



SAN LUIS OBISPO COUNTY OFFICE OF EDUCATION

3350 Education Drive, San Luis Obispo, CA 93405

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www.slococ.org

TENTATIVE AGREEMENT

**SAN LUIS OBISPO COUNTY OFFICE OF EDUCATION (SLOCOE)
AND CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION (CSEA) SAN LUIS OBISPO
CHAPTER #444
April 26, 2021**

The following Tentative Agreement reflects the full and complete understanding between the San Luis Obispo County Office of Education (hereafter "SLOCOE") and the California School Employees Association and its San Luis Obispo Chapter #444 (hereafter "CSEA"), collectively the "Parties" regarding Article III Salary for the 2020-2021 school year.

The Parties agree to the following changes in the 2018-2021 CSEA Agreement.

ARTICLE III: SALARY

The Parties agree to a one (1) percent on-schedule salary increase to all steps of the Classified Salary Schedule that is derived from the January 1, 2021 Appendix A Salary Schedule for Classified Positions in Bargaining Unit, updated January 1, 2021* (attached). The 1% base-salary increase is retroactive to July 1, 2020.

The Parties agree to an off-schedule salary remuneration retroactive to July 1, 2020. The three and one-half (3.5) percent is calculated after the one percent is applied to the 2020-21 salary schedule, updated January 1, 2021*.

The three and one-half (3.5) percent off-schedule salary remuneration is calculated on the bargaining unit member's July 2020 salary schedule placement/base salary. The off-schedule remuneration will be paid on the June 2021 end-of-month payroll.

Bargaining unit members who are active employees at the time of tentative agreement are eligible for the one (1) percent on-schedule salary increase and the three and one-half (3.5) percent off-schedule salary remuneration.

** The Salary Schedule for Classified Positions in Bargaining Unit was updated January 1, 2021 to reflect statutory Minimum Wage increases.*

The three and one-half (3.5) percent off-schedule remuneration is one-time for the 2020-21 work year and does not set precedence and cannot be applied to any other situation.

Article III edits

The underlined words are additions to existing 3.19.5 language.

3.19.5 All employees taking courses must obtain a grade of "C" or better. When a course only offers a "Pass or Fail" or a "Credit or No Credit," a Pass or Credit must be earned. College coursework, including online courses, must be verified and taken through an accredited institution. (i.e., Western Interstate Commission for Higher Education). An official transcript or official grade card must verify grade, unit or hours, and completion date.

This Tentative Agreement is contingent upon CSEA Policy 610 approval prior to ratification by the Parties.

RECOMMENDED FOR RATIFICATION

For the Employer:



SHELDON K. SMITH, Ed.D.
Asst Supt, Business Services

DATE: 13 May 21


For the Association:



JACKI SEIBERT
CSEA Chapter #444 President

DATE: 5/13/2021

For the Association:



SAMUEL OGREN
CSEA Labor Relations Representative

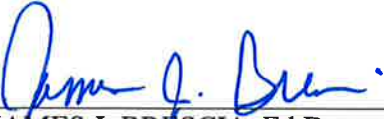
DATE: 5/13/2021

ACCEPTED AND RATIFIED

By their signatures below, the signatories certify that they are authorized representatives of either the Employer or the Exclusive Representative as the contracting parties; that all actions necessary for the Employer or the Exclusive Representative to ratify and accept this Agreement as a binding and bilateral agreement have been completed in the manner required by that party and the law; and that this Agreement is hereby entered into without the need for further ratification and acceptance.

**SAN LUIS OBISPO COUNTY
SUPERINTENDENT OF SCHOOLS**

**SAN LUIS OBISPO COUNTY
SCHOOL EMPLOYEES
ASSOCIATION, CHAPTER 444**



JAMES J. BRESCIA, Ed.D.
County Superintendent of Schools



JACKI SEIBERT
CSEA Chapter #444 President

DATE: 6/3/2021

DATE: 6/3/2021

SAN LUIS OBISPO COUNTY OFFICE OF EDUCATION
Salary Schedule for Classified Positions in Bargaining Unit
2020/21

Job Family Group	Classification	Grade	Hourly Rates		
Accounting	Accounting Technician I	22	\$17.21	~	\$24.54
	Accounting Technician II	25	\$18.53	~	\$26.42
	Accounting Technician III	28	\$19.96	~	\$28.45
	Payroll/Retirement Specialist	36	\$24.31	~	\$34.66
	Fiscal Specialist	36	\$24.31	~	\$34.66
	Fiscal Specialist II	42	\$28.20	~	\$40.21
Clerical/Secretarial	Office Assistant	19	\$15.98	~	\$22.79
	Fingerprint Technician	23	\$17.63	~	\$25.15
	Registrar - Alternative Education	23	\$17.63	~	\$25.15
	Administrative Assistant I	23	\$17.63	~	\$25.15
	Administrative Assistant II	27	\$19.47	~	\$27.75
	MIS Liaison (SELPA)	29	\$20.45	~	\$29.16
	Administrative Assistant III	31	\$21.49	~	\$30.63
	Selpa Administrative Specialist	34	\$23.14	~	\$33.00
	Executive Assistant	36	\$24.31	~	\$34.66
Educational Technology Center	Videographer/Media Technician	29	\$20.45	~	\$29.16
Food Services	Food Service Assistant	14	\$14.12	~	\$20.13
	Cook	20	\$16.38	~	\$23.34
	Lead Food Service Worker	23	\$17.63	~	\$25.15
Human Resources	Human Resources Technician	27	\$19.47	~	\$27.75
Information Technology	Data and Student Information Specialist	29	\$20.45	~	\$29.16
	Digital Media Specialist	39	\$26.18	~	\$37.32
	Information Technology Support Specialist	39	\$26.18	~	\$37.32
	Business Systems Specialist	42	\$28.20	~	\$40.21
Instructional	Classroom Assistant - Child Development Program	5	\$14.32	~	\$16.13
	Associate Teacher - Child Development Program	8	\$14.12	~	\$17.36
	Instructional Assistant - Emotionally Disturbed & Alternative Education	16	\$14.84	~	\$21.16
	Instructional Assistant - Special Education Programs	16	\$14.84	~	\$21.16
	Instructional Specialist - Infant/Early Childhood	21	\$16.79	~	\$23.94
	Instructional Specialist - Students with Orthopedic Impairments	21	\$16.79	~	\$23.94
	Instructional Specialist - Visually Impaired	21	\$16.79	~	\$23.94
	Behavioral Health Specialist	21	\$16.79	~	\$23.94
	Health Instructional Assistant	21	\$16.79	~	\$23.94
	Paraeducator	21	\$16.79	~	\$23.94
Interpreter/Translator	29	\$20.45	~	\$29.16	
Maintenance, Operations & Transportation	Custodian	19	\$15.98	~	\$22.79
	Custodian/Substitute Bus Driver	21	\$16.79	~	\$23.94
	Courier	22	\$17.21	~	\$24.54
	School Bus Driver	24	\$18.08	~	\$25.77
	Security Assistant	24	\$18.08	~	\$25.77
	Groundskeeper	25	\$18.53	~	\$26.42
	Lead Custodian	25	\$18.53	~	\$26.42
	Skilled Maintenance Worker	33	\$22.57	~	\$32.20
	School Bus Driver Trainer	35	\$23.72	~	\$33.82
	Skilled Maintenance Worker/Substitute Bus Driver	35	\$23.72	~	\$33.82
	Instructional Assistant, Migrant Education	16	\$14.84	~	\$21.16
Migrant Education Services	Migrant Education Program Assistant, Bilingual	23	\$17.63	~	\$25.15
	Migrant Education Services Specialist/Recruiter	29	\$20.45	~	\$29.16
	Lead Migrant Education Services Specialist/Recruiter, Bilingual	33	\$22.57	~	\$32.20
	Naturalist I	22	\$17.21	~	\$24.54
Naturalists	Naturalist II	28	\$19.96	~	\$28.45
	Naturalist III	32	\$22.03	~	\$31.41
	Student Support	Job Coach	16	\$14.84	~
Job Placement Specialist		18	\$15.58	~	\$22.22
Braille Specialist		25	\$18.53	~	\$26.42
Job Placement Coordinator		31	\$21.49	~	\$30.63
Behavior Intervention Services Specialist		32	\$22.03	~	\$31.41
Student Support (continued)	Foster Youth Education Liaison	32	\$22.03	~	\$31.41
	Licensed Vocational Nurse	32	\$22.03	~	\$31.41
	Mental Health Specialist	32	\$22.03	~	\$31.41
	Interpreter for the Deaf	45	\$30.36	~	\$43.30
	Registered Nurse	50	\$34.35	~	\$48.97

Longevity payment of 5% following ten (10) years of service and 7.5% following fifteen (15) years of service.
Longevity payment of 10% following twenty (20) years of service and 12.5% following twenty-five (25) years of service.
Longevity payment of 15% following thirty (30) years of service.

APPROVED BY THE COUNTY SUPERINTENDENT OF SCHOOLS:

James J. Brescia, Ed.D

DATE

SAN LUIS OBISPO COUNTY OFFICE OF EDUCATION
 CLASSIFIED SALARY SCHEDULE STEPS
 2020/21

Grade	Step 1		Step 2		Step 3		Step 4		Grade
	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	
5	\$1,960	\$11.34	\$2,019	\$11.65	\$2,080	\$12.00	\$2,142	\$12.35	5
8	\$2,111	\$12.18	\$2,175	\$12.54	\$2,239	\$12.92	\$2,307	\$13.31	8
9	\$2,163	\$12.48	\$2,228	\$12.86	\$2,295	\$13.24	\$2,363	\$13.65	9
10	\$2,217	\$12.80	\$2,284	\$13.18	\$2,352	\$13.57	\$2,423	\$13.98	10
11	\$2,274	\$13.11	\$2,341	\$13.50	\$2,412	\$13.92	\$2,484	\$14.33	11
12	\$2,330	\$13.44	\$2,400	\$13.85	\$2,471	\$14.26	\$2,546	\$14.69	12
13	\$2,388	\$13.78	\$2,459	\$14.19	\$2,533	\$14.61	\$2,610	\$15.06	13
14	\$2,448	\$14.12	\$2,522	\$14.54	\$2,598	\$14.98	\$2,675	\$15.43	14
15	\$2,509	\$14.47	\$2,585	\$14.91	\$2,662	\$15.36	\$2,742	\$15.82	15
16	\$2,571	\$14.84	\$2,649	\$15.28	\$2,728	\$15.75	\$2,811	\$16.21	16
17	\$2,636	\$15.21	\$2,716	\$15.67	\$2,797	\$16.14	\$2,881	\$16.61	17
18	\$2,702	\$15.58	\$2,783	\$16.06	\$2,866	\$16.53	\$2,952	\$17.04	18
19	\$2,769	\$15.98	\$2,853	\$16.46	\$2,938	\$16.95	\$3,027	\$17.46	19
20	\$2,838	\$16.38	\$2,924	\$16.87	\$3,012	\$17.37	\$3,102	\$17.90	20
21	\$2,910	\$16.79	\$2,998	\$17.29	\$3,088	\$17.81	\$3,179	\$18.34	21
22	\$2,983	\$17.21	\$3,071	\$17.73	\$3,164	\$18.25	\$3,259	\$18.81	22
23	\$3,057	\$17.63	\$3,149	\$18.17	\$3,243	\$18.72	\$3,341	\$19.27	23
24	\$3,134	\$18.08	\$3,228	\$18.62	\$3,325	\$19.18	\$3,425	\$19.76	24
25	\$3,212	\$18.53	\$3,309	\$19.09	\$3,408	\$19.65	\$3,510	\$20.25	25
26	\$3,293	\$19.00	\$3,392	\$19.56	\$3,493	\$20.15	\$3,598	\$20.76	26
27	\$3,374	\$19.47	\$3,475	\$20.05	\$3,579	\$20.65	\$3,688	\$21.27	27
28	\$3,459	\$19.96	\$3,562	\$20.55	\$3,669	\$21.17	\$3,779	\$21.81	28
29	\$3,545	\$20.45	\$3,651	\$21.07	\$3,761	\$21.70	\$3,873	\$22.35	29
30	\$3,634	\$20.97	\$3,743	\$21.59	\$3,855	\$22.24	\$3,971	\$22.91	30
31	\$3,725	\$21.49	\$3,836	\$22.14	\$3,951	\$22.80	\$4,070	\$23.48	31
32	\$3,818	\$22.03	\$3,932	\$22.68	\$4,050	\$23.37	\$4,171	\$24.07	32
33	\$3,914	\$22.57	\$4,031	\$23.25	\$4,152	\$23.96	\$4,276	\$24.67	33
34	\$4,011	\$23.14	\$4,132	\$23.84	\$4,255	\$24.55	\$4,383	\$25.29	34
35	\$4,112	\$23.72	\$4,235	\$24.43	\$4,362	\$25.17	\$4,492	\$25.92	35
36	\$4,214	\$24.31	\$4,341	\$25.05	\$4,471	\$25.80	\$4,605	\$26.57	36
37	\$4,320	\$24.92	\$4,449	\$25.66	\$4,582	\$26.44	\$4,720	\$27.23	37
38	\$4,428	\$25.54	\$4,560	\$26.31	\$4,698	\$27.10	\$4,838	\$27.92	38
39	\$4,538	\$26.18	\$4,674	\$26.97	\$4,815	\$27.78	\$4,959	\$28.61	39
40	\$4,651	\$26.84	\$4,791	\$27.64	\$4,935	\$28.47	\$5,083	\$29.33	40
41	\$4,768	\$27.51	\$4,912	\$28.33	\$5,059	\$29.18	\$5,211	\$30.06	41
42	\$4,887	\$28.20	\$5,034	\$29.04	\$5,185	\$29.92	\$5,341	\$30.82	42
43	\$5,010	\$28.91	\$5,160	\$29.76	\$5,315	\$30.66	\$5,474	\$31.58	43
44	\$5,135	\$29.62	\$5,289	\$30.51	\$5,448	\$31.43	\$5,612	\$32.37	44
45	\$5,263	\$30.36	\$5,421	\$31.28	\$5,583	\$32.21	\$5,751	\$33.18	45
46	\$5,394	\$31.13	\$5,557	\$32.06	\$5,724	\$33.02	\$5,895	\$34.01	46
47	\$5,530	\$31.91	\$5,695	\$32.86	\$5,866	\$33.85	\$6,043	\$34.86	47
48	\$5,667	\$32.70	\$5,838	\$33.68	\$6,013	\$34.69	\$6,193	\$35.73	48
49	\$5,810	\$33.51	\$5,983	\$34.52	\$6,163	\$35.56	\$6,348	\$36.62	49
50	\$5,955	\$34.35	\$6,134	\$35.38	\$6,318	\$36.45	\$6,507	\$37.54	50

SAN LUIS OBISPO COUNTY OFFICE OF EDUCATION
 CLASSIFIED SALARY SCHEDULE STEPS
 2020/21

Grade	Step 5		Step 6		Step 7		Step 8		Grade
	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	
5	\$2,206	\$12.73	\$2,272	\$13.11	\$2,341	\$13.50	\$2,411	\$13.91	5
8	\$2,376	\$13.71	\$2,447	\$14.12	\$2,521	\$14.54	\$2,597	\$14.98	8
9	\$2,435	\$14.05	\$2,508	\$14.47	\$2,583	\$14.91	\$2,660	\$15.35	9
10	\$2,496	\$14.40	\$2,571	\$14.83	\$2,647	\$15.28	\$2,727	\$15.74	10
11	\$2,558	\$14.76	\$2,635	\$15.20	\$2,714	\$15.66	\$2,796	\$16.13	11
12	\$2,622	\$15.13	\$2,701	\$15.58	\$2,782	\$16.05	\$2,865	\$16.53	12
13	\$2,688	\$15.50	\$2,769	\$15.97	\$2,851	\$16.45	\$2,937	\$16.95	13
14	\$2,755	\$15.90	\$2,838	\$16.37	\$2,923	\$16.87	\$3,011	\$17.37	14
15	\$2,824	\$16.29	\$2,909	\$16.78	\$2,996	\$17.28	\$3,086	\$17.81	15
16	\$2,895	\$16.70	\$2,981	\$17.20	\$3,071	\$17.72	\$3,163	\$18.25	16
17	\$2,967	\$17.12	\$3,056	\$17.63	\$3,148	\$18.16	\$3,242	\$18.71	17
18	\$3,041	\$17.54	\$3,132	\$18.07	\$3,226	\$18.61	\$3,323	\$19.17	18
19	\$3,117	\$17.99	\$3,211	\$18.52	\$3,307	\$19.08	\$3,407	\$19.65	19
20	\$3,195	\$18.43	\$3,291	\$18.99	\$3,390	\$19.55	\$3,491	\$20.14	20
21	\$3,275	\$18.90	\$3,373	\$19.46	\$3,474	\$20.05	\$3,578	\$20.64	21
22	\$3,356	\$19.37	\$3,458	\$19.95	\$3,561	\$20.54	\$3,667	\$21.16	22
23	\$3,441	\$19.85	\$3,544	\$20.45	\$3,650	\$21.06	\$3,760	\$21.69	23
24	\$3,527	\$20.35	\$3,633	\$20.96	\$3,742	\$21.58	\$3,854	\$22.23	24
25	\$3,616	\$20.86	\$3,723	\$21.48	\$3,836	\$22.13	\$3,951	\$22.79	25
26	\$3,706	\$21.38	\$3,817	\$22.02	\$3,931	\$22.68	\$4,049	\$23.36	26
27	\$3,798	\$21.92	\$3,912	\$22.57	\$4,029	\$23.25	\$4,150	\$23.95	27
28	\$3,893	\$22.46	\$4,010	\$23.13	\$4,130	\$23.83	\$4,254	\$24.54	28
29	\$3,990	\$23.02	\$4,110	\$23.71	\$4,233	\$24.42	\$4,360	\$25.16	29
30	\$4,091	\$23.59	\$4,213	\$24.30	\$4,339	\$25.04	\$4,469	\$25.79	30
31	\$4,192	\$24.19	\$4,318	\$24.91	\$4,447	\$25.66	\$4,580	\$26.43	31
32	\$4,297	\$24.80	\$4,426	\$25.54	\$4,558	\$26.30	\$4,695	\$27.09	32
33	\$4,405	\$25.41	\$4,537	\$26.17	\$4,673	\$26.96	\$4,814	\$27.76	33
34	\$4,515	\$26.05	\$4,650	\$26.83	\$4,789	\$27.63	\$4,933	\$28.46	34
35	\$4,628	\$26.69	\$4,766	\$27.50	\$4,910	\$28.32	\$5,056	\$29.17	35
36	\$4,743	\$27.36	\$4,886	\$28.19	\$5,032	\$29.03	\$5,183	\$29.91	36
37	\$4,862	\$28.05	\$5,008	\$28.89	\$5,158	\$29.75	\$5,313	\$30.65	37
38	\$4,983	\$28.75	\$5,133	\$29.61	\$5,286	\$30.50	\$5,445	\$31.42	38
39	\$5,108	\$29.47	\$5,261	\$30.35	\$5,419	\$31.26	\$5,581	\$32.20	39
40	\$5,235	\$30.21	\$5,393	\$31.11	\$5,554	\$32.05	\$5,721	\$33.01	40
41	\$5,367	\$30.96	\$5,528	\$31.89	\$5,693	\$32.85	\$5,864	\$33.84	41
42	\$5,501	\$31.73	\$5,666	\$32.69	\$5,836	\$33.66	\$6,012	\$34.67	42
43	\$5,639	\$32.53	\$5,807	\$33.50	\$5,982	\$34.51	\$6,161	\$35.54	43
44	\$5,779	\$33.34	\$5,953	\$34.34	\$6,132	\$35.37	\$6,316	\$36.43	44
45	\$5,924	\$34.18	\$6,101	\$35.20	\$6,284	\$36.26	\$6,473	\$37.34	45
46	\$6,072	\$35.03	\$6,254	\$36.08	\$6,442	\$37.17	\$6,635	\$38.28	46
47	\$6,224	\$35.91	\$6,410	\$36.98	\$6,602	\$38.10	\$6,801	\$39.24	47
48	\$6,379	\$36.80	\$6,570	\$37.91	\$6,767	\$39.05	\$6,970	\$40.22	48
49	\$6,539	\$37.72	\$6,735	\$38.85	\$6,937	\$40.02	\$7,145	\$41.22	49
50	\$6,702	\$38.66	\$6,903	\$39.83	\$7,110	\$41.02	\$7,324	\$42.25	50

SAN LUIS OBISPO COUNTY OFFICE OF EDUCATION
 CLASSIFIED SALARY SCHEDULE STEPS
 2020/21

Grade	Step 9		Step 10		Step 11		Step 12		Step 13		Grade
	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	
5	\$2,484	\$14.32	\$2,557	\$14.76	\$2,634	\$15.20	\$2,713	\$15.66	\$2,795	\$16.13	5
8	\$2,674	\$15.42	\$2,754	\$15.89	\$2,837	\$16.36	\$2,922	\$16.86	\$3,010	\$17.36	8
9	\$2,740	\$15.82	\$2,823	\$16.29	\$2,908	\$16.78	\$2,995	\$17.28	\$3,085	\$17.80	9
10	\$2,809	\$16.21	\$2,893	\$16.70	\$2,980	\$17.20	\$3,069	\$17.72	\$3,161	\$18.25	10
11	\$2,880	\$16.61	\$2,965	\$17.11	\$3,054	\$17.62	\$3,146	\$18.15	\$3,240	\$18.70	11
12	\$2,951	\$17.03	\$3,040	\$17.54	\$3,131	\$18.07	\$3,225	\$18.61	\$3,322	\$19.17	12
13	\$3,025	\$17.45	\$3,116	\$17.98	\$3,210	\$18.51	\$3,306	\$19.07	\$3,405	\$19.64	13
14	\$3,102	\$17.89	\$3,195	\$18.42	\$3,291	\$18.98	\$3,390	\$19.54	\$3,492	\$20.13	14
15	\$3,178	\$18.34	\$3,273	\$18.89	\$3,371	\$19.45	\$3,472	\$20.04	\$3,576	\$20.64	15
16	\$3,258	\$18.80	\$3,356	\$19.36	\$3,457	\$19.95	\$3,561	\$20.54	\$3,668	\$21.16	16
17	\$3,340	\$19.27	\$3,440	\$19.85	\$3,543	\$20.44	\$3,649	\$21.06	\$3,758	\$21.69	17
18	\$3,423	\$19.75	\$3,525	\$20.34	\$3,631	\$20.95	\$3,740	\$21.57	\$3,852	\$22.22	18
19	\$3,509	\$20.24	\$3,614	\$20.85	\$3,722	\$21.47	\$3,834	\$22.12	\$3,949	\$22.79	19
20	\$3,596	\$20.75	\$3,704	\$21.37	\$3,815	\$22.01	\$3,929	\$22.66	\$4,047	\$23.34	20
21	\$3,687	\$21.27	\$3,797	\$21.91	\$3,911	\$22.56	\$4,028	\$23.24	\$4,149	\$23.94	21
22	\$3,777	\$21.80	\$3,892	\$22.45	\$4,009	\$23.13	\$4,129	\$23.83	\$4,253	\$24.54	22
23	\$3,872	\$22.34	\$3,988	\$23.02	\$4,108	\$23.70	\$4,231	\$24.41	\$4,358	\$25.15	23
24	\$3,970	\$22.90	\$4,088	\$23.58	\$4,211	\$24.29	\$4,337	\$25.02	\$4,467	\$25.77	24
25	\$4,069	\$23.47	\$4,192	\$24.18	\$4,318	\$24.91	\$4,447	\$25.65	\$4,580	\$26.42	25
26	\$4,170	\$24.06	\$4,296	\$24.79	\$4,425	\$25.53	\$4,557	\$26.30	\$4,693	\$27.09	26
27	\$4,274	\$24.66	\$4,403	\$25.40	\$4,535	\$26.16	\$4,671	\$26.95	\$4,812	\$27.75	27
28	\$4,381	\$25.28	\$4,513	\$26.04	\$4,648	\$26.82	\$4,787	\$27.62	\$4,931	\$28.45	28
29	\$4,490	\$25.91	\$4,626	\$26.68	\$4,764	\$27.48	\$4,908	\$28.31	\$5,055	\$29.16	29
30	\$4,604	\$26.56	\$4,741	\$27.35	\$4,883	\$28.17	\$5,030	\$29.02	\$5,180	\$29.89	30
31	\$4,718	\$27.22	\$4,860	\$28.04	\$5,006	\$28.88	\$5,156	\$29.74	\$5,311	\$30.63	31
32	\$4,836	\$27.91	\$4,981	\$28.74	\$5,131	\$29.60	\$5,284	\$30.49	\$5,443	\$31.41	32
33	\$4,958	\$28.60	\$5,107	\$29.46	\$5,260	\$30.35	\$5,418	\$31.26	\$5,580	\$32.20	33
34	\$5,081	\$29.32	\$5,234	\$30.20	\$5,390	\$31.11	\$5,552	\$32.04	\$5,719	\$33.00	34
35	\$5,209	\$30.05	\$5,364	\$30.95	\$5,525	\$31.88	\$5,690	\$32.84	\$5,861	\$33.82	35
36	\$5,339	\$30.79	\$5,498	\$31.72	\$5,663	\$32.67	\$5,833	\$33.65	\$6,007	\$34.66	36
37	\$5,472	\$31.57	\$5,636	\$32.51	\$5,804	\$33.49	\$5,978	\$34.49	\$6,158	\$35.52	37
38	\$5,609	\$32.36	\$5,777	\$33.33	\$5,951	\$34.33	\$6,130	\$35.36	\$6,314	\$36.42	38
39	\$5,749	\$33.17	\$5,922	\$34.16	\$6,099	\$35.18	\$6,282	\$36.23	\$6,471	\$37.32	39
40	\$5,892	\$34.00	\$6,069	\$35.02	\$6,251	\$36.07	\$6,439	\$37.15	\$6,632	\$38.26	40
41	\$6,040	\$34.85	\$6,222	\$35.90	\$6,408	\$36.98	\$6,600	\$38.09	\$6,798	\$39.23	41
42	\$6,191	\$35.71	\$6,377	\$36.79	\$6,568	\$37.90	\$6,765	\$39.04	\$6,968	\$40.21	42
43	\$6,346	\$36.61	\$6,537	\$37.71	\$6,733	\$38.84	\$6,935	\$40.01	\$7,143	\$41.21	43
44	\$6,505	\$37.52	\$6,700	\$38.65	\$6,901	\$39.81	\$7,108	\$41.01	\$7,321	\$42.24	44
45	\$6,667	\$38.46	\$6,867	\$39.62	\$7,073	\$40.81	\$7,285	\$42.04	\$7,503	\$43.30	45
46	\$6,834	\$39.43	\$7,039	\$40.61	\$7,250	\$41.83	\$7,467	\$43.09	\$7,691	\$44.38	46
47	\$7,005	\$40.41	\$7,215	\$41.62	\$7,432	\$42.87	\$7,655	\$44.16	\$7,884	\$45.48	47
48	\$7,179	\$41.42	\$7,394	\$42.66	\$7,616	\$43.95	\$7,845	\$45.27	\$8,080	\$46.62	48
49	\$7,359	\$42.46	\$7,580	\$43.73	\$7,807	\$45.05	\$8,042	\$46.40	\$8,283	\$47.79	49
50	\$7,544	\$43.52	\$7,770	\$44.82	\$8,003	\$46.17	\$8,244	\$47.55	\$8,491	\$48.97	50