AGREEMENT

between the

TENAFLY BOARD OF EDUCATION

and the

TENAFLY ADMINISTRATORS AND
SUPERVISORS ASSOCIATION

for the period beginning

July 1, 2026

and ending

June 30, 2029

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ARTICLE I.
PREAMBLE

This Agreement made by and between the Tenafly Board of Education (hereinafter "Board") and the Tenafly Administrators/Supervisors Association (hereinafter "Association") for the period July 1, 2026 through June 30, 2029 represents the complete and final understanding of all negotiable issues between the parties.

ARTICLE II.
RECOGNITION

The Board hereby recognizes the Association as the exclusive and sole representative for collective negotiations concerning terms and conditions of employment for the following personnel only

- Principals
- Vice Principals
- Director of Guidance
- Director of Athletics
- Supervisors of Instruction

Whenever the term “Administrator" is used, it should apply to all the stated positions, both 12-month and 10.5 month, except where otherwise noted.

ARTICLE III.
ADMINISTRATIVE RIGHTS AND RESPONSIBILITIES

The Board recognizes and acknowledges that the members of the Association are professionals and are considered by the Board to be management personnel. It is recognized by the Association that the Board maintains certain managerial prerogatives under the laws of the State of New Jersey and that there are certain generally accepted managerial prerogatives which the Board customarily has had in the past. The parties mutually agree to respect each other's rights in these regards and such mutual recognition and respect shall be evidenced in their dealing with each other.

ARTICLE IV.
ASSOCIATION RIGHTS AND PRIVILEGES

A. Whenever any member of the Association is mutually scheduled by the parties to participate during working hours in negotiations or grievance proceedings, he/she shall suffer no loss in regular pay.

B. The Association shall be permitted, within reasonable limitations, to transact official Association business on school property when school is not in regular session, provided that doing so does not interfere with or interrupt school operations. During such periods, school equipment shall be available to the Association members, as long as such equipment is not otherwise in use. The Association shall pay for the cost of all materials, supplies and equipment incidental to such use.

ARTICLE V.
EMPLOYMENT PERIOD

Twelve-month administrators shall work from July 1 to June 30 of the succeeding year. All 10.5 month administrators will work the same 10-month Board approved calendar for teachers, plus an additional 10 work days.

10.5 month Supervisors may work up to an additional 5 days at the discretion of the Superintendent and be compensated at a per diem rate based on x/210. 10.5 month Vice Principals may work up to an additional 20 days at the discretion of the Superintendent and be compensated at a per diem rate based on x/210. Additional days worked will be compensated at the same rate, and administrators shall be available at all reasonable times as requested by the Superintendent. The Superintendent shall determine the number of work days and approve the project(s) to be completed.

A. Workday and Professional Responsibilities

1. Administrators are exempt, executive-level employees and are expected to devote the time and attention necessary to effectively fulfill and exceed their professional responsibilities.

2. Administrators are expected to be present and actively engaged throughout the full 8-hour workday and to extend their availability as needed to ensure the effective operation of the district, including reasonable attendance at evening meetings, school functions, district-sponsored events and any other needs as determined by the central office administration.

ARTICLE VI.
TAX DEFERRED ANNUITY PLANS

The Board agrees to make payroll deductions to Board-approved tax deferred annuity plans as may be requested by employees and agreed upon by the Board and deposit such funds in such manner as may be prescribed by law.

ARTICLE VII.
SALARY

For the 2026–2027 school year, a 3.0% increase shall be applied to the total salary base for TASA members employed as of July 1, 2026. The individual salaries mutually agreed upon by the parties for the 2026–2027 school year are reflected in the three-year salary schedule attached to the contract.

For the 2027–2028 school year, a 2.0% increase shall be applied to the total salary base for TASA members employed as of July 1, 2027. The individual salaries mutually agreed upon by the parties for the 2027–2028 school year are reflected in the three-year salary schedule attached to the contract.

For the 2028–2029 school year, a 2.0% increase shall be applied to the total salary base for TASA

members employed as of July 1, 2028. The individual salaries mutually agreed upon by the parties for the 2028-2029 school year are reflected in the three-year salary schedule attached to the contract.

SEE APPENDIX A FOR SALARY DETAILS/YEAR OVER YEAR SALARY DISTRIBUTION PER MEMBER

	Minimum & Maximum Salary Placements		
Classification	**2026-2027**	**2027-2028**	**2028-2029**
High School Principal	$160,000 - $210,000	$165,000 - $215,000	$168,000 - $220,000
Middle School Principal	$150,000 - $195,000	$155,000 - $200,000	$158,000 - $205,000
Elementary Principal	$140,000 - $185,000	$145,000 - $190,000	$148,000 - $195,000
12-mo. Vice-Principal/ Director	$135,000 - $165,000	$140,000 - $169,000	$143,000 - $173,000
10.5 mo. Vice-Principal	$125,000 - $155,000	$130,000 - $159,000	$133,000 - $163,000
12-mo. Supervisor	$125,000 - $155,000	$130,000 - $157,500	$133,000 - $160,000
10.5 mo. Supervisor	$120,000 - $145,000	$125,000 - $147,500	$128,000 - $150,000

In addition to annual salary, all administrators who hold or receive a doctoral degree before the expiration of this contract, shall be paid $3,000 annually, which shall be reported as pensionable income, but not to be used as part of the base salary when calculating salary increases. Stipends awarded in the year the degree is earned shall be prorated based on the issuance date of degree as listed on the official transcript.

In addition to annual salary, all administrators who reach or exceed the annual salary cap in a given year will earn a $2,000 stipend annually which shall be reported as pensionable income. The stipend shall be paid in equal installments over 20 pay periods for 10-month members and over 24 pays for 12-month members.

The salary for each newly hired employee shall be established by the Superintendent within the minimum starting and maximum earnings salary ranges set forth above. These minimum and maximum amounts shall apply for the duration of this Agreement.

Individuals reclassified by position within this Agreement, as well as those hired after its settlement, shall receive, if eligible, the negotiated annual percentage salary increase for each year of the Agreement.

ARTICLE VIII.
PROFESSIONAL DEVELOPMENT

A. Professional Development Budgeting

1. Except as otherwise provided herein, all professional development expenses (including conferences, workshops, seminars, travel related to professional development, books, materials, and technology used for professional learning) shall be budgeted in advance by each administrator as part of the annual building or department budget process.

2. Such expenditures must receive prior approval of the Superintendent or designee and must comply with all applicable Board policies, administrative regulations, and State guidelines.

3. The Board shall fund one (1) professional state-level association membership per administrator, corresponding to the administrator's assignment or administrative level.

B. Tuition Reimbursement – Administrators

The following shall govern tuition reimbursement:

1. Eligibility and Annual Cap

Administrators may receive reimbursement for up to six (6) graduate credits per fiscal year, not to exceed Four Thousand Dollars ($4,000) per administrator, with a group limit not to exceed Twenty Thousand Dollars ($20,000) per fiscal year. Reimbursement shall be managed on a first come, first served basis.

2. Eligible Institutions

- Coursework must be completed at a state-accredited, brick-and-mortar institution of higher education located in New Jersey or New York.
- Online coursework is eligible only when offered directly by the accredited institution and not through a third-party provider.

3. Relevance and Approval

- Coursework must be directly related to the administrator's current responsibilities, district-assigned leadership duties, or a formal post-master's/advanced study program.
- Administrators must submit a Request for Graduate Credit Approval Form at least three (3) weeks prior to the start of the course. Approval by the Superintendent or designee is required.

4. Proof of Completion

   Reimbursement shall be made upon submission of:

   - Official documentation of successful completion with a grade of "B" or better; and

5. Proof of Payment

   Documentation must be received within thirty days of the end of the course. Documentation received after June 30 will count against the following school years allotment. Failure to timely submit documentation will result in forfeiture of eligibility for tuition reimbursement.

6. Course Cancellation

   If an approved course is cancelled, the administrator may seek approval of a substitute course by submitting written proof of cancellation.

7. Return-of-Service Requirement

   Administrators receiving tuition reimbursement must remain employed by the District for one (1) full school year following receipt of reimbursement. Failure to remain employed shall require repayment of the full amount reimbursed. This requirement shall not apply in cases of nonrenewal, Board-initiated separation, disability retirement, documented serious illness of a child or spouse, or a spouse's employment transfer. Special circumstances will be considered by the Superintendent.

8. Statutory Compliance

   These provisions shall be construed consistently with N.J.S.A. 18A:6-8.5. Should any conflict exist, the statute shall control.

9. The Board shall reimburse eligible administrators for all required fees associated with the NJ Leaders to Leaders (NJL2L) program. To receive reimbursement, the administrator must submit proof of enrollment and payment, along with a completed District reimbursement form, to the Business Office within thirty (30) days of incurring the expense. Reimbursement will be issued in accordance with standard District procedures and timelines. Participation in the NJL2L program must be approved in advance by the Superintendent.

ARTICLE IX.
INSURANCE PROTECTION

A. Health Insurance

1. Beginning January 1, 2027, employee contributions toward health benefits shall be made in accordance with all applicable New Jersey State laws and regulations.

2. The Board will offer Delta Dental Premiere Plan presently in effect with a $1,500 annual limit per person. Employee contributions shall be established in accordance with Chapter 78 and commence on July 1, 2026.

3. Employees who elect to waive District-provided health benefits and who demonstrate proof of alternative health coverage from another source shall be eligible for an annual waiver payment of $4,000 not to exceed 25% of the cost of benefits. Payment shall be made in accordance with applicable laws and regulations, and employees must comply with all District procedures for submitting proof of coverage and executing the required waiver forms. Payment will be made in accordance with standing payroll schedules.

4. The Board will implement a 125 Plan for Health and Child Care for all TASA members.

B. Voluntary Benefits

1. Vision

   a. Effective July 1, 2026, the Board shall make available a voluntary vision insurance plan to eligible employees.

   b. Participation shall be 100% employee-paid through payroll deduction.

   c. Deductions shall be pretax in accordance with applicable statutes.

   d. Terms of the plan shall be set by the Board and are subject to change on an annual basis.

ARTICLE X.
SICK LEAVE AND SEVERANCE PAY

A. Cumulative Sick Leave

Each 12-month Administrator hired prior to July 1, 2026, shall be entitled to fifteen (15) days of annual sick leave and each 10.5 month Administrator hired prior to July 1, 2026 shall be entitled to fourteen (14) days of annual sick leave, which shall accumulate from year to year. Each 12-month Administrator hired after July 1, 2026 shall be entitled to twelve (12) days of annual sick leave and each 10.5 month Administrator hired after July 1, 2026 shall be entitled to ten (10) days of annual sick leave.

B. Severance Pay

Payment for unused accumulated sick leave upon retirement shall be paid at a rate of $200 per diem to a maximum of $15,000. All employees hired on or after July 1, 2020 shall receive payment for accumulated sick leave at a rate of Two-Hundred Dollars ($200) per day at a maximum of fifty (50) days, resulting in a maximum payment of ten-thousand Dollars ($10,000).

Except in cases where a retirement of an employee is caused by a documented disability, a documented serious illness of a child or spouse, or a spouse's transfer of employment, no administrator shall be eligible to receive payment at retirement for unused accumulated sick leave pursuant to this article unless such administrator: (a) retires effective at the end of the regular school year on June 30 or at the end of the fiscal year on December 31, and (b) provides the Board with at least 60 days' prior written notice of his or her intent to retire.

ARTICLE XI.
LEAVES WITH PAY

A. Personal Days

A TASA member's absence from school for personal or business reasons when not in excess of a total of four (4) school days during the school year, shall be granted without a loss of pay. At the conclusion of the school year, any unused personal days shall be converted to sick days and added to the TASA member's accumulated sick day bank in accordance with NJSA 18A:30-7. This provision will be included for both 10.5 and 12-month TASA members. A TASA member's reason for such leave shall be stated in writing in advance to the Superintendent or immediate supervisor except when extenuating circumstances do not permit advance notification. The exact reason shall be stated unless the reason is considered very personal by the TASA member in which case the word "Personal" may be used. Additional days beyond those allowed may be granted at the discretion of the Superintendent.

B. Remote Workdays

At the discretion of the Superintendent, 12-month Administrators may be approved for up to two (2) remote work days per contract year, subject to the following provisions:

1. Remote workdays must be requested no less than one week in advance.

2. Remote workdays may not accumulate or translate into any form of compensation.

3. The Administrator is required to provide evidence of work completed to the Superintendent or designee.

4. Any abuse of remote workdays may result in revocation of the privilege.

5. Remote workdays are only to be taken when school is not in session.

C. Death in Immediate Family

Employees shall be entitled to up to five (5) school days of bereavement leave per occurrence in the event of the death of a member of the employee's immediate family. For purposes of this section, immediate family shall include the employee's spouse, domestic partner, child, stepchild, sibling, parent, parent-in-law, child-in-law, or any other member of the employee's household.

In the event of the death of a sibling-in-law, a member shall be eligible to use up to two (2) of the five (5) bereavement leave days provided under this section.

D. Death of a Relative or Friend

For no more than one (1) school day per school year for a death of a friend or of a relative outside of the member's immediate family.

ARTICLE XII.
JURY DUTY, SUBPOENA OR LEGAL PROCESS

An Administrator required to serve on jury duty shall be granted an excused absence and shall receive their regular per diem or salary, less any compensation received for jury service. Documentation of jury duty must be filed with the Superintendent or their designee.

An Administrator required to be absent due to a subpoena, or other legal process issued by a court of competent jurisdiction, and related to the Administrator's official duties as covered under this agreement shall be excused. The Administrator shall receive the regular per diem or contracted salary less any monies received for such service. No salary shall be paid to an Administrator for time spent in court or before any Administrative agency in any case involving an action initiated by an Administrator against the Board. Documentation of the subpoena or legal process must be filed with the Superintendent or their designee.

If the absence is not related to the Administrator's official duties as covered under this agreement, the absence shall be charged to the Administrator's appropriate paid leave entitlement or, if none is available, treated as days without pay.

ARTICLE XIII.
EXTENDED LEAVES OF ABSENCE

A. General Provisions

1. An administrator who anticipates entering a period of disability—such as, but not limited to, surgery, hospitalization, or medical treatment—may request a disability leave of absence in accordance with the provisions below.

2. Approved disability leave shall be charged to the administrator's accumulated sick days, if available.

3. Administrators anticipating such a disability shall notify the Superintendent as soon as they become aware of the condition expected to result in disability.

4. The administrator must provide a physician's certification verifying the disabling condition and the anticipated duration of the disability.

5. Requests for disability leave must be submitted in writing and must include the proposed start date and anticipated date of return.

B. Pregnancy-Related Disability Leave

1. A pregnant administrator may apply for disability leave using accumulated sick days for up to thirty (30) calendar days before the anticipated date of birth and thirty (30) calendar days after the anticipated date of birth.

2. All such leave requests must be supported by a physician's letter.

3. Disability leave may be extended if the administrator experiences an unforeseen medical disability related to childbirth, provided that updated medical documentation is submitted.

C. Return to Duty

1. The Board reserves the right to require an administrator returning from disability leave to submit a physician's certificate confirming their ability to resume full duties.

2. Nothing in this Article obligates the Board to grant or extend a leave of absence for a non-tenured administrator beyond the end of the contract year in which the original leave was approved.

D. Child-Rearing Leave

1. All child-rearing leaves are unpaid and non-benefits eligible.

2. Non-Tenured Administrators: A non-tenured administrator is eligible for child-rearing leave only through the end of their current contractual term. A non-tenured administrator shall not be denied re-employment solely due to pregnancy or the use of leave.

3. Tenured Administrators: Requests for child-rearing leave from tenured administrators shall be considered individually by the Board, upon the recommendation of the Superintendent, and granted at the Board's sole discretion. Extended child-rearing or adoption leave may be granted upon written application submitted by April 1 of the initial leave year or within thirty (30) calendar days of the date of birth or adoption, whichever is later, for the subsequent full school semester.

ARTICLE XIV.
SABBATICAL LEAVE

Any Administrator who has completed at least seven (7) successive years of effective service as an administrator in the Tenafly Public Schools and as a member of this Association, upon the recommendation of the Superintendent and at the sole discretion of the Board of Education, may be granted a sabbatical leave. Decisions will be based on the merit of the request, the operational impact on the school system, and the value to the educational program. Salary and other conditions of the leave shall be established by the Board of Education, in consultation with the Superintendent and the individual to whom the leave is granted.

ARTICLE XV.
VACATIONS

Upon hire, each 12-month Administrator shall be entitled to up to 23 days of vacation with pay annually (days will be prorated for any 12-month Administrator that begins their employment after July 1 of said contract year and will be prorated annually at 1.9 days per month), with the prior approval of the Superintendent.

Vacations shall not be taken while school is in session unless permission is granted by the Superintendent. Up to five (5) unused vacation days can be carried over to the following school year:

An additional five (5) unused vacation days may be carried over to the following contract year with the following conditions:

1. Additional carry-over days are not eligible for retirement payout.

2. Additional carry-over days must be used in the following contract year.

3. Administrators must notify the Superintendent by March that they will be carrying over vacation beyond the five allowed.

4. The Superintendent must approve the intended use of these five additional days.

Except in cases where a retirement of an employee is caused by a documented disability, a documented serious illness of a child or spouse, or a spouse's transfer of employment, no administrator shall be eligible to receive payment at retirement for unused vacation unless such administrator: (a) retires effective at the end of the regular school year on June 30 or at the end of the fiscal year on December 31, and (b) provides the Board with at least 60 days' notice of his or her intent to retire.

ARTICLE XVI.
ADMINISTRATIVE VACANCIES

To facilitate the filling of administrative positions, an administrator leaving the district must provide the Board with notice of 60 workdays before the date of departure. Any administrator who does not satisfy this 60 workday requirement shall not receive any severance or accrued vacation days, if eligible.

ARTICLE XVII.
SCHOOL CALENDAR

A. The Association shall be granted no fewer than fourteen (14) and up to seventeen (17) holidays annually. The specific holidays to be observed each year shall be designated by the Central Office Administration and communicated no later than April 1 of the preceding school year.

B. In the case of early dismissal, TASA members shall be released after all the students, who to the best of the Administrators' knowledge, have been safely dismissed. If the district uses no more than two of the three days designated for emergency closing, the work year shall be reduced by one day. Notification of the specific day and date will be made to TASA members by April 1.

ARTICLE XVIII.
GRIEVANCE PROCEDURE

It is recognized by the parties that, due to the employment relationship, certain differences of opinion arise from time to time involving terms and conditions of employment. It is the mutual aim of the parties to arrive at equitable, expeditious and harmonious solutions to such differences; toward that end, the following procedure for resolving such differences is hereby established:

1. An employee with a grievance shall first discuss it within fourteen (14) days of the occurrence of the grievance with his/her immediate supervisor in an effort to resolve the matter informally.

2. If no resolution can be reached, the employee shall, within fourteen (14) days of the discussion, reduce the grievance to writing and then discuss the matter with the Superintendent, or his designee; the Superintendent shall provide a written response within fourteen (14) days of submission to him/her; however, an additional fourteen (14) days shall be provided to the Superintendent to provide his/her answer upon his request. If the Superintendent is the immediate supervisor under Step 1 above, then this part of the procedure may be waived. In that event, however, the grievance shall be reduced to writing at the first step.

3. If no solution can be reached at Step 1 or 2 above, the employee may present the written grievance to the Board of Education. The decision of the Board of Education shall be rendered within sixty (60) days from its presentation and shall be final.

4. This procedure is not meant to deprive any employee of any legal remedy that he/she might have beyond the Board of Education level.

ARTICLE XIX.
FULLY BARGAINED PROVISION

A. This Agreement incorporates the entire understanding of the parties on all matters, which were or could have been the subject of negotiations. During the term of this Agreement, neither party shall be required to negotiate with respect to any such matter whether or not within the knowledge or contemplation of either or both of the parties at the times they negotiated or executed this Agreement.

B. This Agreement shall not be modified in whole or in part by the parties except by an instrument in writing duly executed by both parties.

C. In the event that any portion of this Agreement shall be deemed to be in violation of the law, the remainder of the contract shall remain in full force and effect.

D. All other parts of the Agreement remain as listed in the previous contract.

ARTICLE XX.
COMMUNICATIONS

Revised T.A.S.A. contract shall be sent electronically to T.A.S.A. President. All required notices between T.A.S.A. President and the Superintendent shall be sent electronically.

ARTICLE XXI.
TERM OF AGREEMENT

The effective term of this Revised Agreement shall be from July 1, 2026 to June 30, 2029.

WITNESS:	TENAFLY BOARD OF EDUCATION
Stephen Frost Business Administrator/Board Secretary	Jocelyn Schwarz Board President
Date:	Date:

WITNESS:	TENAFLY ADMINISTRATORS AND SUPERVISORS ASSOCIATION
Elizabeth Giblin Association Secretary	Glenn Peano Association President Jennifer Ferrara Association Vice-President
Date:	Date:

APPENDIX A

Name	2026-2027 Increase	2026-2027 Salary*	% Increase	2027-2028 Increase	2027-2028 Salary*	% Increase	2028-2029 Increase	2028-2029 Salary*	% Increase
Amelia Bowers	$ 2,000.00	$ 147,992.00	0.00%	$ 2,000.00	$ 147,992.00	1.03%	$ 2,008.00	$ 150,000.00	1.69%
Joseph Carollo	$ 3,832.00	$ 165,000.00	2.38%	$ 4,000.00	$ 169,000.00	2.42%	$ 4,000.00	$ 173,000.00	2.37%
Lisa Castelluber	$ 7,125.00	$ 132,868.00	5.80%	$ 4,300.00	$ 137,168.00	3.24%	$ 4,200.00	$ 141,368.00	3.06%
Heidi Chizzik	$ 12,000.00	$ 163,750.00	7.91%	$ 5,100.00	$ 168,850.00	3.11%	$ 4,800.00	$ 173,650.00	2.84%
Patrick Comey	$ 8,600.00	$ 170,600.00	5.31%	$ 5,100.00	$ 175,700.00	2.99%	$ 4,800.00	$ 180,500.00	2.73%
Chelsea Corrado	$ 9,500.00	$ 133,866.00	7.64%	$ 5,100.00	$ 138,966.00	3.81%	$ 4,800.00	$ 143,766.00	3.45%
Cristina Cutrone	$ 7,125.00	$ 132,295.00	5.69%	$ 4,300.00	$ 136,595.00	3.25%	$ 4,200.00	$ 140,795.00	3.07%
Kristen Langford	$ 5,000.00	$ 129,366.00	4.02%	$ 5,100.00	$ 134,466.00	3.94%	$ 4,800.00	$ 139,266.00	3.57%
David Digregorio	$ 2,000.00	$ 180,193.00	0.00%	$ 2,000.00	$ 180,193.00	0.00%	$ 2,000.00	$ 180,193.00	0.00%
John Fabbo	$ 2,000.00	$ 217,646.00	0.00%	$ 2,000.00	$ 217,646.00	0.00%	$ 2,000.00	$ 217,646.00	0.00%
Jennifer Ferrara	$ 2,000.00	$ 191,123.00	0.00%	$ 2,000.00	$ 191,123.00	0.00%	$ 2,000.00	$ 191,123.00	0.00%
Daryl George	$ 1,016.00	$ 165,000.00	0.62%	$ 4,000.00	$ 169,000.00	2.42%	$ 4,000.00	$ 173,000.00	2.37%
Elizabeth Giblin	$ 2,000.00	$ 187,560.00	0.00%	$ 2,000.00	$ 187,560.00	0.00%	$ 2,000.00	$ 187,560.00	0.00%
Gayle Lander	$ 3,854.00	$ 185,000.00	2.13%	$ 5,000.00	$ 190,000.00	2.70%	$ 5,000.00	$ 195,000.00	2.63%
Esther Loor	$ 8,600.00	$ 166,100.00	5.46%	$ 5,100.00	$ 171,200.00	3.07%	$ 4,800.00	$ 176,000.00	2.80%
Erica Markovitz	$ 9,500.00	$ 133,866.00	7.64%	$ 5,100.00	$ 138,966.00	3.81%	$ 4,800.00	$ 143,766.00	3.45%
James Morrison	$ 8,600.00	$ 199,799.00	4.50%	$ 5,100.00	$ 204,899.00	2.55%	$ 4,800.00	$ 209,699.00	2.34%
Catherine Paz	$ 2,000.00	$ 184,560.00	0.00%	$ 2,000.00	$ 184,560.00	0.00%	$ 2,000.00	$ 184,560.00	0.00%
Glenn Peano	$ 2,000.00	$ 160,228.00	0.00%	$ 2,000.00	$ 160,228.00	0.49%	$ 2,772.00	$ 163,000.00	2.52%
Adam Schreiber	$ 8,600.00	$ 141,470.00	6.47%	$ 5,100.00	$ 146,570.00	3.61%	$ 4,800.00	$ 151,370.00	3.27%
Grace Woleslagle	$ 7,125.00	$ 126,177.00	5.98%	$ 4,300.00	$ 130,477.00	3.41%	$ 4,200.00	$ 134,677.00	3.22%

Eligible for $2,000 pensionable payment; does not compound

*=Inclusive of doctoral stipend