



**THE BOARD OF EDUCATION
OF THE
BUCKEYE LOCAL SCHOOL DISTRICT**

**ADMINISTRATORS PERSONNEL HANDBOOK
EMPLOYMENT POLICIES AND
BENEFITS PACKAGE**

AUGUST 1, 2025 THROUGH JULY 31, 2028

TABLE OF CONTENTS

Article 1 – Administrative Support and Mission	1
Article 2 – Administrative Personnel Procedures.....	3
2.1 – Vacation for Annual Administrators/ Administrative Personnel.....	4
2.2 – Leaves	4
2.3 – Administrative Contracts	8
2.4 – Local Professional Development Committee	8
2.5 – Administrative Benefit Package	8
2.6 – Sick Leave and Severance.....	10
2.7 – Professional Memberships	11
2.8 – Contribution to STRS/SERS.....	11
2.9 – Board “Pick-Up” of Administrators STRS Contribution	11
2.10 – Longevity Payment	12
2.11 – Administrative Salary Schedules	12
2.12 – Tuition Reimbursement.....	12
2.13 – Tenure.....	13
2.14 – Health Assessment	13
2.15 – Pay.....	13
Signature Page.....	15
Certificate of Funds	16

Exhibit A – Administrative Salary Schedule with Categories,
August, 2025 through July, 202817

BUCKEYE LOCAL SCHOOLS ADMINISTRATIVE PERSONNEL HANDBOOK EMPLOYMENT TERMS AND BENEFITS PACKAGE

ARTICLE 1

ADMINISTRATIVE MISSION

- 1.1 The Buckeye Local Administrative Team, in collaboration with the professional teaching and non-teaching staff, has the responsibility of providing the leadership and motivation that is needed to implement the Board of Education's policies and goals.
- 1.2 This document was developed to provide the members of the administrative team with information on compensation, health benefits and other benefit related issues. However, any of the terms and conditions set forth in this document may be amended by the Buckeye Local District Board of Education, at any time, with or without notice, so long as such amendments do not conflict with applicable law. This document is not intended to establish a contractual relationship between the parties.
- 1.3 Included in this document are the current salary schedules for the administrative employees listed in 1.4 below. Also included are guidelines and information on other types of compensation which have a direct impact on salaries as well as information on fringe benefits, including employee contributions, where applicable.
- 1.4 This document has been organized to provide an overview of compensation and benefit information for the administrative personnel indicated below, which includes licensed administrators in positions that generally require a college degree or other advanced educational training.

Category A: (260 Day contract)

- Curriculum Director
- Pupil Services Director
- Operations Director
- High School Principal
- Athletic Director

Category B: (212 Day Contract)

- Middle School Principal
- Intermediate School Principal
- Elementary School Principal
- Assistant Principal-High School
- Assistant Principal-Junior High School/Intermediate School
- Coordinator of Instructional Technology

Category C: (260 Day Contract)

- EMIS Coordinator
- Technology Director-Non-Degree

ARTICLE 2

ADMINISTRATIVE PERSONNEL PROCEDURES

2.1 Vacation for Annual (260-day contract) Administrators/Administrative Personnel

Administrative personnel serving under a full-time (annual) 260-day contract shall be entitled to vacation days as follows:

-Category A: 0-10 years, 20 days. -11 years and above, 25 days

-Category C: 20 days.

Vacation Credit and Prior Years of Service: Any person previously employed by the State or any political subdivision currently earning vacation credit is entitled to have their prior ten (10) years of service with the State or any political subdivision counted as years of service for the purpose of computing the amount of entitled vacation leave.

Use of Vacation Credit: The following procedures will be followed:

All administrative personnel covered by this article will submit, at least five (5) days in advance, his/her vacation request in writing to their immediate supervisor for approval on the Vacation Request Form. Following approval by the immediate supervisor, the request will be sent to the Superintendent of Schools or his/her designee for approval.

If approved, the form will be submitted to the Treasurer's Office for appropriate record keeping.

Administrative personnel may use no more than twenty-five (25) vacation days during any contract/employment year.

Accumulated and unused vacation days will be compensated at the employee's per diem rate at the time of the separation from employment. No more than ten (10) days of vacation may be carried over from any contract year of employment. Said accumulation shall not exceed thirty (30) days of vacation for purposes of severance pay. Payment of any unused accrued/accumulated vacation days will be made within seventy-five (75) calendar days at the current daily rate of pay from the date of separation from the Buckeye Local Schools. If an employee dies after earning the payment but prior to the payment, this payment shall be paid to the spouse or the estate in accordance with applicable law. Vacation days are awarded on August 1 each year and may be used during the employment year

under the direction of the supervisor. If the administrator uses all or part of the awarded vacation days before the end of the employment year and should the administrator's employment terminate for any cause during the year, the used vacation time will be prorated and the employee will reimburse the Board of Education for those unearned vacation days.

2.2 Leaves

2.2.1 Sick Leave

2.2.1.1 Each full-time employee shall be entitled to receive, for each completed month of employment, sick leave of one and one-quarter (1-1/4) workdays each month (a maximum of 15 days per year). Part-time administrators shall accrue sick leave on a pro-rata basis. If an employee dies after earning the payment but prior to the payment, this payment shall be paid to the spouse or the estate in accordance with applicable law.

2.2.1.2 Unused sick leave shall be credited to an administrative team member without any limit.

2.2.1.3 Each full-time employee shall have five (5) days of sick leave available to him/her at the beginning of his/her employment for advancement prior to the accrual of such sick leave. Once employed, 1.25 days accumulate monthly. If an employee uses all or part of the five (5) days of sick leave credit and terminates employment before such sick leave has actually accrued, the employee shall reimburse the Board of Education for the sick leave used but not earned at the time of separation.

2.2.1.4 Each employee will be responsible for reporting his/her use of sick leave to his/her immediate supervisor. The completed digital sick leave form will be submitted to the Superintendent office electronically when sick leave is used.

2.2.1.5 If medical attention is required, the employee shall only be required to state the name and address of the attending physician and the dates when the physician was consulted unless otherwise required or permitted by law.

2.2.1.6 Acceptable reasons for the use of sick leave are:

2.2.1.6.1 Personal illness, injury, or pregnancy.

2.2.1.6.2 Exposure to contagious disease which could be communicated to others.

2.2.1.6.3 Illness, injury, or death in the employee's immediate family. Immediate family is interpreted to include father, mother, father-in-law, mother-in-law, brother, sister, husband, wife, or child.

2.2.1.6.4 In the case of death or catastrophic illness of an individual standing in a significant relationship to the administrator, the amount of sick leave the administrator may use shall be determined by the needs of the individual administrator and the approval of the Superintendent.

2.2.2 Personal Leave (August 1 through July 31)

Personal leave is designed to cover legitimate reasons for absence which are not covered under the Sick Leave Policy for such purposes of personal business or personal reasons over which the employee has no control.

2.2.2.1 A request for personal leave is to be made to the Superintendent of Schools or his/her designee on the Personal Leave Digital Form at least three (3) days in advance, if possible. Increments for personal leave can only be used at quarter day, half day, or full day. Once the leave has been authorized, it will be forwarded to the Treasurer's Department for processing. Each administrator receives three (3) personal days to be used between August 1 and July 31. Unused personal leave will convert to sick leave. No accumulation of more than three (3) personal leave days is permitted.

2.2.2.2 Advanced permission for the use of personal leave shall be obtained from the Superintendent on the form provided. For situations in which prior approval cannot be obtained, the employee will report the absence to his/her immediate supervisor at the earliest opportunity and then complete a Personal Leave Form immediately upon his/her return.

2.2.2.3 Personal leave requests are not to be used for extension of vacation or holidays unless approved by the Superintendent/designee or for seeking other employment in any fashion.

2.2.2.4 Six (6) Comp Days are provided to each Administrator in Category A and B to be used from August 1 through July 31. Unused comp days do not convert to any other type of leave, and re-set at six days on August 1.

2.2.3 Maternity/Paternity Leave

2.2.3.1 Any employee within the Buckeye Local School District who is an expectant mother or father or is adopting a child shall at his/her request be granted a maternity/paternity leave without pay or increment subject to the conditions set forth below:

2.2.3.1.1 Leave Rights: The maternity/paternity leave shall begin at any time prior to or after the birth of the child or the date of obtaining custody of an adopted child. Such leave shall be for up to the remainder of that school year; however, a leave commencing during the first semester may be extended upon approval of the superintendent through the first semester of the next school year upon the request of the employee; a leave commencing during the second semester, with the approval of the Superintendent, may be extended up to one additional school year upon the request of the employee. The employee shall give written notice not later than March 1st prior to the beginning of the school year when he/she intends to return. Return to duty shall coincide with the start of the school year or semester or at other times by agreement of the administrator and the Superintendent.

2.2.3.1.2 Application for Leave: Application for maternity/paternity leave shall be made in writing and shall contain a statement of the expected date of birth or, in the case of adoption, the date of obtaining custody, the date on which the maternity/paternity leave is to commence and the date the employee anticipates returning to service.

2.2.3.1.3 Time for Filing Application: An application for maternity/paternity leave shall be made no less than thirty (30) calendar days before the beginning date of the maternity/paternity leave. In the case of child adoption, the application for leave shall be given fifteen (15) calendar days before the maternity/paternity leave is to begin.

2.2.3.1.4 Reinstatement Rights: Upon return from leave, the employee shall be reinstated to a position and shall assume the same position on the salary schedule held prior to the leave. *The Administrator's assignment, insofar as practicable, shall be comparable to that held prior to the leave.

*Nothing in this section shall abridge the rights of any employee as defined in Ohio Revised Code 3317-13.

2.2.4 Health and Hardship Leave

2.2.4.1 Upon written request, the Board shall grant a leave of absence without pay for a period not to exceed two consecutive school years where illness or other disability is the reason for the request. Upon returning, the administrator shall resume the contract status which he/she held prior to such leave.

2.2.5 Family Medical and Leave Act

2.2.5.1 FMLA leave shall be granted in accordance with Board Policy 4430.01.

2.2.6 Jury Duty

An employee who is called for jury duty at a time which coincides with his regular work assignment will be paid his/her regular salary. The per diem remuneration received by the employee for serving as a juror shall be turned over to the Treasurer upon completion of jury duty.

2.2.7 Assault Protection and Leave

2.2.7.1 Assault leave shall be granted to an employee who is unable to work and who, therefore, is absent from his/her assigned duties because of physical disability resulting from a physical assault which is unprovoked and occurred while the employee was acting as an administrator for the school district, according to applicable law. Assault leave may be granted for up to 184 workdays with additional days granted at the discretion of the Superintendent.

2.2.7.2 Said leave shall not be charged against sick leave and the employee shall be maintained on full pay status, including fringe benefits, during the leave.

2.2.7.3 Falsification of a statement for assault leave is grounds for suspension or

termination of employment.

2.3 Administrative Contracts (Categories A-C)

2.3.1 Administrative contracts shall typically be issued on the following schedule except that the Buckeye Board of Education retains the discretion to issue shorter contracts where it deems it appropriate in accordance with any applicable law:

First contract – 2 years

Second contract – 2 years

Third contract – 3 years

Fourth and subsequent contracts – 4 years

2.4 Local Professional Development Committee (Categories A-B)

2.4.1 Certificated administrators will be governed by the provisions of the Buckeye Schools Local Professional Development Committee as outlined in Collectively Bargained Agreement between the Board and the BLEA.

2.5 Administrative Benefit Package

2.5.1 The Buckeye Local Schools Board of Education will provide the following insurance benefits.

2.5.1.1 Full-time employees shall pay, via payroll deduction, the following percentage towards single or family coverage, as applicable, cost of medical, vision, dental and drug insurances:

- The employee contribution rate is 20%

2.5.1.2 The Board shall reimburse employees covered under this document employed after March 31, 1986 1.45% of the individual's salary which represents the individual employee's Medicare tax contribution. Such reimbursement shall not be subject to STRS/SERS employer or employee contributions or deductions unless required by law.

2.5.1.3 Life insurance shall be provided with a face value equivalent to the nearest thousand dollars of the employee's salary but not to be less than \$50,000.

2.5.1.4 Consistent with Ohio Revised Code, the district shall provide liability insurance for each employee who may be subject to a civil lawsuit as a result of any act or omission arising in the course and scope of employment.

- 2.5.1.5 Mail-in and Retail Prescription benefits are determined in conjunction with the district insurance committee. The benefit guide is available on the district website, Treasurer's Office link.
- 2.5.1.6 Spousal Mandate- If a unit member's spouse is employed outside the District and has any type of medical or hospitalization insurance available to him/her, which is paid by his/her employer, such spouse shall be required to accept coverage for him/herself under that insurance. Failure to do so shall result in the Board paying the premium for only single coverage for the unit member. This requirement does not apply to any spouse who is required to pay more than \$350 per month for single coverage through their employer or public retirement system's plan, who may remain in primary coverage upon verification of the same and for as long as such coverage exceeds that amount.
- 2.5.1.7 Upon the spouse's required next open enrollment, in any such employer (or public retirement plan) sponsored group insurance coverage as set forth above, that coverage will become the primary payer of benefits and the coverage sponsored by the Board will become the secondary payer of benefits.
- 2.5.1.8 Every employee whose spouse participates in the Board of Education's group health insurance coverage and/or prescription drug insurance coverage shall complete and submit to the Board, annually, a written coordination of benefits questionnaire
- 2.5.1.8.1 If an employee knowingly and willfully submits false information or knowingly and willfully fails to timely advise the Board of a change in his/her spouse's eligibility for "spouse available insurance" within thirty (30) days of the qualifying event, and such false information or such failure by the employee results in the Board providing benefits and/or payment of administrative fees to which the spouse is not entitled, the employee will be personally liable to the Board for the reimbursement of benefits and expenses.
- 2.5.1.8.2 Any amount to be reimbursed by the employee may be deducted from the benefits, including salary, to which the Administrator would otherwise be entitled.
- 2.5.1.8.3 In addition, the Administrator's spouse will be terminated immediately from the Board's group health insurance and/or prescription drug insurance coverage.
- 2.5.1.8.4 If an employee knowingly and willfully submits false information

about his/her "spouse available insurance" coverage(s), the employee may be subject to disciplinary action by the Board, up to and including termination of employment.

2.6 Sick Leave and Severance

2.6.1 An administrator currently employed by the Board of Education of the Buckeye Local School District may elect, at the time of retirement from active service or who retires while on an approved leave of absence under the State Teachers Retirement System or the School Employees Retirement System laws, will be paid for accrued but unused sick leave credit according to the following:

- A. All administrators with at least five (5) years of continuous service in this District who retire as per STRS requirements from active service in the District will, upon filing of the proper applications with the Treasurer, be granted severance pay. Notification of retirement must be made in writing to Superintendent sixty (60) days prior to retirement.
- B. Severance pay will be based upon the daily rate of pay as determined from the individual's basic contract, exclusive of all supplemental contracts and allowances in effect at the time of retirement.
- C. One quarter (1/4) of all accumulated sick leave days, up to a maximum number of 360 sick leave days will be used in calculations of severance pay. Continuous service shall not be breached by casual absence or Board approved leaves of absence.
- D. Disability retirement does not make an administrator eligible for severance pay until his/her status is changed to regular service retirement as per STRS.
- E. Payment of such amounts will be made through a Section 403(b) Plan which shall be in lieu of payment of such amounts directly to the retiring employee; and no retiring employee shall have the option of receiving payment of such amounts directly in cash.
- F. All contributions to the Section 403(b) Plan, shall be subject to reduction for any tax withholding or other withholding that the Treasurer determines is required by law. Neither the Board nor the Association guarantees any tax results associated with the Section 403(b) Plan, deferrals, or payments made to a member.
- G. The administrator shall receive payment of the severance amount into the

Section 403(b) Plan during the second payroll of January immediately following receipt of his/her first retirement check from STRS.

- H. If an administrator who is eligible for service retirement has given notice to the Board of his/her intent to retire, and has applied to STRS for service retirement but dies before receiving his/her first STRS retirement check or the severance payment, the severance payment to which s/he would otherwise be entitled under this section shall be made to his/her beneficiary as named on his/her term life insurance policy with the District.

2.7 Professional Memberships and Professional Development Allowance

- 2.7.1 The Board of Education will provide funds for the payment of professional memberships not to exceed six hundred dollars (\$600) per administrator per school year as the annual appropriation permits. In addition, each administrator in Categories A and B above are eligible for professional development conference attendance in Ohio at their choice not to exceed five hundred dollars (\$500) per school year. If the District requests the administrator attend any professional conference in Ohio or out of state, the District will pay all costs for said conference.

2.8 Tax Reporting of Contributions to STRS/SERS Ohio

- 2.8.1 The Board of Education shall compute and remit its employer contributions to STRS/SERS based upon the administrators' total contract salary including the "pick-up." The Board shall report for Federal and Ohio income tax purposes as an employee's gross income said employee's total contract salary less the amount of "pick-up." The Board of Education shall report for municipal income tax purposes as employee's gross income said employee's total contract salary including the amount of the "pick-up". The Board of Education shall compute income tax withholding based upon gross income as reported to the respective taxing authorities. For the purposes of contributions for STRS/SERS, the definition of "pick-up" shall also include the retirement contributions made on the employee's share of the retirement contribution, so long as permitted under governing STRS/SERS regulations

2.9 Board "pick-up" of administrators' STRS/SERS contribution.

- 2.9.1 The Board of Education shall pick-up the total amount of employee contributions required by Section 3307.26 of the Ohio Revised Code to be contributed by all administrators in category A, B, C, to STRS/SERS Ohio. The board will also contribute the "pick up on the pick up." These picked-up contributions, although designated as employee contributions, are being paid by the Board of Education

in lieu of employee contributions and shall be paid by the Board as a fringe benefit in addition to the contract salary otherwise payable to the administrator. These contributions shall be treated as additional compensation and included in salary for retirement purposes. Said administrators in category A, B, C, may not opt out of the picked-up contributions or elect to receive the contributed amounts directly instead of having them picked-up by the Board of Education and paid to STRS/SERS Ohio.

2.10 Longevity Payment Annual- Longevity stipends will be paid to Administrators with a Masters Degree and above as follows: (School years continuously employed with the Buckeye Local Schools only) To be paid at the final pay period of the school year

A: Years 6-9, \$400

B: Years 10-15, \$600

C: Years 16-20, \$800

D: Years 21-25, \$1050

E: Years 26-30 \$1425

F: Years 31+ \$1800

2.11 Attendance Incentive- When an Administrator misses less than five and one quarter (5.25) days (sick days) during a school year they will receive an attendance incentive to be paid at the final pay period of the school year.

1 day or less missed = \$1000

1.25 - 2 days missed = \$800

2.25 - 3 days missed = \$600

3.25 - 4 days missed = \$400

4.25 - 5 days missed = \$200

5.25 or more days missed = \$0

2.12 Administrative Salary Schedules

2.12.1 The base salary of the administrative salary schedule will increase each year as per the Administrative Salary schedule that is approved by the Board of Education.

2.12.2 A twelve (12) month administrative position will be based on two hundred sixty (260) days, including days of vacation and holidays.

The per diem rate for administrative personnel shall be calculated by dividing the sum of his/her contract salary plus any picked-up contributions at the time of his/her retirement by the number of days for that contract.

2.12.3 Twelve (12) month administrative members shall be provided the following holidays : Labor Day, Thanksgiving Day, Day after Thanksgiving Day, Day before Christmas, Christmas Day, Day before New Year's, New Year's Day, Martin Luther King Day, Presidents' Day, Good Friday, Memorial Day, Juneteenth, and Fourth of July.

2.12.4 Administrators are not eligible to hold a supplemental contract(s) for additional compensation for school district work. They may be eligible to hold various stipends as determined and approved by the Superintendent, Treasurer, and Board of Education.

2.13 Tenure

2.13.1 Tenured Administrators. If an administrator who has tenure as a teacher in a public school system in Ohio wishes to resign from his/her administrative team position to return to the classroom, they may do so at the conclusion of their current contract with approval of the Superintendent and Board of Education. The administrator must inform the superintendent of his/her intent to resign in writing on or before March 1st of the expiring contract year, and prior to the Board of Education's renewal of his/her potential next administrative contract.

2.13.2 Non -Tenured Administrator. If an administrator without tenure as a teacher chooses to resign from his/her administrative position to return to the classroom, he/she will be provided with the opportunity to apply for an appropriate vacancy after the internal selection/transfer process has been completed. The administrator shall be considered for any vacancy they are licensed to hold before it is posted to the outside.

2.13.3 An administrator who returns to the classroom shall be credited with placement on the salary schedule and his/her seniority for all years of service within the Buckeye Local Schools and up to and not to exceed five (5) years of credit served in another Ohio public school district.

2.14 Pay

2.14.1 The Board agrees to pay its administrators on a bi-monthly basis 24 times per year. Administrators will be paid on the 10th and the 25th of each month on the same schedule as all other school district employees.

2.15 Reimbursement for Job-Related Expenses

Administrators will be eligible for reimbursement of job-related expenses, such as required travel and meals, consistent with Board Policy and Administrative

Guidelines of the Buckeye Local School District upon the approval of the Superintendent.

SIGNATURE PAGE

412 CERTIFICATE OF FUNDS

Re: Resolution: Resolution to approve the Administrative Personnel Employment Policies and Benefits Package of the Buckeye Local School District and the Buckeye Local School district Administrators, effective August 1, 2025 to July 31, 2028.

I, the undersigned Treasurer of the Board of Education of the Buckeye Local School District, certify that the amount required to meet the obligations of the Board during the current fiscal year ending June 30, 2025 under the attached wage or salary schedule has been lawfully appropriated by the Board for such purposes and is in the treasury or in the process of collection to the credit of an appropriate fund, free from any previous encumbrances.

We, the undersigned Treasurer and President of the Board of Education of the Buckeye Local School District, Ohio, and the Superintendent of Schools of the Buckeye Local School District, Ohio, hereby certify that the District has in effect for the term of that schedule the authorization to levy taxes including the renewal or replacement of existing levies which, when combined with the estimated revenue from all other sources available to the District at the time of this certification, are sufficient to provide the operating revenues necessary to enable the District to maintain all personnel and programs for all the days set forth in its adopted school calendars for the current fiscal year and for a number of days in the applicable succeeding fiscal years equal to the number of days instruction was held or is scheduled for the current fiscal year.

This Certificate is given in compliance with Sections 5705.412 (and 5705.44, if applicable) and 5705.412 of the Revised C

Buckeye Administrative Salary Schedule

STEP (Service Credit)	Index	Director of							Curriculum	Technology	Gifted	
		Director of Curriculum	Student Services	High School Principal	Assistant Principal	Middle School Principal	Elementary Principal	Athletic Director	Technology Specialist	Director of Operations	Director - Non- Degree	Coordinator / Data Coach
Step 0	1.000	\$95,780	\$88,398	\$98,051	\$79,437	\$85,895	\$82,494	\$81,803	\$66,300	\$81,500	\$66,055	\$66,300
Step 1	1.035	\$99,132	\$91,492	\$101,483	\$82,217	\$88,901	\$85,381	\$84,666	\$68,621	\$84,353	\$68,367	\$68,621
Step 2	1.070	\$102,485	\$94,586	\$104,915	\$84,998	\$91,908	\$88,269	\$87,529	\$70,941	\$87,205	\$70,679	\$70,941
Step 3	1.105	\$105,837	\$97,680	\$108,346	\$87,778	\$94,914	\$91,156	\$90,392	\$73,262	\$90,058	\$72,991	\$73,262
Step 4	1.140	\$109,189	\$100,774	\$111,778	\$90,558	\$97,920	\$94,043	\$93,255	\$75,582	\$92,910	\$75,303	\$75,582
Step 5	1.175	\$112,542	\$103,868	\$115,210	\$93,338	\$100,927	\$96,930	\$96,119	\$77,903	\$95,763	\$77,615	\$77,903
Step 6	1.210	\$115,894	\$106,962	\$118,642	\$96,119	\$103,933	\$99,818	\$98,982	\$80,223	\$98,615	\$79,927	\$80,223
Step 7	1.245	\$119,246	\$110,056	\$122,073	\$98,899	\$106,939	\$102,705	\$101,845	\$82,544	\$101,468	\$82,238	\$82,544
Step 8	1.280	\$122,598	\$113,149	\$125,505	\$101,679	\$109,946	\$105,592	\$104,708	\$84,864	\$104,320	\$84,550	\$84,864
Step 9	1.315	\$125,951	\$116,243	\$128,937	\$104,460	\$112,952	\$108,480	\$107,571	\$87,185	\$107,173	\$86,862	\$87,185
Step 10	1.350	\$129,303	\$119,337	\$132,369	\$107,240	\$115,958	\$111,367	\$110,434	\$89,505	\$110,025	\$89,174	\$89,505
Step 11	1.385	\$132,655	\$122,431	\$135,801	\$110,020	\$118,965	\$114,254	\$113,297	\$91,825	\$112,878	\$91,486	\$91,825
Step 12	1.420	\$136,008	\$125,525	\$139,232	\$112,801	\$121,971	\$117,141	\$116,160	\$94,146	\$115,730	\$93,798	\$94,146
Step 13	1.455	\$139,360	\$128,619	\$142,664	\$115,581	\$124,977	\$120,029	\$119,023	\$96,466	\$118,583	\$96,110	\$96,466
Step 14	1.490	\$142,712	\$131,713	\$146,096	\$118,361	\$127,984	\$122,916	\$121,886	\$98,787	\$121,435	\$98,422	\$98,787
Step 15	1.525	\$146,065	\$134,807	\$149,528	\$121,141	\$130,990	\$125,803	\$124,750	\$101,108	\$124,288	\$100,734	\$101,108
Contractual Days		260	260	260	212	212	212	260	212	260	260	212