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SURVEY OF TEACHERS' SALARIES IN U.S. PUBLIC SCHOOL SYSTEMS.

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AMERICAN FEDERATION OF TEACHERS, WASHINGTON, D.C.

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THIS 19TH ANNUAL SALARY SURVEY OF THE AMERICAN FEDERATION OF TEACHERS (AFT) LISTS TEACHERS' SALARIES AND BENEFITS PAID BY OVER 600 SCHOOL DISTRICTS IN ALL 50 STATES AND IN THE 50 LARGEST CITIES DURING 1967-68. THE SIZE OF EACH DISTRICT, SALARY BY EDUCATIONAL BACKGROUND, INSURANCE PAID BY EACH DISTRICT, AND THE NUMBER OF STEPS BETWEEN MINIMUM AND MAXIMUM SALARIES IN EACH CLASSIFICATION ARE INCLUDED. IN ADDITION, THERE IS A COMPARISON OF 1966-67 AND 1967-68 SALARY FIGURES IN DISTRICTS WHERE THE AFT HAS BEEN THE BARGAINING AGENT FOR AT LEAST ONE YEAR AND A COMPARISON OF THE FOUR LARGEST AFT CITIES WITH THE FOUR LARGEST NATIONAL EDUCATION ASSOCIATION CITIES. THIS DOCUMENT IS ALSO AVAILABLE FROM THE ORDER DEPARTMENT, THE AMERICAN FEDERATION OF TEACHERS; AFL-CIO, 1012 14TH STREET, N.W., WASHINGTON, D. C. 20005, \$1.50 FOR NONMEMBERS, \$0.35 FOR MEMBERS. (TT)

AMERICAN FEDERATION OF
TEACHERS AFL-CIO

SURVEY OF TEACHERS' SALARIES

January, 1968

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IN U.S. PUBLIC SCHOOL SYSTEMS

Compiled by Patricia Anderson

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January, 1968

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introduction

The 19th Annual Salary Survey of the American Federation of Teachers includes over 600 school districts from across the United States. Superintendents and AFT leaders from over 1,000 districts replied to our questionnaire; however, many districts were omitted because the information was incomplete or the responses were received after the publication deadline.

This year, in addition to the larger districts (6,000 or more pupils), we have included some systems with smaller enrollments, as a result of the volume of respondents from these districts.

We have extracted the 50 largest cities to preface the survey, as a special feature. Appendix A shows two new charts:

1. A comparison between the 1966-67 and 1967-68 figures in districts where AFT has been the bargaining agent for at least one year.
2. A comparison of the four largest AFT cities with the four largest NEA cities.

The survey reflects some of the very distinct salary gains in areas where AFT locals are the collective bargaining agents. We are also happy to add several cities to our list of collective bargaining election winners.

Explanation of Columns

While the format of this survey is basically unchanged from that of last year, some notes of explanation may be necessary, although most of the columns are self-explanatory.

The figures under each school district represent the average daily membership. In the insurance column, where the word "none" appears, the district offers no insurance benefits. A blank space indicates no response. Where possible, a dollar value is specified as either monthly or yearly, according to single or family coverage.

Additional pertinent information about the system is listed under "remarks." Many times the salary columns cover several categories of advanced credits.

The figure in parentheses between the minimum and maximum salaries indicates the number of increments to reach maximum. This figure is derived by assuming that one's first year of teaching is Step 0. The first increment actually comes at the beginning of the second year of teaching.

Work on this survey has opened up pertinent areas to be included in future studies. For example, the increase in salary from year to year should be compared with the number of steps to reach maximum; the length of the school year should be considered; and the fact that improvements in fringe benefits add to the total salary package is of considerable importance.

Consideration of these and other questions will be included in the next survey:

1. Do the schedules reflect a substantial increment on all levels of the scale?
2. Are equivalency credits considered, as well as earned

- degrees, for salary increments?
3. Does the district offer increases for credits earned beyond each degree (i.e., B.A. + 15)?

Decomposed Nat L Median Earnings by Occupations

OCCUPATION	RANK	EARNINGS
dentists	1	\$109,070
Electrical Engineers	3	98,924
Technicians	8	88,447
Lawyers	10	85,984
Accountants	14	81,959
Postal Clerks	33	69,676
Bus Drivers	40	64,477
Automobile mechanics	47	60,793
High Teachers	51	56,586
Low Teachers	57	54,831
Janitors	62	45,512
Unemployed	67	27,568

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Salaries in the 50 Largest Cities

This year we have again extracted from the study the salary provisions from 50 of the largest cities. Whenever you see the notation (50) after the name of a city in the main listing, you should look in this section for the salary information.

SCHOOL DISTRICT Average daily membership	BACHELOR'S MINIMUM No. of steps MAXIMUM	YEARLY INCREMENTS To reach bachelor's maximum	BACHELOR'S PLUS 30 HOURS	OTHER BACHELOR'S LANES	MASTER'S DEGREE	MASTER'S PLUS 30 HOURS	OTHER MASTER'S LANES	DOCTOR'S DEGREE	INSURANCE Amount paid by employer	REMARKS
NEW YORK CITY (AFT) (1,084,818)	6200* (13) 10,350	2 • 150 11 • 350	6700 (13) 10,850	7450 ¹ (13) 11,600	7700 ² (13) 11,850	8450 (13) 12,600			H, M-S. Avg. \$207 Range \$122-\$298 M-M, L, drugs, dental, optical \$165	* (6750-11,150) 13 in Sept. '68. ¹ B.A. + 60; ² M.A. or equivalent. P.T.E. full credit max. 10 yrs.
CHICAGO (AFT) (547,678)	6560 (10) 10,147 7350* (10) 11,025	358, 3 • 359, 358, 359, 365, 353, 358, 359			6970 (11) 10,916 7770* (11) 11,812	7175 (12) 11,480 7980* (12) 12,390		7431 (12) 11,736 8242* (12) 12,652	H, 100%	Note: figures include 2 wks, vacation pay. *Schedule as of Sept. '68. L.I. \$250 • S 16, 21, 26, 31, 36 to max of \$11,750 (B.A.)-\$12,197 (M.A.) -\$12,761 (M.A. + 30)-\$13,017 (Ph.D)
LOS ANGELES (784,239)	6500 (10) 94	•280, 240, 250, 270, 290, 290, 310, 320, 330, 340	7110 ¹ (10) 10,320	6800 ² (10) 9860	7430 ³ (10) 10,240	7750 ⁴ (10) 11,260	8050 ⁵ (10) 11,690	8230* (10) 12,260	Health & medical program, 115 per yr.	L.I. \$10 per 4 wk. pay per. M.A. degree, \$40 per 4 wk. pay per. Ph.D. or equiv. - 30 per 4 wk. pay period after 5 yrs. on max. ¹ B.A. + 42; ² B.A. + 28; ³ B.A. + 56; ⁴ B.A. + 70; ⁵ B.A. + 84; ⁶ B.A. + 98.
DETROIT (AFT) (291,381)	6650 (11) 10,350				7150 (11) 10,850	7450 (12) 11,550		7750 (12) 11,850	H, M-S, 160 per yr. L, \$1000 pol. prem.	P.T.E. full credit max. 5 yrs. (step 6)
PHILADELPHIA (AFT) (275,000)	6100 (10) 9900	330, 660, 530, 6 • 330, 300			6400 (10) 10,300	7100 (10) 10,900			H, M-S, M-M, L, approx. 50%, health 50%, occupational liability, 100%	P.T.E. full credit max. 8 yrs.
HOUSTON (231,830)	5616 (12) 7994				6075 (12) 8993				M-M, \$50 per yr.	
BALTIMORE (AFT) (190,371)	6000 (14) 9800	200, 8 • 250, 5 • 300			6500 (15) 10,600	7000 (15) 11,100		7500 (15) 11,600	H, M-S, M-M, 50%	

SYMBOLS: L.I. = longevity increment; SVC. = service; PGR. = professional growth requirement; A.U. = amount unspecified; P.T.E. = previous teaching experience;
INSURANCE: H = Hospitalization; M-S = Medical-Surgical; M-M = Major Medical; L = Life; s = steps.

SCHOOL DISTRICT Average daily membership	BACHELOR'S MINIMUM No. of steps MAXIMUM	YEARLY INCREMENTS To reach bachelor's maximum	BACHELOR'S PLUS 30 HOURS	OTHER BACHELOR'S LANES	MASTER'S DEGREE	MASTER'S PLUS 30 HOURS	OTHER MASTER'S LANES	DOCTOR'S DEGREE	INSURANCE Amount paid by employer	REMARKS
STATE OF HAWAII (156,660)	Basic ¹ 4774 (8) 7054 Incentive ¹ 5330 (8) 7876	239, 251, 263, 276, 290, 305, 320, 336	Basic ¹ 5264 (8) 7777 Incentive ¹ 5877 (8) 8684						H, M-S, M-M, \$3 to \$10 per mo.	Schedule in effect since 1965. ¹ Difference is that teachers must earn 5 sem. hrs. every 3 yrs. under incentive plan; L.I. 9 years beyond max. for total of \$1112 basic, 1252 incentive for B.A. Lane; \$1226 basic, 1369 incentive for B.A. + 30 Lane. Increase to max. 3 steps of 3 years each.
MIAMI (No Response)									None	L.I. 300, 25, 30, 35 yrs, P.T.E. full credit max. 5 yrs.
CLEVELAND (AFT) (152,000)	6250 (15) 9600	300, 2 • 200, 400, 150, 3 • 200, 250, 5 • 200, 350	6350 (15) 9950		6550 (14) 10,750	8184 ³ (13) 12,308	7688 ⁴ (12) 11,414	8680 ⁵ (14) 13,217	M-M. 106.08 per. yr.	P.T.E. credit 6 yrs. 67-68, 7 yrs. 68/69. P.G.R. 4 s.h. each 4 yrs. ¹ B.A. + 18; ² or equiv.; ³ B.A. + 72 w/M.A.; ⁴ B.A. + 54 w/M.A.; ⁵ or B.A. + 90 w/M.A.
SAN DIEGO CITY (142,602)	5200 (9) 8824	248, 258, 268, 279, 291, 301, 314, 326, 339	6696 ¹ (10) 9673		7192 ² (11) 10,537	6605 (12) 9740	6825 ¹ (12) 9960		H, M-S, M-M \$34 to \$81 per yr. L, \$16.25 to \$29.80 per yr.	L.I. \$605 after 15 and 18 years. Schedules in effect since Nov. 1966 ¹ M.A. + 60.
DISTRICT OF COLUMBIA (AFT) (142,000)	5840 (12) 8975	3 • 265 9 • 260			6385 (12) 9520				M-M, 4 1/2%	¹ B.A. + 60.
SAN FRANCISCO (128,067)	6430 (13) 11,045	13 • 355	7300 (12) 11,980	7855 (11) 12,860						
MILWAUKEE (127,479)	5850 (12) 9290	12 • 293	5967 ¹ (13) 9547		6084 (13) 9745	6318 ² (13) 10,202	6435 ³ (13) 10,429	6552 (13) 10,656	H, M-S, M-M 6.00-11.92 L, .36 per Mo. per 1000	P.T.E. full credit 1st yr., 1/2 credit thereafter, max. 5 yrs. ¹ B.A. + 16; ² M.A. + 32; ³ M.A. + 48.
MEMPHIS (121,615)	5200 (15) 8200	2 • 50, 250, 4 • 150, 250, 2 • 150, 300, 3 • 150, 750			5700 (15) 8700		6200 ¹ (15) 9200	6700 (15) 9700	M-M, 45.60 L, 15.00	L.I. \$100 per yr. after 20 yrs. P.T.E. credit from 3-10 yrs. (Step 5) ¹ M.A. + 45.
ST. LOUIS (115,380)	5800 (14) 9660	14 • 290			6380 (14) 10,440	6960 (14) 11,020		8120 (14) 12,180		

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ATLANTA (112,487)	6000 (12) 8784	144,240,140, 9 • 240			6624 (14) 9984	7344 ¹ (14) 10,704		8064 (14) 11,424	M-M 1.00 per mo.	¹ Ed. S.
COLUMBUS (106,000)	5600 (15) 8200	15 • 200			6200 (15) 9000				H, M-S, M-M, 100% Sing.	L.I. \$200 at 20th year. P.G.R. \$600 end of 5th year; \$400 at 10, 15, 20th; P.T.E. max. 5 years full credit.
ORLEANS PARISH (New Orleans) (104,989)	5400 (11) 8700	11 • 300			5700 (12) 9300	6000 (12) 9600		6300 (12) 9900		L.I. • 200 20 + years of SU.C.
INDIANAPOLIS (104,799)	5858 (14) 9352	2 • 215, 2 • 269, 322, 332, 2 • 269, 4 • 215, 161			6342 (10) 10,535	6557 (16) 10,965	6342 ¹ (16) 10,105	6772 (17) 11,395	L \$3000 policy, approx. \$10 per yr.	L.I. \$215 • 18 yr. N.T.E. required. P.T.E. on approval of Supt. ¹ M.A. equivalent.
BOSTON (AFT) (93,000)	6000 (9) 19,000	7 • 490, 500, 700			6500 (9) 10,500	7000 (9) 11,000		7500 (9) 11,500		
DALLAS (No Response)									None	
HILLSBOROUGH COUNTY (Tampa) (93,000)	5200 (12) 8528	2 • 156, 3 • 208, 2 • 260, 2 • 312, 364, 416, 468	5720 (12) 9048		6240 (12) 9568					
DENVER (94,260)	5500 (12) 8975	2 • 100, 1 • 350, 3 • 300, 3 • 325, 3 • 350	5600 ¹ (12) 9275	5700 ² (12) 9575	5700 (12) 10,025	8150 ³ (6) 10,375	9550 ⁴ (3) 10,725	9875 (3) 11,030	L. 100%, \$2000 policy 50% above 100% acc. death and dismemberment	P.T.E. max. 5 yrs. of last 8. ¹ A.B. + 45; ² A.B. + 50; ³ A.M. + 45; ⁴ A.M. + 90.
SEATTLE (90,405)	6000 (5) 6750	5 • 150			6620 (11) 9260			7540 (13) 11,505	H, M-S, M-M, \$5	P.T.E. full credit (not to exceed max. of day scale).
CINCINNATI (88,391)	5920 (12) 9725	260, 265, 450, 2 • 315, 310, 6 • 315			6445 (12) 10,245				H, 2.66, M-M, 3.72 (Approx. 50%)	L.I. end of 17th yr.: \$260 B.A. scale, \$265 M.A. scale. P.T.E. full credit max. 5 yrs.

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FORT WORTH (80,500)	5729 (15) 7669	3 • 110, 6 • 125, 5 • 140, 1 • 160			5969 (15) 8069			6569 (15) 8669	L, \$1000 (Policy)	P.T.E. full credit on State scale or 1/2 credit on district scale, whichever is greater.
NEWARK (76,000 est.)	6300 (11) 10,700	11 • 400	6700 ¹ (11) 11,100		7100 ² (11) 11,500				H, M-S, M-M, L, 100%	¹ B.A. + 32; ² M.A. + 32.
PITTSBURGH (75,585)	5900 (10) 9200	3 • 300, 600, 6 • 300			6200 (10) 9800	6800 (10) 10,400	7100 ¹ (10) 10,700	7400 (10) 11,000	H, M-S, 90%, ² M.M. 100%, L, \$5000 pol.	L.I. \$300, 25 years. ¹ M.A. + 60.
PORTLAND, ORE. (75,189)	5900 (14) 9200	2 • 150, 2 • 250, 300, 4 • 250, 300, 250, 200			6100 10,000 10,300*				H, M-S, M-M, \$7 per mo.	P.T.E. 9 years max.. *M.A. + 15 and 17 years experience.
KANSAS CITY, MO. (75,000)	5550 (11) 8415	227, 228, 4 • 265, 5 • 270			5750 ¹ (14) 9640	5950 ² (14) 9840		6250 (14) 10,140		¹ or B.A. + 36; ² M.A. + 34.
OKLAHOMA CITY (74,968)	5250 (21) 7350	21 • 100			5500 (21) 7960				None	P.T.E. max. 7 years full credit.
BUFFALO (72,461)	5800 (14) 9575	13 • 275, 200		6400 ¹ (14) 10,175	6300 (14) 10,075	6600 (14) 10,375			H, M-S, 7.88 - 18.60 per mo.	L.I. \$200 after 20, 25 years. ¹ B.A. + 60.
MINNEAPOLIS (70,086)	6000 (9) 9645	2 • 150, 500, 410, 430, 460, 485, 515, 545	6100 (14) 9875	6150 ¹ (9) 9,885	6600 (11) 11,920	6900 (12) 13,210	6750 ² (12) 12,925	7200 (12) 13,785	H, M-S, 100% M-M. \$78.12, L, \$2000 policy premium	¹ B.A. + 15; ² M.A. + 15; P.T.E. max. 6 years.
OAKLAND (70,017)	6090 (10) 9360	10 • 327	6684 (11) 10,512		7314 ¹ (12) 11,778				H, M-S, M-M, A.U., L, 100%	Add 650 per year for earned Doctorate, P.T.E. full credit max. 8 years. ¹ B.A. + 60 w/M.A.
BIRMINGHAM (68,317)	5040 (10) 6723	3 • 99, 7 • 198			5688 (10) 7470	5994 (10) 7776		6300 (10) 8082	L, \$1000 policy prem.	P.G.R. at 5 and 8 years.

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DAYTON (59,620)	6000 (14) 9780	14 • 270			6440 (14) 10,500			7640 (14) 11,700		P.T.E. full credit max. 6 years.
NORFOLK (No Response)										
OMAHA (59,396)	5700 (13) 9177	4 • 228, 9 • 285			6270 (14) 10,032	6840 (14) 10,602	4 • 228, 10 • 285	7410 (14) 11,172	H, M-S, M-M, 5.05 per mo.	
AKRON (58,105)	5900 (6) 9450	3 • 200, 350, 2 • 300	6000 (6) 9550		6325 (6) 10,250				H, M-S, M-M, 7.79-22.72 per mo.	P.T.E. full credit max. 5 years.
EL PASO (57,255)	5500 (16) 7300	2 • 100, 200, 6 • 100, 200, 6 • 100			5800 (22) 8200	6000 (22) 8400			None	P.T.E. full credit. M.A. + 3 yr. contract holders eligible for \$200 add.
TOLEDO (54,000)	5500 (12) 8500	4 • 200, 400, 4 • 200, 400, 2 • 300			5800 (12) 9100					\$10 per. S.H. grad. cred. beyond M.A., min. 15, max. 30. M.A. + 30 hr. max. \$700, L.I. 17th yr. \$200. P.T.E. max. 7 yrs. (8yrs. 68-69).
LOUISVILLE (51,000)	5450 (15) 8720	15 • 218		5668 ¹ (15) 8938	5886 (15) 9156	6322 (15) 9592	6104 ² (15) 9374			L.I. \$250 after 20 years. ¹ B.A. + 15; ² M.A. + 15.
ST. PAUL (47,721)	6000 (11) 10,000	2 • 250, 3 • 300, 4 • 400, 2 • 500		6200 ¹ (11) 10,350	6600 ² (11) 11,000	6700 ³ (11) 11,050	6800 ⁴ (11) 11,350	7200 (11) 12,000	H, M-S, M-M, L. 11.88, per mo. = 100%	L.I. for M.A., M.A. +, Dr. 200 after 20 years, 300 after 25 years. ¹ B.A. + A.U.; ² M.A. equiv.: 6400 (11) 10,700; ³ M.A. equiv. + A.U.; ⁴ M.A. + A.U.
ROCHESTER (46,000)	5900 (12) 10,030	2 • 295, 354, 472, 6 • 354, 2 • 295	6254 (13) 10,620		6431 (13) 10,915	6785 (14) 11,564	6608 ¹ (14) 11,328	7139 (14) 12,056	H, M-S, M-M, 100%	L.I. 20, 25 years, \$295. ¹ M.A. + 15.
JERSEY CITY (35,664)	6100 (12) 9600	11 • 300, 200			6400 ¹ (12) 9900	6700 ² (12) 10,200		7000 (12) 10,500		¹ or B.A. + 32; ² M.A. + 32 or B.A. + 64.

SYMBOLS: L.I. = longevity increment; SVC. = service; PGP. = professional growth requirement; A.U. = amount unspecified; P.T.E. = previous teaching experience;
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PHOENIX (27,465)	5625 (7) 8250	7 • 375 ¹			6000 (12) 10,500		M.A. + 24 6375 (12) 10,875 M.A. + 48 6750 (12) 11,250	7125 (12) 11,625	Industrial A.U.	Note: 5 yr. max. for P.T.E. ¹ Increments on all scales • 375 per yr.
LONG BEACH (82,787) (A.D.A.)	6290 (11) 10,085	11 • 345	6698 ¹ (12) 10,838		7106 (13) 11,591	7514 ² (14) 12,344	7922 ³ (14) 12,752	8430 (15) 13,605	H, M-S, M-M, 10.68 per mo.	P.T.E. 5 years (St. 6) ¹ B.A. + 28; ² B.A. + 56 & M.A. or M.A. + 28.
SAN ANTONIO (22,303)	5400 (16) 7310	15 • 120, 110			5600 (19) 8350					P.T.E. full credit.
TULSA	5000 (12) 7400	12 • 200			5400 (14) 8200	5800 (16) 9000				P.T.E. full credit to 4 yrs. then 1 yr. for every 2 (max. 6).

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The Importance of Salaries

This document is a comparative guide which should be useful to teachers seeking employment in other districts, boards of education, school officials, negotiators, and researchers. Members of the government and general public, who each year must demonstrate their belief in and support of the tremendous needs of the school community and its teachers, may also find it helpful.

Let us hope that educators across the country, through AFT affiliation, can work to dispel the myth that the dedicated teacher is immune to the economic factors which govern much of our existence. Let us concern ourselves with the reality that

a strong active pursuit of improved salaries and fringe benefits does not lessen the dedication of a teacher; conversely, it strengthens the profession from within.

Such efforts will, hopefully retain expert teachers within the field, attract men, too many of whom have been forced into other more economically lucrative fields of employment, and eliminate the need for moonlighting by many of our colleagues. Let us also appeal to the young college graduate who can bring with him the desire, spirit, ideas, and creative innovations to cope with an ever-changing curriculum.

The present goal of the AFT is a professional salary for professional employees — \$8,500 to \$17,000 in five increments at the bachelor's degree level.

CANAL ZONE

ALABAMA

SCHOOL DISTRICT Average daily membership	BACHELOR'S MINIMUM No. of steps MAXIMUM	YEARLY INCREMENTS To reach bachelor's maximum	BACHELOR'S PLUS 30 HOURS	OTHER BACHELOR'S LANES	MASTER'S DEGREE	MASTER'S PLUS 30 HOURS	OTHER MASTER'S LANES	DOCTOR'S DEGREE	INSURANCE Amount paid by employer	REMARKS
BALBOA HEIGHTS (14,250)	6716* (12) 10,321	303, 305, 305, 9 e 299			7342 (12) 10,948	7595 (12) 11,201		7848 (12) 12,845	M-S, 1/3 by U.S. Govt. L, A.U.	Note separate scale for Non-U.S. citizen (app. \$453 less) *Also incl. 15% trop. differential, L.I. '14, 696
BIRMINGHAM (50)										
CALHOUN CO. ANNISTON (11,716)	4731 (9) 5292	7 e 60 1 e 69 1 e 72			5553 (9) 6108				None	
DeKALB CO. (8289)	4685 (5) 5175	5 e 96			5523 ¹ (5) 6003	6063 ^{2,3}				¹ Reg. Cert. ² A.A. Cert. ³ No pay increases for experience
FLORENCE (7467)	4180* (6) 4936	2 e 105, 231, 104, 105, 106	5230 (6) 6061		6070 (6) 6934				H, M-S, M-M, \$3.00	*11 years with 6 increments
GADSDEN CITY (11,798)	4670 (5) ¹ 5670	5 e 100			5252 (5) 6252	6452 ²			None	¹ Exp. credit granted, not to exceed 5 years. ² Additional \$200 inc. for MA in sub. field or AA. certificate.
JACKSON CO. (6748)	4643 (5) 5173	5 e 106			5470 (5) 6000					
MARSHALL CO. (13,065)	4620 (4) ¹ 5196	120, 120, 180, 156			5472 ² (4) ¹ 6048	5592 ³ (4) ¹ 6168				¹ Takes 8 years to reach maximum. Increases are every two years. ² Reg. Cert. ³ A.A. Cert.
MOBILE CO. (70,820) (A.D.A.)	4760 (15) 6410	15 e 110 ¹			5282 (15) ¹ 6932					¹ Takes 21 years to reach maximum. No increments in years 13-16; 17-20.
SELMA (7110)	5000 (12) 5900	12 e 100			5600 (16) 6000	5700 (16) 6800 ¹			None	¹ AA certificate. 8 years credit given exp. outside district
TUSCALOOSA (11,040)	4704 (10) 5424	66, 2 e 72 66, 2 e 72, 66, 84, 72, 78			5448 (10) 6394	5547 (10) 6492			None	

SYMBOLS: L.I. = longevity increment; SVC. = service; PGR. = professional growth requirement; A.U. = amount unspecified; 50 = listing of 50 largest cities.
INSURANCE: H = Hospitalization; M-S = Medical-Surgical; M-M = Major Medical; L = Life; s = steps. TROP. = tropical; P.T.E. = prior teaching experience; s.h. = semester hours.

SCHOOL DISTRICT Average daily membership	BACHELOR'S MINIMUM No. of steps MAXIMUM	YEARLY INCREMENTS To reach bachelor's maximum	BACHELOR'S PLUS 30 HOURS	OTHER BACHELOR'S LANES	MASTER'S DEGREE	MASTER'S PLUS 30 HOURS	OTHER MASTER'S LANES	DOCTOR'S DEGREE	INSURANCE Amount paid by employer	REMARKS
ALASKA										
GREATER ANCHORAGE (20,095)	7500 (6) 9555	3 e 367 3 e 388 (alt.)	8085 ¹ (11) 12,127	7717 ² (9) 11,025	6452 (13) 12,862	9187 (15) 14,700	9555 ³ (15) 15,967	9922 (15) 15,435	H, M-S, M-M, 3.80 L, .30 per \$1000 annual salary	P.T.E. full credit max. step 5; ¹ BA + 36; ² BA + 18; ³ programmed degree beyond M.A.
FAIRBANKS NORTH STAR BOROUGH (6581)	7600 (8) 10,640	8 e 380	7980 ¹ (10) 11,780	7980 ¹ (10) 11,780	8360 (15) 14,060	9120 ² (15) 14,820	8740 ³ (15) 14,440	9880 (15) 15,580	H, 11.08 per mo.; M-M .50 per mo.	Salary schedule effective 1966-68; ¹ B.A. + 18; ² M.A. + 36; ³ M.A. + 16.
JUNEAU DIST. #1 (14,091)	7200 (8) 9400	8 e 300	B.A. + 18 9300 (9) 10,300 ¹	7500 (12) 11,400	7500 (12) 11,400		M.A. + 18 7800 (14) 12,360		H, M-S, M-M, 7.50 per mo.	¹ 325 yrly. incr. M.A., 8 M.A. + 18; 4 yrs. credit for exp. outside state.
ARIZONA										
PHOENIX (50)									None	Note \$7.00 granted per s.h. above B.A. \$225 above M.A. + Ph.D. \$175 per yr. prior exp. to 5 yrs. then \$75 for next 5 yrs.
AMPHITHEATER PUBLIC (TUCSON) (6114)	5200 (10) 8950	10 e 375			5635 (12) 10,135			6070 (13) 10,945		
S.D. #40 OF MARICOPA CO. (GLENDALE)	5300 (10) 8215	5 e 392 5 e 291	B.A. + 12 5459 ¹ (10) 8374 B.A. + 24 5618 ² (10) 8798		5630 ³ (11) 9328	6254 ⁴ (12) 10,388	M.A. + 15 ⁴ 6042 (11) 9602	6466 ⁵ (12) 10,918	None	Note: Max. of 4 yrs. credit for prior exp.; ¹ yrly. inc. 292 & 291 alternating; ² yrly. inc. e 318; ³ M.A. or B.A. + 36 yrly. incr. e 318; ⁴ yrly. inc. 6 e 345; 5 e 3445; ⁵ yrly. inc. 12 e 371.
MESA #4 & 407 (17,500)	5300 (6) 6371	3 e 212 3 e 265	5724 ¹ (9) 8374 7261		5636 ³ (10) 9030	6360 ⁴ (12) 10,282	M.A. + 15 6148 ⁵ (11) 9646	6572 ⁶ (12) 10,494	H, M-S, M-M, 8.52 per mo.	¹ yrly. incr. 2 e 212, 2 e 265, 3 e 318, 2 e 371; ² yrly. incr. 3 e 212, 3 e 265, 1 e 318; ³ yrly. incr. 2 e 212, 2 e 265, 3 e 318, 2 e 371, 1 e 424; also B.A. + 45; ⁴ yrly. 2 e 212, 2 e 255, 3 e 318, 2 e 371, 3 e 424; ⁵ 2/212, 2/265, 3/318, 2/371, 2/424; ⁶ 2/212, 2/265, 3/318, 2/371, 3/424. Note: Max. 5 yrs. granted for P.T.E.
SCOTTSDALE (26,156)	5300 (9) 8162	9 e 318	5724 (12) 9064		5724 (12) 9064	6148 (12) 10,924	5636 ² (12) 10,308	6572 (13) 12,435	H, 9.23 per mo.	¹ B.A. + 15 or B.A. + 45, 5996 (12) 10,388; ² M.A. + 15 or M.A. + 45, 6360 (13) 11,534.

SYMBOLS: L.I. = longevity increment; SVC. = service; PGR. = professional growth requirement; A.U. = amount unspecified;
INSURANCE: H = Hospitalization; M-S = Medical-Surgical; M-M = Major Medical; L = Life; s = steps. 50 = listing of 50 largest cities.

ARIZONA

SCHOOL DISTRICT Average daily membership	BACHELOR'S MINIMUM No. of steps MAXIMUM	YEARLY INCREMENTS To reach bachelor's maximum	BACHELOR'S PLUS 30 HOURS	OTHER BACHELOR'S LANES	MASTER'S DEGREE	MASTER'S PLUS 30 HOURS	OTHER MASTER'S LANES	DOCTOR'S DEGREE	INSURANCE Amount paid by employer	REMARKS
SUNNYSIDE S.D. #12 TUCSON (5859)	5200 (9) 8466	9 e 374	5574 (10) 9314	5387 (9½) 8940	5761 (11) 9475	6135 (12) 10,623	5946 (11½) 10,249	6696 (13) 11,745	100% or \$100 max.	Note: P.T.E. to step 8 e 1/2 step per yr. all full step incr e 374 per yr. 1/2 step e 187.
TUCSON (49,792)	5400 (9) 8,802	9 e 378	5776 (9) 9100	5589 ¹ (9) 8991	5969 (12) 10,503	6345 (12) 10,881	6156 ² (12) 10,692		M-M 75% (0.24 per. mo.)	Note: \$100 longevity after 25 yrs.; M.A. + 45, 6534-11,070 (12) M.A. + 60, 6723-11,259 (12); ¹ B.A. + 15; ² M.A. + 15.
WASHINGTON DIST. #6 (14,924)	5200 (6) 7150	6 e 325		5408 ¹ (9) 8333	5733 (11) 9636	6383 (12) 10,859	6056 ² (11) 10,161		None	P.T.E. max. 10 yrs. 1/2 credit or \$100 every 2 yrs. max. 4 yrs.; then \$50 every yr. (max. \$400 or 8 yrs.); ¹ B.A. + 15; ² M.A. + 15.

ARKANSAS

HELENA-W. HELENA S.D. #2 (6350)	5000 (15) 6125	9 e 75 6 e 100			5400 (15) 6675				None	
HOT SPRINGS (5895)	5150 (12) 5900	3 e 100 9 e 50			5450 (14) 6300	5650 (16) 6600			None	
LITTLE ROCK (22,839)	5200 (12) 6582	5 e 156 0, 47, 125, 124, 104, 108, 94	5512 ¹ (12) 7384	5356 ² (12) 6662	5720 (12) 7592	6240 (14) 8424	5900 ³ (13) 8008			¹ B.A. + 24; ² B.A. + 12; ³ M.A. + 15.

CALIFORNIA

LONG BEACH, LOS ANGELES, OAKLAND, SAN DIEGO, SAN FRANCISCO (50)										
ALAMEDA (11,420)	6060 (4) 7272	4 e 303		6666 ¹ (11) 9999	7272 (12) 10,908	8484 (14) 12,726	7078 ² (12) 11,514		H, M-S, M-M, 100%	¹ A.B. + 24; ² M.A. + 15
ALHAMBRA (17,500)	6100 (8) 8670	270, 290, 300, 310, 330, 340, 360, 370			6600 ¹ (9) 9000		7009 ² (10) 10,940	8440 ³ (8) 12,000	H, M-S, M-M \$128 per yr.	For all: 4 units required to advance from 6th to 7th step same for 9th to 10th. ¹ or B.A. + 150 units; ² M.A. + 175 units; ³ or M.A. + 200 units.

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INSURANCE: H = Hospitalization; M-S = Medical-Surgical; M-M = Major Medical; L = Life; s = steps.

SCHOOL DISTRICT Average daily membership	BACHELOR'S MINIMUM No. of steps		BACHELOR'S PLUS 30 HOURS	OTHER BACHELOR'S LANES	MASTER'S DEGREE	MASTER'S PLUS 30 HOURS	OTHER MASTER'S LANES	DOCTOR'S DEGREE	INSURANCE Amount paid by employer	REMARKS
	MAXIMUM	INCREMENTS To reach bachelor's maximum								
ALVORD (RIVERSIDE) (7166)	5846 (8) 7717	3 e 234 233, 4 e 234	6548 (10) 9471	6197 ¹ (9) 8564	6898 (11) 10,435	7249 ² (13) 11,809			H, 10.42, 10.80	¹ B.A. + 15; ² B.A. + 60 w/M.A.
ALVORD UNIFIED (8729)	5568 (8) 7350	223,222 223,223 223,222 223,223	6236 (10) 9020	5902 ¹ (9) 8157	6570 ² (11) 9939	6904 ³ (13) 11,247			M-M, 108 per yr.	¹ B.A. + 15; ² or B.A. + 45; ³ B.A. + 60 w/M.A.
ANAHEIM ELEM. (14,877)	6100 (11) 9125	11 e 275	6850 ¹ (11) 9875	6475 ² (11) 9500	6850 (11) 9875				M-M, 4.92 per mo. (50%)	Note: Increments on all schedules e 275 per yr.; ¹ B.A. + 32 or M.A.; ² B.A. + 16, B.A. + 42 incl. M.A. 8050-10,250(8), B.A. + 56 incl. M.A. 8425-10,625(8).
ANTIOCH (6879)	6000 (10) 9360	2 e 335 340, 4 e 335, 340, 2 e 335	6670 (11) 10,370	6335 ¹ (11) 10,030	7010 ² (12) 11,040	7680 ³ (11) 11,375	9360 ⁴ (7) 11,710		H, 72.00	P.T.E. full credit to step 10; ¹ B.A. + 15; ² M.A. + 35; ³ M.A. + 50; ⁴ M.A. + 65; L.I. 19th yr. (13 in dist.) \$250, 25th yr. (19 in dist.).
ARCADIA (9721)	6150 (10) 8677	215, 223, 231, 239, 247, 256, 265, 274, 284, 293	6699 ¹ (12) 10,122	6415 ² (11) 9368	7378 (12) 11,148	8792 ³ (11) 12,900			H, M-S, M-M, 6.09 per mo.	Add. 400 per yr. for doctorate P.T.E. full credit max. 6 yrs. L.I. \$500 16th yr. (merit) continue each yr. thereafter, ¹ A.B. + 38; ² A.B. + 24; ³ A.B. + 75 w/M.A.
BALDWIN P.K. UNIFIED (12,493)	6000 (8) 8448	8 e 306	6642 ¹ (13) 10,620	6366 ² (8) 8814	6642 (13) 10,620				H, M-S, M-M, 16.33	Note: Proposed changes for longevity; all yrly. incr. e 306. B.A. + 55 w/M.A. 7008-10,986(13); B.A. + 70 w/M.A. 7284-11,262(13); ¹ B.A. + 35; ² B.A. + 20.
BELLFLOWER UNIFIED (13,486)	6200 (10) 8900	10 e 270	6500 ¹ (12) 9980	6000 [*] (12) 10,200 6750 (12) 10,950	6900 ² (13) 10,930	7400 ³ (14) 11,950	8000 ⁴ (14) 12,550		H, M-S, M-M, \$90 (100%)	¹ B.A. + 28; ² or B.A. + 45; ³ B.A. + 60 w/M.A.; ⁴ B.A. + 75 w/M.A., P.T.E. full credit max. 5 yrs.
BERKELEY UNIFIED (15,763)	6050 (13) 9300	13 e 250			6000 ¹ (12) 11,700				H, M-S, M-M, A.U.	Note: 7000-12,400(12) e 450, B.A. + 60, B.A. + 42 w/M.A., M.A. + 12; 7100-13,100(12) e 500, B.A. + 72, B.A. + 54 w/M.A., M.A. + 24. ¹ M.A. or B.A. + 48; ² B.A. + 24 and B.A. + 36.
CAJON VALLEY-USD (11,335)	6180 (9) 8498	5 e 258 4 e 257 alt.	see M.A.	6458 ¹ (11) 9517	6747 ² (12) 10,331	7437 ³ (13) 12,391*	7066 ⁴ (12) 10,918		M-M, 100%	P.T.E. 5 yrs. credit (5 steps). Insur. programs under discussion. [*] Also for earned doctorate +800, ¹ B.A. + 18; ² or B.A. + 36; ³ or B.A. + 66; ⁴ M.A. + 15 or B.A. + 54.
CASTRO VALLEY UNIFIED (9753)	6080 ¹ (10) 9160	10 e 308	6570 (12) 10,962	7072 ² (12) 12,160					M-M, 100%	P.T.E. max. 5 yrs. for initial placement, max. of 10 yrs. if teacher is re- employed for second yr. Note: \$150 added for M.A., \$300 added for doctorate; ¹ B.A. or equiv. ² B.A. + 60

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SCHOOL DISTRICT Average daily membership	BACHELOR'S MINIMUM No. of steps MAXIMUM	YEARLY INCREMENTS To reach bachelor's maximum	BACHELOR'S PLUS 30 HOURS	OTHER BACHELOR'S LANES	MASTER'S DEGREE	MASTER'S PLUS 30 HOURS	OTHER MASTER'S LANES	DOCTOR'S DEGREE	INSURANCE Amount paid by employer	REMARKS
CENTINELA VALLEY UNION HIGH SCHOOL DISTRICT (6434)	6000 (9) 9375	9 e 375	6468 (11) 10,593		6837 (11) 11,062	7406 ¹ (11) 11,531	7075 ² (11) 12,000		M-M, app. \$10.00	¹ B.A. + 50 w/M.A.; ² B.A. + 60 w/M.A.; add \$500 for doctorate P.T.E. full credit max. 5 yrs.
CENTRALIA S.D. (7634)	6100 (8) 8052	8 e 244		6466 ¹ (10) 8906	6893 (10) 9423	8052 (11) 11,506	7442 ² (10) 10,582		H, 4.82, M-M, 1.82, L, 38	¹ B.A. + 45 w/M.A.
CHAFFEY U.H.S.D. ONTARIO (9497)	6000 (7) 7680	7 e 240	6750 (12) 10,206	6360 ¹ (9) 8736	7170 (12) 10,914	8100 (12) 12,420			H, M-S, M-M, \$100 yrfy.	L.I. \$100, 4 yrs on max., ¹ B.A. + 15.
CHINO UNIFIED (7830)	5928 (9) 8089	5 e 240 1 e 241 3 e 240	6580 (11) 9612	B.A. + 15 6254 (9) 8562	6906 ¹ (11) 10,183		M.A. + 15 ² 7232 (12) 11,432		M-M, \$72 per yr.	Note: Long. incr. e 250, 15, 20, 25, 30 yrs.; ¹ also B.A. + 45; ² also B.A. + 60 w/M.A.
CHULA VISTA CITY (12,761)	6250 (11) 9688	6 e 313 5 e 312 alt.	6875 ¹ (10) 10,625*	B.A. + 15 6563 (12) 10,000*	7188 ¹ (12) 10,938*				M-M, 91.56 per yr.	*Merit incr. in 17th yr. e 313; ¹ Also B.A. + 45. Note: 7813-11,250* (11) B.A. † 60, or B.A. + 45 w/M.A., 8438-12,188 (12) B.A. + 60 w/M.A.
CLOVIS (7895)	6000 (9) 8745	9 e 305		6610 ¹ (10) 9660	7220 (12) 10,880	6915 ² (11) 10,270		7525 (13) 11,490	H, 3.00, M-S, 3.00, M-M, 3.00 (upon request of employee)	¹ or B.A. + 30; ² M.A. + 15; ³ or M.A. + 45, or B.A. + 75 w/M.A.
COMPTON CITY (16,194)	6100 (11) 9290	7 e 300 4 e 400	6700 (12) 10,800	6400 ¹ (11) 10,100	7200 (12) 11,300	7700 (12) 11,800			M-M, \$96.00 per yr.	¹ B.A. + 15.
COMPTON U.H.S.D.	6506 (12) 10,883	364, 4 e 365, 364, 4 e 365, 364, 365			6931 (12) 11,309	7782 ¹ (12) 12,160	7357 ² (12) 11,734			P.G.R. 12 pts. each 3 yrs., P.T.E. full credit max. 4 yrs.. ¹ M.A. + 28; ² M.A. + 14.
COVINA VALLEY U.S.D. (17,932)	6100 (9) 9034	275, 286, 309, 311, 324, 335, 354, 366, 384		B.A. + 20 6588 (9) 9742	7076 ¹ (19) 10,331		M.A. + 20 7564 ² (11) 12,200		M-M, \$80 per yr.	P.T.E. max. 4 yrs. (step 5). ¹ also B.A. + 40; ² also B.A. + 60 w/M.A.

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INSURANCE: H = Hospitalization; M-S = Medical-Surgical; M-M = Major Medical; L = Life; s = steps.

CALIFORNIA

SCHOOL DISTRICT Average daily membership	BACHELOR'S INCREMENTS No. of steps maximum	YEARLY INCREMENTS To reach bachelor's maximum	BACHELOR'S PLUS 30 HOURS	OTHER BACHELOR'S LANES	MASTER'S PLUS 30 HOURS	DOCTOR'S DEGREE	REMARKS
CULVER CITY (7285)	6200 (9) 3300	2 e 350 340, 3 e 350, 340 2 e 350	6730 ¹ (9) 10,170	7670 ² (9) 11,740	2140 (1) 12,520	P.T.E. full credit max. 6 yrs., add \$500 for doctorate; L.I., \$250 after 1 yr. on max. (for 10 yrs.); ¹ B.A. + 18; ² B.A. + 54 w/M.A.	
CUPERTINO UNION (21,964)	5900 (9) 7100	6 e 200	A.B. + 15 6360 (7) 8160	7700 (7) 10,500 ¹	P.T.E. max. credit 5 yrs.; ¹ also B.A. + 45; ² also B.A. + 60		
DOWNEY U.S.D. (19,680)	6050 (9) 9020	9 e 330	6435 ¹ (10) 9735	7550 ² (12) 11,550	P.T.E. max. 4 yrs.; L.I., \$300 e 18, 23, 28 w prof. growth req.; ¹ B.A. + 15; ² M.A. + 24 or B.A. + 60 w/M.A.; ³ M.A. + 15 or B.A. + 45.		
EL MONTE S.D. (9483)	5000 (12) 8200	12 e 200	6300 ¹ (12) 8700	7300 ³ (12) 9820	A.I. e 16, 21, 26 within district; ¹ B.A. + 20; ² B.A. + 40 w/M.A. ³ B.A. + 60 w/M.A.		
EL MONTE U.H.S.D. (6390)	6120 (9) 9300	9 e 360	B.A. + 18 6480 (10) 10,080	7560 ¹ (13) 12,240	L.I. s 20 & 25 e 360 ea.; P.T.E. credit max. 5 yrs.; ¹ B.A. + 72 w/M.A.; ² B.A. + 54 w/M.A.		
EL RANCHO U.S.D. (14,701)	6050 (10) 8053	284, 284, 285, 284, 284, 285, 284, 284, 285, 284	6370 ¹ (10) 9274	7653 ³ (11) 11,113	A.I. e 500 ea. 15 & 20 yrs.; P.T.E. 4 yrs.; ¹ B.A. + 15; ² or B.A. + 45; ³ B.A. + 60 w/M.A.; ⁴ B.A. + 45 w/M.A.; Also: B.A. + 75 w/M.A. (7973-11,501) 11.		
FOLSOM-CORDONA U.S.D. (11,193)	5700 (9) 7630	2 e 280, 2 e 300 1 e 320, 1 e 340	6070 ¹ (7) 8310	7270 ³ (11) 11,670	P.T.E. max. 10 (6th step); ¹ B.A. + 15; ² or B.A. + 45; ³ M.A. + 20 or B.A. + 60 w/M.A., 0 B.A. + 75 w/M.A.; ⁴ M.A. + 10 or B.A. + 60. (Units approved on basis of A. or B. average.)		
FONTANA (12,279)	6150 (5) 7653	3 e 343 2 e 342 alt.	6574 ¹ (7) 8972	7423 ³ (11) 11,191	P.T.E. full credit max. 5 yrs.; ¹ B.A. + 20; ² or B.A. + 40; ³ B.A. + 48 w/M.A.; ⁴ B.A. + 68 w/M.A.		
FREMONT (29,184)	6300 (8) 8000	8 e 335	6620 ¹ (9) 9635	8700 ³ (10) 12,050	Add: 250 for M.A., 300 doctorate. ¹ A.B. + 15; ² A.B. + 45; ³ A.B. + 60 ⁴ A.B. + 75.		
FREMONT H.S. (11,000)	6000 (9) 9700	8 e 400	7600 ¹ (9) 12,000	7900 (10) 11,000	L.I., \$400 e 16, 20, 24, 28 yrs. when evaluated good or superior— for A.B. + 45, + 60, + 75. P.T.E. credit 5 yrs.; ¹ A.B. + 60; ² A.B. + 75.		

SYMBOLS: L.I. = longevity increment; SVC. = service; PGR. = professional growth requirement; A.U. = amount unspecified;
INSURANCE: H = Hospitalization; M-S = Medical-Surgical; M-M = Major Medical; L = Life; \$ = steps.

SCHOOL DISTRICT Average daily membership	BACHELOR'S MINIMUM No. of steps	BACHELOR'S YEARLY INCREMENTS To reach bachelor's maximum	BACHELOR'S PLUS 30 HOURS	OTHER BACHELOR'S LANES	MASTER'S DEGREE	MASTER'S PLUS 30 HOURS	OTHER MASTER'S LANES	DOCTOR'S DEGREE	INSURANCE Amount paid by employer	REMARKS
FRESNO (57,782) (A.D.A.)	6000 (9) 9195	9 e 355	6710 (10) 19,280	7065 ¹ (11) 10,970	7420 ² (12) 11,680	7450 ^{3*} (12) 11,150	7775 ³ (12) 12,035	\$400 add.	H, M-S, M-M, \$9 per mo.	¹ A.B. + 45; ² A.B. + 60 & M.A.; ³ A.B. + 75 & M.A., also A.B. + 90 & M.A. = \$200 additional.
FULLERTON U.H.S.D. (13,205)	6010 (8) 8510	6 e 300 2 e 320	6370 ¹ (10) 9470	6370 ¹ (10) 9470	6730 ² (12) 10,430	7450 ^{3*} (12) 11,150			H, M-M, M-S, 4.23 per mo.	*Teachers with approved M.A. degree pd. \$150. P.T.E. max. 9 yrs.; ¹ B.A. + 14; ² or ³ B.A. + 28; ⁴ M.A. + 28 or B.A. + 56, also ⁵ B.A. + 42 or M.A. + 14 (7090-10,790) 12, B.A. + 70 w/M.A. (7960-11,660) 12, B.A. + 84 w/M.A. (8320-12,020) 12.
GARDEN GROVE U.S.D. (47,115)	6050 (7) 8168	4 e 303 3 e 302 alt	6655 (10) 9922	6353 ¹ (8) 8773	6658 ² (11) 10,817	7260 ³ (13) 12,136			M-M, 7.00 per mo.	P.T.E. 5 yrs. ¹ B.A. + 15; ² B.A. + 48; ³ B.A. + 60 w/M.A.
GLENDALE ¹ (33,000)	6150 (10) 8350	240, 240, 250, 270, 270, 280, 290, 310, 310, 440	6720 ² (11) 10,270	6420 ³ (10) 9460	7330 ⁴ (12) 11,165		7670 ⁵ (12) 12,170		H, M-M, M-S, 10.35 per mo.	¹ Not including junior college instructors; ² B.A. + 28; ³ B.A. + 14 and B.A. + 42; 7020 (11) 10730; ⁴ B.A. + 56 incl. M.A.; ⁵ B.A. + 70 incl. M.A. Note: \$40 per mo. doctorate. P.T.E. 5 yrs.
GLENDORD (9300)	6000 (6) 7920	8 e 240	6420 ¹ (9) 9120	6420 ¹ (9) 9120	6840 ² (10) 10,080	7260 ³ (11) 11,220	7800 ⁴ (11) 12,000		M-M, \$45	L.I., \$300 20 yr. tchr. 15 in Glendora. ¹ B.A. + 20; ² or B.A. + 40; ³ B.A. + 60 w/M.A.; ⁴ B.A. + 75 w/M.A.
GRANT JOINT U.H.S.D. SACRAMENTO (13,095)	6058 (7) 7966	276, 275, 276, 275, 275, 276, 275	6829 (9) 9308	6444 (8) 8647	7215 ¹ (10) 10,065	7986 ² (12) 11,440	7601 ³ (11) 10,762	8372 ⁴ (13) 12,117	H, 6.50 per mo.	¹ or B.A. + 45; ² or B.A. + 75 w/M.A.; ³ or B.A. + 60 w/M.A.; ⁴ B.A. + 90 w/M.A. or M.A. + 45.
GROSSMONT U.H.S.D. (18,171)	6240 ¹ (13) 10,250	300, 310, 320, 320, 310, 300, 310, 300, 320, 310, 300, 310, 310		6870 ² (13) 11,020		7420 ³ (13) 11,730		9400 ⁴ (13) 12,480	H, M-S, M-M, 10.97, D 5.48 per \$100 employee contract payroll	P.T.E. credit 4 yrs. max. Max. beg. sal. 5th step. Anniversary incr. pd. after 1st 5 yrs. on step 14, \$425. ¹ Spec. or prov. cred. & B.A.; ² Gen. sec. or stand. cred. + B.A.; ³ Gen. sec. or stand. cred. + M.A. ⁴ Gen. sec. or stand. cred. w/M.A. + 60.
HAYWARD (29,762)	6050 (12) 9577	290, 291, 290, 291, 290, 290, 297, 296, 297, 296, 297, 302	6552 ¹ (12) 10,817	A.B. + 60 7066 ² (12) 12,100					L, \$2000; H, M-S, M-M ³	P.T.E. max. 5 yrs. ¹ M.A. degree \$150 above placement on schedule; ² Doctorate 300 above placement on schedule; ³ \$3, \$6, \$9 or full premium accord. hrs. worked per day.
HUDSON S.D. (LA PUENTE) (20,220)	6024 (12) 9504	12 e 290	6719 (12) 10,199	6370 ¹ (12) 9850	7067 (12) 10,547	7414 (12) 10,894	7762 (12) 11,242		Basic & M-M, \$6 per mo.	¹ B.A. + 15.

SYMBOLS: L.I. = longevity increment; SVC. = service; PGR. = professional growth requirement; A.II. = amount unspecified;
INSURANCE: H = Hospitalization; M-S = Medical-Surgical; M-M = Major Medical; L = Life; \$ = steps. D = disability.

CALIFORNIA

SCHOOL DISTRICT Average daily membership	NO. OF STOPS MAXIMUM	TEACHER'S MAXIMUM	TEACHER'S YEARLY INCREMENTS To reach bachelor's maximum	BACHELOR'S PLUS 30 HOURS	OTHER BACHELOR'S LANES	MASTER'S DEGREE	MASTER'S PLUS 30 HOURS	OTHER MASTER'S LANES	DOCTOR'S DEGREE	INSURANCE Amount paid by employer	REMARKS
HUNTINGTON BEACH U.H.S.D. (9820)	6010 (6) 8584	6	e 429	6870 (8) 10,302	6440 ¹ (7) 9443	7300 ² (9) 11,161	7730 ³ (10) 12,020	7237 ³ (11) 11,459		M-M, 10.07 per mo. H, M-S, 100% a.u.	Note: P.T.E. e 5 or more yrs. enter at 8155 s6 B.A. scale. A.I. one vert. incr. e 16, 21, 26, 31. ¹ B.A. + 15; ² or B.A. + 45; ³ B.A. + 60 w/M.A.
INGLEWOOD U.S.D. (13,907)	6240 (10) 9283	285, 308, 306, 305, 308, 306, 306, 308, 305, 306		6884 (11) 10,645	6486 ¹ (11) 9981	6884 (11) 10,645	8955 ² (8) 12,480	7237 ³ (11) 11,459		H, M-S, M-M, 8.40 x 1/12 10.08 x 1/10	A.I. 3%, at 15 yrs. ¹ B.A. + 15; ² B.A. + 60 w/M.A.; ³ B.A. + 45 w/M.A.
JEFFERSON ELEM. (9676)	6100 (5) 8000	5	e 360	7020* (11) 11,080	6560 ¹ (7) 9180	7480* ² (11) 11,540	7940** ³ (11) 12,000	7940** ³ (11) 12,000		H, \$10.00	*L.I., \$360 every 4 yrs. ¹ B.A. + 15; ² or B.A. + 45; ³ M.A. + 15 or B.A. + 60 w/M.A.
JEFFERSON UNION H.S. (DALY CITY)	5540 (11) 10,825	11	e 392	7300 (11) 11,612	A.B. + 15 6920 (11) 11,232	7680 ¹ (11) 11,992	8440 (11) 12,752	8060 ² (11) 12,372		L, \$4000, D.I. 100% H, M-S, M-M 100%	Note: 100 added for tenure status all schedules incl. L.I. es 17, 21, 25, 29, 33, 37, 41. ¹ or B.A. + 45; ² M.A. + 15 or B.A. + 60.
KERN CO. JOINT U.H.S.D. (19,813)	6250 (13) 9878 ¹	9	e 296 4 e 241	6750 (13) 10,141	7187 ² (13) 11,035	7187 (13) 11,035	9310 ³ (7) 12,005	10,490** (5) 12,415		M-S, 101 per yr.	Credit for P.T.E. to 6 step (5 yrs. ex.). Note: An incr. of 600 for earned doctorate. ¹ 11-14 yr. to be excluded in 1970; ² B.A. + 45; B.A. + 60 w/M.A. 7875-11,723 (13), B.A. + 90 w/M.A. 8652-12,500 (13).
(PACIFICA) LAGUNA- SALADA (8000)	6130 (6) 8320	6	e 365	6950 (9) 10,325	6540 ¹ (8) 9500	8120 ² (8) 11,160	9310 ³ (7) 12,005	10,490** (5) 12,415		H, 10.50*	*Coverage selected by employee. ¹ B.A. + 15; ² B.A. + 45; ³ B.A. + 60; ⁴ B.A. + 75; ⁵ B.A. + 90; *A masters degree is required to move to this schedule.
LA MESA- SPRING VALLEY S.D. (14,247)	6100 (7) 7442	7	e 183	6710 (11) 9333	6405 ¹ (8) 8113	7015 ² (12) 10,248	9699 ³ (6) 11,773	8845 ⁴ (7) 10,988		None	P.T.E., 4 yrs. (step 5). ¹ B.A. + 15; ² also B.A. + 45; ³ B.A. + 75 w/M.A.; ⁴ M.A. + 15 or B.A. + 60. Note: All schedules incl. post maximum incr. of 100 after ea. 4 yr. period.
LANCASTER (7113)	6200 (10) 8550	10	e 335	6550 (10) 9025	6550 (10) 9025	6550 (10) 9025	7525 (14) 11,490	7175 ² (10) 9975		H, M-S, M-M, \$95 per yr.	P.T.E. full credit max. 3 yrs. ¹ B.A. + 15; ² M.A. + 15.
LA PUENTE (10,263)	6100 (5) 7725	5	e 325	7110 (11) 10,685	6805 ¹ (8) 9205	7615 (11) 11,190	8625 (11) 12,200	8120 ² (11) 11,695		M-M, \$80 per yr.	P.T.E. full credit max. 6 yrs. ¹ B.A. + 15; ² M.A. + 15.

SYMBOLS: L.I. = longevity increment; SVC. = service; PGR. = professional growth requirement; A.U. = amount unspecified;
INSURANCE: H = Hospitalization; M-S = Medical-Surgical; M-M = Major Medical; L = Life; s = steps. A-I = anniversary increment.

SCHOOL DISTRICT Average daily membership	BACHELOR'S YEARLY INCREMENT No. of steps MAXIMUM	To reach bachelor's maximum	BACHELOR'S PLUS 30 HOURS	OTHER BACHELOR'S LANES	MASTER'S DEGREE	MASTER'S PLUS 30 HOURS	OTHER MASTER'S LANES	DOCTOR'S DEGREE	INSURANCE Amount paid by employer	REMARKS
LAWDALE (6950)	8010 (9) 8260	9 e 250	6760 (9) 9370	6385 ¹ (9) 8815	7135 ² (9) 9975	7510 ³ (9) 10,480	7065 ⁴ (9) 11,035		M-M, 100% a.u.	Note: Long e 15, 20, 25 single incr. ¹ B.A. + 15; ² or B.A. + 45; ³ B.A. + 60 w/M.A.; ⁴ B.A. + 75 w/M.A. P.T.E. credit 5 yrs., also 1 yr. credit for U.S.C. T.A. program.
LODI (11,407)	5600 (11) 9450	11 e 350	6650 ¹ (11) 10,500	6300 ² (11) 10,150	7000 ³ (11) 10,950	7350 ⁴ (11) 11,200	7700 ⁵ (11) 11,550		H, M-S, M-M, \$3 per mo.	L.I., \$350, 16 yrs., add 350 for M.A. P.T.E. full credit max. 6 yrs. ¹ A.B. + 36; ² A.B. + 24; ³ A.B. + 48; ⁴ A.B. + 60; ⁵ A.B. + 72.
LOMPOC (13,731)	6116 (11) 9504	11 e 308	6776 (11) 10,164	6446 ¹ (11) 9834	7106 ² (11) 10,494	7436 ³ (11) 10,824	7766 ⁴ (11) 11,154		None	Note: P.T.E. credit 5 yrs. ¹ B.A. + 15; ² B.A. + 45; ³ B.A. + 60; ⁴ B.A. + 75.
LYNWOOD (6840)	6100 (12) 9280	12 e 265	6760 (12) 10,120	6400 ¹ (12) 9580	7390 (12) 11,130			8165 (12) 12,005	H, M-S, M-M, \$10 per mo.	P.T.E. full credit max. 3 yrs. ¹ B.A. + 18.
MADERA (7775)	5900 (7) 7951	7 e 293	6200 ¹ (8) 8544	6200 ¹ (8) 8544	6500 ² (10) 9430	7100 ³ (14) 11,202	6800 ⁴ (11) 10,923		None	P.T.E. max. step 6. ¹ B.A. + 15; ² or B.A. + 30; ³ M.A. + 24; ⁴ M.A. + 12.
MAGNOLIA S.D. (ANAHEIM) (6412)	6100 (11) 9197	234, 244, 256, 265, 279, 287, 300, 311, 322, 300, 300	6860 [*] (15) 11,229	6480 ¹ (13) 10,203	7620 ² (17) 12,641				M-S, 2.00 per mo.	B.A. + 45 (7240-11,935) 16. ¹ B.A. + 15; ² B.A. + 60 w/M.A.
MERCED (6360)	6000 (9) 7008	9 e 200	6450 (13) 9700	6225 ¹ (11) 8700	6475 (15) 10,800		7800 ² (12) 11,400		None	P.G.R., 6 s. hrs. ev. 4 yrs. P.T.E. full credit 1st 5 yrs., 1 yrs credit every 5 yrs. (max. 8 yrs.). ¹ B.A. + 15; ² M.A. + 15.
MODESTO (20,692)	6000 [*] (7) 7658	7 e 255	6500 ¹ (11) 9200	6260 ² (9) 8400	6800 ³ (13) 10,800	7515 ⁴ (12) 10,575	8200 ⁵ (11) 11,006	8955 ⁶ (10) 11,505	None	*Long. incr. e s 14. ¹ A.B. + 24-36; ² A.B. + 12-18; ³ A.B. + 36-54; ⁴ A.B. + 48-72; ⁵ A.B. + 60-90; ⁶ A.B. + 72-108; adv. degrees: M.A. \$150, Doctor's \$420, P.T.E. credit 7 yrs. or 8th s.
MONROVIA (7163)	6000 (7) 8528	7 e 360	6720 ¹ (10) 10,320	6360 ² (8) 9240	7000 ³ (11) 11,040	7440 ⁴ (12) 11,760		7800 ⁵ (12) 12,120	M-M, 6.00 per mo.	¹ B.A. + 36; ² B.A. + 18; ³ B.A. + 54 w/M.A.; ⁴ B.A. + 72 w/M.A.; ⁵ B.A. + 90 w/M.A.
MONTEBELLO (25,229)	6200 (9) 9270	starts 342 alternates with 340	7063 (11) 10,834	6641 ¹ (10) 10,051	7524 ² (12) 11,617		7963 ³ (13) 12,400		H, M-S, M-M, \$8.12 per mo.	¹ B.A. + 15; ² or B.A. + 45; ³ M.A. + 184 units. P.T.E. credit 3 yrs.

SYMBOLS: L.I. = longevity increment; SVC. = service; PGR. = professional growth requirement; A.U. = amount unspecified;
INSURANCE: H = Hospitalization; M-S = Medical-Surgical; M-M = Major Medical; L = Life; s = steps.

SCHOOL DISTRICT Average daily membership	BACHELOR'S MINIMUM No. of steps MAXIMUM		YEARLY INCREMENTS To reach bachelor's maximum	BACHELOR'S PLUS 30 HOURS		OTHER BACHELOR'S LANES		MASTER'S DEGREE		MASTER'S PLUS 30 HOURS		OTHER MASTER'S LANES		DOCTOR'S DEGREE	INSURANCE Amount paid by employer	REMARKS
	5775 (8) 7910	6355 ¹ (10) 9405		6065 ² (9) 8630	6905 ³ (10) 10,230	8785 ⁴ (7) 11,555	7495 ⁵ (9) 10,670	None								
MONTEREY (19,040)	6100 (11) 9400	11 e 300	230, 245, 245, 265, 270, 280, 295, 305	6700 ¹ (12) 10,300	7900 ² (12) 12,200	11,500 (3) 12,550	H, M-S, M-M, L/3-2/3 (accord. to plan) 11.07-13.15 health 100 %	P.T.E. full credit max. 5 yrs. s 6. ¹ B.A. + 24; ² B.A. + 60 w/M.A.								
MT. DIABLO (46,382)	6000 (10) 9000	10 e 300		6320 ¹ (11) 9785	6760 ² (12) 10,720	H, M-S, M-M, fr. 9.64-27.77 inc. prol 1.50-29.00	A.I. e \$300 s 17, 20, \$300 Ed. D. or Ph.D. ¹ B.A. + 24; ² B.A. + 48 or M.A. + 36; ³ B.A. + 72 or M.A. + 60.									
NAPA VALLEY U.S.D. (14,436)	6050 (9) 8836	260, 271, 283, 295, 308, 321, 335, 349, 364	6375 ² (9) 9393	7025 ³ (10) 11,015	7350 ⁴ (11) 12,181	H, M-S, M-M, L. \$60 per Yr.	P.T.E. max 5 yrs. ¹ or M.A.; ² B.A. + 15; ³ B.A. + 45 w/M.A.; ⁴ B.A. + 60 w/M.A.									
NEWPORT-MESA UNIFIED (25,308)	5616 (7) 7361	225, 234, 243, 253, 263, 273, 284	5841 ¹ (8) 7994	6318 ² (10) 9353	6571 ³ (11) 10,116	H, M-S, M-M, 7.00 ind.	¹ B.A. + 15; ² B.A. + 45; ³ B.A. + 60.									
OCEANSIDE- CARLSBAD U.H.S.D. (2850) est.	6200 (11) 10,292	11 e 372	6944 (11) 11,036	6572 ¹ (11) 10,664	7316 ² (11) 11,408	7688 ³ (11) 11,780	M-M, 5.85 per mo.	Note: P.T.E. full credit. Hurdle req. college, in-service, travel 3 S.U. every 3 yrs. e 10% of base salary (6200) for Ph.D. or Ed.D. add. ¹ B.A. + 15; ² B.A. + 45; ³ B.A. + 60; A.I. e \$372 s 15, 20, 25.								
ONTARIO- MONTCLAIR (17,018)	6000 (11) 8655	215, 225, 230, 240, 250, 260, 265, 275, 290, 295, 310	6305 ¹ (11) 9305	6965 ² (11) 10,200	7320 ³ (11) 10,800	H, M-S, M-M, 6.00 per mo.	Note: A.I. e 200 s 15, 20, 25; ¹ B.A. + 15; ² or B.A. + 45; ³ M.A. + 15 or B.A. + 60.									
ORANGE UNIFIED (24,000)	6000 (8) 8400	8 e 300	6900 ¹ (10) 9800	6450 ² (9) 9150	8100 ⁴ (11) 11,400	H, 3.00 if empl. subsec.	P.T.E. max. 5 yrs. (s 6). ¹ or M.A. deg.; ² B.A. + 15; ³ M.A. + 15 or B.A. + 45; ⁴ or B.A. + 60 w/M.A.; ⁵ M.A. + 45 or B.A. + 75 w/M.A.									
OXHARD ELEM. (8625)	6010 (11) 9012	225, 234, 243, 252, 261, 271, 281, 292, 303, 314, 326	6365 ¹ (11) 9594	7075 ² (11) 10,779	7430 ³ (11) 11,377	H & Prof. services \$10.18 per mo.	¹ B.A. + 15; ² or B.A. + 45; ³ B.A. + 60 incl. M.A. Note: P.T.E. credit 5 yrs. T chrs. of mentally retarded, add. 400 per yr.									
OXHARD H.S. (11,460)	6064 (7) 9078	7 e 424	6630 (11) 11,437	7120 ¹ (11) 11,932	7630 ² (11) 12,457	M-M, 12.55 per mo.	L.I.: \$300 after 15 yrs. + \$300 after 18 yrs. + \$300 after 21 years service in district. All categories. ¹ B.A. + 45; ² B.A. + 66 incl. M.A.									

SYMBOLS: L.I. = longevity increment; SVC. = service; PGR. = professional growth requirement; A.U. = amount unspecified;
INSURANCE: H = Hospitalization; M-S = Medical-Surgical; M-M = Major Medical; L = Life; s = steps. inc. prot. = income protection; S.U. = semester units.

CALIFORNIA

SCHOOL DISTRICT Average daily membership	BACHELOR'S YEARLY MINIMUM INCREMENTS No. of steps MAXIMUM	To reach bachelor's maximum	BACHELOR'S PLUS 30 HOURS	OTHER BACHELOR'S LANES	MASTER'S DEGREE	MASTER'S PLUS 30 HOURS	OTHER MASTER'S LANES	DOCTOR'S DEGREE	INSURANCE Amount paid by employer	REMARKS
PALO ALTO (15,621)	6050 (8) 8775	5 e 340, 345, 2 e 340	6700 (9) 10,335	6365 ¹ (8) 9285	7000 ² (9) 10,985	7360 ³ (10) 12,180	7715 ⁴ (10) 12,540	8090 ⁵ (10) 12,910	H, M-S, M-M, 8.50 per mo.	For all: Add \$200 tenure; \$200 M.A., \$200 Dr. ¹ B.A. + 15; ² B.A. + 45; ³ B.A. + 60; ⁴ B.A. + 75; ⁵ B.A. + 90; P.T.E. 8 yrs.
PALO VERDES PENINSULA UNIFIED (14,901)	6025 (7) 8659	314, 347, 363, 379, 394, 411, 426		6447 ¹ (8) 9532	6881 ² (10) 10,896	7314 ³ (11) 11,814	7744 ⁴ (11) 12,242		M-M, 5.76 per mo.	For all: \$300 merit increase e 15, 20 yrs. subject board approval. ¹ B.A. + 18; ² or B.A. + 36 or clear sec. cred.; ³ B.A. + 45 incl. M.A.; ⁴ B.A. + 60 incl. M.A.; B.A. + 75 incl. M.A.: 8172 (11) 12,667. P.T.E.: 5 yrs.
PASADENA UNIFIED (31,408)	6100 (9) 8875	9 e 305	6710 ¹ (10) 10,370	6405 ² (9) 9150	7015 ³ (10) 10,980	7320 ⁴ (10) 11,590	7625 ⁵ (10) 12,200	8009 (10) 12,812	M-M, \$60 per yr.	P.T.E. max. 4 yrs. Doctors degree 5% incr. above B.A. + 90 w/M.A. L.I. e 15 yr. calc. e 11th yr. ¹ B.A. + 36 or M.A.; ² B.A. + 18, ³ B.A. + 5 e w/M.A.; ⁴ B.A. + 72 w/M.A.; ⁵ B.A. + 90 w/M.A.
PITTSBURG UNIFIED (6248)	6200 (7) 8370	7 e 310	6634 (9) 9982	6417 ¹ (8) 9145	6866 ² (11) 11,284	7203 ³ (11) 11,842	7640 ⁴ (11) 12,400		H, M-M, M-S, \$10 per mo.	L.I., \$337 e 26th yr. Add. \$200 M.A. degree. ¹ B.A. + 15; ² B.A. + 45; ³ B.A. + 60; ⁴ B.A. + 75.
REDONDO BEACH (5500)	6200 (11) 8860	11 e 260		6432 ¹ (11) 9347	6864 ² (12) 10,104	7296 ³ (13) 10,871	7728 ⁴ (13) 11,368		M-M, all coverage 7.20 per mo.	P.T.E. 5 yrs. ¹ B.A. + 18; ² or B.A. + 36; ³ B.A. + 54 w/M.A.; ⁴ B.A. + 72 w/M.A.
REDWOOD CITY ELEM.	6070 (5) 7720	5 e 330	6770 (10) 10,470	6420 ¹ (7) 8870	7120 ² (11) 11,410		7470 ³ (11) 11,980		H, M-S, 100%	For all: M.A. + \$400, Dr. + \$400. L.I. \$300 after 15 yrs, \$300 after 20 yrs. ¹ A.B. + 15; ² A.B. + 45; ³ B.A. + 60.
RICHMOND UNIFIED (48,283)	5664 (12) 8916	276, 264, 276, 2 e 264, 276, 264, 276, 264, 288, 276, 264		5976 ¹ (12) 9336	6312 ² (12) 9804	6696 (12) 10,308	7104 ³ (12) 10,856		H, M-S, 162.96 per yr, 100%	Add. \$350 for Doctorate. ¹ A.B. + 15; ² M.A. + 15; ³ M.A. + 45.
RIO-LINDA UNION (9672)	5850 (6) 7841	293, 307, 323, 339, 356, 375	6330 ¹ (9) 9557	6575 ² (9) 9802	6825 ³ (9) 10,052	7080 ⁴ (9) 10,307			M-M, 100%	P.T.E. max. 5 yrs. (6090-8885) 8. ¹ B.A. + 24; ² B.A. + 36; ³ B.A. + 48; ⁴ B.A. + 60.
RIVERSIDE UNIFIED (26,763)	5933 (12) 7594	237, 238, 237, 237, 238, 237, 237, 238, 237, 237, 238, 237	6609 (10) 9161	6271 ¹ (9) 8460	6848 ² (11) 9960	7624 ³ (13) 11,866	7286 ⁴ (12) 10,846		H, M-S, M-M, 8.99 per mo.	Notes: \$300 add. Doctorate. *No vertical mvm't beyond s 8, 10, 11, 12, 13 respectively. Interns paid state minimum of \$5000. ¹ B.A. + 15; ² or B.A. + 45; ³ or B.A. + 75 w/M.A.; ⁴ or B.A. + 60 w/M.A.
ROWLAND (11,900)	6150 (8) 8415	255, 265, 275, 290, 300, 310, 325	6715 (11) 10,340	6425 ¹ (11) 9890	7015 ² (11) 10,800	7330 ³ (11) 11,280			H, M-M, M-S, \$79 per yr.	P.T.E. credit 5 yrs. Spec. incr. after 3 yrs. or 5 yrs. s (12) = to 4% of prev. s (merit). ¹ B.A. + 15; ² B.A. + 45; ³ B.A. + 60 w/M.A.

SYMBOLS: L.I. = longevity increment; SVC. = service; PGR. = professional growth requirement; A.U. = amount unspecified;
INSURANCE: H = Hospitalization; M-S = Medical-Surgical; M-M = Major Medical; L = Life; s = steps.

CALIFORNIA

SCHOOL DISTRICT Average daily membership	BACHELOR'S MINIMUM No. of steps MAXIMUM	BACHELOR'S YEARLY INCREMENTS To reach bachelor's maximum	BACHELOR'S PLUS 30 HOURS	OTHER BACHELOR'S LANES	MASTER'S DEGREE	MASTER'S PLUS 30 HOURS	OTHER MASTER'S LANES	DOCTOR'S DEGREE	INSURANCE Amount paid by employer	REMARKS
SACRAMENTO (52,631)	5809 (4) 7012	280, 293, 308, 322	6382 ¹ (7) 8872	6089 ² (5) 7704	6650 ² (11) 11,227	7012 ⁴ (13) 12,930			H, M-S, M-M, 7.96 L., 1.58, dental 1.45	P.T.E. full credit max. 4 yrs. B.A. + B.A. + 12, 5 yrs. 5.A. + 24, 7 yrs. M.A. + 24 + M.A. Note: \$600 added for earned doctorate. ¹ B.A. + 24; ² B.A. + 12; ³ or B.A. + 42; ⁴ M.A. + 24 or B.A. + 66 w/M.A.
SALINAS (1688)	5936 (9) 8989	2 e 339, 1 e 340 4 e 339, 1 e 340 1 e 339	6614 (10) 10,006	6275 ¹ (9) 9328	7293 ² (11) 11,024	7971 ³ (12) 12,042	7632 ⁴ (11) 11,363	8310 ⁵ (12) 12,381	M-M, single \$13.00	Note: prov. cred. \$100 less: add sched. B.A. + 45 (6954-10,346) 10. P.T.E. credit to 5 yrs. *300 add. for doctorate. Annual incr. ¹ 6 S.U. every 4 yrs. ² 4 S.U. every 6 yrs. ¹ B.A. + 15; ² or B.A. + 60; ³ or B.A. + 45; ⁴ M.A. + 15 or B.A. + 75; ⁵ M.A. + 45.
SAN BERNADINO CITY UNIFIED (37,753)	6100 (9) 9232	9 e 345	7064 ¹ (10) 10,544	6582 ² (9) 9714	7060 ² (7) 9650	8928 ³ (12) 12,204	7546 ⁴ (11) 11,374		H, M-M, M-S, 8.29 per mo.	P.T.E. max. 5 yrs. within last 10. A.I. after 13th yr. ¹ or M.A.; ² B.A. + 15; ³ or B.A. + 60 w/M.A. or B.A. + 70; ⁴ M.A. + 15 or B.A. + 45.
SAN JOSE U.S.D. (9751)	5950 (7) 8540	7 e 370	6690 (7) 9280	6320 ¹ (7) 8910	7060 ² (7) 9650	7430 ³ (7) 10,020			H, M-S, M-M, 8.50 per mo.	P.T.E. max. 5 yrs. M.A. degree base salary + 1 horizontal incr. *Tenured teachers begin or 5 of each sched. with equal # of steps & incr. ¹ B.A. + 15; ² B.A. + 5; ³ B.A. + 60.
SAN JUAN UNIFIED (52,492)	5800 (8) 8394	274, 287, 302, 315, 330, 346, 362, 379		6074 ¹ (9) 9208	6361 (10) 10,103				dental 3.01, H, M-S, M-M, 12.25 full coverage	¹ B.A. + 15. P.T.E. full credit max. 6 yrs.
SAN LEANDRO (10,535)	6000 (9) 8430	9 e 270	6600 (12) 10,290	6330 ¹ (11) 9330	6990 ² (12) 11,310	7320 ³ (12) 12,000			H, M-S, M-M, 9.93-10.39 per mo.	¹ A.B. + 15; ² A.B. + 45; ³ M.A. + 15.
SAN LORENZO UNIFIED (11,310)	6060 ¹ (9) 8490	9 e 270	6600 ² (10) 9930		6990 ³ (12) 12,195				H, 9.00 per mo. L. 18 per \$1000 per mo. accidental death av. 6.50 per yr.	¹ or equiv.; ² also M.A. degree; ³ or B.A. + 60. Add: \$120 for M.A. or doctorate, max. of M.A. + 30 for 1 yr. + 15 S.U., or 20th yr. at max.; M.A. + 30. Note: limited to 1 such incr.
SAN MATEO (12,761)	6050 (11) 9390	303, 302, 303, 302, 303, 302, 303, 302, 303, 308, 309	6534 (11) 10,745	6292 ¹ (11) 10,067					H, \$10, M-S, \$10, M-M, \$10	300 for M.A., 600 for doctorate. ¹ B.A. + 15; P.T.E. max. 5 yrs.
SAN MATEO U.H.S.D. (10,917)	6600* (4) 8300	4 e 425	7450* (9) 11,275	7025* ¹ (6) 9575	7975 ² (11) 12,550	8300 ³ (11) 12,975	8725 ⁴ (14) 13,400		H, M-M, M-S, 100% a.u.	Note: M.A. Doctorate \$400. P.T.E. cred. max. 11 yrs. *L.I. e 12th yr. 320, 825, 425 respectively. ¹ B.A. + 15; ² B.A. + 45; ³ B.A. + 60; ⁴ B.A. + 75.

SYMBOLS: L.I. = longevity increment; SVC. = service; PGR. = professional growth requirement; A.U. = amount unspecified;
INSURANCE: H = Hospitalization; M-S = Medical-Surgical; M-M = Major Medical; L = Life; s = steps.

CALIFORNIA

SCHOOL DISTRICT Average daily membership	BACHELOR'S MINIMUM No. of steps	BACHELOR'S MAXIMUM	YEARLY INCREMENTS To reach bachelor's maximum	BACHFLOR'S PLUS 30 HOURS	OTHER BACHELOR'S LANES	MASTER'S DEGREE	MASTER'S PLUS 30 HOURS	OTHER MASTERS LANES	DOCTOR'S DEGREE	INSURANCE Amount paid by employer	REMARKS
SANTA ANA UNIFIED (25,000)	6100 (4)	7200	4 e 275	6675 (4) 8155	6375 ¹ (4) 7475	6975 ² (4) 8495	7375 ³ (4) 9055			M-M, \$5 per mo.	P.T.E. 4 yrs. ¹ B.A. + 15; ² or B.A. + 45; ³ B.A. + 60 w/M.A.
SANTA BARBARA (16,255)	6050 (9)	8954	302, 303, 302, 303, 302, 303, 363, 363, 363	6776 (11) 10,406	6413 ² (9) 9317	7502 ² (12) 12,100	7502 ² (12) 12,100	7139 ² (11) 10,769		H, M-S, M-M, \$10.33 per mo.	2% L.I. at year 20 and 25. ¹ B.A. + 15; ² M.A. + 24; ³ M.A. + 15.
SANTA CLARA UNIFIED (23,699)	6000 (6)	8184	342, 343, 350, 458, 348, 343	7155 (8) 10,201	6565 ¹ (7) 9127	7155 ² (9) 11,175	7155 ³ (11) 12,532			H, M-S, M-M, 9.93-14.85 per mo.	Add. \$500 for masters & doctorate. P.T.E. full credit 1st 3 yrs, 1/2 credit max. 5 steps, 7 + yrs. s 6. ¹ A.B. + 15; ² A.B. + 45; ³ A.B. + 60.
SANTA MARIA JOINT U.H.S.D. (6500) est.	6300 (7)	8540	7 e 320	7140 (10) 10,340	6720 ¹ (9) 9600	7560 ² (11) 11,080	7980 ³ (12) 11,820			None	*Partial S.U. area specified. Note: 300 for doctorate. ¹ B.A. + 15; ² or B.A. + 45; ³ B.A. + 60 w/M.A. or M.A. + 15 (in educ.).
SANTA MONICA (24,840)	6130 (9)	8938	9 e 312	6962 ¹ (11) 10,394	6546 ² (10) 9666	7378 ³ (12) 11,122	8210 ⁴ (13) 12,266	9042 ⁵ (13) 13,098	9497 (13) 13,553	H, \$124 per yr.	P.T.E. max. 5 yrs. ¹ B.A. + 28; ² B.A. + 14; ³ or B.A. + 42; ⁴ M.A. + 28; ⁵ M.A. + 56.
SANTA ROSA (3474)	6270 (6)	8160	6 e 315	7005 ¹ (10) 10,155	6620 ² (8) 9140	7380 (12) 11,160	8055 ³ (13) 12,150			H, M-S, M-M, 12.34 L. .34	L.I. 19, 24 yrs. (8 units within 5 yrs.) P.T.E. full credit max. 5 yrs. ¹ A.B. + 40; ² A.B. + 20; ³ A.B. + 70 w/M.A.
SEQUOIA U.H.S.D. (12,891)	5925 (11)	10,325	11 e 400	6975 (11) 11,375	7395* (11) 11,935	7500 ¹ (11) 12,040	7815* (11) 12,490	8025 (11) 12,700	8255 (11) 13,045	M-M, 23.60 per mo.	P.T.E. credit 7 yrs. *To be disc. after 67-68 sch. yr. B.A. + 42, B.A. + 54 & B.A. + 66. ¹ B.A. + 45, A.B. + 75 (8550-13,360) 11.
SIMI VALLEY U.S.D. (16,110)	6100 (7)	8025	7 e 275	6741 (9) 9486	6405 ¹ (8) 8725	7107 ² (11) 10,803	7504 ³ (13) 12,261			M-M, 6.00 per mo.	P.T.E. credit 4 yrs. ¹ B.A. + 15; ² or B.A. + 45; ³ B.A. + 60 w/M.A.
SOUTH BAY UNION HIGH (HERMOSA BEACH) (6955)	6145 (12)	10,699	12 e 377	6631 (12) 11,155	7117 (12) 11,641	7603 (12) 12,127	8089 ¹ (12) 12,613	7603 (12) 12,127		H, M-S, M-M, 11.12 L., .80, dental 4.75	Notes: Earned doctorate e \$400 add. per yr. voc cred. equiv. to B.A. life voc. cred. equiv. to M.A. ¹ M.A. + 48; ² M.A. + 24.
SOUTH SAN FRANCISCO UNIFIED (11,800) est.	6200 (7)	8685	7 e 355	7120 (9) 10,315	6660 ¹ (9) 9855	7980 ² (10) 11,530	8900 ³ (11) 12,805	8440 ⁴ (11) 12,345		L. \$5000, M-M, 15 per mo.	P.T.E. credit max. s 4. Note: incre. qual. 6 S.U. ea. 3 yrs. & 6 S.U. ea. 5 yrs. w/M.A. Long. e 175, 275, 375 e 4, 9, 14 beyond max. (respectively) ¹ B.A. + 15; ² or B.A. + 45 w/M.A.; ³ or B.A. + 75 w/M.A. ⁴ M.A. + 15 or B.A. + 60 w/M.A. add. sched. B.A. + 45 (7580-11,130) 10, B.A. + 60 (8040-11,945) 11, B.A. + 75 (8500-12,405) 11.

SYMBOLS: L.I. = longevity increment; SVC. = service; PGR. = professional growth requirement; A.U. = amount unspecified;
INSURANCE: H = Hospitalization; M-S = Medical-Surgical; M-M = Major Medical; L = Life; s = steps.

CALIFORNIA

SCHOOL DISTRICT Average daily membership	BACHELOR'S YEARLY INCREMENTS		BACHELOR'S PLUS 30 HOURS	OTHER BACHELOR'S LANES	MASTER'S DEGREE	MASTER'S PLUS 30 HOURS	OTHER MASTER'S LANES	DOCTOR'S DEGREE	INSURANCE Amount paid by employer	REMARKS
	MINIMUM No. of steps	MAXIMUM								
STOCKTON UN. S.D. (31,940)	6075 (11) 8748	11 e 243	6683 (11) 10,024	6348 ¹ (11) 9356	7017 ² (11) 10,692	7412 ³ (11) 11,421	7806 ⁴ (11) 12,150		H, M-S, M-M, 121.20	L.I. e 200, 20 yrs. SVC e 4 S.U. in 5 yr. preceeding period. Note: 12,350-12,550 = Highest salary with M.A. doctorate. ¹ B.A. + 15; ² B.A. + 45; ³ B.A. + 60; ⁴ B.A. + 75 w/M.A.
SUNNYVALE S.D. (10,301)	6000 (8) 8760	8 e 345	6960 (10) 10,410	6480* ¹ (9) 9585	7920 ³ (11) 11,715	7440* ² (11) 11,235	7920 ³ (11) 11,715	8700 ⁴ (11) 12,495	H, M-S, M-M, 50% of prem.	*300 for M.A. ¹ B.A. + 15; ² B.A. + 45; ³ B.A. + 60; ⁴ B.A. + 75 w/M.A.
TORRANCE (35,850)	6200 (9) 8693	8 e 277	6890 ¹ (11) 10,218	6545 ² (10) 9465	7304 ³ (12) 11,216	7718 ⁴ (13) 12,203			H, M-M, M-S, \$100 per yr.	¹ or M.A.; ² B.A. + 15; ³ M.A. + 18 or B.A. + 51; ⁴ M.A. + 36 or B.A. + 72 w/M.A.
VENTURA (16,653)	6100 (8) 8684	8 e 323	6909 (10) 10,139	6503 ¹ (9) 9410	same as B.A. + 30	7730 ² (12) 11,606	7318 ³ (11) 10,871	8145 ⁴ (13) 12,344	H, M-S, M-M, 10.56 per mo.	L.I. e 100, 200, 300, s 15, 20, 25. P.T.E. max. 5 yrs. ¹ B.A. + 15; ² B.A. + 45 w/M.A.; ³ B.A. + 60 w/M.A.; ⁴ B.A. + 75 w/M.A.
VISTA UNIFIED (7808)	6514 (10) 9664	5 e 315 5 e 316 alt.	7232 (12) 11,012	6854 ¹ (11) 10,319	8089 (11) 11,869	7177 (11) 12,012			H, M-M, M-S, \$123.00 per yr.	P. T.E. max. 3 yrs. s 4. B.A. + 45 (7661-11,441) 12. ¹ B.A. + 15
W. COVINA (13,850)	6050 (11) 9608	194, 238, 347, 348, 3 e 347, 348, 346, 2 e 348	6482 (11) 10,957	6244 (11) 9955	6829 (11) 11,523	7177 (11) 12,012			H, M-S, M-M, 60 per yr.	P. T.E. full credit max. 5 yrs.
WHITTIER CITY (6068)	6000 (10) 8670	225, 233, 243, 251, 261, 270, 281, 291, 302; 313	6552 (12) 10,191	6270 ¹ (10) 9060	6847* ² (12) 10,650	7155* ³ (12) 11,129			H, M-S, M-M, 73.30 per yr.	*L.I. e 14 & 19 only in these classifications. P.T.E. max 4 yr. ¹ B.A. + 15; ² or B.A. + 45; ³ or B.A. + 60 w/M.A.
WHITTIER U.H.S.D. (13,469)	6200 (8) 8600	8 e 300	6650 ¹ (9) 9350	6450 ² (8) 8850	7000 ³ (10) 10,000	7550 ⁴ (14) 11,750	8100 ⁵ (14) 12,300		H, 6.61 per mo. M-M, 1.42 per mo.	Note: L.I., \$300 e 20 + 25 s M.A. lanes. ¹ Stand. cred. or gen. sec. ² B.A. + 15; + stand. or spec. cred. ³ B.A. + 36 + S.C. or G.S.; ⁴ M.A. + S.C. or G.S.; ⁵ S.C. or G.S., M.A. + 24 or B.A. + 60 w/M.A.
DENVER (50)	5400 (10) 8424	2 e 216, 8 e 324	5643 (11) 8991		5886 (12) 9558	6129 (13) 10,125			L, 50%	P. T.E. 2.5% per yr. max. 5.

COLORADO

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INSURANCE: H = Hospitalization; M-S = Medical-Surgical; M-M = Major Medical; L = Life; s = steps. 50 = listing of 50 largest cities.

SCHOOL DISTRICT Average daily membership	BACHELOR'S MINIMUM No. of steps MAXIMUM	BACHELOR'S YEARLY INCREMENTS To reach bachelor's maximum	BACHELOR'S PLUS 30 HOURS	OTHER BACHELOR'S LANES	MASTER'S DEGREE PLUS 30 HOURS	MASTER'S PLUS 30 HOURS	OTHER MASTER'S LANES	DOCTOR'S DEGREE	INSURANCE Amount paid by employer	REMARKS
COLORADO ADAMS CO. DIST. 1 (6250)	5500 (12) 8975	2 e 100, 350, 3 e 300, 3 e 325, 3 e 350	5600 (12) 9275	5500 ¹ (9) 7800	5700 (12) 10,025	8150 (6) 10,375	6000 ² (12) 9200		Choice of 3 plans. \$6.80 per mo. on one.	¹ B.A. + 15; B.A. + 45: 5700 (11) 8600; ² M.A. + 15; M.A. + 45: 6200 (14) 10,000.
ADAMS CO. DIST. 14 (8450)	5400 (8) 7400	150, 150, 350, 250, 250, 250, 300, 300	5600 (10) 8200	5500 ¹ (9) 7800	5900 (11) 8800	6100 (13) 9600				
ARAPAHOE CO. DIST. 6 (14,003)	5200 (16) ¹ 9360	234, 234, 322, 312, 312, 312, 260, 260, 312, 340, 260, 322, 260, 260	5408 ² (16) ¹ 9568	5408 ² (16) ¹ 9568	5720 (16) ¹ 10,608	5720 (16) ¹ 11,232	5720 ³ (16) ¹ 10,712	5720 (16) ¹ 11,856	H, M-S, M-M, 100% L. 50%; Income protec- tion 100%	¹ There are 14 additional half steps used to place new teachers with prior experience. Takes 27 steps for 16 increments. No increase steps 13-16, 17-20, 21-24, 25-27. ² B.A. + 20; ³ M.A. + 15; M.A. + 45: 5720 (16) ¹ 11336; M.A. + 60: 5720 (16) ¹ 11,440.
BOULDER VALLEY S.D. RE #2 (15,800)	5400 (7) 7992	2 e 324, 2 e 540 1 e 432, 2 e 216	5724 ¹ (11) 9180	5508 ² (8) 8316	5836 (12) 9666	6156 ³ (15) 10,638	5940 ⁴ (13) 9960	6264 (15) 11,178	None	P.T.E. 5 yrs. ¹ B.A. + 36; ² B.A. + 12; ³ M.A. + 36; ⁴ M.A. + 12. Also: B.A. + 24 (5616-8802) 10, M.A. + 24 (6048-10,314) 14.
DURANGO DIST. 9-R (3600)	5040 (13) 7762	202, 252, 201, 4 e 252, 202, 201, 202, 151, 151, 152	5554 (11) 7862	5292 ¹ (12) 7812	5342 (15) 8670	5946 (13) 8970	5644 ² (14) 8920			For all: L.I., \$100 per year starting with 21st; max. 5 yrs. \$500. ¹ B.A. + 15; B.A. + 45: 5845 (10) 7912; ² M.A. + 15; M.A. + 45: 6299 (12) 9920; M.A. + 60: 6651 (11) 9070.
EL PASO CO. S.D. #11 (28,129)	5500 (8) 7610	8 e 260		5746 ¹ (10) 8345	5962 (13) 9342	6394 ² (15) 10,294	6178 ³ (14) 9618	6826 (17) 11,246	H, Incl. cov. 6.64, M-S, fam. cov. 12.30, L. 50%	P.T.E. max 6 yr. (\$780) 1/2 step per yr. ¹ B.A. + 16; ² M.A. + 32; ³ M.A. + 16. Note: M.A. + 48 (6610-10,770) 16.
ENGLEWOOD	5400 (10) 7830	10 e 243		5643 ¹ (11) 8316	5940 (12) 9180	7020 (10) 9720	7290 ² (11) 10,260	7560 (12) 10,800	None	¹ B.A. + 24; ² M.A. + 60.
GREELEY (9049)	5400 (10) 7776	2 e 162, 2 e 216, 6 e 270		5616 (13) 9396	5616 (13) 9396	6804 (10) 9956	6912 ¹ (10) 10,096	7236 (10) 10,476	L. 43%	P.T.E. max. 6 yrs. *Schedule in effect as of Jan. 1968. ¹ M.A. + 45.
JEFFERSON COUNTY (54,202)	5500 (6) 6820	2 e 110, 4 e 275		5665 ¹ (7) 7260	5800 ² (7) 7755	5995 ³ (7) 8140	6160 (7) 8525		M-M, 1.09 per mo. L. .03 per mo.	P.T.E. full credit max. 5 yrs. L.I. one incr. 20th yr. (15 in district) \$500 for earned doctorate. ¹ B.A. + 20; ² or B.A. + 40; ³ B.A. + 60 w/M.A.; ⁴ B.A. + 75 w/M.A.
MESA CO. VALLEY S.D. 51 (12,252)	5000 (12) 7400	12 e 200		5400 (15) 8400	5400 (15) 8400				L. 2.00 for 1st \$2000	

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COLORADO

SCHOOL DISTRICT Average daily membership	BACHELOR'S MINIMUM No. of steps MAXIMUM	YEARLY INCREMENTS To reach bachelor's maximum	BACHELOR'S PLUS 30 HOURS	OTHER BACHELOR'S LANES	MASTER'S DEGREE	MASTER'S PLUS 30 HOURS	OTHER MASTER'S LANES	DOCTOR'S DEGREE	INSURANCE Amount paid by employer	REMARKS
POUDRE S.D. R-1 (10,231)	5400 (12) 7900	2 e 175, 1 e 375, 1 e 175, 1 e 275 3 e 175, 4 e 200	5700 (13) 8500	5900 ² (14) 8900	7025 (13) 10,000	L. 50%				*Upon tenure (3 yrs.) \$200 added (after 5 yrs. 100 is added) to normal incr.). 1M.A. + 45; 2M.A. + 21.
PUEBLO DIST. #60 (25,986)	5400 (13) 8993	216, 225, 234, 243, 253, 263, 273, 284, 295, 307, 320, 333, 346	5500 (14) 9963			L. 100%, H. 10 per empl.				Note: 12 semester hrs. prerequisite to advance from s 4 (both scales; an add. 12 before adv. from 7 (B.A.) 8 (M.A.).
ST. VRAIN VALLEY #RE-13 (8185)	5300 (11) 7897	2 e 265, 530, 265, 3 e 212, 4 e 159	5724 (14) 8796	5936 (16) 9328	6572 (19) 10,441					

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BRIDGEPORT (23,000)	5850 (12) 8625	6 e 200, 5 e 250, 325	6250 (14) 10,000	6550 ¹ (14) 10,450						1M.A. + 1 yr.
CHESHIRE (4300)	5000 (12) 9150	150, 400, 4 e 250, 5 e 260, 200	6600 (12) 10,000	7100 (12) 10,500						H. 5.35 per mo., M-S, 1.20 per mo., M-M, 1.69 per mo.
DANBURY (8810)	6000 (12) 9480	2 e 240, 10 e 300	6960 (14) 11,040	7440 (14) 11,520						L.I., 2 e 300 ea. s 20 & 25.
ENFIELD (10,241)	5600 (11) 9010	11 e 310	6700 (11) 10,720							*Spec. ed. tchrs. receive \$500 differential. P.T.E. max. 9 yrs.
GREENWICH (10,325)	6200 (11) 10,100	250, 2 e 620, 7 e 310, 240	6760 (13) 11,410	8930 ¹ (11) 12,340						1M.A. + 1 yr. L.I. \$400 e 20 yrs.
GROTON (9137)	5750 (12) 9230	2 e 250, 1 e 350, 3 e 280, 4 e 290, 2 e 315	6200 (12) 9060	6500 (12) 10,160						L.I., e \$100 20 + 25 yrs. 1M.A. + 60.

SYMBOLS: L.I. = longevity increment; SVC. = service; PGR. = professional growth requirement; A.U. = amount unspecified;
INSURANCE: H = Hospitalization; M-S = Medical-Surgical; M-M = Major Medical; L = Life; s = steps.

CONNECTICUT

SCHOOL DISTRICT Average daily membership	BACHELOR'S MINIMUM No. of steps MAXIMUM	BACHELOR'S YEARLY INCREMENTS To reach bachelor's maximum	BACHELOR'S PLUS 30 HOURS	OTHER BACHELOR'S LANES	MASTER'S DEGREE	MASTER'S PLUS 30 HOURS	OTHER MASTER'S LANES	DOCTOR'S DEGREE	INSURANCE Amount paid by employer	REMARKS
HAMDEN (9065)	5700 (13) 9500	2 e 250, 11 e 300	6100 (13) 9500		6200 (13) 10,000	6600 (13) 10,400		7100 (13) 10,900	H, M-S, M-M, 100% L, 60%, wdy. D, 15%	P.T.E. full credit
HARTFORD (AFT) (27,100)	6000 (12) 9000	12 e 285			6450 (13) 10,850	6950 ¹ (13) 11,300			H, M-S \$81 per yr. M-M \$18, L, 50%	L.I., \$115 e 14-18, \$230 e 19-22, \$345 e 23 +. ¹ M.A. +.
MANCHESTER	5750 (12) 9300	200, 250, 200, 9 e 300			6300 (12) 9050	6900 (12) 10,450		7650 (12) 11,200	H, full, M-S, 2/3, M-M, full, L, \$1000, acc. death or dismemb. \$1000	L.I., \$150 e 18 yrs.; \$250 e 23 yrs.; \$200 e 28 yrs.
MERIDEN (10,364)	5900 (12) 8900	4 e 200, 8 e 300			6300 (13) 9000	6700 ¹ (13) 10,100			H, 3.72 per mo., M-S, 1.44 per mo., M-M, .87 per mo., L, under 50%	¹ M.A. + 1 yr.
MIDDLETOWN (5864)	6000 (13) 9400	3 e 230, 2 e 250, 8 e 300							H, 3.10, M-S, 1.20, M-M, 3.00, L, \$5000	*Add. \$300 5th yr. M.A. & 6th yr. Ph.D.
MILFORD (11,904)	5600 (12) 9150	2 e 250, 9 e 300, 350			6000 (12) 9750	6400 ¹ (12) 10,250			H, M-S, 100% indiv. L, 30%	¹ M.A. + 1 yr.
NEW BRITAIN (AFT) (14,000)	5500 (12) 9100	12 e 300			5900 (12) 9500	6400 (12) 10,500		7000 (12) 11,200	H, M-S, M-M, L, 100%	
NEW HAVEN (AFT) (21,195)	5600 (16) 9500	2 e 200, 250, 11 e 275, 11 e 125, 1 e 100			6200 (16) 10,400	6500 (16) 10,700		6900 (16) 11,100	H, M-M, M-S, 100%*	*Women with spouses (unless head of household) must pay additional prem.
NORWALK (15,000)	6030 (12) 9648	6 e 302, 6 e 301 alt.			6633 (14) 10,854	7236 (16) 12,060		7839 (18) 13,266		L.I., 2% of max. step after 30 yrs. (15 must have been district).
SOUTHINGTON (7238)	5700 (13) 9000	7 e 250, 1 e 300, 5 e 250			6150 (13) 9700	6600 (14) 10,450			H, 5.35 per mo. (full cov.), M-S, 2.00 per mo. (full cov.)	*Ph.D., \$450 more than 6th yr. L.I., B.A. tchrs. \$200 with over 25 yrs. (20 in district). P.T.E. max. 11 yrs.

SYMBOLS: L.I. = longevity increment; SVC. = service; PGR. = professional growth requirement; A.U. = amount unspecified;
INSURANCE: H = Hospitalization; M-S = Medical-Surgical; M-M = Major Medical; L = Life; s = steps. D = disability

CONNECTICUT

SCHOOL DISTRICT Average daily membership	BACHELOR'S MINIMUM No. of steps MAXIMUM	YEARLY INCREMENTS To reach bachelor's maximum	BACHELOR'S PLUS 30 HOURS	OTHER BACHELOR'S LANES	MASTER'S DEGREE	MASTER'S PLUS 30 HOURS	OTHER MASTER'S LANES	DOCTOR'S DEGREE	INSURANCE Amount paid by employer	REMARKS
STRATFORD P.S. (9484)	5850 (12) 9000	250, 200, 7 e 250, 2 e 300, 1 e 350	6150 (13) 9800	6400 (13) 10,350	6150 (13) 9800	6400 (13) 10,350		6890 (12) 10,820	L, \$3000 policy .39 per mo., H, 12.80, M-S, 6.55, M-M, 2.50	P.T.E., full credit for last 8 yrs. 1/2 credit for tchgr. previous to 8 yrs.
WALLINGFORD (8570)	5750 (12) 9240	2 e 170, 2 e 280, 1 e 300, 1 e 280, 2 e 330, 1 e 360, 3 e 330	6170 (12) 9820	6480 (12) 10,240	6170 (12) 9820	6480 (12) 10,240		6890 (12) 10,820	L, 38.40, H, 44.40 for incl., 104, .40 fam., M-S, 14.40 ind., 49.20 fam., M-M, 23.88 ind., 59.76 fam.	
WATERBURY	5600 (11) 9300	10 e 330, 1 e 400	6100 ¹ (11) 10,100	5850 ² (11) 9700	6500 (15) 10,600	6300 ³ (11) 10,800	6200 ⁴ (11) 10,450	6600 (11) 11,000	L, \$2000, H, M-M, M-S, 100%	L.I., 15 yr. e 100, 20 yr. e 200, 25 yrs. e 300, 30 yrs. e 400. ¹ or M.S.; ² B.A. + 15; ³ or B.A. + 60; ⁴ M.A. + 15 or B.A. + 45.
WEST HARTFORD	6000 (10) 8900	200, 250, 7 e 300, 350	6300 ¹ (10) 9200	6150 ² (10) 9050	6500 (15) 10,600	7000 (15) 11,100	6900 ³ (15) 10,900	8300 (12) 11,600	H, M-S, M-M, L, a.u.	¹ B.A. + 20; ² B.A. + 10; ³ M.A. + 20.
WEST HAVEN (8841)	5700 (13) 9350	4 e 250, 2 e 275, 7 e 300	6150 (13) 9800	5850 ¹ (12) 9140	6150 (12) 9800	6650 (12) 10,300	6350 ³ (13) 10,000	7150 (13) 10,930	H, M-S, M-M, 100%, L, \$1000, 100%	Add. \$700, earned doctorate.
WINDHAM (3755 K-12)	5650 (12) 8940	9 e 270, 1 e 280, 2 e 290	6150 (13) 9800	5850 ¹ (12) 9140	6150 (13) 9800	6650 ² (13) 10,230	6350 ³ (13) 10,000	7150 (13) 10,930	M-S, \$42 per yr.	¹ B.A. + 15; ² M.A. + 1 yr.; ³ M.A. + 15.
NEWARK SPECIAL SCHOOL DIST.	5600 (17) 9050	4 e 300, 6 e 250 1 e 15 ⁿ , 6 e 100	6200 (18) 9650	6900 (18) 11,000	6500 (18) 10,500	6900 (18) 11,000		7714 (15) 11,994	H, 4.24, M-S, 1.80	Note: Doctor's degree \$400 more than M.A. + 30 scale. P.T.E. max. 10.
WILMINGTON (15,789)	5800 (15) 9019		6350 (15) 9877	7163 (15) 11,136	6612 (15) 10,233	7163 (15) 11,136			H, M-S, 6.94	

DELAWARE

D.C. WASHINGTON, D. C. (50)

SYMBOLS: L.I. = longevity increment; SVC. = service; PGR. = professional growth requirement; A.U. = amount unspecified;
INSURANCE: H = Hospitalization; M-S = Medical-Surgical; M-M = Major Medical; L = Life; s = steps. 50 = listing of 50 largest cities.

SCHOOL DISTRICT Average daily membership	BACHELOR'S YEARLY INCREMENTS		BACHELOR'S PLUS 30 HOURS	OTHER BACHELOR'S LANES	MASTER'S DEGREE	MASTER'S PLUS 30 HOURS	OTHER MASTER'S LANES	DOCTOR'S DEGREE	INSURANCE Amount paid by employer	REMARKS
	MINIMUM	MAXIMUM								
FLORIDA										
MIAMI, TAMPA (50)										
OKALOOSA (20,182)	5000 (10) 7000	10 e 200			5500 (12) 7500			6500 (15) 9500	None	*Merit rating add. \$100.
ST. JOHNS CO.	5300 (10) 6900	10 e 160			5430 (10) 7430			6360 (10) 7960		P.T.E., 5 yrs.
SANTA ROSA CO. (7765)	5000 (12) 7700	12 e 200			5450 (12) 8150			5900 (12) 8600	H, 2.00 per mo., M-M, 2.00 per mo., M-S, 2.00 per mo.	P.T.E., 5 yrs.
SARASOTA (16,311)	5000 (9) 7100	2 e 100, 500, 2 e 150, 500, 3 e 200		5250 ¹ (11) 7750	5500 (13) 8850	5700 (13) 9050		6000 (13) 9350	None	P.T.E., full credit max. 8 yrs. 'B.A. + 15.
SEMINOLE CO. (16,000)	5250 (10) 6300	10 e 105			5722 (10) 6772			6352 (10) 7402		P.T.E., full credit; L.I., 20, 25 yrs.
ALACHUA (21,370)	5100 (10) 6120	10 e 102		5610 (10) 6630	6222 (10) 7242				None	P.T.E., full credit max. 10 yrs.
ESCAMBIA CO. (PENSACOLA) (45,859)	5100 (12) 7400	12 e 150			5450 (12) 7850			5900 (12) 8300		P.T.E. max. 10 yrs.
GEORGIA										
ATLANTA (50)										
BIBB CO. (MACON) (35,270)	5600 (14) 7741	159, 184, 165, 147, 72, 147, 73, 128, 72, 210, 197, 244, 197, 146			6056 (16) 9060	7570 (15) 10,085		8325 (13) 10,664	None	Tchr. new to district receives state salary + \$800 (all schedules so based).
BURKE CO. (4968)	4800 (14) 6393	159, 184, 165, 147, 72, 147, 73, 128, 72; 110, 72; 119, 72; 73							None	

SYMBOLS: L.I. = longevity increment; SVC. = service; PGR. = professional growth requirement; A.U. = amount unspecified;
INSURANCE: H = Hospitalization; M-S = Medical-Surgical; M-M = Major Medical; L = Life; s = steps. 50 = listing of 50 largest cities.

GEORGIA

SCHOOL DISTRICT Average daily membership	BACHELOR'S MINIMUM No. of steps MAXIMUM	YEARLY INCREMENTS To reach bachelor's maximum	BACHELOR'S PLUS 30 HOURS	OTHER BACHELOR'S LANES	MASTER'S DEGREE	MASTER'S PLUS 30 HOURS	OTHER MASTER'S LANES	DOCTOR'S DEGREE	INSURANCE Amount paid by employer	REMARKS
CHATHAM CO. (SAVANNAH) (40,759)	5600 (14) 6993	2 e 0, 158, 247, 72, 47, 73, 128, 72, 110, 72, 369, 72, 73		7525 ¹ (9) 8846	5706 (14) 7992	7020 (12) 9017			None	¹ M.A. + 60.
CLAYTON CO. (2200)	4800 (14) 6300	159, 184, 165, 147, 72, 147, 73, 128, 72, 110, 72, 119, 72, 80	5256 (14) 7200		6770 (14) 8260	7525 (9) 8740				
MARIETTA 7th S.D. (COBB CO.) (28,996)	5520 (14) 7351	182, 212, 190, 169, 83, 169, 84, 147, 83, 126, 83, 137, 2 e 83		8653.80 ¹ (9) 10,172.88	6044.40 (14) 8328.36	7785.48 (11) 9507			5.50 per mo. comb.	¹ M.A. + 60
DEKALB CO.	6024 (14) 9228	117, 175, 117, 174, 466, 117, 174, 350, 5 e 233			6316 (19) 10,684	7830 (17) 11,907		8412 (17) 13,013		*Professional improvement req. on step 4, 7, 9. P. T.E., 1/2 credit.
FLOYD CO. (ROME) (8490) A.D.A.	4800 (14) 6393	159, 184, 165, 147, 72, 147, 73, 128, 72, 72, 73, 110, 72, 119		7525 ¹ (9) 8846	5256 (14) 7242	6770 (11) 8267			None	County supplement on each scale e \$425, \$450 (3 yrs.), 475 (6 yrs.), \$500 (9 yrs.), Tchrs. with 5 or 6 yr. certificate also receive \$50 regardless of experience. ¹ M.A. + 60.
GWINNETT CO. (LAWRENCEVILLE) (12,490)	4800 (14) 6393	242, 218, 198, 189, 87, 171, 87, 161, 87, 124, 87, 124, 87, 124		7525 ¹ (9) 8846	5256 (14) 7242	6770 (11) 8267			H, M-S, M-M, L, group ins. 6.00 per mo.	*County supplement of \$600. ¹ M.A. + 60.
RICHMOND CO.	5150 (22) 7543	209, 234, 190, 172, 97, 172, 98, 153, 97, 135, 97, 169, 122, 123, 5 e 50, 3 e 25			5606 (22) 8392	7245 (19) 9417		8050 (17) 9996	None	P. T.E., 1/2 credit max. 5 yrs.

HAWAII

STATE SCALE & HONOLULU (50)

BOISE (23,000)	5400 (13) 7200	3 e 200, 10 e 120	5520 ¹ (13) 7320	5920 (15) 7960	5800 (15) 7840	6200 (16) 8480		None	P. T.E., max. 6 yrs. or (3rd step of salary scale). ¹ B.A. + 16.
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IDAHO

SYMBOLS: L.I. = longevity increment; SVC. = service; PGR. = professional growth requirement; A.U. = amount unspecified;
INSURANCE: H = Hospitalization; M-S = Medical-Surgical; M-M = Major Medical; L = Life; s = steps. 50 = listing of 50 largest cities.

SCHOOL DISTRICT	Average daily membership	BACHELOR'S MINIMUM No. of steps	BACHELOR'S YEARLY INCREMENTS To reach bachelor's maximum	BACHELOR'S PLUS 30 HOURS	OTHER BACHELOR'S LANES	MASTER'S DEGREE	MASTER'S PLUS 30 HOURS	OTHER MASTER'S LANES	DOCTOR'S DEGREE	INSURANCE Amount paid by employer	REMARKS
IDAHO											
IDAHO FALLS (10,297)	5000 (13) 6950	13 e 150				5500 (15) 7750				H, M-S, M-M, \$92 per yr.	¹ or 30 + B.A.
POCATELLO S.D. #25 (12,294)	5180 (11) 6320	104, 103, 102, 105, 2 e 104, 103, 4, 103, 2 e 104	5491 (11) 6915			5688 (11) 7408				H, M-S, 100%	P.T.E., full credit.
ILLINOIS											
CHICAGO (50)											
ARLINGTON HTS. (8930)	5700 (15) 9120	230, 225, 345, 340, 340, 345, 225, 230, 230, 225, 230, 115, 110, 115, 115	6040 (15) 9805		5930 ¹ (15) 9575 5815 ² (15) 9350	6155 (15) 9520	6610 (15) 10,375	6385 ³ (15) 10,145 6500 ⁴ (15) 10,260		H, M-S, 100%, A.U., M-M, (to be resolved)	P.T.E., max. 7 yrs. ¹ B.A. + 16, ² B.A. + 8; ³ M.A. + 16; ⁴ M.A. + 24, (M.A. + 8; 6270-10,030) 15.
AURORA EAST #131 (8479)	6000 (10) 8220		6480 ¹ (14) 9588		6240 ² (12) 8904 6360 ³ (13) 9246	6600 (14) 10,548	7080 ⁴ (14) 11,169	6840 ⁵ (14) 10,788 6960 ⁶ (14) 10,908	7560 (15) 11,649	M-M, 1.89 per mo.	L.I., \$100 every 5 yrs. after 15 yrs. merit rating, P.G.R. ¹ B.A. + 32; ² B.A. + 16; ³ B.A. + 24; ⁴ M.A. + 32; ⁵ M.A. + 16; ⁶ M.A. + 24.
BELLEVILLE TWP. H.S. (4200)	6300 (12) 9500	100, 300, 200, 2 e 300, 200, 6 e 300			6400 ¹ (12) 9700	6800 (12) 10,100	7000 (12) 10,500	6900 ² (12) 10,300	7800 (12) 11,300	H, M-S, M-M, 100% + L, (\$2000 term) 100%	¹ B.A. + 16; ² M.A. + 15.
BLOOMINGTON (6580)	5000 (16) 8187	2 e 165, 330, 3 e 165, 3 e 154, 132, 121, 3 e 110, 55, 132	6185 ¹ (16) 8739		5910 ² (16) 8345	6350 (16) 8976	7450 ³ (16) 10,553	7175 ⁴ (16) 10,159	7725 (16) 10,947	¹ B.A. + 24; ² B.A. + 8; B.A. + 16; 6020 (16) 8502; ³ M.A. + 32; ⁴ M.A. + 16.	
CAHOKIA DIST. 187 (7661)	6000 (13) 8600	13 e 200			6200 ¹ (13) 8900	6500 (13) 9300	6800 ² (13) 9750	6650 ³ (13) 9500		H, M-S, M-M, 80%	L.I., \$200 after 14 yrs. ¹ B.A. + 16; ² M.A. + 32; ³ M.A. + 16

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SCHOOL DISTRICT Average daily membership	BACHELOR'S No. of steps MAXIMUM	YEARLY INCREMENTS To reach bachelor's maximum	BACHELOR'S PLUS 30 HOURS	OTHER BACHELOR'S LANES	MASTER'S DEGREE	MASTER'S PLUS 30 HOURS	OTHER MASTER'S LANES	DOCTOR'S DEGREE	INSURANCE Amount paid by year	REMARKS
CHAMPAIGN	5750 (11) 8740	175, 170, 23, 290, 285, 290, 285, 290, 285, 2 e 345	6325 (17) 9660	6095 ¹ (12) 9430	6440 (12) 9775	7130 (13) 10,810	7475 ² (13) 11,155	8165 (13) 11,845		P.T.E., full credit max. 5 yrs. 1/2-credit to max. 10 yrs. ¹ A.B. + 15; ² M.A. + 45.
COLLINSVILLE	5700 (11) 8208	11 e 228		5956 ¹ (11) 8574	6213 (11) 8952					¹ A.B. + 16.
DANVILLE (10,412)	5700 (12) 8436	12 e 228	5928 (13) 8692		6156 (14) 9348	6384 (15) 9804	6612 ¹ (16) 10,260			¹ M.S. + 2 yrs.
DECATUR (20,005)	5600 (11) 8680	11 e 280		5880 ¹ (11) 8960	6160 (11) 9240	7840 ² (7) 9800	7000 ³ (9) 9500 8680 ⁴ (5) 10,000	9520 (3) 10,360		P.T.E., max. 6 yrs. L.I., \$270 e 24 yrs. ¹ B.A. + 16; ² M.A. + 35; ³ M.A. + 16; ⁴ M.A. + 48.
DOWNERS GROVE #58 (4863)	5900 (14) 7670	120, 115, 120, 115, 240, 115, 120, 115, 2 e 120, 115, 120, 115, 120	6195 ¹ (17) 9205	6020 ² (15) 8025 6075 ³ (16) 8675	6370 (19) 10,325	6905 (19) 10,975	6665 ⁴ (19) 10,620			P.G.R. ¹ B.A. + 24; ² B.A. + 8; ³ B.A. + 16; ⁴ M.A. + 16.
DOWNERS GROVE #99 (3343)	6000 (14) 8160	2 e 240, 360, 240, 10 e 120	6360 ¹ (17) 8080	6120 ² (15) 8400 6240 ³ (16) 8640	6480 (18) 10,500	6960 ⁴ (20) 11,400	7200 ⁵ (21) 12,360			¹ B.A. + 24; ² B.A. + 8; ³ B.A. + 16; ⁴ M.A. + 32; ⁵ M.A. + 60.
EAST CHICAGO HEIGHTS DIST. 169 (1792)	5800 (16) 9800	15 e 250	6050 (16) 10,050	5925 ¹ (16) 9925	6175 (16) 10,175	6425 (16) 10,425	6300 ² (16) 10,300			L.I., \$250 after 20 yrs. all categories. ¹ B.A. + 15; ² M.A. + 15.
EAST ST. LOUIS S.D. #185 (22,300)	6250 (10) 8750	238, 2 e 239, 238, 348, 238, 2 e 239, 280, 100		6450 ¹ (10) 9050	6930 (10) 9450	7650 (10) 10,500	7150 ² (10) 9750			Note: \$50 per semester (perfect attendance bonus). ¹ B.A. + 16; ² M.A. + 16.

SIONITTI

SYMBOLS: L.I. = longevity increment; SVC. = service; P.G.R. = professional growth requirement; A.U. = amount unspecified;
INSURANCE: H = Hospitalization; M-S = Medical-Surgical; M-M = Major Medical; L = Life; s = steps.

SCHOOL DISTRICT Average daily membership	BACHELOR'S YEARLY INCREMENTS		BACHELOR'S PLUS 30 HOURS		OTHER BACHELOR'S LANES		MASTER'S DEGREE PLUS 30 HOURS		OTHER MASTER'S LANES		DOCTOR'S DEGREE	INSURANCE Amount paid by employer	REMARKS
	MINIMUM No. of steps	MAXIMUM	To reach bachelor's maximum	PLUS 30 HOURS	PLUS 30 HOURS	PLUS 30 HOURS	PLUS 30 HOURS	PLUS 30 HOURS	PLUS 30 HOURS	PLUS 30 HOURS			
ELGIN (18,400)	6000 (12) 8736		11 e 228	6360 ¹ (14) 9004	6120 ² (13) 9162	6480 (15) 10,440	6840 ³ (16) 11,352	6800 ⁴ (15) 10,650	7560 (17) 12,438				¹ B.A. + 24; ² B.A. + 8; B.A. + 16; 6240 (12) 9360; ³ M.A. + 24; ⁴ M.A. + 8; M.A. + 16; 6720 (16) 11,126.
ELMHURST (6450)	5900 (16) 8909		2 e 118, 3 e 295, 2 e 236, 6 e 177, 3 e 118	6077 ¹ (16) 9086	6313 (16) 9053	6667 (16) 10,207	6480 ² (16) 10,030						L.I., 100-300 merit at maximum. ¹ B.A. + 15; ² M.A. + 15.
EVANSTON (10,217)	6000 (11) 8400		3 e 120, 180, 240, 2 e 300, 440, 300, 240, 120	6600 (13) 9960	7000 (15) 10,980	7800 (15) 11,940							H, 3.98 sing. of fam. M-S 1.35 sing. of fam.
FREEMONT (6971)	5700 (13) 8095		170, 230, 2 e 285, 225, 230, 2 e 170, 175, 110, 3 e 115	5870 ¹ (13) 8380	6325 (15) 9460	6895 (15) 10,030	6440 ² (15) 9575	7125 ³ (15) 10,260					¹ B.A. + 15; ² M.A. + 6; M.A. + 12; 6555 (14) 9690; M.A. + 18; 6670 (14) 9805; M.A. + 24; 6785 (14) 9920; M.A. + 36; 7010 (14) 10,145; ³ M.A. + 42.
GALESBURG (7800)	5800 (10) 7986		6 e 219, 4 e 218	5921 ² (10) 8107	6286 (13) 9128	6772 ³ (17) 10,488	6407 ⁴ (14) 9462						H, M-S, M-M \$4 per mo. ¹ A.B. + 24; ² A.B. + 8; A.B. + 16; 6043 (11) 8448; ³ M.A. + 32; ⁴ M.A. + 8; M.A. + 16; 6529 (15) 9808; M.A. + 24; 6650 (16) 10,148.
GRANITE CITY COM. UNIT. S.D. #9 (13,219)	5700 (11) 8630		2 e 350, 4 e 250 2 e 200, 250, 200, 550	5950 ¹ (11) 9050	6450 (11) 9550	6700 ² (11) 9800							* Cost of living increase e \$25 for ea. 1/2 of 1% (max. of \$125). P.T.E., cred. max. 5 yrs. (full credit 1st 3 yrs.); 1/2 cr. next 4 yrs.; ¹ B.A. 150 hrs.; ² M.A. 190 hrs.
HINSDALE TWSF. H.S.D. #86 (3126)	6050 (14) 9020		190, 180, 300, 240, 240, 250, 240, 4 e 180, 190, 180, 240	6240 ¹ (14) 9810	6540 (15) 11,440	7630 [*] (14) 12,350	7320 ² (15) 11,740						Merit rating: six S.H. ea. 4 yrs. P.T.E. max 5 yrs. *Eamed doctorate one increment to difference between M.A. step and M.A. + 30; L.I., e 20, 25, 30, 35 yrs e 180 & 190. ¹ B.A. + 15; ² M.A. + 15.
HINSDALE COMMUNITY CONS. DIST. #181 (3404)	5900 (14) 8970		2 e 180, 290, 2 e 240, 230, 240, 290, 3 e 180, 190 230, 240	6080 ¹ (14) 9440	6380 (15) 10,480	7320 (14) 11,330	7080 ² (14) 10,740						L.I., e 20, 25, 30, 35 yrs. ¹ B.A. + 15; ² M.A. + 15.
JOLIET DIST. #86 (5176)	5936 (14) 8904		106, 12 e 212, 318	6148 ¹ (14) 9116	6466 (14) 9540	6890 (14) 9964	6678 ² (14) 9552						P.T.E., max. 5 yrs. L.I. e 19 yrs. \$200. ¹ B.A. + 15; ² M.A. + 15.
KANKAKEE (7364)	6100 (13) 9000		260, 150, 250, 4 e 300, 350, 3 e 300, 250, 200	6300 ¹ (13) 9750	6700 (14) 10,300	7300 (17) 11,200	7000 ² (14) 10,500						H, 22.32 fam. 6.66 ind. M-S, M-M, same as above L 1.65 None ¹ B.A. + 16; ² M.A. + 16.

SYMBOLS: L.I. = longevity increment; SVC. = service; PGR. = professional growth requirement; A.U. = amount unspecified;
INSURANCE: H = Hospitalization; M-S = Medical-Surgical; M-M = Major Medical; L = Life; s = steps.

SIONITTI

SCHOOL DISTRICT Average daily membership	BACHELOR'S MINIMUM No. of steps	BACHELOR'S YEARLY INCREMENTS To reach bachelor's maximum	BACHELOR'S PLUS 30 HOURS	OTHER BACHELOR'S LANES	MASTER'S DEGREE	MASTER'S PLUS 30 HOURS	OTHER MASTER'S LANES	DOCTOR'S DEGREE	INSURANCE Amount paid by employer	REMARKS
MAINE TWSP. H.S.D. #207 (9241)	6000 (15) 9330	200, 4 e 300 3 e 150, 250, 230, 5 e 220			6500 (15) 10,900	7000 (18) 12,400		7500 (21) 14,000		P.T.E., 9 yrs.
OAKLAWN (5300)	5600 (9) 8200	100, 4 e 200, 300, 3 e 400		5900 ¹ (11) 8700	6050 (11) 8850		6150 ² (11) 8950			L.I., \$200 after 15 yrs. ¹ B.A. + 15; ² M.A. + 15.
PALATINE COMM. CONS. DIST. #15 (9846)	5600 (13) 8546	13 e 216	5900 ¹ (15) 9116	5700 ² 5800 ³ (13) (14) 8646 8854	6000 (16) 9378				H, M-S, M-M 4.00 per mo. 100% of prem. on \$2000 policy	¹ B.A. + 24; ² B.A. + 8; ³ B.A. + 16; P.T.E., full credit to 5 yrs., 1/2 credit to 10 yrs. P.G.R., 4 S.H. every 4 yrs.
PARK RIDGE (6550)	5700 (17) 9120	171, 9 e 228, 7 e 171	6270 (17) 9690		6200 (16) 9500	6600 (17) 10,300	6400 ¹ (16) 9700	6800 (18) 11,200	M-M .44	P.T.E. full credit max. 7 yrs.; 1 yr for 2 yrs. 4 add. P.G.R. credit for each block of 6 shrs. merit rating .05 of base or \$285; add. (.01 - .05, 1-5 + yrs.) for M.A. degree.
PEORIA (24,866)	5800 (11) 7900	2 e 150, 9 e 200							None	P.T.E. 5 yrs. B.A., 6 yrs. M.A., 7 yrs. M.A. + 15, 8 yrs. M.A. + 30 or earned doctorate. ¹ M.A. + 15.
POSEN ROBBINS (3100)	5825 (10) 7550	100, 325 e 390, 4 e 150, 200, 2 e 150		5950 ¹ (11) 7825	6475 (14) 8000				H, M 100%, L \$5000 pol. 100%	¹ B.A. + 6; B.A. + 12: 6100 (12) 8125; B.A. + 18: 6225 (13) 8400.
MAYWOOD (A.F.T.) PROVISIO TWS. (7471)	6100 (9) 8500	300, 325, 300, 325, 325, 200, 200, 225, 200		6300 ¹ (9) 8700	6600 (14) 11,350	7200 (114) 11,950	6900 ² (14) 11,650 7500 ³ (14) 12,250	7800 (15) 12,550	H, 50% (A.U.), M-S 50%	¹ B.A. + 15; ² M.A. + 15; ³ M.A. + 45.
QUINCY #172 (9249)	5800 (12) 7750	2 e 150, 3 e 200 7 e 150	6000 ¹ (14) 8450	5900 ² (13) 8100	6200 (15) 8500	6600 (18) 10,050	6300 ³ (15) 9250 6400 ⁴ (17) 9600	7200 (21) 11,300	H, M-S, M-M 100% A.U.	P.T.E. max. 8 yrs. B.A. 10 yrs. M.A. P.G.R. 5 S.H. every 4 yrs. (B.A.) 5 S.H. every 5 yrs. M.A., 5 S.H. every 6 M.A. + 30, 5 S.H. every 7 yrs. doctorate. ¹ B.A. + 20; ² B.A. + 10; ³ M.A. + 16; ⁴ M.A. + 20.

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SYMBOLS: L.I. = longevity increment; SVC. = service; PGR. = professional growth requirement; A.U. = amount unspecified;
INSURANCE: H = Hospitalization; M-S = Medical-Surgical; M-M = Major Medical; L = Life; \$ = steps.

ILLINOIS

SCHOOL DISTRICT Average daily membership	BACHELOR'S YEARLY INCREMENTS To reach bachelor's maximum	BACHELOR'S PLUS 30 HOURS	OTHER BACHELOR'S LANES	MASTER'S DEGREE	MASTER'S PLUS 30 HOURS	OTHER MASTER'S LANES	DOCTOR'S DEGREE	INSURANCE Amount paid by employer	REMARKS
ROCKFORD (34,210)	9 e 236	6372 ¹ (9) 8496	6136 ² (9) 8260	6608 (9) 8732	7316 (12) 10,148	6844 ² (10) 9284 7000 ⁴ (11) 9676		H, M-S, M-M (package) 5.09 per mo., L 1.44 per \$2000 policy	P.T.E. max. 10 yrs. ¹ B.A. + 20; ² B.A. + 10.
ROCK ISLAND (11,289)	2 e 116, 13 e 232	6148 (15) 9396	5974 ¹ (15) 9222	6380 (17) 10,092	6728 (17) 10,440	6554 ² (17) 10,266		H, M-S, M-M 29.55 per mo. total	¹ B.A. + 15; ² M.A. + 15; M.A. + 45; 6902 (17) 10,614.
SPRINGFIELD (20,474)	200, 300, 11 e 200	6000 ¹ (13) 8700	5800 ² (13) 8500	6350 (13) 9450	6650 ³ (13) 9750	6450 ⁴ (13) 9550		M-M 100%	L.I. \$200 after 20, 25 yrs. ¹ B.A. + 24; ² B.A. + 8; B.A. + 16; 5900 (13) 8600; ³ M.A. + 24; ⁴ M.A. + 8; \$100 for each 8 semester hours up to \$600.
THORNTON TWSP. H.S.D. *205 (7000)	240, 360, 11 e 300	6300 ¹ (13) 10,200	6300 ¹ (13) 10,200	6600 (14) 10,800	7200 (14) 11,400	6900 ² (14) 11,100 7500 ³ (14) 11,700	7800 (14) 12,000	None	¹ B.A. + 15; ² M.A. + 15; ³ M.A. + 45.
THORNTON FRACTIONAL TWSP. H.S. (3300)	11 e 300	6300 ¹ (13) 10,200	6300 ¹ (13) 10,200	6600 (16) 11,580	6900 (16) 11,880			H, M-S, M-M 6.50 per mo.	L.I. 300-330 after 5 sem. hrs. every 5 yrs. ¹ B.A. + 15.
VILLA PARK DIST. #45 (5507)	10 e 174	5900 (10) 7540	5916 ¹ (11) 7830 6032 ² (12) 8120	6148 (13) 9222	6380 (15) 10,295	5264 ² (14) 9628 6466 ⁴ (16) 10,701		H, M-S, M-M 100% A.U., L 100% A.U.	¹ B.A. + 9; ² B.A. + 18; ³ M.A. + 15; ⁴ M.A. + 45.

SYMBOLS: L.I. = longevity increment; SVC. = service. PGR. = professional growth requirement; A.U. = amount unspecified;
INSURANCE: H = Hospitalization; M-S = Medical-Surgical; M-M = Major Medical; L = Life; s = steps.

ILLINOIS

SCHOOL DISTRICT Average daily membership	BACHELOR'S MINIMUM No. of steps MAXIMUM	BACHELOR'S YEARLY INCREMENTS To reach bachelor's maximum	BACHELOR'S PLUS 30 HOURS	OTHER BACHELOR'S LANES	MASTER'S DEGREE	MASTER'S PLUS 30 HOURS	OTHER MASTER'S LANES	DOCTOR'S DEGREE	INSURANCE Amount paid by employer	REMARKS
VILLA PARK H.S.D. #88 (7325)	6200 (14) 9900	200, 2 e 300, 400, 2 e 300; 7 e 200, 1 e 500	8500 ² (10) 11,800	6350 ¹ (14) 10,050	6600 (14) 11,100	8500 ² (10) 11,800	6900 ³ (14) 11,300 7000 ⁴ (14) 11,500	7750 (15) 13,000	H, M-S, M-M sing. \$5/per mo. couple \$8/per mo., fam. \$11/per mo.	¹ B.A. + 13; ² M.A. + 42; ³ M.A. + 13; ⁴ M.A. + 26.
MORTON H.S. (WEST SUBURBAN)	6000 (15) 9950	4 e 300, 11 e 250	7150 (15) 12,250	6200 ¹ (15) 10,150	6650 ¹ (15) 11,600	7150 (15) 12,250	6900 ² (15) 11,925	7750 (15) 13,000	L, \$5000 double indemnity ³ , H, M-M 100% A.U.	P.T.E. \$100 for each 5 yr. per. beginning at 21 yrs. ¹ B.A. + 15; ² M.A. + 15; ³ For all tenured teachers.
WOODSTOCK H.S. (946)	5800 (9) 8410	9 e 290	6728 (14) 10,788	6032 ¹ (9) 8642	6264 (14) 10,324	6728 (14) 10,788	6496 ² (14) 10,556	7192 (14) 11,252	M-M \$100 per yr.	¹ B.A. + 15; ² M.A. + 15; M.A. + 45; 6960 (14) 11,020.
INDIANA										
INDIANAPOLIS (50)										
BARTHOLOMEW CONSOLIDATED (1,988)	6300 (14) 8600	3 e 200, 2 e 250, 200, 4 e 150, 4 e 100	6450 ¹ (15) 9150	6450 ¹ (15) 9150	6600 (17) 11,400	8202 (6) 10,475		11,930 (3) 12,628	H, 6.00 per mo.	L.I. 22, 24, 26, 30 yrs. ¹ B.A. + 15.
BLOOMINGTON (9389)	5303 (12) 7458	158, 181, 170, 168, 171, 168, 171, 182, 111, 225, 231, 219	5985 (9) 7588	5985 (9) 7588	5719 (13) 10,144	8202 (6) 10,475		11,930 (3) 12,628	M-M 1.27 fam., .52 sing.	\$300 for prof. teachers cert. & voc. cert. P.T.E. full credit.
EAST ALLEN COUNTY (10,962)	6100 (36)* 9638	8 e 122, 14 e 91 alt. 14 e 92	6466 (36)* 11,346						H, M-M, M-S 50%	*Increments given e 1/2 yr. intervals schedule through May of '68.
EAST CHICAGO (10,550)	6513 (14) 10,136	4 e 219, 438, 119, 3 e 219, 438, 3 e 219, 438	7239 (14) 11,827		6700 (14) 11,376	7239 (14) 11,827		7600 (14) 12,188	H, M-S, M-M, L \$6000, virtually 100%	Schedule begins Jan. '68. L.I. 428-528 after 20 yrs.; 219-710 after 25 yrs.
EVANSVILLE- VANDERBURGH (32,639)	6100 (17) 8700	16 e 150, 200	6650 (17) 11,450	6200 ¹ (17) 11,115	6400 (17) 11,200	6650 (17) 11,450	6900 ² (17) 11,700	7150 (17) 11,950	H, M-S, M-M \$96 per yr.	Schedules effective Jan. '68. ¹ B.A. + 1 yr.; ² M.A. + 60.
FORT WAYNE (37,000)	6100 (16) 10,248	16 e 183	6710 (16) 11,470		6710 (16) 11,470				H, M-S, M-M \$75, L, \$15	¹ .01 of B.A. scale added to M.A. scale for each 5 sem hrs. to max. of 60 hrs. ² M.A. scale + .15 of B.A. scale.

SYMBOLS: L.I. = longevity increment; SVC. = service; PGR. = professional growth requirement; A.U. = amount unspecified;
INSURANCE: H = Hospitalization; M-S = Medical-Surgical; M-M = Major Medical; L = Life; \$ = steps.

SCHOOL DISTRICT Average daily membership	BACHELOR'S MINIMUM No. of steps	BACHELOR'S YEARLY INCREMENTS To reach bachelor's maximum	BACHELOR'S PLUS 30 HOURS	OTHER BACHELOR'S LANES	MASTER'S DEGREE	MASTER'S PLUS 30 HOURS	OTHER MASTER'S LANES	DOCTOR'S DEGREE	INSURANCE Amount paid by employer	REMARKS
INDIANA GARY (48,250)	6000 (14) 9375 6500* (14) 10,023	4 e 200, 1 e 450, 4 e 200, 1 e 425, 4 e 200	6800 (15) 10,900 7267* (15) 11,654	6400 (15) 10,500 6839* (15) 11,226	6400 (15) 10,500 6839* (15) 11,226	6800 (15) 10,900 7267* (15) 11,654	7750 ² (15) 10,726	7200 (15) 11,300 7695* (15) 12,082	H, M-S \$50, M-M, L, \$40	L.I. e \$100 21st yr., 200 31st yr. *Salary escalation as of Jan. '68.
	6200 (10) 8308	4 e 248, 6 e 186	8184 (11) 10,912	6820 (15) 10,540	6820 (15) 10,540	8184 (11) 10,912	7750 ² (15) 10,726	9300 (10) 11,780	M-M, A.U.	Schedule effective Jan. '68. L.I. 15, 20, 25 e 282, 124, 124 resp. also age 60-65. ¹ B.A. + 15; ² M.A. + 15.
	6099 (14) 9500	14 e 244	6455 (16) 11,326	6394 (16) 10,778	6394 (16) 10,778	6455 (16) 11,326	6900 ² (16) 10,900	6759 (25) 15,894	H, M-S 70.92 per yr.; M-M 30.88 per yr.; L, \$36 per yr.	L.I. for B.A. & B.A. + 15: 243-259 at 17, 20, 23 yrs; M.A. & M.A. + 30: 273-305 at 19, 22, 24 yrs; ¹ B.A. + 15.
HOBART (5200)	6300 (11) 8940	11 e 240	7100 (16) 11,100	6700 (16) 10,700	6700 (16) 10,700	7100 (16) 11,100	6900 ² (16) 10,900	H, M-M, L, 116.14 per yr.	¹ B.S. + 18; ² M.S. + 18.	
LAKE RIDGE (6200)	6240 (24) 9640	14 e 200, 10 e 60	6847 (25) 11,627	6680 (25) 11,162	6680 (25) 11,162	6847 (25) 11,627	105% of M.A. + 30 or 6th yr. sched.	H, M-S, 100% A.U., M-M, L, 1.00 per mo.	P.T.E. 10 yrs. ¹ B.A. + 20.	
LA PORT (7650)	6100 (16) 9455	5 e 122, 5 e 183, 6 e 305	6466 (16) 10,736	6466 (16) 10,736	6466 (16) 10,736	6466 (16) 10,736	6500 ¹ (16) 10,858	H, M-S, M-M, L, 147.09 per yr.	Effective 1968. L.I. \$122 after 20, 25, 30 yrs. for those eligible in 1968. ¹ M.A. + 18.	
MARION (11,538)	6000 (15) 8640	2 e 120, 11 e 180, 2 e 210	7980 (10) 11,160	6240 (16) 10,800	6240 (16) 10,800	7980 (10) 11,160		H, M-S, M-M, L, \$50 per yr.	P.T.E. full credit.	
MUNCIE	6000 (16) 8500	12 e 155, 4 e 160	6380 (18) 10,720	6260 (16) 10,600	6260 (16) 10,600	6380 (18) 10,720	7180 (18) 11,520			¹ 5 yrs. training.
NEW ALBANY (11,163)	5000 (13) 8400	13 e 200	6250 (17) 10,520	6100 (17) 10,520	6100 (17) 10,520	6250 (17) 10,520			M-M, 60%, L, 60%, Long term dis. 60%	

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INSURANCE: H = Hospitalization; M-S = Medical-Surgical; M-M = Major Medical; L = Life; s = steps.

SCHOOL DISTRICT Average daily membership	BACHELOR'S MINIMUM No. of steps MAXIMUM		YEARLY INCREMENTS To reach bachelor's maximum	BACHELOR'S PLUS 30 HOURS		OTHER BACHELOR'S LANES	MASTER'S DEGREE		MASTER'S PLUS 30 HOURS	OTHER MASTER'S LANES		DOCTOR'S DEGREE	INSURANCE Amount paid by employer	REMARKS
	6000 (10) 8400	5703 (14) 8096		10 e 240	6100 (20) 11,100		6159 (18) 10,721	6500 (20) 10,750		6050 (15) 9900	6555 (13) 10,197			
RICHMOND			10 e 240											\$500 for M.A. + 5 yrs. exp. Add. \$1000 for doctorate + 10 yrs. exp. P.T.E. full credit max. 10 yrs., effective Jan. 1, 1968.
SOUTH BEND (136,000)			9 e 228, 3 e 229 2 e 227										H, M-S, M-M 8.34 per mo. L, \$3 per mo. income protection \$3 per mo.	
TIPPECANOE SCHOOL CORP.			5 e 175, 2 e 200, 2 e 150, 200, 300, 3 e 200											P.G.R. 11, 12, 13, 14 yrs. 6 steps.
VIGO CO. (TERRE HAVIE) (21,000) est.			(2) 110.00 (8) 275.00											L.I. e 20 yrs. or age 65 5% of base salary. .30 S.H. above M.A. 10% base salary; doctorate 20% above base salary
WAUKEGAN DIST. #61 (9694)			4 e 245, 4 e 251, 1 e 250											P.T.E. full credit (if tchr. will not reach max. of the scale within 5 yrs. L.I. 25-34 inclusive \$200, 35 + \$300. ¹ B.A. + 24; ² B.S. + 18; ³ M.A. + 15.
METROPOLITAN S.D. WAYNE TOWNSHIP (10,213)			210, 270, 265, 2 e 320, 325, 265, 3 e 215, 205, 220											L.I. 17th yr. \$320. P.T.E. full credit. Note: \$100 ea. s.h. above M.A.; add. 200 for doctorate.
BURLINGTON (7375 A.D.A.)			2 e 226, 6 e 170, 6 e 169											¹ B.A. + 15; ² M.A. + 15; M.A. + 45; 6554 (14) 10,396.
CEDAR RAPIDS (23,527)			2 e 150, 300, 200, 2 e 150, 200, 2 e 150, 3 e 100											P.T.E. max. 10 yrs. P.G.R. 5 S.H. per 5 yr. period. L.I. 17, 22 (B.A.) & 19, 24 (M.A.). ¹ B.A. + 24; ² B.A. + 15, also M.A. + 45 lane e (7100-11,200) 14.
COUNCIL BLUFFS (15,366)			2 e 168, 268, 280, 3 e 224, 3 e 168											P.G.R. 6 s.h. end of 4, 9, 14 steps. ¹ B.A. + 20; ² B.A. + 10; ³ M.A. + 15.

SYMBOLS: L.I. = longevity increment; SVC. = service; PGR. = professional growth requirement; A.U. = amount unspecified;
INSURANCE: H = Hospitalization; M-S = Medical-Surgical; M-M = Major Medical; L = Life; \$ = steps.

SCHOOL DISTRICT Average daily membership	BACHELOR'S INCREMENT No. of steps maximum	YEARLY INCREMENTS To reach bachelor's maximum	BACHELOR'S PLUS 30 HOURS	OTHER BACHELOR'S LANES	MASTER'S SOURCE	MASTER'S PLUS 30 HOURS	MASTER'S LANES	DOCTOR'S DEGREE	INSURANCE Amount paid by employee	REMARKS
IOWA DAVENPORT (21,606)	5000 (10) 5012	240, 246, 251, 258, 263, 269, 275, 281, 286, 293	6201 (14) 6063	6026 ¹ (10) 8687	6456 (15) 10,647	6786 (15) 10,998	6511 ² (15) 10,523	7137 (15) 11,349	H, M-S, M-M 100%	'B.A. + 15; 3M.A. + 15; M.A. + 45; 6962 (15) 11,174.
DES MOINES (45,619)	5390 ¹ (14) 5250	4 e 260, 250, 260, 260, 250, 260, 250			6180 ¹ (15) 10,408	6500 ² (16) 11,060		6800 (16) 11,060		'P.G.R. teachers must earn 6 sem. hrs. during 5 yrs. preceeding steps 11-14 for B.A.; 11-15 for M.A.; 2P.G.R. 6 sem. hrs. for steps 11-15, additional 6 for step 16.
DUBUQUE (8672)	5000 (12) 5012	13 e 224		5824 ¹ (13) 8736	6048 (13) 9008	6552 (13) 10,192	6272 ² (13) 10,192	7112 (13) 10,752	None	L.I. every 5 yrs. after 25. 'B.A. + 15; 2M.A. + 15; 3M.A. + 45.
FORT DODGE (7812)	5750 (14) 5666	1 e 3%, 1 e 5%, 12 e 3% of previous salary			6250 (14) 9630	6750 (14) 10,409	7000 ¹ (14) 10,750			L.I. \$100 after 15 years, 200 after 20, 25, 30. 'M.A. + 45.
IOWA CITY (7540)	5000 (12) 5024	12 e 252			6160 (12) 9066	6720 (12) 11,088				
MARSHALLTOWN (6433)	5675 (13) 5400	2 e 142, 270, 198, 199, 6 e 227, 256, 285		5930 ¹ (14) 8995	6185 (14) 9075	6640 (14) 10,010	6415 ² (14) 10,400	7560 (14) 13,800	None	'B.A. + 15; 2M.A. + 15; 3M.A. + 45.
OTTUMWA (7784)	5000 (10) 5012	240, 4 e 190, 202, 203, 202, 203, 202		5795 (11) 8125	6127 (15) 9077	6440 (14) 9860				
SIOUX CITY (17,409)	5000 (14) 5004	2 e 112, 4 e 224, 3 e 196, 2 e 168, 3 e 140			6000 (15) 9206	6496 (16) 10,080		6996 (16) 10,580		
WATERLOO	5700 (12) 5000	3 e 171, 2 e 228, 285, 4 e 228, 2 e 342		5871 ¹ (12) 8721	6270 (12) 9062	6840 (12) 10,032	6400 ² (12) 9000		A, M-S, M-M, 9.15	P.T.E. full credit max. 10 yrs. L.I. 18 yrs. e \$342; 'B.A. + 15; 2M.A. + 15.

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INSURANCE: H = Hospitalization; M-S = Medical-Surgical; M-M = Major Medical; L = Life; s = steps.

SCHOOL DISTRICT Average daily membership	BACHELOR'S MINIMUM No. of steps maximum	BACHELOR'S YEARLY INCREMENTS To reach bachelor's maximum	BACHELOR'S PLUS 30 HOURS	OTHER BACHELOR'S LANES	MASTER'S PLUS 30 HOURS	GRADUATE STUDY LANES	DOCTOR'S DEGREE	INSURANCE Amount paid by employer	REMARKS
HUTCHINSON (8362)	5300 (10) 7300	2 e 200, 8 e 175	5500 ¹ (10) 7300	5000 (11) 8000	6200 (13) 8800	6000 ² (12) 8000	6500 (16) 9690		¹ B.A. + 15; ² M.A. + 15.
KANSAS CITY (35,061)	5600 (11) 7700	110, 155, 160, 205, 215, 210, 215, 210, 195, 205, 210	5000 ¹ (10) 7701	5000 (14) 8400	6300 (14) 9045	6300 ¹ (14) 8000	6500 (16) 9690		L.I. 5, 10, 15 yrs. on max; ¹ M.A. in field.
LAWRENCE	5100 (9) 7100	102, 153, 7 e 255	5000 ¹ (10) 7701	5000 (10) 8000	6096 (12) 8874	6000 ² (14) 8000	6630 (15) 10,200		¹ B.A. + 20; ² B.A. + 10; ³ M.A. + 60. Also: M.A. + 10 (5763-8313) 11, M.A. + 20 (5916-8721) 12, M.A. + 40 (6222-9282) 13, M.A. + 50 (6375-9435) 13.
OVERLAND PK. S.D. #110 (7000)	5400 (11) 7600	100, 150, 350, 250, 250, 4 e 200, 2 e 250	5550 ² (11) 7750	6000 (14) 9000	6400 (14) 9700	6000 ² (14) 9000	7650 (14) 12,650		P.T.E. full credit 1 yr. 1/2 credit thereafter up to 10 yrs. P.G.R. 6 s.h. every 4 yrs. L.I. B.A. \$200 ea. 5 yr. per. above max. M.A. \$250 ea. 5 yr. per above max.; ¹ B.A. + 24; ² B.A. + 15; ³ M.A. + 15, also: Ed. S. 6600-9900/14
TOPEKA (24,402)	5200 (9) 6800	2 e 100, 7 e 200	5400 ¹ (9) 7000	5700 (14) 8400	6100 (13) 9480	6400 ² (11) 8000	7800 (9) 9600		L.I. 200-600 after 20 yrs.; ¹ B.A. + 15; ² M.A. + 15.
WICHITA (59,407)	5400 (9) 7200	9 e 200 ¹	5560 ² (10) 7610	5800 (12) 8000	6100 (13) 9480	6000 ² (10) 8000	6600 (13) 9980		¹ Takes 12 yrs. to reach max. steps 7-9 are 2 yrs. each; ² B.A. + 20.
DAVIESS CO. (OWENSBORO) (6173)	4950 (10) 6583	173, 174, 3 e 173, 174, 3 e 173	5148 ¹ (10) 7128	5371 (10) 7000	5618 (10) 8093	5300 ² (10) 7000	6500 (10) 8000		¹ B.A. + 15.
HARLAN COUNTY (8891)	6000 (10) 5650	10 e 75	4950 ¹ (10) 5700	5200 (10) 5900	5500 (10) 6250	5200 ² (10) 6250	6000 (10) 6000		¹ B.A. + 15.
HOPKINS (7366)	4850 (10) 6000	10 e 114	5010 ¹ (10) 6150	5100 (10) 6000	5460 (10) 6600	5300 ² (10) 6400	6000 (10) 6000		¹ B.A. + 15; ² M.A. + 15; M.A. + 36; 5610 (10) 6750.

SYMBOLS: L.I. = longevity increment; SVC. = service; PGR. = professional growth requirement; A.U. = amount unspecified;
INSURANCE: H = Hospitalization; M-S = Medical-Surgical; M-M = Major Medical; L = Life; \$ = steps.

SCHOOL DISTRICT Average daily membership	BACHELOR'S INCREMENTS To reach bachelor's maximum	NO. OF STEPS TO MAXIMUM	YEARLY INCREMENTS To reach bachelor's maximum	BACHELOR'S PLUS 30 HOURS	OTHER BACHELOR'S LANES	MASTER'S PLUS 30 HOURS	DOCTOR'S DEGREE	REMARKS
KENTUCKY								
PERRY CO. (6864)	4650 (10) 5650		3 e 50, 300, 5 e 50, 100	4900 ¹ (10) 5700	5150 (10) 5950	5500 (10) 6300		¹ B.S. + 15; ² M.A. + 12.
LOUISIANA								
ACADIA PARISH (11,145)	5000 (11) 7200 ¹		100, 7 e 200, 300, 100		5000 ² (10) 6000	5200 (12) 8700	5900 (12) 9200	¹ Takes 12 yrs. NO increment yrs. 10-11. ² Takes 15 yrs. NO increment yrs. 11-14.
BEAUREGARD PARISH (5882)	5000 (10) 7200		8 e 200, 2 e 300		5200 (11) 8100	5200 (12) 8800		H, M-S, M-M \$4.20 per mo., L 3.34
CADDO PARISH (57,574)	5150 (14) 7250		125, 2 e 150, 185, 175; 186, 2 e 175, 237, 250, 2 e 50, 2 e 100		5200 (15) 8000	5338 (15) 8700	5888 (15) 9200	H, M-S, M-M, L, 5.60 per mo. (geographic plan)
CALCASIEU PARISH (31,121)	4672 (10) 7000		118, 7 e 200, 2 e 300		5052 (11) 7500	5052 (12) 8600	5700 (12) 9100	H, M-S 2.25 per mo.
CONCORDIA PARISH (6500)	4400 (10) 6500		8 e 200, 2 e 300		4400 (11) 7500	4600 (12) 6200	5300 (12) 8700	
E. BATON ROUGE (54,000)	5300 (10) 7400		8 e 200, 2 e 300		5400 (11) 8300	5400 (11) 8650	6100 (11) 9500	L.I. 11, 15, 20, 25, 30, 35, 40, 45 e 100.
IBERVILLE PARISH (8330)	5000 (10) 7200		8 e 200, 2 e 300		5200 (11) 8100	5200 (12) 8800	5900 (12) 9300	
JEFFERSON PARISH	5535 (10) 8200		307, 312, 325, 290, 307, 128, 2 e 300, 2 e 200		5500 (12) 9100	6150 (12) 9400	6400 (12) 9700	
LIVINGSTON PARISH (8650) est.	5200 (10) 8000		2 e 100, 2 e 250, 200, 2 e 150, 200, 250, 300		5000 (11) 7000	5400 (11) 8550		

SYMBOLS: L.I. = longevity increment; SVC. = service; PGR. = professional growth requirement; A.U. = amount unspecified;
INSURANCE: H = Hospitalization; M-S = Medical-Surgical; M-M = Major Medical; L = Life; e = steps.

LOUISIANA

SCHOOL DISTRICT Average daily membership	BACHELOR'S INCREMENT No. of steps maximum	YEARLY INCREMENTS To reach bachelor's maximum	BACHELOR'S PLUS 30 HOURS LANES	OTHER BACHELOR'S LANES	MASTER'S DEGREE	MASTER'S PLUS 30 HOURS	DOCTOR'S DEGREE	PERCENTAGE Annual paid by employer	REMARKS
MOREHOUSE PARISH (9637)	4000 (10) 6000	4 e 100, 4 e 200, 2 e 300			3000 (11) 7000	5000 (12) 8200	5700 (12) 8700		
OUACHITA PARISH (17,441)	4000 (10) 6000	8 e 200, 2 e 300			4000 (11) 7000	4600 (12) 8200	5300 (12) 700	None	
ST. BERNARD (10,728)	5535 (11) 8150	307, 308, 150, 5 e 200, 2 e 350, 150			3042 (12) 9632	6000 (12) 9840	6457 (12) 16,147	None	Schedule for Louisiana certified teachers.
ST. CHARLES PARISH (8166)	5700 (10) 8200	200, 250, 325, 290, 307, 128, 300, 300, 200, 200			5702 (12) 9700	6150 (12) 9400	6400 (12) 9700		
ST. MARTIN (8000)	5300 (9) 7100 ¹	7 e 200, 2 e 300			5300 (10) 8000 ²	5300 (11) 8700 ³	5900 (12) 9300	None	¹ Takes 10 yrs. NO increment 0-1 yr. ² Takes 11 yrs. NO increment 0-1 yr. ³ Takes 12 yrs. NO increment 0-1 yr.
VERMILION PARISH (9069)	5000 (10) 7200	8 e 200, 2 e 300			5200 (11) 8100	5200 (12) 8800	5900 (12) 9300	None	
VERNON PARISH (7291)	4400 (10) 6000	8 e 200, 2 e 300			4600 (11) 7500	4600 (12) 8200	5300 (12) 8700	H, M-M, 30% ea.	*Add \$300 for local supplement.
BANGOR	4900 (9) 7105	9 e 245			5300 (9) 7505	5880 (9) 8085	6370 (9) 8575		
PORTLAND (13,750)	5000 (10) 7500	10 e 250			5000 (12) 6500		6000 (14) 9500	H, M-S, M-M, 50%	

LOUISIANA

MAINE

SYMBOLS: L.I. = longevity increment; SVC. = service; PGR. = professional growth requirement; A.U. = amount unspecified;
INSURANCE: H = Hospitalization; M-S = Medical-Surgical; M-M = Major Medical; L = Life; s = steps.

MARYLAND

SCHOOL DISTRICT Average daily membership	BACHELOR'S MEMBERSHIP No. of steps maximum	YEARLY INCREMENTS To reach bachelor's maximum	BACHELOR'S PLUS 30 HOURS	OTHER BACHELOR'S LANES	MASTER'S PLUS 30 HOURS	OTHER MASTER'S LANES	DOCTOR'S DEGREE	INSURANCE Amount paid by Employer	REMARKS
ST. MARY'S CO. (8389)	5000 (13) 9570	13 e 290	6300 (13) 10,150		7830 (10) 10,730		8410 (10) 11,310		
ALLEGANY CO. (16,424)	5000 (13) 9910	2 e 170, 11 e 270	6730 (11) 9450		7020 (10) 9720	7250 ¹ (10) 9000	7830 (10) 10,530	H, M-S, 7.50 per mo.	1M.A. + 60
ANNE ARUNDEL CO. (59,323)	5000 (11) 9600	200, 300, 325, 425, 350, 4 e 300, 400, 500	*		*		*	None	P. T.E. full credit. *Add 600 to B.A. scale for M.A.; add 1100 to B.A. scale for M.A. + 30; add 1600 to B.A. scale for Ph.D.
BALTIMORE CO. (112,653)	5000 (13) 10,000	300, 400, 2 e 300, 400, 4 e 300, 400, 300, 200, 300	6500 (14) 11,250		8450 (10) 11,850	8750 ¹ (10) 12,150	9050 (10) 12,450	H, M-S, M-M 37.00; L, 90%	L. I. e 500 in 19th yr. 1M.A. + 60 or equiv.
CHARLES CO. (9290)	5000 (13) 9200	100, 260, 11 e 280	6300 (13) 9700		7440 (10) 10,240		7940 (10) 10,740		
HARFORD CO. (23,233)	5000 (14) 9660	14 e 290	6300 (14) 10,400		6960 (14) 11,832			H, M-S, M-M, 50%	
MONTGOMERY CO. (116,788)	5000 (12) 10,114	2 e 353, 352, 4 e 353, 352, 4 e 352	6005 (12) 11,525	6174 ¹ (12) 10,408	7056 (12) 11,995		7644 (12) 13,289	H, M-S, L, 50%	L. I., \$352-470 on 13th step. 1B.A. + 15.
PRINCE GEORGES CO. (UPPER MARLBORO) (116,888)	5000 (13) 10,150	268, 464, 348, 6 e 290, 580, 3 e 290	6570 (12) 11,000	6090 ^{2*} (13) 10,440	7076 (13) 12,006	6044 ^{2*} (13) 11,774	7830 (13) 12,760	H, M-S, M-M, 50% L, 1/2 salary	*April '68; 1B.A. + 34; 2B.A. + 15; 3M.A. + 15.
ROSTON (50)	5000 (12) 9400	12 e 300	6000 (12) 9000				6800 (12) 10,400	H, M-S 50%, L 2000, None 50%	
BEVERLY (7364)	5000 (10) 9000	3 e 275, 4 e 300, 3 e 325	6000 (10) 8700	5700 ¹ (10) 8700	6400 (10) 9400		6700 (10) 9700	H, M-S, L, 50%	L. I. \$250 after 13, 15, 17 continuous yrs. service in Beverly. 1B.A. + 15.

MASSACHUSETTS

SYMBOLS: L.I. = longevity increment; . . . = service; PGR. = professional growth requirement; A.U. = amount unspecified; P.T.E. = previous teaching experience
INSURANCE: H = Hospitalization; M-S = Medical-Surgical; M-M = Major Medical; L = Life; s = steps.

MASSACHUSETTS

SCHOOL DISTRICT Average daily membership	BACHELOR'S REQUIREMENT No. of steps maximum	YEARLY INCREMENTS To reach bachelor's maximum	BACHELOR'S PLUS 30 HOURS	OTHER BACHELOR'S LANES	MASTER'S DEGREE	MASTER'S PLUS 30 HOURS	OTHER MASTER'S LANES	DOCTOR'S DEGREE	INSURANCE Amount paid by employer	REMARKS
BROCKTON (15,682)	5000 (10) 9100	2 e 250, 400, 300, 6 e 350	6200 (10) 9500	6000 ¹ (10) 9300	6300 (10) 9600	6700 (10) 10,000	6300 ² (10) 9000	7000 (10) 10,300	H, M-S, M-M, L, \$14.16	Effective Sept. 1967 - Aug. '68; L.I. \$100 after 15 yrs., 200 after 20, 300 after 25. 'B.A. + 15; 'M.A. + 15; M.A. + 48; 6900 (10) 10,200.
BROOKLINE (6906)	5900* (12) 10,030	2 e 342, 343, 4 e 342, 343, 3 e 342, 366	6313* (13) 10,915	6726* (14) 11,800	7139 (19) 13,803	6726* (14) 11,800			H, M-S, M-M, L, 50%	*250 in 16th yr. with additional study allowance. Note: Separate scale for kindergarten (5000-8024) 12-B.A.; (5200-8732) 13-M.A.; (5400-9440) 14-M.A. + 30.
CAMBRIDGE (11,829)	5600 (11) 9400	200, 4 e 300, 6 e 400	6200 (11) 10,000	6600 (11) 10,400	7000 (11) 10,800	6600 (11) 10,400	6400 ¹ (11) 10,200		H, \$15.42 per mo. w/dependent, \$4.91 per mo. w/dependent, L, .56 per mo. for \$2800 policy	'M.A. + 15. Note: Master's assistants in elem. schools receive \$500.
CHICOPEE (12,652)	5600 (10) 8400	2 e 200, 8 e 300	6000 (11) 8900	6400 (11) 9300		6400 (11) 9300			Health & accident \$12 per year	L.I. 400-500 after 25 yrs.
EVERETT (7195)	5900 (9) 8600	5 e 300, 1 e 400, 2 e 300			*			*	H, M-S, M-M, L, (3000) 50%	P.T.E. max. 9 yrs. merit pay. L.I. 200, 20-25 yrs. \$100 each add. yr. *450 allowance for M.A.; 600 allowance for Ph.D.; incentive increment \$200 for each 6 s.h.
FALL RIVER (12,542)	5300 (10) 8600*	2 e 200, 5 e 250, 300, 100							H, M-S, M-M 3.90-12.34 per mo. L, .56 mo.	Add. 400 M.A. degree; 600 CAGS; 800 doctorate. L.I. 10, 20, 30, 40 + \$100. *8950 Sept. '68.
FRAMINGHAM (11,812)	5900 (10) 9300	4 e 250, 6 e 400	6500 (10) 10,400	6900 (10) 10,800 ¹	7400 (10) 11,300	6900 (10) 10,800 ¹	6700 ² (10) 10,600		H, M-S, L, 4.55-12.48 per mo.	For all: P.G.R. 6 sem. credits at steps 7, 10. 'M.A. + 36; 6900 (11) 11,000.
LAWRENCE (8022)	5400 (10) 8100	10 e 270							H, M-S, M-M, L, 50%	Add. \$500 for M.A.
LEXINGTON (8256)	5650 (12) 9550		6250 (13) 10,550	6550 (14) 11,550	6850 (15) 12,550	6550 (14) 11,550			H, M-S 3.24 or 10.33, L, .54	*Voluntary teacher leadership program reach max. in 1/2 time e 1875 above normal max.
LOWELL (14,462)	5500 (8) 8000	500, 200, 6 e 300	5900 (8) 8400	6300 (8) 8800	6450 (8) 8950	6300 (8) 8800			H, M-S, M-M, L, \$2000, 50%	

SYMBOLS: L.I. = longevity increment; SVC. = service; P.I.R. = professional growth requirement; A.U. = amount unspecified; P.T.E. = previous teaching experience.
INSURANCE: H = Hospitalization; M-S = Medical-Surgical; M-M = Major Medical; L = Life; s = steps.

MASSACHUSETTS

SCHOOL DISTRICT Average daily membership	BACHELOR'S MINIMUM No. of steps MAXIMUM	BACHELOR'S YEARLY INCREMENTS To reach bachelor's maximum	BACHELOR'S PLUS 30 HOURS	OTHER BACHELOR'S LANES	MASTER'S DEGREE	MASTER'S PLUS 30 HOURS	OTHER MASTER'S LANES	DOCTOR'S DEGREE	INSURANCE Amount paid by employer	REMARKS
LYNN	5600 (10) 8600	10 e 300	6400 (10) 9400		6000 (10) 9000	6400 (10) 9400		6800 (10) 9800	H, M-S, L 50%; accidental death & dismemberment 50%	L.I. \$100 e 15, 20, 25 yrs.
MALDEN (9351)	5700* (11) 8800	2 e 200, 9 e 300		5800 ¹ (11) 8900	6200 (11) 9500	6400 (11) 9700		6800 (11) 10,100	H, M-S, M-M, L 50%	¹ B.A. + 15. *B.A. scale as of Jan. '68 (5825-9050) 11.
MELROSE (7226)	5700 (10) 8667	238, 268, 267, 268, 267, 268, 321, 321, 374, 375	6100 ¹ (10) 9067		6200 (10) 9167	6600 ² (10) 9567		6700 (10) 9667	H, M-S, 3.78 single 11.81 family, L 1.00 per mo.	L.I. \$374, 375, 15, 20 yrs. ¹ B.A. + 60; ² M.A. + 60.
NEEDHAM (7884)	5900 (11) 9400	2 e 300, 400, 7 e 300, 400			6400 (12) 10,300	7000 ¹ (12) 10,900		7700 (12) 11,600	H, M-S, M-M, L 50%	For all: 3 super max. steps for \$1400 beyond max. shown. ¹ M.A. + 1 yr.
NEW BEDFORD (15,234)	5500 (10) 8500	10 e 300		5600 ¹ (10) 8600	5800* (10) 8850	5900 (10) 8900		6100* (10) 9100	H, M-S, 2.47 or 7.81 per mo., L .68 per mo.	L.I. 200, 20 yrs. SVC. *As of Jan. '68. Add. \$200 to M.A. scales, 400 to Ph.D. scales. P.G.R. 2 s.h. every 3 yrs. ¹ B.A. + 15
NEWTON (18,162)	6000 (13) 10,150	2 e 250, 4 e 300, 7 e 350			6400 (13) 10,900	6700 ¹ (13) 11,200		7100 (14) 12,000	H, M-S, L 50%	6 step extended maximum \$1400 - \$2000 beyond max. shown may be reached with superintendent's recommendation. ¹ M.A. + 1 yr.
PEABODY (8961)	5700 (10) 8450	10 e 275		5975 ¹ (10) 8725	6250 (10) 9000	6800 (10) 9550	6525 ² (10) 9275	7075 ³ (10) 9825	H, M-S, M-M, L 50%	L.I. \$200, 20, 25, 30 yrs. ¹ B.A. + 15; ² M.A. + 15; ³ M.A. + 45.
PITTSFIELD (12,302)	5800 (11) 8671	11 e 261			*	*	*		L .78 per mo., M-M, 5.12 single, 16.08 family monthly.	*\$600 for M.A., 1300 for Ph.D.
QUINCY	5900 (10) 9086	a.u.	6077 (10) 9263		6254 (11) 9794	6431 (11) 9971		6608 (11) 10,502	H, M-S, 50%, L \$2000, accidental death & dismemberment \$2000, 50%	
SALEM (AFT) (5775)	5850 (10) 8500	400, 9 e 250		6100 ¹ (10) 8750	6400 (10) 9050	6900 (10) 9550	6650 ² (10) 9300	7450 (10) 10,100	H, M-S, L \$2000, 50%	¹ B.A. + 15. ² M.A. + 15; M.A. + 45; 7150 (10) 7900.

SYMBOLS: L.I. = longevity increment; SVC. = service; PGR. = professional growth requirement; A.U. = amount unspecified;
INSURANCE: H = Hospitalization; M-S = Medical-Surgical; M-M = Major Medical; L = Life; s = steps.

MASSACHUSETTS

SCHOOL DISTRICT Average daily membership	BACHELOR'S MINIMUM No. of steps MAXIMUM	YEARLY INCREMENTS To reach bachelor's maximum	BACHELOR'S PLUS 30 HOURS	OTHER BACHELOR'S LANES	MASTER'S DEGREE	MASTER'S PLUS 30 HOURS	OTHER MASTER'S LANES	DOCTOR'S DEGREE	INSURANCE Amount paid by employer	REMARKS
SOMERVILLE (12,945)	5700 (9) 9200	2 e 300, 6 e 400, 500			6200 (9) 9700	6500 (9) 10,000	6300 ² (9) 9000		H, 4.38 to 13.73, L 1.14	¹ P.G.R. 6 hrs. at step 7, 4 hrs. at step 8; ² M.A. + 10; M.A. + 20: 6400 (9) 9900.
SPRINGFIELD (21,234)	5600 (9) 8450	9 e 350	5600 (10) 8950		6100 (10) 9450	6600 (10) 9950		7100 (10) 10,450	H, 2.48 ind., 8.04 fam., M-S 1.02 in., 3.51 prolong. illness .27, .50, L 1.00, accidental death & dis- memberment .07 (monthly rates)	*Service max. in 11th yr. e \$350; P.T.E. max. 10 yrs.
WALTHAM (9041)	5400 (10) 8750	250, 300, 400, 3 e 325, 400, 325, 325, 375			5700 (10) 9950	5900 (10) 9250		6800 (10) 10,150	H, M-S, M-M, L, 50%	
WATERTOWN (6768)	5600 (9) 9200	9 e 400			6100 (9) 9700	6600 (9) 10,200	6350 ¹ (9) 9950		H, M-S, L, 50%	¹ M.A. + 15; P.G.R. 3 credits s. 3-6-9.
WESTFIELD (6258)	5500 (11) 8690	2 e 275, 440, 4 e 220, 430, 230, 2 e 330			6050 (11) 9240	6490 (11) 9680	6710 ¹ (11) 9909	6930 (11) 10,120	H, M-S, M-M, L, 50%	¹ CAGS.; P.G.R. 6 s.h. every 5 yrs.; L.I. \$200 every 3rd yr. on max.
WELLESLEY (6200)	5800 (11) 9400	5 e 300, 2 e 325, 2 e 350, 2 e 375			6200 (13) 10,500	6600 (15) 11,750			H, M-S, M-M, L \$2000, 50%	L.I. super max. based on merit 3 of \$500 each.
WEYMOUTH (12,000)	5700 (11) 8850	8 e 300, 2 e 200, 350			6100 (11) 9250	6500 (11) 9650		6900 (11) 10,050	H 2.14 M-S .95 M-M .31 L .64 per mo.	P.G.R. 2 s.h. every 3 yrs.; L.I. \$100 e 20th yr.
WORCESTER (29,596)	5500 (9) 9000	2 e 250, 750, 6 e 375			*	*		*	H, M-S, M-M, L, 50%	*Add. \$600 for M.A.; 300 for M.A. + 30; 300 for Ph.D.

SYMBOLS: L.I. = longevity increment; SVC. = service; PGR. = professional growth requirement; A.U. = amount unspecified; P.T.E. = previous teaching experience.
INSURANCE: H = Hospitalization; M-S = Medical-Surgical; M-M = Major Medical; L = Life; s = steps.

MICHIGAN

SCHOOL DISTRICT	BACHELOR'S YEARLY INCREMENTS	BACHELOR'S PLUS 30 HOURS	OTHER BACHELOR'S LANES	MASTER'S DEGREE	MASTER'S PLUS 30 HOURS	OTHER MASTER'S LANES	DOCTOR'S DEGREE	INSURANCE	REMARKS
Average daily membership	No. of steps MAXIMUM	To reach bachelor's maximum						Amount paid by employer	
DETROIT (50)									
ALLEN PARK (6730)	6150 (10) 10,000	2 e 250, 2 e 270 2 e 300, 1 e 400 2 e 600, 1 e 610		6800 (10) 10,900				H, M-S, M-M, \$23.40 per mo., L \$56 per yr. (3000 pol.)	L.I. \$150 16th yr., \$60 for next 5 yrs.
ALPENA (7177)	6100 (7) 8174	3 e 274.50, 3 e 305, 335.50	6283 ¹ (10) 9394	6568 (11) 10,065	6893 (12) 10,736		7076 (12) 10,919	H \$15	¹ B.A. + 15.
AVONDALE (3400)	5800 (10) 9072	4 e 280, 3 e 392, 432, 352, 392	5992 ¹ (10) 9464	6440 (10) 10,248	7392 (10) 11,200	6880 ² (10) 10,640		H \$10	¹ B.A. + 15; ² M.A. + 15.
BATTLE CREEK (11,480)	6000 (11) 9650	10 e 330, 1 e 350		6400 (11) 10,720	6700 (11) 11,020	7000 ¹ (11) 11,320	7300 (11) 12,620	H, M-S, M-M, \$184.08 per yr., L 25.88 prem. of 1/2 bal.	Note: \$100 for ea. 10 hrs. above M.A.; 150 for 15 hrs. since 1962 above B.A.; ¹ M.A. + 60.
BAY CITY (15,300)	6200 (12) 9796	298, 303, 2 e 298, 297, 304, 298, 297, 304, 298, 297, 304		6801 (13) 10,633				H, M-S, 9.22	
DEARBORN (AFT) (22,401)	6500 (10) 10,150	6 e 375, 3 e 400, 1 e 200		7000 (12) 11,750	7350 (12) 12,000		7800 (13) 12,850	H, 14.52, M-S 7.21, M-M 2.05, L 6.15 N.C. rider .85 (100% ea.)	
DEARBORN TOWNSHIP S.D. #8 (6053)	6200 (10) 9600	200, 5 e 300, 2 e 400, 500, 400		6600 (11) 10,500				H, M-S, M-M, L, 100%	
EAST DETROIT (AFT) (12,000)	6300 (10) 9400	250, 8 e 300, 450	6500 ¹ (10) 9600	6650 (10) 11,100	7150 (10) 11,600	6900 ² (10) 11,350	8000 (10) 13,000	H, M-S, M-M, L, \$2000, 100%	¹ B.A. + 20; ² M.A. + 15. P.T.E. max. 6 yrs.
FERNDALE (8280)	5000 (10) 9400	250, 275, 2 e 300 2 e 350, 375, 2 e 425, 450		6425 (10) 10,400				H, M-S, 100%, L \$2500 pol.	
FITZGERALD	6550 (9) 10,545	3 e 393, 425, 426, 459, 458, 459, 579		7054 (10) 11,641		7486 ¹ (10) 12,209	7991 (10) 12,798	H, M-S, M-M, 100%, L \$1900 pol.	¹ Ed. spec.

SYMBOLS: L = longevity increment; SVC. = service; PGR. = professional growth requirement; A.U. = amount unspecified; P.T.E. = previous teaching experience.
INSURANCE: H = Hospitalization; M-S = Medical-Surgical; M-M = Major Medical; L = Life; \$ = steps.

MICHIGAN

SCHOOL DISTRICT Average daily membership	BACHELOR'S MINIMUM No. of steps	BACHELOR'S YEARLY INCREMENTS To reach bachelor's maximum	BACHELOR'S PLUS 30 HOURS	OTHER BACHELOR'S LANES	MASTER'S DEGREE	MASTER'S PLUS 30 HOURS	OTHER MASTER'S LANES	DOCTOR'S DEGREE	INSURANCE Amount paid by employer	REMARKS
FLINT (45,744)	6050 (12) 9575	236, 245, 255, 265, 275, 286, 297, 308, 320, 333, 346, 359	6292 ¹ (12) 9958	6544 (12) 10,356	7078 (12) 11,204	6006 ² (12) 10,771	7361 (12) 11,650	H, M-S, M-M, \$200 per yr.; L \$50 per yr.	L.I. \$100 after 23 yrs. ¹ B.A. + 15; B.A. + 12: 6244 (12) 9883; ² M.A. + 15; M.A. + 12: 6753 (12) 10,687.	
FRANKENMUTH (940)	6010 (11) 8542	7 e 220, 4 e 248	6160 ¹ (11) 8692	6410 ² (11) 8942	7440 (11) 11,780	7130 ² (11) 11,470	H, M-S, 50% time loss 50%	¹ B.A. + 15; ² or B.A. + 35.		
GARDEN CITY	6200 (10) 9920	8 e 310, 2 e 620	6510 ¹ (10) 10,230	6820 (11) 11,160	7440 (11) 11,780	7130 ² (11) 11,470	L, M-S, M-M, H, 100%	¹ B.A. + 15; ² M.A. + 15. Note: Ed.S. 930 above M.A.; doctorate 1,240 above M.A.; P.T.E. full credit max. 10 yrs.		
GROSSE POINTE (12,287)	6100 (11) 10,004	244, 771, 5 e 305, 4 e 366	*	6710 (12) 11,438	6710 (12) 11,438		H, M-S, M-M, L, Long term dis. \$155	P.G.R. e \$5, 8, 11, 2 s.h. L.I. 10 yrs. in dist. 183.00; 300 1 yr. e max. 19th yr. \$475, 24th yr. \$550. *Intermediate levels formula: (i.e. B.A. + 20) .002 x B.A. step 1 x no. of hrs.		
HAZEL PARK	6400 (9) 10,378	9 e 442	6784 ¹ (9) 10,762	7168 (9) 11,146	7808 (9) 11,786	7488 ² (9) 11,466	8448 (9) 12,426	H, M-S, M-M, 100% incl. family, L 5000, 100%	¹ B.A. + 15; ² M.A. + 15; M.A. + 45: 8128 (9) 12,106.	
HEINTZEN (AFT) (3984)	6100 (10) 9900	3 e 300, 3 e 350, 2 e 400, 450, 500	6200 ² (10) 9900	6550 (10) 10,600	7000 (10) 11,050	6750 ³ (10) 10,800		H, M-S, M-M, for 1 person A.U.; L, \$5000 in lieu of hosp. ins.	¹ B.A. + 20; ² B.A. + 10; ³ M.A. + 20.	
IRONWOOD (740)	5500 (11) 7216	137, 140, 144, 148, 151, 155, 159, 163, 167, 171, 176		5800 (11) 7858			6000 (11) 8129	H, M-S, M-M, full comp.		
JACKSON (14,064)	5700 (11) 9149	6 e 314, 5 e 313 alternately		6099 ¹ (11) 9985	6498 (11) 10,824	6807 ² (11) 11,662	7296 (11) 12,500	H, M-S, M-M, 8.33 per mo., L 1.76 per mo.	¹ or 30 hrs. graduate work; ² M.A. + 60 hrs.	
KALAMAZOO	6000 (11) 9300	11 e 300		6300 (13) 10,200	6600 (13) 10,500		6900 (13) 10,800	\$160 per yr. applied as teacher desires	L.I. \$100 after 20 yrs.	
LAKEVIEW (7620)	6350 (11) 9419	11 e 279		5820 (12) 10,300	7290 (12) 11,370		7760 (12) 11,840	H, M-S, M-M, L \$3000 term, 100%		

SYMBOLS: L.I. = longevity increment; SVC. = service; PGR. = professional growth requirement; A.U. = amount unspecified; P.T.E. = previous teaching experience.
INSURANCE: H = Hospitalization; M-S = Medical-Surgical; M-M = Major Medical; L = Life; s = steps.

MICHIGAN

SCHOOL DISTRICT Average daily membership	BACHELOR'S YEARLY INCREMENTS		BACHELOR'S OTHER BACHELOR'S LINES		MASTER'S DEGREE	MASTER'S PLUS 30 HOURS		DOCTOR'S DEGREE	INSURANCE Amount paid by employer	REMARKS
	MINIMUM No. of steps MAXIMUM	To reach bachelor's maximum	PLUS 30 HOURS	OTHER LINES		PLUS 30 HOURS	MASTER'S LINES			
LANSING (31,214)	6100 (10) 9760	244, 3 e 366, 427, 2 e 366, 427, 2 e 366	6344 ¹ (11) 10,370	7076 ² (12) 11,500	7568 (12) 10,700	7033 (9) 11,767	7564 (12) 12,200	\$20 per mo. for H, M-S, M-M; combination of teachers' choice	P.G.R. e steps 3, 6, 9; Super max. steps (self-improvement program) \$300 e step 17 for B.A. and B.A. + 23; \$300 e steps 16, 19, 22, 25, for all others. ¹ A.B. + 23; ² M.A. + 45.	
LIVONIA	5700 (9) 9035	370, 2 e 371, 370, 371, 370, 371, 370, 371	6270 (9) 9605	*	6270 (9) 9605	*	H, M-S, M-M, 100%	H, M-S, M-M, 100%	*Additional training levels 30 s.h. M.A. sched. +300; Ed.S. or equiv. M.A. sched. +600; doctorate M.A. sched. +900.	
MELVINDALE (5459)	6300 (9) 10,100	2 e 325, 4 e 350, 400, 500, 550	6450 ¹ (9) 10,600	7200 ² (9) 12,100	6700 (9) 11,100	7033 (9) 11,767	7700 (9) 13,100	H, M-S, M-M, \$300, L \$5000	L.I. 15 yrs. in system \$100. ¹ B.A. + 16; ² Ed.S. or 2nd M.A.	
MIDLAND (11,884)	6250 (4) 7440	4 e 310	6510 ¹ (11) 10,091	7130 ³ (11) 11,052	6820 ² (11) 10,571	7440 ⁴ (11) 11,532	H, M-S, M-M, \$155, L \$30	H, M-S, M-M, 100%	¹ B.A. + 15; ² or B.A. + 30; ³ M.A. + 15; ⁴ or M.A. + 30. P.T.E. max. 9th step. L.I. \$130 e 15, 20, 25, 30, 35, 40 yrs.	
MT. CLEMENS COMM. S.D. (6293)	6281 (11) 9568	245, 255, 264, 275, 285, 297, 308, 320, 333, 346, 359	7045 (11) 10,732	8530 (11) 12,507	7045 (11) 10,732	8530 (11) 12,507	M-M, M-S, H, 100%	M-M, M-S, H, 100%	L.I. 2% of B.A. or M.A. base in 20th yr.	
OAK PARK (AFT) (6772)	6400 (10) 10,200	250, 275, 325, 375, 350, 375, 425, 450, 475, 500	6800 (10) 11,300	7075 (10) 11,850	6800 (10) 11,300	7075 (10) 11,850	H, Full A.U., L \$5000	H, Full A.U., L \$5000	L.I. \$500 14, 19 yrs.	
PLYMOUTH (7055)	5650 (10) 9120	250, 300, 300, 325, 350, 350, 375, 375, 400, 425	6150 (11) 10,100	6743 (11) 10,693	6150 (11) 10,100	6743 (11) 10,693	H, M-S, M-M, 100%	H, M-S, M-M, 100%	¹ M.A. + 10; M.A. + 20: 6546 (11) 10,495; \$16.95 an hr. per yr. for add. graduate hrs.	
PONTIAC (23,425)	6250 (10) 10,125	312, 313, 312, 313, 312, 2 e 375, 2 e 500, 563	6750 (10) 11,500	7062 (10) 12,125	6750 (10) 11,500	7062 (10) 12,125	H, M-S, 100%, L \$2500	H, M-S, 100%, L \$2500	P.T.E. full credit max. step 7.	
PORTAGE (9245)	6100 (11) 9455	11 e 305	6500 (13) 10,465	6900 (13) 10,865	6500 (13) 10,465	6900 (13) 10,865	H, M-S, M-M, \$160 or 50%	H, M-S, M-M, \$160 or 50%	P.T.E. full credit max. step 7.	
PORT HURON	5050 (10) 2015	121, 304, 301, 303, 423, 303, 302, 303, 302, 303	6534 (10) 9962	7079 ¹ (10) 10,406	6534 (10) 9962	7079 ¹ (10) 10,406	Health \$120 per yr.	Health \$120 per yr.	¹ Specialist.	

SYMBOLS: L.I. = longevity increment; SVC. = service; PGR. = professional growth requirement; A.U. = amount unspecified; P.T.E. = previous teaching experience
INSURANCE: H = Hospitalization; M-S = Medical-Surgical; M-M = Major Medical; L = Life; s = steps.

MICHIGAN

SCHOOL DISTRICT Average daily membership	BACHELOR'S MINIMUM No. of steps MAXIMUM	YEARLY INCREMENTS To reach bachelor's maximum	BACHELOR'S PLUS 30 HOURS	OTHER BACHELOR'S LANES	MASTER'S DEGREE	MASTER'S PLUS 30 HOURS	OTHER MASTER'S LANES	DOCTOR'S DEGREE	INSURANCE Amount paid by employer	REMARKS
REDFORD UNION (9877)	6050 (9) 9795	333, 351, 369, 393, 411, 436, 460, 484, 508	6582 (9) 10,668		6680 (9) 10,900	7000 (9) 11,500			H, M-S, M-M, \$242 per yr. = 100%	
ROSEVILLE (AFT) (14,054)	6300 (9) 9900	2 e 300, 5 e 400 2 e 500			6800 ² (9) 11,000	8355 (6) 11,800	8095 ³ (6) 12,200	9390 (5) 12,600	H, M-S, M-M \$25, L 322 per yr.	¹ B.A. + 20; ² or B.A. + 30; ³ M.A. + 45.
ROYAL OAK (19,900)	6350 (5) 10,000	235, 270, 315, 355, 400, 445, 490, 540, 500	6575 ¹ (9) 10,500		6665 (12) 10,775	7130 (12) 11,805	7395 ¹ (12) 12,834		H, M-S, 100%	¹ M.A. + 60
SAGINAW (22,576)	6200 (12) 9746	7 e 273, 272, 3 e 273, 545			6741 (11) 11,325	7182 (12) 12,569			H, M-S, M-M, 100%, \$9-\$24	
SOUTHFIELD (14,241)	6300 (10) 10,143	3 e 315, 3 e 278, 442, 3 e 441			6400 (9) 10,000				H, 160%, L 2000 prem.	
SUMPTER- BELLEVILLE	6000 (9) 9600	9 e 400			6000 (9) 11,300	7300 (9) 11,800	1200 ¹ (9) 12,300	13,900	H, \$100 per yr.	L.I. \$300 after reaching max. at beginning of each 3 yr. period. ¹ \$13.33 per sem. hr. per yr. for each hr. after B.A.
TAYLOR (AFT) TWSP.	6300 (8) 10,300	8 e 500			6000 (9) 11,300				H, M-S, M-M, 80%, L, \$3000 prem.	¹ Pre-doctorate.
UTTICA (13,009 est.)	6200 (10) 10,099	310, 326, 341, 359, 377, 396, 415, 436, 458, 481	6417 ¹ (10) 10,453		6634 (10) 10,806	7200 ³ (10) 11,580	6851 ² (10) 11,160	7502 (10) 12,220	M-M A.U.	¹ B.A. + 15; ² M.A. + 15
VAN BUREN (5732)	6000 (9) 9840	240, 200, 420, 5 e 480, 540	6300 ¹ (9) 10,140		6600 ² (10) 10,900	7200 ³ (10) 11,580	6800 ⁴ (10) 11,200		H, M-S, up to \$255	¹ B.A. + 15; ² or B.A. + 30; ³ or Ed.S.; ⁴ M.A. + 15.
VAN DYKE (AFT) (7000)	6500 (9) 10,601	8 e 448.50, 513	6818 ¹ (9) 10,819		7137 (9) 11,236	7774 (9) 11,875	7455 ² (9) 11,556	8411 (9) 12,512	H, M-S, M-M, 100% incl. fam.; L \$3000, 100%; liability \$100,000, 100%	¹ B.A. + 15; ² M.A. + 15.

SYMBOLS: L.I. = longevity increment; SVC. = service; PGR. = professional growth requirement; A.U. = amount unspecified;
INSURANCE: H = Hospitalization; M-S = Medical-Surgical; M-M = Major Medical; L = Life; s = steps.

MICHIGAN

MINNESOTA

SCHOOL DISTRICT Average daily membership	BACHELOR'S INCREMENTS To reach bachelor's maximum	YEARLY INCREMENTS To reach bachelor's maximum	MAJOR PLUS TO REACH TO REACH	OTHER BACHELOR'S LANES	MASTER'S PLUS 30 HOURS	DOCTOR'S DEGREE	REMARKS
WALLED LAKE (8034)	6300 (10) 9670			6604 ¹ (11) 10,795	6700 (11) 11,170	7112 ³ (11) 11,557	¹ Ed.S., or 2nd M.A. or M.A. + 40.
WARREN	6350 ² (11) 10,541						P.T.E. max. 7 yrs. ¹ B.A. + 20; ² M.A. + 15; ³ Ed.S.; ⁴ (6650-11,039) 11 as of Jan. 1968.
WATERFORD TOWNSHIP (15,400)	6100 (11) 9500	2 e 250, 8 e 300 1 e 500			6900 (13) 11,500		
WAYNE (18,841)	5650 (9) 8950	300, 315, 330, 350, 370, 390, 405, 430, 460		5600 ¹ (9) 9050	6400 (9) 9825	7370 (9) 11,370	L.I. 475 after 12 yrs. for M.A. up to education specialist; \$495-\$565 after 12 yrs. and \$525-\$590 after 15 yrs. for ed.sp. and beyond. ¹ B.A. + 10; B.A. + 20; 5800(9) 9150; ² M.A. + 20, 6300(9) 9625; ed.sp. 6500(9) 10,030.
WYANDOTTE (8623)	6150 (10) 9770	323, 326, 329, 332, 343, 346, 349, 352, 355, 358, 361, 364, 367, 370			6966 (10) 11,102	7320 (10) 11,455	L.I. \$610 of 20 yrs. in system; ¹ M.A. + 20. Also: M.A. + 10 e (6722-10,858) 10.
WYOMING (7600)	5900 (9) 8633	176, 236, 235, 295, 343, 413, 412, 2 e 471			6302 (9) 10,366		
MINNEAPOLIS (50) ST. PAUL (50)							
ALBERT LEA (6659 ADA)	5300 (12) 8000	12 e 245 4 e 275, 8 e 300		5400 ¹ (12) 8340 \$100 for 6 credits up to \$400	6000 (12) 9000		¹ B.A. + 15; 5 yrs.: 5600 (12) 8540.
AROKA-HENNEPIN (22,100)	5300 (12) 8000	11 e 389		5717 ¹ (11) 10,117	6716 ² (11) 11,886		L.I. \$100 at 16, 19, 22 yrs. ¹ B.A. + 15; B.A. + 45; 6050 (11) 10,714; B.A. + 60: 6216(11) 11,001; ² or M.A. + 15 in field; ³ or M.A. in field; M.A. + 30 in field: 6882 (11) 12,184; M.A. + 45 in field: 7049 (11) 12,472; M.A. + 60 in field: 7215 (11) 12,770

SYMBOLS: L.I. = longevity increment; SVC. = service; PGR. = professional growth requirement; A.U. = amount unspecified; P.T.E. = previous teaching experience.
INSURANCE: H = Hospitalization; M-S = Medical-Surgical; M-M = Major Medical; L = Life; \$ = steps.

MINNESOTA

SCHOOL DISTRICT Average daily membership	BACHELOR'S MINIMUM No. of steps MAXIMUM	BACHELOR'S YEARLY INCREMENTS To reach bachelor's maximum	BACHELOR'S PLUS 30 HOURS	OTHER BACHELOR'S LANES	MASTER'S DEGREE	MASTER'S PLUS 30 HOURS	OTHER LANES	DOCTOR'S DEGREE	INSURANCE Amount paid by employer	REMARKS
INDEPENDENT S.D. #691 AURORA HOYT LAKES (2571)	5425 (12) 8625	5 e 250, 6 e 300 1 e 350	5675 (12) 9075	5550 ¹ (12) 8950	5925 (12) 9325	6175 (12) 9575	6300 ² (12) 9700		H, M-S, M-M, \$11.41, L \$4.55	¹ B.A. + 15; ² 6 yr. or M.A. + 45. Also: 5 yr. or B.A. + 45 (5800-9200) 12; M.A. + 15 (6050-9450) 12; L.I. \$200 s. 15, 100 e s. 20 (applies only to teachers who are residents of the district).
AUSTIN (7911)	5500 (12) 9040	12 e 295		5800 ¹ (12) 9496	6000 (12) 9606		6000 ² (12) 9606		H, M-S, M-M, \$3.96- 244.20 per yr. = 100%	¹ B.A. + 2/3 yr.; ² 6 yrs.
BLOOMINGTON (20,118)	5600 (11) 10,136	280, 280, 336, 392, 448, 3 e 504, 448, 448, 392		5843 ¹ (11) 10,575	6328 ² (11) 11,709	6550 ³ (11) 12,307	6672 ⁴ (11) 12,865	7616 (11) 14,318	H \$1.00-0.53 per mo., M-S, M-M \$1.77-4.89 per mo., income protection 100%	¹ B.A. + 20; B.A. + 40: 6086 (11) 11,016; ² or B.A. + 60; ³ M.A. + 25; ⁴ M.A. + 50; M.A. + 75: 7294 (11) 13,712.
COLERAINE (2478)	5400 (12) 8700	10 e 330	5800 (10) 9100	5600 ¹ (10) 8900	6200 (10) 9600		6400 ² (10) 9700	6600 (10) 9900	H \$8.00-230.16 per yr. L, 44.16 per yr.; health and accident 74.88 per yr.	¹ B.A. + 15; B.A. + 45: 6000 (10) 9300; ² M.A. + 15.
COLUMBIA HTS. I.S.D. #13 (7162)	5600 (12) 9968	12 e 300	6050 (12) 10,586	5700 ¹ (12) 10,068	6300 (12) 11,204	6950 (12) 11,822	6725 ² (12) 11,420		H, M-M & M-S, 120 yr., income protection 100%	L.I. \$100 e 15 & 20 yrs.; P.T.E. max. 5 yrs.; ¹ B.A. + 15; ² M.A. + 15.
CROSBY (1390)	5300 (12) 8162	6 e 239, 6 e 238 alternately	5512 (12) 8374	5406 ¹ (12) 8268	5936 (12) 8796				H, M-S, \$180 per yr.	¹ B.A. + 15; 5 yrs.: 5618 (12) 8480.
DULUTH (22,265)	5400 (11) 9350	2 e 250, 3 e 300, 3 e 350, 2 e 400, 500	5850 (11) 9600	5620 (11) 9070	6250 (11) 9700	6500 (11) 10,950	6600 ⁴ (11) 12,202	6750 (11) 11,200	H, M-S, M-M, \$4.32-\$3.00 per yr.	P.G.R. 6 q. hrs. every 6 yrs.; P.T.E. full credit max. 7 yrs., 1/4 credit previous to 8 yrs. before district employment.
EDINA (10,191)	5600 (9) 9100	252, 280, 392, 420, 3 e 448, 420, 392	6000 ¹ (11) 10,144	5800 ² (11) 9944	6300 (11) 11,113	7519 ³ (10) 12,602	6900 ⁴ (11) 12,202	9351 ⁵ (10) 13,920	H, M-S, M-M, L, \$282.80 per yr.; income protec- tion 100%	L.I. if aged 50 e 6/66-\$168 after 5 yrs. e B.A. max., no others. ¹ B.A. + 36; ² B.A. + 18; ³ M.A. + 36; ⁴ M.A. + 18; M.A. + 50 or 6 yrs.: 8200 (10) 12,997; 57 yr.
HIBBING (5814)	5300 (11) 8799	11 e 318	5618 (11) 9116	5036 (11) 9434					H, M-S, 76.20, M-M, 104.48, L, 48.32	

SYMBOLS: L.I. = longevity increment; SVC. = service; PGR. = professional growth requirement; A.U. = amount unspecified;
INSURANCE: H = Hospitalization; M-S = Medical-Surgical; M-M = Major Medical; L = Life; s = steps.

MINNESOTA

SCHOOL DISTRICT Average daily membership	BACHELOR'S MINIMUM No. of steps MAXIMUM	YEARLY INCREMENTS To reach bachelor's maximum	BACHELOR'S PLUS 30 HOURS	OTHER BACHELOR'S LANES	MASTER'S DEGREE	MASTER'S PLUS 30 HOURS	OTHER MASTER'S LANES	DOCTOR'S DEGREE	INSURANCE Amount paid by employer	REMARKS
HOPKINS	500 (11) 950	2 e 250, 500, 2 e 315, 4 e 425, 2 e 450	6010 (11) 10,630	6230 ¹ (11) 10,960	6400 (11) 11,750	6810 (11) 12,380	7090 ² (11) 12,710	7500 (11) 13,410	H, M-M, 65% of prev. net to exceed \$286 for fam. plan and \$111, single, M-M, if 100% only plan accepted, income dis- ability 50% (max. \$35), L, \$2888 policy prev.	¹ B.A. + 45; ² M.A. + 45. Also: 5800-10,310 (11) B.A. + 15; 6600-12,060 (11) M.A. + 15; 7260-13,050 (11) Ed. Spec. Dependency allowance: \$300 above until max. is reached yr. after max. \$100 above (this applies only to those hired prior to 1965-66 school yr.) P.T.E. credit max. 5 yrs.
MANKATO (7153)	5400 (12) 9288	12 e 324	5724 (12) 9612		6070 (12) 10,007	6404 (12) 10,422			H, M-S, M-M, \$100 per yr.	
MINNETONKA (7508)	5590 (11) 9040	100, 234, 337, 275, 388, 500, 505, 56, 330, 325, 490	5794 ¹ (11) 9640	5597 ² (11) 9315	6100 (11) 11,600				H, M-S, 100% income protection 100%	¹ B.A. + 26; ² B.A. + 9, B.A. + 43; 6002 (11) 10,506
MOORHEAD (6000 est.)	5300 (12) 8120	12 e 235	5720 (12) 8660		5955 (12) 9255	6190 (12) 9790			None	
MOUNDS VIEW (10,807)	5650 (12) 9550	250, 4 e 300, 7 e 350	5900 ¹ (12) 10,550	6150 ² (12) 11,050	6450 (12) 11,650	6700 ³ (12) 12,100	6950 ⁴ (12) 12,400		H, M-S, M-M, 100%	¹ B.A. + 24; ² B.A. + 45; ³ M.A. + 24; ⁴ M.A. + 45.
NASHWAUK- KEEWATIN	5250 (10) 8000	10 e 325	5550 (10) 8000		6050 ¹ (10) 8000				H, M-S, 24.20, L, \$4000 4.18 per mo.	¹ or 5 yrs. + 15.
N. ST. PAUL MAPLEWOOD #622 (10,127)	5900 (12) 9436	12 e 324	5994 (12) 10,434	5772 ¹ (12) 9936	6400 (12) 11,400	6882 (12) 12,438	6900 ² (12) 11,920	7548 (12) 13,932	H, M-S, M-M, 20.44, L, 1.95 income protection .51 per \$100 salary	¹ B.A. + 15; ² M.A. + 15. Also: (6216-10,932) B.A. + 45; (7104-12,936) M.A. + 45.
OSSEO (10,445)	5700 (13) 9047	13 e 319	5900 (13) 10,190		6200 ¹ (13) 10,711	6700 ² (13) 11,575	6800 ³ (13) 11,140		H, M-S, M-M, 95.39, income protection 100%	¹ or B.A. + 54 credits in field; ² -30 must be in field; ³ M.A. in field or M.A. + 30 not in field, M.A. + 60 in teaching field: 6950 (13) 12,007; M.A. + 90 in field: 7200 (13) 12,439.
PROCTOR (3000 est.)	5300 (12) 8010	250, 260, 270, 3 e 285, 3 e 295, 3 e 330		5550 ¹ (12) 9060	6000 (12) 9610	6100 (12) 9610				¹ B.A. + 45.

SYMBOLS: L.I. = longevity increment; SVC. = service; PGR. = professional growth requirement; A.U. = amount unspecified; P.T.E. = previous teaching experience.
INSURANCE: H = Hospitalization; M-S = Medical-Surgical; M-M = Major Medical; L = Life; \$ = steps.

MINNESOTA

SCHOOL DISTRICT Average daily membership	BACHELOR'S INCREMENT No. of steps maximum	YEARLY INCREMENTS To reach bachelor's maximum	BACHELOR'S PLUS 30 HOURS	OTHER BACHELOR'S LANES	MASTER'S PLUS 30 HOURS	DOCTOR'S DEGREE	REMARKS
RICHFIELD (11,160)	500 (11) 10,000	2 e 280, 2 e 392, 7 e 448	500 (11) 10,500	6100 ¹ (11) 10,980	6640 (11) 12,352	7040 ³ (11) 13,096	P.T.E. max. 4 yrs. merit rating; ¹ B.A. + 45; ² M.A. + 45; ³ M.A. + 60. Also: (5750-10,305) B.A. + 15; (6300-11,340) B.A. + 60; (6490-12,044) M.A. + 15.
ROBBINSDALE I.D.S. #281 (24,932)	500 (11) 10,500	2 e 315, 375, 6 e 420, 2 e 280	500 (11) 10,500	5755 ¹ (11) 10,240	6665 (11) 11,930	7300 (11) 12,565	¹ B.A. + 15; ² M.A. + 15. Also: (6070-10,555) B.A. + 45; (6820-12,085) M.A. + 45; (6980-12,245) M.A. + 60; L.I. e \$200, 15, 20, 25 yrs. P.T.E. max. 4 yrs.
ROSEVILLE (11,642)	500 (12) 9332	3 e 280, 3 e 392 6 e 336	600 (12) 10,416	5824 ¹ (12) 10,024	6664 ² (12) 11,704	7056 (12) 12,264	¹ B.A. + 15, B.A. + 45; 6272 (12) 10,976; ² M.A. + 23; ³ M.A. + 45.
ST. CLOUD (8888)	500 (12) 9180	12 e 315	550 (12) 9449	5770 ¹ (12) 9718	6250 (12) 10,680	7500 (10) 13,955	¹ B.A. + 45; ² M.A. + 15.
ST. LOUIS PARK (10,935)	500 (11) 9000	235, 245, 485, 355, 375, 390, 415, 440, 285, 470, 505	500 (10) 10,555	5730 ¹ (10) 10,315	6650 (10) 12,375	7500 (10) 13,955	¹ B.A. + 15, B.A. + 45; 6020 (10) 11,070, B.A. + 60; 6180 (10) 11,500. ² M.A. + 15, M.A. + 45; 6865 (10) 12,770, M.A. + 60; 7020 (10) 13,065.
SOUTH ST. PAUL (5704)	570 (9) 10,180	8 e 499, 497	600 (9) 10,725	6150 ¹ (9) 10,993	6600 (9) 11,946	7500 (10) 13,955	¹ B.A. + 45. M. 75.00-252.00 per yr., M-S 73.00-25.50 per yr., income production 19.50 per yr.
WAYZATA	500 (11) 10,000	2 e 336, 504, 3 e 336, 504, 4 e 448	500 (11) 10,416	5768 ¹ (11) 10,248	6608 (11) 12,432	6944 (11) 13,216	¹ B.A. + 15; ² or 5 yrs., M.A. in field 6272 (11) 11,648; ³ M.A. + 15.
WHITE BEAR LAKE (9688)	500 (12) 9720	285, 285, 310, 310, 335, 335, 350, 350, 375, 400, 400, 425	500 (12) 10,500	6090 ² (12) 10,980	6580 (12) 11,770	7500 (10) 13,955	¹ P.G.R. 6 quarter credits in first 4 yrs. and each succeeding 4 to qualify for increments; ² B.A. + 60; ³ P.G.R. 6 quarter credits during first 5 yrs. and each succeeding 5 to qualify for increments; ⁴ M.A. + 45.
BILOXI (8703)	400 (10) 8000	10 e 80	400 (10) 8000	4800 (10) 5700	5456 (17) 8448		P.T.E. 1-5 yr. full credit; 6-10 yrs. 1/2 credit to 10; 20 + yrs. ... credit. Note: \$200 add. for males; \$200 add. Ph.D. or Ed.D. L.I. e \$80 B.A. + \$90 M.A. on 12, 15, 20, 25 yrs.
JACKSON	400 (12) 8000	13 e 176	400 (12) 8000	5456 (17) 8448			P.G.R. 6 s.h. every 4 yrs. P.T.E. may 5 yrs.

SYMBOLS: L.I. = longevity increment; SVC. = service; P.G.R. = professional growth requirement; A.U. = amount unspecified; P.T.E. = previous teaching experience;
INSURANCE: H = Hospitalization; M-S = Medical-Surgical; M-M = Major Medical; L = Life; s = steps.

SCHOOL DISTRICT Average daily membership	BACHELOR'S MINIMUM No. of steps MAXIMUM	BACHELOR'S YEARLY INCREMENTS To reach bachelor's maximum	BACHELOR'S PLUS 30 HOURS	OTHER BACHELOR'S LANES	MASTER'S DEGREE PLUS 30 HOURS	MASTER'S PLUS 30 HOURS LANES	OTHER MASTER'S LANES	DOCTOR'S DEGREE	INSURANCE Amount paid by employer	REMARKS
MISSISSIPPI										
QUITMAN COUNTY (MARKS) (4950)	3700 (6) 4300	6 e 100							None	
MISSOURI										
KANSAS CITY (50) ST. LOUIS (50)										
COLUMBIA (8500)	3000 (11) 6500	2 e 100, 300, 2 e 100, 200, 2 e 100, 200, 2 e 100	5200 ¹ (12) 7000		2500 (13) 7400	5800 (14) 7800	6100 ² (15) 8300		None	P.T.E. full credit to 3 yrs., then 2 for 1 to 7 yrs. max. of 5 step on scale. ¹ 150 hrs. incl. B.A.; ² M.A. + 60.
FERGUSON- FLORISSANT (15,349)	5700 (21) 9750	11 e 270, 10 e 108		5970 ¹ (22) 10,290	6240 (23) 10,830	6780 (25) 11,910	6510 ² (24) 11,370			P.T.E. full credit max. 5 yrs.; merit rating to adv. from s. 11 (B.A.), s. 13 (M.A.), s. 15 (M.A. + 30); ¹ M.A. + 15; ² M.A. + 15.
HAZELWOOD (15,649)	5700 (15) 9170	2 e 320, 315, 320, 7 e 200, 195, 3 e 200			6215 (20) 11,400					L.I. after 5 continuous yrs. \$250 above schedule.
INDEPENDENCE	5300 (9) 6837	239, 238, 4 e 265		5539 ¹ (6) 7076	5777 (7) 7006		6403 ² (9) 7314			¹ B.A. + 16 and M.A. candidacy to be completed in 3 yrs. ² M.A. + 18 hrs. in field.
KIRKWOOD (9581)	5500 (12) 9000	232, 4 e 290, 3 e 348, 4 e 406	5916 (12) 9076	5858 ¹ (12) 9918	6264 (12) 11,400	5570 (4) 11,368	7360 ² (9) 11,194	11,890 (1) 12,412		¹ B.A. + 15; ² M.A. + 15; M.A. + 60: 10,846 (2) 11,890.
LINDBERGH (10,172)	5000 (9) 8250	5 e 266, 4 e 265	6105 ¹ (12) 9020	6829 ² (11) 9219	6431 (12) 11,903	7847 ³ (10) 11,800				¹ B.A., 138 hrs., 5 yr. cert.; ² B.A., 150 hrs., 2 yrs. exp., life cert.; ³ M.A., 180 hrs. 3 yrs. exp., life cert.
NORMANDY (7188)	5000 (10) 8000	10 e 336	5000 ¹ (10) 9500		6100 (11) 10,472	6720 ² (12) 11,424		7392 (12) 12,566		¹ Cumulative hrs. beyond B.A.; ² 180 hrs.
PARKWAY (11,500)	5000 (11) 8000	2 e 250, 9 e 200		6000 ¹ (11) 8400	6200 (12) 9000	6600 (12) 10,200	6400 ² (12) 10,000			P.G.R. 3 units in-service credit within first three yrs. and each three yrs. thereafter to receive increments; ¹ B.A. + 15; ² M.A. + 15.

SYMBOLS. L.I. = longevity increment; SVC. = service; PGR. = professional growth requirement; A.U. = amount unspecified; P.T.E. = previous teaching experience;
INSURANCE: H = Hospitalization; M-S = Medical-Surgical; M-M = Major Medical; L = Life; s = steps.

MISSOURI

SCHOOL DISTRICT Average daily membership ¹	BACHELOR'S MINIMUM No. of steps MAXIMUM	YEARLY INCREMENTS To reach bachelor's maximum	BACHELOR'S PLUS 30 HOURS	OTHER BACHELOR'S LANES	MASTER'S DEGREE	MASTER'S PLUS 30 HOURS	OTHER MASTER'S LANES	DOCTOR'S DEGREE	PERMANENCE (Amount paid by employer)	REMARKS
PATTONVILLE (MD. HIGHTS.) (9164)	5700 (9) 7900	9 e 250	5900 ¹ (12) 9300	5900 ² (11) 8925	6100 (13) 10,325	6500 (15) 12,500				¹ B.A. + 24; ² B.A. + 16. Also: B.A. + 8 (5800-8300) 10.
RAYTOWN (14,163)	5300 (9) 7404	225, 228, 229, 232, 233, 236, 238, 240, 243	5641 ¹ (10) 8021		5902 (11) 8646		6303 ² (12) 9200	6683 ³ (13) 9942		¹ B.S. + 16; ² M.S. + 16; ³ Advanced degree or 32 hrs.
RITENOUR (13,873)	5778 (13) 9000	156, 255, 3 e 256, 254, 2 e 256, 255, 2 e 256, 254, 256			6062 (13) 9071	6635 (13) 10,261				
ST. JOSEPH (14,905)	5400 (9) 7301	8 e 200, 300			5900 (9) 7900					
UNIVERSITY CITY (7694)	5300 (12) 8950	2 e 174, 406, 5 e 348, 4 e 174	6032 (12) 9222		6264 (12) 9971	6554 (12) 10,440	6044 ¹ (12) 10,750	7134 (12) 11,020		P.T.E. full credit max. 5 yrs. (add. credit granted upon review of exp.); ¹ M.A. + 60.
MONTANA										
BILLINGS (16,500)	5400 ¹ (13) 7900	2 e 50, 300, 4 e 200, 300, 5 e 200			5700 ^{1,2} (13) 8750					H, M-S, M-M, \$5 per mo. \$150 per yr. H.S. & sec. ¹ B.A. + 15.
BUTTE (7875)	5518 (10) 7815	119, 123, 128, 133, 138, 145, 149, 154, 159, 164	5848 (10) 8158	5683 ¹ (10) 7986						
GREAT FALLS (CASCADE CO.) (18,400)	5000 (10) 8100	10 e 250	5000 (12) 8000	5700 ¹ (11) 8450	6000 (13) 9000	6200 (13) 10,100	6300 ² (13) 10,000			¹ B.A. + 15; ² M.A. + 15; M.A. + 45; 6300 (13) 10,200.
MISSOULA (6693)	5700 (12) 8436	12 e 228			6270 (12) 9000					

SYMBOLS: L.I. = longevity increment; SVC. = service; PGR. = professional growth requirement; A.U. = amount unspecified; P.T.E. = previous teaching experience;
INSURANCE: H = Hospitalization; M-S = Medical-Surgical; M-M = Major Medical; L. = Life; s = steps.

NEBRASKA

SCHOOL DISTRICT Average daily membership	BACHELOR'S MINIMUM No. of steps MAXIMUM	BACHELOR'S YEARLY INCREMENTS To reach bachelor's maximum	BACHELOR'S PLUS 30 HOURS	OTHER BACHELOR'S LANES	MASTER'S DEGREE PLUS 30 HOURS	OTHER MASTER'S LANES	DOCTOR'S DEGREE	INSURANCE Amount paid by employer	REMARKS
OMAHA (50)	5300 (8) 6890	106, 159, 265, 5 e 212	5565 ² (9) 7367	5830 (11) 8056	6360 ² (13) 9010	6095 ³ (12) 8533	7300 (11) 10,000		¹ B.A. + 18; ² M.A. + 36; ³ M.A. + 18.
GRAND ISLAND	5800 (10) 8300	2 e 200, 300, 2 e 200, 4 e 250, 400		6300 (11) 9000	6800 ¹ (11) 9500		7300 (11) 10,000	H, 4.90 per mo.	¹ Six yr. cert.
WESTSIDE COMM. S.D. #66 (OMAHA) (9226)	5600 (11) 864C	4 e 244, 5 e 280, 2 e 336	5820 ¹ (11) 8908	5940 (11) 9089	6270 ² (14) 10,414	6720 ³ (19) 13,506	7170 (19) 14,473	M-M, 2.12, L, .77	¹ B.A. + 18; ² M.A. (out of field); ³ Professional degree. Note: All figs. are rounded to nearest hundredth.

NEVADA

CLARK CO. (LAS VEGAS) (59,000)	6000 (6) 8160	6 e 360	6840 (12) 10,020	6420 ¹ (7) 8700	7260 (10) 10,500	7680 ² (10) 10,920		M-M, comprehensive 5.23	¹ B.A. + 16; ² M.A. + 16.
WASHOE CO. (24,420)	6000 (10) 8700	10 e 270	6540 ¹ (12) 9780	6270 ² (11) 9240	6810 (13) 10,320	7080 ⁴ (14) 10,860		M-M, 72.12 per yr.	¹ B.A. + 48 sem. or 32 gr. cr.; ² B.A. + 24 sem. or 16 gr. cr.; ³ M.A. + 32; ⁴ M.A. + 16.

NEW HAMPSHIRE

NASHUA (7897)	5300 (12) 8100	250, 200, 400, 250, 3 e 200, 250, 3 e 200, 250		5700 (12) 8500	5600 ² (11) 8400	5400 ³ (11) 8200	6100 (12) 8900	Workmen's comp. 100%	
PORTSMOUTH (7000) est.	5000 (11) 7800	300, 5 e 150, 450, 3 e 300, 400	5100 ¹ (11) 7900	5300 (11) 8100	5600 ² (11) 8400	5400 ³ (11) 8200			P.G.R. 2 courses prof. study every 5 yrs.; ¹ B.A. + 15; ² By vote of board only; ³ M.A. + 15; P.T.E. full credit to max. \$7800.

SYMBOLS: L.i. = longevity increment; SVC. = service; PGR. = professional growth requirement; A.U. = amount unspecified; P.T.E. = previous teaching experience;
INSURANCE: H = Hospitalization; M-S = Medical-Surgical; M-M = Major Medical; L = Life; s = steps.

NEW JERSEY

SCHOOL DISTRICT Average daily membership	BACHELOR'S YEARLY INCREMENTS		BACHELOR'S PLUS 30 HOURS	OTHER BACHELOR'S LANES	MASTER'S DEGREE	MASTER'S PLUS 30 HOURS	OTHER MASTER'S LANES	DOCTOR'S DEGREE	INSURANCE Amount paid by employer	REMARKS
	MINIMUM No. of steps	MAXIMUM To reach bachelor's maximum								
JERSEY CITY (50) NEWARK (50)										
BLOOMFIELD (7813)	5800 (13) 9800	12 @ 300, 2 @ 350	6000 (13) 10,000	5900 ¹ (13) 9900	6300 (14) 10,650	6800 (15) 11,500	6400 ² (14) 10,750	7200 (11) 10,500	H, M-S, M-M, 100%, 1 1/2 x sal. L	Note: Earned doctorate max. 12,300; ¹ B.A. + 15; ² M.A. + 15; L.I. \$200 after 30 yrs. or age 60 (at least 10 consecutive yrs. in district).
BRIDGETON (6492)	5400 (11) 8700	11 @ 300	5700 (11) 9000		6000 (11) 9300	6600 (11) 9900				
BRIDGEWATER- RARITAN (8652)	5800 (14) 9500	4 @ 300, 10 @ 250			6200 ¹ (14) 9900	6700 (14) 10,400			H, M-M, L, \$92 per yr.	Note: Teachers with earned doctorate are paid \$300 above 6 yr. level; 60 credit above M.A. 400; ¹ M.A. or equiv.
CAMDEN (20,468)	5700 (10) 8650	4 @ 250, 5 @ 300, 450		5850 ¹ (10), 8800	6050 (10) 9050	6400 (10) 9550	6200 ² (10) 9200	6700 (10) 9850	H, 7.62 per mo. L, A.U.	¹ B.A. + 15; ² M.A. + 15.
CRANFORD (6231)	5900 (16) 10,000	2 @ 200, 9 @ 300, 5 @ 200	6100 (16) 10,200	6000 ¹ (16) 10,100	6300 (17) 10,800	6600 (18) 11,300	6450 ² (17) 10,950		H, M-S, M-M, 7.78 per mo. P. T. E. full credit; ¹ B.A. + 15; ² M.A. + 15.	
EAST BRUNSWICK (8300)	5620 (13) 9550	2 @ 280, 430, 4 @ 280, 340, 3 @ 280, 340, 280			6060 (13) 10,470	6440 (13) 10,780			H, M-S, M-M, 100%	L.I. \$100 after 20, 25 yrs.
EDISON TWSP. (FORDS) (12,857)	5850 (13) 9800	13 @ 300			6300 (13) 10,250	6700 ¹ (13) 10,650		6700 (13) 11,900	H, M-S, M-M, 100%	P. T. E. full credit to 7 yrs.; ¹ 6th yr. level.
HAMILTON TWSP. (14,150)	5700 (15) 9300	7 @ 300, 7 @ 200, 100			6100 (15) 9700	6500 (15) 10,100			H, M-S, 7.43 per mo.	
HOBOKEN (7500)	5300 (9) 9100	450, 4 @ 400, 550 3 @ 4	5700 ¹ (9) 9600		6100 ² (9) 10,100				H, M-S, M-M, 100%	¹ 5th yr.; ² 6th yr.
LINDEN (7500)	6000 (A.U.) 10,400	A.U.			6450 (A.U.) 11,150	6900 ¹ (A.U.) 11,900		7350 (A.U.) 12,650	H, M-S, M-M, 100%, L, \$6000	¹ M.A. + 32

SYMBOLS: L.I. = longevity increment; SVC. = service; PGR. = professional growth requirement; A.U. = amount unspecified; P.T.E. = previous teaching experience;
INSURANCE: H = Hospitalization; M-S = Medical-Surgical; M-M = Major Medical; L = Life; S = steps.

NEW JERSEY

SCHOOL DISTRICT Average daily membership	BACHELOR'S MINIMUM No. of steps MAXIMUM	YEARLY INCREMENTS To reach bachelor's maximum	BACHELOR'S PLUS 30 HOURS	OTHER BACHELOR'S LANES	MASTER'S DEGREE	MASTER'S PLUS 30 HOURS	OTHER MASTER'S LANES	DOCTOR'S DEGREE	INSURANCE Amount paid by employer	REMARKS
LIVINGSTON (7797)	5820 (24)* 9778	117, 116, 117, 176, 174, 2 e 175, 174, 175, 5 e 174, 176, 174, 3 e 175, 174, 175, 2 e 174, 175	6390 (25)* 10,698	6053 ¹ (24)* 10,012	6390 (25)* 10,698	6624 ² (25)* 10,932	6857* (28)* 11,513		H, M-S, 50%	Note: \$800 add. for earned doctorate. *Increments paid every 1/2 yr., not automatic but upon recommendation of supervisors; ¹ B.A. + 16; ² M.A. + 32; ³ M.A. + 16.
MADISON TWSP. (10,277)	6000 (12) 9100	4 e 325, 8 e 225	6400 (13) 10,500	6200 ¹ (12) 9650	6400 (13) 10,500	6900 (14) 11,300			H, M-S, M-M, 100% for employee, 50% family	¹ B.A. + 15.
MIDDLETOWN (12,365)	5750 (12) 9660	11 e 325.80, 326.20	6268 (12) 10,178	5922 ¹ (12) 9832	6325 (12) 10,235	6842 (12) 10,752	6496 ² (12) 10,406		H, M-S, M-M, 89.16 per yr.	¹ B.A. + 10, B.A. + 20: 6095 (12) 10,005; ² M.A. + 10, M.A. + 20: 6670 (12) 10,560.
MONTCLAIR (7425)	5900 (15) 9500	2 e 200, 400, 4 e 300, 250, 6 e 200, 150	6400 (16) 11,100	6150 ¹ (15) 9750	6400 (16) 11,100	6900 (18) 12,200		7400 (18) 12,300	H, M-S, M-M, 50%	L.I. for B.A. only \$300 after 20 yrs.; ¹ B.A. + 15.
NORTH BERGEN (6643)	5800 (8) 9800	9 e 500	6200 ¹ (8) 10,200		6200 ¹ (8) 10,200			6600 ² (8) 10,600	H, M-S, \$285.	¹ or B.A. + 30; ² or M.A. + 30.
PARSIPPANY- TROY HILLS (8350)	5800 (15) 9925*	2 e 250, 11 e 275, 2 e 300	6250 ¹ (16) 10,075*		6700 ² (17) 12,225*				H, M-S, M-M, L, rider J, 100%	¹ 5th yr.; ² 6th yr.; P.T.E. max. 12 yrs. incr. with supt. approval. ³ Either 25 yrs. SVC. or age 65 is needed to reach last step.
PASSAIC (7477)	5700 (15) 9750	2 e 250, 7 e 300, 350, 4 e 250, 100	5900 (13) 9600		6100 (13) 9900	6600 (13) 10,400			None	P.T.E. full credit max. 10 yrs.
PATERSON (24,449)	5900 (12) 9500	8 e 300, 4 e 400			6300 (12) 10,300			6700 (12) 10,700	H, 64.92, M-M, 16.44- 36.12	Merit pay.
PERTH-AMBOY (6067)	5900 (13) 9400	13 e 300*			6300 (12) 9800			6700 (12) 10,200	H, 13.98, M-S, 7.52, M-M, 4.30, L, .22 per \$1000	L.I. \$200, 25 + yrs. *For all tenrs. with less than 10 yrs. in dist. but e 325 10 yrs., 350 15 yrs., 400 20 yrs., 450 25 yrs. Note: M.A. + 30 \$400 increase; P.T.E. as of 7/1/56 \$300 per yr.; L.I. \$200 e 25 yrs.

SYMBOLS: L.I. = longevity increment; SVC. = service; PGR. = professional growth requirement; A.U. = amount unspecified; P.T.E. = previous teaching experience;
INSURANCE: H = Hospitalization; M-S = Medical-Surgical; M-M = Major Medical; L = Life; s = steps.



NEW JERSEY

SCHOOL DISTRICT Average daily membership	BACHELOR'S YEARLY INCREMENTS To reach bachelor's maximum	BACHELOR'S PLUS 30 HOURS	OTHER BACHELOR'S LANES	MASTER'S DEGREE	MASTER'S PLUS 30 HOURS	OTHER MASTER'S LANES	DOCTOR'S DEGREE	INSURANCE Amount paid by employer	REMARKS
RAHWAY (5576)	5850 (14) 9450	2 @ 250, 350, 11 @ 250	5950 (14) 9550	6150 (14) 10,350	6600 (14) 10,800			H, M-S, M-M, pack plan, 4.91, L, 1.10	
RIDGEWOOD (6901)	5710 (14) 10,100	240, 280, 550, 2 @ 280, 290, 4 @ 280, 290, 330, 340, 400		6320 (15) 11,280	6880 (15) 12,180		7380 (16) 12,980	H, M-S, M-M, 100%	
TEANECK (7600)	5800 (12) 9400	2 @ 200, 500, 9 @ 300	6300 ¹ (13) 10,500	6000 ² (15) 11,600	6400 ² (10) 10,400	6800 ³ (10) 10,800	7300 (15) 12,700	H, M-S, M-M, 100%	15 yr. level; ² 6 yr. level.
TRENTON (17,177)	5600 (10) 9600	10 @ 400	6000 ¹ (10) 10,000	6200 (10) 10,200	6400 ² (10) 10,400				15 yrs.; ² 6 yrs.; ³ 7 yrs.
UNION TWSP. (8840)	6000 (13) 9800	1 @ 200, 12 @ 300	6300 ¹ (15) 10,700	6700 ² (17) 11,800					15 yrs. training ² 6 yrs. training; L.I. 200 @ 25 yrs. (14 in dist.).
UNION CITY (7407)	5400 (11) 8700	11 @ 300	5550 ¹ (12) 9000	5700 (12) 9300	6000* (13) 9900	5850 ² (13) 9600		H, 5.41, M-S, 2.21, M-M, 1.40	¹ B.A. + 15; ² M.A. + 15. *or doctorate.
WESTFIELD (8671)	5900 (16) 10,050	2 @ 200, 2 @ 300, 4 @ 250, 1 @ 300, 4 @ 250, 1 @ 300, 1 @ 250, 1 @ 300		6300 (17) 10,800	6800 (18) 11,450		7300 (18) 12,150	H, M-S, rider J, 7.62 per mo., M-M, 1.10 per mo.	L.I. \$100 after continuous employment at 4th, 7th, 10th, 13th, 16th contracts.
WILLINGBORO (9848)	5600 (10) 8500	2 @ 250, 8 @ 300	5800 (11) 9100	6100 (12) 9700	6700 (13) 10,600			H, M-S, M-M, 100%	L.I. \$275 after 21, 22 yrs.; ¹ B.A. + 32; ² M.A. + 32.
WOODBIDGE TWSP. (21,491)	5850 (12) 9850	2 @ 300, 400, 6 @ 300, 3 @ 400	6250 ¹ (12) 10,250	6350 (12) 10,350	6550 ² (12) 10,550				

SYMBOLS: L.I. = longevity increment; SVC. = service; PGR. = professional growth requirement; A.U. = amount unspecified;
INSURANCE: H = Hospitalization; M-S = Medical-Surgical; M-M = Major Medical; L = Life; s = steps.



NEW MEXICO

NEW YORK

SCHOOL DISTRICT Average daily membership	BACHELOR'S MINIMUM No. of steps MAXIMUM	YEARLY INCREMENTS To reach bachelor's maximum	BACHELOR'S PLUS 30 HOURS	OTHER BACHELOR'S LANES	MASTER'S DEGREE	MASTER'S PLUS 30 HOURS	OTHER MASTER'S LANES	DOCTOR'S DEGREE	INSURANCE Amount paid by employer	REMARKS
ALBUQUERQUE (76,000)	5400 (12) 8316	12 @ 243	5650 (10) 7300	5643 ¹ (12) 8559	5886 ² (13) 9045	6372 (14) 9774	6100 ² (15) 8575	7020 (15) 11,758	M-M, L, \$50,000, 20% workmen's comp. 100%	L.I. \$200 after 21 yrs.; \$200 extra after 26 yrs. for M.A. and up. ¹ B.A. + 15; ² or B.A. + 45.
CARLSBAD (8821)	5500 (10) 7150	10 @ 165	5650 (10) 7300	5550 ¹ (10) 7200	6000 (15) 8475	6300 (15) 8775	6100 ² (15) 8575	6500 ³ (15) 8975	H, M-S, M-M, 20%	L.I. \$100 after 25, 30 yrs.; ¹ B.A. + 10, B.A. + 20; 5600 (10) 7250; ² M.A. + 10, M.A. + 20; 6200 (15) 8675; ³ Ed.S. degree.
ESPANOLA (5566)	5550 (11) 6990	12 @ 120	5935 ¹ (10) 8460	5825 ² (10) 8345	6275 (20) 8675	2	6495 (15) 10,145	7050 ³ (25) 10,050	H, M-S, M-M, 20%	¹ Sem. hrs. above B.A. paid \$18 per hr. to 32 hrs. max.; ² Sem. hrs. above M.A. paid \$20 per hr. to 32 hr. max.; ³ Sem. hrs. above Ed.S. or Ph.D. paid \$22 per hr. to 32 hrs. max.
GALLUP- MCKINLEY (10,087)	5600 (10) 8125	5 @ 280, 5 @ 225	5935 ¹ (10) 8460	5825 ² (10) 8345	6270 (15) 8920	6610 ³ (15) 10,260	6495 (15) 10,145	6945 (15) 10,595	H, 1.47, per mo., L, \$1000 policy	P.T.E. full credit max. 5 yrs.; ¹ B.A. + 24; ² B.A. + 16; ³ M.A. + 24; ⁴ M.A. + 16; L.I. \$100 @ 13, 16 or 18 & 21 adv. degree.
HOBBS (8440)	5100 (12) 7038	6 @ 204, 2 @ 153, 4 @ 102	5935 ¹ (10) 8460	5355 ¹ (14) 7604	5610 (17) 8303	6120 ² (17) 9058	5855 ³ (17) 8680	6375 (17) 9435	H, M-S, M-M, 20%	L.I. \$100-\$128 after 20 yrs., \$100 after 25 yrs.; ¹ B.A. + 15; ² M.A. + 36, 2nd M.A., Ed.S.; ³ M.A. + 18.
LAS CRUCES (14,790)	5350 (15) 7490	160, 161, 4 @ 214, 9 @ 107	5555 ¹ (14) 6983	5617 (18) 8613	5708 (16) 8156	5885 ¹ (18) 8881	5885 ¹ (18) 8881	5885 ¹ (18) 8881	H, 20%, M-S, 20%	P.T.E. full credit to 10 yrs. Note: Professional service increment of \$300 after 3 consecutive full term contracts; L.I. 214 @ 20, 160 @ 25; ¹ M.A. + 36 or Ed.S.
SANTA FE (10,403)	5300 (7) 6014	7 @ 102	5555 ¹ (14) 6983	5402 ² (9) 6320	5708 (16) 8156	5708 (20) 9788	5708 (20) 9788	5708 (20) 9788	H, M-S, M-M, 20%, L, \$1500, 100%	L.I. B.A.-M.A. only, 357-408 after 20 yrs., 306-408 after 25 yrs.; ¹ B.A. + 20; ² B.A. + 10; ³ or 6th yr. cert.
BUFFALO (50) NEW YORK CITY (50) ROCHESTER (50)	5800 ¹ (11) 8800	2 @ 250, 350, 7 @ 250, 400	6100 (11) 9100	6400 ² (11) 9400	6200 ³ (11) 9200	6500 (11) 9500	6350 ⁴ (11) 9350	6900 ⁵ (11) 9900	H, M-S, M-M, 100% ⁶	¹ P.G.R. @ yr. 11 to advance to max. - 6 sem. hr. in-service education; ² B.A. + 60 grad. cred.; ³ or B.A. + 30 e grad. level; ⁴ M.A. + 15; ⁵ or M.A. + 60; ⁶ As of 1/68.
ALBANY (12,950)	5800 ¹ (11) 8800	2 @ 250, 350, 7 @ 250, 400	6100 (11) 9100	6400 ² (11) 9400	6200 ³ (11) 9200	6500 (11) 9500	6350 ⁴ (11) 9350	6900 ⁵ (11) 9900	H, M-S, M-M, 100% ⁶	¹ P.G.R. @ yr. 11 to advance to max. - 6 sem. hr. in-service education; ² B.A. + 60 grad. cred.; ³ or B.A. + 30 e grad. level; ⁴ M.A. + 15; ⁵ or M.A. + 60; ⁶ As of 1/68.

SYMBOLS: L.I. = longevity increment; SVC. = service; PGR. = professional growth requirement; A.U. = amount unspecified; P.T.E. = previous teaching experience;
INSURANCE: H = Hospitalization; M-S = Medical-Surgical; M-M = Major Medical; L = Life; s = steps.

NEW YORK

SCHOOL DISTRICT Average daily membership	BACHELOR'S MAXIMUM No. of steps MAXIMUM	YEARLY INCREMENTS To reach bachelor's maximum	BACHELOR'S PLUS 30 HOURS	OTHER BACHELOR'S LANES	MASTER'S DEGREE	MASTER'S PLUS 30 HOURS	OTHER MASTER'S LANES	DOCTOR'S DEGREE	INSURANCE Amount paid by employer	REMARKS
ARDSLEY (2700)	6200 (11) 9610	11 e 310	6575 (13) 10,865	6320 ¹ (11) 9785	7000 ² (14) 11,900	7600 (14) 12,920	7240 ³ (14) 12,280	A.U. (A.U.) 14,750	H, M-S, M-M, 50%	Add. \$200 for tenure all classes; ¹ B.A. + 15; ² or B.A. + 60; ³ M.A. + 15; M.A. + 45; 7720 (14) 13,110; prof. dipl.: 7800 (14) 13,260; M.A. + 60: 7900 (14) 13,430.
BETHPAGE (6248)	6400 (14) 11,200	2 e 250, 5 e 300, 7 e 400	6700 (15) 12,100		7000 ¹ (15) 12,430	7300 (15) 12,700	7150 ² (15) 12,550	8200 (15) 13,600	H, M-S, M-M, various percentages	¹ or B.A. + 60; ² M.A. + 15, M.A. + 60; 7600 (15) 13,000.
BINGHAMTON (12,311)	5900 (13) 9300	10 e 250, 3 e 300	6400 (13) 9800		6400 (13) 9800	6700 (13) 10,100		7500 (13) 10,900	H, M-S, M-M	
BRENTWOOD (17,630)	6300 (15) 10,935	5 e 300, 3 e 310, 7 e 315	6920 (15) 11,555	6610 ¹ (15) 11,245	7230 (15) 11,865	8160 (15) 12,795	7540 ² (15) 12,175	8780 (15) 13,415	H, 3.96-8.65	¹ B.A. + 15; ² M.A. + 15.
COMMACK (11,440)	6260 (13) 9450	13 e 250	6675 (14) 11,525	6450 ¹ (13) 9700	7161 (14) 12,374	7705 (14) 12,918	8249 ² (14) 13,468	8522 (14) 13,735	Health 60%	L.I. 20 yrs. \$500 25 yrs. \$1000; ¹ B.A. + 15; ² M.A. + 60.
ENDICOTT (6632)	5600 (12) 8960	12 e 280	5900 (12) 9440	5750 ¹ (12) 9200	6000 (12) 9600	6460 (12) 10,240	6200 ² (12) 9920	6800 ³ (12) 10,880	47.52-103.80 N.Y.S. emp. titl. ins.	L.I. \$280 e 15th yr. (SVC within dist.); ¹ B.A. + 15; ² B.A. + 60 or M.A. + 15; ³ M.A. + 60.
FARMINGDALE (11,612) ADA	6300 (14) 10,710	14 e 315	6773 (14) 11,498	6458 ¹ (14) 10,868	7151 (14) 11,624	7718 (14) 12,191	7308 ² (14) 11,781	8505 (14) 12,978	H, M-S, M-M, 11.88-25.95 per mp.	L.I. \$315 after 20 yrs.; ¹ B.A. + 10, B.A. + 20: 6615 (14) 11,939, M.A. + 40: 7875 (14) 12,348, M.A. + 50: 8933 (14) 12,506, M.A. + 60: 8190 (14) 12,663.
FRONTIER CENTRAL (6214)	6200 (13) 9450	13 e 250	6500 (13) 9750	6600 ¹ (13) 9850	6500 (13) 9750	6600 (13) 9850	5700 ² (13) 9950		H, M-S, 100%	L.I. \$250 after 20, 25, 30 yrs.; ¹ B.A. + 40, add. \$100 to B.A. + 40 for each add. 10 grad. credits up to 90; ² M.A. + 40, add. \$100 to M.A. + 40 for each add. 10 grad. cred. up to 90.
HICKSVILLE (10,000)	6300 (15) 10,364	5 e 271, 1 e 270, 9 e 271	6741 (15) 11,923	6489 ¹ (15) 10,553	6530 (15) 12,112	7434 (15) 12,616	7119 ² (15) 12,301	8442 (15) 13,624	H, M-S, M-M, 2/3	L.I. 20th yr. 270; ¹ B.A. + 15; ² M.A. + 15.
ELWOOD F.S.D. #1 (HUNTINGTON) (2300 est.)	6315 (12) 10,270	265, 270, 320, 350, 2 e 320, 325, 3 e 320, 430, 425	6955 (12) 10,915	6635 ¹ (12) 10,595	7385 (12) 11,345	8025 (13) 12,410	7705 ² (13) 12,090	8345 (14) 13,160	H, M-S, M-M, L, 40%	L.I. e 6th & 12th yr. \$200; ¹ B.A. + 15; ² M.A. + 15; ³ M.A. + 45.

SYMBOLS: L.I. = longevity increment; SVC. = service; PGR. = professional growth requirement; A.U. = amount unspecified;
INSURANCE: H = Hospitalization; M-S = Medical-Surgical; M-M = Major Medical; L = Life; s = steps.

NEW YORK

SCHOOL DISTRICT Average daily membership	BACHELOR'S YEARLY INCREMENTS To reach bachelor's maximum	BACHELOR'S PLUS 30 HOURS	OTHER BACHELOR'S LANES	MASTER'S DEGREE	MASTER'S PLUS 30 HOURS	OTHER MASTER'S LANES	DOCTOR'S DEGREE	INSURANCE Amount paid by employer	REMARKS
ITHACA (8500) est.	4 e 250, 6 e 300	6,750 (10) 8875	5950 ¹ (10) 8750	6450 ² (10) 9250	6575 ³ (10) 9375	6700 ⁴ (10) 9500	6825 (10) 9625	H, M-S, M-M, 3.95-14.65	¹ B.A. + 20; ² B.A. + 60; ³ B.A. + 70; ⁴ B.A. + 80.
JAMESTOWN (8731) WADA	11 e 300	6100 (11) 9400	5900 ¹ (11) 9200	6200 (11) 9500	6500 (11) 9800	6300 ² (11) 9600	7000 (11) 10,300	H, M-S, \$65.65, 100%	L.I. \$300 after 17, 22, 27 yrs.; ¹ B.A. + 10, B.A. + 20: 6000 (11) 9300; ² M.A. + 10, M.A. + 20 or B.A. + 60: 6400 (11) 9700, add. \$100 to M.A. + 20 schedule for each 10 credits up to M.A. + 60.
KENMORE (21,317)	2 e 250, 500, 2 e 300, 4 e 375, 525, 375	6500 (12) 10,875	6050 ¹ (11) 10,050	6575 (12) 10,950	7175 (12) 11,550		7700 (12) 12,075	H, M-S, M-M, L, \$150 per yr.	L.I. \$1000 in 4 payments after 15, 20, 25, 30 yrs.; ¹ B.A. + 8, B.A. + 16: 6200 (11) 10,200, B.S. + 24: 6350 (11) 10,350, B.A. + 60 (12) 11,475.
KINGSTON (10,000 est.)	250, 260, 520, 3 e 320, 4 e 260, 4 e 210	6400 (14) 10,270	6000 ¹ (14) 9870	6510 (14) 10,380	6670 (14) 10,740	6630 ² (14) 10,500		H, M-S, M-M, 50%	¹ B.A. + 6, B.A. + 12: 6100 (14) 9970, B.A. + 18: 6200 (14) 10,070, B.A. + 24: 6300 (14) 10,170; ² M.A. + 10, add. \$120 above M.A. for each 10 units up to M.A. + 60.
LEVITTOWN (16,100) est.	2 e 300, 350, 300, 350, 5 e 300, 350, 300	6700 (15) 11,550	6450 ¹ (17) 10,300	6950 (15) 11,800	7550 (15) 12,400	7250 ² (15) 12,100	8450 (15) 11,300	Health plan, A.U.	L.I. 18, 20, 25 yrs. 200, 300, 350 (resp.); P.T.E. max. 10 yrs.; ¹ B.A. + 15; ² M.A. + 15.
LOCKPORT (6625)	11 e 290	6322 (12) 9802	5974 ¹ (11) 9164	6950 (15) 11,800	7550 (15) 12,400		7018 ² (14) 10,788	H, M-S, M-M, \$100-\$240 per yr.	L.I. \$406 after 15, 20, 25 yrs.; ¹ B.A. + 10, add. \$174 for each 10 credits beyond B.A. + 10 up to B.A. + 70; ² or B.A. + 70.
MASSAPEQUA (16,400)	2 e 250, 2 e 300, 2 e 250, 5 e 300, 2 e 350, 4 e 0, 400, 4 e 0, 400	6750 (24) 11,100	6500 ¹ (24) 11,450	7100 (24) 12,800	7700 (24) 13,600	7400 ² (24) 13,200	8350 (24) 14,450	H, M-S, M-M, 50%	¹ B.A. + 15; ² M.A. + 15.
MIDDLE COUNTRY #11 (10,000)	2 e 274, 6 e 305, 6 e 336	6588 (14) 11,326	6344 ¹ (14) 10,910	6832 ² (14) 11,748	7320 ³ (14) 12,592	7076 ⁴ (14) 12,164	8052 (14) 13,840	H, M-S, M-M, 50%	\$300 higher for tenure, M.A. \$500 higher for tenure; L.I. \$500 after 18, 21 years if minimum 10 yrs. service and earned 6 credits prior to these yrs.; ¹ B.A. + 15; ² or B.A. + 45; ³ or B.A. + 75; ⁴ or B.A. + 60, M.A. + 45 or B.A. + 90: 7564 (14) 13,008, M.A. + 60: 7608 (14) 13,424.
MT. VERNON (10,948)	2 e 300, 2 e 400, 8 e 300, 1 e 600	6500 (13) 11,500	6300 ¹ (13) 10,900	6600 (13) 11,900	7000 (13) 12,500	7100 ² (13) 12,700	7400 (13) 13,050	H, M-S, M-M, N.Y.S. plan 3.95-14.65	¹ B.A. + 6; ² M.A. + 45; L.I. \$500 each of 5 yrs. preceeding retirement (after 15 yrs. in district and at least 1 yr. on max.)
NEWBURGH (11,456)	13 e 300	6400 ¹ (13) 10,560	6300 ² (13) 10,400	6600 (13) 11,900	7000 (13) 12,500			M-M, 3.95-16.33	¹ B.A. + 24; ² B.A. + 18. Also: P.A. + 6 (6100-10,970) 13, B.A. + 12 (6200-10,230) 12.

SYMBOLS: L.I. = longevity increment; SVC. = service; PGR. = professional growth requirement; A.U. = amount unspecified; P.T.E. = previous teaching experience;
INSURANCE: H = Hospitalization; M-S = Medical-Surgical; M-M = Major Medical; L = Life; s = steps.

SCHOOL DISTRICT Average daily membership	BACHELOR'S YEARLY INCREMENTS To reach bachelor's maximum	BACHELOR'S PLUS 30 HOURS OTHER LANES	MASTER'S DEGREE PLUS 30 HOURS OTHER LANES	MASTER'S PLUS 30 HOURS OTHER LANES	DOCTOR'S DEGREE OTHER LANES	INSURANCE Amount paid by employer	REMARKS
NEW ROCHELLE (AFT) (12,000)	2 e 300, 2 e 400, 2 e 300, 200, 2 e 250, 300, 2 e 250, 2 e 300	6750 (14) 11,500	7000 (14) 12,150	7500 (14) 12,650	8000 ² (14) 13,300	H, M-S, 50%, M-M, 100%	'B.A. + 15, B.A. + 60: 7300 (14) 12,400; ² M.A. + 60.
PLAINVIEW (AFT) (11,299)	2 e 250, 2 e 275 9 e 300, 1 e 325	6800 (14) 11,575	7075 (14) 11,850	7525 (14) 12,300	8200 (14) 13,000	H, M-S, M-M, 3.96-8.65 per mo.	Career increment of \$200 after 7 yrs. in district. 'B.A. + 15; ² M.A. + 20.
NIAGARA FALLS (17,825)	2 e 275, 400, 5 e 275, 400, 2 e 275	6360 (12) 9910	7341 (14) 12,199	8035 (14) 12,893	7688 ² (14) 12,545	H, M-S, M-M, \$114.20, L, \$15.90	Add. \$100 for masters, \$200 for doctorate; P.T.E. full credit max. 5 yrs.; L.I. 20, 25, 30 yrs. \$250; 'B.A. + 15. Also: B.A. + 20, 40, 45, 50, 60 scales.
N. BABYLON (9588)	11 e 284	6994 (13) 11,505	7341 (14) 12,199	8035 (14) 12,893	9076 (14) 13,934	L, 1.10 per mo., H, M-S, M-M, \$6.55-\$18.30 per mo.	After 8 yrs. of district tchg. add. \$200 to salary; L.I. 20 yrs. (10 in dist.) \$300; 'B.A. + 15; ² M.A. + 15.
N. BELLMORE (4070)	2 e 250, 12 e 300	6700 (14) 11,900	6880 (14) 12,080	7300 (14) 12,700	7500 ² (14) 13,010	H, M-S, L, 50%	L.I. 20 yrs. e \$500; 'B.A. + 15, ² M.A. + 45.
N. SYRACUSE (12,100)	300, 250, 300, 250, 7 e 300	6150 ¹ (11) 9350	6300 (12) 9800	6750 ³ (12) 10,350	7050 (12) 10,650	H, M-S, M-M, 50%	'B.A. + 27; ² B.A. + 18; ³ M.A. + 27; L.I. 15, 18, 21 e \$200, \$300.
N. TONAWANDA (8700)	278, 279, 278, 279, 2 e 278, 279, 278, 279, 2 e 278, 279, 278	6000 ² (11) 9200	6408 (13) 10,281	6791 (13) 10,902	7448 (13) 11,781	H, M-S, 102.12-241.44, M-M, 12.72-30.72	P.T.E. full credit max. 10 yrs.; L.I. 20, 25, 30 yrs. \$250; M.A. + 58.
OCEANSIDE (10,220)	4 e 300, 10 e 250	6200 (14) 9900	6650 (10) 11,043	7640 (10) 12,033	6980 ² (10) 13,353	H, M-S, M-M, 75%, L, 100%	L.I. 20, 25th yr. \$400; 'B.A. + 15; ² M.A. + 10.
OSWEGO (4000)	11 e 250	6100 (11) 8900	6200 (11) 9000	6600 (11) 9400	7600 (11) 10,400	H, M-S, 50%	L.I. \$300 after 35 yrs.; 'B.S. + 15, B.S. + 45: 6300 (11) 9100, B.S. + 60: 6500 (11) 9300; ² M. + 15.
PATCHOQUE (7421)	262, 263, 273, 263, 295, 307, 319, 332, 345, 359, 374, 389	6825 (12) 10,924	7098 (12) 11,361	7676 (12) 12,288	7381 ² (12) 11,815	H, M-S, M-M, L, 50%	P.T.E. full credit to 8 yrs. 1/2 credit 8 + yrs.; L.I. after 5 yrs. on s. 13, move to s. 18,300 inc.; 'B.A. + 15; ² M.A. + 15.

SYMBOLS: L.I. = longevity increment; SVC. = service; PGR. = professional growth requirement; A.U. = amount unspecified; P.T.E. = previous teaching experience; **INSURANCE:** H = Hospitalization; M-S = Medical-Surgical; M-M = Major Medical; L = Life; S = steps.

NEW YORK

SCHOOL DISTRICT Average daily membership	BACHELOR'S MINIMUM No. of steps MAXIMUM		YEARLY INCREMENTS To reach bachelor's maximum	BACHELOR'S PLUS 30 HOURS	OTHER BACHELOR'S LANES	MASTER'S DEGREE	MASTER'S PLUS 30 HOURS	OTHER MASTER'S LANES	DOCTOR'S DEGREE	INSURANCE Amount paid by employer	REMARKS
	6300 (14) 9240	5700 (11) 8650									
PORT WASHINGTON (6387)	6300 (14) 9240	5700 (11) 8650	5 @ 378, 3 @ 150, 6 @ 100	6600 (14) 9540	6900 ¹ (14) 9840	6930 (14) 11,781	7560 (14) 12,600	8190 ² (14) 13,356	8820 (14) 13,986	N.Y.S.H.P., 3.96	L.I. 20 & 25 yrs. @ \$100; ¹ B.A. + 60; ² M.A. + 60.
ROME (10,915)	5700 (11) 8650	5700 (11) 8650	9 @ 250, 300, 400	6000 ¹ (12) 9450		6300 ² (13) 10,200				(N.Y.S.) health 3.96	\$150 add. for M.A. degree or 15 hrs. above training level. 15th yr.; ² 6th yr.
SCHENECTADY (12,500)	5900 (12) 9200	5900 (12) 9200	9 @ 250, 300, 350, 400			6400 (14) 16,400				H, M-S, M-M, 60%	
SEWANHAKA (11,905)	6350 (14) 10,690	6350 (14) 10,690	200, 300, 4 @ 310, 4 @ 320, 4 @ 330			6350 (15) 11,630	7450 (16) 12,470		7950 (16) 13,310	H, M-S, M-M, app. 40%	L.I. 21, 26, \$200.
ST. JAMES (9350)	6210 (15) 11,799	6210 (15) 11,799	311, 310, 342, 341, 373, 372, 2 @ 373, 372, 404, 403, 2 @ 404, 403, 404	6831 (15) 12,420	6410 ¹ (15) 11,999	7131 (15) 12,720	7731 (15) 13,320	7431 ² (15) 13,020	8631 (15) 14,220	H, M-S, M-M, 50%	L.I. \$500 25, 30 yrs.; ¹ B.A. + 15; ² M.A. + 15.
SYRACUSE (33,000)	5600 (12) 8800	5600 (12) 8800	10 @ 260, 2 @ 300	6005 (12) 9205	6410 ¹ (13) 9810					H, M-S, 50%, M-M, 100%	¹ B.A. + 60. Note: Add. 200 for M.A., 700 for doctorate; L.I. 20, 26 yrs. @ 200.
UTICA (15,325)	5600 (12) 8900	5600 (12) 8900	2 @ 250, 400, 2 @ 250, 400, 6 @ 250	5900 (12) 9200	5750 ¹ (12) 9050	6100 (13) 9750	6400 (13) 10,050	6250 ² (13) 9900	7100 (13) 10,750	H, 50%, M-M, 100%	L.I. \$100, 25th yr.; 2 part schedule (probationary & career tchr.; merit automatic in 14th yr.), new candidate with M.A. (min. 6100); P.T.E. full credit; ¹ B.S. + 15; ² M.A. + 15.
VESTEL (7538)	5800 (11) 8600	5800 (11) 8600	10 @ 250, 1 @ 300	6300 ¹ (14) 10,000	6000 ² (13) 9400	6500 ³ (15) 10,500	6800 (16) 11,100	7000 ⁴ (16) 11,300	7200 ⁵ (16) 11,500	M-S, 3.96, M-M, 8.65, F.I.C.A. .044	L.I. \$500, 25 yrs.; ¹ or M.A.; ² B.A. + 15; ³ B.A. + 45 or M.A. + 15; ⁴ M.A. + 45; ⁵ M.A. + 60.
WAPPINGERS CENTRAL (10,392)	6200 (16) 10,800	6200 (16) 10,800	2 @ 250, 300, 260, 270, 280, 290, 9 @ 300	6700 (16) 11,300	6450 ¹ (16) 11,050	6850 (16) 11,450	7350 (16) 11,950	7600 ² (16) 12,200	7850 ³ (16) 12,450	N.Y.S. G.H.I. 3.96-8.65	P.T.E. full credit max. 10 yrs.; ¹ B.A. + 15; ² M.A. + 45; ³ M.A. + 60.
WEBSTER (7201)	6000 (10) 9360	6000 (10) 9360	4 @ 300, 6 @ 360	6510 (12) 10,590	6765 ¹ (13) 11,205	7020 ² (14) 11,820	7275 ³ (15) 12,435	7530 ⁴ (16) 13,050		H, M-S, M-M, 50% up to 3 yrs. SVC., 100% beyond	Add. \$300 for M.A. degree, \$500 for doctorate; \$100 for tenure; ¹ B.A. + 45; ² B.A. + 60; ³ B.A. + 75; ⁴ B.A. + 90.

SYMBOLS: L.I. = longevity increment; SVC. = service; PGR. = professional growth requirement; A.U. = amount unspecified; P.T.E. = previous teaching experience;
INSURANCE: H = Hospitalization; M-S = Medical-Surgical; M-M = Major Medical; L = Life; s = steps.

NEW YORK

SCHOOL DISTRICT Average daily membership	BACHELOR'S YEARLY INCREMENTS To reach bachelor's maximum		BACHELOR'S PLUS 30 HOURS	OTHER BACHELOR'S LANES	MASTER'S DEGREE PLUS 30 HOURS	OTHER MASTER'S LANES	DOCTOR'S DEGREE	INSURANCE Amount paid by employer	REMARKS
	MINIMUM No. of steps	MAXIMUM							
W. BABYLON (7234)	6300 (13) 10,395	13 @ 315	6930 (15) 11,655	6615 ¹ (14) 11,025	7245 (15) 11,970	7560 ² (15) 12,285	8505 (15) 13,230	H, M-S, M-M, A.U.	P.T.E. full credit max. 8 yrs.; L.I. 20, 25 yrs. \$500; ¹ B.A. + 15; ² M.A. + 15.
W. ISLIP (8690)	6500 (14) 11,277	7 @ 325, 357, 358, 357, 358, 357, 358, 357	7150 (14) 11,927	6825 ¹ (14) 11,602	7475 (14) 12,252	8450 ² (14) 13,227	8775 ³ (14) 13,552	H, M-S, M-M, 6.95-11.65	L.I. 20, 25, 30 yr. \$357; ¹ B.A. + 15; ² M.A. + 45; ³ M.A. + 60.
W. SENECA (9000)	5800 (13) 9570	13 @ 290	6250 (13) 10,020	6700 ¹ (13) 10,470	6380 (13) 10,150	6830 (13) 10,600	6960 (13) 10,730	H. \$270	L.I. 3% B.A. min. 21, 26 yrs.; ¹ B.A. + 60.
WHITE PLAINS (8775)	6200 (12) 10,500	2 @ 300, 600, 3 @ 300, 2 @ 400, 300, 2 @ 400, 300	6800 (13) 11,400	6500 ¹ (12) 10,800	7000 (14) 11,900	7900 ² (15) 13,100	8500 (17) 14,300	M-M, comprehensive 25%	P.T.E. full credit max. 10 yrs.; L.I. 25 yrs. \$150; ¹ B.A. + 15; ² M.A. + 45.
YONKERS (AFT) (28,927)	5900 (12) 10,000	3 @ 300, 600, 5 @ 300, 500, 2 @ 300		6150 ¹ (12) 10,250	6400 ² (14) 11,300	6900 ³ (14) 11,800	10,300 (7) 12,800	N.Y.S. plan	¹ B.A. 15; ² also B.A. + 30; ³ or B.A. + 60; ⁴ M.A. + 60.
BURLINGTON (9566)	4527 (14) 6246				4824 (15) 6867			None	
BUNCOMBE (19,181)									
RANDOLPH (11,260)									
ROBESON CO. (15,107)									
CHARLOTTE (76,889)	5252 (13) 7719	180, 179, 239, 187, 201, 189, 189, 207, 198, 207, 226, 207, 50			5708 (14) 8557			None	L.I. \$100, 21 + yrs. ex.; Add.: 925 earned doctorate.

NO. CAROLINA

SYMBOLS: L.I. = longevity increment; SVC. = service; PGR. = professional growth requirement; A.U. = amount unspecified; P.T.E. = previous teaching experience;
INSURANCE: H = Hospitalization; M-S = Medical-Surgical; M-M = Major Medical; L = Life; s = steps.

NO. CAROLINA

SCHOOL DISTRICT Average daily membership	BACHELOR'S YEARLY MINIMUM No. of steps MAXIMUM	BACHELOR'S YEARLY INCREMENTS To reach bachelor's maximum	BACHELOR'S PLUS 30 HOURS	OTHER BACHELOR'S LANES	MASTER'S DEGREE	MASTER'S PLUS 30 HOURS	OTHER MASTER'S LANES	DOCTOR'S DEGREE	INSURANCE Amount paid by employer	REMARKS
DURHAM (14,000)	4977 (12) 6952	130, 139, 188, 151, 169, 151, 173, 170, 161, 172, 190, 171			5303 (13) 7647			*		*\$100 per mo. for earned doctorate above M.A. scale. State schedule & local supplements from \$325-533/B.A. & \$345-\$590/M.A.
STATE SALARY SCHEDULE										
GOLDSBORO (8430)										
GREENSBORO (29,931)	5177 (14) 7541	148, 150, 154, 160, 202, 163, 160, 178, 169, 214, 197, 181, 153, 135			5165 (13) 7354	5522 (15) 8278			None	
GREENVILLE (6000)	4832 (12) 6662	139, 129, 148, 139, 166, 139, 148, 166, 148, 165, 185, 157			5165 (13) 7354	5522 (15) 8278			None	
HIGH POINT (12,250)	5244 (13) 7557	172, 171, 181, 181, 199, 181, 191, 199, 190, 199, 218, 199, 42			5550 (14) 8237					*\$100 per mo. added for doctorate.
STATE SALARY SCHEDULE										
NORTHAMPTON										
RALEIGH	5069 (12) 7020	175, 176, 148, 148, 165, 148, 148, 166, 157, 167, 185, 166			5485 (13) 7505					
STATE SALARY SCHEDULE										
BISMARCK (6985)	5400 (10) 8100	10 @ 270			5940 (11) 8910	6480 ² (11) 9450	6210 ³ (11) 9180			¹ B.A. + 16; ² M.A. + 32; ³ M.A. + 16. Note: \$150 bonus after 3 yrs. or 6 s.h., \$100 after 2 yrs. + 4 s.h., \$50 after 1 yr. + 2 s.h.
FARGO (10,000)	5300 (13) 8162	106, 106, 424, 4 @ 265, 4 @ 212, 2 @ 159			6095 (13) 9593	6625 (13) 10,600			H, 6.74	¹ B.A. + 15.
MINOT (AFT) (10,367)	5400 (10) 9480	10 @ 318			6042 (10) 9222	6636 ³ (10) 9816	6487 ⁴ (10) 9667	*	H, 6.25, M-S, 3.85, L, 2.01	*Consideration being given to 6 yr. specialist & Doctor's degree category; P.T.E. 6½ increments max.; ¹ B.A. + 32; ² B.A. + 24; ³ M.A. + 32; ⁴ M.A. + 24; P.G.R. in-service credit.

SYMBOLS: L.I. = longevity increment; SVC. = service; PGR. = professional growth requirement; A.U. = amount unspecified; P.T.E. = previous teaching experience;
INSURANCE: H = Hospitalization; M-S = Medical-Surgical; M-M = Major Medical; L = Life; s = steps.

OHIO

SCHOOL DISTRICT Average daily membership	BACHELOR'S YEARLY MINIMUM No. of steps MAXIMUM	INCREMENTALS To reach bachelor's maximum	BACHELOR'S PLUS 30 HOURS	OTHER BACHELOR'S LANES	MASTER'S DEGREE	MASTER'S PLUS 30 HOURS	OTHER MASTER'S LANES	DOCTOR'S DEGREE	INSURANCE Amount paid by employer	REMARKS
AKRON (50) CINCINNATI (50) CLEVELAND (50) COLUMBUS (50) DAYTON (50) TOLEDO (50)	5100 (13) 7548	4 @ 153, 9 @ 204	5355 (13) 8140	5304 (13) 7956	5406 (13) 8325	5508 (13) 8703	5457 (13) 8513		H, \$88	¹ B.A. + 24
ALLIANCE CITY (6431)	5590 (13) 8177	13 @ 199		5892 ¹ (13) 8726	6050 (13) 8975	6213 ² (13) 9203	6377 ³ (13) 9445		H, fully, M-S, M-M, paid	¹ B.S. + 20; ² M.A. + 10; ³ M.A. + 20.
BARBERTON (7404)	5600 (12) 8040	10 @ 200, 2 @ 220	5900 (12) 9060	5750 (12) 8550	5950 (12) 8990	6250 (12) 10,010	6100 (12) 9500		H, M-S, M-M, 10.26-27.21 per mo., L, \$2000	P. T. E. full credit max. 10 yrs.; L. I. 20 yrs.
BEAVERCREEK (7191)	5800 (11) 8671	11 @ 261	6061 (12) 9193		6322 (13) 9715				H, M-S, M-M, 100%	P. T. E. full credit max. 8 yrs.
BEDFORD CITY (7016)	5600 (12) 9050	216, 209, 208, 9 @ 313	5700 ¹ (14) 9780		5800 (14) 9884				None	¹ B.A. + 36
CANTON CITY (22,059)	5700 (11) 8778	3 @ 171, 228, 3 @ 285, 2 @ 342 2 @ 399		5871 ¹ (11) 9120	6040 (12) 9804		6270 ² (12) 10,280			P. T. E. max. 7 yrs. full credit; ¹ B.A. + 16; ² M.A. + 16. L. I. \$300 @ 20, 25, 30 (consecutive yrs. in dist.); \$200 state allowance should be added to each scale.
CLEVELAND HGHTS.-UNIV. HGHTS. (13,254)	5800 (13) 9100	4 @ 200, 2 @ 300 3 @ 200, 2 @ 300 2 @ 400	6000 ¹ (13) 9500	5900 ² (13) 9300	6200 (13) 10,850	6800 (13) 11,450	7000 ³ (13) 11,650	7200 (13) 11,850	Retirement 12%	¹ B.A. + 20; ² B.A. + 10; ³ M.A. + 40; also (5400-11,050) M.A. + 10, (6600-11,250) M.A. + 20.
ELYRIA (12,405)	5400 (13) 8585	160, 220, 3 @ 215, 8 @ 270	5615 ¹ (13) 8930	5510 ² (13) 8760	5830 (13) 9270	6155 (13) 9785	6265 ³ (13) 9960	6695 (13) 10,645	H, 100%, M-S, 100%	Note: Add \$200 state allowance to all schedules; ¹ B.A. + 20; ² B.A. + 10; ³ M.A. + 40; Also: (5940-9445) M.A. + 10, (6050-9620) M.A. + 20.

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INSURANCE: H = Hospitalization; M-S = Medical-Surgical; M-M = Major Medical; L = Life; s = steps.

SCHOOL DISTRICT Average daily membership	BACHELOR'S YEARLY INCREMENTS To reach bachelor's maximum		BACHELOR'S PLUS 30 HOURS	OTHER BACHELOR'S LANES	MASTER'S DEGREE	MASTER'S PLUS 30 HOURS	OTHER MASTER'S LANES	DOCTOR'S DEGREE	INSURANCE Amount paid by employer	REMARKS
	MINIMUM No. of steps	MAXIMUM								
EUCLID (11,228)	5400 (13)	245, 240, 245, 240, 540, 2 e 245, 240, 245, 540, 240, 245, 280	5725 ¹ (13)	5560 ² (13) 9315	5885 (14) 10,340	6320 ³ (14) 10,775	6100 ⁴ (14) 10,555	7010 (14) 11,950	H, M-S, 100%	P.G.R. 6 s.h. every 5 yrs.; Add.: \$200 to all schedules; ¹ B.A. + 24; ² B.A. + 12; ³ M.A. + 24; ⁴ M.A. + 12.
	5160 (16)	16 e 120	5266 (16)	5395 ¹ (16) 7555	5524 (16) 7764	6262 (16) 8662	6676 ² (16) 9156	7140 ³ (16) 9700	None	Add. \$200 (state allowance); ¹ B.A. + 45; ² M.A. + 45; ³ M.A. + 60; also: (5898-8218) M.A. + 15.
	5480 (13)	3 e 190, 175, 2 e 190, 5 e 200, 195, 200	5640 ¹ (14) 8370	5560 ² (13) 8090	5795 (13) 8525	5875 ³ (13) 8605			None	¹ 5th yr.; ² B.A. + 15; ³ M.A. + 15.
GARFIELD HEIGHTS (6627)	5300 (13)	4 e 200, 400, 3 e 200, 300, 600, 3 e 300		5500 (16) 10,300	5500 (16) 10,300					
	5200 (12)	12 e 200	5500 (13) 8360	5700 ¹ (14) 8780	5600 (14) 8680	5800 (14) 8880			M-M, 100%	¹ B.S. + 60; L.I. \$200 e 20th yr.
	5725 (14)		6098 ¹ (15) 9277	5911 ² (15) 8995	6284 (15) 9559	6684 ³ (15) 9959	6484 ⁴ (15) 9759	6884 ⁵ (15) 10,159	H, M-S, M-M, 75% for employee	¹ B.A. + 35; ² B.A. + 18; ³ M.A. + 36; ⁴ M.A. + 18; ⁵ M.A. + 54. L.I. \$100 every 5th yr. beyond 15.
LAKESWOOD (9820)	5700 (16)	2 e 100, 300, 13 e 200	6000 (16) 10,700		6300 ¹ (16) 11,300				H, 9.10 per mo., M-S, 3.80, M-M, 1.29, app. \$170 per yr.	Add. \$100 teacher orientation 1st wk. of school; ¹ B.A. + 60.
	5100 (15)	150, 140, 150, 3 e 145, 150, 2 e 145, 150, 140, 150, 2 e 145, 150	5305 (15) 8110	5200 ¹ (15) 7700	5405 (15) 8515	5510 (15) 9130			None	Add. \$200; ¹ B.A. + 15.
LANCASTER (8076)	7295									
	5050 (15)	15 e 150	5250 (15) 7500	5150 ¹ (15) 7400	5500 (16) 8220	5700 (16) 8420	5800 ² (16) 8320		None	¹ B.A. + 15; ² M.A. + 15.
LORAIN (16,752)	5600 (13)	175, 181, 187, 194, 201, 203, 215, 223, 230, 248, 247, 255, 196		5840 ¹ (13) 8722	6080 (13) 9094	6560 (13) 9838	6320 ² (13) 9466	6800 (13) 10,582	None	P.T.E. 5 yrs. full credit; ¹ B.A. + 15; ² M.A. + 15.

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INSURANCE: H = Hospitalization; M-S = Medical-Surgical; M-M = Major Medical; L = Life; s = steps.

OHIO

SCHOOL DISTRICT Average daily membership	BACHELOR'S MINIMUM No. of steps MAXIMUM	YEARLY INCREMENTS To reach bachelor's maximum	BACHELOR'S PLUS 30 HOURS	OTHER BACHELOR'S LANES	MASTER'S DEGREE	MASTER'S PLUS 30 HOURS	OTHER MASTER'S LANES	DOCTOR'S DEGREE	INSURANCE Amount paid by employer	REMARKS
MAD RIVER (6622)	5590 (12) 8290	12 @ 225	5800 (13) 8790		6010 (14) 9300	6200 (14) 9560				P.T.E. max. 3 yrs. full credit.
MANSFIELD (12,649)	5200 (12) 8252	4 @ 312, 4 @ 260, 3 @ 208, 1 @ 140	5403 (12) 8804		5538 (12) 9168					Add. \$200.
MENTOR (9452)	5400 (12) 8640	12 @ 270		5508 ¹ (12) 9072	5832 (14) 10,368	6048 (14) 11,340	6156 ² (14) 11,826	6480 (14) 12,528	H, M-S, \$12.90	P.T.E. max. 8 yrs. full credit; ¹ B.A. + 15; ² M.A. + 45; Also: M.A. + 15 (5940-10,854).
SANDUSKY (6439)	5400 (15) 8235	15 @ 189	5778 (15) 8613	5589 ¹ (15) 8424	5994 (15) 9234					¹ B.A. + 15.
S. EUCLID- LYNDHURST (8830)	5500 (13) 9100	2 @ 200, 2 @ 300, 600, 5 @ 300, 3 @ 200	6000 (13) 9900	5800 ¹ (13) 9500	6000 (14) 10,300	6500 (14) 10,800	6250 ² (14) 10,550		Blue Cross + medical- mutual, 11.85 (100%)	P.T.E. max. 5 full yrs. + 5 yrs. @ 1/2 cred.; ¹ B.A. + 18; ² M.A. + 15; Also: (5650-9250) B.A. + 9.
STRUTHERS (3414)	5600 (12) 8966	12 @ 280		5880 ¹ (13) 9520	6160 (14) 10,080				None	¹ B.A. + 18.
SYLVANIA (7418)	5500 (12) 8025	7 @ 200, 205, 215, 225, 235, 245		5700 ¹ (12) 8225	6100 (12) 8760	6500 ² (12) 9160	6300 ³ (12) 8960	6700 (12) 9360	H, M-S, \$4.44	L.I. \$240 @ 11th yr.; ¹ B.A. + 15; ² or 6th yrs. specialist; ³ M.A. + 15.
WARREN (14,322)	5700 (15) 8835	8 @ 171, 4 @ 228, 3 @ 285		5871 ¹ (15) 9120	6042 (15) 9975	6270 (15) 10,260			None	P.T.E. max. 5 yrs.; ¹ B.A. + 18; P.G.R. 4, 7, 10, 13 yr. 3 s.h.
WICKLIFFE (4467)	5700 (13) 9000	3 @ 200, 2 @ 300, 5 @ 250, 300, 250, 300	5900 ¹ (14) 9600	5800 ² (13) 9150	6000 (15) 10,400	6200 ³ (15) 10,600	6100 ⁴ (15) 10,500			¹ B.A. + 20; ² B.A. + 10; ³ M.A. + 20; ⁴ M.A. + 10.
YOUNGSTOWN (26,325)	5400 (17) 8300	16 @ 200, 1 @ 300			5300 (17) 8900				None	Super max. 2 add. inc. of \$200 beyond M.A., earned doctorate 2 add. inc. of \$200 beyond super max. or (9700).

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INSURANCE: H = Hospitalization; M-S = Medical-Surgical; M-M = Major Medical; L = Life; s = steps.



SCHOOL DISTRICT Average daily membership	BACHELOR'S YEARLY MINIMUM No. of steps MAXIMUM	BACHELOR'S YEARLY INCREMENTS To reach bachelor's maximum	BACHELOR'S PLUS 30 HOURS	OTHER BACHELOR'S LANES	MASTER'S DEGREE	MASTER'S PLUS 30 HOURS	OTHER MASTER'S LANES	DOCTOR'S DEGREE	INSURANCE Amount paid by employer	REMARKS
OHIO										
ZANESVILLE (7956)	5500 (11) 7500	4 @ 150, 7 @ 200	5700 ¹ (11) 8000	5600 ² (11) 7700	5800 (12) 8800	6100 (12) 9100	5950 ³ (12) 8950	6500 (12) 9800	H, M-S, 7.68 per mo.	¹ B.A. + 150 hrs.; ² B.A. + 139 hrs.; ³ M.A. + 15.
OKLAHOMA										
OKLAHOMA CITY (50) TULSA (50)	5500 (12) 6900	0, 3 @ 200, 8 @ 100			5900 (12) 7300			6300 (12) 7700	M-S, 6.00	
PONCA (6365)										
OREGON										
PORTLAND (50)	5700 (10) 8124	3 @ 288, 252, 251, 3 @ 228, 204, 168	6048 ¹ (11) 8736		6276 (12) 9228		6552 ² (13) 9672		M-M, \$8 per mo.	P.T.E. full credit up to 2 yrs. then one step for every 2 yrs. (max. 8 yrs. (step 5); ¹ 5 yrs.; ² M.A. + 45.
COOS BAY (6080)										
CORVALLIS S.D. #5095 (7400)	5700 (14) 8525	100, 113, 3 @ 213, 211, 215, 6 @ 213, 268			6108 (17) 10,163					P.T.E. full credit; P.G.R. 6 s.h. every 3 yrs.
DAVID-DOUGLAS (9738)	5700 (12) 8200	2 @ 100, 2 @ 200, 2 @ 300, 5 @ 200, 1 @ 300		5900 ¹ (13) 8900	6100 (14) 9700		8400 ² (8) 10,300	None		¹ B.A. + 45; ² M.A. + 45.
DOUGLAS CO. (ROSEBURG) (6834)	5400 (12) 8316	12 @ 243		5643 ¹ (13) 8802	5886 (14) 9288					P.T.E. full credit max. (6 yrs.) ea. add. yr. one increment, max. 7th step; ¹ B.A. + 45.
EUGENE (21,098)	5800 (12) 8874	2 @ 232, 361, 9 @ 261			6264 (14) 10,266		7366 ¹ (11) 10,556			P.G.R. 8 term hrs. every 3 yrs.; P.T.E. full credit (max. 9 yrs.); ¹ M.A. + 45.

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OREGON

SCHOOL DISTRICT Average daily membership	BACHELOR'S YEARLY MINIMUM No. of steps MAXIMUM	INCREMENTALS To reach bachelor's maximum	BACHELOR'S PLUS 30 HOURS LANES	OTHER BACHELOR'S LANES	MASTER'S DEGREE PLUS 30 HOURS LANES	MASTER'S DEGREE	MASTER'S PLUS 30 HOURS LANES	OTHER MASTER'S LANES	DOCTOR'S DEGREE	INSURANCE Amount paid by employer	REMARKS
KLAMATH CO. (7000)	5800 (12) 8200	12 @ 200	6000 (12) 8400	5900 ¹ (12) 8300	6400 ² (15) 9400	6600 (15) 9600	6500 ³ (15) 9500	7366 ¹ (11) 10,556	None	None	¹ B.S. + 15; ² or B.S. + 90; ³ M.S. + 15; Also: (6100-8700) 12/B.S. + 45, (6700-9700) 15/M.S. + 45.
LANE CO. (EUGENE) (21,228)	5800 (12) 8874	2 @ 232, 10 @ 261			6264 (14) 10,266				None	None	Note: 235-day schedule computed @ 3/4 basic pay (5800) for 45 days. ¹ M.A. + 45.
LINCOLN CO. (NEWPORT) (5940)	5800 (10) 7975	5 @ 232, 215, 4 @ 200	5916 (11) 8175		6032 (13) 8275						Merit rating \$250-\$1000.
MEDFORD (9800)	5600 (12) 8624	12 @ 252	5853 (13) 9129		6106 (14) 9634						
SALEM (20,453)	5700 (14) 8520	168, 240, 300, 252, 264, 276, 216, 222, 234, 240, 162, 78, 2 @ 84	5928 ¹ (14) 8940		6156 (14) 9660		6498 ² (15) 10,320			None	P.T.E. full credit max. 12 yrs.; ¹ B.A. + 45; ² M.A. + 45.
SPRINGFIELD (9516)	5850 (10) 7400	50, 100, 400, 3 @ 200, 4 @ 100	5950 ¹ (11) 8250		6250 (11) 9350		7900 ² (7) 10,350		None	None	¹ 5th yr.; ² M.A. + 45.
PHILADELPHIA (50) PITTSBURGH (50)											
ALLENTOWN (18,306)	5300 (12) 8900	12 @ 300	5500 ¹ (12) 9100	5400 ² (12) 9000	5500 (14) 9500	6000 (14) 10,000	5800 ³ (14) 9800	6300 (14) 10,300	H, M-S, M-M, 100% after 1 yr.	H, M-S, M-M, 100% after 1 yr.	¹ B.A. + 24; ² B.A. + 12; ³ M.A. + 15.
ALTOONA (14,000)	5000 (8) 7100	8 @ 300			5300 (8) 7700				5900 (9) 8600	H, M-S, M-M, L, 100%	L.I. 15, 20 yrs. \$200. Note: \$200 ex. 10 credits above M.A. or B.A. + 30 (one adj. per yr.).

PENNSYLVANIA

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INSURANCE: H = Hospitalization; M-S = Medical-Surgical; M-M = Major Medical; L = Life; S = steps.

PENNSYLVANIA

SCHOOL DISTRICT Average daily membership	BACHELOR'S MINIMUM No. of steps MAXIMUM		YEARLY INCREMENTS To reach bachelor's maximum	BACHELOR'S PLUS 30 HOURS		OTHER BACHELOR'S LANES		MASTER'S DEGREE	MASTER'S PLUS 30 HOURS		OTHER MASTER'S LANES		DOCTOR'S DEGREE	INSURANCE Amount paid by employer	REMARKS
BALDWIN- WHITEHALL (8695)	5300 (10) 8321		9 e 318, 1 e 159	5459 ¹ (10) 8480			5618 (11) 9116				5777 ² (11) 9275			Hlth. & accident \$90	L.I. \$159, 15, 20, 25, 30, 35; ¹ B.A. + 15; ² M.A. + 15.
BETHLEHEM (16,080)	5400* (14) 8800*		5 e 300, 2 e 200, 3 e 300, 200, 3 e 100				5800 (16) 9400							H, 3.65 per mo., M-S, 1.88 per mo., M-M, 1.16 per mo., L, .46 per mo.	L.I. 20, 25, 30 yrs. e 100. *B.A. + 15 max. 9000, M.A. + 15 max. 9600, 30 max. 9800, 45 max. 10,000, doctorate max. 10,600.
BRADFORD (6300)	5300* (8) 7700		8 e 300				5600* (9) 8300							M-M, 100%	Merit increases \$100. *50% to \$25 for additional graduate credits.
CARLISLE	5100 (13) 8600		9 e 300, 4 e 200				5700 (13) 9200	6300 (13) 9800					6900 (13) 10,400	H, M-S, M-M, A.U.	Add. 600 for M.A.; L.I. 25 yrs. (12 in dist.) \$200.
CHARTIERS VALLEY S.D. (PITTSBURGH) (6460)	5500 (11) 8100		100, 5 e 300, 4 e 200				5700 (12) 8800						6500 (14) 10,500	H, 5.35 per mo., M-S, 1.88 per mo., M-M, .88 per mo.	
CHELLENHAM TWP. (ELKINS PK.) (6722)	5600 (9) 8300		9 e 300				5900 (12) 9300	6300 ¹ (18) 10,900			6100 ² (16) 10,300		6508 (16) 11,100	H, M-S, 5.35 per mo., M-M, 1.29 per mo.	Merit increment \$400 (every 3 yr. period); ¹ M.A. + 36; ² M.A. + 24; Also: M.A. + 12 (6000-9800) 14.
COATESVILLE	5300 (10) 8613		329, 334, 318, 334, 329, 334, 328, 334, 329, 334	5512 ¹ (11) 9153			5724 (12) 9858	6148 (13) 10,971			5956 ² (12) 10,070			H, 100%, M-M, A.U.	Note: Add. \$300 for M.A. in field; ¹ B.A. + 15; ² M.A. + 15.
EASTON (9474)	5400 (15) 9000		7 e 300, 8 e 200	5600 ¹ (15) 9200			5800 (15) 9800	6000 (15) 10,100			5900 ² (15) 9900		6300 (15) 10,700	H, M-S, M-M, 100%	¹ B.A. + 15; ² M.A. + 15.
ERIE (22,501)	5800 (9) 8725		9 e 325	6200 ¹ (9) 9125			6600 (10) 9850	6900 (10) 10,150					7000 (10) 10,250	H, up to 17 per day, M-S, \$300 cov., M-M, 10,000 cov., L, 1000 policy (approx. 12.81 total)	L.I. \$100, 25 yrs.; ¹ B.A. + 24.

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INSURANCE: H = Hospitalization; M-S = Medical-Surgical; M-M = Major Medical; L = Life; s = steps.



PENNSYLVANIA

SCHOOL DISTRICT Average daily membership	BACHELOR'S MINIMUM No. of steps MAXIMUM	BACHELOR'S YEARLY INCREMENTS To reach bachelor's maximum	BACHELOR'S PLUS 30 HOURS LANES	OTHER BACHELOR'S LANES	MASTER'S DEGREE PLUS 30 HOURS LANES	OTHER MASTER'S LANES	DOCTOR'S DEGREE	INSURANCE Amount paid by employer	REMARKS
FALLSINGTON (12,202)	5300 (10) 9565	300, 400, 360, 382, 405, 429, 455, 482, 511, 541	5500 ¹ (10) 9882	5600 (10) 10,358	6400 (11) 11,996	6200 ² (11) 10,998		H, M-S, M-M, L, 100%	P. T. E. full credit max. 8 yrs.; ¹ B.A. + 15; ² M.A. + 20; Ph.D. add. 500 to M.A. + 30.
HAMPTON TWSP. (ALLISON PK.) (300)	5300 (13) 9100	12 e 300, 1 e 200		5300 (15) 9900	5600 (15) 10,200			M-M, 1.60, L, 2.40	P. T. E. full credit max. 5 yrs.
HARRISBURG (13,663)	5300 (12) 9116	12 e 318	5618 (12) 9434	5724 (12) 9540	6042 (12) 9858	6148 ² (12) 9964	6784 (12) 10,600	M-M, 6.96	¹ B.A. + 20; ² M.A. + 40.
HAZLETON (11,529)	5000 (10) 7800	2 e 300, 100, 7 e 300		5600 (10) 8400	6200 (10) 9000	5900 ¹ (10) 8700	6800 (10) 9600	H, M-S, M-M, 8.76	P. T. E. full credit (to max.); ¹ M.A. + 15.
MCKEESPORT (10,795)	5000 (12) 8400	11 e 300, 1 e 100	5150 ¹ (12) 8550	5300 (13) 9000	5500 (13) 9200	5400 ² (13) 9100	5900 (13) 9600	H, 2.95, M-M, .49, L, 1.43	L.I. \$200, 30 yrs. +; ¹ B.A. + 15; ² M.A. + 15.
MILLCREEK TWSP. (7683)	5400 ¹ (9) 8100*	9 e 300		6200 (9) 8900				H, M-S, M-M, L, 2/3	10,000 max. for doctorate; L.I. 100 for 25th yr. & beyond. *Inc. of \$500 between 9-19 yrs.
MT. LEBANON (8332)	5600 (14) 9320	4 e 300, 6 e 360, 3 e 0, 360		5900 (19) 9980	6200 (24) 10,640		6800 (29) 11,600	M-M, A.U.	
NESHAMINY (LANGHORNE) (12,550)	5500 (11) 9500	5 e 300, 6 e 400	5995 (11) 9995	6325 (11) 10,325	6820 (11) 10,820	6655 ² (11) 10,655	7485 (11) 11,485	H, M-S, M-M, A.U.	¹ B.A. + 20; ² M.A. + 20.
PENN HILLS (13,154)	5200 (14) 8700	3 e 300, 500, 4 e 300, 500, 200, 4 e 0, 200		5600 (19) 9300	6000 (24) 9900	5800 ¹ (19) 9500	6600 (29) 10,700	H, 69.00 per yr., M-M, 15,000 cov., L, 2500 cov.	Note: All tchrs. who reach 60 before 9-1, add. \$200; ¹ M.A. + 15.
PITTSTON (4625)	5100 (8) 7500	8 e 300		5700 (8) 8100				H, \$100	

SYMBOLS: L.I. = longevity increment; SVC. = service; PGR. = professional growth requirement; A.U. = amount unspecified; P.T.E. = previous teaching experience;
INSURANCE: H = Hospitalization; M-S = Medical-Surgical; M-M = Major Medical; L = Life; s = steps.

PENNSYLVANIA

RHODE ISLAND

SCHOOL DISTRICT Average daily membership	BACHELOR'S MINIMUM No. of steps MAXIMUM	YEARLY INCREMENTS To reach bachelor's maximum	BACHELOR'S PLUS 30 HOURS	OTHER BACHELOR'S LANES	MASTER'S DEGREE	MASTER'S PLUS 30 HOURS	OTHER MASTER'S LANES	DOCTOR'S DEGREE	INSURANCE Amount paid by employer	REMARKS
READING (14,325)	5500 (12) 9100	12 @ 300			5800 (12) 9700				H, M-S, M-M, 83.00, L, 8.00	Add. \$300 for B.A. + 24; \$500 for B.A. + 30.
SCRANTON (17,197)	5800 (10) 8000	10 @ 300			5000 (10) 8500				H, 5.60, M-S, 1.88, M-M, 1.08	P.T.E. full credit max. 10 yrs.; earned doctorate \$600.
SHARON (4775)	5000 (9) 7700	9 @ 300			5000 (10) 8300					\$100 ea. 3 s.h. beyond degree (max. 33 hrs.).
STATE COLLEGE AREA (7075)	5100 (10) 8160	10 @ 306	5635 ¹ (12) 9307	5278 ² (10) 8338	5457 (12) 9129			6171 (15) 10,761	H, 50.40, M-S, 22.56, M-M, 11.76, L, 15.48 (\$5000)	¹ B.A. + 45; ² B.A. + 15.
UPPER DARBY (10,112)	5700 (10) 8750	2 @ 300, 500, 6 @ 300, 150			6100 (9) 9800	6500 (9) 10,650	6700 (10) 11,225	6900 (10) 11,800	H, M-S, M-M, 75%	Increments (special \$200 8 yrs. exp.; incentive 200 3 yrs. exp.). P.G.R. \$200; L.I. \$400, 16, 21 yrs.; M.A. + 45.
W. MIFFLIN (6780)	5300 (13) 7900	2 @ 100, 200, 300, 200, 400, 3 @ 300, 4 @ 100			5600 (16) 8500				H, 100%, L, (\$2000) 100%, surgical 100%	L.I. \$200, 20 yrs., earned doctorate \$500, residence allowance \$200, sick leave transfer max., 30 days.
WILLIAMSPORT (10,765)	5400 (9) 8100	9 @ 300			5400 (10) 8700				H, 4.60, M-S, 1.88, L, 1.94	P.T.E. full credit
YORK (9804)	5200 (13) 9100	13 @ 300			5600 (14) 9800				H, M-S, M-M, 91.20	
NEWPORT (6006)	5500 (10) 8100	2 @ 100, 8 @ 300							L, 6% (state retirement) survivor benefit 1 1/2 % to 4800	P.T.E. full credit max. 5 yrs. Note: B.A. + 36 = base + \$300; master's = base + \$600; M.A. + 36 = base + \$900; doctorate = base + \$1100.
PAWTUCKET (AFT) (11,111)	5400 (9) 8200	7 @ 300, 2 @ 350							H, M-S, M-M (app.), 8.00 per mo.	Note: \$400 M.A., \$250 M.A. + 30, \$250 doctorate.

SYMBOLS: L.I. = longevity increment; SVC. = service; PGR. = professional growth requirement; A.U. = amount unspecified; P.T.E. = previous teaching experience;
INSURANCE: H = Hospitalization; M-S = Medical-Surgical; M-M = Major Medical; L = Life; s = steps.

RHODE ISLAND

SO. CAROLINA

SCHOOL DISTRICT Average daily membership	BACHELOR'S YEARLY MINIMUM No. of steps MAXIMUM	BACHELOR'S YEARLY INCREMENTS To reach bachelor's maximum	BACHELOR'S PLUS 30 HOURS	OTHER BACHELOR'S LANES	MASTER'S DEGREE PLUS 30 HOURS	OTHER MASTER'S LANES	DOCTOR'S DEGREE	INSURANCE Amount paid by employer	REMARKS
PROVIDENCE (AFT) (27,000)	5900 (10) 8800	9 e 300, 200						H, M-S, M-M, \$240, diag. cov., 3.6% per mo.	L.I. \$100, 20 yrs., \$200, 25 yrs. Note: M.A. \$500, Ph.D. \$850.
WARWICK (2997)	5600 (9) 8300	9 e 300						H, M-S, 4.95-13.35, M-M, A.U.	L.I. 15, 20, 30, \$200. Note: B.A. + 30, \$200 add.; M.A. 500 add.; M.A. + 15, 700 add.; Ed.S. 1000 add.; Ph.D. 1200 add.
ANDERSON (12,244)	5304 (16) 6596	3 e 72, 96, 180, 72, 96, 72, 84, 168, 96, 72, 84, 72, 0, 84		5520 ¹ (16) 6924	5988 (16) 7596		7668 (16) 9252	H, 100%, M-S, 100%	'B.A. + 18
CHARLESTON (11,823)	5061 (14) 6351	81, 131, 4 e 81, 128, 6 e 81, 140		5292 ¹ (14) 6719	5676 (14) 7446				Note: Salary based on N.T.E. score (figures show 500 +). 'B.A. + 18.
COLUMBIA (32,769)	5232 (12) 6372	84, 108, 84, 2 e 96, 108, 84, 2 e 96, 108, 96, 84		5376 ¹ (12) 6708	5700 (14) 7608			H, 5.15 per mo., 7.20-9.40 per \$1000 annually	P.G.R. 6 s.h. each of 4, 5-yr. periods on max. (3 e 132, 124). 'B.A. + 18.
GREENWOOD (9817)	5066 (14) 6270	14 e 86		5331 ¹ (14) 6535	5759 (14) 7161			None	L.I. 19, 24 e 50; 'B.A. + 18.
GREENVILLE (53,950)	5351 (14) 6595	81, 106, 4 e 81, 111, 6 e 81, 136		5606 ¹ (14) 6870	6044 (14) 7906			H, M-S, M-M, 100%	'B.A. + 18; L.I. 18, 22 e 25 & 50.
OCONEE CO. (WALHALLA) (9197)	5076 (14) 6459	2 e 99, 98, 4 e 99, 98, 5 e 99, 98		5350 ¹ (14) 6734	5812 (14) 7410		5277* (14) 7221		'B.A. + 18 *State scale only (county supplement unavailable).

SYMBOLS: L.I. = longevity increment; SVC. = service; PGR. = professional growth requirement; A.U. = amount unspecified;
INSURANCE: H = Hospitalization; M-S = Medical-Surgical; M-M = Major Medical; L = Life; s = steps.

SO. DAKOTA

SCHOOL DISTRICT Average daily membership	BACHELOR'S MINIMUM No. of steps MAXIMUM	YEARLY INCREMENTS To reach bachelor's maximum	BACHELOR'S PLUS 30 HOURS	OTHER BACHELOR'S LANES	MASTER'S DEGREE	MASTER'S PLUS 30 HOURS	OTHER MASTER'S LANES	DOCTOR'S DEGREE	INSURANCE Amount paid by employer	REMARKS
PORTSMOUTH CITY (6319)	5000 (11) 7200	11 e 200	5200 (11) 7675		5500 (12) 8500	6360 (14) 10,070		7420 (14) 11,130	Under consideration	
RAPID CITY IND. S.D. #1 (12,382)	5300 (10) 7950	10 e 265			5830 (12) 9010	6240 (15) 9880			H, M-S, 100%	P.T.E. full credit max. 6 yrs., 3 yrs. max. if experience was gained in non-accredited school.
SIOUX FALLS (18,000)	5200 (11) 7800	2 e 130, 9 e 260			5720 (13) 8840				M-S, 3.66 per mo.	P.T.E. full credit to 5 yrs.
TENNESSEE										
MEMPHIS (50)										
CARTER CO.	4650* (15) 5400				4920 (15) 5760					*Schedule includes \$2.50 county supplement.
CHATTANOOGA (27,119)	5170 (12) 6850	4 e 160, 4 e 140, 4 e 120			5330 (12) 7250		5410 ¹ (12) 7450	5490 (12) 7650		Schedule 1966 to present, L.I. \$50 in 17th yr.; P.T.E. full credit. ¹ M.A. + 45 g.h.
GIBSON CO. (5654)	5060 (15) 5922	8 e 57, 7 e 58, (alt.)			5370 (15) 6336				None	
HAMILTON CO. (29,312)	5250 (15) 7150	150, 3 e 100, 200, 3 e 100, 200, 2 e 100, 150, 2 e 100, 200			5550 (15) 7550		5750 ¹ (15) 7750	5950 (15) 7850	None	¹ M.A. + 45.
KINGSFORD (7444)	5550 (17) 7520	2 e 90, 3 e 100, 3 e 110, 3 e 120, 4 e 130, 2 e 140			5750 (17) 8170		5950 ¹ (17) 8330		None	¹ M.A. + 45.
NASHVILLE (90,701)	5150 (14) 7313	7 e 155, 7 e 154, (alt.)			5768 (14) 8137	6386 (15) 8858		7004 (16) 9476	H, M-S, M-M, L, 50%	

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INSURANCE: H = Hospitalization; M-S = Medical-Surgical; M-M = Major Medical; L = Life; s = steps.

TENNESSEE

SCHOOL DISTRICT Average daily membership	BACHELOR'S YEARLY INCREMENTS To reach bachelor's maximum	BACHELOR'S PLUS 30 HOURS	OTHER BACHELOR'S LANES	MASTER'S DEGREE	MASTER'S PLUS 30 HOURS	OTHER MASTER'S LANES	DOCTOR'S DEGREE	INSURANCE Amount paid by employer	REMARKS
OAK RIDGE (7560)	5500 (13) 8030	330, 275, 4 e 220, 5 e 165, 2 e 110		5940 (13) 8745	7205 (9) 9405		7810 (8) 10,010	H, 89.40 (100% incl., same dollar amount on family)	
SEVIER CO. (6077)	4400 (15) 5150	15 e 50		4670 (15) 5510		4830 ¹ (15) 5670	4990 (15) 5830		Add.: \$25 per mo. Co. supplement; ¹ M.A. + 45 Q.H.
SULLIVAN CO. (17,240)	5300 (15) 6635	87, 96, 97, 86, 75, 86, 88, 106, 133, 144, 69, 64, 65, 64, 65		5743 (15) 7331				None	
WASHINGTON CO. (8200)	4880 (12) 6051	97, 98, 97, 2 e 98, 3 e 97, 2 e 98, 97, 98	5124 ¹ (12) 6295	5612 (14) 7661	6100 (14) 8149	6344 ² (16) 8686	7320 (18) 9955	None	¹ B.A. + 15; ² M.A. + 45.
DALLAS (50) FORT WORTH (50) HOUSTON (50) SAN ANTONIO (50)									
ARLINGTON I.S.D. (16,665)	5634 (12) 6588	6 e 90, 63, 3 e 117		5940 (19) 7947				L, 100%	P.T.E. full credit.
BIG SPRING (7013)	5384 (10) 6554	10 e 117		5690 (16) 7562				s.s. 50%, 290.40	
BIRDVILLE I.S.D. (12,697)	5725 (15) 6904	6 e 117, 8 e 54, 1 e 45			5975 (22) 7913				Note: add. \$100 for M.A. + 30 & \$25 for each add. hr.
BRYAN (7593)	4734 (10) 5904	5 e 100, 6 e 225			5040 (16) 6912			None	

SYMBOLS: L.I. = longevity increment; SVC. = service; PGR. = professional growth requirement; A.U. = amount unspecified; P.T.E. = previous teaching experience;
INSURANCE: H = Hospitalization; M-S = Medical-Surgical; M-M = Major Medical; L = Life; s = steps.

TEXAS

SCHOOL DISTRICT Average daily membership	BACHELOR'S MINIMUM No. of steps MAXIMUM		BACHELOR'S YEARLY INCREMENTS To reach bachelor's maximum	BACHELOR'S PLUS 30 HOURS LANES	OTHER BACHELOR'S LANES	MASTER'S DEGREE PLUS 30 HOURS LANES	OTHER MASTER'S LANES	DOCTOR'S DEGREE	INSURANCE Amount paid by employer	REMARKS
ECTOR CO. (24,724)	6000 (12) 7500		12 e 125			6500 (16) 8500	7000 (20) 9500	None	None	Merit rating.
GALVESTON I.S.D. (12,000)	5354 (10) 6554		10 e 120*			5679 (16) 7554		None	None	*\$120 5 yrs. in system.
HARLANDALE I.S.D. (15,829)	5200 (12) 6354		101, 17, 8 e 117, 0, 100			5500 (18) 7362		None	None	
HARLINGEN (9691)	4854 (10) 6024		10 e 117			5160 (16) 7032		None	None	
LAMAR (6498)	5301 (10) 6318		4 e 117, 81, 70, 4 e 72			5607 (16) 7272		None	None	\$240 earned doctorate.
LAREDO (15,474)	4734 (10) 5904		10 e 117			5040 (16) 6912		None	None	L.I. \$110 in 11th yr., 154 in 12th yr. (B.A. scale).
LUBBOCK (33,413)	5400 (13) 7025		13 e 125			5600 (18) 7850	5800 (18) 8050	6000 (18) 8250		P. T. E. full credit.
MESQUITE I.S.D. (14,155)	5434 (10) 6404		77, 2 e 87, 17, 6 e 117			5540 (16) 7412				\$500 for doctorate.
NORTHSIDE I.S.D. (13,017)	5328 (10) 6498		10 e 117			5634 (16) 7506		None	None	
PAMPA I.S.D. (5650)	5600 (10) 6604		2 e 100, 85, 19, 115, 5 e 117			5900 (16) 7612			H, 1.00 per mo.	Add. increment for B.A. + 18 if working toward M.A.

SYMBOLS: L.I. = longevity increment; SVC. = service; PGR. = professional growth requirement; A.U. = amount unspecified; P. T. E. = previous teaching experience;
INSURANCE: H = Hospitalization; M-S = Medical-Surgical; M-M = Major Medical; L = Life; s = steps.

TEXAS

SCHOOL DISTRICT Average daily membership	BACHELOR'S YEARLY INCREMENTS To reach bachelor's maximum	BACHELOR'S PLUS 30 HOURS	OTHER BACHELOR'S LANES	MASTER'S DEGREE PLUS 30 HOURS	MASTER'S PLUS 30 HOURS	OTHER MASTER'S LANES	DOCTOR'S DEGREE	INSURANCE Amount paid by employer	REMARKS
PASADENA I.S.D. (31,648)	8 e 160			5865 (12) 8010				None	\$200 merit pay to M.A., \$10 per s.h. work to 225 (22½ hrs.), \$10 per s.h. work beyond M.A. to \$300 (30 hrs.); P.T.E. to 9/61, \$54 per yr., after 9/61, \$117 per yr. -not to exceed local max.
PLAINVIEW (6897)	10 e 117			5640 (18) 7512				None	
PORT NECHES (6389)	12 e 150			6000 (17) 8300				None	Add. \$500 to M.A. schedule for doctorate.
SHERMAN (6533)	3 e 60, 7 e 120			5700 (16) 7500			6700 (16) 8500		
TEXAS CITY (6572)	6 e 200, 4 e 100			6000 (17) 8200				None	
TYLER (15,808)	2 e 67, 42, 3 e 117, 142, 3 e 117			5806 (18) 7753				None	
WICHITA FALLS I.S.D. (17,500)	5 e 144, 5 e 36, 5 e 108			5868 (20) 7884				L, \$5000 pol., 100% prem.	L.I. 20 yrs. 252.
ALPINE (16,331)	2 e 100, 556, 142, 331, 330, 3 e 331, 330, 331	4825 (11) 8103		5025 (11) 8505	5125 ¹ (11) 8741	5325 (11) 9072		Package 288.60, 106.20 per yr.	'M.A. + 45.
BOX ELDER CO. (9014)	96, 108, 180, 192, 204, 192, 204, 2 e 192, 204, 192, 252, 240, 252	5124 (15) 7968	5232 ¹ (16) 8220	5340 (17) 8472				H, M-S, M-M, 100%, 256.20 189.60 91.20 Resp.	Add. \$300 to salary for dependent spouse & \$48 per child (max. 6); 'B.S. + 60; P.T.E. full credit max. 5 yrs.

UTAH

SYMBOLS: L.I. = longevity increment; SVC. = service; PGR. = professional growth requirement; A.U. = amount unspecified; P.T.E. = previous teaching experience;
INSURANCE: H = Hospitalization; M-S = Medical-Surgical; M-M = Major Medical; L = Life; s = steps.

SCHOOL DISTRICT Average daily membership	BACHELOR'S YEARLY INCREMENTS To reach bachelor's maximum		BACHELOR'S PLUS 30 HOURS LANES		MASTER'S DEGREE PLUS 30 HOURS LANES		MASTER'S PLUS 30 HOURS LANES		OTHER MASTER'S LANES		DOCTOR'S DEGREE	INSURANCE Amount paid by employer	REMARKS	
	MINIMUM No. of steps	MAXIMUM	PLUS 30 HOURS	LANES	DEGREE	PLUS 30 HOURS	DEGREE	PLUS 30 HOURS	LANES	LANES				
UTAH OGDEN (17,753)	5065 (13)	7951	149, 148, 112, 2 @ 198, 248, 210, 260, 248, 260, 278, 297, 310	5189 (14) 8384	5486 (14) 8681	5830 (10) 9328	5225 (11) 8649	5375 ³ (11) 8835	6093 (14) 9288	H, M-S, M-M, L, 9.30- 24.90				
	4650 (11)	7812	2 @ 100, 358, 4 @ 326 & 4 @ 325 (alt.)	4850 ¹ (11) 9138	5050 (11) 8510	5746 (12) 8564	5225 (11) 8649	5375 ³ (11) 8835	5600 (11) 9114	H, M-S, M-M, 100% P.T.E. 1/2 credit given, ¹ B.S. + 24; ² B.S. + 14; ³ M.S. + 60.				
	5040 (10)	6972	2 @ 150, 8 @ 204	5196 (11) 7332	5484 (13) 8028	5746 (12) 8564	5724 ¹ (14) 8472	5724 ¹ (14) 8472	6084 (16) 9240	H, M-S, M-M, L, A.U. ¹ M.A. + 45 Q.H.				
VERMONT TOOELE (6708)	5266 (12)	8084	148, 149, 296, 247, 248, 4 @ 247, 248, 2 @ 247	5458 (12) 8276	5746 (12) 8564	5746 (12) 8564	5225 (11) 8649	5375 ³ (11) 8835	5600 (11) 9114	M-S, 23.40, L, 1.50 ¹ B.S. + 55.				
	5300 (9)	8427	2 @ 265, 7 @ 371	5724 (9) 8851	5830 (10) 9328	5746 (12) 8564	5225 (11) 8649	5375 ³ (11) 8835	6360 (10) 9805				L.I. .05 after 5 yrs. on max.; ¹ B.A. + 15.	
	5300 (13)	6900	6 @ 150, 7 @ 100	5724 (9) 8851	5830 (10) 9328	5746 (12) 8564	5225 (11) 8649	5375 ³ (11) 8835	6360 (10) 9805					Add.: \$500 for M.A. degree.
VIRGINIA ACCOMACK (6499)	5300 (13)	6900	6 @ 150, 7 @ 100	5724 (9) 8851	5830 (10) 9328	5746 (12) 8564	5225 (11) 8649	5375 ³ (11) 8835	6360 (10) 9805					Add.: \$500 for M.A. degree.
	5400 (15)	7500	3 @ 100, 12 @ 150	5724 (9) 8851	5830 (10) 9328	5746 (12) 8564	5225 (11) 8649	5375 ³ (11) 8835	6360 (10) 9805					Add.: \$500 for M.A. degree.
	6000 (13)	9600	3 @ 100, 400, 7 @ 300, 200, 600	5724 (9) 8851	5830 (10) 9328	5746 (12) 8564	5225 (11) 8649	5375 ³ (11) 8835	6360 (10) 9805					P.T.E. full credit to 10 yrs.; *B.A. + 15, \$300; M.A. + 15, \$200; L.I. \$400 @ retirement.

SYMBOLS: L.I. = longevity increment; SVC. = service; PGR. = professional growth requirement; A.U. = amount unspecified; P.T.E. = previous teaching experience;
INSURANCE: H = Hospitalization; M-S = Medical-Surgical; M-M = Major Medical; L = Life; s = steps.

VIRGINIA

SCHOOL DISTRICT Average daily membership	BACHELOR'S MINIMUM No. of steps MAXIMUM	BACHELOR'S YEARLY INCREMENTS To reach bachelor's maximum	BACHELOR'S PLUS 30 HOURS	OTHER BACHELOR'S LANES	MASTER'S DEGREE	MASTER'S PLUS 30 HOURS	OTHER MASTER'S LANES	DOCTOR'S DEGREE	INSURANCE Amount paid by employer	REMARKS
ARLINGTON (26,066)	5740 (14) 10,470	3 e 200, 310, 2 e 300, 400, 410, 3 e 400, 410, 2 e 400	6340 (14) 11,000		6750 (14) 11,480	7150 (14) 11,880		H, M-S, M-M, 3.60-10.20 or 2/3 cost	P. T. E. full credit max. 10 yrs.	
CHESAPEAKE (25,411)	5200 (15) 7500	14 e 150, 1 e 200			5700 (15) 8000			H, M-S, M-M, 4.00		
CHESTERFIELD (24,126)	5500 (15) 7750	15 e 150			6000 (15) 8250			H, M-S, M, 25%	P. T. E. full credit (in Virginia) or max. of 8 yrs. (outside); add.: \$500 for M.A. degree.	
DANVILLE (10,261)	5400 (15) 7350	6 e 100, 9 e 150			5900 (15) 7850					
FAIRFAX CO. (101,414)	5900 (12) 9735	2 e 236, 590, 413, 8 e 295	6490 (15) 11,000	6195 ¹ (14) 10,620	7375 (17) 12,250	7965 (17) 12,700		M-M, 4.48	This schedule is for 9 1/4 mos., (also: 10-12 mos. schedules); B.A. + 15.	
FAUQUIER (6600)	5500 (15) 7500	4 e 100, 11 e 150			6000 (15) 8000			None		
LYNCHBURG (11,999)	5300 (12) 7558	159, 164, 170, 2 e 175, 185, 192, 196, 201, 207, 212, 223			6050 (16) 8625			L, state paid	P. T. E. full credit to 20 yrs.; advance degree work; B.A. + 10, \$200, B.A. + 20, \$400, M.A., \$600, M.A. + 10, \$800, M.A. + 20, \$1000, doctorate, \$1200, L.I. \$228, 17th yr.	
NEWPORT-NEWS (28,957)	5550 (17) 8125	2 e 139, 277, 144, 145, 2 e 144, 145, 3 e 144, 145, 2 e 144, 145, 2 e 144						L, 50%	Add. \$500 for M.A. degree.	
PETERSBURG (8514)	5500 (12) 7600	4 e 150, 300, 5 e 150, 300, 150								

SYMBOLS: L.I. = longevity increment; SVC. = service; PGR. = professional growth requirement; A.U. = amount unspecified; P. T. E. = previous teaching experience;
INSURANCE: H = Hospitalization; M-S = Medical-Surgical; M-M = Major Medical; L = Life; s = steps.

SCHOOL DISTRICT Average daily membership	BACHELOR'S MINIMUM No. of steps MAXIMUM	BACHELOR'S YEARLY INCREMENTS To reach bachelor's maximum	BACHELOR'S PLUS 30 HOURS	OTHER BACHELOR'S LANES	MASTER'S DEGREE	MASTER'S PLUS 30 HOURS	OTHER MASTER'S LANES	DOCTOR'S DEGREE	INSURANCE Amount paid by employer	REMARKS
VIRGINIA										
RICHMOND CITY (43,548)	5400 (16) 8500	3 @ 150, 300, 4 @ 150, 300, 3 @ 150, 200, 300, 250, 250			5900 (16) 9000				H, M-S, M-M, 100%, L, 90%	
WASHINGTON										
SEATTLE (50)										
AUBURN (6712)	5600 (9) 7616	9 @ 224	5880 ¹ (9) 7896	6160 ² (11) 8624	6720 ³ (13) 10,360	7000 ⁴ (13) 10,640			None	¹ B.A. + 4½ yrs.; ² B.A. + 5 yrs.; ³ M.A. or 6 yrs.; ⁴ M.A. & 7 yrs.
BELLEVUE S.D. #405 (21,153)	5560 (9) 8173	220, 223, 2 @ 278, 333, 334, 2 @ 389, 169	6116 (10) 9174		6672 (11) 10,508	7228 ¹ (13) 12,065			Health \$10.00 per mo.	¹ M.A. + 45; Add. 3:6 for doctorate.
BREMERTON (9020)	5600 (9) 7852	2 @ 250, 251, 4 @ 250, 251, 250	6011 (9) 8263	6217 ¹ (10) 8830	6834 (11) 9953	7246 (11) 10,365	7451 ² (11) 10,632	*	H, M-S, M-M, 1/2 prem. or \$5 (whichever is less)	*Add. 650 to M.A. + 45 for doctorate; P.T.E. full credit to 4 yrs.; ¹ B.A. + 45; ² M.A. + 45.
CENTRAL VALLEY S.D. #356	5500 (8) 7340	8 @ 230	5820 (8) 7740	5660 (8) 7540	6000 ¹ (10) 8450	6520 ² (10) 9070	6260 ³ (10) 8760	6800 ⁴ (12) 9920	None	Add.: 300 for M.A., 600 for doctorate; P.T.E. full credit (within schedule); ¹ 5th yr.; ² 5th yr. + 30; ³ 5th yr. + 15; ⁴ 6th yr.
CLOVER PARK S.D. #400 (14,500)	5550 (11) 8115	235, 230, 235, 230, 2 @ 235, 230, 2 @ 235, 230, 235	6195 (12) 9325		6840 (13) 10,590		7480 ¹ (13) 11,235		None	¹ M.A. + 45 Q.H.
EDMONDS S.D. #15 (24,425)	5700 (11) 7866	143, 142, 143, 142, 7 @ 228	7182 (12) 10,032	7410 ¹ (15) 11,115					None	Add. \$255 for master's, \$510 for doctorate; ¹ 5th yr. + 45.
EVERETT S.D. #2 (12,674)	5600 (10) 8680	10 @ 308	5936 (12) 9632	6272 ¹ (13) 10,276	6440 ² (13) 10,444	6608 ³ (13) 10,612	6776 ⁴ (13) 10,780	6944 ⁵ (13) 10,948	H, 5.90 per mo.	Add. \$200 for master's; 400 for doctorate; ¹ B.A. + 60; ² B.A. + 75; ³ B.A. + 90; ⁴ B.A. + 105; ⁵ B.A. + 120.
FEDERAL WAY (10,600)	5600 (10) 8064	6 @ 224, 4 @ 280	6048 ¹ (12) 9408	6216 ² (12) 9576					None	Add. \$280 for master's; \$560 for doctorate; ¹ B.A. + 45; ² B.A. + 60. Also: B.A. + 75 (6384-9744) 12; B.A. + 90 (6552-11,088) 13.

SYMBOLS: L.I. = longevity increment; SVC. = service; PGR. = professional growth requirement; A.U. = amount unspecified; P.T.E. = previous teaching experience;
INSURANCE: H = Hospitalization; M-S = Medical-Surgical; M-M = Major Medical; L = Life; s = steps.

WASHINGTON

SCHOOL DISTRICT Average daily membership	BACHELOR'S YEARLY INCREMENTS To reach bachelor's maximum		BACHELOR'S PLUS 30 HOURS	OTHER BACHELOR'S LANES	MASTER'S DEGREE	MASTER'S PLUS 30 HOURS	OTHER MASTER'S LANES	DOCTOR'S DEGREE	INSURANCE Amount paid by employer	REMARKS
	MINIMUM No. of steps	MAXIMUM								
FRANKLIN- PIERCE S.D. #402 (7903)	590 (9)	8222	6105 (10) 9130	6104 ¹ (11) 8960	6710 (11) 10,037	7315 (11) 10,642	7224 ⁴ (13) 11,144	7448 ⁵ (13) 11,368	H, M-S, M-M, 1/2 or \$5 of prem.	¹ B.A. + 45; ² B.A. + 60; ³ B.A. + 90; ⁴ B.A. + 120; ⁵ B.A. + 135.
HIGHLINE #401 (28,283)	5600 (9)	7616	5936 (9) 7952	5850 ¹ (9) 7200	6328 ² (11) 9184	6776 ³ (13) 10,696	7224 ⁴ (13) 11,144	7448 ⁵ (13) 11,368		P.T.E. full credit max. 5 yrs; M.A. + e \$15 per Q.H.; ¹ B.A. + 15.
KENNEWICK S.D. #17 (7659)	5700 (9)	6600	6000 (12) 7800	5850 ¹ (9) 7200	6800 (16) 10,400	6776 ³ (13) 10,696	7224 ⁴ (13) 11,144	7448 ⁵ (13) 11,368		P.T.E. full credit max. 5 yrs; M.A. + e \$15 per Q.H.; ¹ B.A. + 15.
KENT S.D. #415 (9316)	5800 (10)	7888	5710 ¹ (9) 7810	5974 ¹ (10) 8120	6148 ² (11) 8700	6728 ³ (12) 10,034	6496 ⁴ (12) 9886	7018 ⁵ (13) 10,788	Package \$10	Add.: \$450 for M.A.; \$450 for doctorate; ¹ B.A. + 15; ² 5th yr.; ³ 5 yrs. + 30; ⁴ 5th yr. + 15; ⁵ 6th yr.
LAKE WASHINGTON S.D. #414 (10,363)	5600 (9)	7896	5710 ¹ (9) 7810	5880 ¹ (10) 9128	6216 (11) 10,472	6400 ⁴ (12) 9690	6650 ⁵ (13) 10,420	7018 ⁵ (13) 10,788	None	¹ B.A. + 45; ² M.A. + 45 with 5 yrs. exp.
LONGVIEW (8135)	5500 (9)	7510	5710 ¹ (9) 7810	5930 ² (10) 8350	6160 ³ (11) 9010	6400 ⁴ (12) 9690	6650 ⁵ (13) 10,420	7018 ⁵ (13) 10,788	H, M-S, M-M, 18.70	Add.: 600 for master's, 1500 doctorate; ¹ B.A. + 22½ Q.H.; ² B.A. + 45; ³ B.A. + 67½; ⁴ B.A. + 90; ⁵ B.A. + 112.
NORTHSHORE S.D. #417 (7234)	5800 (10)	7888	6148 (11) 9222	5930 ² (10) 8350	6216 (11) 10,472	6400 ⁴ (12) 9690	6650 ⁵ (13) 10,420	7018 ⁵ (13) 10,788	Package 1/2 up to \$5 per mo.	Add.: \$464 for master's.
PASCO (5900)	5650 (5)	6650	6350 (12) 9350	6264 ¹ (12) 9744	6850 (12) 9850	6400 ⁴ (12) 9690	6650 ⁵ (13) 10,420	7018 ⁵ (13) 10,788	None	P.T.E. full credit 5 yrs. *A max. of 90 Q.H. e \$15 per allowed after M.A.
RENTON (13,155)	5800 (10)	8700	6264 ¹ (12) 9744	6264 ¹ (12) 9744	6850 (12) 9850	6400 ⁴ (12) 9690	6650 ⁵ (13) 10,420	7018 ⁵ (13) 10,788	None	P.T.E. full credit; ¹ B.A. + 45 hrs. Also: B.A. + 22½ (6032-8932), B.A. + 67½ (6496-9976), B.A. + 90 (6728-10,788), B.A. + 112 (6960-11,020), B.A. + 135 (7192-11,252).
RICHLAND S.D. #400 (7449)	5500 ¹ (7)	6970	5950 ² (12) 8650	5950 ² (12) 8650	6500 ³ (14) 10,000	6400 ⁴ (12) 9690	6650 ⁵ (13) 10,420	7018 ⁵ (13) 10,788	None	¹ Max. of 45 Q.H. e \$10 allowed beyond; ² Max. of 45 Q.H. e \$12 allowed beyond; ³ Max. of 90 Q.H. e \$15 allowed beyond (all above payed in blocks of 7); P.T.E. full credit.

SYMBOLS: L.I. = longevity increment; SVC. = service; PGR. = professional growth requirement; A.U. = amount unspecified; P.T.E. = previous teaching experience;
INSURANCE: H = Hospitalization; M-S = Medical-Surgical; M-M = Major Medical; L = Life; s = steps.



WASHINGTON

SCHOOL DISTRICT Average daily membership	BACHELOR'S MINIMUM No. of steps MAXIMUM	BACHELOR'S YEARLY INCREMENTS To reach bachelor's maximum	BACHELOR'S PLUS 30 HOURS	OTHER BACHELOR'S LANES	MASTER'S DEGREE	MASTER'S PLUS 30 HOURS	OTHER MASTER'S LANES	DOCTOR'S DEGREE	INSURANCE Amount paid by employer	REMARKS
SHORELINE (16,549)	5600 (6) 6800	6 @ 200	5900 (6) 7100	6100 ¹ (6) 7300	6600 (6) 7800	7050 ² (6) 8250			H, M-S, M-M, \$5.00 ea.	P. G.R. 12 Q.H. every 6 yrs.; Add. 500 for doctorate; ¹ B.A. + 45; ² M.A. + 45; L.I. 1 inc. 10, 11th yr.; Note also: scale for exp. and credits 1200 & higher.
SPOKANE (34,180)	5511 (8) 7478	248, 242, 2 @ 248, 243, 2 @ 248, 242	6046 (10) 8669		6900 (12) 10,240				Health \$5 or 1/2 per mo. whichever is less	Add. \$321 for M.A., \$642 for doctorate.
TAKOMA S.D. #10 (35,456)	5716 (10) 8586	10 @ 287	6288 ¹ (11) 9445		6660 (12) 10,304	7432 (13) 11,163			None	¹ B.A. w/min. of 225 Q.H.; ² M.A. w/min. of 270 Q.H.
VANCOUVER (14,627)	5600 (8) 7482	2 @ 235, 236, 4 @ 235, 236		6677 ¹ (7) 8488	7284 (12) 10,107				None	P.T.E. full credit; ¹ Standard certificate.
WALLA-WALLA S.D. #140 (7000)	5470 (10) 7570	10 @ 210	5830 (13) 8755	6300 ¹ (14) 9800						¹ B.A. + 45; Add. 300 for M.A.
BOONE CO. (6998)	4810 (13) 6370	13 @ 120		5060 ¹ (13) 6620	5400 (16) 7320	5900 (19) 8180	5650 ² (16) 7570			¹ B.A. + 15; ² M.A. + 15.
BROCKE CO. (6400)	5304 (13) 7416	10 @ 168, 3 @ 144		5554 ¹ (13) 7666	5804 (16) 8348	6304 (19) 9280	6054 ² (16) 8598		None	¹ B.A. + 15; ² M.A. + 15.
HUNTINGTON CABELL CO. (19,958)	4920 (13) 6740	170, 130, 120, 190, 150, 170, 130, 140, 130, 2 @ 120, 130, 120		5170 ¹ (13) 6990	5550 (16) 7800	6050 (19) 8660	5800 ² (16) 8050		None	¹ B.A. + 15; ² M.A. + 15.
KANAWHA CO. (CHARLESTON) (58,552)	5100 (13) 7102	13 @ 154		5325 ¹ (13) 7327	5500 (16) 7964	5950 (19) 8876	5725 ² (16) 8205			¹ B.A. + 15; ² M.A. + 15.

WEST VIRGINIA

SYMBOLS: L.I. = longevity increment; SVC. = service; PGR. = professional growth requirement; A.U. = amount unspecified; P.T.E. = previous teaching experience;
INSURANCE: H = Hospitalization; M-S = Medical-Surgical; M-M = Major Medical; L = Life; s = steps.

WEST VIRGINIA

WISCONSIN

SCHOOL DISTRICT Average daily membership	BACHELOR'S YEARLY INCREMENTS		BACHELOR'S PLUS 30 HOURS	OTHER BACHELOR'S LANES	MASTER'S DEGREE	MASTER'S PLUS 30 HOURS	OTHER MASTER'S LANES	DOCTOR'S DEGREE	INSURANCE Amount paid by employer	REMARKS
	MINIMUM No. of steps	MAXIMUM To reach bachelor's maximum								
MASON	5100 (13) 6660	13 e 120	5350 ¹ (13) 6910	5650 (16) 7570	6150 (19) 8430	5900 (16) 7820	None		¹ A.B. + 15.	
PRESTON CO. (6548)	4500 (13) 6060	13 e 120	4750 ¹ (16) 6310	5050 (16) 6970	5550 (19) 7830	5300 ² (16) 7220			¹ B.A. + 15; ² M.A. + 15.	
PUTNAM (6606)	5000 (13) 6560	13 e 120	5250 ¹ (13) 6810	5500 (16) 7420	6000 (19) 8280	5750 ² (16) 7670	6250 (19) 8530		¹ B.A. + 15; ² M.A. + 15.	
WAYNE CO. (9299)	4700 (13) 6260	13 e 120	4950 ¹ (13) 6510	5300 (16) 7220	5800 (19) 8080	5550 ² (16) 7470			¹ B.A. + 15; ² M.A. + 15.	
WOOD CO. (19,495)	5400 (13) 7220	2 e 130, 260, 10 e 130	5650 ¹ (13) 7470	5900 (16) 8110	6400 (19) 9000	6150 ² (16) 8360			¹ B.A. + 15; ² M.A. + 15.	
MILWAUKEE (50)	5400* (15) 8598	4 e 162, 5 e 216, 6 e 245	5550 ¹ (15) 8748	5800 (17) 9596	6600 ¹ (15) 10,440	5950 ³ (17) 9745			¹ B.A. + 24; ² B.A. + 15; ³ M.A. + 15; Add. heads of family, s. 3-5, \$200, 6-8, \$150, 9, \$100, 10, \$50. *Jan. '68 scale: (5750-9000) B.A., (5900-9200) B.A. + 15, (6000-9310) B.A. + 24, (6150-10,065) M.A., (6300-10,215) M.A. + 15.	
APPLETON JOINT S.D. #10 (9861)	6000 (11) 8865	8 e 240, 390, 315, 240	5600 ¹ (14) 8540	6400 (15) 10,240	6600 ¹ (15) 10,440	6000 ⁴ (15) 9600			¹ M.A. + 24. Note: \$75 each 6 credits beyond B.A., \$50 each 6 credits beyond M.A.; P.T.E. full credit 1st 5 yrs., 1/2 credit next 6 yrs. (max. 9th step). M-M, 3.25-9.00, L, .25 per thousand (max. 10,000) H, M-S, M-M, 100%, 114.48-283.68, L, 50%	
BELOIT S.D. #1 (9700)	5300 (11) 7526	371, 5 e 186, 5 e 185 (alt.)	5600 ¹ (14) 8540	5700 (15) 9120	6100 ³ (15) 9760	6000 ⁴ (15) 9600	6600 (15) 10,560		H, \$325, L, 32%	¹ B.S. + 24; ² B.S. + 16; ³ M.S. + 32; ⁴ M.S. + 24.
EAU CLAIRE JOINT S.D. #5 (9850)	5540 (15) 8590	4 e 190, 390, 10 e 190	5720 ¹ (15) 9220	5780 (16) 9660	5780 (16) 9660	5840 ³ (16) 9880			H, M-S, M-M, 10.64 (sing. prem.)	¹ B.A. + 18; ² B.A. + 12; ³ M.A. + 12.

SYMBOLS: L.I. = longevity increment; SVC. = service; PGR. = professional growth requirement; A.U. = amount unspecified; P.T.E. = previous teaching experience;
INSURANCE: H = Hospitalization; M-S = Medical-Surgical; M-M = Major Medical; L = Life; s = steps.



WISCONSIN

SCHOOL DISTRICT Average daily membership	BACHELOR'S MINIMUM No. of steps MAXIMUM	YEARLY INCREMENTS To reach bachelor's maximum	BACHELOR'S PLUS 30 HOURS	OTHER BACHELOR'S LANES	MASTER'S DEGREE	MASTER'S PLUS 30 HOURS	OTHER MASTER'S LANES	DOCTOR'S DEGREE	INSURANCE Amount paid by employer	REMARKS
GREEN BAY (18,452)	5800 (11) 8990	348, 580, 406, 8 @ 232			6148 (11) 10,208				H, M-S, 100%	P.T.E. full credit max. 8 yrs., B.A. + 15 add. \$174 to B.A. scale.
JANESVILLE (10,571)	5350 (14) 8430	190, 250, 12 @ 220	5600 (14) 8680	5550 ¹ (14) 8630	5750 (17) 9830				H, M-S, 198.72, L, 32%	¹ B.A. + 24. Add.: \$325 for M.A. + 30, \$600 for Ph.D., \$200 tchrs. who claim dependency.
KENOSHA (18,750)	5900 (11) 9145	11 @ 295		6195 ¹ (11) 9440	6490 (13) 10,325	7080 (13) 10,915	6785 ² (12) 10,520		H, M-S, 100% cov.	P.T.E. \$295-\$2655 max. 10 yrs.; ¹ B.A. + 15; ² M.A. + 12.
LACROSSE (9041)	5450 (14) 8220	2 @ 150, 5 @ 180, 2 @ 190, 4 @ 230 270		5560 ¹ (14) 8530					H, M-S, M-M, 50%, L, 42%	¹ B.A. + 15
MADISON (30,929)	5500 (14) 9500	3 @ 200, 325, 3 @ 200, 475, 3 @ 200, 800, 2 @ 300			6000 (14) 10,500		6400 ¹ (14) 10,900		H, 3.68-7.66, M-S, M-M, 2.94-6.21	P.G.R. 15 yrs. \$250 every 4 yrs. w/6 s.h.; P.T.E. 1/2 credit max. 6 yrs.; ¹ M.A. + 24 or B.A. + 48.
MANITOWAC JOINT SCHOOL DISTRICT #1 (6633)	5733 (11) 8544	230, 2 @ 225, 344, 2 @ 287, 286, 287, 3 @ 344	5963 ¹ (12) 9517	5848 ² (11) 9059	6307 (13) 10,205	6880 (15) 11,466	6765 ³ (14) 11,008		H, M-S, M-M, 7.76-9.84 per mo., L, 32%	¹ B.A. + 15; ² B.A. + 8; ³ M.A. + 23.
OSHKOSH (10,000)	5400 (13) 8208	13 @ 216	6075 (13) 8883	5805 ¹ (13) 8613	6210 (14) 9234	6885 (14) 9909	6750 ² (14) 9774		H, M-S, M-M, 100% single rate, L, 23%	P.T.E. evaluated by supt.; head of family add. \$300; ¹ B.A. + 18; ² M.A. + 24.
SHEBOYGAN (9830)	5775 (13) 8832	13 @ 231	6208 (13) 9494	6064 ² (13) 9274	6353 (13) 9715	6930 (13) 10,598	6641 ² (13) 10,157		H, M-S, M-M, \$97.45 (cost of single pol.)	¹ B.A. + 15; ² M.A. + 15; P.T.E. \$150 each yr. max. 10 yrs.
SUPERIOR (AFT) (7615)	5500 (12) 8600	10 @ 250, 2 @ 300	5800 (12) 8900		5900 (12) 9550		6200 ¹ (12) 9850		H, M-S, M-M, \$10 per mo., L, 60%	P.T.E. full credit max. 5 yrs.; ¹ M.A. + 20.
WAUKESHA	5600 (12) 9280	3 @ 232, 6 @ 290, 3 @ 348		5974 ¹ (12) 9454	6206 (12) 10,034	6728 (12) 10,614	6496 ² (12) 10,382		H, M-S, M-M, 100%, L, 50%	Note: \$125 dependency allowance; ¹ B.A. + 15; ² M.A. + 15.

SYMBOLS: L.I. = longevity increment; SVC. = service; PGR. = professional growth requirement; A.U. = amount unspecified; P.T.E. = previous teaching experience;
INSURANCE: • H = Hospitalization; M-S = Medical-Surgical; M-M = Major Medical; L = Life; s = steps.

WISCONSIN

WYOMING

SCHOOL DISTRICT Average daily membership	BACHELOR'S YEARLY INCREMENTS		BACHELOR'S PLUS 30 HOURS	OTHER BACHELOR'S LANES	MASTER'S DEGREE	MASTER'S PLUS 30 HOURS	OTHER MASTER'S LANES	DOCTOR'S DEGREE	INSURANCE Amount paid by employer	REMARKS
	MINIMUM No. of steps	MAXIMUM To reach bachelor's maximum								
WEST ALLIS S.S.D. #1 (12,077)	5975	11 @ 304	6094 ¹	6393	6632	6512 ²			M-S, M-M, 124.44-332.52, L, 32%	Every 5 yrs. add. \$50 to inc.; ¹ B.A. + 15; ² M.A. + 15.
	(11)		9560	10,456	11,053	10,755				
	9320		5600 ¹	5800	5800					
WHITEWATER U.S.D. #1	5400	11 @ 280	(12)	3824					Health, 47-122 per yr., (1/2 prem.)	
	(11)		8000						H, M-S, M-M, 8.39	Add.: 100 M.A. + 8; 200 M.A. + 15; 300 M.A. + 23.
WISCONSIN RAPIDS (6304)	5729	138, 139, 143, 281,		6302						
	(15)	139, 173, 143, 281,		(15)						
	8616	142, 143, 212, 513, 145, 147, 148		9478						
CHEYENNE (13,486)	5500	5 @ 316, 4 @ 317		5995	6325				None	P.T.E. credit \$316-\$1580 max. 6 yrs.
	(9)	(alt.)		(11)	(12)					
	8346			9474	10,120					

SYMBOLS: L.I. = longevity increment; SVC. = service; PGR. = professional growth requirement; A.U. = amount unspecified; P.T.E. = previous teaching experience;
INSURANCE: H = Hospitalization; M-S = Medical-Surgical; M-M = Major Medical; L = Life; S = steps.

Appendix I
SALARY PROGRESS IN AFT LOCALS

The following is an alphabetical listing of selected cities where AFT locals have been the bargaining agents for at least one year. The column at the left margin indicates the year when collective bargaining was first won. Note that, with very few exceptions, AFT has negotiated significant salary increases for the one-year period, 1967-68.

1. How many teachers are affected by the increases at each level?
2. What are the sources of revenue for each school district (tax base, etc.)?
3. What is the average income of the community?
4. What is the cost of living in the area?
5. How long does it take to reach maximum on the schedule?

In order to get a more meaningful interpretation of these figures, one should know the answers to the following major questions:

The answers to these questions will be the subject of a forthcoming study by the AFT Research Department.

Year of Certification	Name of District	Bachelor's Min. (No. of Steps) Max. 1967	Bachelor's Min. (No. of Steps) Max. 1968	Total Increase Min.-Max.	Master's Maximum		Total Increase
					1967	1968	
1966	ALLEN PARK, MICH.	5,700 (11) 8,920	6,150 (10) 10,000	450-1,080	9,550	10,900	350
1965	BOSTON, MASS.	5,500 (10) 9,300	6,000 (9) 10,000	500-700	9,800	10,500	700
1966	CHICAGO, ILL.	5,500 (10) 9,000	6,560 (10) 10,147	1,060-1,147	9,750	10,916	1,166
1964	CLEVELAND, OHIO	5,300 (17) 8,717	6,250 (15) 9,600	950-883	10,000	10,750	750
1965	*DEARBORN, MICH.	5,306 (9) 8,668	6,500 (10) 10,150	1,194-1,482	10,034	11,750	716
1965	*DETROIT, MICH.	5,800 (10) 9,500	6,550 (11) 10,350	850-850	10,000	10,850	850
1965	E. DETROIT, MICH.	5,700 (10) 9,000	6,300 (10) 9,400	600-400	10,050	11,100	50
1965	HARTFORD, CONN.	5,500 (12) 9,236	6,000 (12) 9,800	500-564	10,041	10,850	809
1966	HEINTZEN, MICH.	5,600 (9) 8,800	6,100 (10) 9,800	500-1,000	9,300	10,000	700
1964	MINOT, NORTH DAKOTA	4,900 (10) 7,840	5,300 (10) 8,480	400-640	8,526	9,222	696
1966	NEW BRITAIN, CONN.	5,300 (12) 8,800	5,500 (12) 9,100	200-300	9,250	9,900	650
1966	NEW ROCHELLE, N.Y.	5,950 (14) 10,050	6,200 (14) 10,300	250-250	11,750	12,150	400
1961	*NEW YORK CITY	5,400 (13) 9,950	6,200 (13) 10,350	800-400	11,450	11,850	400
1965	*OAK PARK, MICH.	5,650 (9) 8,700	6,400 (10) 10,200	750-1,500	9,700	11,300	1,600
1966	PAWTUCKET, R.I.	5,300 (9) 7,900	5,400 (9) 8,200	100-300	8,300	8,600	300
1965	PHILADELPHIA, PA.	5,800 (11) 9,400	6,100 (10) 9,900	300-500	9,800	10,300	500
1964	PLAINVIEW, N.Y.	6,125 (14) 10,125	6,350 (14) 10,425	225-300	11,325	11,850	125
1966	PROVIDENCE, R.I.	5,200 (10) 8,175	5,900 (10) 8,800	700-625	8,550	9,300	750
1968	PROVISO, ILL.	5,800 (11) 8,500	6,100 (9) 8,500	300-0	10,800	11,350	550
1966	ROSEVILLE, MICH.	5,600 (9) 9,000	6,300 (9) 9,900	700-900	10,000	10,900	900
1964	SUPERIOR, WIS.	5,150 (11) 7,700	5,500 (12) 8,600	450-900	8,600	9,550	950
1965	*TAYLOR, MICH.	5,600 (11) 9,100	6,300 (8) 10,300	700-1,200	10,100	11,300	1,200
1966	VAN DYKE, MICH.	5,800 (9) 9,459	6,500 (9) 10,601	700-1,142	10,028	11,238	1,210
1965	YONKERS, N.Y.	5,900 (12) 10,000	5,900 (12) 10,000	-----	11,300	11,300	-----

*Districts where militant action (strikes) preceded the signing of 1967-68 agreements.

Appendix II
COMPARISON OF SALARIES IN THE FOUR LARGEST AFT AND NEA CITIES
AS A RESULT OF 1967 NEGOTIATIONS

<u>Name of Cities</u>	<u>B.A. Minimum</u>	<u>B.A. Maximum</u>	<u>Number of Steps</u>
AFT-			
New York City	\$6,750*	\$11,150	13
Chicago	\$7,350	\$11,025	10
Detroit	\$7,500*	\$11,200	11
Philadelphia	\$6,100	\$9,900	10
AFT Average --	\$6,925	\$10,819	11
NEA-			
Milwaukee	\$5,850	\$9,290	12
Newark	\$6,300	\$10,700	11
Jersey City	\$6,100	\$9,600	12
Buffalo	\$5,800	\$9,575	14
NEA Average --	\$6,013	\$9,719	12

Notes: First compare those cities which are in approximately the same geographical area, i.e., Detroit and Milwaukee. In agreements of more than one year, which group has provided for future raises? [i.e., Newark, N.J., no guarantee—in a three year agreement; Detroit, Mich., \$850 across-the-board in the second year of a two-year pact.]
AFT-negotiated salaries in big cities are better! Even in small towns the pattern doesn't change! [i.e., Oak Park, Mich., AFT, \$6,400-\$10,200 (10); Garden City, Mich., NEA, \$6,200-\$9,920 (10)]* Both cities have approximately the same number on staff: 407 and 421, respectively.

*As of September, 1968.

Write to the
ORDER DEPARTMENT

**THE AMERICAN
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1012 14th Street N.W., Washington, D. C. 20005

