



CHARLESTON CHARTER School *for* Math + Science

1002 King Street Charleston, SC 29403 • 843.720.3085 • www.charlestonmathscience.org

Board of Directors Annual Meeting Minutes* **July 16, 2018, 6:00 p.m.** **Room 106, CCSMS, 1002 King Street, Charleston**

Present: Charles Bevers (Treasurer), Russ Campbell (Vice Chair), Mary Carmichael (Executive Principal) - by telephone, Susannah Elliot (Friends of CCSMS President), Tyeka Grant, Delores Gray, Michael Horner, David Neff, Ashley Redmond (Secretary), Cassie Watson, and David Wolf (Chair)

Guests Present – Melissa Frasier (Administration), Jenny Holland (KM Consulting)

1. The meeting was called to order at 6:01 p.m.
2. Chair David Wolf declared a quorum was present, gave a welcome and lead attendees in the Pledge of Allegiance.
3. The Mission Statement was read by Susannah Elliot.
4. Russ Campbell invested the 2018-2020 Directors (Chuck Bevers, David Neff, Ashley Redmond and David Wolf).
5. Cassie Watson moved to adopt the Agenda. It was seconded by Chuck Bevers. The motion passed with a unanimous vote of Yes-8, No-0 and Abstain-0.
6. Michael Horner moved to adopt the Minutes from the June 11 Meeting. The motion was seconded by Cassie Watson. The motion passed with a unanimous vote of Yes-8, No-0 and Abstain-0.
7. Public Comment. There were no guests present requesting to make a public comment.
8. Election of Officers:
Chair: David Wolf was nominated by Michael Horner, seconded by Delores Gray
Nomination carried with a vote of Yes-8, No-0 and Abstain-1 (Wolf)

* In accordance with S.C. Code Ann. § 30-4-80(E), notice of the time, date, place and agenda for this Regular Meeting of the Board of Directors was provided to the Charleston County School District's Charter School Liaison and reporters from the Post and Courier, pursuant to their prior request for such information.



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Vice Chair: Russ Campbell was nominated by David Wolf, seconded by Cassie Watson
Nomination carried with a vote of Yes-8, No-0 and Abstain-1 (Campbell)

Secretary: Delores Gray nominated Ashley Redmond, seconded by Chuck Bevers
Nomination carried with vote of Yes-8, No-0 and Abstain-1 (Redmond)

Treasurer: David Wolf nominated Chuck Bevers, seconded by Michael Horner
Nomination carried with vote of Yes-8, No-0 and Abstain-1 (Bevers)

9. Chair David Wolf moved that the Board appoint Michele McCutchen the community member for the Disciplinary Review Committee and it was seconded by Chuck Bevers. The motion passed with a unanimous vote of Yes- 9, No-0 and Abstain-0.
10. Jenny Holland presented to FY18 (June) Financial Report. Chuck Bevers made a motion to approve the report and Russ Campbell seconded the motion. The motion passed with a unanimous vote of Yes-9, No-0 and Abstain-0.

Budget Adjustments – None were presented.

11. Melissa Frasier, Kelly Federigos presented the Executive Principal's Report with the assistance Mary Carmichael via telephone. Included in the report were an update on the accreditation process, which has been approved for 5 years, a review of remaining vacancies and three key hires, current enrollment figures, the ongoing administrative restructuring and a status report on the HVAC system.
12. Chuck Bevers made a motion at 6:20 p.m. to enter Executive Session. The motion was seconded by Ashley Redmond. The motion passed with a unanimous vote of Yes-9, No-0 and Abstain-0. Chair, David Wolf announced that we were in Executive Session to discuss Contractual, Employee and Student Matters.

Deloris Gray made a motion at 7:05 p.m. to exit from Executive Session. The motion was seconded by Chuck Bevers. The motion passed with a unanimous vote of Yes-9, No-0 and Abstain-0. Chair, David Wolf announced that we were no longer in Executive Session and while in Executive Session, no votes took place.

13. Chuck Bevers moved that the CCSMS Pay Scales be updated to reflect the salaries reflected on the attachment circulated (attached below) and Cassie Watson seconded the motion. The motion passed with a unanimous vote of Yes-9, No-0 and Abstain-0.



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The Policy matter regarding Early Graduation and Class Rank were tabled until the next meeting.

12. Cassie Watson made a motion to adjourn at 7:18 p.m. It was seconded by Delores Gray. The motion passed with a unanimous vote of Yes-9, No-0 and Abstain-0.

Respectfully submitted,
Ashley Redmond - Secretary



CHARLESTON CHARTER *School for Math + Science*

Board of Directors Meeting Agenda And Annual Meeting

July 16, 2018 6pm

Room 106, CCSMS, 1002 King Street, Charleston

The mission of the Charleston Charter School for Math and Science is to educate students for success in college and careers by providing an innovative learning environment that is academically excellent, developmentally responsive and socially equitable.

- | | | |
|---|--------|-----------------|
| 1. Call to Order | | Chair |
| 2. Welcome/Pledge of Allegiance | | Member |
| 3. Reading of Mission Statement | | Member |
| 4. Swearing in of New Members | | Chair |
| 5. Adoption of Agenda | Action | Chair |
| 6. Approval of Minutes | Action | Chair |
| 7. Public Comment | | Chair |
| 8. Election of Officers | Action | Chair |
| 9. Appointment of Comm. Member of Disciplinary Rev. Comm. | Action | Chair |
| 10. Financial Report | | |
| a. FY 18 June | Action | KM Consulting |
| b. Budget Adjustments | Action | KM Consulting |
| 11. Executive Principal's Report | | Mary Carmichael |
| 12. Executive Session | | Chair |
| a. Contractual Matters – Insurance and HVAC Briefings | | |
| b. Employment Matters – Review of CCSMS and CCSD Pay Scales | | |
| c. Student Matters – Policies | | |
| 13. Action Items from Executive Session | | |
| a. Approval of CCSMS Pay Scales | Action | Chair |
| b. Policies– Early Graduation and Class Rank | Action | Chair |
| 14. Action Items | | Chair |
| 15. Adjourn | | |



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Board of Directors Meeting Minutes June 11, 2018, 6:00 p.m. Auditorium

Present: Russ Campbell (Vice Chair), Mary Carmichael (Executive Principal), Delores Gray, Michael Horner, Michael Porter (High School Faculty Representative), Evan Reich (Secretary), Cassie Watson, and David Wolf (Chair)

Guests Present – Hope Carter (Administration), Jenny Holland (KM Consulting)

1. The meeting was called to order at 6:00 p.m.
2. Chair David Wolf declared a quorum was present, gave a welcome and a lead in the Pledge of Allegiance.
3. The Mission Statement was read by Michael Porter.
4. Russ Campbell moved to adopt the Agenda. It was seconded by Cassie Watson. The motion passed with a unanimous vote of Yes-6, No-0 and Abstain-0.
5. Evan Reich moved to adopt the Minutes from the May 21 Meeting. The motion was seconded by Michael Horner. The motion passed with a unanimous vote of Yes-6, No-0 and Abstain-0.
6. Public Comment. There were no guests present requesting to make a public comment.
7. Jenny Holland presented to FY18 (May) Financial Report. Russ Campbell made a motion to approve the report and Cassie Watson seconded the motion. The motion passed with a unanimous vote of Yes-6, No-0 and Abstain-0.

Budget Adjustments – Evan Reich made a motion to approve the FY18 budget adjustments as presented by Jenny Holland, on behalf of Mary Carmichael. The motion was seconded by Russ Campbell and passed with a unanimous vote of Yes-6, No-0 and Abstain-0.

FY19 (Third Reading) – Russ Campbell made a motion to approve the FY19 budget as presented by Jenny Holland, on behalf of Mary Carmichael. The motion was



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seconded by Delores Gray and passed with a unanimous vote of Yes-6, No-0 and Abstain-0.

8. Mary Carmichael presented the Executive Principal's Report with the assistance Michael Porter and Hope Carter.
9. Michael Horner made a motion at 6:59 p.m. to enter Executive Session. The motion was seconded by Cassie Watson. The motion passed with a unanimous vote of Yes-6, No-0 and Abstain-0. Chair, David Wolf announced that we were in Executive Session to discuss Contractual, Employee and Student Matters.

Cassie Watson made a motion at 7:15 p.m. to exit from Executive Session. The motion was seconded by Russ Campbell. The motion passed with a unanimous vote of Yes-6, No-0 and Abstain-0. Chair, David Wolf announced that we were no longer in Executive Session and while in Executive Session, no votes took place.

10. There were no action items from Executive Session.

11. Action by Board

David Wolf made a motion to approve the amended calendar circulated for academic year 2018-2019 Board Meetings. Meetings are to be held on the 4th Thursday of each month, unless otherwise identified. The motion was seconded by Evan Reich which passed with a vote of Yes-6, No-0 and Abstain-0.

12. Cassie Watson made a motion to adjourn at 7:31. It was seconded by Delores Gray. The motion passed with a unanimous vote of Yes-6 No-0 and Abstain-0.

Respectfully submitted,
Evan Reich - Secretary

Charleston Charter School for Math & Science
Statement of Revenues and Expenses vs Budget

As of June 30, 2018

PRELIMINARY RESULTS

	Month Ending 06/30/2018 Actual	Year To Date 06/30/2018 Actual	Year Ending 06/30/2018 Current Budget	Year To Date 06/30/2018 Remaining Budget	Target 06/30/2018 Remaining
Revenues					
Dividends on Investments	158	1,289	1,500	211	14 %
Athletics Revenue	1,821	36,763	36,763	0	0 %
Afternoon Academy Funds	0	11,935	11,935	0	0 %
Pupil Activity Income	1,787	50,656	50,690	34	0 %
Field Trips	0	10,096	10,493	397	4 %
Contributions & Donations Income	2,000	5,846	5,845	(1)	(0) %
MUSC Wellness Grant	0	250	250	0	0 %
Speedwell Grant	0	42,000	42,000	0	0 %
Teacher Supplies Grant	0	11,825	11,825	0	0 %
EFA Revenues	439,143	5,478,675	5,478,675	0	0 %
EIA Revenues	0	269,265	269,265	0	0 %
Title I Revenues	0	5,200	5,200	0	0 %
IDEA Revenues	0	97,699	97,700	1	0 %
Total Revenues	444,909	6,021,499	6,022,141	642	0 %
Expenditures					
Athletic Program Expenditures					
6110 - Regular Salary	\$ 0	\$ 51,724	\$ 56,426	\$ 4,702	8 %
6116 - Salary Coaches Stipends	0	13,350	15,000	1,650	11 %
6210 - Group Health & Life Insurance	0	4,372	4,659	287	6 %
6220 - Employee Retirement	0	10,506	11,381	875	8 %
6230 - Social Security	0	4,720	5,138	418	8 %
6260 - Unemployment Compensation Tax	0	59	59	0	(1) %
6270 - Worker's Compensation Tax	0	0	606	606	100 %
6325 - Rentals	0	5,390	6,257	867	14 %
6329 - Other Property Services	0	1,428	1,428	0	0 %
6331 - Student Transportation & Travel	0	23,243	7,500	(15,743)	(210) %
6411 - Athletic Uniforms & Supplies	698	21,873	21,116	(757)	(4) %
6540 - Equipment	240	7,278	6,100	(1,178)	(19) %
6640 - Registration, Dues & Fees	0	5,172	5,200	28	1 %
6661 - Coaching Stipends	0	36,498	36,499	0	0 %
6662 - Athletic Trainer	0	4,000	4,120	120	3 %
6663 - Stipends for Officials	(53)	12,211	13,490	1,280	9 %
6664 - Athletic Awards	0	1,974	2,000	26	1 %
6665 - Coach Certification/PD	0	1,980	2,000	20	1 %
6667 - Game Security & Personnel	0	100	100	0	0 %

For Management Use

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Charleston Charter School for Math & Science
Statement of Revenues and Expenses vs Budget

As of June 30, 2018

PRELIMINARY RESULTS

	Month Ending 06/30/2018 Actual	Year To Date 06/30/2018 Actual	Year Ending 06/30/2018 Current Budget	Year To Date 06/30/2018 Remaining Budget	Target 06/30/2018 Remaining
Total Athletic Program Expenditures	\$ 885	\$ 205,878	\$ 199,079	\$ (6,799)	(3) %
Field Trip Expenditures					
6658 - Field Trips - Middle School	\$ 10	\$ 542	\$ 1,000	\$ 458	46 %
6659 - Field Trips - High School	0	9,192	15,000	5,808	39 %
Total Field Trip Expenditures	\$ 10	\$ 9,734	\$ 16,000	\$ 6,266	39 %
Graduation Program Expenditures					
6490 - Graduation Program	\$ 1,000	\$ 3,942	\$ 10,000	\$ 6,057	61 %
Total Graduation Program Expenditures	\$ 1,000	\$ 3,942	\$ 10,000	\$ 6,057	61 %
Instructional Expenditures					
6110 - Regular Salary	\$ 163,538	\$ 1,834,532	\$ 1,834,532	\$ 1	0 %
6210 - Group Health & Life Insurance	12,380	169,012	169,012	0	0 %
6220 - Employee Retirement	30,385	342,114	342,114	0	0 %
6230 - Social Security	12,117	138,302	138,302	0	0 %
6260 - Unemployment Compensation Tax	98	9,575	9,576	1	0 %
6270 - Worker's Compensation Tax	0	14,279	14,279	0	0 %
6311 - Instructional Services	1,095	60,437	62,000	1,563	3 %
6410 - Supplies	1,583	96,342	96,000	(342)	(0) %
6420 - Textbooks	0	838	1,700	862	51 %
6445 - Hardware, Software & Licenses	33	54,686	59,000	4,314	7 %
6487 - Teacher Supply Stipends	0	11,825	11,825	0	0 %
6540 - Equipment	0	14,130	72,000	57,870	80 %
6545 - Technology Equipment and Software	0	81,310	65,000	(16,310)	(25) %
Total Instructional Expenditures	\$ 221,229	\$ 2,827,382	\$ 2,875,340	\$ 47,959	2 %
Instruction Expenditures Special Programs					
6110 - Regular Salary	\$ 22,730	\$ 230,940	\$ 230,940	\$ 0	(0) %
6210 - Group Health & Life Insurance	964	6,875	7,213	338	5 %
6220 - Employee Retirement	3,139	30,662	30,662	(1)	(0) %
6230 - Social Security	1,713	17,567	17,567	1	0 %
6260 - Unemployment Compensation Tax	0	1,122	1,121	(1)	(0) %
6270 - Worker's Compensation Tax	0	0	1,428	1,428	100 %
6311 - Instructional Services	3,187	38,162	36,000	(2,162)	(6) %
6410 - Supplies	0	315	315	0	0 %
6445 - Hardware, Software & Licenses	0	113	114	1	1 %
Total Instruction Expenditures Special Programs	\$ 31,733	\$ 325,756	\$ 325,360	\$ (396)	(0) %

For Management Use

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Charleston Charter School for Math & Science
Statement of Revenues and Expenses vs Budget

As of June 30, 2018

PRELIMINARY RESULTS

	Month Ending 06/30/2018 Actual	Year To Date 06/30/2018 Actual	Year Ending 06/30/2018 Current Budget	Year To Date 06/30/2018 Remaining Budget	Target 06/30/2018 Remaining
Support Services Guidance					
6110 - Regular Salary	\$ 16,742	\$ 200,958	\$ 200,958	\$ 0	(0) %
6210 - Group Health & Life Insurance	2,343	26,750	26,750	0	(0) %
6220 - Employee Retirement	3,191	38,303	38,341	38	0 %
6230 - Social Security	1,104	14,576	14,576	0	(0) %
6260 - Unemployment Compensation Tax	0	555	555	(1)	(0) %
Total Support Services Guidance	\$ 23,380	\$ 281,142	\$ 281,180	\$ 37	0 %
Support Services Nurse					
6110 - Regular Salary	\$ 4,404	\$ 52,843	\$ 52,843	\$ 0	0 %
6210 - Group Health & Life Insurance	388	4,566	4,659	94	2 %
6220 - Employee Retirement	841	10,087	10,087	0	(0) %
6230 - Social Security	313	3,824	3,824	0	(0) %
6260 - Unemployment Compensation Tax	0	184	517	333	64 %
6311 - Instructional Services	0	750	1,300	550	42 %
6410 - Supplies	0	2,304	2,104	(200)	(10) %
Total Support Services Nurse	\$ 5,946	\$ 74,558	\$ 75,334	\$ 777	1 %
Support Services Psychological					
6313 - Student Services	\$ 1,100	\$ 13,605	\$ 20,000	\$ 6,395	32 %
Total Support Services Psychological	\$ 1,100	\$ 13,605	\$ 20,000	\$ 6,395	32 %
Support Services College Consulting (Hundall)					
6399 - College Consultant (Hundall)	\$ 2,333	\$ 28,250	\$ 28,000	\$ (250)	(1) %
Total Support Services College Consulting (Hundall)	\$ 2,333	\$ 28,250	\$ 28,000	\$ (250)	(1) %
Support Services Professional Development					
6312 - Professional Development	\$ 17,981	\$ 48,720	\$ 39,000	\$ (9,720)	(25) %
Total Support Services Professional Development	\$ 17,981	\$ 48,720	\$ 39,000	\$ (9,720)	(25) %
Support Services Board					
6318 - Audit Services	\$ 0	\$ 13,900	\$ 14,000	\$ 100	1 %
6319 - Legal Services	0	0	3,000	3,000	100 %
6410 - Supplies	0	2,412	3,000	588	20 %
6640 - Registration, Dues & Fees	0	3,990	4,300	310	7 %
6650 - Liability Insurance	340	19,440	31,874	12,434	39 %
Total Support Services Board	\$ 340	\$ 39,742	\$ 56,174	\$ 16,432	29 %
Support Services Administration					

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PRELIMINARY RESULTS

	Month Ending 06/30/2018 Actual	Year To Date 06/30/2018 Actual	Year Ending 06/30/2018 Current Budget	Year To Date 06/30/2018 Remaining Budget	Target 06/30/2018 Remaining
6111 - Principal / Assistant Princi	\$ 22,565	\$ 269,730	\$ 269,730	\$ 0	0 %
6115 - Teacher Assistant/Clerical Salary	15,449	187,997	187,997	0	(0) %
6210 - Group Health & Life Insurance	2,695	31,447	31,705	258	1 %
6220 - Employee Retirement	7,245	87,243	87,243	0	(0) %
6230 - Social Security	2,784	34,056	34,385	329	1 %
6260 - Unemployment Compensation Tax	14	1,688	1,688	0	(0) %
6315 - Administrative Support Svcs	500	10,532	10,532	0	0 %
6332 - Travel	344	17,959	14,000	(3,959)	(28) %
6410 - Supplies	1,758	62,324	60,000	(2,324)	(4) %
6540 - Equipment	164	577	500	(77)	(15) %
6545 - Technology Equipment and Software	679	13,691	14,000	309	2 %
Total Support Services Administration	\$ 54,197	\$ 717,244	\$ 711,780	\$ (5,464)	(1) %
Support Services Fiscal Services					
6315 - Administrative Support Svcs	\$ 3,750	\$ 51,576	\$ 51,576	\$ 0	0 %
6690 - Other Objects	81	640	800	160	20 %
Total Support Services Fiscal Services	\$ 3,831	\$ 52,216	\$ 52,376	\$ 160	0 %
Support Services Operations/Maint					
6321 - Public Utility Services (Excl energy)	\$ 1,359	\$ 14,924	\$ 19,000	\$ 4,075	21 %
6322 - Cleaning Services	0	127,715	141,600	13,886	10 %
6323 - Repairs & Maintenance Servic	56,538	163,623	160,000	(3,623)	(2) %
6324 - Property Insurance	0	0	5,283	5,283	100 %
6329 - Other Property Services	0	13,869	14,000	131	1 %
6340 - Communication	594	7,098	6,700	(399)	(6) %
6410 - Supplies	443	27,181	30,000	2,820	9 %
6470 - Energy (Electric, Gas, and Other Heating Fuels)	18,122	190,423	226,817	36,394	16 %
Total Support Services Operations/Maint	\$ 77,056	\$ 544,833	\$ 603,400	\$ 58,567	10 %
Support Services Transportation					
6331 - Student Transportation & Travel	\$ 46,524	\$ 339,038	\$ 385,027	\$ 45,989	12 %
Total Support Services Transportation	\$ 46,524	\$ 339,038	\$ 385,027	\$ 45,989	12 %
Support Services Marketing					
6350 - Advertising	\$ 200	\$ 8,200	\$ 6,500	\$ (1,700)	(26) %
Total Support Services Marketing	\$ 200	\$ 8,200	\$ 6,500	\$ (1,700)	(26) %
Support Services Technology					
6110 - Regular Salary	\$ 4,249	\$ 50,984	\$ 50,980	\$ (4)	(0) %

For Management Use

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Charleston Charter School for Math & Science
Statement of Revenues and Expenses vs Budget
As of June 30, 2018

PRELIMINARY RESULTS

	Month Ending 06/30/2018 Actual	Year To Date 06/30/2018 Actual	Year Ending 06/30/2018 Current Budget	Year To Date 06/30/2018 Remaining Budget	Target 06/30/2018 Remaining
6210 - Group Health & Life Insurance	456	4,634	4,659	25	1 %
6220 - Employee Retirement	810	9,717	9,630	(87)	(1) %
6230 - Social Security	314	3,816	3,900	84	2 %
6260 - Unemployment Compensation Tax	0	184	184	0	(0) %
6345 - Technology	0	20,233	21,000	767	4 %
6445 - Hardware, Software & Licenses	0	10,970	15,000	4,030	27 %
6545 - Technology Equipment and Software	1,576	9,435	9,000	(435)	(5) %
Total Support Services Technology	\$ 7,405	\$ 109,973	\$ 114,353	\$ 4,381	4 %
Support Services Security					
6329 - Other Property Services	\$ 0	\$ 6,763	\$ 8,000	\$ 1,236	15 %
Total Support Services Security	\$ 0	\$ 6,763	\$ 8,000	\$ 1,236	15 %
Afternoon Academy					
6110 - Regular Salary	0	32,124	36,426	4,302	12 %
6210 - Group Health & Life Insurance	0	1,821	2,159	338	16 %
6220 - Employee Retirement	0	5,972	6,459	488	8 %
6230 - Social Security	0	2,446	2,717	270	10 %
6260 - Unemployment Compensation Tax	0	130	137	8	5 %
Total Afternoon Academy	0	42,493	47,898	5,406	11 %
Pupil Activity					
6660 - Pupil Activity	\$ 189	\$ 66,355	\$ 56,000	\$ (10,356)	(18) %
Total Pupil Activity	\$ 189	\$ 66,355	\$ 56,000	\$ (10,356)	(18) %
Stipends					
6110 - Regular Salary	\$ 0	\$ 9,643	\$ 25,000	\$ 15,357	61 %
6220 - Employee Retirement	0	0	4,723	4,723	100 %
6230 - Social Security	0	762	1,913	1,151	60 %
Total Stipends	\$ 0	\$ 10,405	\$ 31,636	\$ 21,231	67 %
Total Expenditures	\$ 495,339	\$ 5,756,229	\$ 5,942,437	\$ 186,208	3 %
Net Income / (Deficit)	\$ (50,430)	\$ 265,270	\$ 79,704	\$ (185,566)	(233) %

Charleston Charter School for Math & Science
Balance Sheet - Modified Accrual

07/01/2017 Through 06/30/2018

Assets

Current Assets

Cash and Cash Equivalents

SOUT4975 OP Cash	89,604.58
SOUT1777 SW	915,804.90
SOUT0798 CK Cash	1,012.86
Petty Cash	300.00

Total Cash and Cash Equivalents 1,006,722.34

Due from Other Governments

Due From State	(0.45)
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Total Due from Other Governments (0.45)

Prepaid Items and Deposits

Prepaid Expense	51,100.00
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Total Prepaid Items and Deposits 51,100.00

Total Current Assets 1,057,821.89

Total Assets 1,057,821.89

Liabilities and Fund Balance

Liabilities

Current Liabilities 242,665.62

Total Liabilities 242,665.62

Fund Balance

Net Income 265,270.18

Fund Equity 549,886.09

Total Fund Balance 815,156.27

Total Liabilities and Fund Balance 1,057,821.89

PRELIMINARY RESULTS

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CCSMS Proposed Teacher Payscale for 2018-19

Years of Experience Step	Bachelor's		Bachelor's +18		Master's		Master's +30		Doctorate	
	CCSD	CCSMS	CCSD	CCSMS	CCSD	CCSMS	CCSD	CCSMS	CCSD	CCSMS
0	\$ 37,407	\$ 37,781	\$ 39,566	\$ 39,962	\$ 42,089	\$ 42,510	\$ 45,235	\$ 45,687	\$ 49,005	\$ 49,495
1	\$ 38,258	\$ 38,641	\$ 40,478	\$ 40,883	\$ 43,062	\$ 43,493	\$ 46,284	\$ 46,747	\$ 50,160	\$ 50,662
2	\$ 39,125	\$ 39,516	\$ 41,390	\$ 41,804	\$ 44,019	\$ 44,459	\$ 47,318	\$ 47,791	\$ 51,270	\$ 51,783
3	\$ 39,976	\$ 40,376	\$ 42,302	\$ 42,725	\$ 45,007	\$ 45,457	\$ 48,382	\$ 48,866	\$ 52,425	\$ 52,949
4	\$ 40,842	\$ 41,250	\$ 43,229	\$ 43,661	\$ 45,980	\$ 46,440	\$ 49,415	\$ 49,909	\$ 53,550	\$ 54,086
5	\$ 41,709	\$ 42,126	\$ 44,141	\$ 44,582	\$ 46,938	\$ 47,407	\$ 50,449	\$ 50,953	\$ 54,674	\$ 55,221
6	\$ 42,560	\$ 42,986	\$ 45,053	\$ 45,504	\$ 47,910	\$ 48,389	\$ 51,498	\$ 52,013	\$ 55,814	\$ 56,372
7	\$ 43,426	\$ 43,860	\$ 45,965	\$ 46,425	\$ 48,883	\$ 49,372	\$ 52,546	\$ 53,071	\$ 56,924	\$ 57,493
8	\$ 44,293	\$ 44,736	\$ 46,877	\$ 47,346	\$ 49,856	\$ 50,355	\$ 53,595	\$ 54,131	\$ 58,064	\$ 58,645
9	\$ 45,159	\$ 45,611	\$ 47,804	\$ 48,282	\$ 50,829	\$ 51,337	\$ 54,644	\$ 55,190	\$ 59,204	\$ 59,796
10	\$ 46,026	\$ 46,486	\$ 48,701	\$ 49,188	\$ 51,786	\$ 52,304	\$ 55,693	\$ 56,250	\$ 60,329	\$ 60,932
11	\$ 46,877	\$ 47,346	\$ 49,598	\$ 50,094	\$ 52,774	\$ 53,302	\$ 56,726	\$ 57,293	\$ 61,469	\$ 62,084
12	\$ 47,728	\$ 48,205	\$ 50,525	\$ 51,030	\$ 53,732	\$ 54,269	\$ 57,760	\$ 58,338	\$ 62,594	\$ 63,220
13	\$ 48,594	\$ 49,080	\$ 51,437	\$ 51,951	\$ 54,720	\$ 55,267	\$ 58,824	\$ 59,412	\$ 63,718	\$ 64,355
14	\$ 49,537	\$ 50,032	\$ 52,440	\$ 52,964	\$ 55,769	\$ 56,327	\$ 59,949	\$ 60,548	\$ 64,950	\$ 65,600
15	\$ 50,479	\$ 50,984	\$ 53,413	\$ 53,947	\$ 56,833	\$ 57,401	\$ 61,074	\$ 61,685	\$ 66,181	\$ 66,843
16	\$ 51,406	\$ 51,920	\$ 54,401	\$ 54,945	\$ 57,882	\$ 58,461	\$ 62,198	\$ 62,820	\$ 67,397	\$ 68,071
17	\$ 52,334	\$ 52,857	\$ 55,404	\$ 55,958	\$ 58,900	\$ 59,489	\$ 63,338	\$ 63,971	\$ 68,613	\$ 69,299
18	\$ 53,276	\$ 53,809	\$ 56,392	\$ 56,956	\$ 59,979	\$ 60,579	\$ 64,463	\$ 65,108	\$ 69,844	\$ 70,542
19	\$ 54,203	\$ 54,745	\$ 57,380	\$ 57,954	\$ 61,028	\$ 61,638	\$ 65,603	\$ 66,259	\$ 71,075	\$ 71,786
20	\$ 55,146	\$ 55,697	\$ 58,368	\$ 58,952	\$ 62,077	\$ 62,698	\$ 66,728	\$ 67,395	\$ 72,306	\$ 73,029
21	\$ 56,073	\$ 56,634	\$ 59,341	\$ 59,934	\$ 63,126	\$ 63,757	\$ 67,838	\$ 68,516	\$ 73,538	\$ 74,273
22	\$ 57,015	\$ 57,585	\$ 60,344	\$ 60,947	\$ 64,190	\$ 64,832	\$ 68,993	\$ 69,683	\$ 74,754	\$ 75,502
23	\$ 57,958	\$ 58,538	\$ 61,332	\$ 61,945	\$ 65,238	\$ 65,890	\$ 70,118	\$ 70,819	\$ 75,985	\$ 76,745
24	\$ 58,885	\$ 59,474	\$ 62,320	\$ 62,943	\$ 66,287	\$ 66,950	\$ 71,258	\$ 71,971	\$ 77,216	\$ 77,988
25	\$ 59,812	\$ 60,410	\$ 63,323	\$ 63,956	\$ 67,336	\$ 68,009	\$ 72,382	\$ 73,106	\$ 78,432	\$ 79,216
26	\$ 59,812	\$ 60,410	\$ 63,323	\$ 63,956	\$ 67,336	\$ 68,009	\$ 72,382	\$ 73,106	\$ 78,432	\$ 79,216
27	\$ 59,812	\$ 60,410	\$ 63,323	\$ 63,956	\$ 67,336	\$ 68,009	\$ 72,382	\$ 73,106	\$ 78,432	\$ 79,216
28	\$ 59,812	\$ 60,410	\$ 63,323	\$ 63,956	\$ 67,336	\$ 68,009	\$ 72,382	\$ 73,106	\$ 78,432	\$ 79,216
29	\$ 59,812	\$ 60,410	\$ 63,323	\$ 63,956	\$ 67,336	\$ 68,009	\$ 72,382	\$ 73,106	\$ 78,432	\$ 79,216
30	\$ 59,812	\$ 60,410	\$ 63,323	\$ 63,956	\$ 67,336	\$ 68,009	\$ 72,382	\$ 73,106	\$ 78,432	\$ 79,216