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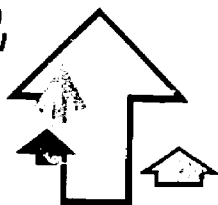
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ABSTRACT

This report reviews and analyzes the 1969-1970 salary schedules of 52 private and 460 public 2-year colleges throughout the United States. These schedules are based on levels of academic preparation completed, faculty rank, or both (about two-thirds of the reviewed public and one-half the reviewed private institutions base their schedules on level of preparation). Part one of the report outlines characteristics of the analyzed salary schedules. Such characteristics include increments for normal and special employment situations, qualifications necessary for advancement on the schedule, and credit given for previous experience. Part two reviews the scheduled minimum and maximum salaries of the public and private institutions. This data is viewed in terms of salary schedule base--academic preparation or faculty rank, state-wide schedules for public institutions, and schedules for nonpublic institutions. The third part of this study indicates scheduled salary increments. Concluding the study, part five consists of salary schedule examples from five institutions--four public and one private. These schedules reflect information ranging from conditions of employment, definitions of instructor classifications, and guides for schedule placement, to fringe benefits and the salary schedules themselves. (J0)

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Higher Education Series
RESEARCH REPORT 1970-R11

**Faculty Salary Schedules in
Community-Junior Colleges,
1969-70**

UNIVERSITY OF CALIF.
LOS ANGELES

DEC 30 1970

CLEARINGHOUSE FOR
JUNIOR COLLEGE
INFORMATION

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1969-70

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FOREWORD

THIS REPORT, Faculty Salary Schedules in Community-Junior Colleges, 1969-70, reviews current salary scheduling practices in a rapidly expanding segment of American education. The salary schedule materials of these institutions vary widely in format and coverage of the policies which, in turn, differ widely in scope and structure. The user of these data should be aware of the limitations described in the report and take them into consideration when making interpretations.

This report provides useful information about salary schedules and policies related to the salary schedule structure, five examples of the texts of salary schedules containing comprehensive statements of policies, and identification of scheduled minimum and maximum salaries in each 2-year institution. The examples are included only for illustration; no endorsement or approval of the schedules or policies by the National Education Association or by the NEA Research Division is implied.

The Division is grateful to the administrators of the institutions who provided the basic data for this study, and expresses its special appreciation to the five selected institutions that gave permission to have their salary schedules and policies reproduced in this report.

This study was prepared by William S. Graybeal, Assistant Director, with the assistance of Nina C. Simmons, Staff Associate, and the various units of the Research Division.

GLEN ROBINSON
Director, Research Division

INTRODUCTION

THIS REPORT is the third in a series covering salary schedules used in 2-year institutions; it supplements and extends the summaries of major salary-related policies of 2-year colleges reported in the biennial survey, Salaries in Higher Education, 1969-70. (Salary schedules of 4-year institutions are reported in a separate study.) The information given here is derived from the salary schedules supplied by the 2-year colleges in connection with the 1969-70 survey of salaries paid.

The first section of this report contains an overview of the characteristics of the salary schedules in the 460 public and 52 nonpublic 2-year colleges, followed by detailed reviews of scheduled minimum and maximum salaries, and the increment structure. The next section provides a listing by institution, of scheduled minimum and maximum salaries and numbers of increments for those institutions not withholding permission for the publishing of these data. The last section provides examples of some representative comprehensive schedules.

Participating Institutions

Of the 741 public 2-year institutions requested to participate in the 1969-70 biennial survey of salaries in higher education, 531 responded (71.7 percent). Of the 531 responding public institutions, 433 reported having salary schedules (81.5 percent). Schedules from 460 public 2-year institutions are summarized in this report. Of the 245 nonpublic 2-year institutions invited to participate in the survey, 119 responded (48.6 percent). Of those that responded, 52, or 43.7 percent reported use of a salary schedule. Schedules from 52 nonpublic 2-year institutions are summarized in this report.

Some of the 2-year institutions whose salary schedules are summarized in this survey are not among the number reported in the 1969-70 survey of salaries paid in higher education for the following reasons: (a) Not all institutions reporting the existence of salary schedules sent them. (b) Some of the materials reported to be salary schedules were not classified as salary schedules for this study. (c) Institutions not participating in the study of salaries paid which are covered by a state-wide salary schedule are included in this study. (d) Institutions not participating in the study

of salaries paid which had reported their salary schedules in earlier editions of this series are included in this study.

The statistics above show that the rate of response to the biennial NEA salary survey is higher among public than among nonpublic 2-year institutions; that the extent of reported use of salary schedules is almost twice as great among public as among nonpublic institutions; and that the numbers of institutions having salary schedules analyzed in the present study represent a higher proportion of public than of nonpublic institutions having salary schedules.

In the 1969-70 survey questionnaire the salary schedule was defined as an officially adopted schedule which designates minimum and maximum salaries for each rank, and generally also designates the number and amounts of salary increments for faculty members of each rank. Materials forwarded by some institutions were not used in this report because they did not identify the minimum and maximum salaries for at least two preparation levels or ranks.

The following shows the percentage distribution of 2-year institutions by the base of their salary schedules with the information grouped by size of institutional enrollment:

Enrollment	Schedule based on		Total	
	Preparation level	Faculty rank	Number	Percent
Under 1,000	71.2%	29.3%	191a/	100.5%a/
1,000 to 1,999 ..	63.4	36.6	131	100.0
2,000 or more ...	69.6	31.2	138a/	100.7a/
All institutions	68.5	32.0	460b/	100.4b/

a/ The total of the numbers of schedules in subsequent tables is one greater than the number of institutions shown here because one institution has a schedule based on both educational preparation and faculty rank.

b/ The total of the numbers of schedules in subsequent tables is two greater than the number of institutions shown here because two institutions have schedules based on both educational preparation and faculty rank.

The Schedules

The scheduled salaries in 2-year institutions are structured on levels of academic preparation completed or faculty ranks, or both. As shown on page 5, about two-thirds of the public institutions (315 of 460 institutions) base scheduled faculty salaries upon level of educational preparation. The four most widely used levels (doctorate, master's degree plus one year, master's degree, and bachelor's degree) are reviewed throughout this report. (The schedules of two public institutions contain a structure which provides for minimum and maximum salaries for both the level of educational preparation and the level of faculty rank). The use of academic preparation as the base for scheduled salaries is only slightly more prevalent among the small than among the large public 2-year institutions.

Of the 52 nonpublic 2-year institution schedules in this summary, 27 (51.9 percent) use academic preparation as the basis for the salary schedule.

Regional distributions of the 2-year institutions by control, size, and basis for salary scheduling are provided in Table 1.^{1/} More than one-third of all 2-year institutions having salary schedules are in the West. Almost two public institutions in five having salary schedules are in the West, but this region contains only about one-tenth of the nonpublic institutions having schedules. Public institutions having schedules based on academic preparation are largely in the West (California and Washington) and to a lesser extent in the middle states (Illinois and Iowa), and public institutions having schedules based on faculty rank are clustered heavily in the

^{1/} In each major section the tables follow the text.

Northeast (New York and Massachusetts). Almost two in five nonpublic 2-year institutions having salary schedules are in the Northeast.

The summary below shows that the distribution of public 2-year institutions by size of enrollment is about the same for institutions basing their schedules on academic preparation as for institutions basing their salary schedules on faculty rank. It also shows that about three-fifths of the faculty are employed in the large institutions.

Institution group by enrollment	Institutions		Faculty	
	Num- ber	Per- cent	Num- ber	Per- cent
SCHEDULE BASED ON ACADEMIC PREPARATION				
Under 1,000	136	43.2%	4,613	17.4%
1,000-1,999	83	26.4	6,091	22.9
2,000 or more ...	96	30.5	15,843	59.7
Total	315	100.1%	26,547	100.0%

SCHEDULE BASED ON FACULTY RANK				
Under 1,000	56	38.1%	1,943	13.9%
1,000-1,999	48	32.7	3,435	24.5
2,000 or more ...	43	29.3	8,650	61.7
Total	147	100.1%	14,028	100.1%

The schedules of 23.3 percent of the public 2-year institutions in nine states are part of a state-wide salary schedule which appears to apply to all public 2-year colleges within a state. There may be additional states which have state-wide policies governing the salary schedules of public institutions, but these were not obvious from the individual schedules analyzed.

The unit of information in this report is the institution rather than the individual faculty member. Thus, when information is interpreted to apply to faculty personnel, it should be weighted toward conditions in the large institutions.

TABLE 1. -- REGIONAL DISTRIBUTION OF 2-YEAR INSTITUTIONS HAVING SALARY SCHEDULES, BY CONTROL AND BY BASIS OF SCHEDULED SALARIES, 1969-70

REGION ^{a/}	P E R C E N T		O F I N S T I T U T I O N S		T O T A L		GRAND TOTAL
	SALARY SCHEDULE BASED ON ACADEMIC PREPARATION		SALARY SCHEDULE BASED ON FACULTY RANK		PUBLIC		
	PUBLIC	NONPUBLIC	PUBLIC	NONPUBLIC	PUBLIC	NONPUBLIC	
1	2	3	4	5	6	7	8
NORTHEAST	1.0	22.2	59.9	56.0	19.7	38.5	21.6
SOUTHEAST	16.2	37.0	17.7	24.0	16.7	30.8	18.1
MIDDLE	32.1	27.9	10.9	16.0	25.3	21.2	24.9
WEST	50.8	14.9	11.6	4.0	38.3	9.6	33.4
TOTAL PERCENT	100.1	99.9	100.1	100.0	100.0	100.1	100.0
NUMBER REPORTING	315	27	147	25	462 ^{b/}	52	514 ^{b/}

^{a/} New England: Connecticut, Maine, Massachusetts, New Hampshire, Rhode Island, Vermont. Midwest: Delaware, District of Columbia, Maryland, New Jersey, New York, Pennsylvania. Southeast: Alabama, Arkansas, Florida, Georgia, Kentucky, Louisiana, Mississippi, North Carolina, South Carolina, Tennessee, Virginia, West Virginia. Great Lakes: Illinois, Indiana, Michigan, Ohio, Wisconsin. Plains: Iowa.

Kansas, Minnesota, Missouri, Nebraska, North Dakota, South Dakota. Southwest: Arizona, New Mexico, Oklahoma, Texas. Rocky Mountain: Colorado, Idaho, Montana, Utah, Wyoming. Far West: Alaska, California, Hawaii, Nevada, Oregon, Washington.

^{b/} Includes two public institutions counted twice because their schedules are based on both academic preparation and faculty rank.

I. CONTENTS OF SALARY SCHEDULES

THE MATERIALS SENT in response to the request for a copy of the salary schedule varied from a copy of the faculty handbook to a handwritten series of figures in the margin of the questionnaire giving the ranges of salaries at each rank. As a result, the summary in this section should be interpreted in very general terms because it is likely that many institutions have statements of policy in several of these salary schedule-related areas but did not forward them with the statement of their current minimum and maximum salaries.

Practically all (97.1 percent) public institutions basing their schedules on educational preparation provide for increments, as shown in Table 2. This characteristic is less prevalent in the public institution schedules based on faculty rank (70.7 percent) and in the nonpublic institution schedules based on academic preparation (70.4 percent). It is least prevalent in the schedules of nonpublic institutions based on faculty rank (60.6 percent).

While most schedules show the number and/or amounts of increments, the documents may either advise the faculty that the increments are not necessarily awarded annually, make no commitment about the conditions required for the increments, or clearly specify that the increment structure provides an annual increment for faculty whose service is satisfactory. The clear commitment to an annual increment for faculty with satisfactory service is given in slightly more than one-third of the public institution schedules based on educational preparation (35.6 percent) and in fewer than one-sixth (15.0 percent) of the public institution salary schedules based on faculty rank. Among the small number of schedules from nonpublic institutions a similar pattern is followed with this provision being indicated in more than two-fifths of the schedules based on educational preparation (44.4 percent) and fewer than one-twelfth of the schedules based on faculty rank (8.0 percent).

The schedules of more than one fourth of the public institutions identify the presence and qualifications needed for merit or longevity increments. This provision is slightly more prevalent in the schedules based on faculty rank (29.9 percent) than in the schedules based on educational preparation (25.4 percent). Among nonpublic institutions having schedules

based on educational preparation this provision is less widely listed than among similarly based public institution schedules (14.8 percent versus 25.4 percent), but the extent in nonpublic institution schedules based on faculty rank is not widely different from the schedules of similarly based schedules in public institutions (28.0 percent versus 29.9 percent).

By definition the salary schedules provide documentation of institutional policy regarding salaries for faculty having various combinations of educational preparation or rank and experience. The summary in Table 2 shows that a few schedules (less than one public institution in six) contain a description of requirements beyond these two factors which faculty must meet to advance in salary (to receive the standard increment, or to receive an unusual increment, or to advance in salary where an increment structure is not provided). These tend to require significant contributions to the objectives of the institution, or completion of significant research and/or publication. These provisions are more widespread among schedules based on faculty rank than among schedules based on educational preparation, and are more widespread among schedules of nonpublic than public institutions.

The policy of the institution about the level of the initial placement of incoming faculty on the salary schedule is included in the schedules forwarded by almost three in five public institutions with schedules based on academic preparation (57.8 percent) and by almost one in five public institutions with schedules based on faculty rank (19.0 percent). A similar pattern is observed among the schedules forwarded by the nonpublic institutions but the provision is not as widespread, particularly among the institutions scheduling salaries by educational preparation (33.3 percent).

About two in five public institution schedules based on educational preparation (39.4 percent) contain a statement of institutional policy about salary placement or structure for faculty in certain fields (usually the vocational or technical offerings). This type of provision is reported in the materials of only

one in 10 (10.9 percent) of the institutions having schedules based on faculty rank. These policy statements tend to show the vocational or technical equivalents of various levels of academic preparation in their schedules.

A description of the minimum requirements for appointment or promotion to each rank is included in the schedules forwarded by about three-fifths of the institutions having faculty ranks (55.8 percent of public institutions and 68.0 percent of nonpublic institutions). Only one schedule in 10 (8.8 percent) in the public institutions and none in the nonpublic institutions specifies limits, if any, on the proportions of faculty which may have a given rank. Provision for differentiation of salaries for faculty within a given rank based on the highest level of education completed is included in the schedules of almost one-fifth (18.4 percent) of the public institutions and by more than one-fourth (23.0 percent) of the nonpublic institutions.

About half of the public institution salary schedules (46.3 percent and 47.6 percent) contain references to the salaries to be paid to faculty having assignments different from regular instruction at the institution (extension classes, department heads, etc.). Slightly

smaller numbers of these public institution schedules (35.9 percent and 39.4 percent) refer to salary policies affecting other professional and administrative positions such as librarians and deans. Only a few public (5.4 percent and 2.0 percent) institution schedules refer to salary policies for secretaries, maintenance personnel, and other supporting staff.

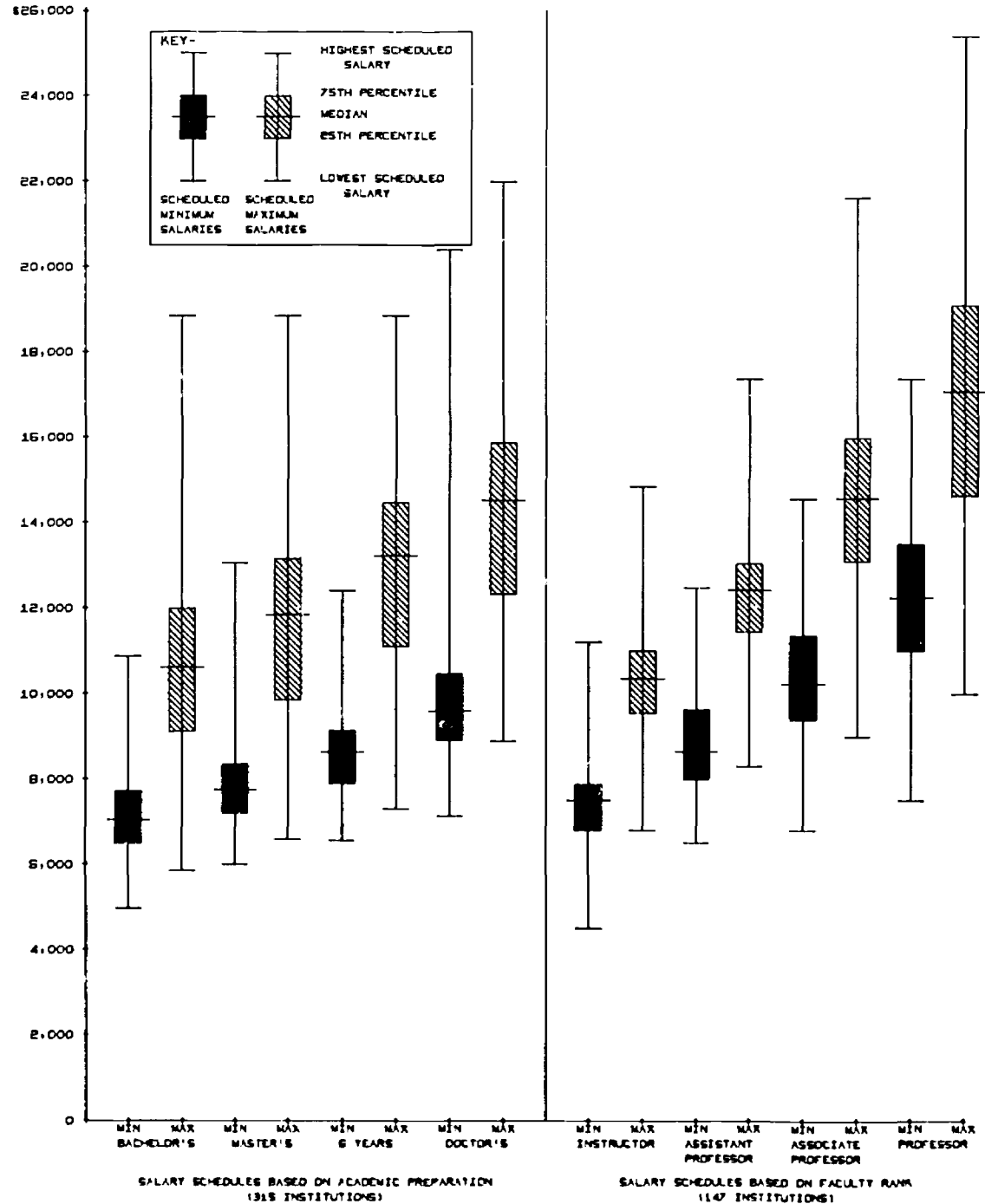
The statement of policy about salaries for employment beyond the regular academic-year contract is given in the materials forwarded by several public institutions. The provision for summer school salary is most prevalent, being included in more than one-third of the schedules based on educational preparation (35.6 percent) and about one-fourth of the schedules based on faculty rank (25.2 percent). The provision showing the salary to be paid for faculty employed on a 12-month contract is included in the materials forwarded by almost one in six public institutions (15.9 percent and 13.6 percent). The special salary arrangements for athletics and other extra-class responsibilities is reported in almost one-fifth (18.7 percent) of the public institution schedules based on educational preparation but in less than one-twentieth (4.1 percent) of the public institution schedules based on faculty rank.

TABLE 2.--CONTENT OF SALARY SCHEDULES IN TWO-YEAR INSTITUTIONS, 1969-70

Salary schedule provisions	Percent of salary schedules			
	Public institutions		Nonpublic institutions	
	Based on educational preparation	Based on faculty rank	Based on educational preparation	Based on faculty rank
1	2	3	4	5
1. Increments				
a. The amounts and/or numbers of increments are specified	97.1%	70.7%	70.4%	60.0%
b. It is specified that increments are awarded annually to faculty having satisfactory service	35.6	15.0	44.4	8.0
c. Qualifications for and amounts of special increments to be given for merit or longevity are specified	25.4	29.9	14.8	28.0
2. Qualities other than improved preparation and increased experience which are required for advancement in salary are specified	8.3	14.3	14.8	24.0
3. Credit allowable for previous experience for initial placement in the salary schedule is described	57.8	19.0	33.3	16.0
4. For faculty in selected fields or subjects a separate schedule or differential application of the regular schedule is described	39.4	10.9	0.0	4.0
5. Where faculty ranks are used:				
a. Minimum qualifications for appointment or promotion are identified .....	...	55.8	...	68.0
b. Portion of faculty at each rank is specified .....	...	8.8	...	0.0
c. Separate strata of salaries are listed within each rank based on the level of educational preparation completed .....	...	18.4	...	28.0
6. Policies about salaries of staff other than regular faculty are listed:				
a. Teaching faculty who are assigned to extension classes, department heads, etc.	46.3	47.6	14.8	48.0
b. Other professional and administrative staff (librarians, deans, administrators) ...	35.9	39.4	7.4	8.0
c. Supporting staff (secretaries, maintenance, etc.)	5.4	2.0	0.0	0.0
7. The policy about salaries of faculty on extended time or responsibilities is specified:				
a. Salaries for 12-month contract	15.9	13.6	3.7	0.0
b. Salaries for summer school	35.6	25.2	3.7	0.0
c. Salaries for extra-class assignments (athletics, etc.)	18.7	4.1	0.0	4.0
Number of salary schedules	315	147	27	25

FIGURE I
MEDIAN SCHEDULED MINIMUM AND MAXIMUM SALARIES IN PUBLIC 2-YEAR INSTITUTIONS,
BY ACADEMIC PREPARATION AND FACULTY RANK, 1969-70

ACADEMIC YEAR SALARY



II. SCHEDULED MINIMUM AND MAXIMUM SALARIES

THE FOLLOWING sections review institutional data by control of the institution and the base of the salary schedule. In addition to reporting the levels of scheduled salaries in 1969-70, the summaries show the trends in the levels of scheduled salaries and selected characteristics of the structure of scheduled minimum and maximum salaries in 1969-70.

Academic Preparation

Scheduled minimum and maximum salaries in public 2-year institutions basing their schedules on educational preparation are summarized in Table 3. The mean scheduled salaries and the percents of increase from 1968-69 to 1969-70 in public institutions which structure salary schedules by academic preparation are as follows:

Academic prepa- ration	Mean sched- uled salary, 1969-70	Percent in- creased salary, 1968-69
MINIMUM SALARIES		
Bachelor's degree .	\$ 7,075	10.6%
Master's degree ...	7,767	9.8
6 years	8,541	8.0
Doctor's degree ...	9,674	9.9
MAXIMUM SALARIES		
Bachelor's degree .	10,442	14.1
Master's degree ...	11,568	10.3
6 years	12,764	7.3
Doctor's degree ...	14,088	10.4

For each level of academic preparation the mean of the scheduled salaries in small institutions is smaller than those in large institutions. This may be a function of institution location as well as of size.

All of these 315 schedules provide minimum and maximum salaries for the master's degree; 75.6 percent do so for the bachelor's degree; 94.9 percent for the 6-year level; and 84.1 percent for the doctor's degree.

The numbers of educational preparation levels for which salaries are scheduled in the 315 public institutions are shown in Table 4. While four levels are used in the largest number of schedules, the use of five or six levels is widespread with five levels most frequently observed in the medium and large institutions. The numbers of schedules providing for four,

five, six, and seven levels of educational preparation represent more than three-fourths of all institutions (77.8 percent). The use of these numbers of preparation levels is slightly less in the small institutions (76.5 percent) and in the medium size institutions (73.4 percent) but is more widespread in the large institutions (83.3 percent).

The summary in Table 5 indicates that the percentage increase for 1969-70 in mean scheduled minimum and maximum salaries of all reporting public 2-year institutions has been larger than in the past. (The first period shown, 1965-66 to 1967-68, reflects a two-year change.) In general, the percentage increase between 1967-68 and 1968-69 is lower than in other years (on the assumption that the annual increases between 1965-66 and 1967-68 were about half of the total percentage increase).

Percent increases in minimum salaries for the entire four-year period, 1965-66 to 1969-70, varied from 28.8 percent for the bachelor's degree to 33.5 percent for the doctor's degree. The four-year improvement in mean maximum salaries was about equal among the four levels of preparation. The following are the percentage increases over the entire period; 32.4 percent increase for the bachelor's degree, 30.0 percent for the master's degree, 30.3 percent for six years' preparation, and 30.8 percent for the doctorate.

The summary of data for institutions grouped by size of enrollment shows that for 1969-70 the largest institutions had smaller percents of increase in mean scheduled salaries than is observed in the small and medium-size institutions. This pattern was not observed in the earlier summaries. For example, the percents of increase in 1968-69 are larger in institutions enrolling 2,000 or more students than for small and medium-sized institutions.

The summary for institutions grouped by size shows decreases for maximum scheduled salaries between 1967-68 and 1968-69 in three cases, two at the bachelor's level and one for the doctorate. This is likely a result of data from different institutions being included in the two studies.

These decreases are not suggested by the data from the individual institutions for both years. The mean scheduled minimum and maximum

salaries in public 2-year institutions reporting for both 1968-69 and 1969-70 are summarized by size of institution in Table 6. The mean scheduled salaries and the percents of increase from 1968-69 to 1969-70 in these institutions are as follows:

Academic prepa- ration	Mean sched- uled salary, 1969-70	Percent in- crease over 1968-69
MINIMUM SALARIES		
Bachelor's degree	\$ 7,130	7.5%
Master's degree	7,813	7.8
6 years	8,610	8.2
Doctor's degree	9,708	7.3
MAXIMUM SALARIES		
Bachelor's degree	10,561	8.5
Master's degree	11,753	9.0
6 years	12,999	8.3
Doctor's degree	14,295	7.5

The relationship of the 1969-70 minimum and maximum scheduled salaries at each of the four preparation levels to the scheduled minimum salary for the master's degree was estimated through use of mean scheduled salaries, as shown below. Differences in the numbers of institutions providing separate salary scales for each of these preparation levels reduce the precision of the ratio estimates.

Academic preparation	Ratio of mean salary to mean minimum salary for master's degree (M.A. = 1.00)
MINIMUM SALARIES	
Bachelor's degree	.91
Master's degree	1.00
6 years	1.10
Doctor's degree	1.25
MAXIMUM SALARIES	
Bachelor's degree	1.34
Master's degree	1.49
6 years	1.64
Doctor's degree	1.81

Faculty Rank

Scheduled salaries for 1969-70 in public 2-year institutions structuring their schedules on faculty rank are summarized in Table 7. The mean scheduled salaries and the percents of increase in public institutions which base salary schedules upon faculty rank are as follows:

Faculty rank	Mean scheduled salary, 1969-70	Percent increase over 1968-69
MINIMUM SALARIES		
Instructor	\$ 7,571	7.1%
Assistant professor	8,921	8.1
Associate professor	10,531	9.0
Professor	12,434	9.2
MAXIMUM SALARIES		
Instructor	10,551	7.1
Assistant professor	12,529	7.9
Associate profess	14,771	8.3
Professor	17,363	8.2

The means of scheduled salaries are related positively to institution size groupings at all ranks, but this pattern is not consistently observed at the quartiles. These variations may be contributed by institutional location as well as size.

All of these 147 schedules provide minimum and maximum salaries for assistant and associate professors, 146 provide them for instructors and 142 for professors.

Table 8 summarizes the changes shown in data reported since 1965-66 in the mean scheduled minimum and maximum salaries for public 2-year institutions basing their schedules on faculty rank. The summary shows that the percent of change for means of scheduled minimum salaries in the total group of institutions is higher in 1969-70 than in previous years (on the assumption that the two-year change between 1965-66 and 1967-68 was about equal each year). The percent of increase in mean maximum scheduled salaries in the total group of reporting institutions is lower in 1969-70 than in 1968-69, but may be higher than during the two preceding years (on the assumption that the total percentage change from 1965-66 to 1967-68 was divided equally between the two years).

The small number of institutions in each size group, and the reporting of data for one but not both years by some institutions contribute to the wide variations of the percentage changes among institutions grouped by size.

The percentage increases over the total 4-year period are larger with each higher rank for both scheduled minimum and maximum salaries. The 4-year percents of increase range from a low of 27.7 percent for scheduled minimum salaries for instructors to a high of 37.1 percent for scheduled maximum salaries for professors.

The mean scheduled salaries in 1969-70 and percents of increase from 1968-69 to 1969-70 in public institutions which reported data for both years are given in Table 9 by size of institution and summarized as follows:

<u>Faculty rank</u>	<u>Mean scheduled salary, 1969-70</u>	<u>Percent increase over 1968-69</u>
MINIMUM SALARIES		
Instructor	\$ 7,706	8.0%
Assistant professor ..	8,952	7.2
Associate professor ..	10,584	7.8
Professor	12,401	6.9
MAXIMUM SALARIES		
Instructor	10,673	9.3
Assistant professor ..	12,502	8.4
Associate professor ..	14,772	8.5
Professor	17,207	7.3

State-Wide Schedules for Public Institutions

Listed in Table 10 are the scheduled minimum and maximum salaries in each state having a state-wide salary schedule for state-supported two-year institutions. These state-wide scheduled salaries reflect the variation shown in the scheduled salaries of all public institutions.

Nonpublic Institutions

Summaries of the scheduled minimum and maximum salaries in the 52 nonpublic two-year institutions are provided in Tables 11 and 12. The mean scheduled salaries vary from 10 percent to 22 percent lower than the mean scheduled salaries in the public institutions enrolling fewer than 1,000 students.

Tables 13 and 14 provide a summary of mean scheduled salaries in nonpublic institutions for each of the past three years. Salaries structured on academic preparation tend to show a less consistent increase than those based on faculty rank.

The percents of increase in mean scheduled salaries for nonpublic institutions reporting in both 1968-69 and 1969-70 are shown in Tables 15 and 16. For salaries based upon academic preparation and faculty rank the percentage increases are consistently lower than in public institutions.

TABLE 3. -- SCHEDULED MINIMUM AND MAXIMUM SALARIES IN PUBLIC 2-YEAR COLLEGES BASING THE SALARY SCHEDULE ON ACADEMIC PREPARATION, BY ENROLLMENT AND PREPARATION LEVEL, 1969-70

LEVEL OF PREPARATION AND ENROLLMENT	NUMBER OF INSTITUTIONS	MINIMUM SALARIES					SALARIES			
		1	2	3	4	5	6	7	8	
BACHELOR'S DEGREE										
ENROLLMENT UNDER 1,000	97		\$4,960		\$6,175	\$6,500	\$6,640	\$7,020	\$10,887	
ENROLLMENT 1,000-1,999	62		5,250		6,500	7,065	7,066	7,510	8,560	
ENROLLMENT 2,000 AND OVER	79		6,073		7,350	7,700	7,943	7,943	8,573	
TOTAL	238		4,960		6,500	7,055	7,075	7,726	10,887	
MASTER'S DEGREE										
ENROLLMENT UNDER 1,000	136		6,000		6,903	7,200	7,412	7,797	13,064	
ENROLLMENT 1,000-1,999	83		6,480		7,200	7,748	7,761	8,236	9,202	
ENROLLMENT 2,000 AND OVER	96		6,000		8,000	8,405	8,275	8,734	9,250	
TOTAL	315		6,000		7,200	7,748	7,767	8,352	13,064	
SIX YEARS										
ENROLLMENT UNDER 1,000	126		6,555		7,500	7,900	8,138	8,643	12,414	
ENROLLMENT 1,000-1,999	81		6,700		8,000	8,580	8,537	9,044	10,350	
ENROLLMENT 2,000 AND OVER	92		7,300		8,709	9,137	9,096	9,554	10,656	
TOTAL	299		6,555		7,900	8,643	8,541	9,137	12,414	
DOCTOR'S DEGREE										
ENROLLMENT UNDER 1,000	96		7,125		8,400	9,348	9,256	9,645	15,538	
ENROLLMENT 1,000-1,999	74		7,151		8,700	9,533	9,378	10,038	20,400	
ENROLLMENT 2,000 AND OVER	94		7,800		9,600	10,300	10,177	10,840	11,635	
TOTAL	264		7,125		8,915	9,600	9,674	10,460	20,400	
BACHELOR'S DEGREE										
ENROLLMENT UNDER 1,000	97		5,850		7,838	9,600	9,617	11,200	15,677	
ENROLLMENT 1,000-1,999	62		5,850		9,026	10,376	10,354	11,567	18,850	
ENROLLMENT 2,000 AND OVER	79		8,300		10,750	11,697	11,522	12,200	14,304	
TOTAL	238		5,850		9,110	10,610	10,442	12,000	18,850	
MASTER'S DEGREE										
ENROLLMENT UNDER 1,000	136		6,600		8,845	10,872	10,764	12,311	18,725	
ENROLLMENT 1,000-1,999	83		7,100		10,332	11,500	11,596	12,840	18,850	
ENROLLMENT 2,000 AND OVER	96		7,500		12,122	13,017	12,685	13,485	15,323	
TOTAL	315		6,600		9,845	11,840	11,568	13,160	18,850	
SIX YEARS										
ENROLLMENT UNDER 1,000	124		7,600		10,068	11,918	11,928	13,759	15,816	
ENROLLMENT 1,000-1,999	71		7,300		11,671	13,120	12,885	14,420	18,850	
ENROLLMENT 2,000 AND OVER	72		9,300		13,276	13,926	13,804	14,846	16,734	
TOTAL	299		7,300		11,100	13,231	12,764	14,470	18,850	
DOCTOR'S DEGREE										
ENROLLMENT UNDER 1,000	97		8,890		11,100	12,650	12,899	14,692	18,155	
ENROLLMENT 1,000-1,999	74		9,750		12,518	14,472	14,151	15,714	22,000	
ENROLLMENT 2,000 AND OVER	94		9,800		14,775	15,443	15,264	16,227	19,400	
TOTAL	265		8,890		12,320	14,525	14,088	15,878	22,000	

TABLE 4. -- DISTRIBUTION OF PUBLIC 2-YEAR COLLEGE SALARY SCHEDULES BY NUMBER OF ACADEMIC PREPARATION LEVELS, AND BY ENROLLMENT, 1969-70

NUMBER OF ACADEMIC PREPARATION LEVELS	E N R O L L M E N T					TOTAL
	UNDER 1,000 2	1,000- 1,999 3	2,000- 2,999 4	3,000- 3,999 5	4,000- 4,999 6	
1						
2	3	...	1	4	5	4
3	5	2	2	9	9	9
4	43	22	14	79	79	79
5	24	26	26	76	76	76
6	21	11	22	54	54	54
7	16	2	18	36	36	36
8	6	3	6	15	15	15
9	6	6	4	16	16	16
10	6	8	2	16	16	16
11	3	1	...	4	4	4
12	1	1	...	2	2	2
13	1	...	1	2	2	2
14	1	1	...	2	2	2
NUMBER OF INSTITUTIONS REPORTING	136	83	96	315	315	315

TABLE 5.--MEAN SCHEDULED MINIMUM AND MAXIMUM SALARIES IN PUBLIC 2-YEAR INSTITUTIONS BY ENROLLMENT AND ACADEMIC PREPARATION, AND ANNUAL PERCENT OF INCREASE, 1965-66 TO 1969-70

Enrollment (by academic year)	Number of institutions ^{a/}	Bachelor's degree		Master's degree		Six years		Doctor's degree	
		Mean salary	Percent increase over previous year	Mean salary	Percent increase over previous year	Mean salary	Percent increase over previous year	Mean salary	Percent increase over previous year
1	2	3	4	5	6	7	8	9	10
<u>Minimum salaries</u>									
<u>All institutions</u>									
1965-66	182	\$ 5,492	...	\$ 6,023	...	\$ 6,535	...	\$ 7,246	...
1967-68	221	6,096	11.0%	6,744	12.0%	7,380	12.9%	8,380	15.7%
1968-69	310	6,395	4.9	7,076	4.9	7,908	7.2	8,800	5.0
1969-70	315	7,075	10.6	7,767	9.8	8,541	8.0	9,674	9.9
<u>Enrollment under 1,000</u>									
1965-66	91	5,189	...	5,793	...	6,248	...	6,915	...
1967-68	101	5,674	9.4	6,425	10.9	7,004	12.1	7,965	15.2
1968-69	127	5,694	0.4	6,528	1.6	7,262	3.7	8,046	1.0
1969-70	136	6,640	16.6	7,412	13.5	8,138	12.1	9,256	15.0
<u>Enrollment 1,000 to 1,999</u>									
1965-66	48	5,478	...	5,990	...	6,503	...	7,217	...
1967-68	52	6,133	12.0	6,707	12.0	7,361	13.2	8,395	16.3
1968-69	69	6,418	4.7	7,037	4.9	7,798	5.9	8,789	4.7
1969-70	83	7,066	10.1	7,761	10.3	8,537	9.5	9,578	9.0
<u>Enrollment 2,000 and over</u>									
1965-66	43	5,990	...	6,547	...	7,095	...	7,816	...
1967-68	68	6,629	10.7	7,246	10.7	7,888	11.2	8,791	12.5
1968-69	114	7,084	6.9	7,710	6.4	8,443	7.0	9,418	7.1
1969-70	96	7,617	7.5	8,275	7.3	9,096	7.7	10,177	8.1
<u>Maximum salaries</u>									
<u>All institutions</u>									
1965-66	182	7,889	...	8,971	...	9,795	...	10,769	...
1967-68	221	8,850	12.2	10,031	11.8	11,142	13.8	12,202	13.3
1968-69	310	9,151	3.4	10,484	4.5	11,892	6.7	12,760	4.6
1969-70	315	10,442	14.1	11,568	10.3	12,764	7.3	14,088	10.4
<u>Enrollment under 1,000</u>									
1965-66	91	7,273	...	8,467	...	9,203	...	10,202	...
1967-68	101	7,932	9.1	9,323	10.3	10,466	13.7	11,064	8.5
1968-69	127	7,920	-0.1	9,509	2.0	10,913	4.3	11,032	-0.3
1969-70	136	9,617	21.4	10,764	13.2	11,928	9.3	12,899	16.9
<u>Enrollment 1,000 to 1,999</u>									
1965-66	48	7,978	...	8,854	...	9,686	...	10,553	...
1967-68	52	9,001	12.8	9,954	12.4	11,045	14.0	12,388	17.4
1968-69	69	8,989	-0.1	10,163	2.1	11,380	3.0	12,606	1.8
1969-70	83	10,354	15.2	11,596	14.1	12,885	13.2	14,151	12.3
<u>Enrollment 2,000 and over</u>									
1965-66	43	9,074	...	10,167	...	10,992	...	11,908	...
1967-68	68	9,964	9.8	11,141	9.6	12,100	10.1	13,232	11.1
1968-69	114	10,468	5.1	11,764	5.6	12,901	6.6	14,247	7.7
1969-70	96	11,522	10.1	12,682	7.8	13,804	7.0	15,264	7.1

^{a/} Some institutions do not maintain scheduled salaries for all levels of preparation.

TABLE 6.--MEAN SCHEDULED MINIMUM AND MAXIMUM SALARIES IN PUBLIC 2-YEAR INSTITUTIONS BY ENROLLMENT AND ACADEMIC PREPARATION, AND PERCENT OF INCREASE, 1968-69 AND 1969-70

(Institutions reporting for both 1968-69 and 1969-70)

Enrollment (by academic year)	Number of institu- tions ^a	Level of academic preparation									
		Bachelor's degree		Master's degree		Six years		Doctor's degree		Minimum	Maximum
		Minimum	Maximum	Minimum	Maximum	Minimum	Maximum	Minimum	Maximum		
1	2	3	4	5	6	7	8	9	10		
<u>All reporting institutions</u>											
1968-69	244	\$6,635	\$ 9,734	\$7,248	\$10,781	\$7,961	\$11,998	\$ 9,051	\$13,303		
1969-70	244	7,130	10,561	7,813	11,753	8,610	12,999	9,708	14,295		
Percent increase		7.5%	8.5%	7.8%	9.0%	8.2%	8.3%	7.3%	7.5%		
<u>Enrollment under 1,000</u>											
1968-69	101	6,139	8,811	6,857	9,895	7,523	11,182	8,550	11,995		
1969-70	101	6,689	9,701	7,448	10,933	8,191	12,198	9,256	12,972		
Percent increase		9.0%	10.1%	8.6%	10.5%	8.9%	9.1%	8.3%	8.2%		
<u>Enrollment 1,000-1,999</u>											
1968-69	61	6,605	9,660	7,182	10,844	7,913	12,030	8,871	13,348		
1969-70	61	7,083	10,440	7,784	11,786	8,578	13,077	9,475	14,353		
Percent increase		7.2%	8.1%	8.4%	8.7%	8.4%	8.7%	6.8%	7.5%		
<u>Enrollment 2,000 and over</u>											
1968-69	82	7,177	10,757	7,777	11,826	8,494	12,899	9,581	14,341		
1969-70	82	7,670	11,630	8,285	12,737	9,122	13,872	10,235	15,368		
Percent increase		6.9%	8.1%	7.7%	7.7%	7.4%	7.5%	6.8%	7.2%		

^a/ Some institutions do not maintain scheduled salaries for all levels of preparation.

TABLE 7. --- SCHEDULED MINIMUM AND MAXIMUM SALARIES IN PUBLIC 2-YEAR COLLEGES BASING THE SALARY SCHEDULE ON FACULTY RANK, BY ENROLLMENT AND FACULTY RANK, 1969-70

FACULTY RANK AND ENROLLMENT	NUMBER OF INSTITUTIONS	LOW	MINIMUM SALARIES					MAXIMUM SALARIES				
			1	2	3	4	5	6	7	8		
INSTRUCTOR												
ENROLLMENT UNDER 1,000 ----	56	\$4,500	\$6,670	\$7,200	\$7,234	\$7,670	\$10,138					
ENROLLMENT 1,000-1,999 ----	47	6,500	7,000	7,500	7,578	7,840	11,210					
ENROLLMENT 2,000 AND OVER -	42	5,700	7,075	7,600	8,012	8,278	11,080					
TOTAL	145	4,500	6,800	7,500	7,571	7,875	11,210					
ASSISTANT PROFESSOR												
ENROLLMENT UNDER 1,000 ----	56	6,500	7,548	8,500	8,658	9,356	11,289					
ENROLLMENT 1,000-1,999 ----	47	6,907	8,200	8,960	8,879	9,342	12,490					
ENROLLMENT 2,000 AND OVER -	43	7,200	8,500	8,950	9,311	10,050	11,830					
TOTAL	146	6,500	8,000	8,650	8,921	9,625	12,490					
ASSOCIATE PROFESSOR												
ENROLLMENT UNDER 1,000 ----	56	6,800	9,000	10,100	10,181	10,890	13,701					
ENROLLMENT 1,000-1,999 ----	47	7,254	9,924	10,500	10,580	11,100	14,450					
ENROLLMENT 2,000 AND OVER -	43	8,200	9,750	10,500	10,935	11,740	14,580					
TOTAL	146	6,800	9,400	10,238	10,531	11,363	14,580					
PROFESSOR												
ENROLLMENT UNDER 1,000 ----	53	7,500	10,000	11,900	12,024	13,411	16,875					
ENROLLMENT 1,000-1,999 ----	46	8,377	11,425	12,520	12,552	13,411	17,035					
ENROLLMENT 2,000 AND OVER -	43	8,770	11,000	12,700	12,814	13,780	17,380					
TOTAL	142	7,500	11,000	12,249	12,434	13,500	17,380					
INSTRUCTOR												
ENROLLMENT UNDER 1,000 ----	56	6,800	9,430	10,350	10,199	10,890	12,462					
ENROLLMENT 1,000-1,999 ----	48	8,830	9,581	10,195	10,280	10,507	13,675					
ENROLLMENT 2,000 AND OVER -	42	9,000	10,015	10,654	11,331	12,180	14,855					
TOTAL	146	6,800	9,550	10,350	10,551	11,012	14,855					
ASSISTANT PROFESSOR												
ENROLLMENT UNDER 1,000 ----	56	8,300	11,220	12,263	11,907	13,040	15,126					
ENROLLMENT 1,000-1,999 ----	48	9,700	11,220	12,200	12,223	12,744	16,690					
ENROLLMENT 2,000 AND OVER -	43	10,600	12,220	13,039	13,680	15,000	17,380					
TOTAL	147	8,300	11,455	12,425	12,529	13,050	17,380					
ASSOCIATE PROFESSOR												
ENROLLMENT UNDER 1,000 ----	56	9,000	12,920	14,100	13,951	15,291	17,165					
ENROLLMENT 1,000-1,999 ----	48	10,000	13,065	14,490	14,525	15,291	20,150					
ENROLLMENT 2,000 AND OVER -	43	11,500	14,300	15,355	16,113	17,150	21,620					
TOTAL	147	9,000	13,100	14,580	14,771	16,000	21,620					
PROFESSOR												
ENROLLMENT UNDER 1,000 ----	53	10,000	13,850	16,587	16,330	18,648	21,150					
ENROLLMENT 1,000-1,999 ----	47	10,800	14,900	16,925	17,158	18,648	25,000					
ENROLLMENT 2,000 AND OVER -	42	12,700	16,740	18,038	18,897	20,510	25,400					
TOTAL	142	10,000	14,620	17,073	17,363	19,100	25,400					

TABLE 8.--MEAN SCHEDULED MINIMUM AND MAXIMUM SALARIES IN PUBLIC 2-YEAR INSTITUTIONS BY ENROLLMENT AND FACULTY RANK, AND ANNUAL PERCENT OF INCREASE, 1965-66 TO 1969-70

Enrollments (by academic year)	Number of institutions ^{a/}	Instructor		Assistant professor		Associate professor		Professor	
		Mean salary	Percent increase over previous year	Mean salary	Percent increase over previous year	Mean salary	Percent increase over previous year	Mean salary	Percent increase over previous year
1	2	3	4	5	6	7	8	9	10
MINIMUM SALARIES									
<u>ALL INSTITUTIONS</u>									
1965-66	69	\$ 5,928	...	\$ 6,863	...	\$ 7,939	...	\$ 9,251	...
1967-68	100	6,607	11.5%	7,763	13.1%	9,016	13.6%	10,606	14.7%
1968-69	112	7,070	7.0	8,254	6.3	9,663	7.2	11,387	7.4
1969-70	147	7,571	7.1	8,921	8.1	10,531	9.0	12,434	9.2
<u>ENROLLMENT UNDER 1,000</u>									
1965-66	39	5,732	...	6,580	...	7,553	...	8,786	...
1967-68	40	6,398	11.6	7,549	14.7	8,725	15.5	10,481	19.3
1968-69	30	7,461	16.6	8,537	13.1	10,103	15.8	11,833	12.9
1969-70	56	7,234	-3.0	8,658	1.4	10,181	0.8	12,024	1.6
<u>ENROLLMENT 1,000-1,999</u>									
1965-66	18	6,281	...	7,433	...	8,549	...	10,121	...
1967-68	22	6,699	6.7	7,752	4.3	9,065	6.0	10,515	3.9
1968-69	38	6,593	-1.6	7,832	1.0	9,097	0.4	10,608	0.9
1969-70	48	7,578	14.9	8,879	13.4	10,580	16.3	12,552	18.3
<u>ENROLLMENT 2,000 AND OVER</u>									
1965-66	12	6,043	...	6,931	...	8,277	...	9,682	...
1967-68	38	6,778	12.2	7,994	15.3	9,295	12.3	11,794	11.5
1968-69	44	7,208	6.3	8,416	5.3	9,839	5.9	11,745	8.8
1969-70	43	8,012	11.2	9,311	10.6	10,935	11.1	12,814	9.1
MAXIMUM SALARIES									
<u>ALL INSTITUTIONS</u>									
1965-66	69	\$ 8,152	...	\$ 9,539	...	\$10,954	...	\$12,667	...
1967-68	100	8,943	9.7%	10,761	12.8%	12,440	13.6%	14,699	16.0%
1968-69	112	9,851	10.2	11,616	8.0	13,644	9.7	16,054	9.2
1969-70	147	10,551	7.1	12,529	7.9	14,771	8.3	17,363	8.2
<u>ENROLLMENT UNDER 1,000</u>									
1965-66	39	7,776	...	9,122	...	10,447	...	12,193	...
1967-68	40	8,373	7.7	10,054	10.2	11,619	11.2	13,946	14.4
1968-69	30	9,945	18.8	11,386	13.3	13,554	16.7	16,004	14.8
1969-70	56	10,199	2.6	11,907	4.6	13,951	2.9	16,330	2.0
<u>ENROLLMENT 1,000-1,999</u>									
1965-66	18	8,740	...	10,259	...	11,804	...	13,826	...
1967-68	22	8,991	2.9	10,760	4.9	12,469	5.6	14,778	6.9
1968-69	38	9,578	6.5	11,206	4.1	13,010	4.3	15,016	1.6
1969-70	48	10,280	7.3	12,223	9.1	14,525	11.6	17,158	14.3
<u>ENROLLMENT 2,000 AND OVER</u>									
1965-66	12	8,491	...	9,775	...	11,112	...	12,507	...
1967-68	38	9,530	12.2	11,503	17.7	13,290	19.6	15,451	23.5
1968-69	44	10,028	5.2	12,127	5.4	14,251	7.2	17,002	10.0
1969-70	43	11,331	13.0	13,680	12.8	16,113	13.1	18,897	11.2

^{a/} Some institutions do not maintain scheduled salaries for all ranks.

TABLE 9.--MEAN SCHEDULED MINIMUM AND MAXIMUM SALARIES IN PUBLIC 2-YEAR INSTITUTIONS BY ENROLLMENT AND FACULTY RANK, AND PERCENT OF INCREASE, 1968-69 AND 1969-70

(Institutions reporting for both 1968-69 and 1969-70)

Enrollment (by academic year)	Number of institutions/ 2	Faculty rank									
		Instructor		Assistant professor		Associate professor		Professor		Minimum	Maximum
		Minimum	Maximum	Minimum	Maximum	Minimum	Maximum	Minimum	Maximum		
1	2	3	4	5	6	7	8	9	10		
All reporting institutions											
1968-69	88	\$7,133	\$9,762	\$8,350	\$11,533	\$9,822	\$13,611	\$11,597	\$16,032		
1969-70	88	7,706	10,673	8,952	12,502	10,584	14,772	12,401	16,207		
Percent increase		8.0%	9.3%	7.2%	8.4%	7.8%	8.5%	6.9%	7.3%		
Enrollment under 1,000											
1968-69	29	\$6,809	\$9,469	\$7,932	\$10,834	\$9,338	\$12,687	\$10,989	\$14,951		
1969-70	29	7,362	10,237	8,504	11,740	9,946	13,719	11,476	15,772		
Percent increase		8.1%	8.1%	7.2%	8.4%	6.5%	8.1%	4.4%	5.5%		
Enrollment 1,000-1,999											
1968-69	32	\$7,095	\$9,628	\$8,334	\$11,297	\$9,897	\$13,446	\$11,704	\$15,809		
1969-70	32	7,603	10,349	8,925	12,076	10,631	14,358	12,600	16,809		
Percent increase		7.2%	7.5%	7.1%	6.9%	7.4%	6.8%	7.7%	6.3%		
Enrollment 2,000 and over											
1968-69	27	\$7,540	\$10,253	\$8,819	\$12,562	\$10,252	\$14,798	\$12,082	\$17,370		
1969-70	27	8,217	11,557	9,465	13,824	11,213	16,393	13,133	19,154		
Percent increase		9.0%	12.7%	7.3%	10.1%	9.4%	10.8%	8.7%	10.3%		

a/ Some institutions do not maintain scheduled salaries for all faculty ranks.

TABLE 10. -- MINIMUM AND MAXIMUM SALARIES PROVIDED IN STATE SALARY POLICIES APPLYING TO STATE-SUPPORTED 2-YEAR COLLEGES, 1969-70

State	Academic preparation level or faculty rank							
	Bachelor's degree		Master's degree		Six years		Doctor's degree	
	Minimum	Maximum	Minimum	Maximum	Minimum	Maximum	Minimum	Maximum
1	2	3	4	5	6	7	8	9
Alabama .....	...	...	\$ 7,200	\$ 8,700	\$ 7,900	\$ 9,400	\$ 9,600	\$11,100
Hawaii	\$6,864	\$10,560	7,440	11,424	8,688	13,368	9,396	14,443
Minnesota	6,500	12,228	7,748	14,006	8,043	15,283	...	...
High .....	...	...	7,748	14,006	8,688	15,283	...	...
Low .....	...	...	7,200	8,700	7,900	9,400	...	...
	Instructor		Assistant professor		Associate professor		Professor	
	Minimum	Maximum	Minimum	Maximum	Minimum	Maximum	Minimum	Maximum
	2	3	4	5	6	7	8	9
Alaska	\$7,875	\$10,350	\$10,575	\$13,050	\$13,275	\$16,670	\$16,875	\$21,150
Connecticut	9,601	11,827	10,694	13,040	13,020	16,110	15,186	18,648
Massachusetts	7,670	10,507	8,978	12,425	10,759	15,291	13,411	19,100
Rhode Island	7,000	9,000	8,000	13,000	10,000	15,000	12,000	18,000
Tennessee	5,500	11,500	7,000	12,500	7,250	13,250	7,500	13,700
Virginia	6,800	9,520	8,500	11,220	10,200	12,920	11,900	14,620
High	9,601	11,827	10,694	13,050	13,275	16,670	16,875	19,100
Median	7,335	10,429	8,739	12,750	10,480	15,146	12,706	18,324
Low	6,800	9,000	7,000	11,220	7,250	12,920	11,900	13,700

TABLE 11. -- SCHEDULED MINIMUM AND MAXIMUM SALARIES IN NONPUBLIC 2-YEAR COLLEGES BASING THE SALARY SCHEDULE ON ACADEMIC PREPARATION, 1969-70

LEVEL OF PREPARATION	NUMBER OF INSTITUTIONS	LOW	S	C	H	E	D	U	L	E	O	S	A	L	A	R	I	E	S	HIGH
1	2	3		FIRST QUARTILE									MEAN				THIRD QUARTILE			
				4									6				7		8	
MINIMUM SALARIES																				
BACHELOR'S DEGREE	18	54,300		\$5,375									\$5,781				\$6,075		\$7,300	
MASTER'S DEGREE	27	4,909		6,000									6,407				7,000		8,040	
SIX YEARS	20	5,114		6,263									6,901				7,750		8,800	
DOCTOR'S DEGREE	24	5,727		6,681									7,782				8,600		10,600	
MAXIMUM SALARIES																				
BACHELOR'S DEGREE	18	5,200		6,300									7,491				8,335		10,500	
MASTER'S DEGREE	27	5,750		7,400									8,499				9,420		11,800	
SIX YEARS	20	4,997		7,600									8,966				9,780		12,300	
DOCTOR'S DEGREE	23	6,611		8,400									10,080				11,000		15,100	

TABLE 12. -- SCHEDULED MINIMUM AND MAXIMUM SALARIES IN NONPUBLIC 2-YEAR COLLEGES BASING THE SALARY SCHEDULE ON FACULTY RANK, 1969-70

FACULTY RANK	NUMBER OF INSTITUTIONS	LOW	S	C	H	E	D	U	L	E	O	S	A	L	A	R	I	E	S	HIGH
1	2	3		4									6				7			
MINIMUM SALARIES																				
INSTRUCTOR	25	\$4,663		\$6,000									\$6,533				\$7,000		\$8,000	
ASSISTANT PROFESSOR	25	5,601		7,100									7,714				8,100		9,765	
ASSOCIATE PROFESSOR	25	6,254		8,375									8,921				9,550		11,880	
PROFESSOR	24	7,700		9,385									10,130				11,075		14,520	
MAXIMUM SALARIES																				
INSTRUCTOR	25	6,818		8,000									8,848				9,575		11,270	
ASSISTANT PROFESSOR	25	7,273		9,200									10,273				11,140		15,000	
ASSOCIATE PROFESSOR	24	7,727		10,500									11,844				13,522		16,050	
PROFESSOR	23	9,217		11,700									13,904				16,500		20,050	

TABLE 13.--MEAN SCHEDULED MINIMUM AND MAXIMUM SALARIES IN NONPUBLIC 2-YEAR INSTITUTIONS
BY PREPARATION LEVEL, AND ANNUAL PERCENT OF INCREASE, 1967-68 TO 1969-70

Preparation level (by academic year)	Number of institutions ^{a/}	Mean of scheduled minimum salaries	Percent in- crease over previous year	Mean of scheduled maximum salaries	Percent in- crease over previous year
1	2	3	4	5	6
<u>Bachelor's Degree</u>					
1967-68	13	\$5,097		\$ 6,507	
1968-69	19	5,448	6.9%	6,907	6.2%
1969-70	18	5,781	6.1	7,491	8.5
<u>Master's Degree</u>					
1967-68	21	5,778		7,667	
1968-69	30	6,075	5.1	8,032	4.8
1969-70	27	6,407	5.5	8,499	5.8
<u>Six Years</u>					
1967-68	15	6,197		8,207	
1968-69	22	6,481	4.6	8,425	4.5
1969-70	20	6,901	6.5	8,966	6.4
<u>Doctor's Degree</u>					
1967-68	18	6,996		9,208	
1968-69	27	7,145	2.2	9,662	4.9
1969-70	24	7,782	8.9	10,048	4.0

^{a/} Some institutions do not maintain scheduled salaries for all levels of preparation.

TABLE 14.--MEAN SCHEDULED MINIMUM AND MAXIMUM SALARIES IN NONPUBLIC 2-YEAR INSTITUTIONS
BY FACULTY RANK, AND ANNUAL PERCENT OF INCREASE, 1967-68 TO 1969-70

Faculty rank (by academic year)	Number of institutions ^{a/}	Mean of scheduled minimum salaries	Percent in- crease over previous year	Mean of scheduled maximum salaries	Percent in- crease over previous year
1	2	3	4	5	6
<u>Instructor</u>					
1967-68	17	\$ 5,818		\$ 7,889	
1968-69	31	6,082	4.5%	8,042	1.9%
1969-70	25	6,533	7.4	8,848	10.0
<u>Assistant Professor</u>					
1967-68	17	6,815		9,380	
1968-69	31	7,231	6.1	9,417	0.4
1969-70	25	7,714	6.7	10,273	9.1
<u>Associate Professor</u>					
1967-68	17	7,856		10,872	
1968-69	31	8,326	6.0	10,985	1.0
1969-70	25	8,921	7.2	11,844	7.8
<u>Professor</u>					
1967-68	15	9,039		12,768	
1968-69	29	9,590	6.1	12,668	-0.8
1969-70	24	10,370	8.1	13,904	9.8

^{a/} Some institutions do not maintain scheduled salaries for all faculty ranks.

TABLE 15.--MEAN SCHEDULED MINIMUM AND MAXIMUM SALARIES IN NONPUBLIC 2-YEAR INSTITUTIONS BY LEVEL OF PREPARATION, AND PERCENT OF INCREASE, 1968-69 AND 1969-70

(Institutions reporting for both years)

Preparation level	Number of institutions ^{a/}	Mean of scheduled minimum salaries	Mean of scheduled maximum salaries
1	2	3	4
Bachelor's degree			
1968-69	11	\$5,344	\$6,790
1969-70	13	5,673	7,081
Percent increase		6.2%	4.3%
Master's degree			
1968-69	19	\$5,929	\$7,643
1969-70	19	6,327	8,310
Percent increase		6.7%	8.7%
Six years			
1968-69	16	\$6,400	\$8,392
1969-70	15	6,710	8,755
Percent increase		4.8%	4.3%
Doctor's degree			
1968-69	18	\$7,165	\$9,209
1969-70	18	7,486	9,739
Percent increase		4.5%	5.8%

^{a/} Some institutions do not maintain scheduled salaries for all levels of preparation.

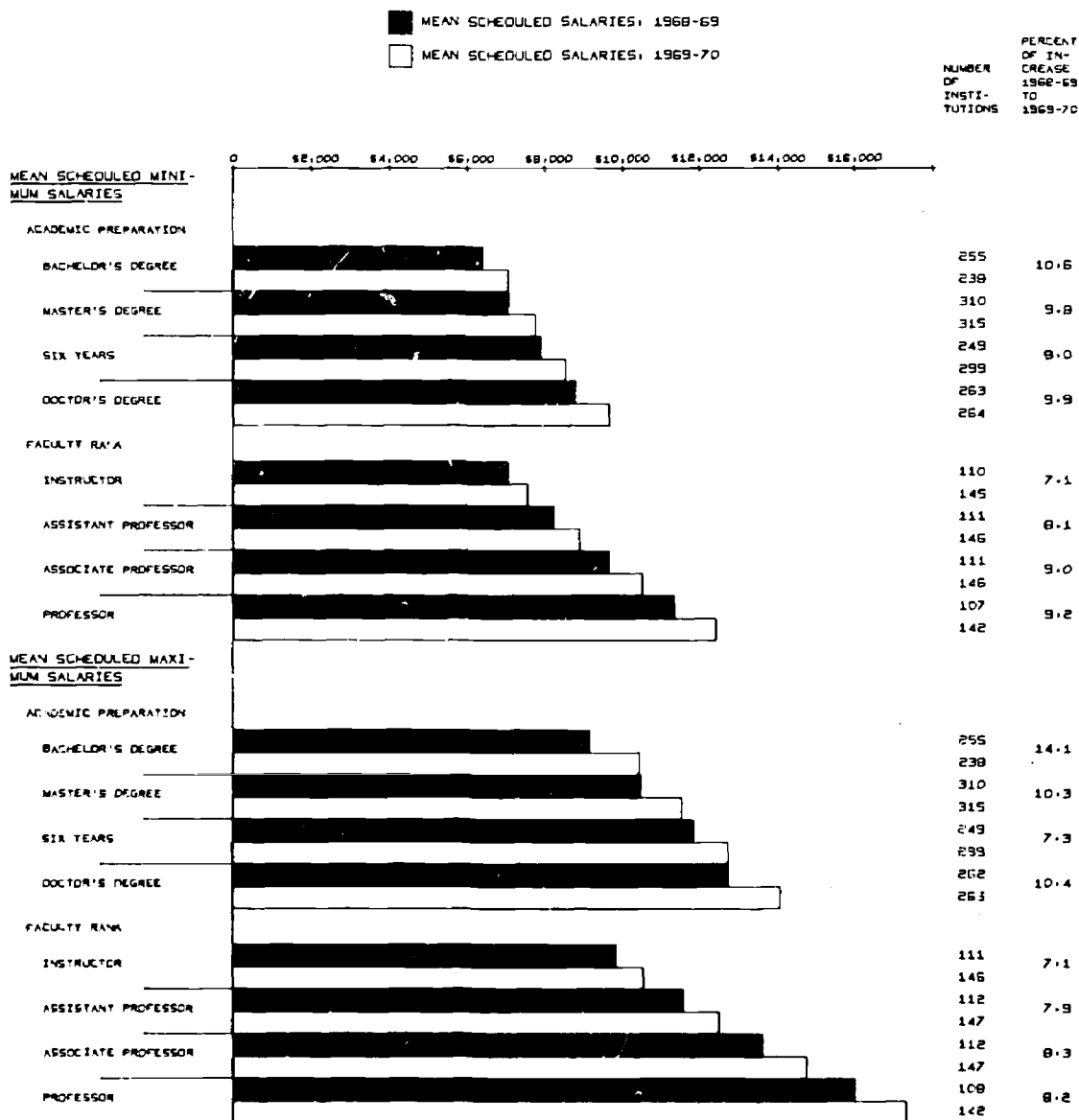
TABLE 16.--MEAN SCHEDULED MINIMUM AND MAXIMUM SALARIES IN NONPUBLIC 2-YEAR INSTITUTIONS BY FACULTY RANK, AND PERCENT OF INCREASE, 1968-69 AND 1969-70

(Institutions reporting for both years)

Faculty rank	Number of institutions ^{a/}	Mean of scheduled minimum salaries	Mean of scheduled maximum salaries
1	2	3	4
Instructor			
1968-69	13	\$ 6,546	\$ 8,376
1969-70	13	6,858	8,915
Percent increase		4.8%	6.4%
Assistant professor			
1968-69	13	\$ 7,506	\$ 9,732
1969-70	13	7,892	10,350
Percent increase		5.1%	6.4%
Associate professor			
1968-69	13	\$ 8,666	\$11,585
1969-70	13	9,077	12,010
Percent increase		4.7%	3.7%
Professor			
1968-69	12	\$10,027	\$12,888
1969-70	12	10,339	13,852
Percent increase		3.1%	7.5%

^{a/} Some institutions do not maintain scheduled salaries for all faculty ranks.

FIGURE II
MEAN SCHEDULED MINIMUM AND MAXIMUM SALARIES IN PUBLIC 2-YEAR INSTITUTIONS,
BY ACADEMIC PREPARATION AND BY FACULTY RANK, 1968-69 AND 1969-70



NEA RESEARCH DIVISION

III. SCHEDULED SALARY INCREMENTS

THE MEAN NUMBERS of salary increments in schedules based on academic preparation, Table 17, range from 9 to 13. For the public and for the nonpublic 2-year institutions the means are 10 for the bachelor's degree, 11 for the master's degree, and 12 at the 6-year and doctor's degree levels.

The mean amount of increment for the public institutions is \$345 at the bachelor's degree level, \$358 at the master's, \$365 at the 6-year, and \$369 at the doctor's. The means in nonpublic institutions range from \$165 to \$227 and are about one-half of the mean amounts in small public institutions at the bachelor's and six-year level, about two-thirds at the master's, and at the doctorate the mean amount is about three-fifths of the mean in small public institutions.

The increment structure in 2-year institution schedules based on faculty rank is summarized in Table 18. The mean number of increments in the public institutions as a whole is eight for the rank of instructor, nine for both assistant professor and associate professor, and ten for professor. The means in nonpublic institutions are one increment lower than in public institutions at each rank except professor, where the mean is two increments lower than in public institutions.

The mean amounts of increments for the public institutions are \$378 for instructors, \$438 for assistant professors, \$517 for associate professors, and \$595 for professors. The mean amount in nonpublic institutions is approximately equal to that of small public institutions for the two lower ranks but is progressively smaller at the two higher ranks.

The relationship between the number of increments and the difference between minimum and maximum salaries was investigated for the master's degree in public institutions structuring their salary schedules by academic preparation. The master's degree level was selected for this review because it is most widely used to stratify salaries by academic preparation and is likely to involve a significant portion of the faculty.

Table 19 shows, for example, that among the 63 salary schedules which provide 11 increments, the total amount involved in these increments ranges from less than \$1,500 to \$7,000 or more. Also, among the 52 salary schedules having a difference of \$4,000 to \$4,499 between minimum and maximum scheduled salaries, the total number of increments ranges from fewer than 10 to more than 15, with more than half of these schedules using 10 to 12 increments.

In Table 20 the weight of differences in the level of scheduled salaries is reduced by expressing the difference between minimum and maximum salaries as a percentage of the minimum scheduled salary. For example, in three institutions having nine or fewer salary increments, the difference between minimum and maximum is less than 10 percent of the minimum scheduled salary for the master's degree.

The most widely used combinations provide a general indication of the increment structure in these public 2-year institutions. The schedules having 10 increments tend to provide salary growth amounting to 40 to 59 percent of the minimum scheduled salary over all increments; those having 11 increments, 50 to 59 percent; and those having 12 increments, 80 to 89 percent. A tendency to a specific range of percentage change is not evident among the schedules having fewer than 10 or more than 12 increments.

Some of the variation in salary ranges and numbers of increments may reflect differences in the salary schedule structure and in the level of the minimum scheduled salaries; e.g., about a third of the schedules provide one or more salary strata between the master's degree and the 6-year level of preparation.

Owing to the relatively small number of public 2-year colleges which structure their salary schedules on professorial rank, and the small total number of salary schedules from nonpublic institutions, a similar review of their increment structure was not attempted.

TABLE 17. -- MEAN AND MEDIAN ANNUAL SALARY INCREMENTS IN PUBLIC AND NONPUBLIC 2-YEAR COLLEGES WITH SALARY SCHEDULES BASED ON ACADEMIC PREPARATION, 1969-70

ACADEMIC PREPARATION	P U B L I C I N S T I T U T I O N S				NONPUBLIC
1	UNDER 1,000	1,000-1,999	2,000 OR MORE	TOTAL	INSTITUTIONS
	2	3	4	5	6
BACHELOR'S DEGREE					
NUMBER OF INCREMENTS					
MEAN	9	10	10	10	10
MEDIAN	10	10	10	10	10
AMOUNT OF INCREMENT					
MEAN	\$378	\$326	\$391	\$345	\$171
MEDIAN	317	336	400	360	133
MASTER'S DEGREE					
NUMBER OF INCREMENTS					
MEAN	10	12	11	11	11
MEDIAN	10	11	11	11	10
AMOUNT OF INCREMENT					
MEAN	\$331	\$336	\$412	\$358	\$227
MEDIAN	316	344	417	363	200
SIX YEARS OF PREPARATION					
NUMBER OF INCREMENTS					
MEAN	11	13	12	12	12
MEDIAN	12	12	12	12	12
AMOUNT OF INCREMENT					
MEAN	\$339	\$349	\$413	\$365	\$165
MEDIAN	328	353	416	377	155
DOCTOR'S DEGREE					
NUMBER OF INCREMENTS					
MEAN	12	13	12	12	12
MEDIAN	12	13	12	12	12
AMOUNT OF INCREMENT					
MEAN	\$323	\$355	\$424	\$369	\$196
MEDIAN	300	372	425	386	202

TABLE 18. -- MEAN AND MEDIAN ANNUAL SALARY INCREMENTS IN PUBLIC AND NONPUBLIC 2-YEAR COLLEGES WITH SALARY SCHEDULES BASED ON FACULTY RANK, 1969-70

FACULTY RANK		P U B L I C I N S T I T U T I O N S				NONPUBLIC
		E N R O L L M E N T				INSTITUTIONS
		UNDER 1,000	1,000-1,999	2,000 OR MORE	TOTAL	
1		2	3	4	5	6
INSTRUCTOR						
NUMBER OF INCREMENTS						
MEAN		9	8	8	8	7
MEDIAN		9	7	8	8	6
AMOUNT OF INCREMENT						
MEAN		\$327	\$362	\$457	\$378	\$324
MEDIAN		318	358	415	368	300
ASSISTANT PROFESSOR						
NUMBER OF INCREMENTS						
MEAN		9	9	9	9	8
MEDIAN		9	8	9	9	7
AMOUNT OF INCREMENT						
MEAN		\$374	\$429	\$523	\$438	\$363
MEDIAN		351	400	470	401	325
ASSOCIATE PROFESSOR						
NUMBER OF INCREMENTS						
MEAN		9	9	10	9	8
MEDIAN		8	7	9	8	8
AMOUNT OF INCREMENT						
MEAN		\$448	\$521	\$593	\$517	\$423
MEDIAN		304	515	526	512	425
PROFESSOR						
NUMBER OF INCREMENTS						
MEAN		10	9	10	10	8
MEDIAN		8	7	9	9	7
AMOUNT OF INCREMENT						
MEAN		\$520	\$608	\$663	\$595	\$480
MEDIAN		577	632	628	632	500

TABLE 19. -- DISTRIBUTION OF INCREMENTS SCHEDULED FOR FACULTY WITH THE MASTER'S DEGREE IN PUBLIC 2-YEAR COLLEGES BASING THE SALARY SCHEDULE ON ACADEMIC PREPARATION, BY NUMBER AND AMOUNT OF INCREMENTS, 1969-70

DIFFERENCE BETWEEN MINIMUM AND MAXIMUM SCHEDULED SALARY 1	N U M B E R										TOTAL
	LESS THAN 2	10	3	10	11	4	O F	I N C R E M E N T S	15	MORE THAN 15	
LESS THAN \$1,500	8	6	1	1	1	1	2	---	---	---	18
\$1,500 - \$1,999	18	1	...	...	...	...	---	---	4	1	25
2,000 - 2,499	12	2	1	1	1	1	---	---	2	3	23
2,500 - 2,999	12	2	1	1	1	1	---	---	1	1	19
3,000 - 3,499	4	10	5	5	5	5	3	---	4	1	29
3,500 - 3,999	6	9	11	11	11	11	4	---	1	---	35
4,000 - 4,499	8	10	11	11	11	11	9	5	3	---	52
4,500 - 4,999	14	8	10	10	10	10	4	3	1	---	40
5,000 - 5,499	1	2	12	12	12	12	2	7	4	---	29
5,500 - 5,999	...	1	10	10	10	10	2	1	2	---	16
6,000 - 6,499	...	...	1	1	1	1	17	---	1	---	19
6,500 - 6,999	...	...	...	...	...	...	---	---	---	---	...
\$7,000 OR MORE	...	...	...	...	...	...	---	1	---	---	1
TOTAL	83	51	63	63	63	63	43	22	14	11	306

TABLE 20. -- DISTRIBUTION OF PUBLIC 2-YEAR COLLEGES BY NUMBER OF INCREMENTS AND BY DIFFERENCE BETWEEN MINIMUM AND MAXIMUM SCHEDULED SALARIES AS A PERCENTAGE OF MINIMUM SCHEDULED SALARY FOR THE MASTER'S DEGREE IN COLLEGES BASING SALARY SCHEDULE ON ACADEMIC PREPARATION, 1969-70

DIFFERENCE BETWEEN MINIMUM AND MAXIMUM SALARIES AS PERCENTAGE OF MINIMUM SALARIES 1	N U M B E R										TOTAL
	9 OR FEWER 2	10	3	10	11	4	O F	I N C R E M E N T S	15	16 OR MORE 9	
LESS THAN 10%	3	1	...	...	...	...	---	---	---	---	4
10 - 19	3	5	1	1	1	1	---	---	---	---	10
20 - 29	24	2	1	1	1	1	---	---	2	4	39
30 - 39	17	5	2	2	2	2	---	---	---	3	35
40 - 49	11	18	11	11	11	11	4	3	4	1	54
50 - 59	23	15	24	24	24	24	8	3	4	---	86
60 - 69	2	5	16	16	16	16	11	7	3	3	49
70 - 79	...	...	7	7	7	7	---	---	1	---	10
80 - 89	...	...	1	1	1	1	17	---	---	---	15
90 - 99	...	...	...	...	...	...	---	1	---	---	1
TOTAL	33	51	63	63	63	63	43	22	14	11	306

IV. SALARIES SCHEDULED FOR FACULTY IN 2-YEAR INSTITUTIONS

PART A. -- SALARIES SCHEDULED FOR FACULTY IN 2-YEAR INSTITUTIONS, BY ACADEMIC PREPARATION, 1969-70

STATE AND INSTITUTION BY CONTROL	B A C H E L O R S			M A S T E R S			S I X Y E A R S			D O C T O R S		
	MINIMUM	MAXIMUM	INCR.	MINIMUM	MAXIMUM	INCR.	MINIMUM	MAXIMUM	INCR.	MINIMUM	MAXIMUM	INCR.
(* PUBLIC INSTITUTION)												
ALABAMA												
*ALBERT P. BREWER ST JR COLL	...	...	..	7,200	8,700	5	7,900	9,400	5	9,600	11,100	5
*ALEXANDER CITY ST. JR. COLL.	...	...	..	7,200	8,700	5	7,900	9,400	5	9,600	11,100	5
CULLMAN COLLEGE	5,000	6,000	..	6,500	7,500	..	7,500	9,000	..	8,000	10,000	..
*ENTERPRISE STATE JR. COLLEGE	...	...	..	7,200	8,700	5	7,900	9,400	5	9,600	11,100	5
*GADSDEN STATE JUNIOR COLLEGE	...	...	..	7,200	8,700	5	7,900	9,400	5	9,600	11,100	5
*GEO C WALLACE ST TECH JR COL	...	...	..	7,200	8,700	5	7,900	9,400	5	9,600	11,100	5
*JEFFERSON DAVIS STATE JR COL	...	...	..	7,200	8,700	5	7,900	9,400	5	9,600	11,100	5
*JEFFERSON STATE JR. COLLEGE	...	...	..	7,200	8,700	5	7,900	9,400	5	9,600	11,100	5
*JOHN C. CALHOUN JR. COLLEGE	...	...	..	7,200	8,700	5	7,900	9,400	5	9,600	11,100	5
*LURLEEN B WALLACE ST JR COLL	...	...	..	7,200	8,700	5	7,900	9,400	5	9,600	11,100	5
*MOBILE STATE JUNIOR COLLEGE	...	...	..	7,200	8,700	5	7,900	9,400	5	9,600	11,100	5
*NORTHEAST ST. JUNIOR COLLEGE	...	...	..	7,200	8,700	5	7,900	9,400	5	9,600	11,100	5
*NORTHWEST ALA ST JR COLLEGE	...	...	..	7,200	8,700	5	7,900	9,400	5	9,600	11,100	5
*PATRICK HENRY ST. JR. COLL.	...	...	..	7,200	8,700	5	7,900	9,400	5	9,600	11,100	5
*SNEAD STATE JUNIOR COLLEGE	...	...	..	7,200	8,700	5	7,900	9,400	5	9,600	11,100	5
*SOUTHERN UNION ST. JR. COLL.	...	...	..	7,200	8,700	5	7,900	9,400	5	9,600	11,100	5
*THEODORE A LAWSON ST JR COLL	...	...	..	7,200	8,700	5	7,900	9,400	5	9,600	11,100	5
*WM. L. YANCEY ST. JR. COLL.	...	...	..	7,200	8,700	5	7,900	9,400	5	9,600	11,100	5
ALASKA												
ARIZONA												
*COCHISE COLLEGE	6,300	8,370	7	7,000	9,300	7	8,000	11,500	10	9,500	13,800	12
*MARICOPA CO. JR. COLL. DIST.	...	...	..	7,224	12,790	11	8,004	13,570	11	8,958	14,521	11
GLENDALE COMMUNITY COLLEGE ^{2/}	...	...	..	7,224	12,790	11	8,004	13,570	11	8,958	14,521	11
MARICOPA TECHNICAL COLLEGE ^{2/}	...	...	..	7,224	12,790	11	8,004	13,570	11	8,958	14,521	11
MESA COMMUNITY COLLEGE ^{2/}	...	...	..	7,224	12,790	11	8,004	13,570	11	8,958	14,521	11
SCOTTSDALE COMMUNITY COLLEGE ^{2/}	...	...	..	7,224	12,790	11	8,004	13,570	11	8,958	14,521	11
ARKANSAS												
*CROWLEY'S RIDGE COLLEGE	...	...	..	4,909	5,793	9	5,114	5,997	9	5,727	6,611	9
*PHILLIPS COUNTY COMM. COLL.	7,100	10,100	10	7,600	10,600	10	8,100	11,100	10	9,600	12,600	10
*WESTARK JUNIOR COLLEGE ^{2/}	...	...	..	6,900	8,125	15	6,934	9,205	15	7,151	9,750	15
CALIFORNIA												
*ALLAN HANCOCK COLLEGE ^{2/}	7,600	11,200	9	8,225	13,425	13	9,475	14,675	13	10,075	15,275	13
*ANTELOPE VALLEY JOINT JR COL	7,595	11,125	9	8,231	12,153	10	9,079	13,785	12	10,003	15,102	13
*BUITE JUNIOR COLLEGE	7,600	12,616	11	8,512	13,528	11	9,424	14,440	11	11,018	16,365	11
*CABRILLO JUNIOR COLLEGE ^{2/}	8,030	11,404	7	8,352	13,172	10	8,996	14,298	11	10,470	15,772	11
*CERRITOS JUNIOR COLLEGE ^{2/}	7,500	11,020	8	7,940	11,900	9	8,820	13,660	11	10,200	15,920	13
*CHABOT COLLEGE	8,126	12,304	9	9,171	15,323	14	9,519	15,788	14	9,867	16,252	14
*CITRUS JUNIOR COLLEGE	7,700	11,930	9	8,220	12,920	10	9,260	14,900	12	10,330	15,970	12
*COLLEGE OF MARIN	8,573	14,304	12	9,184	14,917	12	9,675	15,406	12	10,664	16,395	12
*COLLEGE OF THE CANYONS	7,900	13,400	11	8,500	14,000	11	9,100	14,600	11	10,300	15,800	11
*COLLEGE OF THE DESERT	8,066	10,007	5	8,677	12,219	8	9,340	14,313	10	10,057	16,140	11
*COLLEGE OF THE REDWOODS	7,107	11,798	11	7,676	13,148	11	8,315	14,569	11	8,715	14,969	11
*COLLEGE OF THE SEQUOIAS	7,600	11,750	13	8,650	13,050	13	9,200	13,700	13	10,250	13,000	13
*COLLEGE OF THE SISKIYOU	7,010	9,215	7	7,850	11,777	11	8,690	13,478	12	9,110	14,570	13
*CUMPTON COLLEGE ^{2/}	7,905	12,415	11	8,975	13,085	11	9,915	14,425	11	10,585	15,095	11
*CONTRA COSTA JR. COLL. DIST.	...	...	..	...	...	..	...	...	..	...	...	..
CONTRA COSTA COLLEGE	8,000	11,600	8	8,900	13,400	10	9,800	15,200	12	10,700	16,100	12
DIABLO VALLEY COLLEGE	8,000	11,600	8	8,900	13,400	10	9,800	15,200	12	10,700	16,100	12
*CUESTA COLLEGE	7,748	11,399	8	8,205	12,770	10	9,117	14,595	12	10,031	15,509	12
*EL CAMINO JUNIOR COLLEGE ^{2/}	8,025	12,360	9	8,585	13,400	10	9,150	14,445	11	10,270	16,530	13
*FOOTHILL JR. COLLEGE DIST.	...	...	..	...	...	..	...	...	..	...	...	..
DE ANZA COLLEGE ^{2/}	8,240	13,480	13	8,800	14,060	13	9,480	14,850	13	10,630	16,160	13
FOOTHILL COLLEGE ^{2/}	8,240	13,480	13	8,800	14,060	13	9,480	14,850	13	10,630	16,160	13
*GAVILAN COLLEGE	7,400	10,670	8	8,400	12,400	10	9,400	14,200	12	9,900	14,700	12
*GROSSMONT JUNIOR COLLEGE	7,861	12,868	13	8,567	13,576	13	9,983	14,991	13	11,191	16,198	13
*HARTNELL COLLEGE	...	...	..	8,316	13,449	11	8,818	14,415	12	9,837	15,891	13
*IMPERIAL VALLEY COLLEGE	7,500	10,470	9	8,300	11,600	10	9,100	13,660	12	11,300	15,260	12
*KERN JOINT JR. COLL. DIST.	...	...	..	...	...	..	...	...	..	...	...	..
BAKERSFIELD COLLEGE	7,943	12,073	13	9,055	13,764	13	9,699	14,729	13	11,199	17,023	13
PORTERVILLE COLLEGE	7,943	12,073	13	9,055	13,764	13	9,699	14,729	13	11,199	17,023	13
*LONG BEACH CITY COLLEGE ^{2/}	8,000	12,800	12	8,475	13,675	13	8,950	14,550	14	10,000	16,000	15
*LOS ANGELES JR. COLL. DIST.	...	...	..	...	...	..	...	...	..	...	...	..
EAST LOS ANGELES COLLEGE ^{2/}	8,260	12,000	9	8,780	13,410	9	10,090	13,830	9	10,840	15,400	11
LOS ANGELES CITY COLLEGE ^{2/}	8,260	12,000	9	8,780	13,410	9	10,090	13,830	9	10,840	15,400	11
LOS ANGELES HARBOR COLLEGE ^{2/}	8,260	12,000	9	8,780	13,410	9	10,090	13,830	9	10,840	15,400	11
LOS ANGELES PIERCE COLLEGE ^{2/}	8,260	12,000	9	8,780	13,410	9	10,090	13,830	9	10,840	15,400	11
LOS ANGELES SOUTHWEST COLL. ^{2/}	8,260	12,000	9	8,780	13,410	9	10,090	13,830	9	10,840	15,400	11
LOS ANGELES TRACE-TECH COLL. ^{2/}	8,260	12,000	9	8,780	13,410	9	10,090	13,830	9	10,840	15,400	11
LOS ANGELES VALLEY COLLEGE ^{2/}	8,260	12,000	9	8,780	13,410	9	10,090	13,830	9	10,840	15,400	11
WEST LOS ANGELES COLLEGE ^{2/}	8,260	12,000	9	8,780	13,410	9	10,090	13,830	9	10,840	15,400	11
*LOS RIOS JR. COLLEGE DIST.	...	...	..	...	...	..	...	...	..	...	...	..
AMERICAN RIVER COLLEGE ^{2/}	7,681	11,368	10	8,535	12,632	10	9,388	13,896	10	11,265	16,789	11
SACRAMENTO CITY COLLEGE ^{2/}	7,681	11,368	10	8,535	12,632	10	9,388	13,896	10	11,265	16,789	11
*MERCED COLLEGE	7,495	10,492	8	8,621	12,366	10	9,369	13,866	12	10,492	15,366	13
*MIRA COSTA COLLEGE ^{2/}	...	...	..	8,772	13,920	13	9,768	14,916	13	10,296	15,444	13
*MONTEREY PENINSULA COLLEGE ^{2/}	7,811	12,298	11	9,250	13,900	11	9,856	14,639	11	10,696	15,557	11
*MT. SAN JACINTO COLLEGE ^{2/}	...	...	..	8,860	11,235	9	8,860	13,735	13	10,360	15,235	13

PART A. -- SALARIES SCHEDULED FOR FACULTY IN 2-YEAR INSTITUTIONS, BY ACADEMIC PREPARATION, 1969-70 (CONTINUED)

STATE AND INSTITUTION BY CONTROL	B A C H E L O R S			M A S T E R S			S I X Y E A R S			D O C T O R S		
	MINIMUM	MAXIMUM	INCR.	MINIMUM	MAXIMUM	INCR.	MINIMUM	MAXIMUM	INCR.	MINIMUM	MAXIMUM	INCR.
(• PUBLIC INSTITUTIONS)												
CALIFORNIA (CONTINUED)												
*N ORANGE CTY JR. COLL. DIST.												
CYPRESS JUNIOR COLLEGE ^{b/}	7,030	10,750	8	8,425	13,540	11	9,355	14,470	11	10,902	16,324	11
FULLERTON JUNIOR COLLEGE ^{b/}	7,030	10,750	8	8,425	13,540	11	9,355	14,470	11	10,902	16,324	11
*OHLONE COLLEGE	8,560	11,984	8	9,202	13,910	11	9,844	15,408	13	10,486	16,478	14
*ORANGE COAST JR. COLL. DIST.												
GOLDEN WEST COLLEGE ^{a/1/}	7,800	11,310	9	8,853	13,143	11	10,257	14,937	12	11,427	16,107	12
ORANGE COAST COLLEGE ^{a/1/}	7,800	11,310	9	8,853	13,143	11	10,257	14,937	12	11,427	16,107	12
*PALOMAR COLLEGE	7,695	12,023	9	8,656	14,424	12	9,137	14,909	12	10,119	15,890	12
*PALO VERDE COLLEGE	6,500	8,320	7	7,865	10,980	12	...	...	...	8,720	11,840	12
*PASADENA CITY COLLEGE ^{b/h/}	6,983	11,697	9	7,507	12,220	9	8,554	13,791	10	10,125	15,886	11
*PERALTA JR. COLL. DIST.												
COLLEGE OF ALAMEDA	...	...	...	8,280	12,852	9	9,552	14,628	10	10,836	16,416	11
FEATHER RIVER COLLEGE	...	...	...	8,280	12,852	9	9,552	14,628	10	10,836	16,416	11
LANEY COLLEGE	...	...	...	8,280	12,852	9	9,552	14,628	10	10,836	16,416	11
MERRITT COLLEGE	...	...	...	8,280	12,852	9	9,552	14,628	10	10,836	16,416	11
*RIO HONDO COLLEGE	7,760	11,760	10	8,760	13,160	11	9,260	14,060	12	10,260	15,460	13
*RIVERSIDE CITY COLLEGE	7,567	10,834	8	8,543	12,941	10	9,137	14,371	11	10,045	16,427	12
*SADOLEBACK COLLEGE ^{1/}	8,000	11,600	9	8,600	14,200	14	9,200	16,200	19	20,400	22,000	4
*SANTA ANA COLLEGE	7,900	11,860	9	8,585	13,425	11	9,555	14,835	12	11,025	16,205	12
*SANTA BARBARA CITY COLLEGE ^{b/e/}	7,800	12,000	10	8,540	13,160	11	9,340	14,605	13	10,340	15,870	14
*SANTA MONICA CITY COLLEGE ^{b/}	7,000	10,186	9	8,416	12,664	12	9,360	13,962	13	10,822	15,424	13
*SANTA ROSA JUNIOR COLLEGE ^{1/}	8,304	12,804	9	8,856	14,904	11	10,656	16,704	11	11,526	17,304	11
*SAN BERNARDINO VALLEY COLL. ^{b/1/}	7,600	12,000	11	8,610	13,010	11	9,620	14,020	11	11,635	16,035	11
*SAN DIEGO JUNIOR COLLEGES												
SAN DIEGO CITY COLLEGE	7,905	11,618	11	8,410	12,122	11	8,915	13,036	12	10,928	15,912	14
SAN DIEGO EVENING COLLEGE	7,905	11,618	11	8,410	12,122	11	8,915	13,036	12	10,928	15,912	14
SAN DIEGO MESA COLLEGE	7,905	11,618	11	8,410	12,122	11	8,915	13,036	12	10,928	15,912	14
*SAN JOAQUIN DELTA COLLEGE	7,990	12,024	8	8,863	13,812	10	9,329	14,707	11	10,221	16,287	13
*SAN JOSE CITY COLLEGE	7,840	9,823	11	8,870	13,133	11	9,715	14,512	11	10,637	15,900	11
*SAN MATEO JR. COLL. DIST.												
CANADA COLLEGE	7,540	13,365	11	9,135	14,950	11	9,660	15,475	11	10,720	16,535	11
COLLEGE OF SAN MATEO	7,540	13,365	11	9,135	14,950	11	9,660	15,475	11	10,720	16,535	11
SKYLINE COLLEGE	7,540	13,365	11	9,135	14,950	11	9,660	15,475	11	10,720	16,535	11
*SHASTA COLLEGE	8,015	12,415	10	8,455	13,295	11	8,895	13,735	11	9,850	15,130	12
*SIERRA COLLEGE ^{1/}	8,275	12,100	9	8,800	13,050	10	9,850	14,950	12	10,600	15,700	12
*SOLANO CO. JR. COLL. DIST. ^{d/}	7,701	10,473	7	8,284	12,244	10	8,867	13,619	12	10,020	15,148	13
*SOUTHWESTERN COLLEGE ^{a/}	7,534	11,414	10	8,310	12,190	10	9,086	13,742	12	10,392	15,436	13
*STATE CENTER J. COLL. DIST.-												
FRESNO CITY COLLEGE	7,853	12,539	11	8,414	13,526	12	8,840	14,378	13	9,692	15,230	13
REDFLEET COLLEGE	7,853	12,539	11	8,414	13,526	12	8,840	14,378	13	9,692	15,230	13
*STAFT COLLEGE	8,001	13,031	11	8,459	13,489	11	9,373	14,402	11	10,287	15,318	10
*VENTURA COUNTY JR. COLL. DIST.												
MOORPARK COLLEGE ^{b/}	7,753	12,405	12	8,528	13,180	12	9,304	13,955	12	10,854	15,506	12
VENTURA COLLEGE ^{b/}	7,753	12,405	12	8,528	13,180	12	9,304	13,955	12	10,854	15,506	12
*VICTOR VALLEY COLLEGE ^{a/}	7,486	9,356	7	9,410	12,564	10	10,693	14,863	12	11,493	15,663	12
*WEST HILLS COLLEGE ^{b/}	8,004	12,144	12	8,634	12,774	12	9,894	14,034	12	11,174	15,314	12
*WEST VALLEY COLLEGE	8,109	10,642	5	8,920	14,494	11	9,731	15,305	11	10,629	16,218	11
*YOSEMITE JR. COLL. DISTRICT												
COLUMBIA JUNIOR COLLEGE ^{b/h/}	...	...	...	8,224	11,192	8	9,838	15,032	14	15,538	15,732	14
MODESTO JUNIOR COLLEGE ^{a/h/}	...	...	...	8,224	11,192	8	9,838	15,032	14	10,538	15,732	14
*YUBA COLLEGE ^{b/}	7,843	9,443	4	8,243	11,843	9	9,043	13,843	12	10,428	15,228	12
COLORADO												
*ANAR COMMUNITY COLLEGE	6,425	9,650	10	6,750	10,250	10	7,075	10,575	10	...	...	...
*NORTHEASTERN JUNIOR COLLEGE	6,500	9,000	8	7,150	11,500	13	7,650	12,000	13	7,850	13,000	16
*OTERO JUNIOR COLLEGE ^{1/}	7,000	9,400	8	7,325	10,575	10	7,950	11,450	10	8,450	12,650	12
*TRINIDAD STATE JR. COLLEGE	...	...	...	7,200	8,640	12	8,237	9,884	12	8,400	10,080	12
CONNECTICUT												
.....												
DELAWARE												
.....												
DISTRICT OF COLUMBIA												
.....												
FLORIDA												
*BREVARD JUNIOR COLLEGE	7,300	8,800	10	8,000	9,700	10	8,200	9,900	10	9,000	11,100	10
*BROWARD JUNIOR COLLEGE	7,600	12,692	15	8,512	13,604	15	...	...	...	10,032	15,124	15
*CENTRAL FLORIDA JR. COLL.	6,600	9,370	15	6,900	10,005	15	7,200	10,440	15	7,500	10,875	15
*CHIPOLA JUNIOR COLLEGE	6,052	8,320	15	7,120	9,388	15	7,444	9,712	15	8,188	10,456	15
*DAYTONA BEACH JR. COLLEGE ^{a/}	6,000	9,609	12	6,480	10,375	12	6,998	11,203	12	7,558	12,101	12
*FLORIDA COLLEGE	...	...	...	6,050	7,400	10	6,250	7,600	10	7,050	8,400	10
*FLORIDA REYS JR. COLLEGE	5,700	8,265	9	6,270	8,835	9	6,555	9,120	9	7,125	9,690	9
*LARE CITY JUNIOR COLLEGE	6,955	8,432	11	7,811	9,716	15	8,346	10,786	20	9,737	12,712	25
*LARE-SURTER JUNIOR COLLEGE	7,500	10,300	20	8,000	11,000	20	8,500	11,500	20	9,000	12,000	20
*MANATEE JUNIOR COLLEGE	7,700	10,700	12	8,900	11,900	12	9,600	12,600	12	10,300	13,300	12
*OKALOOSA-WALTON JUNIOR COLL.	7,440	10,405	15	7,930	11,555	15	8,175	12,025	15	8,975	13,400	15
*PALM BEACH JUNIOR COLLEGE	6,500	10,075	10	7,150	12,350	15	7,475	12,875	15	8,125	13,325	15
*POLK JUNIOR COLLEGE	7,000	9,630	13	7,700	10,330	13	8,400	11,030	13	9,100	11,830	13

PART A. -- SALARIES SCHEDULED FOR FACULTY IN 2-YEAR INSTITUTIONS, BY ACADEMIC PREPARATION, 1969-70 (CONTINUED)

STATE AND INSTITUTION BY CONTROL	B A C H E L O R S			M A S T E R S			S I X Y E A R S			D O C T O R S		
	MINIMUM	MAXIMUM	INCR.	MINIMUM	MAXIMUM	INCR.	MINIMUM	MAXIMUM	INCR.	MINIMUM	MAXIMUM	INCR.

(• PUBLIC INSTITUTION)

FLORIDA (CONTINUED)

• SANTA FE JUNIOR COLLEGE	6,300	8,300	20	6,800	8,800	20	7,300	9,300	20	7,900	9,800	20
• ST. JOHNS RIVER JUNIOR COLL.	6,720	8,895	15	7,718	10,688	15	8,018	10,988	15	8,715	12,465	15
• ST. PETERSBURG JUNIOR COLL.	7,000	11,200	12	7,700	11,900	12	8,050	12,250	12	8,750	12,950	12
• TALLAHASSEE JUNIOR COLLEGE	6,700	9,916	..	7,200	10,656	..	..	..	..	8,200	12,136	..
• VALENCIA JUNIOR COLLEGE	6,793	9,850	15	7,880	11,956	15	8,559	12,635	15	9,238	13,314	15

GEORGIA

REINHARDT COLLEGE	5,850	7,850	10	6,600	8,600	10	7,600	9,600	10	8,600	10,600	10
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HAWAII

• UNIV OF HAWAII COMM COLL SYS												
HONOLULU COMMUNITY COLLEGE ^{b/}	6,864	10,560	11	7,440	11,424	11	8,688	13,368	11	9,396	14,443	11
KAPIOLANI COMMUNITY COLLEGE ^{b/}	6,864	10,560	11	7,440	11,424	11	8,688	13,368	11	9,396	14,443	11
KAUAI COMMUNITY COLLEGE ^{b/}	6,864	10,560	11	7,440	11,424	11	8,688	13,368	11	9,396	14,443	11
LEWARD COMMUNITY COLLEGE ^{b/}	6,864	10,560	11	7,440	11,424	11	8,688	13,368	11	9,396	14,443	11
MAUI COMMUNITY COLLEGE ^{b/}	6,864	10,560	11	7,440	11,424	11	8,688	13,368	11	9,396	14,443	11

IDAHO

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ILLINOIS

• BELLEVILLE AREA COLLEGE	7,000	10,900	13	8,400	12,625	13	9,000	13,225	13	9,500	14,700	13
• CARL SANDBURG COLLEGE	..	..	..	7,500	10,700	11	8,200	12,300	14	9,200	14,500	18
• CENTRAL YMCA COMM. COLLEGE ^{b/}	6,800	10,000	11	7,300	11,800	15	7,800	12,300	15	8,600	13,100	15
• COLLEGE OF DUPAGE	..	..	..	8,000	13,200	9	8,960	15,949	12	10,070	19,400	16
• COLLEGE OF LAKE COUNTY	..	..	..	7,800	11,310	9	8,580	13,299	11	10,140	16,731	13
• OAKVILLE JUNIOR COLLEGE	7,200	9,110	5	7,700	10,960	8	8,200	12,624	9	8,700	13,929	11
• ELGIN COMMUNITY COLLEGE	..	..	..	8,300	10,956	8	9,628	16,268	20	11,541	17,181	20
• HIGHLAND COMMUNITY COLLEGE	..	..	..	7,650	11,475	10	9,027	14,596	13	9,545	16,830	15
• ILLINOIS VALLEY COMM. COLL.	..	..	..	7,750	11,238	9	9,300	13,950	12	10,850	16,275	14
• JOLIET JUNIOR COLLEGE	7,800	10,700	8	8,200	12,000	11	8,800	13,200	13	10,400	15,100	15
• KASKASKIA COLLEGE	7,350	9,506	7	7,700	10,164	8	8,932	12,936	13	10,164	16,324	20
• KISHWAUKEE COLLEGE	6,513	10,374	9	7,800	11,661	9	8,580	13,299	11	10,140	16,146	14
• LAKE LAND COLLEGE	7,170	9,798	9	7,787	11,420	12	8,326	13,058	13	..	..	..
• MCHEERY COMMUNITY COLLEGE	7,455	13,335	14	7,875	13,755	14	8,715	14,595	14	9,975	16,275	15
• OLNEY CENTRAL COLLEGE	7,200	9,000	6	7,500	9,600	7	8,700	12,000	11	..	..	..
• PARKLAND COLLEGE ^{b/}	6,909	18,850	..	6,909	18,850	..	9,068	18,850	..	7,989	18,850	..
• PRAIRIE STATE JR. COLLEGE	7,400	11,250	11	8,100	13,500	15	9,100	15,550	15	10,600	18,100	15
• REND LAKE COLLEGE ^{b/}	6,912	9,504	9	7,200	9,792	9	8,352	12,384	14	9,792	14,976	18
• ROCK VALLEY COLLEGE	7,272	11,626	11	7,686	12,654	12	8,514	14,310	14	10,170	17,208	17
• SOUTHEASTERN ILLINOIS COLL.	6,600	9,600	10	7,600	10,600	10	8,600	12,600	14	9,600	14,700	18
• THORNTON COMMUNITY COLLEGE	..	..	..	8,000	12,320	9	8,960	15,200	13	10,400	17,120	14
• TRITON COLLEGE	8,300	12,865	11	9,130	15,065	13	10,790	18,883	15
• WABASH VALLEY COLLEGE	7,200	9,000	6	7,500	9,600	7	8,700	12,000	11

INDIANA

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IOWA

• DES MOINES AREA COMM. COLL.	6,840	10,680	13	7,440	12,300	13	8,040	13,290	13	8,640	14,260	13
• IOWA CENTRAL COMM. COLLEGE												
EAGLE GROVE CAMPUS	6,300	10,206	16	7,000	11,540	16	7,560	12,247	16	7,910	12,814	16
FORT DODGE CAMPUS	6,300	10,206	20	7,000	11,540	20	7,560	12,247	20	7,910	12,814	20
WEBSTER CITY CAMPUS	6,300	10,206	20	7,000	11,540	20	7,560	12,247	20	7,910	12,814	20
• IOWA WESTERN COMM. COLLEGE	..	..	..	6,888	10,332	15	7,439	11,434	15	7,990	12,536	15
• KENOSHA AREA VI COMM. COLL.												
ELLSWORTH COLLEGE	6,000	9,034	14	6,786	9,820	14	7,572	10,606	14	8,358	11,392	14
MARSHALLTOWN COMM. COLLEGE	6,000	9,034	14	6,786	9,820	14	7,572	10,606	14	8,358	11,392	14
• NORTH IOWA COMM. COLL.	..	..	..	6,700	10,315	11	7,247	12,067	13	..	..	..
• S/EASTERN IOWA AREA C. C.												
BURLINGTON CAMPUS	6,750	10,770	12	7,150	11,505	12	7,820	12,845	15	..	..	..
REDOK CAMPUS	6,750	10,770	12	7,150	11,505	12	7,820	12,845	15	..	..	..
• WESTERN IOWA TECH	10,887	15,677	11	13,064	18,725	13	..	..	..	..	..	..

KANSAS

• ALLEN COUNTY COMM. JR. COLL.	5,355	6,930	5	6,300	8,505	7	6,930	10,395	11	..	..	..
• BUTLER CO. COMM. JR. COLLEGE	6,500	7,166	2	7,166	11,672	10	7,900	12,872	10	8,295	13,516	10
• CLOUD COUNTY COMMUNITY COLL.	6,300	7,875	5	7,000	12,250	15	8,000	13,250	15	..	..	..
• CONLEY COUNTY COMM JR COLL	6,000	7,800	9	7,000	9,750	11	7,500	10,750	13	8,000	11,500	14
• DODGE CITY COMM. JR. COLLEGE	6,030	7,102	4	6,700	10,251	10	7,370	12,395	13	..	..	..
• FORT SCOTT COMM. JR. COLL.	6,348	7,645	4	6,900	9,536	7	7,452	11,033	10	8,045	12,613	13
• GARDEN CITY COMM. JR. COLL.	5,440	6,664	3	6,800	12,240	11	8,160	13,600	11	9,520	14,960	11
• MESSTON COLLEGE	5,500	6,400	..	6,350	8,000	..	..	..	..	7,500	8,700	..
• HIGHLAND COMM. JR. COLLEGE	6,430	7,090	2	6,930	9,900	9	7,530	11,920	13	..	..	..
• INDEPENDENCE COMM. JR. COLL.	..	..	..	6,300	9,450	11	6,615	10,458	13	7,434	11,592	13
• KANSAS CITY, KANSAS C. J. C.	6,000	6,450	3	7,200	11,454	11	7,700	12,594	11	8,700	14,202	11
• LABETTE COMM. JR. COLL.	..	..	..	6,500	9,120	7	7,100	10,700	9	..	..	..
• MILTONVALE WESLEYAN COLLEGE	4,800	5,450	10	5,100	5,750	10	5,425	6,075	10	6,825	7,475	10
• NEOSHO COUNTY COMM. JR. COLL.	5,988	7,248	4	6,300	9,456	10	6,996	10,140	10	..	..	..

PART A. -- SALARIES SCHEDULED FOR FACULTY IN 2-YEAR INSTITUTIONS, BY ACADEMIC PREPARATION, 1969-70 (CONTINUED)

STATE AND INSTITUTION BY CONTROL	B A C H E L O R S			M A S T E R S			S I X Y E A R S			D O C T O R S		
	MINIMUM	MAXIMUM	INCR.	MINIMUM	MAXIMUM	INCR.	MINIMUM	MAXIMUM	INCR.	MINIMUM	MAXIMUM	INCR.
(• PUBLIC INSTITUTION)												
KANSAS (CONTINUED)												
*PRATT COMMUNITY JUNIOR COLL.	6,256	7,072	3	6,800	8,268	4	7,500	11,550	11	...	...	..
KENTUCKY												
SOUTHEASTERN CHRISTIAN COLL.	...	...	..	5,750	6,250	..	...	...	..	7,500	8,000	..
LOUISIANA												
.....												
MAINE												
*EASTERN MAINE VOC. TECH. INST.	7,496	10,896	8	7,846	11,946	9	...	...	..	...	...	..
MARYLAND												
*MONTGOMERY JUNIOR COLLEGE ^{b/}	...	...	..	7,700	14,707	13	8,239	15,246	13	9,317	16,324	13
*PRINCE GEORGE'S COMM. COLL. ^{b/}	6,800	11,832	12	8,160	13,600	13	8,840	14,280	13	7,520	14,960	13
MASSACHUSETTS												
MT. IOA JUNIOR COLLEGE	6,000	8,000	..	6,500	9,500	..	7,000	10,000	..	7,500	11,000	..
MICHIGAN												
*FLINT COMMUNITY JUNIOR COLL. ^{b/}	7,800	12,200	11	8,300	13,700	11	8,950	14,700	11	9,200	14,950	11
*GLEN OAKS COMM. COLLEGE	6,840	11,628	9	7,600	13,452	11	8,360	15,276	13	9,500	18,022	16
*GRAND RAPIDS JUNIOR COLLEGE	7,400	11,800	11	8,100	13,150	11	8,400	13,550	11	9,100	14,150	11
*HENRY FORD COMM. COLLEGE	7,800	12,300	9	8,500	14,000	10	8,950	14,450	10	9,400	15,450	11
*MONROE COUNTY COMM. COLL.	6,700	8,800	7	8,500	12,500	10	9,000	14,000	10	10,000	16,600	12
*MUSKOGEE COUNTY COMM. COLL. ^{b/}	7,350	11,410	10	8,050	13,020	11	8,400	13,580	11	9,030	14,700	11
*SCHOOLCRAFT COLLEGE ^{b/}	7,800	10,500	9	8,600	12,600	10	9,100	13,100	10	9,600	13,600	10
*ST. CLAIR COUNTY COMM. COLL.	7,230	12,291	10	7,953	13,014	10	8,676	13,737	10	10,122	15,183	10
*WASHTENAW COMMUNITY COLLEGE	8,000	12,000	10	8,400	12,400	10	9,200	15,200	15	10,000	15,200	13
*WEST SHORE COMMUNITY COLLEGE	6,500	8,500	6	6,800	9,200	7	7,800	11,000	9	9,300	13,300	11
MINNESOTA												
*ANOKA-RAMSEY ST. JR. COLL.	6,500	12,228	12	7,748	14,006	12	8,643	15,283	12	...	...	..
*AUSTIN STATE JUNIOR COLLEGE	6,500	12,228	12	7,748	14,006	12	8,643	15,283	12	...	...	..
*BRAINERD STATE JUNIOR COLL.	6,500	12,228	12	7,748	14,006	12	8,643	15,283	12	...	...	..
*FERGUS FALLS ST. JR. COLLEGE	6,500	12,228	12	7,748	14,006	12	8,643	15,283	12	...	...	..
*HIBBLING STATE JUNIOR COLL.	6,500	12,228	12	7,748	14,006	12	8,643	15,283	12	...	...	..
*ITASCA STATE JUNIOR COLLEGE	6,500	12,228	12	7,748	14,006	12	8,643	15,283	12	...	...	..
*LAKEWOOD STATE JUNIOR COLL.	6,500	12,228	12	7,748	14,006	12	8,643	15,283	12	...	...	..
*MESABI STATE JUNIOR COLLEGE	6,500	12,228	12	7,748	14,006	12	8,643	15,283	12	...	...	..
*METROPOLITAN ST. JR. COLLEGE	6,500	12,228	12	7,748	14,006	12	8,643	15,283	12	...	...	..
*NORMANVILLE ST. JR. COLLEGE	6,500	12,228	12	7,748	14,006	12	8,643	15,283	12	...	...	..
*NORTHLAND ST. JR. COLLEGE	6,500	12,228	12	7,748	14,006	12	8,643	15,283	12	...	...	..
*NORTH MENNEN ST. JR. COLL.	6,500	12,228	12	7,748	14,006	12	8,643	15,283	12	...	...	..
*RAINY RIVER ST. JR. COLLEGE	6,500	12,228	12	7,748	14,006	12	8,643	15,283	12	...	...	..
*ROCHESTER STATE JR. COLLEGE	6,500	12,228	12	7,748	14,006	12	8,189	14,635	12	8,643	15,283	12
*VERMILION ST. JR. COLLEGE	6,500	12,228	12	7,748	14,006	12	8,643	15,283	12	...	...	..
*WILLMAR STATE JUNIOR COLLEGE	6,500	12,228	12	7,748	14,006	12	8,643	15,283	12	...	...	..
*WORTHINGTON STATE JR. COLL.	6,500	12,228	12	7,748	14,006	12	8,643	15,283	12	...	...	..
MISSISSIPPI												
*COPIAH-LINCOLN JUNIOR COLL.	...	...	..	7,000	8,500	15	7,300	8,800	15	7,600	9,100	15
*EAST CENTRAL JR. COLLEGE	...	...	..	6,840	7,690	11	7,090	7,940	11	7,740	8,690	11
*NORTHEAST MISSISSIPPI JR. COL	5,250	5,850	10	6,500	7,100	10	6,700	7,300	10	9,150	9,750	10
MISSOURI												
*CROWDER COLLEGE	...	...	..	6,500	9,768	12	7,000	10,606	13	7,350	11,635	15
*EAST CENTRAL JR. COLLEGE	...	...	..	7,300	9,700	8	8,100	10,500	8	9,500	13,500	10
*METROP. JR. COLL. KANSAS CITY	7,020	11,310	11	7,800	12,090	11	9,360	13,650	11	10,140	14,820	12
*MINERAL AREA COLLEGE	6,650	8,050	5	7,000	8,680	6	7,700	10,500	10	8,400	12,320	14
*THREE RIVERS JUNIOR COLLEGE	5,500	8,300	7	6,900	10,900	8	7,700	12,200	9	...	...	..
MONTANA												
*FLATHEAD VALLEY COMM. COLL. ^{b/}	6,549	8,877	8	7,216	10,186	10	8,149	11,350	11	9,422	13,205	13
*MILES COMMUNITY COLLEGE	6,200	8,990	10	7,130	11,240	13	7,440	11,710	13	...	...	..
NEBRASKA												
*CENTRAL NEBRASKA TECH	6,000	7,700	..	6,400	9,700	..	...	...	..	...	...	..
*FAIRBURY JUNIOR COLLEGE	6,500	6,980	4	8,720	9,120	10	7,440	10,320	12	8,160	11,040	12
*PC COOK COLLEGE	...	...	..	7,000	11,200	12	7,700	11,900	12	...	...	..
*NEBRASKA WESTERN COLLEGE ^{b/}	6,500	8,000	4	7,200	9,300	6	8,100	12,500	14	...	...	..
*NORTHWESTERN NEBRASKA COLL.	...	...	..	7,000	9,800	10	7,630	11,210	13	8,470	13,230	17
*NORTH PLATTE COLLEGE	...	...	..	6,810	9,240	9	7,360	9,970	9	7,950	11,050	10
*YORK COLLEGE	...	...	..	9,500	8,500	15	6,000	9,300	15	6,500	10,100	15

PART A. -- SALARIES SCHEDULED FOR FACULTY IN 2-YEAR INSTITUTIONS, BY ACADEMIC PREPARATION, 1969-70 (CONTINUED)

STATE AND INSTITUTION BY CONTROL	B A C H E L O R S			M A S T E R S			S I X Y E A R S			D O C T O R S		
	MINIMUM	MAXIMUM	INCR.	MINIMUM	MAXIMUM	INCR.	MINIMUM	MAXIMUM	INCR.	MINIMUM	MAXIMUM	INCR.

(= PUBLIC INSTITUTION)

NEVADA												
NEW HAMPSHIRE												
NEW JERSEY												
NEW MEXICO												
NEW YORK												
NORTH CAROLINA												
*LEES-MCRAE COLLEGE ^{d/}	5,650	5,850	2	6,500	7,775	8	6,800	8,775	11	...	...	..
NORTH DAKOTA												
*BISMARCK JUNIOR COLLEGE ^{d/}	...	...	..	6,800	10,880	11	7,480	11,560	11	8,160	12,240	11
*LAKE REGION JUNIOR COLLEGE ^{d/}	5,600	8,176	9	6,800	9,824	11	7,800	11,720	14	8,800	12,720	14
OHIO												
*COMM & TECH COL., U OF TOLEDO	7,500	10,067	8	8,000	10,738	8	8,350	11,207	8	8,700	12,021	8
*CUYAHOGA COMMUNITY COLLEGE												
METROPOLITAN CAMPUS	6,944	11,332	11	8,014	13,505	11	8,815	15,051	11	9,608	16,439	11
WESTERN CAMPUS	6,944	11,332	11	8,014	13,505	11	8,815	15,051	11	9,608	16,439	11
*LAKELAND COMMUNITY COLLEGE	7,718	11,402	8	8,508	13,200	9	8,908	13,600	9	10,342	15,280	8
OKLAHOMA												
*CONNORS STATE COLLEGE	6,100	6,550	3	6,800	8,700	14	...	...	..	8,200	10,500	18
*OKLAHOMA MILITARY ACADEMY	5,600	8,125	20	6,050	8,575	20	...	...	..	...	...	..
OREGON												
*CLACKAMAS COMMUNITY COLL.	6,575	10,535	10	7,189	11,840	11	7,522	12,229	11	8,222	13,248	11
*CLATSOP COMMUNITY COLLEGE	6,381	10,216	12	7,464	11,952	12	7,763	12,430	12	8,733	13,982	12
*COLUMBIA CHRISTIAN COLLEGE	5,000	6,000	10	7,200	9,200	2	...	...	..	...	...	..
*LANE COMMUNITY COLLEGE	6,073	9,425	9	7,591	11,782	9	...	...	..	9,110	14,144	9
*LINN-BENTON COMMUNITY COLL.	6,300	9,780	9	7,920	12,300	9	8,685	13,065	9	9,660	14,988	9
*MOUNT HOOD COMM. COLLEGE	...	...	..	6,000	9,312	9	7,548	11,712	9	9,204	14,280	9
*PORTLAND COMMUNITY COLLEGE ^{d/}	6,539	10,152	9	7,835	12,157	9	...	...	..	...	...	..
*SALEM TECH. VOC. COMM. COLL.	6,400	9,580	14	6,912	10,864	14	7,296	11,584	15	...	...	..
*TREASURE VALLEY COMM. COLL.	6,000	10,200	14	7,200	11,400	14	7,800	12,000	14	8,400	12,600	14
*UMPUQUA COMMUNITY COLLEGE	6,625	8,875	6	8,325	11,275	6	...	...	..	...	...	..
PENNSYLVANIA												
KEYSTONE JUNIOR COLLEGE	7,300	10,500	..	7,500	11,600	..	8,500	11,900	..	10,000	11,900	..
LACKAWANNA JUNIOR COLLEGE	5,500	8,500	10	6,000	9,000	10	...	...	..	...	...	..
RHODE ISLAND												
SOUTH CAROLINA												
SOUTH DAKOTA												
TENNESSEE												
MINNESSEE COLLEGE	5,900	7,050	10	6,200	7,800	10	6,700	8,300	10	8,300	10,900	10
TEXAS												
*ALVIN JUNIOR COLLEGE	6,521	8,294	..	7,115	8,666	..	...	...	..	...	9,301	..
*AMARILLO JUNIOR COLLEGE	...	...	..	7,100	9,845	11	8,030	10,835	15	8,690	12,320	20
*BEE COUNTY COLLEGE	...	...	..	7,200	10,000	..	8,000	10,500	..	9,000	11,500	..
*BRAZOSPORT JUNIOR COLLEGE	...	...	..	7,200	9,945	..	7,495	10,100	..	8,685	12,510	..
*CLARENDON JUNIOR COLLEGE	6,500	7,500	10	7,000	8,500	15	7,200	8,700	15	7,500	9,000	15
*COLLEGE OF THE MAINLAND	6,848	10,500	10	7,287	11,172	10	7,896	12,065	10	8,305	12,747	10
*EL CENTRO COLLEGE	7,500	9,300	8	8,200	11,200	11	8,900	12,400	12	10,300	14,800	15
*GRAYSON COUNTY JR. COLLEGE	...	...	..	7,250	8,500	10	8,000	9,350	10	8,750	10,250	10
*HENDERSON COUNTY JR. COLL.	...	...	..	7,100	8,900	18	7,488	9,488	18	9,400	11,200	18
*HOWARD COUNTY JUNIOR COLLEGE	6,300	7,800	15	7,000	9,200	22	7,300	9,500	22	8,600	10,800	22

PART A. -- SALARIES SCHEDULED FOR FACULTY IN 2-YEAR INSTITUTIONS, BY ACADEMIC PREPARATION, 1969-70 (CONTINUED)

STATE AND INSTITUTION BY CONTROL (# PUBLIC INSTITUTION)	B A C H E L O R S			M A S T E R S			S I X Y E A R S			D O C T O R S		
	MINIMUM	MAXIMUM	INCR.	MINIMUM	MAXIMUM	INCR.	MINIMUM	MAXIMUM	INCR.	MINIMUM	MAXIMUM	INCR.
TEXAS (CONTINUED)												
*MCLENNAN COMM. COLLEGE	...	...	..	7,100	7,500	2	7,820	10,220	12	8,800	12,000	16
*NAVARRO JUNIOR COLLEGE ^{b/}	...	...	..	7,300	9,406	18	7,660	9,766	18	8,020	10,126	18
*ODESSA COLLEGE	...	...	..	7,100	9,200	7	7,700	9,800	7	9,600	13,600	8
*PARIS JUNIOR COLLEGE	5,550	6,750	10	6,750	8,000	10	7,500	8,750	10	7,750	9,000	10
*SAN JACINTO COLLEGE	...	...	..	8,016	10,473	13	8,516	10,973	13	10,016	12,473	13
*SOUTHWEST TEXAS JR. COLL.	...	...	..	8,000	10,000	20	8,750	10,750	20	9,500	12,000	20
*SOUTH PLAINS COLLEGE ^{c/}	7,000	8,400	..	8,000	9,400	..	8,500	10,100	..	9,500	11,100	..
*SOUTH TEXAS JUNIOR COLLEGE	...	...	..	6,360	9,060	15	6,720	9,420	15	7,080	9,780	15
*TEXARKANA COLLEGE	5,480	6,970	4	6,980	9,390	20	7,480	9,890	20	8,430	10,890	20
*TEXAS SOUTHWEST COLLEGE	...	...	..	7,400	8,600	12	7,900	9,100	12	8,400	9,600	12
*WEATHERFORD COLLEGE	6,000	6,800	4	7,000	7,800	4	8,000	10,600	13	9,000	11,600	13
UTAH												
*DIXIE JUNIOR COLLEGE ^{d/}	6,578	10,346	..	7,237	12,433	..	7,826	12,646	..	8,358	13,627	..
*UTAH TECHNICAL COL AT PROVO	6,350	9,525	9	7,302	11,430	12	8,255	12,700	14	8,890	13,589	16
VERMONT												
VIRGINIA												
WASHINGTON												
*BELLEVUE COMM. COLLEGE	...	...	..	7,800	10,920	10	...	...	..	8,814	13,962	10
*BIG BEND COMMUNITY COLLEGE	...	...	..	8,158	11,031	13	8,821	11,915	14	10,547	13,641	14
*CENTRALIA COLLEGE	7,177	10,411	10	7,800	11,682	12	8,601	13,130	14	9,780	14,729	15
*CLARK COLLEGE ^{e/}	7,760	10,480	8	8,000	11,200	10	8,727	11,120	15	9,680	14,680	20
*COLUMBIA BASIN COLLEGE	8,100	9,800	6	8,830	12,470	14	10,350	13,730	13	...	...	..
*EDMONDS COMMUNITY COLLEGE	7,145	11,045	13	8,445	12,345	13	9,345	13,245	13	11,010	14,910	13
*EVERETT COMMUNITY COLLEGE	7,145	10,145	10	8,445	12,345	13	9,345	13,245	13	11,010	14,910	13
*FORT STELLACOOM COMM. COLL. ^{f/}	8,044	11,165	9	8,322	12,414	11	9,437	14,841	13	10,680	16,297	14
*GREEN RIVER COMMUNITY COLL.	...	...	..	8,351	12,973	14	8,817	13,711	14	10,759	15,925	14
*HIGHLINE COMMUNITY COLLEGE	7,395	10,455	9	7,950	11,350	10	...	...	..	9,735	13,135	10
*LOWER COLUMBIA COLLEGE	7,668	9,117	3	9,117	13,158	8	12,414	14,684	8	9,117	14,684	8
*PENINSULA COLLEGE ^{g/}	7,300	11,500	14	7,900	12,100	14	8,500	13,000	15	9,500	14,300	16
*SEATTLE COMMUNITY COLLEGE	7,500	10,620	10	7,812	11,868	13	8,748	13,116	14	10,284	15,276	16
*SEACITY VALLEY COLLEGE	7,456	10,621	15	8,160	11,325	15	8,863	12,028	15	9,566	12,731	15
*TACOMA COMMUNITY COLLEGE ^{h/}	6,750	11,475	11	7,500	12,750	11	9,000	14,250	11	9,900	15,615	11
*WENATCHEE VALLEY COLLEGE	...	...	..	8,236	11,344	10	9,168	13,209	13	12,432	15,940	10
*YAKIMA VALLEY COLLEGE ^{i/}	6,741	11,556	12	8,025	12,840	12	8,747	13,562	12	9,710	14,525	12
WEST VIRGINIA												
WISCONSIN												
*KENOSHA TECHNICAL INSTITUTE	7,100	8,875	5	8,100	12,360	12	8,850	13,110	12	9,600	13,860	12
*NORTH CENTRAL TECH INSTITUTE	7,500	10,200	9	9,000	13,200	14	...	...	..	...	...	..
*WESTERN WISCONSIN TECH INST.	7,100	9,940	10	7,900	11,692	12	8,500	12,292	12	...	...	..
WYOMING												
*NORTHWEST COMMUNITY COLLEGE	4,960	5,952	4	6,200	9,920	10	6,944	12,152	14	7,698	12,896	14
*WESTERN WYOMING COLLEGE	7,000	7,600	2	7,300	10,900	9	8,100	12,500	11	8,900	14,500	14
CANAL ZONE												
a/ M.A. salaries require "minimum qualifications or less." b/ Salaries shown exclude long-service increments. c/ Six-year salaries require B.A. plus 34 semester units including M.A. d/ Six-year salaries require M.A. plus 24 semester units. e/ B.A. salaries are far less than M.A. f/ M.A. salaries require B.A. plus 42 semester units; six-year salaries require B.A. plus 36 semester units; doctoral salaries require B.A. plus 98 semester units. g/ Salaries shown exclude merit increments. h/ Six-year salaries require B.A. plus 72 semester units including M.A. i/ Six-year salaries require B.A. plus 48 semester units including M.A. j/ Six-year salaries require M.A. plus 20 semester units.												
k/ Six-year salaries require M.A. plus 28 semester units. l/ Six-year salaries require M.A. plus 40 semester units. m/ Six-year salaries require M.A. plus 45 semester units. n/ Doctoral salaries are negotiable. o/ Six-year salaries require M.A. plus 32 semester units. p/ Number of increments is dependent upon rank assumed within each level of educational preparation. q/ Six-year salaries require M.A. plus 36 semester units. r/ Six-year salaries require B.A. plus 56 semester units including M.A. s/ Six-year salaries require B.A. plus 54 semester units including M.A. t/ Alternate characteristics are defined for initial placement in four classifications. Attainment of maximum requires completion of varying levels of teaching and/or related experience.												

PART B. -- SALARIES SCHEDULED FOR FACULTY IN 2-YEAR INSTITUTIONS, BY FACULTY RANK, 1969-70

STATE AND INSTITUTION BY CONTROL	I N S T R U C T O R				A S S I S T A N T P R O F E S S O R				A S S O C I A T E P R O F E S S O R				P R O F E S S O R			
	MINIMUM	MAXIMUM	INCR.	MINIMUM	MAXIMUM	INCR.	MINIMUM	MAXIMUM	INCR.	MINIMUM	MAXIMUM	INCR.	MINIMUM	MAXIMUM	INCR.	

(* PUBLIC INSTITUTION)

ALABAMA

ALASKA

UNIV OF ALASKA COMM COLL SYS

ANCHORAGE COMMUNITY COLLEGE	7,275	10,350	11	10,575	13,050	11	13,275	16,650	15	16,875	21,150	19
JUNEAU DOUGLAS COMM. COLL.	7,875	10,350	11	10,575	13,050	11	13,275	16,650	15	16,875	21,150	19
KENAI PENINSULA COMM. COLL.	7,875	10,350	11	10,575	13,050	11	13,275	16,650	15	16,875	21,150	19
KETCHIKAN COMMUNITY COLLEGE	7,875	10,350	11	10,575	13,050	11	13,275	16,650	15	16,875	21,150	19
KODIAK COMMUNITY COLLEGE	7,875	10,350	11	10,575	13,050	11	13,275	16,650	15	16,875	21,150	19
MATANUSKA SUSITNA COMM COLLEGE	7,875	10,350	11	10,575	13,050	11	13,275	16,650	15	16,875	21,150	19
SITKA COMMUNITY COLLEGE	7,875	10,350	11	10,575	13,050	11	13,275	16,650	15	16,875	21,150	19

ARIZONA

ARKANSAS

CALIFORNIA

*CHAFFEY COLLEGE	...	...	..	7,770	12,950	11	8,270	13,450	11	8,770	13,950	11
*KERN JOINT JR. COLL. DIST.												
*BAKERSFIELD COLLEGE	7,943	10,466	13	10,294	12,095	9	12,315	14,783	6	14,729	17,023	5
*PORTERVILLE COLLEGE	7,943	10,466	13	10,294	12,095	9	12,315	14,783	6	14,729	17,023	5

COLORADO

CONNECTICUT

*GREATER HARTFORD CCM. COL.	9,601	11,827	6	10,694	13,040	6	13,020	16,110	6	15,186	18,648	6
*MANCHESTER COMMUNITY COLL	9,601	11,827	6	10,694	13,040	6	13,020	16,110	6	15,186	18,648	6
*MATTITUCK COMMUNITY COLL.	9,601	11,827	6	10,694	13,040	6	13,020	16,110	6	15,186	18,648	6
*MIDDLESEX COMMUNITY COLLEGE	9,601	11,827	6	10,694	13,040	6	13,020	16,110	6	15,186	18,648	6
*NORTHWESTERN COMMUNITY COLL.	9,601	11,827	6	10,694	13,040	6	13,020	16,110	6	15,186	18,648	6
*NORWALK COMMUNITY COLLEGE	9,601	11,827	6	10,694	13,040	6	13,020	16,110	6	15,186	18,648	6
*QUINPIAC COLLEGE	8,000	10,000	8	9,000	11,180	8	10,750	14,350	8	13,450	17,850	8
*THAMES VALLEY ST. TECH. COLL	10,138	12,424	6	11,289	13,701	6	13,701	16,917	6	...	...	..

DELAWARE

WESLEY COLLEGE	6,500	9,400	10	7,500	11,100	12	8,000	13,100	17	11,100	15,000	13
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DISTRICT OF COLUMBIA

FLORIDA

*GULF COAST JUNIOR COLLEGE	7,500	9,600	18	7,800	9,900	18	8,400	10,500	18	8,700	10,800	18
*INDIAN RIVER JUNIOR COLLEGE	6,300	9,891	19	6,741	10,332	19	7,938	11,529	19	9,450	13,041	19
*MARYMOUNT COLLEGE	6,500	11,000	..	9,000	13,500	..	10,000	14,500	..	11,000	17,500	..
*NORTH FLORIDA COLLEGE	7,500	9,400	15	7,800	9,700	15	8,100	10,000	15	10,000	12,900	12

GEORGIA

NORMAN COLLEGE	7,003	7,661	2	7,970	8,423	..	8,839	9,220	..	9,680	10,500	4
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HAWAII

IDAHO

ILLINOIS

*CHICAGO CITY COLLEGE	8,900	12,750	11	10,300	15,350	13	11,700	17,150	13	13,100	18,050	13
*ILLINOIS CENTRAL COLLEGE	7,550	10,925	9	8,700	12,825	11	9,825	15,825	16	10,950	18,025	19
*LINCOLN COLLEGE	7,300	8,919	6	7,957	10,293	9	8,614	12,045	14	9,490	12,921	14
*MCRAINE VALLEY COMM. COLLEGE	8,000	9,600	4	9,000	11,500	5	10,500	14,100	6	11,500	16,400	7
*SAUK VALLEY COLLEGE	7,250	9,175	7	8,500	12,125	9	9,750	15,025	11	11,000	16,925	11
*WILLIAM RAINLEY HARPER COLL.	8,000	12,500	..	9,150	15,000	..	10,300	17,600	..	11,450	20,300	..

INDIANA

IOWA

GRAND VIEW COLLEGE	6,600	11,220	10	9,768	12,408	5	11,880	13,662	3	14,520	16,500	3
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PART B. -- SALARIES SCHEDULED FOR FACULTY IN 2-YEAR INSTITUTIONS, BY FACULTY RANK, 1969-70 (CONTINUED)

STATE AND INSTITUTION ⁽¹⁾ BY CONTROL (⁽²⁾ PUBLIC INSTITUTION)	INSTRUCTOR			ASSISTANT PROFESSOR			ASSOCIATE PROFESSOR			PROFESSOR		
	MINIMUM	MAXIMUM	INCR.	MINIMUM	MAXIMUM	INCR.	MINIMUM	MAXIMUM	INCR.	MINIMUM	MAXIMUM	INCR.
IOWA (CONTINUED)												
*SOUTHWESTERN COMM. COLLEGE ⁽³⁾	7,200	10,400	10	8,900	10,900	7	9,700	12,000	6	11,000	14,000	6
KANSAS												

KENTUCKY												

LOUISIANA												
*DELTA COLLEGE ⁽³⁾	5,700	10,000	17	7,200	13,000	19	8,200	14,000	19	9,600	15,000	18
MAINE												

MARYLAND												
*ALLEGANY COMMUNITY COLLEGE	6,600	9,000	8	7,800	11,000	8	9,500	14,000	9	11,200	17,200	10
*ANNE ARUNDEL COMM. COLLEGE	7,000	9,000	..	8,500	10,750	..	10,500	12,750	..	12,500	16,000	..
*CATONSVILLE COMM. COLLEGE	8,050	10,450	16	9,625	12,825	16	11,250	15,250	16	13,125	17,925	16
*CHARLES COUNTY COMM. COLLEGE	6,500	9,000	..	7,500	9,000	..	9,000	10,500	..	10,500	12,500	..
*ESSEX COUNTY COLLEGE	8,050	10,450	16	9,625	12,825	16	11,250	15,250	16	13,125	17,925	16
*HAGERSTOWN JUNIOR COLLEGE	7,000	9,400	8	8,500	11,700	8	9,000	13,000	8	10,500	15,300	8
*HARFORD JUNIOR COLLEGE	7,200	10,525	7	8,600	12,450	7	10,350	14,550	7	12,275	16,650	7
MASSACHUSETTS												
*BERKSHIRE COMMUNITY COLL.	7,670	10,507	9	8,978	12,425	9	10,758	15,291	9	13,411	19,100	9
*BRISTOL COMMUNITY COLLEGE	7,670	10,507	9	8,978	12,425	9	10,758	15,291	9	13,411	19,100	9
*CAPE COD COMMUNITY COLLEGE	7,670	10,507	9	8,978	12,425	9	10,758	15,291	9	13,411	19,100	9
*GREENFIELD COMMUNITY COLLEGE	7,670	10,507	9	8,978	12,425	9	10,758	15,291	9	13,411	19,100	9
*HOLYOKE COMMUNITY COLLEGE	7,670	10,507	9	8,978	12,425	9	10,758	15,291	9	13,411	19,100	9
*LEICESTER JUNIOR COLLEGE	6,800	8,300	5	7,700	9,400	6	8,800	10,500	6	9,600	12,000	8
*MASSACHUSETTS COMM. COLLEGE	7,670	10,507	9	8,978	12,425	9	10,758	15,291	9	13,411	19,100	9
*MT. WACHUSETT COMM. COLLEGE	7,670	10,507	9	8,978	12,425	9	10,758	15,291	9	13,411	19,100	9
*NORTHERN ESSEX COMM. COLLEGE	7,670	10,507	9	8,978	12,425	9	10,758	15,291	9	13,411	19,100	9
*NORTHSHORE COMMUNITY COLLEGE	7,670	10,507	9	8,978	12,425	9	10,758	15,291	9	13,411	19,100	9
*QUINSIGAMOND COMM. COLL.	7,670	10,507	9	8,978	12,425	9	10,758	15,291	9	13,411	19,100	9
*SPRINGFIELD TECH. COMM. COLL.	7,670	10,507	9	8,978	12,425	9	10,758	15,291	9	13,411	19,100	9
MICHIGAN												
*MACOMB COUNTY COMMUNITY COLL.	9,000	14,400	..	9,630	15,300	..	10,260	16,200	..	10,890	17,100	..
*NORTHWESTERN MICHIGAN COLL.	8,025	9,280	7	9,475	10,735	6	10,960	12,160	5	12,415	13,490	4
*SUOMI COLLEGE ⁽³⁾	6,000	7,800	5	7,200	9,200	4	8,800	10,800	3	9,800	11,600	2
MINNESOTA												

MISSISSIPPI												

MISSOURI												
*JR. COLL. DIST. OF ST. LOUIS CO.	7,100	11,720	5	9,880	12,220	5	11,740	14,300	5	13,780	16,740	5
*FLORISSANT VALLEY COMM. C.	7,100	11,720	5	9,880	12,220	5	11,740	14,300	5	13,780	16,740	5
*FOREST PARK COMM. COLL.	7,100	11,720	5	9,880	12,220	5	11,740	14,300	5	13,780	16,740	5
*MERAMEC COMMUNITY COLLEGE	7,100	11,720	5	9,880	12,220	5	11,740	14,300	5	13,780	16,740	5
MONTANA												

NEBRASKA												

NEVADA												

NEW HAMPSHIRE												
*NEW HAMPSHIRE TECH. INST.	6,836	8,594	4	7,489	9,422	4	8,196	10,186	4	9,438	11,774	4
NEW JERSEY												
*ATLANTIC COMMUNITY COLLEGE ⁽³⁾	6,681	8,830	8	7,425	13,805	10	10,450	15,950	10	12,540	19,140	10
*BERGEN COMMUNITY COLLEGE	7,737	11,049	9	8,509	13,437	11	10,287	16,579	11	13,200	19,455	9
*BROOKDALE COMMUNITY COLLEGE	7,800	10,600	7	9,000	12,150	7	10,800	14,580	7	13,500	18,225	7
*ESSER COUNTY COLLEGE	7,600	11,200	9	8,600	13,100	10	10,000	15,000	10	12,800	18,300	10

PART B. -- SALARIES SCHEDULED FOR FACULTY IN 2-YEAR INSTITUTIONS, BY FACULTY RANK, 1969-70 (CONTINUED)

STATE AND INSTITUTION BY CONTROL (* PUBLIC INSTITUTION)	INSTRUCTOR			ASSISTANT PROFESSOR			ASSOCIATE PROFESSOR			PROFESSOR		
	MINIMUM	MAXIMUM	INCR.	MINIMUM	MAXIMUM	INCR.	MINIMUM	MAXIMUM	INCR.	MINIMUM	MAXIMUM	INCR.
NEW JERSEY (CONTINUED)												
*MERCER COUNTY COMM. COLLEGE	8,000	10,400	7	9,600	12,400	7	11,400	14,700	7	13,500	18,000	7
*OCEAN COUNTY COLLEGE	7,667	10,495	6	9,342	12,144	6	11,357	14,765	6	13,803	17,943	6
NEW MEXICO												
.												
NEW YORK												
*AG/TECH COLLEGE - ALFRED	6,370	10,250	13	8,000	14,000	17	8,890	18,000	23	10,214	24,000	27
*BROOME TECHNICAL COMM. COLL.	7,310	11,360	10	8,090	13,840	12	9,400	15,355	11	11,045	18,285	12
*COMM. COL. OF THE FINGER LKS.	7,632	11,276	8	8,929	13,191	8	10,447	15,435	8	12,223	18,058	8
*CORNING COMMUNITY COLLEGE	7,000	9,700	6	8,500	12,000	7	10,500	14,900	8	11,500	17,800	9
*C.U.N.Y.												
KINGSBOROUGH COMM. COLLEGE	11,005	14,855	6	11,830	17,380	7	14,580	21,620	8	17,380	25,400	9
N.Y. CITY COMMUNITY COLLEGE	11,005	14,855	6	11,830	17,380	7	14,580	21,620	8	17,380	25,400	9
QUEENSBORO COMM. COLLEGE	11,005	14,855	6	11,830	17,380	7	14,580	21,620	8	17,380	25,400	9
STATEN ISLAND COMM. COLLEGE	11,005	14,855	6	11,830	17,380	7	14,580	21,620	8	17,380	25,400	9
*DUTCHESS COMMUNITY COLLEGE	8,100	11,100	5	10,050	13,550	5	11,900	15,900	5	13,950	18,450	5
ELIZABETH SETON COLLEGE	8,600	8,600	..	7,400	9,500	..	8,250	10,500	..	9,350	12,600	..
*ERIE COMMUNITY COLLEGE	7,980	10,020	4	9,600	12,000	4	11,380	14,300	4	12,805	16,085	4
*FASHION INSTITUTE OF TECH.	11,210	11,760	2	12,490	16,690	6	14,450	20,150	6	17,035	23,815	6
*FULTON-MONTGOMERY COMM. COL.	7,800	10,920	7	9,360	13,260	8	11,700	15,600	6	14,040	17,940	5
*GENESEE COMMUNITY COLLEGE	7,200	10,000	7	8,150	11,650	7	9,450	14,250	8	11,000	16,600	8
*HENRIMER CO. COMM. COLLEGE	7,000	9,550	6	8,200	11,525	7	9,500	13,900	8	10,900	16,100	8
*HUDSON VALLEY COMM. COLLEGE	7,500	11,650	10	8,750	14,200	11	9,750	15,150	10	12,000	18,700	10
*JAMESTOWN COMMUNITY COLLEGE	7,000	10,000	14	9,000	12,000	12	11,000	14,000	10	13,000	17,000	10
*JEFFERSON COMMUNITY COLLEGE	7,300	10,366	7	8,760	12,442	7	10,220	14,511	7	11,680	16,587	7
*MCHAWK VALLEY COMMUNITY COL.	7,000	10,000	..	8,000	12,000	..	9,000	14,000	..	10,000	17,000	..
*MONROE COMMUNITY COLLEGE	7,600	11,875	9	9,050	14,000	9	10,600	16,450	9	13,150	20,750	9
*NASSAU COMMUNITY COLLEGE	9,372	13,222	7	10,597	17,197	11	12,461	20,161	11	15,017	23,617	11
*NIAGARA CO COMM. COLLEGE	7,800	9,975	5	9,700	12,200	5	11,200	14,150	5	12,800	16,500	5
*SUNY												
AG/TECH COLL COBLESKILL	..	10,250	..	..	14,700	..	..	18,900	..	..	25,000	..
AG/TECH COLL FARMINGDALE	6,370	10,250	..	7,420	14,700	..	8,270	18,900	..	9,210	25,000	..
*SUNY-AC & E TECHNICAL COLLEGE	7,000	9,660	..	8,251	10,969	..	9,924	14,019	..	12,905	16,850	..
*ULSTER COUNTY COMM. COLLEGE	7,000	10,200	8	8,200	12,200	8	9,500	14,300	8	11,500	16,400	7
*WESTCHESTER COMM. COLLEGE	8,810	10,970	4	11,585	15,365	4	12,895	17,095	4	15,830	20,990	4
NORTH CAROLINA												
BREVARD COLLEGE	6,000	8,000	..	7,000	9,500	..	8,500	11,000	..	10,000	15,000	..
LOUISBURG COLLEGE	6,300	7,300	..	6,900	8,400	..	7,800	9,000	..	8,400	10,000	..
NORTH DAKOTA												
.												
OHIO												
LOURDES JUNIOR COLLEGE	6,000	8,880	..	8,880	10,000	..	10,000	12,000	..	12,000	...	..
*SINCLAIR COMMUNITY COLLEGE	6,900	10,000	..	8,565	11,430	..	9,300	12,725	..	10,600	14,990	..
OKLAHOMA												
BACONE COLLEGE	7,000	8,000	..	8,200	9,200	..	9,400	...	..	...	...	..
OREGON												
*CENTRAL OREGON COMM. COLL.	6,000	9,312	9	7,548	11,712	9	9,204	14,280	9	11,700	18,156	9
PENNSYLVANIA												
BAPTIST BIBLE SEMINARY	4,663	6,818	..	5,801	7,273	..	6,254	7,727	..	7,732	9,217	..
*BUCKS COUNTY COMM. COLLEGE	8,000	10,400	..	8,950	12,350	..	11,100	15,800	..	13,600	18,000	..
*BUTLER CO. COMMUNITY COLLEGE	6,800	9,000	..	7,800	11,000	..	9,300	13,000	..	11,800	16,000	..
*COMM. COLLEGE OF DELAWARE CO	6,800	9,600	5	9,200	11,600	5	11,100	14,000	5	13,400	16,800	5
*HARCUM JUNIOR COLLEGE	6,500	8,300	6	7,000	9,400	6	7,500	10,500	6	8,500	12,250	5
*HARRISBURG AREA COMM. COLL.	7,500	10,000	..	8,500	13,500	..	10,000	16,000	..	11,000	...	..
*LEHIGH COUNTY COMM. COLLEGE	7,000	9,500	6	8,000	11,031	6	9,500	13,500	6	11,000	15,500	6
*MONTGOMERY COUNTY COMM. COL.	7,000	11,000	..	8,000	12,500	..	10,100	14,900	..	13,200	14,900	..
*NORTHAMPTON COUNTY AREA C.C.	6,700	9,800	5	8,600	12,200	5	10,000	14,400	5	11,200	16,400	..
*PEASEBROOK CHRISTIAN JR. COLL.	7,500	8,500	5	8,300	8,900	3	8,500	9,500	5	9,000	10,000	5
*PINEBROOK JUNIOR COLLEGE	4,500	6,800	..	6,500	8,300	..	6,800	9,000	..	8,500	10,500	..
RHODE ISLAND												
*RHODE ISLAND JR. COLLEGE	7,000	9,000	..	8,000	13,000	..	10,000	15,000	..	12,000	18,000	..
SOUTH CAROLINA												
.												
SOUTH DAKOTA												
.												

PART B. -- SALARIES SCHEDULED FOR FACULTY IN 2-YEAR INSTITUTIONS, BY FACULTY RANK, 1969-70 (CONTINUED)

STATE AND INSTITUTION BY CONTROL	I N S T R U C T O R			A S S I S T A N T P R O F E S S O R			A S S O C I A T E P R O F E S S O R			P R O F E S S O R		
	MINIMUM	MAXIMUM	INCR.	MINIMUM	MAXIMUM	INCR.	MINIMUM	MAXIMUM	INCR.	MINIMUM	MAXIMUM	INCR.
(• PUBLIC INSTITUTION)												
TENNESSEE												
•CHATTANOOGA ST. TECH. INST. ^{a/}	6,627	10,800	••	7,118	11,455	••	9,100	11,864	••	9,082	12,273	••
•COLUMBIA STATE COMM. COLL. ^{a/}	5,500	11,500	••	7,000	12,500	••	7,250	13,250	••	7,500	13,700	••
•JACKSON STATE COMM. COLL. ^{a/}	5,500	11,500	••	7,000	12,500	••	7,250	13,250	••	7,500	13,700	••
•STATE TECH INST AT MEMPHIS ^{a/}	6,627	10,800	••	7,118	11,455	••	8,100	11,864	••	9,082	12,273	••
TEXAS												
•DEL MAR COLLEGE	7,500	10,240	••	8,100	11,800	••	8,600	13,100	••	9,400	14,400	••
•SOUTH PLAINS COLLEGE ^{d/}	7,200	10,500	••	7,400	10,700	••	8,400	10,900	••	9,100	11,100	••
UTAH												
•DIXIE JUNIOR COLLEGE ^{d/}	6,578	9,929	••	6,907	11,671	••	7,254	12,699	••	8,377	13,627	••
VERMONT												
•VERMONT TECHNICAL COLLEGE	6,000	9,000	••	7,000	11,500	••	8,000	14,000	••	9,000	17,000	••
VIRGINIA												
•BLUE RIDGE COMMUNITY COLLEGE	6,800	9,520	••	8,500	11,220	••	10,200	12,920	••	11,900	14,620	••
•CENTRAL VIRGINIA COMM. COLL.	6,800	9,520	••	8,500	11,220	••	10,200	12,920	••	11,900	14,620	••
•DABNEY LANCASTER COMM. COLL.	6,800	9,520	••	8,500	11,220	••	10,200	12,920	••	11,900	14,620	••
•DANVILLE COMMUNITY COLLEGE	6,800	9,520	••	8,500	11,220	••	10,200	12,920	••	11,900	14,620	••
•FERRUM JUNIOR COLLEGE ^{a/}	6,700	10,200	14	6,700	10,700	14	7,200	11,200	14	7,700	11,700	14
•JOHN TYLER COMMUNITY COLLEGE	6,800	9,520	••	8,500	11,220	••	10,200	12,920	••	11,900	14,620	••
•MARYMOUNT COLL. OF VIRGINIA ^{a/}	6,700	11,000	••	7,811	15,000	••	8,828	16,050	••	9,309	20,050	••
•NEW RIVER COMMUNITY COLLEGE	6,800	9,520	••	8,500	11,220	••	10,200	12,920	••	11,900	14,620	••
•NORTHERN VIRGINIA COMM. COL.	6,800	9,520	••	8,500	11,220	••	10,200	12,920	••	11,900	14,620	••
•SOUTHWEST VIRGINIA COMM. COL.	6,800	9,520	••	8,500	11,220	••	10,200	12,920	••	11,900	14,620	••
•THOMAS NELSON COMM. COLLEGE	6,800	9,520	••	8,500	11,220	••	10,200	12,920	••	11,900	14,620	••
•TIDEWATER COMMUNITY COLLEGE	6,800	9,520	••	8,500	11,220	••	10,200	12,920	••	11,900	14,620	••
•VIRGINIA HIGHLANDS COMM. COLL.	6,800	9,520	••	8,500	11,220	••	10,200	12,920	••	11,900	14,620	••
•VIRGINIA WESTERN COMM. COLL.	6,800	9,520	••	8,500	11,220	••	10,200	12,920	••	11,900	14,620	••
•WYTHEVILLE COMMUNITY COLLEGE	6,800	9,520	••	8,500	11,220	••	10,200	12,920	••	11,900	14,620	••
WASHINGTON												
• • • • •												
WEST VIRGINIA												
•W. LIBERTY ST. C, HANCOCK CO. BA	7,200	9,300	••	7,800	11,000	••	9,200	13,000	••	12,000	15,000	••
WISCONSIN												
• • • • •												
WYOMING												
•SHERIDAN COLLEGE	6,800	8,000	4	7,600	9,400	6	8,600	10,700	7	9,600	12,300	9
CANAL ZONE												
• • • • •												

a/ Salaries cover the range of academic preparation within each rank.

b/ Salaries exclude long-service increments.

c/ Salaries exclude merit increases.

d/ Number of increments is dependent upon educational preparation within each rank.

V. EXAMPLES OF SALARY SCHEDULES

This section contains copies of five salary schedules, four representing public 2-year colleges and one representing the nonpublic. Four are examples of comprehensive salary schedules containing a large proportion of the major provisions reviewed in this report. One shows an unusual combination with salaries scheduled by both educational preparation and faculty rank. Information in the original documents not within the scope of this report has been deleted.

The examples selected for this edition complement those published in earlier editions

of this series. A review of these materials shows the variety of ways the contents of salary schedules are expressed.

These institutions have granted the NEA Research Division permission to reproduce their salary schedules. They are included for illustrative purposes only; therefore, identification has been deleted. The selection of these schedules does not imply endorsement or approval by the National Education Association or the NEA Research Division.

MAJOR PROVISIONS OF THE SALARY SCHEDULES IN FIVE 2-YEAR INSTITUTIONS					
Salary schedule identification	Public colleges				Nonpublic college
	A	B	C	D	E
1	2	3	4	5	6
Number of faculty	131	60	143	256	11
Basis of salary schedule	Academic preparation	Academic preparation	Faculty rank	Academic prepa- ration and faculty rank	Academic preparation
Minimum salary	X	X	X	X	X
Maximum salary	X	X	X	X	X
Increments	X	X	X	X	X
Allowance of credit for previous experience	X	X	X	X	X
Additional hours of credit required for increments		X			X
Qualifications for appointment and promotion			X	X	
Salary stratification within ranks by preparation level				X	

SALARY SCHEDULE A

Salary Schedule of a Public Community College

[NAME OF INSTITUTION]

Employment Conditions:

1. Must qualify for the teaching position by evidencing the proper certification from the Department of Public Instruction.
2. The basic salary schedule is based on a nine month contract. Salaries for instructors with twelve month contracts will be computed using the nine-month figure and a multiplier of 1.25.
3. Instructors who have taught in an approved secondary school or college will be credited on the salary schedule with one year of teaching experience for each year taught up to a maximum of ten years.
4. Vocational-technical staff who have not previously taught will compute acceptable work experience on the basis of two years of practical experience for one year on the salary schedule beyond the experience necessary to qualify as a vocational-technical instructor. Qualified work experience will be determined by the Superintendent.
5. New staff will be placed on the salary schedule on a combination of educational background and years of experience as an instructor or through industrial experience. New instructors will not be allowed to be placed above the tenth level considering occupational experience and prior teaching experience.
6. Merit salary increases will be considered by Directors, recommended to the Assistant Superintendent for Instruction, and to the Superintendent for a recommendation to the Board. A continuous evaluation will be made by the immediate supervisor of each staff member, and this evaluation will be discussed with the employee when considering merit increases.
7. Contract periods will be as follows: nine month contracts will be for 190 days service. Twelve month contracts will be for 245 days service. Persons employed on twelve month contracts will be eligible for vacations, beyond the 245 days as established by the Board.
8. Twelve month employees will be allowed eight paid legal holidays as follows: New Year's Day, Good Friday, Memorial Day, Independence Day, Labor Day, Thanksgiving (two days), and Christmas. Legal holidays falling within the period of employment of nine month employees will be considered as earned and will receive pay for same.
9. Contracts will be issued to all staff on or before April 1st.
10. Contracts must be signed and returned to the Superintendent not later than April 15th each year for instructors with a continuing contract.
11. Instructional salaries will be pro-rated for those instructors not assuming a full instructional load. A full instructional load will be considered: Vocational-Technical and Adult Education Instructors-----25 contact hours per week; General Education Instructors--15 semester credit hours teaching assignment.
12. Those assuming additional responsibilities such as division chairman and program chairman may be considered for released time or salary increases to compensate for the additional responsibilities and duties.
13. No change will be made in instructor classification unless intention to change is filed with the Assistant Superintendent for Instruction prior to May 15 and evidence of completion of the required work for such a change is submitted prior to September 20. It is the responsibility of the individual staff member to file for any change in instructor classification; if he fails to do so prior to the dates indicated above, change of instructor classification cannot be made until the following fiscal year.
14. Each area of instruction will be reviewed and equated with the industrial standard in the [city] Area Community District and [state]. Effort will be made to keep the salaries competitive with like positions in the particular occupational area.

15. The base will be reviewed each year in terms of cost of living and will be adjusted accordingly. An index number of 1.00 is equal to \$6,000.
16. The Board of Directors reserves the right to withhold a salary increment to any instructor who fails to make satisfactory professional improvement.

[Provision for transfer of sick leave has been deleted.]

[NAME OF INSTITUTION]

Definitions of Instructor Classifications

CLASS I INSTRUCTOR:

- A. Shall hold a high school diploma, or equivalent.
- B. Must hold a certificate from the Department of Public Instruction in the teaching field.
- C. Shall have a minimum of three years practical experience in the occupation to be taught, and;
- D. Shall be working consistently to fulfill course work prescribed by the [name of state] State Plan for Vocational Technical Education, and;
- E. Shall show promise as an instructor.
- F. This classification will include Health Occupations Instructors.

CLASS II INSTRUCTOR:

- A. Meet requirements for Class I Instructor, plus;
- B. Shall have a minimum of four years practical experience in the occupation to be taught.
- C. Shall be approved by the standards of the [name of state] State Plan for Vocational Technical Education in the teaching field, plus 15 quarter hours. Twelve institute or special occupation course clock hours in the occupational area will be equivalent to one credit hour. Approved Armed Services, industrial or other specific institutes in the occupational area can be considered.
- D. This classification will include Health Occupations Instructors.

CLASS III INSTRUCTOR:

- A. Shall meet the requirements for Class II Instructor, plus;
- B. Shall have a minimum of five years practical experience in the occupation to be taught.
- C. Shall meet the Department of Public Instruction requirements for permanent certification in the occupational area. This means completing approximately 21 quarter hours required for permanent vocational-technical certification.

CLASS IV INSTRUCTOR:

- A. Shall meet requirements for Class III Instructor, plus;
- B. Shall have acquired 45 quarter hours.

CLASS V INSTRUCTOR:

- A. Shall meet the requirements for Class IV Instructor, plus;
- B. Shall hold a Baccalaureate Degree, or the equivalent of 190 quarter hours, and;
- C. Shall have a minimum of three years practical experience in the occupational area to be taught.
- D. Shall have evidenced ability as an instructor.

CLASS VI INSTRUCTOR:

- A. Shall meet the requirements for Class V Instructor, plus;
- B. Shall hold a Baccalaureate Degree and have earned 15 quarter hours above the Baccalaureate Degree or the equivalent of 205 quarter hours.
- C. Shall have a minimum of two years practical experience in the occupation to be taught.

CLASS VII INSTRUCTOR:

- A. Shall meet the requirements for Class VI Instructor, plus;
- B. Hold a Master's Degree or the equivalent of 235 quarter hours, and;
- C. Shall have a minimum of two years practical experience in the occupation to be taught, or;

- D. Shall hold a Master's Degree in the subject area to be taught and a minimum of two years teaching experience.
- E. Shall have a Department of Public Instruction Certification for subject being taught.

CLASS VIII INSTRUCTOR:

- A. Shall meet the requirements for Class VII Instructor, plus;
- B. Shall hold a Master's Degree, plus 22.5 quarter hours beyond the Master's Degree or the equivalent of 257.5 quarter hours, and;
- C. Shall have a minimum of two years practical experience in the area to be taught.
- D. Shall meet state certification requirements.

CLASS IX INSTRUCTOR:

- A. Shall meet the requirements for Class VIII Instructor, plus;
- B. Shall hold a Master's Degree, plus 45 quarter hours beyond the Master's Degree, or the equivalent of 280 quarter hours, and;
- C. Shall have a minimum of two years practical experience in the area to be taught.
- D. Shall meet state certification requirements.

CLASS X INSTRUCTOR:

- A. Shall meet the requirements for Class IX Instructor, plus;
- B. Shall hold a Doctor's Degree, and;
- C. Shall have a minimum of two years practical experience in the area to be taught.
- D. Shall meet state certification requirements.

VOCATIONAL-TECHNICAL EDUCATION

<u>Occupational Area</u>	<u>Levels Minimum-Maximum Range</u>
Health Occupations	1-10
Business Occupations and Home Economics	1-12
Trade and Industrial	6-12
Technical	6-14
Health Occupations	\$7,050 - 11,775
Business Occupations and Home Economics	7,050 - 13,125
Trade and Industrial	9,150 - 13,125
Technical	9,150 - 17,850

[NAME OF INSTITUTION]

1969-70 INSTRUCTIONAL STAFF SALARY SCHEDULE

(Nine Month Schedule)

Instructor Classification

	.05	.05	.05	.05	.05	.05	.06	.06	.065	.07
	I	II	III	IV	V	VI	VII	VIII	IX	X
Level:										
1	\$5,640 .94	\$5,940 .99	\$6,240 1.04	\$6,540 1.09	\$6,840 1.14	\$7,140 1.19	\$7,440 1.24	\$7,740 1.29	\$8,040 1.34	\$8,640 1.44
2	5,940 .99	6,240 1.04	6,540 1.09	6,840 1.14	7,140 1.19	7,440 1.24	7,800 1.30	8,100 1.35	8,430 1.405	9,060 1.51
3	6,240 1.04	6,540 1.09	6,840 1.14	7,140 1.19	7,440 1.24	7,740 1.29	8,160 1.36	8,460 1.41	8,820 1.47	9,480 1.58
4	6,540 1.09	6,840 1.14	7,140 1.19	7,440 1.24	7,740 1.29	8,040 1.36	8,520 1.42	8,820 1.47	9,210 1.535	9,900 1.65
5	7,020 1.17	7,320 1.22	7,620 1.27	7,920 1.32	8,220 1.37	8,520 1.42	9,060 1.51	9,360 1.56	9,780 1.63	10,500 1.75
6	7,320 1.22	7,620 1.27	7,920 1.32	8,220 1.37	8,520 1.42	8,820 1.47	9,420 1.57	9,720 1.62	10,170 1.695	10,920 1.82
7	7,620 1.27	7,920 1.32	8,220 1.37	8,520 1.42	8,820 1.47	9,120 1.52	9,780 1.63	10,080 1.68	10,560 1.76	11,340 1.89
8	7,920 1.32	8,220 1.37	8,520 1.42	8,820 1.47	9,120 1.52	9,420 1.57	10,140 1.69	10,440 1.74	10,950 1.825	11,760 1.96
9	8,220 1.37	8,520 1.42	8,820 1.47	9,120 1.52	9,420 1.57	9,720 1.62	10,500 1.75	10,800 1.80	11,340 1.89	12,180 2.03
10	8,520 1.42	8,820 1.47	9,120 1.52	9,420 1.57	9,720 1.62	10,020 1.67	10,860 1.81	11,160 1.86	11,730 1.955	12,600 2.10
11	8,760 1.46	9,060 1.51	9,360 1.56	9,660 1.61	9,960 1.66	10,260 1.71	11,220 1.87	11,520 1.92	12,120 2.02	13,020 2.17
12	9,000 1.50	9,300 1.55	9,600 1.60	9,900 1.65	10,200 1.70	10,500 1.75	11,580 1.93	11,880 1.98	12,510 2.085	13,440 2.24
13	9,240 1.54	9,540 1.59	9,840 1.64	10,140 1.69	10,440 1.74	10,740 1.79	11,940 1.99	12,240 2.04	12,900 2.15	13,860 2.31
14	9,540 1.59	9,780 1.63	10,080 1.68	10,380 1.73	10,680 1.78	10,980 1.83	12,300 2.05	12,600 2.10	13,290 2.215	14,280 2.38

SALARY SCHEDULE B

Salary Schedule of a Public Junior College

[NAME OF INSTITUTION]

Salary Schedule For 1969 - 71

The College recognizes that quality of instruction is dependent upon the quality of the faculty. Therefore, a continued endeavor is made to discover, attract, and hold the best teaching talent available. Consistent with this policy, the following salary schedule is adopted, but the right is reserved to withhold an annual increment when in the judgment of the administration such increment is not justified. The right is further reserved to advance a faculty member more than one normal increment for exceptional teaching and service to the College.

Steps	A.B. + 30 including Masters AB + Vocational Certificate	A.B. + 45 including Masters AB + Voc. Cert. + 15 hours	A.B. + 60 including Masters AB + Voc. Cert. + 30 hours	A.B. + 75 including Masters AB + Voc. Cert. + 45 hours	A.B. + 90 including Masters AB + Voc. Cert. + 60 hours	Doctorate
1	7000	7500	8000	8500	9000	9500
2	7300	7800	8300	8800	9300	9800
3	7600	8100	8600	9100	9600	10100
4 370	7900	8400	8900	9400	9900	10400
5	8250	8750	9250	9750	10250	10750
6	8600	9100	9600	10100	10600	11100
7 350	8950	9450	9950	10450	10950	11450
8	9300	9800	10300	10800	11300	11800
9 400		10200	10700	11200	11700	12200
10		10600	11100	11600	12100	12600
11			11500	12000	12500	13000
12				12400	12900	13400
13					13300	13800

To be considered as part of justification for teaching staff promotion on the salary scale, courses must qualify as follows:

- Any course(s) accepted by the accredited degree-granting institution as part of an approved course of study that leads to a degree beyond the baccalaureate; or
- Any course(s) or applied research (agreed to by the faculty member and the appropriate dean) that will substantially enhance the faculty member's ability to accomplish the prescribed objective(s) of a particular course for which the faculty member is responsible.

Work experience prior to joining the College staff will be evaluated according to its relationship to the faculty member's assignment in the College. One step for every two years of appropriate work and/or appropriate teaching experience up to twelve years may be allowed on the schedule.

If qualified for an occupational certificate, a person may be employed with less than a BA degree. In such cases, salary will be based on 90 percent of Column 1 on the salary schedule. (i.e.: AA degree and occupational certificate)

SALARY SCHEDULE C

Salary Schedule of a Public Junior College

[NAME OF INSTITUTION]

Salary Schedule 1969-70
(9-Month Schedule)

<u>Steps</u>	<u>Technical Instructor</u>	<u>Instructor</u>	<u>Assistant Professor</u>	<u>Associate Professor</u>	<u>Professor</u>
1	\$ 7,000	\$ 7,550	\$ 8,700	\$ 9,825	\$10,950
2	7,375	7,925	9,075	10,200	11,325
3	7,750	8,300	9,450	10,575	11,700
4	8,125	8,675	9,825	10,950	12,075
5	8,500	9,050	10,200	11,325	12,450
6	8,875	9,425	10,575	11,700	12,825
7	9,250	9,800	10,950	12,075	13,200
8	9,625	10,175	11,325	12,450	13,575
9	10,000	10,550	11,700	12,825	13,950
10	10,375	10,925	12,075	13,200	14,325
11			12,450	13,575	14,700
12			12,825	13,950	15,075
13				14,325	15,450
14				14,700	15,825
15				15,075	16,200
16				15,450	16,575
17				15,825	16,950
18					17,325
19					17,700
20					18,075

[NAME OF INSTITUTION]

PLACEMENT ON SALARY SCHEDULE

Initial placement on salary schedule is determined by education and experience. The combination of these two will determine the classification of the professional staff member and thus the appropriate salary column. Placement within the appropriate column will be based upon experience. In initial placement, year-for-step placement will be allowed for the first five years of experience. Service beyond the fifth year of experience would allow an individual to be placed at the rate of one-half step per year up to a maximum of the tenth step in any rank.

GUIDE FOR INITIAL PLACEMENT

Instructor - Master's degree in subject field or approved related area;

or
Bachelor's degree with three to five years' experience in a technical or occupational field;
or
Superior technical or occupational experience plus basic preparation for teaching.

Assistant Professor - Doctorate in subject field or approved related area;

or
Master's degree in subject field or approved related area plus at least fifteen graduate hours in the field or approved related area and five years of professional experience;
or
Bachelor's degree plus five years of technical or occupational experience and five years of teaching experience.

Associate Professor - Doctorate in subject field or approved related area and five years of professional experience, at least two of which must be in college;

or

Master's degree in subject field or related area plus at least thirty semester hours of graduate work beyond the Master's in the subject field or approved related area plus ten years of professional experience, at least two of which shall have been at the college level;

or

Master's degree in the subject field or approved related area plus fifteen semester hours of graduate work and fifteen years of professional experience.

Professor - Doctorate in subject field or approved related area and ten years of professional experience, at least five of which shall have been at the college level;

or

Master's degree in subject field or approved related area plus at least sixty graduate hours beyond the Master's in an appropriate field plus fifteen years of professional experience, at least five of which shall have been at the college level, plus outstanding qualifications in the profession.

[NAME OF INSTITUTION]

FRINGE BENEFITS - 1969-70 School Year

Teaching Load: The standard load for instructional staff under full-time contract shall be 14 to 16 semester hours or equivalent. Class assignments may consist of a combination of day, evening, and Saturday classes, although not more than one evening class may be assigned without the consent of the staff member involved. Staff members whose assignments consist entirely of English Composition shall be limited to 12 semester hours.

Insurance: Faculty members and their dependents are covered by hospitalization-surgical and major medical insurance. The college pays the total cost of this coverage.

A life insurance policy on the employee is paid for in the amount of a full-time faculty member's annual salary (carried to the nearest \$500) by [Name of institution].

Retirement: Faculty members participate in the State University Retirement System. Faculty members contribute to this coverage in the amount of 7 percent of their salary. Governmental agencies match the 7 percent contribution with a contribution of approximately 10.5 percent.

[NAME OF INSTITUTION]

1969 - 1970

Nine-month Full-time Teaching Personnel - These persons are placed on an officially adopted salary schedule. In the event that such personnel teach in the summer session, the rate for the summer session will be: .23 times their 9-month contract.

Annual Full-time Teaching Personnel - Some instructional programs require the annual services of teachers. Such programs as have occupational experiences within the summer are illustrative of this fact. The salary of persons in this category is determined as follows: 1.23 times the 9-month salary.

Annual Full-time Counseling Staff - Counselors are employed on an annual basis. The salary of counselors is determined in the following manner: 1.23 times the 9-month base.

Division Chairmen - The salary of division chairmen is calculated according to the following formula: 1.27 times the 9-month base.

Other Administrative Personnel on Annual Contracts -

Range A - \$18,000 to \$24,000

This range includes senior administrators, other than the President, who have major responsibilities in connection with the operation of the institution and are responsible to the President.

Range B - \$16,000 to \$20,000

This range includes individuals who are administrative assistants, or who supervise or coordinate broad operations.

Range C - \$13,000 to \$18,000

These persons are individuals who have specialized functions within the institution and who are responsible directly to a Dean or the Business Manager.

Range D - \$11,000 to \$15,000

These persons are individuals who are responsible to individuals in Range A or B above. They include library personnel and the registrar at the current time.

Range E - \$8,000 to \$12,000

Persons included in this range are individuals having qualifications for specialized duties. These include the head accountant, the school nurse, and the student publications supervisor.

SALARY SCHEDULE D

Salary Schedule of a Public Junior College

[NAME OF INSTITUTION]

1969-70 SALARY SCHEDULE FOR CERTIFICATED STAFF

- CLASS I (a) Bachelor's Degree
(b) Vocational Teaching Credential in Trades and Industry (Postponement of requirements).
- CLASS II (a) Bachelor's Degree plus Thirty Approved Semester Units*, or
(b) General Secondary Credential, or
(c) Standard Teaching Credential with Specialization in Secondary Teaching, or
(d) Vocational Teaching Credential in Trades and Industry (full credential).
- CLASS III (a) Master's Degree, or
(b) Bachelor's Degree plus Forty-Five Approved Semester Units*, or
(c) Vocational Teaching Credential in Trades and Industry (full credential) plus Forty-Five Approved Semester Units*.
- CLASS IV (a) Bachelor's Degree plus Sixty Approved Semester Units*, including the Master's Degree or
(b) Bachelor's Degree plus Seventy-Five Approved Semester Units*, or
(c) Vocational Teaching Credential in Trades and Industry (full credential) plus Seventy-Five Approved Semester Units*.
- CLASS V (a) Bachelor's Degree plus Ninety Approved Semester Units*, including the Master's Degree.
- CLASS VI (a) Doctorate or LL.B.

STEPS**	CLASS I	CLASS II	CLASS III	CLASS IV	CLASS V	CLASS VI
1	\$ 7943	\$ 8578	\$ 9055	\$ 9690	\$10405	\$11199
2	8260	8921	9417	10078	10821	11647
3	8578	9255	9779	10466	11238	12095
4	8896	9603	10141	10853	11654	12543
5	9214	9951	10504	11241	12070	12991
6	9531	10234	10866	11628	12486	13439
7	9849	10637	11278	12016	12903	13887
8	10167	10930	11590	12404	13319	14335
9	10485	11323	11933	12791	13735	14783
10	10802	11667	12315	13179	14151	15231
11	11120	12010	12677	13567	14567	15679
12	11438	12353	13039	13954	14984	16127
13	11756	12696	13401	14342	15400	16575
14	12073	13039	13764	14729	15816	17023
	Instructor	Assistant Professor	Associate Professor		Professor	

CREDIT FOR TEACHING AND MILITARY EXPERIENCE

Maximum credit for all experience (teaching or military) is Step 7 on the Salary Schedule for new teachers entering the District.

Teaching Experience may be credited as follows:

One year experience - Step 2 on the schedule.

Two years experience - Step 3 on the schedule.

Three years experience - Step 4 on the schedule.

Four years experience - Step 5 on the schedule.

Five years experience or more - Step 6 on the schedule.

Military experience of 18 months or more shall be credited one step on the schedule.

*Only those collegiate semester units may be counted which were taken subsequent to the awarding of the Bachelor's Degree or equivalent.

**Teachers employed full time advance one step per year on salary schedule. Teachers employed without experience will begin on Step 1.

Adopted by the Board of Trustees, June 6, 1969.

SALARY SCHEDULE E

SALARY SCHEDULE OF A NON-PUBLIC JUNIOR COLLEGE

[NAME OF INSTITUTION]

FACULTY SALARY SCHEDULE
Beginning with the 1969 academic year

The following salary schedule is based upon a full-time load as defined by the faculty. This involves fifteen college hours of classroom work per week plus three hours equivalent of extra-curricular responsibility.

1. TEACHING PERSONNEL Beginning salary - 9 months service

Doctors	Masters* + 30	Masters	Bachelors + 15	Bachelors
\$5900	\$5200	\$5000	\$4650	\$4300

Comparable service rendered the college for more than 9 months will carry pro-rated compensation at the same level of payment.

2. ADMINISTRATIVE PERSONNEL

Administrative personnel may be given up to \$500 above their base to compensate for added time and responsibilities.

3. GENERAL CONSIDERATIONS

A. Annual increments shall be \$125 per year for certified teachers with a Doctorate, \$100 for Masters, and \$75 for Bachelors. Increments shall accrue for a maximum of twelve years. Increments shall cease at five years unless the teacher has taken at least six hours of work during the period.

B. Faculty members coming to [Name of institution] with recognized experience may receive increment credit at one-half the rate for up to ten years experience.

C. Returning faculty shall receive \$10 per semester for resident credit earned to apply on a Master's or Doctor's degree. A maximum of \$120 per summer, or \$300 per school year is allowed. Five dollars per semester hour is allowed for extension work and all undergraduate study, including that taken to meet state requirements.

D. Faculty members at [Name of institution] are invited to participate in the Blue Cross-Blue Shield and group life insurance programs.

E. Ten work days per year are allowed for sick leave. This can accumulate for a maximum of 30 days.

F. A reasonable allowance is made for expenses of each faculty member to attend a meeting of his academic or professional discipline during the year.

G. Faculty on a 9 or 10 month contract will be reimbursed if they are employed by the college for added duties during vacation periods listed on the calendar. Those employed on a 12 month contract are entitled to one-half the stated vacation days on the college calendar plus 2 weeks.

H. Children of full-time faculty and staff members are entitled to a fifty percent tuition discount during the first two years of tenure; 75% during the third year of tenure; 100% for the fourth year and thereafter. Discount is pro-rated for children of part-time personnel.

I. Dependent children of faculty and staff members are entitled to tuition discounts at sister [denomination] colleges due to a reciprocal agreement with those colleges. The amount of the discount will be the same as the faculty or staff members' child would receive at [Name of institution] were he in attendance at [Name of institution].

J. A retirement program is available; the college will pay into it for the faculty. See the Business Office for details.

*To qualify for this increase, the thirty semester hours beyond the Masters' degree must be a program toward a doctorate, the specialist, or a "designed" program approved by the Dean of Instruction; such a design will be to improve classroom effectiveness.