

Final Tentative Agreement
Between the
Vacaville Teachers Association
And the
Vacaville Unified School District

2008-09, 2009-10, 2010-11 Collective Bargaining Agreement

Final Tentative Agreement

The bargaining teams for the Vacaville Teachers Association and the Vacaville Unified School District hereby enter into this Tentative Agreement to resolve all issues which were opened, or which could have been opened for the negotiations for the 2008-09 through 2010-11 school years. Both bargaining teams agree fully, and actively support ratification of this tentative agreement by the members of the Vacaville Teachers Association and by the Governing Board of the Vacaville Unified School District. This is a tentative agreement and will not become final (unless specified by a Memorandum of Understanding) and binding until ratification by the Vacaville Teachers Association and the Governing Board.

The above parties agree that the collective bargaining agreement be from July 1, 2008 through June 30, 2011.

The VUSD and the VTA agree:

All contract language changes are bold and italicized within (attached).

All prior tentative agreements/settlements arising from these negotiations shall be implemented and placed into the contract. (Tentative agreements #1 through #6)

All prior memoranda of understanding are hereby implemented and will become part of the contract language upon ratification.

All contract language not identified in this final agreement or prior tentative agreements, or MOU's/agreements shall remain status quo, with no change in current contract language.

The above document was signed April 27, 2010.

Tentative Agreement #6
Between the
Vacaville Teachers Association
And the
Vacaville Unified School District

The following shall become part of the Collective Bargaining Agreement upon ratification.

Salary

2008 - 09

- **A zero percent (0%) salary schedule adjustment applied across the board to all salary schedules including all components of Schedule K retroactive to July 1, 2008. This is applicable to all unit members employed during 2008-09.**

2009 – 10

- **A zero percent (0%) salary schedule adjustment applied across the board to all salary schedules including all components of Schedule K. This is applicable to all unit members employed during 2009-10.**

2010 – 11

- **A zero percent (0%) salary schedule adjustment applied across the board to all salary schedules.**

The following article goes into effect July 1, 2010 and sunsets June 30, 2011. Previous contract language shall be in effect July 1, 2011.

4.1.8 Multi-site unit members that are assigned by the District to travel between sites during their preparation time shall receive compensation for loss of preparation time. The unit member may choose one of the following methods of compensation:

4.1.8.1 Release from adjunct duty responsibilities;

4.1.8.2 Schedule K hourly rate of pay.

The following article goes into effect July 1, 2010 and sunsets June 30, 2011. Previous contract language shall be in effect July 1, 2011.

4.2 Meetings

4.2.1 The District may schedule up to one (1) hour per month of each unit member's time in addition to the regular work time. These meetings shall be adjacent to the duty day and may not exceed one (1) hour. Meetings starting before the end of the duty day shall not continue beyond one (1) hour past the duty day.

This time may be used for:

4.2.1.1 Faculty meetings.

4.2.1.2 Professional growth/in-service training activities.

4.2.1.3 Department/Grade level meetings/Collaborative/planning time. The agenda of these meetings shall be determined by the members of the Department/Grade level.

4.2.1.4 Meetings such as WASC accreditation, State and Federal projects (i.e. Site Planning, Title 1, etc.) will be held when required. **The length of these meetings shall not exceed four (4) hours ~~twelve (12) hours~~ per year beyond the duty day.**

The following article goes into effect July 1, 2010 and sunsets June 30, 2011. Previous contract language shall be in effect July 1, 2011.

4.1.6 Adjunct duties

4.1.6.2 The schedule of adjunct duties shall be publicized in a timely manner.

4.1.6.2.1 Except for Back-to-School, secondary teachers shall not be required to participate in more than three (3) duties beyond the duty day. Secondary adjunct duties shall not exceed eight (8) hours for the school year.

4.1.6.2.2 Except for Back-to-School and Open House, elementary teachers shall not be required to participate in more than one (1) duty beyond the duty day. The elementary adjunct duty shall not exceed eight (8) hours for the school year.

4.1.6.2.2.1 Due to the nature of their assignment, teachers assigned to combination classes shall not be

assigned adjunct duties beyond the duty day other than Back-to-School and Open House.

The following article goes into effect July 1, 2010 and sunsets June 30, 2011. Previous contract language shall be in effect July 1, 2011.

9.1 Hiring Ratio

9.1.1 The hiring ratios for classroom teachers shall be:

K-3 29:1 **4-6 29.5:1** **7-8 28:1** **9-12 27.6:1**

The following article goes into effect July 1, 2010 and sunsets June 30, 2011. Previous contract language shall be in effect July 1, 2011.

4.3.1 The non-pupil work days of each unit member's contract year shall be limited in their structure. These days shall be unencumbered, except for four (4) hours, to prepare for the upcoming school year and/or completing the responsibilities for ending the school year.

The following goes into effect July 1, 2010 and sunsets June 30, 2011.

There shall be a temporary reduction of all Schedule K stipends (chart) by twenty five percent (25%).

The following article goes into effect June 14, 2010 and sunsets August 1, 2010. Previous contract language shall be in effect August 2, 2010.

3.9 Summer School

3.9.1 Unit members working Summer School shall be paid at the rate of \$140 per day for four (4) hours of instructional time. The duty day shall not exceed four and one-half hours (4.5) hours.

3.9.2 **Elementary class size shall average ~~twenty (20)~~ thirty (30) students with a cap of ~~twenty-two (22)~~ thirty-two (32) students, within five (5) instructional days.**

A one-time portion of the savings from the 2008-09 health reconciliation (\$41,506) shall be granted to the District. Any additional savings or other monies from prior reconciliations or monies from future reconciliations shall be applied to reduce future VTA premiums as per current practice and contract language.

There shall be two (2) "furlough" days in 2010-11, which shall be instructional days. Each of the furlough days would result in the reduction of one (1) day's per diem pay based upon the unit member's 2010-11 contracted salary. (i.e. A teacher whose yearly contracted salary (Appendix A, Section A) is \$60,000 per year would have their yearly pay reduced by 2/184th (\$652.18).) This per diem reduction would be attained by an equal reduction of a member's monthly pay warrant over the 2010-11 school year. Unit members' work days shall return to 2009-10 levels in 2011-12.

The following article goes into effect July 1, 2010 and sunsets June 30, 2011. Previous contract language shall be in effect July 1, 2011.

4.3 Work Year

The work year for unit members is as follows:

	<u>Returning</u>	<u>New</u>
Teachers, Nurses, Content Area Specialists, Digital Education Specialist, Speech Therapists	182 184 days	184 186 days
Librarians	186 188 days	188 190 days

Elementary & Middle School Head Counselor, High School/Alternative School Counselor, Psychologist	193 191 days	195 193 days
High School/Alternative School Head Counselor	195 193 days	197 195 days
Elementary & Middle School Counselor, Program Specialist, Coordinators-Writing, Work Experience, Elementary Science, BTSA, CTEI	191 189 days	193 191 days
Technology Coordinator	220 218 days	222 220 days
Library Media Coordinator	206 204 days	208 206 days

- 4.4 The 2008-09, 2009-2010, and 2010-2011 school year calendars listing all instructional days, non-instructional days, student minimum days, holidays and vacations are included as Appendix B.
(See attached for 2010-11 calendars)

The above document was signed April 27, 2010.

2010 - 11 Calendar

(Elementary School)

SCHOOL MONTH	8/9 New & Returning Teachers					8/12 - Students Begin					8/5 New Teachers					Total Days					
	Mon	Tue	Wed	Thr	Fri	Mon	Tue	Wed	Thr	Fri	Mon	Tue	Wed	Thr	Fri		Mon	Tue	Wed	Thr	Fri
Aug. 2 - Aug. 6																2	3	4	5 ▲	6 ▲	0
Aug. 9 - Sept. 3	9 ▼	10 ▼	11 ▼	12	13	16	17	18	19	20	23	24	25	26	27	30	31	1	2	3	17
Sept. 6 - Oct. 1	6 ▲	7	8	9	10	13	14	15	16	17	20	21	22	23	24	27	28	29	30	1	19
Oct. 4 - Oct. 29	4 ▲	5 ▲	6 ▲	7 ▲	8 ▲	11	12	13	14	15	18	19	20	21	22	25	26	27	28	29	15
Nov. 1 - Nov. 26	1	2	3	4	5	8	9	10	11 ▲	12 ●	15 ●	16 ●	17 ●	18 ●	19 ●	22 ▲	23 ▲	24 ▲	25 ▲	26 ▲	14
Nov. 29 - Dec. 24	29	30	1	2	3	6	7	8	9	10	13	14	15	16	17 ●	20 ▲	21 ▲	22 ▲	23 ▲	24 ▲	15
Dec. 27 - Jan. 21	27 ▲	28 ▲	29 ▲	30 ▲	31 ▲	3	4	5	6	7	10	11	12	13	14	17 ▲	18	19	20	21	14
Jan. 24 - Feb. 18	24	25	26	27	28	31	1	2	3	4	7	8	9	10	11	14 ▲	15	16	17	18	19
Feb. 21 - Mar. 18	21 ▲	22	23	24	25	28	1	2	3	4	7	8 ●	9 ●	10 ●	11 ●	14	15	16	17	18	19
Mar. 21 - Apr. 15	21	22	23	24	25	28	29	30	31	1	4	5	6	7	8	11 ▲	12 ▲	13 ▲	14 ▲	15 ▲	15
April 18 - May 13	18 ▲	19 ▲	20 ▲	21 ▲	22 ▲	25	26	27	28	29	2	3	4	5	6	9	10	11	12	13	15
May 16 - June 8	16	17	18	19	20	23	24	25	26	27	30 ▲	31	1	2	3 ●	6 ●	7 ●	8 ▼			16
																					178

- ▼ Teacher Workday
- ▲ Recess & Holidays
- Minimum Days

Trimesters

August 12 - November 5 56 days
 November 8 - March 4 66 days
 March 7 - June 7 56 days

2010 - 11 Calendar

(Middle School)

SCHOOL MONTH	8/9 New & Returning Teachers					8/12 - Students Begin					8/5 New Teachers					Total Days					
	Mon	Tue	Wed	Thr	Fri	Mon	Tue	Wed	Thr	Fri	Mon	Tue	Wed	Thr	Fri						
Aug. 2 - Aug. 6																2	3	4	5 ▲	6 ▲	0
Aug. 9 - Sept. 3	9 ▼	10 ▼	11 ▼	12	13	16	17	18	19	20	23	24	25	26	27	30	31	1	2	3	17
Sept. 6 - Oct. 1	6 ▲	7	8	9	10	13	14	15	16	17 ●	20	21	22	23	24	27 ●	28 ●	29 ●	30 ●	1 ●	19
Oct. 4 - Oct. 29	4 ▲	5 ▲	6 ▲	7 ▲	8 ▲	11	12	13	14	15	18	19	20	21	22 ●	25	26	27	28	29	15
Nov. 1 - Nov. 26	1	2	3	4	5	8	9	10	11 ▲	12	15	16	17	18	19	22 ▲	23 ▲	24 ▲	25 ▲	26 ▲	14
Nov. 29 - Dec. 24	29	30	1	2	3	6	7	8	9	10	13	14	15	16	17 ●	20 ▲	21 ▲	22 ▲	23 ▲	24 ▲	15
Dec. 27 - Jan. 21	27 ▲	28 ▲	29 ▲	30 ▲	31 ▲	3	4	5	6	7	10	11	12	13	14 ●	17 ▲	18	19	20	21	14
Jan. 24 - Feb. 18	24	25	26	27	28	31	1	2	3	4	7	8	9	10	11	14 ▲	15	16	17	18	19
Feb. 21 - Mar. 18	21 ▲	22	23	24	25	28	1	2	3	4	7	8	9	10	11	14	15	16	17	18 ●	19
Mar. 21 - Apr. 15	21	22	23	24	25	28	29	30	31	1	4	5	6	7	8	11 ▲	12 ▲	13 ▲	14 ▲	15 ▲	15
April 18 - May 13	18 ▲	19 ▲	20 ▲	21 ▲	22 ▲	25	26	27	28	29	2	3	4	5	6 ●	9	10	11	12	13	15
May 16 - June 8	16	17	18	19	20	23	24	25	26	27	30 ▲	31	1	2	3	6 ●	7 ●	8 ▼			16
																					178

- ▼ Teacher Workday
- ▲ Recess & Holidays
- Minimum Days

Quarters

- August 12 - October 22 46 days
- October 25 - January 14 44 days
- January 18 - March 18 42 days
- March 21 - June 7 46 days

2010 - 11 Calendar

(High School)

SCHOOL MONTH	8/9 New & Returning Teachers					8/12 - Students Begin					8/5 New Teachers					Total Days					
	Mon	Tue	Wed	Thr	Fri	Mon	Tue	Wed	Thr	Fri	Mon	Tue	Wed	Thr	Fri						
Aug. 2 - Aug. 6																2	3	4	5 ▲	6 ▲	0
Aug. 9 - Sept. 3	9 ▼	10 ▼	11 ▼	12	13	16	17	18	19	20	23	24	25	26	27	30	31	1	2	3	17
Sept. 6 - Oct. 1	6 ▲	7	8	9	10	13	14	15	16	17	20	21	22	23	24	27	28	29 ●	30 ●	1 ●	19
Oct. 4 - Oct. 29	4 ▲	5 ▲	6 ▲	7 ▲	8 ▲	11	12	13	14	15	18	19	20	21	22 ●	25	26	27	28	29	15
Nov. 1 - Nov. 26	1	2	3	4	5	8	9	10	11 ▲	12	15	16	17	18	19	22 ▲	23 ▲	24 ▲	25 ▲	26 ▲	14
Nov. 29 - Dec. 24	29	30	1	2	3	6	7	8	9	10	13	14	15	16	17 ●	20 ▲	21 ▲	22 ▲	23 ▲	24 ▲	15
Dec. 27 - Jan. 21	27 ▲	28 ▲	29 ▲	30 ▲	31 ▲	3	4	5	6	7	10	11	12 ●	13 ●	14 ●	17 ▲	18	19	20	21	14
Jan. 24 - Feb. 18	24	25	26	27	28	31	1	2	3	4	7	8	9	10	11	14 ▲	15	16	17	18	19
Feb. 21 - Mar. 18	21 ▲	22	23	24	25	28	1	2	3	4	7	8	9	10	11	14	15	16	17	18 ●	19
Mar. 21 - Apr. 15	21	22	23	24	25	28	29	30	31	1	4	5	6	7	8	11 ▲	12 ▲	13 ▲	14 ▲	15 ▲	15
April 18 - May 13	18 ▲	19 ▲	20 ▲	21 ▲	22 ▲	25	26	27	28	29	2	3	4	5	6	9	10	11	12	13	15
May 16 - June 8	16	17	18	19	20	23	24	25	26	27	30 ▲	31	1	2	3 ●	6 ●	7 ●	8 ▼			16
																					178

- ▼ Teacher Workday
- ▲ Recess & Holidays
- Minimum Days

Quarters

August 12 - October 22 46 days
 October 25 - January 14 44 days
 January 18 - March 18 42 days
 March 21 - June 7 46 days

**Tentative Agreement #5
Between the
Vacaville Teachers Association
And the
Vacaville Unified School District**

The following shall become part of the Collective Bargaining Agreement upon ratification.

3.12 Mileage Reimbursement

Unit members shall be reimbursed for their mileage for travel to each additional work site assigned to them on the same work day. Unit members who are provided a District vehicle for work purposes shall not be reimbursed.

- 3.12.1** *The mileage stipend reimbursement shall be determined annually using the I.R.S. mileage rate in effect on July 1st of each school year.*
- 3.12.2** *Reimbursement shall be a monthly stipend for Psychologists, Nurses, Program Specialists, Content Area Specialists, and other specialized positions. The stipend amount shall be determined by collaboration between the unit member, their supervisor, and the Human Resources Department.*
- 3.12.3** *All other unit members assigned to multiple sites shall receive a monthly stipend determined by using a three (3) mile rate. This stipend amount shall take into account the daily miles driven, the number of days driven, and the I.R.S. mileage rate.*
- 3.12.4** *The Chief Human Resources Officer shall review the stipend reimbursement allocation annually with the VTA President prior to September 1st of each school year.*
- 3.12.5** *Unit members shall be notified of the total stipend amount by September 1st of each school year.*

The above document was signed January 8, 2010.

**Tentative Agreement #4
Between the
Vacaville Teachers Association
And the
Vacaville Unified School District**

The following shall become part of the Collective Bargaining Agreement upon ratification.

9.5 Elementary Preparation Release Teachers

- 9.5.1** *Elementary preparation release teachers are defined as physical education, general music, instrumental music, choral music, fine arts, and computer lab specialists providing preparation time for regular classroom elementary teachers.*

- 9.5.2** *Elementary preparation release teachers shall be assigned up to twenty-nine (29) sections per week.*
- 9.5.2.1** *A section is a single 1st through 6th grade class. The number of students per section shall not exceed the number of students registered in the class for which they are providing preparation time. (Any Special Day student who regularly attends that class is excluded from the limit.)*
- 9.5.2.1.1** *Preparation sections involving the performing arts and general music may be blended during the same preparation section time period. With the music/performing arts teacher permission, the section class size limit may be increased, but not exceed forty (40) students.*
- 9.5.2.2** *If a member is required to travel to different sites in a day, the member shall have their number of sections per week reduced by one (1) section for each additional site to which the member travels.*
- 9.5.2.2.1** *Every effort shall be made to limit the number of unit members required to travel to other sites within a year.*
- 9.5.2.2.2** *If itinerant unit members must travel between sites, members at the affected site shall be asked to volunteer. If there are no volunteers, the least senior member shall be selected to travel.*
- 9.5.3** *Sections shall consist of fifty (50) minute blocks for forty-five (45) minute preps. They shall be arranged so that elementary preparation teachers have time between classes.*

The above document was signed December 9, 2009.

**Tentative Agreement #3
Between the
Vacaville Teachers Association
And the
Vacaville Unified School District**

The following shall become part of the Collective Bargaining Agreement upon ratification.

16.3 Psychologists, Speech Therapists, Nurses, Counselors, Program Specialists

- 16.3.1** *When a unit member in Article 16.3 is on leave (Industrial (i.e. work related), Non-Industrial (i.e. Health, Child rearing) for more than fifteen (15) consecutive contract days during any one school year, the District will make every effort to hire a long term substitute to provide those services.*
- 16.3.2** *The District will make every effort to maintain a list of qualified individuals, including those qualified unit members, in the categories in Article 16.3 available to work on temporary basis.*
- 16.3.3** *Unit members shall be compensated at their per diem rate of pay.*

The above document was signed December 9, 2009.

**Tentative Agreement #2
Between the
Vacaville Teachers Association
And the
Vacaville Unified School District**

The following shall become part of the Collective Bargaining Agreement upon ratification.

4.1.5.6 *Elementary Preparation Release Teachers shall be provided three (3) forty-five (45) minute preparation periods per week during the student day.*

The above document was signed November 16, 2009.

**Tentative Agreement #1
Between the
Vacaville Teachers Association
And the
Vacaville Unified School District**

The following shall become part of the Collective Bargaining Agreement upon ratification.

7.5 *Reassignment of Itinerant Unit Members*

7.5.1 *Itinerant unit members are speech therapists, music teachers, elementary preparation release teachers, nurses, psychologists, resource specialists, and content area specialists.*

7.5.2 *Itinerant unit members shall be assigned according to District need.*

7.5.3 *Every effort will be made to limit the reassignment of itinerant unit members to only those reassignments necessary for the appropriate allocation of staff as determined by the designated administrator.*

The above document was signed November 16, 2009.

**Memorandum Of Understanding
Between the
Vacaville Teachers Association
And the
Vacaville Unified School District**

Concerning the establishment of the position of Community Day Specialist.

The Vacaville Teachers Association and the Vacaville Unified School District hereby do mutually agree to the following to new contract language which describes the practice and process for the establishment of the position of Community Day Specialist. The agreement includes the areas of salary, duty day, preparation time, work year, leave hours, hiring ratio, student contacts, and class size.

These changes shall become effective immediately and become permanent and be incorporated into the contract upon ratification of the 2008-2009 contract.

3.1 Salary Schedules

3.1.1.12 Community Day Specialist

4.1 Duty Day

4.1.1.12 Community Day Specialist 7.5 hours

4.3 Work Year

The work year shall be 184 days for a returning Community Day Specialist and 186 days for a new Community Day Specialist.

4.7.1 The following positions are considered by the nature of their duties to have preparation time: Counselors, Librarians, Nurses, Psychologists, Reading Specialists, Speech Therapists, Resource Teachers, Bilingual Specialists, Content Area Specialists, **Community Day Specialists**, and other certificated support personnel. These unit members will schedule their preparation time within their duty day as needed. Therefore, these unit members are not eligible to substitute for teachers during preparation periods.

6.1 Personal Leave Accounting

6.1.1.3 Psychologists, Community Day Specialists 90 hours

9.1.4 The hiring ratio for a Community Day Specialist shall be twenty to one (20:1).

9.3.4 The class size limit for a Community Day Specialist shall be twenty four (24) students. The student contact limit for a Community Day Specialist shall be forty (40) students.

The Salary Schedule for Community Day Specialist shall be in Appendix A, Section L. (see attached)

The above document and attached salary schedule (below) was signed May 15, 2008.

2007 - 08 School Year Salary Schedule

Community Day Specialist

	Class 1	Class 2	Class 3	with Mast.	with Mast.	Class 4	with Mast.	with Mast.	Class 5	with Mast.	with Mast.	Class 6	with Mast.	with Mast.
	BA	BA + 15	BA + 30	or P.H.D.	and P.H.D.	BA + 45	or P.H.D.	and P.H.D.	BA + 60	or P.H.D.	and P.H.D.	BA + 75	or P.H.D.	and P.H.D.
Step														
1	48,371	48,372	48,373	49,889	51,405	48,374	49,890	51,406	48,376	49,892	51,408	48,376	49,892	51,408
2	48,855	48,855	48,855	50,371	51,887	48,855	50,371	51,887	49,867	51,383	52,899	49,867	51,383	52,899
3	48,855	48,855	48,855	50,371	51,887	50,085	51,601	53,117	52,297	53,813	55,329	52,357	53,873	55,389
4	50,299	50,732	51,166	52,682	54,198	52,515	54,031	55,546	54,727	56,243	57,759	54,793	56,309	57,825
5	50,299	53,107	53,596	55,112	56,628	54,945	56,461	57,976	57,157	58,673	60,189	57,229	58,745	60,261
6	50,299	55,482	56,026	57,542	59,058	57,376	58,892	60,406	59,588	61,104	62,620	59,666	61,182	62,698
7	50,299	57,860	58,456	59,973	61,489	59,806	61,322	62,837	62,018	63,534	65,050	62,102	63,618	65,134
8	50,299	57,860	60,887	62,403	63,919	62,236	63,752	65,267	64,448	65,964	67,480	64,538	66,054	67,570
9	50,299	57,860	63,317	64,833	66,349	64,666	66,182	67,697	66,878	68,394	69,911	66,974	68,490	70,007
10	50,299	57,860	65,747	67,263	68,779	67,097	68,613	70,127	69,309	70,825	72,341	69,411	70,927	72,443
11	50,299	57,860	68,177	69,694	71,210	69,527	71,043	72,558	71,739	73,255	74,771	71,847	73,363	74,879
12	50,299	57,860	68,177	69,694	71,210	71,957	73,473	74,988	74,169	75,685	77,201	76,498	78,014	79,530
13	50,299	57,860	68,177	69,694	71,210	71,957	73,473	74,988	74,169	75,685	77,201	76,510	78,026	79,542
14	50,299	57,860	68,177	69,694	71,210	71,957	73,473	74,988	74,169	75,685	77,201	76,516	78,032	79,548
15	50,299	57,860	68,177	69,694	71,210	71,957	73,473	74,988	74,169	75,685	77,201	76,522	78,038	79,554
16	52,831	60,391	70,709	72,225	73,741	74,489	76,005	77,520	76,701	78,217	79,733	79,065	80,582	82,098
17	52,831	60,391	70,709	72,225	73,741	74,489	76,005	77,520	76,701	78,217	79,733	79,071	80,588	82,104
18	52,831	60,391	70,709	72,225	73,741	74,489	76,005	77,520	76,701	78,217	79,733	79,077	80,594	82,110
19	55,363	62,923	73,241	74,757	76,273	77,021	78,537	80,052	79,233	80,749	82,265	81,615	83,131	84,647
20	55,363	62,923	73,241	74,757	76,273	77,021	78,537	80,052	79,233	80,749	82,265	81,627	83,143	84,659
21	55,363	62,923	73,241	74,757	76,273	77,021	78,537	80,052	79,233	80,749	82,265	81,651	83,167	84,683
22	57,895	65,455	75,773	77,289	78,805	79,553	81,069	82,583	81,765	83,281	84,797	84,201	85,717	87,233
23	57,895	65,455	75,773	77,289	78,805	79,553	81,069	82,583	81,765	83,281	84,797	84,219	85,735	87,251
24	57,895	65,455	75,773	77,289	78,805	79,553	81,069	82,583	81,765	83,281	84,797	84,237	85,753	87,269
25	60,426	67,987	78,305	79,821	81,337	82,084	83,600	85,115	84,296	85,812	87,329	86,793	88,309	89,825
26	60,426	67,987	78,305	79,821	81,337	82,084	83,600	85,115	84,296	85,812	87,329	86,817	88,333	89,849
27	60,426	67,987	78,305	79,821	81,337	82,084	83,600	85,115	84,296	85,812	87,329	86,841	88,357	89,873
28	62,958	70,519	80,837	82,353	83,869	84,616	86,132	87,647	86,828	88,344	89,860	89,397	90,913	92,429
29	62,958	70,519	80,837	82,353	83,869	84,616	86,132	87,647	86,828	88,344	89,860	89,421	90,937	92,453
30	65,490	73,051	83,368	84,885	86,401	87,148	88,664	90,179	89,360	90,876	92,392	91,977	93,493	95,009
31 +	68,022	75,582	85,900	87,416	88,932	89,680	91,196	92,711	91,892	93,408	94,924	94,556	96,073	97,589