Para's

MEMORANDUM OF AGREEMENT
BETWEEN THE
LOWELL SCHOOL COMMITTEE
AND THE
UNITED TEACHERS OF LOWELL
JULY 1, 2017- JUNE 30, 2020
COLLECTIVE BARGAINING AGREEMENT
FOR
PARAPROFESSIONALS' BARGAINING UNIT

Length of Contract 3 Years

Salary Increase*:

First day	July 1, 2017 – June 30, 2018	0%
Midpoint	July 1, 2017 – June 30, 2018	2%
Last day	July 1, 2017 – June 30, 2018	1%
First day	July 1, 2018 – June 30, 2019	0%
Midpoint	July 1, 2018 – June 30, 2019	2%
Last day	July 1, 2018 – June 30, 2019	1%
First day	July 1, 2019 – June 30, 2020	0%
Midpoint	July 1, 2019 – June 30, 2020	2%
Last day	July 1, 2019 – June 30, 2020	1%

*These percentage increases shall not apply to coaches or advisors. Such is subject to further bargaining between the parties.

First day	July 1, 2018 – June 30, 2019 blend all steps above 25 years giving incremental increases on a yearly basis.
First day	July 1, 2018 – June 30, 2019 add $250/year to all steps.
First day	July 1, 2019 – June 30, 2020 add $250/year to all steps.

Life Insurance:

In year two of contract, increase life insurance from $2,000 to $20,000.

Add Military Leave Language:

A study group will be formed to discuss language that would best be suited for the District.

Religious Leave:

An employee shall upon written notice to the Superintendent, be granted as a reasonable accommodation to members of any religious denomination, up to three days of paid religious leave each school year.

Lowell Public Schools
Paraprofessional Salary Schedule
First Day of School Year 2018-19

Step	Base Salary	30 Credits	60 Credits	90 Credits	120 Credits
1	$ 20,835	$ 21,447	$ 22,058	$ 22,666	$ 23,277
2	$ 21,204	$ 21,825	$ 22,446	$ 23,067	$ 23,688
3	$ 21,572	$ 22,204	$ 22,836	$ 23,466	$ 24,101
4	$ 22,073	$ 22,714	$ 23,359	$ 24,000	$ 24,644
5	$ 22,962	$ 23,632	$ 24,300	$ 24,972	$ 25,639
6	$ 23,339	$ 24,021	$ 24,702	$ 25,381	$ 26,064
7	$ 25,451	$ 26,198	$ 26,941	$ 27,685	$ 28,431
8*	$ 28,820	$ 29,631	$ 30,443	$ 31,252	$ 32,061
9**	$ 31,113	$ 31,969	$ 32,827	$ 33,687	$ 34,544
10***	$ 32,757	$ 33,616	$ 34,472	$ 35,331	$ 36,187
11****	$ 34,401	$ 35,259	$ 36,117	$ 36,976	$ 37,833
12*****	$ 36,045	$ 36,902	$ 37,760	$ 38,619	$ 39,475

Health Paraprofessional Salary Schedule - School Year 2015-16 End of Year					
Step	Base Salary	30 Credits	60 Credits	90 Credits	120 Credits
1	$ 23,124	$ 23,735	$ 24,346	$ 24,955	$ 25,564
2	$ 23,492	$ 24,113	$ 24,734	$ 25,355	$ 25,976
3	$ 23,860	$ 24,492	$ 25,124	$ 25,755	$ 26,389
4	$ 24,361	$ 25,002	$ 25,647	$ 26,288	$ 26,932
5	$ 25,252	$ 25,921	$ 26,589	$ 27,260	$ 27,928
6	$ 25,628	$ 26,309	$ 26,990	$ 27,670	$ 28,352
7	$ 27,739	$ 28,486	$ 29,229	$ 29,973	$ 30,719
8*	$ 31,108	$ 31,920	$ 32,731	$ 33,540	$ 34,349
9**	$ 33,401	$ 34,259	$ 35,115	$ 35,975	$ 36,833
10***	$ 35,044	$ 35,902	$ 36,760	$ 37,619	$ 38,475
11****	$ 36,688	$ 37,546	$ 38,404	$ 39,263	$ 40,119
12*****	$ 38,332	$ 39,190	$ 40,048	$ 40,907	$ 41,764

EDBD & PDD ParaProf Salary Schedule - School Year 2015-16 End of Year					
Step	Base Salary	30 Credits	60 Credits	90 Credits	120 Credits
1	$ 22,144	$ 22,755	$ 23,365	$ 23,974	$ 24,584
2	$ 22,512	$ 23,133	$ 23,754	$ 24,375	$ 24,996
3	$ 22,879	$ 23,512	$ 24,143	$ 24,774	$ 25,409
4	$ 23,380	$ 24,022	$ 24,667	$ 25,308	$ 25,952
5	$ 24,270	$ 24,940	$ 25,608	$ 26,279	$ 26,948
6	$ 24,647	$ 25,329	$ 26,010	$ 26,689	$ 27,372
7	$ 26,759	$ 27,506	$ 28,248	$ 28,993	$ 29,738
8*	$ 30,127	$ 30,939	$ 31,749	$ 32,558	$ 33,368
9**	$ 32,421	$ 33,277	$ 34,135	$ 34,994	$ 35,852
10***	$ 34,065	$ 34,923	$ 35,781	$ 36,640	$ 37,498
11****	$ 35,708	$ 36,566	$ 37,424	$ 38,283	$ 39,139
12*****	$ 37,353	$ 38,211	$ 39,069	$ 39,928	$ 40,786

* 10 Years of Service ** 15 Years of Service *** 20 Years of Service		
**** 25 Years of Service ***** 30 Years of Service		

Years	Amount	Poration	Extension	Add to:
27	1644	0.2	328.8	11
28	1644	0.4	657.6	11
29	1644	0.6	986.4	11
30	1644	0.8	1315.2	11

Lowell Public Schools
Paraprofessional Salary Schedule
Mid Year of School Year 2018-19

Step	Base Salary	30 Credits	60 Credits	90 Credits	120 Credits
1	$ 21,252	$ 21,876	$ 22,500	$ 23,119	$ 23,742
2	$ 21,628	$ 22,262	$ 22,895	$ 23,528	$ 24,162
3	$ 22,004	$ 22,648	$ 23,293	$ 23,935	$ 24,583
4	$ 22,515	$ 23,169	$ 23,826	$ 24,480	$ 25,137
5	$ 23,422	$ 24,105	$ 24,786	$ 25,472	$ 26,152
6	$ 23,806	$ 24,501	$ 25,196	$ 25,889	$ 26,586
7	$ 25,960	$ 26,722	$ 27,480	$ 28,239	$ 29,000
8*	$ 29,397	$ 30,224	$ 31,051	$ 31,877	$ 32,702
9**	$ 31,735	$ 32,609	$ 33,484	$ 34,361	$ 35,235
10***	$ 33,412	$ 34,289	$ 35,161	$ 36,037	$ 36,911
11****	$ 35,089	$ 35,964	$ 36,839	$ 37,715	$ 38,589
12*****	$ 36,766	$ 37,640	$ 38,515	$ 39,391	$ 40,265

Health Paraprofessional Salary Schedule - School Year 2015-16 End of Year

Step	Base Salary	30 Credits	60 Credits	90 Credits	120 Credits
1	$ 23,587	$ 24,210	$ 24,833	$ 25,454	$ 26,076
2	$ 23,962	$ 24,595	$ 25,229	$ 25,862	$ 26,495
3	$ 24,337	$ 24,982	$ 25,627	$ 26,270	$ 26,916
4	$ 24,849	$ 25,502	$ 26,160	$ 26,813	$ 27,471
5	$ 25,757	$ 26,439	$ 27,121	$ 27,805	$ 28,487
6	$ 26,141	$ 26,835	$ 27,529	$ 28,224	$ 28,919
7	$ 28,294	$ 29,056	$ 29,814	$ 30,573	$ 31,333
8*	$ 31,731	$ 32,558	$ 33,385	$ 34,211	$ 35,036
9**	$ 34,069	$ 34,944	$ 35,817	$ 36,695	$ 37,570
10***	$ 35,745	$ 36,620	$ 37,495	$ 38,371	$ 39,245
11****	$ 37,422	$ 38,297	$ 39,172	$ 40,048	$ 40,922
12*****	$ 39,099	$ 39,974	$ 40,849	$ 41,725	$ 42,599

EDBD & PDD ParaProf Salary Schedule - School Year 2015-16 End of Year

Step	Base Salary	30 Credits	60 Credits	90 Credits	120 Credits
1	$ 22,587	$ 23,210	$ 23,832	$ 24,453	$ 25,076
2	$ 22,962	$ 23,596	$ 24,229	$ 24,863	$ 25,496
3	$ 23,336	$ 23,982	$ 24,626	$ 25,269	$ 25,917
4	$ 23,848	$ 24,503	$ 25,160	$ 25,814	$ 26,471
5	$ 24,756	$ 25,439	$ 26,120	$ 26,804	$ 27,487
6	$ 25,140	$ 25,835	$ 26,530	$ 27,223	$ 27,920
7	$ 27,294	$ 28,056	$ 28,813	$ 29,573	$ 30,332
8*	$ 30,730	$ 31,558	$ 32,384	$ 33,210	$ 34,035
9**	$ 33,069	$ 33,943	$ 34,818	$ 35,694	$ 36,569
10***	$ 34,746	$ 35,621	$ 36,496	$ 37,372	$ 38,247
11****	$ 36,422	$ 37,297	$ 38,172	$ 39,048	$ 39,922
12*****	$ 38,100	$ 38,975	$ 39,850	$ 40,726	$ 41,601

* 10 Years of Service ** 15 Years of Service *** 20 Years of Service		
**** 25 Years of Service ***** 30 Years of Service		

Years	Amount	Poration	Extension	Add to:
27	1678	0.2	335.6	11
28	1678	0.4	671.2	11
29	1678	0.6	1006.8	11
30	1678	0.8	1342.4	11

Lowell Public Schools
Paraprofessional Salary Schedule
Last Day of School Year 2018-19

Step	Base Salary	30 Credits	60 Credits	90 Credits	120 Credits
1	$ 21,464	$ 22,095	$ 22,725	$ 23,350	$ 23,979
2	$ 21,845	$ 22,484	$ 23,124	$ 23,764	$ 24,403
3	$ 22,224	$ 22,875	$ 23,526	$ 24,175	$ 24,829
4	$ 22,740	$ 23,400	$ 24,064	$ 24,724	$ 25,389
5	$ 23,656	$ 24,346	$ 25,034	$ 25,726	$ 26,414
6	$ 24,044	$ 24,746	$ 25,448	$ 26,148	$ 26,852
7	$ 26,220	$ 26,989	$ 27,755	$ 28,521	$ 29,290
8*	$ 29,691	$ 30,526	$ 31,362	$ 32,196	$ 33,029
9**	$ 32,052	$ 32,935	$ 33,819	$ 34,705	$ 35,587
10***	$ 33,746	$ 34,631	$ 35,513	$ 36,398	$ 37,280
11****	$ 35,440	$ 36,324	$ 37,208	$ 38,093	$ 38,975
12*****	$ 37,134	$ 38,016	$ 38,900	$ 39,785	$ 40,668

Health Paraprofessional Salary Schedule - School Year 2015-16 End of Year					
Step	Base Salary	30 Credits	60 Credits	90 Credits	120 Credits
1	$ 23,823	$ 24,452	$ 25,082	$ 25,708	$ 26,337
2	$ 24,202	$ 24,841	$ 25,481	$ 26,121	$ 26,760
3	$ 24,581	$ 25,232	$ 25,883	$ 26,533	$ 27,186
4	$ 25,097	$ 25,757	$ 26,421	$ 27,082	$ 27,746
5	$ 26,014	$ 26,704	$ 27,392	$ 28,083	$ 28,772
6	$ 26,402	$ 27,103	$ 27,805	$ 28,506	$ 29,209
7	$ 28,577	$ 29,346	$ 30,112	$ 30,878	$ 31,647
8*	$ 32,048	$ 32,884	$ 33,719	$ 34,553	$ 35,386
9**	$ 34,409	$ 35,293	$ 36,176	$ 37,062	$ 37,946
10***	$ 36,102	$ 36,986	$ 37,870	$ 38,755	$ 39,637
11****	$ 37,796	$ 38,680	$ 39,564	$ 40,449	$ 41,331
12*****	$ 39,490	$ 40,374	$ 41,257	$ 42,142	$ 43,025

EDBD & PDD ParaProf Salary Schedule - School Year 2015-16 End of Year					
Step	Base Salary	30 Credits	60 Credits	90 Credits	120 Credits
1	$ 22,813	$ 23,443	$ 24,071	$ 24,698	$ 25,327
2	$ 23,192	$ 23,832	$ 24,471	$ 25,111	$ 25,751
3	$ 23,570	$ 24,222	$ 24,872	$ 25,522	$ 26,176
4	$ 24,086	$ 24,748	$ 25,412	$ 26,072	$ 26,736
5	$ 25,003	$ 25,693	$ 26,381	$ 27,073	$ 27,762
6	$ 25,391	$ 26,094	$ 26,795	$ 27,495	$ 28,199
7	$ 27,567	$ 28,336	$ 29,101	$ 29,869	$ 30,636
8*	$ 31,037	$ 31,873	$ 32,708	$ 33,542	$ 34,375
9**	$ 33,400	$ 34,282	$ 35,166	$ 36,051	$ 36,935
10***	$ 35,094	$ 35,977	$ 36,861	$ 37,746	$ 38,630
11****	$ 36,786	$ 37,670	$ 38,554	$ 39,439	$ 40,321
12*****	$ 38,481	$ 39,365	$ 40,249	$ 41,134	$ 42,017

* 10 Years of Service ** 15 Years of Service *** 20 Years of Service		
**** 25 Years of Service ***** 30 Years of Service		

Years	Amount	Poration	Extension	Add to:
27	1695	0.2	339	11
28	1695	0.4	678	11
29	1695	0.6	1017	11
30	1695	0.8	1356	11

Lowell Public Schools
Paraprofessional Salary Schedule
First Day of School Year 2019-20

Step	Base Salary	30 Credits	60 Credits	90 Credits	120 Credits
1	$ 21,714	$ 22,345	$ 22,975	$ 23,600	$ 24,229
2	$ 22,095	$ 22,734	$ 23,374	$ 24,014	$ 24,653
3	$ 22,474	$ 23,125	$ 23,776	$ 24,425	$ 25,079
4	$ 22,990	$ 23,650	$ 24,314	$ 24,974	$ 25,639
5	$ 23,906	$ 24,596	$ 25,284	$ 25,976	$ 26,664
6	$ 24,294	$ 24,996	$ 25,698	$ 26,398	$ 27,102
7	$ 26,470	$ 27,239	$ 28,005	$ 28,771	$ 29,540
8*	$ 29,941	$ 30,776	$ 31,612	$ 32,446	$ 33,279
9**	$ 32,302	$ 33,185	$ 34,069	$ 34,955	$ 35,837
10***	$ 33,996	$ 34,881	$ 35,763	$ 36,648	$ 37,530
11****	$ 35,690	$ 36,574	$ 37,458	$ 38,343	$ 39,225
12*****	$ 37,384	$ 38,266	$ 39,150	$ 40,035	$ 40,918

Health Paraprofessional Salary Schedule - School Year 2015-16 End of Year

Step	Base Salary	30 Credits	60 Credits	90 Credits	120 Credits
1	$ 24,073	$ 24,702	$ 25,332	$ 25,958	$ 26,587
2	$ 24,452	$ 25,091	$ 25,731	$ 26,371	$ 27,010
3	$ 24,831	$ 25,482	$ 26,133	$ 26,783	$ 27,436
4	$ 25,347	$ 26,007	$ 26,671	$ 27,332	$ 27,996
5	$ 26,264	$ 26,954	$ 27,642	$ 28,333	$ 29,022
6	$ 26,652	$ 27,353	$ 28,055	$ 28,756	$ 29,459
7	$ 28,827	$ 29,596	$ 30,362	$ 31,128	$ 31,897
8*	$ 32,298	$ 33,134	$ 33,969	$ 34,803	$ 35,636
9**	$ 34,659	$ 35,543	$ 36,426	$ 37,312	$ 38,196
10***	$ 36,352	$ 37,236	$ 38,120	$ 39,005	$ 39,887
11****	$ 38,046	$ 38,930	$ 39,814	$ 40,699	$ 41,581
12*****	$ 39,740	$ 40,624	$ 41,507	$ 42,392	$ 43,275

EDBD & PDD ParaProf Salary Schedule - School Year 2015-16 End of Year

Step	Base Salary	30 Credits	60 Credits	90 Credits	120 Credits
1	$ 23,063	$ 23,693	$ 24,321	$ 24,948	$ 25,577
2	$ 23,442	$ 24,082	$ 24,721	$ 25,361	$ 26,001
3	$ 23,820	$ 24,472	$ 25,122	$ 25,772	$ 26,426
4	$ 24,336	$ 24,998	$ 25,662	$ 26,322	$ 26,986
5	$ 25,253	$ 25,943	$ 26,631	$ 27,323	$ 28,012
6	$ 25,641	$ 26,344	$ 27,045	$ 27,745	$ 28,449
7	$ 27,817	$ 28,586	$ 29,351	$ 30,119	$ 30,886
8*	$ 31,287	$ 32,123	$ 32,958	$ 33,792	$ 34,625
9**	$ 33,650	$ 34,532	$ 35,416	$ 36,301	$ 37,185
10***	$ 35,344	$ 36,227	$ 37,111	$ 37,996	$ 38,880
11****	$ 37,036	$ 37,920	$ 38,804	$ 39,689	$ 40,571
12*****	$ 38,731	$ 39,615	$ 40,499	$ 41,384	$ 42,267

* 10 Years of Service ** 15 Years of Service *** 20 Years of Service		
**** 25 Years of Service ***** 30 Years of Service		

Years	Amount	Poration	Extension	Add to:
27	1695	0.2	339	11
28	1695	0.4	678	11
29	1695	0.6	1017	11
30	1695	0.8	1356	11

Lowell Public Schools
Paraprofessional Salary Schedule
Mid Year of School Year 2019-20

Step	Base Salary	30 Credits	60 Credits	90 Credits	120 Credits
1	$ 22,149	$ 22,792	$ 23,434	$ 24,072	$ 24,714
2	$ 22,537	$ 23,189	$ 23,842	$ 24,494	$ 25,146
3	$ 22,923	$ 23,587	$ 24,252	$ 24,913	$ 25,580
4	$ 23,450	$ 24,123	$ 24,801	$ 25,474	$ 26,151
5	$ 24,384	$ 25,087	$ 25,790	$ 26,496	$ 27,197
6	$ 24,780	$ 25,496	$ 26,212	$ 26,926	$ 27,644
7	$ 26,999	$ 27,784	$ 28,565	$ 29,347	$ 30,130
8*	$ 30,540	$ 31,391	$ 32,244	$ 33,095	$ 33,945
9**	$ 32,948	$ 33,849	$ 34,750	$ 35,654	$ 36,554
10***	$ 34,676	$ 35,579	$ 36,478	$ 37,381	$ 38,281
11****	$ 36,404	$ 37,305	$ 38,207	$ 39,109	$ 40,010
12*****	$ 38,132	$ 39,032	$ 39,933	$ 40,836	$ 41,736

Health Paraprofessional Salary Schedule - School Year 2015-16 End of Year					
Step	Base Salary	30 Credits	60 Credits	90 Credits	120 Credits
1	$ 24,554	$ 25,196	$ 25,838	$ 26,478	$ 27,118
2	$ 24,941	$ 25,593	$ 26,246	$ 26,898	$ 27,551
3	$ 25,327	$ 25,992	$ 26,656	$ 27,319	$ 27,984
4	$ 25,854	$ 26,527	$ 27,205	$ 27,878	$ 28,556
5	$ 26,789	$ 27,493	$ 28,195	$ 28,900	$ 29,602
6	$ 27,185	$ 27,900	$ 28,616	$ 29,331	$ 30,048
7	$ 29,403	$ 30,188	$ 30,969	$ 31,751	$ 32,535
8*	$ 32,944	$ 33,797	$ 34,648	$ 35,499	$ 36,349
9**	$ 35,353	$ 36,254	$ 37,154	$ 38,058	$ 38,960
10***	$ 37,079	$ 37,981	$ 38,882	$ 39,785	$ 40,685
11****	$ 38,807	$ 39,708	$ 40,610	$ 41,512	$ 42,413
12*****	$ 40,535	$ 41,436	$ 42,337	$ 43,240	$ 44,140

EDBD & PDD ParaProf Salary Schedule - School Year 2015-16 End of Year					
Step	Base Salary	30 Credits	60 Credits	90 Credits	120 Credits
1	$ 23,524	$ 24,166	$ 24,807	$ 25,446	$ 26,088
2	$ 23,911	$ 24,563	$ 25,216	$ 25,868	$ 26,521
3	$ 24,296	$ 24,962	$ 25,625	$ 26,288	$ 26,954
4	$ 24,823	$ 25,498	$ 26,175	$ 26,848	$ 27,526
5	$ 25,758	$ 26,462	$ 27,164	$ 27,869	$ 28,573
6	$ 26,154	$ 26,871	$ 27,586	$ 28,300	$ 29,018
7	$ 28,373	$ 29,158	$ 29,938	$ 30,721	$ 31,503
8*	$ 31,913	$ 32,766	$ 33,617	$ 34,468	$ 35,318
9**	$ 34,323	$ 35,223	$ 36,124	$ 37,027	$ 37,928
10***	$ 36,051	$ 36,952	$ 37,853	$ 38,756	$ 39,658
11****	$ 37,777	$ 38,679	$ 39,580	$ 40,483	$ 41,383
12*****	$ 39,506	$ 40,407	$ 41,309	$ 42,211	$ 43,113

* 10 Years of Service ** 15 Years of Service *** 20 Years of Service		
**** 25 Years of Service ***** 30 Years of Service		

Years	Amount	Poration	Extension	Add to:
27	1729	0.2	345.8	11
28	1729	0.4	691.6	11
29	1729	0.6	1037.4	11
30	1729	0.8	1383.2	11

Lowell Public Schools
Paraprofessional Salary Schedule
Last Day of School Year 2019-20

Step	Base Salary	30 Credits	60 Credits	90 Credits	120 Credits
1	$ 22,370	$ 23,020	$ 23,668	$ 24,313	$ 24,961
2	$ 22,762	$ 23,421	$ 24,080	$ 24,739	$ 25,398
3	$ 23,152	$ 23,823	$ 24,494	$ 25,162	$ 25,836
4	$ 23,684	$ 24,364	$ 25,049	$ 25,729	$ 26,413
5	$ 24,628	$ 25,338	$ 26,048	$ 26,761	$ 27,469
6	$ 25,027	$ 25,751	$ 26,474	$ 27,195	$ 27,920
7	$ 27,269	$ 28,062	$ 28,850	$ 29,640	$ 30,432
8*	$ 30,845	$ 31,705	$ 32,567	$ 33,425	$ 34,284
9**	$ 33,278	$ 34,187	$ 35,097	$ 36,010	$ 36,920
10***	$ 35,023	$ 35,935	$ 36,843	$ 37,754	$ 38,664
11****	$ 36,768	$ 37,678	$ 38,589	$ 39,501	$ 40,410
12*****	$ 38,513	$ 39,422	$ 40,332	$ 41,244	$ 42,153

Health Paraprofessional Salary Schedule - School Year 2015-16 End of Year					
Step	Base Salary	30 Credits	60 Credits	90 Credits	120 Credits
1	$ 24,800	$ 25,448	$ 26,097	$ 26,742	$ 27,389
2	$ 25,190	$ 25,849	$ 26,508	$ 27,167	$ 27,826
3	$ 25,581	$ 26,251	$ 26,922	$ 27,592	$ 28,264
4	$ 26,112	$ 26,793	$ 27,477	$ 28,157	$ 28,841
5	$ 27,057	$ 27,768	$ 28,477	$ 29,189	$ 29,898
6	$ 27,457	$ 28,179	$ 28,902	$ 29,624	$ 30,348
7	$ 29,697	$ 30,490	$ 31,279	$ 32,069	$ 32,860
8*	$ 33,273	$ 34,135	$ 34,995	$ 35,854	$ 36,712
9**	$ 35,706	$ 36,617	$ 37,526	$ 38,439	$ 39,349
10***	$ 37,450	$ 38,361	$ 39,271	$ 40,183	$ 41,092
11****	$ 39,195	$ 40,105	$ 41,016	$ 41,928	$ 42,837
12*****	$ 40,940	$ 41,850	$ 42,761	$ 43,673	$ 44,582

EDBD & PDD ParaProf Salary Schedule - School Year 2015-16 End of Year					
Step	Base Salary	30 Credits	60 Credits	90 Credits	120 Credits
1	$ 23,760	$ 24,408	$ 25,055	$ 25,701	$ 26,349
2	$ 24,150	$ 24,809	$ 25,468	$ 26,127	$ 26,786
3	$ 24,539	$ 25,211	$ 25,881	$ 26,550	$ 27,224
4	$ 25,071	$ 25,753	$ 26,437	$ 27,117	$ 27,801
5	$ 26,016	$ 26,726	$ 27,436	$ 28,148	$ 28,858
6	$ 26,416	$ 27,139	$ 27,862	$ 28,583	$ 29,308
7	$ 28,657	$ 29,450	$ 30,237	$ 31,028	$ 31,818
8*	$ 32,232	$ 33,093	$ 33,953	$ 34,812	$ 35,671
9**	$ 34,666	$ 35,575	$ 36,486	$ 37,397	$ 38,308
10***	$ 36,411	$ 37,322	$ 38,232	$ 39,144	$ 40,054
11****	$ 38,155	$ 39,065	$ 39,976	$ 40,888	$ 41,797
12*****	$ 39,901	$ 40,811	$ 41,722	$ 42,633	$ 43,544

* 10 Years of Service ** 15 Years of Service *** 20 Years of Service			
**** 25 Years of Service ***** 30 Years of Service			

Years	Amount	Poration	Extension	Add to:
27	1746	0.2	349.2	11
28	1746	0.4	698.4	11
29	1746	0.6	1047.6	11
30	1746	0.8	1396.8	11