

SPECIAL  
MEETING OF THE BOARD OF TRUSTEES  
OF THE EVERGREEN STATE COLLEGE

Thursday, September 20, 1979  
The Evergreen State College Campus  
Daniel J. Evans Library, Room 3112

Trustees Present: Robert J. Flowers  
Trustee-elect Herbert Gelman  
Herbert D. Hadley  
Jane B. Sylvester  
Absent: Wesley E. Berglund  
Halvor M. Halvorson

Representatives to the Board Present: Ann Brown, Staff  
Bob Butts, Alum (for Chris Meserve)  
Marissa Zwick, Student  
Absent: Rudy Martin, Faculty

Staff Present: Walker Allen, Registrar  
Judy Annis, Director of Information Services  
Mike Bigelow, Budget Officer  
Jovana Brown, Dean of Library Services  
Les Eldridge, Assistant to the President  
Dan Evans, President  
Lynn Garner, Associate Director of Student Activities  
Rita Grace, Recording Secretary  
Duke Kuehn, Special Assistant to the President  
McDonald Smith, Security Chief  
George Rickerson, Coordinator of Technical Svcs, Library  
Arnaldo Rodriguez, Director of Admissions  
Larry Stenberg, Dean of Enrollment Services  
Dave Wallbom, Director of Facilities  
Ken Winkley, Business Manager  
Byron Youtz, Vice President and Provost

Others Present: Ed Arnone, The Daily Olympian  
Edith Kaufman, ACE Fellow  
Richard Montecucco, Senior Assistant Attorney General  
Sharyn Ward, Council for Postsecondary Education  
See permanent roster for others attending

10/11/79

ORDER AND INTRODUCTION OF GUESTS

The meeting was called to order by Chairman Flowers at 10:38 AM. Trustee-elect Herb Gelman (replacing Halvor Halvorson) of Tacoma was introduced and welcomed. He officially joins the Board at the October meeting. President Evans introduced Edith Kaufman, who is serving an American Council on Education Academic Administration Fellowship at Evergreen this year.

ADMINISTRATIVE REPORT

Monthly Budget Summary (Winkley)

Mr. Winkley discussed the summary report of budget, expenditures, and variance for the first two months of the biennium and responded to

questions. He pointed out substantial variance but indicated that once Evergreen's allotment plan as modified by the Board is approved by the Office of Financial Management, expenditures and allotments will be in line.

#### Admissions Statistics (Evans)

President Evans told the Trustees that applications are up by 27 percent and admissions by over 33 percent and mentioned that a new policy statement to be issued with the catalog for the coming year should give impetus to students making advance deposits: If continuing students have not registered by the end of spring quarter, then new students would be given first opportunity for program selection in the fall. Larry Stenberg discussed indicators such as early check-in and housing. The waiting list for campus housing was cut off at 40 students; Adult Student Housing is full; students are being referred to the Colony Inn; and the recreation center will be used to house students until they can locate permanent housing.

#### Library Report/Explanation of the Washington State Library Network (J. Brown/Rickerson)

Jovana Brown handed out and discussed comparisons among Washington regional universities and Evergreen and among selected out-of-state colleges for 1975-77 for enrollment, periodical subscriptions, microforms, number of volumes, interlibrary loans and book circulation.

George Rickerson defined and described the Washington State Library Network, demonstrated the resource directory and discussed future developments and goals of the library. Evergreen has 60,000 titles in the resource directory data base, representing about half of Evergreen's collection. The primary focus of the Washington State Library Network is currently the Pacific Northwest but a national network is anticipated at some time in the future.

#### Review of Organic Farmhouse Progress (Wallbom)

Dave Wallbom reported that the Organic Farmhouse project is within budget and is moving along well; the revised completion date is November 1 (delay caused by difficulty in getting contractors to bid).

Marissa Zwick informed the Trustees that the Organic Farmhouse dedication will be November 19.

#### Report on Class Action Suit/Agreement with HEW (Evans, et al.)

Byron Youtz, reviewing history of affirmative action, stated that in 1975 President McCann appointed a disappearing task force to study the problems of minority peoples on campus and to recommend actions to improve problems which were identified. The task force made a number of recommendations, only a portion of which President McCann felt could be implemented at that time. A class action suit was filed with the Office of Civil Rights of HEW in December, 1976 and was signed by a number of students, faculty and staff. Recently the Office of Civil Rights was ordered by the court to clear up their backlog of cases.

President Evans indicated that Stone Thomas, representing the signers of the 1976 suit, filed an amended charge the latter part of last year. He explained that the administration viewed this as an opportunity to survey practices and goals of affirmative action with the help of the Office of Civil Rights. President Evans commended Mary Isabell for her efforts in coordinating Evergreen's response to OCR, which culminated in an agreement and recommendations the administration believes to be of considerable benefit in furthering Evergreen's efforts and commitment to Third World people.

Mary Isabell reviewed the agreement with the Trustees, indicating that Evergreen's progress will be monitored until December 31, 1982.

Trustee Hadley and Trustee-elect Gelman asked for clarification of the affirmative action officer's right to halt the faculty hiring process and wondered about procedures in an impasse situation. President Evans mentioned that college procedure would be to appeal the decision to the Provost or the President. Mr. Youtz suggested that under this agreement the Office of Civil Rights would probably have to resolve the disagreement. President Evans felt there was authority in reporting lines to have the administrator in charge resolve the agreement. That decision could then be appealed to OCR.

Trustee Hadley asked how Evergreen's percentage of minority faculty per capita compared with other institutions. President Evans responded that in terms of minority faculty, Evergreen is considerably higher than the national average and he thought higher than the other public institutions in the state. The same, he felt, is true in terms of student body except for the University of Washington, largely because of their Asian student enrollment.

Trustee Hadley expressed concern about future problems occurring. Trustee-elect Gelman opined that the agreement will become inoperable at some point. Provost Youtz added that the written reporting procedures continue until December 31, 1982. President Evans stated that to be the ending date. He added that he felt this agreement to be a fair representation of policies the college ought to be involved in and in fact 85 to 90 percent of the recommendations are existing policy.

#### Consideration of Campus Speed Limits (Wallbom)

Dave Wallbom reported that originally the setting of campus speed limits had been designated as an action item for the Trustees; however, after checking with the Attorney General, the item is being presented for information only. Mr. Wallbom pointed out areas on campus which would have a speed limit increase as of October 1, in order to be more consistent with speed limits used by the state and county. Proposed speed limits are: Driftwood Road from Lewis Road to Overhulse Place - 35 mph; Driftwood Road from Overhulse Place to Parkway - 40 mph; Geoduck Lane to Library Loading Dock - 25 mph; Library Loading Dock Area - 15 mph; Dogtooth Lane to Lab Rear Parking Area - 25 mph; Lab Rear Parking Area - 15 mph; Hidden Springs Drive - 15 mph; Indian Pipe Loop - 15 mph; Fireweed Lane to CUP Parking Area - 25 mph; Wild Currant Loop - 15 mph; Overhulse Place from Driftwood Road to Parkway - 40 mph; Campus Parkway from 17th Avenue to Kaiser Road - 45 mph; Charles McCann Plaza Dr - 25 mph; and Parking Lots B, C, F - 15 mph.

### Reaccreditation Self-Study (Youtz)

Byron Youtz discussed and distributed to Trustees a copy of the campus self-study prepared as part of the college's reaccreditation process. The visit of the reaccreditation team will be October 24 - 26. The report of the reaccreditation team will be submitted to the Northwest Association of Secondary and Higher Schools at its December meeting. Trustee Flowers asked about approval responsibility for the graduate program; Dr. Youtz indicated that information will be supplied to the team but that the Council for Postsecondary Education grants approval. At this stage in Evergreen's history, the college is subject to reaccreditation every five years.

### RECESS AND TOUR

The Trustees recessed at 12:34 PM to tour the athletic fields, steam plant, gym, a modular unit and then lunch at the Geoduck House on the college's beach. The special meeting reconvened at 2:15 PM.

### APPROVAL OF MINUTES - Action

Motion  
79-53

Mr. Hadley moved approval of the minutes of the August 2, 1979 meeting as submitted. Seconded by Mrs. Sylvester and passed.

### PRESIDENT'S REPORT - Continued

#### Comprehensive Marketing/Admissions Plan (Rodriguez/Evans)

The Trustees received copies of the college's marketing plan for 1980-81. Arnaldo Rodriguez highlighted the document prepared by Duke Kuehn, Larry Stenberg and Arnaldo Rodriguez as an effort to meet the college's enrollment target. President Evans mentioned that the document was completed two days earlier and will have time frames and duty assignments added. President Evans commended the efforts of those preparing the document.

#### Graduate Program Planning (Youtz)

Byron Youtz reported that the graduate program plan is completed and will be reviewed by the 16-member Public Administration Advisory Committee on September 25. Will Humphreys led a 5-member faculty team (Adams, Rothrock-Boyle, Ingersoll, Lidman, and Rainey), with others participating, in the planning of the graduate program in public administration. Three external reviewers were invited to campus to critique the planning this summer. The overarching objective of the program is to provide a rigorous and high-quality professional education in public administration with the aim of fostering continued improvement in public service in the State of Washington. Emphasis will be given to preparing people working in state government and local government in Southwest Washington. The program will require 60 quarter credit hours of work. The college anticipates the majority of the first students being current employees of state government (25 FTE consisting of 10 full-time and 30 part-time students). The second year program would accommodate 60 FTE. The four major core program areas are: quantitative and analytical skills development for public administration; study of political and economic context of public administration; public policy--its formulation and its administrative implications; and management of both fiscal and human resources. The three initial specialization areas are: public and organization communications; environmental policy; and social policy.

Mr. Youtz indicated that the proposal will be submitted to the Council for Postsecondary Education by the middle of October, with anticipated full Council action at the December meeting. Once approved, two new faculty will be hired, students selected, with the program beginning in September, 1980. Trustee Sylvester asked about the program title. Mr. Youtz responded that a master of public administration had been recommended by those the college consulted.

Meetings of Interest to Trustees (Evans)

President Evans distributed and discussed a list of meetings of possible interest to Trustees.

FORMAL APPROVAL OF ORGANIC FARMHOUSE BIDS - Action

Mr. Wallbom recommended approval of the four low bids for Organic Farmhouse projects.

Motion  
79-54

Mr. Hadley moved approval of the following low bids for Organic Farmhouse projects:

Robert D. Dowell Co. of Olympia for installation of floor coverings and fixture installation (\$19,727);

Robert D. Dowell Co. of Olympia for installation of wood stove and construction of chimney and roof penetration (\$3,600);

Bob's Drywall of Olympia for installation of dry wall (\$5,200);

Doors Unlimited of Olympia for the installation of seven doors (two of which are one-hour fire doors) and all hardware (\$1,390.26).

Seconded by Mrs. Sylvester and passed.

CONSIDERATION OF REDUCED TUITION AND FEES FOR ALUMNI - Tabled

Sue Washburn explained that this proposal responded to concerns expressed at the last meeting. She discussed organization of the alumni association and endorsed the proposal that graduates returning for part-time undergraduate studies pay the same tuition as faculty and staff. This tuition rate would only apply to continuing education and would not be applicable to individuals returning for second degrees or certificates. Ms. Washburn believes that the proposal would foster good will among the alums and would demonstrate the college's commitment to alumni. Also discussed was information regarding the budgetary impact, legislative impact and the alumni program/benefits package. Trustee-elect Gelman asked whether the alumni association might want to make the reduced tuition available for the first four years following graduation.

Motion  
79-55

Mr. Hadley moved to table consideration of the proposal for reduced tuition and fees for graduates until the next meeting. Seconded by Mrs. Sylvester and passed.

Mr. Youtz indicated that the proposal will be submitted to the Council for Postsecondary Education by the middle of October, with anticipated full Council action at the December meeting. Once approved, two new faculty will be hired, students selected, with the program beginning in September, 1980. Trustee Sylvester asked about the program title. Mr. Youtz responded that a master of public administration had been recommended by those the college consulted.

#### Meetings of Interest to Trustees (Evans)

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#### FORMAL APPROVAL OF ORGANIC FARMHOUSE BIDS - Action

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Motion  
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Motion  
79-55

Mr. Hadley moved to table consideration of the proposal for reduced tuition and fees for graduates until the next meeting.

Seconded by Mrs. Sylvester and passed.

STUDENT COST OF EDUCATION STATEMENT - Action

Mr. Winkley reviewed the recommended cost of education statement, the legislative proviso, the cost calculation and responded to questions.

Motion  
79-56

Mrs. Sylvester moved approval of a cost of education statement, to be distributed to students at the time of registration, which statement shall read:

The cost of education of an average full-time equivalent student at The Evergreen State College in the 1979-81 biennium is estimated to be \$4,590, of which \$3,993 is from state tax funding.

Seconded by Mr. Hadley and passed.

SALARIES: FACULTY AND EXEMPT - Action

President Evans and Mike Bigelow reviewed the recommended faculty and exempt salary increases. The Trustees approved a revised faculty salary scale last April, which was implemented on September 1 when funds were available (the Legislature allocated funds for a 5 percent average salary increase on September 1 and a 5.6 percent increase on October 1). The actual implementation of the new salary scale required 6.38 percent increase.

Motion  
79-57

Mr. Hadley moved approval of an increase to the faculty salary scale of 4.22 percent effective October 1, 1979. Seconded by Mrs. Sylvester and passed.

President Evans mentioned that he would be asking for a thorough salary review of all exempt positions, perhaps with some professional help.

Motion  
79-58

Mr. Hadley moved approval of the attached new exempt salary grid, effective October 1, 1979, with the remaining 3.9 percent (of the 5.6 percent) salary funds allocated by the Legislature to be assigned for merit increases approved by the President and Vice Presidents. Seconded by Mrs. Sylvester and passed.

DATE OF NEXT MEETING AND OTHER BUSINESS

The date of the next meeting was set for October 11 at 11 AM in Vancouver, when the future facilities for the Vancouver program will be discussed.

Trustee-elect Gelman asked the Trustees to project meeting dates for the next six-month period. It was agreed that the second Thursday of each month would continue to be the regular meeting date. The Trustees expressed the desire to begin meetings at 10:00 AM instead of 10:30 AM, starting with the November 8 meeting. Ms. Grace will submit notice for a public hearing under the Administrative Procedures Act requirements.

There will be an October 29-30 Association of Governing Boards meeting in Dallas.

EXECUTIVE SESSION: EXEMPT SALARY INCREASES - Action

The Trustees convened an executive session at 4:00 PM to discuss exempt salaries; the special meeting resumed at 5:12 PM.

Chairman Flowers, on behalf of the Trustees, commended President Evans for his outstanding performance during the past year.

Mrs. Sylvester moved to approve the proposed individual salary increases for exempt personnel as presented by President Evans and to approve an increase of 8.5 percent for President Evans placing him on Range 18, Step 0, effective October 1, 1979. Seconded by Mr. Hadley and passed.

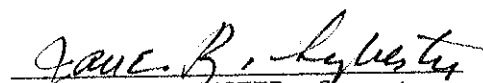
OTHER BUSINESS AND ADJOURNMENT

In response to Mrs. Sylvester's concern regarding a possible colloquium in November, President Evans explained the purpose of a colloquium and indicated current plans were to schedule this event in fall of 1980 to coincide with the opening of the graduate program in public administration.

President Evans mentioned also that the Foundation has chairmen for two levels of fund-raising activity: the President's Club (\$1,000/year donors) and the Century Club (\$100/year donors).

The meeting was adjourned at 5:25 PM.

  
ROBERT J. FLOWERS, Chairman

  
JANE B. SYLVESTER, Secretary

Attachment

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10/11/79

10/11/79

The Evergreen State College  
Exempt Salary Grid

RECEIVED

AUG 21 1979

T.C.S.C.  
OFFICE OF THE PRESIDENT

00278

Range	Step														
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O
1	760 9,120	780 9,360	805 9,660	820 9,840	840 10,080	860 10,320	870 10,440	895 10,740	910 10,920	930 11,160	945 11,340	960 11,520	980 11,760	1,005 12,060	1,015 12,180
2	840 10,080	860 10,320	870 10,440	900 10,800	915 10,980	935 11,220	950 11,400	975 11,700	1,000 12,000	1,015 12,180	1,035 12,420	1,055 12,660	1,071 12,852	1,085 13,020	1,110 13,320
3	911 10,920	930 11,160	950 11,400	970 11,640	1,000 12,000	1,015 12,180	1,035 12,420	1,060 12,720	1,075 12,900	1,100 13,200	1,125 13,500	1,140 13,680	1,160 13,920	1,180 14,160	1,200 14,400
4	974 11,480	1,010 12,120	1,035 12,420	1,055 12,660	1,075 12,900	1,105 13,260	1,125 13,500	1,145 13,740	1,160 13,920	1,185 14,220	1,215 14,560	1,235 14,820	1,260 15,120	1,280 15,360	1,300 15,600
5	1,070 12,840	1,090 13,080	1,125 13,500	1,145 13,740	1,185 13,980	1,190 14,280	1,225 14,700	1,245 14,940	1,270 15,240	1,290 15,480	1,315 15,780	1,345 16,140	1,365 16,380	1,385 16,620	1,425 17,100
6	1,160 13,920	1,185 14,220	1,225 14,700	1,245 14,940	1,270 15,240	1,300 15,600	1,330 15,960	1,350 16,200	1,375 16,500	1,410 16,920	1,435 17,220	1,460 17,520	1,485 17,820	1,510 18,120	1,535 18,420
7	1,265 15,180	1,290 15,480	1,330 15,960	1,355 16,260	1,375 16,500	1,420 17,050	1,445 17,340	1,470 17,640	1,495 17,940	1,530 18,360	1,555 18,660	1,585 19,020	1,620 19,440	1,650 19,800	1,670 20,040
8	1,370 16,440	1,410 16,920	1,440 17,220	1,470 17,640	1,495 17,940	1,530 18,360	1,560 18,720	1,600 19,200	1,635 19,620	1,660 19,920	1,685 20,220	1,725 20,700	1,760 21,120	1,785 21,420	1,810 21,720
9	1,495 17,940	1,530 18,360	1,585 18,780	1,605 19,260	1,640 19,680	1,670 20,040	1,700 20,400	1,745 20,940	1,770 21,240	1,805 21,660	1,845 22,140	1,880 22,560	1,910 22,920	1,945 23,340	1,980 23,760
10	1,640 19,680	1,675 20,100	1,715 20,580	1,755 21,060	1,790 21,480	1,825 21,900	1,865 22,380	1,900 22,800	1,935 23,220	1,970 23,640	2,015 24,180	2,055 24,660	2,085 25,020	2,135 25,620	2,175 26,100
11	1,790 21,480	1,825 21,900	1,875 22,500	1,910 22,920	1,945 23,340	2,000 24,000	2,040 24,480	2,075 24,900	2,110 25,320	2,165 25,980	2,200 26,400	2,240 26,880	2,285 27,420	2,320 27,840	2,370 28,440
12	1,950 23,460	2,005 24,060	2,050 24,600	2,090 25,080	2,140 25,680	2,185 26,220	2,220 26,640	2,285 27,420	2,315 27,780	2,365 28,380	2,410 28,920	2,455 29,460	2,495 29,940	2,545 30,540	2,590 31,080
13	2,130 25,680	2,190 26,280	2,235 26,820	2,290 27,480	2,340 28,080	2,385 28,620	2,435 29,220	2,485 29,820	2,525 30,300	2,590 31,080	2,630 31,560	2,685 32,220	2,735 32,820	2,785 33,420	2,830 33,960
14	2,330 28,080	2,395 28,740	2,455 29,460	2,505 30,060	2,560 30,720	2,615 31,380	2,665 31,980	2,725 32,700	2,780 33,360	2,830 33,960	2,880 34,560	2,935 35,220	2,995 35,940	3,045 36,540	3,105 37,260
15	2,540 30,960	2,630 31,560	2,690 32,160	2,755 33,060	2,805 33,660	2,870 34,440	2,925 35,100	2,980 35,760	3,040 36,480	3,110 37,320	3,160 37,920	3,225 38,700	3,275 39,300	3,340 40,080	3,400 40,800
16	2,760 33,480	2,860 34,140	2,950 35,400	3,015 36,180	3,075 36,900	3,140 37,680	3,210 38,520	3,270 39,240	3,340 40,080	3,400 40,800	3,475 41,700	3,535 42,420	3,600 43,200	3,665 43,980	3,720 44,840
17	3,000 36,000	3,115 36,780	3,240 38,640	3,320 39,840	3,385 40,620	3,460 41,520	3,530 42,360	3,605 43,260	3,675 44,100	3,745 44,940	3,810 45,720	3,890 46,680	3,955 47,460	4,020 48,240	4,100 49,200
18	3,250 38,100	3,485 41,820	3,580 42,720	3,640 43,360	3,710 44,220	3,795 45,140	3,870 46,040	3,960 47,000	4,030 47,940	4,110 48,960	4,185 50,020	4,275 51,000	4,340 52,080	4,420 53,040	4,500 54,000

The Evergreen State College  
Exempt Salary Grid

## Steps

Range	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R
1	765 9,180	785 9,420	805 9,660	825 9,900	845 10,140	865 10,380	885 10,620	905 10,860	925 11,100	945 11,340	965 11,580	985 11,820	1,005 12,060	1,025 12,300	1,050 12,600	1,070 12,840	1,090 13,080	1,110 13,320
2	855 10,260	875 10,500	895 10,740	915 10,980	935 11,220	955 11,460	975 11,700	995 11,940	1,015 12,180	1,035 12,420	1,060 12,720	1,080 12,960	1,100 13,200	1,120 13,440	1,140 13,680	1,160 13,920	1,180 14,160	1,200 14,400
3	930 11,160	950 11,400	970 11,640	990 11,880	1,010 12,120	1,030 12,360	1,055 12,660	1,075 12,900	1,095 13,140	1,115 13,380	1,135 13,620	1,155 13,860	1,175 14,100	1,195 14,340	1,215 14,580	1,235 14,820	1,255 15,060	1,275 15,300
4	975 11,700	1,000 12,000	1,025 12,300	1,055 12,660	1,080 12,960	1,105 13,260	1,130 13,560	1,155 13,860	1,180 14,160	1,205 14,460	1,230 14,760	1,255 15,060	1,280 15,360	1,305 15,660	1,330 15,960	1,360 16,320	1,385 16,620	1,410 16,920
5	1,090 13,080	1,115 13,380	1,140 13,680	1,165 13,980	1,190 14,280	1,215 14,580	1,240 14,880	1,265 15,180	1,290 15,480	1,315 15,780	1,345 16,140	1,370 16,440	1,395 16,740	1,420 17,040	1,445 17,340	1,470 17,640	1,495 17,940	1,520 18,240
6	1,195 14,340	1,220 14,640	1,245 14,940	1,270 15,240	1,295 15,540	1,320 15,840	1,350 16,200	1,375 16,500	1,400 16,800	1,425 17,100	1,450 17,400	1,475 17,700	1,500 18,000	1,525 18,300	1,550 18,600	1,575 18,900	1,600 19,200	1,625 19,500
7	1,275 15,300	1,305 15,660	1,335 16,020	1,370 16,440	1,400 16,800	1,430 17,160	1,460 17,520	1,490 17,880	1,520 18,240	1,550 18,600	1,580 18,960	1,610 19,320	1,645 19,740	1,675 20,100	1,705 20,460	1,735 20,820	1,765 21,180	1,795 21,540
8	1,420 17,040	1,450 17,400	1,480 17,760	1,510 18,120	1,540 18,480	1,570 18,840	1,600 19,200	1,630 19,560	1,665 19,980	1,695 20,340	1,725 20,700	1,755 21,060	1,785 21,420	1,815 21,780	1,845 22,140	1,875 22,500	1,905 22,860	1,935 23,220
9	1,515 18,180	1,550 18,600	1,585 19,020	1,620 19,440	1,660 19,920	1,695 20,340	1,730 20,760	1,765 21,180	1,800 21,600	1,835 22,020	1,870 22,440	1,905 22,860	1,945 23,340	1,980 23,760	2,015 24,180	2,050 24,600	2,085 25,020	2,120 25,440
10	1,645 19,740	1,685 20,220	1,725 20,700	1,765 21,180	1,805 21,660	1,845 22,140	1,885 22,620	1,925 23,100	1,970 23,640	2,010 24,120	2,050 24,600	2,090 25,080	2,130 25,560	2,170 26,040	2,210 26,520	2,255 27,060	2,295 27,540	2,335 28,020
11	1,820 21,840	1,860 22,320	1,900 22,800	1,945 23,340	1,985 23,820	2,025 24,300	2,065 24,780	2,105 25,260	2,145 25,740	2,185 26,220	2,225 26,700	2,270 27,240	2,310 27,720	2,350 28,200	2,390 28,680	2,430 29,160	2,470 29,640	2,510 30,120
12	1,990 23,880	2,035 24,420	2,080 24,960	2,125 25,500	2,170 26,040	2,215 26,580	2,265 27,180	2,310 27,720	2,355 28,260	2,400 28,800	2,445 29,340	2,490 29,880	2,540 30,480	2,585 31,020	2,630 31,560	2,675 32,100	2,720 32,640	2,765 33,180
13	2,160 25,920	2,210 26,520	2,265 27,180	2,315 27,780	2,365 28,380	2,415 28,980	2,465 29,580	2,515 30,180	2,570 30,840	2,620 31,440	2,670 32,040	2,720 32,640	2,770 33,240	2,820 33,840	2,875 34,500	2,925 35,100	2,975 35,700	3,025 36,300
14	2,380 28,560	2,435 29,220	2,490 29,880	2,550 30,600	2,605 31,260	2,660 31,920	2,715 32,580	2,770 33,240	2,830 33,960	2,885 34,620	2,940 35,280	2,995 35,940	3,050 36,600	3,105 37,260	3,165 37,980	3,220 38,640	3,275 39,300	3,330 39,960
15	2,605 31,260	2,665 31,980	2,725 32,700	2,785 33,420	2,850 34,200	2,910 34,920	2,970 35,640	3,030 36,360	3,090 37,080	3,155 37,860	3,215 38,580	3,275 39,300	3,335 40,020	3,395 40,740	3,460 41,520	3,520 42,240	3,580 42,960	3,640 43,680
16	2,870 34,440	2,935 35,220	3,000 36,000	3,065 36,780	3,135 37,620	3,200 38,400	3,265 39,180	3,330 39,960	3,395 40,740	3,465 41,580	3,530 42,360	3,595 43,140	3,660 43,920	3,730 44,760	3,795 45,540	3,860 46,320	3,925 47,100	3,990 47,880
17	3,170 38,040	3,240 38,880	3,310 39,720	3,380 40,560	3,455 41,460	3,525 42,300	3,595 43,140	3,665 43,980	3,740 44,880	3,810 45,720	3,880 46,560	3,950 47,400	4,025 48,300	4,095 49,140	4,165 49,980	4,235 50,820	4,305 51,660	4,380 52,560
18	3,440 41,280	3,520 42,240	3,600 43,200	3,680 44,160	3,765 45,180	3,845 46,140	3,925 47,100	4,005 48,060	4,090 49,080	4,170 50,040	4,250 51,000	4,335 52,020	4,415 52,980	4,495 53,940	4,575 54,900	4,660 55,920	4,740 56,880	4,820 57,840

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