

**ABILENE INDEPENDENT SCHOOL DISTRICT
TEACHERS AND NONSUPERVISORY MID-MANAGEMENT
CERTIFIED STAFF SALARY SCALES**

2011-12

Years Experience	Bachelor's degree			Master's degree			Mid-management (207 days)
	Level 1	Level 2	Level 3	Level 1	Level 2	Level 3	
0	\$ 36,000	N/A	N/A	\$ 37,000	N/A	N/A	\$ 41,787
1	36,050	N/A	N/A	37,050	N/A	N/A	41,866
2	36,100	N/A	N/A	37,100	N/A	N/A	41,881
3	36,150	N/A	N/A	37,150	N/A	N/A	42,016
4	36,650	N/A	N/A	37,650	N/A	N/A	42,100
5	36,800	N/A	N/A	37,800	N/A	N/A	42,263
6	37,000	N/A	N/A	38,000	N/A	N/A	42,337
7	37,375	N/A	N/A	38,375	N/A	N/A	42,416
8	38,050	N/A	N/A	39,050	N/A	N/A	42,645
9	39,000	N/A	N/A	40,000	N/A	N/A	42,875
10	40,000	N/A	N/A	41,000	N/A	N/A	44,169
11	41,000	N/A	N/A	42,000	N/A	N/A	45,178
12	42,000	N/A	N/A	43,000	N/A	N/A	48,671
13	42,750	N/A	N/A	43,750	N/A	N/A	48,925
14	43,500	N/A	N/A	44,500	N/A	N/A	49,808
15	44,250	N/A	N/A	45,250	N/A	N/A	50,458
16	45,000	N/A	N/A	46,000	N/A	N/A	51,147
17	45,700	N/A	N/A	46,700	N/A	N/A	51,835
18	46,300	N/A	N/A	47,300	N/A	N/A	53,732
19	46,900	N/A	N/A	47,900	N/A	N/A	55,576
20	47,500	N/A	N/A	48,500	N/A	N/A	57,462
21	48,100	\$ 48,889	N/A	49,274	\$ 50,509	N/A	59,171
22	48,889	49,850	N/A	50,509	51,672	N/A	61,076
23	49,850	50,738	N/A	51,672	52,763	N/A	62,622
24	50,738	51,681	\$ 52,610	52,763	53,793	\$ 54,767	64,063
25	51,681	52,610	53,497	53,793	54,767	55,695	65,436
26	52,610	53,497	54,329	54,767	55,695	56,568	66,742
27	53,497	54,329	55,120	55,695	56,568	57,394	67,962
28	54,329	55,120	55,868	56,568	57,394	58,182	69,133
29	55,120	55,868	56,581	57,394	58,182	58,964	70,217
30+	55,868	56,581	57,331	58,182	58,964	59,714	71,262

Level 1 - Bachelor's/Master's degree teacher

Level 2 - Bachelor's/Master's degree teacher on career ladder level 2 on or before August 31, 1993.

Level 3 - Bachelor's/Master's degree teacher on career ladder level 3 on or before August 31, 1993.

Mid-mgt - Assistant/Associate Principals

Current employees with more than 30 years: \$750 over their 2010-2011 salary. This schedule is for the 2011-12 school year only. It can not be used to project future salary and does not include any supplements.

**ABILENE INDEPENDENT SCHOOL DISTRICT
PARAPROFESSIONAL**

2011-12

Years Experience	P1		P2		P3		P4		P5	
	Hourly	Daily	Hourly	Daily	Hourly	Daily	Hourly	Daily	Hourly	Daily
0	\$ 7.250	\$ 58.000	\$ 7.559	\$ 60.468	\$ 8.484	\$ 67.872	\$ 9.178	\$ 73.426	\$ 9.929	\$ 79.432
1	7.511	60.088	7.831	62.645	8.789	70.315	9.509	76.069	10.287	82.292
2	7.661	61.290	7.987	63.897	8.965	71.721	9.699	77.591	10.492	83.938
3	7.968	63.741	8.307	66.454	9.324	74.591	10.087	80.694	10.912	87.294
4	7.981	63.851	8.321	66.569	9.340	74.720	10.104	80.834	10.931	87.446
5	8.004	64.029	8.344	66.755	9.366	74.929	10.132	81.059	10.961	87.691
6	8.484	67.871	8.845	70.759	9.928	79.424	10.740	85.923	11.619	92.951
7	8.654	69.229	9.022	72.175	10.127	81.013	10.955	87.642	11.851	94.811
8	8.870	70.960	9.248	73.980	10.380	83.040	11.229	89.832	12.148	97.180
9	9.225	73.798	9.617	76.939	10.795	86.359	11.678	93.424	12.634	101.068
10	9.317	74.537	9.713	77.707	10.903	87.224	11.795	94.360	12.760	102.078
11	9.410	75.282	9.811	78.484	11.012	88.094	11.913	95.303	12.887	103.098
12	9.487	75.892	9.890	79.123	11.101	88.811	12.010	96.077	12.992	103.935
13	10.151	81.205	10.583	84.661	11.878	95.027	12.850	102.802	13.902	111.213
14	10.354	82.831	10.794	86.355	12.116	96.926	13.108	104.860	14.180	113.437
15	10.664	85.315	11.118	88.944	12.479	99.835	13.501	108.004	14.605	116.839
16	10.953	87.623	11.419	91.351	12.817	102.538	13.866	110.927	15.000	120.002
17	11.242	89.932	11.720	93.761	13.155	105.241	14.231	113.850	15.395	123.163
18	11.530	92.241	12.021	96.167	13.493	107.943	14.597	116.774	15.791	126.327
19	12.140	97.118	12.656	101.248	14.206	113.647	15.368	122.946	16.625	133.002
20	12.744	101.948	13.286	106.285	14.913	119.301	16.133	129.061	17.452	139.618
21	13.353	106.823	13.921	111.367	15.626	125.005	16.904	135.232	18.287	146.295
22	13.920	111.357	14.512	116.092	16.289	130.308	17.621	140.971	19.063	152.502
23	14.454	115.632	15.069	120.553	16.914	135.313	18.298	146.386	19.795	158.359
24	14.957	119.652	15.593	124.742	17.502	140.017	18.934	151.475	20.483	163.863
25	15.433	123.460	16.089	128.712	18.059	144.472	19.537	156.294	21.135	169.079
26	15.887	127.092	16.563	132.500	18.591	148.725	20.112	160.893	21.757	174.054
27	16.314	130.513	17.008	136.066	19.091	152.729	20.653	165.223	22.342	178.739
28	16.715	133.722	17.427	139.412	19.561	156.484	21.161	169.287	22.892	183.134
29	17.095	136.756	17.822	142.574	20.004	160.034	21.641	173.127	23.411	187.290
30+	17.453	139.624	18.196	145.564	20.424	163.389	22.095	176.756	23.902	191.217

Current employees with more than 30 years: 3.6% over their 2010-2011 salary. This schedule is for the 2011-12 school year only. It can not be used to project future salary and does not include any supplements.

**ABILENE INDEPENDENT SCHOOL DISTRICT
FOOD SERVICE**

2011-12

Years Experience	F1		F2		F3		F4		F5		F6		F7		F8	
	Hourly	Daily	Hourly	Daily	Hourly	Daily	Hourly	Daily	Hourly	Daily	Hourly	Daily	Hourly	Daily	Hourly	Daily
0	\$ 7.250	\$ 58.000	\$ 7.382	\$ 59.054	\$ 7.580	\$ 60.637	\$ 8.568	\$ 68.546	\$ 8.898	\$ 71.182	\$ 9.227	\$ 73.819	\$ 9.557	\$ 76.455	\$ 9.887	\$ 79.092
1	7.511	60.088	7.648	61.180	7.853	62.820	8.877	71.014	9.218	73.745	9.560	76.476	9.901	79.207	10.242	81.939
2	7.661	61.290	7.800	62.403	8.010	64.077	9.054	72.434	9.403	75.220	9.751	78.006	10.099	80.791	10.447	83.578
3	7.968	63.741	8.112	64.899	8.330	66.639	9.417	75.332	9.779	78.228	10.141	81.126	10.503	84.023	10.865	86.921
4	7.981	63.851	8.126	65.011	8.344	66.755	9.433	75.462	9.796	78.364	10.158	81.267	10.521	84.170	10.884	87.073
5	8.004	64.029	8.149	65.193	8.368	66.940	9.459	75.672	9.823	78.582	10.187	81.492	10.550	84.402	10.914	87.314
6	8.484	67.871	8.638	69.105	8.870	70.958	10.026	80.211	10.412	83.298	10.798	86.382	11.183	89.466	11.569	92.553
7	8.654	69.229	8.811	70.489	9.047	72.375	10.227	81.817	10.620	84.962	11.014	88.110	11.407	91.256	11.800	94.402
8	8.870	70.960	9.031	72.251	9.273	74.186	10.483	83.861	10.886	87.086	11.289	90.312	11.692	93.538	12.095	96.762
9	8.959	71.670	9.122	72.973	9.366	74.928	10.588	84.700	10.995	87.957	11.402	91.216	11.809	94.475	12.216	97.730
10	9.048	72.387	9.213	73.703	9.460	75.676	10.693	85.547	11.105	88.837	11.516	92.127	11.927	95.418	12.339	98.709
11	9.139	73.109	9.305	74.439	9.554	76.434	10.800	86.402	11.216	89.726	11.631	93.049	12.047	96.372	12.462	99.695
12	9.230	73.842	9.398	75.183	9.650	77.198	10.908	87.266	11.328	90.622	11.748	93.980	12.167	97.337	12.587	100.693
13	9.323	74.582	9.492	75.935	9.746	77.970	11.018	88.140	11.441	91.529	11.865	94.920	12.289	98.310	12.713	101.701
14	9.416	75.327	9.587	76.695	9.844	78.748	11.128	89.020	11.556	92.445	11.983	95.867	12.412	99.293	12.840	102.717
15	9.510	76.079	9.683	77.462	9.942	79.537	11.239	89.910	11.671	93.368	12.104	96.828	12.536	100.285	12.968	103.744
16	9.605	76.839	9.780	78.238	10.041	80.331	11.351	90.810	11.788	94.303	12.224	97.795	12.661	101.289	13.098	104.780
17	9.701	77.609	9.877	79.019	10.142	81.136	11.465	91.718	11.906	95.246	12.347	98.773	12.787	102.299	13.229	105.828
18	9.798	78.385	10.180	81.436	10.452	83.617	11.815	94.516	12.264	98.108	12.744	101.955	13.193	105.547	13.642	109.136
19	9.896	79.166	10.580	84.642	10.869	86.951	12.280	98.237	12.777	102.213	13.241	105.931	13.706	109.649	14.188	113.502
20	9.995	79.960	10.997	87.976	11.318	90.541	12.793	102.340	13.274	106.188	13.771	110.168	14.251	114.011	14.733	117.860
21	10.095	80.758	11.430	91.438	11.767	94.134	13.290	106.316	13.802	110.419	14.299	114.395	14.845	118.756	15.342	122.732
22	10.484	83.871	11.895	95.160	12.232	97.852	13.819	110.548	14.348	114.781	14.893	119.140	15.422	123.372	15.951	127.604
23	10.484	83.871	11.895	95.160	12.232	97.852	13.819	110.548	14.348	114.781	14.893	119.140	15.422	123.372	15.951	127.604
24	10.917	87.336	12.376	99.004	12.744	101.955	14.364	114.908	14.941	119.525	15.470	123.757	16.031	128.245	16.576	132.608
25	11.350	90.797	12.857	102.854	13.241	105.931	14.957	119.655	15.534	124.270	16.095	128.757	16.689	133.508	17.233	137.865
26	11.799	94.388	13.354	106.833	13.771	110.168	15.550	124.398	16.159	129.272	16.736	133.888	17.361	138.890	17.922	143.379
27	12.264	98.108	13.899	111.189	14.299	114.395	16.175	129.400	16.800	134.402	17.409	139.275	18.051	144.405	18.644	149.151
28	12.264	98.108	13.899	111.189	14.299	114.395	16.175	129.400	16.800	134.402	17.409	139.275	18.051	144.405	18.644	149.151
29	12.264	98.108	13.899	111.189	14.299	114.395	16.175	129.400	16.800	134.402	17.409	139.275	18.051	144.405	18.644	149.151
30+	12.777	102.213	14.476	115.806	14.893	119.140	16.816	134.529	17.473	139.787	18.099	144.789	18.773	150.182	19.397	155.177

Current employees with more than 30 years: 3.6% over their 2010-2011 salary. This schedule is for the 2011-12 school year only. It can not be used to project future salary and does not include any supplements.

**ABILENE INDEPENDENT SCHOOL DISTRICT
MAINTENANCE**

2011-12

Years Experience	M1		M2		M3		M4		M5		M6		M7		M8		M9	
	Hourly	Daily	Hourly	Daily	Hourly	Daily	Hourly	Daily	Hourly	Daily	Hourly	Daily	Hourly	Daily	Hourly	Daily	Hourly	Daily
0	\$ 7.250	\$ 58.000	\$ 8.568	\$ 68.546	\$ 8.700	\$ 69.600	\$ 9.886	\$ 79.091	\$ 10.150	\$ 81.200	\$ 10.677	\$ 85.418	\$ 11.996	\$ 95.964	\$ 12.655	\$ 101.236	\$ 14.961	\$ 119.691
1	7.511	60.088	8.877	71.014	9.013	72.106	10.242	81.938	10.515	84.123	11.062	88.493	12.427	99.419	13.110	104.880	15.500	124.000
2	7.661	61.290	9.054	72.434	9.194	73.548	10.447	83.577	10.726	85.806	11.283	90.263	12.676	101.407	13.372	106.978	15.810	126.480
3	7.968	63.741	9.417	75.332	9.561	76.490	10.865	86.920	11.155	89.238	11.734	93.874	13.183	105.464	13.907	111.257	16.443	131.540
4	7.981	63.851	9.433	75.461	9.578	76.622	10.884	87.070	11.174	89.392	11.755	94.036	13.206	105.644	13.931	111.448	16.471	131.766
5	8.004	64.029	9.459	75.672	9.605	76.836	10.914	87.314	11.205	89.642	11.787	94.298	13.243	105.940	13.970	111.761	16.517	132.135
6	8.484	67.871	10.026	80.211	10.181	81.445	11.569	92.553	11.877	95.019	12.494	99.955	14.037	112.296	14.808	118.467	17.508	140.063
7	8.654	69.229	10.227	81.815	10.384	83.075	11.800	94.402	12.115	96.920	12.744	101.955	14.318	114.543	15.105	120.836	17.858	142.864
8	8.870	70.960	10.483	83.861	10.644	85.151	12.095	96.762	12.418	99.343	13.063	104.505	14.676	117.406	15.482	123.858	18.304	146.435
9	8.959	71.670	10.588	84.700	10.750	86.003	12.217	97.732	12.542	100.337	13.194	105.549	14.823	118.580	15.637	125.096	18.487	147.899
10	9.048	72.387	10.693	85.547	10.858	86.863	12.339	98.709	12.668	101.342	13.326	106.604	14.971	119.766	15.793	126.346	18.672	149.378
11	9.139	73.109	10.800	86.402	10.966	87.731	12.462	99.695	12.794	102.353	13.459	107.670	15.120	120.963	15.951	127.609	18.859	150.872
12	9.230	73.842	10.908	87.266	11.076	88.609	12.587	100.693	12.922	103.378	13.593	108.747	15.272	122.173	16.111	128.886	19.048	152.381
13	9.323	74.582	11.018	88.140	11.187	89.496	12.713	101.701	13.051	104.410	13.730	109.836	15.424	123.395	16.272	130.175	19.238	153.905
14	9.416	75.327	11.128	89.020	11.299	90.391	12.840	102.717	13.182	105.457	13.867	110.934	15.579	124.630	16.435	131.477	19.431	155.444
15	9.510	76.079	11.239	89.910	11.412	91.295	12.968	103.744	13.314	106.510	14.005	112.043	15.734	125.874	16.599	132.791	19.625	156.996
16	9.605	76.839	11.351	90.810	11.526	92.207	13.098	104.780	13.447	107.575	14.145	113.163	15.892	127.134	16.765	134.120	19.821	158.568
17	9.701	77.609	11.465	91.718	11.641	93.130	13.229	105.828	13.582	108.652	14.287	114.294	16.051	128.406	16.933	135.460	20.019	160.152
18	9.971	79.768	11.815	94.516	12.007	96.056	13.642	109.136	14.011	112.088	14.716	117.728	16.544	132.349	17.458	139.660	20.647	165.179
19	10.372	82.974	12.280	98.237	12.472	99.773	14.188	113.502	14.571	116.571	15.325	122.601	17.201	137.606	18.163	145.302	21.449	171.593
20	10.789	86.310	12.793	102.340	12.969	103.751	14.733	117.860	15.133	121.064	15.935	127.477	17.890	143.121	18.884	151.074	22.331	178.646
21	11.221	89.771	13.290	106.316	13.498	107.984	15.342	122.732	15.758	126.065	16.560	132.477	18.612	148.893	19.638	157.100	23.213	185.700
22	11.687	93.497	13.819	110.548	14.043	112.343	15.951	127.604	16.383	131.067	17.217	137.735	19.349	154.794	20.423	163.384	24.142	193.137
23	11.687	93.497	13.819	110.548	14.043	112.343	15.951	127.604	16.383	131.067	17.217	137.735	19.349	154.794	20.423	163.384	24.142	193.137
24	12.151	97.209	14.364	114.908	14.605	116.838	16.576	132.608	17.041	136.325	17.906	143.246	20.119	160.949	21.257	170.054	25.088	200.705
25	12.632	101.058	14.957	119.655	15.181	121.448	17.233	137.865	17.730	141.841	18.628	149.021	20.936	167.489	22.107	176.856	26.098	208.784
26	13.161	105.290	15.550	124.398	15.791	126.324	17.922	143.379	18.435	147.482	19.365	154.920	21.770	174.157	22.988	183.905	27.140	217.121
27	13.674	109.394	16.175	129.400	16.416	131.324	18.644	149.151	19.173	153.382	20.135	161.078	22.635	181.082	23.918	191.343	28.230	225.840
28	13.674	109.394	16.175	129.400	16.416	131.324	18.644	149.151	19.173	153.382	20.135	161.078	22.635	181.082	23.918	191.343	28.230	225.840
29	13.674	109.394	16.175	129.400	16.416	131.324	18.644	149.151	19.173	153.382	20.135	161.078	22.635	181.082	23.918	191.343	28.230	225.840
30+	14.219	113.754	16.816	134.529	17.089	136.710	19.397	155.177	19.942	159.539	20.952	167.618	23.565	188.523	24.896	199.166	29.352	234.818

Current employees with more than 30 years: 3.6% over their 2010-2011 salary. This schedule is for the 2011-12 school year only. It can not be used to project future salary and does not include any supplements.

**ABILENE INDEPENDENT SCHOOL DISTRICT
WAREHOUSE**

2011-12

Years Experience	W1		W2		W3		W4		W5		W6	
	Hourly	Daily	Hourly	Daily	Hourly	Daily	Hourly	Daily	Hourly	Daily	Hourly	Daily
0	\$ 7.250	\$ 58.000	\$ 7.842	\$ 62.733	\$ 8.828	\$ 70.621	\$ 9.628	\$ 77.024	\$ 9.930	\$ 79.437	\$ 10.742	\$ 85.933
1	7.511	60.088	8.124	64.991	9.145	73.163	9.975	79.797	10.287	82.297	11.128	89.027
2	7.661	61.290	8.287	66.292	9.328	74.626	10.174	81.392	10.493	83.943	11.351	90.807
3	7.968	63.741	8.618	68.943	9.702	77.612	10.581	84.648	10.913	87.300	11.805	94.439
4	7.981	63.851	8.633	69.062	9.718	77.746	10.599	84.793	10.931	87.451	11.825	94.601
5	8.004	64.029	8.657	69.256	9.746	77.964	10.629	85.031	10.962	87.696	11.859	94.868
6	8.484	67.871	9.176	73.410	10.330	82.641	11.267	90.134	11.620	92.957	12.570	100.558
7	8.654	69.229	9.360	74.878	10.537	84.292	11.492	91.935	11.852	94.818	12.821	102.569
8	8.870	70.960	9.594	76.752	10.800	86.400	11.779	94.235	12.148	97.185	13.142	105.135
9	9.225	73.798	9.978	79.821	11.232	89.857	12.251	98.005	12.634	101.074	13.668	109.340
10	9.317	74.537	10.077	80.617	11.344	90.755	12.373	98.984	12.761	102.085	13.804	110.432
11	9.410	75.282	10.178	81.424	11.458	91.662	12.497	99.974	12.888	103.106	13.942	111.538
12	9.504	76.034	10.280	82.238	11.572	92.579	12.622	100.974	13.017	104.137	14.082	112.653
13	9.537	76.294	10.383	83.061	11.688	93.505	12.748	101.984	13.147	105.179	14.222	113.779
14	9.727	77.818	10.521	84.170	11.844	94.753	12.918	103.344	13.323	106.581	14.412	115.296
15	10.019	80.153	10.837	86.694	12.199	97.593	13.306	106.445	13.723	109.780	14.845	118.756
16	10.420	83.360	11.270	90.163	12.680	101.442	13.835	110.676	14.267	114.139	15.438	123.506
17	10.933	87.463	11.815	94.516	13.306	106.445	14.524	116.191	14.973	119.781	16.191	129.528
18	11.366	90.925	12.280	98.237	13.835	110.676	15.085	120.678	15.566	124.526	16.832	134.658
19	11.815	94.516	12.793	102.340	14.396	115.165	15.710	125.680	16.191	129.528	17.522	140.178
20	12.280	98.237	13.290	106.316	14.973	119.781	16.335	130.681	16.832	134.658	18.227	145.817
21	12.793	102.340	13.819	110.548	15.566	124.526	16.993	135.941	17.522	140.178	18.948	151.586
22	13.290	106.316	14.364	114.908	16.191	129.528	17.650	141.197	18.227	145.817	19.702	157.614
23	13.290	106.316	14.364	114.908	16.191	129.528	17.650	141.197	18.227	145.817	19.702	157.614
24	13.819	110.548	14.957	119.655	16.832	134.658	18.356	146.847	18.948	151.586	20.487	163.897
25	14.364	114.908	15.550	124.398	17.522	140.178	19.109	152.868	19.702	157.614	21.321	170.567
26	14.957	119.655	16.175	129.400	18.227	145.817	19.878	159.025	20.487	163.897	22.170	177.362
27	15.550	124.398	16.816	134.529	18.948	151.586	20.664	165.309	21.321	170.567	23.068	184.546
28	15.550	124.398	16.816	134.529	18.948	151.586	20.664	165.309	21.321	170.567	23.068	184.546
29	15.550	124.398	16.816	134.529	18.948	151.586	20.664	165.309	21.321	170.567	23.068	184.546
30+	16.175	129.400	17.489	139.910	19.702	157.614	21.481	171.850	22.170	177.362	23.998	191.984

Current employees with more than 30 years: 3.6% over their 2010-2011 salary. This schedule is for the 2011-12 school year only. It can not be used to project future salary and does not include any supplements.

**ABILENE INDEPENDENT SCHOOL DISTRICT
DEAF EDUCATION INTERPRETERS**

2011-12

Years Experience	DE		ANNUAL CERTIFICATION SUPPLEMENT	
	Hourly	Daily		
0	\$ 16.129	\$ 129.033	Level 1	None
1	16.331	130.645	Level 2	\$ 1,000.00
2	16.532	132.258	Level 3	\$ 2,000.00
3	16.734	133.871	Level 4	\$ 3,000.00
4	16.936	135.484	Level 5	\$ 4,000.00
5	17.138	137.100		
6	17.440	139.516		
7	17.742	141.936		
8	18.044	144.355		
9	18.347	146.774		
10	18.649	149.194		
11	18.952	151.613		
12	19.254	154.032		
13	19.557	156.452		
14	19.859	158.871		
15	20.161	161.290		
16	20.430	163.441		
17	20.699	165.591		
18	20.968	167.742		
19	21.237	169.892		
20	21.505	172.043		
21	21.505	173.925		
22	21.741	175.806		
23	21.976	177.688		
24	22.211	179.570		
25	22.446	181.452		
26	22.682	182.796		
27	22.850	184.140		
28	23.018	185.484		
29	23.186	186.828		
30+	23.354	188.172		

This schedule is for the 2011-12 school year only. It can not be used to project future salary and does not include any supplements.

ABILENE INDEPENDENT SCHOOL DISTRICT

2011-12

The hourly pay rate for the following positions is in the range listed below, commensurate with ability and experience.

<u>Position</u>	<u>Minimum</u>	<u>Maximum</u>
Bus Monitors	\$ 9.50	\$ 20.57
Bus Drivers	\$ 12.00	\$ 24.70
Licensed Vocational Nurse (LVN)	\$ 12.50	\$ 20.00