Highland County School Board

Tentative Agenda

Thursday, March 12, 2026
Virtual / HHS Library
Closed Session – 6:00 p.m. ~ Business Meeting – 7:00 p.m.

1. CALL TO ORDER

A. Call to Order
B. Announcement and vote to enter closed session
Under the Code of Virginia § 2.2-3711, public bodies may hold closed sessions to discuss, consider, or interview of prospective candidates for employment; to discuss or consider admission or disciplinary matters; discuss or consider the acquisition or disposition of publicly held real property; protect the privacy of individuals in personal matters; or consultation with legal counsel.

2. CLOSED SESSION

3. OPENING

A. Reconvene from Closed Session
B. Moment of Silence
C. Pledge of Allegiance *Gifted*
D. Approval of the Agenda

4. SPECIAL RECOGNITIONS AND/OR PRESENTATIONS

A. Gifted Class Presentation *Mrs. Jolley*
B. Data Analysis *Principals*

5. PUBLIC COMMENT

Citizens are welcome to address the Board. Each individual speaker will be allowed three minutes for remarks and group representatives will be allowed five minutes. Issues or concerns involving personnel matters or naming individuals are not appropriate for the public comment setting. As a reminder, Board Members cannot respond during this time.

6. ADMINISTRATIVE REPORTS

A. High School Update *Mr. Good*
B. Elementary School Update *Mr. Johnson*
C. Superintendent's Update *Dr. Nycum*

7. CONSENT AGENDA*

A. Payment of the March 12, 2026 Vendor Bills
B. Approval of the February 12, 2026 Board Meeting Minutes
C. Personnel Report

All School Board meetings may be recorded for accuracy of the minutes.

The HIGHLAND COUNTY School Board is committed to nondiscrimination with regards to sex, sexual orientation, gender, gender identity, race, color, national origin, disability, religion, ancestry, age, marital status, pregnancy, childbirth or related medical conditions, military status, genetic information or any other characteristic protected by law. This commitment prevails in all of its policies and practices concerning staff, students, educational programs and services, and individuals and entities with whom the Board does business.

8. INFORMATIONAL ITEMS

A. HCEA Update
B. PTO Update
C. Hunter Safety Update *Sheriff Kelly*
D. 2026-2027 Part B Flow Through Special Education Annual Plan *Mrs. Leardi*
E. Policy GCBDA *Dr. Nycum*
F. Fair Land Trade Proposal *Mrs. Sullenberger*
G. 2026-2027 Proposed School Budget *Dr. Nycum & Ms. Colvin*
H. Budget Work Session – Thursday, March 19, 2026 HHS Library at 6:00PM
I. Budget Work Session followed by Public Hearing – Thursday, March 26, 2026 HHS Library at 6:00PM
J. Next Regular School Board Meeting - Thursday, April 9th HHS Library at 7:00PM

9. ACTION ITEMS*

A. 4th Quarter Budget Appropriations
B. FFA Overnight Field Trip – March 23rd – 24th, 2026
C. 2026-2027 Proposed Salary Scale

10. BOARD COMMENTS

An opportunity for members of the board to make individual comments, share updates, or express viewpoints related to board matters. Comments are limited to board members only.

11. CLOSED SESSION (IF NEEDED)

A. Announcement and vote to enter closed session
Under the Code of Virginia § 2.2-3711, public bodies may hold closed sessions to discuss, consider, or interview of prospective candidates for employment; to discuss or consider admission or disciplinary matters; discuss or consider the acquisition or disposition of publicly held real property; protect the privacy of individuals in personal matters; or consultation with legal counsel.
B. Reconvene from Closed Session

12. ADJOURNMENT

Suggestions or concerns you have regarding current issues from this meeting may be shared to hcps@highland.k12.va.us or call (540) 468-6300.

*Board Action Required
+Addendum Item

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HIGHLAND COUNTY PUBLIC SCHOOLS

SCHOOL BOARD MEETING

FEBRUARY 12, 2026 ~ 7:00 P.M.

HHS LIBRARY - 244 MYERS MOON ROAD, MONTEREY, VA 24465

Board Members Present: Sherry Sullenberger, Jason Wilfong, and Kenny Hodges
Administrative Staff Present: Superintendent: James "Nick" Nycum, Elementary School Principal: Tim Johnson, Technology Director: Gary Lane, Board Clerk: Tabitha Ulmer

AGENDA ITEM # 1 CALL TO ORDER

A. Call to Order
   Mrs. Sullenberger called the meeting to order at 6:00pm.
B. Announcement and vote to enter closed session
   Mrs. Sullenberger made a motion that the Highland County School Board go into closed session pursuant to VA Code § 2.2-3711 A.1 Discussion of personnel matters – stipends and administration A.7 & A.8 legal updates, fair land.
   Mr. Hodges seconded the motion, and the motion passed by the following vote: YES: Sullenberger, Wilfong, Hodges. Motion passed by a 3:0 vote.

AGENDA ITEM # 2 CLOSED SESSION

Under the Code of Virginia § 2.2-3711, public bodies may hold closed sessions to discuss, consider, or interview of prospective candidates for employment; to discuss or consider admission or disciplinary matters; discuss or consider the acquisition or disposition of publicly held real property; protect the privacy of individuals in personal matters; or consultation with legal counsel.

AGENDA ITEM # 3 OPENING

A. Reconvene from Closed Session
   Mrs. Sullenberger made a motion to return to regular session at 7:12pm and certify by recorded vote, that to the best of each member's knowledge only public business matters lawfully exempted from open meeting requirements were discussed by the Highland County School Board and such public business matters as were identified in the motion by which the closed meeting was convened.
   Mr. Hodges seconded the motion, and the motion passed by the following vote: YES: Sullenberger, Wilfong, Hodges. Motion passed by a 3:0 vote.
B. Moment of Silence
C. Pledge of Allegiance
D. Approval of Agenda
   Mr. Wilfong made a motion to approve the February 12, 2026 agenda. Mr. Hodges seconded the motion, and it passed unanimously.

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AGENDA ITEM # 4 SPECIAL RECONGNITON AND/OR PRESENTATIONS

A. VA Kindness Ambassador Nominee

Mrs. Ulmer reported that the Virginia Kindness Ambassador program received 129 nominations statewide this year and noted that, while not all nominees were selected for state recognition, each has made a meaningful impact within their community. She recognized Ms. Peggy Pinkard locally for exemplifying kindness through her daily support of students and staff, consistently offering encouragement and assistance. Mrs. Pinkard was commended for her selflessness, including personally providing snacks for students in need, and for fostering a caring and supportive school environment in the spirit of Virginia Kindness Week. She was presented with a framed certificate and a flower gift in recognition of her contributions.

B. School Board Appreciation

Dr. Nycum recognized School Board members with certificates and acknowledged the student-created decorations displayed throughout the room in honor of Board Appreciation. He expressed appreciation for the Board's continued dedication and support of the school. Culinary Arts students provided charcuterie boards and punch for a reception following the meeting.

In recognition of CTE Month, Dr. Nycum spoke in support of the division's Career and Technical Education programs, including Ms. Bonnie Botkin's Culinary Arts program, Mrs. Jen Neil's Agricultural Education program, and Mrs. Julie Jessee's Business Technology program. He invited Ms. Botkin to share information regarding the preparation and work involved in creating the charcuterie boards.

AGENDA ITEM # 5 PUBLIC COMMENT

Cane Sampson wanted to address the board as a parent. He is concerned that we will be on our 3rd principal and 3rd superintendent here within the last 2.5 years. Teacher retention is a problem. Our kids do not have any consistency. He noticed in the coaches stipend pay, he said varsity coaches and middle school coaches are here for about the same hours, not fair to give a varsity assistant more than a middle school head coach. He said the strength and conditioning coach received a 50% increase and is the highest paid coach on staff. He said that money could be better used to pay bus drivers that get the athletes to the games.

AGENDA ITEM # 6 ADMINISTRATIVE REPORTS

A. Schools Update

Mr. Johnson highlighted the FFA Week activities coordinated by Ms. Jen, noting that it was a strong program and commending her for her efforts. He reported that the elementary school is currently administering VALLSS and benchmark assessments and is in the process of analyzing data, identifying areas of need, and scheduling meetings with teachers to address instructional supports. He shared that overall attendance remains positive, with kindergarten currently having the lowest rate at 93%. He also noted that Kindness Week is being

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observed, and an all-staff bullying prevention program was conducted for fourth and fifth grade students, which was well received and described as a highly successful initiative.

Mr. Tim Good thanked Mr. Johnson for the HHS update and reported attending DDOT training in Roanoke with Mr. Lane, as well as supporting the basketball teams at Eastern Montgomery High School. He noted that the second semester is progressing despite weather interruptions, mid-year assessments have been completed, and teachers will review data to identify needed supports; after-school remediation remains available Monday–Thursday until 4:30 p.m. Homecoming Week was successful, with the dance rescheduled for February 21 at 7:00 p.m. due to weather. February 23–27 is National FFA Week, with planned activities including Ag Literacy, a Staff Appreciation Breakfast, and the Ag Olympics. Winter sports are concluding, Pioneer District tournament play begins Monday, and spring sports will start the last week of February.

B. Superintendent Update

Dr. Nycum reviewed several upcoming dates and initiatives. He reported that Phase II of the division's anti-bullying campaign, the "All Hands on Deck" program, was conducted this past Tuesday. He noted that the Salem Job Fair will take place this Saturday. In recognition of Board Clerk Appreciation Week next week, he acknowledged Mrs. Ulmer for her service. Dr. Nycum also stated that a walkthrough of the building is scheduled for the 23rd in preparation for the Maple Festival to ensure readiness and identify any facility needs. He reminded the Board that FFA Week will be observed February 23–26, a consortium meeting is forthcoming, and a "Food Is Medicine" campaign is being developed in partnership with Bath County, with additional details to be shared as they become available.

AGENDA ITEM # 7 CONSENT AGENDA*

A. Payment of February 12, 2026 – Vendor Bills

Mr. Hodges made a motion to approve the February 12, 2026 vendor bills. Mr. Wilfong seconded the motion, and it passed unanimously.

B. Approval of the January 15, 2026 Board Meeting Minutes

Mr. Hodges made a motion to approve the January 15, 2026 meeting minutes. Mr. Wilfong seconded the motion, and it passed unanimously.

C. Personnel Report

Mr. Hodges made a motion to approve the personnel report. Mr. Wilfong seconded the motion and it passed unanimously with Mrs. Sullenberger abstained from voting on appointment of B6.

- A1: Resignation of Seneca Johnson, Kindergarten Aide, effective 6/30/26
- A2: Resignation of Franklin Jay Myers, Special Education Teacher, effective 6/30/26
- A3: Retirement of Michael Warf, Math/Chemistry/Physics/Science Teacher, effective 6/30/26
- A4: Separation of Eric Poulson, Special Education Instructional Aide, effective 2/12/26

- B1: Appointment of Thomas (TJ) Honaker, Volunteer Head Baseball Coach
- B2: Appointment of Brian Warner, Assistant Baseball Coach
- B3: Appointment of Colton Williams, Assistant Baseball Coach
- B4: Appointment of Jeff Wood, Softball Coach
- B5: Appointment of Megan Botkin, Assistant Softball Coach
- B6: Appointment of Colby Jackson, Track & Field Coach
- B7: Appointment of Danny Hull, Track & Field Coach
- B8: Appointment of Mariam Lightner, Volunteer MS Softball Coach
- B9: Appointment of Corey Lightner, Volunteer MS Softball Coach
- C1: Appointment of Anna Armstrong, 3rd Grade Teacher, effective 8/1/2026

ACTION ITEMS # 8 INFORMATIONAL ITEMS

A. HCEA Update
None.

B. PTO Update
Mr. Obaugh shared that the PTO held its regular meeting last Tuesday. Members voted to proceed with their second fundraiser, a BOG Bag sale. The organization is also exploring the possibility of hosting a localized school spelling bee. In addition, the PTO is developing a public survey to gather feedback on the school's strengths and areas of opportunity in order to better align its efforts with school needs; a draft of the survey will be presented at their next meeting. The group also approved amendments to its bylaws to revise meeting dates.

C. Next School Board Meeting - Thursday, March 12th HHS Library at 7:00PM

D. Budget Work Session – Thursday, March 19, 2026 HHS Library at 6:00PM

E. Budget Work Session followed by a public hearing – Thursday, March 26, 2026 HHS Library at 6:00PM

ACTION ITEMS* # 9

A. 2026-2027 Stipend List
Mr. Wilfong opened discussion regarding the Athletic Director stipend. Mrs. Sullenberger reported that she met with Mr. Good and Mr. Warf to seek additional guidance concerning the position. She recommended that, should the Board decide to move in a different direction, the Athletic Director position be removed from the stipend schedule.
Mr. Wilfong made a motion to table the athletic director and assistant athletic director stipends. Mr. Hodges seconded the motion and it passed unanimously.
Mr. Hodges made a motion to approve the 2026-2027 stipend list as is after the removal of athletic director and assistant athletic director. Mr. Wilfong second the motion and it passed unanimously.
Mrs. Sullenberger reminded everyone that the division has implemented significant upward salary adjustments, which she noted would more than offset any reductions or bonuses under consideration.

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B. 2025-2026 Baseball Coach Stipend
Mrs. Sullenberger made a motion to change the Baseball Head Coach position to a volunteer role, add a paid Assistant Baseball Coach position with a $2,000 stipend, and allocate the remaining $1,500 to baseball supplies. Mr. Wilfong second the motion and it passed unanimously.

C. Highland County Fair Land Trade Proposal
Mrs. Sullenberger reported that she will schedule a meeting with the President of the Highland County Fair Association to continue discussions regarding the proposed land exchange. No action was taken at this time.

AGENDA ITEM # 10 BOARD COMMENT

An opportunity for members of the board to make individual comments, share updates, or express viewpoints related to board matters. Comments are limited to board members only.

Mr. Wilfong reported attending the recent PTO meeting, noting the group is small but dedicated, and expressed a desire for increased parent involvement. He discussed a DCJS grant opportunity, previously funded at approximately $100,000, that could support school safety initiatives such as an SRO or deputy overtime, and recommended the division apply. He also raised concerns about missed revenue opportunities, including the lack of commission received during the Maple Festival, and requested further review; the Board agreed to look into the matter.
Mr. Hodges noted that while the Board has made significant investments in salary increases and bonuses, financial gains in one area may require reductions in another.

AGENDA ITEM # 11 CLOSED SESSION (IF NEEDED)

A. Announcement and vote to enter closed session at 8:12pm.
Mrs. Sullenberger made a motion that the Highland County School Board go into closed session pursuant to VA Code § 2.2-3711 A.1 Discussion of personnel matters, stipends and administration.
Mr. Hodges seconded the motion, and the motion passed by the following vote: YES: Sullenberger, Wilfong, Hodges. Motion passed by a 3:0 vote.

B. Reconvene from Closed Session
Mrs. Sullenberger made a motion to return to regular session and certify by recorded vote, that to the best of each member's knowledge only public business matters lawfully exempted from open meeting requirements were discussed by the Highland County School Board and such public business matters as were identified in the motion by which the closed meeting was convened.
Mr. Hodges seconded the motion, and the motion passed by the following vote: YES: Sullenberger, Wilfong, Hodges. Motion passed by a 3:0 vote.

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AGENDA ITEM # 12 ADJOURNMENT

Mr. Hodges made a motion that the meeting adjourn at 9:04pm.
Mr. Wilfong seconded the motion, and it passed unanimously.

X	X
School Board Chairman	School Board Clerk

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SICK LEAVE

Full time employees of Highland County Public Schools will earn one (1) sick day per contracted month of employment.

An employee may accumulate a maximum of 100 sick leave days. If, at the end of a school year, an employee has exceeded the 100 day maximum, the employee will be paid $20 per day for each day exceeding 100 days.

Upon retirement or death, an employee shall be paid for accumulated sick leave at a rate of $20 per day.

PERSONAL LEAVE

All 10- and 11-month employees will be granted three (3) personal leave days per contract year.

If any personal leave days remain at the end of a contract year:

A. Two (2) of the unused personal leave days will be carried forward to the next contract year, for a maximum number of five (5) personal days. All 10- and 11-month employees may accumulate a maximum of five (5) personal leave days.
B. Each unused personal leave exceeding two (2) days at the end of a contract year shall be converted and carried forward as a sick day.
C. Upon retirement, all unused personal leave shall be converted to sick leave.

VACATION LEAVE

All full time, 12-month employees of Highland County Public Schools will be granted vacation leave. Vacation leave will be earned based upon years of service, as defined within the employee's contract.

An employee may accumulate a maximum of 40 vacation leave days. If, at the end of a school year, an employee has exceeded the 40 day maximum, the employee will be paid their daily rate of pay for the current contract year for each day exceeding 40 days.

Upon resignation, retirement, or death an employee shall be paid for accumulated annual leave days, up to 30 days, at the employee's daily rate of pay for the current contract year.

BEREAVEMENT LEAVE

An employee of Highland County Public Schools may request bereavement leave of three (3) days upon the death of an immediate family member. Immediate family members of an employee shall be interpreted to include a parent, spouse, sibling, or child.

Adopted: September 2021

Updated: ~~October 2023~~ April 2026

Legal Ref.: Code of Virginia, 1950, as amended, § 22.1-78.

Cross Refs.: GCBE Family and Medical Leave
GCBEA Leave Without Pay
GCBEB Military Leave and Benefits
GCQA Nonschool Employment by Staff Members

Highland County Public Schools

CURRENT 2025-2026 Salary Scale

Step	Teacher	Secretary	Instructional Assistant	Custodian	Cafeteria	Bus Driver
0	$45,750	$31,200	$21,623	$31,200	$20,925	$17,010
1	$46,422	$32,136	$22,271	$32,136	$21,553	$17,520
2	$47,392	$32,564	$22,580	$32,457	$21,769	$17,687
3	$48,048	$32,993	$22,889	$32,779	$21,985	$17,910
4	$48,703	$33,421	$23,198	$33,100	$22,202	$18,132
5	$49,358	$33,850	$23,507	$33,421	$22,418	$18,355
6	$50,012	$34,278	$23,816	$33,743	$22,634	$18,577
7	$50,666	$34,707	$24,125	$34,064	$22,851	$18,800
8	$51,320	$35,135	$24,434	$34,386	$23,067	$19,022
9	$51,973	$35,564	$24,743	$34,707	$23,283	$19,245
10	$52,626	$35,992	$25,052	$35,028	$23,499	$19,467
11	$53,279	$36,421	$25,361	$35,350	$23,716	$19,689
12	$53,931	$36,849	$25,670	$35,671	$23,932	$19,912
13	$54,583	$37,278	$25,979	$35,992	$24,148	$20,134
14	$55,235	$37,706	$26,288	$36,314	$24,365	$20,357
15	$55,886	$38,135	$26,597	$36,635	$24,581	$20,579
16	$56,536	$38,563	$26,906	$36,956	$24,797	$20,802
17	$57,187	$38,992	$27,215	$37,278	$25,014	$21,024
18	$57,837	$39,420	$27,524	$37,599	$25,230	$21,247
19	$58,487	$39,849	$27,833	$37,920	$25,446	$21,469
20	$59,136	$40,277	$28,142	$38,242	$25,662	$21,692
21	$59,785	$40,706	$28,451	$38,563	$25,879	$21,914
22	$60,433	$41,134	$28,760	$38,885	$26,095	$22,137
23	$61,082	$41,563	$29,069	$39,206	$26,311	$22,359
24	$61,729	$41,991	$29,378	$39,527	$26,528	$22,582
25	$62,377	$42,420	$29,687	$39,849	$26,744	$22,804
26	$63,024	$42,848	$29,996	$40,170	$26,960	$23,027
27	$63,671	$43,276	$30,305	$40,491	$27,177	$23,249
28	$64,317	$43,705	$30,614	$40,813	$27,393	$23,472
29	$64,963	$44,133	$30,923	$41,134	$27,609	$23,694
30	$65,608	$44,562	$31,232	$41,455	$27,825	$23,917
31	$66,254	$44,990	$31,541	$41,777	$28,042	$24,139
32	$66,898	$45,419	$31,850	$42,098	$28,258	$24,362
33	$67,543	$45,847	$32,159	$42,420	$28,474	$24,584
34	$68,187	$46,276	$32,468	$42,741	$28,691	$24,807
35	$68,831	$46,704	$32,777	$43,062	$28,907	$25,029
35+	$69,474	$47,133	$33,086	$43,384	$29,123	$25,251
ADD	$3,000 Master's	$100/mo. Associate $200/mo. Bachelor's			$1,800 Head Cook	

Highland County Public Schools

2026-2027 Salary Scale (Approved 01/15/2026)

Step	Teacher	Secretary	Instructional Assistant	Custodian	Cafeteria	Bus Driver
0	$50,000	$31,824	$22,055	$31,824	$21,344	$17,350
1		$32,779	$22,717	$32,779	$21,984	$17,871
2		$33,216	$23,032	$33,107	$22,204	$18,041
3		$33,653	$23,347	$33,434	$22,425	$18,268
4	$52,167	$34,090	$23,662	$33,762	$22,646	$18,495
5		$34,527	$23,977	$34,090	$22,866	$18,722
6		$34,964	$24,292	$34,418	$23,087	$18,949
7	$54,333	$35,401	$24,608	$34,745	$23,308	$19,176
8		$35,838	$24,923	$35,073	$23,528	$19,402
9		$36,275	$25,238	$35,401	$23,749	$19,629
10	$56,500	$36,712	$25,553	$35,729	$23,969	$19,856
11		$37,149	$25,868	$36,057	$24,190	$20,083
12		$37,586	$26,184	$36,384	$24,411	$20,310
13	$58,667	$38,023	$26,499	$36,712	$24,631	$20,537
14		$38,460	$26,814	$37,040	$24,852	$20,764
15		$38,897	$27,129	$37,368	$25,073	$20,991
16	$60,833	$39,334	$27,444	$37,696	$25,293	$21,218
17		$39,772	$27,759	$38,023	$25,514	$21,445
18		$40,209	$28,075	$38,351	$25,734	$21,672
19	$63,000	$40,646	$28,390	$38,679	$25,955	$21,899
20		$41,083	$28,705	$39,007	$26,176	$22,126
21		$41,520	$29,020	$39,334	$26,396	$22,353
22	$65,167	$41,957	$29,335	$39,662	$26,617	$22,579
23		$42,394	$29,651	$39,990	$26,838	$22,806
24		$42,831	$29,966	$40,318	$27,058	$23,033
25	$67,333	$43,268	$30,281	$40,646	$27,279	$23,260
26		$43,705	$30,596	$40,973	$27,499	$23,487
27		$44,142	$30,911	$41,301	$27,720	$23,714
28		$44,579	$31,226	$41,629	$27,941	$23,941
29	$69,564	$45,016	$31,542	$41,957	$28,161	$24,168
30		$45,453	$31,857	$42,285	$28,382	$24,395
31		$45,890	$32,172	$42,612	$28,603	$24,622
32		$46,327	$32,487	$42,940	$28,823	$24,849
33	$71,667	$46,764	$32,802	$43,268	$29,044	$25,076
34		$47,201	$33,118	$43,596	$29,264	$25,303
35		$47,638	$33,433	$43,923	$29,485	$25,530
35+		$48,075	$33,748	$44,251	$29,706	$25,757
ADD	$3,000 Master's	$100/mo. Associate $200/mo. Bachelor's			$1,800 Head Cook	

Highland County Public Schools

PROPOSED 2026-2027 Salary Scale (3%)

Step	Teacher	Secretary	Instructional Assistant	Custodian	Cafeteria	Bus Driver
0	$50,000	$32,136	$22,271	$32,136	$21,553	$17,520
1		$33,100	$22,939	$33,100	$22,199	$18,046
2		$33,541	$23,258	$33,431	$22,422	$18,218
3		$33,983	$23,576	$33,762	$22,645	$18,447
4	$52,167	$34,424	$23,894	$34,093	$22,868	$18,676
5		$34,865	$24,212	$34,424	$23,090	$18,905
6		$35,307	$24,531	$34,755	$23,313	$19,134
7	$54,333	$35,748	$24,849	$35,086	$23,536	$19,364
8		$36,189	$25,167	$35,417	$23,759	$19,593
9		$36,631	$25,485	$35,748	$23,982	$19,822
10	$56,500	$37,072	$25,804	$36,079	$24,204	$20,051
11		$37,513	$26,122	$36,410	$24,427	$20,280
12		$37,955	$26,440	$36,741	$24,650	$20,509
13	$58,667	$38,396	$26,759	$37,072	$24,873	$20,738
14		$38,837	$27,077	$37,403	$25,096	$20,968
15		$39,279	$27,395	$37,734	$25,318	$21,197
16	$60,833	$39,720	$27,713	$38,065	$25,541	$21,426
17		$40,161	$28,032	$38,396	$25,764	$21,655
18		$40,603	$28,350	$38,727	$25,987	$21,884
19	$63,000	$41,044	$28,668	$39,058	$26,210	$22,113
20		$41,485	$28,986	$39,389	$26,432	$22,343
21		$41,927	$29,305	$39,720	$26,655	$22,572
22	$65,167	$42,368	$29,623	$40,051	$26,878	$22,801
23		$42,809	$29,941	$40,382	$27,101	$23,030
24		$43,251	$30,260	$40,713	$27,323	$23,259
25	$67,333	$43,692	$30,578	$41,044	$27,546	$23,488
26		$44,133	$30,896	$41,375	$27,769	$23,717
27		$44,575	$31,214	$41,706	$27,992	$23,947
28		$45,016	$31,533	$42,037	$28,215	$24,176
29	$69,564	$45,457	$31,851	$42,368	$28,437	$24,405
30		$45,899	$32,169	$42,699	$28,660	$24,634
31		$46,340	$32,487	$43,030	$28,883	$24,863
32		$46,781	$32,806	$43,361	$29,106	$25,092
33	$71,667	$47,223	$33,124	$43,692	$29,329	$25,322
34		$47,664	$33,442	$44,023	$29,551	$25,551
35		$48,105	$33,760	$44,354	$29,774	$25,780
35+		$48,547	$34,079	$44,685	$29,997	$26,009
ADD	$3,000 Master's	$100/mo. Associate $200/mo. Bachelor's			$1,800 Head Cook	