 9, by adding a new Section H to read:**

H. Use of Paid Leave During Notice Periods

Employees who have a planned resignation or termination date may not use leave of any kind without approval from the Superintendent-Director. The District reserves the right to require medical certification to support any use of sick leave during this time in addition to any other rights the District may have. This provision does not apply to those who give notice of retirement except during their final month of employment.

6. **Union Rights (Article 14)**

a. **Revise Article 14, Section A to read:**

A. Payroll Deduction. The District agrees to provide payroll deductions of current Union and affiliate dues for employees who have submitted written authorizations to the District. Any new authorizations must be received within 60 days of employment, or between September 1 and October 1 of the fiscal year. The Union's Treasurer shall certify the specific amount of current dues on or before September 15 of each year. The dues and a list of employees from whom the dues have been deducted shall be forwarded to the Union Treasurer no later than thirty (30) days after such deductions have been made. If an employee withdraws authorization for dues deduction the District shall cease making the deduction as soon as practicable.

b. **Labor Management Committee Pilot.** The parties agree to pilot during the life of the 2024-2027 Agreement a meeting of a Labor Management Committee as described below. This program will sunset at the end of the 2024-2027 contract and will not be included in the main (integrated) agreement unless otherwise agreed by the parties.

A. The Labor-Management Committee shall be composed of not more than four (4) Union representatives (representing Units A, B, and C), two (2) School Committee members, one of whom must be the Chair (or if the Chair is unavailable, the Vice Chair), and two (2) Administration representatives selected by the Superintendent-Director.

B. The Labor-Management Committee shall meet three times a year, at mutually agreed upon times and in mutually agreed upon places within the School Building to discuss and make recommendations intended to:

- a) Foster good relations between the parties;
- b) Prevent disputes and misunderstandings; and,
- c) Establish lines of communication for the benefit of all.

C. The Labor-Management Committee will not have within the scope of its activities the adjustment of grievances or the negotiation/interpretation of contract provisions. Conversations within the meetings will be considered to be non-binding on the Union and the District.

D. At least 72 hours prior to convening a Labor-Management meeting, the parties shall establish the meeting's agenda.

7. **Duration (Last Article)**

Revise the Duration Article to read:

This Agreement shall be in effect from July 1, 2024 through June 30, 2027.

8. Housekeeping

By mutual agreement upon integration of the agreement, grammatical and typographical errors will be corrected.

9. Retroactivity

Retroactive payments under this agreement shall be made only to current employees as of the day of the payment, except that employees who have retired from the District pursuant to state law may be entitled to retroactive payments relating to the time of their employment as determined by the District. Increases to salary in Appendix A and the Stipend increases in Appendix B shall be retroactive. The availability of paid parental leave shall be retroactive to September 1, 2024. All other terms are prospective from ratification.

The parties hereto execute this Agreement subject to the terms and conditions stated above, and subject to ratification and funding as outlined by M.G.L. c. 150E.

**GREATER NEW BEDFORD
EDUCATORS UNION (UNIT A)**

**GREATER NEW BEDFORD
REGIONAL VOCATIONAL
TECHNICAL SCHOOL DISTRICT**

[Handwritten signatures for Greater New Bedford Educators Union (Unit A)]

[Handwritten signatures for Greater New Bedford Regional Vocational Technical School District]

Date: 12/10/24

Date: 12/10/24

Salary Scales

Academic

FY25	B	B+15	M	M+15	M+30	CAGS/2M	Doc
Prov	\$53,820	\$55,308	\$57,919	\$58,293	\$58,674	\$60,338	\$62,020
1-1	\$56,510	\$58,000	\$60,610	\$60,982	\$61,364	\$63,030	\$64,712
1-2	\$59,377	\$60,868	\$63,477	\$63,850	\$64,232	\$65,897	\$67,579
1-3	\$62,245	\$63,735	\$66,344	\$66,717	\$67,099	\$68,765	\$70,447
1-4	\$65,112	\$66,602	\$69,212	\$69,585	\$69,967	\$71,631	\$73,314
1-5	\$67,980	\$69,469	\$72,079	\$72,452	\$72,834	\$74,499	\$76,181
1-6	\$70,846	\$72,337	\$74,947	\$75,320	\$75,701	\$77,366	\$79,048
1-7	\$73,714	\$75,204	\$77,814	\$78,187	\$78,568	\$80,234	\$81,916
1-8	\$76,582	\$78,072	\$80,681	\$81,054	\$81,436	\$83,101	\$84,783
1-9	\$79,449	\$80,939	\$83,548	\$83,921	\$84,303	\$85,969	\$87,651
1-10	\$82,317	\$83,806	\$86,416	\$86,789	\$87,171	\$88,836	\$90,518
1-11	\$85,184	\$86,673	\$89,283	\$89,656	\$90,038	\$91,703	\$93,386
1-12	\$88,051	\$89,541	\$92,151	\$92,524	\$92,905	\$94,570	\$96,252
1-13	\$90,918	\$92,409	\$95,019	\$95,391	\$95,772	\$97,438	\$99,120
1-14	\$93,786	\$95,276	\$97,885	\$98,258	\$98,640	\$100,306	\$101,988
1-15	\$96,653	\$98,144	\$100,753	\$101,125	\$101,508	\$103,173	\$104,855

CVTE

FY25	74-init	74-Prof	AS	B	B+15	M	M+15	M+30	CAGS/2M	Doc
Prov	\$54,539	\$55,308	\$56,054	\$57,919	\$58,293	\$60,894	\$61,267	\$61,644	\$63,134	\$65,002
2-1	\$57,228	\$58,000	\$58,744	\$60,610	\$60,983	\$63,585	\$63,957	\$64,336	\$65,823	\$67,693
2-2	\$60,094	\$60,868	\$61,610	\$63,477	\$63,851	\$66,453	\$66,824	\$67,203	\$68,691	\$70,560
2-3	\$62,962	\$63,735	\$64,478	\$66,344	\$66,718	\$69,320	\$69,692	\$70,071	\$71,558	\$73,428
2-4	\$65,829	\$66,603	\$67,346	\$69,212	\$69,585	\$72,187	\$72,559	\$72,937	\$74,426	\$76,295
2-5	\$68,697	\$69,469	\$70,213	\$72,079	\$72,452	\$75,054	\$75,427	\$75,805	\$77,292	\$79,163
2-6	\$71,564	\$72,337	\$73,081	\$74,947	\$75,320	\$77,922	\$78,293	\$78,672	\$80,160	\$82,029
2-7	\$74,432	\$75,204	\$75,948	\$77,814	\$78,187	\$80,789	\$81,161	\$81,540	\$83,027	\$84,897
2-8	\$77,298	\$78,072	\$78,816	\$80,681	\$81,055	\$83,657	\$84,028	\$84,407	\$85,895	\$87,764
2-9	\$80,166	\$80,939	\$81,682	\$83,548	\$83,922	\$86,524	\$86,896	\$87,275	\$88,762	\$90,632
2-10	\$83,033	\$83,807	\$84,550	\$86,416	\$86,790	\$89,391	\$89,763	\$90,141	\$91,630	\$93,499
2-11	\$85,901	\$86,675	\$87,417	\$89,283	\$89,656	\$92,258	\$92,631	\$93,009	\$94,496	\$96,367
2-12	\$88,768	\$89,541	\$90,285	\$92,151	\$92,524	\$95,126	\$95,497	\$95,877	\$97,364	\$99,233
2-13	\$91,636	\$92,409	\$93,152	\$95,019	\$95,391	\$97,993	\$98,365	\$98,744	\$100,231	\$102,101
2-14	\$94,503	\$95,276	\$96,020	\$97,885	\$98,259	\$100,861	\$101,233	\$101,612	\$103,099	\$104,968
2-15	\$97,370	\$98,144	\$98,886	\$100,753	\$101,126	\$103,728	\$104,100	\$104,479	\$105,966	\$107,836

Academic

FY26	B	B+15	M	M+15	M+30	CAGS/2M	Doc
Prov	\$55,569	\$57,105	\$59,801	\$60,187	\$60,581	\$62,299	\$64,036
1-1	\$58,346	\$59,885	\$62,580	\$62,964	\$63,359	\$65,078	\$66,815
1-2	\$61,307	\$62,846	\$65,540	\$65,925	\$66,319	\$68,039	\$69,776
1-3	\$64,268	\$65,807	\$68,501	\$68,886	\$69,280	\$71,000	\$72,736
1-4	\$67,229	\$68,766	\$71,461	\$71,846	\$72,241	\$73,959	\$75,697
1-5	\$70,189	\$71,727	\$74,422	\$74,807	\$75,202	\$76,920	\$78,657
1-6	\$73,149	\$74,688	\$77,383	\$77,768	\$78,161	\$79,881	\$81,617
1-7	\$76,110	\$77,649	\$80,343	\$80,728	\$81,122	\$82,842	\$84,578
1-8	\$79,070	\$80,609	\$83,303	\$83,688	\$84,083	\$85,802	\$87,539
1-9	\$82,031	\$83,570	\$86,264	\$86,649	\$87,043	\$88,763	\$90,500
1-10	\$84,992	\$86,530	\$89,224	\$89,609	\$90,004	\$91,724	\$93,460
1-11	\$87,953	\$89,490	\$92,185	\$92,570	\$92,965	\$94,683	\$96,421
1-12	\$90,912	\$92,451	\$95,146	\$95,531	\$95,924	\$97,644	\$99,381
1-13	\$93,873	\$95,412	\$98,107	\$98,492	\$98,885	\$100,605	\$102,341
1-14	\$96,834	\$98,373	\$101,066	\$101,451	\$101,846	\$103,565	\$105,302
1-15	\$99,794	\$101,333	\$104,027	\$104,412	\$104,807	\$106,526	\$108,263

CVTE

FY26	74-init	74-Prof	AS	B	B+15	M	M+15	M+30	CAGS/2M	Doc
Prov	\$56,311	\$57,105	\$57,875	\$59,801	\$60,187	\$62,873	\$63,259	\$63,648	\$65,186	\$67,115
2-1	\$59,088	\$59,885	\$60,653	\$62,580	\$62,965	\$65,652	\$66,035	\$66,427	\$67,962	\$69,893
2-2	\$62,047	\$62,846	\$63,613	\$65,540	\$65,926	\$68,612	\$68,996	\$69,387	\$70,923	\$72,853
2-3	\$65,008	\$65,807	\$66,574	\$68,501	\$68,887	\$71,573	\$71,957	\$72,348	\$73,884	\$75,814
2-4	\$67,969	\$68,767	\$69,534	\$71,461	\$71,846	\$74,533	\$74,918	\$75,308	\$76,845	\$78,775
2-5	\$70,930	\$71,727	\$72,495	\$74,422	\$74,807	\$77,493	\$77,878	\$78,269	\$79,804	\$81,735
2-6	\$73,890	\$74,688	\$75,456	\$77,383	\$77,768	\$80,454	\$80,838	\$81,229	\$82,765	\$84,695
2-7	\$76,851	\$77,649	\$78,416	\$80,343	\$80,728	\$83,415	\$83,799	\$84,190	\$85,726	\$87,656
2-8	\$79,811	\$80,609	\$81,377	\$83,303	\$83,689	\$86,375	\$86,759	\$87,151	\$88,686	\$90,617
2-9	\$82,771	\$83,570	\$84,337	\$86,264	\$86,650	\$89,336	\$89,720	\$90,111	\$91,647	\$93,577
2-10	\$85,732	\$86,531	\$87,297	\$89,224	\$89,611	\$92,296	\$92,681	\$93,071	\$94,608	\$96,538
2-11	\$88,693	\$89,491	\$90,258	\$92,185	\$92,570	\$95,257	\$95,641	\$96,032	\$97,567	\$99,499
2-12	\$91,653	\$92,451	\$93,219	\$95,146	\$95,531	\$98,217	\$98,601	\$98,993	\$100,528	\$102,458
2-13	\$94,614	\$95,412	\$96,180	\$98,107	\$98,492	\$101,178	\$101,562	\$101,953	\$103,489	\$105,419
2-14	\$97,574	\$98,373	\$99,140	\$101,066	\$101,452	\$104,139	\$104,523	\$104,914	\$106,450	\$108,380
2-15	\$100,535	\$101,333	\$102,100	\$104,027	\$104,413	\$107,099	\$107,483	\$107,875	\$109,410	\$111,341

Academic

FY27	B	B+15	M	M+15	M+30	CAGS/2M	Doc
Prov	\$57,375	\$58,961	\$61,745	\$62,143	\$62,550	\$64,324	\$66,117
1-1	\$60,243	\$61,832	\$64,614	\$65,010	\$65,418	\$67,193	\$68,986
1-2	\$63,300	\$64,889	\$67,670	\$68,067	\$68,475	\$70,250	\$72,043
1-3	\$66,357	\$67,945	\$70,727	\$71,124	\$71,532	\$73,307	\$75,100
1-4	\$69,414	\$71,001	\$73,784	\$74,181	\$74,589	\$76,363	\$78,157
1-5	\$72,471	\$74,058	\$76,841	\$77,238	\$77,646	\$79,420	\$81,213
1-6	\$75,526	\$77,115	\$79,898	\$80,295	\$80,701	\$82,477	\$84,270
1-7	\$78,583	\$80,172	\$82,955	\$83,352	\$83,758	\$85,534	\$87,327
1-8	\$81,640	\$83,229	\$86,010	\$86,408	\$86,815	\$88,591	\$90,384
1-9	\$84,697	\$86,286	\$89,067	\$89,465	\$89,872	\$91,648	\$93,441
1-10	\$87,754	\$89,342	\$92,124	\$92,522	\$92,929	\$94,705	\$96,498
1-11	\$90,811	\$92,399	\$95,181	\$95,579	\$95,986	\$97,761	\$99,555
1-12	\$93,867	\$95,456	\$98,238	\$98,636	\$99,042	\$100,817	\$102,611
1-13	\$96,924	\$98,513	\$101,295	\$101,693	\$102,099	\$103,874	\$105,667
1-14	\$99,981	\$101,570	\$104,351	\$104,748	\$105,156	\$106,931	\$108,724
1-15	\$103,038	\$104,627	\$107,408	\$107,805	\$108,213	\$109,988	\$111,781

CVTE

FY27	74-init	74-Prof	AS	B	B+15	M	M+15	M+30	CAGS/2M	Doc
Prov	\$58,141	\$58,961	\$59,756	\$61,745	\$62,143	\$64,916	\$65,315	\$65,716	\$67,304	\$69,296
2-1	\$61,008	\$61,832	\$62,624	\$64,614	\$65,012	\$67,785	\$68,182	\$68,586	\$70,171	\$72,164
2-2	\$64,064	\$64,889	\$65,680	\$67,670	\$68,068	\$70,842	\$71,239	\$71,643	\$73,228	\$75,221
2-3	\$67,121	\$67,945	\$68,737	\$70,727	\$71,125	\$73,899	\$74,295	\$74,700	\$76,285	\$78,278
2-4	\$70,178	\$71,002	\$71,794	\$73,784	\$74,181	\$76,955	\$77,352	\$77,755	\$79,342	\$81,335
2-5	\$73,235	\$74,058	\$74,851	\$76,841	\$77,238	\$80,012	\$80,409	\$80,812	\$82,398	\$84,392
2-6	\$76,292	\$77,115	\$77,908	\$79,898	\$80,295	\$83,069	\$83,465	\$83,869	\$85,455	\$87,448
2-7	\$79,349	\$80,172	\$80,965	\$82,955	\$83,352	\$86,126	\$86,522	\$86,926	\$88,512	\$90,505
2-8	\$82,404	\$83,229	\$84,022	\$86,010	\$86,409	\$89,183	\$89,579	\$89,983	\$91,569	\$93,562
2-9	\$85,461	\$86,286	\$87,078	\$89,067	\$89,466	\$92,240	\$92,636	\$93,040	\$94,626	\$96,619
2-10	\$88,518	\$89,343	\$90,135	\$92,124	\$92,523	\$95,295	\$95,693	\$96,096	\$97,683	\$99,675
2-11	\$91,575	\$92,400	\$93,192	\$95,181	\$95,579	\$98,352	\$98,750	\$99,153	\$100,738	\$102,732
2-12	\$94,632	\$95,456	\$96,249	\$98,238	\$98,636	\$101,409	\$101,806	\$102,210	\$103,795	\$105,788
2-13	\$97,689	\$98,513	\$99,305	\$101,295	\$101,693	\$104,466	\$104,863	\$105,267	\$106,852	\$108,845
2-14	\$100,745	\$101,570	\$102,362	\$104,351	\$104,750	\$107,523	\$107,920	\$108,324	\$109,909	\$111,902
2-15	\$103,802	\$104,627	\$105,418	\$107,408	\$107,806	\$110,580	\$110,976	\$111,381	\$112,966	\$114,959