

**MASTER
AGREEMENT**

BETWEEN

**SCHOOL DISTRICT #8
YELLOWSTONE COUNTY,
MONTANA**

**AND THE
ELDER GROVE EDUCATION
ASSOCIATION**

2021-2022

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This agreement is entered into this _____ day of August 2021, by and between the Board of Trustees of School District # 8, Billings, Montana hereinafter called the "Board", and the Elder Grove Education Association, hereinafter called the "Association".

I. A. RECOGNITION

1. Association Recognition

The Board hereby recognizes the Elder Grove Education Association as the exclusive representative for collective bargaining for all employees in the appropriate unit.

2. Appropriate Unit Definition

The appropriate unit consists of all teachers of Elder Grove School District licensed or certificated in Class 1, 2, 4, 5, or 7 and whose position calls for or requires such certification and substitute teachers teaching in the same position for 60 or more consecutive days. The appropriate unit shall exclude the superintendent, clerk, principals, all classified positions, substitute teachers and all other district employees.

3. Employee Definition

Unless otherwise indicated, the term "employee," when used hereinafter in this Agreement, shall refer to all employees in the appropriate unit as above defined.

B. POWERS OF THE BOARD

The powers of the Board shall be those conferred upon and vested in it by State and Federal Law.

C. RIGHTS OF THE ASSOCIATION

The rights of the members of the Association shall be those conferred upon and vested in them by State and Federal Law.

D. PERSONAL LIFE

The personal life of any teacher after school hours is not appropriate concern of the Board as long as it does not affect the performance of the teacher in the classroom.

E. EMPLOYEE RIGHTS

1. Just Cause

No teacher shall be disciplined or reduced in compensation without due process and just cause. The Board agrees to follow a policy of progressive discipline which minimally includes verbal warning, reprimand, suspension with pay, with termination or dismissal only as a final and last resort.

2. Complaints

Any complaint regarding an employee made by any parent, student, or other person intended for use in any formal discipline or evaluation shall be reduced to writing and signed by the complainant and shown to the employee by the Superintendent within ten (10) days. Thereafter the complaint shall be promptly investigated by the Superintendent and called to the attention of the employee and the employee shall be given an opportunity to respond to and/or rebut such complaint. All rules and regulations governing employee activities and conduct shall be interpreted and applied uniformly throughout the District.

F. TEACHER PERSONNEL FILE

Subd. 1. A Teacher's personnel file (excluding the confidential portion) shall be open to that Teacher or any party that the Teacher so designates. The confidential portion shall include only college credentials and letters of recommendation by former employers.

Subd. 2. The Teacher will be informed in writing for all additions to his/her personnel file with these exceptions:

- a. Items received from the Teacher.
- b. Additions requested by the Teacher
- c. Items bearing the Teacher's signature.
- d. Items relating to certification, credits, or college courses.
- e. Any item when a copy is given to the Teacher.

Subd. 3. All items relating to an individual Teacher's performance shall be kept in a single official file. Documents may not be permanently removed from the file without the mutual consent of the Teacher and Superintendent, or his designee. When an item is temporarily removed from the file a notification card will be placed in the file. Any personal notes retained by an Administrator regarding a Teacher's performance may not be used in any disciplinary proceeding.

G. EMPLOYMENT STATUS OF EMPLOYEES (NEW)

1. Notice of Termination (Tenured)

Every tenured employee being terminated shall be entitled to all rights under Montana law and this Agreement.

2. Individual Contract

All individual teaching contracts shall be subject to and consistent with Montana State Law and the terms and conditions of this Agreement.

II. EMPLOYEE WORKING CONDITIONS

A. PAY PERIODS

1. Employees shall receive their contracted salary in ten, or twelve payments.
2. Payroll checks shall be issued on the 15th of each month. If the 15th falls on a day when school is not in session, teachers shall receive their payroll checks on the last preceding day school was in session.
3. Teachers that are on a twelve (12) month contract will receive one (1) of three (3) paychecks on the last day of the academic school year. The remaining two (2) paychecks will be paid out no later than five (5) business days from the last day of the academic year. Teachers that are on a ten (10) month contract will receive the last paycheck of the school year no later than five (5) business days after the last day of the academic year. Leave Not Taken reimbursement checks will be issued separately, and no later than five (5) business days from the last day of the academic year.

B. FLEXIBLE BENEFIT ACCOUNT/HEALTH SAVINGS ACCOUNT

The District will establish a flexible benefit plan based on Section 125 of the IRS code to pay individual employee's eligible non-reimbursed health, dental and vision, and dependent care costs. The plan administrator will be a disinterested third party. The District will assume the start-up costs. Participation will be voluntary, and the individual employee's determined contributions to the health, dental and vision account and the dependent care account shall be maintained separately. The plan will include provision for employee orientation and education regarding plan use.

The District shall establish a Health Savings Account (HSA) plan for individual employees who participate in the HSA qualified health plan that is coupled with a High Deductible Health Plan (HDHP). The plan administrator will be a disinterested third party. The District will assume the start-up costs. Participation will be voluntary and the individual employee's designated contributions to the HSA account, if any, shall be maintained separately.

C. CALENDAR COMMITTEE

1. The committee will consist of one administrator and a union committee (three union members). The committee will schedule a time when all can meet.
2. The superintendent will bring important dates, information or concerns to the table for discussion. The superintendent and the committee will collaborate together to come up with the best possible solution for the school calendar.
3. One calendar will be created by the committee.
4. The union representatives will have an opportunity to present the calendar to the union members. (Parent-Teacher Conference Times, Professional In-service Requirements, Vacation Days, Early Outs, or anything that changes the status quo or working conditions of union members.)
5. All discussions are brought back to the committee for review and the final decision.
6. The calendar that the committee has approved will be submitted to the board at the April board meeting for approval. If the board does not accept the calendar, then the committee will reconvene with the board's concerns.
 - a. A final calendar will be re-submitted to the board with the boards concerns taken into consideration.
 - b. This process will continue until board approval.
7. If the committee cannot come to a consensus on one calendar prior to the April meeting, then the committee will continue to meet until an agreement is reached.

III. GRIEVANCE PROCEDURE

A. GRIEVANCE DEFINITION

A "grievance" shall mean an allegation by a teacher, teachers, or the Association, resulting in a dispute or disagreement as to the interpretation or application of terms and conditions contained in this agreement.

B. REPRESENTATIVES

The teacher, administrator or school district may be represented during any step of the procedure by any person or agent designated by such party to act on their behalf.

C. DEFINITION AND INTERPRETATIONS

1. Extensions: Time limits specified in this agreement may be extended by mutual written agreement.

2. Days: Reference to days regarding time periods in this procedure shall refer to working days. A working day is defined as all weekdays excluding Saturdays, Sundays, and legal holidays.
3. Computation of Time: In computing any period of time prescribed or allowed by procedure herein, the date of the act, event, or default for which the designated period of time begins to run shall not be included. The last day of the period so computed shall be counted unless it is a Saturday, Sunday, or a legal holiday.
4. Filing and Postmark: The filing or serving of any notice or document herein shall be timely if it bears a certified postmark of the United States Postal Service within the time period.
5. Time limitations and waiver: Grievances shall not be valid for consideration unless the grievance is submitted in writing to the District Superintendent, setting forth the facts and the specific provisions to the Agreement allegedly violated. The written grievance must also include the particular relief sought within ten days after the date of the first event giving rise to the grievance. Failure to file any grievance within such a period shall be deemed a waiver of the grievance. Failure to appeal a grievance from one level to another within the time periods hereafter provided shall constitute a waiver of the grievance. An effort shall first be made to adjust all alleged grievances informally between the teacher and the school district's designee.

D. ADJUSTMENT OF GRIEVANCE

1. The school district and the teacher shall attempt to adjust all grievances which may arise within the school district in the following manner:
 - a. Level One: Within thirty (30) calendar days of the occurrence of or knowledge of the act or condition which is the basis of the grievance, the grievant may file a grievance with their supervisor. The supervisor shall arrange for an initial meeting to take place within ten (10) days of filing the grievance. If the grievance is not resolved in informal discussions, the supervisor shall give a written decision on the grievance to the parties involved within five (5) days after receipt of the written grievance.
 - b. Level Two: In the event the grievance is not resolved in Level One, the decision rendered may be appealed to the Superintendent, provided appeal is made in writing within ten days after receipt of the decision in Level One. If a grievance is properly appealed to the Superintendent, the Superintendent shall set a time to meet

regarding the grievance within seven days after receipt of the appeal. Within seven days after the meeting the Superintendent shall issue in writing a decision to the parties involved.

- c. Level Three: If the grievance remains unsolved at the conclusion of Level Two, it may be submitted for binding arbitration at the discretion of the Association, provided written notice of the request for submission to arbitration is delivered to the Superintendent's Office within ten (10) days after the date of receipt of the decision at Level Two.
2. If the parties do not agree as to the arbitrator within five (5) calendar days from the notification date that arbitration will be pursued, the Board of Personnel Appeals shall be called upon to submit a list of five (5) names to both parties. Within ten (10) days of receipt of the list, the parties shall select an arbitrator by alternately striking names from the list. The name remaining shall be the arbitrator selected to hear and to decide the case.
3. Rules and procedure governing the hearing shall be fixed by the arbitrator and the award, when signed by the arbitrator, shall be final and binding and may be enforced in a court of competent jurisdiction.
4. The arbitrator shall have no power to neither add to, subtract from, or alter in any way, the express terms of this Agreement, nor imply any restriction or burden against either party that has not been assumed in this Agreement. The Board and the aggrieved party shall not be permitted to assert in such arbitration proceeding any ground or to reply on any evidence that has not been disclosed to the other party seven (7) days prior to the arbitration hearing.
5. The fees and expenses of the arbitrator shall be shared jointly and equally between the Board and the Association. Neither party shall be required to pay any part of a stenographic record without its consent, provided the failure of a party to share the cost of such record shall be deemed a waiver of the party's right to access the records.

E. REPRISALS

1. No reprisals of any kind will be taken by the Board or the school administration against any person because of participation in this grievance procedure.
2. All documents, communications, and records dealing with the processing of a grievance shall be filed separately from the personnel files of the participants.

F. ELECTION OF REMEDIES

After a grievance, has been submitted to arbitration, the grievant and the Association shall waive any right to pursue against the District any action or complaint that seeks the same remedy.

GRIEVANCE REPORT FORM
Elder Grove School District
Elder Grove Education Association
Yellowstone County, Montana

Grievance No. _____

Date: _____

Name: _____

Date Grievance Occurred: _____

Statement of Facts:

Specific Provisions of Agreement Allegedly Violated:

Particular Relief Sought:

Dated: _____

Signature of Grievant

Signature of EGEA Representative

IV. LEAVES OF ABSENCE

A. DISCRETIONARY LEAVE

1. All regularly employed teachers shall earn discretionary leave at the rate of seventeen (17) days for each year of service in the employ of the District. Discretionary leave may be used for illness or personal business. Unused discretionary leave will be credited to a teacher's accumulated sick leave at the end of each school year. Accumulated sick leave days shall accrue to 90 days.
2. Sick leave shall be allowed by the Board whenever a teacher is absent due to his or her own illness or the illness of an immediate family member, during the 179-day academic year. Immediate family is defined as: spouse, children, dependent children, parents, step-parents, parent-in-law, siblings, grandparents, and grandchildren. Sick Leave days shall be first deducted from the annual discretionary leave. Sick leave days that exceed the annual discretionary leave shall be deducted from the accrued sick leave days credited to the teacher.
3. When a teacher resigns, retires, loses a position due to a reduction in force, or dies, the teacher (or the named beneficiary or estate) shall be entitled to a cash payment equaling one third (1/3) of the teacher's accumulated sick leave, based on their average daily rate of pay ($1/3 \times \text{ACCUMULATED SICK DAYS} \times \text{DAILY RATE OF PAY}$). To qualify, a teacher must have taught five (5) years in School District #8. Payment of sick leave will be made by July 15th. Employees will not receive this payment if they are terminated pursuant to M.C.A. 20-4-204 or 20-4-207.
4. A Teacher may, at the Teacher's discretion, on an annual basis donate up to two (2) days of sick leave to another Teacher who is in need. The sick leave recipient shall have exhausted all sick leave attributed to a personal illness or an illness in the immediate family as defined in Article IV, Section A, Subd. 2 of the Master Agreement. Donors shall notify the President of the Elder Grove Education Association, on forms provided, of the intention to make such donation. Donated leave shall be used in the order of date of receipt. Unused sick leave shall be credited to the donors. The Elder Grove Education Association will maintain records of donation, usage, and credits. The Superintendent and the President of the Elder Grove Education Association, or their designees, will jointly review requests for donated sick leave.

B. MATERNITY/PATERNITY LEAVE

1. Sick leave shall be used for absences necessitated by pregnancy, miscarriage, childbirth and recovery there from, or adoption. The length of the medical necessity for leave shall be determined by the teacher and their physician, although that period may not extend over thirty (30) working days from the birth of the child, or in the case of adoption, from the time the child is placed in the teacher's home.
2. Should a teacher have a baby or adopt a child during the summer months which are not part of the school calendar year, the amount of leave for which the teacher is eligible shall be determined by counting the thirty (30) working day leave period from the date the child is born or brought into the home, as if those days were a part of the school calendar year.
3. A teacher shall request maternity/paternity leave in writing to the Superintendent, at least 60 days before the leave will commence, specifying desired dates to begin and end the leave.
4. Upon termination of leave, the teacher will be reinstated in the same teaching assignment held before the leave and at their current salary schedule.
5. A teacher wishing to return to their former teaching assignment after a maternity/paternity leave will notify the Board in writing by the fourth Tuesday of February. If a statement is not received, the Board will assume the teacher is not returning.

C. EXTENDED LEAVES OF ABSENCE

1. Extended leaves of absence without salary may be provided upon application for such reason as extended personal or family illness. Teachers on extended personal leave may be entitled to return to the same position which they held immediately before commencement of leave or to comparable positions of responsibility, subject to approval by the Board.
2. A teacher wishing to return to their former teaching assignment after an extended leave of absence will notify the Board in writing by the fourth Tuesday of February. If a statement is not received, the Board will assume the teacher is not returning.
3. If a teacher proposes to take a personal leave of absence (not for medical reasons), that teacher will notify the Board in writing by the Fourth Tuesday of February.
4. Teachers may accumulate a maximum 90 sick leave days. An additional 20 days may be granted with a medical doctor's note and with Board approval.

D. PLANNED LEAVE

A Planned Leave of more than three (3) consecutive days shall require five (5) school days prior notice to the date of the leave, and the approval of the Superintendent. Planned Leave may be used in connection with holidays and PIR days.

E. PROFESSIONAL LEAVE

Two (2) days of professional leave with full pay will be made available to each teacher for the purpose of attending meetings beneficial to his/her teaching assignments or extra duties, with the pre-approval of the Superintendent. Additional leave may be granted on a case-by-case basis at the discretion of the Superintendent. Requests for professional leave shall be made to the Superintendent in writing at least four (4) days prior to the date of the professional leave.

F. EMERGENCY LEAVE

An emergency leave request must be approved by the Superintendent and will not exceed one (1) day. An Emergency Leave day is an unplanned circumstance or occurrence involving the employee or the employee's immediate family that requires their immediate attention. Examples of this would be illness of a child or parent requiring medical attention, death in the family, property damage, and car accident.

G. BEREAVEMENT

1. When the absence of a teacher is caused by a death in his/her (or spouse's) immediate family, leave of absence without loss of salary or utilization of sick leave shall be granted, but not to exceed (5) total days. School absences beyond this leave will be counted as sick leave. Immediate family is defined as teachers' children, spouse, parent, brother, sister, grandparent, grandchild or step relation of the same degree of affinity.
2. When the absence of a teacher is caused by a death of a grandparent, aunt, uncle, cousin, niece or nephew, leave of absence with pay shall be granted for up to three (3) working days.

H. REIMBURSEMENT FOR LEAVE NOT TAKEN

Half sub pay will be paid for the total sick and personal days not taken for the current school year. The total will not exceed 17 (seventeen) days.

V. BENEFITS

A. RELEASE TIME

Teachers will be excused from their classroom responsibilities while specialists are teaching their students.

B. EARLY RETIREMENT INCENTIVE

Teachers electing to retire from the School District shall receive a retirement incentive based on the following schedule:

1. Teachers completing 25th year of participation in the Montana Teachers' Retirement System and a minimum of 10 years of service in School District #8 shall receive \$15,000.
2. Teachers completing 26th year of participation in the Montana Teachers' Retirement System and a minimum of 10 years of service in School District #8 shall receive \$12,000.
3. Teachers completing 27th year of participation in the Montana Teachers' Retirement System and a minimum of 10 years of service in School District #8 shall receive \$10,000.

Notification to the Superintendent by May 1st of the preceding year of the teacher's intent to retire is required. The retirement incentive shall be paid prior to July 15th of the year in which the teacher retires.

C. HEALTH, MAJOR MEDICAL, DENTAL, AND VISION INSURANCE PLAN

1. During the 2021-2022 fiscal year, School District # 8 shall provide single health insurance for each employee compensated at ½ time or above. In the event a successor agreement to this Master Agreement has not been ratified prior to June 30, 2022, the District's premium contribution for health, major medical, dental, and vision insurance shall remain at the same rate as was effective on June 30, 2022, until such time a successor agreement is agreed upon and ratified by the parties.
2. The District's health insurance plan requires each eligible employee to choose one of the following coverage options:
 - a. Employee only;
 - b. Employee plus spouse;
 - c. Employee plus children; or
 - d. Family.
3. An insurance benefits committee shall be established to review and make recommendations on the District's insurance program. This committee shall be composed of one school board member, one administrator, one non-certified staff, and two teachers.

4. Level of Benefits- School District # 8 will provide insurance benefits not less than those benefits in the MUST plan.
5. Teachers will be offered the opportunity to accept or decline the Cafeteria (Flex) Plan.

D. SALARY

The 2020-21 salary schedule shall be increased by 0% for the 2021-22 school year. Each year, a teacher shall move one step per school year after completion of the year.

No newly hired teacher shall be placed higher than step 3 on the salary schedule. Placement shall be based on confirmed teaching experience in another accredited public school system.

E. LANE CHANGE AND NUMBER OF CREDITS

The teacher will notify the Superintendent in writing by May 1st that they intend to acquire sufficient credits to move over one lane. The number of credits the teacher wishes to pursue, and the lane change they intend to make must apply to grade level. The Superintendent shall approve the credits. All OPI accredited trainings shall be approved for credits and lane advancement at a rate of fifteen (15) OPI credits equating to one (1) semester credit for a total of 150 OPI credits. OPI credits offered through the District at the District's expense may not be used towards lane advancement. The teacher will notify the District Clerk by August 15th that the sufficient credits have been completed. The original transcript or certified copies of such must be turned into the Superintendent by September 15th. Only one lane may be attained per school year.

F. CHILDREN OF TEACHERS ATTENDING AS OUT OF DISTRICT STUDENTS

Any natural-born or legally adopted child of a teacher at Elder Grove School who does not reside within the boundaries of the school district shall be permitted to attend Elder Grove School with payment of tuition providing he/she meets the following requirements:

1. Must be in good standing with the most recently attended school in terms of academics, conduct and attendance.
2. Demonstrates a record free of truancy.
3. Demonstrates a record of good behavior in the school last attended.
4. Has no criminal record.
5. Admission does not require the hiring of additional staff or the provision of educational services not currently provided in the school.

VI. MISCELLANEOUS PROVISIONS AND GOVERNING LANGUAGE

A. NO STRIKE CLAUSE

The Association agrees that they will not participate in or encourage the interruption of their professional services in whole or in part. Violation of this clause by the Association or members shall constitute cause for discharge or other discipline and / or penalties to be determined by the Board.

B. REDUCTION IN FORCE

Section 1. Procedure: In the event the School District determines to reduce staff the provision of this Article shall apply.

Section 2. Definitions:

1. Teacher: The term Teacher used herein shall refer only to tenured Teachers, regularly employed at least half time by the School District.
2. Days: Means Teacher duty days, unless otherwise stated.

Section 3. Seniority:

1. Seniority shall mean the number of days of continuous service in the regular school year commencing with the first day of employment as a certified teacher in the School District, including authorized leave of absences allowed by the School District pursuant to this Agreement.
2. Non-Tenure teachers shall not acquire seniority until such Teacher acquires tenure and upon acquisition of tenure, the seniority date shall relate back to a Teacher's first day of employment as a certified teacher.

Section 4. Order of Layoff: Qualified Teachers shall be placed on layoff in inverse order of seniority. **Seniority will be determined by the following sequence.**

- a. First day of employment as a certified teacher.
- b. Date of signing of the individual contract.
- c. In the event that seniority is equal for purposes of layoff, order of seniority shall be determined by lot. (Lot is defined as a random drawing of names from a hat for those teachers equal in seniority.)

Section 5. Recall:

1. Teachers shall first be recalled to vacant positions in inverse order from that in which said Teacher was placed on layoff.
2. When placed on layoff, a Teacher shall maintain a current address with the School District and if a position becomes available for the Teacher on layoff, the School District shall provide written notice by Registered Mail or Certified Mail, Return Receipt Requested. The Teacher shall have fourteen (14) calendar days from the date of posting of such notice to accept re-employment. Failure on the part of the Teacher to accept re-employment within fourteen (14) calendar days of the posting of recall notice shall

constitute forfeiture on the part of the Teacher to any further rights of re-employment of reinstatement.

3. Re-employment rights shall automatically cease twelve (12) months from the date of layoff, and no further rights to reinstatement shall exist.

Section 6. Effect: Nothing shall be construed to limit the authority of the School District to determine the number of Employees, the establishment and priority of programs, or the right to reduce staff.

C. JURY DUTY

Teachers should notify the Administration office promptly upon receipt of a jury duty summons. If possible, teachers may be exempt from jury duty, but will be released to serve if required by law. In the event a teacher serves on jury duty on a school duty day the teacher shall receive his/her regular salary less jury duty pay.

D. SAVING/SEVERABILITY

If any section, subdivision, paragraph, sentence, phrase or other part of this agreement is determined or declared to be contrary to, or in violation of, any State or Federal Law, the remainder of the Agreement shall not be affected or invalid.

E. COPIES

Copies of the Master Agreement shall be printed at the expense of the District within thirty (30) days or as soon thereafter as practicable after the Master Agreement is signed. Copies shall be presented to all teachers now employed, hereinafter employed, or offered employment by the Board.

F. DURATION OF AGREEMENT

1. Terms and Reopening Negotiations

All provisions of this Agreement shall be effective as of July 1, 2021, except as otherwise provided herein. The Agreement will remain in full force and effect until June 30, 2022. Said Agreement will automatically be renewed and will continue in full force and effect for additional periods of one year unless either party gives notice to the other, not later than January 1, prior to the aforesaid expiration date or an anniversary thereof, of its desire to reopen this Agreement and to negotiate over the terms of a successor agreement.

2. Effect

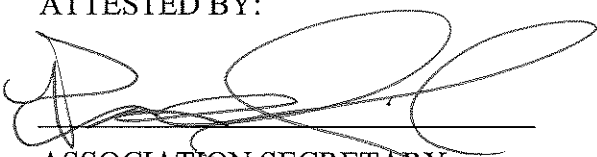
This Agreement constitutes the full and complete Agreement between the School District and the Association. The provisions herein relating to terms and conditions of employment supersede any and all prior Agreements, resolutions, practices, School District policies, rules or regulations concerning terms and conditions of employment inconsistent with these provisions.

IN WITNESS, WHEREFORE, THE PARTIES HEREUNTO SET THEIR HANDS AND SEALS THIS 7th DAY OF AUGUST, 2021.

ATTESTED BY:


CLERK OF THE BOARD

ATTESTED BY:


ASSOCIATION SECRETARY

BOARD OF TRUSTEES, SCHOOL DISTRICT #8

BY: 
CHAIRPERSON

ELDER GROVE EDUCATION ASSOCIATION

BY: 
ASSOCIATION PRESIDENT

ELDER GROVE

VII. SALARY SCHEDULE 2021-22

	BA	BA+10	BA+20	BA+30	BA+40	MA	MA+10
						BA+50	
21-22 Step							
0	34,576	35,797	37,031	38,251	39,486	40,706	41,996
1	36,011	37,370	38,718	40,074	41,422	42,781	44,185
2	37,446	38,943	40,402	41,899	43,358	44,855	46,370
3	38,881	40,516	42,089	43,721	45,295	46,930	48,559
4	40,316	42,089	43,773	45,547	47,231	49,005	50,744
5	41,751	43,663	45,461	47,369	49,167	51,079	52,932
6	41,751	45,236	47,144	49,195	51,103	53,154	55,118
7	41,751	45,236	48,832	51,017	53,040	55,228	57,306
8	41,751	45,236	48,832	52,843	54,976	57,303	59,491
9	41,751	45,236	48,832	54,665	56,912	59,377	61,680
10	41,751	45,236	48,832	56,490	58,848	61,452	63,865
11	41,751	45,236	48,832	58,312	60,785	63,526	66,054
12	41,751	45,236	48,832	60,138	62,721	65,601	68,239
13	41,751	45,236	48,832	61,960	64,657	67,676	70,428
14	41,751	45,236	48,832	61,960	64,657	69,750	72,613