

SUPPLEMENTAL AGREEMENT BETWEEN
**ANTELOPE VALLEY UNION
HIGH SCHOOL DISTRICT
BOARD OF TRUSTEES**

**CALIFORNIA SCHOOL
EMPLOYEE ASSOCIATION
AND ITS CHAPTER 612**

JULY 1, 2018 THROUGH JUNE 30, 2019



CSEA APPROVED
SEPTEMBER 13, 2018
BOARD APPROVED
OCTOBER 10, 2018

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ARTICLE 2

Salary

- 2.0 2018-19 School Year: CSEA Bargaining Unit Members will receive 1% (one percent) salary increase for the 2018-19 school year. See Salary Schedule, Appendix A. For the 2018-19 school year, the District will provide each unit member employed by the District on September 1, a one time off schedule payment equal to 2.5% (two and one half percent) of the unit members' base salary.
- 2.1 The District will continue earned annual salary increments.
- 2.2 In order for a new unit member to receive a step advance at the beginning of a new fiscal year, the unit member must have been employed on the first working day in January prior to the beginning of the new fiscal year.
- 2.3 Any payroll errors resulting in insufficient payment for a unit member in the bargaining unit shall be corrected, and a supplemental check issued, not later than five (5) working days after the unit member provides notice to the Payroll Department.
- 2.4 When a unit member is assigned out of his/her regular job classification to a higher paid job classification within the bargaining unit for a period of more than two (2) working days within a 15 calendar day period, the unit member's salary shall be adjusted upward to the unit member's step on the classification of the position to which he/she is temporarily assigned. This upward adjustment shall be effective for the entire period he/she is required to work out of his/her regular job classification in the higher paid job classification. Unit members up-graded to management positions shall receive pay at the unit members current step or 10% more, whichever is greater.
 - 2.4.1 Any payroll adjustment due a unit member in the bargaining unit as a result of working out of class, settlement of a grievance in favor of the unit member, recomputation of hours, or other reasons, other than procedural errors, shall be made either by supplemental check or be included in the next regular monthly check. Adjustments may not be made on earned salary advance.
- 2.5 Any unit member in the bargaining unit receiving a promotion to a position in the bargaining unit covered by provisions of this agreement shall remain, at least, on the same step as in his current assignment. Refer to Article 8, Promotions.
- 2.6 Unit members are entitled to receive longevity salary increases on a yearly basis at the completion of five (5) consecutive years of service. Unit members will remain on step 5 until eligible for longevity. Employees hired prior to July 1, 2002, and previously on the five (5) year longevity system (where a longevity increase was provided employees every 5 years, beginning at year 11), and who are in between the previous longevity steps, will begin receiving the yearly longevity increase at what would have been their next longevity step. In other words, for those employees hired prior to July 1, 2002, yearly longevity increases will begin at year 11, 16, 21, 26, or 31, whichever is applicable.

- 2.7 A unit member receiving a temporary upgrade shall not be paid less than the wage called for by his/her permanent classification and placement on the appropriate salary schedule. If a probationary unit member accepts a temporary upgrade to another classification, the District may extend the probationary period for a maximum of 45 additional days regardless of the length of time in the upgraded position.

2.8 **Professional Growth**

- 2.8.1 **Purpose:** To create a voluntary educational program which will assist unit members to improve or increase their job performance capabilities and to assist unit member's development for promotion within the District. The stipends will be awarded annually.
- 2.8.2 **Eligibility:** Credit for professional growth consideration will be limited to permanent, non-probationary, unit members whose most current annual evaluation at the time of initial application indicates a rating of "meets standards" or "exceeds standards." If no evaluation has been conducted in the previous twelve (12) months, a permanent unit member will be deemed eligible. Unit members receiving this consideration shall be rendered ineligible upon receiving an evaluation that indicates a rating of "needs improvement" for two (2) consecutive years, until such time as they next receive a positive evaluation.
- 2.8.3 **Initial Placement:** The first or initial placement in the stipend schedule (units of credit) shall be based on the following stipend chart:

Associate's degree	\$350
Associate's degree + 15 units	\$450
Associate's degree + 30 units	\$550
Associate's degree + 45 units	\$650
Associate's degree + 60 or Bachelor's degree	\$750
Master's degree	\$1,000

*Permanent unit members employed on the date of contract ratification, shall be placed on the stipend schedule based on existing units from accredited colleges or universities. Such unit members must submit their credits on or before December 1, 2018, to receive stipend in the 2019-19 school year.

- 2.8.4 **Additional Stipend Earnings:** Additional single, non-cumulative stipend increments may be awarded each year thereafter, per the above stipend chart. Additional stipend earnings shall be provided when any of the following conditions are met:

- 2.8.4.1 Units earned in course work are directly related to the unit member's assignment.
- 2.8.4.2 Units earned in course work increase the unit member's value to the District.

Unit members will submit course work on District approved form for additional stipend earnings. Course work requires prior approval by the Personnel Services Office. Approval shall not be arbitrarily or capriciously denied.

- 2.8.5 Submission Responsibility:** It shall be the responsibility of the each unit member to submit for professional growth credit and verification of completion (including grade received) of coursework to the Personnel Services Office at the appropriate time.
- 2.8.6 Time-lines:** All units of credit submitted to the Personnel Services Office for increment consideration shall be completed and submitted to the Personnel Services Office prior to September 1st of the year in which the increment is required and shall be considered only if the unit member has completed the coursework in a satisfactory manner (grade "C" or better). The Personnel Services Office will verify the unit member's submission prior to the stipend payment. Unit members failing to meet the deadline specified herein will not receive credit towards a professional growth stipend until the following year.
- 2.8.7 Earning of Credits:** Units of credit may be earned by being enrolled in educational instruction by an accredited community college, college or university. It is the unit member's responsibility to ensure that units of appropriate credit are being earned at an accredited community college, college or university acceptable to the District. All units presented for professional growth must be semester or equivalent, verified by official records of accredited colleges or universities. Quarter units shall be converted to semester units by multiplying the quarter unit by two-thirds ($2/3$). Unit members are encouraged to confirm with the Personnel Services Office the appropriateness of the community college, college or university prior to enrolling and beginning educational instruction.
- 2.8.8 Stipend:** Stipend shall be paid annually to the unit member in a lump sum (minus normal deductions) in November of each year, or as soon thereafter as practicable.

**Memorandum of Understanding
Between Antelope Valley Union High School District
and
California School Employees Association and its AVUHSD Chapter 612
Regarding Annual Agility Test**

This Memorandum of Understanding ("MOU") is entered into this September 6, 2018, by and between Antelope Valley Union High School District ("District") and California School Employees Association ("CSEA") and its AVUHSD Chapter 612 (collectively referred to herein as the "Parties") regarding an Annual Agility Test for campus supervisors

WHEREAS, the Parties are currently negotiating reopeners to the collective bargaining agreement ("CBA"), Article 13, Safety Conditions of Employment.

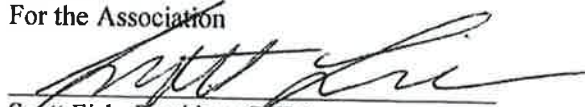
WHEREAS, the Parties have been negotiating terms to annual physical agility requirements for campus supervisors.

IT IS THEREFORE, NOW AGREED BY AND BETWEEN THE PARTIES THAT:

1. This MOU shall become effective on the date of its execution and approval by each party.
2. For the proposed language to Article 13, Safety Conditions of Employment to be effective, an agreement must be reached on the components of the Annual Agility Test (Appendix to Article 13.7) between the Parties, on or before September 1, 2019.
3. If the above contingency is met, and the Parties reach an agreement on the components of the Annual Agility Test, on or before September 1, 2019, the language, including the revised Article 13.7, Safety Conditions of Employment, and the Annual Agility Test Appendix, shall be incorporated into and become part of the CBA, going forward, with no additional negotiations.
4. This MOU is non-precedential, will not bind the Parties in any future action, whether under similar circumstances or not, and cannot be introduced in any grievance, arbitration, complaint, administrative or legal proceeding as evidence of past practice or intent of the parties or meaning or application of the CBA.

Agreed:

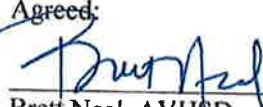
For the Association


Scott Fish, President CSEA

Date

9/6/18

Agreed:


Brett Neal, AVHSD

Assistant Superintendent, Personnel Services

Date

9/6/18

APPENDIX A

Salary Schedule

Range	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24
18	2634.46	2805.05	3006.41	3191.11	3351.41	3379.00	3430.56	3434.10	3461.73	3489.31	3515.88	3552.28	3587.58	3623.08	3658.46	3693.88	3730.54	3767.24	3803.93	3840.61	3877.30	3916.03	3954.78	3993.49
19	2662.67	2836.67	3041.07	3225.74	3386.20	3411.07	3463.92	3467.47	3495.10	3522.73	3550.36	3586.76	3622.16	3657.66	3693.04	3728.46	3765.12	3801.82	3838.52	3875.21	3911.91	3948.61	3985.31	4022.01
20	2690.88	2867.26	3073.11	3258.36	3419.46	3444.33	3497.18	3500.73	3528.36	3555.99	3583.62	3619.02	3654.42	3689.82	3725.22	3760.62	3796.02	3831.42	3866.82	3902.22	3937.62	3973.02	4008.42	4043.82
21	2719.94	2915.36	3117.99	3303.98	3465.86	3490.73	3543.58	3547.13	3574.76	3602.39	3629.02	3664.42	3700.82	3736.22	3771.62	3807.02	3842.42	3877.82	3913.22	3948.62	3984.02	4019.42	4054.82	4090.22
22	2776.63	2976.67	3180.98	3367.66	3529.94	3554.81	3607.66	3611.21	3638.84	3666.47	3694.10	3729.50	3765.90	3801.30	3836.70	3872.10	3907.50	3942.90	3978.30	4013.70	4049.10	4084.50	4119.90	4155.30
23	2805.05	3006.41	3191.11	3376.66	3538.94	3563.81	3616.66	3620.21	3647.84	3675.47	3703.10	3738.50	3774.90	3810.30	3845.70	3881.10	3916.50	3951.90	3987.30	4022.70	4058.10	4093.50	4128.90	4164.30
24	2833.67	3035.01	3225.74	3411.11	3573.46	3598.33	3651.18	3654.73	3682.36	3710.00	3737.63	3773.03	3808.43	3843.83	3879.23	3914.63	3950.03	3985.43	4020.83	4056.23	4091.63	4127.03	4162.43	4197.83
25	2862.29	3063.63	3253.49	3438.88	3601.26	3626.13	3678.98	3682.53	3710.16	3737.79	3765.42	3800.82	3836.22	3871.62	3907.02	3942.42	3977.82	4013.22	4048.62	4084.02	4119.42	4154.82	4190.22	4225.62
26	2890.91	3092.25	3282.11	3467.33	3629.71	3654.58	3707.43	3710.98	3738.61	3766.24	3793.87	3829.27	3864.67	3900.07	3935.47	3970.87	4006.27	4041.67	4077.07	4112.47	4147.87	4183.27	4218.67	4254.07
27	2919.53	3120.87	3310.73	3495.85	3658.23	3683.10	3735.95	3739.50	3767.13	3794.76	3822.39	3857.79	3893.19	3928.59	3963.99	3999.39	4034.79	4070.19	4105.59	4140.99	4176.39	4211.79	4247.19	4282.59
28	2948.15	3149.49	3339.35	3524.47	3686.85	3711.72	3764.57	3768.12	3795.75	3823.38	3851.01	3886.41	3921.81	3957.21	3992.61	4028.01	4063.41	4098.81	4134.21	4169.61	4205.01	4240.41	4275.81	4311.21
29	2976.77	3178.11	3367.97	3552.59	3714.97	3739.84	3792.69	3796.24	3823.87	3851.50	3879.13	3914.53	3950.93	3986.33	4021.73	4057.13	4092.53	4127.93	4163.33	4198.73	4234.13	4269.53	4304.93	4340.33
30	3005.39	3206.73	3396.59	3580.81	3743.21	3768.08	3820.93	3824.48	3852.11	3879.74	3907.37	3942.77	3978.17	4013.57	4048.97	4084.37	4119.77	4155.17	4190.57	4225.97	4261.37	4296.77	4332.17	4367.57
31	3034.01	3235.35	3425.15	3609.37	3771.77	3796.64	3849.49	3853.04	3880.67	3908.30	3935.93	3971.33	4006.73	4042.13	4077.53	4112.93	4148.33	4183.73	4219.13	4254.53	4289.93	4325.33	4360.73	4396.13
32	3062.63	3263.97	3453.77	3637.99	3799.39	3824.26	3877.11	3880.66	3908.29	3935.92	3963.55	4000.95	4036.35	4071.75	4107.15	4142.55	4177.95	4213.35	4248.75	4284.15	4319.55	4354.95	4390.35	4425.75
33	3091.25	3292.59	3482.39	3666.61	3828.01	3852.88	3905.73	3909.28	3936.91	3964.54	3992.17	4029.57	4064.97	4100.37	4135.77	4171.17	4206.57	4241.97	4277.37	4312.77	4348.17	4383.57	4418.97	4454.37
34	3119.87	3321.21	3511.01	3695.23	3856.63	3881.50	3934.35	3937.90	3965.53	3993.16	4020.79	4058.19	4093.59	4128.99	4164.39	4199.79	4235.19	4270.59	4305.99	4341.39	4376.79	4412.19	4447.59	4482.99
35	3148.49	3349.83	3539.63	3723.85	3885.25	3910.12	3962.97	3966.52	3994.15	4021.78	4049.41	4086.81	4122.21	4157.61	4193.01	4228.41	4263.81	4299.21	4334.61	4370.01	4405.41	4440.81	4476.21	4511.61
36	3177.11	3378.45	3568.25	3752.47	3913.87	3938.74	3991.59	3995.14	4022.77	4050.40	4078.03	4115.43	4150.83	4186.23	4221.63	4257.03	4292.43	4327.83	4363.23	4398.63	4434.03	4469.43	4504.83	4540.23
37	3205.73	3407.07	3596.87	3781.09	3942.49	3967.36	4020.21	4023.76	4051.39	4079.02	4106.65	4144.05	4179.45	4214.85	4250.25	4285.65	4321.05	4356.45	4391.85	4427.25	4462.65	4498.05	4533.45	4568.85
38	3234.35	3435.69	3625.49	3809.71	3971.11	3995.98	4048.83	4052.38	4080.01	4107.64	4135.27	4172.67	4208.07	4243.47	4278.87	4314.27	4349.67	4385.07	4420.47	4455.87	4491.27	4526.67	4562.07	4597.47
39	3262.97	3464.31	3654.11	3838.33	3999.73	4024.60	4077.45	4081.00	4108.63	4136.26	4163.89	4201.29	4236.69	4272.09	4307.49	4342.89	4378.29	4413.69	4449.09	4484.49	4519.89	4555.29	4590.69	4626.09
40	3291.59	3492.93	3682.73	3866.95	4028.35	4053.22	4106.07	4109.62	4137.25	4164.88	4192.51	4229.91	4265.31	4300.71	4336.11	4371.51	4406.91	4442.31	4477.71	4513.11	4548.51	4583.91	4619.31	4654.71
41	3320.21	3521.55	3711.35	3895.57	4056.97	4081.84	4134.69	4138.24	4165.87	4193.50	4221.13	4258.53	4293.93	4329.33	4364.73	4400.13	4435.53	4470.93	4506.33	4541.73	4577.13	4612.53	4647.93	4683.33
42	3348.83	3550.17	3740.00	3924.22	4085.62	4110.49	4163.35	4166.90	4194.53	4222.16	4259.79	4297.19	4332.59	4367.99	4403.39	4438.79	4474.19	4509.59	4544.99	4580.39	4615.79	4651.19	4686.59	4721.99
43	3377.45	3578.79	3768.62	3952.84	4114.24	4139.11	4191.97	4195.52	4223.15	4250.78	4288.41	4325.81	4361.21	4396.61	4432.01	4467.41	4502.81	4538.21	4573.61	4609.01	4644.41	4679.81	4715.21	4750.61
44	3406.07	3607.41	3797.24	3981.46	4142.86	4167.73	4220.59	4224.14	4251.77	4279.40	4316.80	4352.20	4387.60	4423.00	4458.40	4493.80	4529.20	4564.60	4600.00	4635.40	4670.80	4706.20	4741.60	4777.00
45	3434.69	3636.03	3825.86	4010.10	4171.50	4196.37	4249.23	4252.78	4280.41	4308.04	4345.44	4380.84	4416.24	4451.64	4487.04	4522.44	4557.84	4593.24	4628.64	4664.04	4699.44	4734.84	4770.24	4805.64
46	3463.31	3664.65	3854.48	4038.73	4199.13	4224.00	4276.86	4280.41	4308.04	4335.67	4373.07	4408.47	4443.87	4479.27	4514.67	4550.07	4585.47	4620.87	4656.27	4691.67	4727.07	4762.47	4797.87	4833.27
47	3491.93	3693.27	3883.10	4067.35	4227.75	4252.62	4305.48	4309.03	4336.66	4364.29	4401.69	4437.09	4472.49	4507.89	4543.29	4578.69	4614.09	4649.49	4684.89	4720.29	4755.69	4791.09	4826.49	4861.89
48	3520.55	3721.89	3911.72	4095.97	4256.37	4281.24	4334.10	4337.65	4365.28	4392.91	4430.31	4465.71	4501.11	4536.51	4571.91	4607.31	4642.71	4678.11	4713.51	4748.91	4784.31	4819.71	4855.11	4890.51
49	3549.17	3750.51	3940.34	4124.59	4284.99	4309.86	4362.72	4366.27	4393.90	4421.53	4458.93	4494.33	4529.73	4565.13	4600.53	4635.93	4671.33	4706.73	4742.13	4777.53	4812.93	4848.33	4883.73	4919.13
50	3577.79	3779.13	3968.96	4153.21	4313.61	4338.48	4391.34	4394.89	4422.52	4450.15	4487.55	4522.95	4558.35	4593.75	4629.15	4664.55	4700.95	4736.35	4771.75	4807.15	4842.55	4877.95	4913.35	4948.75
51	3606.41	3807.75	3997.58	4181.83	4342.23	4367.10	4419.96	4423.51	4451.14	4478.77	4516.17	4551.57	4586.97	4622.37	4657.77	4693.17	4728.57	4763.97	4799.37	4834.77	4870.17	4905.57	4940.97	4976.37
52	3635.03	3836.37	4026.20	4210.45	4370.85	4395.72	4448.58	4452.13	4479.76	4507.39	4544.79	4579.19	4614.59	4649.99	4685.39	4720.79	4756.19	4791.59	4826.99	4862.39	4897.79	4933.19	4968.59	5003.99
53	3663.65	3864.99	4054.82	4239.07	4399.47	4424.34	4477.20	4480.75	4508.38	4536.01	4573.41	4607.81	4643.21	4678.61	4714.01	4749.41	4784.81	4820.21	4855.61	4891.01	4926.41	4961.81	4997.21	5032.61
54	3692.27	3893.61	4083.44	4267.71	4428.11	4452.98	4505.84	4509.39	4537.02	4564.65	4602.05	4636.45	4671.85	4707.25	4742.65	4778.05	4813.45	4848.85	4884.25	4919.65	4955.05	4990.45	5025.85	5061.25
55	3720.89	3922.23	4112.06	4296.30	4456.70	4481.57	4534.43	4537.98	4565.61	4593.24	4630.64	4665.04	4700.44	4735.84	4771.24	4806.64	4842.04	4877.44	4912.84	4948.24	4983.64	5019.04	5054.44	5089.84
56	3749.51	3950.85	4140.68	4324.92	4485.32	4510.19	4563.05	4566.60	4594.23	4621.86	4659.26	4694.66	4730.06	4765.46	4800.86	4836.26	4871.66	4907.06	4942.46	4977.86	5013.26	5048.66	5084.06	5119.46
57	3778.13	3979.47	4169.30	4353.54	4513.94	4538.81	4591.67	4595.22	4622.85	4650.48	4687.88	4723.28	4758.68	4794.08	4829.48	4864.88	4900.28	4935.68	4971.08	5006.48	5041.88	5077.28	5112.68	5148.08
58	3806.75	4008.09	4197.92	4382.16	4542.56	4567.43	4620.29	4623.84	4651.47	4679.10	4716.50	4751.90	4787.30	4										

18	4032.23	4070.97	4111.49	4158.69	4203.07	4253.60	4309.29	4370.60	4438.42	4512.84	4593.29	4683.07	4783.60	4895.37	5019.66	5158.07	5311.71	5482.32	5661.66	5851.49	6052.66	6266.03	6495.57	6740.26	6999.99	7274.82	7565.75	7872.88	8196.21	8525.94	8867.27	9219.40	9582.43	9956.46	10341.49	10737.52	11144.55	11562.58	11991.61	12431.64	12882.67	13344.70	13817.73	14301.76	14796.79	15302.82	15819.85	16347.88	16886.91	17436.94	17997.97	18569.99	19153.02	19747.05	20352.08	20968.11	21595.14	22233.17	22882.20	23542.23	24213.26	24895.29	25588.32	26292.35	26997.38	27713.41	28440.44	29178.47	29927.50	30687.53	31458.56	32240.59	33033.62	33837.65	34652.68	35478.71	36315.74	37163.77	38022.80	38892.83	39773.86	40665.89	41568.92	42483.95	43411.98	44352.01	45304.04	46268.07	47243.10	48230.13	49228.16	50237.19	51257.22	52288.25	53329.28	54381.31	55444.34	56518.37	57603.40	58698.43	59804.46	60921.49	62049.52	63188.55	64338.58	65499.61	66671.64	67854.67	69048.70	70253.73	71469.76	72696.79	73934.82	75183.85	76443.88	77714.91	79096.94	80490.97	81896.00	83312.03	84739.06	86177.09	87626.12	89086.15	90557.18	92039.21	93532.24	95036.27	96551.30	98077.33	99614.36	101162.39	102722.42	104294.45	105878.48	107474.51	109082.54	110702.57	112334.60	113978.63	115634.66	117302.69	118982.72	120674.75	122379.78	124097.81	125828.84	127572.87	129329.90	131099.93	132882.96	134678.99	136487.02	138308.05	140142.08	141989.11	143849.14	145722.17	147608.20	149507.23	151419.26	153344.29	155282.32	157233.35	159197.38	161174.41	163164.44	165167.47	167183.50	169212.53	171254.56	173309.59	175377.62	177458.65	179552.68	181660.71	183782.74	185917.77	188065.80	190226.83	192399.86	194584.89	196781.92	198890.95	201011.98	203144.01	205287.04	207441.07	209606.10	211782.13	213969.16	216167.19	218376.22	220596.25	222827.28	225069.31	227322.34	229586.37	231861.40	234147.43	236444.46	238752.49	241071.52	243401.55	245742.58	248094.61	250457.64	252831.67	255216.70	257612.73	260019.76	262437.79	264866.82	267306.85	269757.88	272219.91	274692.94	277176.97	279671.00	282186.03	284712.06	287249.09	289797.12	292356.15	294926.18	297507.21	300099.24	302702.27	305316.30	307941.33	310577.36	313224.39	315882.42	318551.45	321231.48	323922.51	326624.54	329337.57	332061.60	334796.63	337542.66	340299.69	343067.72	345846.75	348636.78	351437.81	354249.84	357072.87	359906.90	362751.93	365607.96	368474.99	371352.02	374240.05	377139.08	380049.11	382970.14	385892.17	388825.20	391769.23	394724.26	397689.29	400664.32	403650.35	406647.38	409655.41	412674.44	415704.47	418745.50	421797.53	424860.56	427934.59	430919.62	433915.65	436922.68	439940.71	442969.74	446009.77	449060.80	452122.83	455195.86	458279.89	461364.92	464460.95	467567.98	470685.01	473813.04	476951.07	480099.10	483258.13	486427.16	489607.19	492797.22	495998.25	499209.28	502431.31	505664.34	508908.37	512163.40	515429.43	518706.46	521994.49	525293.52	528603.55	531924.58	535256.61	538599.64	541953.67	545318.70	548694.73	552081.76	555479.79	558888.82	562298.85	565719.88	569151.91	572594.94	576048.97	579513.00	582988.03	586473.06	589968.09	593473.12	596988.15	600513.18	604048.21	607593.24	611148.27	614713.30	618298.33	621893.36	625508.39	629133.42	632768.45	636413.48	640068.51	643733.54	647408.57	651093.60	654788.63	658493.66	662208.69	665933.72	669668.75	673413.78	677168.81	680933.84	684708.87	688493.90	692288.93	696093.96	699908.99	703733.02	707568.05	711413.08	715268.11	719133.14	723008.17	726893.20	730788.23	734693.26	738608.29	742533.32	746468.35	750413.38	754368.41	758333.44	762308.47	766293.50	770288.53	774293.56	778308.59	782333.62	786368.65	790413.68	794468.71	798533.74	802608.77	806693.80	810788.83	814893.86	819008.89	823133.92	827268.95	831413.98	835568.01	839733.04	843908.07	848093.10	852298.13	856513.16	860738.19	864973.22	869218.25	873473.28	877738.31	882013.34	886298.37	890593.40	894908.43	899233.46	903568.49	907913.52	912268.55	916633.58	921008.61	925393.64	929798.67	934213.70	938638.73	943073.76	947518.79	951973.82	956438.85	960913.88	965398.91	969893.94	974408.97	978933.00	983468.03	988013.06	992568.09	997133.12	1001798.15	1006873.18	1011958.21	1017053.24	1022168.27	1027293.30	1032428.33	1037573.36	1042728.39	1047893.42	1053068.45	1058253.48	1063448.51	1068653.54	1073868.57	1079093.60	1084318.63	1089553.66	1094798.69	1100053.72	1105318.75	1110593.78	1115878.81	1121173.84	1126478.87	1131793.90	1137118.93	1142453.96	1147798.99	1153153.02	1158518.05	1163893.08	1169278.11	1174673.14	1180078.17	1185493.20	1190918.23	1196353.26	1201798.29	1207253.32	1212718.35	1218193.38	1223678.41	1229173.44	1234688.47	1240213.50	1245758.53	1251313.56	1256878.59	1262453.62	1268038.65	1273633.68	1279248.71	1284873.74	1290508.77	1296153.80	1301808.83	1307473.86	1313148.89	1318833.92	1324528.95	1330233.98	1335948.01	1341673.04	1347408.07	1353153.10	1358918.13	1364693.16	1370488.19	1376293.22	1382118.25	1387953.28	1393808.31	1399673.34	1405558.37	1411453.40	1417368.43	1423293.46	1429228.49	1435173.52	1441128.55	1447093.58	1453068.61	1459053.64	1465058.67	1471073.70	1477108.73	1483153.76	1489208.79	1495273.82	1501348.85	1507433.88	1513528.91	1519633.94	1525748.97	1531873.00	1537998.03	1544133.06	1549278.09	1555433.12	1561598.15	1567773.18	1573958.21	1580153.24	1586368.27	1592593.30	1598828.33	1605073.36	1611328.39	1617593.42	1623868.45	1630153.48	1636448.51	1642753.54	1649078.57	1655403.60	1661738.63	1668083.66	1674428.69	1680783.72	1687148.75	1693523.78	1699908.81	1706303.84	1712708.87	1719123.90	1725548.93	1731983.96	1738428.99	1744883.02	1751348.05	1757823.08	1764308.11	1770803.14	1777318.17	1783843.20	1790378.23	1796923.26	1803478.29	1810043.32	1816618.35	1823203.38	1829798.41	1836403.44	1843018.47	1849643.50	1856288.53	1862943.56	1869608.59	1876283.62	1882968.65	1889663.68	1896368.71	1903083.74	1909808.77	1916543.80	1923288.83	1930043.86	1936808.89	1943583.92	1950368.95	1957163.98	1963968.01	1970783.04	1977608.07	1984443.10	1991288.13	1998143.16	2005008.19	2011883.22	2018768.25	2025663.28	2032568.31	2039483.34	2046408.37	2053343.40	2060288.43	2067243.46	2074208.49	2081183.52	2088168.55	2095163.58	2102178.61	2109203.64	2116238.67	2123283.70	2130338.73	2137403.76	2144478.79	2151563.82	2158658.85	2165763.88	2172878.91	2179993.94	2187118.97	2194253.00	2201398.03	2208553.06	2215718.09	2222893.12	2230078.15	2237273.18	2244478.21	2251693.24	2258918.27	2266153.30	2273408.33	2280673.36	2287948.39	2295233.42	2302528.45	2309833.48	2317148.51	2324473.54	2331808.57	2339153.60	2346508.63	2353873.66	2361248.69	2368633.72	2376028.75	2383433.78	2390848.81	2398273.84	2405708.87	2413153.90	2420608.93	2428073.96	2435548.99	2443033.02	2450528.05	2458033.08	2465548.11	2473073.14	2480618.17	2488173.20	2495738.23	2503313.26	2510908.29	2518523.32	2526148.35	2533783.38	2541428.41	2549083.44	2556748.47	2564423.50	2572108.53	2579803.56	2587518.59	2595243.62	2602978.65	2610723.68	2618488.71	2626263.74	2634058.77	2641873.80	2649708.83	2657553.86	2665408.89	2673273.92	2681148.95	2689033.98	2696928.01	2704843.04	2712778.07	2720733.10	2728708.13	2736693.16	2744698.19	2752723.22	2760768.25	2768833.28	2776908.31	2784993.34	2793098.37	2801213.40	2809348.43	2817493.46	2825658.49	2833833.52	2842028.55	2850233.58	2858458.61	2866693.64	2874938.67	2883193.70	2891458.73	2900733.76	2909028.79	2917333.82	2925658.85	2934003.88	2942368.91	2950743.94	2959138.97	2967543.00	2975968.03	2984403.06	2992858.09	3001323.12	3009808.15	3018313.18	3026838.21	3035373.24	3043928.27	3052493.30	3061078.33	3069683.36	3078318.39	3086973.42	3095648.45	3104333.48	3113038.51	3121753.54	3130488.57	3139243.60	3148018.63	3156813.66	3165638.69	3174483.72	3183348.75	3192233.78	3201138.81	3210063.84	3219008.87	3228073.90	3237158.93	3246263.96	3255398.99	3264563.02	3273758.05	3282983.08	3292238.11	3301513.14	3310818.17	3320143.20	3329488.23	3338853.26	3348238.29	3357643.32	3367068.35	3376513.38	3385988.41	3395493.44	3405028.47	3414593.50	3424188.53	3433813.56	3443468.59	3453153.62	3462868.65	3472613.68	3482398.71	3492213.74	3502058.77	3511933.80	3521838.83	3531763.86	3541718.89	3551693.92	3561688.95	3571703.98	3581738.01	3591793.04	3601868.07	3611963.10	3622078.13	3632203.16	3642348.19	3652513.22	3662698.25	3672903.28	3683138.31	3693393.34	3703668.37	3713963.40	3724288.43	3734633.46	3745008.49	3755413.52	3765848.55	3776313.58	3786818.61	3797353.64	3807928.67	3818533.70	3829168.73	3839833.76	3850538.79	3861273.82	3872048.85	3882853.88	3893698.91	3904573.94	3915488.97	3926433.00	3937418.03	3948433.06	3959478.09	3970553.12	3981668.15	3992813.18	4003998.21	4015213.24	4026468.27	4037753.30	4049078.33	4060433.36	4071828.39	4083253.42	4094718.45	4106223.48	4117768.51	4129353.54	4140978.57	4152643.60	4164358.63	4176113.66	4187918.69	4199763.72	4211658.75	4223593.78	4235578.81	4247603.84	4259678.87	4271753.90	4283868.93	4295993.96	4308148.99	4320333.02	4332558.05	4344823.08	4357138.11	4369493.14	4381898.17	4394343.20	4406838.23	4419373.26	4431958.29	44
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18	15.20	16.18	17.34	18.41	19.33	19.49	19.66	19.82	19.97	20.13	20.29	20.49	20.70	20.91	21.11	21.31	21.51	21.71	21.95	22.16	22.37	22.59	22.82	23.04
19	15.36	16.38	17.49	18.61	19.51	19.68	19.85	20.01	20.18	20.34	20.51	20.72	20.93	21.13	21.34	21.54	21.77	21.98	22.19	22.40	22.62	22.85	23.08	23.30
20	15.52	16.60	17.73	18.81	19.74	19.91	20.07	20.24	20.41	20.58	20.75	20.96	21.16	21.37	21.57	21.79	22.00	22.21	22.42	22.63	22.85	23.08	23.31	
21	15.77	16.82	17.99	19.06	20.00	20.17	20.34	20.50	20.68	20.84	21.01	21.22	21.43	21.64	21.87	22.08	22.29	22.50	22.71	22.92	23.16	23.39	23.62	
22	16.02	17.06	18.14	19.27	20.20	20.37	20.54	20.71	20.88	21.05	21.22	21.43	21.64	21.87	22.08	22.29	22.50	22.71	22.92	23.17	23.38	23.62	23.86	
23	16.18	17.34	18.41	19.44	20.41	20.58	20.75	20.92	21.09	21.26	21.43	21.64	21.86	22.07	22.29	22.50	22.71	22.92	23.18	23.41	23.63	23.87	24.10	
24	16.38	17.49	18.61	19.71	20.72	20.89	21.06	21.22	21.39	21.55	21.73	21.95	22.16	22.38	22.60	22.82	23.04	23.27	23.49	23.73	23.95	24.19	24.43	
25	16.71	17.73	18.81	19.92	20.91	21.08	21.25	21.43	21.60	21.78	21.96	22.17	22.39	22.60	22.83	23.04	23.27	23.49	23.74	23.97	24.20	24.45	24.70	
26	16.82	17.99	19.06	20.15	21.14	21.32	21.49	21.67	21.85	22.02	22.19	22.41	22.63	22.87	23.09	23.31	23.54	23.78	24.01	24.24	24.48	24.73	25.01	
27	17.06	18.14	19.27	20.30	21.33	21.53	21.71	21.88	22.06	22.23	22.40	22.62	22.85	23.07	23.29	23.51	23.75	23.98	24.23	24.47	24.71	24.98	25.20	
28	17.34	18.41	19.44	20.59	21.63	21.83	22.01	22.16	22.34	22.51	22.70	22.92	23.15	23.37	23.59	23.81	24.07	24.30	24.54	24.78	25.02	25.27	25.52	
29	17.49	18.61	19.71	20.76	21.80	21.98	22.16	22.34	22.52	22.71	22.89	23.11	23.34	23.56	23.80	24.02	24.26	24.50	24.74	24.98	25.22	25.47	25.73	
30	17.73	18.81	19.92	20.99	22.03	22.21	22.39	22.57	22.76	22.94	23.13	23.36	23.59	23.83	24.06	24.29	24.53	24.78	25.02	25.26	25.50	25.76	26.02	
31	17.99	19.06	20.15	21.14	22.19	22.38	22.56	22.76	22.95	23.12	23.31	23.54	23.77	24.00	24.23	24.45	24.70	24.94	25.18	25.43	25.67	25.93	26.19	
32	18.14	19.27	20.30	21.40	22.47	22.65	22.85	23.03	23.22	23.40	23.59	23.83	24.06	24.29	24.52	24.76	25.01	25.26	25.51	25.76	26.01	26.27	26.53	
33	18.41	19.44	20.59	21.63	22.72	22.90	23.09	23.28	23.46	23.65	23.85	24.08	24.31	24.55	24.79	25.03	25.28	25.53	25.79	26.04	26.29	26.55	26.81	
34	18.61	19.71	20.76	21.82	22.91	23.10	23.29	23.48	23.67	23.87	24.06	24.29	24.53	24.77	25.01	25.24	25.49	25.73	26.01	26.26	26.51	26.79	27.05	
35	18.81	19.92	20.99	22.08	23.17	23.36	23.55	23.75	23.95	24.14	24.35	24.57	24.83	25.07	25.31	25.56	25.82	26.07	26.32	26.57	26.84	27.10	27.37	
36	19.06	20.15	21.14	22.28	23.36	23.57	23.77	23.97	24.16	24.36	24.55	24.80	25.04	25.28	25.52	25.77	26.03	26.29	26.55	26.82	27.08	27.35	27.64	
37	19.27	20.30	21.38	22.41	23.54	23.75	23.94	24.14	24.33	24.52	24.73	24.97	25.22	25.47	25.72	25.97	26.22	26.48	26.74	27.00	27.25	27.52	27.80	
38	19.44	20.59	21.63	22.65	23.79	23.98	24.18	24.38	24.58	24.79	24.98	25.23	25.48	25.73	25.98	26.23	26.48	26.75	27.01	27.27	27.53	27.81	28.08	
39	19.71	20.76	21.82	22.95	24.09	24.29	24.49	24.70	24.90	25.10	25.30	25.55	25.81	26.06	26.31	26.55	26.83	27.10	27.36	27.63	27.91	28.18	28.45	
40	19.92	20.99	22.08	23.09	24.22	24.42	24.62	24.84	25.04	25.24	25.45	25.71	25.96	26.21	26.46	26.73	26.99	27.26	27.52	27.80	28.06	28.34	28.61	
41	20.15	21.14	22.28	23.36	24.53	24.74	24.94	25.14	25.34	25.54	25.76	26.02	26.27	26.53	26.80	27.06	27.33	27.59	27.86	28.13	28.39	28.68	28.97	
42	20.30	21.38	22.41	23.57	24.76	24.96	25.17	25.38	25.58	25.80	26.01	26.26	26.52	26.79	27.05	27.31	27.58	27.86	28.13	28.39	28.66	28.96	29.24	
43	20.59	21.63	22.65	23.77	24.96	25.17	25.37	25.58	25.80	26.00	26.21	26.47	26.74	27.00	27.26	27.52	27.80	28.08	28.35	28.62	28.91	29.19	29.48	
44	20.76	21.82	22.95	24.01	25.20	25.40	25.61	25.83	26.04	26.24	26.45	26.72	26.98	27.24	27.51	27.78	28.05	28.33	28.60	28.89	29.16	29.46	30.05	
45	20.99	22.08	23.09	24.19	25.29	25.49	25.69	25.92	26.13	26.34	26.55	26.82	27.09	27.36	27.63	27.90	28.17	28.45	28.73	29.02	29.30	29.68	30.28	
46	21.14	22.28	23.36	24.42	25.62	25.84	26.05	26.26	26.47	26.68	26.90	27.17	27.44	27.71	27.98	28.25	28.53	28.83	29.11	29.39	29.67	29.97	30.56	
47	21.54	22.41	23.57	24.66	25.90	26.12	26.33	26.54	26.77	26.98	27.19	27.47	27.75	28.02	28.29	28.56	28.85	29.13	29.41	29.70	29.99	30.28	30.89	
48	21.63	22.65	23.77	24.88	26.11	26.32	26.54	26.77	26.98	27.20	27.41	27.69	27.97	28.24	28.51	28.79	29.07	29.35	29.63	29.93	30.21	30.51	31.11	
49	21.82	22.95	24.01	25.03	26.29	26.51	26.74	26.96	27.17	27.39	27.61	27.89	28.16	28.43	28.71	28.99	29.28	29.57	29.86	30.15	30.44	30.74	31.34	
50	22.08	23.09	24.19	25.29	26.55	26.78	27.00	27.23	27.45	27.67	27.88	28.11	28.39	28.67	28.96	29.24	29.52	29.82	30.11	30.40	30.69	30.99	31.61	
51	22.28	23.36	24.42	25.47	26.80	27.02	27.23	27.45	27.67	27.90	28.11	28.39	28.67	28.96	29.24	29.52	29.82	30.11	30.40	30.69	30.99	31.30	31.92	
52	22.41	23.57	24.66	25.67	26.96	27.18	27.41	27.63	27.86	28.09	28.31	28.59	28.89	29.17	29.45	29.75	30.04	30.33	30.62	30.93	31.22	31.53	32.16	
53	22.65	23.77	24.86	25.94	27.22	27.44	27.67	27.90	28.13	28.35	28.57	28.87	29.15	29.43	29.72	30.01	30.31	30.60	30.91	31.21	31.51	31.83	32.45	
54	22.95	24.01	25.03	26.20	27.57	27.81	28.05	28.29	28.53	28.77	29.01	29.25	29.49	29.73	30.01	30.31	30.60	30.91	31.19	31.49	31.80	32.12	32.76	
55	23.09	24.19	25.29	26.33	27.76	27.99	28.12	28.34	28.57	28.81	29.04	29.32	29.61	29.91	30.19	30.48	30.79	31.09	31.40	31.70	32.01	32.33	32.97	
56	23.36	24.42	25.47	26.55	27.98	28.11	28.34	28.57	28.82	29.05	29.28	29.57	29.87	30.16	30.45	30.74	31.05	31.36	31.66	31.97	32.28	32.60	33.25	
57	23.57	24.66	25.67	26.80	28.11	28.35	28.58	28.83	29.07	29.30	29.54	29.84	30.13	30.42	30.71	31.01	31.31	31.62	31.94	32.24	32.55	32.88	33.53	
58	23.77	24.86	25.94	27.07	28.33	28.56	28.81	29.04	29.28	29.51	29.76	30.05	30.35	30.64	30.94	31.23	31.54	31.86	32.17	32.48	32.80	33.12	33.77	
59	24.01	25.03	26.20	27.22	28.57	28.81	29.05	29.29	29.53	29.77	30.01	30.31	30.60	30.91	31.21	31.51	31.83	32.14	32.45	32.76	33.09	33.41	34.08	
60	24.19	25.29	26.33	27.48	28.86	29.09	29.33	29.56	29.81	30.04	30.28	30.58	30.89	31.19	31.49	31.80	32.12	32.44	32.76	33.10	33.42	33.74	34.39	
61	24.43	25.53	26.60	27.76	29.14	29.38	29.62	29.87	30.10	30.34	30.58	30.90	31.20	31.50	31.82	32.13	32.44	32.76	33.09	33.43	33.75	34.07	34.73	
62	24.68	25.79	26.87	28.04	29.42	29.66	29.91	30.15	30.39	30.63	30.88	31.19	31.50	31.82	32.13	32.44	32.76	33.10	33.43	33.75	34.08	34.42	35.08	
63	24.92	26.05	27.13	28.32	29.72	29.97	30.22	30.46	30.71	30.96	31.21	31.51	31.83	32.14	32.45	32.76	33.10	33.43	33.76	34.09	34.42	34.76	35.44	
64	25.17	26.31	27.41	28.59	30.02	30.27	30.51	30.77	31.02	31.26	31.51	31.83	32.14	32.46	32.78	33.10	33.41	33.75	34.10	34.43	34.77	35.12	35.80	
65	25.42	26.57	27.68	28.88	30.32	30.57	30.83	31.07	31.32	31.57	31.83	32.14	32.46	32.78	33.10	33.41	33.75	34.10	34.44	34.77	35.12	35.46	36.16	
66	25.67	26.84	27.96	29.17	30.62	30.88	31.13	31.38	31.63	31.89	32.14	32.46	32.78	33.11	33.43	33.75	34.10	34.44	34.78	35.13	35.47	35.82	36.51	
67	25.93	27.10	28.24	29.46	30.93	31.24	31.50	31.75	32.02	32.27	32.53	32.79	33.12	33.44	33.76	34.09	34.43	34.78	35.13	35.48	35.83	36.18	36.89	
68	26.19	27.37	28.52	29.78	31.24	31.50	31.75	32.02	32.27	32.53	32.79	33.12	33.45	33.77	34.10	34.43	34.77	35.13	35.48	35.84	36.19	36.54	37.25	

18	23.26	23.48	27	23.96	24.19	30	24.42	31	24.65	32	24.91	33	25.15	34	25.40	35	25.64	36	25.90	37	26.15	38	26.41	39	26.66	40	26.93	41	27.18
19	23.52	23.76	23.99	24.22	24.46	24.70	24.93	25.18	25.43	25.68	25.93	26.18	26.43	26.68	26.93	27.18	27.43	27.68	27.93	28.18	28.43	28.68	28.93	29.18	29.43	29.68	29.93	30.18	30.43
20	23.78	24.01	24.24	24.48	24.72	24.96	25.20	25.45	25.69	25.93	26.18	26.42	26.67	26.91	27.16	27.40	27.65	27.89	28.14	28.38	28.63	28.87	29.11	29.36	29.60	29.85	30.09	30.33	30.58
21	24.09	24.32	24.56	24.81	25.05	25.29	25.53	25.78	26.02	26.26	26.50	26.75	26.99	27.23	27.48	27.72	27.96	28.21	28.45	28.69	28.94	29.18	29.42	29.67	29.91	30.15	30.39	30.63	30.88
22	24.33	24.56	24.81	25.06	25.31	25.56	25.81	26.07	26.31	26.56	26.81	27.06	27.31	27.56	27.81	28.06	28.31	28.56	28.81	29.06	29.31	29.56	29.81	30.06	30.31	30.56	30.81	31.06	31.31
23	24.58	24.80	25.05	25.30	25.55	25.81	26.06	26.31	26.56	26.81	27.06	27.31	27.56	27.81	28.06	28.31	28.56	28.81	29.06	29.31	29.56	29.81	30.06	30.31	30.56	30.81	31.06	31.31	31.56
24	24.93	25.17	25.41	25.66	25.92	26.17	26.42	26.68	26.93	27.18	27.43	27.68	27.93	28.18	28.43	28.68	28.93	29.18	29.43	29.68	29.93	30.18	30.43	30.68	30.93	31.18	31.43	31.68	31.93
25	25.18	25.42	25.65	25.90	26.15	26.40	26.65	26.90	27.15	27.40	27.65	27.90	28.15	28.40	28.65	28.90	29.15	29.40	29.65	29.90	30.15	30.40	30.65	30.90	31.15	31.40	31.65	31.90	32.15
26	25.45	25.69	25.93	26.18	26.43	26.68	26.93	27.18	27.43	27.68	27.93	28.18	28.43	28.68	28.93	29.18	29.43	29.68	29.93	30.18	30.43	30.68	30.93	31.18	31.43	31.68	31.93	32.18	32.43
27	25.69	25.94	26.19	26.45	26.70	26.97	27.22	27.49	27.77	28.04	28.31	28.58	28.87	29.16	29.44	29.72	30.01	30.30	30.59	30.88	31.17	31.46	31.75	32.04	32.33	32.62	32.91	33.20	33.49
28	26.02	26.27	26.53	26.80	27.06	27.32	27.58	27.87	28.15	28.42	28.70	28.99	29.27	29.56	29.85	30.14	30.43	30.72	31.01	31.30	31.59	31.88	32.17	32.46	32.75	33.04	33.33	33.62	33.91
29	26.23	26.47	26.75	27.01	27.27	27.53	27.81	28.08	28.36	28.63	28.92	29.20	29.48	29.76	30.05	30.34	30.63	30.92	31.21	31.50	31.79	32.08	32.37	32.66	32.95	33.24	33.53	33.82	34.11
30	26.53	26.80	27.06	27.32	27.58	27.85	28.11	28.39	28.67	28.95	29.23	29.51	29.79	30.07	30.35	30.63	30.91	31.19	31.47	31.75	32.03	32.31	32.59	32.87	33.15	33.43	33.71	33.99	34.27
31	26.70	26.96	27.23	27.50	27.77	28.04	28.31	28.59	28.88	29.16	29.44	29.72	30.01	30.29	30.57	30.85	31.13	31.41	31.69	31.97	32.25	32.53	32.81	33.09	33.37	33.65	33.93	34.21	34.49
32	27.06	27.32	27.59	27.87	28.14	28.41	28.68	28.96	29.24	29.52	29.80	30.08	30.36	30.64	30.92	31.20	31.48	31.76	32.04	32.32	32.60	32.88	33.16	33.44	33.72	34.00	34.28	34.56	34.84
33	27.33	27.58	27.87	28.15	28.42	28.70	28.99	29.27	29.56	29.85	30.14	30.43	30.72	31.01	31.29	31.57	31.85	32.13	32.41	32.69	32.97	33.25	33.53	33.81	34.09	34.37	34.65	34.93	35.21
34	27.58	27.86	28.13	28.40	28.67	28.96	29.23	29.52	29.82	30.11	30.40	30.69	30.98	31.27	31.56	31.85	32.14	32.43	32.72	33.01	33.30	33.59	33.88	34.17	34.46	34.75	35.04	35.33	35.62
35	27.92	28.19	28.46	28.75	29.02	29.30	29.57	29.88	30.17	30.46	30.75	31.04	31.33	31.62	31.91	32.20	32.49	32.78	33.07	33.36	33.65	33.94	34.23	34.52	34.81	35.10	35.39	35.68	35.97
36	28.17	28.44	28.72	29.01	29.29	29.57	29.86	30.16	30.45	30.74	31.03	31.32	31.61	31.90	32.19	32.48	32.77	33.06	33.35	33.64	33.93	34.22	34.51	34.80	35.09	35.38	35.67	35.96	36.25
37	28.34	28.60	28.90	29.18	29.47	29.76	30.05	30.34	30.64	30.93	31.22	31.51	31.80	32.09	32.38	32.67	32.96	33.25	33.54	33.83	34.12	34.41	34.70	34.99	35.28	35.57	35.86	36.15	36.44
38	28.63	28.91	29.20	29.49	29.79	30.08	30.37	30.67	30.96	31.26	31.55	31.84	32.13	32.42	32.71	33.00	33.29	33.58	33.87	34.16	34.45	34.74	35.03	35.32	35.61	35.90	36.19	36.48	36.77
39	29.01	29.28	29.57	29.87	30.17	30.46	30.76	31.06	31.37	31.67	31.97	32.27	32.57	32.87	33.17	33.47	33.77	34.07	34.37	34.67	34.97	35.27	35.57	35.87	36.17	36.47	36.77	37.07	37.37
40	29.17	29.45	29.75	30.04	30.33	30.62	30.92	31.23	31.53	31.85	32.16	32.46	32.76	33.06	33.37	33.67	33.97	34.27	34.57	34.87	35.17	35.47	35.77	36.07	36.37	36.67	36.97	37.27	37.57
41	29.54	29.83	30.13	30.42	30.72	31.02	31.32	31.63	31.93	32.23	32.53	32.83	33.13	33.43	33.73	34.03	34.33	34.63	34.93	35.23	35.53	35.83	36.13	36.43	36.73	37.03	37.33	37.63	37.93
42	29.82	30.10	30.40	30.69	31.00	31.29	31.59	31.91	32.22	32.53	32.84	33.15	33.46	33.77	34.08	34.39	34.70	35.01	35.32	35.63	35.94	36.25	36.56	36.87	37.18	37.49	37.80	38.11	38.42
43	30.07	30.35	30.65	30.96	31.26	31.56	31.87	32.18	32.48	32.81	33.12	33.44	33.76	34.08	34.40	34.72	35.04	35.36	35.68	36.00	36.32	36.64	36.96	37.28	37.60	37.92	38.24	38.56	38.88
44	30.35	30.64	30.95	31.25	31.55	31.86	32.17	32.48	32.81	33.12	33.44	33.76	34.08	34.40	34.72	35.04	35.36	35.68	36.00	36.32	36.64	36.96	37.28	37.60	37.92	38.24	38.56	38.88	39.20
45	30.57	30.87	31.17	31.48	31.79	32.10	32.40	32.71	33.02	33.33	33.64	33.95	34.26	34.57	34.88	35.19	35.50	35.81	36.12	36.43	36.74	37.05	37.36	37.67	37.98	38.29	38.60	38.91	39.22
46	30.86	31.15	31.46	31.78	32.09	32.40	32.71	33.04	33.37	33.69	34.03	34.35	34.68	35.01	35.34	35.67	36.00	36.33	36.66	36.99	37.32	37.65	37.98	38.31	38.64	38.97	39.30	39.63	39.96
47	31.19	31.48	31.81	32.12	32.43	32.74	33.06	33.39	33.72	34.06	34.38	34.71	35.04	35.38	35.71	36.04	36.37	36.70	37.03	37.36	37.69	38.02	38.35	38.68	39.01	39.34	39.67	40.00	40.33
48	31.41	31.71	32.04	32.36	32.68	33.00	33.32	33.65	33.99	34.32	34.65	34.99	35.32	35.65	35.99	36.32	36.65	36.98	37.31	37.64	37.97	38.30	38.63	38.96	39.29	39.62	39.95	40.28	40.61
49	31.64	31.96	32.29	32.62	32.95	33.28	33.61	33.94	34.27	34.60	34.94	35.28	35.61	35.95	36.29	36.63	36.97	37.31	37.65	37.99	38.33	38.67	39.01	39.35	39.69	40.03	40.37	40.71	41.05
50	31.97	32.28	32.60	32.93	33.25	33.57	33.90	34.23	34.56	34.91	35.24	35.59	35.93	36.27	36.61	36.95	37.29	37.63	37.97	38.31	38.65	38.99	39.33	39.67	40.01	40.35	40.69	41.03	41.37
51	32.23	32.53	32.87	33.20	33.52	33.86	34.18	34.52	34.87	35.21	35.55	35.89	36.24	36.58	36.92	37.26	37.60	37.94	38.28	38.62	38.96	39.30	39.64	39.98	40.32	40.66	41.00	41.34	41.68
52	32.47	32.79	33.12	33.44	33.77	34.10	34.42	34.76	35.11	35.45	35.79	36.14	36.48	36.83	37.17	37.51	37.85	38.19	38.53	38.87	39.21	39.55	39.89	40.23	40.57	40.91	41.25	41.59	41.93
53	32.76	33.09	33.41	33.74	34.08	34.40	34.73	35.08	35.43	35.77	36.13	36.47	36.84	37.21	37.57	37.94	38.30	38.66	39.02	39.38	39.74	40.10	40.46	40.82	41.18	41.54	41.90	42.26	42.62
54	33.10	33.42	33.75	34.09	34.42	34.75	35.08	35.43	35.77	36.14	36.48	36.84	37.21	37.57	37.94	38.30	38.66	39.02	39.38	39.74	40.10	40.46	40.82	41.18	41.54	41.90	42.26	42.62	42.98
55	33.28	33.60	33.94	34.27	34.60	34.94	35.28	35.63	35.99	36.34	36.69	37.05	37.41	37.78	38.13	38.51	38.89	39.26	39.64	40.02	40.40	40.78	41.16	41.54	41.92	42.30	42.68	43.06	43.44
56	33.57	33.90	34.24	34.58	34.93	35.27	35.61	35.97	36.32	36.67	37.03	37.38	37.75	38.13	38.51	38.89	39.26	39.64	40.02	40.40	40.78	41.16	41.54	41.92	42.30	42.68	43.06	43.44	43.82
57	33.86	34.18	34.52	34.87	35.21	35.55	35.90	36.26	36.61	36.97	37.33	37.68	38.07	38.44	38.81	39.20	39.57	39.95	40.33	40.71	41.09	41.47	41.85	42.23	42.61	42.99	43.37	43.75	44.13
58	34.11	34.43	34.77	35.12	35.46	35.79	36.14	36.50	36.87	37.23	37.59	37.96	38.33	38.71	39.09	39.47	39.85	40.23	40.61	40.99	41.37	41.75	42.13	42.51	42.89	43.27	43.65	44.03	44.41
59	3																												

ANTELOPE VALLEY UNION HIGH SCHOOL DISTRICT SUMMARY OF CLASSIFICATIONS

Classification Position

CAMPUS SUPERVISOR:

45 Campus Supervisor I

30 Campus Security Supervisor

Educational Salary Incentive Program: One salary classification level increase not to exceed 5 total shall be granted upon employment or at the beginning of the pay period following receipt by the Personnel Services Office of certification of completion of course work listed below (or in service training) approved for salary advancement. Present campus security supervisors who have completed the classes shall also be given credit for salary advancement purposes.

1. Completion of 3 units of approved College credit (2 units Safety Education/First Aid)

* Narcotics Control (AVCC)

* Juvenile Procedure (AVCC)

* Ethnic Relations (AVCC)

* Others as approved

2. Completion of 45 forty-five hours of training in the Adult Education program or in-service training

CUSTODIAN/MAINTENANCE PERSONNEL:

66 Heating, Ventilation, Air Conditioning Specialist

64 Maintenance 1 Coordinators

Electrical/Utility Specialist

62 Heating, Ventilation, Air Conditioning Mechanic I

56 Heating, Ventilation, Air Conditioning Mechanic

55 Carpenter/Utility

Painter/Utility

Maintenance I

Plumber

51 Maintenance II

50 Storekeeper I

43 Senior Custodian

40 Storekeeper II

35 Storekeeper III

Groundskeeper I

30 Locker Room Attendant

Cafeteria Custodian

Custodian I

Office Custodian/Security

28 Groundskeeper II

27 Custodian II

FOOD SERVICES PERSONNEL:

24/18 Food Services Assistant ROP

The following unit members will be paid by the hour for hours worked. Cafeteria employees are not entitled to any free meals and shall be required to pay for any meals consumed, at the established rate.

100 Cafeteria Helper

101 Pastry Cook

102 Lead Cafeteria Helper

Cook

PARAPROFESSIONALS:

36 Early Childhood Development Specialist

30 Paraeducator - Health Care

Paraeducator - Translator

Paraeducator - Interpreter

29 Paraeducator - Behavior Management

27/21 Bilingual Instructional Aide (Higher Classification with Certificate or AA Degree or above)

26 Paraeducator- Severe

Special Education Instructional Aide

24/18 Instructional Aide (Higher Classification with Certificate or AA Degree or above)

18 Infant/Toddler Attendant

APPENDIX A-1 CONTINUED

CLERICAL/TECHNICAL PERSONNEL:

80	Data Services Specialist
	Media Theater Technician
72	Media Network Technician
	Mental Health Therapist
64	Software Support Specialist
60	Title V Program Specialist
	Buyer
58	Hardware Support Specialist
53	Payroll Account Technician
	PINCO Buyer
52	District Data Specialist
50	Personal Computer Repair Technician
45	District Data Technician
43	Site Data Technician
	Facilities Development Technician I
	Senior Accountant – <i>confidential</i>
	Senior Account Technician
	Site Accountant
	Categorical Account Technician
	Community Attendance Worker
41	Registrar
39	Special Education Nurse Technician
38	Accounting Technician
	Community Outreach Coordinator
	Development Technician
	Facilities Development Technician
	Pupil Services Technician
	Senior Clerk/Work Experience
37	Bilingual Secretary I
	Bilingual Secretary II
35	Secretary I
	Secretary II
	Categorical Bookkeeper
	Library Media Technician
	Health Office Technician
	Professional Development Specialist
	ROP and Student Employment Specialist
	School to Careers Specialist
34	Senior Attendance Clerk
33	Accounts Payable Clerk
32	ROP Technician
31	Computer Lab Assistant
30	Independent Study Clerk
	Transition Specialist
	Job Developer
29	Career Center Technician
	Learning Center Technician
28	ASB Clerk Typist
	Attendance Technician
	Bilingual Intermediate Clerk
	Guidance Office Clerk
26	Intermediate Clerk
	Recruiter
24	Coordinator of Volunteer Services
22	College Liaison Clerk Typist
	Intermediate Clerk Typist