

EXHIBIT B-11			
2019-20 Counselors: 194 Days			
STEP	CLASS I	CLASS II	CLASS III
	BA < 45 units	BA + 45 units	BA + 60 units
1	54,007.34	56,666.81	60,207.88
2	56,226.02	58,880.59	62,867.36
3	58,438.58	61,089.47	65,521.93
4	60,651.13	63,304.46	68,182.63
5	62,867.36	65,521.93	70,829.84
6	65,521.93	68,172.82	73,483.18
7	68,182.63	70,827.38	76,141.45
8	70,829.84	73,483.18	79,249.06
9	73,483.18	76,141.45	82,340.75
10	76,894.10	79,556.03	85,442.25
11	76,894.10	79,556.03	89,290.26
12	76,894.10	79,556.03	89,290.26
13	78,400.65	81,063.80	90,795.59
14	78,400.65	81,063.80	90,795.59
15	80,654.94	83,315.64	93,049.88
16	80,967.06	83,731.80	93,674.12
17	81,071.10	83,835.84	93,882.20
18	81,175.14	83,939.88	94,090.28
19	86,079.24	88,754.47	98,536.15