

Washington State Superintendent of Public Instruction
School Apportionment and Financial Services
School District Personnel Summary Profiles - 2008-09 - Final

Table 21: Certificated Counselor - Duty Root 42

District Name	Individuals	Average	Total FTE	Average	----- Annualized -----			
		Additional Salary		LEAP 1 Mix Factor	Base Salary	Insur. Ben.	Days in 1 FTE	Total Salary
01109 Washtucna	1	0	0.33	1.88482	64,952	8,178	182.0	67,021
01147 Othello	8	2,299	6.75	1.65105	56,841	8,567	182.0	64,138
01158 Lind	2	43	0.27	1.67245	57,577	8,897	184.0	60,623
01160 Ritzville	1	3,565	1.00	1.88482	64,888	7,743	182.0	80,884
02250 Clarkston	3	2,125	3.00	1.54417	53,160	10,195	182.0	60,094
02420 Asotin-Anatone	1	3,565	1.00	1.88482	64,887	7,776	182.0	69,569
03017 Kennewick	37	7,378	34.50	1.80587	62,123	9,178	182.0	75,600
03052 Kiona-Benton City	2	5,160	2.00	1.35175	46,535	8,784	182.0	54,317
03053 Finley	2	5,412	2.00	1.43037	49,242	8,411	182.0	57,182
03116 Prosser	8	4,540	8.00	1.62696	56,010	9,346	182.0	64,305
03400 Richland	24	9,739	23.10	1.73021	59,565	9,227	182.0	72,268
04019 Manson	3	107	1.31	1.68978	58,173	9,233	185.6	59,119
04127 Entiat	1	1,245	1.00	1.31632	45,317	8,916	182.0	47,762
04129 Lake Chelan	3	3,512	1.50	1.36446	47,663	9,887	182.0	52,914
04222 Cashmere	3	4,591	3.00	1.77335	61,049	3,478	182.0	70,335
04228 Cascade	3	2,602	3.00	1.63251	56,201	8,482	182.0	61,057
04246 Wenatchee	17	5,042	16.60	1.76932	60,911	8,482	182.3	68,985
05121 Port Angeles	4	9,404	4.00	1.77335	61,050	8,957	184.8	72,338
05313 Crescent	1	5,462	0.50	1.80472	62,130	9,128	192.0	68,274
05323 Sequim	6	3,320	4.30	1.69723	58,429	7,679	182.0	64,985
05401 Cape Flattery	2	2,458	1.67	1.55188	53,425	8,784	182.0	59,071
05402 Quillayute Valley	2	4,608	2.00	1.59399	54,876	8,003	182.0	60,278
06037 Vancouver	58	5,360	47.62	1.63660	56,338	8,990	182.0	66,634
06098 Hockinson	4	3,256	4.00	1.43900	49,539	8,029	182.0	54,018
06101 La Center	2	2,682	2.00	1.60057	55,102	9,432	182.0	57,782
06112 Washougal	2	4,999	2.00	1.47131	50,652	8,784	182.0	58,012
06114 Evergreen (Clark)	67	9,103	59.71	1.58742	54,649	8,217	182.0	66,471
06117 Camas	14	5,570	13.40	1.57302	54,153	8,725	182.0	62,141
06119 Battle Ground	17	9,000	16.48	1.61472	55,589	8,775	182.0	67,259
06122 Ridgefield	5	2,211	5.00	1.29280	44,506	6,455	182.0	49,707
07002 Dayton	2	3,584	1.50	1.83142	63,049	8,647	182.0	79,231
08122 Longview	20	6,400	19.00	1.56892	54,012	9,505	182.0	63,092
08130 Toutle Lake	1	2,788	1.00	1.88482	64,887	8,966	182.0	67,776
08401 Castle Rock	1	1,496	1.00	1.64574	56,656	10,075	182.0	60,211
08402 Kalama	2	2,875	2.00	1.62041	55,784	5,304	182.0	58,480
08404 Woodland	4	2,987	3.80	1.74605	60,110	10,960	182.0	66,463
08458 Kelso	12	6,211	12.00	1.63566	56,309	9,364	182.0	64,369
09013 Orondo	1	0	0.07	1.77794	64,214	8,207	186.0	78,111
09075 Bridgeport	2	4,283	0.29	1.88482	64,888	8,886	182.0	89,852
09206 Eastmont	14	5,107	10.26	1.75086	60,275	10,186	182.0	71,028
09209 Waterville	1	435	1.00	1.40286	48,295	9,711	182.0	49,355
10050 Curlew	1	0	0.42	1.69607	58,390	8,556	182.0	59,737
11001 Pasco	29	3,158	27.60	1.56434	53,854	8,492	182.0	64,798
11051 North Franklin	4	5,712	3.00	1.46673	50,494	8,458	185.3	58,022
12110 Pomeroy	1	3,565	0.29	1.88482	64,888	17,568	182.0	86,855
13073 Wahluke	6	4,409	6.00	1.44870	49,873	8,734	182.0	57,745
13144 Quincy	6	5,888	6.00	1.49035	51,307	9,525	182.0	60,023
13146 Warden	3	1,732	3.00	1.67743	57,748	8,364	182.0	61,902
13151 Coulee-Hartline	1	0	1.00	1.19891	41,275	7,980	182.0	42,482
13156 Soap Lake	1	0	1.00	1.76934	60,911	8,185	182.0	67,611

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District Name	Individuals	Average	Total FTE	Average	----- Annualized -----			
		Additional Salary		LEAP 1 Mix Factor	Base Salary	Insur. Ben.	Days in 1 FTE	Total Salary
13160 Royal	2	1,704	2.00	1.69924	57,292	9,194	182.0	64,717
13161 Moses Lake	17	6,269	16.00	1.52145	52,435	9,238	182.0	61,866
13165 Ephrata	7	4,130	6.50	1.61234	55,506	8,923	182.0	64,197
13301 Grand Coulee Dam	2	4,725	2.00	1.88482	64,887	8,784	182.0	69,809
14005 Aberdeen	12	3,894	10.12	1.44464	49,730	8,907	182.0	55,100
14028 Hoquiam	3	5,424	2.99	1.58269	54,483	10,536	182.0	61,678
14064 North Beach	1	0	0.50	1.88482	64,888	9,024	182.0	64,888
14065 McCleary	1	0	0.60	1.43896	49,540	9,509	182.0	51,811
14066 Montesano	3	5,644	2.50	1.66740	57,403	7,868	182.0	66,940
14068 Elma	4	1,936	4.00	1.68267	57,928	9,690	182.0	59,863
14077 Taholah	1	3,565	1.00	1.88482	64,951	9,707	182.0	69,264
14097 Lake Quinault	1	0	1.00	1.64574	61,011	9,509	182.0	63,599
14172 Ocosta	1	3,415	1.00	1.19891	41,274	9,442	184.0	45,839
15201 Oak Harbor	15	4,683	14.80	1.46688	50,826	9,100	182.0	57,943
15204 Coupeville	3	5,405	3.00	1.88482	64,887	8,680	182.0	72,391
15206 South Whidbey	4	5,648	3.26	1.77566	61,129	9,299	182.0	69,130
16048 Quilcene	1	1,857	1.00	1.40286	48,296	8,536	182.0	50,478
16049 Chimacum	3	5,949	2.80	1.81741	62,567	8,906	182.0	68,941
16050 Port Townsend	5	4,742	4.40	1.78849	61,570	8,740	182.0	67,409
17001 Seattle	98	16,431	95.00	1.66606	57,427	9,852	182.0	77,193
17210 Federal Way	42	7,654	39.20	1.61477	55,590	8,224	182.0	65,926
17216 Enumclaw	11	9,803	10.30	1.67183	57,554	8,942	182.0	70,498
17400 Mercer Island	7	7,591	7.00	1.69356	58,303	8,784	183.0	77,148
17401 Highline	46	8,465	40.69	1.59477	55,134	7,620	182.0	81,320
17402 Vashon Island	5	3,957	3.50	1.35918	46,834	8,527	182.0	52,993
17403 Renton	32	7,187	30.10	1.54998	53,360	9,199	182.0	64,499
17404 Skykomish	1	0	1.00	1.80472	62,129	7,911	182.0	67,625
17405 Bellevue	57	9,198	34.89	1.50799	52,380	9,981	182.0	67,829
17406 Tukwila	5	10,261	5.00	1.40213	48,270	6,734	182.0	63,434
17407 Riverview	6	10,037	5.50	1.54689	53,253	8,816	182.0	66,350
17408 Auburn	41	9,467	38.29	1.58558	54,585	9,547	182.0	67,337
17409 Tahoma	10	9,719	9.24	1.55080	53,383	9,558	182.0	67,032
17410 Snoqualmie Valley	15	6,925	12.20	1.56909	54,014	8,876	182.0	66,674
17411 Issaquah	29	8,368	27.00	1.57890	54,364	8,850	182.0	67,291
17412 Shoreline	15	10,121	13.00	1.52520	52,507	8,330	182.0	73,208
17414 Lake Washington	51	4,882	45.49	1.62136	56,118	9,792	182.0	73,013
17415 Kent	60	5,031	52.26	1.51808	52,261	10,190	182.0	60,932
17417 Northshore	35	12,315	29.60	1.62887	58,303	9,080	182.0	78,789
18100 Bremerton	11	3,006	11.00	1.63455	56,271	8,466	182.0	62,819
18303 Bainbridge Island	13	6,980	9.98	1.55958	53,690	9,379	182.0	64,149
18400 North Kitsap	18	8,376	17.20	1.70425	58,671	8,137	182.0	67,717
18401 Central Kitsap	19	9,681	18.80	1.69723	58,924	8,850	182.0	73,286
18402 South Kitsap	26	5,424	23.80	1.65075	56,829	8,786	182.0	65,576
19028 Easton	1	3,922	1.00	1.88482	64,887	8,784	182.0	72,017
19400 Thorp	1	0	0.35	1.19891	41,274	9,460	182.0	42,297
19401 Ellensburg	9	3,873	9.00	1.67724	57,741	8,704	182.0	61,314
19403 Kittitas	2	2,921	1.80	1.49349	51,415	7,480	182.0	61,154
19404 Cle Elum-Roslyn	3	3,027	3.00	1.78341	62,297	9,246	182.0	67,911
20400 Trout Lake	2	357	0.37	1.79870	61,921	5,015	182.9	71,605
20401 Glenwood	1	200	0.50	1.28538	44,250	4,610	182.0	45,682

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		Additional Salary		LEAP 1 Mix Factor	Base Salary	Insur. Ben.	Days in 1 FTE		
20402 Klickitat	1	3,764	0.82	1.80472	62,129	7,556	182.0	66,606	
20404 Goldendale	4	2,479	3.40	1.55431	53,509	7,793	182.0	56,812	
20405 White Salmon	1	6,469	1.00	1.74756	60,162	7,647	197.0	71,119	
20406 Lyle	11	315	1.00	1.62236	55,851	11,916	182.0	57,874	
21014 Napavine	1	6,066	1.00	1.88482	64,887	9,039	182.0	71,807	
21206 Mossyrock	1	3,324	1.00	1.59744	54,993	9,223	182.0	69,065	
21214 Morton	1	0	1.00	1.27915	44,036	9,989	182.0	50,263	
21226 Adna	1	4,604	1.00	1.72451	59,368	8,839	182.0	70,672	
21232 Winlock	1	7,130	1.00	1.88482	64,887	9,262	182.0	74,650	
21237 Toledo	1	4,398	1.00	1.55041	53,374	8,045	182.0	57,810	
21300 Onalaska	2	2,536	2.00	1.68367	57,962	8,685	182.0	66,186	
21302 Chehalis	5	5,746	5.00	1.52208	52,399	10,352	182.0	62,234	
21303 White Pass	2	2,441	1.60	1.42014	48,890	8,907	182.0	53,205	
21401 Centralia	9	4,139	9.00	1.72353	59,335	8,861	182.0	65,638	
22009 Reardan-Edwall	2	3,048	2.00	1.52123	52,371	8,776	182.0	56,038	
22105 Odessa	1	793	0.83	1.39673	48,083	9,275	182.0	49,544	
22200 Wilbur	1	1,070	0.50	1.88482	64,888	10,771	182.0	75,850	
22207 Davenport	1	5,791	1.00	1.31632	45,316	9,608	182.0	51,107	
23309 Shelton	11	1,970	10.40	1.68960	58,166	8,917	182.0	62,826	
23311 Mary M. Knight	1	429	0.40	1.41708	48,782	5,430	182.0	51,121	
23402 Pioneer	2	0	1.79	1.64984	56,797	2,758	182.0	58,563	
23403 North Mason	5	5,224	5.00	1.50981	51,977	9,770	182.0	58,441	
24014 Nespelem	2	874	1.00	1.30317	44,864	3,934	182.0	44,786	
24019 Omak	5	1,640	4.50	1.56895	54,013	8,768	182.0	58,397	
24105 Okanogan	2	1,810	2.00	1.39352	47,973	8,653	182.0	49,832	
24111 Brewster	2	4,991	2.00	1.88482	64,887	5,227	182.0	69,488	
24122 Pateros	1	0	0.21	1.88482	64,890	8,784	182.0	68,809	
24350 Methow Valley	1	6,347	1.00	1.72451	59,368	8,428	183.0	69,238	
24404 Tonasket	2	6,418	2.00	1.88482	64,887	8,657	182.0	71,644	
24410 Oroville	1	4,766	1.00	1.48253	51,038	9,355	182.0	55,805	
25101 Ocean Beach	1	2,317	1.00	1.88482	64,887	8,784	182.0	67,704	
25116 Raymond	1	2,677	1.00	1.43100	49,264	10,375	183.0	55,241	
25118 South Bend	1	0	0.29	1.88482	68,443	8,851	183.0	69,497	
25155 Naselle-Grays R.	1	1,906	1.00	1.43896	49,538	10,178	182.0	64,761	
25200 North River	1	0	0.13	1.88482	65,030	8,909	182.0	71,181	
26056 Newport	1	9,947	1.00	1.88482	64,887	8,784	182.0	75,535	
26059 Cusick	1	3,565	0.00	0.00000	0	0	0.0	0	
26070 Selkirk	1	3,208	0.65	1.69607	58,425	8,791	182.0	65,696	
27001 Steilacoom Hist.	8	2,552	8.00	1.64714	56,704	9,372	182.0	64,654	
27003 Puyallup	50	8,701	44.70	1.61989	56,886	9,388	182.0	70,019	
27010 Tacoma	84	11,696	76.55	1.63378	54,885	8,738	182.0	69,585	
27083 University Place	12	8,264	11.71	1.59388	54,871	8,768	182.0	65,731	
27320 Sumner	19	8,339	14.90	1.58131	54,438	8,326	182.0	65,812	
27343 Dieringer	2	0	2.00	1.47558	50,799	8,592	182.0	55,865	
27344 Orting	3	10,125	2.50	1.73171	59,616	9,981	182.0	83,712	
27400 Clover Park	34	10,049	29.00	1.58620	53,826	8,466	182.0	64,000	
27401 Peninsula	27	7,670	23.60	1.76993	60,914	8,115	182.0	70,542	
27402 Franklin Pierce	19	8,026	18.60	1.53047	52,688	8,394	182.0	63,229	
27403 Bethel	30	7,664	26.61	1.56565	53,899	9,938	182.0	64,371	
27404 Eatonville	4	5,292	4.00	1.62129	55,815	9,866	182.0	63,044	

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		Additional Salary		LEAP 1 Mix Factor	Base Salary	Insur. Ben.	Days in 1 FTE	Total Salary
27416 White River	10	5,401	9.30	1.56010	53,708	8,642	182.0	63,189
27417 Fife	6	9,161	5.60	1.75601	60,452	9,373	182.0	76,055
28137 Orcas Island	1	2,440	0.80	1.88482	64,886	9,576	182.0	75,123
28144 Lopez Island	1	7,149	0.60	1.22566	42,652	9,073	182.0	53,040
28149 San Juan Island	3	3,583	1.25	1.77112	60,973	7,706	182.0	72,178
29011 Concrete	2	2,439	1.60	1.54394	53,152	9,336	182.0	56,874
29100 Burlington-Edison	9	4,816	7.51	1.62793	56,039	7,158	182.0	64,406
29101 Sedro-Woolley	15	5,327	11.50	1.56123	53,747	8,871	182.0	64,687
29103 Anacortes	9	7,903	7.90	1.59455	54,894	10,758	182.0	65,737
29311 La Conner	3	977	1.70	1.48918	51,267	24,969	182.0	71,345
29317 Conway	1	0	1.00	1.88482	64,887	8,784	182.0	68,668
29320 Mount Vernon	13	7,404	13.00	1.71269	58,961	9,216	182.0	69,274
30303 Stevenson-Carson	3	1,847	1.10	1.27704	44,133	1,845	182.0	50,060
31002 Everett	45	16,041	43.30	1.69466	60,403	8,784	185.0	79,349
31004 Lake Stevens	19	10,841	17.40	1.57778	54,163	8,480	182.0	68,508
31006 Mukilteo	19	16,538	18.80	1.63538	56,364	9,738	182.1	77,127
31015 Edmonds	62	8,261	44.35	1.63607	56,484	8,882	182.0	73,996
31016 Arlington	12	10,626	12.00	1.51417	52,126	8,937	182.0	64,401
31025 Marysville	28	12,070	28.00	1.60196	57,434	10,396	182.0	73,021
31103 Monroe	19	11,021	18.40	1.48530	51,133	8,673	182.0	64,471
31201 Snohomish	17	12,398	14.21	1.54975	54,074	8,571	182.0	69,913
31306 Lakewood	8	7,445	7.00	1.55978	53,697	8,884	182.2	64,821
31311 Sultan	4	10,835	4.00	1.62595	55,975	9,509	182.5	71,691
31330 Darrington	1	8,556	1.00	1.88482	64,887	8,484	182.0	76,079
31332 Granite Falls	7	9,953	6.70	1.60484	55,241	8,093	182.3	68,234
31401 Stanwood-Camano	13	8,012	9.50	1.77890	61,240	7,892	182.0	76,179
32081 Spokane	73	8,385	66.71	1.65199	56,865	9,271	182.0	68,510
32325 Nine Mile Falls	4	2,233	2.10	1.35852	46,744	7,588	182.0	51,517
32326 Medical Lake	5	6,072	5.00	1.54074	53,042	9,347	182.0	59,548
32354 Mead	22	8,702	14.60	1.74992	60,243	9,332	182.0	74,624
32356 Central Valley	30	6,281	28.60	1.58673	54,625	9,407	182.0	61,901
32358 Freeman	2	2,505	2.00	1.65105	56,839	9,125	182.5	59,826
32360 Cheney	12	3,766	11.50	1.64813	56,739	8,105	182.0	64,463
32361 East Valley (Spo)	9	4,581	9.00	1.75253	60,333	9,605	182.0	68,544
32362 Liberty	2	421	1.17	1.60401	55,133	6,661	182.0	60,498
32363 West Valley (Spo)	11	6,501	8.80	1.68292	57,936	10,792	182.0	67,133
32414 Deer Park	5	6,143	4.80	1.66538	57,332	9,827	182.0	67,280
32416 Riverside	4	1,864	3.54	1.82167	62,713	10,239	182.0	69,289
33036 Chewelah	1	2,978	0.83	1.57423	54,194	8,982	182.0	65,621
33049 Wellpinit	2	7,584	2.00	1.34480	46,297	7,817	182.0	54,015
33070 Valley	1	0	0.20	1.36942	47,144	6,723	183.0	47,144
33115 Colville	5	1,332	4.30	1.54120	53,058	9,323	182.0	57,053
33206 Columbia (Ste)	1	0	0.13	1.84788	63,812	8,811	182.0	69,514
33207 Mary Walker	1	0	1.00	1.88482	64,887	6,732	182.0	64,887
33211 Northport	1	0	0.14	1.08160	37,236	8,084	182.0	43,147
33212 Kettle Falls	2	1,707	1.60	1.66459	57,305	9,337	182.0	65,871
34002 Yelm	14	4,966	13.30	1.57380	54,180	9,188	182.0	59,293
34003 North Thurston	39	1,899	33.76	1.63874	56,414	9,798	182.0	67,869
34033 Tumwater	15	8,700	13.85	1.68129	57,880	8,596	182.0	68,876
34111 Olympia	15	3,580	14.10	1.64463	56,618	9,080	182.0	67,913

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Table 21: Certificated Counselor - Duty Root 42

District Name	Individuals	Average		Total FTE	Average		Annualized		Total Salary
		Additional Salary	Total		LEAP 1 Mix Factor	Base Salary	Insur. Ben.	Days in 1 FTE	
34307 Rainier	2	2,139	2.00	1.45740	50,173	8,845	182.0	52,777	
34324 Griffin	1	2,369	1.00	1.62236	55,851	8,117	182.0	58,527	
34401 Rochester	5	4,682	5.00	1.64999	56,803	6,738	182.0	65,172	
34402 Tenino	3	4,457	2.50	1.88482	64,887	11,056	182.0	70,414	
35200 Wahkiakum	1	5,132	1.00	1.55041	53,374	7,944	182.0	58,706	
36140 Walla Walla	8	4,758	8.00	1.73782	59,827	10,041	182.0	68,118	
36250 College Place	2	0	2.00	1.41525	48,722	9,123	182.0	51,812	
36300 Touchet	1	0	0.69	1.25171	43,090	8,797	200.0	43,994	
36400 Columbia (Wal)	1	10,696	1.00	1.88482	64,887	9,867	182.0	79,635	
36402 Prescott	1	2,343	1.00	1.76934	60,911	10,650	182.0	63,253	
37501 Bellingham	24	9,599	19.20	1.65517	56,981	9,173	182.0	71,834	
37502 Ferndale	11	7,541	10.26	1.75038	60,259	7,886	182.0	71,358	
37503 Blaine	6	6,621	5.00	1.59099	54,772	7,915	182.0	64,471	
37504 Lynden	9	2,210	6.30	1.48898	51,276	8,315	193.1	55,277	
37505 Meridian	5	2,170	3.80	1.71474	59,032	8,866	182.0	68,623	
37506 Nooksack Valley	5	3,890	4.23	1.67027	57,500	8,784	182.0	64,538	
37507 Mount Baker	6	4,918	5.40	1.57168	54,106	8,746	182.0	62,010	
38126 Lacrosse	1	0	0.52	1.69607	58,388	8,059	182.0	58,390	
38265 Tekoa	1	2,873	1.00	1.57423	52,580	8,784	193.0	61,161	
38267 Pullman	6	2,961	4.30	1.61695	55,665	8,865	182.0	61,048	
38300 Colfax	2	3,067	2.00	1.82708	62,898	8,619	182.0	68,053	
38301 Palouse	1	0	1.00	1.27915	43,890	7,966	182.0	46,070	
38302 Garfield	1	0	0.50	1.32881	45,596	8,656	182.0	45,594	
38306 Colton	1	0	0.50	1.59744	54,994	8,422	183.0	59,187	
38308 Endicott	1	1,134	0.50	1.19891	41,276	8,784	182.0	43,540	
38320 Rosalia	1	2,991	1.00	1.80472	62,129	8,955	182.0	66,539	
38322 St. John	1	1,134	0.50	1.19891	41,274	8,784	182.0	45,388	
38324 Oakesdale	1	0	0.16	1.43896	49,538	9,147	184.0	50,013	
39002 Union Gap	2	0	1.50	1.34959	46,461	8,419	182.0	58,775	
39003 Naches Valley	3	3,786	2.45	1.63856	56,409	7,016	182.0	61,298	
39007 Yakima	35	14,683	33.00	1.66293	57,248	9,519	182.0	75,901	
39090 East Valley (Yak)	7	5,686	6.00	1.66032	57,158	9,068	182.0	63,982	
39119 Selah	8	6,796	7.70	1.65397	56,939	8,617	182.0	65,379	
39120 Mabton	2	0	1.50	1.51415	52,127	8,244	182.0	59,872	
39200 Grandview	7	3,720	7.00	1.57030	54,059	12,696	182.0	62,233	
39201 Sunnyside	18	2,071	18.00	1.51849	52,276	9,191	182.0	58,800	
39202 Toppenish	10	4,144	9.90	1.59995	55,080	9,587	182.2	60,658	
39203 Highland	3	1,501	3.00	1.63085	56,143	8,863	182.0	62,212	
39204 Granger	3	3,872	3.00	1.31142	45,147	8,716	182.0	51,832	
39205 Zillah	4	3,589	3.20	1.47528	50,788	7,217	182.0	57,785	
39207 Wapato	10	4,878	10.00	1.66419	57,292	8,554	182.1	65,599	
39208 West Valley (Yak)	13	7,760	13.00	1.67154	57,545	8,483	182.0	64,872	
39209 Mount Adams	3	1,068	1.90	1.58561	54,586	9,192	182.0	57,514	
State Summary	2,396	7,604	2,121.56	1.61970	55,865	9,032	182.1	67,815	

See introduction for explanation of column headings, glossary for explanation of terms, and appendix for explanation of duty codes.