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This report presents an instrument for the evaluation of teacher salary schedules. The instrument contains 10 tests, the first five of which are concerned with the adequacy of dollar amounts scheduled, and the second five of which evaluate the structure of the schedule in terms of desirable practice. (HW)

# **Instrument for EVALUATION OF TEACHER SALARY SCHEDULES, 1967-68**

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*Developed jointly by the*  
**Research Division and**  
**Salary and Negotiation Consultant Service**  
**NATIONAL EDUCATION ASSOCIATION**

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## INTRODUCTION

The school year 1967-68 is the third consecutive year that the National Education Association has undertaken an objective evaluation of salary schedules for classroom teachers. Salary schedules serve as the basis for remuneration of members of the teaching profession and have an important role in attracting and retaining them in individual school systems and in the profession. It is important, therefore, that desirable practices be recognized, both in providing adequate amounts of remuneration, and in structuring the schedule with respect to factors such as recognition of advanced levels of preparation and number of increments.

The staffs of the NEA Research Division and of the NEA Salary and Negotiation Consultant Service have worked jointly in the development of an objective instrument for evaluating salary schedules for classroom teachers. The developmental work has involved extensive efforts to assemble the best in experience and expert judgment regarding the component parts of good salary scheduling and appropriate relationships among these parts.

The first evaluation instrument was applied by the Research Division to a large number of 1965-66 salary schedules from systems with enrollments of 6,000 or more. Summary results were published in Research Report 1965-R16, Evaluation of Salary Schedules for Classroom Teachers, 1965-66. It contained summary tables showing distributions and average and median scores for salary schedules received from school systems with enrollments of 6,000 or more and for a selected group of high-income suburban systems. Scores for individual schedules were not reported.

The instrument was revised for use in 1966-67 and was developed to the point where it was deemed appropriate to report the scores of individual school systems. Accordingly, Research Report 1966-R19, Evaluation of Salary Schedules for Classroom Teachers, 1966-67, was published in the fall of 1966. It contained summary tables of distributions and mean and median scores of schedules for all reporting systems with enrollments of 6,000 or more and for a selected group of high-income suburban systems, and also a system-by-system listing of scores for each schedule evaluated.

## Evaluation Instrument for 1967-68 Salary Schedules

Experience with the application of the evaluation instrument to 1966-67 salary schedules showed it to be a valid and reliable measure of the relative quality of salary schedules. However, this experience indicated that further improvements were needed. There was also need for the instrument to be more reflective of NEA goals for teacher salaries as stated in the 1966 NEA Resolutions. Therefore, the instrument has been revised for 1967-68. It consists of 10 tests, each with a maximum score of 100 points or a total of 1,000 points. The five tests making up Part A, concerned with the adequacy of dollar amounts scheduled, account for 500 points, and the five tests in Part B, which evaluate the structure of the schedule in terms of desirable practice, account for the remaining 500 points.

### Description of the Tests

The 10 tests may readily be applied to any classroom teacher salary schedule. Only a few simple calculations are necessary. Since the tests, as shown below, are self-explanatory, only a brief description is given here, together with the basic reasons for their inclusion in the evaluation instrument.

Following the 10 tests is a score sheet for summarizing the total score.

### Part A--Scheduled Dollar Amounts

#### Test 1--Dollar Amount of the Minimum Scheduled Salary for the Bachelor's Degree Salary Class

The first check point on the schedule is the bachelor's degree minimum scheduled salary. If the earned degree is not mentioned, the salary class requiring four years of preparation is used in the application of Test 1. The maximum score of 100 points is given for a scheduled minimum of \$8,000, the amount specified in the 1966 NEA salary resolution. Admittedly this goal is close to realization by only a few districts. In light of current economic conditions, however, and in relation

to salaries paid beginners in other professions, it is a reasonable figure.

**Test 2--Dollar Difference Between Scheduled Minimum and Step 11 of the Bachelor's Degree Salary Class**

The second check point is the spread between the scheduled minimum for the bachelor's degree (or 4-year) salary class and step 11 of the same class. If fewer than 11 steps are recognized, the highest step is used for the application of Test 2. This test is used to measure whether or not the increments are large enough to result in at least a 50-percent spread between the minimum and the maximum of the salary class, which is generally considered to be good salary schedule practice.

**Test 3--Dollar Amount of Scheduled Salary for the Master's Degree Salary Class at Step 11**

The third check point is the dollar amount scheduled at step 11 of the master's degree salary class. If the earned degree is not recognized, the five-year class is used for application of Test 3. Since the NEA salary resolution calls for doubling the beginning salary after 10 years of service and the master's degree, a maximum of 100 points is scored for a salary of \$16,000 at step 11 of the master's degree (or 5-year) salary class. If there are fewer than 11 steps, the highest one recognized is used in applying this test.

As in Test 1, this goal is not easily attained, but for many districts it is a reasonable expectation in the near future.

**Test 4--Dollar Differential Between Bachelor's Degree and Master's Degree Salary Classes at Step 11**

The fourth check point on the schedule measures the dollar difference between the scheduled salary for step 11 of the bachelor's degree salary class and the amount scheduled for step 11 on the master's degree class. If there are fewer than 11 steps on the bachelor's degree scale, the highest one recognized on that scale is compared with the corresponding step on the master's degree scale. Likewise, if there are fewer than 11 steps on the master's degree scale, the highest step recognized on that scale is compared with the corresponding step on the bachelor's degree salary class. Four- and five-year preparation equivalencies are used for application of Test 4 if earned bachelor's or master's degrees are not specified.

This test permits a district currently unable to schedule the "goal" maximum salaries called for in Test 3 so to structure its schedule to allow for adequate recognition of the master's degree (or equivalent) and thereby obtain a relatively high score on Test 4.

**Test 5--Dollar Amount of Maximum Scheduled Salary for the Highest Preparation Salary Class Not Requiring an Earned Doctor's Degree**

The fifth check point is the maximum scheduled salary for the highest preparation level recognized which does not require an earned doctor's degree. This may range from the master's degree to seven years of preparation.

Long-service or merit maximums beyond the regularly scheduled maximum are excluded in the application of this test.

A maximum of 500 points can be scored on Tests 1 through 5 making up one-half of the 1,000 points possible of attainment on the 10 tests.

**Part B--Structure of the Salary Schedule**

**Test 6--Ratio of the Minimum Scheduled Salary for the Master's Degree Salary Class to the Minimum for the Bachelor's Degree Class**

The sixth check point concerns recognition of the master's degree or fifth year of preparation, in relation to the bachelor's degree, or four years of preparation. This is a test of structure and a good score can be made even though scheduled dollar amounts may not be high. To obtain the maximum score of 100 points, the master's degree minimum should be at least 20 percent higher than the minimum scheduled for the bachelor's degree salary class. This is approximately the differential necessary to double the bachelor's degree minimum with 10 increments of 8 percent of the bachelor's minimum.

**Test 7--Ratio of the Amount Scheduled for the Master's Degree Salary Class at Step 11 to the Minimum Scheduled Salary for the Bachelor's Degree Class**

The seventh check point measures in structure of the schedule what Test 3 measures in terms of scheduled dollar amounts. To score the maximum 100 points on Test 7 the eleventh step of the master's degree salary class (or five-year class if master's degree is not specified) should be twice that of the bachelor's degree minimum step. If there are fewer than 11 steps in the master's degree class,

the highest step recognized is used in applying this test.

Test 8--Ratio of the Maximum Scheduled Salary for Six Years of Preparation to the Minimum Scheduled Salary for the Bachelor's Degree Salary Class

The eighth check point is the ratio of the maximum scheduled salary for six years of preparation to the minimum scheduled salary for the bachelor's degree salary class. Good structuring calls for the recognition of the sixth year of college preparation; the maximum of this class should be at least 120 percent above the bachelor's degree minimum since the goal for the master's degree maximum at step 11 is 100 percent above the bachelor's degree minimum.

Since Test 8 is a measure of good structure, the maximum points can be achieved by a district whose scheduled dollar amounts are somewhat lower than the goal schedule would require.

Test 9--Increments in the Master's Degree Salary Class

Test 9 is based on two check points: (a) the number of increments from minimum to maximum in the master's degree (or five-year preparation) salary class, and (b) the average increment (dollar amount) for the master's degree (or five-year preparation) salary class as a percent of the bachelor's degree minimum scheduled salary. Both subtests are related directly to the NEA salary resolution of the 1966 Representative Assembly.

In calculating the score for the entire test, each half is assigned a maximum of 50 points or a total possible score of 100 points for Test 9.

Test 10--Recognition of Advanced Preparation Beyond the Bachelor's Degree

Test 10 is also based on two check points: (a) recognition of advanced preparation requiring advanced degrees or full year academic training, and (b) recognition of intermediate advanced preparation levels requiring less than a full year of academic training.

Test 10 is scored the same as Test 9 with a maximum of 50 points for each of the two subtests and a total of 100 points for the test.

This test takes cognizance of the NEA salary policy of recognizing advanced preparation beyond the master's degree and has been constructed in accordance with what is generally accepted as the best practice in salary scheduling.

A maximum of 500 points can be scored on Tests 6 through 10 making up one-half of the 1,000 points attainable on the 10 tests.

A Research Report, Evaluation of Salary Schedules for Classroom Teachers, 1967-68, will be published by the NEA Research Division in the fall of 1967. It will contain national means, medians, and distribution of scores for each of the 10 tests and for the total score for all tests. The report will also contain a system-by-system listing of scores for each reporting system with an enrollment of 6,000 or more and for selected suburban systems.

## PART A--SCHEDULED DOLLAR AMOUNTS

Test 1--Dollar Amount of Minimum Scheduled Salary for the  
Bachelor's Degree Salary Class<sup>a/</sup>

Amount	Points	Amount	Points	Amount	Points
\$8,000 or more	100				
7,960-7,999	99	\$6,560-6,599	64	\$5,160-5,199	29
7,920-7,959	98	6,520-6,559	63	5,120-5,159	28
7,880-7,919	97	6,480-6,519	62	5,080-5,119	27
7,840-7,879	96	6,440-6,479	61	5,040-5,079	26
7,800-7,839	95	6,400-6,439	60	5,000-5,039	25
7,760-7,799	94	6,360-6,399	59	4,960-4,999	24
7,720-7,759	93	6,320-6,359	58	4,920-4,959	23
7,680-7,719	92	6,280-6,319	57	4,880-4,919	22
7,640-7,679	91	6,240-6,279	56	4,840-4,879	21
7,600-7,639	90	6,200-6,239	55	4,800-4,839	20
7,560-7,599	89	6,160-6,199	54	4,760-4,799	19
7,520-7,559	88	6,120-6,159	53	4,720-4,759	18
7,480-7,519	87	6,080-6,119	52	4,680-4,719	17
7,440-7,479	86	6,040-6,079	51	4,640-4,679	16
7,400-7,439	85	6,000-6,039	50	4,600-4,639	15
7,360-7,399	84	5,960-5,999	49	4,560-4,599	14
7,320-7,359	83	5,920-5,959	48	4,520-4,559	13
7,280-7,319	82	5,880-5,919	47	4,480-4,519	12
7,240-7,279	81	5,840-5,879	46	4,440-4,479	11
7,200-7,239	80	5,800-5,839	45	4,400-4,439	10
7,160-7,199	79	5,760-5,799	44	4,360-4,399	9
7,120-7,159	78	5,720-5,759	43	4,320-4,359	8
7,080-7,119	77	5,680-5,719	42	4,280-4,319	7
7,040-7,079	76	5,640-5,679	41	4,240-4,279	6
7,000-7,039	75	5,600-5,639	40	4,200-4,239	5
6,960-6,999	74	5,560-5,599	39	4,160-4,199	4
6,920-6,959	73	5,520-5,559	38	4,120-4,159	3
6,880-6,919	72	5,480-5,519	37	4,080-4,119	2
6,840-6,879	71	5,440-5,479	36	4,040-4,079	1
6,800-6,839	70	5,400-5,439	35	4,039 or less	0
6,760-6,799	69	5,360-5,399	34		
6,720-6,759	68	5,320-5,359	33		
6,680-6,719	67	5,280-5,319	32		
6,640-6,679	66	5,240-5,279	31		
6,600-6,639	65	5,200-5,239	30		

<sup>a/</sup> When earned bachelor's degree is not specified, the four-year equivalency is accepted for full credit.



Test 2--Dollar Difference Between Scheduled Minimum and Step 11  
of the Bachelor's Degree Salary Class<sup>a/</sup>

Amount	Points	Amount	Points	Amount	Points
\$4,000 or more	100				
3,970-3,999	99	\$2,920-2,949	64	\$1,870-1,899	29
3,940-3,969	98	2,890-2,919	63	1,840-1,869	28
3,910-3,939	97	2,860-2,889	62	1,810-1,839	27
3,880-3,909	96	2,830-2,859	61	1,780-1,809	26
3,850-3,879	95	2,800-2,829	60	1,750-1,779	25
3,820-3,849	94	2,770-2,799	59	1,720-1,749	24
3,790-3,819	93	2,740-2,769	58	1,690-1,719	23
3,760-3,789	92	2,710-2,739	57	1,660-1,689	22
3,730-3,759	91	2,680-2,709	56	1,630-1,659	21
3,700-3,729	90	2,650-2,679	55	1,600-1,629	20
3,670-3,699	89	2,620-2,649	54	1,570-1,599	19
3,640-3,669	88	2,590-2,619	53	1,540-1,569	18
3,610-3,639	87	2,560-2,589	52	1,510-1,539	17
3,580-3,609	86	2,530-2,559	51	1,480-1,509	16
3,550-3,579	85	2,500-2,529	50	1,450-1,479	15
3,520-3,549	84	2,470-2,499	49	1,420-1,449	14
3,490-3,519	83	2,440-2,469	48	1,390-1,419	13
3,460-3,489	82	2,410-2,439	47	1,360-1,389	12
3,430-3,459	81	2,380-2,409	46	1,330-1,359	11
3,400-3,429	80	2,350-2,379	45	1,300-1,329	10
3,370-3,399	79	2,320-2,349	44	1,270-1,299	9
3,340-3,369	78	2,290-2,319	43	1,240-1,269	8
3,310-3,339	77	2,260-2,289	42	1,210-1,239	7
3,280-3,309	76	2,230-2,259	41	1,180-1,209	6
3,250-3,279	75	2,200-2,229	40	1,150-1,179	5
3,220-3,249	74	2,170-2,199	39	1,120-1,149	4
3,190-3,219	73	2,140-2,169	38	1,090-1,119	3
3,160-3,189	72	2,110-2,139	37	1,060-1,089	2
3,130-3,159	71	2,080-2,109	36	1,030-1,059	1
3,100-3,129	70	2,050-2,079	35	1,029 or less	0
3,070-3,099	69	2,020-2,049	34		
3,040-3,069	68	1,990-2,019	33		
3,010-3,039	67	1,960-1,989	32		
2,980-3,009	66	1,930-1,959	31		
2,950-2,979	65	1,900-1,929	30		

<sup>a/</sup> When earned bachelor's degree is not specified, the 4-year equivalency is accepted for full credit. If salary class contains fewer than 11 steps, use highest one recognized in applying this test.

Test 3--Dollar Amount of Scheduled Salary for the Master's Degree  
Salary Class at Step 11<sup>a/</sup>

Amount	Points	Amount	Points	Amount	Points
\$16,000 or more	100				
15,920-15,999	99	\$13,120-13,199	64	\$10,320-10,399	29
15,840-15,919	98	13,040-13,119	63	10,240-10,319	28
15,760-15,839	97	12,960-13,039	62	10,160-10,239	27
15,680-15,759	96	12,880-12,959	61	10,080-10,159	26
15,600-15,679	95	12,800-12,879	60	10,000-10,079	25
15,520-15,599	94	12,720-12,799	59	9,920- 9,999	24
15,440-15,519	93	12,640-12,719	58	9,840- 9,919	23
15,360-15,439	92	12,560-12,639	57	9,760- 9,839	22
15,280-15,359	91	12,480-12,559	56	9,680- 9,759	21
15,200-15,279	90	12,400-12,479	55	9,600- 9,679	20
15,120-15,199	89	12,320-12,399	54	9,520- 9,599	19
15,040-15,119	88	12,240-12,319	53	9,440- 9,519	18
14,960-15,039	87	12,160-12,239	52	9,360- 9,439	17
14,880-14,959	86	12,080-12,159	51	9,280- 9,359	16
14,800-14,879	85	12,000-12,079	50	9,200- 9,279	15
14,720-14,799	84	11,920-11,999	49	9,120- 9,199	14
14,640-14,719	83	11,840-11,919	48	9,040- 9,119	13
14,560-14,639	82	11,760-11,839	47	8,960- 9,039	12
14,480-14,559	81	11,680-11,759	46	8,880- 8,959	11
14,400-14,479	80	11,600-11,679	45	8,800- 8,879	10
14,320-14,399	79	11,520-11,599	44	8,720- 8,799	9
14,240-14,319	78	11,440-11,519	43	8,640- 8,719	8
14,160-14,239	77	11,360-11,439	42	8,560- 8,639	7
14,080-14,159	76	11,280-11,359	41	8,480- 8,559	6
14,000-14,079	75	11,200-11,279	40	8,400- 8,479	5
13,920-13,999	74	11,120-11,199	39	8,320- 8,399	4
13,840-13,919	73	11,040-11,119	38	8,240- 8,319	3
13,760-13,839	72	10,960-11,039	37	8,160- 8,239	2
13,680-13,759	71	10,880-10,959	36	8,080- 8,159	1
13,600-13,679	70	10,800-10,879	35	8,079 or less	0
13,520-13,599	69	10,720-10,799	34		
13,440-13,519	68	10,640-10,719	33		
13,360-13,439	67	10,560-10,639	32		
13,280-13,359	66	10,480-10,559	31		
13,200-13,279	65	10,400-10,479	30		

a/ When earned master's degree is not specified, the equivalency is accepted for full credit.

If salary class contains fewer than 11 steps, use highest one recognized in applying this test.

Test 4--Dollar Differential Between Bachelor's Degree and Master's Degree Salary Classes at Step 11, or Highest Step Recognized on the Bachelor's Degree Class if Fewer Than 11a/

Amount	Points	Amount	Points	Amount	Points
\$1,600 or more	100				
1,585-1,599	99	\$1,060-1,074	64	\$535-549	29
1,570-1,584	98	1,045-1,059	63	520-534	28
1,555-1,569	97	1,030-1,044	62	505-519	27
1,540-1,554	96	1,015-1,029	61	490-504	26
1,525-1,539	95	1,000-1,014	60	475-489	25
1,510-1,524	94	985- 999	59	460-474	24
1,495-1,509	93	970- 984	58	445-459	23
1,480-1,494	92	955- 969	57	430-444	22
1,465-1,479	91	940- 954	56	415-429	21
1,450-1,464	90	925- 939	55	400-414	20
1,435-1,449	89	910- 924	54	385-399	19
1,420-1,434	88	895- 909	53	370-384	18
1,405-1,419	87	880- 894	52	355-369	17
1,390-1,404	86	865- 879	51	340-354	16
1,375-1,389	85	850- 864	50	325-339	15
1,360-1,374	84	835- 849	49	310-324	14
1,345-1,359	83	820- 834	48	295-309	13
1,330-1,344	82	805- 819	47	280-294	12
1,315-1,329	81	790- 804	46	265-279	11
1,300-1,314	80	775- 789	45	250-264	10
1,285-1,299	79	760- 774	44	235-249	9
1,270-1,284	78	745- 759	43	220-234	8
1,255-1,269	77	730- 744	42	205-219	7
1,240-1,254	76	715- 729	41	190-204	6
1,225-1,239	75	700- 714	40	175-189	5
1,210-1,224	74	685- 699	39	160-174	4
1,195-1,209	73	670- 684	38	145-159	3
1,180-1,194	72	655- 669	37	130-144	2
1,165-1,179	71	640- 654	36	115-129	1
1,150-1,164	70	625- 639	35	114 or less	0
1,135-1,149	69	610- 624	34		
1,120-1,134	68	595- 609	33		
1,105-1,119	67	580- 594	32		
1,090-1,104	66	565- 579	31		
1,075-1,089	65	550- 564	30		

a/ When earned bachelor's and/or master's degrees are not specified, the equivalency is accepted for full credit.

If the master's degree salary class has fewer than 11 steps and the bachelor's degree class 11 or more, use the highest step scheduled at the master's degree level and the corresponding step on the bachelor's degree class to obtain the dollar differential.

Test 5--Dollar Amount of Maximum Scheduled Salary for the Highest  
Preparation Salary Class Not Requiring  
an Earned Doctor's Degree<sup>a/</sup>

Amount	Points	Amount	Points	Amount	Points
\$18,400 or more	100				
18,305-18,399	99	\$14,980-15,074	64	\$11,655-11,749	29
18,210-18,304	98	14,885-14,979	63	11,560-11,654	28
18,115-18,209	97	14,790-14,884	62	11,465-11,559	27
18,020-18,114	96	14,695-14,789	61	11,370-11,464	26
17,925-18,019	95	14,600-14,694	60	11,275-11,369	25
17,830-17,924	94	14,505-14,599	59	11,180-11,274	24
17,735-17,829	93	14,410-14,504	58	11,085-11,179	23
17,640-17,734	92	14,315-14,409	57	10,990-11,084	22
17,545-17,639	91	14,220-14,314	56	10,895-10,989	21
17,450-17,544	90	14,125-14,219	55	10,800-10,894	20
17,355-17,449	89	14,030-14,124	54	10,705-10,799	19
17,260-17,354	88	13,935-14,029	53	10,610-10,704	18
17,165-17,259	87	13,840-13,934	52	10,515-10,609	17
17,070-17,164	86	13,745-13,839	51	10,420-10,514	16
16,975-17,069	85	13,650-13,744	50	10,325-10,419	15
16,880-16,974	84	13,555-13,649	49	10,230-10,324	14
16,785-16,879	83	13,460-13,554	48	10,135-10,229	13
16,690-16,784	82	13,365-13,459	47	10,040-10,134	12
16,595-16,689	81	13,270-13,364	46	9,945-10,039	11
16,500-16,594	80	13,175-13,269	45	9,850- 9,944	10
16,405-16,499	79	13,080-13,174	44	9,755- 9,849	9
16,310-16,404	78	12,985-13,079	43	9,660- 9,754	8
16,215-16,309	77	12,890-12,984	42	9,565- 9,659	7
16,120-16,214	76	12,795-12,889	41	9,470- 9,564	6
16,025-16,119	75	12,700-12,794	40	9,375- 9,469	5
15,930-16,024	74	12,605-12,699	39	9,280- 9,374	4
15,835-15,929	73	12,510-12,604	38	9,185- 9,279	3
15,740-15,834	72	12,415-12,509	37	9,090- 9,184	2
15,645-15,739	71	12,320-12,414	36	8,995- 9,089	1
15,550-15,644	70	12,225-12,319	35	8,994 or less	0
15,455-15,549	69	12,130-12,224	34		
15,360-15,454	68	12,035-12,129	33		
15,265-15,359	67	11,940-12,034	32		
15,170-15,264	66	11,845-11,939	31		
15,075-15,169	65	11,750-11,844	30		

<sup>a/</sup> Exclusive of long-service increments if any.

## PART B—STRUCTURE OF THE SALARY SCHEDULE

Test 6--Ratio of Minimum Scheduled Salary for  
the Master's Degree Salary Class to the Mini-  
mum for the Bachelor's Degree Salary Class<sup>a/</sup>

Ratio (Bachelor's degree minimum = 100.0)	Points
120.0 or higher	100
119.2 - 119.9	95
118.4 - 119.1	90
117.6 - 118.3	85
116.8 - 117.5	80
116.0 - 116.7	75
115.2 - 115.9	70
114.4 - 115.1	65
113.6 - 114.3	60
112.8 - 113.5	55
112.0 - 112.7	50
111.2 - 111.9	45
110.4 - 111.1	40
109.6 - 110.3	35
108.8 - 109.5	30
108.0 - 108.7	25
107.2 - 107.9	20
106.4 - 107.1	15
105.6 - 106.3	10
104.8 - 105.5	5
104.7 or lower	0

<sup>a/</sup> When bachelor's and/or master's degrees are not specified, the equivalency is accepted for full credit.

Test 7--Ratio of the Amount Scheduled for the  
Master's Degree Salary Class at Step 11 to  
the Minimum Scheduled Salary for the  
Bachelor's Degree Salary Class<sup>a/</sup>

Ratio (Bachelor's degree minimum = 100.0)	Points
200.0 or higher	100
197.5 - 199.9	95
195.0 - 197.4	90
192.5 - 194.9	85
190.0 - 192.4	80
187.5 - 189.9	75
185.0 - 187.4	70
182.5 - 184.9	65
180.0 - 182.4	60
177.5 - 179.9	55
175.0 - 177.4	50
172.5 - 174.9	45
170.0 - 172.4	40
167.5 - 169.9	35
165.0 - 167.4	30
162.5 - 164.9	25
160.0 - 162.4	20
157.5 - 159.9	15
155.0 - 157.4	10
152.5 - 154.9	5
152.4 or lower	0

<sup>a/</sup> When bachelor's and/or master's degrees are not specified, the equivalency is accepted for full credit.

If master's degree salary class contains fewer than 11 steps, use highest step recognized to apply this test.

Test 8--Ratio of the Maximum Scheduled Salary  
for Six Years of Preparation to the Minimum  
Scheduled Salary for the Bachelor's Degree<sup>a/</sup>

Ratio (Bachelor's degree minimum = 100.0)	Points
220.0 or more	100
217.0 - 219.9	95
214.0 - 216.9	90
211.0 - 213.9	85
208.0 - 210.9	80
205.0 - 207.9	75
202.0 - 204.9	70
199.0 - 201.9	65
196.0 - 198.9	60
193.0 - 195.9	55
190.0 - 192.9	50
187.0 - 189.9	45
184.0 - 186.9	40
181.0 - 183.9	35
178.0 - 180.9	30
175.0 - 177.9	25
172.0 - 174.9	20
169.0 - 171.9	15
166.0 - 168.9	10
163.0 - 165.9	5
162.9 or lower	0

<sup>a/</sup> When bachelor's degree is not specified, the equivalency is accepted for full credit.

Maximum scheduled salary for six-year preparation salary class is exclusive of long-service increments beyond regularly-scheduled maximum.

Test 9--Increments in the Master's Degree Salary Class<sup>a/</sup>

Subtest A		Subtest B	
Number of increments--master's degree salary class (exclusive of long-service increments)	Points	Average increment (dollar amount) for master's degree salary class as a percent of the bachelor's degree minimum scheduled salary	Points
10 or 11	50	8.0% or higher	50
9 or 12	45	7.5 - 7.9%	45
13	40	7.0 - 7.4	40
8 or 14	35	6.5 - 6.9	35
15	30	6.0 - 6.4	30
7 or 16	25	5.5 - 5.9	25
17	20	5.0 - 5.4	20
6 or 18	15	4.5 - 4.9	15
19	10	4.0 - 4.4	10
5 or 20 or more	5	3.5 - 3.9	5
4 or fewer	0	3.4 or less	0

To score Test 9--

Add score for Subtest A \_\_\_\_\_ (maximum 50 points)

to score for Subtest B \_\_\_\_\_ (maximum 50 points)

equals total score--Test 9 \_\_\_\_\_ (maximum 100 points)

<sup>a/</sup> When bachelor's and/or master's degrees are not specified, the equivalency is accepted for full credit.



Test 10--Recognition of Advanced Preparation Beyond the Bachelor's Degree

Subtest A: Recognition of preparation requiring advanced degrees or full-year academic training

Preparation classes	Points
5 years, master's degree, 6 years, 7 years, and doctor's degree .....	50
5 years, master's degree, 6 years, and 7 years or doctor's degree .....	45
5 years or master's degree, 6 years, 7 years, and doctor's degree .....	40
5 years or master's degree, 6 years, and 7 years or doctor's degree .....	35
5 years, master's degree, and 6 years .....	30
5 years, master's degree, and 7 years or doctor's degree .....	25
5 years or master's degree, and 6 years .....	20
5 years or master's degree, and 7 years or doctor's degree .....	15
5 years and master's degree .....	10
5 years or master's degree .....	5
None .....	0

Subtest B: Recognition of intermediate advanced preparation levels requiring less than a full-year of academic training

Number of intermediate preparation salary classifications between:					Points
Bachelor's degree and master's degree (or 5 years)		Master's degree (or 5 years) and six years		Six years and seven years	
2 or more	AND	2 or more	AND	2 or more	50
2 or more or 1	AND AND	2 or more 2 or more	AND AND	1 2 or more	45
2 or more or 2 or more	AND AND	2 or more 1	AND AND	0 1 or more	40
1 or 0	AND AND	2 or more 2 or more	AND AND	1 2 or more	35
1 or 2 or more	AND AND	1 1	AND AND	1 or more 0	30
1 or 0	AND AND	2 or more 2 or more	AND AND	0 1	25
1 or 2 or more	AND AND	1 0	AND AND	0 any number or none	20
0 0	AND AND	1 2 or more	AND AND	1 or more 0	15
1	AND	0	AND	any number or none	10
0	AND	1	AND	0	5
0	AND	0	AND	any number or none	0

To score Test 10--

Add score for Subtest A \_\_\_\_\_ (maximum 50 points)  
 to score for Subtest B \_\_\_\_\_ (maximum 50 points)  
 equals total score for Test 10 \_\_\_\_\_ (maximum 100 points)

SCORE SHEET FOR EVALUATION OF TEACHER SALARY SCHEDULES, 1967-68

Test	Maximum points possible	Points scored
<b>PART A--SCHEDULED DOLLAR AMOUNTS:</b>		
Test 1--Dollar amount of the minimum scheduled salary for the bachelor's degree salary class .....	100	_____
Test 2--Dollar difference between scheduled minimum and step 11 of the bachelor's degree salary class .....	100	_____
Test 3--Dollar amount of scheduled salary for the master's degree salary class at step 11 .....	100	_____
Test 4--Dollar differential between bachelor's degree and master's degree salary classes at step 11 or highest step recognized on the bachelor's degree class if fewer than 11 .....	100	_____
Test 5--Dollar amount of maximum scheduled salary for the highest preparation salary class not requiring an earned doctorate degree .....	100	_____
Subtotal, Part A--Tests 1 to 5 .....	500	_____
<b>PART B--STRUCTURE OF THE SCHEDULE:</b>		
Test 6--Ratio of <u>minimum</u> scheduled salary for the master's degree salary class to the <u>minimum</u> for the bachelor's degree class .....	100	_____
Test 7--Ratio of the amount scheduled for the master's degree salary class at step 11 to the <u>minimum</u> scheduled for the bachelor's degree class .....	100	_____
Test 8--Ratio of the <u>maximum</u> scheduled salary for six years of preparation to the <u>minimum</u> scheduled salary for the bachelor's degree .....	100	_____
Test 9--Increments in the master's degree salary class: Subtest A--Number of increments Subtest B--Average increment (dollar amount) for the master's degree salary class as a percent of the bachelor's degree minimum scheduled salary .....	100	_____
Test 10--Recognition of advanced preparation beyond the bachelor's degree: Subtest A--Recognition of advanced preparation requiring advanced degrees or full-year academic training Subtest B--Recognition of intermediate advanced preparation requiring less than a full year of academic training .....	100	_____
Subtotal, Part B--Tests 6 to 10 .....	500	_____
Total score--Tests 1 through 10 .....	1,000	_____

School system \_\_\_\_\_

Evaluator \_\_\_\_\_ Date \_\_\_\_\_