

Appendix 1: Table of Teacher Salary Grades

Salary Grade	Salary Points	Professional Rank of Position				Notes	
Grade 1	770	770	710	650	625	625	<p>1. The basic salary of a teacher at an elementary school, junior high school, or senior secondary school who has a master's degree from a graduate school of a university or college, or of a foreign university or college recognized by the Ministry of Education may be advanced to a maximum of 525 salary points, andmaximumseniority salary at grade 5 and 650 salary points. If the teacher has a doctorate from a graduate school of a university or college, or of a foreign university or college recognized by the Ministry of Education, the teacher may be advanced to a maximumbasic salary of 550 salary points and seniority salary at grade 5 and 680 salary points.</p> <p>2. An assistant professor or lecturer at a junior college,tertiary college, or university who has a doctorate may be assigned a starting salary grade of 330 salary points.</p> <p>3. The area within dotted lines above each maximum basic salary level represents seniority salary.</p> <p>4. An assistant professor appointed before the March 21, 1997 amendments to the Act Governing the Appointment of Educators took effect will be assigned a starting salary grade of 200 salary points, and this may be advanced to a maximum basic salary of 330 salary points. Their seniority salary may be advanced to 450 salary points, to grade 10 basic salary and grade 6 seniority salary.</p>
Grade 2	740						
Grade 3	710						
Grade 4	680	Professor	Associate Professor	Assistant Professor	Lecturer	Senior Secondary School or Lower Level Teacher	
Grade 5	650						
Grade 6	625						
Grade 7	600						
Grade 8	575						
Grade 9	550						
Grade 10	525						
Grade 11	500						
Grade 12	475						
Grade 13	450						
Grade 14	430						
Grade 15	410						
Grade 16	390						
Grade 17	370						
Grade 18	350						
Grade 19	330						
Grade 20	310						
Grade 21	290						
Grade 22	275						
Grade 23	260						
Grade 24	245						
Grade 25	230						
Grade 26	220						
Grade 27	210						
Grade 28	200						
Grade 29	190						
Grade 30	180						
Grade 31	170						
Grade 32	160						
Grade 33	150						
Grade 34	140						
Grade 35	130						
Grade 36	120						