

**COLLECTIVE BARGAINING AGREEMENT ADDENDUM**

**between**

**REDLANDS EDUCATION SUPPORT PROFESSIONALS  
ASSOCIATION/NEA**

**and**

**REDLANDS UNIFIED SCHOOL DISTRICT**

**July 1, 2016 – June 30, 2018**

**Effective Dates**

**Articles 6, 8, 9, 23 and Appendix A-1: July 1, 2017**

**Article 17: July 1, 2018**

**Board Approved:**

**March 13, 2018**

AGREEMENT ADDENDUM

Between the

BOARD OF EDUCATION

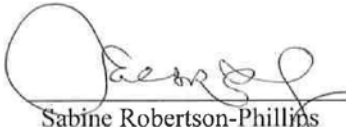
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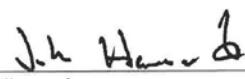
REDLANDS UNIFIED SCHOOL DISTRICT

and the

REDLANDS EDUCATION SUPPORT PROFESSIONALS ASSOCIATION/CTA/NEA

The following agreement has been reached by designated representatives of the Board of Education and the Redlands Education Support Professionals Association/CTA//NEA ("RESPA") in accordance with the California Education Employment Relations Act. This Agreement concludes reopener negotiations for the 2017-2018 school year and modifies the Collective Bargaining Agreement between the Redlands Unified School District and RESPA in effect through June 30, 2018.

  
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Sabine Robertson-Phillips  
Representative  
Board of Education

  
\_\_\_\_\_  
John Havard  
Representative  
Redlands Education Support  
Professionals Association/CTA/NEA


March 14, 2018  
\_\_\_\_\_  
Date

March 14, 2018  
\_\_\_\_\_  
Date

Approved by the Board of Education:

Approved by the Redlands Education Support  
Professionals Association/CTA/NEA:

  
\_\_\_\_\_  
Jim O'Neill  
President  
Board of Education

  
\_\_\_\_\_  
Dan Kivett  
President  
Redlands Education Support  
Professionals Association/CTA/NEA

March 13, 2018  
\_\_\_\_\_  
Date

March 14, 2018  
\_\_\_\_\_  
Date

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ARTICLE 6  
PAY AND ALLOWANCES

6.1 Regular Rate of Pay

The regular rate of pay for each position in the bargaining unit shall be in accordance with the rates established for each class as provided for in Appendix A. The regular rate of pay shall include any shift differential and/or longevity increment required to be paid under this Agreement.

6.2 Special Payments

Any payroll adjustment due a member of the bargaining unit as a result of working out of class, recomputation of hours, or for reasons other than procedural errors shall be made at the next regular pay period except when precluded by circumstances beyond the control of the District.

6.3 Lost Checks

Any paycheck for a member of the bargaining unit which is lost after receipt or which is not received within five (5) days, if mailed, shall be replaced no later than three (3) working days following the unit member's demand of the payroll department for replacement of the check except when precluded by circumstances beyond the control of the District. The unit member must sign for receipt of the replaced check.

6.4 Promotion

Any member of the bargaining unit receiving a promotion under the provisions of this Agreement shall be moved to the appropriate range and step of the new class to insure an increase of not less than fifty dollars (\$50.00) per month as a result of that promotion, except that the unit member may be placed on the last step of the appropriate range if that is the maximum allowable for that class. This amount shall be prorated for employees working less than eight (8) hours per day.

6.5 Mileage

Any member of the bargaining unit authorized in writing to use his/her vehicle on District business shall be reimbursed for such travel at the business rate established by the Internal Revenue Service at the time such travel occurred.

6.5.1 A unit member with dual work sites will be paid the above rate for mileage between the work sites.

6.6 Meals and Lodging

Any member of the bargaining unit who, as a result of a work assignment outside of a regular workday, must have meals and/or lodging away from the District shall be reimbursed for all reasonable, necessary expenses in accordance with District policy.

6.7 Longevity Pay

The District agrees to additionally compensate long service unit members. Longevity pay incentives will be paid monthly at the start of the following specified years of employment (see salary schedule A-1 for amounts): 11<sup>th</sup>, 14<sup>th</sup>, 19<sup>th</sup>, 24<sup>th</sup>, 29<sup>th</sup>.

6.7.1 Longevity Pay will be adjusted to reflect any percentage increase which may be applied to the salary schedule. Such an adjustment shall be made each time that a percentage increase is applied to the salary schedule.

6.7.2 Longevity pay will be prorated for unit members working less than full-time.

6.8 Uniforms and Tools

The District shall provide the following expense allowances in lieu of providing uniforms or tools:

6.8.1 Uniforms

Campus Security	\$49.00/month
Campus Supervisors	\$49.00/month

6.8.2 Tools

Mechanics	\$49.00/month
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6.8.3 The expense allowances for uniforms and tools will be adjusted to reflect any percentage increase of the salary schedule. Such an adjustment shall be made each time that a percentage increase is applied to the salary schedule.

6.8.4 Special Bus Driver Certificate

The cost of the initial license shall be borne by the unit member. The cost of the license application fee every five (5) years shall be reimbursed by the District.

6.8.5 Transportation Mechanics Uniforms

The District will provide uniforms to the mechanics of the Transportation Department. Each mechanic will receive eleven (11) uniforms and the District will provide laundry service.

6.9 Compensation During Required Training Periods

A unit member who is required to attend training sessions or otherwise engage in training of any kind as a condition of his/her employment in a position shall receive compensation as follows:

6.9.1 When the training occurs during the unit member's regularly assigned working hours, the unit member shall be paid at his/her regular rate of pay and shall receive all benefits to which s/he is entitled.

6.9.2 When the regularly assigned hours and the hours of training combined total in excess of eight (8) hours on a regularly assigned workday, or forty (40) hours in a workweek, the unit member shall be paid at the overtime rate appropriate for that day or time at which the training occurs. The overtime rate shall be based in accordance with the overtime provisions of this contract.

6.9.3 All costs incurred under a mandated training program for unit member transportation, registration fees, and supplies shall be paid for by the District.

6.9.4 Unless excused by his/her immediate supervisor, a unit member who does not attend a mandated training session after receiving at least fifteen (15) work days prior notice, assumes full responsibility as an individual for meeting the training requirements at his/her own expense.

6.10 Salary Warrants

The bargaining unit members shall be permitted to receive salary warrants in one (1) of the following ways: electronically transferred to bank or via special courier to each work site.

6.10.1 Ten (10) month unit members shall have the option of participating in the District's version of the county salary reserve program. Salary warrants may be

received over a twelve (12) month time period commencing October 1 of any given year.

6.11 Bilingual Differential

A unit member who is responsible for conversing with people in a language other than English and performs this duty on a regular basis, and whose use of this language is of significant benefit to the operations of the District, shall receive a fifty dollar (\$50.00) per month differential subject to the following conditions:

- 6.11.1 This differential shall not be used in situations when only occasional use of bilingual skills is required.
- 6.11.2 The bilingual differential is assigned as an annual appointment at the discretion of the site administrator.
- 6.11.3 The bilingual differential shall not be paid to unit members whose job qualifications require bilingual skills as a condition of employment.
- 6.11.4 The bilingual designation for any unit member may be terminated at any time by the District, at which time the differential shall no longer be paid.
- 6.11.5 The District retains the sole right to determine the number and placement of positions to be paid the bilingual differential.
- 6.11.6 The bilingual differential will be adjusted to reflect any percentage increase which may be applied to the salary schedule. Such an adjustment shall be made each time that a percentage increase is applied to the salary schedule.

ARTICLE 8  
LEAVES

8.1 Sick Leave

Sick leave is granted to unit members covered by this Agreement when absence from work is caused by actual illness or injury and is not covered by Section 8.5 of this Agreement.

8.1.1 Extended Illness Leave

If an employee has utilized all accumulated sick leave and vacation and is still absent from duties on account of illness or accident for a period not to exceed one hundred (100) school days, then the amount of salary deducted in any month shall not exceed fifty percent (50%) of the salary due during the period of absence. The period during which the above deductions occur shall not begin until all other paid sick leave and vacation provisions for which the employee is eligible have been exhausted with the exception of Family Care and Medical Leave (FCML).

8.1.1.1 No more than one hundred (100) extended illness leave days may be taken during any one (1) school year.

8.1.1.2 When all available leaves of absence, paid or unpaid, have been exhausted and if the unit member is not medically able to assume the duties of his/her position, s/he shall be placed on a reemployment list for a period of thirty-nine (39) months. During the thirty-nine(39)-month period, the unit member, if medically able to resume work and desirous of doing so, shall be employed in any vacant position in the class and for the hours per day of the unit member's previous assignment over all other available candidates except for a reemployment list established because of lack of work or lack of funds, in which case the unit member shall be listed in accordance with appropriate seniority regulations.

8.1.2 Sick Leave Entitlement

Full-time twelve-month unit members will receive twelve (12) days fully paid sick leave annually. Unit members employed for less than a fiscal year are paid sick leave as the number of months the unit member is employed bears to twelve (12).

8.1.3 Prorated Leave

Part-time unit members shall receive sick leave in proportion to that allowed full-time unit members based on time worked.

8.1.4 Verification of Illness

Verification of illness or injury may be required by the District if there is good cause to suspect abuse of sick leave. "Good cause" is defined as anyone who has exhausted his or her yearly allotment of sick leave and continues to use sick leave or personal necessity leave. The District may designate an appropriate medical authority for such verification and disallow salary payment if such leave is improperly used. The cost of such medical verification shall be borne by the District. Periodic medical reports may be required during an extended absence of a unit member.



8.1.5 Family Illness

Every full-time permanent employee shall be entitled to use six (6) days of accrued sick leave per school year to attend to the illness of a child, parent, or spouse. An employee covered by this Agreement working less than full-time shall be entitled to family illness leave in the same ratio that his/her employment bears to full-time employment.

8.1.6 Return to Work Verification

For absences in excess of five (5) workdays, the employee shall submit a statement from his/her physician or surgeon indicating the date of authorized return to duty and work restrictions, if any. The District may require verification of absences for good cause as defined in Article 8.1.4.

Upon request, unit members returning to work from illness absence involving surgery or an off-work order shall be required to present a doctor's release verifying medical permission to return to work, including any restrictions.

8.2 Catastrophic Sick Leave Bank

8.2.1 Bargaining unit members who suffer a catastrophic injury/illness that is expected to incapacitate the unit member for an extended period of time (more than ten [10] days), shall become eligible to use this catastrophic sick leave plan. Bargaining unit members shall be eligible to use the catastrophic sick leave plan to care for an immediate family member as defined in Article 8.3, who is living in the immediate household of the unit member and has suffered a catastrophic injury/illness subject to the restrictions and conditions outlined as follows:

8.2.1.1 The unit member to receive donated sick leave must have exhausted all fully paid leave and must be in a true catastrophic condition.

8.2.1.2 A unit member who has exhausted sick leave but still has a differential leave available is eligible for a withdrawal from the Bank. Use of the Sick Leave Bank benefit is allowable only as a supplement to such differential leave. The District shall pay the unit member full pay and the Bank shall be charged one-half (1/2).

8.2.1.3 The unit member must be a permanent, not probationary, employee.

8.2.2 The use of this Sick Leave Bank shall only be available to those eligible bargaining unit members who have made a donation of at least five (5) days to the bank prior to their request, and have continued participation under Section 8.2.5. For the purpose of this article only, "days" shall be defined as each individual employee's regular contract hours at the time of donation to or withdrawal from the Sick Leave Bank.

8.2.3 This donation shall be irrevocable. The unit member shall file an irrevocable "Classified Sick Leave Bank Deposit Form" with the Human Resources Office. A donation to the Sick Leave Bank shall be a general donation from prior years' accumulations, and shall not be donated to a specific unit member for his/her exclusive use.

- 8.2.4 There is no limit to the number of sick leave days a unit member may donate to the Sick Leave Bank, so long as the minimum number of accumulated sick leave days available from the prior years accumulations in the unit member's account does not fall below five (5) days.
- 8.2.5 An additional day of contribution will be required of all participants if the number of hours in the Bank falls below 1,200. Unit members who are drawing from the Bank at the time of the assessment will not be required to contribute to remain eligible to draw from the Bank. If a participant has less than an annual allotment of remaining sick leave days at the time of the assessment, they need not contribute the additional day to remain a participant in the Sick Leave Bank.
- 8.2.6 Leave from the Bank may not be used for illness or disability which qualifies the unit member for Workers' Compensation benefits unless he/she has exhausted all Workers' Compensation leave and his/her own fully paid leave.
- 8.2.7 When the unit member may reasonably be presumed to be eligible for disability retirement under PERS or, if applicable, Social Security, he/she may be requested to apply for such retirement. Failure of the unit member to submit a complete application, including medical information provided by the applicant's physician, within twenty (20) working days will disqualify the unit member from further Sick Leave Bank payments.
- 8.2.8 Bargaining unit members may join the Sick Leave Bank during the annual open enrollment period (October 1 to October 31) only.
- 8.2.9 Cancellation of membership in the Bank occurs automatically whenever a unit member fails to make his/her assessment contribution under Section 8.2.5. The unit member shall not be eligible to draw from the Bank as of the effective date of cancellation. Sick leave previously authorized for contribution to the Bank shall not be returned if the unit member effects cancellation.
- 8.2.10 A unit member wishing to use this Sick Leave Bank shall submit a "Classified Sick Leave Bank Request for Withdrawal Form." This form shall be submitted to the Human Resources Office. The request shall clearly state the details of the catastrophe and the amount of sick leave requested. Appropriate written verification of the catastrophic illness or injury must be included with the request. The unit member should be prepared to provide additional documentation on the nature and severity of the illness or injury, if requested. A Sick Leave Bank Committee shall consider the request of the unit member. The committee shall consist of one (1) person selected by the Employer as a recordkeeper and three (3) voting members selected by the Association. The committee may grant, reject, or partially grant a request. Any rejection of a request may be appealed to the RESPA Executive Board for final action and decision. The timelines for filing an appeal shall be the same as found in the initial step of the grievance procedure (Article 19).
- 8.2.11 The maximum number of duty days allowed to be utilized by one unit member for a single catastrophic injury/illness shall not exceed thirty (30) duty days. A unit member may request a specific number of days on one "Classified Sick Leave Bank Request for Withdrawal Form." The unit member may request additional days up to thirty (30) days by filing an additional request for consideration by the Committee.

- 8.2.12 Any days approved that are unused by the unit members shall be returned to the Catastrophic Sick Leave Bank.
- 8.2.13 If a unit member uses a day from the Sick Leave Bank, pay for that day shall be the same rate the unit member would have received had the unit member worked that day. No distinction shall be made as to the differing pay rates of the donors or recipients.
- 8.2.14 During November of each year, the Human Resources Office shall provide the Association a statement outlining the number of days available in the Bank as of November 1 of that year and the number of days used in the previous fiscal year.
- 8.2.15 Hold Harmless  
The Association agrees that it will not file, on its own behalf or on behalf of any unit member, any grievance, claim, or lawsuit of any kind related to any attempt by a unit member to retrieve donated sick leave used by another unit member pursuant to this provision. The Association also agrees that it will not file, on its own behalf or on behalf of any unit member, any grievance, claim or lawsuit of any kind which attempts to challenge in any way the legality or enforcement of this provision.
- 8.2.16 If the Sick Leave Bank is terminated for any reason, the days remaining in the Bank shall be equitably distributed to the then current members of the Bank according to the following distribution formula: Total number of hours divided by current active participants.

8.3 Bereavement Leave

Each member of the unit covered by this Agreement is entitled to a maximum of five (5) days bereavement leave due to the death of any member of the unit member's immediate family. For purposes of this Section 8.3, "member of the immediate family" shall mean the mother, father, grandparent, or a grandchild of the unit member or of the spouse of the unit member, and the spouse, son, daughter, son-in-law, daughter-in-law, brother, brother-in-law, sister, sister-in-law, aunt, uncle, of the unit member, foster parent, step-parent, or foster child, or any person(s) living in the immediate household of the unit member. Additions to the definition of member of the unit member's immediate family above will be made only at the discretion of the Superintendent/designee.

8.4 Personal Necessity Leave

8.4.1 Every employee covered by this Agreement shall be entitled to use up to eight (8) days per year of paid sick leave for reasons of personal necessity. A unit member shall, except in case of emergency, give as much advance notice as is feasible of the intent to use personal necessity leave. Such absences must be for the following personal and compelling reasons:

8.4.1.1 The death of a member of the unit member's immediate family when the number of days absent exceeds the limit provided in Section 8.3 of this Agreement.

8.4.1.2 The serious illness of a member of the unit member's immediate family.

- 8.4.1.3 An accident involving the unit member's property or the person or property of any member of the unit member's immediate family.
- 8.4.1.4 The birth of a child, making it necessary for the unit member who is the father of the child to be absent from his position during his assigned hours of service.
- 8.4.1.5 Imminent danger to the home of a unit member occasioned by an event such as a flood or fire, serious in nature which under the circumstances the unit member cannot reasonably be expected to disregard and which requires the attention of the unit member during his/her assigned hours of service.
- 8.4.1.6 Official appearance as a personal litigant.

8.4.2 Personal Necessity Leave may be granted for other emergencies and events which may occur, serious in nature, which under the circumstances the unit member cannot reasonably be expected to disregard and which requires the attention of the unit member during his/her assigned hours of service, by permission of the Superintendent/designee.

8.4.3 A member of the unit shall submit to his/her supervisor the reasons for having taken personal necessity leave on an appropriately drawn District absence affidavit form (Appendix B).

8.5 General Leave

Every employee covered by this agreement shall be entitled to use up to two (2) days per year of paid sick leave as general leave for any reason. A unit member shall, except in case of emergency, give as much advance notice as is feasible of the intent to use general leave.

8.6 Industrial Illness and Accident Leave

Up to sixty (60) working days shall be granted in case of an industrial illness and/or accident when the absence is caused by injury or accident directly arising from the performance of services for the District. All Industrial and Accident Leaves must be supported by a physician's certificate and verified by the self insurance program for employees.

8.6.1 The following are the provisions for Industrial Accident or Illness Leave:

- 8.6.1.1 When an Industrial Accident or Illness occurs, the unit member shall be entitled to up to sixty (60) working days, in any one (1) fiscal year, for the same illness or injury. When an industrial accident or illness occurs at a time when the full sixty (60) days will overlap into the next fiscal year, the employee shall be entitled to only the amount remaining at the end of the fiscal year in which the injury or illness occurred, for the same illness or injury.
- 8.6.1.2 Industrial Accident or Illness Leave will commence on the first day of absence.
- 8.6.1.3 Payment for wages lost on any day shall not, when added to an award granted the unit member under the workers' compensation laws of this State, exceed the normal wage for the day.

- 8.6.1.4 Industrial Accident Leave will be reduced by one (1) day for each day of authorized absence, regardless of any compensation award made under workers' compensation.
- 8.6.1.5 Periods of leave of absence under Section 8.5, paid or unpaid, shall not be considered to be a break in service of the unit member.
- 8.6.1.6 No employee shall return to work without prior authorization from the Business Services Office.
- 8.6.2 During all paid leaves of absence, whether Industrial Accident Leave as provided in this Section, sick leave, vacation, or other available leave provided by law or the action of a governing board, the unit member shall endorse to the District wage loss benefit checks received under the workers' compensation laws of this State. The District, in turn, shall issue the unit member appropriate warrants for payment of wages or salary and shall deduct normal retirement and other authorized contributions.
- 8.6.3 Industrial Illness and Accident Leave benefits are in addition to sick leave benefits.
- 8.6.4 A unit member shall be deemed to have recovered from an accident or illness and thereby able to return to work at such time as his/her physician so indicates subject to District verification of medical fitness to perform work by appropriate medical authority at District expense.

8.7 Parental Leave

- 8.7.1 General  
Upon request, the District shall grant an unpaid leave of absence for up to one (1) year to any classified unit member who must be absent from duties because of pregnancy, miscarriage, or childbirth, and the recovery therefrom. The unit member must submit to Human Resources a written request along with medical verification for the necessity of the leave. Pregnancy and pregnancy-related disability leave provided under Federal and/or State law shall run concurrently with leave under this section.
- 8.7.2 Non-discrimination  
There shall be no discrimination in the unit member's continued right to work or the application and use of sick leave, health insurance, or any other employee rights and benefits on the basis of pregnancy, miscarriage, or childbirth and recovery therefrom.
- 8.7.3 Maternity and Paternity Leave for Child Bonding/Child Care  
Pursuant to Education Code 45196.1, when a unit member takes leave for maternity or paternity under the Family and Medical Leave Act (FMLA) and/or the California Family Rights Act (CFRA), she or he may use up to twelve (12) workweeks of substitute differential leave with salary deducted at no more than fifty percent (50%) of pay earned and available under article 8.1.2 concurrently with the unpaid FMLA and/or CFRA leave entitlement. The twelve (12) workweeks shall be reduced by any period of sick leave, including accumulated sick leave, taken during a period of maternity or paternity leave pursuant to CFRA (Government Code section 12945.2) or this Agreement.

- 8.7.3.1 A unit member shall not be provided more than one 12-week period per maternity or paternity leave. Such leave shall not be restricted to use in one contiguous term, but may be used in segments of no less than two (2) weeks unless mutually agreed upon, which may total up to twelve (12) weeks. If a school year terminates before the 12-week period is exhausted, the unit member may take the balance of the 12-week period the subsequent school year.
- 8.7.3.2 For the purposes of this section, “maternity or paternity leave” shall mean child bonding or child care leave taken within the (12) months following the birth of a child of the unit member, or the placement of a child with a unit member in connection with the adoption or foster care of the child by the unit member, as provided in the CFRA.
- 8.7.3.3 Leave taken under this section shall be in addition to leave taken by a unit member due to her disability caused by pregnancy, childbirth or related medical conditions.
- 8.7.3.4 Paid leave taken under this section shall be used concurrently with unpaid child bonding leave under FMLA and/or CFRA, or otherwise authorized by this Agreement.

8.8 Absences for District Job Testing

Unit members shall be released from duties for the purpose of taking District Job Tests and/or District Job Interviews. A minimum of twenty-four (24) hours notice to the unit member’s immediate supervisor is required. This release time shall be unpaid, unless the member chooses to use available paid leave or vacation time for this purpose.

8.9 Leaves of Absence for Personal Reasons

Permanent unit members covered by this Agreement may request personal leave at no cost to the District. Such leaves may be granted at the sole and exclusive discretion of the District and may be granted for a period up to one (1) year. Unit members on Leaves of Absence for Personal Reasons shall have the right to participate in the District Health and Welfare benefit programs, not expressly prohibited by law and consistent with insurance carrier requirements, at no expense to the District. An employee shall return, if possible, to the position held prior to the leave of absence or to a similar position if available, in the same classification for which the employee is qualified.

8.10 Jury Duty/Official Appearance Leave

- 8.10.2 Upon receiving notification of a judicial or official appearance request, the employee shall inform his/her supervisor of said notification. The employee seeking an official jury duty leave or official appearance leave shall submit appropriate verification of the use of such leave to the supervisor.
- 8.10.3 An employee shall be granted a leave of absence for judicial appearance leave not to exceed the duration of the requirements for participation and appearance.

On the first day bargaining unit members are to report for Jury Duty, the following provisions shall apply:

Eight (8) hour employees who report and are released prior to noon shall return to work for the remaining four (4) hours of their work day. Work hours for all eight (8) hour employees shall be adjusted on this day to begin at 8:00 a.m. If

an employee is released prior to noon, the remaining work schedule shall be mutually agreed to by the employee and his or her immediate supervisor.

For employees who work less than eight (8) hours and more than four (4) hours, if the jury service is more than fifty percent (50%) of their work hours, they are not required to return to work for the remainder of the day, with the exception of school bus drivers who are to call the Transportation Office to make sure their runs are covered or who may opt to drive additional hours if available.

Employees who work less than four (4) hours who are released prior to 10:00 a.m. shall call their work site to ensure substitute coverage has been provided and determine with their immediate supervisor what options regarding use of leave or return to work shall be utilized.

After the first day of jury service, should an employee be required to return or be empanelled on a jury, the hours spent in jury service shall constitute the working day. For any days court is not in session, the employee shall return to work.

8.10.4 An employee granted a jury duty leave under these provisions shall be granted full District compensation for their normally scheduled hours. Fees received by the employee, paid by the Court, excluding travel and subsistence expenses, shall be subject to payroll deduction. Such deduction shall be taken after a sixty (60) day period subsequent to submission of an absence affidavit verifying completion of jury service.

8.10.5 An employee who is called by the District for an official appearance (court appearance) as a witness or for witness preparation for work-related matters while off-duty shall be compensated at their current hourly rate of pay.

8.11 Military Leave

Leave for purposes of military service shall be granted pursuant to applicable Federal and State law including, but not limited to, the Uniformed Services Employment and Reemployment Rights Act and the Military and Veteran's Code.

8.12 Sick Leave Granted for Quarantine

If a unit member is unable to report for work because of quarantine, the days of absence may be charged against the unit member's sick leave.

8.13 Transfer of Accumulated Sick Leave

Transfer of accumulated sick leave for newly employed unit members shall be consistent with legal requirements.

8.14 Absences of One Hour or Less

If for good and compelling reasons a unit member must be absent from the work site for a period of one (1) hour or less, with twenty-four (24) hours' notice and prior approval of the immediate supervisor, the unit member may be allowed to make up the period of absence on the same day or next work day in lieu of utilizing leave benefits under this Article. All absences of more than one (1) hour will necessitate utilization of the appropriate leave provisions of this Article.

8.15 Study Leave

An unpaid leave of absence may be granted to any unit member for the purpose of retraining or study.

8.15.1 Such leave may be granted at the sole discretion of the Board of Education and may be granted for a period up to one (1) year.

8.15.2 Unit members shall have the right to participate in the District Health and Welfare benefit programs, not expressly prohibited by law and consistent with insurance carrier requirements, at no expense to the District.

8.15.3 Such unpaid leave shall not be deemed a break in service but credit shall not be granted for the purpose of advancement on the salary schedule.

8.15.4 The unit member shall return to a similar position in the same classification for which the employee is qualified.

8.16 Personal Business Leave

8.16.1 Leave without pay may be granted for reasons of personal business. Personal Business Leave must have prior approval of the employee's supervisor.

8.16.2 Personal Business Salary Deductions

Computation of personal business salary deductions shall be based on the employee's per diem salary for each day of absence.

8.17 Family Care and Medical Leave

Family Care and Medical Leave provides a maximum of twelve (12) weeks of leave in any continuous twelve (12) month period for all qualifying unit members who have attained permanent status in the position classification. Leave under this article shall entitle the unit member to all benefits of employment, except for salary, on the same basis as if the unit member were not on leave. If the unit member fails to return from leave for a reason other than the continuation, recurrence, or onset of a serious health condition, then the unit member shall reimburse the District for premiums paid to maintain group benefits.

There will be no more than twelve (12) weeks of Family Care and Medical Leave granted per unit member for any one qualifying event in any continuous twelve (12) month period. This leave will run concurrently with Extended Illness Leave. Leave may be taken in multiple segments of time if used for medical necessity as certified on the leave application. Except in case of emergency, leave should be arranged thirty (30) days in advance.

8.17.1 Definitions

8.17.1.1 "Child" means a biological, adopted or foster child; a stepchild; a legal ward; or a child of a person standing "in loco parentis" who is either under eighteen (18) years of age or an adult dependent child.

8.17.1.2 "Parent" means a biological, foster or adoptive parent, a stepparent, a legal guardian, or other person who stood "in loco parentis" to the unit member when the unit member was a child.



8.17.1.3 “Serious Health condition” means an illness, injury, impairment, or physical or mental condition that involves either in-patient care in a hospital, hospice or residential health care facility, or continuing treatment or supervision by a health care provider.

8.17.1.4 “Health Care Provider” means a doctor of medicine or osteopathy who is authorized to practice medicine or surgery (as appropriate) by the state in which the doctor practices.

8.17.2 Leave Qualifiers

8.17.2.1 Personal Illness Due To a Serious Health Condition – Personal illness requires a physician’s off-work order and will run concurrent with extended illness leave.

8.17.2.2 Family Illness Due To a Serious Health Condition – “Family” is defined as a spouse, parent, or child. Family illness requires medical certification on the District’s request form. All available paid leaves may be used as part of the twelve (12) weeks of family leave.

8.17.2.3 New Dependent Care (birth, adoption, or placement of a foster child) – Dependent care leave requires certification of new dependent on the District’s leave request form. This leave must be taken within one (1) year of new dependent’s arrival. If not taken immediately following the qualifying event, the leave must be arranged in advance with the supervisor’s approval, so as to least interrupt the educational program.

ARTICLE 9  
PROFESSIONAL GROWTH PROGRAM

- 9.1 Purpose  
The purpose of a Professional Growth Program is to improve the standard of service of the classified staff.
- 9.2 Eligibility  
Eligibility for participation in the Professional Growth Program is limited to all regular classified employees (Probationary and Permanent) who show satisfactory performance as indicated by evaluation reports.
- 9.3 Coursework Criteria
- 9.3.1 The subject matter of coursework must be related to the position currently occupied by the unit member. In addition, upon request of the unit member, coursework may be approved by the Assistant Superintendent, Human Resources, to qualify such unit member for another position in District classified service.
- 9.3.2 Courses which have not been approved by the Assistant Superintendent, Human Resources, prior to enrollment will not be eligible for the Professional Growth Program.
- 9.3.3 College-level coursework must be taken at accredited educational agencies approved by the Western Association of Schools, Colleges, and Universities.
- 9.3.4 All costs of registration, books, mileage, subsistence, and other similar costs of participating in the coursework shall be borne by the individual unit member.
- 9.3.5 An employee will not receive point credit for attendance at District workshops if the employee's attendance occurs at such time as s/he is being paid for regular duties by the District or if the District is paying the costs and expenses of the workshop.
- 9.4 Credit Towards Stipend
- 9.4.1 A maximum of forty-five (45) points may be applied toward Professional Growth stipends. Quarter-unit credits will be converted to semester units prior to awarding points for the Professional Growth Program.
- 9.4.2 Credit toward the stipend may be earned at a college, trade school, adult education class, workshop, or training program.
- 9.4.2.1 For completed coursework taken at a four(4)-year university and/or a community college, credit will be granted at the rate of one (1) point per semester unit (one quarter unit = 2/3 of a semester unit).
- 9.4.2.2 For an approved trade school and/or adult education class, credit will be granted at the rate of one-half (1/2) point per semester unit (one quarter unit = 2/3 of a semester unit) of verified attendance.

9.4.2.3 For workshops and training programs approved by the District, credit will be granted at the rate of one-half (1/2) point for each sixteen (16) hours of verified attendance.

9.4.3 To receive point credit, a letter grade of “C” or better, or a “pass” grade must be achieved.

9.4.4 The Professional Growth Program will consist of three (3) stages:

Stage 1: Fifteen (15) completed points.

Stage 2: An additional fifteen (15) completed points.

Stage 3: An additional fifteen (15) completed points.

Approved coursework in progress at the end of one stage may be carried over to another stage.

## 9.5 Stipend

9.5.1 The stipend for completion of Stage 1 shall be \$688.00.

9.5.2 The stipend for completion of Stage 2 shall be \$688.00 (total of 30 units).

9.5.3 The stipend for completion of Stage 3 shall be \$688.00 (total of 45 units).

9.5.4 Stipends are accumulative. No unit member may earn more than three (3) stipends.

9.5.5 Professional Growth stipends will be adjusted to reflect any percentage increase which may be applied to the salary schedule. Such an adjustment shall be made each time that a percentage increase is applied to the salary schedule.

## 9.6 Required Procedures

9.6.1 To enter the program, a unit member shall file an “Intent to Participate in the Professional Growth Program” with the Human Resources Office. The starting date of each unit member’s program will be determined by the date the Intent form is approved by the Assistant Superintendent, Human Resources.

9.6.2 If a unit member wishes to receive Professional Growth credit, s/he must submit a written statement to the Assistant Superintendent, Human Resources, requesting Professional Growth credit for the course prior to enrolling in the course. The Assistant Superintendent, Human Resources, will review the statement submitted by the unit member, make a judgment as to the acceptability of the course for the Professional Growth credit, and advise the unit member of the decision.

9.6.3 Point credit will not be granted without a verified transcript from the school attended. Verification from an approved workshop course shall consist of a fee statement, program of activities, or registration receipt which must be submitted to the Assistant Superintendent, Human Resources, within thirty (30) calendar days after the activity.

- 9.6.4 The Professional Growth stipend will be paid annually in one (1) lump sum in July of each year. When a unit member retires, he/she shall be entitled to his/her Professional Growth stipend on a prorated basis.
- 9.6.5 Point credit must be earned by June 30 in order to qualify for a July stipend. Transcripts or other verification of point credit must be submitted to the Human Resources Office no later than August 15.
- 9.6.6 All approved points will be verified by the Human Resources Office and recorded on the Permanent Growth Record of the employee as the course or training is completed.

9.7 Teacher Development Program

- 9.7.1 Classified employees who have completed their initial probationary period with the District may make application for the Teacher Development Program for the purpose of obtaining a teaching credential to prepare them for teaching positions within the District, subject to the following:
  - 9.7.1.1 Submission of a completed application form which indicates agreement to pursue an educational program to prepare for a career as a teacher in Redlands.
  - 9.7.1.2 Submission of a description of the course(s) content and applicability to an approved program of studies leading to a California teaching credential.
- 9.7.2 A maximum of five (5) classified employees may participate per year. The District reserves the right to increase the number of participants in any one year.
  - 9.7.2.1 The District shall provide the Association, on an annual basis, with a list of all approved participants in the program.
- 9.7.3 Reimbursement of registration/tuition fees shall not be made in increments less than fifteen dollars (\$15.00) per application and shall not exceed two thousand dollars (\$2,000) per employee per year.
- 9.7.4 Admission to and reimbursement from the program shall be subject to the approval of the District based upon the following:
  - 9.7.4.1 Verification of the applicant's completion of an Associate of Arts degree, or the equivalent;
  - 9.7.4.2 The relevance of the course(s) to obtaining a California teaching credential;
  - 9.7.4.3 The courseload to be carried by the employee;
  - 9.7.4.4 Recommendation of the applicant's immediate supervisor;
  - 9.7.4.5 The needs of the District;
  - 9.7.4.6 The applicant's suitability to enter the teaching profession; and

9.7.4.7 Written agreement to complete the program within five (5) years.

The decision of the District shall be final and binding, and shall not be subject to the grievance procedure set forth in Article 19.

9.7.5 Unit-member-initiated education or training shall not be considered as time actually worked and normally shall not occur during regular work hours.

9.7.6 After obtaining a California teaching credential, unit members participating in this "Teacher Development Program" shall submit to the District an application for employment as a teacher. If offered a teaching contract, the unit member shall accept the employment offer.

9.7.7 Failure to enter into a teaching contract, if offered, withdrawal from the program, or failure to complete credential requirements within five (5) years, shall result in a payroll deduction of all tuition reimbursement under this program. Other methods for repayment of tuition reimbursement may be mutually agreed upon by the District and the unit member.

9.7.8 After notifying the Association, the District reserves the right to terminate or suspend this program at any time on June 30 of any given year.

ARTICLE 17  
VACATION

17.1 Eligibility

All members of the bargaining unit shall earn paid vacation time under this Article. Although vacation is credited for the full fiscal year on July 1 of each year, vacation is actually earned for each month of service during the fiscal year. If vacation is taken in advance of entitlement, a unit member who terminates after using advanced vacation time shall reimburse the District for those days taken over the actual amount earned.

17.1.1 Unit members in a regular work status who work less than eight (8) hours per day will have their vacation time prorated.

17.1.2 Earned vacation shall not become a vested right until completion of the initial six (6) months of employment.

17.2 Paid Vacation

Where desired by the unit member and approved by the District, the paid vacation shall be granted in the fiscal year in which it is earned.

17.3 Accumulation

Vacation time shall be earned and accumulated on a monthly basis in accordance with the following schedules:

17.3.1 Commencing with the first year through the fourth year of service, vacation time shall be earned and accumulated at the rate of one (1) day vacation for each month of service (21.666 days) not to exceed twelve (12) days per fiscal year.

17.3.2 Commencing with the fifth year through the ninth year of service, vacation time shall be earned and accumulated at the rate of one and one-quarter (1 1/4) days vacation for each month of service (21.666 days) not to exceed fifteen (15) days per fiscal year.

17.3.3 Commencing with the tenth year through the eleventh year of service, vacation time shall be earned and accumulated at the rate of one and one-half (1 1/2) days vacation for each month of service (21.666 days), not to exceed eighteen (18) days per fiscal year.

17.3.4 Commencing with the twelfth year through the fourteenth year of service, vacation time shall be earned and accumulated at the rate of one and two-thirds (1 2/3) days vacation for each month of service (21.666 days) not to exceed twenty (20) days per fiscal year.

17.3.5 Commencing with the fifteenth year of service, vacation time shall be earned and accumulated at the rate of one and eight-tenths (1 8/10) days vacation for each month of service (21.666 days) not to exceed twenty-two (22) days per fiscal year.

17.3.6 Vacation time earned and accumulated shall be calculated as follows:

Unit member's work year\* ÷ 21.666 = Number of vacation days\*\*

\* Work year is all calendared workdays plus paid holidays

\*\* Rounded off upward to the nearest quarter day

17.3.7 Beginning July 1 of a given fiscal year, the maximum vacation accrual for twelve (12) month unit members for use and/or payment upon termination shall be twice the annual entitlement.

17.3.7.1 Any use of accumulated vacation shall be in accordance with Article 17.10.

17.3.7.2 Any vacation accrued in excess of the two years shall be used by the member during the member's work year, in accordance with Article 17.10.

17.3.8 Beginning July 1 of a given fiscal year, the maximum vacation accrual for eleven (11) month unit members for use and/or payment upon termination shall be ten (10) vacation days.

17.3.8.1 Any use of accumulated vacation shall be in accordance with Article 17.10.

17.3.8.2 Any vacation accrued in excess of the ten (10) vacation days shall be used by the member during the member's work year, in accordance with Article 17.10.

17.4 Amount of Vacation Pay

Pay for vacation days shall be the same as that which the unit member would have received had s/he been in a working status.

17.5 Vacation Pay Upon Termination

When a unit member terminates for any reason, s/he shall be entitled to all vacation pay earned and accumulated up to and including the effective date of the termination except that employees who have not completed six (6) months of employment in regular status shall not be entitled to such compensation. To the extent possible, employees shall use unused or accrued vacation prior to their last day of employment with the District.

17.6 Vacation Postponement

17.6.1 If a unit member's vacation becomes due during a period when s/he is on leave due to illness or injury, s/he may request that his/her vacation date be changed and the District shall grant such request in accordance with the vacation dates available at that time.

17.6.2 If a unit member is unable to take all or any part of the scheduled vacation due to illness, personal emergency, or a work schedule with the District which precluded such action the amount not taken shall be accumulated for use in the following year.

17.7 Holidays

When an Article 18 holiday falls during the scheduled vacation, the unit member shall be granted a compensating day of vacation.

17.8 Interruption of Vacation

A unit member may interrupt or terminate vacation leave in order to begin another type of paid leave provided by this Agreement without a return to active service if the unit member supplies notice and supporting information regarding the basis for requesting such interruption or termination. Such leave shall be granted and verified on the same basis as would apply if an interruption of vacation were not involved.

17.9 Payment of Accrued Vacation

Vacation earned beginning July 1 pursuant to Article 17.3.7 shall be taken by the following June 30. Any unusable earned vacation in excess of the maximum accrual pursuant to Article 17.3.7 shall be paid to unit members by August 15 of each year.

17.9.1 Unusable earned vacation is defined as calendared vacation days which the District is unable to accommodate due to the unit members job assignment.

17.10 Calendaring of Vacations

17.10.1 Classified bargaining unit members will submit a calendar to their supervisor on a yearly basis outlining the days of vacation they will take. Employees will be given no less than thirty (30) calendar days to submit their calendar to their supervisor. Submittal dates for the yearly vacation calendar will be determined by the supervisor.

17.10.2 While a reasonable effort shall be made to accommodate submitted vacation dates by unit members, the finalizing of submitted calendars will be determined by the supervisor.

17.10.3 On a case by case basis, any changes to the finalized calendar must be submitted by the member and approved by the supervisor.

17.10.4 District seniority shall be considered when multiple requests for the same vacation day(s) are submitted at a site or department.

17.10.5 All unit members will maximize their efforts to take vacation days by utilizing all available non-work days during the school year.



ARTICLE 23  
BUS DRIVERS HOURS AND ASSIGNMENTS

23.1 Purpose

This Article is intended to address issues which are unique to the unit members in the Transportation Department. This Article is not intended to preclude the application of the entire Agreement to the unit members of the Transportation Department. The terms and conditions of Article 10 – Hours of Employment and Overtime, are incorporated in this Article by reference.

23.2 Definitions

23.2.1 Base Time – The regularly assigned work hours of each individual bus driver.

23.2.2 Overbase Time – Driving time in excess of daily base time. Where the needs of the District allow, overbase time shall be assigned on a voluntary basis. Overbase time is paid at the regular rate of pay up to eight (8) hours.

23.2.3 Vacancy – A vacancy is defined as a base-time assignment which is identified by bus number, route, number of hours, and time schedule. The determination as to whether or not to fill a vacancy is within the discretion of the District.

23.2.4 Layover Time – Layover time is the time between regular runs that is less than thirty (30) minutes that a driver is not driving. Unit members will be paid for layover time which occurs between regular runs. Drivers may be expected to complete job related tasks during that time.

23.2.5 Field Trips – A field trip is any trip taken which requires driving outside the school district boundaries or any run which, for special circumstances, is designated as a field trip by the Transportation Manager.

23.2.6 Regular Runs – Regular runs are all daily home-to-school and school-to-home runs, including home-to-school and school-to-home runs which requires driving outside the school district boundaries.

23.2.7 Special Runs – Special runs are all runs other than regular or field trips, including but not limited to the programs involving GATE, CDL, therapy, and Orangewood. Special runs shall be assigned primarily to drivers with regular runs with less than “base” hours in order to fill “base” time. Other special runs shall be assigned equitably to unit members except on an emergency basis.

23.2.8 Work Year – All bus drivers are assigned to a ten-month work year. A driver’s work year shall correspond to the length of the student year for their regularly assigned runs effective September to June. Those drivers assigned to drive students attending traditional year schools will finish their work year prior to those drivers assigned to transport students attending year round program schools. All drivers’ regular work year assignments shall conclude no later than June 30 of each year.

### 23.3 Assignments

#### 23.3.1 Full-Time Employment

The maximum number of hours of regular full-time employment of a bus driver is eight (8) hours a day exclusive of lunch and forty (40) hours a week consisting of five (5) consecutive days.

#### 23.3.2 Part-Time Employment and Overtime

The District may employ persons for lesser periods of time [less than eight (8) hours per day or five (5) days per week] and may, through authorized administrators, require and authorize bus drivers to work in excess of eight (8) hours in one (1) day and forty (40) hours in one (1) week. A non-Unit member shall not be assigned more than thirty (30) hours per week unless unit members are not available to drive.

#### 23.3.3 Base Time

Each bus driver shall be assigned a minimum of four (4) fixed, regular and ascertainable hours (base time). The regular hours may be adjusted if the driver is given twenty-four (24) hour notice. Special Education runs do not require the twenty-four (24) hour advanced notice.

#### 23.3.4 Split Shift

Base time may be assigned on a split-shift basis with separate starting and ending times according to the needs of the District.

#### 23.3.5 Pool Drivers

The District shall maintain a roster of pool drivers who meet all the requirements established for regular drivers. Pool drivers shall be guaranteed a minimum of four (4) hours per day, with duties and schedules assigned at the discretion of the District.

### 23.4 Safety Inspection

Each bus driver's base time shall include a twenty (20) minute pre-trip safety inspection period and a maximum per day of fifteen (15) minutes for cleaning the bus, unless otherwise directed.

### 23.5 Increase in Base Time

When a unit member's work on regular runs is in excess of the driver's base time for a period of twenty (20) consecutive days, the driver's base time shall be increased except under the following circumstances:

23.5.1 Assignment of a route to fill a driver's base time, not to exceed thirty (30) minutes of overbase time.

23.5.2 Temporarily assigned regular runs, such as overflow and special education runs. Such increases in base time assignments shall not exceed two (2) hours. Any increase in base time exceeding two (2) hours shall be subject to the provisions under 23.8.1 – Reassignment of Routes.

### 23.6 Reduction of Base Time

#### 23.6.1 Voluntary Reduction

Reduction of regularly assigned driving time to a level below that of a driver's base time may be invoked with the written approval of the driver affected.

23.6.2 Involuntary Reduction

If the driver does not consent, then any decreases in base-time hours must conform to Article 21 of this Agreement.

23.7 Re-bidding

All drivers shall re-bid routes two (2) days prior to the start of the new student attendance year. The re-bidding process will allow for the most senior School Bus Driver to bid on all available routes and the re-bidding will continue in seniority order until all routes are filled. All routes will be posted with the route containing the most hours listed first, then all subsequent routes will be listed in descending order of number of hours. The re-bidding of equipment will first be based on the needs of the routes, and where applicable will be based on the size and capacity of the bus. The number of routes and the bases of routes will be no less than the prior year, unless otherwise affected by layoff.

23.8 Vacancies

23.8.1 Reassignment of Routes

Nothing herein prevents the District from reassigning bus routes and bus numbers as is necessary prior to determination of the existence of a vacancy. A bidding process utilizing date of hire for purposes of priority of selection shall be implemented. In the event that two (2) or more unit members have the identical date of hire, the tiebreaker shall be the greatest number of hours of District service.

23.8.2 Existence of Vacancy

A vacancy shall be filled when the District determines the need to hire a person for a set number of hours. The determination as to whether or not to fill a vacancy and the duties of the person to fill that vacancy are within the discretion of the District.

23.8.3 Notice

Each notice of vacancy shall be posted in clear view of all unit members and shall remain posted for at least five (5) days.

23.8.4 Application

An application form must be completed by any candidate interested in applying for a vacancy.

23.8.5 Selection

The determination as to whether or not to fill a vacancy shall be at the discretion of the district. In the event that the District's decision is to solicit outside applicants for a vacancy, unit members with application forms on file will be afforded the option of competing on an equal basis with all other candidates in the selection process. In filling vacancies, driving record, skills, knowledge, abilities, work habits, and job performance will be the factors considered. If the above considerations are equal, preference shall be given to the most senior unit member that applied.

23.8.6 Qualifications

All applicants shall be deemed equally qualified to compete for vacancies consistent with the provisions of their California Special Driver Certificate.

- 23.9 Mandatory Drug Testing  
Employees will be compensated at their hourly rate of pay for time required to participate in the District mandatory drug-testing program.
- 23.10 Field Trip Assignments
- 23.10.1 Roster of Volunteers  
The Transportation Manager shall maintain an ongoing roster of drivers volunteering to drive on field trips and will maintain and post a summation of the offered and accumulated field trip hours of each driver on a weekly basis.
- 23.10.2 Assignment Procedures  
The following conditions shall prevail:
- 23.10.2.1 All drivers are eligible consistent with the provisions of their California Special Driver Certificate.
- 23.10.2.2 The Transportation Manager shall, whenever possible, assign each trip no less than seventy-two (72) hours prior to scheduled departure time.
- 23.10.2.3 The trip shall be assigned to the eligible and available driver having the least chargeable field trip hours. Driver Instructors and Mechanics may be considered eligible and available on non-duty time with compensation to be paid at the Bus Driver rate of pay.
- 23.10.2.4 Refusal of a properly assigned trip shall result in the assessment of the trips on the eligibility roster to both the refusing driver and the actual driver. No assessment shall be made to either driver for a trip assigned during the winter and spring recess periods.
- 23.10.2.5 In the event the Transportation Manager is unable to provide at least seventy-two (72) hours' advance notice to the eligible driver, refusal to take the field trip will not cause the hours to be charged to the refusing driver.
- 23.10.2.6 When a field trip exceeds a driver's base, the Transportation Manager may assign the field trip driver's regular runs, if interrupted by the field trip, to a regular, pool, or substitute driver if it best serves the interest of the District.
- 23.11 Roster of Overbase/Extra Assignment Drivers  
The transportation manager shall maintain an ongoing roster of drivers volunteering to drive overbase/extra assignments not deemed to be overtime. Overbase/extra assignments shall be offered as equally as is practical among all qualified volunteering drivers.
- 23.12 Driver Training  
Bargaining unit members shall be compensated at their hourly rate of pay for any training required by the District that is conducted beyond their regularly assigned basetime. Compensation will not be paid for driver requested or voluntary training.

**REDLANDS UNIFIED SCHOOL DISTRICT  
CLASSIFIED SALARY SCHEDULE  
FY 2017-18**

BOARD APPROVAL DATE: March 13, 2018

3.00%

EFFECTIVE DATE: July 1, 2017

RANGE	STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	LONGEVITY				
							A-1	A-2	A-3	A-4	A-5
1	10.92	11.45	12.06	12.65	13.28	13.96	14.36	14.76	15.16	15.60	16.10
2	11.21	11.75	12.35	12.98	13.61	14.30	14.70	15.12	15.50	15.94	16.46
3	11.44	12.06	12.65	13.28	13.96	14.64	15.01	15.44	15.84	16.28	16.78
4	11.75	12.35	12.98	13.61	14.30	14.99	15.42	15.80	16.21	16.66	17.14
5	12.06	12.65	13.28	13.96	14.64	15.40	15.80	16.17	16.57	17.05	17.54
6	12.35	12.98	13.61	14.30	14.99	15.75	16.13	16.53	16.94	17.40	17.87
7	12.69	13.29	13.98	14.66	15.41	16.16	16.56	16.97	17.38	17.81	18.31
8	13.02	13.63	14.33	15.01	15.78	16.56	16.97	17.38	17.77	18.24	18.72
9	13.30	13.99	14.67	15.41	16.17	16.98	17.40	17.78	18.19	18.64	19.12
10	13.64	14.34	15.07	15.80	16.58	17.41	17.81	18.23	18.62	19.08	19.57
11	13.99	14.67	15.41	16.17	16.98	17.83	18.27	18.65	19.06	19.50	20.00
12	14.34	15.09	15.81	16.58	17.42	18.31	18.72	19.11	19.54	19.96	20.47
13	14.69	15.43	16.17	17.00	17.83	18.75	19.15	19.56	19.95	20.40	20.91
14	15.01	15.78	16.56	17.41	18.30	19.19	19.60	19.99	20.37	20.86	21.34
15	15.44	16.18	17.02	17.85	18.75	19.72	20.12	20.52	20.92	21.36	21.85
16	15.81	16.58	17.42	18.31	19.23	20.19	20.56	20.96	21.37	21.82	22.31
17	16.18	17.02	17.85	18.75	19.72	20.66	21.09	21.48	21.88	22.32	22.82
18	16.60	17.43	18.32	19.24	20.20	21.17	21.57	21.97	22.37	22.82	23.33
19	17.05	17.87	18.76	19.75	20.70	21.77	22.19	22.57	22.97	23.41	23.93
20	17.43	18.32	19.24	20.20	21.17	22.25	22.65	23.06	23.43	23.90	24.40
21	17.87	18.76	19.75	20.70	21.77	22.87	23.26	23.66	24.04	24.49	24.99
22	18.34	19.25	20.23	21.24	22.28	23.40	23.82	24.22	24.63	25.08	25.56
23	18.78	19.75	20.70	21.78	22.88	23.99	24.38	24.78	25.17	25.63	26.14
24	19.25	20.23	21.24	22.28	23.40	24.59	24.98	25.38	25.78	26.23	26.73
25	19.76	20.74	21.78	22.88	24.00	25.19	25.61	26.01	26.39	26.85	27.34
26	20.25	21.26	22.31	23.43	24.61	25.85	26.27	26.66	27.06	27.52	27.99
27	20.76	21.81	22.90	24.02	25.21	26.51	26.91	27.30	27.70	28.16	28.63
28	21.26	22.31	23.44	24.63	25.85	27.14	27.54	27.92	28.34	28.80	29.27
29	21.81	22.90	24.02	25.21	26.51	27.83	28.23	28.60	29.03	29.47	29.97
30	22.31	23.44	24.63	25.85	27.14	28.49	28.90	29.28	29.69	30.14	30.65
31	22.91	24.04	25.24	26.52	27.83	29.24	29.66	30.05	30.45	30.90	31.38
32	23.47	24.64	25.88	27.16	28.50	29.93	30.33	30.72	31.13	31.59	32.07
33	24.04	25.24	26.52	27.83	29.24	30.69	31.10	31.49	31.89	32.33	32.87
34	24.65	25.90	27.18	28.53	29.98	31.49	31.89	32.29	32.68	33.15	33.64
35	25.26	26.52	27.85	29.26	30.69	32.24	32.61	33.02	33.44	33.89	34.38
36	25.90	27.19	28.53	30.00	31.54	33.05	33.48	33.87	34.26	34.72	35.22
37	26.52	27.85	29.26	30.69	32.24	33.87	34.26	34.65	35.05	35.50	36.00
38	27.19	28.53	30.00	31.54	33.05	34.72	35.12	35.51	35.92	36.36	36.85
39	27.86	29.27	30.72	32.25	33.88	35.56	35.94	36.34	36.75	37.18	37.69
40	28.55	30.01	31.54	33.07	34.73	36.46	36.87	37.28	37.68	38.13	38.61
41	29.32	30.78	32.30	33.93	35.62	37.39	37.79	38.18	38.59	39.03	39.53
42	30.02	31.56	33.09	34.74	36.48	38.31	38.70	39.11	39.51	39.94	40.46
43	30.78	32.30	33.93	35.62	37.39	39.26	39.67	40.07	40.47	40.92	41.42
44	31.57	33.12	34.76	36.50	38.32	40.26	40.64	41.06	41.46	41.91	42.41
45	32.32	33.94	35.66	37.44	39.28	41.26	41.66	42.08	42.47	42.91	43.40
46	33.12	34.78	36.51	38.33	40.27	42.28	42.68	43.06	43.48	43.92	44.42
47	33.98	35.70	37.45	39.29	41.29	43.37	43.76	44.16	44.56	45.01	45.52
48	34.80	36.54	38.38	40.29	42.33	44.41	44.81	45.21	45.61	46.05	46.56
49	35.71	37.47	39.33	41.30	43.38	45.53	45.92	46.33	46.72	47.16	47.67
50	36.55	38.40	40.30	42.34	44.43	46.68	47.08	47.47	47.86	48.33	48.82