

DCSD Salary Guide

Licensed Employees 2022-2023 School Year



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About our Licensed Compensation System

The Douglas County School District (DCSD) strives to offer a compensation system for its licensed employees that is transparent, and comparable to and competitive with surrounding school districts.

This compensation program will be revised and improved regularly in order to help us continue to attract and retain high-quality employees who are crucial to the success of our students.



What would my initial DCSD salary be?

Your Initial DCSD Salary

When you are hired at DCSD into a licensed position, your initial salary placement is determined by three factors:

- The position's classification as General, Hard-to-Hire or Specialist/Extremely Hard-to-Hire.
- The amount of relevant work experience you have (years of experience).
- Your education level.

Position Classification

All licensed positions in DCSD are classified as either General, Hard-to-Hire or Extremely Hard-to-Hire (Specialist). This is denoted on the job posting for which you applied. The position classification corresponds to a specific salary schedule shown in Appendix A.

General (I): All licensed positions not identified as Hard-to-Hire or Specialist/Extremely Hard-to-Hire. Schedule shown in Appendix A of this Guide.

Hard-to-Hire (II): Positions designated as Hard-to-Hire are listed in Appendix A.

Specialist/Extremely Hard-to-Hire (III): Positions designated as Specialist/Extremely Hard-to-Hire are identified in Appendix A.

Years of Relevant Full-time Experience

At salary setting, new hires will receive a salary step for each year of relevant work experience outside of DCSD up to a maximum of seven (7) years of relevant work experience. For rehires, credit will be given for all internal DCSD years of experience, and up to seven (7) years of external, licensed experience.

Parameters for Years of Experience:

- Up to seven years of experience will be used to determine your initial salary. Therefore, step 8 on the applicable salary schedule is the highest initial step for licensed employees in their first year at DCSD.
- All prior DCSD licensed teaching experience will be considered and up to seven years of external (non-DCSD) licensed experience.
- Experience with multiple employers will be combined as one year of service as long as a semester is worked within a school year and the teacher/licensed employee is contracted for at least 0.5 Full Time Equivalent (FTE) - 20 hours or more per week.
- Teaching experience completed only after the conferral of a Bachelor's degree is considered.
- For licensed, only teaching experience at regionally accredited public, private and charter schools and at accredited higher education institutions will be considered.
- Unpaid Internships and volunteer experience (such as Peace Corps) do not apply toward determining base pay.
- Only teaching and curriculum instruction experience (or direct work with students/clients in the industry for non-teachers) directly with students will be considered.



Education Level

In addition to your position's classification and years of relevant work experience, your initial salary is also determined by your level of education — i.e., whether you have a Bachelor's Degree, Master's Degree or a Doctorate.

If you have completed additional college/university semester hours, any credits completed after your most recent and highest degree conferred will be accepted. (Note: one quarter hour is equated to 2/3 of a semester hour.) For individuals who have completed consecutive Bachelor's Degrees or Master's Degrees, at salary setting, new hires will be placed in salary lanes on their salary schedule as follows.

- Bachelor's Degree
- Bachelor's Degree + 15 credit hours
- Bachelor's Degree + 30 credit hours
- Master's Degree
- Master's Degree + 15 credit hours
- Master's Degree + 30 credit hours
- Master's Degree + 45 credit hours
- Master's Degree + 60 credit hours
- Doctorate/EDS



Parameters for the Recognition of Education Degrees and Credits

- Only degrees/credits earned at regionally accredited universities and colleges will be considered.
- Professional Development Credits (PDC) will not count as education credits toward your initial base salary or for salary advancement, unless there is university academic transcript credit attained (non-relicensure credit). PDC hours (non-academic credit based) may be one area among others (like longevity, National Board designation, non-university credit CEU's, etc.) to potentially improve our compensation system in future years.
- Courses taken as a pass/fail will be counted towards initial salary setting and horizontal salary advancement provided they appear as credit on an academic transcript. If these credits appear on transcripts as professional development or CEU's these credits will not apply towards higher education attainment for salary purposes at this time.
- Only college/university academic credits earned after the most recent and highest degree was conferred will apply for the purposes of salary advancement.
- Although Master's programs may have varying degrees of credit hours as offered by their specific university, Master's Degree attainment will be accounted for in the same manner = Master's Degree + 0.
- In the instance of double Bachelor's/Master's degree attainment, additional credit recognition will be made if the two degrees were conferred at separate times. Example: Bachelor's Degree 1 conferred in May 2018 and Bachelor's Degree 2 conferred in December 2021. Placement lane will reflect Bachelor's (+ credit count from the second Bachelor's Degree). Note: Dual degrees with the same conferment date will reflect a single degree and no further credits.
- Please note: There are occasions when even though an employee provides a transcript from an accredited college/university, the coursework taken is professional development and not academic (credit hours). In these circumstances, if it is clearly professional development coursework, the credits will not count towards salary advancement for the 2022-23 school year.

Salary Setting Examples

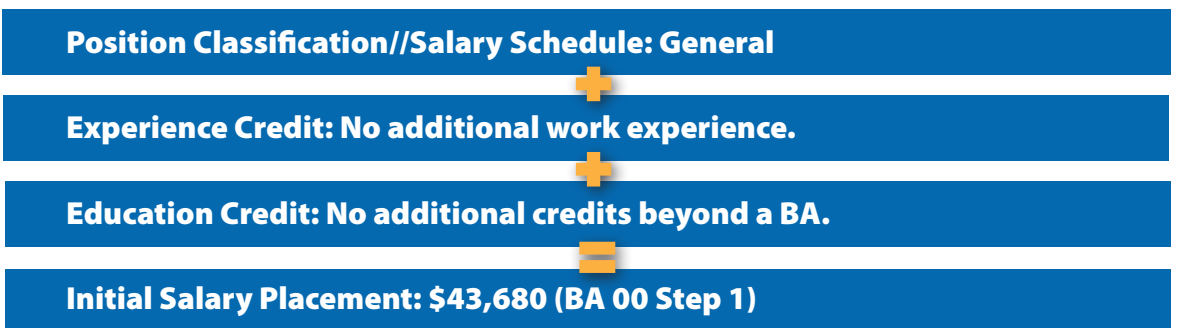
Example 1

A new hire teacher designated as a Hard-to-Hire position has five years of relevant work experience and a masters degree plus an additional 25 credit hours. The teacher's base salary will be calculated as follows:



Example 2

A recent college graduate hired into a General position with no relevant work experience and a BA degree. The teacher's base salary will be calculated as follows:



Example 3

A new hire into a Specialist/Extremely Hard-to-Hire position has 10 years of relevant work experience and a Master's degree plus an additional 75 credit hours. The base salary will be calculated as follows:



How will my salary increase at DCSD?

Your Base Salary Can Increase in the Following Ways:

Horizontal Education Advancement

A horizontal education advancement increase can be earned by achieving higher levels of education levels as follows:

- Bachelor's Degree + 15 credit hours
- Bachelor's Degree + 30 credit hours
- Master's Degree
- Master's Degree + 15 credit hours
- Master's Degree + 30 credit hours
- Master's Degree + 45 credit hours
- Master's Degree + 60 credit hours
- Doctorate/EDS

Current licensed employees who, during spring semester 2022, have completed enough college/university credits and/or a degree program from an accredited college/university which would warrant horizontal salary advancement on the new licensed salary compensation schedule will have an opportunity to submit a request for horizontal salary advancement for the start of the 2022-2023 school year.

From June 1-July 15, 2022, licensed employees may request horizontal lane advancement by completing the Horizontal Salary Advancement Request Process in Workday. For 2022-23 this will be the only horizontal salary advancement window available for licensed employees until the following school year. More information on this process will be provided prior to the opening of the submission window.

Licensed employees submitting an approved salary advancement request will receive an updated compensation statement in Workday prior to their August 2022 paycheck. All requests must be submitted between the window of June 1-July 15, 2022. At this time, this will be the only window for

Horizontal Advancement for the 2022-2023 school year. Any changes to this timeline and window will be communicated to our licensed employees.

Step Increase

Based on available funding and with each year of employment, licensed employees will be eligible for a step increase on their compensation schedule. This amount is generally equivalent to a 2% increase (unless the employee's salary is already over the cell amount) with the exception of those between steps 5 through 10 which is equivalent to a 2.5% increase.

Annual Increase

Potential annual increases will be subject to available funding. This is typically applied to the salary schedule as a percentage increase. Any approved annual increases will be implemented by the DCSD Compensation Department at the beginning of each school year for a July 1 effective date. Licensed employees will be notified annually of their cell placement, licensed employment contract and any applicable increases via Workday prior to the end of each school year. For 2022-23 (implementation year 1) the base schedule will not be increased by 2%. Starting salaries will remain the same as 2021-22, however, individuals will be given a 2% increase via their step advancement (year of service).

Please Note: Individuals identified as being over their designated cell on the licensed compensation schedule when increases are applied will be compensated through a one-time payment equivalent to the annual increase provided by the district, until such time the compensation schedule catches up with their salary and they are able to be placed on the salary schedule. In some cases an employee may receive a combination of base salary increase and a one time payment.

Additional Information for Licensed Employees

Position Changes

Licensed employees shifting to a different licensed position within the district (the following school year) will need to be aware of the position classification of the new position. Salary placement will always be determined by the new position classification and corresponding salary schedule.

Example: A psychologist (Specialist/Extremely Hard-to-Hire position classification) with a MA+60 and 5 years of experience decided to move into a third-grade elementary teaching position (General position classification). The staff member's current placement on the Specialist/Extremely Hard-to-Hire schedule would be MA+60, step 6 (\$74,433). While the years of service (5) and educational attainment (MA+60) would be the same, the two schedules are not and the salary of the individual would be less once the transfer is completed. The staff member's salary on the Specialist/Extremely Hard-to-Hire schedule would be \$74,433 and the salary on the General schedule would be \$60,477.

The same concept would apply if the employee was accepting a position that would move the individual from one salary schedule to another at the beginning of the school year. Note: Employees who involuntarily change positions after the start of the school year and are shifted to another schedule will see no salary change (i.e., no reduction of salary by shifting schedules) through that school year.

Split Position Classifications

Licensed employees working in a split position (i.e. two different assignments) will have two jobs in Workday that will each have a position classification. Salary for these cases will be determined by the FTE and position classification for each job.

Example: A teacher with 10 years of experience and an MA has a 0.5 FTE assignment as a math teacher (Hard-to-Hire position classification) and a 0.5 FTE assignment as an English teacher (General position classification). The teacher's education attainment and years of experience will be the same for both positions but the salary for each will be different. The placement on the Hard-to-Hire schedule would be MA step 11 (\$66,702) and their placement on the General schedule would also be MA step 11 (\$60,497). The teacher's salary would be the percentage of each FTE on each salary schedule cell placement.

What additional incentives can I earn?

Tuition Reimbursement

Reimbursement for satisfactory completion of approved coursework may be reimbursed as follows and is subject to the availability of funding. We encourage employees to apply as early as possible each school year as this funding is a first come-first served. Specific details regarding this process can be found [here](#). Please note that for licensed employees professional development credits may be submitted for tuition assistance, but will not be recognized at this time for Horizontal Advancement purposes on the licensed schedules.

- Up to \$2,000 per year
- \$6,000 lifetime

Additional Pay-Schedules A&B

Additional pays are payments employees may receive when they work additional duties that may not be part of their regular position's rate of pay according to their job description.

For more information about additional pay, please see the [additional pay guidance document](#).

Questions

Licensed employees who have questions about compensation should first speak with their direct supervisor. If you need Human Resources support, please email us at info.human_resources@dcsdk12.org.

Last updated: April 12, 2022

Nondiscrimination Notice

In compliance with Titles VI & VII of the Civil Rights Act of 1964, Title IX of the Education Amendments of 1972, Section 504 of the Rehabilitation Act of 1973, the Age Discrimination in Employment Act of 1967, the Americans with Disabilities Act, the Genetic Information Nondiscrimination Act of 2008, and Colorado law, the Douglas County School District RE-1 does not unlawfully discriminate against otherwise qualified students, employees, applicants for employment, or members of the public on the basis of disability, race, creed, color, sex, sexual orientation, marital status, national origin, religion, ancestry, or need for special education services. Discrimination against employees and applicants for employment based on age, genetic information, and conditions related to pregnancy or childbirth is also prohibited in accordance with state and/or federal law. Complaint procedures have been established for students, parents, employees, and members of the public. The School District's Compliance Officer and Title IX Coordinator to address complaints alleging sexual harassment under Title IX is Aaron Henderson, 620 Wilcox Street, Castle Rock, Colorado, complianceofficer@dcsdk12.org, 720-433-1083.

Outside Agencies

Complaints regarding violations of Title VI, (race, national origin), Title IX (sex, gender), Section 504/ADA (handicap or disability), may be filed directly with the Office for Civil Rights, U.S. Department of Education, 1244 North Speer Blvd., Suite 310, Denver, CO 80204. Complaints regarding violations of Title VII (employment) and the ADEA (prohibiting age discrimination in employment) may be filed directly with the Federal Office of Equal Employment Opportunity Commission, 303 E. 17th Ave., Suite 510, Denver, CO 80202, or the Colorado Civil Rights Commission, 1560 Broadway, Suite 1050, Denver, CO 80202.

NONDISCRIMINATION COMPLIANCE OFFICER AND TITLE IX COORDINATOR

Aaron Henderson, Compliance Officer
620 Wilcox Street, Castle Rock, CO 80104
Email: complianceofficer@dcsdk12.org
Phone: 720-433-1083



Appendix A

2022-23 Licensed Position Classifications

Licensed position classifications are reviewed on an annual basis to determine if changes are needed. Position classifications are primarily based on the availability of candidates by examining local, state and national candidate pools as well as college preparation program data. Certain position classifications may be a result of special skills and experience needed and are not necessarily based solely on candidate availability.



Hard-to-Hire

- Adaptive Physical Education
- All Career and Technical Education (CTE) Positions
- American Sign Language (ASL)
- Coordinator - International Baccalaureate
- Dean
- ESL/ELL
- Foreign Languages
- Gifted & Talented
- Home Service
- IEP & Assessment Specialist
- Intervention Specialist - SEL
- Literacy Specialist
- Math- Secondary
- Orientation & Mobility Specialist
- Professional Learning Specialist (PLS)
- SPED Mild-Moderate Needs
- Science-Secondary

Specialist/Extremely Hard-to-Hire

- Assistive Technology
- Audiologist
- Autism Specialist
- Behavior Specialist
- Center-Based (SPED/Autism)
- Center-Based (Severe/Affective Needs)
- Deaf and Hard of Hearing (DHH)
- Early Childhood Special Education (ECSE)
- Nurse
- Occupational Therapist
- Physical Therapist
- Psychologist
- Speech Language Pathologist
- Student Support Program
- Visual Impairment
- Social Worker

2022-23 DCSD Licensed General Compensation Schedule (I)

Step	BA	BA + 15	BA + 30	MA	MA + 15	MA + 30	MA + 45	MA + 60	PHD/EDS
1	\$ 43,680	\$ 44,990	\$ 46,340	\$ 48,194	\$ 49,640	\$ 51,129	\$ 52,663	\$ 54,242	\$ 56,412
2	\$ 44,554	\$ 45,890	\$ 47,267	\$ 49,158	\$ 50,632	\$ 52,151	\$ 53,716	\$ 55,327	\$ 57,540
3	\$ 45,445	\$ 46,808	\$ 48,212	\$ 50,141	\$ 51,645	\$ 53,194	\$ 54,790	\$ 56,434	\$ 58,691
4	\$ 46,354	\$ 47,744	\$ 49,176	\$ 51,144	\$ 52,678	\$ 54,258	\$ 55,886	\$ 57,563	\$ 59,865
5	\$ 47,512	\$ 48,938	\$ 50,406	\$ 52,422	\$ 53,995	\$ 55,615	\$ 57,283	\$ 59,002	\$ 61,362
6	\$ 48,700	\$ 50,161	\$ 51,666	\$ 53,733	\$ 55,345	\$ 57,005	\$ 58,715	\$ 60,477	\$ 62,896
7	\$ 49,918	\$ 51,415	\$ 52,958	\$ 55,076	\$ 56,728	\$ 58,430	\$ 60,183	\$ 61,989	\$ 64,468
8	\$ 51,166	\$ 52,701	\$ 54,282	\$ 56,453	\$ 58,147	\$ 59,891	\$ 61,688	\$ 63,538	\$ 66,080
9	\$ 52,445	\$ 54,018	\$ 55,639	\$ 57,864	\$ 59,600	\$ 61,388	\$ 63,230	\$ 65,127	\$ 67,732
10	\$ 53,756	\$ 55,369	\$ 57,030	\$ 59,311	\$ 61,090	\$ 62,923	\$ 64,811	\$ 66,755	\$ 69,425
11	\$ 54,831	\$ 56,476	\$ 58,170	\$ 60,497	\$ 62,312	\$ 64,181	\$ 66,107	\$ 68,090	\$ 70,814
12	\$ 55,928	\$ 57,605	\$ 59,334	\$ 61,707	\$ 63,558	\$ 65,465	\$ 67,429	\$ 69,452	\$ 72,230
13	\$ 57,046	\$ 58,758	\$ 60,520	\$ 62,941	\$ 64,829	\$ 66,774	\$ 68,777	\$ 70,841	\$ 73,674
14	\$ 58,187	\$ 59,933	\$ 61,731	\$ 64,200	\$ 66,126	\$ 68,110	\$ 70,153	\$ 72,258	\$ 75,148
15	\$ 59,351	\$ 61,131	\$ 62,965	\$ 65,484	\$ 67,448	\$ 69,472	\$ 71,556	\$ 73,703	\$ 76,651
16		\$ 62,354	\$ 64,225	\$ 66,794	\$ 68,797	\$ 70,861	\$ 72,987	\$ 75,177	\$ 78,184
17			\$ 65,509	\$ 68,130	\$ 70,173	\$ 72,279	\$ 74,447	\$ 76,680	\$ 79,748
18				\$ 69,492	\$ 71,577	\$ 73,724	\$ 75,936	\$ 78,214	\$ 81,343
19				\$ 70,882	\$ 73,008	\$ 75,199	\$ 77,455	\$ 79,778	\$ 82,969
20				\$ 72,300	\$ 74,469	\$ 76,703	\$ 79,004	\$ 81,374	\$ 84,629
21					\$ 75,958	\$ 78,237	\$ 80,584	\$ 83,001	\$ 86,321
22						\$ 79,801	\$ 82,195	\$ 84,661	\$ 88,048
23							\$ 83,839	\$ 86,355	\$ 89,809
24								\$ 88,082	\$ 91,605
25									\$ 93,437
26									
27									
28									
29									
30									

Positions with a work calendar greater than 185 are compensated \$245.00 per day paid as an allowance for each additional day.
 Counselors- 5 days (\$1,225 annually) paid \$102.08 monthly.



2022-23 DCSD Licensed Hard-to-Hire Compensation Schedule (II)

Step	BA	BA + 15	BA + 30	MA	MA + 15	MA + 30	MA + 45	MA + 60	PHD/EDS
1	\$ 48,160	\$ 49,605	\$ 51,093	\$ 53,137	\$ 54,731	\$ 56,373	\$ 58,064	\$ 59,806	\$ 62,198
2	\$ 49,123	\$ 50,597	\$ 52,115	\$ 54,199	\$ 55,825	\$ 57,500	\$ 59,225	\$ 61,002	\$ 63,442
3	\$ 50,106	\$ 51,609	\$ 53,157	\$ 55,283	\$ 56,942	\$ 58,650	\$ 60,410	\$ 62,222	\$ 64,711
4	\$ 51,108	\$ 52,641	\$ 54,220	\$ 56,389	\$ 58,081	\$ 59,823	\$ 61,618	\$ 63,466	\$ 66,005
5	\$ 52,385	\$ 53,957	\$ 55,576	\$ 57,799	\$ 59,533	\$ 61,319	\$ 63,158	\$ 65,053	\$ 67,655
6	\$ 53,695	\$ 55,306	\$ 56,965	\$ 59,244	\$ 61,021	\$ 62,852	\$ 64,737	\$ 66,679	\$ 69,347
7	\$ 55,037	\$ 56,689	\$ 58,389	\$ 60,725	\$ 62,547	\$ 64,423	\$ 66,356	\$ 68,346	\$ 71,080
8	\$ 56,413	\$ 58,106	\$ 59,849	\$ 62,243	\$ 64,110	\$ 66,034	\$ 68,015	\$ 70,055	\$ 72,857
9	\$ 57,824	\$ 59,558	\$ 61,345	\$ 63,799	\$ 65,713	\$ 67,684	\$ 69,715	\$ 71,806	\$ 74,679
10	\$ 59,269	\$ 61,047	\$ 62,879	\$ 65,394	\$ 67,356	\$ 69,377	\$ 71,458	\$ 73,602	\$ 76,546
11	\$ 60,455	\$ 62,268	\$ 64,136	\$ 66,702	\$ 68,703	\$ 70,764	\$ 72,887	\$ 75,074	\$ 78,077
12	\$ 61,664	\$ 63,514	\$ 65,419	\$ 68,036	\$ 70,077	\$ 72,179	\$ 74,345	\$ 76,575	\$ 79,638
13	\$ 62,897	\$ 64,784	\$ 66,728	\$ 69,397	\$ 71,479	\$ 73,623	\$ 75,832	\$ 78,107	\$ 81,231
14	\$ 64,155	\$ 66,080	\$ 68,062	\$ 70,785	\$ 72,908	\$ 75,095	\$ 77,348	\$ 79,669	\$ 82,855
15	\$ 65,438	\$ 67,401	\$ 69,423	\$ 72,200	\$ 74,366	\$ 76,597	\$ 78,895	\$ 81,262	\$ 84,513
16		\$ 68,749	\$ 70,812	\$ 73,644	\$ 75,854	\$ 78,129	\$ 80,473	\$ 82,887	\$ 86,203
17			\$ 72,228	\$ 75,117	\$ 77,371	\$ 79,692	\$ 82,083	\$ 84,545	\$ 87,927
18				\$ 76,620	\$ 78,918	\$ 81,286	\$ 83,724	\$ 86,236	\$ 89,685
19				\$ 78,152	\$ 80,496	\$ 82,911	\$ 85,399	\$ 87,961	\$ 91,479
20				\$ 79,715	\$ 82,106	\$ 84,570	\$ 87,107	\$ 89,720	\$ 93,309
21					\$ 83,749	\$ 86,261	\$ 88,849	\$ 91,514	\$ 95,175
22						\$ 87,986	\$ 90,626	\$ 93,345	\$ 97,078
23							\$ 92,438	\$ 95,211	\$ 99,020
24								\$ 97,116	\$ 101,000
25									\$ 103,020
26									
27									
28									
29									
30									

Positions with a work calendar greater than 185 are compensated \$245.00 per day paid as an allowance for each additional day.

Deans- 20 days (\$4,900 annually) paid \$408.33 monthly

PLS- 15 days (\$3,675 annually) paid \$306.25 monthly



2022-23 DCSD Licensed Specialist/Extremely Hard-to-Hire Compensation Schedule (III)

Step	BA	BA + 15	BA + 30	MA	MA + 15	MA + 30	MA + 45	MA + 60	PHD/EDS
1	\$ 53,760	\$ 55,373	\$ 57,034	\$ 59,315	\$ 61,095	\$ 62,928	\$ 64,815	\$ 66,760	\$ 69,430
2	\$ 54,835	\$ 56,480	\$ 58,175	\$ 60,502	\$ 62,317	\$ 64,186	\$ 66,112	\$ 68,095	\$ 70,819
3	\$ 55,932	\$ 57,610	\$ 59,338	\$ 61,712	\$ 63,563	\$ 65,470	\$ 67,434	\$ 69,457	\$ 72,235
4	\$ 57,051	\$ 58,762	\$ 60,525	\$ 62,946	\$ 64,834	\$ 66,779	\$ 68,783	\$ 70,846	\$ 73,680
5	\$ 58,477	\$ 60,231	\$ 62,038	\$ 64,520	\$ 66,455	\$ 68,449	\$ 70,502	\$ 72,617	\$ 75,522
6	\$ 59,939	\$ 61,737	\$ 63,589	\$ 66,133	\$ 68,117	\$ 70,160	\$ 72,265	\$ 74,433	\$ 77,410
7	\$ 61,437	\$ 63,280	\$ 65,179	\$ 67,786	\$ 69,819	\$ 71,914	\$ 74,071	\$ 76,294	\$ 79,345
8	\$ 62,973	\$ 64,862	\$ 66,808	\$ 69,481	\$ 71,565	\$ 73,712	\$ 75,923	\$ 78,201	\$ 81,329
9	\$ 64,547	\$ 66,484	\$ 68,478	\$ 71,218	\$ 73,354	\$ 75,555	\$ 77,821	\$ 80,156	\$ 83,362
10	\$ 66,161	\$ 68,146	\$ 70,190	\$ 72,998	\$ 75,188	\$ 77,444	\$ 79,767	\$ 82,160	\$ 85,446
11	\$ 67,484	\$ 69,509	\$ 71,594	\$ 74,458	\$ 76,692	\$ 78,992	\$ 81,362	\$ 83,803	\$ 87,155
12	\$ 68,834	\$ 70,899	\$ 73,026	\$ 75,947	\$ 78,225	\$ 80,572	\$ 82,989	\$ 85,479	\$ 88,898
13	\$ 70,211	\$ 72,317	\$ 74,487	\$ 77,466	\$ 79,790	\$ 82,184	\$ 84,649	\$ 87,189	\$ 90,676
14	\$ 71,615	\$ 73,763	\$ 75,976	\$ 79,015	\$ 81,386	\$ 83,827	\$ 86,342	\$ 88,932	\$ 92,490
15	\$ 73,047	\$ 75,239	\$ 77,496	\$ 80,596	\$ 83,014	\$ 85,504	\$ 88,069	\$ 90,711	\$ 94,340
16		\$ 76,743	\$ 79,046	\$ 82,208	\$ 84,674	\$ 87,214	\$ 89,830	\$ 92,525	\$ 96,226
17			\$ 80,627	\$ 83,852	\$ 86,367	\$ 88,958	\$ 91,627	\$ 94,376	\$ 98,151
18				\$ 85,529	\$ 88,095	\$ 90,737	\$ 93,460	\$ 96,263	\$ 100,114
19				\$ 87,239	\$ 89,857	\$ 92,552	\$ 95,329	\$ 98,189	\$ 102,116
20				\$ 88,984	\$ 91,654	\$ 94,403	\$ 97,235	\$ 100,152	\$ 104,158
21					\$ 93,487	\$ 96,291	\$ 99,180	\$ 102,155	\$ 106,242
22						\$ 98,217	\$ 101,164	\$ 104,199	\$ 108,367
23							\$ 103,187	\$ 106,283	\$ 110,534
24								\$ 108,408	\$ 112,745
25									\$ 114,999
26									
27									
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