

EXHIBIT B-10**2019-20 Head Counselors: 203 Days**

STEP	CLASS I	CLASS II	CLASS III
	BA < 45 units	BA + 45 units	BA + 60 units
1	56,512.83	59,295.68	63,001.03
2	58,834.46	61,612.16	65,783.89
3	61,149.64	63,923.51	68,561.61
4	63,464.85	66,241.27	71,345.76
5	65,783.89	68,561.61	74,115.77
6	68,561.61	71,335.46	76,892.20
7	71,345.76	74,113.20	79,673.77
8	74,115.77	76,892.20	82,925.58
9	76,892.20	79,673.77	86,160.69
10	80,461.34	83,246.78	89,406.07
11	80,461.34	83,246.78	93,432.59
12	80,461.34	83,246.78	93,432.59
13	82,037.78	84,824.50	95,007.76
14	82,037.78	84,824.50	95,007.76
15	84,396.67	87,180.81	97,366.62
16	84,708.79	87,596.97	97,990.86
17	84,812.83	87,701.01	98,198.94
18	84,916.87	87,805.05	98,407.02
19	90,072.59	92,871.96	103,107.42