

**DOVER BOARD OF EDUCATION
AND THE
DOVER SUPPORTIVE STAFF ASSOCIATION**

MEMORANDUM OF AGREEMENT

The Dover Board of Education ("Board") and the Dover Supportive Staff Association ("Association") hereby agree to incorporate all terms and conditions of the Collective Bargaining Agreement that expired on June 30, 2021, into the successor Collective Bargaining Agreement except for the modifications set forth below. The parties acknowledge that these terms and conditions are subject to ratification by their respective memberships. The parties agree to present and recommend these terms and conditions to their respective constituents for ratification.

1. TERM OF CONTRACT

The term of the contract is 3 years: July 1, 2021 through June 30, 2024.

2. SALARY INCREASE:

Salary increases, inclusive of increment:

2021-2022	Increases as detailed on accompanying salary guides and employee salary transition charts, both signed.
2022-2023	3.0% of the 2021-2022 base. Signed salary guides are attached.
2023-2024	3.0% of the 2022-2023 base. Signed salary guides are attached.

Salary increases shall apply to salaries only and shall be retroactive to July 1, 2021. There will be no increase to stipends, hourly rates, longevity payments or other monetary items throughout the life of the agreement unless specifically identified in this memorandum.

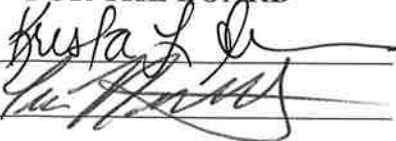
3. All terms and conditions contained in this successor Collective Bargaining Agreement will be retroactive to July 1, 2021. The two exceptions to this are:
- The Vacation Time sidebar agreement signed in June 2022 is effective July 1, 2022.
 - The 10 to 12 month transition language in Article VI which is effective July 1, 2022.
4. There will be no retroactive adjustment to health insurance deductions from July 1, 2021 through ratification of this collective bargaining agreement.
5. The attached Vacation Time sidebar agreement that was signed in June 2022 and effective July 1, 2022, will be incorporated into the new collective bargaining agreement printing.
6. Article VI – Work Year: Add the following language to the beginning of this article as shown in italics.

The work year for employees shall be as follows:

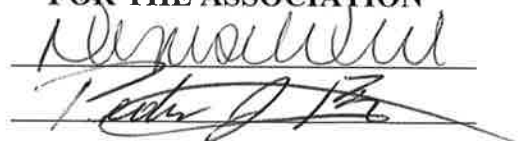
As of July 1, 2022 all employees, except bus drivers, will be hired as full-time 12-month employees. All employees currently employed on a 10-month basis, except bus drivers, will be considered grandfathered employees. These grandfathered employees will be able to maintain their 10-month employee status if they so desire. The grandfathered employee will have the option to transition to a 12-month employee at the same salary guide step on the 12-month guide, but once they become a 12-month employee they cannot change back to 10-month employee.

7. It is agreed that the position of Accounts Payable, which is currently a unit position, will be removed from DSSA unit and become a non-unit position upon ratification of the new collective bargaining agreement.
8. ARTICLE VI – WORK YEAR: Delete paragraph B.
9. ARTICLE VII – DAILY WORK HOURS: Paragraph D – Correct hours per day and week for bus drivers to reflect that there is one 12-month driver that works 8 hours per day and the remaining drivers are 10-month and work 6.5 hours per day, inclusive of a half hour lunch.
10. ARTICLE IX – HOLIDAYS:
 - Paragraph A – Add “Juneteenth”
 - Paragraph B.1. – Delete “rotating” and replace with “as needed.” Add: If the employee is needed, the employee will submit a time sheet for payment.
11. ARTICLE X – PAID LEAVES OF ABSENCE
 - Paragraph A – Change “accumulative” to “cumulative”
 - Paragraph B – Revise to reflect sick days may be taken in half (1/2) day increments.
 - Paragraph D.1. – Revise to reflect requests may be submitted electronically.
 - Paragraph D.2. – Delete “additional”
 - Paragraph G.2. – Delete the first two sentences and revise to reflect that “Notice of retirement must be provided to the Board by December 31st of the school year in which the member plans to retire. If timely notice is not provided, payment for unused sick leave will be made within 12 months of retirement.”
 - Paragraph G.2. – Delete “equal monthly installments” in the final sentence.
12. ARTICLE XII – JOB POSTINGS
 - Paragraph A – Delete “main offices” and “newspaper” and revise to reflect vacancies shall be posted electronically through the district’s online posting site and an email to all employees. *(note: this does not affect the 3 days prior internal notice to employees contained in this paragraph)*
13. ARTICLE XIV – MISCELLANEOUS
 - Paragraph D – Revise to reflect notices from the Board are to be in both English and Spanish, may be served electronically and update the Board and Association addresses.
 - Paragraph E – Revise to reflect policies are available on the District website.
 - Paragraph K – Delete the paragraph.
 - Paragraph O – Delete “option” and revise to reflect paychecks are direct deposited.
14. All other proposals not incorporated herein shall be deemed withdrawn by the party who submitted such proposal.
15. A duplicate of this memorandum has been furnished to and received by representatives of the parties.

FOR THE BOARD



FOR THE ASSOCIATION



Employee Transition Charts

Base Year 2020-2021 to Year 1 2021-2022

Secretarial		Transition Chart for New Salary Guides									
Salaries Effective 7/1/21 Employees not included on scattergram will be placed on guide as similarly situated employees											
Last Name	First Name	Locale	Salary	Hire Date	Years In Dover	Step Placement for 2021-2022	2021-2022 Salary	\$ Change			
10 MONTH											
1	BENJAMIN	MERCEDES	DHS	\$37,622	09/01/2005	15	12	\$43,300	\$5,678		
2	COLON	MARILUZ	ASE	\$37,622	09/19/2001	20	16	\$46,920	\$9,298		
3	CONCEPCION	SONIA	DHS	\$38,205	09/27/1999	20	16	\$46,920	\$8,715		
4	GUEVARA	KELLY	NDE	\$37,622	08/25/2017	4	7	\$39,225	\$1,603		
5	MORALES	DIANA	DMS	\$36,597	11/01/2021	1	5	\$37,735	\$1,138		
			\$187,668								
12 MONTH											
6	ACEVEDO	LIDIA	NDE	\$44,156	07/16/2001	20	16	\$56,305	\$12,149		
7	ADRADA	MELODY	NDE	\$40,000	09/01/2005	0	1	\$42,000	\$2,000		
8	ALONSO	KATTY	EDE	\$40,000	10/18/2021	0	1	\$42,000	\$2,000		
9	ARAGON	KATHERINE	ADM	\$40,000	04/17/2008	0	1	\$42,000	\$2,000		
10	ARAGON	ROSALIA	ADM	\$40,000	09/07/2021	0	1	\$42,000	\$2,000		
11	CLASSEN	BETZAIDA	ADM	\$40,000	08/30/2021	0	1	\$42,000	\$2,000		
12	DOMINQUEZ	BARBARA		\$38,000	3/8/22		1	\$42,000	\$4,000		
13	GILLEN	LAUREN	DHS	\$44,156	09/02/2014	7	7	\$47,070	\$2,914		
14	ILLANES	KAREN	ASE	\$40,000	09/13/2021	0	1	\$42,000	\$2,000		
15	MARTINEZ	GRACE	DHS	\$44,156	09/02/2014	7	7	\$47,070	\$2,914		
16	MARULANDA	DORIS	Need to	38000	Verify Salary		1	\$42,000	\$4,000		
17	MCCLOSKEY	BONNIE	DHS	\$44,091	01/02/2002	20	16	\$56,305	\$12,214		
18	NORLANDER	DAWN	EDE	\$53,410	09/01/1993	28	16	\$56,305	\$2,895		
19	QUILES	KIMBERLY	EDE	\$40,000	06/10/2021	0	1	\$42,000	\$2,000		
20	RODRIGUEZ	VIVIAN	ADM	\$40,000	07/01/2020	1	2	\$42,780	\$2,780		
21	SEAMAN	PETYA		\$50,000	3/7/22		12	\$51,960	\$1,960		
22	TEETS	JULIE	ASE	\$41,120	01/22/2020	1	2	\$42,780	\$1,660		
23	VALDEZ	NEISHA	ADM	\$40,000	08/23/2021	0	1	\$42,000	\$2,000		
24	WEIR	DENISE	DHS	\$44,156	08/25/2008	10	11	\$50,935	\$6,779		
			\$801,245								
							\$214,100	\$871,510	\$70,265		

Computer Technicians		Transition Chart for New Salary Guides				Salaries Effective 7/1/21 Employees not included on scattergram will be placed on guide as similarly situated employees
Last Name	First Name	Salary	Hire Date	Years in Dover	Step Placement for 2021-2022	
1	ABAZA	\$60,000	09/14/2020	1	Tech 2 - Step 12	\$62,100
2	ADANE	\$34,000	07/06/2021	0	Tech 1 - Step 1	\$40,000
3	BURKEPILE	\$38,000	4/12/21	0	Tech 2 - Step 1	\$50,000
4	PALACIO ZAPATA	\$34,000	07/06/2021	0	Tech 1 - Step 1	\$40,000
5	UNISA	\$45,000	10/01/2020	1	Tech 2 - Step 6	\$55,500
		\$211,000				\$247,600

Maintenance / Grounds		Transition Chart for New Salary Guides						
Salaries Effective 7/1/21 Employees not included on scattergram will be placed on guide as similarly situated employees								
Last Name	First Name	Locale	Salary	Hire Date	Years in Dover	Step Placement for 2021- 2022	2021- 2022 Salary	\$ Change
		Base						
1	BASS	RONALD	\$53,291	09/28/2015	6	M2 - Step 4	\$61,255	\$7,964 HVAC
2	DELGADO	MARIANO	\$64,306	04/17/1995	26	M1 - Step 14	\$66,110	\$1,804
3	RUIZ	PEDRO	\$52,748	10/13/2009	12	M2 - Step 10	\$67,770	\$15,022 Carpentry
4	New	Electrician	\$70,000	5/1/22?		M2 - Step 14	\$72,110	\$2,110 Electrical
5	VALENTIN	JAVIER	\$36,000	07/01/2020	4		RESIGNED	
			\$240,345				267,245	\$26,900
Maintenance employees that hold licensure / certification in trades such as Electrical, HVAC, Carpentry, Plumbing and will be placed on the Maintenance 2 Salary Guide								
		Groundskeeper						
6	BARRADAS	RAINESTOR	\$32,200	10/07/2021		1	\$ 46,000	\$13,800
7	RUIZ	SEVI	\$32,200	June 2022		1	\$ 46,000	\$13,800
			\$64,400				\$ 92,000	\$27,600

TRANSPORTATION**Transition Chart for New Salary Guides 8/2/22**

Salaries Effective 7/1/21 Employees not included on scattergram will be placed on guide as similarly situated employees

Last Name	First Name	Salary	Hire Date	Years in Dover	Step Placement for 2021-2022	2021-2022 Salary	\$ Change
10 MONTH							
ARIAS	LUZ	\$31,718	10/08/2021	0	2	\$33,000	\$1,282
FANO MIRAND	ROBERTO	\$31,718	04/12/2021	0	2	\$33,000	\$1,282
ILYES	MARIA	\$31,718	03/29/2021	0	2	\$33,000	\$1,282
SOTO	LUZ	\$31,718	10/07/2021	0	2	\$33,000	\$1,282
MERO	ROBERTO	\$32,606	08/28/2019	2	4	\$33,940	\$1,334
MIRA	GLORIA	\$32,606	10/04/2018	3	4	\$33,940	\$1,334
ARBELAEZ	DIANA	\$33,554	12/01/2017	4	5	\$34,405	\$851
12 MONTH							
RAMIREZ	DIEGO	\$56,452	09/01/2005	16	5	\$59,835	\$3,383
		\$282,090			Total	\$294,120	
					Diff	\$12,030	

Salaries Effective 7/1/21 Employees not included on scattergram will be placed on guide as similarly situated employees

CUSTODIAL		Effective 7/1/21	Transition Chart for New Salary Guides						
Last Name	First Name	Locale	Salary	Hire Date	Yrs in Dover	Step Placement for 2021-2022	2021-2022 Salary	\$ Change	
10 MONTH		.83% of 12 Month Guide							
1	AGUILERA MARTINEZ	JULIA	NDE	\$29,067	04/01/2019	2	2	\$34,030	\$4,963
2	CASTRO	LILIAN	ASE	\$29,910	11/15/2017	4	4	\$35,420	\$5,510
3	DELGADO TORO	GONZALO	DHS	\$29,910	01/13/2012	10	9	\$38,900	\$8,990
4	FIALKOWSKY	MICHAEL	DHS	\$29,067	08/13/2018	3	3	\$34,725	\$5,658
5	FIGUEROA	ELLIOT	EDE	\$29,910	05/11/2015	???	1	\$33,335	\$3,425
6	GUZMAN-RIVAS	LUISA	ASE	\$29,910	09/21/2017	4	4	\$35,420	\$5,510
7	LUGO	JORGE	NDE	\$30,672	01/03/2017	5	5	\$36,115	\$5,443
8	SALAZAR	EVELYN	ADM	\$29,067	09/05/2018	3	3	\$34,725	\$5,658
9	SATAMA	HENRY	DHS	\$29,910	04/07/2017	4	4	\$35,420	\$5,510
10	SPERA	JAMES	DHS	\$29,910	04/17/2017	4	4	\$35,420	\$5,510
				\$297,333				\$353,510	\$56,177
12 MONTH									
11	DRAKE	ROBERT	EDE	\$36,710	12/03/2012	9	9	\$46,680	\$9,970
12	EUFRACIO	DIEGO	DHS	\$35,806	6/16/2014	7	6	\$44,175	\$8,369
13	GONZALEZ	MARIA	DHS	\$33,410	01/18/2022		1	\$40,000	\$6,590
14	GONZALEZ	MIRIAM		\$35,000	04/01/2021		1	\$40,000	\$5,000
15	HUAMAN	MARTHA	NDE	\$35,000	03/21/2022		1	\$40,000	\$5,000
16	MENA	ROSA	EDE	\$35,000	10/04/2021		1	\$40,000	\$5,000
17	MENDOZA	MARIA	DHS	\$35,000	03/22/2022		1	\$40,000	\$5,000
18	MORALES	MICHAEL	ASE	\$37,440	09/01/2009	12	12	\$49,185	\$11,745
19	MULLER	WILLIAM	NDE	\$36,519	09/01/2013	8	8	\$45,845	\$9,326
20	PATTERSON	CHARLES	DHS	\$35,806	08/20/2012	9	9	\$46,680	\$10,874
21	PEREZ POLANIA	MATILDE	NDE	\$33,410	03/21/2022		1	\$40,000	\$6,590
22	PUNO	EMILIA	NDE	\$41,060	10/01/2001	20	14	\$50,855	\$9,795
23	RODRIGUEZ	MICHELLE	EDE	\$33,410	10/12/2021		1	\$40,000	\$6,590
24	RODRIGUEZ MARTINEZ	LUZ	ASE	\$33,410	11/20/2019	2	2	\$40,835	\$7,425
				\$496,981				\$604,255	\$107,274

Salary Guides – Tech

YEAR 1 2021-22			YEAR 2 2022-23			YEAR 3 2023-24					
Dover Computer Tech			Dover Computer Tech			Dover Computer Tech					
3.00%			3.00%			3.00%					
Salary Guide			Salary Guide			Salary Guide					
Step	Tech 1	Tech 2	Step	Tech 1	Tech 2	Step	Tech 1	Tech 2			
A=1	40,000	50,000	1	40,605	50,605	1	41,255	51,255			
2	41,100	51,100	2	41,705	51,705	2	42,355	52,355			
3	42,200	52,200	3	42,805	52,805	3	43,455	53,455			
4	43,300	53,300	4	43,905	53,905	4	44,555	54,555			
5	44,400	54,400	5	45,005	55,005	5	45,655	55,655			
B=6	45,500	55,500	6	46,105	56,105	6	46,755	56,755			
7	46,600	56,600	7	47,205	57,205	7	47,855	57,855			
8	47,700	57,700	8	48,305	58,305	8	48,955	58,955			
9	48,800	58,800	9	49,405	59,405	9	50,055	60,055			
10	49,900	59,900	10	50,505	60,505	10	51,155	61,155			
11	51,000	61,000	11	51,605	61,605	11	52,255	62,255			
C=12	52,100	62,100	12	52,705	62,705	12	53,355	63,355			
Scattergram			Scattergram			Scattergram					
Step	Tech 1	Tech 2	Total	Step	Tech 1	Tech 2	Total	Step	Tech 1	Tech 2	Total
A=1	2.00	1.00	3.00	1	-	-	-	1	-	-	-
2	-	-	-	2	2.00	1.00	3.00	2	-	-	-
3	-	-	-	3	-	-	-	3	2.00	1.00	3.00
4	-	-	-	4	-	-	-	4	-	-	-
5	-	-	-	5	-	-	-	5	-	-	-
B=6	-	1.00	1.00	6	-	-	-	6	-	-	-
7	-	-	-	7	-	1.00	1.00	7	-	-	-
8	-	-	-	8	-	-	-	8	-	-	-
9	-	-	-	9	-	-	-	9	-	-	-
10	-	-	-	10	-	-	-	10	-	-	-
11	-	-	-	11	-	-	-	11	-	-	-
C=12	-	1.00	1.00	12	-	1.00	1.00	12	-	1.00	1.00
Totals	2.00	3.00	5.00	Totals	2.00	3.00	5.00	Totals	2.00	3.00	5.00
Percent	40.00%	60.00%		Percent	40.00%	60.00%		Percent	40.00%	60.00%	
Guide Cost			Guide Cost			Guide Cost					
Step	Tech 1	Tech 2	Step	Tech 1	Tech 2	Step	Tech 1	Tech 2			
A=1	80,000	50,000	1	-	-	1	-	-			
2	-	-	2	83,410	51,705	2	-	-			
3	-	-	3	-	-	3	86,910	53,455			
4	-	-	4	-	-	4	-	-			
5	-	-	5	-	-	5	-	-			
B=6	-	55,500	6	-	-	6	-	-			
7	-	-	7	-	57,205	7	-	-			
8	-	-	8	-	-	8	-	58,955			
9	-	-	9	-	-	9	-	-			
10	-	-	10	-	-	10	-	-			
11	-	-	11	-	-	11	-	-			
C=12	-	62,100	12	-	62,705	12	-	63,355			
Total	80,000	247,600	Total	83,410	255,025	Total	86,910	262,675			
			2021-22	247,600	2022-23	255,025	2022-23	255,025			
			Difference	7,425	Difference	7,425	Difference	7,650			
			% Increase	3.00%	% Increase	3.00%	% Increase	3.00%			

Salary Guides – Custodial/Maintenance/Grounds

YEAR 1													YEAR 2													YEAR 3																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																													
2021-22				2022-23				2023-24				2021-22				2022-23				2023-24				2021-22				2022-23				2023-24																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																							
Dover Cust/Grnds/Maint				Dover Cust/Grnds/Maint				Dover Cust/Grnds/Maint				Dover Cust/Grnds/Maint				Dover Cust/Grnds/Maint				Dover Cust/Grnds/Maint				Dover Cust/Grnds/Maint				Dover Cust/Grnds/Maint				Dover Cust/Grnds/Maint																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																							
Step	10 Mnt	12 Mnt	Grnds	Maint 1	Maint 2	Total	Percent	Step	10 Mnt	12 Mnt	Grnds	Maint 1	Maint 2	Total	Percent	Step	10 Mnt	12 Mnt	Grnds	Maint 1	Maint 2	Total	Percent	Step	10 Mnt	12 Mnt	Grnds	Maint 1	Maint 2	Total	Percent																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																								
1	33,338	40,000	46,000	52,000	58,000	10,000	33.33%	1	33,828	40,500	46,500	52,500	58,500	10,000	33.33%	1	34,350	41,220	47,400	53,685	59,885	10,000	33.33%	2	34,030	40,835	46,960	53,035	59,035	2,000	6.87%	2	34,520	41,425	47,640	53,655	59,655	2,000	6.87%	2	35,045	42,055	48,385	54,870	60,970	2,000	6.87%	3	34,725	41,670	47,920	54,170	60,170	5,000	16.87%	3	35,215	42,260	48,600	54,940	61,255	5,000	16.87%	3	35,740	42,890	49,325	55,755	61,755	5,000	16.87%	4	35,420	42,505	48,880	55,255	61,255	1,000	3.33%	4	35,910	43,065	49,560	56,025	62,025	1,000	3.33%	4	36,435	43,725	50,295	56,845	62,845	1,000	3.33%	5	36,115	43,340	49,640	56,340	62,340	1,000	3.33%	5	36,610	43,930	50,220	57,110	63,110	1,000	3.33%	5	37,135	44,560	51,245	58,015	63,930	1,000	3.33%	6	36,810	44,175	50,800	57,430	63,430	1,000	3.33%	6	37,305	44,765	51,460	58,185	64,185	1,000	3.33%	6	37,830	45,395	52,295	59,015	65,015	1,000	3.33%	7	37,510	45,010	51,760	58,515	64,515	1,000	3.33%	7	38,000	45,600	52,400	59,280	65,280	1,000	3.33%	7	38,525	46,230	53,165	60,100	66,100	1,000	3.33%	8	38,205	45,645	52,720	59,000	65,000	1,000	3.33%	8	38,695	46,235	53,400	60,365	66,365	1,000	3.33%	8	39,220	46,865	54,175	61,185	67,185	1,000	3.33%	9	38,900	46,680	53,660	60,585	66,585	1,000	3.33%	9	39,390	47,270	54,360	61,450	67,450	1,000	3.33%	9	39,915	47,900	55,085	62,270	68,270	1,000	3.33%	10	39,595	47,515	54,640	61,770	67,770	1,000	3.33%	10	40,085	48,105	55,320	62,535	68,535	1,000	3.33%	10	40,610	48,735	56,045	63,355	69,355	1,000	3.33%	11	40,290	48,350	55,600	62,855	68,855	1,000	3.33%	11	40,785	48,940	56,280	63,620	69,620	1,000	3.33%	11	41,310	49,570	57,005	64,440	70,440	1,000	3.33%	12	40,985	49,185	56,565	63,940	69,940	1,000	3.33%	12	41,480	49,775	57,240	64,710	70,710	1,000	3.33%	12	42,005	50,405	57,965	65,525	71,525	1,000	3.33%	13	41,885	50,020	57,525	65,025	71,025	1,000	3.33%	13	42,175	50,810	58,200	65,795	71,795	1,000	3.33%	13	42,700	51,430	58,925	66,610	72,610	1,000	3.33%	14	42,380	50,855	58,485	66,110	72,110	1,000	3.33%	14	42,870	51,445	59,160	66,880	72,880	1,000	3.33%	14	43,395	52,075	59,885	67,700	73,700	1,000	3.33%	Totals	10,000	14,000	2,000	1,000	3,000	30,000	100.00%	Totals	10,000	14,000	2,000	1,000	3,000	30,000	100.00%	Totals	10,000	14,000	2,000	1,000	3,000	30,000	100.00%	Percent	33.33%	46.67%	6.67%	3.33%	10.00%	33.33%		Percent	33.33%	46.67%	6.67%	3.33%	10.00%	33.33%		Percent	33.33%	46.67%	6.67%	3.33%	10.00%	33.33%		Guide Cos	353,510	604,255	92,000	50,110	56,110	604,255		Guide Cos	353,510	604,255	92,000	50,110	56,110	604,255		Guide Cos	353,510	604,255	92,000	50,110	56,110	604,255		Step	10 Mnt	12 Mnt	Grnds	Maint 1	Maint 2	Total	Percent	Step	10 Mnt	12 Mnt	Grnds	Maint 1	Maint 2	Total	Percent	Step	10 Mnt	12 Mnt	Grnds	Maint 1	Maint 2	Total	Percent	1	33,335	280,000	92,000	-	-	325,335	100.00%	1	34,520	289,975	95,280	-	-	415,275	100.00%	1	35,740	300,230	98,650	-	-	434,620	100.00%	2	34,030	40,835	-	-	-	74,865	100.00%	2	35,215	42,260	-	-	-	77,475	100.00%	2	36,435	43,725	-	-	-	80,160	100.00%	3	69,450	-	-	-	-	69,450	100.00%	3	71,820	-	-	-	-	71,820	100.00%	3	74,270	-	-	-	-	74,270	100.00%	4	141,880	-	-	-	-	141,880	100.00%	4	146,440	-	-	-	-	146,440	100.00%	4	151,320	-	-	-	-	151,320	100.00%	5	38,115	-	-	-	-	38,115	100.00%	5	37,305	-	-	-	-	37,305	100.00%	5	38,525	-	-	-	-	38,525	100.00%	6	-	-	-	-	-	-	-	6	-	-	-	-	-	-	-	6	-	-	-	-	-	-	-	7	-	-	-	-	-	-	-	7	-	-	-	-	-	-	-	7	-	-	-	-	-	-	-	8	-	-	-	-	-	-	-	8	-	-	-	-	-	-	-	8	-	-	-	-	-	-	-	9	38,900	93,360	-	-	-	132,260	100.00%	9	40,085	96,210	-	-	-	136,295	100.00%	9	41,310	99,140	-	-	-	140,450	100.00%	10	-	-	-	-	-	-	-	10	-	-	-	-	-	-	-	10	-	-	-	-	-	-	-	11	-	-	-	-	-	-	-	11	-	-	-	-	-	-	-	11	-	-	-	-	-	-	-	12	-	-	-	-	-	-	-	12	-	-	-	-	-	-	-	12	-	-	-	-	-	-	-	13	-	-	-	-	-	-	-	13	-	-	-	-	-	-	-	13	-	-	-	-	-	-	-	14	-	-	-	-	-	-	-	14	-	-	-	-	-	-	-	14	-	-	-	-	-	-	-	Totals	38,900	93,360	92,000	56,110	66,110	256,480	100.00%	Totals	40,085	96,210	95,280	66,880	72,880	275,455	100.00%	Totals	41,310	99,140	98,650	67,700	73,700	280,400	100.00%	Percent	33.33%	46.67%	6.67%	3.33%	10.00%	33.33%		Percent	33.33%	46.67%	6.67%	3.33%	10.00%	33.33%		Percent	33.33%	46.67%	6.67%	3.33%	10.00%	33.33%		Adjustment (0)	-	-	-	-	-	-	-	Adjustment (0)	-	-	-	-	-	-	-	Adjustment (0)	-	-	-	-	-	-	-	Spend	-	-	-	-	-	-	-	Spend	-	-	-	-	-	-	-	Spend	-	-	-	-	-	-	-	Total	-	-	-	-	-	-	-	Total	-	-	-	-	-	-	-	Total	-	-	-	-	-	-	-	Difference	-	-	-	-	-	-	-	Difference	-	-	-	-	-	-	-	Difference	-	-	-	-	-	-	-	% Increase	-	-	-	-	-	-	-	% Increase	-	-	-	-	-	-	-	% Increase	-	-	-	-	-	-	-
2	34,030	40,835	46,960	53,035	59,035	2,000	6.87%	2	34,520	41,425	47,640	53,655	59,655	2,000	6.87%	2	35,045	42,055	48,385	54,870	60,970	2,000	6.87%	3	34,725	41,670	47,920	54,170	60,170	5,000	16.87%	3	35,215	42,260	48,600	54,940	61,255	5,000	16.87%	3	35,740	42,890	49,325	55,755	61,755	5,000	16.87%	4	35,420	42,505	48,880	55,255	61,255	1,000	3.33%	4	35,910	43,065	49,560	56,025	62,025	1,000	3.33%	4	36,435	43,725	50,295	56,845	62,845	1,000	3.33%	5	36,115	43,340	49,640	56,340	62,340	1,000	3.33%	5	36,610	43,930	50,220	57,110	63,110	1,000	3.33%	5	37,135	44,560	51,245	58,015	63,930	1,000	3.33%	6	36,810	44,175	50,800	57,430	63,430	1,000	3.33%	6	37,305	44,765	51,460	58,185	64,185	1,000	3.33%	6	37,830	45,395	52,295	59,015	65,015	1,000	3.33%	7	37,510	45,010	51,760	58,515	64,515	1,000	3.33%	7	38,000	45,600	52,400	59,280	65,280	1,000	3.33%	7	38,525	46,230	53,165	60,100	66,100	1,000	3.33%	8	38,205	45,645	52,720	59,000	65,000	1,000	3.33%	8	38,695	46,235	53,400	60,365	66,365	1,000	3.33%	8	39,220	46,865	54,175	61,185	67,185	1,000	3.33%	9	38,900	46,680	53,660	60,585	66,585	1,000	3.33%	9	39,390	47,270	54,360	61,450	67,450	1,000	3.33%	9	39,915	47,900	55,085	62,270	68,270	1,000	3.33%	10	39,595	47,515	54,640	61,770	67,770	1,000	3.33%	10	40,085	48,105	55,320	62,535	68,535	1,000	3.33%	10	40,610	48,735	56,045	63,355	69,355	1,000	3.33%	11	40,290	48,350	55,600	62,855	68,855	1,000	3.33%	11	40,785	48,940	56,280	63,620	69,620	1,000	3.33%	11	41,310	49,570	57,005	64,440	70,440	1,000	3.33%	12	40,985	49,185	56,565	63,940	69,940	1,000	3.33%	12	41,480	49,775	57,240	64,710	70,710	1,000	3.33%	12	42,005	50,405	57,965	65,525	71,525	1,000	3.33%	13	41,885	50,020	57,525	65,025	71,025	1,000	3.33%	13	42,175	50,810	58,200	65,795	71,795	1,000	3.33%	13	42,700	51,430	58,925	66,610	72,610	1,000	3.33%	14	42,380	50,855	58,485	66,110	72,110	1,000	3.33%	14	42,870	51,445	59,160	66,880	72,880	1,000	3.33%	14	43,395	52,075	59,885	67,700	73,700	1,000	3.33%	Totals	10,000	14,000	2,000	1,000	3,000	30,000	100.00%	Totals	10,000	14,000	2,000	1,000	3,000	30,000	100.00%	Totals	10,000	14,000	2,000	1,000	3,000	30,000	100.00%	Percent	33.33%	46.67%	6.67%	3.33%	10.00%	33.33%		Percent	33.33%	46.67%	6.67%	3.33%	10.00%	33.33%		Percent	33.33%	46.67%	6.67%	3.33%	10.00%	33.33%		Guide Cos	353,510	604,255	92,000	50,110	56,110	604,255		Guide Cos	353,510	604,255	92,000	50,110	56,110	604,255		Guide Cos	353,510	604,255	92,000	50,110	56,110	604,255		Step	10 Mnt	12 Mnt	Grnds	Maint 1	Maint 2	Total	Percent	Step	10 Mnt	12 Mnt	Grnds	Maint 1	Maint 2	Total	Percent	Step	10 Mnt	12 Mnt	Grnds	Maint 1	Maint 2	Total	Percent	1	33,335	280,000	92,000	-	-	325,335	100.00%	1	34,520	289,975	95,280	-	-	415,275	100.00%	1	35,740	300,230	98,650	-	-	434,620	100.00%	2	34,030	40,835	-	-	-	74,865	100.00%	2	35,215	42,260	-	-	-	77,475	100.00%	2	36,435	43,725	-	-	-	80,160	100.00%	3	69,450	-	-	-	-	69,450	100.00%	3	71,820	-	-	-	-	71,820	100.00%	3	74,270	-	-	-	-	74,270	100.00%	4	141,880	-	-	-	-	141,880	100.00%	4	146,440	-	-	-	-	146,440	100.00%	4	151,320	-	-	-	-	151,320	100.00%	5	38,115	-	-	-	-	38,115	100.00%	5	37,305	-	-	-	-	37,305	100.00%	5	38,525	-	-	-	-	38,525	100.00%	6	-	-	-	-	-	-	-	6	-	-	-	-	-	-	-	6	-	-	-	-	-	-	-	7	-	-	-	-	-	-	-	7	-	-	-	-	-	-	-	7	-	-	-	-	-	-	-	8	-	-	-	-	-	-	-	8	-	-	-	-	-	-	-	8	-	-	-	-	-	-	-	9	38,900	93,360	-	-	-	132,260	100.00%	9	40,085	96,210	-	-	-	136,295	100.00%	9	41,310	99,140	-	-	-	140,450	100.00%	10	-	-	-	-	-	-	-	10	-	-	-	-	-	-	-	10	-	-	-	-	-	-	-	11	-	-	-	-	-	-	-	11	-	-	-	-	-	-	-	11	-	-	-	-	-	-	-	12	-	-	-	-	-	-	-	12	-	-	-	-	-	-	-	12	-	-	-	-	-	-	-	13	-	-	-	-	-	-	-	13	-	-	-	-	-	-	-	13	-	-	-	-	-	-	-	14	-	-	-	-	-	-	-	14	-	-	-	-	-	-	-	14	-	-	-	-	-	-	-	Totals	38,900	93,360	92,000	56,110	66,110	256,480	100.00%	Totals	40,085	96,210	95,280	66,880	72,880	275,455	100.00%	Totals	41,310	99,140	98,650	67,700	73,700	280,400	100.00%	Percent	33.33%	46.67%	6.67%	3.33%	10.00%	33.33%		Percent	33.33%	46.67%	6.67%	3.33%	10.00%	33.33%		Percent	33.33%	46.67%	6.67%	3.33%	10.00%	33.33%		Adjustment (0)	-	-	-	-	-	-	-	Adjustment (0)	-	-	-	-	-	-	-	Adjustment (0)	-	-	-	-	-	-	-	Spend	-	-	-	-	-	-	-	Spend	-	-	-	-	-	-	-	Spend	-	-	-	-	-	-	-	Total	-	-	-	-	-	-	-	Total	-	-	-	-	-	-	-	Total	-	-	-	-	-	-	-	Difference	-	-	-	-	-	-	-	Difference	-	-	-	-	-	-	-	Difference	-	-	-	-	-	-	-	% Increase	-	-	-	-	-	-	-	% Increase	-	-	-	-	-	-	-	% Increase	-	-	-	-	-	-	-																								
3	34,725	41,670	47,920	54,170	60,170	5,000	16.87%	3	35,215	42,260	48,600	54,940	61,255	5,000	16.87%	3	35,740	42,890	49,325	55,755	61,755	5,000	16.87%	4	35,420	42,505	48,880	55,255	61,255	1,000	3.33%	4	35,910	43,065	49,560	56,025	62,025	1,000	3.33%	4	36,435	43,725	50,295	56,845	62,845	1,000	3.33%	5	36,115	43,340	49,640	56,340	62,340	1,000	3.33%	5	36,610	43,930	50,220	57,110	63,110	1,000	3.33%	5	37,135	44,560	51,245	58,015	63,930	1,000	3.33%	6	36,810	44,175	50,800	57,430	63,430	1,000	3.33%	6	37,305	44,765	51,460	58,185	64,185	1,000	3.33%	6	37,830	45,395	52,295	59,015	65,015	1,000	3.33%	7	37,510	45,010	51,760	58,515	64,515	1,000	3.33%	7	38,000	45,600	52,400	59,280	65,280	1,000	3.33%	7	38,525	46,230	53,165	60,100	66,100	1,000	3.33%	8	38,205	45,645	52,720	59,000	65,000	1,000	3.33%	8	38,695	46,235	53,400	60,365	66,365	1,000	3.33%	8	39,220	46,865	54,175	61,185	67,185	1,000	3.33%	9	38,900	46,680	53,660	60,585	66,585	1,000	3.33%	9	39,390	47,270	54,360	61,450	67,450	1,000	3.33%	9	39,915	47,900	55,085	62,270	68,270	1,000	3.33%	10	39,595	47,515	54,640	61,770	67,770	1,000	3.33%	10	40,085	48,105	55,320	62,535	68,535	1,000	3.33%	10	40,610	48,735	56,045	63,355	69,355	1,000	3.33%	11	40,290	48,350	55,600	62,855	68,855	1,000	3.33%	11	40,785	48,940	56,280	63,620	69,620	1,000	3.33%	11	41,310	49,570	57,005	64,440	70,440	1,000	3.33%	12	40,985	49,185	56,565	63,940	69,940	1,000	3.33%	12	41,480	49,775	57,240	64,710	70,710	1,000	3.33%	12	42,005	50,405	57,965	65,525	71,525	1,000	3.33%	13	41,885	50,020	57,525	65,025	71,025	1,000	3.33%	13	42,175	50,810	58,200	65,795	71,795	1,000	3.33%	13	42,700	51,430	58,925	66,610	72,610	1,000	3.33%	14	42,380	50,855	58,485	66,110	72,110	1,000	3.33%	14	42,870	51,445	59,160	66,880	72,880	1,000	3.33%	14	43,395	52,075	59,885	67,700	73,700	1,000	3.33%	Totals	10,000	14,000	2,000	1,000	3,000	30,000	100.00%	Totals	10,000	14,000	2,000	1,000	3,000	30,000	100.00%	Totals	10,000	14,000	2,000	1,000	3,000	30,000	100.00%	Percent	33.33%	46.67%	6.67%	3.33%	10.00%	33.33%		Percent	33.33%	46.67%	6.67%	3.33%	10.00%	33.33%		Percent	33.33%	46.67%	6.67%	3.33%	10.00%	33.33%		Guide Cos	353,510	604,255	92,000	50,110	56,110	604,255		Guide Cos	353,510	604,255	92,000	50,110	56,110	604,255		Guide Cos	353,510	604,255	92,000	50,110	56,110	604,255		Step	10 Mnt	12 Mnt	Grnds	Maint 1	Maint 2	Total	Percent	Step	10 Mnt	12 Mnt	Grnds	Maint 1	Maint 2	Total	Percent	Step	10 Mnt	12 Mnt	Grnds	Maint 1	Maint 2	Total	Percent	1	33,335	280,000	92,000	-	-	325,335	100.00%	1	34,520	289,975	95,280	-	-	415,275	100.00%	1	35,740	300,230	98,650	-	-	434,620	100.00%	2	34,030	40,835	-	-	-	74,865	100.00%	2	35,215	42,260	-	-	-	77,475	100.00%	2	36,435	43,725	-	-	-	80,160	100.00%	3	69,450	-	-	-	-	69,450	100.00%	3	71,820	-	-	-	-	71,820	100.00%	3	74,270	-	-	-	-	74,270	100.00%	4	141,880	-	-	-	-	141,880	100.00%	4	146,440	-	-	-	-	146,440	100.00%	4	151,320	-	-	-	-	151,320	100.00%	5	38,115	-	-	-	-	38,115	100.00%	5	37,305	-	-	-	-	37,305	100.00%	5	38,525	-	-	-	-	38,525	100.00%	6	-	-	-	-	-	-	-	6	-	-	-	-	-	-	-	6	-	-	-	-	-	-	-	7	-	-	-	-	-	-	-	7	-	-	-	-	-	-	-	7	-	-	-	-	-	-	-	8	-	-	-	-	-	-	-	8	-	-	-	-	-	-	-	8	-	-	-	-	-	-	-	9	38,900	93,360	-	-	-	132,260	100.00%	9	40,085	96,210	-	-	-	136,295	100.00%	9	41,310	99,140	-	-	-	140,450	100.00%	10	-	-	-	-	-	-	-	10	-	-	-	-	-	-	-	10	-	-	-	-	-	-	-	11	-	-	-	-	-	-	-	11	-	-	-	-	-	-	-	11	-	-	-	-	-	-	-	12	-	-	-	-	-	-	-	12	-	-	-	-	-	-	-	12	-	-	-	-	-	-	-	13	-	-	-	-	-	-	-	13	-	-	-	-	-	-	-	13	-	-	-	-	-	-	-	14	-	-	-	-	-	-	-	14	-	-	-	-	-	-	-	14	-	-	-	-	-	-	-	Totals	38,900	93,360	92,000	56,110	66,110	256,480	100.00%	Totals	40,085	96,210	95,280	66,880	72,880	275,455	100.00%	Totals	41,310	99,140	98,650	67,700	73,700	280,400	100.00%	Percent	33.33%	46.67%	6.67%	3.33%	10.00%	33.33%		Percent	33.33%	46.67%	6.67%	3.33%	10.00%	33.33%		Percent	33.33%	46.67%	6.67%	3.33%	10.00%	33.33%		Adjustment (0)	-	-	-	-	-	-	-	Adjustment (0)	-	-	-	-	-	-	-	Adjustment (0)	-	-	-	-	-	-	-	Spend	-	-	-	-	-	-	-	Spend	-	-	-	-	-	-	-	Spend	-	-	-	-	-	-	-	Total	-	-	-	-	-	-	-	Total	-	-	-	-	-	-	-	Total	-	-	-	-	-	-	-	Difference	-	-	-	-	-	-	-	Difference	-	-	-	-	-	-	-	Difference	-	-	-	-	-	-	-	% Increase	-	-	-	-	-	-	-	% Increase	-	-	-	-	-	-	-	% Increase	-	-	-	-	-	-	-																																																
4	35,420	42,505	48,880	55,255	61,255	1,000	3.33%	4	35,910	43,065	49,560	56,025	62,025	1,000	3.33%	4	36,435	43,725	50,295	56,845	62,845	1,000	3.33%	5	36,115	43,340	49,640	56,340	62,340	1,000	3.33%	5	36,610	43,930	50,220	57,110	63,110	1,000	3.33%	5	37,135	44,560	51,245	58,015	63,930	1,000	3.33%	6	36,810	44,175	50,800	57,430	63,430	1,000	3.33%	6	37,305	44,765	51,460	58,185	64,185	1,000	3.33%	6	37,830	45,395	52,295	59,015	65,015	1,000	3.33%	7	37,510	45,010	51,760	58,515	64,515	1,000	3.33%	7	38,000	45,600	52,400	59,280	65,280	1,000	3.33%	7	38,525	46,230	53,165	60,100	66,100	1,000	3.33%	8	38,205	45,645	52,720	59,000	65,000	1,000	3.33%	8	38,695	46,235	53,400	60,365	66,365	1,000	3.33%	8	39,220	46,865	54,175	61,185	67,185	1,000	3.33%	9	38,900	46,680	53,660	60,585	66,585	1,000	3.33%	9	39,390	47,270	54,360	61,450	67,450	1,000	3.33%	9	39,915	47,900	55,085	62,270	68,270	1,000	3.33%	10	39,595	47,515	54,640	61,770	67,770	1,000	3.33%	10	40,085	48,105	55,320	62,535	68,535	1,000	3.33%	10	40,610	48,735	56,045	63,355	69,355	1,000	3.33%	11	40,290	48,350	55,600	62,855	68,855	1,000	3.33%	11	40,785	48,940	56,280	63,620	69,620	1,000	3.33%	11	41,310	49,570	57,005	64,440	70,440	1,000	3.33%	12	40,985	49,185	56,565	63,940	69,940	1,000	3.33%	12	41,480	49,775	57,240	64,710	70,710	1,000	3.33%	12	42,005	50,405	57,965	65,525	71,525	1,000	3.33%	13	41,885	50,020	57,525	65,025	71,025	1,000	3.33%	13	42,175	50,810	58,200	65,795	71,795	1,000	3.33%	13	42,700	51,430	58,925	66,610	72,610	1,000	3.33%	14	42,380	50,855	58,485	66,110	72,110	1,000	3.33%	14	42,870	51,445	59,160	66,880	72,880	1,000	3.33%	14	43,395	52,075	59,885	67,700	73,700	1,000	3.33%	Totals	10,000	14,000	2,000	1,000	3,000	30,000	100.00%	Totals	10,000	14,000	2,000	1,000	3,000	30,000	100.00%	Totals	10,000	14,000	2,000	1,000	3,000	30,000	100.00%	Percent	33.33%	46.67%	6.67%	3.33%	10.00%	33.33%		Percent	33.33%	46.67%	6.67%	3.33%	10.00%	33.33%		Percent	33.33%	46.67%	6.67%	3.33%	10.00%	33.33%		Guide Cos	353,510	604,255	92,000	50,110	56,110	604,255		Guide Cos	353,510	604,255	92,000	50,110	56,110	604,255		Guide Cos	353,510	604,255	92,000	50,110	56,110	604,255		Step	10 Mnt	12 Mnt	Grnds	Maint 1	Maint 2	Total	Percent	Step	10 Mnt	12 Mnt	Grnds	Maint 1	Maint 2	Total	Percent	Step	10 Mnt	12 Mnt	Grnds	Maint 1	Maint 2	Total	Percent	1	33,335	280,000	92,000	-	-	325,335	100.00%	1	34,520	289,975	95,280	-	-	415,275	100.00%	1	35,740	300,230	98,650	-	-	434,620	100.00%	2	34,030	40,835	-	-	-	74,865	100.00%	2	35,215	42,260	-	-	-	77,475	100.00%	2	36,435	43,725	-	-	-	80,160	100.00%	3	69,450	-	-	-	-	69,450	100.00%	3	71,820	-	-	-	-	71,820	100.00%	3	74,270	-	-	-	-	74,270	100.00%	4	141,880	-	-	-	-	141,880	100.00%	4	146,440	-	-	-	-	146,440	100.00%	4	151,320	-	-	-	-	151,320	100.00%	5	38,115	-	-	-	-	38,115	100.00%	5	37,305	-	-	-	-	37,305	100.00%	5	38,525	-	-	-	-	38,525	100.00%	6	-	-	-	-	-	-	-	6	-	-	-	-	-	-	-	6	-	-	-	-	-	-	-	7	-	-	-	-	-	-	-	7	-	-	-	-	-	-	-	7	-	-	-	-	-	-	-	8	-	-	-	-	-	-	-	8	-	-	-	-	-	-	-	8	-	-	-	-	-	-	-	9	38,900	93,360	-	-	-	132,260	100.00%	9	40,085	96,210	-	-	-	136,295	100.00%	9	41,310	99,140	-	-	-	140,450	100.00%	10	-	-	-	-	-	-	-	10	-	-	-	-	-	-	-	10	-	-	-	-	-	-	-	11	-	-	-	-	-	-	-	11	-	-	-	-	-	-	-	11	-	-	-	-	-	-	-	12	-	-	-	-	-	-	-	12	-	-	-	-	-	-	-	12	-	-	-	-	-	-	-	13	-	-	-	-	-	-	-	13	-	-	-	-	-	-	-	13	-	-	-	-	-	-	-	14	-	-	-	-	-	-	-	14	-	-	-	-	-	-	-	14	-	-	-	-	-	-	-	Totals	38,900	93,360	92,000	56,110	66,110	256,480	100.00%	Totals	40,085	96,210	95,280	66,880	72,880	275,455	100.00%	Totals	41,310	99,140	98,650	67,700	73,700	280,400	100.00%	Percent	33.33%	46.67%	6.67%	3.33%	10.00%	33.33%		Percent	33.33%	46.67%	6.67%	3.33%	10.00%	33.33%		Percent	33.33%	46.67%	6.67%	3.33%	10.00%	33.33%		Adjustment (0)	-	-	-	-	-	-	-	Adjustment (0)	-	-	-	-	-	-	-	Adjustment (0)	-	-	-	-	-	-	-	Spend	-	-	-	-	-	-	-	Spend	-	-	-	-	-	-	-	Spend	-	-	-	-	-	-	-	Total	-	-	-	-	-	-	-	Total	-	-	-	-	-	-	-	Total	-	-	-	-	-	-	-	Difference	-	-	-	-	-	-	-	Difference	-	-	-	-	-	-	-	Difference	-	-	-	-	-	-	-	% Increase	-	-	-	-	-	-	-	% Increase	-	-	-	-	-	-	-	% Increase	-	-	-	-	-	-	-																																																																								
5	36,115	43,340	49,640	56,340	62,340	1,000	3.33%	5	36,610	43,930	50,220	57,110	63,110	1,000	3.33%	5	37,135	44,560	51,245	58,015	63,930	1,000	3.33%	6	36,810	44,175	50,800	57,430	63,430	1,000	3.33%	6	37,305	44,765	51,460	58,185	64,185	1,000	3.33%	6	37,830	45,395	52,295	59,015	65,015	1,000	3.33%	7	37,510	45,010	51,760	58,515	64,515	1,000	3.33%	7	38,000	45,600	52,400	59,280	65,280	1,000	3.33%	7	38,525	46,230	53,165	60,100	66,100	1,000	3.33%	8	38,205	45,645	52,720	59,000	65,000	1,000	3.33%	8	38,695	46,235	53,400	60,365	66,365	1,000	3.33%	8	39,220	46,865	54,175	61,185	67,185	1,000	3.33%	9	38,900	46,680	53,660	60,585	66,585	1,000	3.33%	9	39,390	47,270	54,360	61,450	67,450	1,000	3.33%	9	39,915	47,900	55,085	62,270	68,270	1,000	3.33%	10	39,595	47,515	54,640	61,770	67,770	1,000	3.33%	10	40,085	48,105	55,320	62,535	68,535	1,000	3.33%	10	40,610	48,735	56,045	63,355	69,355	1,000	3.33%	11	40,290	48,350	55,600	62,855	68,855	1,000	3.33%	11	40,785	48,940	56,280	63,620	69,620	1,000	3.33%	11	41,310	49,570	57,005	64,440	70,440	1,000	3.33%	12	40,985	49,185	56,565	63,940	69,940	1,000	3.33%	12	41,480	49,775	57,240	64,710	70,710	1,000	3.33%	12	42,005	50,405	57,965	65,525	71,525	1,000	3.33%	13	41,885	50,020	57,525	65,025	71,025	1,000	3.33%	13	42,175	50,810	58,200	65,795	71,795	1,000	3.33%	13	42,700	51,430	58,925	66,610	72,610	1,000	3.33%	14	42,380	50,855	58,485	66,110	72,110	1,000	3.33%	14	42,870	51,445	59,160	66,880	72,880	1,000	3.33%	14	43,395	52,075	59,885	67,700	73,700	1,000	3.33%	Totals	10,000	14,000	2,000	1,000	3,000	30,000	100.00%	Totals	10,000	14,000	2,000	1,000	3,000	30,000	100.00%	Totals	10,000	14,000	2,000	1,000	3,000	30,000	100.00%	Percent	33.33%	46.67%	6.67%	3.33%	10.00%	33.33%		Percent	33.33%	46.67%	6.67%	3.33%	10.00%	33.33%		Percent	33.33%	46.67%	6.67%	3.33%	10.00%	33.33%		Guide Cos	353,510	604,255	92,000	50,110	56,110	604,255		Guide Cos	353,510	604,255	92,000	50,110	56,110	604,255		Guide Cos	353,510	604,255	92,000	50,110	56,110	604,255		Step	10 Mnt	12 Mnt	Grnds	Maint 1	Maint 2	Total	Percent	Step	10 Mnt	12 Mnt	Grnds	Maint 1	Maint 2	Total	Percent	Step	10 Mnt	12 Mnt	Grnds	Maint 1	Maint 2	Total	Percent	1	33,335	280,000	92,000	-	-	325,335	100.00%	1	34,520	289,975	95,280	-	-	415,275	100.00%	1	35,740	300,230	98,650	-	-	434,620	100.00%	2	34,030	40,835	-	-	-	74,865	100.00%	2	35,215	42,260	-	-	-	77,475	100.00%	2	36,435	43,725	-	-	-	80,160	100.00%	3	69,450	-	-	-	-	69,450	100.00%	3	71,820	-	-	-	-	71,820	100.00%	3	74,270	-	-	-	-	74,270	100.00%	4	141,880	-	-	-	-	141,880	100.00%	4	146,440	-	-	-	-	146,440	100.00%	4	151,320	-	-	-	-	151,320	100.00%	5	38,115	-	-	-	-	38,115	100.00%	5	37,305	-	-	-	-	37,305	100.00%	5	38,525	-	-	-	-	38,525	100.00%	6	-	-	-	-	-	-	-	6	-	-	-	-	-	-	-	6	-	-	-	-	-	-	-	7	-	-	-	-	-	-	-	7	-	-	-	-	-	-	-	7	-	-	-	-	-	-	-	8	-	-	-	-	-	-	-	8	-	-	-	-	-	-	-	8	-	-	-	-	-	-	-	9	38,900	93,360	-	-	-	132,260	100.00%	9	40,085	96,210	-	-	-	136,295	100.00%	9	41,310	99,140	-	-	-	140,450	100.00%	10	-	-	-	-	-	-	-	10	-	-	-	-	-	-	-	10	-	-	-	-	-	-	-	11	-	-	-	-	-	-	-	11	-	-	-	-	-	-	-	11	-	-	-	-	-	-	-	12	-	-	-	-	-	-	-	12	-	-	-	-	-	-	-	12	-	-	-	-	-	-	-	13	-	-	-	-	-	-	-	13	-	-	-	-	-	-	-	13	-	-	-	-	-	-	-	14	-	-	-	-	-	-	-	14	-	-	-	-	-	-	-	14	-	-	-	-	-	-	-	Totals	38,900	93,360	92,000	56,110	66,110	256,480	100.00%	Totals	40,085	96,210	95,280	66,880	72,880	275,455	100.00%	Totals	41,310	99,140	98,650	67,700	73,700	280,400	100.00%	Percent	33.33%	46.67%	6.67%	3.33%	10.00%	33.33%		Percent	33.33%	46.67%	6.67%	3.33%	10.00%	33.33%		Percent	33.33%	46.67%	6.67%	3.33%	10.00%	33.33%		Adjustment (0)	-	-	-	-	-	-	-	Adjustment (0)	-	-	-	-	-	-	-	Adjustment (0)	-	-	-	-	-	-	-	Spend	-	-	-	-	-	-	-	Spend	-	-	-	-	-	-	-	Spend	-	-	-	-	-	-	-	Total	-	-	-	-	-	-	-	Total	-	-	-	-	-	-	-	Total	-	-	-	-	-	-	-	Difference	-	-	-	-	-	-	-	Difference	-	-	-	-	-	-	-	Difference	-	-	-	-	-	-	-	% Increase	-	-	-	-	-	-	-	% Increase	-	-	-	-	-	-	-	% Increase	-	-	-	-	-	-	-																																																																																																
6	36,810	44,175	50,800	57,430	63,430	1,000	3.33%	6	37,305	44,765	51,460	58,185	64,185	1,000	3.33%	6	37,830	45,395	52,295	59,015	65,015	1,000	3.33%	7	37,510	45,010	51,760	58,515	64,515	1,000	3.33%	7	38,000	45,600	52,400	59,280	65,280	1,000	3.33%	7	38,525	46,230	53,165	60,100	66,100	1,000	3.33%	8	38,205	45,645	52,720	59,000	65,000	1,000	3.33%	8	38,695	46,235	53,400	60,365	66,365	1,000	3.33%	8	39,220	46,865	54,175	61,185	67,185	1,000	3.33%	9	38,900	46,680	53,660	60,585	66,585	1,000	3.33%	9	39,390	47,270	54,360	61,450	67,450	1,000	3.33%	9	39,915	47,900	55,085	62,270	68,270	1,000	3.33%	10	39,595	47,515	54,640	61,770	67,770	1,000	3.33%	10	40,085	48,105	55,320	62,535	68,535	1,000	3.33%	10	40,610	48,735	56,045	63,355	69,355	1,000	3.33%	11	40,290	48,350	55,600	62,855	68,855	1,000	3.33%	11	40,785	48,940	56,280	63,620	69,620	1,000	3.33%	11	41,310	49,570	57,005	64,440	70,440	1,000	3.33%	12	40,985	49,185	56,565	63,940	69,940	1,000	3.33%	12	41,480	49,775	57,240	64,710	70,710	1,000	3.33%	12	42,005	50,405	57,965	65,525	71,525	1,000	3.33%	13	41,885	50,020	57,525	65,025	71,025	1,000	3.33%	13	42,175	50,810	58,200	65,795	71,795	1,000	3.33%	13	42,700	51,430	58,925	66,610	72,610	1,000	3.33%	14	42,380	50,855	58,485	66,110	72,110	1,000	3.33%	14	42,870	51,445	59,160	66,880	72,880	1,000	3.33%	14	43,395	52,075	59,885	67,700	73,700	1,000	3.33%	Totals	10,000	14,000	2,000	1,000	3,000	30,000	100.00%	Totals	10,000	14,000	2,000	1,000	3,000	30,000	100.00%	Totals	10,000	14,000	2,000	1,000	3,000	30,000	100.00%	Percent	33.33%	46.67%	6.67%	3.33%	10.00%	33.33%		Percent	33.33%	46.67%	6.67%	3.33%	10.00%	33.33%		Percent	33.33%	46.67%	6.67%	3.33%	10.00%	33.33%		Guide Cos	353,510	604,255	92,000	50,110	56,110	604,255		Guide Cos	353,510	604,255	92,000	50,110	56,110	604,255		Guide Cos	353,510	604,255	92,000	50,110	56,110	604,255		Step	10 Mnt	12 Mnt	Grnds	Maint 1	Maint 2	Total	Percent	Step	10 Mnt	12 Mnt	Grnds	Maint 1	Maint 2	Total	Percent	Step	10 Mnt	12 Mnt	Grnds	Maint 1	Maint 2	Total	Percent	1	33,335	280,000	92,000	-	-	325,335	100.00%	1	34,520	289,975	95,280	-	-	415,275	100.00%	1	35,740	300,230	98,650	-	-	434,620	100.00%	2	34,030	40,835	-	-	-	74,865	100.00%	2	35,215	42,260	-	-	-	77,475	100.00%	2	36,435	43,725	-	-	-	80,160	100.00%	3	69,450	-	-	-	-	69,450	100.00%	3	71,820	-	-	-	-	71,820	100.00%	3	74,270	-	-	-	-	74,270	100.00%	4	141,880	-	-	-	-	141,880	100.00%	4	146,440	-	-	-	-	146,440	100.00%	4	151,320	-	-	-	-	151,320	100.00%	5	38,115	-	-	-	-	38,115	100.00%	5	37,305	-	-	-	-	37,305	100.00%	5	38,525	-	-	-	-	38,525	100.00%	6	-	-	-	-	-	-	-	6	-	-	-	-	-	-	-	6	-	-	-	-	-	-	-	7	-	-	-	-	-	-	-	7	-	-	-	-	-	-	-	7	-	-	-	-	-	-	-	8	-	-	-	-	-	-	-	8	-	-	-	-	-	-	-	8	-	-	-	-	-	-	-	9	38,900	93,360	-	-	-	132,260	100.00%	9	40,085	96,210	-	-	-	136,295	100.00%	9	41,310	99,140	-	-	-	140,450	100.00%	10	-	-	-	-	-	-	-	10	-	-	-	-	-	-	-	10	-	-	-	-	-	-	-	11	-	-	-	-	-	-	-	11	-	-	-	-	-	-	-	11	-	-	-	-	-	-	-	12	-	-	-	-	-	-	-	12	-	-	-	-	-	-	-	12	-	-	-	-	-	-	-	13	-	-	-	-	-	-	-	13	-	-	-	-	-	-	-	13	-	-	-	-	-	-	-	14	-	-	-	-	-	-	-	14	-	-	-	-	-	-	-	14	-	-	-	-	-	-	-	Totals	38,900	93,360	92,000	56,110	66,110	256,480	100.00%	Totals	40,085	96,210	95,280	66,880	72,880	275,455	100.00%	Totals	41,310	99,140	98,650	67,700	73,700	280,400	100.00%	Percent	33.33%	46.67%	6.67%	3.33%	10.00%	33.33%		Percent	33.33%	46.67%	6.67%	3.33%	10.00%	33.33%		Percent	33.33%	46.67%	6.67%	3.33%	10.00%	33.33%		Adjustment (0)	-	-	-	-	-	-	-	Adjustment (0)	-	-	-	-	-	-	-	Adjustment (0)	-	-	-	-	-	-	-	Spend	-	-	-	-	-	-	-	Spend	-	-	-	-	-	-	-	Spend	-	-	-	-	-	-	-	Total	-	-	-	-	-	-	-	Total	-	-	-	-	-	-	-	Total	-	-	-	-	-	-	-	Difference	-	-	-	-	-	-	-	Difference	-	-	-	-	-	-	-	Difference	-	-	-	-	-	-	-	% Increase	-	-	-	-	-	-	-	% Increase	-	-	-	-	-	-	-	% Increase	-	-	-	-	-	-	-																																																																																																																								
7	37,510	45,010	51,760	58,515	64,515	1,000	3.33%	7	38,000	45,600	52,400	59,280	65,280	1,000	3.33%	7	38,525	46,230	53,165	60,100	66,100	1,000	3.33%	8	38,205	45,645	52,720	59,000	65,000	1,000	3.33%	8	38,695	46,235	53,400	60,365	66,365	1,000	3.33%	8	39,220	46,865	54,175	61,185	67,185	1,000	3.33%	9	38,900	46,680	53,660	60,585	66,585	1,000	3.33%	9	39,390	47,270	54,360	61,450	67,450	1,000	3.33%	9	39,915	47,900	55,085	62,270	68,270	1,000	3.33%	10	39,595	47,515	54,640	61,770	67,770	1,000	3.33%	10	40,085	48,105	55,320	62,535	68,535	1,000	3.33%	10	40,610	48,735	56,045	63,355	69,355	1,000	3.33%	11	40,290	48,350	55,600	62,855	68,855	1,000	3.33%	11	40,785	48,940	56,280	63,620	69,620	1,000	3.33%	11	41,310	49,570	57,005	64,440	70,440	1,000	3.33%	12	40,985	49,185	56,565	63,940	69,940	1,000	3.33%	12	41,480	49,775	57,240	64,710	70,710	1,000	3.33%	12	42,005	50,405	57,965	65,525	71,525	1,000	3.33%	13	41,885	50,020	57,525	65,025	71,025	1,000	3.33%	13	42,175	50,810	58,200	65,795	71,795	1,000	3.33%	13	42,700	51,430	58,925	66,610	72,610	1,000	3.33%	14	42,380	50,855	58,485	66,110	72,110	1,000	3.33%	14	42,870	51,445	59,160	66,880	72,880	1,000	3.33%	14	43,395	52,075	59,885	67,700	73,700	1,000	3.33%	Totals	10,000	14,000	2,000	1,000	3,000	30,000	100.00%	Totals	10,000	14,000	2,000	1,000	3,000	30,000	100.00%	Totals	10,000	14,000	2,000	1,000	3,000	30,000	100.00%	Percent	33.33%	46.67%	6.67%	3.33%	10.00%	33.33%		Percent	33.33%	46.67%	6.67%	3.33%	10.00%	33.33%		Percent	33.33%	46.67%	6.67%	3.33%	10.00%	33.33%		Guide Cos	353,510	604,255	92,000	50,110	56,110	604,255		Guide Cos	353,510	604,255	92,000	50,110	56,110	604,255		Guide Cos	353,510	604,255	92,000	50,110	56,110	604,255		Step	10 Mnt	12 Mnt	Grnds	Maint 1	Maint 2	Total	Percent	Step	10 Mnt	12 Mnt	Grnds	Maint 1	Maint 2	Total	Percent	Step	10 Mnt	12 Mnt	Grnds	Maint 1	Maint 2	Total	Percent	1	33,335	280,000	92,000	-	-	325,335	100.00%	1	34,520	289,975	95,280	-	-	415,275	100.00%	1	35,740	300,230	98,650	-	-	434,620	100.00%	2	34,030	40,835	-	-	-	74,865	100.00%	2	35,215	42,260	-	-	-	77,475	100.00%	2	36,435	43,725	-	-	-	80,160	100.00%	3	69,450	-	-	-	-	69,450	100.00%	3	71,820	-	-	-	-	71,820	100.00%	3	74,270	-	-	-	-	74,270	100.00%	4	141,880	-	-	-	-	141,880	100.00%	4	146,440	-	-	-	-	146,440	100.00%	4	151,320	-	-	-	-	151,320	100.00%	5	38,115	-	-	-	-	38,115	100.00%	5	37,305	-	-	-	-	37,305	100.00%	5	38,525	-	-	-	-	38,525	100.00%	6	-	-	-	-	-	-	-	6	-	-	-	-	-	-	-	6	-	-	-	-	-	-	-	7	-	-	-	-	-	-	-	7	-	-	-	-	-	-	-	7	-	-	-	-	-	-	-	8	-	-	-	-	-	-	-	8	-	-	-	-	-	-	-	8	-	-	-	-	-	-	-	9	38,900	93,360	-	-	-	132,260	100.00%	9	40,085	96,210	-	-	-	136,295	100.00%	9	41,310	99,140	-	-	-	140,450	100.00%	10	-	-	-	-	-	-	-	10	-	-	-	-	-	-	-	10	-	-	-	-	-	-	-	11	-	-	-	-	-	-	-	11	-	-	-	-	-	-	-	11	-	-	-	-	-	-	-	12	-	-	-	-	-	-	-	12	-	-	-	-	-	-	-	12	-	-	-	-	-	-	-	13	-	-	-	-	-	-	-	13	-	-	-	-	-	-	-	13	-	-	-	-	-	-	-	14	-	-	-	-	-	-	-	14	-	-	-	-	-	-	-	14	-	-	-	-	-	-	-	Totals	38,900	93,360	92,000	56,110	66,110	256,480	100.00%	Totals	40,085	96,210	95,280	66,880	72,880	275,455	100.00%	Totals	41,310	99,140	98,650	67,700	73,700	280,400	100.00%	Percent	33.33%	46.67%	6.67%	3.33%	10.00%	33.33%		Percent	33.33%	46.67%	6.67%	3.33%	10.00%	33.33%		Percent	33.33%	46.67%	6.67%	3.33%	10.00%	33.33%		Adjustment (0)	-	-	-	-	-	-	-	Adjustment (0)	-	-	-	-	-	-	-	Adjustment (0)	-	-	-	-	-	-	-	Spend	-	-	-	-	-	-	-	Spend	-	-	-	-	-	-	-	Spend	-	-	-	-	-	-	-	Total	-	-	-	-	-	-	-	Total	-	-	-	-	-	-	-	Total	-	-	-	-	-	-	-	Difference	-	-	-	-	-	-	-	Difference	-	-	-	-	-	-	-	Difference	-	-	-	-	-	-	-	% Increase	-	-	-	-	-	-	-	% Increase	-	-	-	-	-	-	-	% Increase	-	-	-	-	-	-	-																																																																																																																																																
8	38,205	45,645	52,720	59,000	65,000	1,000	3.33%	8	38,695	46,235	53,400	60,365	66,365	1,000	3.33%	8	39,220	46,865	54,175	61,185	67,185	1,000	3.33%	9	38,900	46,680	53,660	60,585	66,585	1,000	3.33%	9	39,390	47,270	54,360	61,450	67,450	1,000	3.33%	9	39,915	47,900	55,085	62,270	68,270	1,000	3.33%	10	39,595	47,515	54,640	61,770	67,770	1,000	3.33%	10	40,085	48,105	55,320	62,535	68,535	1,000	3.33%	10	40,610	48,735	56,045	63,355	69,355	1,000	3.33%	11	40,290	48,350	55,600	62,855	68,855	1,000	3.33%	11	40,785	48,940	56,280	63,620	69,620	1,000	3.33%	11	41,310	49,570	57,005	64,440	70,440	1,000	3.33%	12	40,985	49,185	56,565	63,940	69,940	1,000	3.33%	12	41,480	49,775	57,240	64,710	70,710	1,000	3.33%	12	42,005	50,405	57,965	65,525	71,525	1,000	3.33%	13	41,885	50,020	57,525	65,025	71,025	1,000	3.33%	13	42,175	50,810	58,200	65,795	71,795	1,000	3.33%	13	42,700	51,430	58,925	66,610	72,610	1,000	3.33%	14	42,380	50,855	58,485	66,110	72,110	1,000	3.33%	14	42,870	51,445	59,160	66,880	72,880	1,000	3.33%	14	43,395	52,075	59,885	67,700	73,700	1,000	3.33%	Totals	10,000	14,000	2,000	1,000	3,000	30,000	100.00%	Totals	10,000	14,000	2,000	1,000	3,000	30,000	100.00%	Totals	10,000	14,000	2,000	1,000	3,000	30,000	100.00%	Percent	33.33%	46.67%	6.67%	3.33%	10.00%	33.33%		Percent	33.33%	46.67%	6.67%	3.33%	10.00%	33.33%		Percent	33.33%	46.67%	6.67%	3.33%	10.00%	33.33%		Guide Cos	353,510	604,255	92,000	50,110	56,110	604,255		Guide Cos	353,510	604,255	92,000	50,110	56,110	604,255		Guide Cos	353,510	604,255	92,000	50,110	56,110	604,255		Step	10 Mnt	12 Mnt	Grnds	Maint 1	Maint 2	Total	Percent	Step	10 Mnt	12 Mnt	Grnds	Maint 1	Maint 2	Total	Percent	Step	10 Mnt	12 Mnt	Grnds	Maint 1	Maint 2	Total	Percent	1	33,335	280,000	92,000	-	-	325,335	100.00%	1	34,520	289,975	95,280	-	-	415,275	100.00%	1	35,740	300,230	98,650	-	-	434,620	100.00%	2	34,030	40,835	-	-	-	74,865	100.00%	2	35,215	42,260	-	-	-	77,475	100.00%	2	36,435	43,725	-	-	-	80,160	100.00%	3	69,450	-	-	-	-	69,450	100.00%	3	71,820	-	-	-	-	71,820	100.00%	3	74,270	-	-	-	-	74,270	100.00%	4	141,880	-	-	-	-	141,880	100.00%	4	146,440	-	-	-	-	146,440	100.00%	4	151,320	-	-	-	-	151,320	100.00%	5	38,115	-	-	-	-	38,115	100.00%	5	37,305	-	-	-	-	37,305	100.00%	5	38,525	-	-	-	-	38,525	100.00%	6	-	-	-	-	-	-	-	6	-	-	-	-	-	-	-	6	-	-	-	-	-	-	-	7	-	-	-	-	-	-	-	7	-	-	-	-	-	-	-	7	-	-	-	-	-	-	-	8	-	-	-	-	-	-	-	8	-	-	-	-	-	-	-	8	-	-	-	-	-	-	-	9	38,900	93,360	-	-	-	132,260	100.00%	9	40,085	96,210	-	-	-	136,295	100.00%	9	41,310	99,140	-	-	-	140,450	100.00%	10	-	-	-	-	-	-	-	10	-	-	-	-	-	-	-	10	-	-	-	-	-	-	-	11	-	-	-	-	-	-	-	11	-	-	-	-	-	-	-	11	-	-	-	-	-	-	-	12	-	-	-	-	-	-	-	12	-	-	-	-	-	-	-	12	-	-	-	-	-	-	-	13	-	-	-	-	-	-	-	13	-	-	-	-	-	-	-	13	-	-	-	-	-	-	-	14	-	-	-	-	-	-	-	14	-	-	-	-	-	-	-	14	-	-	-	-	-	-	-	Totals	38,900	93,360	92,000	56,110	66,110	256,480	100.00%	Totals	40,085	96,210	95,280	66,880	72,880	275,455	100.00%	Totals	41,310	99,140	98,650	67,700	73,700	280,400	100.00%	Percent	33.33%	46.67%	6.67%	3.33%	10.00%	33.33%		Percent	33.33%	46.67%	6.67%	3.33%	10.00%	33.33%		Percent	33.33%	46.67%	6.67%	3.33%	10.00%	33.33%		Adjustment (0)	-	-	-	-	-	-	-	Adjustment (0)	-	-	-	-	-	-	-	Adjustment (0)	-	-	-	-	-	-	-	Spend	-	-	-	-	-	-	-	Spend	-	-	-	-	-	-	-	Spend	-	-	-	-	-	-	-	Total	-	-	-	-	-	-	-	Total	-	-	-	-	-	-	-	Total	-	-	-	-	-	-	-	Difference	-	-	-	-	-	-	-	Difference	-	-	-	-	-	-	-	Difference	-	-	-	-	-	-	-	% Increase	-	-	-	-	-	-	-	% Increase	-	-	-	-	-	-	-	% Increase	-	-	-	-	-	-	-																																																																																																																																																																								
9	38,900	46,680	53,660	60,585	66,585	1,000	3.33%	9	39,390	47,270	54,360	61,450	67,450	1,000	3.33%	9	39,915	47,900	55,085	62,270	68,270	1,000	3.33%	10	39,595	47,515	54,640	61,770	67,770	1,000	3.33%	10	40,085	48,105	55,320	62,535	68,535	1,000	3.33%	10	40,610	48,735	56,045	63,355	69,355	1,000	3.33%	11	40,290	48,350	55,600	62,855	68,855	1,000	3.33%	11	40,785	48,940	56,280	63,620	69,620	1,000	3.33%	11	41,310	49,570	57,005	64,440	70,440	1,000	3.33%	12	40,985	49,185	56,565	63,940	69,940	1,000	3.33%	12	41,480	49,775	57,240	64,710	70,710	1,000	3.33%	12	42,005	50,405	57,965	65,525	71,525	1,000	3.33%	13	41,885	50,020	57,525	65,025	71,025	1,000	3.33%	13	42,175	50,810	58,200	65,795	71,795	1,000	3.33%	13	42,700	51,430	58,925	66,610	72,610	1,000	3.33%	14	42,380	50,855	58,485	66,110	72,110	1,000	3.33%	14	42,870	51,445	59,160	66,880	72,880	1,000	3.33%	14	43,395	52,075	59,885	67,700	73,700	1,000	3.33%	Totals	10,000	14,000	2,000	1,000	3,000	30,000	100.00%	Totals	10,000	14,000	2,000	1,000	3,000	30,000	100.00%	Totals	10,000	14,000	2,000	1,000	3,000	30,000	100.00%	Percent	33.33%	46.67%	6.67%	3.33%	10.00%	33.33%		Percent	33.33%	46.67%	6.67%	3.33%	10.00%	33.33%		Percent	33.33%	46.67%	6.67%	3.33%	10.00%	33.33%		Guide Cos	353,510	604,255	92,000	50,110	56,110	604,255		Guide Cos	353,510	604,255	92,000	50,110	56,110	604,255		Guide Cos	353,510	604,255	92,000	50,110	56,110	604,255		Step	10 Mnt	12 Mnt	Grnds	Maint 1	Maint 2	Total	Percent	Step	10 Mnt	12 Mnt	Grnds	Maint 1	Maint 2	Total	Percent	Step	10 Mnt	12 Mnt	Grnds	Maint 1	Maint 2	Total	Percent	1	33,335	280,000	92,000	-	-	325,335	100.00%	1	34,520	289,975	95,280	-	-	415,275	100.00%	1	35,740	300,230	98,650	-	-	434,620	100.00%	2	34,030	40,835	-	-	-	74,865	100.00%	2	35,215	42,260	-	-	-	77,475	100.00%	2	36,435	43,725	-	-	-	80,160	100.00%	3	69,450	-	-	-	-	69,450	100.00%	3	71,820	-	-	-	-	71,820	100.00%	3	74,270	-	-	-	-	74,270	100.00%	4	141,880	-	-	-	-	141,880	100.00%	4	146,440	-	-	-	-	146,440	100.00%	4	151,320	-	-	-	-	151,320	100.00%	5	38,115	-	-	-	-	38,115	100.00%	5	37,305	-	-	-	-	37,305	100.00%	5	38,525	-	-	-	-	38,525	100.00%	6	-	-	-	-	-	-	-	6	-	-	-	-	-	-	-	6	-	-	-	-	-	-	-	7	-	-	-	-	-	-	-	7	-	-	-	-	-	-	-	7	-	-	-	-	-	-	-	8	-	-	-	-	-	-	-	8	-	-	-	-	-	-	-	8	-	-	-	-	-	-	-	9	38,900	93,360	-	-	-	132,260	100.00%	9	40,085	96,210	-	-	-	136,295	100.00%	9	41,310	99,140	-	-	-	140,450	100.00%	10	-	-	-	-	-	-	-	10	-	-	-	-	-	-	-	10	-	-	-	-	-	-	-	11	-	-	-	-	-	-	-	11	-	-	-	-	-	-	-	11	-	-	-	-	-	-	-	12	-	-	-	-	-	-	-	12	-	-	-	-	-	-	-	12	-	-	-	-	-	-	-	13	-	-	-	-	-	-	-	13	-	-	-	-	-	-	-	13	-	-	-	-	-	-	-	14	-	-	-	-	-	-	-	14	-	-	-	-	-	-	-	14	-	-	-	-	-	-	-	Totals	38,900	93,360	92,000	56,110	66,110	256,480	100.00%	Totals	40,085	96,210	95,280	66,880	72,880	275,455	100.00%	Totals	41,310	99,140	98,650	67,700	73,700	280,400	100.00%	Percent	33.33%	46.67%	6.67%	3.33%	10.00%	33.33%		Percent	33.33%	46.67%	6.67%	3.33%	10.00%	33.33%		Percent	33.33%	46.67%	6.67%	3.33%	10.00%	33.33%		Adjustment (0)	-	-	-	-	-	-	-	Adjustment (0)	-	-	-	-	-	-	-	Adjustment (0)	-	-	-	-	-	-	-	Spend	-	-	-	-	-	-	-	Spend	-	-	-	-	-	-	-	Spend	-	-	-	-	-	-	-	Total	-	-	-	-	-	-	-	Total	-	-	-	-	-	-	-	Total	-	-	-	-	-	-	-	Difference	-	-	-	-	-	-	-	Difference	-	-	-	-	-	-	-	Difference	-	-	-	-	-	-	-	% Increase	-	-	-	-	-	-	-	% Increase	-	-	-	-	-	-	-	% Increase	-	-	-	-	-	-	-																																																																																																																																																																																																
10	39,595	47,515	54,640	61,770	67,770	1,000	3.33%	10	40,085	48,105	55,320	62,535	68,535	1,000	3.33%	10	40,610	48,735	56,045	63,355	69,355	1,000	3.33%	11	40,290	48,350	55,600	62,855	68,855	1,000	3.33%	11	40,785	48,940	56,280	63,620	69,620	1,000	3.33%	11	41,310	49,570	57,005	64,440	70,440	1,000	3.33%	12	40,985	49,185	56,565	63,940	69,940	1,000	3.33%	12	41,480	49,775	57,240	64,710	70,710	1,000	3.33%	12	42,005	50,405	57,965	65,525	71,525	1,000	3.33%	13	41,885	50,020	57,525	65,025	71,025	1,000	3.33%	13	42,175	50,810	58,200	65,795	71,795	1,000	3.33%	13	42,700	51,430	58,925	66,610	72,610	1,000	3.33%	14	42,380	50,855	58,485	66,110	72,110	1,000	3.33%	14	42,870	51,445	59,160	66,880	72,880	1,000	3.33%	14	43,395	52,075	59,885	67,700	73,700	1,000	3.33%	Totals	10,000	14,000	2,000	1,000	3,000	30,000	100.00%	Totals	10,000	14,000	2,000	1,000	3,000	30,000	100.00%	Totals	10,000	14,000	2,000	1,000	3,000	30,000	100.00%	Percent	33.33%	46.67%	6.67%	3.33%	10.00%	33.33%		Percent	33.33%	46.67%	6.67%	3.33%	10.00%	33.33%		Percent	33.33%	46.67%	6.67%	3.33%	10.00%	33.33%		Guide Cos	353,510	604,255	92,000	50,110	56,110	604,255		Guide Cos	353,510	604,255	92,000	50,110	56,110	604,255		Guide Cos	353,510	604,255	92,000	50,110	56,110	604,255		Step	10 Mnt	12 Mnt	Grnds	Maint 1	Maint 2	Total	Percent	Step	10 Mnt	12 Mnt	Grnds	Maint 1	Maint 2	Total	Percent	Step	10 Mnt	12 Mnt	Grnds	Maint 1	Maint 2	Total	Percent	1	33,335	280,000	92,000	-	-	325,335	100.00%	1	34,520	289,975	95,280	-	-	415,275	100.00%	1	35,740	300,230	98,650	-	-	434,620	100.00%	2	34,030	40,835	-	-	-	74,865	100.00%	2	35,215	42,260	-	-	-	77,475	100.00%	2	36,435	43,725	-	-	-	80,160	100.00%	3	69,450	-	-	-	-	69,450	100.00%	3	71,820	-	-	-	-	71,820	100.00%	3	74,270	-	-	-	-	74,270	100.00%	4	141,880	-	-	-	-	141,880	100.00%	4	146,440	-	-	-	-	146,440	100.00%	4	151,320	-	-	-	-	151,320	100.00%	5	38,115	-	-	-	-	38,115	100.00%	5	37,305	-	-	-	-	37,305	100.00%	5	38,525	-	-	-	-	38,525	100.00%	6	-	-	-	-	-	-	-	6	-	-	-	-	-	-	-	6	-	-	-	-	-	-	-	7	-	-	-	-	-	-	-	7	-	-	-	-	-	-	-	7	-	-	-	-	-	-	-	8	-	-	-	-	-	-	-	8	-	-	-	-	-	-	-	8	-	-	-	-	-	-	-	9	38,900	93,360	-	-	-	132,260	100.00%	9	40,085	96,210	-	-	-	136,295	100.00%	9	41,310	99,140	-	-	-	140,450	100.00%	10	-	-	-	-	-	-	-	10	-	-	-	-	-	-	-	10	-	-	-	-	-	-	-	11	-	-	-	-	-	-	-	11	-	-	-	-	-	-	-	11	-	-	-	-	-	-	-	12	-	-	-	-	-	-	-	12	-	-	-	-	-	-	-	12	-	-	-	-	-	-	-	13	-	-	-	-	-	-	-	13	-	-	-	-	-	-	-	13	-	-	-	-	-	-	-	14	-	-	-	-	-	-	-	14	-	-	-	-	-	-	-	14	-	-	-	-	-	-	-	Totals	38,900	93,360	92,000	56,110	66,110	256,480	100.00%	Totals	40,085	96,210	95,280	66,880	72,880	275,455	100.00%	Totals	41,310	99,140	98,650	67,700	73,700	280,400	100.00%	Percent	33.33%	46.67%	6.67%	3.33%	10.00%	33.33%		Percent	33.33%	46.67%	6.67%	3.33%	10.00%	33.33%		Percent	33.33%	46.67%	6.67%	3.33%	10.00%	33.33%		Adjustment (0)	-	-	-	-	-	-	-	Adjustment (0)	-	-	-	-	-	-	-	Adjustment (0)	-	-	-	-	-	-	-	Spend	-	-	-	-	-	-	-	Spend	-	-	-	-	-	-	-	Spend	-	-	-	-	-	-	-	Total	-	-	-	-	-	-	-	Total	-	-	-	-	-	-	-	Total	-	-	-	-	-	-	-	Difference	-	-	-	-	-	-	-	Difference	-	-	-	-	-	-	-	Difference	-	-	-	-	-	-	-	% Increase	-	-	-	-	-	-	-	% Increase	-	-	-	-	-	-	-	% Increase	-	-	-	-	-	-	-																																																																																																																																																																																																																								
11	40,290	48,350	55,600	62,855	68,855	1,000	3.33%	11	40,785	48,940	56,280	63,620	69,620	1,000	3.33%	11	41,310	49,570	57,005	64,440	70,440	1,000	3.33%	12	40,985	49,185	56,565	63,940	69,940	1,000	3.33%	12	41,480	49,775	57,240	64,710	70,710	1,000	3.33%	12	42,005	50,405	57,965	65,525	71,525	1,000	3.33%	13	41,885	50,020	57,525	65,025	71,025	1,000	3.33%	13	42,175	50,810	58,200	65,795	71,795	1,000	3.33%	13	42,700	51,430	58,925	66,610	72,610	1,000	3.33%	14	42,380	50,855	58,485	66,110	72,110	1,000	3.33%	14	42,870	51,445	59,160	66,880	72,880	1,000	3.33%	14	43,395	52,075	59,885	67,700	73,700	1,000	3.33%	Totals	10,000	14,000	2,000	1,000	3,000	30,000	100.00%	Totals	10,000	14,000	2,000	1,000	3,000	30,000	100.00%	Totals	10,000	14,000	2,000	1,000	3,000	30,000	100.00%	Percent	33.33%	46.67%	6.67%	3.33%	10.00%	33.33%		Percent	33.33%	46.67%	6.67%	3.33%	10.00%	33.33%		Percent	33.33%	46.67%	6.67%	3.33%	10.00%	33.33%		Guide Cos	353,510	604,255	92,000	50,110	56,110	604,255		Guide Cos	353,510	604,255	92,000	50,110	56,110	604,255		Guide Cos	353,510	604,255	92,000	50,110	56,110	604,255		Step	10 Mnt	12 Mnt	Grnds	Maint 1	Maint 2	Total	Percent	Step	10 Mnt	12 Mnt	Grnds	Maint 1	Maint 2	Total	Percent	Step	10 Mnt	12 Mnt	Grnds	Maint 1	Maint 2	Total	Percent	1	33,335	280,000	92,000	-	-	325,335	100.00%	1	34,520	289,975	95,280	-	-	415,275	100.00%	1	35,740	300,230	98,650	-	-	434,620	100.00%	2	34,030	40,835	-	-	-	74,865	100.00%	2	35,215	42,260	-	-	-	77,475	100.00%	2	36,435	43,725	-	-	-	80,160	100.00%	3	69,450	-	-	-	-	69,450	100.00%	3	71,820	-	-	-	-	71,820	100.00%	3	74,270	-	-	-	-	74,270	100.00%	4	141,880	-	-	-	-	141,880	100.00%	4	146,440	-	-	-	-	146,440	100.00%	4	151,320	-	-	-	-	151,320	100.00%	5	38,115	-	-	-	-	38,115	100.00%	5	37,305	-	-	-	-	37,305	100.00%	5	38,525	-	-	-	-	38,525	100.00%	6	-	-	-	-	-	-	-	6	-	-	-	-	-	-	-	6	-	-	-	-	-	-	-	7	-	-	-	-	-	-	-	7	-	-	-	-	-	-	-	7	-	-	-	-	-	-	-	8	-	-	-	-	-	-	-	8	-	-	-	-	-	-	-	8	-	-	-	-	-	-	-	9	38,900	93,360	-	-	-	132,260	100.00%	9	40,085	96,210	-	-	-	136,295	100.00%	9	41,310	99,140	-	-	-	140,450	100.00%	10	-	-	-	-	-	-	-	10	-	-	-	-	-	-	-	10	-	-	-	-	-	-	-	11	-	-	-	-	-	-	-	11	-	-	-	-	-	-	-	11	-	-	-	-	-	-	-	12	-	-	-	-	-	-	-	12	-	-	-	-	-	-	-	12	-	-	-	-	-	-	-	13	-	-	-	-	-	-	-	13	-	-	-	-	-	-	-	13	-	-	-	-	-	-	-	14	-	-	-	-	-	-	-	14	-	-	-	-	-	-	-	14	-	-	-	-	-	-	-	Totals	38,900	93,360	92,000	56,110	66,110	256,480	100.00%	Totals	40,085	96,210	95,280	66,880	72,880	275,455	100.00%	Totals	41,310	99,140	98,650	67,700	73,700	280,400	100.00%	Percent	33.33%	46.67%	6.67%	3.33%	10.00%	33.33%		Percent	33.33%	46.67%	6.67%	3.33%	10.00%	33.33%		Percent	33.33%	46.67%	6.67%	3.33%	10.00%	33.33%		Adjustment (0)	-	-	-	-	-	-	-	Adjustment (0)	-	-	-	-	-	-	-	Adjustment (0)	-	-	-	-	-	-	-	Spend	-	-	-	-	-	-	-	Spend	-	-	-	-	-	-	-	Spend	-	-	-	-	-	-	-	Total	-	-	-	-	-	-	-	Total	-	-	-	-	-	-	-	Total	-	-	-	-	-	-	-	Difference	-	-	-	-	-	-	-	Difference	-	-	-	-	-	-	-	Difference	-	-	-	-	-	-	-	% Increase	-	-	-	-	-	-	-	% Increase	-	-	-	-	-	-	-	% Increase	-	-	-	-	-	-	-																																																																																																																																																																																																																																																
12	40,985	49,185	56,565	63,940	69,940	1,000	3.33%	12	41,480	49,775	57,240	64,710	70,710	1,000	3.33%	12	42,005	50,405	57,965	65,525	71,525	1,000	3.33%	13	41,885	50,020	57,525	65,025	71,025	1,000	3.33%	13	42,175	50,810	58,200	65,795	71,795	1,000	3.33%	13	42,700	51,430	58,925	66,610	72,610	1,000	3.33%	14	42,380	50,855	58,485	66,110	72,110	1,000	3.33%	14	42,870	51,445	59,160	66,880	72,880	1,000	3.33%	14	43,395	52,075	59,885	67,700	73,700	1,000	3.33%	Totals	10,000	14,000	2,000	1,000	3,000	30,000	100.00%	Totals	10,000	14,000	2,000	1,000	3,000	30,000	100.00%	Totals	10,000	14,000	2,000	1,000	3,000	30,000	100.00%	Percent	33.33%	46.67%	6.67%	3.33%	10.00%	33.33%		Percent	33.33%	46.67%	6.67%	3.33%	10.00%	33.33%		Percent	33.33%	46.67%	6.67%	3.33%	10.00%	33.33%		Guide Cos	353,510	604,255	92,000	50,110	56,110	604,255		Guide Cos	353,510	604,255	92,000	50,110	56,110	604,255		Guide Cos	353,510	604,255	92,000	50,110	56,110	604,255		Step	10 Mnt	12 Mnt	Grnds	Maint 1	Maint 2	Total	Percent	Step	10 Mnt	12 Mnt	Grnds	Maint 1	Maint 2	Total	Percent	Step	10 Mnt	12 Mnt	Grnds	Maint 1	Maint 2	Total	Percent	1	33,335	280,000	92,000	-	-	325,335	100.00%	1	34,520	289,975	95,280	-	-	415,275	100.00%	1	35,740	300,230	98,650	-	-	434,620	100.00%	2	34,030	40,835	-	-	-	74,865	100.00%	2	35,215	42,260	-	-	-	77,475	100.00%	2	36,435	43,725	-	-	-	80,160	100.00%	3	69,450	-	-	-	-	69,450	100.00%	3	71,820	-	-	-	-	71,820	100.00%	3	74,270	-	-	-	-	74,270	100.00%	4	141,880	-	-	-	-	141,880	100.00%	4	146,440	-	-	-	-	146,440	100.00%	4	151,320	-	-	-	-	151,320	100.00%	5	38,115	-	-	-	-	38,115	100.00%	5	37,305	-	-	-	-	37,305	100.00%	5	38,525	-	-	-	-	38,525	100.00%	6	-	-	-	-	-	-	-	6	-	-	-	-	-	-	-	6	-	-	-	-	-	-	-	7	-	-	-	-	-	-	-	7	-	-	-	-	-	-	-	7	-	-	-	-	-	-	-	8	-	-	-	-	-	-	-	8	-	-	-	-	-	-	-	8	-	-	-	-	-	-	-	9	38,900	93,360	-	-	-	132,260	100.00%	9	40,085	96,210	-	-	-	136,295	100.00%	9	41,310	99,140	-	-	-	140,450	100.00%	10	-	-	-	-	-	-	-	10	-	-	-	-	-	-	-	10	-	-	-	-	-	-	-	11	-	-	-	-	-	-	-	11	-	-	-	-	-	-	-	11	-	-	-	-	-	-	-	12	-	-	-	-	-	-	-	12	-	-	-	-	-	-	-	12	-	-	-	-	-	-	-	13	-	-	-	-	-	-	-	13	-	-	-	-	-	-	-	13	-	-	-	-	-	-	-	14	-	-	-	-	-	-	-	14	-	-	-	-	-	-	-	14	-	-	-	-	-	-	-	Totals	38,900	93,360	92,000	56,110	66,110	256,480	100.00%	Totals	40,085	96,210	95,280	66,880	72,880	275,455	100.00%	Totals	41,310	99,140	98,650	67,700	73,700	280,400	100.00%	Percent	33.33%	46.67%	6.67%	3.33%	10.00%	33.33%		Percent	33.33%	46.67%	6.67%	3.33%	10.00%	33.33%		Percent	33.33%	46.67%	6.67%	3.33%	10.00%	33.33%		Adjustment (0)	-	-	-	-	-	-	-	Adjustment (0)	-	-	-	-	-	-	-	Adjustment (0)	-	-	-	-	-	-	-	Spend	-	-	-	-	-	-	-	Spend	-	-	-	-	-	-	-	Spend	-	-	-	-	-	-	-	Total	-	-	-	-	-	-	-	Total	-	-	-	-	-	-	-	Total	-	-	-	-	-	-	-	Difference	-	-	-	-	-	-	-	Difference	-	-	-	-	-	-	-	Difference	-	-	-	-	-	-	-	% Increase	-	-	-	-	-	-	-	% Increase	-	-	-	-	-	-	-	% Increase	-	-	-	-	-	-	-																																																																																																																																																																																																																																																																								
13	41,885	50,020	57,525	65,025	71,025	1,000	3.33%	13	42,175	50,810	58,200	65,795	71,795	1,000	3.33%	13	42,700	51,430	58,925	66,610	72,610	1,000	3.33%	14	42,380	50,855	58,485	66,110	72,110	1,000	3.33%	14	42,870	51,445	59,160	66,880	72,880	1,000	3.33%	14	43,395	52,075	59,885	67,700	73,700	1,000	3.33%	Totals	10,000	14,000	2,000	1,000	3,000	30,000	100.00%	Totals	10,000	14,000	2,000	1,000	3,000	30,000	100.00%	Totals	10,000	14,000	2,000	1,000	3,000	30,000	100.00%	Percent	33.33%	46.67%	6.67%	3.33%	10.00%	33.33%		Percent	33.33%	46.67%	6.67%	3.33%	10.00%	33.33%		Percent	33.33%	46.67%	6.67%	3.33%	10.00%	33.33%		Guide Cos	353,510	604,255	92,000	50,110	56,110	604,255		Guide Cos	353,510	604,255	92,000	50,110	56,110	604,255		Guide Cos	353,510	604,255	92,000	50,110	56,110	604,255		Step	10 Mnt	12 Mnt	Grnds	Maint 1	Maint 2	Total	Percent	Step	10 Mnt	12 Mnt	Grnds	Maint 1	Maint 2	Total	Percent	Step	10 Mnt	12 Mnt	Grnds	Maint 1	Maint 2	Total	Percent	1	33,335	280,000	92,000	-	-	325,335	100.00%	1	34,520	289,975	95,280	-	-	415,275	100.00%	1	35,740	300,230	98,650	-	-	434,620	100.00%	2	34,030	40,835	-	-	-	74,865	100.00%	2	35,215	42,260	-	-	-	77,475	100.00%	2	36,435	43,725	-	-	-	80,160	100.00%	3	69,450	-	-	-	-	69,450	100.00%	3	71,820	-	-	-	-	71,820	100.00%	3	74,270	-	-	-	-	74,270	100.00%	4	141,880	-	-	-	-	141,880	100.00%	4	146,440	-	-	-	-	146,440	100.00%	4	151,320	-	-	-	-	151,320	100.00%	5	38,115	-	-	-	-	38,115	100.00%	5	37,305	-	-	-	-	37,305	100.00%	5	38,525	-	-	-	-	38,525	100.00%	6	-	-	-	-	-	-	-	6	-	-	-	-	-	-	-	6	-	-	-	-	-	-	-	7	-	-	-	-	-	-	-	7	-	-	-	-	-	-	-	7	-	-	-	-	-	-	-	8	-	-	-	-	-	-	-	8	-	-	-	-	-	-	-	8	-	-	-	-	-	-	-	9	38,900	93,360	-	-	-	132,260	100.00%	9	40,085	96,210	-	-	-	136,295	100.00%	9	41,310	99,140	-	-	-	140,450	100.00%	10	-	-	-	-	-	-	-	10	-	-	-	-	-	-	-	10	-	-	-	-	-	-	-	11	-	-	-	-	-	-	-	11	-	-	-	-	-	-	-	11	-	-	-	-	-	-	-	12	-	-	-	-	-	-	-	12	-	-	-	-	-	-	-	12	-	-	-	-	-	-	-	13	-	-	-	-	-	-	-	13	-	-	-	-	-	-	-	13	-	-	-	-	-	-	-	14	-	-	-	-	-	-	-	14	-	-	-	-	-	-	-	14	-	-	-	-	-	-	-	Totals	38,900	93,360	92,000	56,110	66,110	256,480	100.00%	Totals	40,085	96,210	95,280	66,880	72,880	275,455	100.00%	Totals	41,310	99,140	98,650	67,700	73,700	280,400	100.00%	Percent	33.33%	46.67%	6.67%	3.33%	10.00%	33.33%		Percent	33.33%	46.67%	6.67%	3.33%	10.00%	33.33%		Percent	33.33%	46.67%	6.67%	3.33%	10.00%	33.33%		Adjustment (0)	-	-	-	-	-	-	-	Adjustment (0)	-	-	-	-	-	-	-	Adjustment (0)	-	-	-	-	-	-	-	Spend	-	-	-	-	-	-	-	Spend	-	-	-	-	-	-	-	Spend	-	-	-	-	-	-	-	Total	-	-	-	-	-	-	-	Total	-	-	-	-	-	-	-	Total	-	-	-	-	-	-	-	Difference	-	-	-	-	-	-	-	Difference	-	-	-	-	-	-	-	Difference	-	-	-	-	-	-	-	% Increase	-	-	-	-	-	-	-	% Increase	-	-	-	-	-	-	-	% Increase	-	-	-	-	-	-	-																																																																																																																																																																																																																																																																																																
14	42,380	50,855	58,485	66,110	72,110	1,000	3.33%	14	42,870	51,445	59,160	66,880	72,880	1,000	3.33%	14	43,395	52,075	59,885	67,700	73,700	1,000	3.33%	Totals	10,000	14,000	2,000	1,000	3,000	30,000	100.00%	Totals	10,000	14,000	2,000	1,000	3,000	30,000	100.00%	Totals	10,000	14,000	2,000	1,000	3,000	30,000	100.00%	Percent	33.33%	46.67%	6.67%	3.33%	10.00%	33.33%		Percent	33.33%	46.67%	6.67%	3.33%	10.00%	33.33%		Percent	33.33%	46.67%	6.67%	3.33%	10.00%	33.33%		Guide Cos	353,510	604,255	92,000	50,110	56,110	604,255		Guide Cos	353,510	604,255	92,000	50,110	56,110	604,255		Guide Cos	353,510	604,255	92,000	50,110	56,110	604,255		Step	10 Mnt	12 Mnt	Grnds	Maint 1	Maint 2	Total	Percent	Step	10 Mnt	12 Mnt	Grnds	Maint 1	Maint 2	Total	Percent	Step	10 Mnt	12 Mnt	Grnds	Maint 1	Maint 2	Total	Percent	1	33,335	280,000	92,000	-	-	325,335	100.00%	1	34,520	289,975	95,280	-	-	415,275	100.00%	1	35,740	300,230	98,650	-	-	434,620	100.00%	2	34,030	40,835	-	-	-	74,865	100.00%	2	35,215	42,260	-	-	-	77,475	100.00%	2	36,435	43,725	-	-	-	80,160	100.00%	3	69,450	-	-	-	-	69,450	100.00%	3	71,820	-	-	-	-	71,820	100.00%	3	74,270	-	-	-	-	74,270	100.00%	4	141,880	-	-	-	-	141,880	100.00%	4	146,440	-	-	-	-	146,440	100.00%	4	151,320	-	-	-	-	151,320	100.00%	5	38,115	-	-	-	-	38,115	100.00%	5	37,305	-	-	-	-	37,305	100.00%	5	38,525	-	-	-	-	38,525	100.00%	6	-	-	-	-	-	-	-	6	-	-	-	-	-	-	-	6	-	-	-	-	-	-	-	7	-	-	-	-	-	-	-	7	-	-	-	-	-	-	-	7	-	-	-	-	-	-	-	8	-	-	-	-	-	-	-	8	-	-	-	-	-	-	-	8	-	-	-	-	-	-	-	9	38,900	93,360	-	-	-	132,260	100.00%	9	40,085	96,210	-	-	-	136,295	100.00%	9	41,310	99,140	-	-	-	140,450	100.00%	10	-	-	-	-	-	-	-	10	-	-	-	-	-	-	-	10	-	-	-	-	-	-	-	11	-	-	-	-	-	-	-	11	-	-	-	-	-	-	-	11	-	-	-	-	-	-	-	12	-	-	-	-	-	-	-	12	-	-	-	-	-	-	-	12	-	-	-	-	-	-	-	13	-	-	-	-	-	-	-	13	-	-	-	-	-	-	-	13	-	-	-	-	-	-	-	14	-	-	-	-	-	-	-	14	-	-	-	-	-	-	-	14	-	-	-	-	-	-	-	Totals	38,900	93,360	92,000	56,110	66,110	256,480	100.00%	Totals	40,085	96,210	95,280	66,880	72,880	275,455	100.00%	Totals	41,310	99,140	98,650	67,700	73,700	280,400	100.00%	Percent	33.33%	46.67%	6.67%	3.33%	10.00%	33.33%		Percent	33.33%	46.67%	6.67%	3.33%	10.00%	33.33%		Percent	33.33%	46.67%	6.67%	3.33%	10.00%	33.33%		Adjustment (0)	-	-	-	-	-	-	-	Adjustment (0)	-	-	-	-	-	-	-	Adjustment (0)	-	-	-	-	-	-	-	Spend	-	-	-	-	-	-	-	Spend	-	-	-	-	-	-	-	Spend	-	-	-	-	-	-	-	Total	-	-	-	-	-	-	-	Total	-	-	-	-	-	-	-	Total	-	-	-	-	-	-	-	Difference	-	-	-	-	-	-	-	Difference	-	-	-	-	-	-	-	Difference	-	-	-	-	-	-	-	% Increase	-	-	-	-	-	-	-	% Increase	-	-	-	-	-	-	-	% Increase	-	-	-	-	-	-	-																																																																																																																																																																																																																																																																																																																								
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Step	10 Mnt	12 Mnt	Grnds	Maint 1	Maint 2	Total	Percent	Step	10 Mnt	12 Mnt	Grnds	Maint 1	Maint 2	Total	Percent	Step	10 Mnt	12 Mnt	Grnds	Maint 1	Maint 2	Total	Percent																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																
1	33,335	280,000	92,000	-	-	325,335	100.00%	1	34,520	289,975	95,280	-	-	415,275	100.00%	1	35,740	300,230	98,650	-	-	434,620	100.00%	2	34,030	40,835	-	-	-	74,865	100.00%	2	35,215	42,260	-	-	-	77,475	100.00%	2	36,435	43,725	-	-	-	80,160	100.00%	3	69,450	-	-	-	-	69,450	100.00%	3	71,820	-	-	-	-	71,820	100.00%	3	74,270	-	-	-	-	74,270	100.00%	4	141,880	-	-	-	-	141,880	100.00%	4	146,440	-	-	-	-	146,440	100.00%	4	151,320	-	-	-	-	151,320	100.00%	5	38,115	-	-	-	-	38,115	100.00%	5	37,305	-	-	-	-	37,305	100.00%	5	38,525	-	-	-	-	38,525	100.00%	6	-	-	-	-	-	-	-	6	-	-	-	-	-	-	-	6	-	-	-	-	-	-	-	7	-	-	-	-	-	-	-	7	-	-	-	-	-	-	-	7	-	-	-	-	-	-	-	8	-	-	-	-	-	-	-	8	-	-	-	-	-	-	-	8	-	-	-	-	-	-	-	9	38,900	93,360	-	-	-	132,260	100.00%	9	40,085	96,210	-	-	-	136,295	100.00%	9	41,310	99,140	-	-	-	140,450	100.00%	10	-	-	-	-	-	-	-	10	-	-	-	-	-	-	-	10	-	-	-	-	-	-	-	11	-	-	-	-	-	-	-	11	-	-	-	-	-	-	-	11	-	-	-	-	-	-	-	12	-	-	-	-	-	-	-	12	-	-	-	-	-	-	-	12	-	-	-	-	-	-	-	13	-	-	-	-	-	-	-	13	-	-	-	-	-	-	-	13	-	-	-	-	-	-	-	14	-	-	-	-	-	-	-	14	-	-	-	-	-	-	-	14	-	-	-	-	-	-	-	Totals	38,900	93,360	92,000	56,110	66,110	256,480	100.00%	Totals	40,085	96,210	95,280	66,880	72,880	275,455	100.00%	Totals	41,310	99,140	98,650	67,700	73,700	280,400	100.00%	Percent	33.33%	46.67%	6.67%	3.33%	10.00%	33.33%		Percent	33.33%	46.67%	6.67%	3.33%	10.00%	33.33%		Percent	33.33%	46.67%	6.67%	3.33%	10.00%	33.33%		Adjustment (0)	-	-	-	-	-	-	-	Adjustment (0)	-	-	-	-	-	-	-	Adjustment (0)	-	-	-	-	-	-	-	Spend	-	-	-	-	-	-	-	Spend	-	-	-	-	-	-	-	Spend	-	-	-	-	-	-	-	Total	-	-	-	-	-	-	-	Total	-	-	-	-	-	-	-	Total	-	-	-	-	-	-	-	Difference	-	-	-	-	-	-	-	Difference	-	-	-	-	-	-	-	Difference	-	-	-	-	-	-	-	% Increase	-	-	-	-	-	-	-	% Increase	-	-	-	-	-	-	-	% Increase	-	-	-	-	-	-	-																																																																																																																																																																																																																																																																																																																																																																																																																																																
2	34,030	40,835	-	-	-	74,865	100.00%	2	35,215	42,260	-	-	-	77,475	100.00%	2	36,435	43,725	-	-	-	80,160	100.00%	3	69,450	-	-	-	-	69,450	100.00%	3	71,820	-	-	-	-	71,820	100.00%	3	74,270	-	-	-	-	74,270	100.00%	4	141,880	-	-	-	-	141,880	100.00%	4	146,440	-	-	-	-	146,440	100.00%	4	151,320	-	-	-	-	151,320	100.00%	5	38,115	-	-	-	-	38,115	100.00%	5	37,305	-	-	-	-	37,305	100.00%	5	38,525	-	-	-	-	38,525	100.00%	6	-	-	-	-	-	-	-	6	-	-	-	-	-	-	-	6	-	-	-	-	-	-	-	7	-	-	-	-	-	-	-	7	-	-	-	-	-	-	-	7	-	-	-	-	-	-	-	8	-	-	-	-	-	-	-	8	-	-	-	-	-	-	-	8	-	-	-	-	-	-	-	9	38,900	93,360	-	-	-	132,260	100.00%	9	40,085	96,210	-	-	-	136,295	100.00%	9	41,310	99,140	-	-	-	140,450	100.00%	10	-	-	-	-	-	-	-	10	-	-	-	-	-	-	-	10	-	-	-	-	-	-	-	11	-	-	-	-	-	-	-	11	-	-	-	-	-	-	-	11	-	-	-	-	-	-	-	12	-	-	-	-	-	-	-	12	-	-	-	-	-	-	-	12	-	-	-	-	-	-	-	13	-	-	-	-	-	-	-	13	-	-	-	-	-	-	-	13	-	-	-	-	-	-	-	14	-	-	-	-	-	-	-	14	-	-	-	-	-	-	-	14	-	-	-	-	-	-	-	Totals	38,900	93,360	92,000	56,110	66,110	256,480	100.00%	Totals	40,085	96,210	95,280	66,880	72,880	275,455	100.00%	Totals	41,310	99,140	98,650	67,700	73,700	280,400	100.00%	Percent	33.33%	46.67%	6.67%	3.33%	10.00%	33.33%		Percent	33.33%	46.67%	6.67%	3.33%	10.00%	33.33%		Percent	33.33%	46.67%	6.67%	3.33%	10.00%	33.33%		Adjustment (0)	-	-	-	-	-	-	-	Adjustment (0)	-	-	-	-	-	-	-	Adjustment (0)	-	-	-	-	-	-	-	Spend	-	-	-	-	-	-	-	Spend	-	-	-	-	-	-	-	Spend	-	-	-	-	-	-	-	Total	-	-	-	-	-	-	-	Total	-	-	-	-	-	-	-	Total	-	-	-	-	-	-	-	Difference	-	-	-	-	-	-	-	Difference	-	-	-	-	-	-	-	Difference	-	-	-	-	-	-	-	% Increase	-	-	-	-	-	-	-	% Increase	-	-	-	-	-	-	-	% Increase	-	-	-	-	-	-	-																																																																																																																																																																																																																																																																																																																																																																																																																																																																								
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Totals	38,900	93,360	92,000	56,110	66,110	256,480	100.00%	Totals	40,085	96,210	95,280	66,880	72,880	275,455	100.00%	Totals	41,310	99,140	98,650	67,700	73,700	280,400	100.00%	Percent	33.33%	46.67%	6.67%	3.33%	10.00%	33.33%		Percent	33.33%	46.67%	6.67%	3.33%	10.00%	33.33%		Percent	33.33%	46.67%	6.67%	3.33%	10.00%	33.33%		Adjustment (0)	-	-	-	-	-	-	-	Adjustment (0)	-	-	-	-	-	-	-	Adjustment (0)	-	-	-	-	-	-	-	Spend	-	-	-	-	-	-	-	Spend	-	-	-	-	-	-	-	Spend	-	-	-	-	-	-	-	Total	-	-	-	-	-	-	-	Total	-	-	-	-	-	-	-	Total	-	-	-	-	-	-	-	Difference	-	-	-	-	-	-	-	Difference	-	-	-	-	-	-	-	Difference	-	-	-	-	-	-	-	% Increase	-	-	-	-	-	-	-	% Increase	-	-	-	-	-	-	-	% Increase	-	-	-	-	-	-	-																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																
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Salary Guides – Transportation

Year 1		Dover Bus							
2021-22	Step	10 Month	12 Month	10 Staff	12 Staff	Cost	Incr.	Incr. Cost	\$ Raise*
	1	32,530	56,575	-	-	-	470	-	1,282
	2	33,000	57,390	4.00	-	132,000	470	1,880	-
	3	33,470	58,210	-	-	-	470	-	1,334
	4	33,940	59,025	2.00	-	67,880	465	930	-
	5	34,405	59,835	1.00	1.00	94,240	-	-	851
	Total			8.00	8.00	294,120	294,120	2,810	0.96%

Year 2		Dover Bus							
2022-23	Step	10 Month	12 Month	10 Staff	12 Staff	Cost	Incr.	Incr. Cost	\$ Raise
	1	33,135	57,625	-	-	-	495	-	-
	2	33,630	58,485	-	-	-	495	-	1,125
	3	34,125	59,350	4.00	-	135,500	495	1,980	-
	4	34,620	60,210	-	-	-	500	-	1,180
	5	35,120	61,080	3.00	1.00	166,440	-	-	715
	Total			8.00	8.00	302,940	1,980	0.65%	
				2021-22		294,120			
				Difference		8,820			
				% Increase		3.00%			

Year 3		Dover Bus							
2023-24	Step	10 Month	12 Month	10 Staff	12 Staff	Cost	Incr.	Incr. Cost	\$ Raise
	1	33,930	59,010	-	-	-	500	-	-
	2	34,430	59,880	-	-	-	500	-	-
	3	34,930	60,750	-	-	-	500	-	1,305
	4	35,430	61,615	4.00	-	141,720	505	2,020	-
	5	35,935	62,495	3.00	1.00	170,300	-	-	815
	Total			8.00	8.00	312,020	2,020	0.65%	
				2022-23		302,940			
				Difference		9,080			
				% Increase		3.00%			

Salary Guides – Secretary

YEAR 1				YEAR 2				YEAR 3			
2021-22 Dover Secretary Salary Guide				2022-23 Dover Secretary Salary Guide				2023-24 Dover Secretary Salary Guide			
Step	10 Mnt	12 Mnt		Step	10 Mnt	12 Mnt		Step	10 Mnt	12 Mnt	
1	35,000	42,000		1	35,605	42,725		1	36,205	43,445	
2	35,650	42,760		2	36,215	43,460		2	36,805	44,165	
3	36,325	43,590		3	36,890	44,270		3	37,445	44,935	
4	37,020	44,425		4	37,585	45,100		4	38,160	45,790	
5	37,735	45,280		5	38,300	45,960		5	38,900	46,680	
6	38,470	46,165		6	39,035	46,840		6	39,665	47,600	
7	39,225	47,070		7	39,795	47,755		7	40,445	48,535	
8	40,000	48,000		8	40,580	48,695		8	41,240	49,490	
9	40,795	48,955		9	41,390	49,670		9	42,055	50,465	
10	41,610	49,930		10	42,220	50,665		10	42,890	51,470	
11	42,445	50,935		11	43,070	51,695		11	43,745	52,495	
12	43,300	51,960		12	43,940	52,730		12	44,620	53,545	
13	44,175	53,010		13	44,830	53,795		13	45,515	54,620	
14	45,070	54,085		14	45,740	54,890		14	46,430	55,715	
15	45,985	55,180		15	46,670	56,005		15	47,365	56,840	
16	46,920	56,305		16	47,620	57,145		16	48,320	57,985	
Scattergram				Scattergram				Scattergram			
Step	10 Mnt	12 Mnt		Step	10 Mnt	12 Mnt		Step	10 Mnt	12 Mnt	
1	-	10.00	41.67%	1	-	-	-	1	-	-	-
2	-	2.00	8.33%	2	-	10.00	41.67%	2	-	-	-
3	-	-	-	3	-	2.00	8.33%	3	-	10.00	41.67%
4	-	-	-	4	-	-	-	4	-	2.00	8.33%
5	1.00	-	4.17%	5	-	-	-	5	-	-	-
6	-	-	-	6	1.00	-	4.17%	6	-	-	-
7	1.00	2.00	12.50%	7	-	-	-	7	1.00	-	4.17%
8	-	-	-	8	1.00	2.00	12.50%	8	-	-	-
9	-	-	-	9	-	-	-	9	1.00	2.00	12.50%
10	-	-	-	10	-	-	-	10	-	-	-
11	-	1.00	4.17%	11	-	-	-	11	-	-	-
12	1.00	1.00	8.33%	12	-	1.00	4.17%	12	-	-	-
13	-	-	-	13	1.00	1.00	8.33%	13	-	1.00	4.17%
14	-	-	-	14	-	-	-	14	1.00	1.00	8.33%
15	-	-	-	15	-	-	-	15	-	-	-
16	2.00	3.00	20.83%	16	2.00	3.00	20.83%	16	2.00	3.00	20.83%
Totals	5.00	19.00	100.00%	Totals	5.00	19.00	100.00%	Totals	5.00	19.00	100.00%
Percent	20.83%	79.17%		Percent	20.83%	79.17%		Percent	20.83%	79.17%	

Salary Guides – Secretary – continued

Year 1		Year 2		Year 3	
Secretary Guide Cost	Secretary Guide Cost	Secretary Guide Cost	Secretary Guide Cost	Secretary Guide Cost	Secretary Guide Cost
Guide Cos	Guide Cos	Guide Cos	Guide Cos	Guide Cos	Guide Cos
Step	Step	Step	Step	Step	Step
10 Mnt	10 Mnt	10 Mnt	10 Mnt	10 Mnt	10 Mnt
12 Mnt	12 Mnt	12 Mnt	12 Mnt	12 Mnt	12 Mnt
1	420,000	-	-	1	-
2	85,560	-	434,600	2	-
3	-	-	88,540	3	449,350
4	-	-	-	4	91,580
5	37,735	-	-	5	-
6	-	39,035	-	6	-
7	39,225	40,580	97,390	7	40,445
8	-	-	-	8	42,055
9	-	-	-	9	100,930
10	-	-	-	10	-
11	50,935	-	-	11	-
12	43,300	51,960	52,730	12	-
13	-	-	53,795	13	54,620
14	-	-	-	14	55,715
15	-	-	-	15	-
16	93,840	95,240	171,435	16	96,640
Adjustment	168,915	-	-	-	173,955
Total	1,085,610	Total	1,118,175	Total	1,151,720
		2021-22	1,085,610	2022-23	1,118,175
		Difference	32,565	Difference	33,545
		% Increase	3.00%	% Increase	3.00%

SIDEBAR AGREEMENT
DOVER BOARD OF EDUCATION
AND
DOVER SUPPORTIVE STAFF ASSOCIATION

6/8/2022

WHEREAS, the Dover Board of Education ("Board") and the Dover Supportive Staff Association ("DEA") are parties to a Collective Negotiations Agreement ("CNA") covering the 2018-19 through 2020-21 school years; and

WHEREAS, Article XI of the CNA addresses the Vacation entitlement of covered staff members; and

WHEREAS, the parties are in negotiations for a successor CNA; and

WHEREAS, the parties have negotiated a revised Vacation clause; and

WHEREAS, the parties have agreed to implement the revised Vacation clause prior to the conclusion of negotiations upon execution of this Sidebar Agreement and its formal approval by the Board at a regular public meeting;

NOW, THEREFORE, the parties agree as follows:

1. Effective July 1, 2022, Article XI of the CNA will read as follows:

A. Vacation

Full-time 12-month employees shall receive paid vacations as follows:

1. At the start of the 1st year of service: 10 days.

Employees whose hire date is after July 1 of the school year will receive prorated vacation time. Proration shall be determined from the date of hire through June 30 at the rate of .83 days per month. This total vacation time allotment will be made available at the time of hire.

2. At the start of the 2nd year of service through 5 years of service: 10 days

3. At the start of the 6th year of service through 10 years of service: 15 days

4. At the start of the 11th year of service: 20 days

All vacation days listed in A, 1-4 will be available at the start of each contractual year.

5. A maximum of 5 days per contractual year (10 for employees with more than 5 years of service) may be carried over (banked) into the following contractual year with the approval

of the Administrator (Principal, Director or Supervisor of Buildings and Grounds) and Superintendent or Assistant Superintendent. No more than 5 carry over (banked) days, or 10 as applicable, may be in the bank at any time.

6. Transitioning to an Additional Vacation Time Tier: Under Section A, 2-4 above, if the employee's first day of employment occurred after July 1 of the contractual year, he/she will be entitled to the additional vacation time on his/her anniversary date which shall be prorated by dividing the additional amount of vacation days by 12 for each month of the year to determine the prorated number of days that the employee is entitled to for that contractual year.

(For example: If a 12-month employee's anniversary date is February 1st, that employee would be entitled to 5/12 of the additional vacation days for that contractual year.) In the following contractual year that employee will receive the full allotment of the additional vacation days.)

B. Vacation entitlement for all full-time employees shall be subject to the following conditions:


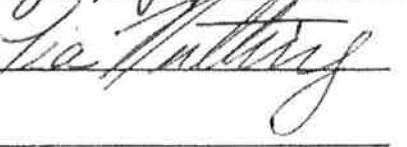
- 1. Vacation time may be taken at any time during the year.*
- 2. Use of vacation time must be approved in advance by the employee's immediate supervisor. Such approval shall not be unreasonably withheld. In the case of unforeseen emergency circumstances where the employee has expended their applicable personal illness, family illness, or personal days, the employee will be able to utilize vacation day(s) so as to not suffer a loss in pay.*
- 3. No service credit shall accumulate during a an unpaid leave of absences, excluding unpaid FMLA and NJFLA leaves of absences.*
- 4. An involuntary separation from employment followed by reemployment interrupted by more than 12 months shall void all service credit.*
- 5. A resignation shall void all prior service credit.*
- 6. No service credit shall be earned for part-time or hourly employment.*
- 7. Prorate vacation for employees that leave the district during the contractual year. The amount of vacation time the employee is entitled to for that contractual year shall be divided by 12 for each month of the year to determine the monthly allotment. Employees who leave employment before the 15th of the month shall not receive vacation time for that month. Employees who leave employment on the 15th or later shall receive the allotted vacation time for that month. Any unearned vacation days that were used by the employee will be deducted from the employee's final check.*
- 8. Effective July 1, 2000, an employee who is permanently reassigned from a 10-month work year to a 12-month work year shall accrue vacation time credit on a pro-rated basis. The amount of vacation time shall be determined from the contracted vacation schedule based upon employee's original date of hire.*

*For example: 10-month employee works 11 years, and is then
changed to 12-month position
10 x 11 = 110 months
110 months/12 months = 9 years
The employee is credited with 9 years of service for
vacation purposes.*

2. All other terms and conditions of the CNA not specifically modified by this Sidebar Agreement remain in full force and effect.

3. The revised Article XI set forth in this Sidebar Agreement, with a July 1, 2022 effective date, will be included in the successor CNA agreement negotiated by the parties once it is ratified.

For the Board

For the Association



