

Appendix 2: Criteria for Assigning Starting Salaries for Teachers at Elementary and Secondary Schools

Salary Grade	Salary Points	Criteria for Assigning Starting Salaries
Grade 19	330	Having a doctorate from the graduate school of a university or college, or a foreign university or college recognized by the Ministry of Education.
Grade 24	245	Having a master's degree from the graduate school of a university or tertiary college, or of a foreign university or college recognized by the Ministry of Education.
Grade 29	190	Having a bachelor's degree from a university or college or from a foreign university or college recognized by the Ministry of Education.
Grade 32	160	Having graduated from a three-year junior college after graduating from a senior secondary school.
Grade 33	150	Having graduated from a two-year junior college after graduating from a senior secondary school; or graduation from a five-year junior college after graduating from a junior secondary school (junior high school).
Grade 36	120	Graduation from a senior secondary school or a lower-level school.