



**monroe one**  
EDUCATIONAL SERVICES

**Daniel T. White**  
*District Superintendent*

**Lisa N. Ryan**  
*Assistant Superintendent for Finance & Operations*

TO: Members of the Board of Education  
Mr. Daniel White

FROM: Lisa N. Ryan 

SUBJECT: Contract Approvals

DATE: August 8, 2023

The purpose of this memo is to request that at our August 17, 2023, Board of Education meeting the Board adopt a resolution to approve the following contracts:

- Frontline Technologies Group, – Regional Information Center – per attached
- CDS Monarch – Office of Student Services and Programs

Should you have any questions please contact me prior to our August 17 meeting. Thank you.



**FRONTLINE TECHNOLOGIES GROUP, LLC dba FRONTLINE EDUCATION**  
**AND MONROE 1 BOCES**  
**AGREEMENT**

**AGREEMENT** made as of June 1, 2023 by, between, and among Frontline, having its offices at 1400 Atwater Drive, Malvern, PA. 19355 (hereinafter referred to as "Frontline"), and The Monroe One Educational Services 41 O'Connor Road, Fairport, New York, 14450 (hereinafter referred to as "Monroe 1 BOCES"). Frontline enters this Agreement as an independent contractor and will remain as an independent contractor throughout the term of this agreement. Frontline employees shall not be entitled to any rights, payments or benefits afforded to the employees of Monroe 1 BOCES or participating school districts.

**1. Scope.** Frontline and Monroe 1 BOCES enter into affiliation solely for the purpose of offering school districts Frontline's Financial Planning Analytics, Budget Management Analytics, Comparative Analytics, and Student Analytics. Through the affiliation, BOCES and/or participating school districts will be able to select services that they receive based on their individual/respective needs. Frontline will provide ongoing support and assistance to BOCES and/or participating school districts during the term of this Agreement.

**2. Terms and Termination.** This Agreement shall begin on July 1, 2023 and terminate on June 30, 2024; however, either of the parties may terminate this Agreement at any time and for any reason upon thirty (30) days' prior written notice to the other party. Participating school districts may elect to opt in or out of utilizing Frontline's product and/or services at any time during the term of this Agreement.

**3. Renewal.** The parties may renew this Agreement by written mutual agreement sixty (60) days' prior to the end of the term.

**4. Fees.** The fees for services selected by BOCES and/or participating school districts during the term of this Agreement are as follows: See Pricing Exhibits BOCES (Exhibit B, C-1, D-1, and D-2) These exhibits are incorporated herein by reference, as if fully set forth herein. Participating school districts will be invoiced for the services selected. In the event of early termination of services by a participating school district, Frontline will reimburse the fees to BOCES and/or the participating school district on a *pro rata* monthly basis.

**5. Indemnification.** Each party agrees to indemnify and hold each other and each of their officers, directors, employees agents and assigns, harmless from and against all third party claims, causes of action, damages, liabilities, fines, costs and expenses (including reasonable attorneys' fees) that may arise from the violation of the terms of this Agreement, violation of any applicable laws, infringement of third party proprietary and/or intellectual property rights, libel, slander and other torts including with respect to personal injury, property damage and death arising from the negligent or willfully wrongful acts or omissions of its employees, third-party vendors, contractors, subcontractors or agents, in connection with the services provided in connection with this Agreement.

**6. Cooperation.** The parties agree to cooperate with each other in connection with any internal investigations by Frontline or Monroe 1 BOCES of possible violation of their respective policies and procedures and any third party litigation.

**7. Confidentiality.** Frontline agrees that any and all data obtained from Monroe 1 BOCES and/or a participating school district shall be used expressly and solely for the purposes enumerated in this Agreement. Monroe 1 BOCES data and participating school district data shall not be distributed, used, or shared for any other purpose. Frontline shall not sell, transfer, share or process any Monroe 1 BOCES data or participating school district data for any purpose other than those under this Agreement, including commercial advertising, marketing, or any other commercial purpose. Frontline will comply with the terms and conditions set forth in the Education Law Section 2-d Contract Addendum, which is attached hereto as Appendix A and is incorporated by reference as if fully set forth herein. Frontline shall comply with all applicable laws, rules and regulations, including but not limited to the Family Educational Rights and Privacy Act and New York Education Law Section 2-d and its implementing regulations.

**8. Independent Contractor:** This Agreement does not create an employee/employer relationship between the parties or between Frontline and any participating school district. Frontline will be an independent contractor and not a Monroe 1 BOCES or school district employee for any purpose whatsoever. No Frontline employee shall be entitled to any payment or benefit from Monroe 1 BOCES or a participating school district.

**9. Non-Discrimination and Legal Compliance.** Frontline agrees that it will not discriminate against anyone with respect to the provision of services hereunder on the grounds of race, religion, creed, color, national origin, gender, sexual orientation, disability, marital status, veteran status or other protected category. In providing the services pursuant to this Agreement, Frontline will comply with all applicable laws, rules and regulations.

**11. Jurisdiction.** This Agreement shall be governed by the laws of the State of New York. Litigation of all disputes between the parties arising from or in connection with this Agreement shall be conducted in a court of appropriate jurisdiction in the State of New York, County of Monroe, New York.

**12. Insurance.** Each party hereby agrees to obtain and thereafter maintain in full force and effect during the term of this Agreement general liability insurance with limits not less than \$1,000,000 per occurrence and \$2,000,000 annual aggregate.

**13. Order of Interpretation and Control.** In the event of a conflict between this Agreement, the Education Law Section 2-d Contract Addendum (Appendix A), or any other document, the Education Law Section 2-d Contract Addendum (Appendix A) shall control, and then this Agreement. Frontline shall not include any term in any such form or format that contradicts the terms to which it has agreed in this Agreement or with Education Law Section 2-d.

**14. Notices.** All notices to Frontline and Monroe 1 BOCES in connection with this Agreement shall be sent to:

Legal Department  
Frontline Technologies Group, LLC dba Frontline Education  
1400 Atwater Drive  
Malvern, PA. 19355

All notices to Monroe 1 BOCES in connection with this Agreement shall be sent to:  
Lisa N. Ryan

Assistant Superintendent for Finance & Operations  
Monroe 1 BOCES  
41 O'Connor Road  
Fairport, NY 14450

15. **Entire Agreement.** This Agreement and Appendix A constitute the entire agreement between the parties.

IN WITNESS WHEREOF, the parties hereto have executed this Agreement as of the day and year first above written.

Frontline Technologies Group, LLC dba Frontline Education

By:  6/2/2023

Scott Crouch  
VP Financial Operations

THE MONRDE 1 BOARD OF COOPERATIVE  
EDUCATIONAL SERVICES

By: 

Daniel T. White  
District Superintendent

**Appendix A**  
**Compliance With New York State Education Law Section 2-d Addendum (“Addendum”)**

The parties to this Agreement are the Monroe 1 Board of Cooperative Educational Services (“BOCES”) and Frontline, Inc. (“Vendor”). BOCES is an educational agency, as that term is used in Section 2-d of the New York State Education Law (“Section 2-d”) and its implementing regulations, and Vendor is a third party contractor, as that term is used in Section 2-d and its implementing regulations. BOCES and Vendor have entered into this Agreement to conform to the requirements of Section 2-d and its implementing regulations. To the extent that any term of any other agreement or document conflicts with the terms of this Agreement, the terms of this Agreement shall apply and be given effect.

Definitions

As used in this Agreement and related documents, the following terms shall have the following meanings: “Student Data” means personally identifiable information from student records that Vendor receives from an educational agency (including BOCES or a Participating School District) in connection with providing Services under this Agreement.

“Personally Identifiable Information” (“PII”) as applied to Student Data, means personally identifiable information as defined in 34 CFR 99.3 implementing the Family Educational Rights and Privacy Act (FERPA), at 20 USC 1232g.

“Third Party Contractor,” “Contractor” or “Vendor” means any person or entity, other than an educational agency, that receives Student Data from an educational agency pursuant to a contract or other written agreement for purposes of providing services to such educational agency, including, but not limited to data management or storage services, conducting studies for or on behalf of such educational agency, or audit or evaluation of publicly funded programs.

“BOCES” means Monroe #1 Board of Cooperative Educational Services.

“Parent” means a parent, legal guardian, or person in parental relation to a student.

“Student” means any person attending or seeking to enroll in an educational agency.

“Eligible Student” means a student eighteen years or older.

“State-protected Data” means Student Data, as applicable to Vendor’s product/service.

“Participating School District” means a public school district or board of cooperative educational services that obtains access to Vendor’s product/service through a cooperative educational services agreement (“CoSer”) with BOCES, or other entity that obtains access to Vendor’s product/service through an agreement with BOCES, and also includes BOCES when it uses the Vendor’s product/service to support its own educational programs or operations.

“Breach” means the unauthorized access, use, or disclosure of personally identifiable information.

“Commercial or marketing purpose” means the sale of PII; and the direct or indirect use or disclosure of State-protected Data to derive a profit, advertise, or develop, improve, or market products or services to students other than as may be expressly authorized by the parties in writing (the “Services”).

“Disclose”, “Disclosure,” and “Release” mean to intentionally or unintentionally permit access to State-protected Data; and to intentionally or unintentionally release, transfer, or otherwise communicate State-protected Data to someone not authorized by contract, consent, or law to receive that State-protected Data.

Vendor Obligations and Agreements

Vendor agrees that it shall comply with the following obligations with respect to any student data received in connection with providing Services under this Agreement and any failure to fulfill one of these statutory or regulatory obligations shall be a breach of this Agreement. Vendor shall:

(a) limit internal access to education records only to those employees and subcontractors that are determined to have legitimate educational interests in accessing the data within the meaning of Section 2-d, its implementing regulations and FERPA (e.g., the individual needs access in order to fulfill his/her responsibilities in providing the contracted services);

(b) only use personally identifiable information for the explicit purpose authorized by the Agreement, and must/will not use it for any purpose other than that explicitly authorized in the Agreement or by the parties in writing; not disclose any personally identifiable information received from BOCES or a Participating School District to any other party who is not an authorized representative of the Vendor using the information to carry out Vendor's obligations under this Agreement, unless (i) if student PII, the Vendor or that other party has obtained the prior written consent of the parent or eligible student, or (ii) the disclosure is required by statute or court order, and notice of the disclosure is provided to the source of the information no later than the time of disclosure, unless such notice is expressly prohibited by the statute or court order;

(c) maintain reasonable administrative, technical, and physical safeguards to protect the security, confidentiality, and integrity of the personally identifiable information in its custody;

(d) use encryption technology to protect data while in motion or in its custody (i.e., in rest) from unauthorized disclosure by rendering personally identifiable information unusable, unreadable, or indecipherable to unauthorized persons through the use of a technology or methodology specified or permitted by the Secretary of the United States department of health and human services in guidance issued under Section 13402(H)(2) of Public Law 111-5 using a technology or methodology specified or permitted by the secretary of the U.S.);

(e) not sell personally identifiable information received from BOCES or a Participating School District nor use or disclose it for any marketing or commercial purpose unless otherwise expressly authorized by the Services, or facilitate its use or disclosure by any other party for any marketing or commercial purpose or permit another party to do so;

(f) notify the educational agency from which student data is received of any breach of security resulting in an unauthorized release of such data by Vendor or its assignees in violation of state or federal law, or of contractual obligations relating to data privacy and security in the most expedient way possible and without unreasonable delay, in compliance with New York law and regulation;

(g) reasonably cooperate with educational agencies and law enforcement to protect the integrity of investigations into any breach or unauthorized release of personally identifiable information by Vendor;

(h) adopt technologies, safeguards, and practices that align with the NIST Cybersecurity Framework, Version 1.1, that are in substantial compliance with the BOCES data security and privacy policy, and that comply with Education Law Section 2-d, Part 121 of the Regulations of the Commissioner of Education and the Monroe #1 BOCES Parents' Bill of Rights for Data Privacy and Security, set forth below, as well as all applicable federal, state and local laws, rules and regulations;

(i) acknowledge and hereby agrees that the State-protected Data which Vendor receives or has access to pursuant to this Agreement may originate from several Participating School Districts

located across New York State. Vendor acknowledges that the State-protected Data belongs to and is owned by the Participating School District or student from which it originates;

(j) acknowledge and hereby agrees that if Vendor has an online terms of service and/or Privacy Policy that may be applicable to its customers or users of its product/service, to the extent that any term of such online terms of service or Privacy Policy conflicts with applicable law or regulation, the terms of the applicable law or regulation shall apply;

(k) acknowledge and hereby agrees that Vendor shall promptly pay for or reimburse the educational agency for the full third party cost of a legally required breach notification to parents and eligible students due to the unauthorized release of student data caused by Vendor or its agent or assignee;

(l) ensure that employees, assignees and agents of Contractor who have access to student data, or teacher or principal data receive or will receive training on the federal and state laws governing confidentiality of such data prior to receiving access to such data; and

(m) ensure that any subcontractor that performs Contractor's obligations pursuant to the Agreement is legally bound by legally compliant data protection obligations imposed on the Contractor by law, the Agreement and this Agreement.

**Monroe #1 BOCES Parents' Bill of Rights for Data Privacy and Security**

<https://www.monroe.edu/domain/1478>

The Monroe #1 BOCES seeks to use current technology, including electronic storage, retrieval, and analysis of information about students' education experience in the BOCES, to enhance the opportunities for learning and to increase the efficiency of our operations.

The Monroe #1 BOCES seeks to ensure that parents have information about how the BOCES stores, retrieves, and uses information about students, and to meet all legal requirements for maintaining the privacy and security of protected student data and protected principal and teacher data, including Section 2-d of the New York State Education Law.

To further these goals, the BOCES has posted this Parents' Bill of Rights for Data Privacy and Security.

1. A student's personally identifiable information cannot be sold or released for any commercial purposes.
2. Parents have the right to inspect and review the complete contents of their child's education record. The procedures for exercising this right can be found in Student Records Policy 6320. (<https://www.monroe.edu/6320>)
3. State and federal laws protect the confidentiality of personally identifiable information, and safeguards associated with industry standards and best practices, including but not limited to, encryption, firewalls, and password protection, must be in place when data is stored or transferred.
4. A complete list of all student data elements collected by the State is available at <http://www.p12.nysed.gov/irs/sirs/documentation/NYSEDstudentData.xlsx> and a copy may be obtained by writing to the Office of Information & Reporting Services, New York State Education Department, Room 863 EBA, 89 Washington Avenue, Albany, New York 12234.



5. Parents have the right to have complaints about possible breaches of student data addressed. Complaints should be directed in writing, to:

Chief Privacy Officer  
New York State Education Department  
Room 863 EBA  
89 Washington Avenue  
Albany, New York 12234.

or

Monroe One Data Protection Officer  
William Gregory  
Monroe #1 BOCES  
41 O'Connor Road  
Fairport, NY 14450

**Supplemental Information About Agreement Between Frontline Technologies Group LLC (“Frontline”) and BOCES**

(a) The exclusive purposes for which the personally identifiable information provided by BOCES or a Participating School District will be used by Vendor is to provide Frontline’s Professional Growth, Frontline Central, Recruiting and Hiring, and Special Ed & Interventions solutions to BOCES or other Participating School District pursuant to a BOCES Purchase Order.

(b) Personally identifiable information received by Vendor, or by any assignee of Vendor, from BOCES or from a Participating School District shall not be sold or used for marketing purposes.

(c) Personally identifiable information received by Vendor, or by any assignee of Vendor shall not be shared with a sub-contractor except pursuant to a written contract that binds such a party to at least the same data protection and security requirements imposed on Vendor under this Agreement, as well as all applicable state and federal laws and regulations.

(d) The effective date of this Agreement shall be July 1, 2023 – June 30, 2024 and the Agreement shall remain in effect until [DATE], unless sooner by either party for any reason upon thirty (30) days’ notice.

(e) Upon expiration or termination of the Agreement without a successor or renewal agreement in place, and upon request from BOCES or a Participating School District, Vendor shall transfer all educational agency data to the educational agency in a format agreed upon by the parties. Vendor shall thereafter securely delete all educational agency data remaining in the possession of Vendor or its assignees or subcontractors (including all hard copies, archived copies, electronic versions or electronic imaging of hard copies) as well as any and all educational agency data maintained on behalf of Vendor in secure data center facilities, other than any data that Vendor is required to maintain pursuant to law, regulation or audit requirements. Vendor shall ensure that no copy, summary or extract of the educational agency data or any related work papers are retained on any storage medium whatsoever by Vendor, its subcontractors or assignees, or the secure data center facilities unless Vendor is required to keep such data for legal, regulator, or audit purposes, in which case the data will be

retained in compliance with the terms of this Agreement. To the extent that Vendor and/or its subcontractors or assignees may continue to be in possession of any de-identified data (data that has had all direct and indirect identifiers permanently removed with no possibility of reidentification), they each agree not to attempt to re-identify de-identified data and not to transfer de-identified data to any party. Upon request, Vendor and/or its subcontractors or assignees will provide a certification to the BOCES or Participating School District from an appropriate officer that the requirements of this paragraph have been satisfied in full.

(f) State and federal laws require educational agencies to establish processes for a parent or eligible student to challenge the accuracy of their student data. Third party contractors must cooperate with educational agencies in complying with the law. If a parent or eligible student submits a challenge to the accuracy of student data to the student's district of enrollment and the challenge is upheld, Vendor will cooperate with the educational agency to amend such data.

(g) Vendor shall store and maintain PII in electronic format on systems maintained by Vendor in a secure data center facility in the United States in accordance with its Privacy Policy, NIST Cybersecurity Framework, Version 1.1, and the BOCES data security and privacy policy, Education Law Section 2-d, Part 121 of the Regulations of the Commissioner of Education, and the Monroe #1 BOCES Parents' Bill of Rights for Data Privacy and Security, set forth above. Encryption technology will be utilized while data is in motion and at rest, as detailed above.

(h) A copy of Vendor's Data Privacy and Security Plan, which vendor affirms complies with 8 N.Y.C.R.R. 121.6 is attached hereto as **Attachment 1** and is incorporated herein by reference as if fully set forth herein.

  
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June 2, 2023

Vendor Signature

ATTACHMENT 1 - CONTRACTOR'S DATA PRIVACY AND SECURITY PLAN

CONTRACTOR'S DATA PRIVACY AND SECURITY PLAN

The Educational Agency (EA) is required to ensure that all contracts with a third-party contractor include a Data Security and Privacy Plan, pursuant to Education Law § 2-d and Section 121.6 of the Commissioner's Regulations. For every contract, the Contractor must complete the following or provide a plan that materially addresses its requirements, including alignment with the NIST Cybersecurity Framework, which is the standard for educational agency data privacy and security policies in New York state. **While this plan is not required to be posted to the EA's website, contractors should nevertheless ensure that they do not include information that could compromise the security of their data and data systems.**

1	Outline how you will implement applicable data security and privacy contract requirements over the life of the Contract.	<ul style="list-style-type: none"><li>• Frontline collects personally identifiable information (PII) on individuals including administrators, educators, students and others as outlined in the Frontline Technologies Group LLC Privacy Policy which is available at <a href="https://www.frontlineeducation.com/about/commitment-to-security/">https://www.frontlineeducation.com/about/commitment-to-security/</a>.</li><li>• Frontline will only use PII as specifically permitted in agreements entered with customers. PII is used for the provision of services and tracking of information across Frontline products and platforms.</li><li>• Frontline may use de-identified, anonymized and aggregated data for various purposes including enhancing the customer experience and refining and developing additional products and services.</li></ul>
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2	Specify the administrative, operational and technical safeguards and practices that you have in place to protect PII.	<ul style="list-style-type: none"> <li>• Frontline encrypts data within its production networks using FIPS 140-2 compliant encryption standards. All sensitive data is encrypted at rest across all storage devices using Full Disk Encryption and all database backups are AES-256 encrypted.</li> <li>• Frontline secures all sensitive data in transit using strong encryption protocols to encrypt all traffic including use of TLS 1.2 protocols, and SHA2 signatures.</li> <li>• Frontline adheres to the principles of least privilege and role-based permissions when provisioning access ensuring workers are only authorized to access data as a requirement of their job function. All production access is reviewed annually, at a minimum.</li> </ul>
3	Address the training received by your employees and any subcontractors engaged in the provision of services under the Contract on the federal and state laws that govern the confidentiality of PII.	Training shall be provided, and agreed to, at least annually via an online learning management system.
4	Outline contracting processes that ensure that your employees and any subcontractors are bound by written agreement to the requirements of the Contract, at a minimum.	Frontline requires that all service providers complete a risk assessment. After the completion of a successful risk assessment, Frontline qualifies third-party contractors' products/services for use based on their need to interact with customer data. Frontline requires a SOC2 (or comparable) independent audit of third-party contractors' operations at least annually.
5	Specify how you will manage any data security and privacy incidents that implicate PII and describe any specific plans you have in place to identify breaches and/or unauthorized disclosures, and to meet your obligations to report incidents to the EA.	Investigate and provide Educational Agency with a detailed notice of the breach, including the date and time of breach, name(s) of the individual(s) whose data was released or disclosed, nature and extent of the breach, and measures taken to prevent such a future

		breach.
6	Describe how data will be transitioned to the EA when no longer needed by you to meet your contractual obligations, if applicable.	After contract completion, a backup file of all student data will be generated. Data in the database will be in normalized tables. All binary data will be extracted and provided in a .ZIP file. This data is made available for the district to download via SFTP. 90 days after completion of the services contract, the data will be purged. Customer data will purge from backup systems as they cycle-out in accordance with our data retention policies.
7	Describe your secure destruction practices and how certification will be provided to the EA.	Frontline disposes of all student data in accordance with NIST Special Publication 800-88 including hard drive Secure Erase commands to destruct electronic data.
8	Outline how your data security and privacy program/practices align with the EA's applicable policies.	Frontline will not knowingly retain PII beyond the time period required to support authorized educational/school purposes. Following termination or deactivation of a District account, Frontline may retain profile information and content for a commercially reasonable time for backup, archival, or audit purposes. All student data associated with the EA will be deleted promptly. Frontline may maintain anonymized or aggregated data, including usage data, for analytics purposes to improve products and services.
9	Outline how your data security and privacy program/practices materially align with the NIST CSF v1.1 using the Framework chart below.	PLEASE USE TEMPLATE BELOW.

ATTACHMENT 1(A) – NIST CSF TABLE

The table below will aid the review of a Contractor’s Data Privacy and Security Plan. Contractors should complete the Contractor Response sections in the table below to describe how their policies and practices align with each category in the Data Privacy and Security Plan template. To complete these 23 sections, a Contractor may: (i) Demonstrate alignment using the National Cybersecurity Review (NCSR) Maturity Scale of 1-7 ; (ii) Use a narrative to explain alignment (may reference its applicable policies ); and/or (iii) Explain why a certain category may not apply to the transaction contemplated. Further informational references for each category can be found on the NIST website at <https://www.nist.gov/cyberframework/new-framework>. Please use additional pages if needed.

Function	Category	Contractor Response
IDENTIFY (ID)	<b>Asset Management (ID.AM):</b> The data, personnel, devices, systems, and facilities that enable the organization to achieve business purposes are identified and managed consistent with their relative importance to organizational objectives and the organization’s risk strategy.	Please see SOC 2 Type II Report for this table.
	<b>Business Environment (ID.BE):</b> The organization’s mission, objectives, stakeholders, and activities are understood and prioritized; this information is used to inform cybersecurity roles, responsibilities, and risk management decisions.	
	<b>Governance (ID.GV):</b> The policies, procedures, and processes to manage and	
Function	Category	Contractor Response
	monitor the organization’s regulatory, legal, risk, environmental, and operational requirements are understood and inform the management of cybersecurity risk.	
	<b>Risk Assessment (ID.RA):</b> The organization understands the cybersecurity risk to organizational operations (including mission, functions, image, or reputation), organizational assets, and individuals.	
	<b>Risk Management Strategy (ID.RM):</b> The organization’s priorities, constraints, risk tolerances, and assumptions are established and used to support	

<p style="text-align: center;"><b>PROTECT (PR)</b></p>	<p>operational risk decisions.</p>	
	<p><b>Supply Chain Risk Management (ID.SC):</b> The organization’s priorities, constraints, risk tolerances, and assumptions are established and used to support risk decisions associated with managing supply chain risk. The organization has established and implemented the processes to identify, assess and manage supply chain risks.</p>	
	<p><b>Identity Management, Authentication and Access Control (PR.AC):</b> Access to physical and logical assets and associated facilities is limited to authorized users, processes, and devices, and is managed consistent with the assessed risk of unauthorized access to authorized activities and transactions.</p>	
	<p><b>Awareness and Training (PR.AT):</b> The organization’s personnel and partners are provided cybersecurity awareness education and are trained to perform their cybersecurity-related duties and responsibilities consistent with related policies, procedures, and agreements.</p>	
	<p><b>Data Security (PR.DS):</b> Information and records (data) are managed consistent with the organization’s risk strategy to protect the confidentiality, integrity, and availability of information.</p>	
	<p><b>Information Protection Processes and Procedures (PR.IP):</b> Security policies (that address purpose, scope, roles, responsibilities, management commitment, and coordination among organizational entities), processes, and procedures are maintained and used to manage protection of information systems and assets.</p>	
<p>Function</p>	<p>Category</p>	<p>Contractor Response</p>

	<p><b>Maintenance (PR.MA):</b> Maintenance and repairs of industrial control and information system components are performed consistent with policies and procedures.</p>	
	<p><b>Protective Technology (PR.PT):</b> Technical security solutions are managed to ensure the security and resilience of systems and assets, consistent with related policies, procedures, and agreements.</p>	
DETECT (DE)	<p><b>Anomalies and Events (DE.AE):</b> Anomalous activity is detected and the potential impact of events is understood.</p>	
	<p><b>Security Continuous Monitoring (DE.CM):</b> The information system and assets are monitored to identify cybersecurity events and verify the effectiveness of protective measures.</p>	
	<p><b>Detection Processes (DE.DP):</b> Detection processes and procedures are maintained and tested to ensure awareness of anomalous events.</p>	
RESPOND (RS)	<p><b>Response Planning (RS.RP):</b> Response processes and procedures are executed and maintained, to ensure response to detected cybersecurity incidents.</p>	
	<p><b>Communications (RS.CO):</b> Response activities are coordinated with internal and external stakeholders (e.g. external support from law enforcement agencies).</p>	
	<p><b>Analysis (RS.AN):</b> Analysis is conducted to ensure effective response and support recovery activities.</p>	
	<p><b>Mitigation (RS.MI):</b> Activities are performed to prevent expansion of an event, mitigate its effects, and resolve the incident.</p>	
	<p><b>Improvements (RS.IM):</b> Organizational response activities are improved by incorporating lessons learned from current and previous</p>	



	detection/response activities.	
RECOVER (RC)	<b>Recovery Planning (RC.RP):</b> Recovery processes and procedures are executed and maintained to ensure restoration of systems or assets affected by cybersecurity incidents.	
	<b>Improvements (RC.IM):</b> Recovery planning and processes are improved by	
Function	Category	Contractor Response
	incorporating lessons learned into future activities.	
	<b>Communications (RC.CO):</b> Restoration activities are coordinated with internal and external parties (e.g. coordinating centers, Internet Service Providers, owners of attacking systems, victims, other CSIRTs, and vendors).	

## Frontline Education Data Security and Privacy Plan Executive Summary

Frontline Technologies Group LLC, doing business as Frontline Education, has established a unified control framework based on the NIST Cyber Security Framework (CSF). Frontline has several security control standards that are applicable to its product development and operations environments. Frontline Education utilizes CSF as a hub to integrate the various standards, evaluate the overlap and ensure a single view of applying such standards to its computing environments. Frontline Education ensures its systems and environments are compliant with relevant laws, regulations or standards, including FERPA, HIPAA, CCPA, and SOC2, as applicable.

### **Student/teacher and/or principal data may be used for the following purposes:**

- Frontline Education collects personally identifiable information (PII) on individuals including administrators, educators, students and others as outlined in the Frontline Technologies Group LLC Privacy Policy which is available at <https://www.frontlineeducation.com/about/commitment-to-security/>.
- Frontline Education will only use PII as specifically permitted in agreements entered with customers. Specifically, PII is used for the provision of services and tracking of information across Frontline products and platforms.
- Frontline Education may use de-identified, anonymized and aggregated data for various purposes including enhancing the customer experience and refining and developing additional products and services.

**Third-party contractor data protection and security requirements:** Third-party contractors shall ensure student/teacher and/or principal data that is shared with subcontractors, persons, or entities will adhere to applicable data protection and security requirements.

- Frontline Education requires that all service providers complete a risk assessment. Subsequent to the completion of a successful risk assessment, Frontline Education qualifies third-party contractors' products/services for use based on their need to interact with customer data. Frontline requires a SOC2 (or comparable) independent audit of third-party contractors' operations at least annually.

### **Data Retention:**

- Frontline Education will not knowingly retain PII beyond the time required to support authorized educational/school purposes. Following termination or deactivation of a District account, Frontline may retain profile information and content for a commercially reasonable time for backup, archival, or audit purposes. All Student Data associated with the District shall be deleted promptly. Frontline Education may maintain

anonymized or aggregated data, including usage data, for analytics purposes to improve products and services.

**Questions regarding the accuracy of student/teacher and/or principal data:**

- To review or update your information to ensure its accuracy or to correct any errors and omissions, please contact your Educational Organization directly. Requests sent to Frontline Education seeking a copy of such records or asking that Frontline modify or delete any records that it maintains will be forwarded directly to the appropriate Educational Organization. Please note that even when records are modified or deleted from Frontline's active databases, copies may remain in data backups as necessary to comply with business or regulatory requirements.

**Data storage and encryption practices:**

- Frontline Education encrypts data within its production networks using FIPS 140-2 compliant encryption standards. All sensitive data is encrypted at rest across all storage devices using FDE ("Full Disk Encryption") and all database backups are AES-256 encrypted.
- Frontline Education secures all sensitive data in transit using strong encryption protocols to encrypt all traffic including use of TLS 1.2 protocols, and SHA2 signatures.
- Frontline Education adheres to the principles of least privilege and role-based permissions when provisioning access ensuring workers are only authorized to access data as a requirement of their job function. All production access is reviewed annually, at a minimum.

**Measures re identifying breaches and unauthorized disclosures:**

- conduct an investigation and provide Educational Organization with a detailed notice of the breach, including the date and time of breach, name(s) of the individual(s) whose data was released or disclosed, nature and extent of the breach, and measures taken to prevent such a future breach. The communication to the Educational Organization shall be made upon confirmation of the breach, without undue delay, to affected clients. Notifications to affected clients of material third-party breaches shall be made pursuant to legal and contractual requirements.

**How training re federal and state laws governing confidentiality shall be provided and how third-party contractor ensures individuals will abide by data security and protection requirements:**

- Such training shall be provided, and agreed to, at least annually via an online learning management system.



EXHIBIT B TO THE MASTER SERVICES AGREEMENT: COST SCHEDULE

Frontline Solutions (unlimited district-wide subscription):

- Absence Management
- Time & Attendance
- Applicant Tracking & Proactive Recruiting
- Screening Assessments
- Frontline Central
- Position Control
- HRMS & Recruiting
- Professional Learning Management
- Employee Evaluation Management (EEM)
- Employee Evaluation Management (EEM) with Danielson 2011/2013
- Calibration & Collaboration
- Learning & Collaboration Resources
- EHR & School Nursing Management
- Mental & Behavioral Health Management
- Immunization Registry
- Advanced Reporting
- IEP Direct
- RTI Direct
- Medicaid
- Accelify: IEP Management
- Accelify: 504 Management
- Accelify: Gifted and Talented Management
- Accelify: RTI Management
- Service Resource Management
- Encounter Scheduling & Tracking
- Automated Service Scheduling
- Personal Care Service Tracking
- Contractor Billing Management
- Transportation Tracking

Additional Frontline Solutions - (not eligible for additional 2% discounts described below):

- Guidance Direct
- Focus for Observers (individual license; 5 pack; 10 pack options)
- Framework for Teaching (Danielson Content)
- WebReg (Unlimited subscription with no transaction fees)

Additional Products

\*former Forecast5 Analytics products

\*\*former Hayes products

- 5Cast is now Financial Planning Analytics\*
- 5Cast Plus is now Budget Management Analytics\*
- 5Sight is now Comparative Analytics\*
- 5Lab is now Student Analytics Lab\*
- 5Maps is now Location Analytics\*
- School Search\*
- TIPWebIT is now Asset Management\*\*
- TIPWebIM is now Instructional Materials Management\*\*
- Help Desk is now Help Desk Management\*\*

Renewal Pricing



The renewal notices attached as an Exhibit J contains renewal pricing.



EXHIBIT C-1

NCES Reported Employee Count	frontline education.	List Rates										Position Control	HRMS (R&H/FC/PC)
		A&T Solution Bundle + Frontline Central	Absence Management	Time and Attendance	R&H Solution Bundle	R&H Solution Bundle + Frontline Central	Applicant Tracking + Proactive Recruiting	Screening Assessments	Frontline Central				
100		\$16,009.7	\$8,894.00	\$8,894.00	\$8,956.50	\$14,330.6	\$8,165.00	\$3,777.00	\$7,165.00	\$49,500.00	\$60,997.5		
101-250		\$18,408.8	\$9,154.00	\$9,154.00	\$12,678.0	\$20,322.0	\$10,855.00	\$6,049.00	\$10,192.0	\$49,500.00	\$65,285.5		
251-450		\$25,821.0	\$15,986.0	\$12,704.0	\$15,868.0	\$26,292.6	\$13,373.00	\$7,785.00	\$13,899.0	\$55,000.00	\$75,454.0		
451-600		\$30,619.8	\$18,941.0	\$15,081.0	\$17,820.0	\$30,267.0	\$14,995.00	\$8,765.00	\$16,596.0	\$60,500.00	\$84,193.6		
601-800		\$38,992.5	\$22,752.0	\$20,573.0	\$19,829.5	\$34,923.0	\$16,900.00	\$9,539.00	\$20,125.0	\$66,000.00	\$93,768.5		
801-975		\$43,578.0	\$25,068.0	\$23,352.0	\$21,515.6	\$38,920.5	\$18,538.00	\$10,149.0	\$23,207.0	\$71,500.00	\$102,808.5		
976-1300		\$51,414.3	\$28,760.0	\$28,367.0	\$24,423.7	\$46,106.6	\$21,502.00	\$11,063.0	\$28,910.0	\$90,740.00	\$128,549.00		
1301-1500		\$56,042.1	\$30,854.0	\$31,415.0	\$26,154.7	\$50,466.7	\$23,305.00	\$11,568.0	\$32,416.0	\$98,904.00	\$140,694.75		
1501-3000		\$88,482.0	\$44,441.0	\$53,873.0	\$38,484.7	\$82,479.0	\$36,616.00	\$14,697.0	\$58,659.0	\$168,543.0	\$239,999.25		

NCES Reported	PG Solution	PG Daniels	PG Solution Bundle +	PG Solution Danielson	Professional	Employee Evaluation	Employee Evaluation	Learning & Collabora	Framework for Teacher	Guidance Direct	Focus for	WebReg
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List prices, illustrate not to exceed pricing, are effective as of date shown and are subject to review & modification annually  
 Net pricing is calculated individually for districts based upon discounts applied for qualified existing Frontline solutions within that district. List rates should not be quoted to districts and all proposals should be provided by your Frontline Sales Executive



Employee Count	Number of Bundles	Solution Bundle	Frontline Central	Bundle + Frontline Central	Learning Management	Management	Management Danielson	Resources	Focus for Teachers	Observers
100	\$17,061	20,503	\$22,435	\$5,977	\$7,260	\$7,260	\$11,983	\$8,228	\$4,350	\$4,000 per 10 pack \$2,500 per 5 pack \$1,000 single license
101-250	\$23,149	26,841	\$30,785	\$4,328	\$7,260	\$7,260	\$11,983	\$16,335	\$10,588	
251-450	\$29,829	34,110	\$40,253	\$4,934	\$10,025	\$9,600	\$15,841	\$20,147	\$18,513	
451-600	\$37,298	43,228	\$49,745	\$5,675	\$12,883	\$12,163	\$20,070	\$24,684	\$23,232	
601-800	\$52,204	61,171	\$67,298	\$6,365	\$20,029	\$18,600	\$30,690	\$30,976	\$27,104	
801-975	\$62,903	73,174	\$80,309	\$1,079	\$24,027	\$22,092	\$36,453	\$37,752	\$30,674	
976-1300	\$82,752	96,171	\$104,435	\$18,353	\$31,452	\$28,548	\$47,106	\$50,336	\$39,325	
1301-1500	\$92,239	108,090	\$116,551	\$32,402	\$36,022	\$32,513	\$53,648	\$54,450	\$43,560	
1501-3000	\$161,960	192,166	\$205,955	\$36,261	\$70,290	\$72,167	\$102,575	\$83,490	\$45,980	\$3,630

List prices, illustrate not to exceed pricing, are effective as of date shown and are subject to review & modification annually

Net pricing is calculated individually for districts based upon discounts applied for qualified existing Frontline solutions within that district. List rates should not be quoted to districts and all proposals should be provided by your Frontline Sales Executive



NCES Reported Employee Count	EHR & School Nursing Management	Mental & Behavioral Health Management	Immunization Registry	Advanced Reporting	Direct: IEP	Direct: Medicaid	Direct: RTI	Asset Management	Instructional Materials Management	Help Desk Management
1-100	\$ 4,840	\$ 4,840	\$ 1,650	\$ 2,420	\$ 13,100	\$ 4,500	\$ 4,125	\$ 4,043	\$ 3,746	\$ 4,400
101-250	\$ 6,050	\$ 4,840	\$ 1,650	\$ 2,420	\$ 18,650	\$ 6,827	\$ 9,817	\$ 4,043	\$ 3,746	\$ 4,400
251-450	\$ 8,732	\$ 5,020	\$ 1,650	\$ 2,420	\$ 20,960	\$ 8,350	\$ 10,210	\$ 5,401	\$ 5,104	\$ 5,882
451-600	\$ 11,636	\$ 6,690	\$ 1,650	\$ 2,420	\$ 25,000	\$ 11,220	\$ 13,550	\$ 7,460	\$ 7,163	\$ 7,752
601-800	\$ 15,508	\$ 8,917	\$ 1,650	\$ 3,630	\$ 26,825	\$ 13,390	\$ 13,550	\$ 9,911	\$ 9,350	\$ 9,648
801-975	\$ 18,896	\$ 10,865	\$ 1,650	\$ 3,630	\$ 27,000	\$ 16,000	\$ 17,000	\$ 11,893	\$ 11,332	\$ 11,449
976-1300	\$ 25,188	\$ 14,483	\$ 1,650	\$ 4,235	\$ 31,850	\$ 21,000	\$ 20,325	\$ 16,163	\$ 15,151	\$ 15,374
1301-1500	\$ 29,060	\$ 16,709	\$ 1,650	\$ 4,840	\$ 33,000	\$ 23,000	\$ 20,325	\$ 18,273	\$ 17,232	\$ 17,311
1501-3000	\$ 58,100	\$ 33,407	\$ 2,946	\$ 5,892	\$ 39,875	\$ 29,500	\$ 29,224	\$ 37,491	\$ 30,786	\$ 37,989
NCES Reported Employee Count	Accelify: IEP Management	Accelify: 504 Management	Accelify: Gifted & Talent	Accelify: RTI Management	Service Resource Management	Encounter Scheduling & Tracking	Automated Scheduling	Personal Care Service Tracking	Contractor Billing Management	Transportation Tracking







976-1300	\$ 0	16500	\$ 12,650	\$ 12,650	\$ 9,900	\$ 12,100
1301-1500	\$ 0	17050	\$ 13,200	\$ 13,200	\$ 9,900	\$ 12,100
1501-3000	\$ 0	20350	\$ 16,500	\$ 16,500	\$ 9,900	\$ 12,100

List prices, illustrate not to exceed pricing, are effective as of date shown and are subject to review & modification annually

Net pricing is calculated individually for districts based upon discounts applied for qualified existing Frontline solutions within that district.  
List rates should not be quoted to districts and all proposals should be provided by your Frontline Sales Executive

## Exhibit C-1: List Rates – Continued

Product	Band	Price
Advanced Reporting Implementation	1-1050 Employees	\$9,750.00
Advanced Reporting Implementation	1051-5000 Employees	\$10,250.00
Advanced Reporting Implementation	5001-7500 Employees	\$10,750.00
Advanced Reporting Implementation	7501-10000 Employees	\$11,250.00
Advanced Reporting Implementation	10001-15000 Employees	\$12,250.00
Advanced Reporting Implementation	15001+ Employees	\$13,250.00
Electronic Health Record	1-1050 Employees	\$10,650.00
Electronic Health Record	1051-5000 Employees	\$11,150.00
Electronic Health Record	5001-7500 Employees	\$11,650.00
Electronic Health Record	7501-10000 Employees	\$12,150.00
Electronic Health Record	10001-15000 Employees	\$13,150.00
Electronic Health Record	15001+ Employees	\$14,150.00
Third Party Medicaid Extract	1-1050 Employees	\$5,925.00
Third Party Medicaid Extract	1051-5000 Employees	\$6,425.00
Third Party Medicaid Extract	5001-7500 Employees	\$6,925.00
Third Party Medicaid Extract	7501-10000 Employees	\$7,425.00
Third Party Medicaid Extract	10001-15000 Employees	\$8,425.00
Third Party Medicaid Extract	15001+ Employees	\$9,425.00
Mental and Behavioral Health	1-1050 Employees	\$10,800.00
Mental and Behavioral Health	1051-5000 Employees	\$11,300.00
Mental and Behavioral Health	5001-7500 Employees	\$11,800.00
Mental and Behavioral Health	7501-10000 Employees	\$12,300.00
Mental and Behavioral Health	10001-15000 Employees	\$13,300.00
Mental and Behavioral Health	15001+ Employees	\$14,300.00
Immunization Registry Set Up	1-1050 Employees	\$3,500.00
Immunization Registry Set Up	1051-5000 Employees	\$4,000.00
Immunization Registry Set Up	5001-7500 Employees	\$4,500.00
Immunization Registry Set Up	7501-10000 Employees	\$5,000.00
Immunization Registry Set Up	10001-15000 Employees	\$6,000.00
Immunization Registry Set Up	15001+ Employees	\$7,000.00



Exhibit D-1

Frontline Implementation Fees for Professional Learning Management, Evaluation Management, Absence Management, Time and Attendance, Recruiting and Hiring, Frontline Central, Evaluator Training & Calibration

Description	Min	Max	List Price
Web Registration Configuration Fee	0	100,000	\$3,000.00
Focus for Observers - Activation Fee	0	100,000	\$19.95
Absence Management Standard Implementation	0	300	\$4,000.00
Absence Management Standard Implementation	301	600	\$6,000.00
Absence Management Standard Implementation	601	900	\$6,300.00
Absence Management Standard Implementation	901	1200	\$6,300.00
Absence Management Standard Implementation	1201	1500	\$6,300.00
Absence Management Standard Implementation	1501	1,000,000	\$6,300.00
Time & Attendance Implementation	0	100	\$4,500.00
Time & Attendance Implementation	101	300	\$6,500.00
Time & Attendance Implementation	301	600	\$7,000.00
Time & Attendance Implementation	601	900	\$8,500.00
Time & Attendance Implementation	901	1,000,000	\$10,000.00
Applicant Tracking Implementation	0	100	\$3,250.00
Applicant Tracking Implementation	101	300	\$4,000.00
Applicant Tracking Implementation	301	600	\$5,500.00
Applicant Tracking Implementation	601	900	\$6,000.00
Applicant Tracking Implementation	901	1,200	\$6,500.00
Applicant Tracking Implementation	1,201	1,500	\$6,500.00
Applicant Tracking Implementation	1,501	2,500	\$7,000.00
Applicant Tracking Implementation	2,501	1,000,000	\$7,000.00
Professional Learning Management Implementation	0	1,000,000	\$4,000.00
Employee Evaluation Management Implementation	0	1,000,000	\$6,000.00
Frontline Central Implementation	0	1,000,000	\$3,000.00
Employee Evaluation Management – Historical Evaluation Artifact Import (Evaluation History, Artifacts – beyond Scope of Standard Implementation of User Data and Configuration)	N/A	N/A	\$2,000.00 (one-time fee)
Frontline Central Artifact Import	N/A	N/A	\$2,000.00
Form Construction - Frontline Central	N/A	N/A	\$250.00
Data Migration - Employee Evaluation Management	N/A	N/A	\$2,000.00
Form Construction - Employee Evaluation Management	N/A	N/A	\$250.00 per form
Historical Transcript Migration- Professional Learning	N/A	N/A	\$1,500.00

HRMS & Recruiting Implementation pricing TBD based upon specific district environment & implementation plan.



Exhibit D-1 Continued

Implementation fees for Health Management (HOA) and Service Resource Management  
 (formerly Accelify)

Description	Min.	Max.	List Price
EHR & School Nursing Management Implementation	0	300	\$2,400.00
EHR & School Nursing Management Implementation	301	950	\$4,500.00
EHR & School Nursing Management Implementation	951	3,000	\$6,000.00
EHR & School Nursing Management Implementation	3,001	1,000,000	\$7,500.00
Mental & Behavioral Health Implementation	0	300	\$2,200.00
Mental & Behavioral Health Implementation	301	1,950	\$3,000.00
Mental & Behavioral Health Implementation	1,951	5,750	\$4,000.00
Mental & Behavioral Health Implementation	5,751	1,000,000	\$6,000.00
Advanced Reporting Set Up	0	300	\$1,000.00
Advanced Reporting Set Up	301	1,950	\$2,500.00
Advanced Reporting Set Up	1,951	1,000,000	\$4,000.00
Immunization Registry Set Up	0	1,000,000	\$1,200.00
Service Resource Management Implementation	0	1,600	\$2,960.00
Service Resource Management Implementation	1,601	3,500	\$3,300.00
Service Resource Management Implementation	3,501	1,000,000	\$3,700.00
Automated Service Scheduling Implementation	0	500	\$3,150.00
Automated Service Scheduling Implementation	501	1,600	\$3,150.00
Automated Service Scheduling Implementation	1,601	3,500	\$5,950.00
Automated Service Scheduling Implementation	3,501	1,000,000	\$8,750.00



Exhibit D-2: Frontline Professional Service Pricing

Professional Growth, Absence and Time, Recruiting and Hiring, and Frontline Central Professional Service Pricing

Client End User Training Session	\$600.00 per session for Absence and Time, Recruiting and Hiring, and Frontline Central Professional products
	\$675.00 per session for Professional Growth products
Custom Virtual Sessions-2 hours of virtual consulting/training based on client need. Such things that can be covered are initial admin training or refresher training to ensure fully use of the solution.	\$600.00 per session for Absence and Time, Recruiting and Hiring, and Frontline Central Professional products
	\$675.00 per session for Professional Growth products
Virtual Interactive Certification	\$696.00 per person
Client Requested Work	\$200.00 per session for Absence and Time, Recruiting and Hiring, and Frontline Central Professional
	\$225.00 per session for Professional Growth
On Site Training and Optimization, Plus Travel	\$3,500.00 per full day
In Person Certification Course	\$695.00 **
Seminars	\$395.00 per person





Special Education & Intervention Professional Service Pricing

Offer on BOCES Contract	Pricing	Discount
IEP Implementation	See page 9	Training Discount: 15%
504 Implementation	See page 10	Training Discount: 15%
Medicaid Implementation	See page 11	Config and Training Discount: 40%
RTI Implementation	See page 12	Training Discount: 15%
Guidance Direct Implementation	See page 13	N/A
Data Conversion Services / Hour	\$250 / Hour	N/A
ADW Configuration	\$1,500.00	N/A
Centris Sync	\$3,500.00	N/A
Centris Sync Remapping	\$3,500.00	N/A
Document Repository	\$1,500.00	N/A
SIS Switch	\$8,000.00	N/A
Data Migration Services (per hour) - Tristate 504	\$1,500.00	N/A
Custom Goal Bank	\$1,500.00	N/A
Update existing Goal Bank (TriState)	\$1,250.00	N/A
Student or Student Contact One Time Import	\$1,000.00	N/A
Churn Data Export - IEP	\$1,000.00	N/A
Virtual Consultative Session 2 hours - TriState 504	\$600.00	N/A
Virtual Consultative Session 2 hours – TriState RTI/MTSS	\$600.00	N/A
Virtual Consultative Session 3 hours - TriState ESA	\$800.00	N/A
Virtual Consultative Session 3 hours - TriState Medicaid	\$800.00	N/A
Virtual Consultative Session 3 hours - TriState IEP	\$800.00	N/A
Virtual Consultative Session 2 hours - TriState ESA	\$600.00	N/A
Virtual Consultative Session 3 hours - TriState 504	\$800.00	N/A
Virtual Consultative Session 2 hours - TriState Medicaid	\$600.00	N/A
Virtual Consultative Session 3 hours – TriState RTI/MTSS	\$800.00	N/A





IE P					
FTE Count	Price	FTE Count	Price	FTE Count	Price
1-50 Employees	\$9,850.00	541-570 Employees	\$25,550.00	6001-6250 Employees	\$53,800.00
51-55 Employees	\$10,390.00	571-600 Employees	\$25,800.00	6251-6500 Employees	\$54,800.00
56-60 Employees	\$10,925.00	601-650 Employees	\$26,775.00	6501-6750 Employees	\$55,800.00
61-65 Employees	\$10,925.00	651-700 Employees	\$27,225.00	6751-7000 Employees	\$56,800.00
66-70 Employees	\$11,200.00	701-750 Employees	\$27,625.00	7001-7250 Employees	\$57,800.00
71-75 Employees	\$11,200.00	751-800 Employees	\$27,625.00	7251-7500 Employees	\$58,300.00
76-80 Employees	\$11,225.00	801-850 Employees	\$27,625.00	7501-7750 Employees	\$59,375.00
81-85 Employees	\$12,065.00	851-900 Employees	\$27,625.00	7751-8000 Employees	\$60,800.00
86-90 Employees	\$12,065.00	901-975 Employees	\$27,800.00	8001-8250 Employees	\$61,300.00
91-95 Employees	\$13,560.00	976-1050 Employees	\$28,200.00	8251-8500 Employees	\$62,300.00
96-100 Employees	\$13,900.00	1051-1125 Employees	\$28,650.00	8501-8750 Employees	\$63,300.00
101-110 Employees	\$13,900.00	1126-1200 Employees	\$32,050.00	8751-9000 Employees	\$64,200.00
111-120 Employees	\$14,175.00	1201-1300 Employees	\$32,650.00	9001-9250 Employees	\$65,200.00
121-130 Employees	\$14,675.00	1301-1400 Employees	\$33,150.00	9251-9500 Employees	\$66,150.00
131-140 Employees	\$15,300.00	1401-1500 Employees	\$33,800.00	9501-9750 Employees	\$67,075.00
141-150 Employees	\$15,300.00	1501-1650 Employees	\$34,450.00	9751-10000 Employees	\$68,025.00
151-160 Employees	\$16,050.00	1651-1800 Employees	\$35,150.00	10001-10500 Employees	\$69,950.00
161-170 Employees	\$16,375.00	1801-1950 Employees	\$35,900.00	10501-11000 Employees	\$71,900.00
171-180 Employees	\$17,300.00	1951-2100 Employees	\$36,525.00	11001-11500 Employees	\$73,800.00
181-190 Employees	\$17,300.00	2101-2250 Employees	\$37,300.00	11501-12000 Employees	\$75,800.00
191-200 Employees	\$17,770.00	2251-2400 Employees	\$37,925.00	12001-12500 Employees	\$77,800.00
201-210 Employees	\$17,770.00	2401-2550 Employees	\$38,600.00	12501-13000 Employees	\$79,800.00
211-220 Employees	\$18,300.00	2551-2700 Employees	\$39,300.00	13001-13500 Employees	\$81,800.00
221-230 Employees	\$19,300.00	2701-2850 Employees	\$39,975.00	13501-14000 Employees	\$83,450.00
231-240 Employees	\$19,300.00	2851-3000 Employees	\$40,675.00	14001-14500 Employees	\$85,800.00
241-250 Employees	\$19,450.00	3001-3200 Employees	\$41,485.00	14501-15000 Employees	\$87,800.00
251-260 Employees	\$20,300.00	3201-3400 Employees	\$42,300.00	15001-15500 Employees	\$89,800.00
261-270 Employees	\$20,475.00	3401-3600 Employees	\$43,150.00	15501-16000 Employees	\$91,300.00
271-280	\$20,475.00	3601-3800	\$43,925.00	16001-16500	\$93,050.00





Employees	00	Employees	0	Employees	0
281-290	\$20,800.	3801-4000	\$44,800.0	16501-17000	\$95,300.0
Employees	00	Employees	0	Employees	0
291-300	\$20,800.	4001-4200	\$45,550.0	17001-17500	\$96,900.0
Employees	00	Employees	0	Employees	0
301-330	\$20,965.	4201-4400	\$46,375.0	17501-18000	\$98,800.0
Employees	00	Employees	0	Employees	0
331-360	\$20,965.	4401-4600	\$47,150.0	18001-18500	\$100,800.
Employees	00	Employees	0	Employees	00
361-390	\$21,325.	4601-4800	\$47,985.0	18501-19000	\$102,800.
Employees	00	Employees	0	Employees	00
391-420	\$21,325.	4801-5000	\$48,800.0	19001-19500	\$104,800.
Employees	00	Employees	0	Employees	00
421-450	\$21,760.	5001-5250	\$49,800.0	19501+ Employees	\$106,800.
Employees	00	Employees	0		00
451-480	\$22,300.	5251-5500	\$50,800.0		
Employees	00	Employees	0		
481-510	\$23,300.	5501-5750	\$51,800.0		
Employees	00	Employees	0		
511-540	\$25,350.	5751-6000	\$52,800.0		
Employees	00	Employees	0		





504 Program Management					
FTE Count	Price	FTE Count	Price	FTE Count	Price
1-50 Employees	\$2,000.00	541-570 Employees	\$2,000.00	6001-6250 Employees	\$4,000.00
51-55 Employees	\$2,000.00	571-600 Employees	\$2,000.00	6251-6500 Employees	\$4,000.00
56-60 Employees	\$2,000.00	601-650 Employees	\$2,000.00	6501-6750 Employees	\$4,000.00
61-65 Employees	\$2,000.00	651-700 Employees	\$2,000.00	6751-7000 Employees	\$4,000.00
66-70 Employees	\$2,000.00	701-750 Employees	\$2,000.00	7001-7250 Employees	\$4,000.00
71-75 Employees	\$2,000.00	751-800 Employees	\$2,000.00	7251-7500 Employees	\$4,000.00
76-80 Employees	\$2,000.00	801-850 Employees	\$2,000.00	7501-7750 Employees	\$4,000.00
81-85 Employees	\$2,000.00	851-900 Employees	\$2,000.00	7751-8000 Employees	\$4,000.00
86-90 Employees	\$2,000.00	901-975 Employees	\$2,000.00	8001-8250 Employees	\$4,000.00
91-95 Employees	\$2,000.00	976-1050 Employees	\$2,000.00	8251-8500 Employees	\$4,000.00
96-100 Employees	\$2,000.00	1051-1125 Employees	\$3,000.00	8501-8750 Employees	\$4,000.00
101-110 Employees	\$2,000.00	1126-1200 Employees	\$3,000.00	8751-9000 Employees	\$4,000.00
111-120 Employees	\$2,000.00	1201-1300 Employees	\$3,000.00	9001-9250 Employees	\$4,000.00
121-130 Employees	\$2,000.00	1301-1400 Employees	\$3,000.00	9251-9500 Employees	\$4,000.00
131-140 Employees	\$2,000.00	1401-1500 Employees	\$3,000.00	9501-9750 Employees	\$4,000.00
141-150 Employees	\$2,000.00	1501-1650 Employees	\$3,000.00	9751-10000 Employees	\$4,000.00
151-160 Employees	\$2,000.00	1651-1800 Employees	\$3,000.00	10001-10500 Employees	\$5,000.00
161-170 Employees	\$2,000.00	1801-1950 Employees	\$3,000.00	10501-11000 Employees	\$5,000.00
171-180 Employees	\$2,000.00	1951-2100 Employees	\$3,000.00	11001-11500 Employees	\$5,000.00
181-190 Employees	\$2,000.00	2101-2250 Employees	\$3,000.00	11501-12000 Employees	\$5,000.00
191-200 Employees	\$2,000.00	2251-2400 Employees	\$3,000.00	12001-12500 Employees	\$5,000.00
201-210 Employees	\$2,000.00	2401-2550 Employees	\$3,000.00	12501-13000 Employees	\$5,000.00
211-220 Employees	\$2,000.00	2551-2700 Employees	\$3,000.00	13001-13500 Employees	\$5,000.00
221-230 Employees	\$2,000.00	2701-2850 Employees	\$3,000.00	13501-14000 Employees	\$5,000.00
231-240 Employees	\$2,000.00	2851-3000 Employees	\$3,000.00	14001-14500 Employees	\$5,000.00
241-250 Employees	\$2,000.00	3001-3200 Employees	\$3,000.00	14501-15000 Employees	\$5,000.00



251-260 Employees	\$2,000. 00	3201-3400 Employees	\$3,000. 00	15001-15500 Employees	\$5,000. 00
261-270 Employees	\$2,000. 00	3401-3600 Employees	\$3,000. 00	15501-16000 Employees	\$5,000. 00
271-280 Employees	\$2,000. 00	3601-3800 Employees	\$3,000. 00	16001-16500 Employees	\$5,000. 00
281-290 Employees	\$2,000. 00	3801-4000 Employees	\$3,000. 00	16501-17000 Employees	\$5,000. 00
291-300 Employees	\$2,000. 00	4001-4200 Employees	\$4,000. 00	17001-17500 Employees	\$5,000. 00
301-330 Employees	\$2,000. 00	4201-4400 Employees	\$4,000. 00	17501-18000 Employees	\$5,000. 00
331-360 Employees	\$2,000. 00	4401-4600 Employees	\$4,000. 00	18001-18500 Employees	\$5,000. 00
361-390 Employees	\$2,000. 00	4601-4800 Employees	\$4,000. 00	18501-19000 Employees	\$5,000. 00
391-420 Employees	\$2,000. 00	4801-5000 Employees	\$4,000. 00	19001-19500 Employees	\$5,000. 00
421-450 Employees	\$2,000. 00	5001-5250 Employees	\$4,000. 00	19501+ Employees	\$5,000. 00
451-480 Employees	\$2,000. 00	5251-5500 Employees	\$4,000. 00		
481-510 Employees	\$2,000. 00	5501-5750 Employees	\$4,000. 00		
511-540 Employees	\$2,000. 00	5751-6000 Employees	\$4,000. 00		



Medica					
		id			
FTE Count	Price	FTE Count	Price	FTE Count	Price
1-50 Employees	\$2,000.00	541-570 Employees	\$2,856.00	6001-6250 Employees	\$10,372.50
51-55 Employees	\$2,000.00	571-600 Employees	\$3,366.00	6251-6500 Employees	\$10,417.50
56-60 Employees	\$2,000.00	601-650 Employees	\$3,366.00	6501-6750 Employees	\$10,500.00
61-65 Employees	\$2,000.00	651-700 Employees	\$3,661.50	6751-7000 Employees	\$10,530.00
66-70 Employees	\$2,000.00	701-750 Employees	\$3,661.50	7001-7250 Employees	\$10,582.50
71-75 Employees	\$2,000.00	751-800 Employees	\$4,017.00	7251-7500 Employees	\$10,650.00
76-80 Employees	\$2,000.00	801-850 Employees	\$4,017.00	7501-7750 Employees	\$10,702.50
81-85 Employees	\$2,000.00	851-900 Employees	\$4,500.00	7751-8000 Employees	\$10,800.00
86-90 Employees	\$2,000.00	901-975 Employees	\$4,800.00	8001-8250 Employees	\$10,815.00
91-95 Employees	\$2,000.00	976-1050 Employees	\$5,100.00	8251-8500 Employees	\$10,867.50
96-100 Employees	\$2,000.00	1051-1125 Employees	\$5,400.00	8501-8750 Employees	\$10,950.00
101-110 Employees	\$2,000.00	1126-1200 Employees	\$5,775.00	8751-9000 Employees	\$10,995.00
111-120 Employees	\$2,000.00	1201-1300 Employees	\$6,300.00	9001-9250 Employees	\$11,040.00
121-130 Employees	\$2,000.00	1301-1400 Employees	\$6,649.80	9251-9500 Employees	\$11,100.00
131-140 Employees	\$2,000.00	1401-1500 Employees	\$6,900.00	9501-9750 Employees	\$11,152.50
141-150 Employees	\$2,000.00	1501-1650 Employees	\$7,066.50	9751-10000 Employees	\$11,250.00
151-160 Employees	\$2,000.00	1651-1800 Employees	\$7,260.00	10001-10500 Employees	\$11,400.00
161-170 Employees	\$2,000.00	1801-1950 Employees	\$7,455.00	10501-11000 Employees	\$11,445.00
171-180 Employees	\$2,000.00	1951-2100 Employees	\$7,650.00	11001-11500 Employees	\$11,572.50
181-190 Employees	\$2,000.00	2101-2250 Employees	\$7,845.00	11501-12000 Employees	\$11,700.00
191-200 Employees	\$2,000.00	2251-2400 Employees	\$8,040.00	12001-12500 Employees	\$11,782.50
201-210 Employees	\$2,048.10	2401-2550 Employees	\$8,250.00	12501-13000 Employees	\$11,932.50
211-220 Employees	\$2,048.10	2551-2700 Employees	\$8,430.00	13001-13500 Employees	\$12,015.00
221-230 Employees	\$2,048.10	2701-2850 Employees	\$8,625.00	13501-14000 Employees	\$12,150.00
231-240 Employees	\$2,048.10	2851-3000 Employees	\$8,850.00	14001-14500 Employees	\$12,240.00
241-250 Employees	\$2,048.10	3001-3200 Employees	\$8,940.00	14501-15000 Employees	\$12,352.50
251-260 Employees	\$2,048.10	3201-3400 Employees	\$9,067.50	15001-15500 Employees	\$12,472.50
261-270 Employees	\$2,048.10	3401-3600 Employees	\$9,195.00	15501-16000 Employees	\$12,600.00



271-280 Employees	\$2,048. 10	3601-3800 Employees	\$9,318.0 0	16001-16500 Employees	\$12,705. 00
281-290 Employees	\$2,048. 10	3801-4000 Employees	\$9,450.0 0	16501-17000 Employees	\$12,810. 00
291-300 Employees	\$2,048. 10	4001-4200 Employees	\$9,600.0 0	17001-17500 Employees	\$12,930. 00
301-330 Employees	\$2,048. 10	4201-4400 Employees	\$9,697.5 0	17501-18000 Employees	\$13,050. 00
331-360 Employees	\$2,122. 50	4401-4600 Employees	\$9,825.0 0	18001-18500 Employees	\$13,170. 00
361-390 Employees	\$2,122. 50	4601-4800 Employees	\$9,945.0 0	18501-19000 Employees	\$13,275. 00
391-420 Employees	\$2,505. 00	4801-5000 Employees	\$10,071. 00	19001-19500 Employees	\$13,432. 50
421-450 Employees	\$2,505. 00	5001-5250 Employees	\$10,125. 00	19501+ Employees	\$13,500. 00
451-480 Employees	\$2,856. 00	5251-5500 Employees	\$10,185. 00		
481-510 Employees	\$2,856. 00	5501-5750 Employees	\$10,245. 00		
511-540 Employees	\$2,856. 00	5751-6000 Employees	\$10,297. 50		



		RT			
FTE Count	Price	FTE Count	Price	FTE Count	Price
1 ? 50 Employees	\$3,800.00	541 - 570 Employees	\$4,065.00	6001 - 6250 Employees	\$9,771.00
51 - 55 Employees	\$3,800.00	571 - 600 Employees	\$4,065.00	6251 - 6500 Employees	\$9,813.90
56 - 60 Employees	\$3,800.00	601 - 650 Employees	\$4,065.00	6501 - 6750 Employees	\$9,857.10
61 - 65 Employees	\$3,800.00	651 - 700 Employees	\$4,065.00	6751 - 7000 Employees	\$9,900.00
66 - 70 Employees	\$3,800.00	701 - 750 Employees	\$4,065.00	7001 - 7250 Employees	\$9,942.90
71 - 75 Employees	\$3,800.00	751 - 800 Employees	\$4,065.00	7251 - 7500 Employees	\$9,985.80
76 - 80 Employees	\$3,800.00	801 - 850 Employees	\$4,065.00	7501 - 7750 Employees	\$10,028.70
81 - 85 Employees	\$3,800.00	851 - 900 Employees	\$5,100.00	7751 - 8000 Employees	\$10,071.60
86 - 90 Employees	\$3,800.00	901 - 975 Employees	\$5,100.00	8001 - 8250 Employees	\$10,114.50
91 - 95 Employees	\$3,800.00	976 - 1050 Employees	\$5,100.00	8251 - 8500 Employees	\$10,157.40
96 - 100 Employees	\$3,800.00	1051 - 1125 Employees	\$5,100.00	8501 - 8750 Employees	\$10,200.30
101 - 110 Employees	\$3,800.00	1126 - 1200 Employees	\$6,097.50	8751 - 9000 Employees	\$10,243.20
111 - 120 Employees	\$3,800.00	1201 - 1300 Employees	\$6,097.50	9001 - 9250 Employees	\$10,286.40
121 - 130 Employees	\$3,800.00	1301 - 1400 Employees	\$6,097.50	9251 - 9500 Employees	\$10,329.30
131 - 140 Employees	\$3,800.00	1401 - 1500 Employees	\$6,097.50	9501 - 9750 Employees	\$10,372.20
141 - 150 Employees	\$3,800.00	1501 - 1650 Employees	\$7,099.50	9751 - 10000 Employees	\$10,415.10
151 - 160 Employees	\$3,800.00	1651 - 1800 Employees	\$7,099.50	10001 - 10500 Employees	\$10,500.90
161 - 170 Employees	\$3,800.00	1801 - 1950 Employees	\$7,866.30	10501 - 11000 Employees	\$10,586.70
171 - 180 Employees	\$3,800.00	1951 - 2100 Employees	\$7,995.00	11001 - 11500 Employees	\$10,672.50
181 - 190 Employees	\$3,800.00	2101 - 2250 Employees	\$8,123.70	11501 - 12000 Employees	\$10,758.60
191 - 200 Employees	\$3,800.00	2251 - 2400 Employees	\$8,252.40	12001 - 12500 Employees	\$10,844.40
201 - 210 Employees	\$3,800.00	2401 - 2550 Employees	\$8,381.10	12501 - 13000 Employees	\$10,930.20
211 - 220 Employees	\$3,800.00	2551 - 2700 Employees	\$8,509.80	13001 - 13500 Employees	\$11,016.00
221 - 230 Employees	\$3,800.00	2701 - 2850 Employees	\$8,638.50	13501 - 14000 Employees	\$11,101.80
231 - 240 Employees	\$3,800.00	2851 - 3000 Employees	\$8,767.20	14001 - 14500 Employees	\$11,187.60
241 - 250 Employees	\$3,800.00	3001 - 3200 Employees	\$8,846.10	14501 - 15000 Employees	\$11,273.70
251 - 260 Employees	\$3,800.00	3201 - 3400 Employees	\$8,925.00	15001 - 15500 Employees	\$11,359.50
261 - 270 Employees	\$3,800.00	3401 - 3600 Employees	\$9,003.90	15501 - 16000 Employees	\$11,445.30
271 - 280 Employees	\$3,800.00	3601 - 3800 Employees	\$9,082.80	16001 - 16500 Employees	\$11,531.10
281 - 290 Employees	\$3,800.00	3801 - 4000 Employees	\$9,162.00	16501 - 17000 Employees	\$11,616.00



Employees	.00	Employees	00	Employees	.90
291 - 300	\$3,800	4001 - 4200	\$9,240.	17001 - 17500	\$11,703
Employees	.00	Employees	90	Employees	.00
301 - 330	\$3,800	4201 - 4400	\$9,319.	17501 - 18000	\$11,788
Employees	.00	Employees	80	Employees	.80
331 - 360	\$3,800	4401 - 4600	\$9,398.	18001 - 18500	\$11,874
Employees	.00	Employees	70	Employees	.60
361 - 390	\$3,800	4601 - 4800	\$9,477.	18501 - 19000	\$11,960
Employees	.00	Employees	60	Employees	.40
391 - 420	\$3,800	4801 - 5000	\$9,556.	19001 - 19500	\$12,046
Employees	.00	Employees	50	Employees	.20
421 - 450	\$3,800	5001 - 5250	\$9,599.	19501 - 100000	\$12,132
Employees	.00	Employees	40	Employees	.30
451 - 480	\$3,800	5251 - 5500	\$9,642.		
Employees	.00	Employees	30		
481 - 510	\$3,800	5501 - 5750	\$9,685.		
Employees	.00	Employees	20		
511 - 540	\$4,065	5751 - 6000	\$9,728.		
Employees	.00	Employees	10		



		Guidance Direct			
FTE Count	Price	FTE Count	Price	FTE Count	Price
1 - 50 Employees	\$1,500.00	541 - 570 Employees	\$5,600.00	6001 - 6250 Employees	\$21,775.00
51 - 55 Employees	\$1,500.00	571 - 600 Employees	\$5,600.00	6251 - 6500 Employees	\$22,600.00
56 - 60 Employees	\$1,500.00	601 - 650 Employees	\$5,600.00	6501 - 6750 Employees	\$23,450.00
61 - 65 Employees	\$1,500.00	651 - 700 Employees	\$5,600.00	6751 - 7000 Employees	\$24,250.00
66 - 70 Employees	\$1,510.00	701 - 750 Employees	\$5,600.00	7001 - 7250 Employees	\$25,050.00
71 - 75 Employees	\$1,550.00	751 - 800 Employees	\$5,600.00	7251 - 7500 Employees	\$25,875.00
76 - 80 Employees	\$1,600.00	801 - 850 Employees	\$5,600.00	7501 - 7750 Employees	\$26,750.00
81 - 85 Employees	\$1,600.00	851 - 900 Employees	\$5,600.00	7751 - 8000 Employees	\$27,500.00
86 - 90 Employees	\$1,800.00	901 - 975 Employees	\$5,600.00	8001 - 8250 Employees	\$28,500.00
91 - 95 Employees	\$1,800.00	976 - 1050 Employees	\$5,600.00	8251 - 8500 Employees	\$29,200.00
96 - 100 Employees	\$2,000.00	1051 - 1125 Employees	\$6,000.00	8501 - 8750 Employees	\$30,000.00
101 - 110 Employees	\$2,200.00	1126 - 1200 Employees	\$6,000.00	8751 - 9000 Employees	\$30,800.00
111 - 120 Employees	\$2,200.00	1201 - 1300 Employees	\$6,000.00	9001 - 9250 Employees	\$31,600.00
121 - 130 Employees	\$2,500.00	1301 - 1400 Employees	\$6,000.00	9251 - 9500 Employees	\$32,500.00
131 - 140 Employees	\$2,500.00	1401 - 1500 Employees	\$6,200.00	9501 - 9750 Employees	\$33,275.00
141 - 150 Employees	\$2,500.00	1501 - 1650 Employees	\$6,700.00	9751 - 10000 Employees	\$34,075.00
151 - 160 Employees	\$2,500.00	1651 - 1800 Employees	\$7,200.00	10001 - 10500 Employees	\$35,700.00
161 - 170 Employees	\$2,500.00	1801 - 1950 Employees	\$7,675.00	10501 - 11000 Employees	\$37,350.00
171 - 180 Employees	\$2,500.00	1951 - 2100 Employees	\$8,200.00	11001 - 11500 Employees	\$38,997.00
181 - 190 Employees	\$2,500.00	2101 - 2250 Employees	\$8,700.00	11501 - 12000 Employees	\$40,675.00
191 - 200 Employees	\$2,500.00	2251 - 2400 Employees	\$9,200.00	12001 - 12500 Employees	\$42,300.00
201 - 210 Employees	\$2,500.00	2401 - 2550 Employees	\$9,650.00	12501 - 13000 Employees	\$43,900.00
211 - 220 Employees	\$2,500.00	2551 - 2700 Employees	\$10,130.00	13001 - 13500 Employees	\$45,575.00
221 - 230 Employees	\$2,500.00	2701 - 2850 Employees	\$10,650.00	13501 - 14000 Employees	\$47,200.00
231 - 240 Employees	\$2,500.00	2851 - 3000 Employees	\$11,150.00	14001 - 14500 Employees	\$48,875.00
241 - 250 Employees	\$2,500.00	3001 - 3200 Employees	\$11,757.00	14501 - 15000 Employees	\$50,500.00
251 - 260 Employees	\$2,600.00	3201 - 3400 Employees	\$12,500.00	15001 - 15500 Employees	\$52,100.00
261 - 270 Employees	\$2,600.00	3401 - 3600 Employees	\$13,100.00	15501 - 16000 Employees	\$54,000.00
271 - 280	\$2,600.00	3601 - 3800	\$13,775.00	16001 - 16500	\$55,375.00





Employees	00	Employees	00	Employees	00
281 - 290	\$2,600.	3801 - 4000	\$14,500.	16501 - 17000	\$57,000.
Employees	00	Employees	00	Employees	00
291 - 300	\$2,600.	4001 - 4200	\$15,050.	17001 - 17500	\$58,675.
Employees	00	Employees	00	Employees	00
301 - 330	\$2,600.	4201 - 4400	\$15,700.	17501 - 18000	\$60,275.
Employees	00	Employees	00	Employees	00
331 - 360	\$2,700.	4401 - 4600	\$16,375.	18001 - 18500	\$62,000.
Employees	00	Employees	00	Employees	00
361 - 390	\$2,700.	4601 - 4800	\$17,025.	18501 - 19000	\$63,575.
Employees	00	Employees	00	Employees	00
391 - 420	\$3,150.	4801 - 5000	\$17,675.	19001 - 19500	\$65,200.
Employees	00	Employees	00	Employees	00
421 - 450	\$3,150.	5001 - 5250	\$18,500.	19501 - 100000	\$66,875.
Employees	00	Employees	00	Employees	00
451 - 480	\$4,250.	5251 - 5500	\$19,350.		
Employees	00	Employees	00		
481 - 510	\$4,250.	5501 - 5750	\$20,200.		
Employees	00	Employees	00		
511 - 540	\$4,750.	5751 - 6000	\$21,000.		
Employees	00	Employees	00		



