MEMORANDUM OF AGREEMENT

It is hereby agreed by and between the Hyde Park Central School District and the Hyde Park Teachers' Association that the collective bargaining agreement that expires on June 30, 2024, shall be extended for a period of four years (July 1, 2024 through June 30, 2028), and shall remain unchanged except as set forth below:

1. Page 3, Article III (Salaries and Welfare Benefits), Section 1, Add the following:

   Effective July 1, 2024, the salary schedules shall be increased by 2.5%;
   Effective July 1, 2025, the salary schedules shall be increased by 2.5%;
   Effective July 1, 2026, the salary schedules shall be increased by 2.5%; and,
   Effective July 1, 2027, the salary schedules shall be increased by 2.5%.

2. Page 4, Article III (Salaries & Welfare Benefits), Section 2, Revise last sentence as follows:

   "Effective July 1, 2020, coaches with five (5) years cumulative service in the same sport shall receive a longevity payment of $500. **Service need not be consecutive in order to qualify for longevity payment."**

3. Page 4, Article III (Salaries & Welfare Benefits), Section 2, Add the following:

   "Effective July 1, 2024, co-curricular advisors with five (5) years cumulative service as an advisor in the same co-curricular position shall receive a longevity payment of $500. Class Advisors shall receive years of service credit for each year they serve as a class advisor, even if not for the same grade level. Service need not be consecutive in order to qualify for longevity payment. Unit members shall only be provided with service credit for the purpose of this longevity for years in an advisor position since July 1, 2019."

4. Page 6, Article III (Salaries & Welfare Benefits), Section 4(D), Add the following:

   "Effective July, 1, 2024, the parties agree to provide an annual stipend of Two Thousand Dollars ($2,000) to school nurse unit members who attain and maintain National Board Certification of School Nurses. This annual stipend shall be pro-rated accordingly based on when certification is granted. In order to be eligible for this certification stipend a member must provide a copy of said certification from the National Board for Certification of School Nurses. Continued receipt of this annual stipend requires re-certification as per the requirements of the National Board. Upon the request of a unit member, within ten (10) business days, the District shall provide a letter confirming employment history."

5. Page 6, Article III (Salaries & Welfare Benefits), Section 6(E), Revise as follows:

   "Speech and Language Pathologists who: (a) maintain a New York State professional license in their respective field; (b) are required to provide services to Medicaid eligible students;

and (c) complete Medicaid required paperwork, shall receive an annual stipend of ~~$225~~**200**, which shall be paid to eligible unit members at the end of each school year, so long as the unit member has provided services to Medicaid eligible students, and has completed all required paperwork. ~~This stipend is intended to compensate the employees for the additional work and cover part of the costs associated with maintaining a New York State license,~~ **Additionally, upon presentation of proof of payment, the District shall reimburse Speech & Language Pathologists up to $250 per year for the cost of annual** ASHA dues~~, and tuition costs for any mandated continuing education credits~~ **and up to $144 per year for the cost of the ASHA's Learning Pass. The District shall have the option of submitting payment directly to ASHA."**

6. Page 7, Article III (Salaries & Welfare Benefits), Section 4, Add a New Section Which Provides as follows:

   "The District shall reimburse Occupational Therapists and Physical Therapists up to $129.00 per year, for a subscription to an online Continuing Education Provider."

7. Page 7, Article III (Salaries & Welfare Benefits), Section 5(D), Replace with the following:

   "Teachers who teach in any summer program offered through the District (with the exception of Camp Invention), including but not limited to summer school and summer bridge, shall be paid $45 per hour. A full summer school work day shall consist of not more than six (6) hours of instruction. Those teachers who teach in the Camp Invention summer program shall be paid in accordance with the rates set by Camp Invention."

8. Page 8, Article III (Salaries & Welfare Benefits), Section 6(A)(1)(a)(i) and 6(A)(1)(a)(ii), Add the following:

   "Effective July 1, 2024, all unit members other than nurses shall contribute 17% of the premiums for the DEHIC Alternate PPO. Nurses shall contribute 12% of the premiums.

   Effective July 1, 2024, all unit members shall contribute 11.5% of the premiums for the DEHIC EPO 20 plan."

9. Page 8, Article III (Salaries & Welfare Benefits), Section 6(A), Add the following:

   "Family coverage shall include a domestic partner, subject to the provisions of the health insurance plan."

10. Page 8, Article III (Salaries & Welfare Benefits), Section 6(A)(1)(b), Add the following:

    "In order to be eligible for retiree health insurance with the District, the retiree must have completed ten (10) years of unit service. However, any unit member who retires during the

life of this Agreement (July 1, 2024 through June 30, 2028) shall be eligible for retiree health insurance, even if they have completed less than ten years of service.

For unit members retiring on or after July 1, 2024, the District will contribute eighty eight percent (88%) of whatever District offered plan is chosen by the retiree.

*Note – The parties acknowledge that "retire" means to retire from the New York State Teachers' Retirement System or the New York State and Local Retirement System (formerly "ERS")."

11. Page 11, Article III (Salaries & Welfare Benefits), Section 6(D), Add the following:

"The District shall offer non-certificated employees the optional sick leave benefit provided under Section 41(j) of the New York Retirement and Social Security Law. Non-certificated employees electing the optional sick leave benefit under 41(j) shall only be entitled to the contractual payout of unused sick leave at retirement (for which they are eligible) for any days in excess of 165 days."

12. Page 11-12, Article IV (Working Conditions), Section 1(A), Revise as follows:

"All K-5 buildings will use a daily schedule consisting of nine 35~~-40~~ minute periods for the purposes of providing art, music, physical education and library science to all students on an equitable basis. There will be thirty (30) minutes of time at the beginning of the work day for teacher collaboration concerning program material. These nine 35~~-40~~ minute periods will also provide **Elementary** classroom teachers with one duty free preparation period per day, and a 40 minute duty free lunch. K-5 teachers will have no supervisory lunch duties. Teachers of music, physical education**, art, "push in" health,** and library science will teach a maximum of seven 35 minute classes per day, six if same day travel is involved. ~~Art teachers will teach a maximum of six 40 minute periods, five if same day travel is involved~~. Teachers who have same day travel will not have any supervisory duties. Every effort will be made to reduce same day travel, with a maximum of two **Elementary** schools per day when necessary."

13. Page 12, Article IV (Working Conditions), Section 1, Add New Section(s) which provides as follows:

"Unit members shall be required to attend five (5), sixty (60) minute grade level or department meetings per year, as determined by administration. Such meetings shall be scheduled by administration no later than September 30th of each year, and may occur before or after the contractual work day. After school meetings shall begin no later than ten (10) minutes after the end of the contractual work day."

"The District shall provide unit members with at least three (3) hours at one of the Superintendent Conference days to complete any mandated online trainings. Unit members

shall complete any additional mandated online trainings, up to a maximum of two (2) hours, on their own time by the deadline imposed by the District. In the event the mandated online trainings exceed five hours in a given year, the District shall provide time within the work day for unit members to complete any additional trainings."

14. Page 13, Article IV (Working Conditions), Section 2(A), Revise as follows:

"Secondary teachers shall be scheduled for no more than six (6) assignments, of which no more than five (5) may be teaching. Science teachers may be given six (6) teaching assignments provided one such assignment is a laboratory. **Secondary teachers shall only be assigned supervisory lunch duty on a semester basis. When assigning supervisory lunch duty, the District shall first seek volunteers, and if no volunteers, the District shall assign such duty on an equitable basis.**"

15. Page 16, Article IV (Working Conditions), Section 3, Rename Title of Section to "Workday for RNs/LPNs, PTs/OTs, and Speech and Language Pathologists" and add the following:

"Speech & Language Pathologists shall work a seven (7) hour day. At the elementary level, there will be thirty minutes of time at the beginning of the work day for collaboration. There will be one-30 minute prep; one-40 minute duty-free lunch period; and no more than eight-30 minute student sessions. Notwithstanding the foregoing, there may be nine-30 minute sessions in the event there are additional students that move into the district and/or are determined to need services after the start of the school year. Additionally, in each six-day cycle, two evaluation blocks shall be scheduled, which may be used for student evaluations, student make-up sessions, and/or participation in CSE meetings.

At the secondary level, the day shall include one preparation period, one duty free lunch period, and one collaboration period, that are the same length as a class period."

16. Page 17, Article IV (Working Conditions), Section 4(B), Revise as follows:

"The teaching year shall consist of 180 instructional days, as defined by the State for state aid purposes, plus **three (3) Superintendent Conference Days. Superintendent Conference Days may be utilized for the purposes set forth in the Commissioner's Regulations §175.5.** ~~an additional one (1) day for unit member conferencing or professional development and two (2) additional training days for professional development, and will be based on the building with the least number of aidable days for students in grades 1-12. The two (2) additional training days for professional development shall be scheduled between the period after Labor Day and the Friday after Regents exams. If a training or orientation topic is of such character that it must be scheduled before the start of the school year, one of the two (2) days could be used for this purpose, but not contiguous to the Labor Day weekend; the Association will be consulted before setting the date.~~ **The Superintendent's Conference Days shall be scheduled between the period after Labor day and the Friday after Regents exams.**"

17. Page 17, Article IV (Working Conditions), Section 4(E), Revise the second sentence as follows:

"~~During~~ **As soon as practicable after** the first quarter, unit members in the elementary schools will be required to participate in one two-hour evening conference, to be scheduled on an already established parent conference half-day."

18. Page 17, Article IV (Working Conditions), Section 4(B), Revise as follows:

1) Guidance Counselors shall work 15 days during the summer on days mutually agreed upon between the principal and the counselor, and shall be paid 1/200th of their salary (base salary, credits plus longevity) for each day worked.

2) Nurses shall be assigned to work Summer Hours as follows: FDR 100 hours; Haviland 80 hours; elementary buildings: enrollment of 400+ will have 60 hours; enrollment of less than 400 students will have 50 hours.

3) The Nursing Coordinator shall be assigned to work an additional 10 hours over and above his/her assigned summer building hours.

4) Teachers assigned to perform their regular job responsibilities during the summer shall be paid 1/200th of their salary (base salary, credits plus longevity) for each day worked. **This clause shall not apply to work performed that is otherwise covered under Article V, Section 5(D) or the Appendices of this Agreement.**

5) ~~This clause is not intended to cover summer school or summer bridge program, which shall be paid at the rate of $40 per hour~~.

6) All other additional responsibilities assigned outside a unit member's regular work day for which payment is approved in advance by the unit member's building principal (such as grief counseling or serving as a committee member of the District Leadership Team*, School Comprehensive Education Plan, or Building Leadership Team* shall be paid at 1/200th of the unit member's salary (base salary, credits plus longevity).

*Committee membership on the District Leadership Team and the Building Leadership Team shall only be compensated for work performed during the summer.

19. Page 19, Article IV (Working Conditions), Section 6(A), Revise as follows:

"Subject classes in the elementary and secondary area shall range between 25 and 30 pupils and for the secondary area the maximum class load shall not exceed 135. The maximum class load shall not apply in the areas of music, physical education, school nurse/teacher, **art (Middle School only), health (Middle School only),** and guidance."

20. Page 23, Article IV (Working Conditions), Section 15, Revise as follows:

"Whenever it becomes necessary to remove a **disruptive** pupil from the class ~~because of misbehavior~~, the teacher directing the pupil's removal shall have the duty to meet with the **building administration** ~~Building Principal or a designee~~ as soon as possible, and preferably on the day that the pupil is removed, for the purpose of discussing the **disruptive pupil** ~~behavior problem~~ and the question of the pupil's readmission to class. **Disruptive pupils shall be defined as those who are substantially disruptive of the educational process or substantially interferes with the teachers' authority over the classroom.**

Any pupil so removed from a class shall be sent immediately to **building administration** ~~a specified disciplinary officer~~, who shall be given notice in advance of the pupil's arrival, if possible. In appropriate cases, disruptive pupils may be referred **for additional support** ~~to a guidance counselor~~. **Additional support includes, but is not limited to, a restorative practices meeting, support from an administrator, a behaviorist, a school counselor, a school social worker or a school psychologist.** The final decision as to the readmission of a disruptive pupil to class shall be made **and facilitated** by the **building administration** ~~Building Principal~~. Whenever a teacher observes an incident which he or she considers necessary to report to the building administrator ~~or school disciplinarian~~, the teacher shall **inform the administrator as soon as practicable and** submit a written report of the incident. The teacher shall be obligated to consult with the building administrator ~~or school disciplinarian~~ and the person involved with respect to the nature and degree of **the intervention and/or discipline that is** ~~punishment~~ warranted."

21. Page 25, Article V (Leaves), Section 1(A), Revise as follows:

"Sick leave shall provide paid time off to be granted for personal **or unit member's immediate family member's** sickness, personal injury, or physical disability and shall not include personal leave. **Immediate family shall include father, mother, parent surrogate, spouse/domestic partner, sister, brother, child and grandparent.**

In the event a unit member has a domestic partner, and their domestic partner is not enrolled in the District's health insurance, the unit member shall be responsible for filing an affidavit with the District (on the form prescribed by the District) within ninety (90) days of hire, or an Open Enrollment/Qualifying Event (as those terms are understood in the health insurance context), to take sick leave for the domestic partner's illness."

22. Page 26, Article V (Leaves) Section 1(E), Revise as follows:

"The Superintendent or Principal may require verification of the employee~~'s~~ **or immediate family member's** condition by the attending and/or school physician."

23. Page 25, Article V (Leaves), Section 1, Add the following:

"Unit members shall be required to submit all sick leave requests through the time management system utilized by the District."

24. Page 27, Article V (Leaves), Section 2(A), Revise the first sentence as follows:

"Each full-time regular professional employee shall be entitled to **three (3)** ~~two (2)~~ days of leave for personal business during the year non-cumulative."

*Note – the increase in personal days is related to the additional time requirements for unit members set forth in Paragraph #11.

25. Page 27, Article V (Leaves), Section 2(B), Revise as follows:

"**Unit members shall submit all personal leave requests through the time management system utilized by the District,** ~~An application for personal business leave must be submitted in writing to the Principal~~ at least two (2) **school** days in advance (except in the event of an emergency, a shorter notice shall be acceptable). The employee shall be notified **within one (1) school day** ~~immediately~~ as to the disposition of the application.

26. Page 28, Article V (Leaves), Section 4, Revise as follows:

"Regular professional employees shall be allowed paid leave for death or critical illness (i.e., serious, uncertain as to outcome) as follows:

A. Leave for critical illness ~~or death~~ in the employee's immediate family **and/or the immediate family of the employee's spouse/domestic partner** shall not exceed five (5) days per year.

B. **Leave for death in the employee's immediate family shall not exceed five (5) days per year.** Leave for ~~critical illness or~~ death in the immediate family of the employee's spouse**/domestic partner** shall not exceed five (5) days per year.

C. Immediate family shall be defined as father, mother, parent surrogate, spouse**/domestic partner**, sister, brother, child, grandparent or a dependent of the immediate household.

D. Leave beyond the five (5) days per year for death ~~or critical illness~~ in the employee's immediate family, or in the immediate family of the employee's spouse**/domestic partner**, may be approved by the Superintendent if circumstances appear to warrant the additional absence (e.g., more than one death in the immediate family)."

27. Page 26, Article V (Leaves), Section 1(I), Revise as follows:

"Whenever a unit member is absent as a result of an injury or disability for which there is entitlement to pay under Workers' Compensation Insurance, the unit member shall be paid his/her salary subject to the deduction therefrom of the amount of Workers' Compensation salary payments **for up ninety (90) cumulative days for that injury or disability**, which absence shall not affect the unit member's accumulated sick leave."

28. Page 39, Article XV (Professional Development), Replace with the following:

"The Hyde Park Professional Development plan will be created and developed by a Districtwide committee and approved by the Board of Education on an annual or multi-year basis according to the goals, procedures and guidelines pursuant to subdivision (dd) of Section 100.2 of the Regulations of the Commissioner of Education.

The plan will describe the methods and means of providing opportunities for a minimum of at least 20 hours of continuing teacher and leader education every year to every teacher based on the instructional goals of the district.

The approved plan will include various ways for teachers to reach their professional development obligations, including but not limited to:

- Superintendent Conference Day activities, as appropriate;
- In-service courses approved in advance by the Superintendent or his /her designee providing these courses are in alignment with the goals of the Hyde Park PDP currently in effect.
- And, the following activities in which participation also entitles the teacher to one compensatory day as indicated below:

Column A
20 Hours = 1 Compensatory Day: (up to 6 hours per month allowable)
One department or grade level meeting per month, and up to two building level meetings per month for purposes stated in the contract*; other flexible meetings/workshops/study groups initiated by the teacher with prior administrator approval **; other professional development opportunities initiated by the teacher with prior administrator approval***; and, Building Level Team and SAVE committee meetings***.
*These are in addition to the required monthly faculty meeting + five hours of before- or after-school grade or department meetings, which are *not* eligible for Column A credit. **Hours credit: 1 per meeting.

*** Hours credit: Hours will vary based on attendance. PD opportunities are at the teacher's expense but are eligible for in-service credit as per Article III, Section 4B.

NOTE: All twenty hours must be earned outside the regular school day and must be completed to earn the contractual compensatory day, which can be used the following year. Activities which occur during the summer are not eligible for Column A credit.

29. Appendix C, Increase the Class Advisor stipends as follows:

Freshman Class Advisor - $2,600
Freshman Class Assistant Advisor - $2,100
Sophomore Class Advisor - $3,000
Sophomore Class Assistant Advisor - $2, 500
Junior Class Advisor - $3,500
Junior Class Assistant Advisor - $3,000
Senior Class Advisor - $4,000
Senior Class Assistant Advisor - $3,500

The above stipends shall not increase during the term of this Agreement.

30. Appendix D, add the following:

Out of School Suspension Instruction	$50 per hour
Regents Preparation	$50 per hour

The two rates shall not increase during the term of this Agreement.

31. The following contractual stipends and/or benefits shall be increased by 2% each July 1st of this Agreement:

- Longevities (Article III, Section 2)
- College Credit & In-Service Credit (Article III, Section 4(A) and (B))
- Sixth Instructional Period (Article IV, Section 2(D)(1)(j))
- Short Term Sixth Period Assignment (Article IV, Section 2(D)(2))
- Nurse Coordinator Stipend (Article III, Section I)
- Appendix C (Interscholastic & Co-Curricular)
- Appendix D (Miscellaneous)

32. The parties acknowledge and agree that teachers are required to prepare and use lesson plans for each course they teach, and that such lesson plans shall be in conformance with good educational practices and approved course of study. Lesson plans must be available for review, and must be provided to administration if requested. This paragraph shall survive this Memorandum of Agreement but not be incorporated into the collective bargaining agreement.

33. The parties further acknowledge that psychologists are no longer eligible to receive a Board certification stipend. However, the District agrees to continue this stipend for the two current psychologists only until the end of each psychologists' certification period. This paragraph

shall survive this Memorandum of Agreement but not be incorporated into the collective bargaining agreement.

34. Incorporate all Side Letters of Agreement that have not sunset.

35. This Agreement is subject to ratification by the Union and approval of the Board of Education.

FOR THE HYDE PARK CENTRAL SCHOOL DISTRICT:

Michael Zagorski, BOE President

Michael Tibbetts, BOE Vice President

Dr. Pedro Roman, Superintendent

Dr. Gregory Brown, Deputy Superintendent

Linda Steinberg, Assistant Superintendent

Melissa Lawson, Assistant Superintendent

Shelby Outwater, Director

FOR THE HYDE PARK TEACHERS' ASSOCIATION:

Dennis McMahon, President

Jamie Conway, Vice President

Adam Deans, Team Member

Jennifer Morris, Team Member

Eric Pollard, Team Member

Hyde Park CSD

Earning Schedule Report For 07/01/2024 - 06/30/2025

Salary Schedule ID: 660
Salary Schedule Name: HPTA 2425 2.5%
Schedule Type: Contractual
Bargaining Unit: HPTA

Step	BA	MA	MA+30	RN	BAOTPT
1.00	55,664.00	60,822.00	63,555.00	42,978.00	55,664.00
2.00	58,054.00	62,288.00	65,728.00	45,365.00	58,054.00
3.00	60,275.00	65,143.00	68,813.00	47,754.00	60,275.00
4.00	62,069.00	67,617.00	71,276.00	50,140.00	62,069.00
5.00	63,545.00	70,394.00	74,070.00	52,527.00	63,545.00
6.00		73,173.00	76,236.00	54,915.00	65,849.00
7.00		75,545.00	78,635.00	57,304.00	68,247.00
8.00		77,231.00	80,900.00	59,690.00	69,115.00
9.00		79,204.00	82,878.00	62,078.00	71,712.00
10.00		81,834.00	85,510.00	64,467.00	74,110.00
11.00		83,885.00	87,561.00		75,235.00
12.00		85,677.00	88,745.00		77,268.00
13.00		87,721.00	91,393.00		79,165.00
14.00		89,802.00	93,015.00		80,649.00
15.00		91,840.00	95,012.00		82,978.00
16.00		94,972.00	98,158.00		85,242.00
17.00		97,847.00	101,029.00		88,450.00
18.00		100,764.00	103,942.00		91,053.00
19.00		103,961.00	107,155.00		97,712.00
20.00		107,821.00	110,786.00		
21.00		110,683.00	114,076.00		

Hyde Park CSD

Earning Schedule Report For 07/01/2025 - 06/30/2026

Salary Schedule ID: 661
Salary Schedule Name: HPTA 2526 2.5%
Schedule Type: Contractual
Bargaining Unit: HPTA

Step	BA	MA	MA+30	RN	BAOTPT
1.00	57,056.00	62,343.00	65,144.00	44,052.00	57,056.00
2.00	59,505.00	63,845.00	67,371.00	46,499.00	59,505.00
3.00	61,782.00	66,772.00	70,533.00	48,948.00	61,782.00
4.00	63,621.00	69,307.00	73,058.00	51,394.00	63,621.00
5.00	65,134.00	72,154.00	75,922.00	53,840.00	65,134.00
6.00		75,002.00	78,142.00	56,288.00	67,495.00
7.00		77,434.00	80,601.00	58,737.00	69,953.00
8.00		79,162.00	82,923.00	61,182.00	70,843.00
9.00		81,184.00	84,950.00	63,630.00	73,505.00
10.00		83,880.00	87,648.00	66,079.00	75,963.00
11.00		85,982.00	89,750.00		77,116.00
12.00		87,819.00	90,964.00		79,200.00
13.00		89,914.00	93,678.00		81,144.00
14.00		92,047.00	95,340.00		82,665.00
15.00		94,136.00	97,387.00		85,052.00
16.00		97,346.00	100,612.00		87,373.00
17.00		100,293.00	103,555.00		90,661.00
18.00		103,283.00	106,541.00		93,329.00
19.00		106,560.00	109,834.00		100,155.00
20.00		110,517.00	113,556.00		
21.00		113,450.00	116,928.00		

Hyde Park CSD

Earning Schedule Report For 07/01/2026 - 06/30/2027

Salary Schedule ID: 662
Salary Schedule Name: HPTA 2627 2.5%
Schedule Type: Contractual
Bargaining Unit: HPTA

Step	BA	MA	MA+30	RN	BAOTPT
1.00	58,482.00	63,902.00	66,773.00	45,153.00	58,482.00
2.00	60,993.00	65,441.00	69,055.00	47,661.00	60,993.00
3.00	63,327.00	68,441.00	72,296.00	50,172.00	63,327.00
4.00	65,212.00	71,040.00	74,884.00	52,679.00	65,212.00
5.00	66,762.00	73,958.00	77,820.00	55,186.00	66,762.00
6.00		76,877.00	80,096.00	57,695.00	69,182.00
7.00		79,370.00	82,616.00	60,205.00	71,702.00
8.00		81,141.00	84,996.00	62,712.00	72,614.00
9.00		83,214.00	87,074.00	65,221.00	75,343.00
10.00		85,977.00	89,839.00	67,731.00	77,862.00
11.00		88,132.00	91,994.00		79,044.00
12.00		90,014.00	93,238.00		81,180.00
13.00		92,162.00	96,020.00		83,173.00
14.00		94,348.00	97,724.00		84,732.00
15.00		96,489.00	99,822.00		87,178.00
16.00		99,780.00	103,127.00		89,557.00
17.00		102,800.00	106,144.00		92,928.00
18.00		105,865.00	109,205.00		95,662.00
19.00		109,224.00	112,580.00		102,659.00
20.00		113,280.00	116,395.00		
21.00		116,286.00	119,851.00		

Hyde Park CSD

Earning Schedule Report For 07/01/2027 - 06/30/2028

Salary Schedule ID: 663
Salary Schedule Name: HPTA 2728 2.5%
Schedule Type: Contractual
Bargaining Unit: HPTA

Step	BA	MA	MA+30	RN	BAOTPT
1.00	59,944.00	65,500.00	68,442.00	46,282.00	59,944.00
2.00	62,518.00	67,077.00	70,781.00	48,853.00	62,518.00
3.00	64,910.00	70,152.00	74,103.00	51,426.00	64,910.00
4.00	66,842.00	72,816.00	76,756.00	53,996.00	66,842.00
5.00	68,431.00	75,807.00	79,766.00	56,566.00	68,431.00
6.00		78,799.00	82,098.00	59,137.00	70,912.00
7.00		81,354.00	84,681.00	61,710.00	73,495.00
8.00		83,170.00	87,121.00	64,280.00	74,429.00
9.00		85,294.00	89,251.00	66,852.00	77,227.00
10.00		88,126.00	92,085.00	69,424.00	79,809.00
11.00		90,335.00	94,294.00		81,020.00
12.00		92,264.00	95,569.00		83,210.00
13.00		94,466.00	98,421.00		85,252.00
14.00		96,707.00	100,167.00		86,850.00
15.00		98,901.00	102,318.00		89,357.00
16.00		102,275.00	105,705.00		91,796.00
17.00		105,370.00	108,798.00		95,251.00
18.00		108,512.00	111,935.00		98,054.00
19.00		111,955.00	115,395.00		105,225.00
20.00		116,112.00	119,305.00		
21.00		119,193.00	122,847.00		