Appendix 1: Table of Teacher Salary Grades

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| Salary Grade | Salary Points | Professional Rank of Position | Notes |
| Grade 1 | 770 | 770 |  |  |  |  | 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, and maximum seniority 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 maximum basic salary of 550 salary points and seniority salary at grade 5 and 680 salary points.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. 3. The area within dotted lines above each maximum basic salary level represents seniority salary.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. |
| Grade 2 | 740 |  |
| Grade 3 | 710 |  | 710 |
| Grade 4 | 680 | Professor |  |
| Grade 5 | 650 |  | 650 |
| Grade 6 | 625 |  |  | 625 | 625 |
| Grade 7 | 600 | AssociateProfessor |  |  |  |
| Grade 8 | 575 |  |  |  |
| Grade 9 | 550 |  |  |  |
| Grade 10 | 525 | 680 |  |  |  |
| Grade 11 | 500 | | | AssistantProfessor |  |  |
| Grade 12 | 475 | 475 |  |  |
| Grade 13 | 450 |  | Lecturer | Senior SecondarySchool orLower Level Teacher |
| Grade 14 | 430 | 600 |
| Grade 15 | 410 | | |
| Grade 16 | 390 | 390 |
| Grade 17 | 370 |  |
| Grade 18 | 350 | 500 |
| Grade 19 | 330 | | |
| Grade 20 | 310 | 310 |
| Grade 21 | 290 |  |
| Grade 22 | 275 | 450 |
| Grade 23 | 260 | | |
| Grade 24 | 245 | 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 | 450 |
| Grade 35 | 130 | | |
| Grade 36 | 120 | 120 |

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

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| 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. |