

Wood River-Hartford Elementary School District #15

Serving Children with Excellence

501 East Lorena Avenue, Wood River, Illinois 62095 618.254.0607 Fax: 618.254.9048 Web Page: www.wr15.org

Patrick Anderson
Superintendent

Mark Begando
Principal

Kelly Bohnenstiehl
Principal

Heather Johnson
Principal

MOST RECENT OFFER WITH COST SUMMARY **(Submitted November 24, 2015)**

- **Introduction**

Pursuant to Section 12(a-5) of the Illinois Educational Labor Relations Act (115 ILCS 5/12(a-5)) and Section 1130.35 of the Rules of the Illinois Educational Labor Relations Board (IELRB) (80 Ill. Adm. Code 1130.35), Wood River – Hartford School District No. 15 (“District”) submits to the IELRB for public posting this Most Recent Offer with Cost Summary previously made to the Wood River Education Association, IEA-NEA (“Union”). The District and the Union have been collectively bargaining over financial and language matters for a successor agreement to a 2012-2015 Collective Bargaining Agreement that expired on August 19, 2015. While the District and the Union have reached tentative agreement as to the language matters, the parties have entered mediation on the remaining financial/salary issues. Specifically, the District and the Union have already participated in a mediation session with a Federal Mediation and Conciliation Service Mediator, with another scheduled for December 14, 2015. The 2015-16 school year commenced on August 17, 2015.

- **Background**

The District is an elementary school district located in Madison County with approximately 755 pre-kindergarten through eighth grade students. There are three facilities in the District: two (2) elementary schools and one (1) junior high school high school.

Like many Illinois school districts, the District has experienced deficit spending and diminishing fund balances under recent financial conditions beyond its control. General State Aid losses due to pro-rated formulas for Fiscal Years 2014 and 2015 alone reduced the District’s revenue from the State over \$380,000. Furthermore, 2014 rate-setting Equalized Assessed Valuation spiraled downward over \$6,300,000 as a result of a four (4) year settlement with Wood River Refinery. Fiscal Year 2015 ended with the District spending 31.3% of its Education Fund reserves and 55.7% of its Building Fund reserves. In an attempt to counter-balance its revenue shortfall, the District has incorporated several budgetary reductions, including personnel changes through attrition and a change in insurance providers (albeit without modification of insurance benefits). However, declining enrollment and a reduction in Illinois Department of Human Services counts reduced Federal funding for the District’s Fiscal Year 2016. Long-term projections reveal that the District will use nearly all of its Education Fund reserves and Building Fund reserves by Fiscal Year 2018. Simply put, the District will remain plagued by deficit spending through the foreseeable future.

- **District's Most Recent Offer With Cost Summary**

As to the remaining financial/salary matters unresolved between the District and the Union, the District's most recent offer involves a three (3) year collective bargaining agreement with the following wage increases (see Exhibit A attached):

- For each of the 2015-16, 2016-17 and 2017-18 school years, the certified staff would receive additional compensation as follows:
 - a 0.5% increase to the beginning salary cell that will compound; and
 - a vertical step movement for experience that will compound.

This amounts to an average total increase of 7.37% over three (3) years (with average annual increases of 2.79% in the 2015-16 school year, 2.41% in the 2016-17 school year and 2.16% in the 2017-18 school year), for a total cost of \$210,672 for certified staff.

- For each of the 2015-16, 2016-17 and 2017-18 school years, the educational support staff would receive additional compensation as follows:
 - a 1.0% increase to the beginning salary cell of each category that will compound; and
 - a vertical step movement for experience that will compound.

This amounts to an average total increase of 5.99% over three (3) years (with average annual increases of 2.15% in the 2015-16 school year, 1.99% in the 2016-17 school year, and 1.85% in the 2017-18 school year), for a total cost of \$49,091 for educational support staff.

Furthermore, the District's most recent offer maintains the following significant financial terms in the current Collective Bargaining Agreement:

- 90% District contributions toward employee-only health insurance premiums;
- horizontal lane movement for education for certified staff;
- 6% end-of-career salary increase for certified staff giving notice of retirement;
- educational support personnel total work hours, total annual days, and retirement bonus.

Finally, the District's notes that its salary schedules already compare favorably to surrounding elementary school districts in Madison County and St. Clair County based upon respective data from the 2014-15 school year. (See Exhibit B attached)

- **Conclusion**

Considering the foregoing financial conditions that it faces, the District's most recent offer is fair and equitable to the Union, and certainly recognizes the valuable contributions and commitment of its certified and educational support staff, while remaining mindful of the District's obligations to District stakeholders other than the Union, including students, parents and taxpayers. The execution of a successor collective bargaining agreement remains subject to and conditioned upon approval by the Wood River – Hartford School District No. 15 Board of Education pursuant to applicable policies/law.

EXHIBIT A

Wood River-Hartford ESD #15

**3 Year Contract Proposal - .5% on Cert Beg / 1% on ESP Beg
Freeze Extra Curr**

| | FY2016 Year 1 Cost | FY2017 Year 2 Cost | FY2018 Year 3 Cost | 3 Yr Cost | Total 3 Yr Pkg Cost | Yearly Cost Detail | | |
|-------------------------------|-----------------------------------|-----------------------------------|-----------------------------------|----------------------|--------------------------------|---------------------------|---------------|---------------|
| | | | | | | Yr 1 % | Yr 2 % | Yr 3 % |
| Certified Personnel | \$69,787 | \$65,967 | \$61,039 | \$196,793 | 7.37% | 2.79% | 2.41% | 2.16% |
| 6% Capped Retirees (2) | \$9,416 | \$4,463 | \$0 | \$13,879 | | | | |
| Educational Support Personnel | \$17,263 | \$16,326 | \$15,501 | \$49,091 | 5.99% | 2.15% | 1.99% | 1.85% |
| Extra Curricular Salaries | \$0 | \$0 | \$0 | \$0 | 0.00% | 0.00% | 0.00% | 0.00% |
| Proposal Cost for WREA | \$96,467 | \$86,756 | \$76,540 | \$259,763 | | | | |

Current language addresses those "non steppers" from 13/14 and 14/15.

FY2016 Certified Salary Scale 0% On Beg

100.500%

| Year | BA | BA+12 | BA+24 | MA | MA+12 | MA+24 | MA+32 |
|------|--------|--------|--------|--------|--------|--------|--------|
| 1 | 37,524 | 38,623 | 39,715 | 40,813 | 41,910 | 43,006 | 44,103 |
| 2 | 38,623 | 39,715 | 40,813 | 41,910 | 43,006 | 44,103 | 45,201 |
| 3 | 39,393 | 40,813 | 41,910 | 43,006 | 44,103 | 45,201 | 46,661 |
| 4 | 40,165 | 41,265 | 42,362 | 43,458 | 44,554 | 46,016 | 47,479 |
| 5 | 40,942 | 42,037 | 43,135 | 44,595 | 45,692 | 47,154 | 48,618 |
| 6 | 42,401 | 43,500 | 44,595 | 46,059 | 47,154 | 48,618 | 50,078 |
| 7 | 43,865 | 44,961 | 46,059 | 47,520 | 48,618 | 50,078 | 51,544 |
| 8 | 45,329 | 46,426 | 47,520 | 48,983 | 50,078 | 51,544 | 53,004 |
| 9 | 46,789 | 47,888 | 48,983 | 50,447 | 51,544 | 53,004 | 54,466 |
| 10 | 48,251 | 49,348 | 50,447 | 51,908 | 53,004 | 54,466 | 55,929 |
| 11 | 49,711 | 50,811 | 51,908 | 53,368 | 54,466 | 55,929 | 57,389 |
| 12 | 51,177 | 52,273 | 53,368 | 54,830 | 55,929 | 57,389 | 58,853 |
| 13 | 52,636 | 53,736 | 54,830 | 56,295 | 57,389 | 58,853 | 60,314 |
| 14 | 54,101 | 55,195 | 56,295 | 57,755 | 58,853 | 60,314 | 61,779 |
| 15 | 55,564 | 56,661 | 57,755 | 59,220 | 60,314 | 61,779 | 63,239 |
| 16 | 57,027 | 58,122 | 59,220 | 60,681 | 61,779 | 63,239 | 64,702 |
| 17 | 58,486 | 59,583 | 60,681 | 62,142 | 63,239 | 64,702 | 66,166 |
| 18 | 59,948 | 61,047 | 62,142 | 63,605 | 64,702 | 66,166 | 67,624 |
| 19 | 61,779 | 62,872 | 63,605 | 65,066 | 66,166 | 67,624 | 69,089 |
| 20 | 61,779 | 62,872 | 65,432 | 66,529 | 67,624 | 69,089 | 70,549 |
| 21 | 61,779 | 62,872 | 65,432 | 68,357 | 69,453 | 70,916 | 72,378 |
| 22 | 61,779 | 62,872 | 65,432 | 68,357 | 69,453 | 70,916 | 74,206 |
| 23 | 63,970 | 65,066 | 67,623 | 70,551 | 71,648 | 73,841 | 76,398 |

FY2017 Certified Salary Scale 0% On Beg

100.500%

| Year | BA | BA+12 | BA+24 | MA | MA+12 | MA+24 | MA+32 |
|------|--------|--------|--------|--------|--------|--------|--------|
| 1 | 37,711 | 38,816 | 39,914 | 41,017 | 42,120 | 43,221 | 44,324 |
| 2 | 38,816 | 39,914 | 41,017 | 42,120 | 43,221 | 44,324 | 45,427 |
| 3 | 39,590 | 41,017 | 42,120 | 43,221 | 44,324 | 45,427 | 46,894 |
| 4 | 40,366 | 41,471 | 42,574 | 43,675 | 44,777 | 46,247 | 47,716 |
| 5 | 41,147 | 42,247 | 43,351 | 44,818 | 45,920 | 47,390 | 48,861 |
| 6 | 42,613 | 43,717 | 44,818 | 46,289 | 47,390 | 48,861 | 50,329 |
| 7 | 44,085 | 45,185 | 46,289 | 47,758 | 48,861 | 50,329 | 51,801 |
| 8 | 45,555 | 46,658 | 47,758 | 49,228 | 50,329 | 51,801 | 53,269 |
| 9 | 47,023 | 48,127 | 49,228 | 50,699 | 51,801 | 53,269 | 54,738 |
| 10 | 48,492 | 49,595 | 50,699 | 52,167 | 53,269 | 54,738 | 56,209 |
| 11 | 49,960 | 51,065 | 52,167 | 53,635 | 54,738 | 56,209 | 57,676 |
| 12 | 51,433 | 52,534 | 53,635 | 55,104 | 56,209 | 57,676 | 59,147 |
| 13 | 52,900 | 54,004 | 55,104 | 56,576 | 57,676 | 59,147 | 60,616 |
| 14 | 54,371 | 55,471 | 56,576 | 58,043 | 59,147 | 60,616 | 62,088 |
| 15 | 55,842 | 56,944 | 58,043 | 59,516 | 60,616 | 62,088 | 63,555 |
| 16 | 57,312 | 58,413 | 59,516 | 60,984 | 62,088 | 63,555 | 65,026 |
| 17 | 58,778 | 59,881 | 60,984 | 62,453 | 63,555 | 65,026 | 66,496 |
| 18 | 60,248 | 61,353 | 62,453 | 63,923 | 65,026 | 66,496 | 67,962 |
| 19 | 62,088 | 63,186 | 63,923 | 65,391 | 66,496 | 67,962 | 69,434 |
| 20 | 62,088 | 63,186 | 65,759 | 66,862 | 67,962 | 69,434 | 70,902 |
| 21 | 62,088 | 63,186 | 65,759 | 68,699 | 69,801 | 71,271 | 72,739 |
| 22 | 62,088 | 63,186 | 65,759 | 68,699 | 69,801 | 71,271 | 74,577 |
| 23 | 64,290 | 65,392 | 67,961 | 70,903 | 72,006 | 74,210 | 76,780 |

FY2018 Certified Salary Scale 0% On Beg

100.500%

| Year | BA | BA+12 | BA+24 | MA | MA+12 | MA+24 | MA+32 |
|------|---------------|--------|--------|--------|--------|--------|--------|
| 1 | 37,900 | 39,010 | 40,113 | 41,223 | 42,330 | 43,437 | 44,546 |
| 2 | 39,010 | 40,113 | 41,223 | 42,330 | 43,437 | 44,546 | 45,654 |
| 3 | 39,788 | 41,223 | 42,330 | 43,437 | 44,546 | 45,654 | 47,128 |
| 4 | 40,568 | 41,678 | 42,787 | 43,894 | 45,001 | 46,478 | 47,955 |
| 5 | 41,353 | 42,458 | 43,568 | 45,042 | 46,150 | 47,626 | 49,105 |
| 6 | 42,826 | 43,936 | 45,042 | 46,521 | 47,626 | 49,105 | 50,580 |
| 7 | 44,305 | 45,411 | 46,521 | 47,996 | 49,105 | 50,580 | 52,060 |
| 8 | 45,783 | 46,891 | 47,996 | 49,474 | 50,580 | 52,060 | 53,535 |
| 9 | 47,258 | 48,368 | 49,474 | 50,953 | 52,060 | 53,535 | 55,012 |
| 10 | 48,735 | 49,843 | 50,953 | 52,428 | 53,535 | 55,012 | 56,490 |
| 11 | 50,210 | 51,320 | 52,428 | 53,903 | 55,012 | 56,490 | 57,964 |
| 12 | 51,690 | 52,797 | 53,903 | 55,379 | 56,490 | 57,964 | 59,443 |
| 13 | 53,164 | 54,274 | 55,379 | 56,859 | 57,964 | 59,443 | 60,919 |
| 14 | 54,643 | 55,749 | 56,859 | 58,334 | 59,443 | 60,919 | 62,398 |
| 15 | 56,121 | 57,229 | 58,334 | 59,814 | 60,919 | 62,398 | 63,873 |
| 16 | 57,598 | 58,705 | 59,814 | 61,289 | 62,398 | 63,873 | 65,351 |
| 17 | 59,072 | 60,180 | 61,289 | 62,765 | 63,873 | 65,351 | 66,829 |
| 18 | 60,549 | 61,659 | 62,765 | 64,242 | 65,351 | 66,829 | 68,302 |
| 19 | 62,398 | 63,502 | 64,242 | 65,718 | 66,829 | 68,302 | 69,781 |
| 20 | 62,398 | 63,502 | 66,088 | 67,196 | 68,302 | 69,781 | 71,257 |
| 21 | 62,398 | 63,502 | 66,088 | 69,042 | 70,150 | 71,627 | 73,103 |
| 22 | 62,398 | 63,502 | 66,088 | 69,042 | 70,150 | 71,627 | 74,950 |
| 23 | 64,612 | 65,719 | 68,301 | 71,258 | 72,366 | 74,581 | 77,164 |

FY2016 ESP SALARIES

101.00%

| Year | Teacher Aide | Secretary | Clerk | Custodian | Cleaning Staff | Bus Driver | Head Cook | Cook | Cook Helper | Monitor |
|------|--------------|-----------|-------|-----------|----------------|------------|-----------|-------|-------------|---------|
| 1 | 16.13 | 15.58 | 11.35 | 15.73 | 13.36 | 13.43 | 13.59 | 13.29 | 13.21 | 12.04 |
| 2 | 16.61 | 16.05 | 11.69 | 16.20 | 13.76 | 13.84 | 14.00 | 13.69 | 13.61 | 12.40 |
| 3 | 17.10 | 16.52 | 12.03 | 16.67 | 14.16 | 14.24 | 14.41 | 14.09 | 14.00 | 12.76 |
| 4 | 17.58 | 16.99 | 12.37 | 17.14 | 14.56 | 14.64 | 14.82 | 14.49 | 14.40 | 13.12 |
| 5 | 17.90 | 17.30 | 12.60 | 17.46 | 14.83 | 14.91 | 15.09 | 14.75 | 14.66 | 13.36 |
| 6 | 18.39 | 17.77 | 12.94 | 17.93 | 15.23 | 15.31 | 15.50 | 15.15 | 15.06 | 13.72 |
| 7 | 18.71 | 18.08 | 13.17 | 18.24 | 15.50 | 15.58 | 15.77 | 15.42 | 15.32 | 13.97 |
| 8 | 19.03 | 18.39 | 13.40 | 18.56 | 15.77 | 15.85 | 16.04 | 15.68 | 15.59 | 14.21 |
| 9 | 19.36 | 18.70 | 13.62 | 18.87 | 16.03 | 16.12 | 16.31 | 15.95 | 15.85 | 14.45 |
| 10 | 19.68 | 19.01 | 13.85 | 19.19 | 16.30 | 16.39 | 16.59 | 16.22 | 16.12 | 14.69 |
| 11 | 20.00 | 19.32 | 14.08 | 19.50 | 16.57 | 16.66 | 16.86 | 16.48 | 16.38 | 14.93 |
| 12 | 20.32 | 19.64 | 14.30 | 19.81 | 16.84 | 16.93 | 17.13 | 16.75 | 16.65 | 15.17 |
| 13 | 20.65 | 19.95 | 14.53 | 20.13 | 17.10 | 17.19 | 17.40 | 17.01 | 16.91 | 15.41 |
| 14 | 20.97 | 20.26 | 14.76 | 20.44 | 17.37 | 17.46 | 17.67 | 17.28 | 17.17 | 15.65 |
| 15 | 21.29 | 20.57 | 14.99 | 20.76 | 17.64 | 17.73 | 17.94 | 17.54 | 17.44 | 15.89 |

FY2017 ESP SALARIES

0

101.00%

| Year | Teacher Aide | Secretary | Clerk | Custodian | Cleaning Staff | Bus Driver | Head Cook | Cook | Cook Helper | Monitor |
|------|--------------|-----------|-------|-----------|----------------|------------|-----------|-------|-------------|---------|
| 1 | 16.29 | 15.74 | 11.47 | 15.88 | 13.50 | 13.57 | 13.73 | 13.42 | 13.34 | 12.16 |
| 2 | 16.78 | 16.21 | 11.81 | 16.36 | 13.90 | 13.97 | 14.14 | 13.83 | 13.74 | 12.52 |
| 3 | 17.27 | 16.68 | 12.15 | 16.84 | 14.31 | 14.38 | 14.55 | 14.23 | 14.14 | 12.89 |
| 4 | 17.76 | 17.16 | 12.50 | 17.31 | 14.71 | 14.79 | 14.97 | 14.63 | 14.54 | 13.25 |
| 5 | 18.08 | 17.47 | 12.73 | 17.63 | 14.98 | 15.06 | 15.24 | 14.90 | 14.81 | 13.50 |
| 6 | 18.57 | 17.94 | 13.07 | 18.11 | 15.39 | 15.47 | 15.65 | 15.30 | 15.21 | 13.86 |
| 7 | 18.90 | 18.26 | 13.30 | 18.42 | 15.66 | 15.74 | 15.93 | 15.57 | 15.48 | 14.11 |
| 8 | 19.22 | 18.57 | 13.53 | 18.74 | 15.93 | 16.01 | 16.20 | 15.84 | 15.74 | 14.35 |
| 9 | 19.55 | 18.89 | 13.76 | 19.06 | 16.20 | 16.28 | 16.48 | 16.11 | 16.01 | 14.59 |
| 10 | 19.88 | 19.20 | 13.99 | 19.38 | 16.47 | 16.55 | 16.75 | 16.38 | 16.28 | 14.83 |
| 11 | 20.20 | 19.52 | 14.22 | 19.69 | 16.73 | 16.82 | 17.03 | 16.65 | 16.55 | 15.08 |
| 12 | 20.53 | 19.83 | 14.45 | 20.01 | 17.00 | 17.09 | 17.30 | 16.91 | 16.81 | 15.32 |
| 13 | 20.85 | 20.15 | 14.68 | 20.33 | 17.27 | 17.37 | 17.58 | 17.18 | 17.08 | 15.56 |
| 14 | 21.18 | 20.46 | 14.91 | 20.65 | 17.54 | 17.64 | 17.85 | 17.45 | 17.35 | 15.81 |
| 15 | 21.50 | 20.78 | 15.14 | 20.97 | 17.81 | 17.91 | 18.12 | 17.72 | 17.61 | 16.05 |

FY2018 ESP SALARIES

0

101.00%

| Year | Teacher Aide | Secretary | Clerk | Custodian | Cleaning Staff | Bus Driver | Head Cook | Cook | Cook Helper | Monitor |
|------|-----------------|-----------|-------|-----------|-------------------|---------------|--------------|-------|----------------|---------|
| 1 | 16.45 | 15.90 | 11.58 | 16.04 | 13.63 | 13.70 | 13.87 | 13.56 | 13.48 | 12.28 |
| 2 | 16.95 | 16.37 | 11.93 | 16.52 | 14.04 | 14.11 | 14.28 | 13.97 | 13.88 | 12.65 |
| 3 | 17.44 | 16.85 | 12.28 | 17.00 | 14.45 | 14.53 | 14.70 | 14.37 | 14.28 | 13.02 |
| 4 | 17.93 | 17.33 | 12.62 | 17.49 | 14.86 | 14.94 | 15.12 | 14.78 | 14.69 | 13.39 |
| 5 | 18.26 | 17.65 | 12.85 | 17.81 | 15.13 | 15.21 | 15.39 | 15.05 | 14.96 | 13.63 |
| 6 | 18.76 | 18.12 | 13.20 | 18.29 | 15.54 | 15.62 | 15.81 | 15.46 | 15.36 | 14.00 |
| 7 | 19.09 | 18.44 | 13.43 | 18.61 | 15.81 | 15.90 | 16.09 | 15.73 | 15.63 | 14.25 |
| 8 | 19.42 | 18.76 | 13.67 | 18.93 | 16.08 | 16.17 | 16.36 | 16.00 | 15.90 | 14.49 |
| 9 | 19.74 | 19.08 | 13.90 | 19.25 | 16.36 | 16.44 | 16.64 | 16.27 | 16.17 | 14.74 |
| 10 | 20.07 | 19.40 | 14.13 | 19.57 | 16.63 | 16.72 | 16.92 | 16.54 | 16.44 | 14.98 |
| 11 | 20.40 | 19.71 | 14.36 | 19.89 | 16.90 | 16.99 | 17.20 | 16.81 | 16.71 | 15.23 |
| 12 | 20.73 | 20.03 | 14.59 | 20.21 | 17.17 | 17.27 | 17.47 | 17.08 | 16.98 | 15.47 |
| 13 | 21.06 | 20.35 | 14.82 | 20.53 | 17.45 | 17.54 | 17.75 | 17.36 | 17.25 | 15.72 |
| 14 | 21.39 | 20.67 | 15.05 | 20.85 | 17.72 | 17.81 | 18.03 | 17.63 | 17.52 | 15.97 |
| 15 | 21.72 | 20.98 | 15.29 | 21.18 | 17.99 | 18.09 | 18.31 | 17.90 | 17.79 | 16.21 |

EXHIBIT B

| Salary Comparison Using 2014-2015 Teacher Salary Scales | WR #15 | Madison County Schools | | | | | | | |
|---|------------|------------------------|------------|----------------|--------------|------------|------------|------------|------------|
| | | Alton | Bethalto | East Alton #13 | Edwardsville | Gran City | Highland | Madison | Roxana |
| Bachelors-Step 1 | 37,337 | 34,173 | 35,214 | 39,998 | 37,230 | 39,610 | 35,318 | 33,398 | 43,219 |
| Bachelors-Step 23 | 63,651 | 61,682 | 65,604 | 67,345 | 53,239 | 76,535 | 46,563 | 53,001 | 64,232 |
| Masters-Step 1 | 40,610 | 38,274 | 39,588 | 43,198 | 40,953 | 41,266 | 37,499 | 36,132 | 49,166 |
| Masters-Step 23 | 70,199 | 65,783 | 71,477 | 71,011 | 69,620 | 80,030 | 71,142 | 60,364 | 74,145 |
| Highest Masters-Step 1 | 43,884 | 41,691 | 43,084 | 45,997 | 43,559 | 41,834 | 40,439 | 36,508 | 53,926 |
| Highest Masters-Step 23 | 76,017 | 69,200 | 76,178 | 74,238 | 76,322 | 81,230 | 74,082 | 65,660 | 78,905 |
| Max Steps Bachelors | 23 | 24 | 26 | 24 | 14 | 30 | 14 | 20 | 13 |
| Max Steps Masters | 23 | 24 | 26 | 24 | 23 | 30 | 23 | 27 | 15 |
| Highest Degree | Masters+32 | Doctor | Masters+32 | Masters+36 | Masters+32 | Masters+32 | Masters+42 | Masters+30 | Masters+48 |

| Salary Comparison Using 2014-2015 Teacher Salary Scales | WR #15 | St. Clair County | | |
|---|------------|------------------|-------------|------------|
| | | Belle Valley | Central 104 | Whiteside |
| Bachelors-Step 1 | 37,337 | 32,324 | 37,064 | 38,556 |
| Bachelors-Step 23 | 63,651 | 52,786 | 51,949 | 55,612 |
| Masters-Step 1 | 40,610 | 33,567 | 39,064 | 40,790 |
| Masters-Step 23 | 70,199 | 55,669 | 64,254 | 70,751 |
| Highest Masters-Step 1 | 43,884 | 34,810 | 40,564 | 42,577 |
| Highest Masters-Step 23 | 76,017 | 57,653 | 65,754 | 76,637 |
| Max Steps Bachelors | 23 | 34 | 14 | 14 |
| Max Steps Masters | 23 | 34 | 31 | 25 |
| Highest Degree | Masters+32 | Masters+32 | Masters+24 | Masters+32 |