

CONTRACT

BETWEEN

THE SCHOOL COMMITTEE

TOWN OF HOLLISTON

and

HOLLISTON SCHOOL NURSES ASSOCIATION

SEPTEMBER 1, 2023

THROUGH

AUGUST 31, 2026

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AGREEMENT

Pursuant to the provisions of Chapter 150E of the General laws of this Commonwealth of Massachusetts as amended, THIS CONTRACT IS MADE effective the 1st day of September 2020 by the SCHOOL COMMITTEE OF THE TOWN OF HOLLISTON (hereinafter sometimes referred to as the Committee) and the HOLLISTON SCHOOL NURSES ASSOCIATION (hereinafter sometimes referred to as the Association).

PREAMBLE

Recognizing that our prime purpose is to protect and promote student health, facilitate optimal development, and advance academic success-school community-of Holliston as economically and efficiently as is possible, and that good morale within the nursing staff of the Holliston schools and group and individual contact with the citizens of Holliston are essential to achievement of that purpose, we, the undersigned parties to this Contract, declare that:

a. Under the law of Massachusetts, the Committee, elected by the citizens of Holliston, has final responsibility for establishing the educational policies of the public schools of Holliston. The Committee is a public body established under and with powers provided by the statutes of the Commonwealth of Massachusetts and nothing in this Contract shall be deemed to derogate from or impair any power, right or duty conferred upon the Committee by statute or any rule or regulation of any agency of the Commonwealth. As to every matter not specifically mentioned or provided for in this Contract, the Committee retains all the powers, rights and duties that it has by law and may exercise the same at its discretion without any such exercise being made the subject of a grievance or arbitration proceeding thereunder.

b. The Superintendent of Schools of Holliston (hereinafter referred to as the Superintendent) has responsibility for carrying out the policies so established.

c. The Holliston Schools' nursing staff has responsibility for providing the highest quality learning environment and agree that the nurses' responsibility to their students and their profession may entail the performance of duties and the expenditure of time outside the classroom and beyond the normal working day.

d. Fulfillment of these respective responsibilities can be facilitated and supported by consultations and free exchanges of views and information by and among the Committee, the Superintendent, other administrative personnel, and the teaching staff in the formulation and application of policies relating to wages, hours, and other conditions of employment for the nursing staff.

To give effect to these declarations, the following principles and procedures are hereby adopted.

ARTICLE I RECOGNITION

A. RECOGNITION

The Committee recognizes the Holliston School Nurses Association as the exclusive bargaining agent and representative for the School Nurses who are employed by the Holliston Public Schools.

B. JURISDICTION

The jurisdiction of the Union shall include those persons now or hereafter who perform the duties or functions of the categories of employees in the bargaining unit, regardless of whether these duties or functions are cited in this contract.

C. DEFINITIONS

1. The word "employee" or "employees" as used in this agreement shall mean a member or members of the bargaining unit as delineated in this article.
2. The use of the personal pronoun in this agreement shall mean either male, female, or non-binary, as the context permits.
3. The use of the singular form in the agreement shall mean either singular or plural form as context permits.
4. The term "Committee" as used in this agreement shall mean the Holliston School Committee.
5. The term "Association" refers to Holliston School Nurse Association."
6. Any position less than full time shall receive all benefits on a prorated basis, with the exception of tuition reimbursement that shall be equal to the full-time rate.
7. The term "year" as used in this agreement shall mean "school year."

D. GENERAL

The Holliston School Committee shall employ, assign, and promote persons without regard to race, religion, color, sex, national origin, participation in an employee organization, age, sexual orientation or disability.

The Association shall represent equally all employees covered under this Agreement.

The Association shall represent equally all employees covered by this Agreement without regard-to race, religion, color, sex, national origin, age, sexual orientation or disability.

Subject to the provisions of this Contract, agreement on wages, hours, and other conditions of employment shall be attached as supplements and included as part of this Agreement.

ARTICLE II SALARIES

- A. Nurses shall be paid according to the Salary Schedule set forth in Appendix A.
- B. Salary Increases. The following across the board salary increases on the Nurses Salary Schedule shall take effect in the following amounts as of the following dates:
 - 1. September 1, 2023. All salaries on the Nurses Salary Schedule shall be increased by 0 percent (0%). Renumbered steps starting making the original step 2 step 1 and added a new step 14. Eliminated M+45 and M+60 lanes.
 - 2. September 1, 2024. All salaries on the Nurses Salary Schedule shall be increased by two percent (2%).
 - 3. September 1, 2025. All salaries on the Nurses Salary Schedule shall be increased by two percent (2%).
- C. Membership dues will be provided for professional organizations for School Nurses to the Massachusetts School Nurses Association. Other organizations may be considered, provided the superintendent is able to approve/ subject to funding.
- D. Professional expenses for conferences, conventions, workshops reimbursable if approved in advance by Principal and Superintendent (or designee). Three professional days per nurse per school year for conventions, conferences and workshops subject to approval in advance by the Principal and Superintendent (or designee).
- E. In recognition of the performance of the duties and responsibilities that are associated with the Nurse Leader position, the Nurse Leader shall receive an annual stipend of eight thousand dollars (\$8,000).

MENTORING

The stipend for a mentor nurse shall be consistent with the current rate paid to educator mentors as outlined in the contract between the Holliston School Committee and the Holliston Federation of Teachers.

HOURLY RATE/SUMMER CURRICULUM WORK

- A. The hourly rate for School Nurses shall be forty dollars (\$40.00) per hour for covering Summer (Extended School Year and Oasis).
- B. A nurse who works additional hours or days to cover for another nurse shall be paid at

hourly/ daily per diem rate. Hourly rate shall be calculated by dividing the per diem rate (annual salary/185) by 7 hours.

ARTICLE III SALARY POLICY

A. INCREMENTS

Increments for all positions are subject to recommendation through administrative channels to the School Committee.

1. **Granting or Withholding Increments** – Increments are granted on merit recommendation from the administration and may be withheld if nurse performance and/or professional achievement and attitudes do not, in the opinion of the administration and/or the Committee, warrant the normal salary increment. Nurses who are in danger of not receiving their increments or reappointments shall be given written notice by the administrator concerned fifteen (15) days prior to issuance of nurse contracts.
2. **Merit Increments** – May be granted as follows: For exceptional merit, increments of varying amounts may be granted beyond the regular salary increment. Such a special merit increment may be continued indefinitely or may be granted for one year only.
3. **Annual Increments** – Nurse increments shall be determined in June at the same time as elections for the following school year. The Superintendent may make exceptions for increments earned between June and the start of the school year.
4. **Nurses beginning service in the Holliston Public Schools after September 30 of any school year** –
 - a. **Increments will be effective in the anniversary month of service.** If the beginning date is between the first and the fifteenth, increment will be effective as of the first of the month. If the beginning date is between the sixteenth and the last day of the month, increment will be effective as of the sixteenth of the month.
 - b. **Fourth Election** – When such a nurse is awarded professional status, the increment will be effective the first day of the school year. All future increments will be effective as of the first day of the school year unless a deferred increment shall be voted.

B. PLACEMENT ON SCHEDULES

Placement on B + 15, M + 15, M + 30 scales requires attainment of credits in courses approved by the Superintendent or designee. Any nurse who has obtained thirty (30) hours or more of graduate credits beyond the Bachelor's degree may be placed on the appropriate step of the Master's salary schedule, providing his/her composite record meets criteria acceptable to the Superintendent.

Nurses who obtain National School Nurse Certifications (NSNC) as prescribed by DESE to become professionally licensed, who would not otherwise be eligible, shall be moved into the next lane on the salary schedule but not beyond the Masters column.

C. METHODS OF PAYMENT / DIRECT DEPOSIT

The amount of each payment will be the annual salary divided by 26 less deductions as appropriate. A payment will be made the second week of school and continue every other week until twenty-six payments have concluded. All members of the Association shall be required to use direct deposit to receive their paycheck.

Nurses may have the option of collecting summer-month payments in a lump sum at the close of the school year provided that individual nurses submit a written request to the Superintendent's office prior to March 1.

D. COURSE CREDITS

In the event any nurse attains course credits which will place her/him/them on another salary schedule, said nurse will be required to submit written notice of the possible increase no later than March 1st of the school year prior to being placed on another salary schedule and to submit proof of attainment when achieved. All pay adjustments will be made beginning on the next month basis.

E. TUITION REIMBURSEMENT

Tuition reimbursement shall be the same as provided to educators, as outlined in the contract between the Holliston School Committee and the Holliston Federation of Teachers.

**ARTICLE IV
PERSONNEL FILES**

A. MAINTENANCE OF PERSONNEL FILES

1. There is one official personnel file for each employee kept in the Office of the Superintendent of Schools. A cumulative working evaluation file, in which all material is dated, will be kept by the Principal. Material from the cumulative working evaluation file must be forwarded to the Superintendent on an annual basis by the first day of classes of the new school year. Any material for the preceding school year not forwarded by the first day of classes of the new school year cannot become part of the official personnel file.

2. The official personnel file kept in the Office of the Superintendent of Schools includes:

a. Original application, transcripts, and related papers.

- b. Correspondence, memoranda, evaluation, and other papers relating to the employee's employment, promotion, transfer of position, or change in professional qualifications.
 - c. Awards and commendations relevant to total employee role and other data referred by the employee, through Principal, or by the Principal with employee's knowledge.
3. Awards and commendations relevant to total employee role and other data referred by the employee or by an administrator shall be routed to the Office of the Superintendent as follows:
- a. When referred by employee: data shall be given to the Principal with request that it be forwarded to the Superintendent. Copies of such data should be kept in the Principal's office file.
 - b. When referred by administrator: employee shall be informed of any material being routed to the Superintendent for official file in that office. Employees should sign all such material, indicating that (s)he has seen it and is aware that it is being forwarded to the Superintendent of Schools. Copies of such data should be kept in the Principal's file as well.
4. No material of a derogatory nature will be placed in the official personnel or the cumulative working file unless the employee has had the opportunity to read and discuss the same with the administration. These matters shall be promptly called to the attention of the employee involved and he may submit a written answer, which shall be attached to the original material.
5. No anonymous letters or materials shall be placed in an employee's personnel files.

B. REVIEW OF PERSONNEL FILES

- 1. An employee may review the official personnel file or the cumulative working file upon twenty-four (24) hours prior written notice to the appropriate administrator. Such notice may be presented Monday through Friday, exclusive of legal holidays or other days when the office may be closed. Whenever possible, the employee will be permitted to review his/her personnel file sooner than twenty-four (24) hours from the receipt of the request provided, however, that failure to accommodate an employee in less than the twenty-four (24) hour period is not grievable.
- 2. The employee shall review the file in the presence of an administrator or administrator's designee. Review shall be within a specified area of the building. The file may not be removed from the area.

**ARTICLE V
EVALUATION PROCESS**

Evaluations for each nurse will be done annually by their building principal or his/her Administrator designee in consultation with the Nurse Leader and in accordance with DESE requirements.

ARTICLE VI
SENIORITY, LAYOFF AND RECALL PROCEDURES

A. SENIORITY

1. Seniority shall be defined as the length of continuous service in the Holliston Public School System in terms of years, months and days commencing with the initial date of work, not hire.
2. Seniority shall be deemed broken by resignation or retirement from the Holliston Public Schools.
3. Periods due to a break caused by resignation or retirement shall not be added together to determine seniority.
4. All paid leaves of absence will be credited toward continuous service and seniority.
5. In the event that two or more employees have an identical date of initial employment, and certification, seniority shall be determined by the drawing of lots by such employees or their designees.

B. LAYOFF PROCEDURES

In the event of a decision by the Committee to reduce the professional staff, the following procedure will be followed:

1. Where possible, such reductions will be accomplished through attrition of staff.
2. The Superintendent will not lay off any Nurse with professional status pursuant to a reduction in force if there is a Nurse without such status and the Nurse with professional status is certified in the area of layoff, or if there is a less qualified Nurse with professional status holding the same position or same position as the PTS Nurse. The order of layoffs for professional status Nurses shall be determined based on the Nurses' qualifications, which shall mean job performance, including overall ratings on Nurse evaluations, and the best interests of students in the school or district. In the event that Nurses' qualifications are no different from one another, a member's length of service as a Nurse in the district shall serve as the tiebreaker in determining the first Nurse to be laid off. For the purposes of this section, no distinction shall be made between an overall performance rating of exemplary or proficient.

C. RECALL PROCEDURES

1. Employees holding professional status laid off under the provisions of this Article shall be considered for recall during a two (2) year period from the effective date of their

lay-off provided that at the time of lay-off such employee indicated in writing to the Superintendent of Schools that (s)he wanted to be considered for recall.

ARTICLE VII LEAVES

All salaried professional personnel shall be allowed the same sick leave, personal leave, and bereavement leave.

A. SICK LEAVE

Twelve (12) school days per year are allowed, cumulative to 172 school days. Up to five (5) days may be used for family illness provided the employee will provide documentation to the Superintendent from a health professional treating the family member should three or more consecutive days occur.

B. PERSONAL LEAVE

1. Nurses are eligible for up to three (3) personal days a year.
2. Notice of request to take a personal leave day shall be given at least forty-eight (48) hours in advance of the requested day, except in cases of emergency.
3. Personal leave days allowed herein may only be taken to permit employees to schedule business or personal commitments that necessitate their presence and cannot be taken care of at any time other than the regular school week.
4. Personal leave requests shall be submitted on the personal leave platform directly to the Superintendent of Schools or designee. Upon appropriate approval by the Superintendent of Schools or designee, personal leave may be taken on days immediately before or after a vacation period, holiday weekend, or holiday.
5. Personal leave is not cumulative from year to year. Any member of the Association with unused personal days at the end of a school year will have his/her/their unused personal days rolled over into his/her/their accrued sick leave, provided that the addition of the days to the employee's accrued sick leave does not exceed the maximum number of accrued sick days allowed under the contract.

C. BEREAVEMENT

There shall be up to five (5) consecutive working days leave with pay on account of death in the immediate family. Immediate family means husband, wife, child, parent, brother, sister, or member of the household in which the teacher is living, grandchild, grandparent, aunt, uncle, niece, nephew, first-cousin, mother-in-law, father-in-law, sister-in-law, brother-in-law.

D. PARENTAL LEAVE, NON-BIRTH PARENTAL LEAVE, CHILD-REARING

LEAVE

1. Upon receipt of at least two (2) weeks' written notice of a nurse's anticipated date of departure and intention to return, the Superintendent shall grant a parental leave of absence for up to eight (8) weeks in accordance with the provisions of Massachusetts General Laws Chapter 149, Section 105D. FMLA leave shall run concurrent with parental leave. Except to the extent covered by sick leave as set forth below, said leave will be without pay. A nurse who is pregnant and is physically unable to work due to disability connected to pregnancy or childbirth may use accumulated sick leave to cover those days she/they is disabled and unable to work. The nurse shall submit medical documentation to the Superintendent verifying the disability.
2. Non-birth parents. Non-birth parents shall be eligible to use up to two (2) weeks of accrued sick leave during a parental leave, provided that the two weeks' leave must be taken consecutively and it must be taken within the eight-week parental leave period. FMLA leave shall run concurrent with parental leave.
3. A nurse who has been employed for at least three (3) consecutive months as a full-time employee at the start of a parental leave may extend his/her/their parental leave for a period not exceeding eighteen (18) months for the purpose of child-rearing leave. A child-rearing leave shall be unpaid. The nurse will provide the Superintendent with at least two (2) weeks written notice of his/her/their anticipated date of departure and date of return and shall be restored to his/her previous, or a similar position with the same status, pay, length-of service, and seniority wherever applicable as of the date of the leave. Return to work shall occur effective either the first or the ninety-first day of school, or on a date mutually agreed to by the Superintendent or his/her designee and the nurse. Failure to return on the date indicated shall be considered a resignation effective the expected date of return. FMLA leave shall run concurrent with child-rearing leave. An employee while on parental or child-rearing leave shall not be exempt from the provisions of Article VIII. Such parental or child-rearing leave shall not affect the employee's right to receive entitled benefits for which she/he/they was eligible at the date of the leave; provided, however, that such parental leave shall not be included, when applicable, in the computation of such benefits.
4. Full-time employees who have been employed for three consecutive months who adopt a child shall be eligible to use up to two (2) weeks of accrued sick leave during a parental leave, provided that the two weeks' leave must be take consecutively and it must be consistent with the time requirements for adoption leave under MGL c. 149, Section 105D.

E. JURY DUTY

Any Nurse required to serve on any federal jury on days she is scheduled to work shall be paid the difference between the amount paid for juror service and the Nurse's base rate. A Nurse seeking compensation in accordance with this section shall notify the Principal after receipt of the notice of selection for jury duty, and shall furnish a written statement showing dates of juror service, time served, and amount of juror compensation received.

F. LEAVE OF ABSENCE

1. A leave of absence without pay for a period of up to one school year may be granted to a nurse at the discretion of the Committee. A nurse granted such a leave will be offered a contract at the expiration of the leave provided that ninety (90) days prior to the expiration of the leave the nurse informs the Superintendent in writing that she/he/they will be returning at the expiration of the leave. Failure to inform the Superintendent in writing and in a timely manner shall be deemed a resignation of the position. The Superintendent may recommend to the School Committee that a leave of absence for a period of longer than one year be granted.
2. Requests for leaves of absence must be submitted to the Superintendent in writing prior to the close of the previous school year. This provision may be waived in emergency situations by the School Committee.
3. Only nurses returning after a year's leave of absence shall be placed on the next step of the salary schedule above that which the nurse left. All benefits to which the nurse was entitled to at the time the leave of absence commenced shall be restored to her/ him/them upon her/his/their return.
4. The terms and conditions of leaves of absence of less than one school year shall be determined by the Committee. A nurse denied a request for leave of absence will be informed in writing of the reasons for the denial of the request.

G. FAMILY MEDICAL LEAVE

All provisions of the Family and Medical Leave Act as designated by the town of Holliston municipality will apply.

ARTICLE VIII

LENGTH OF YEAR / DAY

1. The school year for nurses would be consistent with the educator school year, as outlined in the contract between the Holliston School Committee and the Holliston Federation of Teachers.
2. The work day for Nurses will start ten (10) minutes prior to the start of the school day and shall end fifteen (15) minutes beyond student dismissal except in extenuating circumstances when Nurses may, at their discretion, continue working.
3. Upon advanced approval by the Superintendent or their designee, a school nurse may request up to two (2) days to prepare for the medical needs for their students for the upcoming school year. The per diem rate of the individual nurse's salary shall be paid.

**ARTICLE IX
DISCIPLINE**

A. GENERAL

Whenever a Nurse is disciplined or reprimanded, such shall be done in private.

**ARTICLE X
VIOLATION, MISINTERPRETATION, OR MISAPPLICATION OF THIS
AGREEMENT**

Parties agree to meet with the superintendent or designee to discuss any complaint, by a nurse or group of nurses, covered by this agreement that there has been a violation, misinterpretation or misapplication of the terms of this agreement.

**ARTICLE XI
GENERAL PROVISIONS**

A. LUNCH PERIOD

Nurses in all schools shall have a duty-free lunch period.

B. ATTENDANCE IN HOLLISTON SCHOOLS

Subject to Massachusetts General Laws, non-resident employees of the Holliston Public Schools may send their children to school in Holliston if the Superintendent determines that there is space available. Transportation to and from school is the responsibility of the non-resident employee. If the student requires special education and related services, the non-resident employee will be required to arrange for the provision of said services by the school committee of the community in which the student resides. The Superintendent may, at his/her/their sole discretion, suspend or expel a non-resident student if he determines that it is in the best interest of the Holliston Public Schools to do so.

**ARTICLE XII
INSURANCE**

1. HEALTH, DENTAL, AND LIFE INSURANCE

Availability – Health, Dental, and Life Insurance are available under the Town of Holliston Participating Program as for all other Town employees.

Termination – This coverage lapses with termination of contract. Insurance programs will terminate on the date to which premium has already been paid. No deduction can be

made for further coverage on terminal paycheck. It is the responsibility of the individual employee to contact their insurance provider and arrange for individual or other group coverage. (See provision for terminal pay, below.)

Exceptions: Retiring personnel may continue with participatory insurance coverage. Arrangements should be made with the Town Treasurer.

Persons on leave of absence may continue the group coverage by arrangement with the Town Treasurer. Entire payment must be made by the individual. (Regulation: Employees' Group Insurance Plan, current plan)

All nurses will receive twelve (12) months' coverage for health, dental, and life insurance for each school year that they are employed in the Holliston Public Schools.

2. TAX-SHELTERED ANNUITIES AND DEFERRED COMPENSATION PROGRAM

School employees may purchase tax-sheltered annuities, payments to be made by payroll deduction. Selection of the carriers is the province of the Holliston Federation of Teachers, "designation" by the Committee is, in effect, a ratification of the Federation's choice. Access to a deferred compensation plan(s) will be made available to teachers as provided for by state and federal laws and as long as the Town of Holliston offers such plan(s) to all employees.

3. LIABILITY INSURANCE

To the extent allowed by law, the School Committee shall provide indemnification as required by the provisions of Chapter 258 of the General Laws of the Commonwealth of Massachusetts. Coverage to be obtained: \$100,000 to \$300,000. (Not covered: any claim resulting from administration of corporal punishment.) Employees Covered: Salaried nurses. (Note: a higher rate of insurance is charged for teachers having assignments in industrial art, physical education, or coaching.) Insurance company requirement is that each nurse shall be named in policy, with home address given, and nursing assignment.

4. FIRE INSURANCE

The Holliston School Committee will provide insurance coverage against loss by fire of any personal property of a nurse contained within a school building. Such coverage will be provided to a maximum of \$2,000 per claim.

5. WORKER'S COMPENSATION

The Holliston School Committee recognizes that it has dual obligations to the Town (which pays the insurance premium) and to the injured employee. Policy and regulations concerning payment of Worker's Compensation must be based on Massachusetts General

Laws. When sick leave is taken, in accordance with the above, sick leave credit shall be charged proportionately.

6. JOB CONNECTED INJURY AND ASSAULT

All members of the association who are absent due to injury resulting from assault or battery sustained in connection with their employment shall receive the difference in salary between Workmen’s Compensation and his/her regular wages. Such leave benefits shall be utilized to the extent of the difference in wages.

7. PROPERTY DAMAGE

The Committee will reimburse an employee covered by this Agreement up to one hundred fifty (150) dollars per year for clothing, eyeglasses, or other personal effects damaged while performing assigned duties.

**ARTICLE XIII
SAVING CLAUSE**

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.

In the event that any provision of this Agreement is or shall be contrary to law, other provisions of this Agreement shall continue in effect.

ARTICLE XIV

DURATION

This Contract will remain in effect until August 31, 2026 and from day to day thereafter until a new Contract has been negotiated by the parties. The Committee and the Federation or either of them shall, by giving prior written notice to the other on or before October 1, 2025, agree to renegotiate this Contract.

IN WITNESS THEREOF, the parties of the contract have caused this successor contract to be executed by their duly authorized representatives on this 10th day of July, 2023.

Holliston Nurses Association:



By Nurse Leader

Holliston School Committee:



By Superintendent of Schools

APPENDIX A

2023-2024	B	B+15	M	M+15	M+30
1	53,427	54,216	56,105	58,707	61,749
2	54,919	56,743	58,779	61,535	64,453
3	57,554	59,532	61,785	64,328	67,139
4	60,746	62,781	65,187	67,789	70,689
5	63,199	65,176	67,428	69,963	72,779
6	66,866	68,838	71,088	73,639	76,436
7	69,684	71,651	73,906	76,436	79,277
8	72,494	74,476	76,739	79,277	82,077
9	75,321	77,295	79,542	82,077	84,898
10	78,129	80,113	82,366	84,898	87,727
11	82,937	84,898	87,214	89,701	92,508
12	87,759	89,837	92,292	94,926	97,907
13	89,514	91,635	94,138	96,825	99,866
14	91,752	93,926	96,491	99,246	102,363

2024-2025	B	B+15	M	M+15	M+30
1	54,496	55,300	57,227	59,881	62,984
2	56,017	57,878	59,955	62,766	65,742
3	58,705	60,723	63,021	65,615	68,482
4	61,961	64,037	66,491	69,145	72,103
5	64,463	66,480	68,777	71,362	74,235
6	68,203	70,215	72,510	75,112	77,965
7	71,078	73,084	75,384	77,965	80,863
8	73,944	75,966	78,274	80,863	83,719
9	76,827	78,841	81,133	83,719	86,596
10	79,692	81,715	84,013	86,596	89,482
11	84,596	86,596	88,958	91,495	94,358
12	89,514	91,634	94,138	96,825	99,865
13	91,304	93,468	96,021	98,762	101,863
14	93,587	95,805	98,421	101,231	104,410

2025-2026	B	B+15	M	M+15	M+30
1	55,586	56,406	58,372	61,079	64,244
2	57,137	59,036	61,154	64,021	67,057
3	59,879	61,937	64,281	66,927	69,852
4	63,200	65,318	67,821	70,528	73,545
5	65,752	67,810	70,153	72,789	75,720
6	69,567	71,619	73,960	76,614	79,524
7	72,500	74,546	76,892	79,524	82,480
8	75,423	77,485	79,839	82,480	85,393
9	78,364	80,418	82,756	85,393	88,328
10	81,286	83,349	85,693	88,328	91,272
11	86,288	88,328	90,737	93,325	96,245
12	91,304	93,467	96,021	98,762	101,862
13	93,130	95,337	97,941	100,737	103,900
14	95,459	97,721	100,389	103,256	106,498