

DAVIS JOINT UNIFIED SCHOOL DISTRICT  
Disclosure of Collective Bargaining Agreement  
In Accordance with AB1200 (Statutes of 1991, Chapter 1213); G.C. 3547.5

**DAVIS TEACHERS ASSOCIATION**

The proposed agreement covers the period beginning **Jul 1, 2020**  
and ending **N/A**

and will be acted upon by the Governing Board at its meeting on **Nov 7, 2019**

The General Fund is impacted as follows. Impact on other funds is addressed in the narrative.

**Bargaining Unit Group**

(Check one)

Cost of 1% \*

Certificated

X

**\$ 463,590**

Classified

Confidential/Management

Other

\* includes salary and related benefits, e.g. STRS, PERS, Workers Compensation, Unemployment

**A. Proposed Change in Compensation**

		Fiscal Impact of Proposed Agreement			%		
		Year 1	Year 2	Year 3	Year 1	Year 2	Year 3
Compensation		2020-21	2021-22	2022-23	2020-21	2021-22	2022-23
1	Salary Schedule - Increase(Decrease)	\$ 1,738,000	\$ 1,738,000	\$ 1,738,000	3.75%	3.75%	3.75%
2	Step and Column - Increase (Decrease) due to settlement	\$ 168,000	\$ 168,000	\$ 168,000	0.36%	0.36%	0.36%
3	Step and Column - Increase (Decrease) due to movement	\$ 782,206	\$ 782,206	\$ 782,206	1.69%	1.69%	1.69%
4	Other Compensation ( complete description below)	\$ -	\$ -	\$ -			
5	Statutory Benefits - Increase (Decrease) in STRS, PERS, FICA, WC, UI, Medicare, etc. (may be included in costs above or shown separately)						
6	Health/Welfare Benefits - Increase (Decrease)	\$ 117,000	\$ 117,000	\$ 117,000	0.25%	0.25%	0.25%
7	<b>Total Compensation</b>	\$ 2,805,206	\$ 2,805,206	\$ 2,805,206	6.05%	6.05%	6.05%
8	Total Number of Represented Employees	490	487	487			
9	Total Compensation Cost for Average Employee - Increase (Decrease)	\$ 5,725	\$ 5,760	\$ 5,760			

Other Compensation - Increase (Decrease) (Stipends, Bonuses, etc.) Provide Description below:

**N/A**

- 10 Were any additional steps, columns, or ranges added to the schedules? YES NO  
X

If yes, please explain:

**10 Steps added to the Psychologist, Coordinator and Speech Language Pathologist Salary Schedule**

- 11 Does this bargaining group have a negotiated cap for Health and Welfare benefits YES NO \* \$345 Increase  
X

If yes, please indicate the cap amount.

**\$ 6,245**  
**\$ 10,145**  
**\$ 12,245**

**Employee Only**  
**Employee + 1**  
**Employee + Family**

- A. Provide a brief narrative of the proposed change in compensation, including percentage change(s), effective date(s), and comments and explanations as necessary.

**• The Teacher/Elementary Counselor (Exhibit 1 ), Social Worker/Secondary Counselor (Exhibit 2), Nurse (Exhibit 3), Head Counselor Salary Schedules (Exhibit 4) will receive an on-going two thousand nine hundred dollars (\$2,900) on each cell.**

**• The Children's Center/State Pre-School Teacher (Exhibit 5) and Davis Parent Nursery School Teacher (Exhibit 6) Salary Schedules will receive a nine percent (9.0%) on-going salary increase.**

**• The Psychologist, Coordinator and Speech Language Pathologist Salary Schedule (Exhibit 7) will include ten (10) additional steps, each with one thousand dollars (\$1,000) more than the cell directly above it.**

**• District contributions toward all health and welfare benefits plans will increase by three hundred forty-five dollars (\$345).**

- B. Proposed negotiated changes in non-compensation items (e.g. class size adjustments, staff development days, teacher prep time, etc.

**N/A**

- C. What are the specific impacts on instructional and support programs to accommodate the settlement? Include the impact of non-negotiated changes such as staff reductions and program reductions/eliminations.

**The District may need to reduce the on-going budget by approximately \$163,000 through staff attrition and department /program reductions in future years to maintain unrestricted reserves at or above 3%.**

- D. What contingency language is included in the proposed agreement? Include specific areas identified for reopeners, applicable fiscal years, and specific contingency language.

**The Davis Teachers Association (DTA) and the Davis Joint Unified School District (DJUSD) agree to the following Tentative Agreement (TA) with the express understanding a DJUSD Parcel Tax for Employee Compensation may be placed on the March 2020 ballot. All agreements in the TA related to compensation (e.g., salary, health and welfare benefits, etc.) are contingent upon the passage of the ballot measure and DJUSD's receipt of the related Parcel Tax for Employee Compensation revenue. Should receipt of the prospective tax revenue be delayed or stayed due to unforeseen circumstances or legal action, including but not limited to any third-party litigation, legal disputes and/or legal proceedings, the compensation and/or benefits increases will not be provided to the DTA members until the revenue is received by the District. Should a delay occur, DTA and DJUSD agree to meet and confer to discuss potential resolution and/or communications with members.**

- E. Source of funding for proposed agreement.  
Current year:

**No Impact in the current year**

How will ongoing cost of the proposed agreement be funded in future years?

**Parcel tax revenue (\$3+ million annually) from the new measure and potential attrition reductions.**

- F. Describe the financial impact on other funds affected by the proposed settlement - consider Cafeteria, Adult Education, Deferred Maintenance.

**This will impact certificated DTA employees that are accounted for in the Charter School Fund (Da Vinci Academy), the Adult Education Fund (Davis Parent Nursery School) and the Child Development Fund (Children's Center).**

**G. Impact of Proposed Agreement on Current Year Unrestricted Reserves**

## 1. State Reserve Standard

a. Total expenditures, transfers out, and uses (including cost of proposal)	\$ 99,221,007
b. State Standard Minimum EUR Percentage for this district	3%
c. State Standard Minimum EUR amount for this district	2,976,630
<i>(The State Standard Minimum EUR is the greater of line 1-c or \$50,000 for districts w/less than 1,001 ADA)</i>	

2. Budgeted Unrestricted reserve (after impact of Proposed Agreement)

a. General Fund budgeted Unrestricted EUR	\$ 3,094,304
b. General Fund budgeted Unrestricted Unappropriated amount	\$ -
c. Special Reserve Fund budgeted EUR	\$ -
d. Special Reserve Fund budgeted Unappropriated amount	\$ -
e. Total District budgeted Unrestricted reserves	\$ 3,094,304
	3.1%

## 3. Do Unrestricted reserves meet the state minimum standard amount?

Yes      **X**      No

**IMPACT OF PROPOSED AGREEMENT ON CURRENT YEAR OPERATING BUDGET**

In accordance with E.C. 42142

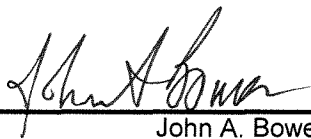
Date of governing board approval of budget revisions in Col. 2 **November 7, 2019**

*If the board approved revisions are different from the proposed revisions in Col. 2, provide an updated report upon approval of the district governing board.*

	(Col. 1) Latest Board- approved budget before settlement (10/4/19)	(Col. 2) Revisions Necessary as a result of proposed settlement	(Col. 3) Other Revisions	(Col. 4) Total impact on budget (col. 1+2+3)
<b>REVENUES</b>				
LCFF/Revenue Limit Sources (8010-8099)	\$ 70,506,081	\$ -	\$ -	\$ 70,506,081
Remaining Revenues (8100-8799)	\$ 25,581,954	\$ -	\$ -	\$ 25,581,954
<b>TOTAL REVENUES</b>	\$ 96,088,035	\$ -	\$ -	\$ 96,088,035
<b>EXPENDITURES</b>				
Certificated Salaries (1000)	\$ 43,660,903	\$ -	\$ -	\$ 43,660,903
Classified Salaries (2000)	\$ 18,888,677	\$ -	\$ -	\$ 18,888,677
Employee Benefits (3000)	\$ 22,639,241	\$ -	\$ -	\$ 22,639,241
Books and Supplies (4000)	\$ 2,804,885	\$ -	\$ -	\$ 2,804,885
Services and Operating Expenses (5000)	\$ 9,614,751	\$ -	\$ -	\$ 9,614,751
Capital Outlay (6000)	\$ 755,995	\$ -	\$ -	\$ 755,995
Other (7000)	\$ 502,735	\$ -	\$ -	\$ 502,735
<b>TOTAL EXPENDITURES</b>	\$ 98,867,187	\$ -	\$ -	\$ 98,867,187
<b>OPERATING SURPLUS (DEFICIT)</b>	\$ (2,779,152)			\$ (2,779,152)
Other Sources and Transfers In	\$ 20,116	\$ -	\$ -	\$ 20,116
Other Uses and Transfers Out	\$ 353,820	\$ -	\$ -	\$ 353,820
<b>INCREASE (DECREASE) IN FUND BALANCE</b>	\$ (3,112,856)			\$ (3,112,856)
<b>BEGINNING BALANCE</b>	\$ 10,523,972			\$ 10,523,972
<b>ENDING BALANCE</b>	\$ 7,411,116			\$ 7,411,116

**Certification No. 1**

In accordance with the requirements of Government Code Section 3547.5, the Superintendent and Chief Business Officer of Davis Joint Unified School District hereby certify that the District can meet the costs incurred under the Collective Bargaining Agreement between the District and the Davis Teachers' Association Bargaining Unit, during the term of the agreement from July 1, 2020 on-going contingent upon the passage and collection of Parcel Tax revenue



John A. Bowes  
District Superintendent



Date



Bruce E. Colby  
Chief Business and Operations Officer



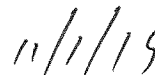
Date

**Certification No. 2**

The information provided in this document summarizes the financial implications of the proposed agreement and is submitted to the Governing Board for public disclosure of the major provisions of the agreement (as provided in the Public Disclosure of Proposed Bargaining Agreement in accordance with the requirements of AB 1200 and Government Code Section 3547.5.



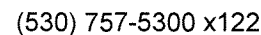
John A. Bowes  
District Superintendent



Date



Bruce E. Colby  
Chief Business and Operations Officer



Phone

After public disclosure of the major provisions contained in this summary, the Governing Board at its meeting on November 7, 2019 took action to approve the proposed Agreement with the Davis Teachers' Association.

\_\_\_\_\_  
President (Clerk) of Governing Board  
(Signature)

\_\_\_\_\_  
Date

DAVIS JOINT UNIFIED SCHOOL DISTRICT							
Proposed DTA Salary Schedule 10-17-2019							
Teacher Salary Schedule Parcel Tax Flat \$2,900							
184	Days	AB	AB + 30	AB + 45	MA OR AB + 60	MA + 15 or AB + 75	MA + 30 or AB + 90
STEP		COL. I	COL. II	COL. III	COL. IV	COL. V	COL. VI
1		43,471	47,336	47,336	47,869	49,226	51,195
2		43,787	47,869	47,869	49,226	51,195	53,248
3		45,525	48,404	49,226	51,195	53,248	55,388
4		47,337	49,226	51,195	53,248	55,388	57,619
5		49,226	51,195	53,248	55,388	57,619	59,945
6		51,195	53,248	55,388	57,619	59,945	62,369
7		53,248	55,388	57,619	59,945	62,369	64,896
8		53,248	57,619	59,945	62,369	64,896	67,531
9		53,248	59,945	62,369	64,896	67,531	70,278
10		53,248	62,369	64,896	67,531	70,278	73,142
11		53,248	62,369	64,896	67,531	70,278	73,142
12		53,248	62,369	67,531	70,278	73,142	76,127
13		53,248	62,369	67,531	70,278	73,142	76,127
14		53,248	62,369	70,278	73,142	76,127	79,239
15		53,248	62,369	70,278	73,142	76,127	79,239
16		53,248	62,369	73,142	76,127	79,239	82,483
17		53,248	62,369	73,142	76,127	79,239	82,483
18		53,248	62,369	76,127	79,239	82,483	85,865
19		53,248	62,369	76,127	79,239	82,483	85,865
20		53,248	62,369	79,239	82,483	85,865	89,391
21		53,248	62,369	79,239	82,483	85,865	89,391
22		53,248	62,369	79,239	82,483	85,865	89,391
23		53,248	62,369	79,239	82,483	85,865	89,391
24		53,248	62,369	79,239	82,483	85,865	89,391
25		53,248	62,369	79,239	82,483	85,865	93,067
Emergency Permit		39,695	39,695	41,704	43,476	45,324	47,250

## Proposed DTA Salary Schedule 10-17-2019

## Teacher Salary Schedule Parcel Tax Flat \$2,900

184 Days					MA OR	MA + 15 or	MA + 30 or
		AB	AB + 30	AB + 45	AB + 60	AB + 75	AB + 90
STEP		COL. I	COL. II	COL. III	COL. IV	COL. V	COL. VI
1		43,471	47,336	47,336	47,869	49,226	51,195
2		43,787	47,869	47,869	49,226	51,195	53,248
3		45,525	48,404	49,226	51,195	53,248	55,388
4		47,337	49,226	51,195	53,248	55,388	57,619
5		49,226	51,195	53,248	55,388	57,619	59,945
6		51,195	53,248	55,388	57,619	59,945	62,369
7		53,248	55,388	57,619	59,945	62,369	64,896
8		53,248	57,619	59,945	62,369	64,896	67,531
9		53,248	59,945	62,369	64,896	67,531	70,278
10		53,248	62,369	64,896	67,531	70,278	73,142
11		53,248	62,369	64,896	67,531	70,278	73,142
12		53,248	62,369	67,531	70,278	73,142	76,127
13		53,248	62,369	67,531	70,278	73,142	76,127
14		53,248	62,369	70,278	73,142	76,127	79,239
15		53,248	62,369	70,278	73,142	76,127	79,239
16		53,248	62,369	73,142	76,127	79,239	82,483
17		53,248	62,369	73,142	76,127	79,239	82,483
18		53,248	62,369	76,127	79,239	82,483	85,865
19		53,248	62,369	76,127	79,239	82,483	85,865
20		53,248	62,369	79,239	82,483	85,865	89,391
21		53,248	62,369	79,239	82,483	85,865	89,391
22		53,248	62,369	79,239	82,483	85,865	89,391
23		53,248	62,369	79,239	82,483	85,865	89,391
24		53,248	62,369	79,239	82,483	85,865	89,391
25		53,248	62,369	79,239	82,483	85,865	93,067
Emergency Permit		39,695	39,695	41,704	43,476	45,324	47,250

## Exhibit 2

**DAVIS JOINT UNIFIED SCHOOL DISTRICT**

Proposed DTA Salary Schedule 10-17-2019

Teacher Salary Schedule Parcel Tax Flat \$2,900

Counselor	194	Days	MA OR	MA + 15 or	MA + 30 or		
		AB	AB + 30	AB + 45	AB + 60	AB + 75	AB + 90
STEP		COL. I	COL. II	COL. III	COL. IV	COL. V	COL. VI
<b>1</b>		45,676	49,751	49,751	50,313	51,744	53,820
<b>2</b>		46,009	50,313	50,313	51,744	53,820	55,984
<b>3</b>		47,842	50,877	51,744	53,820	55,984	58,241
<b>4</b>		49,752	51,744	53,820	55,984	58,241	60,593
<b>5</b>		51,744	53,820	55,984	58,241	60,593	63,045
<b>6</b>		53,820	55,984	58,241	60,593	63,045	65,601
<b>7</b>		55,984	58,241	60,593	63,045	65,601	68,265
<b>8</b>		55,984	60,593	63,045	65,601	68,265	71,044
<b>9</b>		55,984	63,045	65,601	68,265	71,044	73,940
<b>10</b>		55,984	65,601	68,265	71,044	73,940	76,960
<b>11</b>		55,984	65,601	68,265	71,044	73,940	76,960
<b>12</b>		55,984	65,601	71,044	73,940	76,960	80,107
<b>13</b>		55,984	65,601	71,044	73,940	76,960	80,107
<b>14</b>		55,984	65,601	73,940	76,960	80,107	83,388
<b>15</b>		55,984	65,601	73,940	76,960	80,107	83,388
<b>16</b>		55,984	65,601	76,960	80,107	83,388	86,808
<b>17</b>		55,984	65,601	76,960	80,107	83,388	86,808
<b>18</b>		55,984	65,601	80,107	83,388	86,808	90,374
<b>19</b>		55,984	65,601	80,107	83,388	86,808	90,374
<b>20</b>		55,984	65,601	83,388	86,808	90,374	94,092
<b>21</b>		55,984	65,601	83,388	86,808	90,374	94,092
<b>22</b>		55,984	65,601	83,388	86,808	90,374	94,092
<b>23</b>		55,984	65,601	83,388	86,808	90,374	94,092
<b>24</b>		55,984	65,601	83,388	86,808	90,374	94,092
<b>25</b>		55,984	65,601	83,388	86,808	90,374	97,967

Exhibit 3

# DAVIS JOINT UNIFIED SCHOOL DISTRICT

Proposed DTA Salary Schedule 10-17-2019

Teacher Salary Schedule Parcel Tax Flat \$2,900

Nurse	189	Days			MA OR	MA + 15 or	MA + 30 or
		AB	AB + 30	AB + 45	AB + 60	AB + 75	AB + 90
STEP		COL. I	COL. II	COL. III	COL. IV	COL. V	COL. VI
1		44,573	48,544	48,544	49,091	50,485	52,507
2		44,898	49,091	49,091	50,485	52,507	54,616
3		46,683	49,641	50,485	52,507	54,616	56,814
4		48,545	50,485	52,507	54,616	56,814	59,106
5		50,485	52,507	54,616	56,814	59,106	61,495
6		52,507	54,616	56,814	59,106	61,495	63,985
7		54,616	56,814	59,106	61,495	63,985	66,581
8		54,616	59,106	61,495	63,985	66,581	69,287
9		54,616	61,495	63,985	66,581	69,287	72,109
10		54,616	63,985	66,581	69,287	72,109	75,051
11		54,616	63,985	66,581	69,287	72,109	75,051
12		54,616	63,985	69,287	72,109	75,051	78,117
13		54,616	63,985	69,287	72,109	75,051	78,117
14		54,616	63,985	72,109	75,051	78,117	81,313
15		54,616	63,985	72,109	75,051	78,117	81,313
16		54,616	63,985	75,051	78,117	81,313	84,646
17		54,616	63,985	75,051	78,117	81,313	84,646
18		54,616	63,985	78,117	81,313	84,646	88,119
19		54,616	63,985	78,117	81,313	84,646	88,119
20		54,616	63,985	81,313	84,646	88,119	91,741
21		54,616	63,985	81,313	84,646	88,119	91,741
22		54,616	63,985	81,313	84,646	88,119	91,741
23		54,616	63,985	81,313	84,646	88,119	91,741
24		54,616	63,985	81,313	84,646	88,119	91,741
25		54,616	63,985	81,313	84,646	88,119	95,517



## Exhibit 4

**DAVIS JOINT UNIFIED SCHOOL DISTRICT**

Proposed DTA Salary Schedule 10-17-2019

Teacher Salary Schedule Parcel Tax Flat \$2,900

Head Counselor	202	Days			MA OR	MA + 15 or	MA + 30 or
		AB	AB + 30	AB + 45	AB + 60	AB + 75	AB + 90
STEP		COL. I	COL. II	COL. III	COL. IV	COL. V	COL. VI
<b>1</b>		47,440	51,683	51,683	52,268	53,758	55,920
<b>2</b>		47,787	52,268	52,268	53,758	55,920	58,173
<b>3</b>		49,695	52,855	53,758	55,920	58,173	60,523
<b>4</b>		51,684	53,758	55,920	58,173	60,523	62,972
<b>5</b>		53,758	55,920	58,173	60,523	62,972	65,525
<b>6</b>		55,920	58,173	60,523	62,972	65,525	68,187
<b>7</b>		58,173	60,523	62,972	65,525	68,187	70,961
<b>8</b>		58,173	62,972	65,525	68,187	70,961	73,854
<b>9</b>		58,173	65,525	68,187	70,961	73,854	76,869
<b>10</b>		58,173	68,187	70,961	73,854	76,869	80,014
<b>11</b>		58,173	68,187	70,961	73,854	76,869	80,014
<b>12</b>		58,173	68,187	73,854	76,869	80,014	83,291
<b>13</b>		58,173	68,187	73,854	76,869	80,014	83,291
<b>14</b>		58,173	68,187	76,869	80,014	83,291	86,707
<b>15</b>		58,173	68,187	76,869	80,014	83,291	86,707
<b>16</b>		58,173	68,187	80,014	83,291	86,707	90,268
<b>17</b>		58,173	68,187	80,014	83,291	86,707	90,268
<b>18</b>		58,173	68,187	83,291	86,707	90,268	93,981
<b>19</b>		58,173	68,187	83,291	86,707	90,268	93,981
<b>20</b>		58,173	68,187	86,707	90,268	93,981	97,852
<b>21</b>		58,173	68,187	86,707	90,268	93,981	97,852
<b>22</b>		58,173	68,187	86,707	90,268	93,981	97,852
<b>23</b>		58,173	68,187	86,707	90,268	93,981	97,852
<b>24</b>		58,173	68,187	86,707	90,268	93,981	97,852
<b>25</b>		58,173	68,187	86,707	90,268	93,981	101,888

**Exhibit 5**  
**Proposed DTA Salary Schedule 10-17-2019**  
**Children's Center (State Preschool) Salary Schedule**  
**2020-21                    9% Increase**

COLUMN		COLUMN I	COLUMN II	COLUMN III	COLUMN IV
Step		60 UNIT	AB Degree	AB + 15 Units	AB + 30 Units
1	Annual	\$29,429	\$31,015	\$32,598	\$34,185
2	Annual	\$31,015	\$32,598	\$34,185	\$35,773
3	Annual	\$32,598	\$34,185	\$35,773	\$37,355
4	Annual	\$34,185	\$35,773	\$37,355	\$38,940
5	Annual	\$35,773	\$37,355	\$38,940	\$40,525
6	Annual	\$37,355	\$38,940	\$40,525	\$42,112
7	Annual	\$38,940	\$40,525	\$42,112	\$43,698

184 Days

**Exhibit 6****Proposed DTA Salary Schedule 10-17-2019****Davis Parent Nursery School Salary Schedule****2020-21****9% Increase**

<b>COLUMN</b>	<b>COLUMN I</b>	<b>COLUMN II</b>	<b>COLUMN III</b>
Step	AB	AB +30	AB +45
1	\$33,778	\$36,902	\$40,026
2	\$36,902	\$40,026	\$43,151
3	\$40,026	\$43,151	\$46,275
4	\$43,151	\$46,275	\$49,397
5	\$46,275	\$49,397	\$52,523
6	\$49,397	\$52,523	\$55,648
7	\$52,523	\$55,648	\$58,772
8	\$55,648	\$58,772	\$61,895

**Exhibit 7****Proposed DTA Salary Schedule 10-17-2019****The Psychologist, Coordinator and Speech Language Pathologist Salary Schedule  
2020-21 Add 10 Steps**

COLUMN	COLUMN A-MA		COLUMN B MA +15		COLUMN C MA +30		COLUMN D MA +45	
	194 days	199 days	194 days	199 days	194 days	199 days	194 days	199 days
1	\$56,447	\$57,902	\$58,846	\$60,363	\$61,347	\$62,928	\$63,954	\$65,602
2	\$58,846	\$60,363	\$61,347	\$62,928	\$63,954	\$65,602	\$66,672	\$68,390
3	\$61,347	\$62,928	\$63,954	\$65,602	\$66,672	\$68,390	\$69,506	\$71,297
4	\$63,954	\$65,602	\$66,672	\$68,390	\$69,266	\$71,297	\$72,460	\$74,327
5	\$69,505	\$71,296	\$72,459	\$74,326	\$75,539	\$77,485	\$78,750	\$80,779
6	\$75,538	\$77,484	\$78,748	\$80,777	\$82,095	\$84,210	\$85,586	\$87,791
7	\$78,748	\$80,777	\$82,095	\$84,210	\$85,584	\$87,789	\$89,223	\$91,522
8	\$85,583	\$87,788	\$89,221	\$91,519	\$93,013	\$95,409	\$96,968	\$99,466
9	\$86,583	\$88,788	\$90,221	\$92,519	\$94,013	\$96,409	\$97,968	\$100,466
10	\$87,583	\$89,788	\$91,221	\$93,519	\$95,013	\$97,409	\$98,968	\$101,466
11	\$88,583	\$90,788	\$92,221	\$94,519	\$96,013	\$98,409	\$99,968	\$102,466
12	\$89,583	\$91,788	\$93,221	\$95,519	\$97,013	\$99,409	\$100,968	\$103,466
13	\$90,583	\$92,788	\$94,221	\$96,519	\$98,013	\$100,409	\$101,968	\$104,466
14	\$91,583	\$93,788	\$95,221	\$97,519	\$99,013	\$101,409	\$102,968	\$105,466
15	\$92,583	\$94,788	\$96,221	\$98,519	\$100,013	\$102,409	\$103,968	\$106,466
16	\$93,583	\$95,788	\$97,221	\$99,519	\$101,013	\$103,409	\$104,968	\$107,466
17	\$94,583	\$96,788	\$98,221	\$100,519	\$102,013	\$104,409	\$105,968	\$108,466
18	\$95,583	\$97,788	\$99,221	\$101,519	\$103,013	\$105,409	\$106,968	\$109,466