Exhibit No. 4251.10(3)

## CLOVIS UNIFIED SCHOOL DISTRICT

PERSONNEL Classified

#### **CLASSIFIED COMPENSATION AND CONTRACTS**

### **CLASSIFIED NON-OPERATIONS UNIT SALARY SCHEDULE**

The Classified Non-Operations Unit Salary Schedule is set forth on the following page.

Adopted: 07/01/2001

Amended: 11/01/2001, 07/01/2004, 10/26/2005, 10/11/2006, 11/14/2007, 08/29/2008 (fiscal

year), 06/01/2010, 07/14/2011, 04/11/2012, 07/01/2013, 07/01/2014, 07/15/2015,

01/01/2016, 07/01/2016, 01/01/2017, 07/01/2017, 01/01/2018, 07/01/2018, 07/01/2019, 07/01/2020, 07/01/2021 (EXH 6405(3) renumbered as EXH 4251.10(3)), 07/01/2022, 08/31/2022 (amendment effective 07/01/2022)

Doc# 46742-8 (08/2022, None)



### **EXHIBIT NO. 4251.10(3)**

## CLASSIFIED NON-OPERATIONS UNIT SALARY SCHEDULE 2022-2023

Hr.	Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
O2		Hr.	Hr.	Hr.	Hr.	Hr.	Hr.	Hr.	Hr.
03   \$16.68   \$17.15   \$18.05   \$18.66   \$19.16   \$19.16   \$20.21   \$20.78     04   \$17.11   \$17.59   \$18.05   \$18.66   \$19.12   \$19.66   \$20.21   \$20.78     05   \$17.56   \$18.05   \$18.56   \$19.08   \$19.12   \$19.66   \$20.17   \$20.73   \$21.32     06   \$18.02   \$18.52   \$19.04   \$19.58   \$50.13   \$20.69   \$21.27   \$21.87     07   \$18.48   \$19.00   \$19.54   \$20.09   \$20.65   \$21.23   \$21.33   \$22.34     08   \$18.96   \$19.50   \$20.04   \$20.61   \$21.19   \$21.78   \$22.39   \$23.02     09   \$19.46   \$20.00   \$20.57   \$21.14   \$21.74   \$22.35   \$22.98   \$23.62     10   \$19.96   \$20.52   \$21.10   \$21.69   \$22.30   \$22.33   \$22.33   \$22.44     11   \$20.48   \$27.106   \$21.65   \$22.26   \$22.88   \$23.33   \$24.19   \$24.82   \$24.11     12   \$21.01   \$21.61   \$22.21   \$22.84   \$23.48   \$24.14   \$24.82   \$25.51     13   \$21.56   \$22.17   \$22.79   \$23.43   \$24.09   \$24.77   \$25.46   \$26.18     14   \$22.12   \$22.74   \$23.38   \$24.04   \$24.71   \$25.44   \$26.12     15   \$22.21   \$22.74   \$23.38   \$24.04   \$24.71   \$25.44   \$26.12   \$26.86     15   \$22.270   \$23.33   \$23.99   \$24.66   \$25.36   \$26.07   \$26.80   \$27.56      16   \$23.29   \$23.94   \$24.61   \$25.31   \$26.02   \$26.75   \$27.50   \$28.27      18   \$24.51   \$25.20   \$25.91   \$26.64   \$27.39   \$28.16   \$28.95   \$29.76      19   \$25.15   \$25.86   \$26.58   \$27.33   \$28.10   \$28.89   \$29.70      20   \$25.80   \$26.53   \$27.28   \$28.80   \$27.39   \$28.16   \$28.95   \$29.76      20   \$25.80   \$26.53   \$27.28   \$28.80   \$27.39   \$28.16   \$28.95   \$29.76      21   \$26.48   \$27.22   \$27.99   \$28.77   \$29.58   \$30.41   \$31.27   \$32.14      22   \$27.16   \$27.93   \$28.71   \$29.52   \$30.35   \$31.20   \$32.08   \$32.98      23   \$27.87   \$28.65   \$29.46   \$30.29   \$31.14   \$32.01   \$33.84      24   \$28.60   \$29.40   \$30.22   \$31.07   \$31.45   \$32.01   \$33.84      24   \$28.86   \$29.40   \$30.29   \$31.14   \$32.01   \$33.84      24   \$28.86   \$29.40   \$30.29   \$31.14   \$32.01   \$32.91   \$33.84      24   \$28.86   \$29.40   \$30.29   \$31.44   \$34.88   \$39.94      25   \$29.34   \$30.16   \$31.01   \$31.88	01	\$15.85	\$16.29	\$16.75	\$17.22	\$17.70	\$18.20	\$18.71	\$19.24
04         \$17.11         \$17.59         \$18.09         \$18.60         \$19.62         \$20.21         \$20.73         \$21.32           05         \$17.56         \$18.05         \$18.55         \$19.08         \$19.62         \$20.17         \$20.23         \$21.32           06         \$18.02         \$18.52         \$19.04         \$19.58         \$20.13         \$20.69         \$21.27         \$21.33         \$22.44           08         \$18.96         \$19.50         \$20.00         \$20.65         \$21.21         \$21.78         \$22.39         \$23.36           09         \$19.46         \$20.00         \$20.57         \$21.14         \$21.74         \$22.35         \$22.35         \$23.36         \$22.41           10         \$19.96         \$20.52         \$21.10         \$21.69         \$22.30         \$22.33         \$23.37         \$24.24           11         \$20.48         \$21.01         \$21.61         \$22.21         \$22.84         \$23.34         \$24.14         \$24.22         \$23.33         \$24.04         \$24.77         \$25.41         \$24.82         \$25.51           13         \$21.56         \$22.27         \$23.38         \$24.04         \$24.71         \$25.41         \$26.80         \$27.56	02	\$16.26	\$16.71	\$17.18	\$17.67	\$18.16	\$18.67	\$19.20	\$19.74
05   \$17.56   \$18.05   \$18.56   \$19.08   \$19.62   \$20.17   \$20.73   \$21.32     06   \$18.02   \$18.52   \$19.04   \$19.58   \$20.13   \$20.69   \$21.27   \$21.87     07   \$18.48   \$19.00   \$19.54   \$20.09   \$20.65   \$21.23   \$21.83   \$22.44     08   \$18.96   \$19.50   \$20.04   \$20.061   \$21.19   \$21.78   \$22.39   \$23.02     09   \$19.46   \$20.00   \$20.57   \$21.14   \$21.74   \$22.35   \$22.98   \$23.62     10   \$19.96   \$20.52   \$21.10   \$21.69   \$22.30   \$22.23   \$22.35   \$22.98   \$23.65     11   \$20.48   \$21.06   \$22.15   \$22.26   \$22.88   \$23.33   \$24.19   \$24.82     12   \$21.01   \$21.61   \$22.21   \$22.84   \$23.48   \$24.14   \$24.82   \$25.51     13   \$21.56   \$22.17   \$22.79   \$23.43   \$24.09   \$24.77   \$25.46   \$26.18     14   \$22.12   \$22.74   \$23.38   \$24.04   \$24.73   \$25.41   \$26.12   \$26.18     14   \$22.12   \$22.74   \$23.38   \$24.04   \$24.77   \$25.46   \$26.18     15   \$22.70   \$23.33   \$23.99   \$24.66   \$25.36   \$26.07   \$26.80   \$27.56     16   \$23.29   \$23.94   \$24.61   \$25.31   \$26.02   \$26.75   \$27.50   \$28.27     17   \$23.89   \$24.56   \$25.55   \$25.96   \$26.69   \$27.44   \$28.21   \$29.20     18   \$24.51   \$25.20   \$25.91   \$26.64   \$27.39   \$28.16   \$28.95   \$29.76    19   \$22.15   \$25.86   \$26.58   \$27.33   \$28.10   \$28.89   \$29.70   \$30.54    20   \$25.80   \$26.53   \$27.28   \$28.80   \$29.89   \$29.70   \$30.54    21   \$26.48   \$27.22   \$27.98   \$28.77   \$29.58   \$30.41   \$31.27   \$32.14    22   \$27.16   \$27.93   \$28.71   \$29.52   \$30.35   \$31.20   \$32.08    23   \$27.87   \$28.65   \$29.46   \$30.29   \$31.14   \$32.01   \$33.84    24   \$28.60   \$29.40   \$30.22   \$31.07   \$31.95   \$32.84   \$33.77   \$34.65   \$33.65    24   \$28.60   \$29.40   \$30.22   \$31.07   \$31.95   \$32.84   \$33.77   \$34.65    25   \$29.34   \$30.16   \$31.82   \$32.71   \$33.63   \$34.88   \$33.77   \$34.72    24   \$28.60   \$29.40   \$30.22   \$31.07   \$31.95   \$32.84   \$33.70   \$34.65    25   \$29.34   \$30.16   \$31.82   \$32.71   \$33.63   \$34.83   \$33.77   \$34.65    26   \$30.10   \$30.95   \$31.82   \$32.71   \$33.63   \$34.93   \$34.94    31   \$34.50   \$34.50   \$34.8	03	\$16.68	\$17.15	\$17.63	\$18.13	\$18.64	\$19.16	\$19.70	\$20.25
O6	04	\$17.11	\$17.59		\$18.60	\$19.12	\$19.66	\$20.21	\$20.78
O7		\$17.56				\$19.62			WE1.32
OR	06	\$18.02			\$19.58		\$20.69		\$21.87
O9									
10									
11									
12									
13		1							
14									
15									
16         \$23.29         \$23.44         \$24.51         \$25.21         \$26.02         \$26.75         \$27.50         \$28.27           17         \$23.89         \$24.56         \$25.25         \$25.96         \$26.64         \$27.39         \$28.16         \$28.21         \$29.76           19         \$25.15         \$25.86         \$26.58         \$27.33         \$28.10         \$28.89         \$29.70         \$30.54           20         \$25.80         \$26.53         \$27.28         \$28.87         \$29.58         \$30.41         \$31.77         \$32.14           21         \$26.48         \$27.29         \$27.98         \$28.77         \$29.58         \$30.41         \$31.77         \$32.14           22         \$27.16         \$27.93         \$28.71         \$29.52         \$30.35         \$31.20         \$32.08         \$32.98           23         \$27.87         \$28.65         \$29.46         \$30.29         \$31.14         \$32.01         \$32.98         \$32.98           23         \$27.16         \$27.93         \$28.71         \$29.52         \$30.35         \$31.20         \$32.08         \$32.98           24         \$28.60         \$30.10         \$30.22         \$31.07         \$31.95         \$32.44									
17									
18									
19									
20         \$25,80         \$26,53         \$27,28         \$28,04         \$28,83         \$29,64         \$30,47         \$31,27           21         \$26,48         \$27,22         \$27,98         \$28,77         \$29,58         \$30,41         \$31,27         \$32,14           22         \$27,16         \$27,93         \$28,71         \$29,52         \$30,35         \$31,20         \$32,08         \$32,98           23         \$27,87         \$28,65         \$29,46         \$30,29         \$31,14         \$32,01         \$32,91         \$33,84           24         \$28,60         \$29,40         \$30,22         \$31,07         \$31,95         \$32,84         \$33,77         \$34,72           25         \$29,34         \$30,16         \$31,01         \$31,88         \$32,78         \$33,70         \$34,65         \$35,62           26         \$30,10         \$30,95         \$31,82         \$32,31         \$34,55         \$36,55         \$27         \$30,88         \$31,75         \$32,64         \$33,56         \$34,50         \$35,47         \$36,47         \$37,50           28         \$31,69         \$32,58         \$33,49         \$34,43         \$35,47         \$36,47         \$37,42         \$38,81         \$39,71         \$38,8									
21         \$26,48         \$27,22         \$27,98         \$28,77         \$29,52         \$30,35         \$31,20         \$32,08         \$32,98           23         \$27,87         \$28,65         \$29,46         \$30,29         \$31,14         \$32,201         \$32,391         \$33,291           24         \$28,60         \$29,40         \$30,22         \$31,07         \$31,95         \$32,84         \$33,77         \$34,72           25         \$29,34         \$30,16         \$31,01         \$31,88         \$32,78         \$33,70         \$34,65         \$35,62           26         \$30,10         \$30,95         \$31,82         \$32,71         \$33,63         \$34,58         \$35,55         \$36,55           27         \$30,88         \$31,75         \$32,24         \$34,17         \$33,49         \$34,43         \$35,40         \$36,40         \$37,42         \$38,47           29         \$32,38         \$32,24         \$34,17         \$35,57         \$36,67         \$37,60         \$38,66         \$39,74         \$40,83           31         \$34,50         \$35,47         \$36,47         \$37,49         \$38,55         \$39,63         \$40,74         \$41,89           32         \$35,37         \$36,83         \$38,34 </td <td>20</td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td>	20								
23 \$27.87 \$28.65 \$29.46 \$30.29 \$31.14 \$32.01 \$32.91 \$33.84   24 \$28.60 \$29.40 \$30.22 \$31.07 \$31.95 \$32.84 \$33.77 \$34.72   25 \$29.34 \$30.16 \$31.01 \$31.88 \$32.78 \$33.70 \$34.65 \$35.62   26 \$30.10 \$30.95 \$31.82 \$32.71 \$33.63 \$34.58 \$35.55 \$36.55   27 \$30.88 \$31.75 \$32.64 \$33.56 \$34.50 \$35.47 \$36.47 \$37.50   28 \$31.69 \$32.58 \$33.49 \$34.43 \$35.40 \$36.40 \$37.42 \$38.47   29 \$32.33 \$33.24 \$34.17 \$35.13 \$36.12 \$37.13 \$38.18 \$39.25   30 \$33.65 \$34.60 \$35.57 \$36.57 \$37.60 \$38.66 \$39.74 \$40.86   31 \$34.50 \$35.47 \$36.47 \$37.49 \$38.55 \$39.63 \$40.74 \$41.89   32 \$35.37 \$36.36 \$37.36 \$38.31 \$39.39 \$40.49 \$41.63 \$42.80 \$44.00   34 \$37.14 \$38.18 \$39.26 \$40.36 \$41.49 \$42.66 \$43.86 \$43.86 \$45.09   35 \$38.05 \$39.12 \$40.22 \$41.35 \$42.51 \$43.71 \$44.93 \$46.20   36 \$38.98 \$40.07 \$41.20 \$42.36 \$43.55 \$44.77 \$46.03 \$47.22   37 \$39.92 \$41.04 \$42.20 \$43.38 \$44.60 \$45.86 \$47.14 \$48.47   38 \$40.88 \$42.03 \$43.21 \$44.25 \$44.43 \$45.68 \$46.96 \$48.28 \$49.64   39 \$41.86 \$43.04 \$44.25 \$45.49 \$46.77 \$48.08 \$49.44 \$50.82   40 \$42.86 \$44.06 \$45.30 \$46.57 \$47.88 \$49.23 \$50.61 \$52.03   41 \$43.87 \$45.11 \$46.37 \$47.84 \$88.8 \$49.44 \$50.82   42 \$44.91 \$46.17 \$47.46 \$48.80 \$50.17 \$51.58 \$53.03 \$55.06 \$52.03 \$47.52 \$47.88 \$49.94 \$51.58 \$55.79 \$55.55 \$57.9 \$47.88 \$49.22 \$50.61 \$52.03 \$53.89 \$50.61 \$52.03 \$53.80 \$53.80 \$53.80 \$50.61 \$52.03 \$53.80 \$53.80 \$53.80 \$50.61 \$52.03 \$53.80 \$53.80 \$50.61 \$52.03 \$5	21	\$26.48		\$27.98			\$30.41	\$31.27	\$32.14
24         \$28.60         \$29.40         \$30.22         \$31.07         \$31.95         \$32.84         \$33.77         \$34.62           25         \$29.34         \$30.16         \$31.01         \$31.88         \$32.78         \$33.70         \$34.65         \$35.62           26         \$30.10         \$30.95         \$31.82         \$32.71         \$33.63         \$34.58         \$35.55         \$36.55           27         \$30.88         \$31.75         \$32.64         \$33.36         \$34.58         \$35.55         \$36.55           28         \$31.69         \$32.58         \$33.49         \$34.43         \$35.40         \$36.40         \$37.42         \$38.47           29         \$32.33         \$33.24         \$34.41         \$35.13         \$36.40         \$37.42         \$38.47           29         \$32.33         \$34.41         \$36.47         \$37.60         \$38.66         \$39.74         \$40.86           31         \$34.50         \$35.47         \$36.47         \$37.49         \$38.55         \$39.63         \$40.86           31         \$34.50         \$35.77         \$36.47         \$37.49         \$38.84         \$39.51         \$40.62         \$41.76         \$42.84           32	22	\$27.16	\$27.93	\$28.71		\$30.35	\$31.20	\$32.08	\$32.98
25         \$29,34         \$30,16         \$31,01         \$31,88         \$32,78         \$33,70         \$34,65         \$35,62           26         \$30,10         \$30,95         \$31,82         \$32,71         \$33,63         \$34,58         \$35,55         \$36,55           27         \$30,88         \$31,75         \$32,58         \$33,56         \$34,50         \$35,47         \$36,47         \$37,50           28         \$31,69         \$32,58         \$33,49         \$34,43         \$35,40         \$36,47         \$37,42         \$38,847           29         \$32,33         \$33,24         \$34,17         \$35,13         \$36,12         \$37,13         \$38,18         \$39,25           30         \$33,65         \$34,60         \$35,57         \$37,60         \$38,66         \$39,74         \$40,86           31         \$34,50         \$35,47         \$36,47         \$37,49         \$38,85         \$39,63         \$40,74         \$41,89           32         \$35,37         \$36,38         \$37,38         \$38,38,43         \$39,51         \$40,62         \$41,76         \$42,94           33         \$36,24         \$37,26         \$38,38         \$39,91         \$40,94         \$41,63         \$42,80         \$41,00<	23			\$29.46		\$31.14	\$32.01	\$32.91	\$33.84
26         \$30.10         \$30.95         \$31.82         \$32.71         \$33.63         \$34.58         \$35.55         \$36.55           27         \$30.88         \$31.75         \$32.64         \$33.56         \$34.50         \$35.47         \$36.47         \$37.50           28         \$31.69         \$32.28         \$33.49         \$34.43         \$35.40         \$36.40         \$37.742         \$38.47           29         \$32.33         \$33.24         \$34.17         \$35.13         \$36.12         \$37.13         \$38.18         \$39.25           30         \$33.65         \$34.60         \$35.57         \$36.57         \$37.60         \$38.66         \$39.74         \$40.86           31         \$34.50         \$35.47         \$36.47         \$37.49         \$38.55         \$39.63         \$40.74         \$41.89           32         \$35.37         \$36.36         \$37.38         \$38.83         \$39.51         \$40.62         \$41.76         \$42.94           33         \$36.24         \$37.26         \$38.31         \$39.99         \$40.49         \$41.63         \$42.80         \$44.00           34         \$37.14         \$38.18         \$39.21         \$40.22         \$41.35         \$42.51         \$43.71 <td></td> <td></td> <td></td> <td>\$30.22</td> <td></td> <td></td> <td></td> <td></td> <td></td>				\$30.22					
27 \$30.88 \$31.75 \$32.64 \$33.56 \$34.50 \$35.47 \$36.47 \$37.50   28 \$31.69 \$32.58 \$33.49 \$34.43 \$35.40 \$36.40 \$37.42 \$38.47   29 \$32.33 \$33.24 \$34.17 \$35.13 \$36.12 \$37.13 \$38.18 \$39.25   30 \$33.65 \$34.60 \$35.57 \$36.57 \$37.60 \$38.66 \$39.74 \$40.86   31 \$34.50 \$35.47 \$36.47 \$37.49 \$38.55 \$39.63 \$40.74 \$41.89   32 \$35.37 \$36.36 \$37.38 \$38.43 \$39.51 \$40.62 \$41.76 \$42.94   33 \$36.24 \$37.26 \$38.31 \$39.99 \$40.49 \$41.63 \$42.80 \$44.00   34 \$37.14 \$38.18 \$39.26 \$40.36 \$41.49 \$42.66 \$43.86 \$45.09   35 \$38.05 \$39.12 \$40.22 \$41.35 \$42.51 \$43.71 \$44.93 \$46.20   36 \$38.98 \$40.07 \$41.20 \$42.36 \$43.55 \$44.77 \$46.03 \$47.32   37 \$39.92 \$41.04 \$42.20 \$43.38 \$44.60 \$45.86 \$47.14 \$48.47   38 \$40.88 \$42.03 \$43.21 \$44.43 \$45.68 \$46.96 \$48.88 \$49.64   39 \$41.86 \$43.04 \$44.25 \$44.43 \$45.68 \$46.96 \$48.84 \$49.64   40 \$42.86 \$44.06 \$45.30 \$46.57 \$47.88 \$49.23 \$50.61 \$52.03   41 \$43.87 \$45.11 \$46.37 \$47.68 \$49.02 \$50.39 \$51.81 \$53.27   42 \$44.91 \$46.17 \$47.46 \$48.80 \$50.17 \$51.58 \$53.03 \$54.52   42 \$44.91 \$46.17 \$47.46 \$48.80 \$50.17 \$51.58 \$53.03 \$54.52   42 \$44.91 \$46.17 \$47.46 \$48.80 \$50.17 \$51.58 \$53.03 \$54.52   42 \$44.91 \$46.17 \$47.46 \$48.80 \$50.17 \$51.58 \$53.03 \$54.52   42 \$44.91 \$46.17 \$47.46 \$48.80 \$50.17 \$51.58 \$53.03 \$54.52   42 \$44.91 \$46.17 \$47.46 \$48.80 \$50.17 \$51.58 \$53.03 \$54.52   42 \$44.91 \$46.17 \$47.46 \$48.80 \$50.17 \$51.58 \$53.03 \$54.52   42 \$44.91 \$46.17 \$47.46 \$48.80 \$50.17 \$51.58 \$53.03 \$54.52   42 \$44.91 \$46.17 \$47.46 \$48.80 \$50.17 \$51.58 \$53.03 \$54.52   42 \$44.91 \$46.17 \$47.46 \$48.80 \$50.17 \$51.58 \$53.03 \$54.52   547 \$50.55 \$61.05 \$52.95 \$54.44 \$55.97 \$55.79 \$54.27 \$55.79 \$54.27 \$55.79 \$54.27 \$55.79 \$54.27 \$55.79 \$54.27 \$55.79 \$54.27 \$55.79 \$54.27 \$55.79 \$54.27 \$55.68 \$55.27 \$56.82 \$58.42 \$49.22 \$50.61 \$52.03 \$53.49 \$54.99 \$56.64 \$58.13 \$59.76 \$66.59 \$68.46 \$60.82 \$62.53 \$66.20 \$63.95 \$60.40 \$66.87 \$60.40 \$66.87 \$60.40 \$66.87 \$60.40 \$66.87 \$60.40 \$66.87 \$60.40 \$60.82 \$60.40 \$66.87 \$60.40 \$60.82 \$60.50 \$60.20 \$60.95 \$60.40 \$66.87 \$60.40 \$60.82 \$60.50 \$60.20 \$60.95 \$60.40 \$66.87 \$60.40 \$60.82 \$60.50 \$60.20 \$60.95 \$60.40 \$66.87	25		\$30.16		\$31.88	\$32.78	\$33.70	\$34.65	\$35.62
28 \$31.69 \$32.58 \$33.49 \$34.43 \$35.40 \$36.40 \$37.42 \$38.47   29 \$32.33 \$33.24 \$34.17 \$35.13 \$36.12 \$37.13 \$38.18 \$39.25   30 \$33.65 \$34.60 \$35.57 \$36.57 \$37.60 \$39.63 \$40.74 \$40.86   31 \$34.50 \$35.47 \$36.47 \$37.49 \$38.55 \$39.63 \$40.74 \$41.89   32 \$35.37 \$36.36 \$37.38 \$38.43 \$39.51 \$40.62 \$41.76 \$42.94   33 \$36.24 \$37.26 \$38.31 \$39.39 \$40.49 \$41.63 \$42.80 \$44.00   34 \$37.14 \$38.18 \$39.26 \$40.36 \$41.49 \$42.66 \$43.86 \$45.09   35 \$38.05 \$39.12 \$40.22 \$41.35 \$42.51 \$43.71 \$44.93 \$46.20   36 \$38.98 \$40.07 \$41.20 \$42.36 \$43.55 \$44.77 \$46.03 \$47.32   37 \$39.92 \$41.04 \$42.20 \$43.38 \$44.60 \$45.86 \$47.14 \$48.47   38 \$40.88 \$42.03 \$43.21 \$44.43 \$45.68 \$46.96 \$48.28 \$49.64   39 \$41.86 \$43.04 \$44.25 \$45.49 \$46.77 \$48.08 \$49.44 \$50.82   40 \$42.86 \$44.06 \$45.30 \$46.57 \$47.88 \$49.23 \$50.61 \$52.03   41 \$43.87 \$45.11 \$46.37 \$47.68 \$49.02 \$55.33 \$51.81 \$53.27   42 \$44.91 \$46.17 \$47.46 \$48.80 \$50.17 \$51.58 \$53.03 \$55.29 \$41.20 \$47.25 \$47.88 \$49.22 \$50.39 \$51.81 \$53.27   44 \$47.03 \$48.35 \$49.71 \$51.10 \$52.54 \$54.02 \$55.53 \$57.09   45 \$48.81 \$49.47 \$50.86 \$52.29 \$53.76 \$55.27 \$56.82 \$58.42   46 \$49.22 \$50.61 \$52.03 \$53.49 \$55.57 \$56.82 \$55.53 \$57.09   45 \$48.81 \$49.47 \$50.86 \$52.29 \$53.76 \$55.27 \$56.82 \$58.42   46 \$49.22 \$50.61 \$52.03 \$53.49 \$55.57 \$56.82 \$55.53 \$57.09   45 \$48.81 \$49.47 \$50.86 \$52.29 \$53.76 \$55.27 \$56.82 \$58.42   46 \$49.22 \$50.61 \$52.03 \$53.49 \$54.59 \$56.54 \$58.13 \$59.76   50 \$53.86 \$55.37 \$55.67 \$57.24 \$58.85 \$60.50 \$62.20 \$63.95 \$50.85 \$55.87 \$56.62 \$55.88 \$55.07 \$56.62 \$55.88 \$56.93 \$56.84 \$66.50 \$66.87 \$55.57 \$56.62 \$55.88 \$66.50 \$66.86 \$66.50 \$66.87 \$55.57 \$66.60 \$66.82 \$66.53 \$66.86 \$66.50 \$66.87 \$55.57 \$66.60 \$66.80 \$									
29         \$32.33         \$33.24         \$34.17         \$35.13         \$36.12         \$37.13         \$38.18         \$39.25           30         \$33.65         \$34.60         \$35.57         \$36.57         \$37.60         \$38.66         \$39.74         \$40.86           31         \$34.50         \$35.47         \$36.47         \$37.49         \$38.55         \$39.63         \$40.74         \$41.89           32         \$35.37         \$36.36         \$37.38         \$38.43         \$39.51         \$40.62         \$41.76         \$42.94           33         \$36.24         \$37.26         \$38.31         \$39.39         \$40.49         \$41.63         \$42.80         \$44.00           34         \$37.14         \$38.18         \$39.26         \$40.36         \$41.49         \$42.66         \$43.86         \$45.09           35         \$38.05         \$39.12         \$40.22         \$41.35         \$42.51         \$43.71         \$44.93         \$46.20           36         \$38.98         \$40.07         \$41.20         \$43.38         \$44.66         \$45.86         \$47.12         \$42.36         \$43.55         \$44.77         \$46.00         \$47.82         \$47.44         \$42.36         \$44.38         \$45.66         \$4									
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31         \$34,50         \$35,47         \$36,47         \$37,49         \$38,55         \$39,63         \$40,74         \$41,89           32         \$35,37         \$36,36         \$37,38         \$38,43         \$39,51         \$40,62         \$41,76         \$42,94           33         \$36,24         \$37,26         \$38,31         \$39,39         \$40,49         \$41,63         \$42,80         \$44,00           34         \$37,14         \$38,18         \$39,26         \$40,36         \$41,49         \$42,66         \$43,86         \$45,09           35         \$38,05         \$39,12         \$40,22         \$41,35         \$42,51         \$43,71         \$44,93         \$46,20           36         \$38,98         \$40,07         \$41,20         \$42,36         \$43,55         \$44,77         \$46,03         \$47,32           37         \$39,92         \$41,04         \$42,20         \$43,38         \$44,60         \$45,86         \$47,14         \$48,47           38         \$40,88         \$42,03         \$43,21         \$44,43         \$45,68         \$46,96         \$48,28         \$49,64           39         \$41,86         \$43,04         \$44,25         \$45,49         \$46,77         \$48,08         \$49,44									
32         \$35.37         \$36.36         \$37.38         \$38.43         \$39.51         \$40.62         \$41.76         \$42.94           33         \$36.24         \$37.26         \$38.31         \$39.39         \$40.49         \$41.63         \$42.80         \$44.00           34         \$37.14         \$38.18         \$39.26         \$40.36         \$41.49         \$42.66         \$43.86         \$45.09           35         \$38.05         \$39.12         \$40.22         \$41.35         \$42.51         \$43.71         \$44.93         \$46.20           36         \$38.98         \$40.07         \$41.20         \$42.36         \$43.55         \$44.77         \$46.03         \$47.32           37         \$39.92         \$41.04         \$42.20         \$43.38         \$44.60         \$45.86         \$47.14         \$48.47           38         \$40.88         \$42.03         \$43.21         \$44.43         \$45.68         \$46.96         \$48.28         \$49.64           39         \$41.86         \$43.04         \$44.25         \$45.49         \$46.77         \$48.08         \$49.44         \$50.82           40         \$42.86         \$44.06         \$45.30         \$46.57         \$47.88         \$49.23         \$50.61									
33         \$36.24         \$37.26         \$38.31         \$39.39         \$40.49         \$41.63         \$42.80         \$44.00           34         \$37.14         \$38.18         \$39.26         \$40.36         \$41.49         \$42.66         \$43.86         \$45.09           35         \$38.05         \$39.12         \$40.22         \$41.35         \$42.51         \$43.71         \$44.93         \$46.20           36         \$38.98         \$40.07         \$41.20         \$42.36         \$43.55         \$44.77         \$46.03         \$47.32           37         \$39.92         \$41.04         \$42.20         \$43.38         \$44.60         \$45.86         \$47.14         \$48.47           38         \$40.88         \$42.03         \$43.21         \$44.43         \$45.68         \$46.96         \$48.28         \$49.64           39         \$41.86         \$43.04         \$44.25         \$45.49         \$46.77         \$48.08         \$49.44         \$50.82           40         \$42.86         \$44.06         \$45.30         \$46.57         \$47.88         \$49.23         \$50.61         \$52.03           41         \$43.87         \$47.46         \$48.80         \$50.17         \$51.58         \$53.03         \$51.81									
34         \$37.14         \$38.18         \$39.26         \$40.36         \$41.49         \$42.66         \$43.86         \$45.09           35         \$38.05         \$39.12         \$40.22         \$41.35         \$42.51         \$43.71         \$44.93         \$46.20           36         \$38.98         \$40.07         \$41.20         \$42.36         \$43.55         \$44.77         \$46.03         \$47.32           37         \$39.92         \$41.04         \$42.20         \$43.38         \$44.60         \$45.86         \$47.14         \$48.28           38         \$40.88         \$42.03         \$43.21         \$44.43         \$45.68         \$46.96         \$48.28         \$49.64           39         \$41.86         \$43.04         \$44.25         \$45.49         \$46.77         \$48.08         \$49.44         \$50.82           40         \$42.86         \$44.06         \$45.30         \$46.57         \$47.88         \$49.23         \$50.61         \$52.03           41         \$43.87         \$45.11         \$46.37         \$47.68         \$49.02         \$50.39         \$51.81         \$53.27           42         \$44.91         \$46.17         \$47.46         \$48.80         \$50.17         \$51.58         \$53.03									
35         \$38.05         \$39.12         \$40.22         \$41.35         \$42.51         \$43.71         \$44.93         \$46.20           36         \$38.98         \$40.07         \$41.20         \$42.36         \$43.55         \$44.77         \$46.03         \$47.32           37         \$39.92         \$41.04         \$42.20         \$43.38         \$44.60         \$45.86         \$47.14         \$48.47           38         \$40.88         \$42.03         \$43.21         \$44.43         \$45.68         \$46.96         \$48.28         \$49.64           39         \$41.86         \$43.04         \$44.25         \$45.49         \$46.77         \$48.08         \$49.44         \$50.82           40         \$42.86         \$44.06         \$45.30         \$46.57         \$47.88         \$49.23         \$50.61         \$52.03           41         \$43.87         \$45.11         \$46.37         \$47.68         \$49.02         \$50.39         \$51.81         \$53.27           42         \$44.91         \$46.17         \$47.46         \$48.80         \$50.17         \$51.85         \$53.03         \$54.52           43         \$45.96         \$47.25         \$48.58         \$49.91         \$51.34         \$52.79         \$54.57									
36         \$38.98         \$40.07         \$41.20         \$42.36         \$43.55         \$44.77         \$46.03         \$47.32           37         \$39.92         \$41.04         \$42.20         \$43.38         \$44.60         \$45.86         \$47.14         \$48.47           38         \$40.88         \$42.03         \$43.21         \$44.43         \$45.68         \$46.96         \$48.28         \$49.64           39         \$41.86         \$43.04         \$44.25         \$45.49         \$46.77         \$48.08         \$49.44         \$50.82           40         \$42.86         \$44.06         \$45.30         \$46.57         \$47.88         \$49.23         \$50.61         \$52.03           41         \$43.87         \$45.11         \$46.37         \$47.68         \$49.02         \$50.39         \$51.81         \$53.27           42         \$44.91         \$46.17         \$47.46         \$48.80         \$50.17         \$51.58         \$53.03         \$54.52           43         \$45.96         \$47.25         \$48.58         \$49.94         \$51.34         \$52.79         \$54.27         \$55.79           44         \$47.03         \$48.35         \$49.71         \$51.10         \$52.54         \$54.02         \$55.53									
37         \$39.92         \$41.04         \$42.20         \$43.38         \$44.60         \$45.86         \$47.14         \$48.47           38         \$40.88         \$42.03         \$43.21         \$44.43         \$45.68         \$46.96         \$48.28         \$49.64           39         \$41.86         \$43.04         \$44.25         \$45.49         \$46.77         \$48.08         \$49.44         \$50.82           40         \$42.86         \$44.06         \$45.30         \$46.57         \$47.88         \$49.23         \$50.61         \$52.03           41         \$43.87         \$45.11         \$46.37         \$47.68         \$49.02         \$50.39         \$51.81         \$53.27           42         \$44.91         \$46.17         \$47.46         \$48.80         \$50.17         \$51.58         \$53.03         \$54.52           43         \$45.96         \$47.25         \$48.58         \$49.94         \$51.34         \$52.79         \$54.27         \$55.79           44         \$47.03         \$48.35         \$49.71         \$51.10         \$52.54         \$54.02         \$55.53         \$57.09           45         \$48.12         \$49.47         \$50.86         \$52.29         \$53.76         \$55.27         \$56.82		000100							
38         \$40.88         \$42.03         \$43.21         \$44.43         \$45.68         \$46.96         \$48.28         \$49.64           39         \$41.86         \$43.04         \$44.25         \$45.49         \$46.77         \$48.08         \$49.44         \$50.82           40         \$42.86         \$44.06         \$45.30         \$46.57         \$47.88         \$49.23         \$50.61         \$52.03           41         \$43.87         \$45.11         \$46.37         \$47.68         \$49.02         \$50.39         \$51.81         \$53.27           42         \$44.91         \$46.17         \$47.46         \$48.80         \$50.17         \$51.58         \$53.03         \$54.52           43         \$45.96         \$47.25         \$48.58         \$49.94         \$51.34         \$52.79         \$54.27         \$55.79           44         \$47.03         \$48.35         \$49.71         \$51.10         \$52.54         \$54.02         \$55.53         \$57.09           45         \$48.12         \$49.47         \$50.86         \$52.29         \$53.76         \$55.27         \$56.82         \$58.42           46         \$49.22         \$50.61         \$52.03         \$53.49         \$54.99         \$56.54         \$58.13									
39         \$41.86         \$43.04         \$44.25         \$45.49         \$46.77         \$48.08         \$49.44         \$50.82           40         \$42.86         \$44.06         \$45.30         \$46.57         \$47.88         \$49.23         \$50.61         \$52.03           41         \$43.87         \$45.11         \$46.37         \$47.68         \$49.02         \$50.39         \$51.81         \$53.27           42         \$44.91         \$46.17         \$47.46         \$48.80         \$50.17         \$51.58         \$53.03         \$54.52           43         \$45.96         \$47.25         \$48.58         \$49.94         \$51.34         \$52.79         \$54.27         \$55.79           44         \$47.03         \$48.35         \$49.71         \$51.10         \$52.54         \$54.02         \$55.53         \$57.09           45         \$48.12         \$49.47         \$50.86         \$52.29         \$53.76         \$55.27         \$56.82         \$58.42           46         \$49.22         \$50.61         \$52.03         \$53.49         \$54.99         \$56.54         \$58.13         \$59.76           47         \$50.35         \$51.77         \$53.22         \$54.72         \$56.26         \$57.84         \$59.46	38	\$40.88	\$42.03	\$43.21	\$44.43	\$45.68	\$46.96	\$48.28	\$49.64
41         \$43.87         \$45.11         \$46.37         \$47.68         \$49.02         \$50.39         \$51.81         \$53.27           42         \$44.91         \$46.17         \$47.46         \$48.80         \$50.17         \$51.58         \$53.03         \$54.52           43         \$45.96         \$47.25         \$48.58         \$49.94         \$51.34         \$52.79         \$54.27         \$55.79           44         \$47.03         \$48.35         \$49.71         \$51.10         \$52.54         \$54.02         \$55.53         \$57.09           45         \$48.12         \$49.47         \$50.86         \$52.29         \$53.76         \$55.27         \$56.82         \$58.42           46         \$49.22         \$50.61         \$52.03         \$53.49         \$54.99         \$56.54         \$58.13         \$59.76           47         \$50.35         \$51.77         \$53.22         \$54.72         \$56.26         \$57.84         \$59.46         \$61.13           48         \$51.50         \$52.95         \$54.44         \$55.97         \$57.54         \$59.16         \$60.82         \$62.53           49         \$52.67         \$54.15         \$55.67         \$57.24         \$58.85         \$60.50         \$62.20	39		\$43.04	\$44.25	\$45.49		\$48.08	\$49.44	\$50.82
42         \$44.91         \$46.17         \$47.46         \$48.80         \$50.17         \$51.58         \$53.03         \$54.52           43         \$45.96         \$47.25         \$48.58         \$49.94         \$51.34         \$52.79         \$54.27         \$55.79           44         \$47.03         \$48.35         \$49.71         \$51.10         \$52.54         \$54.02         \$55.53         \$57.09           45         \$48.12         \$49.47         \$50.86         \$52.29         \$53.76         \$55.27         \$56.82         \$58.42           46         \$49.22         \$50.61         \$52.03         \$53.49         \$54.99         \$56.54         \$58.13         \$59.76           47         \$50.35         \$51.77         \$53.22         \$54.72         \$56.26         \$57.84         \$59.46         \$61.13           48         \$51.50         \$52.95         \$54.44         \$55.97         \$57.54         \$59.16         \$60.82         \$62.53           49         \$52.67         \$54.15         \$55.67         \$57.24         \$58.85         \$60.50         \$62.20         \$63.95           50         \$53.86         \$55.38         \$56.93         \$58.53         \$60.18         \$61.87         \$63.61	40	\$42.86	\$44.06	\$45.30		17 17 17 17 17	\$49.23	\$50.61	
43         \$45.96         \$47.25         \$48.58         \$49.94         \$51.34         \$52.79         \$54.27         \$55.79           44         \$47.03         \$48.35         \$49.71         \$51.10         \$52.54         \$54.02         \$55.53         \$57.09           45         \$48.12         \$49.47         \$50.86         \$52.29         \$53.76         \$55.27         \$56.82         \$58.42           46         \$49.22         \$50.61         \$52.03         \$53.49         \$54.99         \$56.54         \$58.13         \$59.76           47         \$50.35         \$51.77         \$53.22         \$54.72         \$56.26         \$57.84         \$59.46         \$61.13           48         \$51.50         \$52.95         \$54.44         \$55.97         \$57.54         \$59.16         \$60.82         \$62.53           49         \$52.67         \$54.15         \$55.67         \$57.24         \$58.85         \$60.50         \$62.20         \$63.95           50         \$53.86         \$55.38         \$56.93         \$58.53         \$60.18         \$61.87         \$63.61         \$65.39           51         \$55.07         \$56.62         \$58.21         \$59.85         \$61.53         \$63.26         \$65.04		1							
44         \$47.03         \$48.35         \$49.71         \$51.10         \$52.54         \$54.02         \$55.53         \$57.09           45         \$48.12         \$49.47         \$50.86         \$52.29         \$53.76         \$55.27         \$56.82         \$58.42           46         \$49.22         \$50.61         \$52.03         \$53.49         \$54.99         \$56.54         \$58.13         \$59.76           47         \$50.35         \$51.77         \$53.22         \$54.72         \$56.26         \$57.84         \$59.46         \$61.13           48         \$51.50         \$52.95         \$54.44         \$55.97         \$57.54         \$59.16         \$60.82         \$62.53           49         \$52.67         \$54.15         \$55.67         \$57.24         \$58.85         \$60.50         \$62.20         \$63.95           50         \$53.86         \$55.38         \$56.93         \$58.53         \$60.18         \$61.87         \$63.61         \$65.39           51         \$55.07         \$56.62         \$58.21         \$59.85         \$61.53         \$63.26         \$65.04         \$66.87           52         \$56.31         \$57.89         \$59.52         \$61.19         \$62.91         \$64.68         \$66.50									
45         \$48.12         \$49.47         \$50.86         \$52.29         \$53.76         \$55.27         \$56.82         \$58.42           46         \$49.22         \$50.61         \$52.03         \$53.49         \$54.99         \$56.54         \$58.13         \$59.76           47         \$50.35         \$51.77         \$53.22         \$54.72         \$56.26         \$57.84         \$59.46         \$61.13           48         \$51.50         \$52.95         \$54.44         \$55.97         \$57.54         \$59.16         \$60.82         \$62.53           49         \$52.67         \$54.15         \$55.67         \$57.24         \$58.85         \$60.50         \$62.20         \$63.95           50         \$53.86         \$55.38         \$56.93         \$58.53         \$60.18         \$61.87         \$63.61         \$65.39           51         \$55.07         \$56.62         \$58.21         \$59.85         \$61.53         \$63.26         \$65.04         \$66.87           52         \$56.31         \$57.89         \$59.52         \$61.19         \$62.91         \$64.68         \$66.50         \$68.36           53         \$58.21         \$59.84         \$61.53         \$63.25         \$65.03         \$66.86         \$68.74									
46         \$49.22         \$50.61         \$52.03         \$53.49         \$54.99         \$56.54         \$58.13         \$59.76           47         \$50.35         \$51.77         \$53.22         \$54.72         \$56.26         \$57.84         \$59.46         \$61.13           48         \$51.50         \$52.95         \$54.44         \$55.97         \$57.54         \$59.16         \$60.82         \$62.53           49         \$52.67         \$54.15         \$55.67         \$57.24         \$58.85         \$60.50         \$62.20         \$63.95           50         \$53.86         \$55.38         \$56.93         \$58.53         \$60.18         \$61.87         \$63.61         \$65.39           51         \$55.07         \$56.62         \$58.21         \$59.85         \$61.53         \$63.26         \$65.04         \$66.87           52         \$56.31         \$57.89         \$59.52         \$61.19         \$62.91         \$64.68         \$66.50         \$68.36           53         \$58.21         \$59.84         \$61.53         \$63.25         \$65.03         \$66.86         \$68.74         \$70.67           54         \$59.61         \$61.28         \$63.00         \$64.77         \$66.59         \$68.46         \$70.39									
47         \$50.35         \$51.77         \$53.22         \$54.72         \$56.26         \$57.84         \$59.46         \$61.13           48         \$51.50         \$52.95         \$54.44         \$55.97         \$57.54         \$59.16         \$60.82         \$62.53           49         \$52.67         \$54.15         \$55.67         \$57.24         \$58.85         \$60.50         \$62.20         \$63.95           50         \$53.86         \$55.38         \$56.93         \$58.53         \$60.18         \$61.87         \$63.61         \$65.39           51         \$55.07         \$56.62         \$58.21         \$59.85         \$61.53         \$63.26         \$65.04         \$66.87           52         \$56.31         \$57.89         \$59.52         \$61.19         \$62.91         \$64.68         \$66.50         \$68.36           53         \$58.21         \$59.84         \$61.53         \$63.25         \$65.03         \$66.86         \$68.74         \$70.67           54         \$59.61         \$61.28         \$63.00         \$64.77         \$66.59         \$68.46         \$70.39         \$72.37           55         \$61.04         \$62.75         \$64.51         \$66.33         \$68.19         \$70.11         \$72.08									
48         \$51.50         \$52.95         \$54.44         \$55.97         \$57.54         \$59.16         \$60.82         \$62.53           49         \$52.67         \$54.15         \$55.67         \$57.24         \$58.85         \$60.50         \$62.20         \$63.95           50         \$53.86         \$55.38         \$56.93         \$58.53         \$60.18         \$61.87         \$63.61         \$65.39           51         \$55.07         \$56.62         \$58.21         \$59.85         \$61.53         \$63.26         \$65.04         \$66.87           52         \$56.31         \$57.89         \$59.52         \$61.19         \$62.91         \$64.68         \$66.50         \$68.36           53         \$58.21         \$59.84         \$61.53         \$63.25         \$65.03         \$66.86         \$68.74         \$70.67           54         \$59.61         \$61.28         \$63.00         \$64.77         \$66.59         \$68.46         \$70.39         \$72.37           55         \$61.04         \$62.75         \$64.51         \$66.33         \$68.19         \$70.11         \$72.08         \$74.10           56         \$62.50         \$64.26         \$66.06         \$67.92         \$69.83         \$71.79         \$73.81									
49         \$52.67         \$54.15         \$55.67         \$57.24         \$58.85         \$60.50         \$62.20         \$63.95           50         \$53.86         \$55.38         \$56.93         \$58.53         \$60.18         \$61.87         \$63.61         \$65.39           51         \$55.07         \$56.62         \$58.21         \$59.85         \$61.53         \$63.26         \$65.04         \$66.87           52         \$56.31         \$57.89         \$59.52         \$61.19         \$62.91         \$64.68         \$66.50         \$68.36           53         \$58.21         \$59.84         \$61.53         \$63.25         \$65.03         \$66.86         \$68.74         \$70.67           54         \$59.61         \$61.28         \$63.00         \$64.77         \$66.59         \$68.46         \$70.39         \$72.37           55         \$61.04         \$62.75         \$64.51         \$66.33         \$68.19         \$70.11         \$72.08         \$74.10           56         \$62.50         \$64.26         \$66.06         \$67.92         \$69.83         \$71.79         \$73.81         \$75.88           57         \$64.00         \$65.80         \$67.65         \$69.55         \$71.50         \$73.51         \$75.58		1 .							
50         \$53.86         \$55.38         \$56.93         \$58.53         \$60.18         \$61.87         \$63.61         \$65.39           51         \$55.07         \$56.62         \$58.21         \$59.85         \$61.53         \$63.26         \$65.04         \$66.87           52         \$56.31         \$57.89         \$59.52         \$61.19         \$62.91         \$64.68         \$66.50         \$68.36           53         \$58.21         \$59.84         \$61.53         \$63.25         \$65.03         \$66.86         \$68.74         \$70.67           54         \$59.61         \$61.28         \$63.00         \$64.77         \$66.59         \$68.46         \$70.39         \$72.37           55         \$61.04         \$62.75         \$64.51         \$66.33         \$68.19         \$70.11         \$72.08         \$74.10           56         \$62.50         \$64.26         \$66.06         \$67.92         \$69.83         \$71.79         \$73.81         \$75.88           57         \$64.00         \$65.80         \$67.65         \$69.55         \$71.50         \$73.51         \$75.58         \$77.70           58         \$65.54         \$67.38         \$69.27         \$71.22         \$73.22         \$75.28         \$77.39									
51       \$55.07       \$56.62       \$58.21       \$59.85       \$61.53       \$63.26       \$65.04       \$66.87         52       \$56.31       \$57.89       \$59.52       \$61.19       \$62.91       \$64.68       \$66.50       \$68.36         53       \$58.21       \$59.84       \$61.53       \$63.25       \$65.03       \$66.86       \$68.74       \$70.67         54       \$59.61       \$61.28       \$63.00       \$64.77       \$66.59       \$68.46       \$70.39       \$72.37         55       \$61.04       \$62.75       \$64.51       \$66.33       \$68.19       \$70.11       \$72.08       \$74.10         56       \$62.50       \$64.26       \$66.06       \$67.92       \$69.83       \$71.79       \$73.81       \$75.88         57       \$64.00       \$65.80       \$67.65       \$69.55       \$71.50       \$73.51       \$75.58       \$77.70         58       \$65.54       \$67.38       \$69.27       \$71.22       \$73.22       \$75.28       \$77.39       \$79.57		\$53.86	\$55.38	\$56.93	\$58.53				
52         \$56.31         \$57.89         \$59.52         \$61.19         \$62.91         \$64.68         \$66.50         \$68.36           53         \$58.21         \$59.84         \$61.53         \$63.25         \$65.03         \$66.86         \$68.74         \$70.67           54         \$59.61         \$61.28         \$63.00         \$64.77         \$66.59         \$68.46         \$70.39         \$72.37           55         \$61.04         \$62.75         \$64.51         \$66.33         \$68.19         \$70.11         \$72.08         \$74.10           56         \$62.50         \$64.26         \$66.06         \$67.92         \$69.83         \$71.79         \$73.81         \$75.88           57         \$64.00         \$65.80         \$67.65         \$69.55         \$71.50         \$73.51         \$75.58         \$77.70           58         \$65.54         \$67.38         \$69.27         \$71.22         \$73.22         \$75.28         \$77.39         \$79.57		1 .							
53       \$58.21       \$59.84       \$61.53       \$63.25       \$65.03       \$66.86       \$68.74       \$70.67         54       \$59.61       \$61.28       \$63.00       \$64.77       \$66.59       \$68.46       \$70.39       \$72.37         55       \$61.04       \$62.75       \$64.51       \$66.33       \$68.19       \$70.11       \$72.08       \$74.10         56       \$62.50       \$64.26       \$66.06       \$67.92       \$69.83       \$71.79       \$73.81       \$75.88         57       \$64.00       \$65.80       \$67.65       \$69.55       \$71.50       \$73.51       \$75.58       \$77.70         58       \$65.54       \$67.38       \$69.27       \$71.22       \$73.22       \$75.28       \$77.39       \$79.57									
54         \$59.61         \$61.28         \$63.00         \$64.77         \$66.59         \$68.46         \$70.39         \$72.37           55         \$61.04         \$62.75         \$64.51         \$66.33         \$68.19         \$70.11         \$72.08         \$74.10           56         \$62.50         \$64.26         \$66.06         \$67.92         \$69.83         \$71.79         \$73.81         \$75.88           57         \$64.00         \$65.80         \$67.65         \$69.55         \$71.50         \$73.51         \$75.58         \$77.70           58         \$65.54         \$67.38         \$69.27         \$71.22         \$73.22         \$75.28         \$77.39         \$79.57		\$58.21		\$61.53					
55     \$61.04     \$62.75     \$64.51     \$66.33     \$68.19     \$70.11     \$72.08     \$74.10       56     \$62.50     \$64.26     \$66.06     \$67.92     \$69.83     \$71.79     \$73.81     \$75.88       57     \$64.00     \$65.80     \$67.65     \$69.55     \$71.50     \$73.51     \$75.58     \$77.70       58     \$65.54     \$67.38     \$69.27     \$71.22     \$73.22     \$75.28     \$77.39     \$79.57									
56       \$62.50       \$64.26       \$66.06       \$67.92       \$69.83       \$71.79       \$73.81       \$75.88         57       \$64.00       \$65.80       \$67.65       \$69.55       \$71.50       \$73.51       \$75.58       \$77.70         58       \$65.54       \$67.38       \$69.27       \$71.22       \$73.22       \$75.28       \$77.39       \$79.57		\$61.04							
57 \$64.00 \$65.80 \$67.65 \$69.55 \$71.50 \$73.51 \$75.58 \$77.70 58 \$65.54 \$67.38 \$69.27 \$71.22 \$73.22 \$75.28 \$77.39 \$79.57		\$62.50	\$64.26		\$67.92	\$69.83	\$71.79		
58 \$65.54 \$67.38 \$69.27 \$71.22 \$73.22 \$75.28 \$77.39 \$79.57	57				\$69.55	\$71.50	\$73.51	\$75.58	\$77.70
59   \$67.11   \$69.00   \$70.93   \$72.93   \$74.98   \$77.08   \$79.25   \$81.48		\$65.54	\$67.38	\$69.27	\$71.22	\$73.22			
	59	\$67.11	\$69.00	\$70.93	\$72.93	\$74.98	\$77.08	\$79.25	\$81.48

<sup>\*</sup>Any salary listed that falls below CA minimum wage will be paid at the current CA minimum wage.

LONGEVITY (YEARS OF SERVICE WITH CLOVIS UNIFIED SCHOOL DISTRICT ONLY) Note: Years of credited service for anniversary increment purposes shall mean years of service with CUSD and will be paid commencing with the 15th - 19th years, 20th - 24th years, 25th and thereafter. (Board Policy No. 4251.10)

Classified Non-Management 2022/2023 15 Years \$2,727.00 20 Years \$5,208.00 25+ Years \$10,167.00

DOCTORATE AND MASTER STIPENDS
Doctorate Stipend (Board Policy No. 4151.30, 4251.30, 4351.30) = \$2,390.00 Master Stipend (Board Policy No. 4251.10) = \$1,694.00

Doc# 46742-8 (08/2022, None)



# CLASSIFIED SALARY SCHEDULE 2022-2023 PERCENTAGE CHANGE FROM PREVIOUS SALARY SCHEDULE

OLD	NEW Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 8
Grade	OLD Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12
4	15.7%	16.4%	16.6%	17.1%	17.6%	18.0%	18.3%	18.8%	15.8%
5	10.3%	10.7%	11.1%	11.5%	11.7%	12.3%	12.5%	13.0%	10.3%
6	7.6%	8.1%	8.3%	8.8%	9.1%	9.4%	10.0%	10.3%	7.7%
8	2.6%	2.9%	3.3%	3.8%	4.0%	4.4%	4.7%	5.2%	2.6%
9	2.5%	2.9%	3.2%	3.5%	3.9%	4.3%	4.7%	5.1%	2.4%
10	2.5%	3.0%	3.2%	3.7%	4.2%	4.4%	4.7%	5.1%	2.6%
11	0.2%	0.5%	1.0%	1.1%	1.5%	1.8%	2.2%	2.6%	0.2%
12	0.2%	0.6%	0.9%	1.3%	1.6%	2.0%	2.5%	2.8%	0.3%
13	0.2%	0.6%	0.9%	1.2%	1.6%	2.0%	2.3%	2.6%	0.2%
14	0.3%	0.5%	0.8%	1.2%	1.6%	2.0%	2.4%	2.7%	0.1%
15	0.2%	0.5%	0.8%	1.1%	1.4%	1.9%	2.2%	2.7%	0.2%
16	0.1%	0.5%	0.7%	1.1%	1.6%	1.9%	2.3%	2.6%	0.1%
17	0.2%	0.6%	0.9%	1.3%	1.6%	2.0%	2.4%	2.6%	0.2%
18	0.3%	0.5%	0.9%	1.3%	1.7%	1.9%	2.3%	2.7%	0.2%
19	0.1%	0.5%	0.8%	1.1%	1.5%	1.9%	2.2%	2.6%	0.1%
20	0.1%	0.4%	0.8%	1.2%	1.5%	1.9%	2.2%	2.6%	0.1%
21	0.1%	0.4%	0.7%	1.1%	1.5%	1.8%	2.1%	2.4%	0.0%
22	0.0%	0.4%	0.7%	1.1%	1.4%	1.7%	2.1%	2.5%	0.0%
23	0.0%	0.4%	0.7%	1.1%	1.4%	1.8%	2.1%	2.5%	0.0%
24	0.1%	0.4%	0.8%	1.1%	1.5%	1.9%	2.1%	2.6%	0.1%
25	0.1%	0.4%	0.8%	1.2%	1.5%	1.8%	2.2%	2.5%	0.1%
26	0.0%	0.4%	0.7%	1.1%	1.4%	1.8%	2.1%	2.5%	0.0%
27	0.0%	0.3%	0.7%	1.1%	1.4%	1.7%	2.1%	2.5%	0.0%
28	0.3%	0.6%	1.0%	1.3%	1.7%	2.0%	2.4%	2.7%	0.3%
29	0.0%	0.4%	0.7%	1.1%	1.5%	1.8%	2.1%	2.5%	0.0%
31	0.0%	0.4%	0.8%	1.1%	1.5%	1.8%	2.2%	2.5%	0.1%