

K I R K W O O D
S C H O O L D I S T R I C T

Agreement between the
Kirkwood Board of Education and the
Kirkwood National Education Association
(KNEA)

July 1, 2026 - June 30, 2027

SIGNATURE PAGE

AGREEMENT

Between

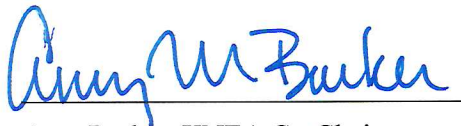
KIRKWOOD BOARD OF EDUCATION

And

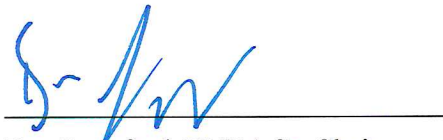
KIRKWOOD NATIONAL EDUCATION ASSOCIATION

This agreement shall be effective July 1, 2026 through June 30, 2027.

FOR THE UNION

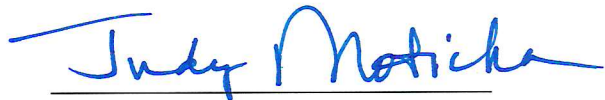


Amy Barker, KNEA Co-Chair



Dan Langford, KNEA Co-Chair

FOR THE BOARD OF EDUCATION



KSD Board President



KSD Board Secretary

Date: March 9, 2026

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SECTION 1

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4 Section 1.1 - Employee Relations

5 The Board of Education of the Kirkwood School District, hereinafter referred to as the "Board"
6 or "District", will bargain with Kirkwood National Education Association (KNEA) so long as it
7 is the designated bargaining representative in accordance with Missouri law and Board policy.
8 The Board or its designee shall meet with KNEA for the purposes of negotiations with respect to
9 salaries, benefits, and other conditions of employment.

10

11 Section 1.2 - Exclusive Representative

12 In accordance with the election conducted on May 23, 2023, and unless or until a new election
13 occurs, the Board recognizes the Kirkwood National Education Association (KNEA) as the
14 exclusive collective bargaining representative of all full-time and regular part-time (1)
15 instructional employees of the Kirkwood School District who are required by law and/or district
16 policy to hold teaching certificates to serve in their positions, including classroom teachers,
17 librarians/media specialists, and counselors; and (2) all school psychologists, speech and
18 language pathologists, and educational diagnostician/behavior intervention specialists who hold
19 certificates issued by DESE and/or licenses issued by the State Board of Healing Arts. All other
20 employees of the District are excluded from the bargaining unit and the terms of this Agreement.

21

22 Section 1.3 Administrative Rights

23 Except as expressly limited by this Agreement, the parties agree that the District shall have the
24 right to manage all district operations and to direct its workforce in accordance with the
25 discretion of the Board of Education and/or as provided by law. The parties agree that the terms
26 and conditions of employment set forth in this Agreement shall be maintained in full force and
27 effect only during its term, after which the Agreement shall expire in the entirety and shall no
28 further force or effect, or until a successor agreement is negotiated. The agreement may be
29 modified only by mutual written agreement between the parties, except as otherwise specifically
30 provided in this Agreement and neither party shall take any unilateral action contrary to the
31 terms of this agreement.

32

33 The Board reserves its legal responsibility and prerogative to act in all matters as it deems
34 necessary to serve the interests of the District. The District may unilaterally alter the terms of this
35 Agreement in emergency situations as determined by the Board in its judgment and at its sole
36 discretion. In the event of an emergency situation that was not anticipated when this Agreement
37 was signed, the District shall provide KNEA with an explanation, but not be required to,
38 reconvene with KNEA representatives to discuss the situation and collaborate on possible
39 solutions. The terms of the Agreement will be reinstated when, in the opinion of the Board, the
40 District is able to resume normal operations.

41 The Union recognizes that all matters pertaining to the policies that affect the management and
42 operation of the Kirkwood School District, including its educational and fiscal affairs, are the
43 legal responsibility of the Board pursuant to the Educational Laws of the State of Missouri and
44 the United States of America, except as these policies are specifically modified by the terms of
45 this Agreement.

46

47 The Union recognizes that the Kirkwood School District retains the sole and exclusive right and
48 authority to manage the business of the District, including, but not limited to the right and
49 authority to plan, direct and control its operations; to determine the location, design, size, and
50 number of buildings; to decide the business hours of its operation; to decide the types of
51 educational service it shall provide within lawful limitations; to determine the starting and
52 quitting time for employees, work schedules and number of hours to be worked; to select,
53 implement and modify as needed the method for recording and accounting for time worked and
54 time absent, to organize and reorganize the administrative staff; to determine duties assigned to
55 positions and to assign duties to administrative positions; to have the sole right to discipline,
56 suspend with or without pay, and to discharge employees; to hire, layoff, assign, transfer, and
57 promote employees to select and hire, to promote to a better position, to maintain efficiency of
58 employees; to determine the number of teaching and non-teaching staff; to make assignments, to
59 introduce new or improved methods, techniques, and programs; to evaluate employees to
60 determine the method of evaluation; to determine class size; to determine whether or not to
61 subcontract; to determine the number and duties of employees; to determine whether and to what
62 extent the work required in operating its business and supplying its services shall be performed
63 by employees covered by this Agreement; to consolidate programs; and to make reasonable rules
64 and regulations pertaining to employees by this Agreement.

65

66 It is the intention of the parties that all of the rights, powers, and authority that the Kirkwood
67 School District had prior to the signing of this Agreement are retained by the District and that
68 with the exception of specific provisions of this Agreement, the District shall have unrestricted
69 right to manage its affairs. This Agreement constitutes the full and complete commitments of the
70 Kirkwood School District to the Union.

71

72 **Section 1.4 Definitions**

73 The term "Employee" when used hereinafter in this Agreement shall refer to all unit members as
74 defined in 1.2.

75

76 The term "Day(s)" shall be defined as working days and exclude weekends, holidays, and other
77 days the District is not open, unless otherwise specified in this agreement. Notwithstanding this
78 provision or any other provision of this Agreement, the Superintendent or designee shall have the
79 authority to extend timelines established herein, if in the judgment and at the sole discretion of
80 the Superintendent, such extension is in the best interest of the district.

81 The term “AFD” shall be defined as absence from duty as it pertains to employee leave. xs

82

83 **Section 1.5 Dissemination of Agreement**

84 The Agreement will be posted on the Human Resources portion of the District's website and on
85 the BoardDocs.

86

87

88

SECTION 2

89

90

91 **Section 2.1 Procedure Basics**

92 Ground Rules for negotiations will be established by the district and included in the appendix.

93 The current Agreement will expire in the entirety at the conclusion of the term specified herein,
94 after which the Agreement shall have no force or effect All tentative agreements reached by the
95 team are provisional and require approval by a majority vote of the whole Board (that is, four
96 affirmative votes, regardless of the number of members present). In the event ground rules are
97 not able to be updated, the most recent signed ground rules will be utilized.

98

99 **Section 2.2 Reopeners**

100 The Union must provide justification for reopening the agreement during the term of the
101 agreement. The decision regarding whether to grant a request for a reopener is entrusted
102 exclusively to the Superintendent or designee. If such a request is granted, the negotiation period
103 for reopeners is reduced to 7 days. All changes are subject to approval from the Board of
104 Education in accordance with the procedures required for approving the original Agreement, as
105 required by Missouri law.

106

107 **Section 2.3 Duration of Agreement**

108 The Agreement is valid from July 1, 2026, to June 30, 2027, after which the Agreement will
109 expire in its entirety and shall have no further force or effect.

110

111 **Section 2.4 Modification of Personnel Policies**

112 The district retains the right to modify policies affecting working conditions, salary, and benefits
113 with Union consultation, but not necessarily agreement. On the Friday immediately preceding a
114 regular Board of Education meeting, the District will provide KNEA with the published link to
115 the updated Board of Education agenda via email.

116

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SECTION 3

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123

124 Section 3.1 - Information

125 The district will provide basic employee information (names, worksite, position, email address)
126 to the Union upon request.

127

128 Section 3.2 Use of District Communication Systems and Facilities

129 Union access to district communication systems will be granted in accordance with district
130 policies.

131

132 The KNEA may use District classrooms for Union business and meetings outside of contract
133 hours, but must follow the District's reservation procedures. In the event a larger space is needed,
134 KNEA will complete any necessary paperwork in accordance with the District's Facility Usage
135 Policy. Any Union representative not employed by the school district may not be on school
136 premises during contract hours unless for the purpose of attending a previously scheduled
137 meeting and then only for the purpose of attending that meeting.

138

139 Section 3.3 Collaborative Process

140 In situations where a specific issue arises at a building level and is not addressed in the
141 Collective Bargaining Agreement (CBA), the Union may request a meeting with the building
142 administrator to discuss the matter. The district and the Union will collaborate on significant
143 issues impacting the teaching and learning environment and building conditions once a semester.
144 However, decisions will ultimately be made in the best interest of the district's educational goals
145 and operational efficiency.

146

147 Section 3.4 District Committees

148 The Union will have one member on appropriate district committees as determined by the
149 Superintendent, in the Superintendent's judgment and sole discretion.

150

151 Section 3.5 Union Leave

152 Union leave will be limited to no more than 24 hours (3 days) annually of at least 15-minute
153 increments, prior approval required from the Superintendent. AFD will not be used.

154

155 Section 3.7 - New Teacher Orientation

156 The Union will have a 25-minute session during New Teacher Orientation.

157

158 Section 3.8 No Reprisal

159 The District and the Union recognize the right of teachers to form, join, and participate in
160 lawful labor organization activities guaranteed by this Agreement, state, and federal law.

161

SECTION 4

Section 4.1 Base Compensation

Annual salary advancement is limited to one vertical step, with horizontal movement requiring pre-approved coursework.

Section 4.2 Supplemental Pay

Extra pay for extra duty work shall be increased \$5 per point to \$166.45 per point.

The District will receive timely feedback from KNEA regarding extra duty positions and compensation. The District will provide information for those who would like to propose a position for building or District Extra Pay For Extra Duty (EPED). The District will publish a list of all EPED positions, including whether it is point-based, building or District. The District will engage in timely, collaborative problem-solving regarding these roles.

Section 4.3 Compensated Professional Development

Mandatory professional development outside of contract time, during the regular school year, will be compensated at the minimum rate \$29/hour.

Section 4.4 Professional Staff Salary Schedules

For horizontal movement on the salary schedule, educators are required to complete district-approved coursework that aligns with the district's goals and objectives. Additionally, the district will only approve coursework from fully accredited institutions. Coursework from non-accredited institutions will not be accepted. Strict adherence to deadlines outlined in district policies for these advancements will be enforced, ensuring equitable and consistent policy application across all staff.

Section 4.5 Step Credit for Previous Experience

The district will credit a maximum of eleven (11) years of relevant experience for new hires, subject to district verification that each year was a complete year in the same or similar position (similar positions are positions that have nearly identical job descriptions but may have different titles). This means that new hires will be placed no higher than step 11 upon initial employment.

Section 4.6 Extra Duties Not Compensated

Administration will inform teachers of any events that take place outside of the school day at the start of the school year in writing. If the District needs to reschedule or add an event because of changed circumstances, teachers will be informed as soon as possible.

202

203

204

205 **Section 4.7 Compensation Disbursement**

206 Educators will receive 12-month pay disbursements (2 payments per month), with the specific
207 arrangements subject to district approval. Payment for extra duties that are seasonal or specific to
208 a timeframe will be based on a district defined schedule and may be adjusted according to
209 budgetary constraints. The District will publish the schedule of disbursements.

210

211 **Section 4.8 Tuition Assistance**

212 Educators shall have access to the Tuition Assistance Program for coursework that pertains to
213 their current role or a future role with the District, with the following conditions:

214

- 215 1. Coursework must be from fully accredited institutions, approved in
216 advance by the District for alignment with educational and strategic
217 goals. Institutions will be accepted or denied in accordance with Board
218 policy.
- 219 2. National Board Certification components for initial issuance and
220 renewal will also be eligible for reimbursement in accordance with
221 Board policy.
- 222 3. Reimbursement limits per school year will align with budgetary
223 constraints and are subject to District approval.

224 Staff must apply for course approval and reimbursement through the designated district
225 process, with adherence to strict deadlines.

226

227 The Human Resources department will send confirmation when all required
228 documentation has been received. The Human Resources department will work with the
229 Finance department for payment. The maximum time for payment is 10 weeks from the
230 term due dates outlined in Board policy. Any instances that may result in this timeline
231 not be adhered to will be communicated by the Human Resources department to the
232 applicable staff member(s).

233

234 **Section 4.9 Benefits**

235 The salary package for the 26-27 school year will cover the premiums for an
236 employee-only health insurance option. Optional dependent coverage shall be available
237 at the employee's expense.

238

239 **Section 4.10 Insurance Flex Plan**

240 Opt-out options and cash-out payments will be adjusted based on district financial
241 considerations, and in a manner that complies with state and federal law.

242

243 **Section 4.11 Insurance Information**

244 KNEA will provide the District with feedback about insurance and benefits.

245

246

247

248

249 **Section 4.12 Teacher Records Day**

250 Teacher Record Days will be remote.

251

252 **Section 4.13 Frozen Step**

253 Notwithstanding paragraph 4.1, every fully certified teacher employed during the
254 2015-16 fiscal year, who continued employment as a fully certified teacher until present
255 day, will receive two vertical steps. In cases where there is no vertical increase possible
256 based on the end of a column on the salary schedule, the additional compensation will be
257 calculated at the yearly percentage rate of increase, capped at 2%. This provision is
258 applicable only to the fiscal year 26-27 Collective Bargaining Agreement.

259

260

261 **Section 4.15 Mentoring and Beginning Teacher Assistance Program**

262 The District will assist beginning teachers in accessing Beginning Teacher Assistance
263 Program (BTAP) to upgrade their certificates through the mentoring program.

264

265

266 **SECTION 5**

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268

269 **Section 5.1 Sick Leave**

270 Sick leave will be limited to the employee's own illness or incapacity. Family sick leave coverage
271 will be restricted to immediate family members as defined by Board Policy GCBDA. For the
272 26-27 school year, educators shall have 12 sick days.

273

274 **5.2 Personal Leave**

275 Personal leave will be provided in accordance with Board policy. Employees will receive three
276 (3) personal days per year, and the employee can bank up to six (6) personal leave days. Any
277 unused personal leave days above 6 roll over to the employee's banked AFD days. Whenever
278 possible, the teacher will give the District 2 weeks notice.

279

280 **Section 5.3 Paid Parental Leave**

281 Kirkwood School District employees will have access to Paid Parental Leave (PPL). The
282 parent-employee may have access to PPL, up to and including 40 calendar days following the
283 birth, legal adoption, court-ordered foster placement, or court-ordered legal guardianship of a
284 minor child ("Qualifying Event").

285

286 PPL will be applied starting the day that the minor child is born or legally adopted, or the
287 effective date of the foster placement or legal guardianship. PPL will not be charged against the

employee's absence from duty (AFD) days. After PPL has been exhausted, the employee may then use any accrued paid or unpaid leave days available in accordance with board policy and state and federal law.

All PPL days used will be deducted from the FMLA leave entitlement, to the extent authorized by the FMLA. PPL is not an expansion of FMLA leave and is not governed by FMLA rules, regulation, or policy, except to the extent that PPL days will be deducted from the FMLA entitlement as permitted by law.

Eligibility and Procedural Requirements:

1. The employee must be a full-time employee and eligible for benefits as defined by district policy, regulation, or procedure.
2. The employee must have been employed, consecutively, by the district beginning at least one calendar year prior to commencement of the leave.
3. If both parents are employed by the district, the parents-employees may divide the PPL between them, subject to the other requirements in this PPL provision. However, all PPL must be used within the first 40 calendar days following a Qualifying Event.
4. PPL must be taken continuously within the first 40 calendar days following a Qualifying Event. Delayed, intermittent, or reduced leave is not authorized.
5. However, if both parents are employed by the district, the parents-employees may divide the maximum 40 calendar days entitlement into sequential segments, provided that each segment is continuous and neither segment extends beyond the first 40 calendar days following the Qualifying Event.
6. Any unused PPL will be forfeited at the end of the first 40 calendar days following a Qualifying Event.
7. Upon conclusion of the individual's employment with the district, the employee will not be paid for any unused PPL for which the employee was eligible.
8. Paid or unpaid holidays or breaks (including, but not limited to, winter break, spring break, summer break, etc.) that occur while an employee is on PPL will not extend the total PPL entitlement.

Section 5.4 Additional Leaves

Other leave types will be governed by district policy.

Section 5.6 Bereavement Leave

Employees are entitled to 3 days of bereavement leave per year, separate from their AFD.

330
331 **SECTION 6**
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333

334 **Section 6.1 School Year**

335 The 2026-27 contract year shall comprise 190 working days. The contracted working days will
336 include at least one (1) self-directed work day prior to the first day of student attendance.

337
338
339 **Section 6.2 Work Day**

340 Each standard workday for teachers will be defined as 7 hours and 45 minutes, including a 30
341 minute duty free lunch.

342
343 Mandatory meetings and/or trainings outside the standard workday shall not exceed 12
344 hours per school year. The maximum number of mandatory meetings and trainings outside
345 the workday shall not exceed 12.

346
347 A comp day will be earned after completing conference duties that match the hours of
348 instructional time that make up a staff member's day. The building administrator must
349 approve any conference duties outside of the scheduled conference times and will be
350 documented by the staff member.

351
352 **Section 6.4 Professional Development**

353 The Professional Development Committee will continue to include teachers from various
354 buildings and meet regularly in order to collaborate, coordinate, and consult with the Office of
355 Curriculum and Instruction on Professional Development opportunities.

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358 **SECTION 7**
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360

361 **Section 7.1 Plan Time**

362 Certified staff will receive at least 250 minutes of plan time per 5-day school week. No more
363 than 50 minutes of this 250 minutes every week may be used for directed meetings (i.e., PLC
364 meetings), unless additional self-directed plan time is provided equivalent to the additional
365 meeting time. Planning time is calculated between the official start and close of the school day
366 (8:40-3:40 for elementary; 8:00-3:00 for middle schools; 7:45-2:49 for high school).

367
368 As part of their required duties, teachers are responsible for attending IEP meetings and 504
369 meetings.

370

371 **Section 7.2 Voluntary Assignment and Reassignment**

372 Staff assignments and reassignments will prioritize the instructional needs of the District. All
373 vacancies will be communicated to employees via the district's job posting platform. Internal
374 applicants will be at least paper screened and considered for reassignments and vacancies,
375 subject to appropriate certification, qualifications, and work experience and history with the
376 district. A consistent interview process will be used for candidates.

377

378

379 **Section 7.3 Involuntary Transfers**

380 Involuntary transfers will be conducted based on district needs. Criteria for retaining tenured
381 staff in each building will include district seniority, appropriate certification, subject matter or
382 grade level experience, administrator feedback, and the best interests of the students.

383

384 **Section 7.4 Notification of Assignment**

385 If a situation warrants a modification in assignment after the teacher has left for the summer, the
386 applicable administrator will notify the teacher.

387

388

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SECTION 8

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392 **Section 8.1 Student Discipline**

393 Discipline will adhere to Board Policies. If any changes are made to the educator's original report
394 the educator will be notified.

395

396 **Section 8.2 Class Size**

397 Class sizes will follow the district's class size guidelines standards but may exceed DESE's
398 maximum standards based on resource availability and administrative discretion. Concerns
399 regarding class sizes will be addressed jointly by the human resources department and building
400 principal with a resolution based on district priorities and resource constraints with such
401 resolution to occur within a 15 working day period, if reasonably possible, as determined by the
402 administration in its judgment and at its sole discretion.

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SECTION 9

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408 **Section 9.1 - Union Representation Meetings with Administrators**

409 The Board of Education understands the importance of affording employees the opportunity to
410 have Union representation present during employee discipline matters, when in the judgment of
411 the administration, the presence of the Union representative will not (1) cause undue delay; (2)
412 violate the privacy or other rights of teachers, students, parents, or others; (3) jeopardize the
413 safety, welfare, or interests of students or others; or (4) otherwise interfere with the operation of
414 the district; provided, however, that when an Union representative is permitted to be present, the
415 representative may ask clarifying questions and request a sidebar conference with the employee.

416

417

418

419 **Section 9.2 Evaluations**

420 HR and KNEA will work together to make recommendations to update evaluation systems that
421 apply to members of the bargaining unit.

422

423 **Section 9.5 Dress Code**

424 In accordance with Board Policy GBCB Staff Conduct. No. 11, employees will dress in a
425 professional manner that does not interfere with the educational environment.

426

427 **Section 9.8 Health & Safety**

428 The district will communicate with staff about how to report health and safety concerns. There
429 will be communication about this pathway before the first day of school, and then two other
430 times intermittently during the school year.

431

432

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SECTION 10

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436 **Section 10.1 Grievances**

437 The District encourages informal resolution of grievances, emphasizing respectful
438 communication without legal representation. If a grievance escalates, the employee should use
439 the procedures provided in Policy GBM.

440

441 Aggrieved parties may represent themselves or choose a representative from within the school
442 district. The involvement of an attorney will conclude the grievance process. The grievance
443 procedure will be confidential, with written decisions provided at each step.

444

445

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SECTION 11

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449 **Section 11.1 Reduction in Force Procedures**

450 Layoffs will only occur for legally established reasons. The superintendent will communicate
451 potential staff reductions to the Union president and consult with relevant stakeholders to assess
452 the impact.

453

454 Reductions will be implemented primarily through attrition. If further cuts are necessary, they
455 will be based on the legal criteria established under Section 168.124 of the Missouri Revised
456 Statutes and related case law. Teachers on leave due to staff reductions will be recalled in
457 accordance with the legal criteria established under Section 168.124 of the Missouri Revised
458 Statutes. Teachers must promptly notify the district of address changes and respond within ten
459 days to recall offers or they will be removed from the recall list.

460 Recall lists for probationary and permanent teachers will be maintained and updated annually,
461 with copies provided to the Union.

462

463 **Section 11.2 Seniority List**

464 The district will provide a seniority list to the Union upon request and in the event of
465 contemplated layoffs. However, in accordance with Section 168.124 of the Missouri Revised
466 Statutes, seniority may not be the controlling factor in making decisions regarding staff
467 reductions.

468

469

470

SECTION 12

471

472

473 **Section 12.1 Severability of Unlawful Provisions**

474 To the extent that state or federal statutory or case law, or agency regulation, may render any
475 provision of this Agreement unlawful, whether in part or in the entirety, such principles of law
476 shall prevail.

APPENDIX A

2025-26 Ground Rules for Collective Bargaining Between Kirkwood R-VII School District and Kirkwood National Education Association

Good Faith

- Bargaining shall be in good faith. “Good faith bargaining” is defined as being willing to meet at mutually acceptable times and to make reasonable efforts to reach a common ground of agreement on proper subjects of bargaining. The obligation to bargain in good Faith does not require either party to agree to a proposal or make a concession.

Composition of Team

- The members of each team present at each meeting will be empowered to make decisions and sign tentative agreements for their team.
- The District’s Team shall consist of up to 4 District administrators, 1 observer appointed by the Superintendent, and legal counsel (non-voting).
- KNEA’s team shall consist of 2 bargaining chairs, up to 3 additional KNEA members who are Kirkwood District employees (non-rotating), 1 non-voting observer who is an alternate (current KSD employee) appointed by KNEA, and 1 representative from MNEA (non-voting).

Meetings

- Bargaining will commence no later than December 9 and conclude no later than March 1.
- The District and KNEA will meet up to 6 sessions, 2 of which can be up to 6 hours on contract time and 1 of which can be up to 4 hours on contract time. After school meetings will be up to 2 hours unless the parties agree otherwise.
- If the parties have not reached a tentative agreement by the end of the day February 20, the parties will have an additional meeting of up to 2 hours unless the parties agree otherwise. Each party may bring up to 3 team members to this meeting.
- Sessions are closed to the public.
- At least 3 voting members of each team must be present to hold a session.

Authority

- No agreement is binding unless approved by both KNEA and the Board of Education. If KNEA membership fails to ratify a tentative agreement, the Board of Education has no obligation to consider it further. In the absence of an agreement, Board policy will govern employment matters.
- Per Policy HA, “The Board will not approve an agreement that includes impasse procedures for resolution by third parties outside the district including, but not limited to, binding arbitration.”
- The Board of Education reserves the right to accept, modify, or reject any tentative agreement, in whole or in part, pursuant to law.

Communication

- Each team may communicate with its constituents but agrees to do so in a manner consistent with good faith bargaining.
- Contact persons will be the chairperson(s) of each team.

Information Exchange

- Each team will, upon request, share information relevant to matters under negotiation in accordance with law. Responsive records that may not be lawfully disclosed shall not be exchanged. Neither party is obligated to exchange information or records prepared in preparation for collective bargaining negotiations.

Caucusing

- Each team may meet privately to caucus during sessions.

Tentative Agreements

- Tentative agreements will be signed by members of both teams. However, no agreement is binding unless or until approved by KNEA membership and a majority of the whole Board of Education. All proposals shall be in writing and all tentative agreements shall be reduced to writing, initialed and dated by the bargaining chair(s) for each team at the session in which a tentative agreement is reached.
- Suggested modifications to the text of proposals/counter-proposals/responses will be presented in written form, using bold (**dddd**) text for additions and strikethrough (~~ddd~~) for proposed deletions.

APPENDIX B
2026-27 CERTIFIED SALARY SCHEDULE

Step	BA	BA+15	MA	MA+15	MA+35	PhD
1	48,365	50,783	53,322	55,988	58,787	61,726
2	49,622	52,103	54,708	57,444	60,315	63,331
3	50,912	53,458	56,130	58,938	61,883	64,978
4	52,236	54,848	57,589	60,470	63,492	66,667
5	53,594	56,274	59,086	62,042	65,143	68,400
6	54,987	57,737	60,622	63,655	66,837	70,178
7	56,417	59,238	62,198	65,310	68,575	72,003
8	57,884	60,778	63,815	67,008	70,358	73,875
9	59,389	62,358	65,474	68,750	72,187	75,796
10	60,933	63,979	67,176	70,538	74,064	77,767
11	61,225	65,642	68,923	72,372	75,990	79,789
12	61,225	67,349	70,715	74,254	77,966	81,864
13	61,225	69,100	72,554	76,185	79,993	83,992
14	61,225	70,897	74,440	78,166	82,073	86,176
15	61,225	72,740	76,375	80,198	84,207	88,417
16	61,225	73,089	78,361	82,283	86,396	90,716
17	61,225	73,089	80,398	84,422	88,642	93,075
18	61,225	73,089	82,488	86,617	90,947	95,495
19	61,225	73,089	84,633	88,869	93,312	97,978
20	61,225	73,089	86,833	91,180	95,738	100,525
21	61,225	73,089	89,091	93,551	98,227	103,139
22	61,225	73,089	91,407	95,983	100,781	105,821
23	61,225	73,089	93,784	98,479	103,401	108,572
24	61,225	73,089	96,222	101,039	106,089	111,395
25	61,225	73,089	98,724	103,666	108,847	114,291
26	61,225	73,089	101,291	106,361	111,677	117,263
27	61,225	73,089	103,925	109,126	114,581	120,312
28	61,225	73,089	106,627	111,963	117,560	123,440
29	61,225	73,089	107,563	112,944	118,591	124,523
30	61,225	73,089	109,714	115,202	120,963	127,013