

CONTRACT
BETWEEN

THE BOARD OF SCHOOL TRUSTEES
of the
BROWNSTOWN CENTRAL COMMUNITY SCHOOL CORPORATION

and

BROWNSTOWN CENTRAL CLASSROOM TEACHERS ASSOCIATION

THE MASTER CONTRACT ENTERED INTO THIS 29th DAY OF SEPTEMBER, 2015, BY THE BOARD OF SCHOOL TRUSTEES OF THE BROWNSTOWN CENTRAL COMMUNITY SCHOOL CORPORATION, HEREINAFTER CALLED THE "BOARD," AND THE BROWNSTOWN CENTRAL CLASSROOM TEACHERS ASSOCIATION, AN AFFILIATE OF THE INDIANA STATE TEACHERS ASSOCIATION AND THE NATIONAL EDUCATION ASSOCIATION, HEREINAFTER CALLED THE "ASSOCIATION."

DEFINITIONS

Teacher – Any certified personnel employed by the School Board, except the superintendent, the business manager, the principals, assistant principals, and the athletic directors.

School Board – Brownstown Central Community School Corporation Board.

Association – The Brownstown Central Classroom Teachers Association, affiliate of the Indiana State Teachers Association and the National Education Association.

ARTICLE I – RECOGNITION

- A. The Board of Education of the Brownstown Central Community Schools recognizes the Brownstown Central Classroom Teachers Association as the exclusive representative of all certified personnel except superintendent, business manager, principals, assistant principals, and athletic director in the Brownstown Central School Corporation.

ARTICLE II – PROFESSIONAL AND PERSONAL LEAVE

- A. Sick leave, death in the family, and personal, emergency, or business leave shall be the same as provided in the Acts of the General Assembly of the State of Indiana except that twelve (12) sick leave days are granted per year, accumulative to 200 days for those employed on or before June 30, 2001, or 90 days for those employed on or after July 1, 2001, and three (3) personal leave days will be given per year. Personal days may be used to extend holidays or vacation periods if approved by the Superintendent. Following the death of an immediate family member and/or step-family member during the school year from the day of death, (5) working days without the loss of pay will be granted. The five days will be taken within the next 120 calendar days. The immediate family shall be defined as wife, husband, child, mother, father, sister, brother, father-in-law, mother-in-law, grandchild, son-in-law and daughter-in-law. Two days death leave will be granted for grandfather, grandmother, sister-in-law, brother-in-law, aunt, uncle, niece, nephew, grandfather-in-law, and grandmother-in-law or any person from whom the teacher has legal guardianship or custodianship, including step-family relationships.

Three (3) personal bereavement days shall be allowed each (school) year for anyone not listed as immediate family. These absences will be deducted from the employee's accumulated sick days.

B. Sick Leave Bank

- 1. The purpose of the sick leave bank is to relieve its members from undue financial burdens due to absence from work on a long-term basis because of illness, injury, or incapacitation that it would make their presence in school inadvisable.

2. The Board will not contribute any days to the sick leave bank. Only members' actual days may be contributed to create the bank.
 - a. Membership in the bank program will be open to all certificated school employees. A member shall be defined as a certificated school employee who has made a contribution of one day sick leave to the bank at the appropriate time of enrollment.
 - b. Membership shall be on an annual basis, and the employee must be actively serving his/her position at the time of enrollment to be eligible for membership.
 - c. A certified school employee's enrollment in the sick leave bank shall continue from year to year.
3. The sick leave bank may only be used for illness of its members; no family privileges will be extended.
 - a. An individual member may not use more of the bank's days during his/her contract year than the total of his/her own accumulative sick leave for that contract year.
 - b. An individual member wishing to use the bank must wait at least three (3) working sick leave days without pay, before use of the bank will be authorized; these days are not reclaimable from the bank.
4. Unused sick leave bank days will be carried over to the next school year. No contribution from continuing members will be needed if the number of days carried over is two (2) times the number of members. If the total number of sick leave days falls below (2) times the number of members, each member will be required to contribute one day to remain in the sick leave bank.
5. The sick leave bank shall be administered by a committee of three (3) members appointed by the president of the Association and three (3) members appointed by the superintendent. Each committee member shall be appointed for one (1) year and may be reappointed each succeeding year.
 - a. Subject to the conditions contained herein, any participating member who has exhausted his accumulated sick leave is eligible to apply to the sick leave bank committee for compensation for further absences from work during his/her current contract year.
 - b. The sick leave bank committee may grant, deny, or suspend grants of sick leave days from the bank. Its judgment or decision will be final.
 - c. Persons withdrawing sick leave days from the bank will not be required to replace these days.
6. Participation in the sick leave bank shall be voluntary.
 - a. Certificated school employees who wish to participate must notify the superintendent's office not later than October 1.

- b. New certificated school employees hired after the beginning of school have the opportunity to enter the program with thirty (30) calendar days after date of hire.

7. The Association shall receive a copy of the sick leave bank membership list as soon as is practicable after it is prepared.

C. **Sickness in the family:** Days needed for sickness in the family may be deducted from the teacher's accumulated sick days. Family and/or step-family members will be designated as spouse, parent, father-in-law, mother-in-law, child, brother, sister, brother-in-law, sister-in-law, grandchild, or any person for whom the teacher has legal guardianship or custodianship.

D. Teachers who do not use three (3) personal leave days in any year may accumulate personal leave days up to five (5) days and carry the remaining unused days over as sick leave days to be used in addition to any sick leave days accumulated or the teacher may choose to be paid the prevailing licensed substitute pay for each unused personal leave day. The amount will be paid by the second pay day after the end of school. A request for personal leave should be made as far in advance as possible.

E. **Jury Duty Leave -** When a teacher serves on jury duty, the school employer shall pay the teacher his/her full salary less all the pay received by the teacher for serving on jury duty other than mileage. These same provisions also apply to any teacher that is subpoenaed as a witness in any civil or criminal court proceeding.

F. The Board may grant a teacher one day leave with pay for the purpose of school visitation outside of the Brownstown Central Community School Corporation district. Prior approval must be obtained from the school principal one week in advance of the visitation. Compensation for such leave will include regular daily compensation and mileage.

G. The president or his or her designee may be released from his or her normally assigned duties without loss of pay, sick leave, or personal leave for five (5) days during the school year. Such time shall be used only in increments of one full school day and the Board shall be notified of intent to take an Association day not less than twenty - four (24) hours prior to the time of the absence and use is not to exceed two (2) teachers in one (1) day. The Association shall reimburse the Board for the cost of the substitute to cover any such absence.

ARTICLE III – SUPPLEMENTAL RETIREMENT

A. This Section applies to teachers employed before June 30, 2001. The teacher shall receive an amount equal to \$150.00 for each year of service in the Brownstown Central

Community School Corporation. To be eligible for such amount, a teacher must be 55 years or older, or have 20 years of teaching service before the date set for retirement. This amount shall be paid from a 457(b) Plan. As a professional courtesy, the teacher must submit to the superintendent of schools a letter of resignation, on or before May 1 of the teacher's last contracted year of service. The retirement will be announced at the next scheduled Board of School Trustees meeting.

- B. This Section applies to teachers employed before June 30, 2001. If the teacher meets all the requirements in A above, the retiring teacher shall receive an additional amount equal to \$50.00 for each unused sick day he/she has accumulated. This amount shall be paid from a 457 Plan.
- C. The maximum amount that may be paid under A and B above is \$16,000.
- D. This Section applies to teachers employed before June 30, 2001. If the teacher retires between the ages of 55 and the age of eligibility for Medicare, with 20 or more years of teaching service at Brownstown Central Community School Corporation, the teacher shall receive \$3,250 per year to apply to the purchase of the health insurance plan. The retired teacher shall receive life insurance in the amount of \$75,000, up to the age of 65. These amounts shall be paid from a 501(c) (9) trust.
- E. Teachers employed on or before June 30, 2001, shall receive a contribution to a 401(a) plan account that matches what the teacher deposited to a 403(b) arrangement at the end of the school year. However, the matching contribution shall not exceed .5% of the teacher's schedule amount for that school year.
- F. This Section (items 1-4) applies to teachers employed on or after July 1, 2001:

- 1. The teacher shall receive a deposit to a 401(a) plan account at the end of each school year equal to the following:

If at the end of the school year the teacher has accumulated 90 or more sick days and has not used for that school year:

	<u>Deposited Amount</u>
10 or more days	\$400
7 to 9 days	\$250
4 to 6 days	\$150
less than 4	\$ -0-

- 2. A teacher shall receive a deposit of \$50 to a 401(a) plan account at the end of each school year.
- 3. The teacher shall receive a contribution to a 401(a) plan account that matches what the teacher deposited to a 403(b) arrangement at the end of each school year.

However, the matching contribution shall not exceed 1.0% of the teacher's schedule amount for that school year.

4. This 401(a) account shall be vested after five (5) years of service with the school corporation.

G. Teachers contribute three percent (3%) of their gross wages to the Indiana State Retirement Fund pursuant to Indiana Code **5-10.2-3-2** et seq of this contract. A teacher's gross wages will include all or any of the following:

1. The teacher compensation amounts schedule, as Appendix C shows,
2. The ECA schedule, as Appendix B shows,
3. To the extent allowed by law any additional pay for extended contract days or assignments.

The teachers' three percent (3%) contribution to the retirement fund shall be withheld from their wages and be paid by the School Corporation, under the flexible benefit plan established in Article V. Thus the individual teacher's contract for each affected teacher shall be written for the amount of compensation payable less the said three percent (3%) retirement fund contribution.

ARTICLE IV – PROFESSIONAL COMPENSATION

A. The base salaries of teachers covered by this contract shall be as the attached Teacher Compensation Amounts Table describes. (Appendix C) The salary range for 2015-16 shall be \$38,138 - \$85,421. The salary range for 2016-17 shall be \$38,519 - \$87,557.

B. New Hires

Newly hired teachers beginning salary will be determined by their degree and experience on the New Teacher Placement Schedule, Appendix A. In the event that it is necessary to hire a teacher with more than 20 years experience, the superintendent and association president will mutually agree to a salary commensurate with the degree, license, and experience of the new hire in relation to the teachers compensation amounts schedule, as shown in Appendix C.

1. **Hard To Fill Position**

- a. A "hard to fill position" occurs whenever a vacancy for a teaching position is posted and either zero applicants respond or the responding applicants are deemed unqualified to fill the position.
- b. Whenever the Superintendent determines that a vacant teaching position meets the criteria of being "hard to fill", the Superintendent shall notify the President of the Association. Upon notification the Superintendent shall have the exclusive authority and discretion to seek a qualified person for the hard to fill position. The amount of this teacher's salary shall not exceed \$3,000 more than where the teacher would be placed using the

New Teacher Placement Salary Table in Appendix A or the Teachers Compensation Amounts Table in Appendix C, without mutual agreement between the Corporation and the Association.

C. Compensation Model:

Salary increase will be based on the following factors:

1. A teacher must be evaluated as Highly Effective or Effective in order to receive a salary increase. Any teacher evaluated as Needs Improvement or Ineffective **cannot** receive an increase in salary.
2. Newly hired teachers cannot receive an increase in salary during their first year of teaching.
3. The following factors will be used to determine a salary increase for each teacher:

a. Evaluation	.67
<u>Additional year's experience</u>	<u>.33</u> (Teacher must have received pay for at least 120 days during the previous school year)
Total	1.0

<p>Example: 2.5% increase <u>x 1.0 compensation model</u> 2.5% increase in salary</p>	<p>Example: 2.5% increase <u>x .67 compensation model</u> 1.675% increase in salary</p>
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D. Compensation

2015-16	Maximum increase of 3.0% on base salary, determined by the Compensation Model, and 3.0% on ECA Table
2016-17	Maximum increase of 2.5% on base salary, determined by the Compensation Model, and 2.5% on ECA Table

Any money that would have been given to teachers who were rated ineffective or needs improvement will be equally distributed amongst all teachers receiving an effective or highly effective evaluation rating.

- E. Teachers involved in ECA, shall be compensated without deviation in accordance with the provisions of this contract. (Appendix B)
- F. Base salary for teachers shall be paid in 26 equal payments.

1. A pay schedule will be provided indicating the dates of payment for all 26 pays of the contract period. Teachers may sign up for direct deposit to ensure that they receive their compensation on the scheduled payment dates.
 2. The Board shall provide direct deposit of payroll checks whenever duly authorized by any teacher to financial institutions of his or her choice.
 3. A teacher who has a separation from service within the meaning of Section 409A of the Internal Revenue Code for any reason (including resignation, retirement, termination or death), shall be paid all salary earned but unpaid on the next scheduled pay date.
- G.** Professional Development Stipend – After a teacher has taught in the Brownstown Central Community School Corporation for one year, they will earn an amount of \$750.00 during each year that he/she successfully completes three hours of study or the equivalent in Certification Renewal Units approved in advance by the superintendent. If a teacher takes more than three hours of approved work in any one year, the additional hours may accumulate so that he/she will receive the additional pay for a maximum of three more years. The maximum pay for this benefit in any one year is \$750.00. This one time payment will be provided in September of the year following the successful completion of approved hours or units. The minimum number of approved hours of credit to receive this benefit for any year is three hours. The teacher will present proof of the approved hours completed. No teacher rated ineffective or needs improvement will be eligible to receive this benefit in the following year.
- H.** Teachers mandated to attend conference/training session(s) to maintain corporation's curriculum certification outside school day hours AND who have performed 15 hours of work during the most recent fall break (either by being physically present for 15 hours or completing tasks from list provided by building principal) will receive \$30/hr. compensation for scheduled conference time that is approved by the superintendent.
- I.** The Board retains the right from time to time to create such additional positions on the extracurricular activities table as it deems appropriate provided that the extra pay for each position be negotiated with the Association. Positions on the extracurricular activities table may also be proposed by the Association.

ARTICLE V – INSURANCE PROTECTION

A. The Board’s health insurance contributions shall be:

	2015-16	2016-17
For a single plan	\$6,000.00 annually	\$6,200.00 annually
For a family plan	\$7,750.00 annually	\$8,000.00 annually

The Board and Association will mutually agree on plan designs and not on the insurance provider.

- B. The Board shall provide all teachers with a long-term disability insurance policy. The policy must include a level of coverage of two-thirds of contracted salary with a waiting period of no more than 180 calendar days.
- C. The Board shall provide each teacher who does not elect to have health insurance an additional \$1,500.00 per year that may be applied to the purchase of one or a combination of the following qualified benefits:
 - 1. Short-term disability insurance from American Fidelity Assurance Co.
 - 2. In-hospital indemnity insurance from American Fidelity Assurance Co.
 - 4. Cancer Protection Plus from American Fidelity Assurance Co.
 - 5. Taxable cash option.
- D. The Board shall provide each teacher with a \$75,000.00 Group Term Life Insurance policy. This policy will include double indemnity for accidental death.
- E. The benefits provided to employees by Section 125 of the Revenue Act of 1978 shall be made available to any bargaining unit member so requesting. An amount not to exceed \$25,000 may be set aside by the employee for the selection of benefits, under Section 125 of the Internal Revenue Code, which are non-taxable benefits of major medical, long-term disability, short-term disability, Section 79 life, non-reimbursed medical, Health Savings Account and dependent care. All administration fees shall be paid by the Board.

ARTICLE VI – EFFECT OF THE AGREEMENT

- A. This agreement supersedes and cancels all previously bargained agreements between the Board and the Association and is subject to change only by agreement of both parties. The agreement shall be effective with contracts beginning July 1, 2015, and shall continue in full force and effective until June 30, 2017.

APPENDIX A: New Teacher Placement Salary Table

APPENDIX B: ECA Table

APPENDIX C: Teacher's Compensation Amounts Table

This agreement is certified as indicated by signatures of Board Members and Negotiating members of the Brownstown Central Classroom Teachers Association.

Date: September 29, 2015

TEACHER ASSOCIATION

By Paula Workman
Paula Workman, Chairperson

By Blake M. Hackman
Blake Hackman, Committee Member

By Kevin Gwin
Kevin Gwin, Committee Member

By Corey Lanier
Corey Lanier, Committee Member

By Debbie Schwartz
Debbie Schwartz, Committee Member

By Dan Schwartz
Dan Schwartz, BCCTA President

BCCSC SCHOOL BOARD

By Mary Ann Spray
Mary Ann Spray, President

By Gina Hackman
Gina Hackman, Vice President

By Mary Lou Burcham
Mary Lou Burcham, Secretary

By Scott Shade
Scott Shade, Board Member

By Bradie Hall
Bradie Hall, Board Member

By Daniel Hall
Daniel Hall, Board Member

By David Martin
David Martin, Board Member

APPENDIX A**New Teacher Placement Table****(This is for new hires only and not a salary schedule)**Effective
Oct. 1, 2015 thru May 30, 2017Effective
June 1, 2017

Years Exp.	BS	MS	BS	MS
0	\$38,138	\$38,929	\$38,519	\$39,318
1	\$38,197	\$38,988	\$38,579	\$39,378
2	\$38,255	\$40,331	\$38,638	\$40,734
3	\$38,381	\$41,674	\$38,765	\$42,091
4	\$38,459	\$43,017	\$38,844	\$43,497
5	\$38,538	\$44,713	\$38,923	\$45,160
6	\$40,186	\$46,056	\$40,588	\$46,517
7	\$41,834	\$47,399	\$42,252	\$47,873
8	\$43,395	\$48,743	\$43,829	\$49,230
9	\$44,956	\$50,085	\$45,406	\$50,586
10	\$45,615	\$51,430	\$46,071	\$51,944
11	\$46,304	\$52,773	\$46,767	\$53,301
12	\$47,592	\$54,117	\$48,068	\$54,658
13	\$48,743	\$55,460	\$49,230	\$56,015
14	\$49,894	\$56,802	\$50,393	\$57,370
15	\$51,045	\$58,147	\$51,555	\$58,728
16	\$52,196	\$59,490	\$52,718	\$60,085
17	\$53,347	\$60,833	\$53,880	\$61,441
18	\$54,498	\$62,177	\$55,043	\$62,799
19	\$55,651	\$63,519	\$56,208	\$64,154
20	\$55,651	\$64,863	\$56,208	\$65,512

APPENDIX B**ECA Salary Table, 2015-16****Index****Salary****ECA Base \$39, 282****Minus 3%**

	Index	Salary	ECA Base \$39, 282 Minus 3%
Academic Team Coordinator	0.01	393	382
Academic Coaches - High School			
English	0.02	786	763
Social Studies	0.02	786	763
Math	0.02	786	763
Science	0.02	786	763
Fine Arts	0.02	786	763
Science Olympiad	0.02	786	763
Spell Bowl	0.02	786	763
Academic Coaches - Middle School			
Odyssey of the Mind	0.03	1,178	1,144
Spell Bowl	0.02	786	763
Super Bowl	0.03	1,178	1,144
Academic Coaches - Elem. School			
Odyssey of the Mind	0.03	1,178	1,144
Plays - Middle School	0.02	786	763
Plays - High School	0.03	1,178	1,144
Musical Director	0.1	3,928	3,814
Ass't. Musical Director	0.06	2,357	2,288
Middle School Athletic Director	0.08	3,143	3,051
Junior Prom Coordinator - high school	0.011	432	419
Jr. Class Concession Stand Coordinator - HS	0.03	1,178	1,144
Yearbook - Middle School	0.03	1,178	1,144
Yearbook - High School	0.06	2,357	2,288
Newspaper - High School	0.05	1,964	1,907

*Intramurals	0.06	2,357	2,288
Winter Weight Training	0.05	1,964	1,907
Summer Weight Training	0.05	1,964	1,907
Football Ticket Manager	0.0125	491	477
Newspaper - Middle School	0.02	786	763
Summer Yearbook - High School	0.02	786	763
Yearbook - Elementary	0.02	786	763
Girls' Summer Weight Training	0.05	1,964	1,907
GIRLS' COACHING			
Basketball (Head)	0.21	8,249	8,009
Asst. Varsity Basketball	0.075	2,946	2,860
Jr. Varsity Basketball	0.11	4,321	4,195
Ninth Grade Basketball	0.08	3,143	3,051
Middle School Basketball (2)	0.07	2,750	2,670
Sixth Grade Basketball	0.06	2,357	2,288
Fifth Grade Basketball	0.04	1,571	1,525
Fourth Grade Basketball	0.025	982	953
Summer Basketball	0.08	3,143	3,051
Summer Asst. Basketball	0.08	3,143	3,051
Track (Head)	0.1	3,928	3,814
Asst. Track (4)	0.05	1,964	1,907
Volleyball (Head)	0.15	5,892	5,720
Asst. Varsity Volleyball	0.075	2,946	2,860
Jr. Varsity Volleyball	0.1	3,928	3,814
Freshman Volleyball	0.07	2,750	2,670
Middle School Volleyball (3)	0.04	1,571	1,525

Fifth Grade Volleyball	0.04	1,571	1,525
Summer Volleyball	0.05	1,964	1,907
Summer Asst. Volleyball	0.04	1,571	1,525
Tennis	0.1	3,928	3,814
Middle School Tennis	0.02	786	763
* Golf	0.1	3,928	3,814
Cross Country	0.1	3,928	3,814
Softball	0.1	3,928	3,814
Assistant Softball	0.05	1,964	1,907
BOYS' COACHING			
Basketball (Head)	0.21	8,249	8,009
Asst. Varsity Basketball	0.075	2,946	2,860
Jr. Varsity Basketball	0.11	4,321	4,195
Ninth Grade Basketball	0.08	3,143	3,051
Eighth Grade Basketball	0.07	2,750	2,670
Seventh Grade Basketball	0.07	2,750	2,670
Sixth Grade Basketball	0.06	2,357	2,288
Fifth Grade Basketball	0.04	1,571	1,525
Fourth Grade Basketball	0.03	1,178	1,144
Summer Basketball	0.08	3,143	3,051
Summer Asst. Basketball	0.08	3,143	3,051
Summer Asst. Basketball	0.04	1,571	1,525
Track (Head)	0.1	3,928	3,814
Asst. Track (4)	0.05	1,964	1,907
Baseball (Head)	0.1	3,928	3,814
Asst. Baseball	0.05	1,964	1,907

Summer Baseball	0.02	786	763
Summer Asst. Baseball	0.01	393	382
*Freshman Baseball	0.05	1,964	1,907
Football (Head)	0.15	5,892	5,720
Football Camp	0.06471	2,542	2,468
Asst. Football (6)	0.05	1,964	1,907
Spring Elementary Football	0.03	1,178	1,144
Spring Elem. Asst. Football	0.03	1,178	1,144
Summer Football (Head)	0.07	2,750	2,670
Summer Asst. Football (6)	0.05	1,964	1,907
Lines - Statistics	0.02	786	763
Golf	0.1	3,928	3,814
*Middle School Golf	0.02	786	763
Cross Country	0.1	3,928	3,814
*Middle School Cross Country	0.02	786	763
Tennis (incl. .02 for Aug)	0.1	3,928	3,814
*Middle School Tennis	0.02	786	763
Varsity Wrestling(1)	0.1	3,928	3,814
Assistant Wrestling(1)	0.06	2,357	2,288
Middle School Wrestling	0.05	1,964	1,907
OTHER			
Drill Team	0.03	1,178	1,144
Cheerleader Sponsor	0.05	1,964	1,907
Asst. Cheerleader Sponsor (2)	0.03	1,178	1,144
M.S. Cheerleader Sponsor	0.03	1,178	1,144
* If need arises			

APPENDIX C
Teacher Compensation Amounts Table

Emp. #	14-15 Base	3% Inc.	15 -16 Base	Ext. Days	15-16 Cont. Amt
2134	\$41,834	\$1,255	\$43,089		\$41,834
1300	\$45,288	\$1,359	\$46,647		\$45,288
3090	\$71,004	\$2,130	\$73,134		\$71,004
1016	\$70,235	\$2,107	\$72,342		\$70,235
1099	\$63,519	\$1,906	\$65,425		\$63,519
3134	\$63,519	\$1,906	\$65,425		\$63,519
3145	\$67,550	\$2,027	\$69,577	\$14,667	\$81,790
1579	\$40,682	0	\$40,682		\$39,497
3277	\$38,255	\$1,148	\$39,403		\$38,255
1351	\$47,592	\$1,428	\$49,020		\$47,592
2121	\$52,773	\$1,583	\$54,356		\$52,773
2013	\$70,235	\$2,107	\$72,342		\$70,235
1310	\$56,802	\$1,704	\$58,506		\$56,802
3208	\$58,147	\$1,744	\$59,891		\$58,147
3272	\$55,651	\$1,670	\$57,321		\$55,651
1115	\$70,235	\$2,107	\$72,342		\$70,235
3137	\$61,217	\$1,837	\$63,054		\$61,217
1018	\$70,235	\$2,107	\$72,342		\$70,235
1128	\$63,519	\$1,906	\$65,425		\$63,519
3071	\$70,235	\$2,107	\$72,342		\$70,235
1577	\$38,138	0	\$38,138	-\$1,031.00	\$36,026
3108	\$70,235	\$2,107	\$72,342		\$70,235
1191	\$52,197	\$1,566	\$53,763		\$52,197
1116	\$62,177	\$1,865	\$64,042		\$62,177
1332	\$54,117	\$1,624	\$55,741		\$54,117
1376	\$51,430	\$1,543	\$52,973		\$51,430
3209	\$52,197	\$1,566	\$53,763		\$52,197
3023	\$67,550	\$2,027	\$69,577		\$67,550
3019	\$70,235	\$2,107	\$72,342	\$15,642	\$85,421
1114	\$70,619	\$2,119	\$72,738		\$70,619
3193	\$68,893	\$2,067	\$70,960		\$68,893
1094	\$70,619	\$2,119	\$72,738		\$70,619

3033	\$70,235	\$2,107	\$72,342		\$70,235
3095	\$70,235	\$2,107	\$72,342		\$70,235
1129	\$65,247	\$1,957	\$67,204		\$65,247
1268	\$54,117	\$1,624	\$55,741		\$54,117
1042	\$70,235	\$2,107	\$72,342		\$70,235
6485	\$47,399	\$1,422	\$48,821		\$47,399
3147	\$60,257	\$1,808	\$62,065	\$6,374	\$66,446
1028	\$70,619	\$2,119	\$72,738		\$70,619
1235	\$70,235	\$2,107	\$72,342		\$70,235
2022	\$70,235	\$2,107	\$72,342		\$70,235
6433	\$47,399	\$1,422	\$48,821		\$47,399
2112	\$54,117	\$1,624	\$55,741		\$54,117
3150	\$48,743	\$1,462	\$50,205		\$48,743
1098	\$68,893	\$2,067	\$70,960		\$68,893
1369	\$48,743	\$1,462	\$50,205		\$48,743
3074	\$70,235	\$2,107	\$72,342		\$70,235
1030	\$64,863	\$1,946	\$66,809		\$64,863
1382	\$43,369	\$1,301	\$44,670	\$2,415	\$45,713
1047	\$70,811	\$2,124	\$72,935		\$70,811
1353	\$52,773	\$1,583	\$54,356	\$4,113	\$56,767
1110	\$63,902	\$1,917	\$65,819		\$63,902
1281	\$58,147	\$1,744	\$59,891		\$58,147
3160	\$58,147	\$1,744	\$59,891		\$58,147
1288	\$53,157	\$1,595	\$54,752		\$53,157
2122	\$56,035	\$1,681	\$57,716		\$56,035
1071	\$69,276	\$2,078	\$71,354		\$69,276
3175	\$58,147	\$1,744	\$59,891		\$58,147
3273	\$44,713	\$1,341	\$46,054		\$44,713
1189	\$66,206	\$1,986	\$68,192		\$66,206
1374	\$55,651	\$1,670	\$57,321		\$55,651
1581	\$38,138	0	\$38,138		\$37,027
2051	\$63,519	\$1,906	\$65,425		\$63,519
1574	\$70,235	\$2,107	\$72,342		\$70,235
2140	\$51,262	\$1,538	\$52,800		\$51,262
1041	\$70,235	\$2,107	\$72,342		\$70,235
3271	\$50,085	\$1,503	\$51,588		\$50,085
3185	\$47,592	\$1,428	\$49,020		\$47,592

3278	\$38,255	\$1,148	\$39,403		\$38,255
3025	\$70,235	\$2,107	\$72,342		\$70,235
2113	\$56,035	\$1,681	\$57,716		\$56,035
1178	\$60,833	\$1,825	\$62,658		\$60,833
3035	\$70,235	\$2,107	\$72,342		\$70,235
2123	\$62,177	\$1,865	\$64,042		\$62,177
3064	\$70,235	\$2,107	\$72,342		\$70,235
3276	\$46,057	\$1,382	\$47,439		\$46,057
1139	\$60,833	\$1,825	\$62,658		\$60,833
1380	\$50,085	\$1,503	\$51,588		\$50,085
1048	\$68,893	\$2,067	\$70,960		\$68,893
1120	\$65,247	\$1,957	\$67,204		\$65,247
1357	\$51,430	\$1,543	\$52,973	\$2,863	\$54,210
1085	\$54,501	\$1,635	\$56,136		\$54,501
1569	\$39,531	\$1,186	\$40,717		\$39,531
1580	\$56,802	0	\$56,802		\$55,148
1146	\$63,519	\$1,906	\$65,425		\$63,519
3270	\$48,743	\$1,462	\$50,205		\$48,743
3149	\$67,934	\$2,038	\$69,972		\$67,934
2141	\$39,402	\$1,182	\$40,584		\$39,402
3274	\$39,531	\$1,186	\$40,717		\$39,531
2046	\$64,863	\$1,946	\$66,809		\$64,863
2068	\$62,177	\$1,865	\$64,042		\$62,177
1578	\$38,381	0	\$38,381		\$37,263
2135	\$58,147	\$1,744	\$59,891		\$58,147
3089	\$70,619	\$2,119	\$72,738		\$70,619
2137	\$47,399	\$1,422	\$48,821		\$47,399
1266	\$44,956	\$1,349	\$46,305		\$44,956