Community College Salary Schedule Proposal
New Methodology & Structure

During this salary schedule review, the community colleges were given a special charge. They were asked to review the methodology used by the community colleges in benchmarking their Salary Schedule every four years. It had become increasingly clear that the approach that has been used for the past dozen years has failed in its goal to maintain a viable competitive salary structure for community college faculty. There is no more stark evidence than the fact that since 1999 the community college salary schedule median has fallen from 83.3% of the university median to 71.5% currently (see Appendix 1).

In reviewing this, the committee has determined two major problems. First, we have been unable to establish an appropriate, stable peer group for the community colleges to index to. Second, and more importantly, the inflexibility of our step structure has made it impossible to adequately raise our median even close to the level dictated by even our flawed peer group. We recommend remedying these issues by (1) indexing our median to 83.3% of the stable, national University Faculty Peer group of 49 land grant colleges and (2) removing the steps from our Community College Salary Schedule. In the case of indexing to the universities, this is precisely the action taken by the community college administrators in 2007 and it puts us at the same percent they use, 83.3%, for the same reasons.

The failure of our current salary schedule approach has been further compounded by the fact that significant equity issues were created by rolling the lowest four steps from the bottom to the top of our salary schedule in 2008 in an attempt to raise the median in the only way we could consistent with the intent of the mandated Four-Year Salary Schedule Review process. Ironically, that same inflexible step structure does not permit the necessary equity adjustments, even if the community colleges could find the resources. In order to address current equity issues and avoid causing future ones, the committee proposes achieving that competitive salary rate over a four-year time period. During this time we recommend that the community colleges commit their resources to both raising the schedule and making the necessary equity adjustments before the schedule is rolled up again. This would permit community colleges to become competitive in their ability to recruit new, talented faculty while retaining existing high-quality faculty needed by our programs. We believe the commitment to equity is essential if we are to create and maintain the capacity to respond to the demands put on higher education by our students, our citizens and the community.

Once the competitiveness of the community college salary schedules has been restored over the next 4 years, we recommend adjusting the median as required every two years not every four years. We understand that the university and state college sub-committee is also recommending more frequent salary schedule updates. This would prevent us from getting so far behind and help us better maintain fairness and equity in faculty salaries.

Methodology

We propose essentially removing the steps in the Community College Salary Schedule columns and rotating them onto their side to create 5 ranges, each range will still be defined by educational credentials exactly as they are defined now. We recommend that to simplify the transition, the spacing between ranges and the ± 36.6% spread of each range around the middle would be maintained exactly as it is now (see Appendix 2 for current salary schedule structure). When a review is done, the salary schedule would be adjusted to place the new range 3 median as follows:

Community College Salary Schedule Median = 83.3% x University Salary Schedule Median

University Salary Schedule Median = The average of the midpoints for the four rank ranges in the Basic University Faculty Salary schedule (does not include special schedules like med school, etc.).

Community College Salary Schedule Median = The current median of the Salary Schedule which is the midpoint of Column 3, Step 15.

The median of each range would then be adjusted according to the current column spacing, as summarized below

Range 5 Median = 1.20 x Range 3 Median
Range 4 Median = 1.12 x Range 3 Median
Range 3 Median = Set by the formula above
Range 2 Median = 0.88 x Range 3 Median
Range 1 Median = 0.80 x Range 3 Median

Then the max, min and quartile values would be set according to the current step spacing as summarized below.

Max = Range Median x 1.466178
Q3 = Range Median x 1.203361
Median = Range Median as set above
Q1 = Range Median x 0.830879
Min = Range Median x 0.681941

This would create 5 ranges where we now have columns. This process would readjust the median to the target 83.3% value without changing anything about the internal structure of the schedule other than removing the steps boxes. As a frame of reference, the 2012-13 Community College Salary Schedule viewed as ranges is shown below.

Current 2012-13 Community College Salary Schedule (base)

Range	Min		Median		Max
5	$49,065	$59,781	$71,949	$86,581	$105,490
4	$45,794	$55,796	$67,152	$80,809	$98,457
3	$40,888	$49,817	$59,958	$72,151	$87,908
2	$35,981	$43,839	$52,763	$63,492	$77,359
1	$32,710	$39,854	$47,966	$57,720	$70,327

First Phase of Implementation (78.0%) – Two Years

The universities have proposed adjusting their salary schedule in a manner that would set their overall median to $87,780. For the first two years of implementation, we propose incrementally raising the community college median to 78% of that amount: **$68,468.** Using the same dispersion (spread, variance) as the step schedule, we arrive at:

Phase One Community College Salary Schedule (78.0%)

Range	Min	Q1	Median	Q3	Max
5	$56,030	$68,267	$82,162	$98,871	$120,464
4	$52,294	$63,716	$76,685	$92,279	$112,433
3	$46,691	$56,889	$68,468	$82,392	$100,387
2	$41,088	$50,062	$60,252	$72,505	$88,340
1	$37,353	$45,511	$54,775	$65,914	$80,310

Cost of First-Phase Implementation (78.0%)

In the first year the salary schedule would be raised to the 78.0% target above. This would permit hiring to commence on this new salary schedule and would require that each institution find the amount of money in the table below to bring all salaries that fall below the new minimum 'up to range'. We would also recommend that each institution commit to an equity study and determine the price tag necessary to bring all faculty members on the salary schedule into equity. In the second year we would then expect each institution to commit to those equity adjustments to the extent feasible. This would address the compression issues as well as the hiring of new faculty with the same education and experience at a higher level during the first year of this phase.

Cost Assessment for Minimum Salary Schedule Adjustment
Phase One Only (current base to 78.0%)

Phase One (78%) Minimum Adjustments Table						
	Range 1	Range 2	Range 3	Range 4	Range 5	Total
CSN	$0.00	$11,700.37	$68,275.87	$40,776.21	$92,523.16	$213,275.61
GBC	$0.00	$0.00	$7,794.29	$5,928.80	$22,920.86	$36,643.95
TMCC	$0.00	$0.00	$5,725.29	$21,274.40	$11,348.86	$38,348.55
WNC	$0.00	$0.00	$2,660.43	$482.40	$3,191.71	$6,334.54
System Total	$0.00	$11,700.37	$84,455.88	$68,461.81	$129,984.59	$294,602.65

Faculty Below Ranges						
	Range 1	Range 2	Range 3	Range 4	Range 5	Total
CSN	0	3	23	13	24	63
GBC	0	0	3	2	4	9
TMCC	0	0	3	6	4	13
WNC	0	0	1	1	1	3
System Total	0	3	30	22	33	88

We strongly recommend that the second phase not be implemented until both the 'rollup' to 78% and the equity adjustments related to it are both completed.

Second Phase of Implementation (83.3%) – Two Years

In the second phase of implementation, the salary schedule median for the community colleges would be adjusted to 83.3% of those at the universities. If the universities adopt a new scale between now and then, both the salary table and the cost assessment would change along with it. We do not anticipate a great shift between the present and two years from now, and if the universities recommend reductions in their schedule the adjustment to the community college schedule would be downward and could even

decrease projected costs. With the university rate as it stands, we would set the median of the community college table at **$73,121**. Doing so would yield a salary schedule as follows:

Phase Two Community College Salary Schedule (83.3%)

Range	Min	1Q	Median	3Q	Max
5	$59,837	$72,905	$87,745	$105,589	$128,650
4	$55,848	$68,045	$81,895	$98,550	$120,073
3	$49,864	$60,755	**$73,121**	$87,991	$107,208
2	$43,880	$53,464	$64,346	$77,432	$94,343
1	$39,891	$48,604	$58,497	$70,393	$85,766

Cost of Second-Phase Implementation (83.3%)

In year one of the Second-Phase, the salary schedule would be raised to the 83.3% target in the salary schedule above during the first year of this phase. The minimum costs of implementing the salary schedule and bringing faculty 'up to range' over the second biennium are estimated below based on the proposed phase one university median. Once again, we would recommend that each institution commit to an equity study and determine the price tag necessary to bring all faculty members on the salary schedule into equity with this new schedule. In the second year of this cycle, each institution would then commit to funding the equity adjustment to the extent feasible.

Cost Assessment for Minimum Salary Schedule Adjustment
Phase Two Only (78% to 83.3%)

Minimum Adjustments Table						
	Range 1	Range 2	Range 3	Range 4	Range 5	Total
CSN	$0.00	$12,788.63	$101,379.93	$58,932.79	$118,540.84	$291,642.19
GBC	$0.00	$0.00	$12,182.71	$8,572.20	$15,341.14	$36,096.05
TMCC	$0.00	$0.00	$12,011.71	$28,424.60	$19,792.14	$60,228.45
WNC	$0.00	$0.00	$3,219.57	$3,657.60	$3,807.29	$10,684.46
System Total	$0.00	$12,788.63	$128,793.92	$99,587.19	$157,481.41	$398,651.15

Faculty Below Ranges						
	Range 1	Range 2	Range 3	Range 4	Range 5	Total
CSN	0	4	21	10	16	51
GBC	0	0	6	2	2	10
TMCC	0	0	2	7	4	13
WNC	0	0	1	2	0	3
System Total	0	4	30	21	22	77

We strongly recommend that no further adjustments of the proposed salary schedule be made until both phase one and phase two are fully implemented. After the four year phase-in period, the community college salary schedule would be updated regularly along with the university and state college salary schedules.

Total Cost of Implementation over Four Years

The total costs of bringing faculty up to the new proposed salary schedule salary schedule over the four years of this plan are estimated as shown in the table on the following page.

Total Cost Assessment for Minimum Salary Schedule Adjustment

Both Phases Together (Four Years) Minimum Adjustments Table						
	Range 1	Range 2	Range 3	Range 4	Range 5	Total
CSN	$0.00	$24,489.00	$169,655.80	$99,709.00	$211,064.00	$504,917.80
GBC	$0.00	$0.00	$19,977.00	$14,501.00	$38,262.00	$72,740.00
TMCC	$0.00	$0.00	$17,737.00	$49,699.00	$31,141.00	$98,577.00
WNC	$0.00	$0.00	$5,880.00	$4,140.00	$6,999.00	$17,019.00
System Total	$0.00	$24,489.00	$213,249.80	$168,049.00	$287,466.00	$693,253.80

Faculty Below Ranges						
	Range 1	Range 2	Range 3	Range 4	Range 5	Total
CSN	0	7	44	23	40	114
GBC	0	0	9	4	6	19
TMCC	0	0	5	13	8	26
WNC	0	0	2	3	1	6
System Total	0	7	60	43	55	165

We understand that not every institution may be able to find the resources to fully implement on this 4-year time frame. Under these circumstances, a phase may take more than two years. It is a key element of this recommendation that once an institution raises its salary schedule, that no additional raises to the salary schedule occur until that phase is fully funded both in terms of bringing all faculty up to range and in terms of making the necessary equity adjustments.

Positioning of Current Faculty

All faculty members would initially be positioned exactly where they are now, with respect to range and salary, being awarded COLA as determined by the legislature. It is the top priority of NSHE that the almost 5% decrease in our 2012-13 contracts relative to the base salary schedule shown on page 2 be restored.

Positioning of New Faculty

New Faculty would be positioned according to experience, as they are now, relative to the bottom of the range that is proper for their education.

Equity Adjustments

The proposal would allow each institution to make equity adjustments for faculty members who have suffered due to the compression of the former scale and would direct the institutions to make periodic equity studies. The general results of the equity study would be reported to the faculty senate. As the committee envisions it, the equity adjustments would be funded out of salary savings or other available funds.

Movement from One Range to Another

Policies governing movement from one range to another would not be changed. For example, a faculty member who attains a higher degree would move up to the range appropriate for persons holding that degree and would receive a pay increase equal to the spacing between these two ranges (see page 2):

Rank 5 = Ph.D (and other degrees qualifying for column 5 currently)
Rank 4 = M.S. + 30 or B.S. + 60
Rank 3 = M.S. or B.S. + 30
Rank 2 = B.S. or A.S.+60
Rank 1 = < B.S.

COLA

COLA is a Cost of Living Adjustment which may be funded by the Legislature. COLA is money awarded for the completion of one's duties, to compensate for the loss of buying power that occurs with inflation. Every faculty member would receive the COLA approved by the Legislature, which also raises the entire salary schedule up by the COLA amount. The committee believes COLA should be awarded equal to the Consumer Price Index (CPI).

MERIT

Merit will no longer be an automatic set amount based on a satisfactory (or better) evaluation alone. Rather it will be allocated on the basis of merit demonstrated by each faculty member. Each Institution will write an Institutional Merit Policy through the Faculty Senate working with the Administration.

The merit pool, when funded by the legislature, would be used to advance faculty salaries subject to the Institutional Merit Policies. An award of merit that a faculty member receives would add into the base salary and would be in addition to COLA money.

Tenure and Rank Advancement

When a faculty member is awarded appointment with tenure, (s)he would receive a 2.5% increase in annual salary – moving him/her to the right within the same range on the salary schedule. This is exactly what happens now.

The intent of the committee is to open the door to additional post-tenure salary advancement paralleling rank advancement to Assistant Professor (Tenure bump), Associate Professor (post tenure) and Professor (more post tenure). It would be up to each institution to write a policy should they wish to provide such advancement. It would also be up to each institution to fund such advancement from funds other than COLA and MERIT dollars, just as the universities do. The committee is considering what framework of language needs to be created in this policy to enable this.

Next Steps in the Process

The goal of the committee is to get this initial policy rough draft to all community college faculty senates in October as an information item. We would seek input into language and feedback on ideas that would make this a better proposal while we are still in the development stages. We will be reviewing the input regarding this proposal when we meet in October and November. We would ask for a vote from each faculty senate on the policy draft that emerges from this process in November if possible. The committee would then vote on a final position to send to the Chancellor and the Board of Regents. Although, the target is the November 29-30, 2012 Board of Regents' Meeting, everyone has agreed this will take as long as it takes because we want it to be done right. If additional time is needed for consideration of this proposal and development of policy proposals, an extension of time to complete the community college salary study will be requested at the November 29-30, 2012 Board meeting.

Please note that if some version of this Community College Salary Schedule Proposal is approved by the Board at the meeting, we could meet the timelines to begin implementation during the next academic year. In areas such as Merit where new policy must be written by institutions, we would likely operate under current definitions until viable policy can be developed.

Policy Matters

The committee is scheduled to consider next the changes in the Board of Regents' *Handbook* that would be necessary to implement the policy. These changes will be studied carefully, with the committee taking as much time as necessary to word them properly.

The committee has acknowledged that changes to the Funding Formula should be considered as independent of the need to modernize and adjust the salary schedule.

APPENDIX 1: Longitudinal Data

APPENDIX 2: Current Salary Schedule Structure.

APPENDIX 1

LONGITUDINAL COMPARISON OF SALARY SCHEDULE MEDIANS IN NSHE

LONGITUDINAL COMPARISON OF SALARY SCHEDULE MEDIANS IN NSHE

	CC Column 3 - Step 15 Median*	Univ Median - Avg of Range Medians	
	CC's Med	**Univ Med**	**% CC/Univ**
1998	43120	51736	83.3% **
1999	43120	51736	83.3% **
2000	43119	58180	74.1%
2001	44845	60507	74.1%
2002	46639	62927	74.1%
2003	46639	62927	74.1%
2004	47946	64499	74.3%
2005	48905	65789	74.3%
2006	50860	68421	74.3%
2007	51877	69789	74.3%
2008	59957	83827	71.5% ***
2009	59957	83827	71.5%
2010	59957	83827	71.5%
2011	59957	83827	71.5%
2012	59957	83827	71.5%

* Since the tenure column was added in 2004, the Step 15 median shifted from the untenured column to a value 1.0125% higher than the untenured column. Medians before 2004 have been adjusted to use that same reference point.

** 1998 and 1999 had separate UNLV and UNR schedules - this is average

*** 2003 - BOR proposal kept us at 74.3% but Univ got their 4% COLA on top of Proposal while ours was included.

4-Oct-12

APPENDIX 2

CURRENT AND PROPOSED CC SALARY SCHEDULES VIEWED AS RANGES

CURRENT CC SALARY SCHEDULE STRUCTURE AND BASE SALARY SCHEDULE

CURRENT CC SALARY SCHEDULE VIEWED AS RANGES   FY 2012-13

Current Base	University Median	$83,827	CC Percent	70.6%	CC Median	$59,958	CC Base	$32,710

	step 0 untenured	step 8 untenured	step 15 median	step 22 tenured	step 30 tenured
Category 1	$32,710	$39,854	$47,966	$57,720	$70,327
Category 2	$35,981	$43,839	$52,763	$63,492	$77,359
Category 3	$40,888	$49,817	$59,958	$72,151	$87,908
Category 4	$45,794	$55,796	$67,152	$80,809	$98,457
Category 5	$49,065	$59,781	$71,949	$86,581	$105,490

78.0% PROPOSED MODEL CC SALARY SCHEDULE   FY 2013-14

Assumes:	University Median	*osu data $87,780 4.72%	CC Percent	78.0%	New CC Median % Increase	$68,468 14.2%	New CC Base % Increase	$37,353 14.2%

	step 0 untenured	step 8 untenured	step 15 median	step 22 tenured	step 30 tenured
Category 1	$37,353	$45,511	$54,775	$65,914	$80,310
Category 2	$41,088	$50,062	$60,252	$72,505	$88,340
Category 3	$46,691	$56,889	$68,468	$82,392	$100,387
Category 4	$52,294	$63,716	$76,685	$92,279	$112,433
Category 5	$56,030	$68,267	$82,162	$98,871	$120,464

CURRENT CC SALARY SCHEDULE VIEWED AS RANGES   FY 2012-13

Current Base	University Median	$83,827	CC Percent	70.6%	CC Median	$59,958	CC Base	$32,710

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Category 5	$49,065	$59,781	$71,949	$86,581	$105,490

83.3% - PROPOSED MODEL CC SALARY SCHEDULE   FY 2013-14

*osu data

Assumes:	University Median	$87,780	CC Percent	83.3%	New CC Median	$73,121	New CC Base	$39,891
		4.7%			% Increase	22.0%	% Increase	22.0%

	step 0 untenured	step 8 untenured	step 15 median	step 22 tenured	step 30 tenured
Category 1	$39,891	$48,604	$58,497	$70,393	$85,766
Category 2	$43,880	$53,464	$64,346	$77,432	$94,343
Category 3	$49,864	$60,755	**$73,121**	$87,991	$107,208
Category 4	$55,848	$68,045	$81,895	$98,550	$120,073
Category 5	$59,837	$72,905	$87,745	$105,589	$128,650

CURRENT CC SALARY SCHEDULE STRUCTURE

Steps	1	1T	2	2T	3	3T	4	4T	5	5T
30	2.0976	2.1500	2.3073	2.3650	2.6220	2.6875	2.9366	3.0100	3.1464	3.2250
29	2.0464	2.0976	2.2510	2.3073	2.5580	2.6220	2.8650	2.9366	3.0696	3.1464
28	1.9965	2.0464	2.1961	2.2510	2.4956	2.5580	2.7951	2.8650	2.9947	3.0696
27	1.9478	1.9965	2.1426	2.1961	2.4348	2.4956	2.7269	2.7951	2.9217	2.9947
26	1.9003	1.9478	2.0903	2.1426	2.3754	2.4348	2.6604	2.7269	2.8504	2.9217
25	1.8539	1.9003	2.0393	2.0903	2.3174	2.3754	2.5955	2.6604	2.7809	2.8504
24	1.8087	1.8539	1.9896	2.0393	2.2609	2.3174	2.5322	2.5955	2.7131	2.7809
23	1.7646	1.8087	1.9411	1.9896	2.2058	2.2609	2.4705	2.5322	2.6469	2.7131
22	1.7216	1.7646	1.8937	1.9411	2.1520	2.2058	2.4102	2.4705	2.5824	2.6469
21	1.6796	1.7216	1.8475	1.8937	2.0995	2.1520	2.3514	2.4102	2.5194	2.5824
20	1.6386	1.6796	1.8025	1.8475	2.0483	2.0995	2.2941	2.3514	2.4579	2.5194
19	1.5987	1.6386	1.7585	1.8025	1.9983	2.0483	2.2381	2.2941	2.3980	2.4579
18	1.5597	1.5987	1.7156	1.7585	1.9496	1.9983	2.1835	2.2381	2.3395	2.3980
17	1.5216	1.5597	1.6738	1.7156	1.9020	1.9496	2.1303	2.1835	2.2824	2.3395
16	1.4845	1.5216	1.6330	1.6738	1.8556	1.9020	2.0783	2.1303	2.2268	2.2824
15	1.4483	1.4845	1.5931	1.6330	1.8104	1.8556	2.0276	2.0783	2.1724	2.2268
14	1.4130	1.4483	1.5543	1.5931	1.7662	1.8104	1.9782	2.0276	2.1195	2.1724
13	1.3785	1.4130	1.5164	1.5543	1.7231	1.7662	1.9299	1.9782	2.0678	2.1195
12	1.3449	1.3785	1.4794	1.5164	1.6811	1.7231	1.8828	1.9299	2.0173	2.0678
11	1.3121	1.3449	1.4433	1.4794	1.6401	1.6811	1.8369	1.8828	1.9681	2.0173
10	1.2801	1.3121	1.4081	1.4433	1.6001	1.6401	1.7921	1.8369	1.9201	1.9681
9	1.2489	1.2801	1.3737	1.4081	1.5611	1.6001	1.7484	1.7921	1.8733	1.9201
8	1.2184	1.2489	1.3402	1.3737	1.5230	1.5611	1.7058	1.7484	1.8276	1.8733
7	1.1887	1.2184	1.3076	1.3402	1.4859	1.5230	1.6642	1.7058	1.7830	1.8276
6	1.1597	1.1887	1.2757	1.3076	1.4496	1.4859	1.6236	1.6642	1.7395	1.7830
5	1.1314	1.1597	1.2445	1.2757	1.4143	1.4496	1.5840	1.6236	1.6971	1.7395
4	1.1038	1.1314	1.2142	1.2445	1.3798	1.4143	1.5453	1.5840	1.6557	1.6971
3	1.0769	1.1038	1.1846	1.2142	1.3461	1.3798	1.5076	1.5453	1.6153	1.6557
2	1.0506	1.0769	1.1557	1.1846	1.3133	1.3461	1.4709	1.5076	1.5759	1.6153
1	1.0000	1.0250	1.1275	1.1557	1.2813	1.3133	1.4350	1.4709	1.5375	1.5759
	1.0000	1.0250	1.1000	1.1275	1.2500	1.2813	1.4000	1.4350	1.5000	1.5375
median	1.448	1.485	1.593	1.633	1.810	1.856	2.028	2.078	2.172	2.227
midpoint	1.549	1.588	1.704	1.746	1.936	1.984	2.168	2.223	2.323	2.381

$32,710

DEFINE BASE ABOVE

Average function 1.8780
Median function 1.8095
Midpoint function 2.1125

MEDIAN POSSIBILITIES TO SET

*2003
column 4 step 10 (unten) 1.7921
column 4 step 10 (ten) 1.8369
column 4 step 10 (median) 1.8145

column 2-5 step 16 average (unten) 1.9484
column 2-5 step 16 average (ten) 1.9971
column 2-5 step 16 average (median) 1.9728

column 3 step 15 (unten) 1.8104
column 3 step 15 (ten) 1.8556
column 3 step 15 (median) 1.8330

*2007
column 3 step 16 (unten) 1.8556
column 3 step 16 (ten) 1.9020
column 3 step 16 (median) 1.8788

	Univ	Percent	3/15 med
	83911	82.30%	$ 69,059

	Current	Model 1
	$32,710	$40,112

CURRENT BASE SALARY SCHEDULE
2012-2013

Steps	1	1T	2	2T	3	3T	4	4T	5	5T
30	$68,611	$70,327	$75,473	$77,359	$85,764	$87,908	$96,056	$98,457	$102,917	$105,490
29	$66,938	$68,611	$73,632	$75,473	$83,672	$85,764	$93,713	$96,056	$100,407	$102,917
28	$65,305	$66,938	$71,836	$73,632	$81,632	$83,672	$91,427	$93,713	$97,958	$100,407
27	$63,713	$65,305	$70,084	$71,836	$79,641	$81,632	$89,198	$91,427	$95,569	$97,958
26	$62,159	$63,713	$68,374	$70,084	$77,698	$79,641	$87,022	$89,198	$93,238	$95,569
25	$60,643	$62,159	$66,707	$68,374	$75,803	$77,698	$84,900	$87,022	$90,964	$93,238
24	$59,163	$60,643	$65,080	$66,707	$73,954	$75,803	$82,829	$84,900	$88,745	$90,964
23	$57,720	$59,163	$63,492	$65,080	$72,151	$73,954	$80,809	$82,829	$86,581	$88,745
22	$56,313	$57,720	$61,944	$63,492	$70,391	$72,151	$78,838	$80,809	$84,469	$86,581
21	$54,939	$56,313	$60,433	$61,944	$68,674	$70,391	$76,915	$78,838	$82,409	$84,469
20	$53,599	$54,939	$58,959	$60,433	$66,999	$68,674	$75,039	$76,915	$80,399	$82,409
19	$52,292	$53,599	$57,521	$58,959	$65,365	$66,999	$73,209	$75,039	$78,438	$80,399
18	$51,016	$52,292	$56,118	$57,521	$63,771	$65,365	$71,423	$73,209	$76,525	$78,438
17	$49,772	$51,016	$54,749	$56,118	$62,215	$63,771	$69,681	$71,423	$74,658	$76,525
16	$48,558	$49,772	$53,414	$54,749	$60,698	$62,215	$67,981	$69,681	$72,837	$74,658
15	$47,374	$48,558	$52,111	$53,414	$59,217	$60,698	$66,323	$67,981	$71,061	$72,837
14	$46,218	$47,374	$50,840	$52,111	$57,773	$59,217	$64,706	$66,323	$69,328	$71,061
13	$45,091	$46,218	$49,600	$50,840	$56,364	$57,773	$63,128	$64,706	$67,637	$69,328
12	$43,991	$45,091	$48,390	$49,600	$54,989	$56,364	$61,588	$63,128	$65,987	$67,637
11	$42,918	$43,991	$47,210	$48,390	$53,648	$54,989	$60,086	$61,588	$64,378	$65,987
10	$41,872	$42,918	$46,059	$47,210	$52,339	$53,648	$58,620	$60,086	$62,807	$64,378
9	$40,850	$41,872	$44,935	$46,059	$51,063	$52,339	$57,190	$58,620	$61,275	$62,807
8	$39,854	$40,850	$43,839	$44,935	$49,817	$51,063	$55,796	$57,190	$59,781	$61,275
7	$38,882	$39,854	$42,770	$43,839	$48,602	$49,817	$54,435	$55,796	$58,323	$59,781
6	$37,934	$38,882	$41,727	$42,770	$47,417	$48,602	$53,107	$54,435	$56,900	$58,323
5	$37,008	$37,934	$40,709	$41,727	$46,260	$47,417	$51,812	$53,107	$55,513	$56,900
4	$36,106	$37,008	$39,716	$40,709	$45,132	$46,260	$50,548	$51,812	$54,159	$55,513
3	$35,225	$36,106	$38,748	$39,716	$44,031	$45,132	$49,315	$50,548	$52,838	$54,159
2	$34,366	$35,225	$37,803	$38,748	$42,957	$44,031	$48,112	$49,315	$51,549	$52,838
1	$33,528	$34,366	$36,881	$37,803	$41,910	$42,957	$46,939	$48,112	$50,292	$51,549
0	$32,710	$33,528	$35,981	$36,881	$40,888	$41,910	$45,794	$46,939	$49,065	$50,292

$59,958

MEDIAN POSSIBILITIES TO SET

*2003
column 4 step 10 (unten)
column 4 step 10 (ten)
column 4 step 10 (median)

column 2-5 step 16 average (unten)
column 2-5 step 16 average (ten)
column 2-5 step 16 average (median)

*2007
column 3 step 15 (unten)
column 3 step 15 (ten)
column 3 step 15 (median)

column 3 step 16 (unten)
column 3 step 16 (ten)
column 3 step 16 (median)