

Memorandum of Agreement Between

Shore Educational Collaborative

and

LEA Professional Association, Local 3954, AFT MA, AFL-CIO

This Memorandum of Agreement is entered into by and between Shore Educational Collaborative (hereinafter the Employer) and the LEA Professional Association (hereinafter the Union).

The following terms are subject to ratification by the parties:

Article XXII. Duration

This Agreement and each of its provisions shall be in effect as of September 1, ~~2025-2022~~, and shall continue in full force and effect until August 31, ~~2028-2025~~, and shall renew itself from year to year, unless either party notifies the other party ~~in writing by certified mail~~ no later than October 1, ~~2027-2024~~, or any other October thereafter of its desire to terminate or modify the present Agreement.

Clerical edits:

- Incorporate previous MOUs
- Change to gender neutral pronouns and terms throughout, including bereavement leave
- Articles VII, Sections 4 & 9 are duplicative. Keep Section 4 as is and modify Section 9 to just include "...the date on which all reports are due."

ARTICLE I.A. Recognition:

- The position of Multilingual Learning Specialist shall be added to the bargaining unit.

Salary Scale Adjustments:

2025-2026 School Year

- Eliminate first two steps
- Staff will hold on the step number they're on in the 2024-25 School Year. For example, if someone is on Masters, Step 2 for the 2024-25 School Year, they will remain on Masters, Step 2 for the 2025-26 School Year. However, the salary will be equivalent to the current Masters, Step 4.
- Add a new Step 14 with a 4% increase from the current Step 15

2026-2027 School Year

- 3% Increase across all steps

2027-2028 School Year

- 3% increase across all steps
- Add a new Step 15, which shall be 2% higher than the new step 14.

Sick Leave Buy Back (clean up with article/section):

New language: A bargaining unit member who has at least 15 sick days accrued at the end of the school year may redeem up to an additional twelve (12) unused sick days in a lump sum cash payment of \$200 per sick day, provided that at least 15 sick days remain in the member's sick accrual after the buy back.

Article X, Section 7. Longevity – the increments shall be adjusted as follows:

- After 5 years of service, \$1,000
- After 10 years of service, ~~\$1,500~~ \$2,500
- After 15 years of service, ~~\$1,750~~ \$3,000
- After 20 years of service, ~~\$2,000~~ \$3,500
- After 25 years of service, ~~\$2,500~~ \$4,000
- After 30 years of service, \$4,500

Article VIII, Section 1. Class Size:

Clinical Staff: School Adjustment Counselors will have a caseload of no more than 20 students, with a goal of no more than 15. When all School Adjustment Counselors are at or above 15 students on their caseload, Shore will begin the employment search process for additional staff.

Therapists: Physical Therapists, Speech Language Pathologists & Occupational Therapists will have a caseload of no more than 23 hours of direct service per week. When all therapists in one domain are at or above 20 hours per week of direct service, Shore will begin the employment search process for additional staff.

Teachers: Shore will follow DESE Regulations regarding instructional groups in substantially separate settings serving solely students with disabilities for more than 60% of the students' school schedule. However, whenever possible, Shore's classes will be limited to no more than nine students per class with a teacher and an aide. It is Shore's intent that every class, regardless of size, will be staffed with a special educator and at least one aide.

603 CMR 28.06 section 6(d) Eligible students served in settings that are substantially separate, serving solely students with disabilities for more than 60% of the students' school schedule, shall have instructional groupings that do not exceed eight students to one certified special educator or 12 students to a certified special educator and an aide.

Temporary deviations from the above may be necessary due to unplanned staffing shortages and absences. However, Shore will make every effort to hire more staff as needed to meet the guidelines above.

Nursing: Nurses shall have a caseload that is safe for students and staff. Shore will review nursing caseloads every six months, or more often upon request.

A bargaining unit member can request a review and redistribution of caseloads if the current caseload is not consistent with agreed upon standards. No review will be reasonably denied. If there is no way to safely reassign the employer will make every effort to hire another staff to cover the excess workload.

Article VIII, Section 17. Administrative Supervision Duty (New Language)

“The parties shall establish a committee to review assignments of professionals to non-direct student service time, by program, on a quarterly basis. It will consist of up to three representatives each from management and the union. The committee can meet by email, virtually, or in person (by mutual agreement).”

Article VII, Section 2. Association Activity at the School Level

A. Mailboxes and Electronic Notices

- The LEA Professional Association shall be the only labor organization to have the right to place materials in the mailboxes of all employees.
- The LEA will be permitted to post official notices of activities and meetings of LEA concern on the district's electronic bulletin board kiosks, and a bulletin board to be furnished by the LEA. Said bulletin board shall be limited in size to eight foot by eight foot and kiosks shall be four feet. Each will be placed in each building.
- The collective bargaining agreement shall be posted on the district website.
- ~~The LEA Professional Association shall be the only labor organization to have the right to place materials in the mailboxes of all employees.~~

Article VII, Section 3. Information to the Association

A. A list of personnel shall be provided to the Association in September **and June** and shall be updated periodically during the school year.

Article VIII, Section 7. School Facilities and Equipment

C. ~~Teachers~~ Professionals will not be required to do custodial duties; however, they are responsible for maintaining equipment used in connection with teaching.

F. There shall be a scheduled ~~thirty (30)~~ 60 (sixty) minute time block at Orientation for the Union Executive Board to meet with current employees and new hires. Employer personnel shall not be present at this meeting.

Article VIII, Section 9. Information at School Level

Add new section:

Shore Educational Collaborative administration will develop and update an organizational flow chart annually, showing the names, titles, and contact information (work number and work email) of those within the agency. This will distinguish who is under whom and help visualize the agency's structure to improve communication among parties.

Article X, Section 6E. Vehicle Use

E. No employee shall be required to accompany a student in a separate vehicle (e.g. taxi, rideshare).

Article X, Section 8. MCAS Alternative Assessments

Teachers who are required to submit MCAS Alternative Assessments with three (3) or more portfolios will receive ~~one (1) day~~ eight (8) hours of substitute coverage to do so. Time will be scheduled for substitute coverage one month prior to the due date of the MCAS Alternative Assessments.

Article XI- Parental Benefits

Parental benefits shall be provided according to statute, twelve (12) weeks unpaid leave with no interruptions of Shore's contribution to an employee's health insurance benefits.

Article XI- Disability Insurance

The Shore Educational Collaborative will provide a long-term disability plan to all members of the bargaining unit. ~~Teachers Professionals earning more than \$40,000 per school year~~ may, at their own expense, purchase additional ~~short term~~ disability coverage based on the current policy definition and limits established by the Insurance Provider.

Article XII, Section 1. Sick Leave [TA 3/18/2025]

A. Sick leave shall be granted in the amount of 1- 1/2 days per month per contract period not to exceed fifteen (15) days in any work year. Such leave not used prior to the termination of an employee's service shall lapse, and the employee shall not be entitled to any compensation in lieu thereof Sick leave accrual shall be to a maximum of ~~90~~ 180 days with provisions for utilization to be determined by the Board of Directors.

Accumulation to a maximum of 180 days will start at the end of the 2024-25 school year.

C. Periodically, paychecks will be adjusted to reflect used sick leave in excess of actual ~~days~~ hours time earned.

F. Summer Session Extended School Year Program Sick Leave.

a. Employees covered by this agreement and who are required to work a ~~thirty (30)~~ twenty five (25) day Extended-School-Year Program will be provided two (2) (16 hours) sick days for the session. Sick time may be saved, added to the school year allocation, and may be added to personal sick accrual.

Article XXI. Dress Code

Employees are not permitted to wear: clothing with rips and/or tears; ~~clothes that are~~ faded and/or worn out; clothing with derogative slogans, and/or pictures; ~~clothing that advertises~~ tobacco products, drugs, alcohol, illegal substances; tank tops/halter tops; clothing which displays one's bare belly/midriff cleavage; low rise jeans that expose hips; sweat pants; visible underwear (including tops and bottoms, straps and waistbands); caps, hats or hoods ~~or any other~~ head coverings; items that are spandex. As needed, from time to time changes in the dress code will be discussed with the union leadership and mutually agreed upon changes will be conveyed by the Executive Director, in writing to all members.

Article VIII - Section 2. Length of School Year.

A. The normal work year for employees will be 186 days. There are to be four (4) professional-development days on the Monday through Thursday prior to Labor Day. There is no school the Friday before Labor Day. Students report to school the Tuesday after Labor Day.

There will be four (4) non-professional half days, taking place on the Wednesday before Thanksgiving, the last day before Christmas break, the Friday before February break, and the Friday before April break.

Article VIII - Section 3. Length of School Day.

~~B. The normal workday will begin a half hour before school and a half hour after school, the half hour after scheduled class dismissal times. The later school day hours apply to all professional staff who work across programs with students dismissed at 2 and 2:30.~~

Starting in the 2025-2026 school year, school staff will have a total of one hour of time before and after school, with no less than 10 minutes at either end of the day. For therapists, clinicians, nurses, and specialist teachers, the hours may vary day to day.

D. During Professional Development days (held on student early release days), professional staff will be required to stay until 3:30pm, no more than twice per month. The schedule for these early release days will be given to staff no less than ten business days in advance. In addition to PD, it is understood and agreed that throughout the year employees may be required to attend no more than five (5) after school or one (1) evening meeting(s) per year. Staff will be notified about scheduled meetings that will take place outside of the normal work day at least (10) business days in advance. **Staff will be released for at least two hours between the dismissal of students and the start of the evening meeting.**

Article VIII - Section 8. Employee Development and Training

D. The Board agrees to reimburse all employees to whom this Agreement applies an amount of ~~\$400 per credit~~ **no more than \$2,658 per class** to any accredited college or university for any approved college course successfully completed for the purpose of professional development. Notwithstanding the foregoing provision, the maximum amount to be expended by the Board for such course reimbursement shall not exceed forty thousand dollars (\$40,000) per year. Registration Fees will not be reimbursed.

Article VIII - Section 11. Emergency Procedure

Emergency procedures for handling students when transportation is late will be clearly outlined by the Board. If a transportation problem or other emergency causes a professional to remain ~~thirty minutes~~ beyond ~~student dismissal time~~ **their assigned dismissal time**, the professional will be compensated at 1 1/2 times their normal hourly rate.

Article VIII - Section 13. Extended School Year Program

The summer program shall be a five-week program (25 days). Staff are permitted to leave 30 minutes before their regularly-scheduled shifts end.

Article VIII - Section 14. Preparation Periods.

~~During school year 22-23, there will be five preparations periods per educator, per week, one of which is dedicated to common planning time (small or large team meetings.) A preparation period shall be defined as a period of time no less than 30 minutes and can be partially before or after students being present. Lunch breaks will not constitute preparation periods. A professional required to perform assigned duties, (including IEPs, coverage, or other meetings) will be additionally compensated at the rate of \$40 a period for any prep period missed in a week up to four. Starting in the school year 2022-2023, teachers will not be required to do administrative tasks during preparation periods, including printing/stapling/collating IEPs, progress reports, report cards, cover sheets, or academic updates.~~

~~Within one (1) month of ratification, management will implement this language.~~

~~Starting school year 2023-2024, There will be five forty-five (45) minute preparation periods per educator, per week, one of which is dedicated to common planning time (small or large team meetings.) may be used for individual supervision. Three (3) of the preparation periods will be forty-five (45) minutes in duration, two preparation periods will be thirty (30) minutes in duration.~~ A preparation period shall be defined as a period of time while students are present. Lunch breaks will not constitute preparation periods. ~~teachers~~ Professionals will not be required to do administrative tasks during preparation periods, including printing/stapling/collating IEPs, progress reports, report cards, cover sheets, or academic updates.

A professional required to perform assigned duties, (including IEPs, coverage, or other meetings) will be additionally compensated at the rate of ~~\$40 a period for any thirty (30) minute preparation period or \$50~~ \$60 for any ~~forty-five (45) minute~~ preparation period.

~~Individual Education Plan and parents' meetings to special education students will not be scheduled by the Collaborative before or after the professional workday. Meetings that occur during the professionals' prep periods, will be compensated at the rate of \$40 a period for any thirty (30) minute preparation period or \$50 for any forty-five (45) minute preparation period.~~

A professional required to teach a culinary arts class or activity, where shopping is required will arrange time with their coordinator to leave up to 30 minutes early or arrive up to 30 minutes late so that shopping may be done during normal work hours.

Article X - Section 4B. Additional Compensation

Employees who provide professional support or participation in Shore sponsored or approved educational activities outside of their regular teaching hours during the school year or a summer session, will be compensated at their normal hourly rate per hour. This will include but not be limited to grants, special projects, in service trainings, seminars, Safetycare recertification, materials development, professional development, or workshops.

If a member of the professional union agrees to provide services (counseling, instruction, etc.) outside of the regular school hours, they will be compensated at one and a half times their hourly rate per hour, with a minimum of one hour regardless of student attendance. Employees will be provided with one hour or preparation time per two hours of services provided weekly.

Article X - Section 9. Employee Leadership Positions

A. A professional who is assigned mentoring duties by their coordinator with the approval of the Student Service Director for a particular school year will be paid an annual stipend of \$2,500 per mentee for any school year that they are so assigned. Mentor assignments are for one (1) school year although the Student Services Director may at his/her discretion choose to re-assign a particular teacher for successive years. The Student Services Director will consider a teacher's certification areas and proximity to the teacher to be mentored when determining who will be assigned to a mentoring opportunity. All teachers have the option of declining mentoring assignments. ~~Mentors who are required by DESE to be formally trained will be allowed to use an additional professional development day for the purpose of completing the training.~~

B. A teacher assigned as a Lead Teacher for a particular school year will be paid a stipend of \$3,000 for any school year so assigned. ~~Lead teachers assist both administrators and teachers in regular academic tasks relating to the academic department and/or grade level to which the Lead Teacher is assigned.~~ Lead Teacher assignments are for (1) school year, although the Coordinator may at his/her discretion choose to re-assign a particular teacher for successive years. All teachers have the option of declining Lead Teacher assignments.

~~At least three Lead Teachers will be appointed each year. Duties will be determined by program.~~

C. Employees who coordinate the following programs will receive an annual stipend ~~of \$300.00~~ as indicated below:

- High and Middle School and elementary School Science Fair: \$500
- High School Yearbook Editor and/or Assistant Editor: \$500 each
- *High School/Middle School Basketball Program: \$2,000
- *High School/Middle School Track and Field Program: \$2,000
- Art Fair: \$500
- Music Concert: \$500

*Management has the right to appoint staff from either the Professional Union or the Paraprofessional Union to the above positions.

Article XII - Section 4. Professional Leave.

Two (2) paid days of professional leave for attendance at conference site or site observation, MTEL tests, mentoring training sessions, and attendance at professional-development courses. Such requests may not be unreasonably denied.

Article XV. Resignation/Termination

Resignation must be submitted in writing ~~thirty (30)~~ **fifteen (15)** days in advance of resignation date on the part of the employee. **Staff who are retiring must provide six months' notice.**

Termination notification shall be in writing from the Collaborative Board with fifteen (15) working days' notice.

For the Employer:

Date:

For the Union:

Date:

2025 - 26 School Year:																					
Step:	Bachelors			Master			Masters + 15			Masters + 30			Masters + 45			Masters + 60/CAGS			Doctorate		
	Hourly Rate	Daily Rate	Annual Salary	Hourly Rate	Daily Rate	Annual Salary	Hourly Rate	Daily Rate	Annual Salary	Hourly Rate	Daily Rate	Annual Salary	Hourly Rate	Daily Rate	Annual Salary	Hourly Rate	Daily Rate	Annual Salary	Hourly Rate	Daily Rate	Annual Salary
(Step 3 on the old chart) 1	41.56	332.48	61,841.28	43.74	349.92	65,085.12	44.55	356.40	66,290.40	45.35	362.80	67,480.80	46.26	370.08	68,834.88	47.18	377.44	70,203.84	48.13	385.04	71,617.44
(Step 4 on the old chart) 2	44.01	352.08	65,486.88	46.22	369.76	68,775.36	47.02	376.16	69,965.76	47.82	382.56	71,156.16	48.78	390.24	72,584.64	49.76	398.08	74,042.88	50.76	406.08	75,530.88
(Step 5 on the old chart) 3	45.81	366.48	68,165.28	48.02	384.16	71,453.76	48.82	390.56	72,644.16	49.63	397.04	73,849.44	50.61	404.88	75,307.68	51.62	412.96	76,810.56	52.65	421.20	78,343.20
(Step 6 on the old chart) 4	47.84	382.72	71,185.92	50.07	400.56	74,504.16	50.87	406.96	75,694.56	51.68	413.44	76,899.84	52.71	421.68	78,432.48	53.76	430.08	79,994.88	54.83	438.64	81,587.04
(Step 7 on the old chart) 5	49.66	397.28	73,894.08	51.87	414.96	77,182.56	52.67	421.36	78,372.96	53.48	427.84	79,578.24	54.55	436.40	81,170.40	55.64	445.12	82,792.32	56.75	454.00	84,444.00
(Step 8 on the old chart) 6	52.10	416.80	77,524.80	54.37	434.96	80,902.56	55.18	441.44	82,107.84	55.98	447.84	83,298.24	57.10	456.80	84,964.80	58.25	466.00	86,676.00	59.41	475.28	88,402.08
(Step 9 on the old chart) 7	54.46	435.68	81,036.48	56.69	453.52	84,354.72	57.50	460.00	85,560.00	58.31	466.48	86,765.28	59.47	475.76	88,491.36	60.66	485.28	90,262.08	61.87	494.96	92,062.56
(Step 10 on the old chart) 8	56.88	455.04	84,637.44	59.11	472.88	87,955.68	59.92	479.36	89,160.96	60.73	485.84	90,366.24	61.94	495.52	92,166.72	63.18	505.44	94,011.84	64.45	515.60	95,901.60
(Step 11 on the old chart) 9	58.59	468.72	87,181.92	60.81	486.48	90,485.28	61.61	492.88	91,675.68	62.43	499.44	92,895.84	63.67	509.36	94,740.96	64.95	519.60	96,645.60	66.25	530.00	98,580.00
(Step 12 on the old chart) 10	60.34	482.72	89,785.92	62.63	501.04	93,193.44	63.46	507.68	94,428.48	64.30	514.40	95,678.40	65.59	524.72	97,597.92	66.90	535.20	99,547.20	68.24	545.92	101,541.12
(Step 13 on the old chart) 11	62.15	497.20	92,479.20	64.51	516.08	95,990.88	65.37	522.96	97,270.56	66.23	529.84	98,550.24	67.56	540.48	100,529.28	68.91	551.28	102,538.08	70.29	562.32	104,591.52
(Step 14 on the old chart) 12	65.25	522.00	97,092.00	67.74	541.92	100,797.12	68.64	549.12	102,136.32	69.55	556.40	103,490.40	70.94	567.52	105,558.72	72.36	578.88	107,671.68	73.81	590.48	109,829.28
(Step 15 on the old chart) 13	68.52	548.16	101,957.76	71.13	569.04	105,841.44	72.07	576.56	107,240.16	73.03	584.24	108,668.64	74.48	595.84	110,826.24	75.97	607.76	113,043.36	77.50	620.00	115,320.00
(Step 15 on the old chart) 14	71.26	570.09	106,036.07	73.98	591.80	110,075.10	74.95	599.62	111,529.77	75.95	607.61	113,015.39	77.46	619.67	115,259.29	79.01	632.07	117,565.09	80.60	644.80	119,932.80
2026 - 27 School Year:																					
Step:	Bachelors			Master			Masters + 15			Masters + 30			Masters + 45			Masters + 60/CAGS			Doctorate		
	Hourly Rate	Daily Rate	Annual Salary	Hourly Rate	Daily Rate	Annual Salary	Hourly Rate	Daily Rate	Annual Salary	Hourly Rate	Daily Rate	Annual Salary	Hourly Rate	Daily Rate	Annual Salary	Hourly Rate	Daily Rate	Annual Salary	Hourly Rate	Daily Rate	Annual Salary
1	42.81	342.45	63,696.52	45.05	360.42	67,037.67	45.89	367.09	68,279.11	46.71	373.68	69,505.22	47.65	381.18	70,899.93	48.60	388.76	72,309.96	49.57	396.59	73,765.96
2	45.33	362.64	67,451.49	47.61	380.85	70,838.62	48.43	387.44	72,064.73	49.25	394.04	73,290.84	50.24	401.95	74,762.18	51.25	410.02	76,264.17	52.28	418.26	77,796.81
3	47.18	377.47	70,210.24	49.46	395.68	73,597.37	50.28	402.28	74,823.48	51.12	408.95	76,064.92	52.13	417.03	77,566.91	53.17	425.35	79,114.88	54.23	433.84	80,693.50
4	49.28	394.20	73,321.50	51.57	412.58	76,739.28	52.40	419.17	77,965.40	53.23	425.84	79,206.84	54.29	434.33	80,785.45	55.37	442.98	82,394.73	56.47	451.80	84,034.65
5	51.15	409.20	76,110.90	53.43	427.41	79,498.04	54.25	434.00	80,724.15	55.08	440.68	81,965.59	56.19	449.49	83,605.51	57.31	458.47	85,276.09	58.45	467.62	86,977.32
6	53.66	429.30	79,850.54	56.00	448.01	83,329.64	56.84	454.68	84,571.08	57.66	461.28	85,797.19	58.81	470.50	87,513.74	60.00	479.98	89,276.28	61.19	489.54	91,054.14
7	56.09	448.75	83,467.57	58.39	467.13	86,885.36	59.23	473.80	88,126.80	60.06	480.47	89,368.24	61.25	490.03	91,146.10	62.48	499.84	92,969.94	63.73	509.81	94,824.44
8	58.59	468.69	87,176.56	60.88	487.07	90,594.35	61.72	493.74	91,835.79	62.55	500.42	93,077.23	63.80	510.39	94,931.72	65.08	520.60	96,832.20	66.38	531.07	98,778.65
9	60.35	482.78	89,797.38	62.63	501.07	93,199.84	63.46	507.67	94,425.95	64.30	514.42	95,682.72	65.58	524.64	97,583.19	66.90	535.19	99,544.97	68.24	545.90	101,537.40
10	62.15	497.20	92,479.50	64.51	516.07	95,989.24	65.36	522.91	97,261.33	66.23	529.83	98,548.75	67.56	540.46	100,525.86	68.91	551.26	102,533.62	70.29	562.30	104,587.35
11	64.01	512.12	95,253.58	66.45	531.56	98,870.61	67.33	538.65	100,188.68	68.22	545.74	101,506.75	69.59	556.69	103,545.16	70.98	567.82	105,614.22	72.40	579.19	107,729.27
12	67.21	537.66	100,004.76	69.77	558.18	103,821.03	70.70	565.59	105,200.41	71.64	573.09	106,595.11	73.07	584.55	108,725.48	74.53	596.25	110,901.83	76.02	608.19	113,124.16
13	70.58	564.60	105,016.49	73.26	586.11	109,016.68	74.23	593.86	110,457.36	75.22	601.77	111,928.70	76.71	613.72	114,151.03	78.25	625.99	116,434.66	79.83	638.60	118,779.60
14	73.40	587.19	109,217.15	76.19	609.56	113,377.35	77.20	617.61	114,875.66	78.23	625.84	116,405.85	79.78	638.26	118,717.07	81.38	651.03	121,092.05	83.02	664.14	123,530.78
2027 - 28 School Year:																					
Step:	Bachelors			Master			Masters + 15			Masters + 30			Masters + 45			Masters + 60/CAGS			Doctorate		
	Hourly Rate	Daily Rate	Annual Salary	Hourly Rate	Daily Rate	Annual Salary	Hourly Rate	Daily Rate	Annual Salary	Hourly Rate	Daily Rate	Annual Salary	Hourly Rate	Daily Rate	Annual Salary	Hourly Rate	Daily Rate	Annual Salary	Hourly Rate	Daily Rate	Annual Salary
1	44.09	352.73	65,607.41	46.40	371.23	69,048.80	47.26	378.10	70,327.49	48.11	384.89	71,590.38	49.08	392.62	73,026.92	50.05	400.43	74,479.25	51.06	408.49	75,978.94
2	46.69	373.52	69,475.03	49.03	392.28	72,963.78	49.88	399.07	74,226.67	50.73	405.86	75,489.57	51.75	414.01	77,005.04	52.79	422.32	78,552.09	53.85	430.81	80,130.71
3	48.60	388.80	72,316.55	50.94	407.56	75,805.29	51.79	414.35	77,068.19	52.65	421.22	78,346.87	53.69	429.54	79,893.92	54.76	438.11	81,488.32	55.86	446.85	83,114.30
4	50.75	406.03	75,521.14	53.12	424.95	79,041.46	53.97	431.74	80,304.36	54.83	438.62	81,583.04	55.92	447.36	83,209.02	57.03	456.27	84,866.57	58.17	465.35	86,555.69
5	52.68	421.47	78,394.23	55.03	440.23	81,882.98	55.88	447.02	83,145.87	56.74	453.90	84,424.55	57.87	462.98	86,113.68	59.03	472.23	87,834.37	60.21	481.65	89,586.64
6	55.27	442.18	82,246.06	57.68	461.45	85,829.53	58.54	468.32	87,108.21	59.39	475.11	88,371.10	60.58	484.62	90,139.16	61.80	494.38	91,954.57	63.03	504.22	93,785.77
7	57.78	462.21	85,971.60	60.14	481.14	89,491.92	61.00	488.01	90,770.60	61.86	494.89	92,049.29	63.09	504.73	93,880.48	64.35	514.83	95,759.04	65.64	525.10	97,669.17
8	60.34	482.75	89,791.86	62.71	501.68	93,312.18	63.57	508.55	94,590.86	64.43	515.43	95,869.54	65.71	525.70	97,779.67	67.03	536.22	99,737.16	68.38	547.00	101,742.01
9	62.16	497.27	92,491.30	64.51	516.11	95,995.83	65.36	522.90	97,258.73	66.23	529.86	98,553.20	67.55	540.38	100,510.68	68.91	551.24	102,531.32	70.28	562.28	104,583.52
10	64.01	512.12	95,253.88	66.44	531.55	98,868.92	67.32	538.60	100,179.17	68.22	545.73	101,505.21	69.58	556.68	103,541.63	70.97	567.79	105,609.62	72.40	579.17	107,724.97
11	65.93	527.48	98,111.18	68.44	547.51	101,836.72	69.35	554.81	103,194.34	70.26	562.11	104,551.95	71.67	573.40	106,651.51	73.11	584.85	108,782.65	74.57	596.57	110,961.14
12	69.22	553.79	103,004.90	71.87	574.92	106,935.66	72.82	582.56	108,356.42	73.79	590.28	109,792.97	75.26	602.08	111,987.25	76.77	614.13				