

ADMINISTRATOR SALARY SCHEDULE

FY17



Adopted this 27th day June, 2017

The School Board of Lee County, Florida

Signature on File
Superintendent of Schools

Signature on File
School Board Chairman

Board Approved

June 27, 2017

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1 This salary schedule covers all full or part-time administrators of The School District of Lee County, Florida.

2 **BENEFITS**

3 All part-time or full-time administrators working in a regularly established position will be eligible for enrollment in the Florida Retirement System,
4 eligible for social security credit and earn sick leave. All part-time or full-time administrators working on a twelve month schedule will be eligible
5 to earn vacation leave. All administrators scheduled to work thirty hours or more each week will be eligible for health and life insurance benefits.
6 Effective April 1, 2016, the Board shall contribute \$6,872.40 into Flex Credits for each employee who is eligible for Board Provided Benefits.
7 However, those employees working twenty hours or more as of April 23, 1996, will be grandfathered under the old eligibility requirement of twenty
8 hours per week and will retain this eligibility status for the duration of their continuous employment.

9 Administrators not eligible for the Florida Retirement System will be enrolled in the FICA Alternative Program. Participation in the FICA Alternative
10 Program is mandatory for these employees.

11 **HIRING RATE**

12 Employees currently on the Administrator Salary Schedule may retain the current salary step when moving to a different position within the
13 Administrator Salary Schedule.

14 **New Hire:** The first step of each pay grade shall be considered the normal hiring rate for administrators.

15 **Employees Moving to Administrator Position:** During FY17, an employee may bring 5 - 10 years of teaching years to equal placement on step
16 6 at the appropriate pay grade. An employee may bring teaching years (or related professional experience) greater than 10 years to equal placement
17 on step 7 at the appropriate pay grade. In no case shall a teacher receive a reduction in base pay when moving to an Assistant Principal position.
18 Non-Instructional employees may bring related work experience to the non-instructional administrative position in the same manner (i.e. Staff
19 moving to Assistant Director in a Department).

20 **Outside Administrators:** Practicing administrators from outside The School District of Lee County will be placed according to the following criteria:
21 Administrator Experience: 0 years = Step 1, 1 - 5 years = Step 6, 6 - 10 years = Step 8, 11 - 20 years = Step 10, 21 + years = Step 12

22 **Note:** The Superintendent has the authority to grant additional experience credit for determining step placement in areas of critical need.

23 **COMPENSATION**

24 For FY17 Only: To be eligible for the FY17 Administrator Market Adjustment, an employee must be an active administrator on the date of Board
25 approval. Eligible administrators will receive a 3% market adjustment, retroactive to July 1, 2016, or the effective date of any FY17
26 administrative hire.

27 **Additional Compensation for Turnaround Schools:**

28 Turnaround Principal: To be eligible for a Turnaround Principal position, an administrator must be an experienced principal and have received an
29 *Effective or Highly Effective* rating as determined by the School District of Lee County Administrator Evaluation System including the manager
30 portion and Value Added Model (VAM) or by an Administrator Evaluation from another Florida Public School District.

1 Senior Turnaround Principal: To be eligible for a Senior Turnaround Principal position, an administrator must have previously led a successful
 2 turnaround school and have received an *Effective* or *Highly Effective* rating as determined by the School District of Lee County Administrator
 3 Evaluation System including the manager portion and Value Added Model (VAM) or by an Administrator Evaluation from another Florida Public
 4 School District.

5 The turnaround principal and senior turnaround principal are selected as either a turnaround principal or senior turnaround principal and
 6 appointed by the Superintendent to a school as defined by Florida Statute 1008.33 or by the Superintendent. The Superintendent is authorized to
 7 offer an incentive, up to an additional \$10,000 above the base salary for three years, to this principal for the purposes of recruiting and retaining
 8 a high quality candidate for the position which would be retroactive to July 1, of the current fiscal year. The base supplement for the turnaround
 9 principal and senior turnaround principal additional compensation will be \$5,000. This is comprised of the \$5,000 in addition to the compensation
 10 based on need outlined below. Sixty percent (60%) of the base and additional compensation will be paid upon Board approval of the appointment,
 11 and the remaining forty percent (40%) will be paid at the conclusion of the school year, based on goal attainment of deliberate practice goals set by
 12 the supervisor. If the administrator stays employed by the District, and upon the Superintendent's annual reappointment recommendation at the
 13 turnaround school, the administrator will remain at the location for a minimum of three (3) school years.

14 **Student Population**

15 Under 500	Base
16 500-1000	\$1,000
17 1001-1500	\$2,000
18 1501+	\$3,000

Staff Population

Under 100 Instructional Staff	Base
Greater than 100 Instructional Staff	\$1,000

19 **Staff Composition**

20 5% or less new Instructional Staff	Base
21 And 25% or less 1-5 year Instructional Staff	
22 6% or higher new Instructional Staff	\$1,000
23 And 25% or more 1-5 year Instructional Staff	

24 **Upon entry:**

25 1 or less Instructional Staff rated <i>Needs Improvement</i> or <i>Unsatisfactory</i>	Base
26 Or greater Instructional Staff rated <i>Needs Improvement</i> or <i>Unsatisfactory</i>	\$500 per Instructional Staff Member

27 **Each year after:**

28 Increase of Instructional Staff rated <i>Highly Effective</i>	
29 as determined by the School District of Lee County	
30 Teacher Evaluation System including the	
31 manager portion and Value Added Model (VAM).	\$500 per Instructional Staff Member

32 **Unique School Challenge**

33 New Program	\$1,000
34 Major Construction or Renovation	\$1,000

1 For every subsequent year thereafter, in addition to the ratings outlined above, a turnaround principal and senior turnaround principal would be
2 eligible to receive a salary adjustment dependent, if the administrator receives an *Effective* or *Highly Effective* rating as determined by the total
3 School-based Administrator Evaluation System including the manager portion and Value Added Model (VAM) in accordance with the current
4 compensation system. Any administrator, including a turnaround principal or senior turnaround principal, who receives a *Needs Improvement* or
5 *Unsatisfactory* rating will not receive a salary adjustment.

6 Any additional compensation as outlined above shall be retroactive to July 1 of the current fiscal year if delayed due to the receipt of student
7 performance data.

8 If a turnaround principal or senior turnaround principal is no longer assigned to a designation of Focus or Priority that is made for the school by
9 the state as defined by Florida Statute 1008.33, then the administrator's compensation will be reviewed and adjusted to align with their new
10 position.

11 **Additional Compensation for Opportunity Schools:**

12 **FY17**

13 The opportunity schools for FY17 are Bonita Springs Elementary, Colonial Elementary, East Lee County High, Edgewood Academy, Fort Myers
14 Middle, Franklin Park, Harns Marsh Middle, James Stephens International Academy, Lehigh Elementary, Lehigh Acres Middle, Manatee
15 Elementary, Mirror Lakes Elementary, Orange River Elementary, Ray V. Pottorf Elementary, Sunshine Elementary and Tortuga Preserve
16 Elementary. These schools were identified by the Opportunity School Index which looks at 12 dimensions that are aligned with current research
17 on the characteristics of "Opportunity" schools. The principal and/or assistant principal at these locations would be eligible to receive up to a
18 \$1,500 bonus, if the administrator receives an Effective or Highly Effective rating as determined by the total School-based Administrator
19 Evaluation System including the manager portion and Value Added Model (VAM) in accordance with the current compensation system. Any
20 administrator who receives a Needs Improvement or Unsatisfactory rating will not be eligible to receive a bonus.

21 **Additional Compensation for Administrators on Assignment:**

22 A school based administrator appointed by the Superintendent to an administrator on assignment position shall be eligible to maintain their
23 student enrollment size supplement and school level supplement for the duration of their assignment.

24 **DIRECT DEPOSIT**

25 All administrative employees will be paid through direct deposit or district-provided pay card.

26 **PAY DELIVERY PROCEDURE**

27 Checks will be issued semi-monthly, on the 15th and last day of each month. However, when the scheduled payday falls on Saturday, Sunday, or
28 a holiday, personnel will be paid on the preceding workday. Employees who work less than twelve months per year shall be eligible for a paycheck
29 on the first payday that occurs after returning to work for the new school year. Employees who work less than twelve months per year will receive
30 an initial pay check reflecting a prorated amount based on the number of days worked in the pay period, not to exceed a full pay period amount.
31 Thereafter, paychecks representing a full pay period rate of the employee's annual salary will be issued semi-monthly. Twelve-month employees
32 shall receive their first paycheck representing a pay period rate on July 31; subsequent paychecks representing a pay period rate shall be issued

1 on the 15th and last day of each month through July 15th. Employees who are hired after the beginning of the normal work year shall receive
2 their first paycheck reflecting a prorated amount based on the number of days worked in the pay period, not to exceed a full pay period amount.

3 **PAYMENT IN ARREARS/LEAVE BUYOUT**

4 To improve operational efficiency, payroll accuracy, and implement additional payroll options for employees, the District will begin moving to the
5 payment in arrears system on July 1, 2016. As a result of the potential impact of the payment in arrears plan, the District will offer a sick/vacation
6 leave buyout for 12 month (255 day) employees. Eligible employees will be able to take advantage of a buyout of up to ten (10) days total of
7 combined sick and vacation leave. Advance sick leave may be used as part of this buyout. Eligible employees will be able to receive payment on
8 two dates to be determined, one prior to July 15, 2016 and one prior to November 15, 2016.

9 **PERSONAL LEAVE**

10 Each employee shall be allowed five days paid leave for personal reasons each year to be charged against accrued sick leave. Such leave shall not
11 accumulate.

12 **REEMPLOYMENT AFTER FRS RETIREMENT/DROP**

13 Effective July 1, 2010, the following provisions apply to retirees who return to employment with the District following regular retirement or
14 participation in the Florida Retirement System (FRS) Deferred Retirement Option Program (DROP):

15 An employee may not return to employment with an FRS-covered employer until they have been retired for six (6) calendar months. If an employee
16 returns to work during the next six (6) months after retirement/DROP termination, they must suspend further Pension Plan benefits for every
17 month they are employed during this period. The employee will be required to repay any benefits they received when benefits should have been
18 suspended. There are no reemployment exceptions. The employee is not eligible for renewed FRS membership.

19 **Base Compensation Rate:** Effective July 1, 2012, the base compensation rate for reemployed retirees shall be equal to the initial entry level pay
20 for the position for which the employee is hired.

21 **RETROACTIVE PAY**

22 In order to be eligible to receive retroactive pay, the employee must be working, on compensable leave or approved sick leave as of the date of Board
23 adoption of the salary schedule.

24 **TRANSFER OF SICK LEAVE**

25 Any employee shall be entitled to transfer sick leave credit from other Florida school districts. In order to use transferred sick leave credits, an
26 employee must match each day transferred with a sick leave day earned in Lee County (F.S.1012.61).

27 **SHARED SICK LEAVE**

28 All employees covered by this salary schedule may donate accrued, earned sick leave to his or her spouse (person to whom the donor is legally
29 married at the time of donation), child (natural or adopted, but not step-child), parent (mother or father of the donor employee), or sibling (brother
30 or sister of the donor employee, but not step-sister or step-brother) who is also a regular part-time or full-time District employee (not a temporary
31 employee or substitute).

32 The transfer of sick leave will be administered by the Payroll Department. Requests must be in writing to the Payroll Department. The letter of
33 request from the donor must include the total hours requested for transfer, name, and employee ID number of the intended recipient (recipient

1 must be in a position eligible to accrue leave), the work location of the intended recipient, the relationship of the intended recipient to the donating
2 employee, and the employee ID number and location of the employee writing the letter of request.

3 All accrued leave of the intended recipient must be depleted prior to the transfer. The maximum number of shared sick leave hours to be transferred
4 at one time will be calculated as follows: 20 days multiplied by the number of recipient work hours per day. Donated hours cannot be used by the
5 recipient for the purpose of terminal pay. Unused donated hours shall revert to the donor employee upon the recipient's return to work or
6 termination of employment. The recipient will not accrue leave while using donated hours. The donated leave must be used for illness only and
7 must be supported by medical verification from a physician upon request.

8 **SUMMER PROGRAM PERSONNEL**

9 Personnel hired for the specific purpose of working in the summer program shall be paid according to the Salary Schedule in effect at the beginning
10 of the summer program. Retroactive pay approved later by the Board shall not apply to this responsibility.

11 **SUPPLEMENTS**

12 See [Supplements](#) listing regarding administrator supplement listing for FY17.

JOB TITLES

Object Code	Position	JDE Locator Number	Work Year	Pay Grade	New/Revised Job Board/Org Approval Date
105.00	<u>Assistant Director</u>				
	Budget	A-21.10	255	13	09/08/2009
	Elementary Curriculum	TBD	255	13	06/27/2017
	Exceptional Student Education	A-21.20	255	13	05/15/2012
	Grants and Program Development	A-21.35	255	13	12/06/2011
	Information Technology Support	A-21.12	255	13	07/29/2010
	Intervention Services	A-21.09	255	13	04/29/2003
	Maintenance	A-21.11	255	13	05/02/2017
	Multi-Tiered System of Support, Attendance and Social Work	A-21.36	255	13	06/24/2014
	Professional Development	A-21.34	255	13	06/27/2017
	Recruitment	TBD	255	13	06/27/2017
	School Counseling Services	A-21.37	255	13	06/24/2014
	Secondary Curriculum and Staff Development	A-21.38	255	13	07/26/2016
	Transportation Operations	A-21.06	255	13	10/04/1988
107.00	<u>Assistant Principal</u>	A-36.01	206, 216, 226	12	04/02/2013
117.00	<u>Attorney</u>				
	Board Attorney	A-16.01	Contract	Contract	06/27/1996
	Staff Attorney	A-16.02	Contract	Contract	11/17/1996
108.00	<u>Chief</u>				
	Chief Academic Officer	C-3.02	<u>255</u>	<u>M</u>	07/26/2016
	Chief Business Officer	C-3.03	<u>255</u>	<u>M</u>	07/26/2016
	Chief Human Resources Officer	C-3.05	<u>255</u>	<u>M</u>	07/26/2016
	Chief Operations Officer	C-3.09	<u>255</u>	<u>M</u>	07/26/2016
	Chief of Staff	C-3.06	<u>255</u>	<u>M</u>	07/26/2016
	Chief Information Officer	C-3.07	<u>255</u>	<u>M</u>	07/26/2016
127.00	<u>Coordinator</u>	C-46.00	216, 255	12	

Object Code	Position	JDE Locator Number	Work Year	Pay Grade	New/Revised Job Board/Org Approval Date
133.00	Director Level I				
	Accountability	D-11.62	255	15	06/24/2014
	Adult & Career Education	D-11.65	255	15	03/17/2015
	Communications, Public Relations and Marketing	D-11.51	255	15	09/10/2014
	Elementary Curriculum	D-11.63	255	15	06/27/2017
	Exceptional Student Education	D-11.04	255	15	06/21/2011
	Facility Development and Programming Services	D-11.52	255	15	06/24/2014
	Financial Services	D-11.03	255	15	06/27/2013
	Food and Nutrition Services and District Warehouse Operations	D-11.45	255	15	09/08/2009
	Grants and Program Development	D-11.46	255	15	09/27/2006
	Application Services	D-11.45	255	15	04/18/2017
	Information Technology Support	D-11.45	255	15	09/08/2009
	Insurance & Benefits Management	D-11.11	255	15	06/24/2014
	Intervention Programs	D-11.45	255	15	07/01/2007
	Maintenance	D-11.53	255	15	05/02/2017
	Payroll	D-11.45	255	15	09/08/2009
	Procurement Services	D-11.45	255	15	09/08/2009
	Research & Assessment	D-11.25	255	15	06/24/2014
	Secondary Curriculum	D-11.64	255	15	06/27/2017
	Staffing & Talent Management	D-11.07	255	15	06/24/2014
	Strategic Planning and Community Engagement	TBD	255	15	06/27/2017
	Student Assignment	D-11.45	255	15	09/27/2006
	Student Services	D-11.12	255	15	06/27/2013
	Transportation Services	D-11.14	255	15	07/26/2016
	Turn Around Schools	D-11.59	255	15	06/27/2013
133.00	Director Level II				
	Recruitment	D-11.61	255	14	07/26/2016
	Enterprise Resource Planning (ERP)	D-11.54	255	14	06/27/2013
	Internal Auditing	D-11.46	255	14	10/07/2003
	Labor Relations	D-11.45	255	14	07/26/2016
	Planning, Growth, & Capacity	D-11.58	255	14	06/27/2013

Object Code	Position	JDE Locator Number	Work Year	Pay Grade	New/Revised Job Board/Org Approval Date
	Professional Standards & Equity	D-11.36	255	14	06/27/2013
	Public Service Programs	D-11.60	255	14	01/14/2014
	Safety and Security	D-11.57	255	14	09/23/2014
153.00	<u>Engineer</u>				
	Facilities Engineer	M-1.23	255	12	06/24/2014
	Building Services Engineer	E-1.06	255	10	05/02/2017
133.00	<u>Executive Director</u>				
	Academic & Student Support Services	TBD	255	M	06/27/2017
	Financial Services	E-12.07	255	M	09/08/2009
	Government and Community Relations	TBD	255	M	06/27/2017
	Infrastructure Services	TBD	255	M	06/27/2017
	Leadership, Professional Development, and Recruitment	TBD	255	M	06/27/2017
	Operational Planning and Project Management	E-12.15	255	M	03/21/2017
	School Development	E-12.10	255	M	06/27/2013
	Student Related Services	E-12.12	255	M	06/24/2014
	Strategic Partnerships and Community Engagement	E-12.13	255	M	07/26/2016
	Transportation Services	E-12.04	255	M	07/15/2005
	Turnaround Schools	E-12.14	255	M	09/13/2016
156.00	<u>Principal</u>	P-6.01	255	14	04/03/2013
156.00	<u>Principal On Assignment</u>	P-6.01	255	14	
156.00	<u>Principal, Turnaround School</u>	P-6.03	255	14	10/20/2015
178.00	<u>Program Administrator</u>				
	Grants and Program Development	P-12.05	255	12	06/03/2003
133.00	<u>Senior Director</u>				
	Technical Centers	SD-1.01	255	15	03/17/2015
153.00	<u>Senior Manager, Marketing and Sales</u>	SM-1.01	255	12	02/09/2016

Object Code	Position	JDE Locator Number	Work Year	Pay Grade	New/Revised Job Board/Org Approval Date
156.00	<u>Senior Principal</u>				
	Turnaround School	SP-1.01	255	15	10/20/2015
138.00	<u>Superintendent</u>	S-21.01	Contract	Contract	02/20/1990

SUPPLEMENT LISTING

STUDENT ENROLLMENT SIZE SUPPLEMENTS*

An enrollment size supplement shall be paid to the Principal and Assistant Principal positions based upon the school's pre-K - 12 enrollment measured at the 4th cycle of the prior year as follows:

P R I N C I P A L S**			A S S I S T A N T P R I N C I P A L S			
550	-	999	\$400	550	- 999	\$320
1000	-	1499	\$600	1000	- 1499	\$480
1500	-	1999	\$800	1500	- 1999	\$640
2000	-	2499	\$1,000	2000	- 2499	\$800

*Effective FY17, Student Enrollment Size Supplements include the Technical Centers and Southwest Florida Public Service Academy. The enrollment size supplement shall be paid based upon the average enrollment for the previous year for the time period of July 1st through June 1st.

**Effective FY17, Principals include the Senior Director, Technical Centers and Director, Public Service Programs.

SCHOOL LEVEL SUPPLEMENTS* (Component of base pay)

School level supplements shall be paid as follows:

P R I N C I P A L S*		A S S I S T A N T P R I N C I P A L S	
Elementary	\$2,500	Elementary	\$1,450
Middle	\$3,000	Middle	\$1,900
High	\$6,000	High	\$3,050
Special	\$2,500	Special	\$1,650
Technical Centers	\$2,500	Technical Centers	\$1,050

*Principals include the Senior Director, Technical Centers and Effective FY17; Director, Public Service Programs.

DEGREE SUPPLEMENTS (Component of base pay)

Degree supplements, other than Doctorate, shall be paid if the degree is not required in the job description.

*Doctorate	\$3,000
Specialist	\$2,000
Masters	\$500

*All administrator positions listed in the Administrator Salary Schedule shall be eligible for the Doctorate degree supplement.

For school administrators hired on or after July 1, 2011, credit for advanced degree held must be in the individual's area of certification and paid as a salary supplement.

PRINCIPAL LEAD SUPPLEMENT FOR FY17

Lead Principal: To be eligible for the Lead Principal supplement, a Principal must have four or more years of experience as a Principal one of which must be in the School District of Lee County; completed Principal Coaching training within the last three years and received an Effective or Highly Effective rating as determined by the School District of Lee County Administrator Evaluation System including the manager portion and Value Added Model (VAM).

The Principal Lead shall be eligible to receive a supplement up to \$6,000. Three thousand dollars (\$3,000) will be paid upon acceptance of the supplemental position and the remaining three thousand dollars (\$3,000) may be paid based upon receiving an Effective or Highly Effective rating in FY17 as determined by the School District of Lee County Administrator Evaluation System including the manager portion and Value Added Model (VAM).

ASSISTANT PRINCIPAL LEAD SUPPLEMENT FOR FY17 (CONTINGENT UPON AWARD OF FUNDING FOR FY 17 TEACHER INCENTIVE FUND)

Lead Assistant Principal: To be eligible for the Lead Assistant Principal supplement, an Assistant Principal must have four or more years of experience as an Assistant Principal one of which must be in the School District of Lee County; completed Principal Coaching training within the last three years and received an Effective or Highly Effective rating as determined by the School District of Lee County Administrator Evaluation System including the manager portion and Value Added Model (VAM). The Assistant Principal Lead shall be eligible to receive a supplement up to \$3,000. Fifteen hundred dollars (\$1,500) will be paid upon acceptance of the supplemental position and the remaining fifteen hundred dollars (\$1,500) may be paid based upon receiving an Effective or Highly Effective rating in FY17 as determined by the School District of Lee County Administrator Evaluation System including the manager portion and Value Added Model (VAM).

OTHER SUPPLEMENTS

Administrator assigned to District-Wide Curriculum/Special Area (Limit of one Administrator per curriculum area):	\$2,000
District Negotiating Team Members – Per Bargaining Unit: Chiefs are not eligible for this supplement.)	\$ 500
Principal opening a new school facility (Effective upon appointment and for the first full school year):	\$2,000
Assistant Principal opening a new school facility (Effective upon appointment and for the first full school year):	\$1,000

EXECUTIVE SALARY SCHEDULE

The range for executive positions former Pay Grades 16 – 20, will be between the minimum daily rate of \$373.44 and the maximum daily rate of \$579.69. The salary will be determined by the Executive Hiring Matrix. The Executive Hiring Matrix considers years of same experience, years of comparable experience, years of leadership experience, years of relevant community work, critical shortage areas, professional development, committee work, professional associations, high demand position, credentials and licensure, other degrees, publication, awards and recognitions, number of direct reports, number of total employees supervised.

ADMINISTRATOR PAY SCALE
 FY17 DAILY RATES
 (BASED ON AN 8-HOUR DAY)

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15	Step 16	Step 17	Step 18
10	261.43	264.06	266.69	269.36	272.05	274.77	277.54	280.29	283.09	285.93	288.80	291.67	294.59	297.53	300.51	303.51	306.54	309.61
11	279.73	282.54	285.35	288.20	291.09	294.00	296.94	299.90	302.92	305.93	308.99	312.09	315.22	318.36	321.55	324.77	328.02	331.30
12	299.32	302.30	305.33	308.37	311.45	314.58	317.73	320.91	324.11	327.36	330.63	333.95	337.27	340.66	344.04	347.50	350.98	354.49
13	320.25	323.46	326.71	329.97	333.28	336.60	339.97	343.36	346.80	350.27	353.79	357.32	360.88	364.50	368.15	371.82	375.54	379.29
14	342.67	346.10	349.56	353.05	356.58	360.16	363.76	367.39	371.07	374.77	378.52	382.29	386.13	389.98	393.88	397.81	401.78	405.79
15	366.66	370.34	374.05	377.77	381.55	385.37	389.22	393.12	397.04	401.04	405.04	409.09	413.18	417.29	421.47	425.68	429.95	434.24