

PROFESSIONAL NEGOTIATED AGREEMENT BETWEEN
THE LITTLE ROCK SCHOOL DISTRICT
AND THE
LITTLE ROCK EDUCATION ASSOCIATION

1. Recognition

The Little Rock School District (LRSD) Board of Directors ¹ recognizes the Little Rock Education Association (LREA) as the exclusive representative of all non-administrative LRSD employees and agrees to negotiate in good faith with LREA concerning "economic conditions of employment" pursuant to LRSD Board Policy HD, as well as personnel policies and educational matters of mutual concern. In accordance with Policy HD, this recognition of the LREA will continue so long as it is "deemed by the Board of Education to be in the best interest of the employees and the District."

2. Board Authority

LRSD Board Policy HD requires "that an acceptable management rights clause be part of every negotiated agreement." Accordingly, the LRSD Board and Administration reserve certain management rights, including but not limited to the right to hire, direct, assign, suspend, demote and promote all employees, the right to establish work schedules for all employees, and the right to establish policy. Nothing in this agreement shall limit LRSD's statutory right to petition the State Board of Education for waivers pursuant to A.C.A. § 6-15-103 while adhering to the Arkansas Teacher Fair Dismissal Act and the Arkansas Public School Employee Act. The Association recognizes the Board as the policy-making body of the district, and the Board agrees that it will not adopt any policy inconsistent with this agreement and the law.

¹ During the time LRSD remains under state control, the Arkansas Commissioner of Education will continue to serve as the LRSD Board of Directors.

3. LREA Obligations

LREA agrees to negotiate in good faith with LRSD concerning personnel policies, salaries, and educational matters of mutual concern. In accordance with LRSD Board Policy HD, LREA agrees that it will not cause, or permit its members to cause, any curtailment of work or restriction of services or interference with the operations of LRSD, and it will not support the action of any employee taken in violation of these obligations. If LREA violates these obligations, the LRSD Board will withdraw recognition of the LREA and terminate any existing contract(s). Participation by a LRSD employee in any curtailment of work or restriction of services or interference with the operations of LRSD constitutes just cause for termination.

4. LRSD Obligations

Subject to the management rights reserved above, the LRSD Board agrees to negotiate in good faith with the LREA concerning personnel policies, salaries and educational matters of mutual concern.

5. Joint Committees

The Board and the Association agree that joint committees may be established to address administrative practices and procedures affecting employees. Unless some other configuration is better suited to address the issues a committee is formed to address, committees will generally consist of five (5) classroom teachers and/or support staff appointed by the LREA and five (5) administrators. Teachers will be entitled to equal representation on committees formed to address issues affecting them.

6. Salaries

Employees will be paid in accordance with the applicable salary schedule that has been negotiated and is currently in effect until June 30, 2016. Compensation for the 2016-17 school year will be determined by good faith negotiations between the parties. All persons on the employee's salary schedule will be paid in twenty-four (24) equal installments. Pay dates shall be the first and fifteenth day of each month. If the pay date falls on a Saturday or Sunday, the payment shall be available on the preceding Friday, except for the months of January and July. Salaried employees may request to receive two (2) payments on the first pay dates in May and June and

two (2) payments on the second pay dates in May and June. (Thus receiving no compensation for the months of July and August.) Those salaried employees who have contract lengths greater than 9-14 months but fewer than twelve (12) months will receive their normal payments on the first and second pay dates in May and two (2) payments on the first and second pay dates in June. (Thus receiving no compensation for the month of July.)

7. Benefits

Non-administrative employees are entitled to the following benefits

A. Insurance

1. Health Insurance

LRSD will contribute up to \$357.70 per month toward the cost of each employee's health insurance premium under the ARBenefits Health Insurance Plan for Arkansas Public School Employees until January 1, 2016. LRSD's contribution will be up to \$300.00 per month for the remainder of term of this contract.

2. Term Life Insurance

The Board agrees to provide ten thousand dollars (\$10,000) of term life insurance, including Accidental Death and Dismemberment, for each employee employed by LRSD. Each employee may purchase an additional amount of optional life insurance in increments of one thousand dollars (\$1,000) up to forty thousand dollars (\$40,000). The monthly premium will be payroll deducted.

3. Payroll Deductions

The Board agrees to deduct and transmit the following items when employees individually authorize the deductions: Professional Association Dues, Group Insurance Premiums, Credit Unions, United Way and Annuities.

B. Leave

An employee's primary obligation is to report to work regularly and on time. Failure to do so constitutes just cause for discipline including termination.

1. Sick Leave

An employee shall be entitled to sick leave only for reasons of personal illness or illness in his or her immediate family. On the first day of their contract period, all teachers who are employed by LRSD on or before October 31, 2015 will be credited with the number of sick leave days without loss in pay as indicated by the table below, and all other employees will begin to accumulate sick leave at the rate of one day per month, with an accumulation from year to year to a maximum of one hundred seventy-eight (178) days:

Length of Contract	Number of Sick Leave Days
190-200	10
201-220	11
221 or over	12

Teachers hired by LRSD beginning November 1, 2015 will receive leave in accordance with "The Teachers' Minimum Sick Leave Law," A.C.A. § 6-17-1201 et. seq. Other employees hired by LRSD beginning November 1, 2015 will receive leave in accordance with "The School Employees Minimum Sick Leave Law," A.C.A. § 6-17-1301 et. seq.

2. Family and Medical Leave

Family and Medical Leave will be administered as per The Family and Medical Leave Act of 1993, as amended.

3. Personal Leave

At the beginning of each school year, every employee will be credited with two (2) days personal leave.

a. Those two (2) days will be available without loss of pay. Any of these days not used within a school year will be credited to accumulated sick leave.

b. Each employee shall determine at the time leave is taken whether the day is used with or without pay. The building administrator or support staff supervisor must be notified twenty-four (24) hours prior to taking such leave. In cases of emergency, including inclement weather, where such notice is impossible, the Sub System and the building administrator and/or the support staff supervisor must be notified.

c. The terms of this agreement do not preclude the past practice of allowing an employee to arrange, with his/her building administrator's or support staff supervisor's approval,

to be absent without penalty for a short duration. If the absence exceeds one half (1/2) day, then the employee must take appropriate leave.

4. Association Leave

Each year the Association will be granted up to forty (40) days of paid leave for members participating in LREA- sponsored meetings, conferences, or workshops. including no more than ten (10) total days of classroom teacher absences. Costs for the substitutes will be assumed by the Association. The Association's request for the leave will be sent at least five (5) days in advance to the Associate Superintendent of Human Resources with a copy sent to the building administrator.

5. Extended Leave

a. Association President

At the request of the LREA, the President shall be given full released time from his or her contracted responsibilities in order to perform LREA business, and the LREA will reimburse the LRSD for the full cost (salary and fringe benefits) of all such time.

b. NEA/AEA President

An employee will be granted a leave of absence for the term of the office, with increment but without pay, to serve as President of the National Education Association or as President of the Arkansas Education Association.

8. Grievance Procedure

A. Purpose. The purpose of this grievance procedure is to provide for an orderly method of resolving concerns raised by an employee at the lowest possible administrative level and in a clear and timely manner for both parties.

B. Definition. "Grievance" means any concern related to personnel policy, salary, federal or state laws and regulations, or terms or conditions of employment raised by a teacher, except that recommendations for nonrenewal, termination, or suspension under the Arkansas Teacher Fair Dismissal Act (A.C.A. § 6-17-1501-1510) and the Public School Employee Fair Hearing Act (A.C.A. § 6-17-1701-1705) are excluded from this grievance procedure and are governed by the

requirements of those statutes. A grievance may be pursued by an individual employee or by a group of employees who have the same grievance.

C. Informal Resolution. The parties acknowledge and agree that an employee and his/her immediate supervisor shall first attempt to resolve any problem at the lowest possible administrative level in an orderly fashion within five (5) days of the incident upon which the problem is based.

LREA and the LRSD Board agree that the disciplinary process for minor offenses shall normally be based on a system of progressive discipline involving written warning, written reprimand, suspension without pay, and discharge. The parties acknowledge that some levels of conduct may merit discipline at any level, up to and including discharge. Employees shall have the right to a representative at a disciplinary meeting.

D. Formal Grievance Procedure

Level One-Immediate Supervisor

If the grievance is not resolved to the grievant's satisfaction through informal discussions with his or her immediate supervisor, the grievant may, within five (5) working days from the date the informal resolution efforts failed, submit the grievance to the Association. If the Association decides that the grievance has merit, within five (5) working days of receipt by the Association, the Association will file the written grievance with the appropriate supervisor, with a copy to the superintendent. The grievance letter shall include the following:

- Name of the employee involved.
- Date of the alleged violation.
- Citation to any contract provisions involved.
- Brief summary of the facts giving rise to the grievance.
- Statement of the contention of the employee(s) and of the Association on the issues.
- The requested remedy.

The supervisor shall, within five (5) days after the receipt of the grievance, set a date and time for a meeting with the employee and the Association's representative. The grievance letter shall not limit the discussion of relevant facts that may come to light in the course of the discussion of the grievance.

The supervisor shall provide the aggrieved party and the Association with a written answer to the grievance within three (3) days after the meeting.

Level Two-Superintendent

If the grievant is not satisfied with the supervisor's determination, or if no decision has been rendered within three (3) days after the meeting, then within ten (10) days after the Level One meeting the grievance shall be advanced to the superintendent or his/her designee at Level Two. The grievant shall be entitled to a hearing before the Superintendent or his or her designee within ten (10) working days of the date the grievant provides a written grievance to the Superintendent. The grievance hearing procedure shall be informal and shall consist of the grievant explaining and supporting the grievance, the grievant's immediate supervisor explaining and supporting his or her opposition to the grievance, and both sides responding to questions from the Superintendent or his or her designee. The teacher may be represented at the hearing by a person of his or her choosing (but not a member of the teacher's immediate family). The Superintendent or his or her designee will provide the grievant a written decision within ten (10) working days from the date of grievance hearing.

E. Appeal to LRSD Board of Directors². If the grievant is not satisfied with the decision of the Superintendent or his or her

² During the time LRSD remains under state control, the Arkansas Commissioner of Education or his or her designee(s) will conduct the appeal hearing described in this paragraph.

designee, the grievant may appeal to the LRSD Board of Directors providing a written notice of appeal to the President of the LRSD Board of Directors and the Superintendent of Schools within five (5) working days of the grievant's receipt of the decision of the Superintendent or his or her designee. The written notice of appeal shall contain the grievant's specific objections to the decision of the Superintendent or his or her designee, the facts supporting those objections, and the resolution sought in the appeal. The appeal hearing will be held at the next regularly scheduled meeting of the LRSD Board of Directors unless both parties agree to a different date in writing. The hearing shall be open or closed at the discretion of the teacher. The teacher may be represented at the hearing by a person of his or her choosing (but not a member of the teacher's immediate family). The grievant shall have an adequate opportunity to present the grievance, including no less than ninety (90) minutes within which to present and question witnesses. The LRSD Board of Directors shall decide the grievance within ten (10) working days of the completion of the grievance hearing and shall provide a copy of its decision in writing to the grievant. There shall be no reprisals of any kind against any employee who exercises his or her right to pursue a grievance or participates in the process of any grievance.

A grievance which is the result of a suspension without pay, termination or non-renewal recommendation shall be excluded from the Level Two procedure and shall instead be handled under the Arkansas Teacher Fair Dismissal Act or the Public School Fair Dismissal Act.

9. Miscellaneous Clauses

A. Representation

No employee shall be required to discuss any grievance without a representative of the LREA being present.

B. Cooperation

The LRSD and LREA agree to cooperate in the investigation of any grievance and to exchange any information required for the processing of the grievance.

C. Filing of Grievances

All documents, communications, and records dealing with the processing of a grievance will be filed separately from the personnel files of the parties.

10. Teaching Assignments Teaching assignments will be made in accordance with Arkansas law, Arkansas Department of Education regulations, and LRSD Policies.

11. This agreement supersedes and replaces all other agreements between the LRSD and any non-administrative certified or non-certified employee groups represented by the LREA.

12. Term

This agreement is effective from November 1, 2015 to October 31, 2016.

Board of Directors of
The Little Rock School District

Johnny Key

Attest:

W. Baker Kurrus
Superintendent

Little Rock Education Association

Cathy Koehler

Attest:

Marshall J. Green
Uniserv Director

LITTLE ROCK SCHOOL DISTRICT
TEACHERS 2015-16

9 1/4 MOS. (192)

BA	1	35,232	35,909	36,587	37,942	39,297	40,652	42,007	43,362	44,717	46,072	47,427	48,782	50,137	51,492	52,847	54,202	55,557	56,912	58,267	59,622	60,977	62,332	63,687	65,042	66,397	67,752	69,107	70,462	71,817	73,172	74,527	75,882	77,237	78,592	79,947	81,302	82,657	84,012	85,367	86,722	88,077	89,432	90,787	92,142	93,497	94,852	96,207	97,562	98,917	100,272	101,627	102,982	104,337	105,692	107,047	108,402	109,757	111,112	112,467	113,822	115,177	116,532	117,887	119,242	120,597	121,952	123,307	124,662	126,017	127,372	128,727	130,082	131,437	132,792	134,147	135,502	136,857	138,212	139,567	140,922	142,277	143,632	144,987	146,342	147,697	149,052	150,407	151,762	153,117	154,472	155,827	157,182	158,537	159,892	161,247	162,602	163,957	165,312	166,667	168,022	169,377	170,732	172,087	173,442	174,797	176,152	177,507	178,862	180,217	181,572	182,927	184,282	185,637	186,992	188,347	189,702	191,057	192,412	193,767	195,122	196,477	197,832	199,187	200,542	201,897	203,252	204,607	205,962	207,317	208,672	210,027	211,382	212,737	214,092	215,447	216,802	218,157	219,512	220,867	222,222	223,577	224,932	226,287	227,642	228,997	230,352	231,707	233,062	234,417	235,772	237,127	238,482	239,837	241,192	242,547	243,902	245,257	246,612	247,967	249,322	250,677	252,032	253,387	254,742	256,097	257,452	258,807	260,162	261,517	262,872	264,227	265,582	266,937	268,292	269,647	271,002	272,357	273,712	275,067	276,422	277,777	279,132	280,487	281,842	283,197	284,552	285,907	287,262	288,617	290,072	291,427	292,782	294,137	295,492	296,847	298,202	299,557	300,912	302,267	303,622	304,977	306,332	307,687	309,042	310,397	311,752	313,107	314,462	315,817	317,172	318,527	319,882	321,237	322,592	323,947	325,302	326,657	328,012	329,367	330,722	332,077	333,432	334,787	336,142	337,497	338,852	340,207	341,562	342,917	344,272	345,627	346,982	348,337	349,692	351,047	352,402	353,757	355,112	356,467	357,822	359,177	360,532	361,887	363,242	364,597	365,952	367,307	368,662	370,017	371,372	372,727	374,082	375,437	376,792	378,147	379,502	380,857	382,212	383,567	384,922	386,277	387,632	388,987	390,342	391,697	393,052	394,407	395,762	397,117	398,472	399,827	401,182	402,537	403,892	405,247	406,602	407,957	409,312	410,667	412,022	413,377	414,732	416,087	417,442	418,797	420,152	421,507	422,862	424,217	425,572	426,927	428,282	429,637	430,992	432,347	433,702	435,057	436,412	437,767	439,122	440,477	441,832	443,187	444,542	445,897	447,252	448,607	449,962	451,317	452,672	454,027	455,382	456,737	458,092	459,447	460,802	462,157	463,512	464,867	466,222	467,577	468,932	470,287	471,642	472,997	474,352	475,707	477,062	478,417	479,772	481,127	482,482	483,837	485,192	486,547	487,902	489,257	490,612	491,967	493,322	494,677	496,032	497,387	498,742	500,097	501,452	502,807	504,162	505,517	506,872	508,227	509,582	510,937	512,292	513,647	515,002	516,357	517,712	519,067	520,422	521,777	523,132	524,487	525,842	527,197	528,552	529,907	531,262	532,617	533,972	535,327	536,682	538,037	539,392	540,747	542,102	543,457	544,812	546,167	547,522	548,877	550,232	551,587	552,942	554,297	555,652	557,007	558,362	559,717	561,072	562,427	563,782	565,137	566,492	567,847	569,202	570,557	571,912	573,267	574,622	575,977	577,332	578,687	580,042	581,397	582,752	584,107	585,462	586,817	588,172	589,527	590,882	592,237	593,592	594,947	596,302	597,657	599,012	600,367	601,722	603,077	604,432	605,787	607,142	608,497	609,852	611,207	612,562	613,917	615,272	616,627	617,982	619,337	620,692	622,047	623,402	624,757	626,112	627,467	628,822	630,177	631,532	632,887	634,242	635,597	636,952	638,307	639,662	641,017	642,372	643,727	645,082	646,437	647,792	649,147	650,502	651,857	653,212	654,567	655,922	657,277	658,632	660,087	661,442	662,797	664,152	665,507	666,862	668,217	669,572	670,927	672,282	673,637	674,992	676,347	677,702	679,057	680,412	681,767	683,122	684,477	685,832	687,187	688,542	689,897	691,252	692,607	693,962	695,317	696,672	698,027	699,382	700,737	702,092	703,447	704,802	706,157	707,512	708,867	710,222	711,577	712,932	714,287	715,642	716,997	718,352	719,707	721,062	722,417	723,772	725,127	726,482	727,837	729,192	730,547	731,902	733,257	734,612	735,967	737,322	738,677	740,032	741,387	742,742	744,097	745,452	746,807	748,162	749,517	750,872	752,227	753,582	754,937	756,292	757,647	758,997	760,352	761,707	763,062	764,417	765,772	767,127	768,482	769,837	771,192	772,547	773,902	775,257	776,612	777,967	779,322	780,677	782,032	783,387	784,742	786,097	787,452	788,807	790,162	791,517	792,872	794,227	795,582	796,937	798,292	799,647	801,002	802,357	803,712	805,067	806,422	807,777	809,132	810,487	811,842	813,197	814,552	815,907	817,262	818,617	819,972	821,327	822,682	824,037	825,392	826,747	828,102	829,457	830,812	832,167	833,522	834,877	836,232	837,587	838,942	840,297	841,652	843,007	844,362	845,717	847,072	848,427	849,782	851,137	852,492	853,847	855,202	856,557	857,912	859,267	860,622	861,977	863,332	864,687	866,042	867,397	868,752	870,107	871,462	872,817	874,172	875,527	876,882	878,237	879,592	880,947	882,302	883,657	885,012	886,367	887,722	889,077	890,432	891,787	893,142	894,497	895,852	897,207	898,562	899,917	901,272	902,627	903,982	905,337	906,692	908,047	909,402	910,757	912,112	913,467	914,822	916,177	917,532	918,887	920,242	921,597	922,952	924,307	925,662	927,017	928,372	929,727	931,082	932,437	933,792	935,147	936,502	937,857	939,212	940,567	941,922	943,277	944,632	945,987	947,342	948,697	950,052	951,407	952,762	954,117	955,472	956,827	958,182	959,537	960,892	962,247	963,602	964,957	966,312	967,667	969,022	970,377	971,732	973,087	974,442	975,797	977,152	978,507	979,862	981,217	982,572	983,927	985,282	986,637	987,992	989,347	990,702	992,057	993,412	994,767	996,122	997,477	998,832	1000,187	1001,542	1002,897	1004,252	1005,607	1006,962	1008,317	1009,672	1011,027	1012,382	1013,737	1015,092	1016,447	1017,802	1019,157	1020,512	1021,867	1023,222	1024,577	1025,932	1027,287	1028,642	1030,097	1031,452	1032,807	1034,162	1035,517	1036,872	1038,227	1039,582	1040,937	1042,292	1043,647	1045,002	1046,357	1047,712	1049,067	1050,422	1051,777	1053,132	1054,487	1055,842	1057,197	1058,552	1059,907	1061,262	1062,617	1063,972	1065,327	1066,682	1068,037	1069,392	1070,747	1072,102	1073,457	1074,812	1076,167	1077,522	1078,877	1080,232	1081,587	1082,942	1084,297	1085,652	1087,007	1088,362	1089,717	1091,072	1092,427	1093,782	1095,137	1096,492	1097,847	1099,202	1100,557	1101,912	1103,267	1104,622	1105,977	1107,332	1108,687	1110,042	1111,397	1112,752	1114,107	1115,462	1116,817	1118,172	1119,527	1120,882	1122,237	1123,592	1124,947	1126,302	1127,657	1129,012	1130,367	1131,722	1133,077	1134,432	1135,787	1137,142	1138,497	1139,852	1141,207	1142,562	1143,917	1145,272	1146,627	1147,982	1149,337	1150,692	1152,047	1153,402	1154,757	1156,112	1157,467	1158,822	1160,177	1161,532	1162,887	1164,242	1165,597	1166,952	1168,307	1169,662	1171,017	1172,372	1173,727	1175,082	1176,437	1177,792	1179,147	1180,502	1181,857	1183,212	1184,567	1185,922	1187,277	1188,632	1190,087	1191,442	1192,797	1194,152	1195,507	1196,862	1198,217	1199,572	1200,927	1202,282	1203,637	1204,992	1206,347	1207,702	1209,057	1210,412	1211,767	1213,122	1214,477	1215,832	1217,187	1218,542	1219,897	1221,252	1222,607	1223,962	1225,317	1226,672	1228,027	1229,382	1230,737	1232,092	1233,447	1234,802	1236,157	1237,512	1238,867	1240,222	1241,577	1242,932	1244,287	1245,642	1246,997	1248,352	1249,707	1251,062	1252,417	1253,772	1255,127	1256,482	1257,837	1259,192	1260,547	1261,902	1263,257	1264,612	1265,967	1267,322	1268,677	1270,032	1271,387	1272,742	1274,097	1275,452	1276,807	1278,162	1279,517	1280,872	1282,227	1283,582	1284,937	1286,292	1287,647	1289,002	1290,357	1291,712	1293,067	1294,422	1295,777	1297,132	1298,487	1299,842	1301,197	1302,552	1303,907	1305,262	1306,617	1307,972	1309,327	1310,682	1312,037	1313,392	1314,747	1316,102	1317,457	1318,812	1320,167	1321,522	1322,877	1324,232	1325,587	1326,942	1328,297	1329,652	1331,007	1332,362	1333,717	1335,072	1336,427	1337,782	1339,137	1340,492	1341,847	1343,202	1344,557	1345,912	1347,267	1348,622	1350,077	1351,432	1352,787	1354,142	1355,497	1356,852	1358,207	1359,562	1360,917	1362,272	1363,627	1364,982	1366,337	1367,692	1369,047	1370,402	1371,757	1373,112	1374,467	1375,822	1377,177	1378,532	1379,887	1381,242	1382,597	1383,952	1385,307	1386,662	
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BA	39,820	40,585	41,351	42,882	44,413	45,945	47,476	49,008	50,540	52,071	53,603	55,134	56,666	58,197	59,728	61,260	62,791	64,323	65,854	67,385	68,916	70,447	71,978	73,509	75,040	76,571	78,102	79,633	81,164	82,695	84,226	85,757	87,288	88,819	90,350	91,881	93,412	94,943	96,474	98,005	99,536	101,067	102,598	104,129	105,660	107,191	108,722	110,253	111,784	113,315	114,846	116,377	117,908	119,439	120,970	122,501	124,032	125,563	127,094	128,625	130,156	131,687	133,218	134,749	136,280	137,811	139,342	140,873	142,404	143,935	145,466	146,997	148,528	150,059	151,590	153,121	154,652	156,183	157,714	159,245	160,776	162,307	163,838	165,369	166,900	168,431	169,962	171,493	173,024	174,555	176,086	177,617	179,148	180,679	182,210	183,741	185,272	186,803	188,334	189,865	191,396	192,927	194,458	195,989	197,520	199,051	200,582	202,113	203,644	205,175	206,706	208,237	209,768	211,299	212,830	214,361	215,892	217,423	218,954	220,485	222,016	223,547	225,078	226,609	228,140	229,671	231,202	232,733	234,264	235,795	237,326	238,857	240,388	241,919	243,450	244,981	246,512	248,043	249,574	251,105	252,636	254,167	255,698	257,229	258,760	260,291	261,822	263,353	264,884	266,415	267,946	269,477	271,008	272,539	274,070	275,601	277,132	278,663	280,194	281,725	283,256	284,787	286,318	287,849	289,380	290,911	292,442	293,973	295,504	297,035	298,566	300,097	301,628	303,159	304,690	306,221	307,752	309,283	310,814	312,345	313,876	315,407	316,938	318,469	320,000	321,531	323,062	324,593	326,124	327,655	329,186	330,717	332,248	333,779	335,310	336,841	338,372	339,903	341,434	342,965	344,496	346,027	347,558	349,089	350,620	352,151	353,682	355,213	356,744	358,275	359,806	361,337	362,868	364,399	365,930	367,461	368,992	370,523	372,054	373,585	375,116	376,647	378,178	379,709	381,240	382,771	384,302	385,833	387,364	388,895	390,426	391,957	393,488	395,019	396,550	398,081	399,612	401,143	402,674	404,205	405,736	407,267	408,798	410,329	411,860	413,391	414,922	416,453	417,984	419,515	421,046	422,577	424,108	425,639	427,170	428,701	430,232	431,763	433,294	434,825	436,356	437,887	439,418	440,949	442,480	444,011	445,542	447,073	448,604	450,135	451,666	453,197	454,728	456,259	457,790	459,321	460,852	462,383	463,914	465,445	466,976	468,507	470,038	471,569	473,100	474,631	476,162	477,693	479,224	480,755	482,286	483,817	485,348	486,879	488,410	489,941	491,472	493,003	494,534	496,065	497,596	499,127	500,658	502,189	503,720	505,251	506,782	508,313	509,844	511,375	512,906	514,437	515,968	517,499	519,030	520,561	522,092	523,623	525,154	526,685	528,216	529,747	531,278	532,809	534,340	535,871	537,402	538,933	540,464	542,095	543,626	545,157	546,688	548,219	549,750	551,281	552,812	554,343	555,874	557,405	558,936	560,467	562,098	563,629	565,160	566,691	568,222	569,753	571,284	572,815	574,346	575,877	577,408	578,939	580,470	582,001	583,532	585,063	586,594	588,125	589,656	591,187	592,718	594,249	595,780	597,311	598,842	600,373	601,904	603,435	604,966	606,497	608,028	609,559	611,090	612,621	614,152	615,683	617,214	618,745	620,276	621,807	623,338	624,869	626,400	627,931	629,462	630,993	632,524	634,055	635,586	637,117	638,648	640,179	641,710	643,241	644,772	646,303	647,834	649,365	650,896	652,427	653,958	655,489	657,020	658,551	660,082	661,613	663,144	664,675	666,206	667,737	669,268	670,799	672,330	673,861	675,392	676,923	678,454	680,085	681,616	683,147	684,678	686,209	687,740	689,271	690,802	692,333	693,864	695,395	696,926	698,457	700,088	701,619	703,150	704,681	706,212	707,743	709,274	710,805	712,336	713,867	715,398	716,929	718,460	720,091	721,622	723,153	724,684	726,215	727,746	729,277	730,808	732,339	733,870	735,401	736,932	738,463	740,094	741,625	743,156	744,687	746,218	747,749	749,280	750,811	752,342	753,873	755,404	756,935	758,466	760,097	761,628	763,159	764,690	766,221	767,752	769,283	770,814	772,345	773,876	775,407	776,938	778,469	780,000	781,531	783,062	784,593	786,124	787,655	789,186	790,717	792,248	793,779	795,310	796,841	798,372	799,903	801,434	802,965	804,496	806,027	807,558	809,089	810,620	812,151	813,682	815,213	816,744	818,275	819,806	821,337	822,868	824,399	825,930	827,461	828,992	830,523	832,054	833,585	835,116	836,647	838,178	839,709	841,240	842,771	844,302	845,833	847,364	848,895	850,426	851,957	853,488	855,019	856,550	858,081	859,612	861,143	862,674	864,205	865,736	867,267	868,798	870,329	871,860	873,391	874,922	876,453	877,984	879,515	881,046	882,577	884,108	885,639	887,170	888,701	890,232	891,763	893,294	894,825	896,356	897,887	899,418	900,949	902,480	904,011	905,542	907,073	908,604	910,135	911,666	913,197	914,728	916,259	917,790	919,321	920,852	922,383	923,914	925,445	926,976	928,507	930,038	931,569	933,100	934,631	936,162	937,693	939,224	940,755	942,286	943,817	945,348	946,879	948,410	949,941	951,472	953,003	954,534	956,065	957,596	959,127	960,658	962,189	963,720	965,251	966,782	968,313	969,844	971,375	972,906	974,437	975,968	977,499	979,030	980,561	982,092	983,623	985,154	986,685	988,216	989,747	991,278	992,809	994,340	995,871	997,402	998,933	1000,464	1002,095	1003,626	1005,157	1006,688	1008,219	1009,750	1011,281	1012,812	1014,343	1015,874	1017,405	1018,936	1020,467	1022,098	1023,629	1025,160	1026,691	1028,222	1029,753	1031,284	1032,815	1034,346	1035,877	1037,408	1038,939	1040,470	1042,001	1043,532	1045,063	1046,594	1048,125	1049,656	1051,187	1052,718	1054,249	1055,780	1057,311	1058,842	1060,373	1061,904	1063,435	1064,966	1066,497	1068,028	1069,559	1071,090	1072,621	1074,152	1075,683	1077,214	1078,745	1080,276	1081,807	1083,338	1084,869	1086,400	1087,931	1089,462	1090,993	1092,524	1094,055	1095,586	1097,117	1098,648	1100,179	1101,710	1103,241	1104,772	1106,303	1107,834	1109,365	1110,896	1112,427	1113,958	1115,489	1117,020	1118,551	1120,082	1121,613	1123,144	1124,675	1126,206	1127,737	1129,268	1130,799	1132,330	1133,861	1135,392	1136,923	1138,454	1139,985	1141,516	1143,047	1144,578	1146,109	1147,640	1149,171	1150,702	1152,233	1153,764	1155,295	1156,826	1158,357	1159,888	1161,419	1162,950	1164,481	1166,012	1167,543	1169,074	1170,605	1172,136	1173,667	1175,198	1176,729	1178,260	1179,791	1181,322	1182,853	1184,384	1185,915	1187,446	1188,977	1190,508	1192,039	1193,570	1195,101	1196,632	1198,163	1199,694	1201,225	1202,756	1204,287	1205,818	1207,349	1208,880	1210,411	1211,942	1213,473	1215,004	1216,535	1218,066	1219,597	1221,128	1222,659	1224,190	1225,721	1227,252	1228,783	1230,314	1231,845	1233,376	1234,907	1236,438	1237,969	1239,500	1241,031	1242,562	1244,093	1245,624	1247,155	1248,686	1250,217	1251,748	1253,279	1254,810	1256,341	1257,872	1259,403	1260,934	1262,465	1263,996	1265,527	1267,058	1268,589	1270,120	1271,651	1273,182	1274,713	1276,244	1277,775	1279,306	1280,837	1282,368	1283,899	1285,430	1286,961	1288,492	1290,023	1291,554	1293,085	1294,616	1296,147	1297,678	1299,209	1300,740	1302,271	1303,802	1305,333	1306,864	1308,395	1309,926	1311,457	1312,988	1314,519	1316,050	1317,581	1319,112	1320,643	1322,174	1323,705	1325,236	1326,767	1328,298	1329,829	1331,360	1332,891	1334,422	1335,953	1337,484	1339,015	1340,546	1342,077	1343,608	1345,139	1346,670	1348,201	1349,732	1351,263	1352,794	1354,325	1355,856	1357,387	1358,918	1360,449	1361,980	1363,511	1365,042	1366,573	1368,104	1369,635	1371,166	1372,697	1374,228	1375,759	1377,290	1378,821	1380,352	1381,883	1383,414	1384,945	1386,476	1388,007	1389,538	1391,069	1392,600	1394,131	1395,662	1397,193	1398,724	1400,255	1401,786	1403,317	1404,848	1406,379	1407,910	1409,441	1410,972	1412,503	1414,034	1415,565	1417,096	1418,627	1420,158	1421,689	1423,220	1424,751	1426,282	1427,813	1429,344	1430,875	1432,406	1433,937	1435,468	1436,999	1438,530	1440,061	1441,592	1443,123	1444,654	1446,185	1447,716	1449,247	1450,778	1452,309	1453,840	1455,371	1456,902	1458,433	1459,964	1461,495	1463,026	1464,557	1466,088	1467,619	1469,150	1470,681	1472,212	1473,743	1475,274	1476,805	1478,336	1479,867	1481,398	1482,929	1484,460	1485,991	1487,522	1489,053	1490,584	1492,115	1493,646	1495,177	1496,708	1498,239	1499,770	1501,301	1502,832	1504,363	1505,894	1507,425	1508,956	1510,487	1512,018	1513,549	1515,080	1516,611	1518,142	1519,673	1521,204	1522,735	1524,266	1525,797	1527,328	1528,859	1530,390	1531,921	1533,452	1534,983	1536,514	1538,045	1539,576	1541,107	1542,638	1544,169	1545,700	1547,231	1548,762	1550,293	1551,824	1553,355	1554,886	1556,417	1557,948	1559,479	1561,010	1562,541	1564,
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