



Minutes of School Board Meeting
July 19, 2010

- 1 The Joaquin ISD School Board met tonight in regular session at 7:30 p.m. in the Joaquin Boardroom with the following members present: Mark Stone, Jay Dee Cockrell, Charles Leflett, and Jeff Hamilton.

Board members absent: Frank Cooper, Ronnie Belrose and Josh Cooper

Guest(s) Present:

Joaquin ISD Employee(s) Present: Phil Worsham, Superintendent; Joel McSwain, Director of Finance; Sherry Scruggs, High School Principal; Terri Gray, Elementary Principal;

Mark Stone, President, called the meeting to order at 7:31 p.m.

- 2 The invocation was led by Phil Worsham, and the Pledge of Allegiance to the United States of America by Jay Dee Cockrell, and the Pledge of Allegiance to the Texas Flag was led by Jeff Hamilton.

- 3 Audience Participation – Those signed up and participating were: None

- 4 Report and Information items:

- 4.1 Review Monthly Financial Reports – Joel McSwain, Director of Finance
- 4.2 TASA/TASB Convention Registration
- 4.3 Review Handbooks – Student and Employee
- 4.4 Calendar for 2010-2011 Budget and Tax Rate meetings
- 4.5 Construction Update
- 4.6 Correspondence

- 5 Agenda Items for discussion, consideration, and possible action:

- 5.1 It was moved by Jeff Hamilton, and seconded by Jay Dee Cockrell, to approve the minutes from the previous meeting. Following discussion, a vote was taken on the motion. It carried unanimously.
- 5.2 It was moved by Charles Leflett, and seconded by Jeff Hamilton, to confirm the approval of the application for Low Attendance Days Wavier with TEA. Following discussion, a vote was taken on the motion. It carried unanimously.
- 5.3 It was moved by Jeff Hamilton, and seconded by Charles Leflett, to approve the reimbursement resolution for bond funds. Following discussion, a vote was taken on the motion. It carried unanimously.
- 5.4 It was moved by Charles Leflett, and seconded by Jay Dee Cockrell, to increase the District's contribution to health insurance from \$225.00 to \$275.00 for those employees participating. Following discussion, a vote was taken on the motion. It carried unanimously.
- 5.5 It was moved by Jeff Hamilton, and seconded by Charles Leflett, to approve changes to the Joaquin ISD Student Code-Of-Conduct (attached as Exhibit A). Following discussion, a vote was taken on the motion. It carried unanimously.
- 5.6a It was moved by Jay Dee Cockrell, and seconded by Jeff Hamilton, to approve and amend the 2009-2010 budget to unreserve \$650,000.00 of fund balance for early debt pay-off of the balance of the maintenance tax note (attached as Exhibit B). Following discussion, a vote was taken on the motion. It carried unanimously.
- 5.6b It was moved by Charles Leflett, and seconded by Jeff Hamilton, to amend the 2009-2010

budget by moving excess funds from functions 11 and 13 to cover shortages in functions 21, 33, 41 and 99 (attached as Exhibit B). Following discussion, a vote was taken on the motion. It carried unanimously.

5.7 It was moved by Charles Leflett, and seconded by Jay Dee Cockrell, to approve 2010-11 Salary Scales (attached as Exhibit C). Following discussion, a vote was taken on the motion. It carried unanimously.

5.8 It was moved by Jay Dee Cockrell, and seconded by Jeff Hamilton, to set a special board meeting for Monday, July 26, 2010, at 12-Noon for selling four million dollars of bonds for Joaquin ISD. Following discussion, a vote was taken on the motion. It carried unanimously.

6 The board entered closed session in accordance with the Texas Open Meetings Act, Texas Government Code at 8:32 p.m. on July 19, 2010.

6.1 Resignations, hiring and Contracts – Texas Government Code Section 551.074

a. Resignations

b. Teacher & Teacher Coach position(s)

c. Superintendent's Contract

7 The board entered open session in accordance with the Texas Open Meetings Act at 9:00 p.m. on July 19, 2010.

7.1 a It was moved by Jeff Hamilton, and seconded by Charles Leflett, to confirm the acceptance of resignation by the Superintendent from Lynn Burlison. Following discussion, a vote was taken on the motion. It carried unanimously.

7.1 b It was moved by Charles Leflett, and seconded by Jeff Hamilton, to confirm the hiring of Jennifer Griffin, Rikki Sheffield, and Shane Vance on probationary contracts for 2010-2011 school year subject to assignment. Following discussion, a vote was taken on the motion. It carried unanimously.

7.1 c It was moved by Jay Dee Cockrell, and seconded by Charles Leflett, to increase the Superintendent's annual salary by \$595.00. Following discussion, a vote was taken on the motion. It carried unanimously.

8 Mark Stone, Board President, ask for items to be placed on the next board agenda.

9 Designation of date and time of next regular meeting of the Board of Trustees of the Joaquin ISD – Monday, August 16 at 7:30 p.m. A special meeting will be held on July 26th at 12-Noon.

10 With no further business on the agenda the meeting was adjourn.

Mark Stone, President

Ronnie Belrose, Secretary

Changes to the Junior High/High School Code of Conduct for 2010-11 school year.

Remove –

Class I - Letter F. Possession of any portable radios, tape/CD players, noise makers paging devices (except when a student is serving in the capacity of an active member of a volunteer fire fighting organization or an emergency medical service organization), or any items that could disrupt the educational process during school hours. (Can discipline according to circumstances.)

Purpose – We are using some of these devices in the classroom. This is no longer relevant.

EXHIBIT A

JOAQUIN ISD
2009-2010 BUDGET AMENDMENTS
July 19, 2010

<u>Account Title</u>	<u>Account #</u>	REVENUE INCREASE (DECREASE)	EXPENDITURES INCREASE (DECREASE)	NET EFFECT ON BUDGET
1 Principal Payments	171-71-65			
Fund Balance Reserved for Early Debt Payoff	199-00-34		650,000	(650,000)
To budget use of reserved fund balance to payoff principal balance of Maintenance Tax Note				
Board need to approve a resolution to unreserved \$650,000 of Fund Balance Reserved for				
Early Debt Pay-off.				

2 Contracted Services	199-21-6291		4,000	
Legal Services	199-41-6213		21,000	
Appraisal District Fees	199-99-6213		4,400	
Capital Outlay-Oxygen Machines	199-33-6399		2,600	
Contracted Services	199-13-6291		(5,000)	
Travel	199-13-6411		(3,000)	
Payroll Costs	199-11-6119		(24,000)	0

Move excess funds budgeted in Function#11-Instruction and #13-Curriculum & Staff Development to cover shortages in Function #21-Instructional Leadership, Function #33-Health Services, Function #41-General Administration and Function #99-Other Uses.

0	650,000	(650,000)
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EXHIBIT C

**JOAQUIN ISD
LOCAL SALARY SCALES**

2010-2011

July 19, 2010

SCALE 1
Teachers
Librarians,
Counselors

This current scale was increased \$1,000 last year through Step 20 and is currently \$3,000 more than state base through step 20. Three years ago this scale was expanded from 20 to 30 steps. Also, the scale has a \$1,500 supplement for a Masters Degree. No increase in this scale is recommended other than adding \$595 more to Step 30. This will allow a raise to eight teachers who are presently maxed out. This small change makes Step 30 \$7,669 more than state base at Step 20.

SCALE 2
Other Professionals

This scale is identical to Scale 1 with out the \$1,500 for Masters and presently stops at Step 20. We recommend expanding it also to Step 30. It was not expanded when we changed Scale 1 to 30 steps three years ago. Other professionals are paid according to this scale plus a stipend for different positions which are evaluated and adjusted if needed to maintain quality employees and keep our total salary marketable with other area schools.

SCALES 3-11

These scales are derived as a percentage of the teacher pay in Scale 1 with the exception of Scale 10 for Bus Drivers which is a flat hourly rate. The only change recommended is increase Step 30 only.

SCALE 8
Computer Maintenance/
Network Technician

Propose increasing this scale from 78% of Scale 1 to 86% of Scale 1.

SCALE 7
District Accountability
Ratings Incentive Pay

No proposed changes at this time—just continue these incentives.

Substitute Employee Scale

No change recommended. This scale was increased last year to reflect increase in federal minimum wage from \$6.55 to \$7.25 per hour.

Average Pay Raise

The changes to the above scales result in pay raises ranging from .83% to 3.87% depending on years of experience . The total cost of the raises is \$99,525 . However, total budgeted salaries for 2010-11 with these scales is \$10,000 less from prior year due to 3 less positions less budgeted for 2010-11.

Scale 2						
	Other Professionals					
Days	187	197	207	226		
	100%	100%	100%	100%		
Years Exp.	Yearly	Yearly	Yearly	Yearly	Daily	
0	\$ 30,320	\$ 31,941	\$ 33,563	\$ 36,643	\$ 162.139	
1	\$ 30,910	\$ 32,563	\$ 34,216	\$ 37,356	\$ 165.294	1.95%
2	\$ 31,490	\$ 33,174	\$ 34,858	\$ 38,057	\$ 168.396	1.88%
3	\$ 32,080	\$ 33,796	\$ 35,511	\$ 38,770	\$ 171.551	1.87%
4	\$ 33,320	\$ 35,102	\$ 36,884	\$ 40,269	\$ 178.182	3.86%
5	\$ 34,560	\$ 36,408	\$ 38,256	\$ 41,768	\$ 184.813	3.72%
6	\$ 35,800	\$ 37,714	\$ 39,629	\$ 43,266	\$ 191.444	3.59%
7	\$ 36,950	\$ 38,926	\$ 40,902	\$ 44,656	\$ 197.594	3.21%
8	\$ 38,040	\$ 40,074	\$ 42,108	\$ 45,973	\$ 203.422	2.95%
9	\$ 39,070	\$ 41,159	\$ 43,249	\$ 47,218	\$ 208.930	2.71%
10	\$ 40,040	\$ 42,181	\$ 44,322	\$ 48,391	\$ 214.118	2.48%
11	\$ 40,960	\$ 43,150	\$ 45,341	\$ 49,502	\$ 219.037	2.30%
12	\$ 41,840	\$ 44,077	\$ 46,315	\$ 50,566	\$ 223.743	2.15%
13	\$ 42,650	\$ 44,931	\$ 47,211	\$ 51,545	\$ 228.075	1.94%
14	\$ 43,430	\$ 45,752	\$ 48,075	\$ 52,488	\$ 232.246	1.83%
15	\$ 44,160	\$ 46,521	\$ 48,883	\$ 53,370	\$ 236.150	1.68%
16	\$ 44,860	\$ 47,259	\$ 49,658	\$ 54,216	\$ 239.893	1.59%
17	\$ 45,510	\$ 47,944	\$ 50,377	\$ 55,001	\$ 243.369	1.45%
18	\$ 46,130	\$ 48,597	\$ 51,064	\$ 55,751	\$ 246.684	1.36%
19	\$ 46,720	\$ 49,218	\$ 51,717	\$ 56,464	\$ 249.840	1.28%
20	\$ 47,270	\$ 49,798	\$ 52,326	\$ 57,128	\$ 252.781	1.18%
21	\$ 47,662	\$ 50,211	\$ 52,760	\$ 57,602	\$ 254.877	0.83%
22	\$ 48,058	\$ 50,628	\$ 53,198	\$ 58,081	\$ 256.995	0.83%
23	\$ 48,457	\$ 51,048	\$ 53,640	\$ 58,563	\$ 259.128	0.83%
24	\$ 48,859	\$ 51,472	\$ 54,085	\$ 59,049	\$ 261.278	0.83%
25	\$ 49,265	\$ 51,899	\$ 54,534	\$ 59,540	\$ 263.449	0.83%
26	\$ 49,674	\$ 52,330	\$ 54,987	\$ 60,034	\$ 265.636	0.83%
27	\$ 50,086	\$ 52,764	\$ 55,443	\$ 60,532	\$ 267.840	0.83%
28	\$ 50,502	\$ 53,203	\$ 55,903	\$ 61,035	\$ 270.064	0.83%
29	\$ 50,921	\$ 53,644	\$ 56,367	\$ 61,541	\$ 272.305	0.83%
30+	\$ 51,939	\$ 54,716	\$ 57,494	\$ 62,771	\$ 277.749	2.00%

Scale 3										
	School Nurse (LVN)			Food Service Director			Maintenance Director			
Days	187			200			260			
	73%			66%			76%			
Years Exp.	Yearly	Daily	Hourly	Yearly	Daily	Hourly	Yearly	Daily	Hourly	
			7.5			8.0			8.0	
0	\$ 22,134	\$ 118.364	\$ 15.78	\$ 21,402	\$ 107.010	\$ 13.38	\$ 32,039	\$ 123.227	\$ 15.40	
1	\$ 22,564	\$ 120.663	\$ 16.09	\$ 21,819	\$ 109.095	\$ 13.64	\$ 32,662	\$ 125.623	\$ 15.70	1.94%
2	\$ 22,988	\$ 122.930	\$ 16.39	\$ 22,228	\$ 111.140	\$ 13.89	\$ 33,275	\$ 127.981	\$ 16.00	1.88%
3	\$ 23,418	\$ 125.230	\$ 16.70	\$ 22,645	\$ 113.225	\$ 14.15	\$ 33,898	\$ 130.377	\$ 16.30	1.87%
4	\$ 24,324	\$ 130.075	\$ 17.34	\$ 23,520	\$ 117.600	\$ 14.70	\$ 35,209	\$ 135.419	\$ 16.93	3.87%
5	\$ 25,229	\$ 134.914	\$ 17.99	\$ 24,395	\$ 121.975	\$ 15.25	\$ 36,519	\$ 140.458	\$ 17.56	3.72%
6	\$ 26,134	\$ 139.754	\$ 18.63	\$ 25,271	\$ 126.355	\$ 15.79	\$ 37,829	\$ 145.496	\$ 18.19	3.59%
7	\$ 26,974	\$ 144.246	\$ 19.23	\$ 26,082	\$ 130.410	\$ 16.30	\$ 39,044	\$ 150.169	\$ 18.77	3.21%
8	\$ 27,769	\$ 148.497	\$ 19.80	\$ 26,852	\$ 134.260	\$ 16.78	\$ 40,196	\$ 154.600	\$ 19.33	2.95%
9	\$ 28,521	\$ 152.519	\$ 20.34	\$ 27,579	\$ 137.895	\$ 17.24	\$ 41,285	\$ 158.788	\$ 19.85	2.71%
10	\$ 29,229	\$ 156.305	\$ 20.84	\$ 28,264	\$ 141.320	\$ 17.67	\$ 42,310	\$ 162.731	\$ 20.34	2.48%
11	\$ 29,901	\$ 159.898	\$ 21.32	\$ 28,913	\$ 144.565	\$ 18.07	\$ 43,282	\$ 166.469	\$ 20.81	2.30%
12	\$ 30,543	\$ 163.332	\$ 21.78	\$ 29,534	\$ 147.670	\$ 18.46	\$ 44,212	\$ 170.046	\$ 21.26	2.15%
13	\$ 31,135	\$ 166.497	\$ 22.20	\$ 30,106	\$ 150.530	\$ 18.82	\$ 45,068	\$ 173.338	\$ 21.67	1.94%
14	\$ 31,704	\$ 169.540	\$ 22.61	\$ 30,656	\$ 153.280	\$ 19.16	\$ 45,892	\$ 176.508	\$ 22.06	1.83%
15	\$ 32,237	\$ 172.390	\$ 22.99	\$ 31,172	\$ 155.860	\$ 19.48	\$ 46,663	\$ 179.473	\$ 22.43	1.68%
16	\$ 32,748	\$ 175.123	\$ 23.35	\$ 31,666	\$ 158.330	\$ 19.79	\$ 47,403	\$ 182.319	\$ 22.79	1.59%
17	\$ 33,222	\$ 177.658	\$ 23.69	\$ 32,125	\$ 160.625	\$ 20.08	\$ 48,090	\$ 184.962	\$ 23.12	1.45%
18	\$ 33,675	\$ 180.080	\$ 24.01	\$ 32,562	\$ 162.810	\$ 20.35	\$ 48,745	\$ 187.481	\$ 23.44	1.36%
19	\$ 34,106	\$ 182.385	\$ 24.32	\$ 32,979	\$ 164.895	\$ 20.61	\$ 49,368	\$ 189.877	\$ 23.73	1.28%
20	\$ 34,507	\$ 184.529	\$ 24.60	\$ 33,367	\$ 166.835	\$ 20.85	\$ 49,949	\$ 192.112	\$ 24.01	1.18%
21	\$ 34,793	\$ 186.059	\$ 24.81	\$ 33,644	\$ 168.220	\$ 21.03	\$ 50,364	\$ 193.708	\$ 24.21	0.83%
22	\$ 35,082	\$ 187.604	\$ 25.01	\$ 33,923	\$ 169.615	\$ 21.20	\$ 50,782	\$ 195.315	\$ 24.41	0.83%
23	\$ 35,374	\$ 189.166	\$ 25.22	\$ 34,205	\$ 171.025	\$ 21.38	\$ 51,204	\$ 196.938	\$ 24.62	0.83%
24	\$ 35,667	\$ 190.733	\$ 25.43	\$ 34,489	\$ 172.445	\$ 21.56	\$ 51,629	\$ 198.573	\$ 24.82	0.83%
25	\$ 35,963	\$ 192.316	\$ 25.64	\$ 34,775	\$ 173.875	\$ 21.73	\$ 52,058	\$ 200.223	\$ 25.03	0.83%
26	\$ 36,262	\$ 193.914	\$ 25.86	\$ 35,064	\$ 175.320	\$ 21.92	\$ 52,490	\$ 201.885	\$ 25.24	0.83%
27	\$ 36,563	\$ 195.524	\$ 26.07	\$ 35,355	\$ 176.775	\$ 22.10	\$ 52,925	\$ 203.558	\$ 25.44	0.83%
28	\$ 36,866	\$ 197.144	\$ 26.29	\$ 35,648	\$ 178.240	\$ 22.28	\$ 53,365	\$ 205.250	\$ 25.66	0.83%
29	\$ 37,172	\$ 198.781	\$ 26.50	\$ 35,944	\$ 179.720	\$ 22.47	\$ 53,807	\$ 206.950	\$ 25.87	0.83%
30+	\$ 37,915	\$ 202.754	\$ 27.03	\$ 36,663	\$ 183.315	\$ 22.91	\$ 54,883	\$ 211.088	\$ 26.39	2.00%

Scale 4												
Student PEIMS/Attendance Accountant/Administrative Assistant												
Days					<i>with at least 48 hrs of college or technical school</i>				<i>with 4yr degree</i>			
	200	226		7.5 hrs	200	226		7.5 hrs	226	7.5 hrs		
Years Exp.	61.00%	61.00%	Daily	Hourly	66.00%	66.00%	Daily	Hourly	80%	7.5 hrs	Hourly	
	Yearly	Yearly			Yearly	Yearly			Yearly			
0	\$ 19,781	\$ 22,352	\$ 98.905	\$ 13.19		\$ 21,402	\$ 24,185	\$ 107.010	\$ 14.27	\$ 29,315	\$ 17.29	
1	\$ 20,166	\$ 22,787	\$ 100.830	\$ 13.44	1.95%	\$ 21,819	\$ 24,655	\$ 109.095	\$ 14.55	\$ 29,885	\$ 17.63	
2	\$ 20,544	\$ 23,215	\$ 102.720	\$ 13.70	1.87%	\$ 22,228	\$ 25,118	\$ 111.140	\$ 14.82	\$ 30,446	\$ 17.96	
3	\$ 20,929	\$ 23,650	\$ 104.645	\$ 13.95	1.87%	\$ 22,645	\$ 25,589	\$ 113.225	\$ 15.10	\$ 31,016	\$ 18.30	
4	\$ 21,738	\$ 24,564	\$ 108.690	\$ 14.49	3.87%	\$ 23,520	\$ 26,578	\$ 117.600	\$ 15.68	\$ 32,215	\$ 19.01	
5	\$ 22,547	\$ 25,478	\$ 112.735	\$ 15.03	3.72%	\$ 24,395	\$ 27,567	\$ 121.975	\$ 16.26	\$ 33,414	\$ 19.71	
6	\$ 23,356	\$ 26,392	\$ 116.780	\$ 15.57	3.59%	\$ 25,271	\$ 28,556	\$ 126.355	\$ 16.85	\$ 34,613	\$ 20.42	
7	\$ 24,106	\$ 27,240	\$ 120.530	\$ 16.07	3.21%	\$ 26,082	\$ 29,473	\$ 130.410	\$ 17.39	\$ 35,725	\$ 21.08	
8	\$ 24,818	\$ 28,044	\$ 124.090	\$ 16.55	2.95%	\$ 26,852	\$ 30,342	\$ 134.260	\$ 17.90	\$ 36,779	\$ 21.70	
9	\$ 25,490	\$ 28,803	\$ 127.450	\$ 16.99	2.71%	\$ 27,579	\$ 31,164	\$ 137.895	\$ 18.39	\$ 37,775	\$ 22.29	
10	\$ 26,122	\$ 29,518	\$ 130.610	\$ 17.41	2.48%	\$ 28,264	\$ 31,938	\$ 141.320	\$ 18.84	\$ 38,712	\$ 22.84	
11	\$ 26,723	\$ 30,197	\$ 133.615	\$ 17.82	2.30%	\$ 28,913	\$ 32,672	\$ 144.565	\$ 19.28	\$ 39,602	\$ 23.36	
12	\$ 27,297	\$ 30,845	\$ 136.485	\$ 18.20	2.15%	\$ 29,534	\$ 33,374	\$ 147.670	\$ 19.69	\$ 40,453	\$ 23.87	
13	\$ 27,825	\$ 31,442	\$ 139.125	\$ 18.55	1.93%	\$ 30,106	\$ 34,020	\$ 150.530	\$ 20.07	\$ 41,236	\$ 24.33	
14	\$ 28,334	\$ 32,017	\$ 141.670	\$ 18.89	1.83%	\$ 30,656	\$ 34,642	\$ 153.280	\$ 20.44	\$ 41,990	\$ 24.77	
15	\$ 28,810	\$ 32,556	\$ 144.050	\$ 19.21	1.68%	\$ 31,172	\$ 35,224	\$ 155.860	\$ 20.78	\$ 42,696	\$ 25.19	
16	\$ 29,267	\$ 33,072	\$ 146.335	\$ 19.51	1.59%	\$ 31,666	\$ 35,782	\$ 158.330	\$ 21.11	\$ 43,373	\$ 25.59	
17	\$ 29,691	\$ 33,551	\$ 148.455	\$ 19.79	1.45%	\$ 32,125	\$ 36,301	\$ 160.625	\$ 21.42	\$ 44,001	\$ 25.96	
18	\$ 30,096	\$ 34,008	\$ 150.480	\$ 20.06	1.36%	\$ 32,562	\$ 36,795	\$ 162.810	\$ 21.71	\$ 44,601	\$ 26.31	
19	\$ 30,480	\$ 34,443	\$ 152.400	\$ 20.32	1.28%	\$ 32,979	\$ 37,266	\$ 164.895	\$ 21.99	\$ 45,171	\$ 26.65	
20	\$ 30,839	\$ 34,848	\$ 154.195	\$ 20.56	1.18%	\$ 33,367	\$ 37,705	\$ 166.835	\$ 22.24	\$ 45,703	\$ 26.96	
21	\$ 31,095	\$ 35,137	\$ 155.475	\$ 20.73	0.83%	\$ 33,644	\$ 38,017	\$ 168.220	\$ 22.43	\$ 46,082	\$ 27.19	
22	\$ 31,353	\$ 35,429	\$ 156.765	\$ 20.90	0.83%	\$ 33,923	\$ 38,333	\$ 169.615	\$ 22.62	\$ 46,465	\$ 27.41	
23	\$ 31,614	\$ 35,723	\$ 158.070	\$ 21.08	0.83%	\$ 34,205	\$ 38,652	\$ 171.025	\$ 22.80	\$ 46,850	\$ 27.64	
24	\$ 31,876	\$ 36,020	\$ 159.380	\$ 21.25	0.83%	\$ 34,489	\$ 38,972	\$ 172.445	\$ 22.99	\$ 47,239	\$ 27.87	
25	\$ 32,141	\$ 36,319	\$ 160.705	\$ 21.43	0.83%	\$ 34,775	\$ 39,296	\$ 173.875	\$ 23.18	\$ 47,632	\$ 28.10	
26	\$ 32,408	\$ 36,621	\$ 162.040	\$ 21.61	0.83%	\$ 35,064	\$ 39,622	\$ 175.320	\$ 23.38	\$ 48,027	\$ 28.33	
27	\$ 32,676	\$ 36,924	\$ 163.380	\$ 21.78	0.83%	\$ 35,355	\$ 39,951	\$ 176.775	\$ 23.57	\$ 48,425	\$ 28.57	
28	\$ 32,948	\$ 37,231	\$ 164.740	\$ 21.97	0.83%	\$ 35,648	\$ 40,283	\$ 178.240	\$ 23.77	\$ 48,828	\$ 28.81	
29	\$ 33,221	\$ 37,540	\$ 166.105	\$ 22.15	0.83%	\$ 35,944	\$ 40,617	\$ 179.720	\$ 23.96	\$ 49,233	\$ 29.05	
30	\$ 33,885	\$ 38,290	\$ 169.425	\$ 22.59	2.00%	\$ 36,663	\$ 41,429	\$ 183.315	\$ 24.44	\$ 50,217	\$ 29.63	

Scale 5												
	Secretary					<i>with at least 48hrs of college or technical school</i>						
Days	193	200	226			193	200	226				
	51%	51%	51%		7.5hrs	61%	61%	61%		7.5hrs		
Years Exp.	Yearly	Yearly	Yearly	Daily	Hourly		Yearly	Yearly	Yearly	Daily	Hourly	
0	\$ 15,959	\$ 16,538	\$ 18,688	\$ 82.69	\$ 11.03		\$ 19,089	\$ 19,781	\$ 22,352	\$ 98.91	\$ 13.19	
1	\$ 16,270	\$ 16,860	\$ 19,052	\$ 84.30	\$ 11.24	1.95%	\$ 19,460	\$ 20,166	\$ 22,787	\$ 100.83	\$ 13.44	1.94%
2	\$ 16,575	\$ 17,176	\$ 19,409	\$ 85.88	\$ 11.45	1.87%	\$ 19,825	\$ 20,544	\$ 23,215	\$ 102.72	\$ 13.70	1.88%
3	\$ 16,886	\$ 17,498	\$ 19,773	\$ 87.49	\$ 11.67	1.88%	\$ 20,197	\$ 20,929	\$ 23,650	\$ 104.65	\$ 13.95	1.88%
4	\$ 17,538	\$ 18,175	\$ 20,537	\$ 90.87	\$ 12.12	3.86%	\$ 20,977	\$ 21,738	\$ 24,564	\$ 108.69	\$ 14.49	3.86%
5	\$ 18,191	\$ 18,851	\$ 21,302	\$ 94.25	\$ 12.57	3.72%	\$ 21,758	\$ 22,547	\$ 25,478	\$ 112.74	\$ 15.03	3.72%
6	\$ 18,844	\$ 19,527	\$ 22,066	\$ 97.64	\$ 13.02	3.59%	\$ 22,539	\$ 23,356	\$ 26,392	\$ 116.78	\$ 15.57	3.59%
7	\$ 19,449	\$ 20,155	\$ 22,775	\$ 100.77	\$ 13.44	3.21%	\$ 23,263	\$ 24,106	\$ 27,240	\$ 120.53	\$ 16.07	3.21%
8	\$ 20,023	\$ 20,749	\$ 23,446	\$ 103.75	\$ 13.83	2.95%	\$ 23,949	\$ 24,818	\$ 28,044	\$ 124.09	\$ 16.55	2.95%
9	\$ 20,565	\$ 21,311	\$ 24,081	\$ 106.55	\$ 14.21	2.71%	\$ 24,597	\$ 25,490	\$ 28,803	\$ 127.45	\$ 16.99	2.71%
10	\$ 21,076	\$ 21,840	\$ 24,679	\$ 109.20	\$ 14.56	2.48%	\$ 25,208	\$ 26,122	\$ 29,518	\$ 130.61	\$ 17.41	2.48%
11	\$ 21,560	\$ 22,342	\$ 25,246	\$ 111.71	\$ 14.89	2.30%	\$ 25,787	\$ 26,723	\$ 30,197	\$ 133.61	\$ 17.81	2.30%
12	\$ 22,023	\$ 22,822	\$ 25,789	\$ 114.11	\$ 15.21	2.15%	\$ 26,341	\$ 27,297	\$ 30,845	\$ 136.48	\$ 18.20	2.15%
13	\$ 22,449	\$ 23,264	\$ 26,288	\$ 116.32	\$ 15.51	1.93%	\$ 26,851	\$ 27,825	\$ 31,442	\$ 139.12	\$ 18.55	1.94%
14	\$ 22,860	\$ 23,689	\$ 26,769	\$ 118.45	\$ 15.79	1.83%	\$ 27,342	\$ 28,334	\$ 32,017	\$ 141.67	\$ 18.89	1.83%
15	\$ 23,244	\$ 24,087	\$ 27,219	\$ 120.44	\$ 16.06	1.68%	\$ 27,802	\$ 28,810	\$ 32,556	\$ 144.05	\$ 19.21	1.68%
16	\$ 23,613	\$ 24,469	\$ 27,650	\$ 122.35	\$ 16.31	1.59%	\$ 28,243	\$ 29,267	\$ 33,072	\$ 146.34	\$ 19.51	1.59%
17	\$ 23,955	\$ 24,824	\$ 28,051	\$ 124.12	\$ 16.55	1.45%	\$ 28,652	\$ 29,691	\$ 33,551	\$ 148.46	\$ 19.79	1.45%
18	\$ 24,281	\$ 25,162	\$ 28,433	\$ 125.81	\$ 16.77	1.36%	\$ 29,042	\$ 30,096	\$ 34,008	\$ 150.48	\$ 20.06	1.36%
19	\$ 24,592	\$ 25,484	\$ 28,797	\$ 127.42	\$ 16.99	1.28%	\$ 29,414	\$ 30,480	\$ 34,443	\$ 152.40	\$ 20.32	1.28%
20	\$ 24,881	\$ 25,784	\$ 29,136	\$ 128.92	\$ 17.19	1.18%	\$ 29,760	\$ 30,839	\$ 34,848	\$ 154.20	\$ 20.56	1.18%
21	\$ 25,088	\$ 25,997	\$ 29,377	\$ 129.99	\$ 17.33	0.83%	\$ 30,007	\$ 31,095	\$ 35,137	\$ 155.48	\$ 20.73	0.83%
22	\$ 25,296	\$ 26,213	\$ 29,621	\$ 131.07	\$ 17.48	0.83%	\$ 30,256	\$ 31,353	\$ 35,429	\$ 156.77	\$ 20.90	0.83%
23	\$ 25,506	\$ 26,431	\$ 29,867	\$ 132.16	\$ 17.62	0.83%	\$ 30,507	\$ 31,614	\$ 35,723	\$ 158.07	\$ 21.08	0.83%
24	\$ 25,718	\$ 26,650	\$ 30,115	\$ 133.25	\$ 17.77	0.83%	\$ 30,760	\$ 31,876	\$ 36,020	\$ 159.38	\$ 21.25	0.83%
25	\$ 25,931	\$ 26,872	\$ 30,365	\$ 134.36	\$ 17.91	0.83%	\$ 31,016	\$ 32,141	\$ 36,319	\$ 160.70	\$ 21.43	0.83%
26	\$ 26,147	\$ 27,095	\$ 30,617	\$ 135.48	\$ 18.06	0.83%	\$ 31,273	\$ 32,408	\$ 36,621	\$ 162.04	\$ 21.60	0.83%
27	\$ 26,363	\$ 27,320	\$ 30,871	\$ 136.60	\$ 18.21	0.83%	\$ 31,533	\$ 32,676	\$ 36,924	\$ 163.38	\$ 21.78	0.83%
28	\$ 26,582	\$ 27,547	\$ 31,128	\$ 137.73	\$ 18.36	0.83%	\$ 31,795	\$ 32,948	\$ 37,231	\$ 164.74	\$ 21.97	0.83%
29	\$ 26,803	\$ 27,775	\$ 31,386	\$ 138.88	\$ 18.52	0.83%	\$ 32,058	\$ 33,221	\$ 37,540	\$ 166.10	\$ 22.15	0.83%
30	\$ 27,339	\$ 28,330	\$ 32,013	\$ 141.65	\$ 18.89	2.00%	\$ 32,699	\$ 33,885	\$ 38,290	\$ 169.42	\$ 22.59	2.00%

Scale 6													
		Aides		<i>Aides at least 48 hrs college</i>			<i>Aides with 4yr degree</i>						
		187		187									
		43%		7.5 hrs		48%		7.5 hrs					
Years Exp.		Yearly		Hourly		Yearly		Hourly					
0	\$	13,038	\$	9.30	\$	14,554	\$	10.38	\$	22,134	\$	15.78	
1	\$	13,291	\$	9.48	\$	14,837	\$	10.58	1.94%	\$	22,564	\$	16.09
2	\$	13,541	\$	9.65	\$	15,115	\$	10.78	1.88%	\$	22,988	\$	16.39
3	\$	13,794	\$	9.84	\$	15,398	\$	10.98	1.87%	\$	23,418	\$	16.70
4	\$	14,328	\$	10.22	\$	15,994	\$	11.40	3.87%	\$	24,324	\$	17.34
5	\$	14,861	\$	10.60	\$	16,589	\$	11.83	3.72%	\$	25,229	\$	17.99
6	\$	15,394	\$	10.98	\$	17,184	\$	12.25	3.59%	\$	26,134	\$	18.63
7	\$	15,889	\$	11.33	\$	17,736	\$	12.65	3.22%	\$	26,974	\$	19.23
8	\$	16,357	\$	11.66	\$	18,259	\$	13.02	2.95%	\$	27,769	\$	19.80
9	\$	16,800	\$	11.98	\$	18,754	\$	13.37	2.71%	\$	28,521	\$	20.34
10	\$	17,217	\$	12.28	\$	19,219	\$	13.70	2.48%	\$	29,229	\$	20.84
11	\$	17,613	\$	12.56	\$	19,661	\$	14.02	2.30%	\$	29,901	\$	21.32
12	\$	17,991	\$	12.83	\$	20,083	\$	14.32	2.15%	\$	30,543	\$	21.78
13	\$	18,340	\$	13.08	\$	20,472	\$	14.60	1.94%	\$	31,135	\$	22.20
14	\$	18,675	\$	13.32	\$	20,846	\$	14.86	1.83%	\$	31,704	\$	22.61
15	\$	18,989	\$	13.54	\$	21,197	\$	15.11	1.68%	\$	32,237	\$	22.99
16	\$	19,290	\$	13.75	\$	21,533	\$	15.35	1.59%	\$	32,748	\$	23.35
17	\$	19,569	\$	13.95	\$	21,845	\$	15.58	1.45%	\$	33,222	\$	23.69
18	\$	19,836	\$	14.14	\$	22,142	\$	15.79	1.36%	\$	33,675	\$	24.01
19	\$	20,090	\$	14.32	\$	22,426	\$	15.99	1.28%	\$	34,106	\$	24.32
20	\$	20,326	\$	14.49	\$	22,690	\$	16.18	1.17%	\$	34,507	\$	24.60
21	\$	20,495	\$	14.61	\$	22,878	\$	16.31	0.83%	\$	34,793	\$	24.81
22	\$	20,665	\$	14.73	\$	23,068	\$	16.45	0.83%	\$	35,082	\$	25.01
23	\$	20,837	\$	14.86	\$	23,259	\$	16.58	0.83%	\$	35,374	\$	25.22
24	\$	21,009	\$	14.98	\$	23,452	\$	16.72	0.83%	\$	35,667	\$	25.43
25	\$	21,184	\$	15.10	\$	23,647	\$	16.86	0.83%	\$	35,963	\$	25.64
26	\$	21,360	\$	15.23	\$	23,844	\$	17.00	0.83%	\$	36,262	\$	25.86
27	\$	21,537	\$	15.36	\$	24,041	\$	17.14	0.83%	\$	36,563	\$	26.07
28	\$	21,716	\$	15.48	\$	24,241	\$	17.28	0.83%	\$	36,866	\$	26.29
29	\$	21,896	\$	15.61	\$	24,442	\$	17.43	0.83%	\$	37,172	\$	26.50
30	\$	22,334	\$	15.92	\$	24,931	\$	17.78	2.00%	\$	37,915	\$	27.03

Scale 7

**DISTRICT ACCOUNTABILITY RATINGS
INCENTIVE PAY**

Each campus employee will receive a separate stipend for that campus being awarded an " exemplary " or " recognized " rating. The stipend will be a separate check paid after the AEIS reports are released from TEA in the fall. Only those employees still with the district for the next school year will receive the stipends.

CAMPUS STIPENDS

	Exemplary	Recognized
Teachers & Other Campus Professionals (principals, counselors, and professionals assigned to one campus)	\$500	\$250
Campus Support Staff (secretaries and aides)	\$250	\$125

If the entire district is awarded an " exemplary " or " recognized " rating the entire district staff will receive a stipend and the rewarded campus staff will receive their campus stipends in addition to their district stipends.

DISTRICT STIPENDS

	Exemplary	Recognized
Teachers & Other District Professionals	\$500	\$250
All other District Support Staff	\$250	\$125

Scale 8					
	Computer Maintenance/Network Technician				
Days	207				
	86%		7.5 hrs		
Years Exp.	Yearly	Daily	Hourly		
0	\$ 28,864	\$ 139.440	\$ 18.59		
1	\$ 29,426	\$ 142.155	\$ 18.95		1.95%
2	\$ 29,978	\$ 144.821	\$ 19.31		1.88%
3	\$ 30,539	\$ 147.531	\$ 19.67		1.87%
4	\$ 31,720	\$ 153.237	\$ 20.43		3.87%
5	\$ 32,900	\$ 158.937	\$ 21.19		3.72%
6	\$ 34,081	\$ 164.643	\$ 21.95		3.59%
7	\$ 35,176	\$ 169.932	\$ 22.66		3.21%
8	\$ 36,213	\$ 174.942	\$ 23.33		2.95%
9	\$ 37,194	\$ 179.681	\$ 23.96		2.71%
10	\$ 38,117	\$ 184.140	\$ 24.55		2.48%
11	\$ 38,993	\$ 188.372	\$ 25.12		2.30%
12	\$ 39,831	\$ 192.420	\$ 25.66		2.15%
13	\$ 40,602	\$ 196.145	\$ 26.15		1.94%
14	\$ 41,344	\$ 199.729	\$ 26.63		1.83%
15	\$ 42,039	\$ 203.087	\$ 27.08		1.68%
16	\$ 42,706	\$ 206.309	\$ 27.51		1.59%
17	\$ 43,325	\$ 209.300	\$ 27.91		1.45%
18	\$ 43,915	\$ 212.150	\$ 28.29		1.36%
19	\$ 44,476	\$ 214.860	\$ 28.65		1.28%
20	\$ 45,000	\$ 217.391	\$ 28.99		1.18%
21	\$ 45,373	\$ 219.193	\$ 29.23		0.83%
22	\$ 45,750	\$ 221.014	\$ 29.47		0.83%
23	\$ 46,130	\$ 222.850	\$ 29.71		0.83%
24	\$ 46,513	\$ 224.700	\$ 29.96		0.83%
25	\$ 46,899	\$ 226.565	\$ 30.21		0.83%
26	\$ 47,289	\$ 228.449	\$ 30.46		0.83%
27	\$ 47,681	\$ 230.343	\$ 30.71		0.83%
28	\$ 48,077	\$ 232.256	\$ 30.97		0.83%
29	\$ 48,476	\$ 234.184	\$ 31.22		0.83%
30	\$ 49,445	\$ 238.865	\$ 31.85		2.00%

Scale 9												
General Maintenance				Custodians & Grounds Maint.				Skilled Maintenance				
Days	260			260	<i>(Lead Custodians add \$1.50/hr)</i>		260					
	45%	8.0 hrs	8.0 hrs	42%	8.0 hrs	8.0 hrs	58%	8.0 hrs	8.0 hrs			
Years Exp	Annual	Hourly	Daily	Annual	Hourly	Daily	Annual	Hourly	Daily			
0	\$ 18,970	\$ 9.12	\$ 72.962		\$ 17,706	\$ 8.51	\$ 68.100		\$ 24,451	\$ 11.76	\$ 94.042	
1	\$ 19,339	\$ 9.30	\$ 74.381	1.95%	\$ 18,050	\$ 8.68	\$ 69.423	1.94%	\$ 24,926	\$ 11.98	\$ 95.869	1.94%
2	\$ 19,702	\$ 9.47	\$ 75.777	1.88%	\$ 18,389	\$ 8.84	\$ 70.727	1.88%	\$ 25,394	\$ 12.21	\$ 97.669	1.88%
3	\$ 20,071	\$ 9.65	\$ 77.196	1.87%	\$ 18,733	\$ 9.01	\$ 72.050	1.87%	\$ 25,870	\$ 12.44	\$ 99.500	1.87%
4	\$ 20,847	\$ 10.02	\$ 80.181	3.87%	\$ 19,457	\$ 9.35	\$ 74.835	3.86%	\$ 26,870	\$ 12.92	\$ 103.346	3.87%
5	\$ 21,623	\$ 10.40	\$ 83.165	3.72%	\$ 20,182	\$ 9.70	\$ 77.623	3.73%	\$ 27,870	\$ 13.40	\$ 107.192	3.72%
6	\$ 22,399	\$ 10.77	\$ 86.150	3.59%	\$ 20,906	\$ 10.05	\$ 80.408	3.59%	\$ 28,870	\$ 13.88	\$ 111.038	3.59%
7	\$ 23,118	\$ 11.11	\$ 88.915	3.21%	\$ 21,577	\$ 10.37	\$ 82.988	3.21%	\$ 29,797	\$ 14.33	\$ 114.604	3.21%
8	\$ 23,800	\$ 11.44	\$ 91.538	2.95%	\$ 22,214	\$ 10.68	\$ 85.438	2.95%	\$ 30,676	\$ 14.75	\$ 117.985	2.95%
9	\$ 24,445	\$ 11.75	\$ 94.019	2.71%	\$ 22,815	\$ 10.97	\$ 87.750	2.71%	\$ 31,507	\$ 15.15	\$ 121.181	2.71%
10	\$ 25,052	\$ 12.04	\$ 96.354	2.48%	\$ 23,382	\$ 11.24	\$ 89.931	2.49%	\$ 32,289	\$ 15.52	\$ 124.188	2.48%
11	\$ 25,627	\$ 12.32	\$ 98.565	2.30%	\$ 23,919	\$ 11.50	\$ 91.996	2.30%	\$ 33,031	\$ 15.88	\$ 127.042	2.30%
12	\$ 26,178	\$ 12.59	\$ 100.685	2.15%	\$ 24,433	\$ 11.75	\$ 93.973	2.15%	\$ 33,740	\$ 16.22	\$ 129.769	2.15%
13	\$ 26,685	\$ 12.83	\$ 102.635	1.94%	\$ 24,906	\$ 11.97	\$ 95.792	1.94%	\$ 34,394	\$ 16.54	\$ 132.285	1.94%
14	\$ 27,173	\$ 13.06	\$ 104.512	1.83%	\$ 25,361	\$ 12.19	\$ 97.542	1.83%	\$ 35,023	\$ 16.84	\$ 134.704	1.83%
15	\$ 27,630	\$ 13.28	\$ 106.269	1.68%	\$ 25,788	\$ 12.40	\$ 99.185	1.68%	\$ 35,611	\$ 17.12	\$ 136.965	1.68%
16	\$ 28,067	\$ 13.49	\$ 107.950	1.58%	\$ 26,196	\$ 12.59	\$ 100.754	1.58%	\$ 36,176	\$ 17.39	\$ 139.138	1.59%
17	\$ 28,474	\$ 13.69	\$ 109.515	1.45%	\$ 26,576	\$ 12.78	\$ 102.215	1.45%	\$ 36,700	\$ 17.64	\$ 141.154	1.45%
18	\$ 28,862	\$ 13.88	\$ 111.008	1.36%	\$ 26,938	\$ 12.95	\$ 103.608	1.36%	\$ 37,200	\$ 17.88	\$ 143.077	1.36%
19	\$ 29,231	\$ 14.05	\$ 112.427	1.28%	\$ 27,282	\$ 13.12	\$ 104.931	1.28%	\$ 37,676	\$ 18.11	\$ 144.908	1.28%
20	\$ 29,575	\$ 14.22	\$ 113.750	1.18%	\$ 27,604	\$ 13.27	\$ 106.169	1.18%	\$ 38,119	\$ 18.33	\$ 146.612	1.18%
21	\$ 29,821	\$ 14.34	\$ 114.696	0.83%	\$ 27,833	\$ 13.38	\$ 107.050	0.83%	\$ 38,435	\$ 18.48	\$ 147.827	0.83%
22	\$ 30,068	\$ 14.46	\$ 115.646	0.83%	\$ 28,064	\$ 13.49	\$ 107.938	0.83%	\$ 38,755	\$ 18.63	\$ 149.058	0.83%
23	\$ 30,318	\$ 14.58	\$ 116.608	0.83%	\$ 28,297	\$ 13.60	\$ 108.835	0.83%	\$ 39,077	\$ 18.79	\$ 150.296	0.83%
24	\$ 30,570	\$ 14.70	\$ 117.577	0.83%	\$ 28,532	\$ 13.72	\$ 109.738	0.83%	\$ 39,401	\$ 18.94	\$ 151.542	0.83%
25	\$ 30,824	\$ 14.82	\$ 118.554	0.83%	\$ 28,769	\$ 13.83	\$ 110.650	0.83%	\$ 39,728	\$ 19.10	\$ 152.800	0.83%
26	\$ 31,079	\$ 14.94	\$ 119.535	0.83%	\$ 29,007	\$ 13.95	\$ 111.565	0.83%	\$ 40,058	\$ 19.26	\$ 154.069	0.83%
27	\$ 31,337	\$ 15.07	\$ 120.527	0.83%	\$ 29,248	\$ 14.06	\$ 112.492	0.83%	\$ 40,390	\$ 19.42	\$ 155.346	0.83%
28	\$ 31,598	\$ 15.19	\$ 121.531	0.83%	\$ 29,491	\$ 14.18	\$ 113.427	0.83%	\$ 40,726	\$ 19.58	\$ 156.638	0.83%
29	\$ 31,860	\$ 15.32	\$ 122.538	0.83%	\$ 29,736	\$ 14.30	\$ 114.369	0.83%	\$ 41,064	\$ 19.74	\$ 157.938	0.83%
30+	\$ 32,497	\$ 15.62	\$ 124.988	2.00%	\$ 30,330	\$ 14.58	\$ 116.654	2.00%	\$ 41,884	\$ 20.14	\$ 161.092	2.00%

Scale 10						
Bus Drivers		180 days				
		Hourly	Daily	Annual		
2 hrs per day		\$19.00	\$38.00	\$6,840.00		
2.5 hrs per day		\$19.00	\$47.50	\$8,550.00		
3 hrs per day		\$19.00	\$57.00	\$10,260.00		
Separate Stipend for Years Experience:						
0-2 years				0		
3-4 year				500		
5-7 years				750		
8-9 years				1,000		
10-14 years				1,250		
15+ years				1,500		
OTHER BUS DRIVING PAY:						
Extra Route Time above normal 2 to 3hrs per day					\$19.00	per hour
Extra-Curricular Trips						
		Driving Time			\$10.00	per hour
		Down Time			\$7.25	per hour
Special Routes-Currently Spec Ed & Career & Tech						
		Driving Time			\$19.00	per hour
		Minimum trip pay if less than one hour			\$16.00	per trip
		Down Time (during school day)			\$7.25	per hour
Substitute Drivers are paid the same rates as regular employees						

Scale 11							
	Cafeteria Workers						
Days	179						
	43%						
	8.0 hrs	8.0 hrs	8.0 hrs	7.0 hrs	6.5 hrs	6.0 hrs	
Years Exp.	Yearly	Daily	Hourly	Yearly	Yearly	Yearly	
0	\$ 12,480	\$ 69.720	\$ 8.72	\$ 10,926	\$ 10,146	\$ 9,365	
1	\$ 12,723	\$ 71.080	\$ 8.89	\$ 11,139	\$ 10,344	\$ 9,548	
2	\$ 12,961	\$ 72.410	\$ 9.05	\$ 11,340	\$ 10,530	\$ 9,720	
3	\$ 13,204	\$ 73.770	\$ 9.22	\$ 11,553	\$ 10,727	\$ 9,902	
4	\$ 13,715	\$ 76.620	\$ 9.58	\$ 12,004	\$ 11,146	\$ 10,289	
5	\$ 14,225	\$ 79.470	\$ 9.93	\$ 12,442	\$ 11,554	\$ 10,665	
6	\$ 14,735	\$ 82.320	\$ 10.29	\$ 12,893	\$ 11,972	\$ 11,051	
7	\$ 15,209	\$ 84.970	\$ 10.62	\$ 13,307	\$ 12,356	\$ 11,406	
8	\$ 15,657	\$ 87.470	\$ 10.93	\$ 13,695	\$ 12,717	\$ 11,739	
9	\$ 16,081	\$ 89.840	\$ 11.23	\$ 14,071	\$ 13,066	\$ 12,061	
10	\$ 16,481	\$ 92.070	\$ 11.51	\$ 14,422	\$ 13,392	\$ 12,362	
11	\$ 16,859	\$ 94.180	\$ 11.77	\$ 14,748	\$ 13,694	\$ 12,641	
12	\$ 17,222	\$ 96.210	\$ 12.03	\$ 15,074	\$ 13,997	\$ 12,920	
13	\$ 17,555	\$ 98.070	\$ 12.26	\$ 15,362	\$ 14,265	\$ 13,167	
14	\$ 17,876	\$ 99.870	\$ 12.48	\$ 15,637	\$ 14,520	\$ 13,404	
15	\$ 18,176	\$ 101.540	\$ 12.69	\$ 15,901	\$ 14,765	\$ 13,629	
16	\$ 18,465	\$ 103.160	\$ 12.90	\$ 16,164	\$ 15,009	\$ 13,855	
17	\$ 18,732	\$ 104.650	\$ 13.08	\$ 16,389	\$ 15,219	\$ 14,048	
18	\$ 18,987	\$ 106.070	\$ 13.26	\$ 16,615	\$ 15,428	\$ 14,241	
19	\$ 19,230	\$ 107.430	\$ 13.43	\$ 16,828	\$ 15,626	\$ 14,424	
20	\$ 19,457	\$ 108.700	\$ 13.59	\$ 17,028	\$ 15,812	\$ 14,596	
21	\$ 19,618	\$ 109.600	\$ 13.70	\$ 17,166	\$ 15,940	\$ 14,714	
22	\$ 19,781	\$ 110.510	\$ 13.81	\$ 17,304	\$ 16,068	\$ 14,832	
23	\$ 19,945	\$ 111.420	\$ 13.93	\$ 17,454	\$ 16,208	\$ 14,961	
24	\$ 20,111	\$ 112.350	\$ 14.04	\$ 17,592	\$ 16,336	\$ 15,079	
25	\$ 20,278	\$ 113.280	\$ 14.16	\$ 17,742	\$ 16,475	\$ 15,208	
26	\$ 20,446	\$ 114.220	\$ 14.28	\$ 17,893	\$ 16,615	\$ 15,337	
27	\$ 20,616	\$ 115.170	\$ 14.40	\$ 18,043	\$ 16,754	\$ 15,466	
28	\$ 20,787	\$ 116.130	\$ 14.52	\$ 18,194	\$ 16,894	\$ 15,594	
29	\$ 20,959	\$ 117.090	\$ 14.64	\$ 18,344	\$ 17,034	\$ 15,723	
30+	\$ 21,378	\$ 119.430	\$ 14.93	\$ 18,707	\$ 17,371	\$ 16,035	