

**CSEA EMPLOYEE SALARY SCHEDULE
37.5 HOURS PER WEEK, 7.5 HOURS PER DAY
2021-22**

Increase of **3.00%** from Original 2021-22 Schedule

PLUS COLUMN K FOR LONGEVITY AFTER 25 YEARS

RANGES 10M-06 - 10M-18 are 10-Month Employees with 220 Paid Days, paid over 11 months.

Hourly Rate = Monthly Base x 11 ÷ 220 ÷ 7.5.

STEPS	B		C		D		E		F		G 6 YEARS		H 10 YEARS		I 15 YEARS		J 20 YEARS		K 25 YEARS	
	HRLY	MONTHLY	HRLY	MONTHLY	HRLY	MONTHLY	HRLY	MONTHLY	HRLY	MONTHLY	HRLY	MONTHLY	HRLY	MONTHLY	HRLY	MONTHLY	HRLY	MONTHLY	HRLY	MONTHLY
10M-06	18.03	2,704.87	18.90	2,834.51	19.81	2,970.99	20.76	3,114.65	21.77	3,265.87	22.38	3,356.61	23.63	3,543.82	25.49	3,824.06	27.88	4,182.25	28.44	4,265.90
10M-07	18.96	2,844.20	19.83	2,975.10	20.74	3,111.11	21.72	3,257.32	22.74	3,410.32	23.37	3,505.39	24.68	3,701.54	26.63	3,995.17	29.14	4,370.47	29.72	4,457.88
10M-08	19.38	2,907.11	20.29	3,043.12	21.24	3,185.94	20.83	3,124.62	23.28	3,491.94	23.93	3,589.45	25.27	3,790.65	27.28	4,091.84	29.85	4,476.81	30.44	4,566.35
10M-09	19.83	2,975.10	20.74	3,111.11	21.72	3,257.32	22.74	3,410.32	21.01	3,151.73	21.59	3,239.04	22.79	3,419.18	24.59	3,688.85	26.89	4,033.52	27.43	4,114.20
10M-10	20.29	3,043.12	21.24	3,185.94	22.24	3,335.53	23.28	3,491.94	24.37	3,655.11	25.05	3,757.52	26.46	3,968.83	28.57	4,285.13	31.26	4,689.43	31.89	4,783.22
10M-11	20.74	3,111.11	21.72	3,257.32	22.74	3,410.32	23.82	3,573.53	24.93	3,740.12	25.63	3,845.08	27.08	4,061.65	29.24	4,385.83	32.00	4,800.20	32.64	4,896.20
10M-12	21.24	3,185.94	22.24	3,335.53	23.28	3,491.94	24.37	3,655.11	25.51	3,826.84	26.23	3,934.40	27.71	4,156.33	29.92	4,488.55	32.75	4,913.18	33.41	5,011.45
10M-13	21.72	3,257.32	22.74	3,410.32	23.82	3,573.53	24.93	3,740.12	26.11	3,916.95	26.85	4,027.21	28.36	4,254.73	30.64	4,595.29	33.54	5,030.60	34.21	5,131.21
10M-14	22.24	3,335.53	23.28	3,491.94	24.37	3,655.11	25.51	3,826.84	26.72	4,008.73	27.48	4,121.75	29.03	4,354.94	31.36	4,704.02	34.33	5,150.19	35.02	5,253.20
10M-15	22.74	3,410.32	23.82	3,573.53	24.93	3,740.12	26.11	3,916.95	27.37	4,105.62	28.14	4,221.54	29.74	4,460.73	32.13	4,818.78	35.18	5,276.44	35.88	5,381.97
10M-16	23.83	3,575.16	24.92	3,738.36	26.03	3,904.95	27.21	4,081.77	28.47	4,270.44	29.28	4,391.31	30.94	4,640.70	33.43	5,014.02	36.61	5,491.19	37.34	5,601.02
10M-17	24.93	3,740.09	26.02	3,903.29	27.13	4,069.88	28.31	4,246.69	29.57	4,435.37	30.41	4,561.19	32.14	4,820.79	34.73	5,209.40	38.04	5,706.11	38.80	5,820.23
10M-18	26.03	3,905.03	27.12	4,068.22	28.23	4,234.82	29.41	4,411.63	30.67	4,600.31	31.54	4,731.08	33.34	5,000.89	36.03	5,404.78	39.47	5,921.02	40.26	6,039.44

CSEA EMPLOYEE SALARY SCHEDULE
37.5 HOURS PER WEEK, 7.5 HOURS PER DAY
2021-22

Increase of **3.00%** from Original 2021-22 Schedule

Hourly Rate = Monthly Base/Standard Monthly Hours

PLUS COLUMN K FOR LONGEVITY AFTER 25 YEARS

Standard Monthly Hours = Total Days*hours-per-day/11 **162.27** 11 Month

Standard Monthly Hours = Total Days*hours-per-day/12 **163.13** 12 Month

STEPS RANGE	B		C		D		E		F		G 6 YEARS		H 10 YEARS		I 15 YEARS		J 20 YEARS		K 25 YEARS	
	HRLY	MONTHLY	HRLY	MONTHLY	HRLY	MONTHLY	HRLY	MONTHLY	HRLY	MONTHLY	HRLY	MONTHLY	HRLY	MONTHLY	HRLY	MONTHLY	HRLY	MONTHLY	HRLY	MONTHLY
11M-15	22.64	3,673.79	23.74	3,852.07	24.85	4,032.15	26.02	4,223.03	27.29	4,428.32	28.06	4,553.93	29.66	4,813.09	31.91	5,178.60	34.95	5,672.23	35.65	5,785.67
11M-16	23.19	3,762.79	24.28	3,939.59	25.42	4,125.61	26.64	4,322.66	27.92	4,530.79	28.71	4,659.47	30.35	4,924.97	32.66	5,299.43	35.77	5,805.14	36.49	5,921.24
11M-17	23.73	3,851.18	24.85	4,031.67	26.03	4,223.24	27.29	4,427.64	28.60	4,641.29	29.42	4,773.28	31.09	5,045.63	33.46	5,429.73	36.66	5,948.47	37.39	6,067.44
11M-19	24.85	4,031.67	26.03	4,223.24	27.29	4,427.64	28.60	4,641.29	29.95	4,860.44	30.81	4,999.01	32.57	5,284.93	35.05	5,688.16	38.41	6,232.74	39.18	6,357.39
11M-20	25.42	4,125.61	26.64	4,322.66	27.92	4,530.79	29.27	4,749.94	30.64	4,972.79	31.52	5,114.73	33.32	5,407.60	35.87	5,820.64	39.31	6,378.46	40.09	6,506.03
11M-21	26.03	4,223.24	27.29	4,427.64	28.60	4,641.29	29.95	4,860.51	31.40	5,096.16	32.30	5,241.80	34.15	5,542.31	36.77	5,966.12	40.29	6,538.49	41.10	6,669.26
11M-22	26.64	4,322.66	27.92	4,530.79	29.27	4,749.94	30.64	4,972.79	32.13	5,214.05	33.05	5,363.22	34.95	5,671.02	37.62	6,105.13	41.24	6,691.39	42.06	6,825.22
12M-15	22.40	3,653.67	23.49	3,831.95	24.59	4,012.03	25.76	4,202.91	27.02	4,408.20	27.79	4,533.80	29.38	4,792.97	31.62	5,158.48	34.65	5,652.11	35.34	5,765.15
12M-17	23.49	3,831.06	24.59	4,011.55	25.77	4,203.11	27.02	4,407.52	28.33	4,621.16	29.14	4,753.16	30.81	5,025.51	33.16	5,409.61	36.34	5,928.34	37.07	6,046.91
12M-18	24.03	3,919.47	25.17	4,105.48	26.38	4,302.53	27.65	4,510.66	29.00	4,729.82	29.82	4,865.07	31.53	5,144.15	33.95	5,537.74	37.21	6,069.28	37.95	6,190.67
12M-19	24.59	4,011.55	25.77	4,203.11	27.02	4,407.52	28.33	4,621.16	29.67	4,840.32	30.52	4,978.89	32.27	5,264.80	34.75	5,668.04	38.08	6,212.61	38.85	6,336.87
12M-20	25.17	4,105.48	26.38	4,302.53	27.65	4,510.66	29.00	4,729.82	30.36	4,952.67	31.23	5,094.61	33.03	5,387.47	35.56	5,800.52	38.98	6,358.34	39.76	6,485.50
12M-21	25.77	4,203.11	27.02	4,407.52	28.33	4,621.16	29.67	4,840.39	31.12	5,076.04	32.01	5,221.68	33.85	5,522.19	36.45	5,946.00	39.96	6,518.37	40.76	6,648.73
12M-22	26.38	4,302.53	27.65	4,510.66	29.00	4,729.82	30.36	4,952.67	31.84	5,193.92	32.75	5,343.10	34.64	5,650.90	37.30	6,085.00	40.90	6,671.27	41.71	6,804.69
12M-23	27.02	4,407.52	28.33	4,621.16	29.67	4,840.32	31.12	5,076.04	32.60	5,317.32	33.53	5,470.20	35.47	5,785.64	38.19	6,230.51	41.88	6,831.33	42.72	6,967.95
12M-24	27.65	4,510.66	29.00	4,729.82	30.36	4,952.67	31.84	5,193.92	33.41	5,449.93	34.37	5,606.78	36.36	5,930.43	39.15	6,386.89	42.93	7,003.33	43.79	7,143.40
12M-25	28.33	4,621.16	29.67	4,840.32	31.12	5,076.04	32.60	5,317.32	34.17	5,573.30	35.15	5,733.86	37.18	6,065.14	40.05	6,532.37	43.91	7,163.36	44.79	7,306.63
12M-26	28.99	4,729.81	30.36	4,952.67	31.84	5,193.92	33.41	5,449.93	35.01	5,711.42	36.02	5,876.13	38.11	6,215.96	41.04	6,695.24	45.01	7,342.52	45.91	7,489.37
12M-27	30.38	4,956.47	31.84	5,193.50	33.36	5,441.47	34.96	5,702.46	36.64	5,976.52	37.70	6,149.18	39.88	6,505.42	42.96	7,007.85	47.12	7,686.38	48.06	7,840.11

RANGE	POSITION
10M-06	Food Service Worker
10M-07	Clerk Typist
10M-10	Clerk - Elementary, PHS, PMS, Special Ed, DO
10M-10	Reading Resource Clerk
10M-11	Campus Supervisor - PHS
10M-12	Library Assistant - Elementary
10M-13	Secretary, AES/SpEd/DO Secretary
10M-14	Library Assistant - PHS, PMS
10M-14	Record Keeping Technician
10M-15	Attendance Secretary - Elementary, MHS, PHS, PMS, Special Ed
10M-15	Mainten/Buyer PHS
10M-18	District Information Technology Specialist
11M-15	Attendance /Substitute Secretary DO
11M-16	Counseling Secretary - Elementary
11M-17	Counseling Secretary - PHS, PMS
11M-17	Student Data Manager PHS
11M-17	Health Clerk
11M-21	District Information Technology Specialist I
11M-22	Administrative Assistant - Curriculum, Elementary, MHS, PHS, PMS, Special Ed, Counseling
11M-22	Database Specialist
12M-15	Attendance Secretary - District Office
12M-15	Personnel Attendance / Secretary
12M-15	Record Keeping Technician
12M-17	Business Service Assistant
12M-18	Account Technician
12M-19	District Buyer
12M-19	Fiscal Services Assistant
12M-20	Accounts Payable Technician
12M-20	Payroll Technician I
12M-22	Payroll Technician II
12M-22	Facilities
12M-22	Administrative Assistant - Adult Ed, District Office, Special Education
12M-23	Data Manager - District
12M-23	District Information Technology Specialist II
12M-23	Accountant
12M-23	H1 Bond Accountant
12M-24	District Data Coordinator
12M-27	Network Information Technology Technician

**CSEA EMPLOYEE SALARY SCHEDULE
40 HOURS PER WEEK, 8 HOURS PER DAY
2021-22**

Increase of **3.00%** from Original 2021-22 Schedule
PLUS COLUMN K FOR LONGEVITY AFTER 25 YEARS

Hourly Rate = Monthly Base/Standard Monthly Hours
Standard Monthly Hours = Total Days*hours-per-day/12

174.0

STEPS RANGE	B		C		D		E		F		G 6 YEARS		H 10 YEARS		I 15 YEARS		J 20 YEARS		K 25 YEARS	
	HRLY	MONTHLY	HRLY	MONTHLY	HRLY	MONTHLY	HRLY	MONTHLY	HRLY	MONTHLY	HRLY	MONTHLY	HRLY	MONTHLY	HRLY	MONTHLY	HRLY	MONTHLY	HRLY	MONTHLY
M12	19.60	3,410.39	20.53	3,572.64	21.51	3,742.91	22.52	3,919.19	23.59	4,105.48	24.26	4,222.01	25.65	4,462.44	27.59	4,801.52	30.23	5,259.46	30.83	5,364.65
M13	20.05	3,488.51	21.00	3,654.78	22.02	3,831.05	23.05	4,011.33	24.16	4,203.63	24.85	4,323.09	26.26	4,569.60	28.26	4,917.25	30.96	5,386.76	31.58	5,494.49
M14	20.53	3,572.64	21.51	3,742.91	22.52	3,919.19	23.59	4,105.48	24.72	4,301.79	25.43	4,424.20	26.88	4,676.78	28.93	5,033.00	31.69	5,514.09	32.32	5,624.37
M15	21.00	3,654.78	22.02	3,831.05	23.05	4,011.33	24.16	4,203.63	25.33	4,407.97	26.05	4,533.57	27.54	4,792.72	29.64	5,158.21	32.48	5,651.81	33.13	5,764.84
M16	21.51	3,742.91	22.52	3,919.19	23.59	4,105.48	24.72	4,301.79	25.92	4,510.13	26.66	4,638.79	28.19	4,904.27	30.34	5,278.67	33.24	5,784.32	33.91	5,900.01
M17	22.02	3,831.05	23.05	4,011.33	24.16	4,203.63	25.33	4,407.97	26.55	4,620.30	27.31	4,752.27	28.88	5,024.56	31.08	5,408.59	34.06	5,927.23	34.75	6,045.77
M18	22.52	3,919.19	23.59	4,105.48	24.72	4,301.79	25.92	4,510.13	27.19	4,730.46	27.96	4,865.74	29.57	5,144.85	31.83	5,538.49	34.89	6,070.12	35.58	6,191.52
M19	23.05	4,011.33	24.16	4,203.63	25.33	4,407.97	26.55	4,620.30	27.82	4,840.65	28.62	4,979.23	30.26	5,265.16	32.58	5,668.42	35.71	6,213.04	36.42	6,337.30
M20	23.59	4,105.48	24.72	4,301.79	25.92	4,510.13	27.19	4,730.46	28.46	4,952.81	29.28	5,094.75	30.96	5,387.63	33.34	5,800.68	36.54	6,358.52	37.27	6,485.89
M21	24.16	4,203.63	25.33	4,407.97	26.55	4,620.30	27.82	4,840.65	29.18	5,077.01	30.02	5,222.68	31.74	5,523.25	34.18	5,947.14	37.47	6,519.63	38.22	6,650.02
M22	24.72	4,301.79	25.92	4,510.13	27.19	4,730.46	28.46	4,952.81	29.85	5,193.20	30.70	5,342.36	32.47	5,650.11	34.97	6,084.15	38.34	6,670.33	39.10	6,803.74
M23	25.33	4,407.97	26.55	4,620.30	27.82	4,840.65	29.18	5,077.01	30.56	5,317.40	31.44	5,470.29	33.25	5,785.73	35.81	6,230.62	39.26	6,831.44	40.05	6,968.07
M24	25.92	4,510.13	27.19	4,730.46	28.46	4,952.81	29.85	5,193.20	31.32	5,449.61	32.22	5,606.46	34.08	5,930.09	36.70	6,386.51	40.25	7,002.92	41.05	7,142.98
M25	26.55	4,620.30	27.82	4,840.65	29.18	5,077.01	30.56	5,317.40	32.03	5,573.80	32.96	5,734.38	34.86	6,065.69	37.55	6,532.96	41.17	7,164.01	42.00	7,307.29
M26	27.19	4,730.46	28.46	4,952.81	29.85	5,193.20	31.32	5,449.61	32.83	5,712.02	33.77	5,876.74	35.73	6,216.62	38.48	6,695.95	42.20	7,343.30	43.05	7,490.17

RANGE	POSITION
M12	Elementary Custodian, PMS/PHS/MHS Custodian
M13	Elementary Asst. Head Custodian, PMS/PHS/MHS Custodian
M14	Maintenance Assistant
M15	Assistant Driver
M16	Elementary Head Custodian
M17	PMS Head Custodian
M18	PHS/MHS Head Custodian
M19	Groundkeeper/Gardener
M20	Maintenance Worker
M21	Lead Gardener
M22	
M23	
M24	
M25	
M26	Maintenance Technician

CSEA - INSTRUCTIONAL PARAEUCATOR MONTHLY SALARY SCHEDULE
30 HOURS PER WEEK, 6 HOURS PER DAY (6.67 HOURS - SECONDARY SPECIAL ED PARA*)
2021-22

INCLUDES COLUMN K FOR LONGEVITY AFTER 25 YEARS

3.00% Increase from Original 2021-22 Schedule

1,242.00 hours = 207 Days x 6 hrs per day

1,380.69 hours = 207 Days x 6.67 hrs per day

Years in District: 1 - 3

STEPS	B		C		D		E		F	
	Hrly	Monthly	Hrly	Monthly	Hrly	Monthly	Hrly	Monthly	Hrly	Monthly
Instructional Paraeducator	19.86	2,241.88	20.73	2,340.69	21.67	2,447.11	22.58	2,549.73	23.49	2,652.35
Elementary SPED Para I	20.26	2,287.49	21.17	2,390.10	22.09	2,493.99	22.99	2,595.34	23.89	2,697.95
Asst. Site Tech Coordinator	20.26	2,287.49	21.17	2,390.10	22.09	2,493.99	22.99	2,595.34	23.89	2,697.95
SIP Coordinator	20.85	2,354.63	21.76	2,457.25	22.71	2,563.66	23.74	2,680.22	24.85	2,805.64
Elementary SPED Para II	22.99	2,595.34	23.89	2,697.95	24.86	2,806.90	25.86	2,919.66	26.89	3,036.21
Library Media Tech 30Hrs	22.99	2,595.34	23.89	2,697.95	24.86	2,806.90	25.86	2,919.66	26.89	3,036.21
Assistive Technology	24.23	2,735.32	25.20	2,845.27	26.21	2,959.53	27.27	3,078.99	28.36	3,202.47
P. E./Musical/Counseling	25.53	2,882.92	26.76	3,021.01	28.00	3,161.63	29.25	3,302.25	30.62	3,456.81
Secondary SPED Para I*	20.04	2,515.96	20.95	2,630.03	21.87	2,745.52	22.77	2,858.18	23.68	2,972.26
Secondary SPED Para II*	22.77	2,858.18	23.68	2,972.26	24.65	3,093.38	25.64	3,218.72	26.68	3,348.29
Library Media Tech *	22.77	2,858.18	23.68	2,972.26	24.65	3,093.38	25.64	3,218.72	26.68	3,348.29
Assistive Technology *	24.01	3,013.80	24.98	3,136.03	26.00	3,263.04	27.05	3,395.84	28.15	3,533.12

1,266.00 hours = 211 Days x 6 hrs per day

Years in District: 4 - 9

1,407.37 hours = 211 Days x 6.67 hrs per day

STEPS	E		F		G - (Yrs 6-9)	
	Hrly	Monthly	Hrly	Monthly	Hrly	Monthly
Instructional Paraeducator	22.54	2,594.33	23.45	2,698.93	24.09	2,772.66
Elementary SPED Para I	22.95	2,640.82	23.85	2,745.42	24.51	2,820.54
Asst. Site Tech Coordinator	22.95	2,640.82	23.85	2,745.42	24.51	2,820.54
SIP Coordinator	23.70	2,727.34	24.81	2,855.19	25.49	2,933.60
Elementary SPED Para II	25.82	2,971.41	26.85	3,090.21	27.59	3,175.67
Library Media Tech 30Hrs	25.82	2,971.41	26.85	3,090.21	27.59	3,175.67
Assistive Technology	27.23	3,133.82	28.32	3,259.69	29.11	3,350.24
P. E./Musical/Counseling	29.21	3,361.40	30.58	3,518.94	31.43	3,617.27
Secondary SPED Para I*	22.73	2,908.75	23.64	3,025.03	24.30	3,108.53
Secondary SPED Para II*	25.61	3,276.25	26.64	3,408.32	27.38	3,503.33
Library Media Tech *	25.61	3,276.25	26.64	3,408.32	27.38	3,503.33
Assistive Technology *	27.02	3,456.79	28.11	3,596.72	28.90	3,697.38

Years in District: 11-13

1290.00 hours = 215 Days x 6 hrs per day

1434.05 hours = 215 Days x 6.67 hrs per day

Years in District: 10

1278.00 hours = 213 Days x 6 hrs per day

1420.71 hours = 213 Days x 6.67 hrs per day

STEPS	H - (10-14 Yrs)	
	Hrly	Monthly
Instructional Paraeducator	25.39	2,950.21
Elementary SPED Para I	25.83	3,001.45
Asst. Site Tech Coordinator	25.83	3,001.45
SIP Coordinator	26.88	3,122.44
Elementary SPED Para II	29.11	3,381.49
Library Media Tech 30 Hrs	29.11	3,381.49
Assistive Technology	30.71	3,568.30
Secondary SPED Para I*	25.63	3,309.64
Secondary SPED Para II*	28.90	3,732.13
Library Media Tech *	28.90	3,732.13
Assistive Technology *	30.50	3,939.79

STEPS	H - (10-14 Yrs)	
	Hrly	Monthly
Instructional Paraeducator	25.37	2,975.64
Elementary SPED Para I	25.81	3,027.36
Asst. Site Tech Coordinator	25.81	3,027.36
SIP Coordinator	26.86	3,149.49
Elementary SPED Para II	29.09	3,410.98
Library Media Tech 30 Hrs	29.09	3,410.98
Assistive Technology	30.69	3,599.54
Secondary SPED Para I*	25.61	3,338.45
Secondary SPED Para II*	28.88	3,764.90
Library Media Tech *	28.88	3,764.90
Assistive Technology *	30.49	3,974.52

1296.00 hours = 216 Days x 6 hrs per day

1440.72 hours = 216 Days x 6.67 hrs per day

Years in District: 14 & up

STEPS	H - (10-14 Yrs)		I - (15-19 Yrs)		J - (20+ Yrs)		K - (25+ Yrs)	
	Hrly	Monthly	Hrly	Monthly	Hrly	Monthly	Hrly	Monthly
Instructional Paraeducator	25.36	2,988.36	27.23	3,207.98	29.75	3,504.57	30.34	3,574.67
Elementary SPED Para I	25.81	3,040.32	27.70	3,264.09	30.27	3,566.30	30.87	3,637.63
Asst. Site Tech Coordinator	25.81	3,040.32	27.70	3,264.09	30.27	3,566.30	30.87	3,637.63
Elementary SPED Para II	29.08	3,425.72	31.24	3,680.31	34.16	4,024.13	34.84	4,104.61
Library Media Tech 30 Hrs	29.08	3,425.72	31.24	3,680.31	34.16	4,024.13	34.84	4,104.61
Assistive Technology	30.68	3,615.16	32.97	3,884.89	36.07	4,249.17	36.79	4,334.15
Secondary SPED Para I*	25.60	3,352.86	27.50	3,601.62	30.06	3,937.57	30.66	4,016.33
Secondary SPED Para II*	28.87	3,781.29	31.03	4,064.31	33.95	4,446.53	34.63	4,535.46
Library Media Tech *	28.87	3,781.29	31.03	4,064.31	33.95	4,446.53	34.63	4,535.46
Assistive Technology *	30.48	3,991.88	32.77	4,291.74	35.86	4,696.69	36.58	4,790.63

(Hourly rates are rounded)

Hourly = Monthly * # Hours / 11

**PIEDMONT UNIFIED SCHOOL DISTRICT
Occupational Therapists' Salary Schedule
185 WORK DAYS
2021-22 with 3% Increase**

3.00% Increase over Original 2021-22

Occupational Therapist			
	Annual Salary	Daily Rate	Hourly Rate
STEP	COLUMN F	185 Days	7.5 Hours
1	69,956	378.14	50.42
2	69,956	378.14	50.42
3	69,956	378.14	50.42
4	69,956	378.14	50.42
5	69,956	378.14	50.42
6	72,551	392.17	52.29
7	75,151	406.22	54.16
8	77,749	420.27	56.04
9	80,357	434.36	57.92
10	82,962	448.44	59.79
11	85,561	462.49	61.67
12	88,158	476.53	63.54
14	90,605	489.75	65.30
16	93,053	502.99	67.06
18	95,501	516.22	68.83
20	97,951	529.46	70.60
22	100,398	542.69	72.36
24	102,849	555.94	74.13
25	105,301	569.20	75.89