

Summary

	My Organization	Market Median	Comparison to Market (%)	Dollar Difference (\$)
Number of Districts		40		
Number of Teachers	559	183		
0-Year Salary	\$54,500	\$47,925	113.7%	\$6,575
5-Year Salary	\$55,985	\$49,825	112.4%	\$6,160
10-Year Salary	\$57,985	\$52,488	110.5%	\$5,498
15-Year Salary	\$59,485	\$55,710	106.8%	\$3,775
20-Year Salary	\$61,485	\$58,514	105.1%	\$2,972
Highest Salary on Schedule	\$64,585	\$63,470	101.8%	\$1,115
Average Salary	\$58,645	\$54,175	108.3%	\$4,470



Data Selection Criteria

Enrollment:

ESC Region: 20

Effective School Year: 2020-21

Specific Organization Names Selected? No

All



Salary Summary and Details

Organization	ESC	Enroll	Teacher Count	0-Year Salary	5-Year Salary	10-Year Salary	15-Year Salary	20-Year Salary	Highest Salary On Schedule	Max Years Credit	Highest Actual Salary	Average Salary
My Organization	20	8,200	559	\$54,500	\$55 <i>,</i> 985	\$57,985	\$59 <i>,</i> 485	\$61,485	\$64,585	26	\$73 <i>,</i> 878	\$58,645
Market Group		2,709	183	\$47,925	\$49,825	\$52,488	\$55,710	\$58,514	\$63,470	30	\$66,188	\$54,175
Comparison to Market (%)				113.7%	112.4%	110.5%	106.8%	105.1%	101.8%		111.6%	108.3%
Dollar Difference (\$)				\$6,575	\$6,160	\$5,498	\$3,775	\$2,972	\$1,115		\$7,690	\$4,470
Market Group Minimum		215	18	\$33,660	\$38,880	\$45,630	\$50,710	\$54,540	\$54,540	20	\$54,540	\$45,000
Market Group Maximum		107,458	6,938	\$56,135	\$57,470	\$60,377	\$63,106	\$65 <i>,</i> 890	\$73,217	41	\$97,499	\$63,652

Organization	ESC	Enroll	Teacher Count	0-Year Salary	5-Year Salary	10-Year Salary	15-Year Salary	20-Year Salary	Highest Salary On Schedule	Max Years Credit	Highest Actual Salary	Average Salary
Alamo Heights ISD	20	4,800	327	\$52,950	\$54,187	\$56,350	\$57,586	\$58,662	\$61,951	25	\$85,471	\$58,216
Bandera ISD	20	2,224	143	\$46,690	\$48,720	\$51,968	\$54,810	\$57,855	\$63,958	30	\$64,973	\$53,256
Brackett ISD	20	517	57	\$35,000	\$39,880	\$46,630	\$51,710	\$55,540	\$55,540	20	\$67,850	\$47,851
Carrizo Springs CISD	20	2,020	146	\$46,000	\$47,634	\$49,470	\$54,360	\$58,511	\$63,754	36	\$63,754	\$53,631
Center Point ISD	20	560	43	\$42,460	\$45,150	\$48,055	\$51,385	\$55,310	\$62,650	35	\$61,600	\$51,477
Comal ISD	20	25,198	1,701	\$48,000	\$51,569	\$53,493	\$55,777	\$58,516	\$60,886	30	\$65,198	\$54,485
Cotulla ISD	20	1,350	119	\$52,990	\$54,340	\$57,880	\$61,840	\$65,385	\$66,835	24	\$66,835	\$59,976
Crystal City ISD	20	1,749	112	\$40,200	\$41,232	\$45,633	\$50,710	\$54,541	\$54,632	30	\$54,632	\$45,680
Devine ISD	20	1,859	136	\$46,420	\$49,058	\$52,675	\$55,363	\$58,050	\$63,425	30	\$63,425	\$55,363
Dilley ISD	20	890	74	\$47,000	\$48,775	\$50,325	\$51,975	\$54,731	\$54,731	20	\$68,242	\$50,240

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Organization	ESC	Enroll	Teacher Count	0-Year Salary	5-Year Salary	10-Year Salary	15-Year Salary	20-Year Salary	Highest Salary On Schedule	Max Years Credit	Highest Actual Salary	Average Salary
Eagle Pass ISD	20	14,500	798	\$49,500	\$50,300	\$52,300	\$54,300	\$56,300	\$56,300	20	\$86,004	\$61,282
East Central ISD	20	9,452	643	\$51,500	\$54,185	\$57,720	\$58,215	\$59,945	\$63,515	25	\$79,132	\$56,706
Edgewood ISD-Bexar County	20	8,827	565	\$53,000	\$55,163	\$56,472	\$57,787	\$59,511	\$64,790	30	\$71,191	\$57,635
Falls City ISD	20	404	34	\$38,600	\$43,880	\$50,630	\$55,710	\$61,040	\$61,040	20	\$61,040	\$53,264
Floresville ISD	20	3,972	255	\$47,850	\$49,350	\$52,250	\$54,250	\$56,450	\$64,550	30	\$64,550	\$54,250
Fort Sam Houston ISD	20	1,486	136	\$53,000	\$55,000	\$57,750	\$60,550	\$63,575	\$66,750	25	\$73,886	\$59,668
Harlandale ISD	20	12,526	1,002	\$54,150	\$55,411	\$58,160	\$59,525	\$61,999	\$67,249	30	\$97,499	\$60,643
Judson ISD	20	22,800	1,664	\$52,552	\$53,582	\$54,632	\$56,232	\$57,832	\$67,442	41	\$71,942	\$55,270
Kerrville ISD	20	4,771	324	\$47,250	\$48,150	\$50,250	\$53,250	\$56,750	\$62,550	30	\$66,140	\$53,214
La Vernia ISD	20	3,193	219	\$47,800	\$49,300	\$51,300	\$53,300	\$56,340	\$61,545	29	\$61,545	\$47,800
Lytle ISD	20	1,686	123	\$49,900	\$51,600	\$54,600	\$56,900	\$58,400	\$59,300	23	\$60,300	\$54,100
Marion ISD	20	1,475	118	\$46,600	\$49,100	\$51,850	\$54,600	\$57,350	\$65,600	35	\$65,600	\$52,300
Medina Valley ISD	20	6,000	375	\$53,710	\$56,695	\$59,995	\$60,995	\$62,570	\$71,680	30	\$79,025	\$57,000
Natalia ISD	20	1,047	87	\$48,000	\$52,050	\$53,000	\$53,000	\$56,200	\$65,031	36	\$66,031	\$53,530
Navarro ISD	20	1,848	123	\$47,000	\$48,650	\$50,150	\$52,650	\$56,250	\$60,350	25	\$64,000	\$53,053
North East ISD	20	60,313	4,200	\$53,000	\$53,363	\$54,578	\$56,928	\$59,178	\$61,528	25	\$74,381	\$56,837
Northside ISD-Bexar County	20	107,458	6,938	\$55,110	\$56,785	\$58,960	\$60,635	\$62,540	\$67,440	30	\$81,161	\$59,887
Pearsall ISD	20	2,030	143	\$47,125	\$48,125	\$50,975	\$54,475	\$57,975	\$59,975	25	\$61,475	\$51,422
Pleasanton ISD	20	3,500	241	\$50,708	\$52,768	\$57,200	\$60,039	\$62,660	\$67,561	31	\$67,561	\$59,471
Poteet ISD	20	1,594	122	\$44,500	\$44,870	\$50,630	\$55,710	\$59,540	\$62,050	28	\$62,050	\$51,977



Organization	ESC	Enroll	Teacher Count	0-Year Salary	5-Year Salary	10-Year Salary	15-Year Salary	20-Year Salary	Highest Salary On Schedule	Max Years Credit	Highest Actual Salary	Average Salary
Poth ISD	20	836	77	\$36,729	\$41,307	\$48,241	\$52,778	\$56,210	\$56,210	30	\$61,710	\$45,000
Sabinal ISD	20	425	42	\$43,200	\$46,700	\$50,950	\$56,200	\$59,950	\$64,200	30	\$66,312	\$51,127
Schertz-Cibolo-Universal City ISD	20	15,404	1,012	\$50,600	\$55,849	\$58,277	\$59,373	\$62,249	\$69,119	30	\$74,119	\$61,279
Seguin ISD	20	6,787	502	\$51,000	\$52,300	\$55,520	\$57,601	\$59,161	\$66,236	31	\$66,236	\$57,756
Somerset ISD	20	4,150	280	\$52,000	\$52,950	\$53,950	\$56,726	\$62,038	\$66,493	28	\$66,493	\$56,004
Southside ISD	20	5,528	384	\$56,135	\$57,470	\$60,377	\$63,106	\$65,890	\$73,217	35	\$73,217	\$63,652
Southwest ISD	20	13,494	977	\$54,625	\$55,225	\$57,475	\$59,875	\$62,875	\$70,675	33	\$76,360	\$58,148
Stockdale ISD	20	790	72	\$40,000	\$42,042	\$47,120	\$51,350	\$54,750	\$57,550	30	\$58,550	\$49,286
Utopia ISD	20	215	18	\$33,660	\$38,880	\$45,630	\$50,710	\$54,540	\$54,540	20	\$54,540	\$47,310
Uvalde CISD	20	4,173	300	\$45,628	\$47,170	\$49,565	\$54,228	\$58,713	\$62,107	25	\$66,108	\$52,082



Degree and Teaching Field Stipend Summary and Details

Organization	ESC	Enroll	Master'	s Degree	Special I	ducation			Teachi	ng Field	SL-Dual nguageSecondary MathSecondary Secondary Math\$2,000\$2,000\$1,500\$2,500			
			General	Subject- Field	General	Self- Contained	Bilingual	Foreign Language	ESL- General	ESL-Dual Language	-	Secondary Science		
My Organization	20	8,200	\$1,500	\$2,300	\$2,000	\$2,600	\$2,000		\$1,200	\$2,000	\$2,000	\$2,000		
Market Group		2,709	\$1,000	\$1,800	\$1,500	\$2,000	\$2,500	\$1,500	\$1,000	\$1,500	\$2,500	\$2,000		
Comparison to Market (%)			150.0%	127.8%	133.3%	130.0%	80.0%		120.0%	133.3%	80.0%	100.0%		
Dollar Difference (\$)			\$500	\$500	\$500	\$600	(\$500)		\$200	\$500	(\$500)	\$0		
Market Group Minimum		215	\$400	\$1,500	\$500	\$500	\$1,000	\$500	\$150	\$750	\$500	\$500		
Market Group Maximum		107,458	\$2,500	\$2,000	\$3,500	\$4,000	\$4,500	\$3,500	\$2,000	\$3,000	\$6,000	\$6,000		

Organization	ESC	Enroll	Master'	s Degree	Special	Education			Teachi	ng Field		
			General	Subject- Field	General	Self- Contained	Bilingual	Foreign Language	ESL- General	ESL-Dual Language	Secondary Math	Secondary Science
Alamo Heights ISD	20	4,800	\$400	\$1,800								
Bandera ISD	20	2,224	\$1,000									
Brackett ISD	20	517	\$1,000		\$3,000	\$3,000						
Carrizo Springs CISD	20	2,020	\$1,000		\$1,500	\$2,000	\$2,000		\$2,000		\$2,000	\$2,000
Center Point ISD	20	560	\$1,000		\$1,000	\$1,000			\$1,000		\$2,000	\$2,000
Comal ISD	20	25,198	\$1,500		\$1,000	\$1,000	\$3,000			\$3,000		
Cotulla ISD	20	1,350	\$2,500		\$2,500	\$2,500	\$1,250		\$750	\$750	\$4,000	\$4,000
Crystal City ISD	20	1,749	\$1,000		\$1,000	\$1,000	\$1,000		\$1,000	\$1,000	\$2,000	\$2,000
Devine ISD	20	1,859	\$1,000		\$600	\$1,000			\$600		\$1,000	\$1,000

Source: 2020 TASB District Personnel Salary Survey



Organization	ESC	Enroll	Master'	s Degree	Special I	Education			Teachi	ng Field		
			General	Subject- Field	General	Self- Contained	Bilingual	Foreign Language	ESL- General	ESL-Dual Language	Secondary Math	Secondary Science
Dilley ISD	20	890	\$1,000	\$1,500	\$3,000	\$3,000			\$1,000		\$6,000	\$6,000
Eagle Pass ISD	20	14,500	\$500		\$500	\$500						
East Central ISD	20	9,452	\$1,800			\$2,500	\$2,500					
Edgewood ISD-Bexar County	20	8,827	\$1,523		\$1,500	\$3,000	\$3,000		\$1,500	\$1,000	\$1,500	\$1,500
Falls City ISD	20	404			\$1,500	\$1,500		\$1,500			\$4,000	
Floresville ISD	20	3,972	\$1,500			\$2,000	\$3,000					
Fort Sam Houston ISD	20	1,486	\$2,000									
Harlandale ISD	20	12,526	\$500		\$2,000	\$2,000	\$2,000		\$2,000	\$2,000	\$1,500	\$1,500
Judson ISD	20	22,800	\$2,000		\$2,000	\$2,300	\$2,000		\$1,000	\$2,000	\$1,500	\$1,500
Kerrville ISD	20	4,771	\$500		\$2,000	\$2,000	\$2,000					
La Vernia ISD	20	3,193	\$1,500		\$1,500	\$1,500	\$3,000					
Lytle ISD	20	1,686	\$1,000		\$750	\$2,500			\$300		\$5,000	\$5,000
Marion ISD	20	1,475	\$2,000			\$1,000						
Medina Valley ISD	20	6,000	\$1,000			\$2,000	\$2,000		\$1,000			
Natalia ISD	20	1,047	\$1,000		\$1,000	\$1,500			\$1,000		\$4,000	\$4,000
Navarro ISD	20	1,848	\$1,000		\$2,000	\$2,000					\$2,000	\$2,000
North East ISD	20	60,313	\$800	\$1,800			\$3,000			\$1,500		
Northside ISD-Bexar County	20	107,458	\$1,500		\$500	\$2,000	\$3,000	\$500	\$1,500	\$1,500	\$500	\$500
Pearsall ISD	20	2,030	\$1,000	\$2,000	\$900	\$2,000	\$1,500		\$600		\$4,000	\$4,000
Pleasanton ISD	20	3,500	\$2,000			\$4,000	\$3,000		\$500		\$5,000	\$5,000

Source: 2020 TASB District Personnel Salary Survey



Organization	ESC	Enroll	Master'	s Degree	Special	Education			Teachi	ng Field		
			General	Subject- Field	General	Self- Contained	Bilingual	Foreign Language	ESL- General	ESL-Dual Language	1	Secondary Science
Poteet ISD	20	1,594	\$1,000			\$4,000				\$2,000	\$4,000	\$3,000
Poth ISD	20	836	\$1,500			\$2,000		\$1,500			\$1,500	\$1,500
Sabinal ISD	20	425	\$1,000	\$1,500	\$3,500	\$3,500	\$3,500	\$3,500	\$150		\$4,500	\$4,500
Schertz-Cibolo-Universal City ISD	20	15,404	\$1,800									
Seguin ISD	20	6,787	\$1,000		\$1,500	\$1,500	\$4,500			\$1,500	\$1,500	\$1,500
Somerset ISD	20	4,150	\$1,500			\$1,000	\$2,000		\$2,000	\$2,000	\$5,000	\$2,000
Southside ISD	20	5,528	\$1,500		\$2,000	\$2,500	\$2,500		\$1,500	\$1,500	\$2,500	\$2,500
Southwest ISD	20	13,494	\$1,500			\$1,600	\$2,000					
Stockdale ISD	20	790										
Utopia ISD	20	215	\$1,000		\$2,500	\$2,500			\$1,140		\$2,500	\$2,500
Uvalde CISD	20	4,173	\$1,000			\$2,500	\$2,500			\$2,500	\$5,000	\$5,000



Leadership Roles and Other Incentives Summary and Details

Organization	ESC	Enroll	Dept.	Chair/Grad	e Leader			Other Incentive	es
			High School	Middle School	Elementary School	Mentor Teacher	Signing Bonus	Hard-to-Staff Campus	National Board Cert.
My Organization	20	8,200	\$2,000	\$1,200	\$800	\$6,000			
Market Group		2,709	\$1,500	\$1,000	\$1,000	\$500	\$3,000	\$2,250	\$3,500
Comparison to Market (%)			133.3%	120.0%	80.0%	1200.0%			
Dollar Difference (\$)			\$500	\$200	(\$200)	\$5,500			
Market Group Minimum		215	\$400	\$400	\$350	\$200	\$1,000	\$1,000	\$3,500
Market Group Maximum		107,458	\$3,850	\$3,500	\$3,000	\$2,500	\$5 <i>,</i> 000	\$3,500	\$3,500

Organization	ESC	Enroll	Dept.	Chair/Grac	le Leader			Other Incentive	es
			High School	Middle School	Elementary School	Mentor Teacher	Signing Bonus	Hard-to-Staff Campus	National Board Cert.
Alamo Heights ISD	20	4,800	\$2,000	\$1,500	\$1,000	\$500			
Bandera ISD	20	2,224	\$800	\$800	\$800	\$400			
Brackett ISD	20	517	\$1,200		\$1,200				
Carrizo Springs CISD	20	2,020	\$3,000	\$3,000	\$3,000	\$2,000	\$3,000		
Center Point ISD	20	560							
Comal ISD	20	25,198	\$1,800	\$1,300	\$900				
Cotulla ISD	20	1,350	\$1,500						
Crystal City ISD	20	1,749							
Devine ISD	20	1,859	\$1,000	\$1,000	\$1,000	\$250			

Source: 2020 TASB District Personnel Salary Survey



Organization	ESC	Enroll	Dept	Chair/Grad	le Leader			Other Incentive	es
			High School	Middle School	Elementary School	Mentor Teacher	Signing Bonus	Hard-to-Staff Campus	National Board Cert.
Dilley ISD	20	890	\$400	\$400	\$400	\$500			
Eagle Pass ISD	20	14,500	\$3,500	\$3,500	\$1,000				
East Central ISD	20	9,452	\$1,500	\$1,000	\$750	\$500	\$1,500		
Edgewood ISD-Bexar County	20	8,827	\$500	\$500	\$500	\$500			
Falls City ISD	20	404							
Floresville ISD	20	3,972	\$1,000	\$1,000	\$1,000	\$500	\$3,000		
Fort Sam Houston ISD	20	1,486	\$900	\$750	\$750				
Harlandale ISD	20	12,526	\$2,000	\$1,500	\$1,000	\$400			
Judson ISD	20	22,800	\$2,000	\$1,500		\$500		\$1,000	
Kerrville ISD	20	4,771	\$2,000	\$1,500	\$1,500	\$380			
La Vernia ISD	20	3,193	\$2,000	\$1,750	\$1,250	\$200			
Lytle ISD	20	1,686	\$1,000	\$1,000	\$1,000				
Marion ISD	20	1,475	\$500	\$500	\$500	\$250			
Medina Valley ISD	20	6,000	\$1,500	\$1,000	\$1,000	\$500			
Natalia ISD	20	1,047				\$500			
Navarro ISD	20	1,848							
North East ISD	20	60,313	\$1,350	\$1,350	\$800		\$1,000		
Northside ISD-Bexar County	20	107,458	\$3,850	\$2,700	\$1,400	\$500			
Pearsall ISD	20	2,030	\$1,000	\$1,000	\$500	\$500			
Pleasanton ISD	20	3,500	\$1,100	\$1,000	\$1,000	\$500			

Source: 2020 TASB District Personnel Salary Survey



Organization	ESC	Enroll	Dept. Chair/Grade Leader				Other Incentives		
			High School	Middle School	Elementary School	Mentor Teacher	Signing Bonus	Hard-to-Staff Campus	National Board Cert.
Poteet ISD	20	1,594	\$500	\$500	\$500	\$300			
Poth ISD	20	836	\$3,500						
Sabinal ISD	20	425				\$1,000	\$3,000	\$3,500	\$3,500
Schertz-Cibolo-Universal City ISD	20	15,404	\$1,800	\$1,350	\$700	\$300			
Seguin ISD	20	6,787	\$3,000	\$1,500	\$350	\$300			
Somerset ISD	20	4,150	\$1,000	\$1,000	\$1,000	\$2,500	\$5,000		
Southside ISD	20	5,528	\$1,000	\$1,000	\$1,000	\$1,000			
Southwest ISD	20	13,494	\$2,500	\$1,000	\$1,000				
Stockdale ISD	20	790							
Utopia ISD	20	215							
Uvalde CISD	20	4,173	\$1,600	\$1,200		\$1,000	\$2,500		



Teacher Substitutes

Organization	ESC	Enroll	Short-Term			Long-Term		
			Non-Degreed	Degreed	Degree- Certified	Degreed	Degreed- Certified	
My Organization	20	8,200	\$75	\$95	\$100	\$105	\$110	
Market Group		2,709	\$75	\$85	\$90	\$95	\$125	
Comparison to Market (%)			100.0%	111.8%	111.1%	110.5%	88.0%	
Dollar Difference (\$)			\$0	\$10	\$10	\$10	(\$15)	
Market Group Minimum		215	\$55	\$65	\$75	\$75	\$80	
Market Group Maximum		107,458	\$105	\$115	\$150	\$130	\$257	

Organization	ESC	Enroll	Short-Term			Long-Term		
			Non-Degreed	Degreed	Degree- Certified	Degreed	Degreed- Certified	
Alamo Heights ISD	20	4,800	\$90	\$90	\$90	\$125	\$125	
Bandera ISD	20	2,224	\$65	\$80	\$90		\$150	
Brackett ISD	20	517						
Carrizo Springs CISD	20	2,020	\$75	\$95	\$150	\$95	\$150	
Center Point ISD	20	560	\$60	\$70	\$80	\$90	\$100	
Comal ISD	20	25,198	\$80	\$80	\$80	\$90	\$200	
Cotulla ISD	20	1,350	\$85	\$90	\$100	\$90	\$110	
Crystal City ISD	20	1,749	\$70	\$90	\$110	\$130	\$150	
Devine ISD	20	1,859	\$65	\$75	\$75	\$115	\$115	

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Organization	ESC	Enroll		Short-Term	Long-Term		
			Non-Degreed	Degreed	Degree- Certified	Degreed	Degreed- Certified
Dilley ISD	20	890	\$70	\$80	\$90	\$85	\$110
Eagle Pass ISD	20	14,500	\$55			\$75	\$105
East Central ISD	20	9,452	\$90	\$100	\$110	\$115	\$125
Edgewood ISD-Bexar County	20	8,827	\$75	\$95	\$105	\$105	\$115
Falls City ISD	20	404	\$70	\$70	\$80	\$80	\$100
Floresville ISD	20	3,972	\$80	\$90		\$110	\$150
Fort Sam Houston ISD	20	1,486	\$90	\$100	\$100		\$140
Harlandale ISD	20	12,526	\$85	\$90	\$110	\$95	\$115
Judson ISD	20	22,800	\$80	\$90	\$100	\$100	\$120
Kerrville ISD	20	4,771	\$70	\$80	\$90	\$80	\$100
La Vernia ISD	20	3,193	\$65	\$65	\$100	\$75	\$150
Lytle ISD	20	1,686	\$75	\$85	\$85	\$85	\$100
Marion ISD	20	1,475	\$65	\$70	\$75	\$105	\$113
Medina Valley ISD	20	6,000	\$70	\$80	\$85	\$120	\$180
Natalia ISD	20	1,047	\$80	\$85	\$95		\$257
Navarro ISD	20	1,848	\$85	\$85	\$85	\$85	\$225
North East ISD	20	60,313		\$85	\$90		\$135
Northside ISD-Bexar County	20	107,458	\$80	\$90	\$100	\$105	\$130
Pearsall ISD	20	2,030	\$75	\$80	\$90	\$90	\$100
Pleasanton ISD	20	3,500	\$80			\$110	

Source: 2020 TASB District Personnel Salary Survey



Organization		Enroll		Short-Term	Long-Term		
			Non-Degreed	Degreed	Degree- Certified	Degreed	Degreed- Certified
Poteet ISD	20	1,594	\$85	\$85	\$85	\$85	\$85
Poth ISD	20	836	\$70	\$75	\$90	\$90	\$105
Sabinal ISD	20	425	\$65	\$65	\$125	\$95	\$135
Schertz-Cibolo-Universal City ISD	20	15,404	\$75	\$85	\$90	\$95	\$100
Seguin ISD	20	6,787	\$105	\$115	\$120	\$125	\$150
Somerset ISD	20	4,150	\$71	\$87	\$87	\$95	\$200
Southside ISD	20	5,528	\$75	\$100	\$125	\$105	\$130
Southwest ISD	20	13,494	\$90	\$100	\$125	\$110	\$135
Stockdale ISD	20	790	\$75	\$75	\$85	\$75	\$180
Utopia ISD	20	215	\$80	\$80	\$80	\$80	\$80
Uvalde CISD	20	4,173	\$65	\$85	\$90	\$115	\$120