

ARTICLE XVI - Professional Compensation and Educator Responsibility

Responsibility Factors

16.3 Responsibility factors for all educators eligible for such compensation are listed below. The amounts below will be increased each year by the same percentage as the increase in the basic salary schedule.

Supplemental Salary Schedule

Department chairmen and team leaders with 15 or more employees assigned to a department or team, consulting teachers and the Peer Assistance and Review (PAR) panel educator co-chair **\$6,095**^[5,801¹/\$5,917²]

Psychologists, department chairmen and team leaders with 10 to 14 employees assigned to a department or team **\$5,227**^[4,975¹/\$5,075²]

Department chairmen and team leaders with 5 to 9 employees assigned to a department or team **\$4,358**^[4,148¹/\$4,231²]

Department chairmen and team leaders with 1 to 4 employees assigned to a department or team and a nurse with at least .4 FTE health assistant assigned to the school **\$3,486**^[3,318¹/\$3,384²]

^{[1} Effective: July 1, 2021, through December 31, 2021]

^{[2} Effective: January 1, 2022, through June 30, 2022]

Twelve-Month Employment

16.4 The differential for twelve-month employment shall be **NINETEEN PERCENT (19%)**. [~~seventeen (17) percent.~~]

Workshops

16.6 Educators participating in any workshop activities [~~during the summer~~], where curriculum is developed for countywide or school wide use and in cooperation with the appropriate Baltimore County Public Schools office, shall be compensated at the following rate: **22-23 SCHOOL YEAR \$357.75** [~~21-22 school year \$315.76~~] per day or **\$52.99** [~~\$46.78~~] per hour.

No other [~~summer~~] workshop activity shall be approved at another salary rate. This rate shall increase in subsequent years by the same [~~average~~] percentage increase applied to the basic salary schedule.

16.6.1 Educators attending staff development activities [~~during the summer~~] in which they are

updating their knowledge and skills and/or developing materials for personal use shall be compensated at the following rate:

22-23 [~~21-22~~] school year \$255.59 [~~\$225.59~~] per day or \$37.86 [~~\$33.42~~] per hour for attendees
\$306.68 [~~\$270.68~~] per day or \$45.43 [~~\$40.10~~] per hour for presenters

Summer and Extended Year Learning Programs

16.7 All educators of summer school shall be paid at the rate of **FOUR HUNDRED EIGHT DOLLARS AND EIGHTY-SIX CENTS (\$408.86)** [~~three hundred and forty dollars and sixty-four cents (\$360.86)~~] for a six and three-fourths ($6\frac{3}{4}$) hours workday, **OR SIXTY DOLLARS AND FIFTY-SEVEN CENTS (\$60.57)** [~~fifty-two dollars and forty-one cents (\$53.46)~~] per hour during the 22-23 [~~21-22~~] school year. This amount shall increase in subsequent years by the same [~~average~~] percentage increase applied to the basic salary schedule. Educators of classes involving different amounts of duty time will be paid on a prorated basis.

Evening, EXTENDED DAY LEARNING (ALL LEVELS) & Saturday High School

16.9 Educators of evening, **EXTENDED DAY LEARNING (ALL LEVELS)** and Saturday high school shall be paid **FORTY-FIVE DOLLARS AND FORTY-THREE CENTS (\$45.43)** [~~thirty-nine dollars and thirty-one cents (\$39.31)~~] per hour. Educators/leaders of other programs where educators, apart from their regular contractual salaried employment, are involved in teaching/tutoring K-12 students on an hourly basis in academic areas related to the regular curriculum, shall be paid **THIRTY-SEVEN DOLLARS AND EIGHTY-SIX CENTS (\$37.86)** [~~thirty-two dollars and seventy-six cents (\$32.76)~~] per hour.

These amounts shall increase in subsequent years by the same [~~average~~] percentage increase applied to the basic salary schedule.

Extra Compensation

16.10 When the responsibilities related to non-classroom activities require the time of an educator on a regular basis, exceeding the duties outlined in Article X, 10.6 through 10.7.10 inclusive, such an educator shall be compensated by granting added salary allowances. Activities will be compensated as indicated in Appendix D.

16.10.1 The pay for compensable activities **SHALL INCREASE IN SUBSEQUENT YEARS** [~~will be increased each year~~] by the same **PERCENTAGE INCREASE APPLIED TO** [~~as the increase in~~] the basic [~~educators²~~] salary schedule.

Appendix D - STUDENT ACTIVITIES

Level I \$1,187 [~~\$1,108~~]

Level II \$2,369 [~~\$2,212~~]

Level III \$3,552 [\$3,316]

ARTICLE XXII - Duration of the Agreement

22.1 The provisions of this Agreement shall be effective through June 30, 2024, except as indicated in the following.

22.2 Effective July 1, 2022, Fiscal Year (FY) 23, all ten and twelve-month TABCO represented employees shall advance a step on their respective FY22, January 1, 2022, salary scales for exempt 10- and 12-month employees represented by TABCO as contained in Appendix A-1.

22.3 EFFECTIVE JULY 1, 2022, ALL 10- AND 12-MONTH TABCO REPRESENTED EMPLOYEES SHALL ADVANCE AN ADDITIONAL STEP ON THE SALARY SCALE. ALL NEW HIRES WILL BE PLACED ON STEP TWO (2) AND STEP ONE (1) WILL BE ELIMINATED. IN ADDITION, ALL TABCO REPRESENTED EMPLOYEES WILL RECEIVE A 3% COST OF LIVING ADJUSTMENT (COLA), BOTH WHICH WILL BE RETROACTIVE TO JULY 1, 2022, AS CONTAINED IN APPENDIX A-2.

22.3.1 THE RETROACTIVE INCREASES RELATED TO BASE PAY (ADDITIONAL STEP AND THREE PERCENT (3%) COLA) WILL BE INCLUDED NO LATER THAN THE DECEMBER 22, 2022, PAY DATE. RETROACTIVE PAY WILL BE CALCULATED AS THE DIFFERENCE BETWEEN THE AMOUNT THE EMPLOYEE HAS BEEN PAID SINCE JULY 1 AND THE AMOUNT THE EMPLOYEE WOULD HAVE BEEN PAID HAD THE EMPLOYEE RECEIVED THE STEP AND COLA INCREASES ON JULY 1, 2022. EMPLOYEES WHO STEP MID-YEAR WILL GET RETROACTIVE PAY FROM JULY 1, 2022, TO THE DATE RETROACTIVE PAY IS PAID OUT AS THE DIFFERENCE BETWEEN THEIR CURRENT PAY AND ONE STEP AND THE THREE PERCENT (3%) COLA. THESE EMPLOYEES WILL THEN RECEIVE THEIR STEP IN FEBRUARY AS USUAL.

22.4[3] Effective July 1, 2022, responsibility factors listed in Article 16.3, rates stipulated in Article 16.6 – Workshops, rates stipulated in Article 16.7 – Summer and Extended Year Learning Programs, rates stipulated in Article 16.9 – Evening & Saturday High School and all fall interscholastic sport EDA rates in Article 16.10 – Extra Compensation and Appendix D shall be increased by a three percent (3%) cost of living adjustment (COLA).

~~[22.4—No later than January 1, 2023, new FY23 ten and twelve-month TABCO salary scales contained in Appendix A-2 shall be activated. The new ten and twelve month scales shall reflect a three per cent (3%) cost of living adjustment (COLA). The new FY23 scale shall be the first of five new salary scales to be implemented each fiscal year starting in FY23 through to FY27. The new scales for FY24 through to FY27 contained in Appendix A-3 represent the planned compression of the current thirty (30) step TABCO scales to the final FY27 scales comprised of twenty five (25) steps.~~

~~22.5~~ The salary scale compression will begin in FY23 and will be accomplished by standardizing the step interval at two percent (2%) and making the FY22 salary scales' Step 2 value the new scales' Step 1 value. Each fiscal year, the Step 2 value will become the subsequent year's new Step 1 value with Step 3 becoming the new Step 2, Step 4 becoming the new Step 3 and so on. In doing so, Step 30 will be contracted one step each year until becoming Step 25 in FY27. Throughout the compression process, step intervals will be maintained at two percent (2%) except for the scales' last step being four percent (4%) greater than the scales' penultimate step value. Step values for FY24 through FY27 as contained in the scales in Appendix A 3 shall remain constant throughout the process unless a COLA is funded in a particular fiscal year and is applied to the respective scale.

~~22.6~~ No later than January 1, 2023, all ten and twelve month TABCO represented employees shall be moved onto their respective new FY23 scale in their appropriate grade and step.

~~22.7~~ No later than January 1, 2023, Step 29 on the FY23 salary scales for exempt 10 and 12-month employees represented by TABCO shall be increased by an additional two percent (2%). All TABCO represented employees who advanced to Step 30 as of July 1, 2022, as well as those employees who as of June 30, 2022, were on or previously exceeded Step 30 shall be paid at the FY23 salary scales' new Step 29's increased value.

~~22.8~~ No later than the first pay after January 1, 2023, all ten and twelve month TABCO represented employees shall receive pay adjustments in accordance with the new scales retroactive to July 1, 2022.]

~~22.5~~[9] No later than the first pay after **DECEMBER 22, 2022** [January 1, 2023], all ten-month TABCO represented employees who participated in school year 2021-2022 extended year employment after July 1, 2022, shall receive pay adjustments [in accordance with the new FY23 salary scale] retroactive to July 1, 2022.

~~22.6~~[10] In addition, there shall be no furloughs or layoffs of bargaining unit employees during FY23.

~~22.7~~[11] Unless the parties mutually agree to the contrary during negotiations, negotiable items will be as follows. For the FY24 agreement, negotiations shall be limited to three reopeners, i.e., wages and other rates of pay included in the agreement and two (2) other articles selected by each respective party. For the FY25 agreement, all existing articles shall be open for negotiations.

~~22.8~~[12] Implementation of negotiated fiscal provisions each year of this agreement is dependent upon appropriation of the necessary funds by the County Council of Baltimore County. If the County Council of Baltimore County does not approve enough funds to implement the negotiated agreement, the Board shall renegotiate with the Association in accordance with COMAR § 6-408-1.

Appendix A-1

Salary Scale for 10-Month Exempt Employees Represented by TABCO

Effective July 1, 2022, through December 31, 2022

Divide the annual salary by 21.8 to obtain the biweekly salary.

STEP	BA Annual	BA Biweekly	MA Annual	MA Biweekly	MA30 Annual	MA30 Biweekly	MA60 Annual	MA60 Biweekly	DOC Annual
01	52,927	2,427.84	54,173	2,485.00	56,734	2,602.48	58,206	2,670.00	59,678
02	53,339	2,446.74	54,987	2,522.34	57,585	2,641.51	59,078	2,710.00	60,536
03	54,141	2,483.53	55,951	2,566.56	58,595	2,687.84	60,114	2,757.52	61,566
04	55,088	2,526.97	56,928	2,611.38	59,619	2,734.82	61,166	2,805.78	62,638
05	56,050	2,571.10	57,924	2,657.06	60,663	2,782.71	62,237	2,854.91	63,753
06	56,753	2,603.35	59,229	2,716.93	62,028	2,845.32	63,637	2,919.13	65,000
07	57,606	2,642.48	61,004	2,798.35	63,890	2,930.73	65,546	3,006.70	66,943
08	58,470	2,682.11	63,079	2,893.53	66,060	3,030.28	67,775	3,108.94	69,149
09	59,347	2,722.34	65,288	2,994.86	68,373	3,136.38	70,148	3,217.80	71,606
10	60,236	2,763.12	67,573	3,099.68	70,765	3,246.10	72,605	3,330.50	74,216
11	60,236	2,763.12	69,936	3,208.07	73,242	3,359.72	75,143	3,446.93	76,989
12	60,236	2,763.12	72,209	3,312.34	75,621	3,468.85	77,587	3,559.04	79,926
13	60,236	2,763.12	74,558	3,420.09	78,079	3,581.61	80,109	3,674.72	83,027
14	60,236	2,763.12	76,981	3,531.24	80,618	3,698.07	82,712	3,794.13	86,292
15	60,236	2,763.12	78,328	3,593.03	82,026	3,762.66	84,158	3,860.46	89,833
16	60,236	2,763.12	79,699	3,655.92	83,462	3,828.53	85,633	3,928.12	93,550
17	60,236	2,763.12	81,093	3,719.86	84,922	3,895.50	87,130	3,996.79	97,453
18	60,236	2,763.12	82,511	3,784.91	86,407	3,963.62	88,655	4,066.74	101,544
19	60,236	2,763.12	83,957	3,851.24	87,921	4,033.07	90,207	4,137.94	105,825
20	60,236	2,763.12	85,427	3,918.67	89,460	4,103.67	91,785	4,210.32	110,296
21	60,236	2,763.12	86,706	3,977.34	90,802	4,165.23	93,161	4,273.44	114,947
22	60,236	2,763.12	88,009	4,037.11	92,162	4,227.61	94,559	4,337.57	119,778
23	60,236	2,763.12	89,328	4,097.61	93,546	4,291.10	95,978	4,402.66	124,789
24	60,236	2,763.12	90,670	4,159.17	94,949	4,355.46	97,416	4,468.62	130,000
25	60,236	2,763.12	92,027	4,221.42	96,372	4,420.73	98,878	4,535.69	135,421
26	60,236	2,763.12	93,410	4,284.86	97,818	4,487.06	100,362	4,603.76	141,062
27	60,236	2,763.12	95,276	4,370.46	99,775	4,576.83	102,369	4,695.83	146,933
28	60,236	2,763.12	97,182	4,457.89	101,768	4,668.26	104,416	4,789.72	153,044
29	60,236	2,763.12	99,126	4,547.06	103,805	4,761.70	106,505	4,885.55	159,395
30	60,236	2,763.12	101,108	4,637.98	105,883	4,857.02	108,634	4,983.21	166,006

APPENDIX A-1 (CONTINUED)

**Salary Scale for 12-Month Exempt Employees Represented by TABCO
Effective July 1, 2022, through December 31, 2022**

Divide the annual salary by 26.1 to obtain the biweekly salary.

STEP	BA Annual	BA Biweekly	MA Annual	MA Biweekly	MA30 Annual	MA30 Biweekly	MA60 Annual	MA60 Biweekly	DOC Annual	DOC Biweekly
01	61,925	2,372.61	63,384	2,428.51	66,379	2,543.26	68,102	2,609.27	69,600	2,666.67
02	62,407	2,391.07	64,334	2,464.90	67,376	2,581.46	69,122	2,648.35	70,642	2,706.59
03	63,343	2,426.93	65,461	2,508.08	68,554	2,626.59	70,333	2,694.75	71,879	2,753.98
04	64,453	2,469.46	66,605	2,551.92	69,755	2,672.61	71,562	2,741.84	73,139	2,802.26
05	65,580	2,512.64	67,774	2,596.70	70,976	2,719.39	72,818	2,789.96	74,418	2,851.26
06	66,401	2,544.10	69,298	2,655.10	72,571	2,780.50	74,454	2,852.64	76,092	2,915.40
07	67,399	2,582.34	71,377	2,734.75	74,750	2,863.98	76,691	2,938.35	78,374	3,002.84
08	68,408	2,621.00	73,803	2,827.70	77,291	2,961.34	79,296	3,038.16	81,041	3,105.02
09	69,435	2,660.34	76,386	2,926.67	79,997	3,065.02	82,073	3,144.56	83,876	3,213.64
10	70,476	2,700.23	79,058	3,029.04	82,794	3,172.18	84,946	3,254.64	86,810	3,326.05
11	70,476	2,700.23	81,824	3,135.02	85,693	3,283.26	87,919	3,368.54	89,849	3,442.49
12	70,476	2,700.23	84,486	3,237.01	88,479	3,390.00	90,779	3,478.12	92,769	3,554.37
13	70,476	2,700.23	87,231	3,342.18	91,352	3,500.08	93,727	3,591.07	95,786	3,669.96
14	70,476	2,700.23	90,066	3,450.80	94,322	3,613.87	96,773	3,707.78	98,899	3,789.23
15	70,476	2,700.23	91,644	3,511.26	95,972	3,677.09	98,466	3,772.64	100,630	3,855.56
16	70,476	2,700.23	93,249	3,572.76	97,652	3,741.46	100,191	3,838.74	102,389	3,922.95
17	70,476	2,700.23	94,878	3,635.17	99,359	3,806.86	101,942	3,905.82	104,181	3,991.61
18	70,476	2,700.23	96,539	3,698.81	101,097	3,873.45	103,728	3,974.25	106,002	4,061.38
19	70,476	2,700.23	98,229	3,763.56	102,868	3,941.30	105,541	4,043.72	107,859	4,132.53
20	70,476	2,700.23	99,949	3,829.46	104,667	4,010.23	107,387	4,114.44	109,747	4,204.87
21	70,476	2,700.23	101,446	3,886.82	106,238	4,070.42	108,999	4,176.21	111,392	4,267.89
22	70,476	2,700.23	102,969	3,945.17	107,830	4,131.42	110,634	4,238.85	113,063	4,331.92
23	70,476	2,700.23	104,515	4,004.41	109,447	4,193.37	112,294	4,302.45	114,759	4,396.90
24	70,476	2,700.23	106,082	4,064.44	111,089	4,256.28	113,976	4,366.90	116,480	4,462.84
25	70,476	2,700.23	107,673	4,125.40	112,758	4,320.23	115,688	4,432.49	118,228	4,529.81
26	70,476	2,700.23	109,289	4,187.32	114,449	4,385.02	117,422	4,498.93	120,001	4,597.74
27	70,476	2,700.23	111,474	4,271.03	116,738	4,472.72	119,772	4,588.97	122,400	4,689.66
28	70,476	2,700.23	113,705	4,356.51	119,070	4,562.07	122,166	4,680.69	124,848	4,783.45
29	70,476	2,700.23	115,978	4,443.60	121,452	4,653.33	124,610	4,774.33	127,346	4,879.16
30	70,476	2,700.23	118,297	4,532.45	123,883	4,746.48	127,103	4,869.85	129,894	4,976.78

APPENDIX A-2

**Salary Scale for 10-Month Exempt Employees Represented by TABCO
Effective January 1, 2023, Retroactive to July 1, 2022**

Divide the annual salary by 21.8 to obtain the biweekly salary.

Divide the annual salary by 21.8 to obtain the biweekly salary.

STEP	BA Annual	BA Biweekly	MA Annual	MA Biweekly	MA30 Annual	MA30 Biweekly	MA60 Annual	MA60 Biweekly	DOC Annual	DOC Biweekly
02	54,939	2,520.14	56,637	2,598.03	59,313	2,720.78	60,850	2,791.28	62,190	2,852.75
03	55,765	2,558.03	57,630	2,643.58	60,353	2,768.49	61,917	2,840.23	63,279	2,902.71
04	56,741	2,602.80	58,636	2,689.72	61,408	2,816.88	63,001	2,889.95	64,387	2,953.53
05	57,732	2,648.26	59,662	2,736.79	62,483	2,866.19	64,104	2,940.55	65,513	3,005.18
06	58,456	2,681.47	61,006	2,798.44	63,889	2,930.69	65,546	3,006.70	66,987	3,072.80
07	59,334	2,721.74	62,834	2,882.29	65,807	3,018.67	67,512	3,096.88	68,997	3,165.00
08	60,224	2,762.57	64,971	2,980.32	68,042	3,121.19	69,808	3,202.20	71,343	3,272.61
09	61,127	2,803.99	67,247	3,084.72	70,424	3,230.46	72,252	3,314.31	73,840	3,387.16
10	62,043	2,846.01	69,600	3,192.66	72,888	3,343.49	74,783	3,430.41	76,423	3,505.64
11	62,043	2,846.01	72,034	3,304.31	75,439	3,460.50	77,397	3,550.32	79,099	3,628.39
12	62,043	2,846.01	74,375	3,411.70	77,890	3,572.94	79,915	3,665.83	81,669	3,746.28
13	62,043	2,846.01	76,795	3,522.71	80,421	3,689.04	82,512	3,784.95	84,323	3,868.03
14	62,043	2,846.01	79,290	3,637.16	83,037	3,809.04	85,193	3,907.94	87,064	3,993.76
15	62,043	2,846.01	80,678	3,700.83	84,487	3,875.55	86,683	3,976.28	88,587	4,063.62
16	62,043	2,846.01	82,090	3,765.60	85,966	3,943.39	88,202	4,045.96	90,138	4,134.77
17	62,043	2,846.01	83,526	3,831.47	87,470	4,012.39	89,744	4,116.70	91,714	4,207.06
18	62,043	2,846.01	84,986	3,898.44	88,999	4,082.52	91,315	4,188.76	93,321	4,280.78
19	62,043	2,846.01	86,476	3,966.79	90,559	4,154.08	92,913	4,262.06	94,954	4,355.69
20	62,043	2,846.01	87,990	4,036.24	92,144	4,226.79	94,539	4,336.65	96,614	4,431.83
21	62,043	2,846.01	89,307	4,096.65	93,526	4,290.18	95,956	4,401.65	98,063	4,498.30
22	62,043	2,846.01	90,649	4,158.21	94,927	4,354.45	97,396	4,467.71	99,534	4,565.78
23	62,043	2,846.01	92,008	4,220.55	96,352	4,419.82	98,857	4,534.72	101,028	4,634.31
24	62,043	2,846.01	93,390	4,283.94	97,797	4,486.10	100,338	4,602.66	102,544	4,703.85
25	62,043	2,846.01	94,788	4,348.07	99,263	4,553.35	101,844	4,671.74	104,080	4,774.31
26	62,043	2,846.01	96,212	4,413.39	100,753	4,621.70	103,373	4,741.88	105,643	4,846.01
27	62,043	2,846.01	98,134	4,501.56	102,768	4,714.13	105,440	4,836.70	107,754	4,942.84
28	62,043	2,846.01	100,097	4,591.61	104,821	4,808.30	107,548	4,933.39	109,910	5,041.74
29	62,043	2,846.01	102,100	4,683.49	106,919	4,904.54	109,700	5,032.11	112,108	5,142.57
30	62,043	2,846.01	104,141	4,777.11	109,059	5,002.71	111,893	5,132.71	114,352	5,245.50

APPENDIX A-2 (CONTINUED)

**Salary Scale for 12-Month Exempt Employees Represented by TABCO
Effective January 1, 2023, Retroactive to July 1, 2022**

Divide the annual salary by 26.1 to obtain the biweekly salary.

STEP	BA Annual	BA Biweekly	MA Annual	MA Biweekly	MA30 Annual	MA30 Biweekly	MA60 Annual	MA60 Biweekly	DOC Annual	DOC Biweekly
02	64,279	2,462.80	66,264	2,538.85	69,397	2,658.89	71,196	2,727.82	72,761	2,787.78
03	65,243	2,499.73	67,425	2,583.33	70,611	2,705.40	72,443	2,775.59	74,035	2,836.59
04	66,387	2,543.56	68,603	2,628.47	71,848	2,752.80	73,709	2,824.10	75,333	2,886.32
05	67,547	2,588.01	69,807	2,674.60	73,105	2,800.96	75,003	2,873.68	76,651	2,936.82
06	68,393	2,620.42	71,377	2,734.75	74,748	2,863.91	76,688	2,938.24	78,375	3,002.87
07	69,421	2,659.81	73,518	2,816.78	76,993	2,949.92	78,992	3,026.51	80,725	3,092.91
08	70,460	2,699.62	76,017	2,912.53	79,610	3,050.19	81,675	3,129.31	83,472	3,198.16
09	71,518	2,740.15	78,678	3,014.48	82,397	3,156.97	84,535	3,238.89	86,392	3,310.04
10	72,590	2,781.23	81,430	3,119.92	85,278	3,267.36	87,494	3,352.26	89,414	3,425.82
11	72,590	2,781.23	84,279	3,229.08	88,264	3,381.76	90,557	3,469.62	92,544	3,545.75
12	72,590	2,781.23	87,021	3,334.14	91,133	3,491.69	93,502	3,582.45	95,552	3,661.00
13	72,590	2,781.23	89,848	3,442.45	94,093	3,605.10	96,539	3,698.81	98,660	3,780.08
14	72,590	2,781.23	92,768	3,554.33	97,152	3,722.30	99,676	3,819.00	101,866	3,902.91
15	72,590	2,781.23	94,393	3,616.59	98,851	3,787.39	101,420	3,885.82	103,649	3,971.23
16	72,590	2,781.23	96,046	3,679.92	100,582	3,853.72	103,197	3,953.91	105,461	4,040.65
17	72,590	2,781.23	97,724	3,744.21	102,340	3,921.07	105,000	4,022.99	107,306	4,111.34
18	72,590	2,781.23	99,435	3,809.77	104,130	3,989.66	106,840	4,093.49	109,182	4,183.22
19	72,590	2,781.23	101,176	3,876.48	105,954	4,059.54	108,707	4,165.02	111,095	4,256.51
20	72,590	2,781.23	102,947	3,944.33	107,807	4,130.54	110,609	4,237.89	113,039	4,331.00
21	72,590	2,781.23	104,489	4,003.41	109,425	4,192.53	112,269	4,301.49	114,734	4,395.94
22	72,590	2,781.23	106,058	4,063.52	111,065	4,255.36	113,953	4,366.02	116,455	4,461.88
23	72,590	2,781.23	107,650	4,124.52	112,730	4,319.16	115,663	4,431.53	118,202	4,528.81
24	72,590	2,781.23	109,264	4,186.36	114,422	4,383.98	117,395	4,497.89	119,974	4,596.70
25	72,590	2,781.23	110,903	4,249.16	116,141	4,449.85	119,159	4,565.48	121,775	4,665.71
26	72,590	2,781.23	112,568	4,312.95	117,882	4,516.55	120,945	4,633.91	123,601	4,735.67
27	72,590	2,781.23	114,818	4,399.16	120,240	4,606.90	123,365	4,726.63	126,072	4,830.34
28	72,590	2,781.23	117,116	4,487.20	122,642	4,698.93	125,831	4,821.11	128,593	4,926.93
29	72,590	2,781.23	119,457	4,576.90	125,096	4,792.95	128,348	4,917.55	131,166	5,025.52
30	72,590	2,781.23	121,846	4,668.43	127,599	4,888.85	130,916	5,015.94	133,791	5,126.09