

2010-2011

Supplement

to the

MASTER AGREEMENT

between the

Board of Education of Baltimore County

and the

**Teachers Association of
Baltimore County
(TABCO)**

**(THIS SUPPLEMENT INCLUDES NEGOTIATED REVISIONS TO THE
MASTER AGREEMENT AND REPLACES THE 2009-2010 SUPPLEMENT.)**

Definitions

3. Teacher – All certified, professional personnel, and all school nurses, except for administrative and supervisory personnel, represented exclusively by the Association in the negotiating unit as defined in Article I, Recognition.

Article VI – Job Security

6.7.1 At the end of the two year probationary period, if a nurse’s work is satisfactory, though contractual tenure does not apply, the individual is considered a continuing employee. No continuing nurse will be terminated by nature of his/her position being abolished if a probationary nurse currently holds the same type position. If no such probationary nurse is currently holding the same type of position, the continuing nurse with the least seniority in the Baltimore County Public Schools (BCPS) will be terminated, all other things being equal. In the case of layoff of school nurses, said layoff shall be accomplished in inverse order of seniority with the least senior employee in that specific job title being laid-off first.

Article VII - Negotiations Procedures

Designation of Negotiators

7.1 Prior to September 15 of each year, the Board and the Association shall each designate in writing, to the other, the name of the chairman of its negotiating team and not more than three other official representatives to serve on its negotiating team. Notwithstanding the above requirement, the Board and the Association shall retain the right to replace the chairman or members of their teams at their individual discretion.

(NO CHANGE TO SECTION 7.1.1.)

Proposals

7.2 Requests by the Association or the Board to amend the existing Agreement must be submitted in writing no later than September 30 of each school year in which the contract expires.

Time Limit - Impasse

7.3 Negotiation on all items submitted must be completed by November 30 unless the impasse procedure provided in the negotiations law is used.

(NO CHANGE TO SECTIONS 7.3.1, 7.3.2, and 7.3.3.)

Ratification

7.4 Following the completion of the regular negotiating session, an agreement shall be signed by the respective negotiating teams and shall be submitted to the parties for ratification. Within fifteen (15) calendar days of March 1 (or the report of an impasse panel), the parties shall notify each other of the results of the voting.

(NO CHANGE TO SECTIONS 7.4.1 through 7.10.)

Article X – Teaching Conditions

10.7.10 Generally, during school assessment days, the school nurse shall primarily focus on activities related to the school health services program.

10.12.4 Whenever the organization of the school and staffing patterns permit, administrators may provide additional planning and preparation time beyond 250 minutes. This additional preparation and planning time may be utilized for grade level planning and other group meetings with teachers and/or administrators for planning purposes for student instruction, data analysis, and for other professional responsibilities and duties as allowed or assigned by the administrator. To address unusual situations, the administrator reserves the right to switch a planning period with a duty period.

10.12.10 A nurse may request of his/her appropriate administrator preparation/planning time for classroom presentations and/or special events. Time required may vary from school to school depending upon total school population, acuity level or special needs of the students, and the proposed project being presented. Requests for preparation/planning time shall be reasonably considered. Emergency cases will take precedence at any time.

10.14.2 As field trips occur throughout the school year, the school nurse is responsible for collaborating with the principal to meet the health needs of students. If direct nursing services are needed on the field trip, the nurse, the administrator, and the Coordinator of Health Services or his/her designee, will jointly determine the need for a substitute nurse for the trip or for the school. If it is determined that a substitute nurse is needed, the principal or his/her designee shall be responsible for obtaining a qualified substitute.

Article XII – Absences and Leaves

Child Rearing Leave

12.7.1 Request for child rearing leave of absence shall be normally made by completing and forwarding the form, *Application for Child Rearing Leave of Absence* to the appropriate administrator as soon as possible but prior to the last day of work before the birth of the child. In the event of a premature delivery (before the completion of the thirty-seventh (37th) week), where the employee has not yet filed for leave, the *Application for Child Rearing Leave of Absence* must be received in the Department of Human Resources no later than thirty (30) days from the date of the birth of the child(ren).

(NO CHANGES FOR SECTIONS 12.7 and 12.7.2 through 12.7.7.)

Military Leave

12.8.7 (d) A reasonable effort shall be made to reinstate to a comparable position a former teacher who resigned to accompany a spouse who was on military duty, provided that the former employee held tenure (continuing status for nurses) in the system at the time of the resignation.

Service of the spouse shall not have been voluntarily extended beyond four years' total active duty, and the teacher must have applied for reinstatement within one year of the separation of the spouse from service.

Court Related Leave

12.16.2 A school nurse should notify her/his administrator, the Office of Staff Relations, and the Office of Health Services upon the receipt of a subpoena to appear in court. If a school nurse is required to appear in court as an approved representative of the BCPS during summer vacation, the nurse shall receive her/his daily rate of pay for their time participating in the proceedings.

Article XIII – Observation, Evaluation, and Files

13.1 The Superintendent's designees have the responsibility for coordinating the appraisal process. He or she should involve the appropriate members of the appraisal team. The appraisal team is designed to promote interactions and to generate professional growth for teachers. Clinical supervision for school nurses will be in accordance with Maryland State Board of Nursing Regulations and the BCPS *Evaluation of Student Support Service Personnel* manual.

Article XIV – Transfers and Assignments

Involuntary/Excess

14.3 When an involuntary transfer is necessary due to excess staffing, the following procedures shall apply:

14.3.1 The principal, with the approval of the Area Assistant Superintendent, shall determine which teacher is to be involuntarily transferred based on the best interests of the students and the program of instruction.

14.3.2 A teacher, who is subject to partial involuntary transfer, shall be reassigned to one school when administratively feasible subject to the provisions of this section of this Agreement.

14.3.3 An excess teacher, who so desires, may be returned to his/her previous school if an appropriate vacancy occurs by July 25, or later if the teacher has not been assigned elsewhere. Consideration may be given if the vacancy occurs after July 25.

14.3.4 When a part-time position, including one which is part of a split assignment expands to a greater FTE, the Board may offer the new position to the incumbent teacher who held the part-time position if the expansion is within the limits of the total staffing allotment. If the incumbent teacher is offered and refuses to accept the expanded position, then the Board may involuntarily transfer that teacher so that another teacher may be assigned to the total position.

14.3.5 Teachers in closed schools or schools where students are involved in the opening of a new school will be given the opportunity to transfer to vacancies made available as a result of the closing or opening prior to any other transfer considerations. Such teachers will be offered the opportunity to transfer to schools receiving students from their school or to positions in other schools which

have been created as a result of boundary lines being re-drawn because of the closing or opening. The voluntary transfer considerations shall be used to select from among the teachers. Any teacher declining or not receiving such a transfer opportunity may be declared excess if necessary and handled as an involuntary transfer in accordance with the other provisions of this Article.

14.3.6 In effecting voluntary transfers and involuntary transfers of excess teachers, whenever possible, voluntary transfer requests will not be acted upon prior to the identification of excess teachers. Involuntarily transferred excess teachers may submit a list of schools, in preferential order, for which they wish to be considered for placement. Every effort will be made to honor their preference. Should such a placement not be available by July 25, the remaining teachers shall then choose placement from any remaining appropriate positions. On July 25, the Association shall receive notification of all teachers not placed and all positions available. A lottery shall be held five (5) working days after July 25 to determine the order in which teachers are given their choice of available positions. An Association representative will be allowed to attend the lottery.

Article XVI - Professional Compensation and Teacher Responsibilities

16.1.1 A nurse who does not have a bachelor’s degree, but does have currently, or attains during the duration of this Agreement, twenty (20) years of nursing experience with the Baltimore County Public Health Department and/or the Baltimore County Board of Education, or who reaches the age of fifty-five (55) during the duration of this Agreement, shall be placed on step ten (10) of the bachelor’s degree salary schedule referred to in this Agreement as Appendix A. These nurses shall be classified as Senior Nurses and shall not be required to earn credits toward the completion of their bachelor’s degree. However, Senior Nurses are encouraged to continue their professional growth through continuing educational experiences.

Responsibility Factors

16.3 Responsibility factors for all teachers eligible for such compensation are listed below. The amounts below will be increased each year by the same percentage as the increase in the basic salary schedule.

SUPPLEMENTAL SALARY SCHEDULE	2010-2011
Department chairmen and team leaders with 15 or more employees assigned to department or team	\$5,005
Psychologists, department chairmen, and team leaders with 10 to 14 employees assigned to department or team	\$4,291
Department chairmen and team leaders with 5 to 9 employees assigned to department or team	\$3,578
Department chairmen and team leaders with 1 to 4 employees assigned to department or team, and a nurse with at least .4 FTE health assistant assigned to the school	\$2,863

Workshops

16.6 Teachers participating in any workshop activities during the summer, where curriculum is developed for countywide or school-wide use and in cooperation with the appropriate Baltimore County Public School Office, shall be compensated at the following rate:

10-11 school year \$257.14 per day or \$39.56 per hour

No other summer workshop activity shall be approved at another salary rate. This rate shall increase in subsequent years by the same average percentage increase applied to the basic salary schedule.

16.6.1 Teachers attending staff development activities during the summer in which they are updating their knowledge and skills and/or developing materials for personal use shall be compensated at the following rate:

10-11 school year \$183.66 per day or \$28.26 per hour for attendees
 \$220.39 per day or \$33.91 per hour for presenters

No other summer workshop activity shall be approved at another salary rate. This rate shall increase in subsequent years by the same average percentage increase applied to the basic salary schedule.

Summer School

16.7 All teachers of summer school shall be paid at the rate of two hundred ninety-three dollars and eighty-six cents (\$293.86) for a six and one-half (6½) hour work day, or forty-five dollars and twenty-one cents (\$45.21) per hour during the 10-11 school year. This amount shall increase in subsequent years by the same average percentage increase applied to the basic salary schedule. Teachers of classes involving different amounts of duty time will be paid on a prorated basis.

16.7.1 Tenured teachers shall be selected for summer school positions unless insufficient numbers of qualified tenured teachers have applied for such positions.

Evening & Saturday High School

16.9 Teachers of evening and Saturday high school shall be paid thirty-three dollars and ninety-one cents (\$33.91) per hour. Teachers/leaders of other programs where teachers, apart from their regular contractual salaried employment, are involved in teaching/tutoring K-12 students on an hourly basis in academic areas related to the regular curriculum, shall be paid twenty-eight dollars and twenty-six cents (\$28.26) per hour. These amounts shall increase in subsequent years by the same average percentage increase applied to the basic salary schedule.

Extra Compensation

16.10 When the responsibilities related to non-classroom activities require the time of a teacher on a regular basis, exceeding the duties outlined in Article X, 10.6 through 10.7.10 inclusive, such a teacher shall be compensated by granting added salary allowances. Activities will be compensated as indicated in Appendix D.

16.10.1 The pay for compensable activities will be increased each year by the same percentage as the increase in the basic teachers' salary schedule.

16.10.2 Activities for which the sponsor may receive compensation are listed in Appendix D and have been classified into the appropriate category for compensation. Additional activities may be identified by the principal and compensated appropriately.

16.10.3 The Area Assistant Superintendent shall approve all compensation for extra duty.

16.10.4 The Area Assistant Superintendent shall review the activities listed in Appendix D for qualifying additions each spring when the organization reports are submitted for the ensuing school year.

16.10.5 National Honor Societies, as listed in Appendix D, shall include a variety of nationally recognized honor societies within a school.

16.10.6 Instrumental Music, as listed in Appendix D, shall include a variety of approved instrumental performance groups within a school.

16.10.7 AVID Coordinators, as listed in Appendix D, shall be compensated based upon the number of teachers being supervised (Category 3: 1-3 teachers; Category 4: >3 teachers).

Article XVII – Insurances

Health Insurance—Retired Members

17.8 The Board shall contribute toward the premium for health insurance or an optional HMO for employees with ten (10) years or more service with the Board, including military service time recognized by the Board, who retire under the Maryland State Teachers' Retirement or Pension System, or the Baltimore County Employee Retirement System (ERS). Specific price tags for available plans will be according to schedules contained in the Retiree Enrollment Guide. Contributions by the Board shall be made to employees hired prior to January 1, 2011 in accordance with the following schedule:

	<u>Pre-65</u> Options 1 & 2	<u>Only for retirees age 65 or older</u>	
		Option 3-A	Option 3-B
		CareFirst Med. Supp.	Kaiser Med. Plus
10-19 years of service	50%	36%	68%
20-29 years of service	75%	66%	100%
30 or more years of service	90%	84%	100%

17.8.1 Employees hired on or after January 1, 2011 will be enrolled in a basic allowance health care subsidy. The flat dollar amounts listed on Appendix E will be adjusted by the lesser of the growth in the US Consumer Price Index (CPI) in the prior calendar year or 4%. Appendix E will be updated yearly by BCPS.

17.8.2 The Board shall implement a Prescription Drug Plan (PDP) for Medicare-eligible retirees.

17.8.3 The Board shall continue to provide the payment set in Section 17.8 for one (1) year for the spouse of a retired employee who dies if the surviving spouse was covered under the retired employee's policy at the time of the retired employee's death.

Article XXII – Duration of Agreement

22.1 The provisions of this Agreement shall be effective from July 1, 2007 through June 30, 2012, except as indicated in the following. Unless the parties mutually agree to the contrary during negotiations, negotiable items for FY 09 through FY 12 will be limited to wage re-openers, i.e., wages and other rates of pay included in the Agreement and three (3) articles selected by each respective party. Article XVII shall remain constant through FY 09. In subsequent years, Article XVII shall be subject to the re-openers noted above. Implementation of negotiated fiscal provisions each year of this Agreement is dependent upon the appropriation of the necessary funds by the County Executive and County Council of Baltimore County.

22.2 For FY 11 and FY 12, salary schedule step and longevity increases will be funded. In addition, there will be no furloughs or layoffs of bargaining unit employees, and the 90 %-10% health care premium split will be maintained for, at least, those same two years.

MEMORANDUM OF UNDERSTANDING

THIS MEMORANDUM EXPIRES ON SEPTEMBER 30, 2009, UNLESS BOTH PARTIES AGREE TO RENEW OR MODIFY IT.

Representatives of TABCO and the Board of Education agree to participate in a study committee that will examine the topics of:

- the duties, responsibilities, and compensation of middle and high school department chairpersons
- the creation of elementary school level chairpersons.

Recommendations from this committee will be presented to the TABCO Board of Directors and to the Superintendent no later than September 30, 2009.

MEMORANDUM OF UNDERSTANDING

THIS MEMORANDUM EXPIRES ON JUNE 30, 2010, UNLESS BOTH PARTIES AGREE TO RENEW OR MODIFY IT.

Representatives of TABCO and the Board of Education agree to participate in a study committee that will examine the topics of:

- extended school day
- teacher workload
- compensation related to the items above.

Recommendations from this study committee will be presented to the TABCO Board of Directors and to the Superintendent no later than June 30, 2010.

Memorandum of Understanding

The Board and TABCO agree that for two (2) academic years (2010-2011 and 2011-2012), the Board will reimburse annually any registered nurse an amount equal to the cost of renewal of their license, up to seventy dollars (\$70.00), provided the registered nurse has completed all of the requirements for renewal of a license.

The Board will continue to reimburse employees for college credits or for continuing education credit related to their assignment. A nurse may request reimbursement for the cost of the renewal of his/her license from this account, provided he/she has not requested more than two thousand, one hundred eighty dollars (\$2,180.00*) for education reimbursement in a given academic year.

This memorandum expires on June 30, 2012, and is subject to funding by the county fiscal authorities.

**Article XV, Section 15.1 of the Master Agreement states the following: The Board will reimburse teachers for tuition and fee charges up to two hundred fifty dollars (\$250) per credit provided that such courses have been approved by the Superintendent or his/her designee. There will be a limitation of nine (9) credits reimbursed per teacher per year. In programs requiring more than nine (9) credits per year the nine (9) credit limitation shall be waived.*

$\$250 \times 9 \text{ credits} = \$2,250$ (total available per employee)

$\$2,250 - \70 (cost of the renewal) = \$2,180

Appendix A

BALTIMORE COUNTY PUBLIC SCHOOLS
2010-2011 Salary Scale for Ten-Month Teachers
Effective July 1, 2010

Step	BA	MA	MA30	MA60	DOC	Step
01	43,000	44,014	46,094	47,290	48,330	01
02	43,335	44,674	46,785	47,999	49,055	02
03	43,985	45,456	47,604	48,839	49,913	03
04	44,755	46,251	48,437	49,694	50,787	04
05	45,538	47,061	49,285	50,564	51,676	05
06	46,221	48,237	50,517	51,828	52,968	06
07	46,915	49,685	52,033	53,383	54,557	07
08	47,619	51,374	53,802	55,198	56,412	08
09	48,333	53,172	55,685	57,130	58,386	09
10	49,058	55,033	57,634	59,129	60,429	10
11		56,959	59,651	61,199	62,544	11
12		58,810	61,589	63,188	64,577	12
13		60,722	63,591	65,241	66,676	13
14		62,695	65,658	67,361	68,843	14
15		63,792	66,807	68,540	70,048	15
16		64,909	67,976	69,740	71,273	16
17		66,044	69,166	70,960	72,521	17
18		67,200	70,376	72,202	73,790	18
19		68,376	71,608	73,466	75,081	19
20		69,573	72,861	74,751	76,395	20
21		70,616	73,954	75,872	77,541	21
22		71,676	75,063	77,011	78,704	22
23		72,751	76,189	78,166	79,885	23
24		73,842	77,332	79,338	81,083	24
25		74,950	78,492	80,528	82,299	25
26		76,074	79,669	81,736	83,534	26
27*		77,595	81,262	83,371	85,204	27
28*		79,147	82,887	85,038	86,908	28
29*		80,730	84,545	86,739	88,646	29
30*		82,344	86,236	88,474	90,419	30

* All employees on Step 26 at the end of the 2008-09 school year will advance to Step 27 on January 21, 2010. The same employees will advance to Step 28 in 2010-11, Step 29 in 2011-12, and Step 30 in 2012-13, if funded.

Appendix B

FLEXIBLE BENEFITS PLAN

Medical, Dental, & Vision Deductions for Full-Time Employees Effective 9/1/2010 - 12/31/2010

MEDICAL INSURANCE	Total Premium or Equivalent	Board Annual Share	Your Annual Share	Your bi-weekly Deduction *
<i>CareFirst BlueCross BlueShield Triple Choice/MPOS</i>				
Individual	\$ 6,687.36	\$ 6018.76	\$ 668.60	\$ 33.43
Parent/Child	13,249.44	11,924.64	1,324.80	66.24
Two Adults	15,958.32	14,362.52	1,595.80	79.79
Family	17,992.56	16,193.36	1,799.20	89.96
<i>Kaiser Permanente HMO</i>				
Individual	\$ 5,771.64	\$ 5,194.64	\$ 577.00	\$ 28.85
Parent/Child(ren)	10,966.08	9,869.48	1,096.60	54.83
Two Adults	13,563.36	12,207.16	1,356.20	67.81
Family	17,314.92	15,583.52	1,731.40	86.57
<i>Keystone Health Plan HMO (PA residents only)</i>				
Individual	\$ 7,914.60	\$ 7,123.20	\$ 791.40	\$ 39.57
Parent/Child	15,433.44	13,890.24	1,543.20	77.16
Two Adults	17,413.08	15,671.88	1,741.20	87.06
Family	24,931.32	22,438.32	2,493.00	124.65
DENTAL INSURANCE	Total Premium or Equivalent	Board Annual Share	Your Annual Share	Your bi-weekly Deduction *
<i>CareFirst Regional Dental PPO</i>				
Individual	\$ 290.28	\$ 188.68	\$ 101.60	\$ 5.08
Parent/Child or Two Adults	628.80	408.60	220.20	11.01
Family	953.28	619.28	334.00	16.70
<i>CareFirst Regional Dental Traditional</i>				
Individual	\$ 328.92	\$ 188.72	\$ 140.20	\$ 7.01
Parent/Child or Two Adults	689.64	408.24	281.40	14.07
Family	1,158.24	619.04	539.20	26.96
<i>CIGNA Dental DHMO</i>				
Individual	\$ 376.56	\$ 188.76	\$ 187.80	\$ 9.39
Parent/Child(ren) or Two Adults	721.80	408.80	313.00	15.65
Family	1,085.16	619.76	465.40	23.27
VISION INSURANCE	Total Premium or Equivalent	Board Annual Share	Your Annual Share	Your bi-weekly Deduction *
<i>Vision Service Plan</i>				
Individual (Free if FTE is .5 or greater)	\$ 37.80	\$ 37.80	\$ -	\$ -
Family (includes Parent/Child and Two Adults)	144.96	37.96	107.00	5.35

*All employee benefits deductions are taken from 20 pay periods between September and June.

New health, dental, and vision plan options will be available during the October/November Employee Open Enrollment period. The plan year for all BCPS plans will become the calendar year beginning January 1, 2011 in order to be consistent with the way benefit usage is currently calculated. Although specific plan costs may change as of January 1, 2011 to begin the new plan year, the health care premium rate splits will remain 90% (BCPS) and 10% (employee).

**APPENDIX D
EXTRA COMPENSATION
Effective July 1, 2010**

STUDENT ACTIVITIES

\$936

Black Saga
Chess
Class Advisor -- Freshman
Class Advisor -- Sophomore
DestiNation ImagiNation **
Drama -- Middle School
Future Educators' Association
National Honor Societies++
Health Occupation Students
of America
Instrumental Music***++
It's Academic
Key Club, Rotoract, etc.
Literary Magazine
Math Counts
Math 24 Challenge
Math, Engineering , and Science
Achievement
Mock Trial
Quiz Bowl
School Store
Student Council -- Middle School
Student Service Learning**
Students Against Destructive Decisions

\$1872

Class Advisor -- Junior
Class Advisor -- Senior
Dance**
DestiNation ImagiNation**
Distributive Education Clubs
of America
Drama -- Secondary
Drama -- Technical Theatre
Forensics**
Future Business Leaders
of America
Intramurals
Instrumental Music***++
Newspaper**
Scholastic Aptitude Test
Coordinator
SkillsUSA
Student Service Learning**
Supervised Occupational
Exploration Program
Vocal Music
Yearbook

\$2,270

Dance**
Forensics**
Instrumental Music ***++
Junior Reserve Officer
Training Corps**
Newspaper**
Student Council --
High School

\$2,805

Dance**
Forensics**
Future Farmers of
America
Instrumental Music ***++
Junior Reserve Officer
Training Corps**
Newspaper**

OTHER ACTIVITIES

\$936

Elementary School Assessment Liaison
Science Fair Coordinator**
Science, Technology, Engineering, and Math
Fair Coordinator**
Technology Liaison**

\$2,270

Advancement Via Individual Determination
Coordinator***++
Technology Liaison**

\$1,872

Multimedia Coordinator
Science Fair Coordinator**
Science, Technology, Engineering, and Math
Fair Coordinator**
Technology Liaison**

\$2,805

Advancement Via Individual Determination
Coordinator***++
Technology Liaison**

****These activities are listed in more than one category, depending upon the
scope of the responsibility and activity.**

++Additional information is located within Article XVI.

APPENDIX D (continued)
EXTRA COMPENSATION
Effective July 1, 2010

INTERSCHOLASTICS -- Varsity Head Coach*

\$1,872	\$2,805	\$3,205
Allied Sports (per season)	Field Hockey	Volleyball
Cheerleading (Spring)	Soccer	
Middle School Coaches	Cheerleading (Winter)	\$3,473
	Baseball	Indoor Track
	Lacrosse	
\$2,270	Softball	\$4,275
Badminton	Tennis	Basketball
Cheerleading (Fall)	Track & Field	Wrestling
Cross Country	Certified Athletic	
Golf	Trainer (per season)	\$4,810
	Athletic Directors	Football
	(per season)	

* JV Coach receives 80% and Assistant Coach receives 55% of the compensation listed for the Head Coach. The junior varsity coach becomes an assistant varsity coach at the end of the junior varsity season.

Appendix E

RETIREMENT HEALTH PLAN ALLOWANCE FOR BCPS EMPLOYEES HIRED ON OR AFTER JANUARY 1, 2011

Original Base Amounts

PRE-MEDICARE RETIREES

MEDICARE RETIREES

Base Allowance per Years of Service

\$150.00 \$225.00

Base Allowance per Years or Service

\$100.00 \$150.00

<u>Yrs. Of Service</u>	<u>Retiree</u>	<u>Retiree & Dependent</u>	<u>Retiree</u>	<u>Retiree & Dependent</u>
10	\$1,500.00	\$2,250.00	\$1,000.00	\$1,500.00
11	\$1,650.00	\$2,475.00	\$1,100.00	\$1,650.00
12	\$1,800.00	\$2,700.00	\$1,200.00	\$1,800.00
13	\$1,950.00	\$2,925.00	\$1,300.00	\$1,950.00
14	\$2,100.00	\$3,150.00	\$1,400.00	\$2,100.00
15	\$2,250.00	\$3,375.00	\$1,500.00	\$2,250.00
16	\$2,400.00	\$3,600.00	\$1,600.00	\$2,400.00
17	\$2,550.00	\$3,825.00	\$1,700.00	\$2,550.00
18	\$2,700.00	\$4,050.00	\$1,800.00	\$2,700.00
19	\$2,850.00	\$4,275.00	\$1,900.00	\$2,850.00
20	\$3,000.00	\$4,500.00	\$2,000.00	\$3,000.00
21	\$3,150.00	\$4,725.00	\$2,100.00	\$3,150.00
22	\$3,300.00	\$4,950.00	\$2,200.00	\$3,300.00
23	\$3,450.00	\$5,175.00	\$2,300.00	\$3,450.00
24	\$3,600.00	\$5,400.00	\$2,400.00	\$3,600.00
25	\$3,750.00	\$5,625.00	\$2,500.00	\$3,750.00
26	\$3,900.00	\$5,850.00	\$2,600.00	\$3,900.00
27	\$4,050.00	\$6,075.00	\$2,700.00	\$4,050.00
28	\$4,200.00	\$6,300.00	\$2,800.00	\$4,200.00
29	\$4,350.00	\$6,525.00	\$2,900.00	\$4,350.00
30	\$4,500.00	\$6,750.00	\$3,000.00	\$4,500.00
31	\$4,650.00	\$6,975.00	\$3,100.00	\$4,650.00
32	\$4,800.00	\$7,200.00	\$3,200.00	\$4,800.00
33	\$4,950.00	\$7,425.00	\$3,300.00	\$4,950.00
34	\$5,100.00	\$7,650.00	\$3,400.00	\$5,100.00
35	\$5,250.00	\$7,875.00	\$3,500.00	\$5,250.00

Beginning in FY 09, flat dollar amounts will be adjusted by the lesser of the growth in the US Consumer Price Index (CPI) in the prior year or 4%.

FY 2009 Adjustment (Calendar Year 2007 CPI)	2.85%
FY 2010 Adjustment (Calendar Year 2008 CPI)	3.84%
FY 2011 Adjustment (Calendar Year 2009 CPI)	-0.36%