

University of New Mexico

UNM Digital Repository

Teacher Education, Educational Leadership &
Policy ETDs

Education ETDs

Spring 5-19-1953

An Analysis of Salary Schedules in the Public Schools of New Mexico 1953-54

Jack Andrew Echols

Follow this and additional works at: https://digitalrepository.unm.edu/educ_teelp_etds



Part of the [Educational Administration and Supervision Commons](#), [Educational Leadership Commons](#), and the [Teacher Education and Professional Development Commons](#)

Recommended Citation

Echols, Jack Andrew. "An Analysis of Salary Schedules in the Public Schools of New Mexico 1953-54." (1953). https://digitalrepository.unm.edu/educ_teelp_etds/96

This Thesis is brought to you for free and open access by the Education ETDs at UNM Digital Repository. It has been accepted for inclusion in Teacher Education, Educational Leadership & Policy ETDs by an authorized administrator of UNM Digital Repository. For more information, please contact disc@unm.edu.

UNIVERSITY OF NEW MEXICO-UNIVERSITY LIBRARIES



A14429 084090

378.789

Un 3 Oec

1954

cop. 2

ECHOLS

A N

ANALYSIS
OF SALARY
SCHEDULES

THE LIBRARY
UNIVERSITY OF NEW MEXICO



Call No.

378.789

Un3Oec

1954

cop.2

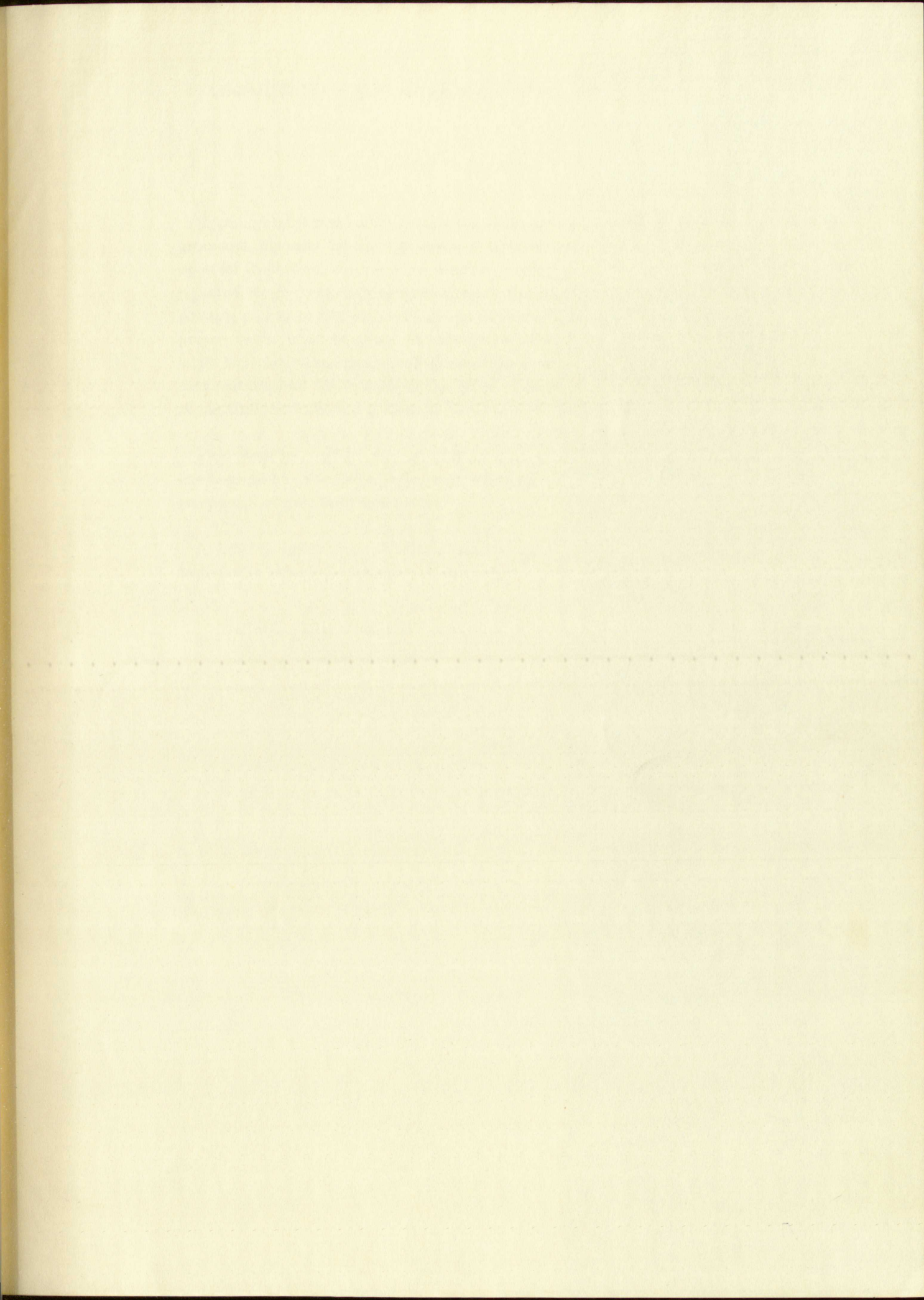
Accession
Number

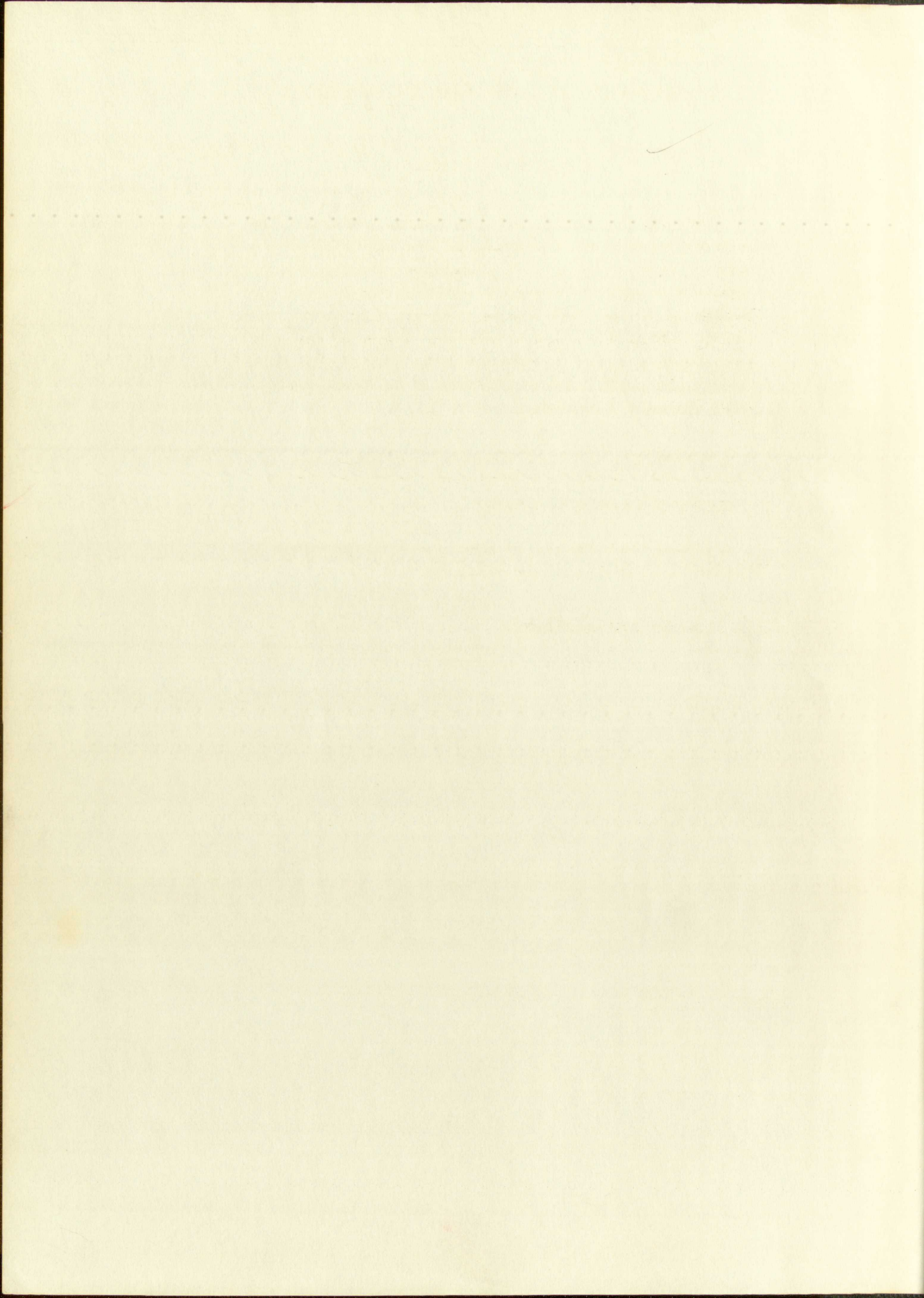
196887

DATE DUE					
DEC 17 1977 UNM DEC 13					
M RECD UNM JUL 12 77					
GAYLORD					PRINTED IN U.S.A.

GAYLORD

PRINTED IN U.S.A.





UNIVERSITY OF NEW MEXICO LIBRARY

MANUSCRIPT THESES

Unpublished theses submitted for the Master's and Doctor's degrees and deposited in the University of New Mexico Library are open for inspection, but are to be used only with due regard to the rights of the authors. Bibliographical references may be noted, but passages may be copied only with the permission of the authors, and proper credit must be given in subsequent written or published work. Extensive copying or publication of the thesis in whole or in part requires also the consent of the Dean of the Graduate School of the University of New Mexico.

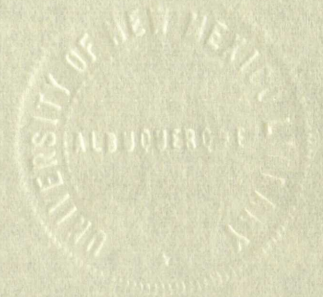
This thesis by ..Jack A. Echols.....
has been used by the following persons, whose signatures attest their acceptance of the above restrictions.

A Library which borrows this thesis for use by its patrons is expected to secure the signature of each user.

NAME AND ADDRESS

DATE

AN ANALYSIS OF SALARY SCHEDULES
IN THE PUBLIC SCHOOLS OF NEW MEXICO
1953 - 54



By
Jack Andrews Echols

A Thesis
Presented in Partial Fulfillment of the
Requirement for the Degree of
Master of Arts in Education

University of New Mexico
1953



OFFICE OF THE
DIRECTOR
BUREAU OF PLANT INDUSTRY
WASHINGTON, D. C.
JAN 10 1913

TO THE DIRECTOR

FROM THE
DIRECTOR OF THE
BUREAU OF PLANT INDUSTRY
WASHINGTON, D. C.



RECEIVED
JAN 10 1913

This thesis, directed and approved by the candidate's committee, has been accepted by the Graduate Committee of the University of New Mexico in partial fulfillment of the requirements for the degree of

MASTER OF ARTS

E. H. Casteller
DEAN

5/19/54
DATE

AN ANALYSIS OF SALARY SCHEDULES
IN THE PUBLIC SCHOOLS OF NEW MEXICO
1953-54

By

Jack Andrews Echols

Thesis committee

E. H. Fixley
CHAIRMAN

B. M. Crawford

S. P. Manninga

This thesis directed and approved by the candidate's committee, has been accepted by the Graduate Committee of the University of New Mexico in partial fulfillment of the requirements for the degree of

MASTER OF ARTS

APPROVED BY THE GRADUATE COMMITTEE
IN THE DEPARTMENT OF
N. 1975-5

John Anthony ...

Thesis committee

[Faint signatures and stamps, including a circular seal]

378.789
Un3Dec
1954
cop. 2

TABLE OF CONTENTS

CHAPTER	PAGE
I. INTRODUCTION	1
The problem	3
Statement of the problem	3
Delimitation of the problem	3
Importance of the study	3
Definitions of terms used	4
Salary schedules	4
Salary class	4
Experience increment	4
Preparation increment	4
Minimum salary	5
Maximum salary	5
Professional salary	5
Sources of the data	5
Methods of procedure	6
Review of related literature	6
Organization of the remainder of the study	18
II. THE PHILOSOPHY AND PRINCIPLES OF SALARY	
SCHEDULES	19
The philosophy	19
The principles	21
III. ANALYSIS OF THE DATA	32
The data	32
Bernalillo County	32

196887

CHAPTER

iii

PAGE

Catron County	32
Chavez County	34
Colfax County	35
Curry County	36
DeBaca County	37
Dona Ana County	37
Eddy County	39
Grant County	41
Guadalupe County	43
Harding County	43
Hidalgo County	44
Lea County	45
Lincoln County	47
Los Alamos County	48
Luna County	49
McKinley County	50
Mora County	52
Otero County	52
Quay County	53
Rio Arriba County	54
Roosevelt County	55
Sandoval County	56
San Juan County	57
San Miguel County	58
Santa Fe County	59
Sierra County	60

32	Carbon County
34	Cherokee County
35	Colfax County
36	Curry County
37	Deer Creek County
37	Doña Ana County
39	Edley County
41	Grant County
43	Graham County
43	Harding County
44	Hidalgo County
45	Lea County
47	Lincoln County
48	Los Alamos County
49	Luna County
50	McKinley County
51	Mora County
52	Otero County
53	Quay County
54	Rio Arriba County
55	Roosevelt County
56	Sandoval County
57	San Juan County
58	San Miguel County
59	Santa Fe County
60	Sterling County

	iv
CHAPTER	PAGE
Socorro County	61
Taos County	61
Torrance County	62
Union County	63
Valencia County	63
IV. SUMMARY, CONCLUSIONS, AND RECOMMENDATIONS . . .	65
The summary	65
Conclusions	70
Recommendations	73
BIBLIOGRAPHY	77
APPENDIX A. Municipal and Independent School	
Districts of New Mexico	82
APPENDIX B. Salary Schedule Documents	84
APPENDIX C. Tabulation of Features of Salary	
Schedules	137

17
18
19
20
21
22
23
24
25
26
27
28
29
30
31
32
33
34
35
36
37
38
39
40
41
42
43
44
45
46
47
48
49
50
51
52
53
54
55
56
57
58
59
60
61
62
63
64
65
66
67
68
69
70
71
72
73
74
75
76
77
78
79
80
81
82
83
84
85
86
87
88
89
90
91
92
93
94
95
96
97
98
99
100
101
102
103
104
105
106
107
108
109
110
111
112
113
114
115
116
117
118
119
120
121
122
123
124
125
126
127
128
129
130
131
132
133
134
135
136
137
138
139
140
141
142
143
144
145
146
147
148
149
150
151
152
153
154
155
156
157
158
159
160
161
162
163
164
165
166
167
168
169
170
171
172
173
174
175
176
177
178
179
180
181
182
183
184
185
186
187
188
189
190
191
192
193
194
195
196
197
198
199
200
201
202
203
204
205
206
207
208
209
210
211
212
213
214
215
216
217
218
219
220
221
222
223
224
225
226
227
228
229
230
231
232
233
234
235
236
237
238
239
240
241
242
243
244
245
246
247
248
249
250
251
252
253
254
255
256
257
258
259
260
261
262
263
264
265
266
267
268
269
270
271
272
273
274
275
276
277
278
279
280
281
282
283
284
285
286
287
288
289
290
291
292
293
294
295
296
297
298
299
300
301
302
303
304
305
306
307
308
309
310
311
312
313
314
315
316
317
318
319
320
321
322
323
324
325
326
327
328
329
330
331
332
333
334
335
336
337
338
339
340
341
342
343
344
345
346
347
348
349
350
351
352
353
354
355
356
357
358
359
360
361
362
363
364
365
366
367
368
369
370
371
372
373
374
375
376
377
378
379
380
381
382
383
384
385
386
387
388
389
390
391
392
393
394
395
396
397
398
399
400
401
402
403
404
405
406
407
408
409
410
411
412
413
414
415
416
417
418
419
420
421
422
423
424
425
426
427
428
429
430
431
432
433
434
435
436
437
438
439
440
441
442
443
444
445
446
447
448
449
450
451
452
453
454
455
456
457
458
459
460
461
462
463
464
465
466
467
468
469
470
471
472
473
474
475
476
477
478
479
480
481
482
483
484
485
486
487
488
489
490
491
492
493
494
495
496
497
498
499
500
501
502
503
504
505
506
507
508
509
510
511
512
513
514
515
516
517
518
519
520
521
522
523
524
525
526
527
528
529
530
531
532
533
534
535
536
537
538
539
540
541
542
543
544
545
546
547
548
549
550
551
552
553
554
555
556
557
558
559
560
561
562
563
564
565
566
567
568
569
570
571
572
573
574
575
576
577
578
579
580
581
582
583
584
585
586
587
588
589
590
591
592
593
594
595
596
597
598
599
600
601
602
603
604
605
606
607
608
609
610
611
612
613
614
615
616
617
618
619
620
621
622
623
624
625
626
627
628
629
630
631
632
633
634
635
636
637
638
639
640
641
642
643
644
645
646
647
648
649
650
651
652
653
654
655
656
657
658
659
660
661
662
663
664
665
666
667
668
669
670
671
672
673
674
675
676
677
678
679
680
681
682
683
684
685
686
687
688
689
690
691
692
693
694
695
696
697
698
699
700
701
702
703
704
705
706
707
708
709
710
711
712
713
714
715
716
717
718
719
720
721
722
723
724
725
726
727
728
729
730
731
732
733
734
735
736
737
738
739
740
741
742
743
744
745
746
747
748
749
750
751
752
753
754
755
756
757
758
759
760
761
762
763
764
765
766
767
768
769
770
771
772
773
774
775
776
777
778
779
780
781
782
783
784
785
786
787
788
789
790
791
792
793
794
795
796
797
798
799
800
801
802
803
804
805
806
807
808
809
810
811
812
813
814
815
816
817
818
819
820
821
822
823
824
825
826
827
828
829
830
831
832
833
834
835
836
837
838
839
840
841
842
843
844
845
846
847
848
849
850
851
852
853
854
855
856
857
858
859
860
861
862
863
864
865
866
867
868
869
870
871
872
873
874
875
876
877
878
879
880
881
882
883
884
885
886
887
888
889
890
891
892
893
894
895
896
897
898
899
900
901
902
903
904
905
906
907
908
909
910
911
912
913
914
915
916
917
918
919
920
921
922
923
924
925
926
927
928
929
930
931
932
933
934
935
936
937
938
939
940
941
942
943
944
945
946
947
948
949
950
951
952
953
954
955
956
957
958
959
960
961
962
963
964
965
966
967
968
969
970
971
972
973
974
975
976
977
978
979
980
981
982
983
984
985
986
987
988
989
990
991
992
993
994
995
996
997
998
999
1000
1001
1002
1003
1004
1005
1006
1007
1008
1009
1010
1011
1012
1013
1014
1015
1016
1017
1018
1019
1020
1021
1022
1023
1024
1025
1026
1027
1028
1029
1030
1031
1032
1033
1034
1035
1036
1037
1038
1039
1040
1041
1042
1043
1044
1045
1046
1047
1048
1049
1050
1051
1052
1053
1054
1055
1056
1057
1058
1059
1060
1061
1062
1063
1064
1065
1066
1067
1068
1069
1070
1071
1072
1073
1074
1075
1076
1077
1078
1079
1080
1081
1082
1083
1084
1085
1086
1087
1088
1089
1090
1091
1092
1093
1094
1095
1096
1097
1098
1099
1100
1101
1102
1103
1104
1105
1106
1107
1108
1109
1110
1111
1112
1113
1114
1115
1116
1117
1118
1119
1120
1121
1122
1123
1124
1125
1126
1127
1128
1129
1130
1131
1132
1133
1134
1135
1136
1137
1138
1139
1140
1141
1142
1143
1144
1145
1146
1147
1148
1149
1150
1151
1152
1153
1154
1155
1156
1157
1158
1159
1160
1161
1162
1163
1164
1165
1166
1167
1168
1169
1170
1171
1172
1173
1174
1175
1176
1177
1178
1179
1180
1181
1182
1183
1184
1185
1186
1187
1188
1189
1190
1191
1192
1193
1194
1195
1196
1197
1198
1199
1200
1201
1202
1203
1204
1205
1206
1207
1208
1209
1210
1211
1212
1213
1214
1215
1216
1217
1218
1219
1220
1221
1222
1223
1224
1225
1226
1227
1228
1229
1230
1231
1232
1233
1234
1235
1236
1237
1238
1239
1240
1241
1242
1243
1244
1245
1246
1247
1248
1249
1250
1251
1252
1253
1254
1255
1256
1257
1258
1259
1260
1261
1262
1263
1264
1265
1266
1267
1268
1269
1270
1271
1272
1273
1274
1275
1276
1277
1278
1279
1280
1281
1282
1283
1284
1285
1286
1287
1288
1289
1290
1291
1292
1293
1294
1295
1296
1297
1298
1299
1300
1301
1302
1303
1304
1305
1306
1307
1308
1309
1310
1311
1312
1313
1314
1315
1316
1317
1318
1319
1320
1321
1322
1323
1324
1325
1326
1327
1328
1329
1330
1331
1332
1333
1334
1335
1336
1337
1338
1339
1340
1341
1342
1343
1344
1345
1346
1347
1348
1349
1350
1351
1352
1353
1354
1355
1356
1357
1358
1359
1360
1361
1362
1363
1364
1365
1366
1367
1368
1369
1370
1371
1372
1373
1374
1375
1376
1377
1378
1379
1380
1381
1382
1383
1384
1385
1386
1387
1388
1389
1390
1391
1392
1393
1394
1395
1396
1397
1398
1399
1400
1401
1402
1403
1404
1405
1406
1407
1408
1409
1410
1411
1412
1413
1414
1415
1416
1417
1418
1419
1420
1421
1422
1423
1424
1425
1426
1427
1428
1429
1430
1431
1432
1433
1434
1435
1436
1437
1438
1439
1440
1441
1442
1443
1444
1445
1446
1447
1448
1449
1450
1451
1452
1453
1454
1455
1456
1457
1458
1459
1460
1461
1462
1463
1464
1465
1466
1467
1468
1469
1470
1471
1472
1473
1474
1475
1476
1477
1478
1479
1480
1481
1482
1483
1484
1485
1486
1487
1488
1489
1490
1491
1492
1493
1494
1495
1496
1497
1498
1499
1500
1501
1502
1503
1504
1505
1506
1507
1508
1509
1510
1511
1512
1513
1514
1515
1516
1517
1518
1519
1520
1521
1522
1523
1524
1525
1526
1527
1528
1529
1530
1531
1532
1533
1534
1535
1536
1537
1538
1539
1540
1541
1542
1543
1544
1545
1546
1547
1548
1549
1550
1551
1552
1553
1554
1555
1556
1557
1558
1559
1560
1561
1562
1563
1564
1565
1566
1567
1568
1569
1570
1571
1572
1573
1574
1575
1576
1577
1578
1579
1580
1581
1582
1583
1584
1585
1586
1587
1588
1589
1590
1591
1592
1593
1594
1595
1596
1597
1598
1599
1600
1601
1602
1603
1604
1605
1606
1607
1608
1609
1610
1611
1612
1613
1614
1615
1616
1617
1618
1619
1620
1621
1622
1623
1624
1625
1626
1627
1628
1629
1630
1631
1632
1633
1634
1635
1636
1637
1638
1639
1640
1641
1642
1643
1644
1645
1646
1647
1648
1649
1650
1651
1652
1653
1654
1655
1656
1657
1658
1659
1660
1661
1662
1663
1664
1665
1666
1667
1668
1669
1670
1671
1672
1673
1674
1675
1676
1677
1678
1679
1680
1681
1682
1683
1684
1685
1686
1687
1688
1689
1690
1691
1692
1693
1694
1695
1696
1697
1698
1699
1700
1701
1702
1703
1704
1705
1706
1707
1708
1709
1710
1711
1712
1713
1714
1715
1716
1717
1718
1719
1720
1721
1722
1723
1724
1725
1726
1727
1728
1729
1730
1731
1732
1733
1734
1735
1736
1737
1738
1739
1740
1741
1742
1743
1744
1745
1746
1747
1748
1749
1750
1751
1752
1753
1754
1755
1756
1757
1758
1759
1760
1761
1762
1763
1764
1765
1766
1767
1768
1769
1770
1771
1772
1773
1774
1775
1776
1777
1778
1779
1780
1781
1782
1783
1784
1785
1786
1787
1788
1789
1790
1791
1792
1793
1794
1795
1796
1797
1798
1799
1800
1801
1802
1803
1804
1805
1806
1807
1808
1809
1810
1811
1812
1813
1814
1815
1816
1817
1818
1819
1820
1821
1822
1823
1824
1825
1826
1827
1828
1829
1830
1831
1832
1833
1834
1835
1836
1837
1838
1839
1840
1841
1842
1843
1844
1845
1846
1847
1848
1849
1850
1851
1852
1853
1854
1855
1856
1857
1858
1859
1860
1861
1862
1863
1864
1865
1866
1867
1868
1869
1870
1871
1872
1873
1874
1875
1876
1877
1878
1879
1880
1881
1882
1883
1884
1885
1886
1887
1888
1889
1890
1891
1892
1893
1894
1895
1896
1897
1898
1899
1900
1901
1902
1903
1904
1905
1906
1907
1908
1909
1910
1911
1912
1913
1914
1915
1916
1917
1918
1919
1920
1921
1922
1923
1924
1925
1926
1927
1928
1929
1930
1931
1932
1933
1934
1935
1936
1937
1938
1939
1940
1941
1942
1943
1944
1945
1946
1947
1948
1949
1950
1951
1952
1953
1954
1955
1956
1957
1958
1959
1960
1961
1962
1963
1964
1965
1966
1967
1968
1969
1970
1971
1972
1973
1974
1975
1976
1977
1978
1979
1980
1981
1982
1983
1984
1985
1986
1987
1988
1989
1990
1991
1992
1993
1994
1995
1996
1997
1998
1999
2000
2001
2002
2003
2004
2005
2006
2007
2008
2009
2010
2011
2012
2013
2014
2015
2016
2017
2018
2019
2020
2021
2022
2023
2024
2025
2026
2027
2028
2029
2030
2031
2032
2033
2034
2035
2036
2037
2038
2039
2040
2041
2042
2043
2044
2045
2046
2047
2048
2049
2050
2051
2052
2053
2054
2055
2056
2057
2058
2059
2060
2061
2062
2063
2064
2065
2066
2067
2068
2069
2070
2071
2072
2073
2074
2075
2076
2077
2078
2079
2080
2081
2082
2083
2084
2085
2086
2087
2088
2089
2090
2091
2092
2093
2094
2095
2096
2097
2098
2099
2100
2101
2102
2103
2104
2105
2106
2107
2108
2109
2110
2111
2112
2113
2114
2115
2116
2117
2118
2119
2120
2121
2122
2123
2124
2125
2126
2127
2128
2129
2130
2131
2132
2133
2134
2135
2136
2137
2138
2139
2140
2141
2142
2143
2144
2145
2146
2147
2148
2149
2150
2151
2152
2153
2154
2155
2156
2157
2158
2159
2160
2161
2162
2163
2164
2165
2166
2167
2168
2169
2170
2171
2172
2173
2174
2175
2176
2177
2178
2179
2180
2181
2182
2183
2184
2185
2186
2187
2188
2189
2190
2191
2192
2193
2194
2195
2196
2197
2198
2199
2200
2201
2202
2203
2204
2205
2206
2207
2208
2209
2210
2211
2212
2213
2214
2215
2216
2217
2218
2219
2220
2221
2222
2223
2224
2225
2226
2227
2228
2229
2230
2231
2232
2233
2234
2235
2236
2237
2238
2239
2240
2241
2242
2243
2244
2245
2246
2247
2248
2249
2250
2251
2252
2253
2

LIST OF TABLES

TABLE	PAGE
I. Range of Preparation Levels	66
II. Preparation Differentials	66
III. Average Salaries and Increments for Minimum Preparation Levels	67
IV. Proposed Salary Schedule Non-Degree Classes . .	75
V. Proposed Salary Schedule Degree Classes	75

PLATE 2

TABLE

I.	Range of ...	65
II.	Range of ...	65
III.	Range of ...	65
IV.	Range of ...	65
V.	Range of ...	65

CHAPTER I

INTRODUCTION

The subject of teachers' salaries is one of the most widely discussed topics in the entire field of education. It is an incalculably significant part of personnel administration. School policies relating to the determination of the salaries which are to be paid to teachers have great and far-reaching implications. The subject extends beyond the welfare of education and the economic status of teachers. It also has a social effect, since the salary policy determines the degree to which teachers have a full stake in society.

In its program to raise the economic status of teachers to a professional level, the National Education Association has given impetus to the thought and conviction that teachers should receive higher salaries. Although the average annual salaries of classroom teachers, principals, and other instructional personnel in the public elementary and secondary schools of the nation increased from \$1599 in 1942-43 to an estimated \$3530 for 1952-53, an increase of \$1931, many teachers now in service are discontented with their compensation.¹ Despite the significant advances of

¹ "Teachers' Salaries, 1950-51," NEA Journal, 42:202, April, 1953.

CHAPTER I

INTRODUCTION

The subject of education is a vast one, and it is not possible to cover it all in a single volume. It is an ever-changing field, and it is the duty of the educator to keep abreast of the latest developments. The purpose of this book is to provide a general overview of the field of education, and to discuss some of the major issues and trends that are currently shaping the field. It is also intended to provide a basis for further study and research in the field of education.

In the chapters that follow, we will discuss the history of education, the philosophy of education, the psychology of education, the sociology of education, and the practice of education. We will also discuss some of the major issues and trends that are currently shaping the field of education, such as the role of technology in education, the role of the teacher, and the role of the parent. We will also discuss some of the major challenges that are currently facing the field of education, such as the achievement gap, the dropout rate, and the need for teacher education reform.

salaries during this period, the median salary of teachers remains far below a professional income. A recent survey by the Research Division of the National Education Association shows that a substantial portion of the classroom teachers are paid below the \$3200 often mentioned as a minimum salary for the beginning teacher.² This is one obvious reason that teaching as a career is not attracting its proportionate share of young men and women.

The estimated average salary for instructional personnel in the public schools of New Mexico for 1950-51 was \$3171, slightly above the national average of \$3126. The state ranked seventeenth in the nation in this respect.³ Information on salaries paid and on salary schedules throughout the country has been effective in causing local school boards to make salary improvements.

The question of salary schedules, however, is not answered with the determination of salaries to be paid to members of the school staff. The factors of its effect on morale and the encouragement of professional growth must be considered. The ability of the state and the school district to finance such a schedule must be determinants. The welfare of the school, the community, and the teacher

² Frank W. Hubbard, "Salaries in Urban School Systems," NEA Journal, 42:239, May, 1953.

³ "Teachers' Salaries, 1950-51," loc. cit.

may be greatly affected by the salary policies of the board of education.

I. THE PROBLEM

Statement of the problem. It is the purpose of this study (1) to present the philosophy and principles underlying the development of salary schedules, (2) to analyze the salary schedules of the several public schools of New Mexico, and (3) to present such conclusions and recommendations as may be pertinent.

Delimitations of the problem. This study will be limited to the salary schedules of the public schools of New Mexico for the school year 1953-54. It will be limited further chiefly to the consideration of the physical structure of salary schedules approved by the State Educational Budget Auditor and the State Tax Commission.

Importance of the study. Accurate information as to the structure of salary schedules of the public schools of New Mexico will be of value to the school administrators of the state as a means of comparison and revision of schedules now in effect. The study will be of value in any effort that may be made for greater uniformity in the structure of the salary schedules of the public schools of New Mexico. It will be of particular importance to the beginning teacher

may be possibly affected by the proposed changes in the
at present.

Statement of the Board
The Board of Directors of the
and (2) to the Board of Directors of the
may be referred.

Statement of the Board
The Board of Directors of the
limited to the Board of Directors of the
New Mexico for the Board of Directors of the
further action is required for the Board of Directors of the
structure of the Board of Directors of the
Board of Directors of the Board of Directors of the

Statement of the Board
The Board of Directors of the
the structure of the Board of Directors of the
New Mexico will be referred to the Board of Directors of the
the Board of Directors of the Board of Directors of the
now in effect. The Board of Directors of the Board of Directors of the
that any other changes in the Board of Directors of the Board of Directors of the
the Board of Directors of the Board of Directors of the Board of Directors of the
It will be referred to the Board of Directors of the Board of Directors of the

in determining what present salaries are and what future salaries may be expected in the several areas of the state. Also, at a time when the public schools are faced with a critical shortage of qualified teachers, it will be of value in the campaign for teacher recruitment.

II. DEFINITIONS OF TERMS USED

Salary schedules. In this study, the term "salary schedule" means a projection of the remuneration specified for school personnel, according to their assignment, preparation, and experience. The titles of salary classes and a complete listing for each class of all the salary steps from minimum to maximum are given. Such other expressions of salary policy as may be deemed essential by the board of education are included.

Salary class. The term "salary class" refers to one division of a salary schedule for a group of equivalent preparation, equivalent experience, and equivalent assignment, showing the salary steps from minimum to maximum. The class is determined by academic degrees or years, fractions of years, or hours of credit of preparation.

Experience increment. The difference between two successive salary steps, or the annual increase in salary within the salary class is called "experience increment."

Preparation increment. The term "preparation

increment" is defined as the differential among the several salary classes of the schedule.

Minimum salary. As used in this study, "minimum salary" is defined as the lowest salary specified for a beginner in a salary class.

Maximum salary. The term "maximum salary" is applied to the highest salary to be paid to an experienced teacher who has completed the total number of years of service for which credit is given in the salary class.

Professional salary. A salary paid to a teacher which will compare favorably with salaries paid in other professions for comparable preparation, experience, and service rendered is known as a "professional salary."

III. SOURCES OF THE DATA

The data for this study were obtained from salary schedules of the several counties, municipal districts, and independent rural school districts of the state, as well as from questionnaires pertaining to the personnel who participated in the preparation of the schedules. The one hundred schedules, consolidated according to county and forming Appendix B of this study, were secured through a request sent to each superintendent concerned.

... is defined as ...

... of the ...

... is defined as ...

... is defined as ...

... is defined as ...

... is defined as ...

... is defined as ...

... is defined as ...

... is defined as ...

... is defined as ...

... is defined as ...

... is defined as ...

... is defined as ...

... is defined as ...

... is defined as ...

... is defined as ...

... is defined as ...

... is defined as ...

... is defined as ...

... is defined as ...

... is defined as ...

... is defined as ...

... is defined as ...

... is defined as ...

... is defined as ...

... is defined as ...

... is defined as ...

... is defined as ...

... is defined as ...

IV. METHODS OF PROCEDURE

The data were divided according to the several counties of the state. No other system of classification was used. The data for each county were analyzed to determine the bases of the salary classes and the differentials among classes. The minimum and maximum salaries of each class and the number and amounts of experience increments were then examined. The schedules were next analyzed in regard to their family allowances, sick leave benefits, cost-of-living increments, and provisions for experience in other systems and for military service. Any additional features of the individual schedules were then examined in detail. The salient features of the schedules were tabulated and summarized.

V. REVIEW OF RELATED LITERATURE

Educational literature contains voluminous writings in the field of salaries and salary schedules. However, the bulk of the periodical articles consist mainly of reports to the effect that School District A has been able to grant an increase in salary to the members of its staff. Relatively little has been written which is of direct value to the school administrator concerned with the formulation and adoption of an effective schedule for his particular system.

Elsbree and Phay, writing for the Encyclopedia of Educational Research, have presented a concise treatise on the research in this field prior to 1950.⁴ The first significant study was "The Economic Aspect of Teachers' Salaries" by Dyke in 1899.⁵

The work of the National Education Association, beginning with the appointment in 1903 of a committee to study the problem and continuing to the present time, has been of great value. A recent contribution of this organization is the Research Bulletin of April, 1953, dealing with salaries and salary schedules of urban school employees. The Bulletin states that one disturbing fact is the slight tendency to reduce the relative difference between the minimum and maximum salaries within a given salary class, but points out that this effect may be offset by the tendency to add salary classes for higher levels of preparation.⁶ The study further reports that 94 per cent of all school districts have a salary schedule, and that a majority of the schedules are of the single-salary or preparation type,

⁴ Willard S. Elsbree and John E. Phay, "Salaries and Salary Schedules," Encyclopedia of Educational Research, revised ed., 1950, pp. 1069-74.

⁵ Ibid., p. 1069.

⁶ Salaries and Salary Schedules of Urban School Employees, 1952-53 (Research Bulletin of the National Education Association, April, 1953. Washington, D. C.: Research Division, The Association), pp. 92-93.

with equal salaries for elementary and secondary school teachers of equivalent preparation.⁷

That part of another study pertaining to New Mexico has been effectively summarized in an editorial of the Albuquerque Journal:

New Mexico is still paying its teachers higher wages than do most states, but other school employees do not fare so well.

A recent survey made by the National Education Assn. compares median salaries in New Mexico with those throughout the country for the 1952-53 school year.

Elementary school teachers in New Mexico were listed by the NEA at \$3683. The national median is \$3437 for teachers in kindergarten through the seventh grade. Junior high school teachers in New Mexico received \$3771; the national median was \$3695. And New Mexico high school teachers received \$4021, whereas the national median was reported as \$3954.

The same general picture was presented for principals of elementary, junior high, and high schools. But when figures for office help and janitors were examined, New Mexico did badly by its non-teaching school employees.

The secretaries of superintendents received \$2991 nationally; New Mexico was listed at \$2700 for its secretary. Clerks in principals' offices received \$2169 elsewhere; in New Mexico it was \$2000. And janitors in New Mexico schools received \$2640 compared with \$2915 nationally. Only nurses and attendance officers did better in New Mexico.

School teachers in New Mexico are pretty well paid, in comparison with other occupations in the state. Starting salary for those with a college degree is \$3200 in most counties; \$3400 for a masters' degree. But that is just the minimum beginning salary. Many counties add a \$75 to \$300 a year supplement, depending

⁷ ibid., p. 89.

on local financial conditions.⁸

In connection with the last statement of the above editorial, it is interesting to note Burke's contention that increments generally are a fiscal device for delaying the payment of an adequate salary, not a reward for improved service.⁹

Two other NEA publications are of particular value. The first, "Problems and Principles in the Scheduling of Teachers Salaries," published in 1940, will be discussed in Chapter II of this thesis. The second, quoted in part, presents the economic status of teachers in 1952-53.

But the running must continue; teachers' salaries must be advanced, not only to keep pace with other advances but ultimately to raise those salaries to professional levels. Most lay citizens would agree that teachers' salaries are too low and that they should be high enough to recognize the vast civic responsibilities carried by teachers. Only by continued efforts by the teaching profession and the general public will this goal be reached.¹⁰

That part of the literature on salary schedules found in standard texts in the field of school administration is discussed in the second chapter of this study. It is here that much of the philosophy underlying the development and

⁸ Mel Mencher, "State Teachers Fare Well on U. S. Average," Albuquerque Journal, July 6, 1953.

⁹ Arvid J. Burke, Financing Public Schools in the United States, (New York: Harper and Brothers, 1951), p. 497.

¹⁰ "Economic Status of Teachers in 1952-53," (Special Memorandum, Committee on Salaries, NEA Research Division, 1952. Washington, D. C.; Research Division, the Association), p. 2.

on local financial conditions.

In connection with the first of these editorial, it is necessary to emphasize that the Government's general policy is to maintain a payment of an amount which is not excessive. The second of these editorial is also necessary.

Two other editorial are necessary. The first, "Prohibition of the sale of liquor," Teachers' salaries, and the second, "The sale of liquor in Chicago." The third editorial is necessary to present the economic situation of the country.

But the most important editorial is the one which is necessary to present the economic situation of the country. It is necessary to present the economic situation of the country in a way which is not excessive. It is necessary to present the economic situation of the country in a way which is not excessive.

There is a need for a more complete and accurate picture of the economic situation of the country. It is necessary to present the economic situation of the country in a way which is not excessive. It is necessary to present the economic situation of the country in a way which is not excessive.

It is necessary to present the economic situation of the country in a way which is not excessive. It is necessary to present the economic situation of the country in a way which is not excessive.

It is necessary to present the economic situation of the country in a way which is not excessive. It is necessary to present the economic situation of the country in a way which is not excessive.

It is necessary to present the economic situation of the country in a way which is not excessive. It is necessary to present the economic situation of the country in a way which is not excessive.

adoption of salary schedules is presented. The survey of periodical literature is limited to selected articles published during the period from January, 1950, to July, 1953. While the survey is not exhaustive in nature, it is representative. It ranges in nature from brief statements of basic principles to more lengthy sociological articles. Three articles concerned with the problem of salary schedules in three different school systems and one proposing a different type of schedule are indicative of this type of writing. Other articles reviewed are less general in nature.

In a series of two articles, Howard M. Aker, Assistant for Research and Educational Studies of the Milwaukee Public Schools, presents that system's approach to the problem. Special emphasis is given to the evaluation of the several aspects of professional growth and its application to the salary schedule.¹¹

"Incentive Pay for Better Teaching" presents a description of the plan used in Summit, New Jersey.¹² The author states that it is not possible to generalize on

¹¹ Howard M. Aker, "Teachers Salaries and Professional Growth," The American School Board Journal, 124:29-30, May, 1952.
Aker, "Working with a Preparation Type Salary Schedule," The American School Board Journal, 124:31-32, June, 1952.

¹² Leonard E. Best, "Incentive Pay for Better Teaching," The School Executive, 69:43-44, May, 1950.

the best system of incentive pay, but that there is little question that teachers differ widely in ability and interest in teaching. It seems unfair, then, to pay the average teacher as much as another who is recognized for outstanding work. Differences in salary must be based on sound evaluations, which require careful supervision. Awards to the outstanding teachers must be granted only to those who exhibit teaching excellence over a period of years. The recipient or his co-workers cannot doubt that he is producing something for which he is recognized. In developing the plan, the purpose was to stimulate better teaching. The superintendent and principals, who must carry the responsibility for improving teachers' service and morale, are allowed the necessary time for all phases of supervision. This is done by adding to the staff a business manager and secretarial assistants.

The Board of Education, Schenectady, New York, confronted with many pressing fiscal problems, appointed a lay committee to obtain a factual background upon which to determine solutions of the compensation problem. Committee members were selected because of their knowledge of salary matters, working conditions, and living costs as they affected those in business and industry as well as in teaching. After studying the problem for a period of six months the committee reported to the board of education.

The recommendations were accepted essentially as submitted. The work of the committee was of value in bringing the school and the community closer together on all matters affecting public education in Schenectady, as well as placing the salary schedule on a sounder basis. It stands as an example of community willingness to be concerned about school problems and to help in their solution.¹³

The Horizontal Block Salary Schedule as a means of encouraging continued professional growth is presented in the March, 1953, issue of The School Executive. The proposed system consists of a series of five blocks. The first four blocks each offers annual increments for a period of four years. In order to advance from one block to the next, six units of professional growth must be secured while in the lower block. To enter the fifth block, four units of growth must be secured. Advancement above the fifth block, which offers five annual increments, is determined by merit and added responsibility. One unit of professional growth is defined as being equal to one semester hour of graduate credit in the teaching field or a related field. One or more units may be granted for the completion of a local study or research project, provided the professional credit of such a project is agreed upon prior to the time the project is

¹³John J. Moran and Robert A. Van Auken, "Lay Participation in Determining Salary Schedules," The American School Board Journal, 123:11-12, August, 1951.

started. The author advances the following advantages of the system: (1) continued professional growth rather than quick massing of credits is required; (2) growth is required every four or five years, depending on the length of the block; (3) an advanced degree is not required; (4) the teacher may select courses in subject fields and education courses related to the teaching assignment; (5) schools of education may offer better courses for the classroom teacher; and (6) the costs to the teacher in the suggested block requirements do not present a prohibitive economic problem.¹⁴

The question of merit rating as a basis for salary scheduling is the theme of three articles appearing in two different periodicals. "Salary in the Selecting Process," by Harry J. Linton, is concerned chiefly with the theory that higher salaries will attract better teachers and that teachers should be paid in accordance with their work. Linton states, however, that systems of merit which follow a teacher year by year from the beginning of employment probably will tend to discourage teachers from the profession and cause dissension. This result will defeat the purpose for which merit ratings are intended.¹⁵

¹⁴ Edward T. Richardson, "Encouraging Continued Professional Growth," The School Executive, 72:76-77, March, 1953.

¹⁵ Harry J. Linton, "Salary in the Selecting Process," The School Executive, 69:68-69, May, 1950.

George B. Martin, in an article in The School Executive, presents both sides of the merit rating question. He considers that the single-salary schedule based on preparation and experience is the most equitable and most easily administered of all the types of salary schedules, but that opponents of this type of schedule point out that the poorest teacher may receive the same pay as the best and that training and experience may not be accurate indices of teacher ability. Attention of schoolmen is now being turned toward the consideration of merit of the individual teacher as a basis for payment of salary. Good arguments are offered on both sides of the question. Negative arguments may be summed up in these three points: (1) merit cannot be judged because of variations in teaching environment; (2) consideration of merit adds an impossible administrative burden; and (3) the usual merit system tends to emphasize extra-curricular activities with the result that teachers are in contact with children to the exclusion of adult contacts. The opposing point of view is that merit is measurable and that consideration of merit in salary schedules results in improved education.¹⁶

Continued consideration of merit may result in a

¹⁶ George B. Martin, "Teacher Salary Schedules," The School Executive, 71:48-50, November, 1951.

George D. Knicker, in an article in the Educational
presented both sides of the question. He
states that the single most important factor in
and experience is the most important. He
states of all the types of teachers, the
opponents of this type of teacher are the
teacher may receive the same pay as the other
and experience may not be the same. He
attention of school boards is now being turned to the
attention of merit of the teacher. He
payment of salary. Good teachers are not
of the question. He states that the
these three points: (1) merit should be
variations in teaching experience, and (2)
merit adds an immeasurable value to the
usual merit system based on experience and
activities with the teacher. He states that
children to the exclusion of all other factors.
point of view is that merit is a factor in the
action of merit is salary. He states that
education.

Continued consideration of merit in
to George D. Knicker, Educational
Educational Association, 1914-1915.

combination of the single salary schedule with a system of extra pay for exceptional merit in teaching. To the extent that school administrators are able to recognize and measure exceptional merit in teachers, this combination should represent the best practice in salary scheduling.¹⁷

An affirmative position is taken by William A. Cook in The American School Board Journal article, "Merit Rating and Salary Increase." One argument for merit rating for salary is based on the platitude that evaluating and rating are taking place at all times by all peoples. The chief concern of school administrators should be to seek the best and fairest method of evaluation, but the determination of criteria for rating should be arrived at cooperatively by all concerned. From such criteria there should emerge five large groups: (1) unsatisfactory; (2) passable; (3) average; (4) good; and (5) excellent. This will lay a basic recognition of teachers as worthy of one of five different types of salary treatment. The lowest classification should be separated from the service; the next might continue without salary increment; the third group might receive a regular, but not an automatic, increment; and increased increments could go proportionately to the two upper groups.¹⁸

¹⁷ Ibid., p. 50.

¹⁸ William A. Cook, "Merit Rating and Salary Increase," The American School Board Journal, 124:33-34, June, 1952.

The question is worthy of continued consideration on the part of school administrators, and the literature indicates that continued emphasis will be given to it.

A facet of the salary schedule topic that is relatively neglected is discussed in the July, 1950, issue of The School Executive. Stuart Anderson directs the theme of an article toward the effect of the payroll procedures on the school staff. The establishment of adequate salary policies, clearly understandable by all employees, should be a fundamental consideration of boards of education and administrators.¹⁹

The sociological aspect of one feature of salary schedules is discussed by Theodore O. Reyhner in The American School Board Journal article, "Family Differentials for Teachers."²⁰ In the United States the family allowance has found its greatest application, outside of the armed services, in the field of public school teaching. It is one adjustment of society to the fact that children are becoming serious economic problems and even liabilities. A disturbing trend in modern society is the tendency to provide

¹⁹ Stuart Anderson, "Payment Plans for Teachers' Salaries," The School Executive, 69:23-24, July, 1950.

²⁰ Theodore O. Reyhner, "Family Differentials for Teachers," The American School Board Journal, 123:23-24, August, 1951.

for groups but to ignore the needs of the individual. In the wage sphere this tendency appears as the standard wage, which attempts to provide for the average family, arbitrarily defined as to numbers. Such a method of remuneration satisfies the average need, but it ignores in a harmful way the hardships of employees with large families. These privations are especially severe in teaching and other vocations with a preponderance of female workers.²¹

Dependents who should be recognized when family allowances are granted fall into three broad classes: (1) dependent children, wives, and husbands; (2) dependent parents, brothers, and sisters; and (3) dependent grandparents, aunts, and uncles. Only the first class has received strong support in the arguments for family allowances. After reporting the results of investigations made in 1942, Reyhner predicts that the need for family allowances will sooner or later be recognized and that such allowances will eventually form a minor but important part of most salary schedules.²²

A different type of article is presented as a recurring feature of The School Executive. "Teachers

²¹ Ibid., p. 23.

²² Ibid., p. 24.

Salaries and the Cost of Living," an economic analysis of the real wages of teachers, discernible trends in salary, and the cost of living, is a brief treatment of the forces affecting the supply of and demand for teachers.²³

VI. ORGANIZATION OF THE REMAINDER OF THE STUDY

The remainder of the study is divided into three major parts. Chapter II presents the philosophy of and the principles involved in the construction of salary schedules. The data concerning salary schedules of the public schools of New Mexico, and an analysis of these data, are set forth in Chapter III. The summary, conclusions, and recommendations of the study constitute Chapter IV.

²³ Harold F. Clark, "Teachers Salaries and the Cost of Living," The School Executive, 72:21, April, 1953.

CHAPTER II

THE PHILOSOPHY AND PRINCIPLES OF SALARY SCHEDULES

The history of salary schedules follows very closely the story of the struggle to improve the lot of the American public school teacher. As standards have become higher, salaries have increased. In the absence of salary schedules, teachers are forced to bargain individually with school boards. This gives decided advantages to the aggressive, the personally influential, the politically powerful, and to those who can use other forms of pressure. The salary schedule, even with all of its problems and disadvantages, eliminates many conflicts. In 1931 Elsbree stated:

It is no longer a question of whether or not a school system shall have a salary schedule; the problem of today is how to formulate the most effective schedule.¹

The statement is just as true in 1953 as it was two decades ago.

I. THE PHILOSOPHY

Different authors have stated the basic philosophy of the salary schedule in different words, but there is general agreement that the schedule must do at least three

¹ W. S. Elsbree, Teachers' Salaries (New York: Teachers College, Columbia University, 1931), p. 6, cited by Arvid J. Burke, Financing Public Schools in the United States (New York: Harper and Brothers, 1951), p. 498.

THE HISTORY OF THE TEACHER'S UNION
The history of the teacher's union is a story of the struggle for the right to organize and to bargain collectively. It is a story of the fight for better wages, better working conditions, and better representation in the schools. The teacher's union is a powerful force in the education system, and its history is a testament to the power of collective action.

It is no longer a question of whether or not the teacher's union should exist. The question is whether or not it should be a part of the education system. The teacher's union is a part of the education system, and it is a part of the life of the teacher. It is a part of the life of the school, and it is a part of the life of the community.

The teacher's union is a part of the life of the teacher. It is a part of the life of the school, and it is a part of the life of the community. It is a part of the life of the education system, and it is a part of the life of the nation.

THE TEACHER'S UNION
Different nations have different views on the teacher's union. In some countries, the teacher's union is a powerful force in the education system. In other countries, it is a weak and ineffective organization. The teacher's union is a part of the life of the teacher, and it is a part of the life of the school. It is a part of the life of the community, and it is a part of the life of the nation.

of the early centuries in which the teacher's union was a part of the life of the teacher. It is a part of the life of the school, and it is a part of the life of the community. It is a part of the life of the education system, and it is a part of the life of the nation.

General agreement that the teacher's union is a part of the life of the teacher, and it is a part of the life of the school. It is a part of the life of the community, and it is a part of the life of the nation.

by David J. Hayes, President of the National Education Association
Chicago (New York: Teachers College Press, 1968)

things. First, it must attract the best qualified young people into the teaching profession. Second, it must hold competent and desirable people in the profession. Third, it must provide for a continuing professional growth of the people in all fields of education.

If the salary schedule is to attract young people into a career of teaching, it must establish minimum salaries that will provide for a desirable standard of living. It must also assure a reasonable rate of progress from the established minimum to the level of a professional salary.

The progress that may be made on the salary scale is a great factor in the holding power of the schedule. Flexibility, which will permit recognition of outstanding accomplishment and super-maximum education of teachers, adds greatly to the schedule's ability to retain desirable personnel. Adjustments to costs of living are of importance in this respect. A savings and a cultural wage must be provided for in the schedule as soon as possible. It is in this last respect that many schedules are faulty.

In order to encourage continuous professional growth, the differentials among salary classes must be great enough to overcome the serious economic problem connected with teachers' attendance at schools. The salary classes must be so arranged that qualifications for advancement are not

too difficult to achieve. Factors other than credit from educational institutions should be given consideration as bases of growth.

An entirely different viewpoint on the philosophy of salary schedules is presented by Donald W. Dunnan in The American School Board Journal.² The article states that salary scheduling (1) provides for improved budgetary practices; (2) promotes morale among the school employees; and (3) removes from the school board and superintendent one major administrative "headache." In this light, the schedule becomes simply an administrative device concerned with the concrete mechanics of school finance.

However the philosophies may be stated, one primary objective of the salary schedule is educational results, tempered by generally accepted social policies. Since salaries and wages represent a major portion of school budgets, the schedule must be so formulated and administered as to assure maximum benefits to the entire educational program.

II. THE PRINCIPLES

The philosophy and the principles of salary scheduling

² Donald W. Dunnan, "The Advantages of Salary Scheduling in Smaller Communities," The American School Board Journal, 121:38-39, October, 1950, p. 38.

are so closely interwoven as to be almost indistinguishable. Many of the most difficult problems faced by school administrators are in matters of salaries and related questions on other conditions of employment. Policies on these issues call for constant evaluation and adjustment.³ According to Burke, the salary schedule should not determine educational, personnel, and salary policies; rather the schedule should grow out of and be a means of putting agreed upon policies into effect.⁴ This statement of general principle should be the preface to any consideration of salary schedules.

Examination of the literature in the field of school administration reveals a great concern on the part of the authors of older texts for the application of certain specific principles in the formulation of salary schedules. Lewis states that there are eight principles upon which a schedule should be based. These principles involve (1) the beginning wage; (2) the disregarding of grades taught; (3) the arrangement of increases to stimulate growth; (4) the academic and professional training; (5) the amount of successful training; (6) the recognition of a saving and a cultural wage; (7) the

³ "The American School Superintendency," Thirtieth Yearbook of the American Association of School Administrators, Washington, D. C.: National Education Association, 1952, p. 171.

⁴ Arvid J. Burke, Financing Public Schools in the United States (New York: Harper and Brothers, 1951), p. 497.

are so closely intertwined as to be almost inseparable. Many of the most important factors are in fact the same as those which are the basis of other conditions of civilization. The chief factors are: (1) the quality of the soil for permanent agriculture and (2) the quality of the water, the energy, the fertility of the land, the quality of the personnel, and the quality of the management. The quality of the soil and the quality of the water are the basis of the growth of the land and the quality of the personnel and the quality of the management are the basis of the growth of the nation. This is the basis of the growth of the nation. The quality of the soil and the quality of the water are the basis of the growth of the land and the quality of the personnel and the quality of the management are the basis of the growth of the nation. This is the basis of the growth of the nation.

Examination of the literature in the field of agricultural administration reveals a number of factors which are the basis of the growth of the nation. The quality of the soil and the quality of the water are the basis of the growth of the land and the quality of the personnel and the quality of the management are the basis of the growth of the nation. This is the basis of the growth of the nation. The quality of the soil and the quality of the water are the basis of the growth of the land and the quality of the personnel and the quality of the management are the basis of the growth of the nation. This is the basis of the growth of the nation. The quality of the soil and the quality of the water are the basis of the growth of the land and the quality of the personnel and the quality of the management are the basis of the growth of the nation. This is the basis of the growth of the nation.

The quality of the soil and the quality of the water are the basis of the growth of the land and the quality of the personnel and the quality of the management are the basis of the growth of the nation. This is the basis of the growth of the nation. The quality of the soil and the quality of the water are the basis of the growth of the land and the quality of the personnel and the quality of the management are the basis of the growth of the nation. This is the basis of the growth of the nation. The quality of the soil and the quality of the water are the basis of the growth of the land and the quality of the personnel and the quality of the management are the basis of the growth of the nation. This is the basis of the growth of the nation.

flexibility to provide for merit; and (8) the equality of sexes, where possible.⁵

Contemporary authors, imbued with the spirit of democratic school administration, veer away from specific principles. Reller suggests that there are two approaches to the salary schedule problem: what is needed and how much is available. Teachers' committees, developing a schedule philosophy on the basis of need, are to be guided by four principles. The standard of living needs range from that which is essential for subsistence to that which is known as a professional level in the community concerned. If a satisfactory standard is developed, adjustments can be made as costs of living fluctuate. The second principle, economic responsibility, raises the controversial issue of allowances for dependents. The level of service desired, the third principle, considers the question from the points of view of the community and of personnel administration. The fourth principle is that of supply and demand. It is closely related to the quality of service desired. The wages necessary to obtain people of competence and training must be determined. Salary schedules based on this requirement will have a long-range effect on the types of persons

⁵ E. E. Lewis, Personnel Problems of the Teaching Staff (New York: The Century Company, 1925), pp. 299-300.

who seek entrance to the field.⁶ The author infers that many principles will have to be developed, but that these principles will have specific application only to the community concerned with that particular schedule.

The Committee on Salaries of the National Education Association, assisted by the Research Division of the association, conducted a nation-wide study of the salary schedule problem. The report of the committee, Problems and Principles in the Scheduling of Salaries, published in 1940, included many of the principles previously stated by Cubberley, Elsbree, Lewis, and others. The greatest value of the study is in the statement of the following five principles.

The construction of teachers' salary schedules and the formulation of salary policies should be undertaken jointly by classroom teachers, school administrators, school board members, and interested laymen.

The use of so-called efficiency ratings as a basis for salary awards is impractical and inadvisable in public education.

The relationship of professional and academic qualifications to the location of teachers on the salary scale should be clearly stated in the rules and regulations governing the operation of the schedule and regular appraisal should be made of individual teacher qualifications.

⁶ R. L. Johns and E. L. Morphet, editors, "Problems and Issues in Public School Finance," National Conference of Professors of Educational Administrators, New York: Teachers College, Columbia University, 1952, pp. 371-372.

who sent out...
many principles...
principles...
community...
The...
association...
station...
problem...
also...
included many...
Cappelle...
of the study...
principles.

The...
and...
under...
admission...
laymen...
The...
for...
public...
The...
qualifications...
and...
individual...

and...
of...
teaching...

Provision should be made in a salary schedule for definitely announced salary increases to be awarded regularly at fixed intervals of time until a given maximum salary is reached.

Teachers' salaries should be based in part on the cost of maintaining an appropriate standard of living.⁷

The Committee on Salaries made extensive reference to the Sixth Yearbook of the Department of Classroom Teachers. The Yearbook states that a plan for the payment of salaries, if properly formulated, tends to stabilize the profession, improve the economic status of teachers, and promote the efficiency of the schools.⁸ The following principles are given as being those on which authorities were in rather general agreement, as well as some of the most promising suggestions which had not then received general approval.

The interests of teachers, pupils, and society should be safeguarded.

Salaries should be related to appropriate standards of living for teachers.

Salaries should be graduated from the minimum to the maximum according to the teacher's qualifications.

The best measures of a teacher's qualifications available at present are the amount and character of

⁷ Problems and Principles in the Scheduling of Salaries (Committee on Salaries, National Education Association, 1940. Washington, D. C.: The Association), pp. 6 ff.

⁸ "The Economic Welfare of Teachers," Sixth Yearbook of the Department of Classroom Teachers, Washington, D. C.: National Education Association, 1931, p. 32.

her training, and the number of years of successful experience she has had.

Persons in the same type of position should receive equal salaries for equivalent training and experience.

The schedule should avoid overpaying beginning teachers at the expense of teachers with long records of successful experience.

The incentive offered by increments in salary should be spread over a large proportion of the teaching career.

The salary schedule should be sufficiently flexible to care for special cases of unusual merit.⁹

The various mechanical features of salary schedules are devised to satisfy the requirements set forth by the principles of sound salary scheduling. The salary classes should be arranged so that professional growth will be encouraged. In order to do this, the salary differentials among the classes must be large enough to provide incentive and the classes must cover an extended area of preparation. The amount of and kind of preparation which is required for movement to higher classes must be attainable without economic strain on the teacher, although the exact requirements must be determined by the local situation. While college hours of credit is the usual base for preparation, some consideration is being given to other factors, such as travel, in-service training programs, and workshop attendance. Continued consideration of these additional factors will probably lead to

⁹ Ibid., pp. 32-35.

a greater recognition of their value, particularly in the cases of teachers who possess academic degrees.

Minimum and maximum salaries in each of the classes are limited to some extent by the amount of available monies, but under no circumstances should a teacher be paid less than it actually costs him to live decently and in reasonable comfort. It is desirable that this minimum wage be high enough to permit the saving of a small amount and the expenditure of a small amount regularly for recreation and cultural improvement. The salary should increase progressively above this level until a cultural standard is attainable. The maximum salary should be at least sufficient to support a family of average size at a moderate level. The maximum salary must offer this opportunity if competent teachers are to remain in the profession and maintain their maximum efficiency.

The most controversial of all of the mechanical features of the salary schedule is probably the experience increment. As previously stated in this study, one author holds that it is merely a fiscal device to delay the payment of a professional salary. Burke contends that the objective of increments should be to bring the teaching staff quickly to a salary above that of skilled labor and commensurate with what persons with similar abilities, preparation, experience, and skill can earn in other

employment. It is justifiable to keep salaries close to the minimum during the probationary period, since many beginning teachers will fail to demonstrate the qualities assumed to be essential for a successful teaching career. However, once a person has demonstrated his capacity to assume professional responsibilities, he should be stepped up as quickly as possible to a professional level, probably within five years after the trial period. If salaries contribute to effective service, then professional salaries should be paid during the years of greatest potential service, not when age and infirmity are beginning to reduce efficiency.¹⁰

A conflicting point of view is presented by Reeder in The Fundamentals of Public School Administration.

Since maximum efficiency is not reached early in experience -- at least with thoroughly live and ambitious teachers -- salary increases should be made as long as there is evidence of increased efficiency. This means that some teachers will receive increases for thirty, forty, or fifty years. Lack of revenue is the only justification of ceasing salary increases at the close of ten or fifteen years of experience, as many schedules do.¹¹

It is the opinion of the editors of the Sixth Year-book of the Department of Classroom Teachers that the

¹⁰ Arvid J. Burke, Financing Public Schools in the United States (New York: Harper and Brothers, 1951), pp. 501-2.

¹¹ Ward G. Reeder, The Fundamentals of Public School Administration revised ed., (New York: The Macmillan Company, 1941), p. 215.

employment. It is... the minimum... beginning... assumed to be... However, once a... assume professional... up as... within five years... contribute to... should be paid during the... fee, not when... efficiency, 10

A... in the... Since... experience... ambitious... as long as... This... for thirty... is the only... at the... as many...

It is the... back of the...

10... United States... 11... Administration... 1911, p. 217.

maximum of most schedules is reached too soon and that salary increases should be continued over a period of from twenty to thirty years. If the maximum salary is reached too early in the teaching career, the result is likely to be a tendency toward professional stagnation during the latter years.¹²

Moehlman, in School Administration, states:

The development of these rewards on the automatic increment basis is fundamentally a recognition of growth in efficiency through the combined effect of preparation and practice. Upon this assumption there is no reason why automatic increments should be continued beyond a seven- to nine-year period.¹³

The bulletin, "Analysis of Single Salary Schedules," published in 1947 by the Research Division of the National Education Association, points out the wide variation in methods employed in scheduling increments. Lengthening of the increment span is advocated by many students of salary scheduling, who point to the bad effect on morale of reaching a salary plateau at an early age. Various efforts to meet the problem were found in the schedules which were examined. One device is to provide increments that are farther apart in the later years of service, after a first maximum has been reached by annual increments. Although variations

¹² "The Economic Welfare of Teachers," op. cit., p. 35.

¹³ Arthur B. Moehlman, School Administration (Boston: Houghton Mifflin Company, 1940), p. 400.

existed, the practice found most often was that of providing increments of the same size throughout the period of salary advances. The median number of increments granted ranged from eight in the group of small cities to thirteen in the larger city group.¹⁴

A more recent study by the same organization states that no one pattern of fixing increments represents majority practice. The number of increments ranges from five in two schedules to twenty-one in one schedule. There is also great variation in the amount of increments. Increments of uniform size are given in slightly less than one-half of the schedules analyzed.¹⁵

Another feature of the salary schedule that has been the subject of much debate is that of credit for experience in other systems. The arguments represent two basic points of view. One is that it should be possible to employ experienced teachers from other school systems, regardless of geographic location, and to start them at the same salary which local teachers with equal experience and qualifications

¹⁴ Analysis of Single Salary Schedules (Research Bulletin of the National Education Association, October, 1947. Washington, D. C.: Research Division, The Association), p. 88.

¹⁵ Salaries and Salary Schedules of Urban School Employees, 1952-53 (Research Bulletin of the National Education Association, April, 1953. Washington, D. C.: Research Division, The Association), p. 90.

related, the structure of the system is not
vital to the system, but the structure of the system
of many systems. The structure of the system is not
related to the system, but the structure of the system
in the larger system.
A more recent study of the structure of the system
that no one has yet been able to find a structure
practice. The number of systems is not the same
schedules for every one is the same. The structure
great variation in the system is not the same.
of uniform size and shape is not the same. The
the schedules are not the same.
Another study of the structure of the system
the subject of the system is not the same. The
in other systems. The structure of the system is not
of view. One is not the same. The structure of the
related to the system is not the same. The structure
geographic location, and structure. The structure
which local systems are not the same. The structure

14
Division of the system is not the same. The structure
of the system is not the same. The structure of the
system is not the same. The structure of the system
is not the same. The structure of the system is not
the same. The structure of the system is not the same.
15
Division of the system is not the same. The structure
of the system is not the same. The structure of the
system is not the same. The structure of the system
is not the same. The structure of the system is not
the same. The structure of the system is not the same.

are receiving.¹⁶ The second theory is that credit for only one-half of the outside experience should be given and that a maximum of such experience, usually ten years, should be established.¹⁷ A principle that would seem to be of greater importance is that all previous experience should be evaluated before the teacher is placed on the salary schedule.¹⁸ The practice of granting experience increments for military service is not discussed in the literature.

The practice of including rules on sick leave, sabbatical leave, payroll procedures, tenure, retirement, and related items in a salary-schedule document seems open to question, altho the practice is not unusual. Such information might be more appropriately recorded in a comprehensive statement of personnel policy that would also include information on standards of selection and appointment, contracts, duties and responsibilities, plans for promotion, and general conditions of employment. Where no general statement is available it doubtlessly is better to accompany the salary schedule with information on such related matters than to fail entirely to make these policies a matter of formal public record.¹⁹

Mechanical features other than those discussed may be necessary to certain communities. As stated above, it will be much better to have superfluous materials in the salary document than to have any part of it in doubt.

¹⁶ Reeder, loc. cit.

¹⁷ D. H. Cooke, Administering the Teaching Personnel (Chicago: B. J. Sanborn and Company, 1939), p. 297.

¹⁸ Salaries and Salary Schedules of Urban School Employess, 1952-53, op. cit., pp. 91-92.

¹⁹ Analysis of Single Salary Schedules, op. cit., p. 80.

are received. The above is a summary of the
one-half of the material which is
a maximum of 1000 words. The
estimated. It is a summary of the
importance of the material which is
used before the material is
The practice of the material is
service is the material.

The practice of the material is
estimated. The material is
most, and the material is
seems to be the material.
material. The material is
received. It is a summary of the
material. The material is
of the material. The material is
received. The material is
condition of the material.
is available. The material is
always available. The material is
then is the material.
formal practice.

Technical practice. The material is
necessarily so. The material is
be such better. The material is
document. The material is

-
- 10. The material is
 - 11. The material is
 - 12. The material is
 - 13. The material is
 - 14. The material is

CHAPTER III

ANALYSIS OF THE DATA

In analyzing the data, consideration is given to the mechanical features of the salary schedules, minimum and maximum salaries, and other additional provisions included in the several documents. If schedules for all municipal and rural districts within a given county are the same, they are classified as being uniform. When there are variations among the schedules of the county, such deviations will be noted. The analysis of the data is presented by counties, arranged alphabetically. An alphabetized list of the municipal and independent school districts of the state, showing the county in which each district is located, is presented in Appendix A.

I. THE DATA

Bernalillo County. No data for Bernalillo County or the Albuquerque district are available.

Catron County. The preparation levels for the Catron County schedule begin at two years and advance to the master's degree in steps of one-third year. The differential between successive classes is uniformly \$50. Only one experience increment is granted for the first class, the number increasing by one additional increment for each class through the sixth. This annual increment is \$75,

with the maximum established as indicated above. The same increment is granted for the highest four classes, beginning with the bachelor's degree, for periods of seven, eight, nine, and ten years, respectively. After these periods, the increment is decreased to the amount of \$50 for additional periods of five, six, seven, and eight years.

The minimum salary for the bachelor's degree class is \$3,200 and the maximum is \$3,975. For the master's degree the minimum is \$3,400 and the maximum is \$4,350.

Full credit is given for out-of-county experience and for a maximum of five years of out-of-state experience. The schedule states that service in the armed forces is also granted credit, but it does not state whether or not full credit is given, nor if the teacher must have been in the employ of the county system before entering upon military service.

Other provisions of the schedule include sick leave, but the number of days allowed is not stated. Additional salary is paid for additional service. There is no delineation of what constitutes such service, nor what allowances may be made.

The schedule was prepared by the county superintendent, other administrators, the board of education, and teachers' committees.

Chavez County. There are four salary classes in the Chavez County schedule. The classes are the two years of preparation class, three years, the bachelor's degree, and the master's degree. The minimum salaries for the groups are \$2,160, \$2,310, \$2,700, and \$2,900. The maximum salaries are \$2,900, \$3,100, \$4,040, and \$4,340. The amount of \$420 is added to each step of the salary schedule as a cost-of-living increment. A yearly increment of \$100 is granted until the maximum is approached. The last increment given is in the amount necessary to bring the salary to the maximum listed above.

Heads of families are allowed \$240 per year when entering the system. This allows them to reach the maximum salary two years before a single teacher with the same amount of experience and in the same salary class. The head of a family is defined as a married man maintaining a home or as a widow with dependent children.

An allowance of \$75 per year is granted for experience in other systems. This allowance is limited to six years. Each teacher is allowed ten days personal sick leave each year or to care for sickness in her immediate family. Sick leave is cumulative to an additional fifteen days above the yearly allowance. The cumulative leave is not applicable to family emergencies.

The schedule further provides that in order to receive the differential between the bachelor's and the master's degrees the teacher must be teaching in the major or minor field in which the master's degree was received.

The superintendents and board of education of all districts concerned, the county superintendent, and the county board of education participated in the preparation of the schedule.

Colfax County. The salary classes of the Colfax County schedule begin at two years and advance through the bachelor's and the master's degrees by stages of eight and seventeen semester hours. The differential between successive classes is \$60 except for the two degrees, in which case it is \$80. The beginning salary for the bachelor's degree is \$3,200 and the maximum is \$4,325. For the master's degree, the minimum and maximum salaries are \$3,400 and \$4,750.

Increments are granted for six years to the two-year class, and an additional increment is granted for each successive non-degree class. The fifth class receives a maximum of eleven increments. Fifteen increments are allowed for the bachelor's degree; sixteen, seventeen, and eighteen increments are allowed for the next higher classes. This increment is \$75 in all cases.

The board of education will pay 20 per cent of the premium on group insurance carried by employees. Other policies effecting employment and retirement of employees are included as a part of the schedule, which was prepared by the superintendents, county superintendent, other administrators, boards of education, teachers' committees, and lay personnel.

Curry County. The Curry County schedule is unique in the matter of experience increments. The first increment is \$150, the second is \$100, and the third is \$95. Each succeeding increment is reduced by the amount of \$5. The differential between salary classes, which are based on one-third year of preparation, is uniformly \$80.00. The first, or three-year, salary class consists of fifteen stages ranging from a minimum of \$2,860 to a maximum of \$3,920. The second and third classes are composed of seventeen and nineteen stages, respectively. The bachelor's degree class has twenty-one steps, with a minimum of \$3,100 and a maximum of \$4,295. All four degree classes are granted the same number of increments. The minimum and maximum salaries for the master's degree class are \$3,340 and \$4,535.

The schedule, which was prepared by the county superintendent, the district superintendents, and the boards of

The board of directors will be composed of the

persons on whose interests the corporation is

engaged, and the board will be composed of

persons who are not interested in the corporation

by the appointment of a board of directors

composed of persons who are not interested in the

corporation.

Article IV

In the event of the death of any of the

directors, the board of directors may

fill the vacancy by electing a new director

who shall hold office for the same term as the

director who he succeeds.

The first meeting of the board of directors

shall be held within thirty days after the

organization of the corporation.

Each director shall be entitled to one vote

and the directors shall vote by majority

and a majority of the directors shall

be required to pass any resolution.

The board of directors may also

and may also

The articles of incorporation shall be

submitted to the stockholders for their

education, includes provisions for experience in other systems as follows: one-half of the total number of years in other schools of the state; one-half of a maximum of ten years in out-of-state systems; and the total number of years in Curry County schools.

DeBaca County. No data are available for DeBaca County.

Dona Ana County. The Dona Ana County schedule is based on one-third years, or ten semester hours, or preparation, beginning at two years and continuing through the master's degree. The differential between successive classes is \$40 for each class through the bachelor's degree, \$60 for the next two classes, and \$80 for the master's degree. The minimum salary for a teacher with the bachelor's degree is \$3,000; for one with the master's degree it is \$3,200. The maximum salaries for each are \$4,225 and \$4,650.

Three annual increments of \$150 are allowed all classes. Four additional increments of \$100 are granted for all except the two lowest classes, which are allowed a maximum of two and three \$100 increments, respectively. The teacher with three years of preparation is allowed an eighth increment of \$75. The next two classes are allowed two and three more increments of the same amount. This

education, including provision for...
as follows: ...
schools of the ...
out-of-state ...
County ...

...
County.

...
based on one-third ...
tion, beginning at ...
master's degree. ...
classes is \$500 ...
\$60 for the ...
degree. The ...
bachelor's degree ...
degree is \$1,500 ...
\$1,250 and \$1,000.

These ...
classes. ...
for all ...
a maximum of ...
The ...
either ...
two and three ...

increment continues through the thirteenth year for the bachelor's degree, and through the fourteenth, fifteenth, and sixteenth years for the three highest classes.

Allowances above the salary schedule are granted as follows: \$900 for high school coach and \$500 for assistant coach; \$300 for the physical education teacher; \$200 for band directors; and \$100 each for the sponsors of publications and the directors of dramatics.

The Las Cruces schedule follows the county schedule except that the two-year preparation class is omitted. Further provisions are also included. Credit for each of the first five years of experience outside of Las Cruces is granted. One additional year for each three years of experience above five years, but not to exceed fourteen years, is allowed. The maximum total credit for outside experience is eight years. Principals receive \$75 above the schedule for each of the first eight teachers under their supervision; \$50 each for the next seven; and \$25 each for all over fifteen. Other allowances above the salary schedule coincide with the county schedule with the following exceptions: the high school assistant coach receives \$600; a grade school coach receives \$300; and the director of dramatics receives \$25 each for the first four productions.

The schedules were prepared by the superintendents,

county superintendent, boards of education, other administrators, teachers' committees, and lay personnel.

Eddy County. A "head-of-family" allowance of \$240 is included as a part of the Eddy County uniform salary schedule. This status is defined in general upon the same principle as set forth in Federal Income Tax Regulations. A \$300 cost-of-living increment is also to be added to each step of the schedule.

There are six general salary classes in the schedule, classified as two years preparation or sixty semester hours; sixty semester hours maximum; four years or bachelor's degree; thirty hours maximum above degree; master's degree; and fifteen hours maximum above master's degree. Five dollars per semester hour is allowed above sixty to a maximum of 120 semester hours; no further credit is allowed until a bachelor's degree has been granted. After a bachelor's degree, \$5 per semester hour is allowed for a maximum of thirty semester hours, provided the hours are earned after the degree is granted. The above conditions also apply to hours beyond the master's degree up to a maximum of fifteen semester hours. The minimum salary for a teacher in the two-year class is \$2,600. Continued professional growth is encouraged through this method.

Four increments of \$100 each are granted to the

country superintending, to be a member of the

association, and to be a member of the

association, and to be a member of the

association, and to be a member of the

association, and to be a member of the

association, and to be a member of the

association, and to be a member of the

association, and to be a member of the

association, and to be a member of the

association, and to be a member of the

association, and to be a member of the

association, and to be a member of the

association, and to be a member of the

association, and to be a member of the

association, and to be a member of the

association, and to be a member of the

association, and to be a member of the

association, and to be a member of the

association, and to be a member of the

association, and to be a member of the

association, and to be a member of the

association, and to be a member of the

association, and to be a member of the

association, and to be a member of the

association, and to be a member of the

non-degree classes, while ten increments of the same amount are allowed all degree classes. Only two additional increments of \$75 are granted to teachers having degrees below the master's, but those with master's degrees and above are given seven such increments. Three additional increments of \$50 per year are allowed all degree classes. The maximum salaries for the bachelor's and master's degrees are \$4,200 and \$4,875.

The maximum experience allowed on this schedule for teaching in other systems is five years, except that teachers employed for the first time in the school year 1951-52 are allowed credit for as much as six years of New Mexico experience. Those employed subsequent to 1951-52 are allowed credit for five years of experience plus one year for each additional year of outside experience obtained between 1952 and the time of employment. The schedule states that military service counts the same as teaching experience, but gives no further provisions for such service.

Teachers are allowed ten days sick leave with no deductions in salary; additional sick leave up to twenty days during a teacher's second year in the county system, and up to thirty days during the third and successive years, may be accumulated. Leaves of absence do not alter a teacher's status except that the absence will not count as experience for others than those in military service and

those absent on an exchange basis. Personnel who perform extra services may be paid above the salary scale such other amount as may be deemed imperative.

Subordinate administrators and teachers' committees assisted the superintendents and boards of education in the preparation of the schedule.

Grant County. The independent and municipal districts do not use the same schedule as the one used by Grant County schools. However, the salary classes of the county and the Hurley systems are set up on one-fourth year of preparation. Silver City begins with the two-year class and advances to the four-year class by one-third years of training. Classes between the bachelor's and master's degrees are established on one-fourth year of graduate study.

Hurley uses the bachelor's degree as the lowest class, but the other systems begin with the two-year class. The highest class in all systems is the master's degree. The differential between classes in the county schedules is \$50, except for a differential of \$10 between the bachelor's degree and the next lower class. This small difference is compensated for in the first increment, which is \$100 for all non-degree classes and \$140 for the degree. This first increment is increased successively by \$10 for each of the four higher classes. The second and following increments

are \$100 for both degree and non-degree classes. The maximum number of increments for non-degree teachers is staggered from three through eight. All degree teachers receive a maximum total of sixteen increments. The minimum and maximum salaries for the bachelor's degree class are \$3,200 and \$4,840.

The minimum salary of the Hurley schedule is \$3,240. Differentials between salary classes are uniformly \$60. A maximum of fifteen annual increments of \$100 may be granted.

Silver City grants uniform increments to all salary classes. The first increment is \$180, the second is \$60, and all others are \$100. The maximum number of \$100 increments progresses from one for the first class to six for the sixth class; fourteen such increments are granted to all of the degree classes. The minimum salary for the four-year class is \$3,200. This schedule coincides with the county schedule in the second year, and thereafter, for all salary classes. Full credit is given for all experience within the state; out-of-state experience is limited to a maximum of five years.

Principals and athletic coaches are given a flat amount above that received from the schedule. This amount is not stated in the schedule. No further salary provisions or policies are included in the schedule, which was prepared solely by administrators.

Guadalupe County. There are eight salary classes, beginning with 80 semester hours and continuing through the master's degree in stages of ten hours, in the Guadalupe County schedule. The differential between each class is \$50. The first four classes are granted no increments, one, two, and three increments, respectively, of \$50. All degree classes are given five increments of \$100 each. All additional increments are in the amount of \$50, but they are granted for a varying number of years. Only one such increment is allowed for the bachelor's degree class; four for the next class; and seven for the next. A total of sixteen increments are given in the master's degree class. The minimum and maximum salaries for the bachelor's degree are \$3,200 and \$3,750; for the master's degree they are \$3,400 and \$4,450.

The schedule, prepared by the district superintendents, the county superintendent, and other administrators, includes no further provisions.

Harding County. The salary schedules for Mosquero and Roy are constructed on one-third year preparation intervals. No credit is given for preparation beyond the master's degree. The Mosquero schedule begins at the 3 1/3-year level; the Roy schedule at 3 2/3-years. The differential between salary classes is \$50, except that an increase of

\$400 is given to the bachelor's degree class. The minimum salary for the degree on the Roy schedule is \$3,100; for the next lower class it is \$2,700. All steps of the Mosquero schedule are \$100 less than on the Roy schedule. Uniform annual increments of \$75 are granted for a period of fourteen years to the teacher with a bachelor's degree. The number of increases allowed decreases by one for each lower salary class. Fifteen increments are given for all classes above the bachelor's degree.

The salaries for Roy are determined by adding a cost-of-living increment of \$700 to each step of the schedule. This amount has been included in the figures given above. The living increment is included as a part of the Mosquero schedule.

No other provisions are included in the schedules, which were prepared by the superintendents and boards of education of each district.

Data on the rural schools of Harding County are not available.

Hidalgo County. A uniform salary schedule is in effect in Hidalgo County. The salary classes are based on semester hours of preparation, beginning at sixty hours. Fifteen hours of additional preparation are required for advancement into the second class. Advancement into

successive classes below the bachelor's degree is based on an additional ten hours for each class. The three classes between the bachelor's and master's degree are determined by a minimum of $7\frac{1}{2}$ semester hours of preparation. This work must apply toward a master's degree or be in preparation for the specific assignment of the teacher.

Annual increments of \$75 are granted at all levels of the schedule. This increment is allowed for only three years in the first class, four in the second, and the number increases by one for each class below the bachelor's degree. All degree classes are allowed a maximum of fifteen increments. The minimum and maximum salaries for the bachelor's degree are \$3,260 and \$4,325. The differential between salary classes is uniformly \$60.

In the case of added duties and special subjects or activities, appropriate adjustment in salary may be made. Credit for experience in other schools is given for a maximum of eight years. This experience must have been obtained within the immediate past twelve years if credit is to be given to teachers new to the system. No salaries in force under previous schedules will be reduced because of the adoption of this schedule, which was prepared by the superintendents.

Lea County. Basically, the salary schedules of Lea

associative classes with the following results:
an additional four units in the following classes:
between the associative and the following classes:
by a minimum of 75 percent in the following classes:
must apply toward a minimum of 75 percent in the following classes:
the specific assignment in the following classes:
usual instruments in the following classes:
The results of the following classes:
in the following classes:
increased by one unit in the following classes:
All classes of the following classes:
results. The minimum in the following classes:
degrees are 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 19, 20, 21, 22, 23, 24, 25, 26, 27, 28, 29, 30, 31, 32, 33, 34, 35, 36, 37, 38, 39, 40, 41, 42, 43, 44, 45, 46, 47, 48, 49, 50, 51, 52, 53, 54, 55, 56, 57, 58, 59, 60, 61, 62, 63, 64, 65, 66, 67, 68, 69, 70, 71, 72, 73, 74, 75, 76, 77, 78, 79, 80, 81, 82, 83, 84, 85, 86, 87, 88, 89, 90, 91, 92, 93, 94, 95, 96, 97, 98, 99, 100, 101, 102, 103, 104, 105, 106, 107, 108, 109, 110, 111, 112, 113, 114, 115, 116, 117, 118, 119, 120, 121, 122, 123, 124, 125, 126, 127, 128, 129, 130, 131, 132, 133, 134, 135, 136, 137, 138, 139, 140, 141, 142, 143, 144, 145, 146, 147, 148, 149, 150, 151, 152, 153, 154, 155, 156, 157, 158, 159, 160, 161, 162, 163, 164, 165, 166, 167, 168, 169, 170, 171, 172, 173, 174, 175, 176, 177, 178, 179, 180, 181, 182, 183, 184, 185, 186, 187, 188, 189, 190, 191, 192, 193, 194, 195, 196, 197, 198, 199, 200, 201, 202, 203, 204, 205, 206, 207, 208, 209, 210, 211, 212, 213, 214, 215, 216, 217, 218, 219, 220, 221, 222, 223, 224, 225, 226, 227, 228, 229, 230, 231, 232, 233, 234, 235, 236, 237, 238, 239, 240, 241, 242, 243, 244, 245, 246, 247, 248, 249, 250, 251, 252, 253, 254, 255, 256, 257, 258, 259, 260, 261, 262, 263, 264, 265, 266, 267, 268, 269, 270, 271, 272, 273, 274, 275, 276, 277, 278, 279, 280, 281, 282, 283, 284, 285, 286, 287, 288, 289, 290, 291, 292, 293, 294, 295, 296, 297, 298, 299, 300, 301, 302, 303, 304, 305, 306, 307, 308, 309, 310, 311, 312, 313, 314, 315, 316, 317, 318, 319, 320, 321, 322, 323, 324, 325, 326, 327, 328, 329, 330, 331, 332, 333, 334, 335, 336, 337, 338, 339, 340, 341, 342, 343, 344, 345, 346, 347, 348, 349, 350, 351, 352, 353, 354, 355, 356, 357, 358, 359, 360, 361, 362, 363, 364, 365, 366, 367, 368, 369, 370, 371, 372, 373, 374, 375, 376, 377, 378, 379, 380, 381, 382, 383, 384, 385, 386, 387, 388, 389, 390, 391, 392, 393, 394, 395, 396, 397, 398, 399, 400, 401, 402, 403, 404, 405, 406, 407, 408, 409, 410, 411, 412, 413, 414, 415, 416, 417, 418, 419, 420, 421, 422, 423, 424, 425, 426, 427, 428, 429, 430, 431, 432, 433, 434, 435, 436, 437, 438, 439, 440, 441, 442, 443, 444, 445, 446, 447, 448, 449, 450, 451, 452, 453, 454, 455, 456, 457, 458, 459, 460, 461, 462, 463, 464, 465, 466, 467, 468, 469, 470, 471, 472, 473, 474, 475, 476, 477, 478, 479, 480, 481, 482, 483, 484, 485, 486, 487, 488, 489, 490, 491, 492, 493, 494, 495, 496, 497, 498, 499, 500, 501, 502, 503, 504, 505, 506, 507, 508, 509, 510, 511, 512, 513, 514, 515, 516, 517, 518, 519, 520, 521, 522, 523, 524, 525, 526, 527, 528, 529, 530, 531, 532, 533, 534, 535, 536, 537, 538, 539, 540, 541, 542, 543, 544, 545, 546, 547, 548, 549, 550, 551, 552, 553, 554, 555, 556, 557, 558, 559, 560, 561, 562, 563, 564, 565, 566, 567, 568, 569, 570, 571, 572, 573, 574, 575, 576, 577, 578, 579, 580, 581, 582, 583, 584, 585, 586, 587, 588, 589, 590, 591, 592, 593, 594, 595, 596, 597, 598, 599, 600, 601, 602, 603, 604, 605, 606, 607, 608, 609, 610, 611, 612, 613, 614, 615, 616, 617, 618, 619, 620, 621, 622, 623, 624, 625, 626, 627, 628, 629, 630, 631, 632, 633, 634, 635, 636, 637, 638, 639, 640, 641, 642, 643, 644, 645, 646, 647, 648, 649, 650, 651, 652, 653, 654, 655, 656, 657, 658, 659, 660, 661, 662, 663, 664, 665, 666, 667, 668, 669, 670, 671, 672, 673, 674, 675, 676, 677, 678, 679, 680, 681, 682, 683, 684, 685, 686, 687, 688, 689, 690, 691, 692, 693, 694, 695, 696, 697, 698, 699, 700, 701, 702, 703, 704, 705, 706, 707, 708, 709, 710, 711, 712, 713, 714, 715, 716, 717, 718, 719, 720, 721, 722, 723, 724, 725, 726, 727, 728, 729, 730, 731, 732, 733, 734, 735, 736, 737, 738, 739, 740, 741, 742, 743, 744, 745, 746, 747, 748, 749, 750, 751, 752, 753, 754, 755, 756, 757, 758, 759, 760, 761, 762, 763, 764, 765, 766, 767, 768, 769, 770, 771, 772, 773, 774, 775, 776, 777, 778, 779, 780, 781, 782, 783, 784, 785, 786, 787, 788, 789, 790, 791, 792, 793, 794, 795, 796, 797, 798, 799, 800, 801, 802, 803, 804, 805, 806, 807, 808, 809, 810, 811, 812, 813, 814, 815, 816, 817, 818, 819, 820, 821, 822, 823, 824, 825, 826, 827, 828, 829, 830, 831, 832, 833, 834, 835, 836, 837, 838, 839, 840, 841, 842, 843, 844, 845, 846, 847, 848, 849, 850, 851, 852, 853, 854, 855, 856, 857, 858, 859, 860, 861, 862, 863, 864, 865, 866, 867, 868, 869, 870, 871, 872, 873, 874, 875, 876, 877, 878, 879, 880, 881, 882, 883, 884, 885, 886, 887, 888, 889, 890, 891, 892, 893, 894, 895, 896, 897, 898, 899, 900, 901, 902, 903, 904, 905, 906, 907, 908, 909, 910, 911, 912, 913, 914, 915, 916, 917, 918, 919, 920, 921, 922, 923, 924, 925, 926, 927, 928, 929, 930, 931, 932, 933, 934, 935, 936, 937, 938, 939, 940, 941, 942, 943, 944, 945, 946, 947, 948, 949, 950, 951, 952, 953, 954, 955, 956, 957, 958, 959, 960, 961, 962, 963, 964, 965, 966, 967, 968, 969, 970, 971, 972, 973, 974, 975, 976, 977, 978, 979, 980, 981, 982, 983, 984, 985, 986, 987, 988, 989, 990, 991, 992, 993, 994, 995, 996, 997, 998, 999, 1000, 1001, 1002, 1003, 1004, 1005, 1006, 1007, 1008, 1009, 1010, 1011, 1012, 1013, 1014, 1015, 1016, 1017, 1018, 1019, 1020, 1021, 1022, 1023, 1024, 1025, 1026, 1027, 1028, 1029, 1030, 1031, 1032, 1033, 1034, 1035, 1036, 1037, 1038, 1039, 1040, 1041, 1042, 1043, 1044, 1045, 1046, 1047, 1048, 1049, 1050, 1051, 1052, 1053, 1054, 1055, 1056, 1057, 1058, 1059, 1060, 1061, 1062, 1063, 1064, 1065, 1066, 1067, 1068, 1069, 1070, 1071, 1072, 1073, 1074, 1075, 1076, 1077, 1078, 1079, 1080, 1081, 1082, 1083, 1084, 1085, 1086, 1087, 1088, 1089, 1090, 1091, 1092, 1093, 1094, 1095, 1096, 1097, 1098, 1099, 1100, 1101, 1102, 1103, 1104, 1105, 1106, 1107, 1108, 1109, 1110, 1111, 1112, 1113, 1114, 1115, 1116, 1117, 1118, 1119, 1120, 1121, 1122, 1123, 1124, 1125, 1126, 1127, 1128, 1129, 1130, 1131, 1132, 1133, 1134, 1135, 1136, 1137, 1138, 1139, 1140, 1141, 1142, 1143, 1144, 1145, 1146, 1147, 1148, 1149, 1150, 1151, 1152, 1153, 1154, 1155, 1156, 1157, 1158, 1159, 1160, 1161, 1162, 1163, 1164, 1165, 1166, 1167, 1168, 1169, 1170, 1171, 1172, 1173, 1174, 1175, 1176, 1177, 1178, 1179, 1180, 1181, 1182, 1183, 1184, 1185, 1186, 1187, 1188, 1189, 1190, 1191, 1192, 1193, 1194, 1195, 1196, 1197, 1198, 1199, 1200, 1201, 1202, 1203, 1204, 1205, 1206, 1207, 1208, 1209, 1210, 1211, 1212, 1213, 1214, 1215, 1216, 1217, 1218, 1219, 1220, 1221, 1222, 1223, 1224, 1225, 1226, 1227, 1228, 1229, 1230, 1231, 1232, 1233, 1234, 1235, 1236, 1237, 1238, 1239, 1240, 1241, 1242, 1243, 1244, 1245, 1246, 1247, 1248, 1249, 1250, 1251, 1252, 1253, 1254, 1255, 1256, 1257, 1258, 1259, 1260, 1261, 1262, 1263, 1264, 1265, 1266, 1267, 1268, 1269, 1270, 1271, 1272, 1273, 1274, 1275, 1276, 1277, 1278, 1279, 1280, 1281, 1282, 1283, 1284, 1285, 1286, 1287, 1288, 1289, 1290, 1291, 1292, 1293, 1294, 1295, 1296, 1297, 1298, 1299, 1300, 1301, 1302, 1303, 1304, 1305, 1306, 1307, 1308, 1309, 1310, 1311, 1312, 1313, 1314, 1315, 1316, 1317, 1318, 1319, 1320, 1321, 1322, 1323, 1324, 1325, 1326, 1327, 1328, 1329, 1330, 1331, 1332, 1333, 1334, 1335, 1336, 1337, 1338, 1339, 1340, 1341, 1342, 1343, 1344, 1345, 1346, 1347, 1348, 1349, 1350, 1351, 1352, 1353, 1354, 1355, 1356, 1357, 1358, 1359, 1360, 1361, 1362, 1363, 1364, 1365, 1366, 1367, 1368, 1369, 1370, 1371, 1372, 1373, 1374, 1375, 1376, 1377, 1378, 1379, 1380, 1381, 1382, 1383, 1384, 1385, 1386, 1387, 1388, 1389, 1390, 1391, 1392, 1393, 1394, 1395, 1396, 1397, 1398, 1399, 1400, 1401, 1402, 1403, 1404, 1405, 1406, 1407, 1408, 1409, 1410, 1411, 1412, 1413, 1414, 1415, 1416, 1417, 1418, 1419, 1420, 1421, 1422, 1423, 1424, 1425, 1426, 1427, 1428, 1429, 1430, 1431, 1432, 1433, 1434, 1435, 1436, 1437, 1438, 1439, 1440, 1441, 1442, 1443, 1444, 1445, 1446, 1447, 1448, 1449, 1450, 1451, 1452, 1453, 1454, 1455, 1456, 1457, 1458, 1459, 1460, 1461, 1462, 1463, 1464, 1465, 1466, 1467, 1468, 1469, 1470, 1471, 1472, 1473, 1474, 1475, 1476, 1477, 1478, 1479, 1480, 1481, 1482, 1483, 1484, 1485, 1486, 1487, 1488, 1489, 1490, 1491, 1492, 1493, 1494, 1495, 1496, 1497, 1498, 1499, 1500, 1501, 1502, 1503, 1504, 1505, 1506, 1507, 1508, 1509, 1510, 1511, 1512, 1513, 1514, 1515, 1516, 1517, 1518, 1519, 1520, 1521, 1522, 1523, 1524, 1525, 1526, 1527, 1528, 1529, 1530, 1531, 1532, 1533, 1534, 1535, 1536, 1537, 1538, 1539, 1540, 1541, 1542, 1543, 1544, 1545, 1546, 1547, 1548, 1549, 1550, 1551, 1552, 1553, 1554, 1555, 1556, 1557, 1558, 1559, 1560, 1561, 1562, 1563, 1564, 1565, 1566, 1567, 1568, 1569, 1570, 1571, 1572, 1573, 1574, 1575, 1576, 1577, 1578, 1579, 1580, 1581, 1582, 1583, 1584, 1585, 1586, 1587, 1588, 1589, 1590, 1591, 1592, 1593, 1594, 1595, 1596, 1597, 1598, 1599, 1600, 1601, 1602, 1603, 1604, 1605, 1606, 1607, 1608, 1609, 1610, 1611, 1612, 1613, 1614, 1615, 1616, 1617, 1618, 1619, 1620, 1621, 1622, 1623, 1624, 1625, 1626, 1627, 1628, 1629, 1630, 1631, 1632, 1633, 1634, 1635, 1636, 1637, 1638, 1639, 1640, 1641, 1642, 1643, 1644, 1645, 1646, 1647, 1648, 1649, 1650, 1651, 1652, 1653, 1654, 1655, 1656, 1657, 1658, 1659, 1660, 1661, 1662, 1663, 1664, 1665, 1666, 1667, 1668, 1669, 1670, 1671, 1672, 1673, 1674, 1675, 1676, 1677, 1678, 1679, 1680, 1681, 1682, 1683, 1684, 1685, 1686, 1687, 1688, 1689, 1690, 1691, 1692, 1693, 1694, 1695, 1696, 1697, 1698, 1699, 1700, 1701, 1702, 1703, 1704, 1705, 1706, 1707, 1708, 1709, 1710, 1711, 1712, 1713, 1714, 1715, 1716, 1717, 1718, 1719, 1720, 1721, 1722, 1723, 1724, 1725, 1726, 1727, 1728, 1729, 1730, 1731, 1732, 1733, 1734, 1735, 1736, 1737, 1738, 1739, 1740, 1741, 1742, 1743, 1744, 1745, 1746, 1747, 1748, 1749, 1750, 1751, 1752, 1753, 1754, 1755, 1756, 1757, 1758, 1759, 1760, 1761, 1762, 1763, 1764, 1765, 1766, 1767, 1768, 1769, 1770, 1771, 1772, 1773, 1774, 1775, 1776, 1777, 1778, 1779, 1780, 1781, 1782, 1783, 1784, 1785, 1786, 1787, 1788, 1789, 1790, 1791, 1792, 1793, 1794, 1795, 1796, 1797, 1798, 1799, 1800, 1801, 1802, 1803, 1804, 1805, 1806, 1807, 1808, 1809, 1810, 1811, 1812, 1813, 1814, 1815, 1816, 1817, 1818, 1819, 1820, 1821, 1822, 1823, 1824, 1825, 1826, 1827, 1828, 1829, 1830, 1831, 1832, 1833, 1834, 1835, 1836, 1837, 1838, 1839, 1840, 1841, 1842, 1843, 1844, 1845, 1846, 1847, 1848, 1849, 1850, 1851, 1852, 1853, 1854, 1855, 1856, 1857, 1858, 1859, 1860, 1861, 1862, 1863, 1864, 1865, 1866, 1867, 1868, 1869, 1870, 1871, 1872, 1873, 1874, 1875, 1876, 1877, 1878, 1879, 1880, 1881, 1882, 1883, 1884, 1885, 1886, 1887, 1888, 1889, 1890, 1891, 1892, 1893, 1894, 1895, 1896, 1897, 1898, 1899, 1900, 1901, 1902, 1903, 1904, 1905, 1906, 1907, 1908, 1909, 1910, 1911, 1912, 1913, 1914, 1915, 1916, 1917, 1918, 1919, 1920, 1921, 1922, 1923, 1924, 1925, 1926, 1927, 1928, 1929, 1930, 1931, 1932, 1933, 1934, 1935, 1936, 1937, 1938, 1939, 1940, 1941, 1942, 1943, 1944, 1945, 1946, 1947, 1948, 1949, 1950, 1951, 1952, 1953, 1954, 1955, 1956, 1957, 1958, 1959, 1960, 1961, 1962, 1963, 1964, 1965, 1966, 1967, 1968, 1969, 1970, 1971, 1972, 1973, 1974, 1975, 1976, 1977, 1978, 1979, 1980, 1981, 1982, 1983, 1984, 1985, 1986, 1987, 1988, 1989, 1990, 1991, 1992, 1993, 1994, 1995, 1996, 1997, 1998, 1999, 2000, 2001, 2002, 2003, 2004, 2005, 2006, 2007, 2008, 2009, 2010, 2011, 2012, 2013, 2014, 2015, 2016, 2017, 2018, 2019, 2020, 2021, 2022, 2023, 2024, 2025, 2026, 2027, 2028, 2029, 2030, 2031, 2032, 2033, 2034, 2035, 2036, 2037, 2038, 2039, 2040, 2041, 2042, 2043, 2044, 2045, 2046, 2047, 2048, 2049, 2050, 2051, 2052, 2053, 2054, 2055, 2056, 2057, 2058, 2059, 2060, 2061, 2062, 2063, 2064, 2065, 2066, 2067, 2068, 2069, 2070, 2071, 2072, 2073, 2074, 2075, 2076, 2077, 2078, 2079, 2080, 2081, 2082, 2083, 2084, 2085, 2086, 2087, 2088, 2089, 2090, 2091, 2092, 2093, 2094, 2095, 2096, 2097, 2098, 2099, 2100, 2101, 2102, 2103, 2104, 2105, 2106, 2107, 2108, 2109, 2110, 2111, 2112, 2113, 2114, 2115, 2116, 2117, 2118, 2119, 2120, 2121, 2122, 2123, 2124, 2125, 2126, 2127, 2128, 2129, 2130, 2131, 2132, 2133, 2134, 2135, 2136, 2137, 2138, 2139, 2140, 2141, 2142, 2143, 2144, 2145, 2146, 2147, 2148, 2149, 2150, 2151, 2152, 2153, 2154, 2155, 2156, 2157, 2158, 2159, 2160, 2161, 2162, 2163, 2164, 2165, 2166, 2167, 2168, 2169, 2170, 2171, 2172, 2173, 2174, 2175, 2176, 2177, 2178, 2179, 2180, 2181, 2182, 2183, 2184, 2185, 2186, 2187, 2188, 2189, 2190, 2191, 2192, 2193, 2194, 2195, 2196, 2197, 2198, 2199, 2200, 2201, 2202, 2203, 2204, 2205, 2206, 2207, 2208, 2209, 2210, 2211, 2212, 2213, 2214, 2215, 2216, 2217, 2218, 2219, 2220, 2221, 2222, 2

County are uniform. There are, however, variations in some specific details. A comparison of the schedules of Jal and Hobbs will suffice to point out these differences.

Jal has five salary classes of two years, three years, four-year college graduate, five-year college graduate, and post graduate. The post-graduate class is limited to a minimum of fifteen semester hours above the master's degree. Minimum salaries for each of the classes are \$2,700, \$2,850, \$3,000, \$3,200, and \$3,275. An increased-cost-of-living allowance, not to exceed \$200, may be added to the schedule. The Hobbs schedule uses only the three degree classes, with the same minimum salaries as the Jal schedule.

Increments of \$200, decreasing by \$20 each year, are allowed for the first through the fifth year of tenure. For each year from the sixth through the tenth, \$100 is allowed; \$75 is allowed for the eleventh through the fifteenth years. Teachers with a master's degree or above may receive five more increments of \$75 each. However, non-degree teachers may receive increments for only a four-year period.

Teachers who are the sole support of families are given a family allowance of \$330. Five years of experience outside the system or county are allowed at full credit, which is the maximum allowed.

The Jal schedule, which incorporates much additional

information concerning salaries and contracts, is the most nearly complete of all the schedules analyzed in this study.

Lincoln County. The uniform salary schedule for Lincoln County was prepared by the county superintendent, the district superintendents, and other administrators. The minimum and maximum salaries for the bachelor's degree are \$3,120 and \$4,095. The salary classes, beginning at sixty-five semester hours, are successive stages of ten additional semester hours of preparation. The differential between all classes is \$50. An annual increment of \$75 is allowed for all classes. These increments are granted only for the following numbers of years in the respective classes: three, five, six, eight, nine, eleven, thirteen, fourteen, and fifteen. Although the schedule calls for salaries in excess of \$4,250, that amount is set as the maximum for the 1953-54 school year.

Additional salaries for specified personnel are provided for in the schedule. Band directors and coaches are allowed \$300 above scale. Assistant coaches will draw only \$100 additional salary. Head elementary teachers are paid \$25 for each teacher under their supervision; there must be at least two teachers in a school before there can be a head teacher. High school principals with a master's degree will draw \$400 above scale.

Credit for all New Mexico teaching experience and one-half credit for out-of-state experience up to five years is granted on the schedule, which was prepared by the superintendents, the county superintendent, and other administrators.

Los Alamos County. The superintendent and the board of education were assisted by other administrators, teachers' committees, and lay personnel in the preparation of the salary schedule for Los Alamos County. The salaries are based on a school year of not less than 180 nor more than 190 teaching days. All members of the teaching staff are included in the schedule. Coaches of athletic teams, who carry a full teaching load, may be recompensed for extra duties. Experience outside the system is evaluated by the superintendent and the board of education to determine the worth of this experience in the Los Alamos system. Credit is given on this basis.

The schedule consists of only four salary classes. The minimum salary for all non-degree teachers is \$2,700. An increment of \$150 per year is allowed for a maximum of ten years. The three other classes are the bachelor's degree, the master's degree or bachelor's degree and thirty hours, and the master's degree plus thirty hours. Fourteen increments of \$150 are allowed in each class. The minimum and maximum salaries for each class are, respectively, \$3,000

and \$4,700, \$3,150 and \$4,850, and \$3,350 and \$5,000. An additional \$75 may be granted for each fifteen hours of approved advanced credit above the degree possessed by the teacher concerned. Credit granted to meet certification requirements is not considered as approved advanced credit. This stipulation does not apply to non-degree teachers. In all cases, the principle of merit for increases is to be followed.

Luna County. A feature not found in any other schedule in the state makes the Luna County salary schedule a unique one. One and one-half travel points are given for each week of approved travel done by the teacher. A \$50 increase in salary is allowed for every $7\frac{1}{2}$ travel points earned; however, this increase may not be allowed more often than every two years.

The first salary class of the schedule is two years or sixty semester hours. The twelve other classes progress uniformly in stages of $7\frac{1}{2}$ hours; the bachelor's degree is the equivalent of 120 hours. No credit is given for work beyond the master's degree. An increment of \$115 is granted for the first year of experience in all classes. Nineteen additional increments of \$75 each are allowed all degree classes. No such increment is allowed for the first class, and only one is granted the second class. These increments

progress by one additional increment for each class to a maximum of eight for the highest non-degree class.

The maximum out-of-county experience for which credit is allowed is five years. A maximum of three years credit for military service is allowed, but no further details of this provision are stated.

The schedule was prepared by the superintendents, boards of education, other administrators, and teachers' committees. It stipulates that all teachers employed in the Luna County system must attend summer school in an accredited college or university at least once in every three years. It further provides that one semester hour of credit for advancement on the schedule may be granted for each week of attendance at an organized workshop; that one-half credit will be given for extension work above the bachelor's degree, with no maximum allowable credit stated; and that no credit will be given for correspondence courses.

McKinley County. Teachers who are assigned to certain isolated schools of McKinley County are paid additional sums above the salary scale. A listing of these schools and the extra amount allowed is included as a part of the schedule, which was devised by the boards of education, the superintendent of Gallup, and the county superintendent.

There are ten salary classes in the schedule,

progress by the...
maximum of...
The...
is allowed...
for...
this...
The...
boards of...
committee...
the...
submitted...
three...
of...
for...
one-half...
Bachelor's...
and that...
Excluded...
isolated...
above...
since...
which...
tendant...
There...

beginning with two years of preparation and continuing through the master's degree. The non-degree classes are determined on the basis of one-third year, or ten semester hours, of preparation. The two classes between the degrees are the bachelor's degree plus twelve hours, and the degree plus twenty-four hours. No credit is given for preparation beyond the master's degree. The differential between the non-degree classes is \$60; between the degree classes it is \$66, \$67, and \$67.

The classes from three-year to the master's degree, inclusive, are allowed six increments of \$100 each. The lower classes are allowed the same increment, but only for periods of one, two, and four years. All degree classes are allowed nine additional increments of \$75; the 3 1/3-year class is allowed only two such increments, while four of them are permitted for the 3 2/3-year class. The minimum and maximum salaries for the bachelor's degree class are \$3,200 and \$4,475.

Credit for experience in other systems is limited to five years. Teachers are allowed five days sick leave with full pay. This sick leave is cumulative to fifteen days for a period of three years. The salary for substitute teachers is set at \$10 per day. Under this schedule, principals receive \$50 per school year for each teacher under their supervision.

Mora County. The salary classes of the Mora County schedule are designated in terms of semester hours of preparation. The first class is set at eighty-eight hours, with a minimum salary of \$2,840. Six increments of \$75 each are allowed. Successive classes are determined by the addition of six semester hours of preparation, with the requirement of 130 hours for the bachelor's degree. The differential between all classes is \$40. One additional increment of \$75 is granted progressively for each class. The maximum number of increments for the bachelor's degree class is thirteen; for all other degree classes it is fourteen.

In preparing the schedule, which include no provisions other than those stated, the superintendents, boards of education, and other administrators were assisted by teachers' committees.

Otero County. The services of lay personnel, teachers' committees, and other administrators were utilized by the boards of education and the superintendents in formulating the Otero County salary schedule.

Only three salary classes are recognized in the schedule, four years of preparation, $4\frac{1}{2}$ years, and five years. The differential between classes is \$100. Increments of \$75 per year for fifteen years are given. Additional increments of \$50 are allowed for a period of five

years.

Credit for military service is allowed, provided that the teacher concerned taught in this county immediately prior to entering such service. Fifty per cent of out-of-state or out-of-county experience is given credit for a maximum of five years. Other items of the schedule provide for special increments in the case of principals and for special services, and for five days sick leave with pay. The amounts to be allowed for special services and for principals are not stated.

Quay County. Considerable emphasis is given to the family allowance in the Quay County salary schedule. Teachers who are responsible for earning a living for a spouse and children are granted an allowance of \$200 for the spouse and \$100 for each child. The schedule does not state a maximum number of children for which this allowance is granted.

The salary classes begin at sixty semester hours and advance by stages of $7\frac{1}{2}$ hours. The master's degree is the highest class. The minimum and maximum salaries for this class are \$3,300 and \$4,425. Fifteen annual increments of \$75 are given to all degree classes. The same increment is allowed all non-degree classes, but for varying numbers of years. The first class may receive only three such increments. As the preparation increases, the number of

years.

Credit for military service is allowed, provided that the teacher concerned taught in this country immediately prior to entering such service. Fifty per cent of out-of-state or out-of-country experience is given credit for a maximum of five years. Other items of the schedule provide for special increments in the case of principals and for special awards, and for five days sick leave with pay. The amount to be allowed for special services and for principals are not stated.

Quay County. Considerable emphasis is given to the

family allowances in the Quay County salary schedule. Teachers who are responsible for earning a living for a spouse and children are granted an allowance of \$100 for the spouse and \$100 for each child. The schedule does not state a maximum number of children for which this allowance is granted.

The salary classes begin at sixty cents per hour and advance by stages of 75 cents. The teacher's salary is the highest class. The minimum and maximum salaries for this class are \$3,300 and \$4,525. Fifteen annual increments of \$75 are given for all degree classes. The same increment is allowed all non-degree classes, but for varying numbers of years. The first class may receive only three such increments. As the professional increases, the number of

increments increases by one. However, a maximum of ten increments is allowed the two highest non-degree classes.

The salary of teachers appointed to fill vacancies or new positions is determined by the schedule, allowing one year of tenure for each two years of experience in other schools. The maximum tenure credit on the schedule is four years. The salaries for principals and for teachers with special assignments are determined by the boards of education in accordance with the responsibilities of the assignments.

Rio Arriba County. In certain cases of a particular nature or emergency, a maximum increase of \$250 over the correct place in the salary schedule of Rio Arriba County may be granted. This provision is applicable to teachers of isolated schools and to special teachers, when the need is imperative.

The schedule sets up three degree classes and six non-degree classes. The latter begin at two years of preparation and extend through $3 \frac{2}{3}$ years, with intervals of one-third year. The differential between these classes is \$60. Increments of \$60 are allowed for two, three, four, five, six, and seven years in the consecutive classes. The degree classes are four years, $4\frac{1}{2}$ years, and five years of preparation. The differential between the highest non-degree

class and the bachelor's degree, and between all degree classes, is \$100. Eleven increments of \$100 each are granted the bachelor's degree class; the other two degree classes may receive twelve such increments. A cost-of-living increment is added to the schedule, which provides a minimum salary of \$2,400 for the teacher with a bachelor's degree.

The maximum credit for experience in other schools is five years, only four of which may have been in another state. Principals are paid an additional \$25 over scale for each teacher under their supervision. Coaches receive an extra \$5 per room, with maximums of \$25 for elementary schools and \$50 for high schools. The coaches' increment is allowed only to those schools scheduling athletic contests away from their respective schools.

Roosevelt County. Definite increments above the salary scale for certain personnel are specified by the Roosevelt County schedule. The elementary principal receives an additional \$500 plus \$20 per teacher under his supervision. The head coach of a major sport is paid \$500 if in high school and \$200 if in a junior high school. The high school assistant coach, or the coach of a minor sport, receives \$250; the junior high assistant coach, \$150. Special teachers are allowed \$100 above schedule. The salaries of supervisors and secondary school principals are

considered on an individual basis.

The ten salary classes begin at two years of preparation and continue through the master's degree by one-third-year stages. The differential between classes is \$100 through the four-year stage; \$60 for the next two classes; and \$80 between the two highest classes. No increments are given in the first two classes; only one in the third class; and three, five, and eight in each of the succeeding non-degree classes. The degree classes may receive, respectively, twelve, thirteen, fourteen, and fifteen increments. In all cases the increment is \$100. A cost-of-living increment of \$100 is added to the schedule, which provides a minimum salary of \$3,000 for the bachelor's degree. The maximum salary is \$4,200.

Ten days sick leave per school year, cumulative to thirty days, is included as a provision of the schedule. Credit for one-half of out-of-county experience, to a maximum of five years, is given in determining position on the scale.

The school administrators and the boards of education were assisted by teachers' committees and lay personnel in the preparation of the schedule.

Sandoval County. The salary classes of the Sandoval County salary schedule are based on semester hours of college

education, beginning with sixty-four hours and continuing through the master's degree by steps of eight hours. The bachelor's degree is considered as being the equivalent of 128 semester hours. The differential between successive classes is \$50. Increments of \$90 are allowed all classes, ranging in number from two for the first class to ten for each of the degree classes. The degree classes are allowed four additional increments of \$60 each. The minimum and maximum salaries for the bachelor's degree are \$3,000 and \$4,140.

Tenure increments are for service in the system. An added increment of \$30 per year is allowed for a maximum of ten years at full value of out-of-county experience.

Elementary principals in systems with less than three teachers receive an extra \$50 per year. Principals having three or more teachers under their supervision receive an additional \$25 for each teacher or classroom supervised. High school principals receive \$35 for each high school teacher under their supervision. The supervisor of a lunchroom is entitled to an additional \$2 per month.

San Juan County. The county superintendent assisted the superintendents of the school districts of San Juan County in preparing a uniform salary schedule. The salary classes range from two years to 5½ years of preparation, in

stages of one-half year. The differential between the first three classes is \$30; between the fourth and fifth, \$60; and between the three upper classes, \$75.

Only three increments of \$45 each are allowed the first two classes. All other classes receive increments of \$75 for a varying number of years. The three and 3½ year classes receive a maximum of four such increments. The degree classes receive increments of seven, ten, thirteen, and fifteen years, respectively.

Heads of families, defined as men or women with dependents, are allowed \$240 above schedule. Special teachers in music and coaching are granted \$300 and \$500, respectively, above the schedule.

San Miguel County. The uniform salary schedule of San Miguel County grants fifteen increments of \$75 each to all salary classes. There are four classes: the bachelor's degree; degree plus one-third year; degree plus two-thirds year; and the master's degree. The differential among the first three classes is \$60; between the third and fourth classes it is \$80.

Experience in other school systems is given credit for a maximum of six years. Principals, supervisors, and special teachers are paid extra salaries in proportion to their duties and responsibilities. These extra salaries

stages of one-half year. The first stage is the

three classes in 1901, 1902 and 1903, which are

between the three years 1901, 1902 and 1903.

Only three classes are in 1904, 1905 and 1906.

First two classes. All other classes are in 1907.

1907 for a varying number of years. The first two are in 1907.

classes receive a number of years from 1907 to 1909.

degree classes receive a number of years from 1907 to 1909.

and fifteen years, respectively.

Heads of families, who are not heads of families.

dependents, are also in 1907, 1908 and 1909.

teachers in male and female schools are in 1907 and 1908.

respectively, above 1907 and 1908.

San Miguel County. The first stage is the

San Miguel County stage. The first stage is the

all salary classes. There are 1907 and 1908.

degree; degree first stage, 1907 and 1908.

year; and 1907 and 1908.

first three classes, 1907, 1908 and 1909.

classes is in 1907.

Expenditures in other years are in 1907 and 1908.

for a number of years. 1907, 1908 and 1909.

special teachers and other staff are in 1907 and 1908.

their duties and responsibilities. 1907 and 1908.

are not specified in the schedule.

Santa Fe County. That part of the salary schedules of Santa Fe County and Santa Fe Municipal District which pertains to the degree salary classes is uniform. These salary classes begin with four years of preparation and advance through the master's degree by steps of one-third years. The minimum salaries for the four classes are \$3,200, \$3,260, \$3,320, and \$3,400. Nine annual increments of \$100, followed by five increments of \$60, are given the first three classes. The master's degree class receives a \$100 increment for the first year of tenure, \$260 for the second year, \$100 for each of the next seven years, and \$60 for each of the next five years.

The Santa Fe County schedule has six non-degree salary classes, beginning at two years and advancing by steps of one-third year. The minimum salaries for these classes are \$2,700, \$2,760, \$2,840, \$2,920, \$3,000, and \$3,100. Annual increments of \$100 are allowed the respective classes for tenure of one, two, three, six, eight, and ten years. The Municipal District schedule has no classes less than the bachelor's degree.

Only four years of experience outside of either system is given credit. Santa Fe allows four years of previous experience in the city as tenure upon return to the

also not specified in the ...
... in the ...

of Santa Fe County ...
pertains to the ...
many classes ...
advance through the ...
years. The minimum ...
\$3,200, \$3,300, and \$3,400 ...
followed by five ...
three classes. The ...
increment for the ...
year, \$100 for each of the ...
each of the next five years.

The Santa Fe County ...
classes, beginning at ...
each class year. The ...
\$2,700, \$2,800, \$2,900, and \$3,000 ...
increments of \$100 ...
because of one, two, three, ...
Ministerial District ...
Bachelor's degree.

Only four years of ...
system is given ...
previous experience ...

system after a resignation, while the country will allow six years of such experience.

The schedules were developed by the superintendent, the county superintendent, boards of education, other administrators, teachers' committees, and lay personnel.

Sierra County. The salary classes of the Sierra County uniform salary schedule are determined by years of training and semester hours above the years. It begins at two years and progresses through the master's degree by steps of eight and seventeen semester hours. The differential between classes is \$50 in all cases, except for the highest, where it is \$100. The minimum and maximum salaries for the bachelor's degree are \$3,200 and \$4,300. All increments for the non-degree classes are \$40, given for a differing number of years. The first three classes are allowed four increments; the fourth and fifth classes, five; and the sixth class, eleven. All degree classes are given two increments of \$100 each and twelve additional ones of \$75 each.

Four years of experience are granted for teaching outside of the county. A married man receives \$300 in addition to the schedule, plus \$75 for each child to a maximum of two children. For services beyond the standard term of nine months, an additional amount is awarded in the

proportion that the amount of time spent bears to the nine months.

Socorro County. Credit for out-of-state experience is granted on the basis of one-half year for each of a maximum of ten years on the Socorro County schedule. In-state experience is given full credit for the first five years, plus one year of credit for each additional three years of experience. The maximum credit for this experience is eight years.

Salary classes are designated according to semester hours of preparation. The non-degree classes start at sixty-five hours and continue through 115 hours. The interval between classes is ten hours. The degree classes advance by one-third years from the bachelor's to the master's degree. The differential between the lower degree and each of the non-degree classes is \$100; between the two intermediate degree classes it is \$60; and for the higher degree it is \$80. A uniform increment of \$75 is awarded for two, three, four, five, six, eight, thirteen, fourteen, and fifteen years to each of the consecutive classes.

The minimum salary for the bachelor's degree is \$3,000. A cost-of-living increment of \$120 is added to all steps of the schedule.

Taos County. The salary schedule for Taos County is uniform, except that no provision is made in the Taos Municipal

proposition that the proposed bill should be passed.

Members.

Resolved, That the proposed bill should be passed.

Resolved, That the proposed bill should be passed.

Resolved, That the proposed bill should be passed.

Resolved, That the proposed bill should be passed.

Resolved, That the proposed bill should be passed.

Resolved, That the proposed bill should be passed.

Resolved, That the proposed bill should be passed.

Resolved, That the proposed bill should be passed.

Resolved, That the proposed bill should be passed.

Resolved, That the proposed bill should be passed.

Resolved, That the proposed bill should be passed.

Resolved, That the proposed bill should be passed.

Resolved, That the proposed bill should be passed.

Resolved, That the proposed bill should be passed.

Resolved, That the proposed bill should be passed.

Resolved, That the proposed bill should be passed.

Resolved, That the proposed bill should be passed.

Resolved, That the proposed bill should be passed.

Resolved, That the proposed bill should be passed.

Resolved, That the proposed bill should be passed.

Resolved, That the proposed bill should be passed.

Resolved, That the proposed bill should be passed.

Resolved, That the proposed bill should be passed.

School schedule for teachers not having degrees. The salary classes range from two years of preparation to the master's degree in steps of one-third year. The differential between classes is \$75, except that the difference between the $4 \frac{2}{3}$ year and five-year classes is only \$50. The number of increments for non-degree teachers ranges from two through seven; each of these increments is \$100. The degree classes may receive ten increments of \$100, two of \$50, and one of \$25. The minimum and maximum salaries for the bachelor's degree class are \$3,120 and \$4,245.

Five years is the maximum amount of credit allowed for experience in other systems, four of which may be in other states. Credit for military service as teaching experience is given, provided that the teacher left the system to enter upon such service. No maximum amount of such credit is stated.

Specific details for payment of principals and coaches are given in the county schedule, which may be referred to in Appendix B. No provisions are made for these services in the Taos schedule.

Torrance County. The salaries of principals, coaches, and special teachers are to be determined by the boards of education of Torrance County, rather than by the salary schedule.

The salary classes of this schedule begin at sixty semester hours and progress by steps of ten hours to the master's degree. The differential between all classes is \$50, except for the highest class, where it is \$100. Annual increments of \$75 are granted in progression, from one through ten years, for all classes. Additional \$50 increments are allowed each of the degree classes for the eleventh and twelfth years of tenure.

Union County. The salary schedule of Union County consists of annual increments of \$50 and minimum salaries of \$3,000 for the bachelor's degree and \$3,200 for the master's degree.

The Clayton schedule provides only for minimum salaries of \$3,200 and \$3,400 for the two degrees. No other provisions are stated.

Valencia County. A provision for a \$120 high-cost-of-living increment is included in the Valencia County salary schedule. The salary classes are based on ten semester hours of college preparation and begin at sixty hours. No provision is made for work beyond the master's degree. The differential among the non-degree classes is \$60; between the non-degree classes and the bachelor's degree it is \$20; and among the degree classes it is \$75.

Four increments of \$30 each are given the first three

classes; seven of the same amount are granted to the fourth class. The remainder of the non-degree classes receive \$35 increments for a period of seven years. All degree classes receive \$75 increments; the first two classes for ten years, the third for twelve years, and the master's degree for fourteen years. The minimum and maximum salaries for the bachelor's degree are \$3,000 and \$3,750.

No further provisions are included in the schedule, which was prepared by the superintendents of the three consolidated districts of the county.

class; seven of the students in the class
since. The remainder of the students in the class
increments for a period of three years. The first of these
receive 5% increments; the second 10% increments; and the third
the third for twelve years, and the fourth for
fourteen years. The student who receives 10% increments
bachelor's degree are 5, 10, and 15.
No further provisions are made for the
which was prepared by the Department of the Interior
consolidated districts of the country.

CHAPTER IV

SUMMARY, CONCLUSIONS, AND RECOMMENDATIONS

I. THE SUMMARY

The forty-two schedules which are included in Appendix B of this study represent the salary schedules of the school systems of thirty counties of the state. The schedules of twenty-two counties are uniform for all systems within their boundaries, and four other counties have schedules which are uniform except for minor variations. However, there is little uniformity on a state-wide basis. Many variations exist in the mechanical features of the one hundred schedules that form the data for this study.

The wide range of preparation levels used as the minimum and maximum salary classes is shown in Table I, page 66. The lowest salary class in 65 per cent of the schedules is the two-year, or 60 semester hours, level. Approximately three-fourths of the schedules establish the master's degree as the maximum level of preparation.

Table II on the following page points out the great variation in the amount of preparation required for movement from one salary class to another. Slightly less than one-half of the schedules base this requirement on ten semester hours, or one-third year, of preparation.

TABLE I
RANGE OF PREPARATION LEVELS

Minimum	Maximum	No.
60 sem. hrs.	Master's degree	50
60 sem. hrs.	Master's degree \neq 15 sem. hrs.	13
60 sem. hrs.	Master's degree \neq 30 sem. hrs.	2
64 sem. hrs.	Master's degree	2
65 sem. hrs.	Master's degree	9
70 sem. hrs.	Master's degree	1
80 sem. hrs.	Master's degree	3
88 sem. hrs.	Master's degree	2
90 sem. hrs.	Master's degree	5
100 sem. hrs.	Master's degree	1
110 sem. hrs.	Master's degree	1
Bachelor's degree	Master's degree	10
Bachelor's degree	Master's degree \neq 15 sem. hrs.	1

TABLE II
PREPARATION DIFFERENTIALS

Period of Preparation	Below Degree	B. A. to M. A.	Above M. A.
1/4 yr. or 7½ sem. hrs.	5	12	0
1/3 yr. or 10 sem. hrs.	45	44	0
1/2 yr. or 15 sem. hrs.	5	10	11
1 yr. or 30 sem. hrs.	10	16	0
1 sem. hr.	5	5	5
8 and 17 sem. hrs.	7	7	7
Other	9	6	0
None	14	0	84

The average minimum and maximum salaries, the average number of increments, and the average amount of increments

are shown for each of the minimum preparation salary classes in Table III. Although the number of increments tends to increase as preparation increases, the range in the average amount of increments is small.

TABLE III
AVERAGE SALARIES AND INCREMENTS FOR
MINIMUM PREPARATION LEVELS

Preparation Level	Average Salary		Average Increment	
	Minimum	Maximum	Number	Amount
60 sem. hrs.	\$2,612	\$2,841	3 1/3	\$65.38
64 sem. hrs.	2,600	2,780	2	90.00
65 sem. hrs.	2,680	2,895	3	73.25
70 sem. hrs.	2,700	3,450	6	125.00
80 sem. hrs.	2,700	2,700	0	0.00
88 sem. hrs.	2,840	3,290	6	75.00
90 sem. hrs.	2,860	3,920	14	75.71
100 sem. hrs.	2,550	3,525	13	75.00
110 sem. hrs.	2,700	3,675	13	75.00
B. A. Degree	3,173	4,420	14 1/3	85.46

There are eleven minimum salaries for the master's degree, ranging from \$3,150 to \$3,480. However, thirty-seven of the schedules set the minimum at \$3,400, sixteen set it at \$3,320, and twenty place it at \$3,200. The average minimum for this class is \$3,329. The average maximum salary for the master's degree is \$4,609. There are twenty-six maximum salaries, ranging from \$4,250 to \$5,250. The average number of increments granted to teachers with the master's

are shown for each of the 100 stations in the network
 in Table 1. The number of stations in the network is
 indicated as 100 in the table. The amount of information is small.

TABLE 1

Number of Stations in the Network

Level	Number of Stations
100	100
90	90
80	80
70	70
60	60
50	50
40	40
30	30
20	20
10	10
0	0

These are the only two stations in the network
 having the same number of stations in the network.
 The number of stations in the network is 100.
 The number of stations in the network is 100.
 The number of stations in the network is 100.
 The number of stations in the network is 100.
 The number of stations in the network is 100.

degree is 16.8. The increments range in number from 12 to 20, with thirty-one schedules granting 14 increments and twenty-seven granting 15 increments. Eighteen of the schedules give increments over a period of 20 years.

Preparation beyond the master's degree is recognized in only sixteen schedules. A maximum of thirty hours above the degree is given credit in two of them, while the remainder give credit for a maximum of fifteen hours. The minimum and maximum average salaries for this class are \$3,375 and \$5,009. The average number of increments allowed is 18½.

Allowances for heads of families are given in six counties with uniform salary schedules. A straight allowance of \$240 is given by three counties, while one county allows \$330. Another county allows \$200 for a dependent spouse and \$100 each for dependent children; a maximum number of children is not set by the schedule. The sixth^h county grants \$300 to a married man, plus \$75 each for a maximum of two children.

Cost-of-living increments ranging from \$120 to \$700 are granted by three counties and two municipal districts. In all other cases, such increments have been included in the base salary. The average cost-of-living allowance is \$311.

Uniform increments of \$100 for all steps are granted in ten schedules, and thirty-one schedules grant uniform

degree is 15.6. The income tax is 10% on the first \$10,000 of income.

20. With forty-one standard deviations of 1.5, the income tax is 10% on the first \$10,000 of income.

Twenty-seven percent of the income is 10% on the first \$10,000 of income.

These five increments cover a range of 10% on the first \$10,000 of income.

Progression beyond the average is 10% on the first \$10,000 of income.

In only sixteen schedules, a schedule of 10% on the first \$10,000 of income.

The degree is given credit in 10% on the first \$10,000 of income.

Get five credit for a maximum of 10% on the first \$10,000 of income.

Now add maximum average and credit for 10% on the first \$10,000 of income.

and \$1,000. The average number of children is 10% on the first \$10,000 of income.

Allowance for death of 10% on the first \$10,000 of income.

connected with 10% on the first \$10,000 of income.

and of \$2,000 in 10% on the first \$10,000 of income.

allows \$300. Another country with 10% on the first \$10,000 of income.

spouse and \$100 each for 10% on the first \$10,000 of income.

but of children is not 10% on the first \$10,000 of income.

grants \$300 to a married man, 10% on the first \$10,000 of income.

two children.

Cost-of-living increases are 10% on the first \$10,000 of income.

are granted by three countries and 10% on the first \$10,000 of income.

In all other cases, such increases are 10% on the first \$10,000 of income.

the base salary. The average is 10% on the first \$10,000 of income.

\$111.

Uniform increments of 10% on the first \$10,000 of income.

in ten schedules, and 10% on the first \$10,000 of income.

increments of \$75. All other schedules give experience increments of amounts decreasing in inverse ratio to increasing preparation. The greatest variation is in Santa Fe and Santa Fe County schedules, in which increments range from \$260 to \$60. The average maximum and minimum increments are \$107 and \$65. Maximum increments of \$75 are given by forty-four schedules and twenty-six schedules grant maximum increments of \$100. The minimum increments range from \$100 to \$10. Minimum increments of \$75 are granted by forty-five schedules.

Only twenty-six of the schedules include provisions for sick leave; nineteen allow ten days and eight allow five days. The sick leave is cumulative to ten, fifteen, twenty, and thirty days in two, seven, nine, and five of the schedules, respectively.

Full credit for out-of-state experience is granted for an average maximum of five years by thirty-eight schedules. Twenty-three schedules allow one-half credit for a maximum of five years, five allow three-fourths credit for a maximum of six years, and two allow one-third credit for ten years of experience. Out-of-county experience is given full credit by forty-two schedules for a maximum average of five years. Partial credit is given for out-of-county experience on the same basis as for out-of-state experience. In only one case is the maximum outside credit not limited

to a combination of out-of-state and out-of-county experience. Two schedules state that outside experience will be evaluated to determine its worth in the system concerned.

Specific provisions for the salaries of principals, coaches, and special teachers are stated in one-fourth of the schedules. Another one-fourth of the schedules state that additional amounts will be paid for added services; one-half of them are concerned with the salaries of teachers only.

About one-fifth of the schedules were prepared with the assistance of lay personnel and only one-third of the total were prepared with the assistance of teachers' committees. Eight of the schedules were prepared solely by superintendents or county superintendents. In all except twelve cases, the boards of education helped to prepare the salary schedules.

Appendix C presents in tabular form the pertinent features of all of the schedules which were examined.

II. CONCLUSIONS

The most evident conclusion of this study is that there is little uniformity among the salary schedules of the state as a whole, but that a great degree of uniformity exists within the individual counties. The greatest deviations are in the matters of minimum preparation levels and the amounts of preparation required for progress in the salary classes.

to a combination of out-of-state and out-of-country cases.
 The following table shows the results of the study.
 The results are presented in the table in the order of the
 specific provisions for the various categories.
 The results are presented in the table in the order of the
 categories, and specific provisions are listed in the order of
 the table. Another one-fourth of the results are
 that additional results will be added for other categories.
 one-half of them are concerned with the results of the study.
 only.

About one-half of the results were prepared with
 the assistance of lay personnel and only one-third of the
 total were prepared with the assistance of technical personnel.
 Eight of the categories were prepared solely by technical personnel
 or county superintendents. In all cases, the results were
 prepared by technical personnel to prepare the study materials.
 Appendix 6 presents in tabular form the results
 of all of the categories which were prepared.

II. CONCLUSIONS

The most evident conclusion of this study is that
 there is little uniformity among the various categories of the
 study as a whole, but that a great degree of uniformity exists
 within the individual counties. The greatest variations are
 in the nature of the study materials and the results
 of preparation prepared for counties in the study.

Recognition of preparation beyond the master's degree is almost completely lacking.

The salaries paid on the various levels, in most cases, are adequate enough to encourage professional growth. The length of time required to approach a professional salary level is too great to retain teachers in the profession by reason of salary alone. It is doubtful that the minimum salaries will have the desired effect of attracting young people into the field of education.

The inclusion of cost-of-living increments in the base salaries is probably wise. There will be less tendency to lower salaries as living costs decrease if such increments are not listed as separate parts of the schedules.

An effort to meet the needs of individual teachers is being made in those counties granting dependency allowances. The fact that all but one of the counties in which such allowances are given are located in the eastern part of the state is worthy of comment, but no conclusions can be drawn from this fact. Such practice does violate the principle that persons in the same type of position should receive equal salaries for equivalent training and experience.

The limited provisions for credit for outside experience will tend to restrict the movement from one system to another of teachers having lengthy experience. While this policy may have a desired effect of retaining teachers within

a system, it likewise limits the possibilities of obtaining experienced personnel. Authorities in the field have written little on this specific phase of experience credit. Reeder, in The Fundamentals of Public School Administration, states that it should be possible to employ experienced teachers from other school systems and to start them at the same salary which local teachers with equal experience and qualifications are receiving.¹ This, if accepted as a principle, is violated in most schedules of the state. The policy of evaluating previous experience in other systems to determine the effectiveness of such experience, while involving the application of merit ratings, is worthy of consideration.

The lack of provisions for features such as sick leave, salaries for personnel other than teachers, and payment plans can lead only to the conclusions that such features are included in the personnel policies of the boards of education, or that the various systems have no stated policies concerning these matters.

It may be concluded that the large majority of administrators consider that salary schedules are solely a matter of administrative concern. This may be a false conclusion, however, for the lack of participation on the part of teachers

¹ Ward G. Reeder, The Fundamentals of Public School Administration revised ed., (New York: The Macmillan Company, 1941), p. 215.

a system, it likewise limits the possibilities of obtaining
 experienced personnel. Furthermore, the field may be
 little on this specific phase of experience needed. Heeder,
 in The Fundamentals of Public School Administration, states
 that it should be possible to employ experienced teachers
 from other school systems and to start them at the same salary
 which local teachers with equal experience and qualifications
 are receiving. This, if accepted as a principle, is im-
 posed in most schedules of the states. The policy of expe-
 rienced teachers experienced in other systems to determine the
 effectiveness of each experience, while involving the appli-
 cation of merit ratings, is worthy of consideration.
 The lack of provisions for teachers such as sick
 leave, salaries for personnel other than teachers, and pay-
 ment plans can lead only to the conclusion that such features
 are included in the personnel policies of the boards of
 education, or that the various systems have no stated
 policies concerning these matters.

It may be concluded that the large majority of admin-
 istrators consider that salary schedules are really a matter
 of administrative concern. This may be a false conclusion,
 however, for the lack of participation on the part of teachers

and lay personnel may be due to their failure to accept responsibilities in deciding questions of such direct concern to them.

III. RECOMMENDATIONS

It is the recommendation of this study that salary schedules be a topic for continuous study by administrators, teachers, lay personnel, and education associations of the state, with the primary purpose of attaining a greater degree of uniformity in the mechanical features of the various salary schedules of the public schools of New Mexico.

It is further recommended that research be conducted in the fields of the history of salary schedules in New Mexico, the ability of the state and counties to finance salary schedules, and the salaries of teachers as compared to the salaries of other professions and occupations.

A state-wise salary schedule, adopted by and enforced through legislation, is not recommended. Minimum salary laws, which should have as their objective the maintenance of state minimum qualifications for teachers, tend to establish such minimum salaries as the maximum. Such laws will not solve the personnel problems of all schools. Each district or county must determine the level of salaries necessary to meet its own personnel requirements in terms of purposes and program. The schedule proposed by this study

and lay personnel may be due to their failure to exercise
responsibilities in deciding questions of responsibility
born to them.

III. RESPONSIBILITIES

It is the recommendation of this study that
be scheduled as a topic for continuous study in the
foremost, lay personnel, and education in the
state, with the primary purpose of securing a degree of
of uniformity in the professional formation of the
schedules of the public agencies of the state.

It is further recommended that research be conducted
in the fields of the history of public service in the
Mexico, the history of the state and federal government,
salary schedules, and the salaries of various professions
to the salaries of other professions and occupations.

A state-wide salary schedule, adopted by uniform action
through legislation, is not recommended. Salary
laws, which should have an effect on the salary
of state minimum qualifications for various professions,
list such minimum salaries as the basis for the salary
not solve the personnel problem of the state. The
district or county must determine the salary of each
necessity to meet its own personnel requirements in terms of
purposes and program. The national government, in order to

is based on average practices and is recommended only as a basic schedule. It will be necessary for the various districts to adjust minimum salaries to meet the living costs of the specific county or district concerned. This may be accomplished through the addition of cost-of-living increments.

The proposed schedule consists of fifteen salary classes, beginning at two years, or 60 semester hours, of preparation and progressing through fifteen semester hours above the master's degree by successive stages of $7\frac{1}{2}$ hours. The differentials among all classes is uniformly \$50, except that an additional amount of \$50 is granted for the bachelor's and the master's degrees. The minimum salaries for the two-year class and for the two degree classes are, respectively, \$2,650, \$3,100, and \$3,400.

The method of granting experience increments is shown in Tables IV and V, page 75. The increments of \$150 granted in the fourth year to the non-degree classes, and of \$300 granted in the same year to the degree classes, are defended on the grounds that it is in this year that the tenure laws of the state become applicable. If the teacher is qualified to be placed on tenure, he is worthy of being placed on a professional salary level as soon as it is practicable.

is based on average payrolls and is recommended only as a
basis for consideration. It will be necessary for the various dis-
tricts to adjust minimum salaries to meet the living costs
of the specific county or district concerned. This may be
accomplished through the addition of cost-of-living in-
-

ments.

The proposed schedule consists of fifteen salary
classes, beginning at two years, or 60 semester hours, of
preparation and progressing through fifteen semester hours
above the master's degree by consecutive stages of 75 hours.
The differentials among all classes is uniformly \$50, except
that an additional amount of \$70 is granted for the bachelor's
and the master's degrees. The minimum salaries for the two-
year class and for the two degree classes are, respectively,
\$2,650, \$3,100, and \$3,400.

The method of granting experience increments is shown
in Tables IV and V, page 75. The increments of \$150 granted
in the fourth year to the non-degree classes, and of \$200
granted in the same year to the degree classes, are deferred
on the grounds that it is in this year that the tenure laws
of the state become applicable. If the teacher is qualified
to be placed on tenure, he is worthy of being placed on a
professional salary level as soon as it is practicable.

TABLE IV
PROPOSED SALARY SCHEDULE
NON-DEGREE CLASSES

1	2	3	4	5	6	7	8	Class
Hr. 60	67½	75	82½	90	97½	105	112½	Exp.
2,650	2,700	2,750	2,800	2,850	2,900	2,950	3,000	0
2,700	2,750	2,800	2,850	2,900	2,950	3,000	3,050	1
		2,850	2,900	2,950	3,000	3,050	3,100	2
				3,100	3,150	3,200	3,250	3
				3,200	3,250	3,300	3,350	4
						3,400	3,450	5
						3,500	3,550	6
							3,650	7
							3,750	8

TABLE V
PROPOSED SALARY SCHEDULE
DEGREE CLASSES

Class	B. A.	10	11	12	M. A.	14	15	Years
S. Hr.	120	7½	15	22½	30	7½	15	Exp.
	3,100	3,150	3,200	3,250	3,350	3,400	3,450	0
	3,200	3,250	3,300	3,350	3,450	3,500	3,550	1
	3,300	3,350	3,400	3,450	3,550	3,600	3,650	2
	3,600	3,650	3,700	3,750	3,850	3,900	3,950	3
	3,700	3,750	3,800	3,850	3,950	4,000	4,050	4
	3,800	3,850	3,900	3,950	4,050	4,100	4,150	5
	3,900	3,950	4,000	4,050	4,150	4,200	4,250	6
	4,000	4,050	4,100	4,150	4,250	4,300	4,350	7
	4,100	4,150	4,200	4,250	4,350	4,400	4,450	8
	4,175	4,225	4,275	4,325	4,425	4,475	4,525	9
	4,250	4,300	4,350	4,400	4,500	4,550	4,600	10
	4,325	4,375	4,425	4,475	4,575	4,625	4,675	11
	4,400	4,450	4,500	4,550	4,650	4,700	4,750	12
		4,525	4,575	4,625	4,725	4,775	4,825	13
			4,650	4,700	4,800	4,850	4,900	14
				4,775	4,875	4,925	4,975	15
					4,925	4,975	5,025	16
					4,975	5,025	5,075	17
					5,025	5,075	5,125	18
					5,075	5,125	5,175	19
					5,125	5,175	5,225	20

Further provisions of the schedule include ten days sick leave. Sick leave is cumulative to twenty days. A maximum of ten years of out-of-state experience is given one-half credit in determining position on the schedule. All experience in the state will be given full credit to a maximum of five years. The maximum credit which is given for outside experience is five years. This may be a combination of out-of-state and out-of-county experience. The salaries of principals, supervisors, athletic coaches, and special teachers are to be determined by the respective boards of education. It is recommended that when these salaries have been determined that they be placed on the salary schedule document.

Further copies of the report may be obtained from the

State Library, 1010 North 1st Street, St. Paul, Minn.

Minimum of ten years of service is required for the

half credit in the pension plan for the first

experience in the state and for the first

year of five years. The minimum credit for the

outside experience is five years. The minimum

of out-of-state and out-of-country service is

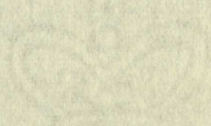
of principals, supervisors, and other

teachers are to be paid for the first

education. It is recommended that the

been determined that the minimum credit

document.



NATIONAL
EDUCATION
ASSOCIATION
U. S. A.
1915

BIBLIOGRAPHY

RECEIVED

BIBLIOGRAPHY

- Aker, Howard M., "Teachers' Salaries and Professional Growth," The American School Board Journal, 124:29-30, May, 1952.
- _____, "Working with a Preparation Type Salary Schedule," The American School Board Journal, 124:31-32, June, 1952.
- Albuquerque Journal, July 6, 1953.
- Analysis of Single Salary Schedules, Research Bulletin of the National Education Association, October, 1947. 111 pp.
- Anderson, Stuart, "Payment Plans for Teachers' Salaries," The School Executive, 69:23-24, July, 1950.
- Best, Leonard E., "Incentive Pay for Better Teaching," The School Executive, 69:43-44, May, 1950.
- Burke, Arvid J., Financing Public Schools in the United States. New York: Harper and Brothers, 1951. 574 pp.
- Clark, Harold F., "Teachers Salaries and the Cost of Living," The School Executive, 72:21, April, 1953.
- Cook, William A., "Merit Rating and Salary Increase," The American School Board Journal, 124:33-34, June, 1952.
- Cooke, Dennis H., Administering the Teaching Personnel. Chicago: B. J. Sanborn and Company, 1939. 348 pp.
- Dunnan, Donald W., "The Advantages of Salary Scheduling in Smaller Communities," The American School Board Journal, 121:38-39, October, 1950.
- "Economic Status of Teachers in 1952-53," Special Memorandum of the Research Division of the National Education Association, November, 1952. 23 pp.
- Hubbard, Frank W., "Salaries in Urban School Systems," NEA Journal, 42:293-94, May, 1953.
- Johns, R. L., and E. L. Morphet, co-editors, "Problems and Issues in Public School Finance," National Conference of Professors of Educational Administration. New York: Teachers College, Columbia University, 1952. 481 pp.

ALLEN, HOWARD L., "The American School System," New York, 1925.

ALLEN, HOWARD L., "The American School System," New York, 1925.

ALLEN, HOWARD L., "The American School System," New York, 1925.

ALLEN, HOWARD L., "The American School System," New York, 1925.

ALLEN, HOWARD L., "The American School System," New York, 1925.

ALLEN, HOWARD L., "The American School System," New York, 1925.

ALLEN, HOWARD L., "The American School System," New York, 1925.

ALLEN, HOWARD L., "The American School System," New York, 1925.

ALLEN, HOWARD L., "The American School System," New York, 1925.

ALLEN, HOWARD L., "The American School System," New York, 1925.

ALLEN, HOWARD L., "The American School System," New York, 1925.

ALLEN, HOWARD L., "The American School System," New York, 1925.

ALLEN, HOWARD L., "The American School System," New York, 1925.

ALLEN, HOWARD L., "The American School System," New York, 1925.

ALLEN, HOWARD L., "The American School System," New York, 1925.

- Lewis, E. E., Personnel Problems of the Teaching Staff. New York: The Century Company, 1925. 497 pp.
- Linton, Harry J., "Salary in the Selecting Process," The School Executive, 69:68-69, May, 1950.
- Martin, George B., "Teacher Salary Schedules," The School Executive, 71:48-50, November, 1951.
- Moehlman, Arthur B., School Administration. Boston: Houghton Mifflin Company, 1940. 929 pp.
- _____, School Administration. Second edition; Boston: Houghton Mifflin Company, 1951. 514 pp.
- Monroe, Walter S., editor, Encyclopedia of Educational Research. Revised edition; New York: The Macmillan Company, 1950. 1520 pp.
- Moran, John J., and Robert A. Van Auken, "Lay Participation in Determining Salary Schedules," The American School Board Journal, 123:11-12, August, 1951.
- Problems and Principles in the Scheduling of Salaries. Committee on Salaries, National Education Association. Washington, D. C.: The Association, 1940. 83 pp.
- Reeder, Ward G., The Fundamentals of Public School Administration. Revised edition; New York: The Macmillan Company, 1941. 798 pp.
- _____, The Fundamentals of Public School Administration. Third edition; New York: The Macmillan Company, 1951. 756 pp.
- Reyhner, Theodore O., "Family Differentials for Teachers," The American School Board Journal, 123:23-24, August, 1951.
- Richardson, Edward T., "Encouraging Continued Professional Growth," The School Executive, 72:76-77, March, 1953.
- Salaries and Salary Schedules of Urban School Employees, 1952-53, Research Bulletin of the National Education Association, April, 1953. 95 pp.
- "Teachers Salaries, 1950-51," NEA Journal, 42:202, April, 1953.

"The American School Superintendency," Thirtieth Yearbook
of the American Association of School Administrators.
Washington, D. C.: National Education Association,
527 pp.

"The American School Superintendency,"
of the American Association of School Superintendents,
Washington, D. C. : National Education Association.
1917.

APPENDICES

APR 1968

APPENDIX A

MUNICIPAL AND INDEPENDENT SCHOOL DISTRICTS OF NEW MEXICO

Alamogordo	Otero County
Albuquerque	Bernalillo County
Anthony (Gadsen)	Dona Ana County
Artesia	Eddy County
Aztec	San Juan County
Belen	Valencia County
Bernalillo	Sandoval County
Capitan	Lincoln County
Carlsbad	Eddy County
Carrizozo	Lincoln County
Cimarron	Colfax County
Clayton	Union County
Clovis	Curry County
Corona	Lincoln County
Deming	Luna County
Des Moines	Union County
Dexter	Chavez County
Elida	Roosevelt County
Encino	Torrance County
Espanola	Rio Arriba County
Estancia	Torrance County
Eunice	Lea County
Farmington	San Juan County
Fort Sumner	De Baca County
Gallup	McKinley County
Grady	Curry County
Grants	Valencia County
Hagerman	Chavez County
Hatch	Dona Ana County
Hobbs	Lea County
Hondo	Lincoln County
Hope	Eddy County
Hurley	Grant County
Jal	Lea County
Kirtland	San Juan County
La Joya	Sandoval County
Lake Arthur	Chavez County
Las Cruces	Dona Ana County
Las Vegas (City)	San Miguel County
Las Vegas (Town)	San Miguel County
Lordsburg	Hidalgo County
Los Alamos	Los Alamos County
Los Lunas	Valencia County
Loving	Eddy County

Lovington	Lea County
Magdalena	Socorro County
Maxwell	Colfax County
Melrose	Curry County
Mosquero	Harding County
Mountainair	Torrance County
Pecos	San Miguel County
Penasco	Taos County
Portales	Roosevelt County
Raton	Colfax County
Reserve Union High School	Catron County
Roswell	Chavez County
Roy	Harding County
Ruidoso	Lincoln County
San Jon	Quay County
Santa Fe	Santa Fe County
Santa Rita	Grant County
Santa Rosa	Guadalupe County
Silver City	Grant County
Socorro	Socorro County
Springer	Colfax County
Taos	Taos County
Tatum	Lea County
Texico	Curry County
Truth or Consequences	Sierra County
Tucumcari	Quay County
Tularosa	Otero County
Vaughn	Guadalupe County
Virden	Hidalgo County
Wagon Mound	Mora County

INDEX

Alabama	1
Alaska	2
Arizona	3
Arkansas	4
California	5
Colorado	6
Connecticut	7
Delaware	8
District of Columbia	9
Florida	10
Georgia	11
Hawaii	12
Idaho	13
Illinois	14
Indiana	15
Iowa	16
Kansas	17
Kentucky	18
Louisiana	19
Maine	20
Maryland	21
Massachusetts	22
Michigan	23
Minnesota	24
Mississippi	25
Missouri	26
Montana	27
Nebraska	28
Nevada	29
New Hampshire	30
New Jersey	31
New Mexico	32
New York	33
North Carolina	34
North Dakota	35
Ohio	36
Oklahoma	37
Oregon	38
Pennsylvania	39
Rhode Island	40
South Carolina	41
South Dakota	42
Tennessee	43
Texas	44
Vermont	45
Virginia	46
Washington	47
West Virginia	48
Wisconsin	49
Wyoming	50

APPENDIX B

SALARY SCHEDULE DOCUMENTS

CATRON COUNTY UNIFORM SALARY SCHEDULE
1953-54

Credits:	2	2 1/3	2 2/3	3	3 1/3	3 2/3	B.A.	4 1/3	4 2/3	M.A.
Years 0	2700	2750	2800	2850	2900	2950	3200	3250	3300	3400
1	2775	2825	2875	2925	2975	3025	3275	3325	3375	3475
2		2900	2950	3000	3050	3100	3350	3400	3450	3550
3			3025	3075	3125	3175	3425	3475	3525	3625
4				3150	3200	3250	3500	3550	3600	3700
5					3275	3325	3575	3625	3675	3775
6						3400	3650	3700	3750	3850
7							3725	3775	3825	3925
8	Sick Leave						3775	3850	3900	4000
9	Full credit to five years out of state						3825	3900	3975	4075
10	Full credit for out of county experience						3875	3950	4025	4150
11	Service Record to have credit						3925	4000	4075	4200
12	Added salary for added service						3975	4050	4125	4250
13								4100	4175	4300
14									4225	4350

Personnel participating in preparation of schedules:

☒ Superintendent

☒ County Superintendent

☒ Board of Education

☐ Other Administrators

☒ Teacher Committees

☐ Lay Personnel

UNITED STATES DEPARTMENT OF THE INTERIOR
BUREAU OF LAND MANAGEMENT

1	Section 1
2	Section 2
3	Section 3
4	Section 4
5	Section 5
6	Section 6
7	Section 7
8	Section 8
9	Section 9
10	Section 10
11	Section 11
12	Section 12
13	Section 13
14	Section 14

Personnel and Services
X Department
X Bureau of Land Management
X Federal Government

CHAVEZ COUNTY UNIFORM SALARY SCHEDULE
1953-54

TEACHER QUALIFICATION	MINIMUM SALARY	YEARLY INCREMENT	MAXIMUM SALARY	H.C.L. INCREMENT
2 to 3 years of college training	\$2160	\$100	\$2900	\$420
3 to 4 years of college training	2310	100	3100	420
Bachelor degree	2700	100	4040	420
Master degree	2900	100	4340	420

\$75.00 per year will be allowed for experience in other systems. This allowance is limited to six years.

Heads of families will be allowed an additional \$240.00 per year when entering the system. This will set them up two years on the salary schedule. In such cases they will reach the maximum salary in 11 or 12 years rather than 13½ and 14½ years. The head of a family is a married man maintaining a home or a widow with dependent children.

In order to receive the increased salary between the Bachelor and Master degrees, the teacher having Master degree must be teaching in the major or minor field in which the Master degree was received.

The yearly increment, for tenure within the system, will be at the rate of \$100.00 per year, until the maximum salary has been reached.

If salary reductions become necessary in the future, the first reductions will be made from the amount allowed to help meet increased living costs. Such reductions will be uniform for all teachers.

Each teacher is allowed 10 days sick leave, per year, for herself or immediate family without deduction from her salary. Sick leave is cumulative to an additional 15 days above the yearly allowance. The cumulative leave applies to the teacher only and not to the family.

Personnel participating in preparation of schedule:

☒ Superintendent
☒ Boards of Education
☐ Teacher Committees

☒ County Superintendent
☒ Other Administrators
☐ Lay Personnel

CHARTER OF THE NATIONAL ASSOCIATION OF COLLEGE TEACHERS

ARTICLE I	ARTICLE II	ARTICLE III	ARTICLE IV	ARTICLE V
NAME AND PURPOSE	MEMBERSHIP	GOVERNMENT	FINANCES	RELATIONS WITH OTHER ORGANIZATIONS
2 to 3 years of college training	3 to 4 years of college training	Bachelor degree	Master degree	

\$75.00 per year with a minimum of \$100.00 per year for those with a master's degree.

Heads of families who are unable to support their families when entering the teaching profession shall be eligible for early admission. In the case of those who are unable to support their families in 11 or 12 years of college training, the fee shall be reduced to \$50.00 per year.

In order to become a member, a candidate must be recommended by two members of the association and must be approved by the association at its next meeting. The fee shall be \$75.00 per year for those with a bachelor's degree and \$100.00 per year for those with a master's degree.

The yearly dues shall be \$75.00 per year for those with a bachelor's degree and \$100.00 per year for those with a master's degree.

If a member fails to pay his dues for two consecutive years, he shall be considered a non-member. If a member fails to pay his dues for three consecutive years, he shall be considered a non-member and his name shall be stricken from the roll.

Each teacher is entitled to one vote in the election of officers. The election shall be held at the annual meeting of the association. The officers shall be elected for a term of one year.

Personnel not affiliated with the association shall be eligible for membership.

1 Department of Education
1 Board of Education
1 General Committee

COLFAX COUNTY UNIFORM SALARY SCHEDULE
1953-54

[illegible]

It is not the intention of the board of education to establish a policy of paying summer salaries to teachers who resign during the term of their contracts. (1-5-44)

It is understood that the Superintendent will adhere as far as possible to the Board's regulation limiting the employment of regular teachers to those with degrees.

Teachers' salaries shall be paid in twelve installments.

Teachers who personnel files are not complete by November first may have their warrants withheld pending completion of the files.

The Board of Education will pay 20% of the premium on the part of the group insurance policies which apply to employees.

Personnel participating in preparation of schedules:

<u> X </u> Superintendent	<u> X </u> County Superintendent
<u> X </u> Board of Education	<u> X </u> Other Administrators
<u> X </u> Teacher Committees	<u> X </u> Lay Personnel

CONFIDENTIAL

It is not the intention of the Government to conduct a policy of active and passive surveillance of the population during the term of the present administration.

It is understood that the Government is not to be held responsible for the actions of the individuals who are not members of the Government.

Therefore, the Government is not to be held responsible for the actions of the individuals who are not members of the Government.

There may have been some individuals who were not members of the Government.

The Board of Directors of the Government is not to be held responsible for the actions of the individuals who are not members of the Government.

Personnel and the Government are not to be held responsible for the actions of the individuals who are not members of the Government.

The Board of Directors of the Government is not to be held responsible for the actions of the individuals who are not members of the Government.

CURRY COUNTY UNIFORM SALARY SCHEDULE
1953-54

Exp.	3 yrs.	3 1/3 yrs.	3 2/3 yrs.	BS	4 1/3 yrs.	4 2/3 yrs.	MA
0	2860	2940	3020	3100	3180	3260	3340
1	3010	3090	3170	3250	3330	3410	3490
2	3110	3190	3270	3350	3430	3510	3590
3	3205	3285	3365	3445	3525	3605	3685
4	3295	3375	3455	3535	3615	3695	3775
5	3380	3460	3540	3620	3700	3780	3860
6	3460	3540	3620	3700	3780	3860	3940
7	3535	3615	3695	3775	3855	3935	4015
8	3605	3685	3765	3845	3925	4005	4085
9	3670	3750	3830	3910	3990	4070	4150
10	3730	3810	3890	3970	4050	4130	4210
11	3785	3865	3945	4025	4105	4185	4265
12	3835	3915	3995	4075	4155	4235	4315
13	3880	3960	4040	4120	4200	4280	4360
14	3920	4000	4080	4160	4240	4320	4400
15		4035	4115	4195	4275	4355	4435
16		4065	4145	4225	4305	4385	4465
17			4170	4250	4330	4410	4490
18			4190	4270	4350	4430	4510
19				4285	4365	4445	4525
20				4295	4375	4455	4535

Personnel participating in preparation of schedule:

 X Superintendents X County Superintendent X Board of Education
 Teacher Committees Lay Personnel Other Administrators

DATE	DESCRIPTION	AMOUNT	BALANCE
1
2
3
4
5
6
7
8
9
10
11
12
13
14
15
16
17
18
19
20

Prepared by the Treasurer and Audited by the Board of Directors

By the Treasurer

By the Auditor

DONA ANA COUNTY SALARY SCHEDULE
1953-54

Years	COLLEGE TRAINING IN SEMESTER HOURS									
Exp	60	70	80	90	100	110	BA	10	20	MA
0	2660	2700	2740	2780	2820	2860	3000	3060	3120	3200
1	2810	2850	2890	2930	2970	3010	3150	3210	3270	3350
2	2960	3000	3040	3080	3120	3160	3300	3360	3420	3500
3	3110	3150	3190	3230	3270	3310	3450	3510	3570	3650
4	3210	3250	3290	3330	3370	3410	3550	3610	3670	3750
5	3310	3350	3390	3430	3470	3510	3650	3710	3770	3850
6		3450	3490	3530	3570	3610	3750	3810	3870	3950
7			3590	3630	3670	3710	3850	3910	3970	4050
8				3705	3745	3785	3925	3985	4045	4125
9					3820	3860	4000	4060	4120	4200
10						3935	4075	4135	4195	4275
11							4150	4210	4270	4350
12							4225	4285	4345	4425
13								4360	4420	4500
14									4495	4575
15										4650
	2	2 1/3	2 2/3	3	3 1/3	3 2/3	4	4 1/3	4 2/3	5
	COLLEGE TRAINING IN YEARS									

Allowances above salary schedule

- | | |
|-------------------------------|--------------------------|
| 1. \$900 - High School Coach | 4. \$200 - Band Director |
| 2. \$500 - Assistant Coach | 5. \$100 - Publications |
| 3. \$300 - Physical Education | 6. \$100 - Dramatics |

Personnel participating in preparation of schedule:

☒ Superintendent ☒ County Superintendent ☐ Lay Personnel
☒ Board of Education ☒ Teacher Committees ☐ Other Administrators

The above schedule is used by the Hatch and Anthony (Gadsen) districts.

LAS CRUCES SALARY SCHEDULE
1953-54

Yrs. Exp	2 1/3 70 sh	2 2/3 80 sh	3 90 sh	3 1/3 100 sh	3 2/3 110 sh	4 degree	4 1/3 10 gh	4 2/3 20 gh	5 Masters
0	2700	2740	2780	2820	2860	3000	3060	3120	3200
1	2850	2890	2930	2970	3010	3150	3210	3270	3350
2	3000	3040	3080	3120	3160	3300	3360	3420	3500
3	3150	3190	3230	3270	3310	3450	3510	3570	3650
4	3250	3290	3330	3370	3410	3550	3610	3670	3750
5	3350	3390	3430	3470	3510	3650	3710	3770	3850
6	3450	3490	3530	3570	3610	3750	3810	3870	3950
7		3590	3630	3670	3710	3850	3910	3970	4050
8			3705	3745	3785	3925	3985	4045	4125
9				3820	3860	4000	4060	4120	4200
10					3935	4075	4135	4195	4275
11						4150	4210	4270	4350
12						4225	4285	4345	4425
13							4360	4420	4500
14								4495	4575
15									4650

1. Credit for each first five years experience outside Las Cruces allowed. One additional year allowed for each three years of experience above five, but not exceeding fourteen. Total credit allowed for outside experience will in no case exceed eight years.

2. Principals \$75 for each teacher for the first 8, \$50 for next 7, and \$25 for all over 15.

3. High School Coach \$900 above salary schedule.

4. High School Assistant Coach \$600 above salary schedule.

5. Grade School Coach \$300 above salary schedule.

6. Physical Ed. \$300 above salary schedule.

7. Dramatics Director \$25 per production above salary schedule, \$100 maximum.

8. Band Director \$200 above salary schedule.

9. Newspaper Sponsor \$100 above salary schedule.

10. Yearbook Sponsor \$100 above salary schedule.

11. Five days sick leave annually, cumulative to three years.

Personnel participating in preparation of schedule:

X Superintendent X Teacher Committees X Other Administrators

___ Board of Education ___ County Superintendent ___ Lay Personnel

EDDY COUNTY UNIFORM SALARY SCHEDULE 1953-54

	TRAINING	2		4		5	
		60 sem. hours	60 sem. Max.	Bachelor	30 sem. Max.	Master	15 sem Max.
E	0	2600	2900	2900	3050	3200	3275
X	1	2700	3000	3000	3150	3300	3375
P	2	2800	3100	3100	3250	3400	3475
E	3	2900	3200	3200	3350	3500	3575
R	4	3000	3300	3300	3450	3600	3675
I	5			3400	3550	3700	3775
E	6			3500	3650	3800	3875
N	7			3600	3750	3900	3975
C	8			3700	3850	4000	4075
E	9			3800	3950	4100	4175
	10			3900	4050	4200	4275
	11			3975	4125	4275	4350
	12			4050	4200	4350	4425
	13			4100	4250	4425	4500
	14			4150	4300	4500	4575
	15			4200	4350	4575	4650
	16					4650	4725
	17					4725	4800
	18					4775	4850
	19					4825	4900
	20					4875	4950

In addition to the above salary schedule there will be an H.C.L. of \$300 added to each step in the schedule.

In place of the man increment item, an item of "Head of Family" of \$240, will be a part of the contract. This item will be based upon the same principle as "Head of Family" as set forth in Federal Income Tax regulations generally speaking. However, further study will be given to the "Head of Family" item and details will be worked out in the near future.

This schedule conforms in all other respects to items in the old schedule, and is on the same contractual basis.

TABLE 1			
Summary of the results of the investigation of the			
Department of the Interior, Bureau of Land Management			
for the year ending June 30, 1910			
Item	Amount	Percentage	Total
1. Land acquired by purchase	1,000,000	100	1,000,000
2. Land acquired by donation	500,000	50	500,000
3. Land acquired by exchange	250,000	25	250,000
4. Land acquired by other means	250,000	25	250,000
5. Total	2,000,000	100	2,000,000

In addition to the above, the Department of the Interior has received from the several States and Territories, a large amount of land, which is being held in trust for the benefit of the people of the United States. This land is being sold at a low price, and the proceeds are being used for the benefit of the people of the United States.

The Department of the Interior has also received from the several States and Territories, a large amount of land, which is being held in trust for the benefit of the people of the United States. This land is being sold at a low price, and the proceeds are being used for the benefit of the people of the United States.

This schedule contains a list of the land acquired by the Department of the Interior, and is to be used for the purpose of showing the results of the investigation of the Department of the Interior, for the year ending June 30, 1910.

EDDY COUNTY (NEW MEXICO) UNIFORM SINGLE SALARY SCHEDULE

(Effective in Artesia, County, Carlsbad, Hope and the Loving Schools)

- SCHEDULE.** The Eddy County Uniform Single Salary Schedule shall provide minimum and maximum salaries for all teachers in Eddy County as set forth in the accompanying schedule, in addition to a high-cost-of-living allowance of \$600.00 per year.

	TRAINING 2		4		5	
	60 sem hrs	60 sem hrs max	Bachelor	30 sem hrs max	Master	15 sem hrs max
E 0	2100	2400	2400	2550	2600	2675
1	2200	2500	2500	2650	2700	2775
X 2	2300	2600	2600	2750	2800	2875
3	2400	2700	2700	2850	2900	2975
P 4	2500	2800	2800	2950	3000	3075
5			2900	3050	3100	3175
E 6			2975	3125	3175	3250
7			3050	3200	3250	3325
R 8			3125	3275	3325	3400
9			3200	3350	3400	3475
I 10			3275	3425	3475	3550
11			3350	3500	3550	3625
E 12			3425	3575	3625	3700
13			3500	3650	3700	3775
N 14			3575	3725	3775	3850
15			3650	3800	3850	3925
C 16					3925	4000
17					4000	4075
E 18					4075	4150
19					4150	4225
20					4225	4300

- TRAINING.** "4" years college refers to a bachelor's degree and "5" to a graduate degree. Five dollars per semester hour is allowed above 60 to a maximum of 120 semester hours; no more credit may be allowed until a bachelor's degree has been granted. After a bachelor's degree, \$5.00 per semester hour shall be allowed for a maximum of 30 semester hours provided hours are earned after the degree is granted. The above holds true for hours beyond a master's degree up to a maximum of 15 semester hours.

Hours of credit must be from an institution which is accredited by a recognized accrediting agency or by its respective state board of education, or the hours of credit must be acceptable by the state university in the state where the credits were earned.

EXCERPT¹

***EXPERIENCE.** The maximum experience allowed to teachers from school systems outside of Eddy County shall be five school years, except as provided in Section 4.

****EXAMPLE.** A teacher with a bachelor's degree and four years of experience will receive a salary of \$2800 plus a high-cost-of-living allowance of \$600.00 or a total of \$3400.00.

SICK LEAVE. Teachers are allowed ten days sick leave with no deduction in salary; additional sick leave up to twenty days during a teacher's second year in Eddy County and up to thirty days during a teacher's third and successive years in Eddy County may be allowed.

MAN INCREMENT. Men may be paid \$240.00 above schedule, not on the basis of the economics involved, but to encourage men to enter and remain in the profession; this increment shall not be allowed if a man and wife are employed in the same system, and it may be removed at any time when proper balance is achieved.

CONTRACTUAL STATUS. The state uniform contract for teachers will be awarded to regularly qualified² teachers in accordance with law but with the special provision that the stipulated salary therein must be in accordance with this salary schedule.

¹Provisions hereafter in Section 1 are taken from the unabridged copy of the schedule, which follows.

²Regularly qualified teachers shall have at least two years of college work and two years of teaching experience, but each of the five administrative units of the County may have additional and higher requirements as their respective boards of education may see fit to establish. Teachers who do not meet the individual board's requirements are not eligible to tenure.

- DEFINITIONS.** A semester is one-half year and is defined as fifteen semester hours. Four years of training is defined as possession of a bachelor's degree, consisting of 120 hours (or 180 term or quarter hours) or such other number as may have been required for the degree. Five years of training is defined as thirty semester hours of work above the bachelor's degree and possession of a master's degree, library science degree, music degree, nurse's degree, or other such specialized degree. The degree, or degrees, must have been granted. Courses completed by extension or correspondence will count the same as residence work. Salaries for any year shall be computed upon the basis of hours of college credit possessed by a teacher on September 1, and verified by December 1, of that school year.
- EXPERIENCE.** The maximum experience allowed on the schedule to teachers from school systems outside of Eddy County shall be five school years, except as otherwise provided hereafter; such experience which is more remote than ten years shall be counted at half value. Military experience shall count the same as teaching experience. Teachers must verify their experience in other systems by December 1 of that school year in order to receive credit on the schedule. In isolated cases where repeated efforts fail to elicit verification from a school official of the teacher's experience, an affidavit signed by another who can verify the experience claimed by the teacher may be accepted in lieu of the regular verification. Years of experience in college teaching as a regular member of the faculty, or of other professional employees in their respective types of accredited institutions, such as educational work in C.C.C. Camps, County Agricultural Agents, and Home Demonstration Agents, Librarians, Nurses, and other technically trained or employed personnel, will count as the equivalent to teaching experience in the public schools. (Teachers employed for the school year of 1951-52 shall be allowed credit for as much as six years of New Mexico experience, and those employed subsequent to 1951-52 shall be allowed credit for each additional year subsequent to 1951-52.)
- RESIGNATION.** Any teacher who resigns from any one of the five units of the County later than 1 month before the opening of school, except by mutual consent in writing, shall forfeit credit on the schedule for all experience which may have been established.
- LEAVE OF ABSENCE.** Leave of absence does not alter a teacher's status except that the absence will not count as a year of experience for others than those in military service and those absent on an exchange basis.

7. **AUDIT.** An annual audit, of each teacher's credentials (transcript of credits, experience verification, summer school attendance, and tenure record) shall be made by a competent person selected by the Eddy County School Administration Council, which is responsible for administration of this schedule, in order to determine the correctness of each teacher's salary. The last warrant due a teacher in any contract year shall not be released until all of the data substantiate the annual salary which is being paid, and in the event of any error, the last warrant shall be adjusted upward or downward as necessary.
8. **MAN INCREMENT.** Men may be paid a limited amount, up to \$240.00 annually, above schedule; not on the basis of the economics involved, but to encourage men to enter and remain in the profession; this increment shall not be allowed if man and wife are employed in the same system, and it may be removed at any time when proper balance is achieved.
9. **EXTRA SERVICE INCREMENT.** Physical education, music, and other specialized personnel who perform service outside of regular school hours, may be paid above schedule such other amount as may be considered absolutely imperative by the boards of education upon the recommendation of their respective superintendents; an annual report of such increments shall be made to the Eddy County School Administration Council. Superintendents may assign (A) physical education instructors and band directors, (B) instructional supervisors, and (C) teachers of vocational agriculture up to three months of work during the summer at a salary equivalent to that which the teacher has been receiving on the basis of nine months of work. Artesia and Carlsbad may employ two physical education teachers each, Artesia and the Rural schools one band director each, and Carlsbad two band directors. Artesia and Carlsbad may employ teachers of vocational agriculture and such other vocational teachers as may be approved by the Council and pay them such additional salary as may be approved by the respective boards of education and the State Director of Vocational Education, providing any such additional salary as paid is approved by the department having jurisdiction. The Rural schools may employ an elementary supervisor, Artesia two supervisors, and Carlsbad four supervisors (for elementary, secondary, Spanish, Art, music physical education, safety, recreation, and guidance).
10. **PRINCIPALS.** Principals or head teachers shall be paid for nine months of work according to the schedule for teachers as afore mentioned, except that not more than eight years of "teaching" experience in addition to "administrative" experience, shall be allowed, and except that in addition thereto an increment of \$25.00 above the schedule shall be allowed for each teacher (including the teaching principal or head teacher, but excluding the non-teaching principal) under the principal's supervision; superintendents may assign principals up to three weeks of work before the opening of school and three weeks after the regular school year at a salary equivalent to that which the principal has been receiving as a base for the nine months of work; one such extra-service principal increment of six weeks shall be allowed in the budgets of each of the five administrative units of the County for each twenty teachers or major fraction thereof; superintendents at the discretion of their respective boards of education, may allow a maximum of \$500.00, in addition to other increments as a "principal" increment, and high school principals may be assigned twelve weeks of summer work; both such increments, if awarded, should be given on the basis of the size of the school and the strategic importance of the job. Salaries of principals over \$5,000.00 must be reported annually, in writing, by September 15, to the Eddy County School Administration Council.
11. **SICK LEAVE; SUBSTITUTES.** Teachers shall be allowed ten days sick leave with no deduction in salary; the substitute (if certified and approved by the Board of Education) shall be paid \$10.00 per day from the contingency fund. For subsequent days of a teacher's illness above the cumulative maximum, the substitute shall be paid out of the teacher's salary. During any illness or series of absences due to illness in any one year, in excess of ten days beyond the cumulative maximum, the regular teacher shall be placed on leave without pay until able to return to work, and a regular teacher shall be appointed to the vacancy. Sick leave, up to twenty days during a teacher's second year in Eddy County and up to thirty days during a teacher's third and successive years in Eddy County may be allowed by the governing boards of education upon proper application to the board which shall determine the merits of each such case. Following sick leave, teachers shall file a certified statement of their illness if the illness covers a period of three days or less; if sick leave extends beyond three days, the teacher shall file a certified statement by the school nurse or a doctor that the illness justifies the leave. Certifications shall accompany the principal's monthly sick leave report to the superintendent. Sick leave shall be granted for personal illness or quarantine, and may, if approved in advance by the superintendent, be granted for leave for husband, wife, parent, children, brother, sister, or any person entirely dependent upon the teacher. In the event that a teacher who has received payment for sick leave resigns before the end of the year, there shall be a deduction in the final salary payment for the proportion of unearned sick leave.
12. **REDUCTIONS OR INCREASES.** Whenever budgets must be reduced, or whenever they may be increased, reductions or increases in teacher's salaries shall be by steps on the schedule, and entering teachers shall be governed accordingly; those whose salaries are above schedule, whether by high-cost-of-living allowances or other action, shall be reduced first to schedule before general decreases are required. The budgetary allowance to each of the five units shall be on the basis of this schedule (plus three and four-tenths percent minimum necessary for sick leave, special increments, and contingencies, provided not more than 1.4 percent may be allowed for special increments) for the number of teachers allowed by law and other professional personnel included herein.
13. **CONTRACTUAL STATUS.** The state uniform contract for teachers shall be awarded to regularly qualified teachers in accordance with law but with the special provision that the stipulated salary therein must be in accordance with this salary schedule. Regularly qualified teachers shall have at least two years of college work and two years of teaching experience, but each of the five administrative units of the County may have such additional and higher requirements as their respective boards of education may see fit to establish. Teachers who do not meet such requirements are not eligible to tenure.
14. **SCHOOL NURSES.** School nurses shall be paid for nine months work according to the schedule for teachers as afore mentioned, except that in addition thereto the superintendents may assign the nurses up to six weeks of work before and after the regular school year, at a salary equivalent to that which the nurse has been receiving as a base for the nine months of work.
15. **SUMMER SCHOOL.** Teachers with bachelor's degrees are required to attend summer school every three years, and those with master's degrees every five years, according to the attached "Summer School Attendance Requirement".

For further information write the Superintendent of any one of the independent school districts or Irvin P. Murphy, Superintendent of Schools, Carlsbad, and Secretary, Eddy County School Administration Council.

GRANT COUNTY SALARY SCHEDULE 1953-54

Yr.	Preparation										MA*
	2	2 1/3	2 2/3	3	3 1/3	3 2/3	BA	1/4	1/2	3/4	
0	2940	2990	3040	3090	3140	3190	3200	3250	3300	3350	3400
1	3040	3090	3140	3190	3240	3290	3340	3400	3460	3520	3580
2	3140	3190	3240	3290	3340	3390	3440	3500	3560	3620	3680
3	3240	3290	3340	3390	3440	3490	3540	3600	3660	3720	3780
4		3390	3440	3490	3540	3590	3640	3700	3760	3820	3880
5			3540	3590	3640	3690	3740	3800	3860	3920	3980
6				3690	3740	3790	3840	3900	3960	4020	4080
7					3840	3890	3940	4000	4060	4120	4180
8						3990	4040	4100	4160	4220	4280
9							4140	4200	4260	4320	4380
10							4240	4300	4360	4420	4480
11							4340	4400	4460	4520	4580
12							4440	4500	4560	4620	4680
13							4540	4600	4660	4720	4780
14							4640	4700	4760	4820	4880
15							4740	4800	4860	4920	4980
16							4840	4900	4960	5020	5080

*Master's degree or equivalent

Personnel participating in preparation of schedule:

____ Superintendent

X County Superintendent

____ Board of Education

X Other Administrators

____ Teacher Committees

____ Lay Personnel

1000
1000
1000
1000
1000

1000
1000
1000
1000
1000

1000
1000
1000
1000
1000

1000
1000
1000
1000
1000

1000
1000
1000
1000
1000

1000
1000
1000
1000
1000

1000
1000
1000
1000
1000

1000
1000
1000
1000
1000

1000
1000
1000
1000
1000

1000
1000
1000
1000
1000

1000
1000
1000
1000
1000

1000
1000
1000
1000
1000

1000
1000
1000
1000
1000

1000
1000
1000
1000
1000

1000
1000
1000
1000
1000

1000
1000
1000
1000
1000

1000
1000
1000
1000
1000

1000
1000
1000
1000
1000

HURLEY SALARY SCHEDULE 1953-54

Yrs.	Degree	4 1/4	4 1/2	4 3/4	Masters
0	\$3240	\$3300	\$3360	\$3420	\$3480
1	3340	3400	3460	3520	3580
2	3440	3500	3560	3620	3680
3	3540	3600	3660	3720	3780
4	3640	3700	3760	3820	3880
5	3740	3800	3860	3920	3980
6	3840	3900	3960	4020	4080
7	3940	4000	4060	4120	4180
8	4040	4100	4160	4220	4280
9	4140	4200	4260	4320	4380
10	4240	4300	4360	4420	4480
11	4340	4400	4460	4520	4580
12	4440	4500	4560	4620	4680
13	4540	4600	4660	4720	4780
14	4640	4700	4760	4820	4880
15	4740	4800	4860	4920	4980
16	4840	4900	4960	5020	5080

Vertical column indicates years of experience; horizontal column, increment by fractions of a college year. Credit allowed for total of years taught outside Hurley, less one, up to eight years.

Personnel participating in preparation of schedule:

X Superintendent ___ Teacher Committees ___ Other Administrators

X Board of Education ___ County Superintendent ___ Lay Personnel

SILVER CITY SALARY SCHEDULE
1953-54

EXP	TRAINING										
	2	2 1/3	2 2/3	3	3 1/3	3 2/3	4	4 1/4	4 1/2	4 3/4	5
0	2840	2900	2960	3020	3080	3140	3200	3260	3320	3380	3440
1	3020	3080	3140	3200	3260	3320	3380	3440	3500	3560	3620
2	3080	3140	3200	3260	3320	3380	3440	3500	3560	3620	3680
3	3180	3240	3300	3360	3420	3480	3540	3600	3660	3720	3780
4	.....	3340	3400	3460	3520	3580	3640	3700	3760	3820	3880
5	.....	.....	3500	3560	3620	3680	3740	3800	3860	3920	3980
6	.....	.....	.....	3660	3720	3780	3840	3900	3960	4020	4080
7	.....	.....	.....	.....	3820	3880	3940	4000	4060	4120	4180
8	.....	.....	.....	.....	.....	3980	4040	4100	4160	4220	4280
9	.....	.....	.....	.....	.....	.....	4140	4200	4260	4320	4380
10	.....	.....	.....	.....	.....	.....	4240	4300	4360	4420	4480
11	.....	.....	.....	.....	.....	.....	4340	4400	4460	4520	4580
12	.....	.....	.....	.....	.....	.....	4440	4500	4560	4620	4680
13	.....	.....	.....	.....	.....	.....	4540	4600	4660	4720	4780
14	.....	.....	.....	.....	.....	.....	4640	4700	4760	4820	4880
15	.....	.....	.....	.....	.....	.....	4740	4800	4860	4920	4980
16	.....	.....	.....	.....	.....	.....	4840	4900	4960	5020	5080

NOTES & EXPLANATIONS:

1. One year's experience outside of New Mexico (with a maximum of 5 yrs.) will be credited as a year toward "experience credit" on the above salary schedule.

2. One year's experience within New Mexico will be credited as a full year's "experience credit" on the above salary schedule.

3. Principals and Athletic Coaches will be given a flat amount above that received from the above schedule.

4. Fifteen quarter hours of college credit will be counted as 1/3 year in training and eleven quarter hours of college credit will be counted as 1/4 year in training. A teacher must have received the full fifteen quarter hours or the full eleven quarter hours of training to advance a step on the salary schedule.

5. Credit hours beyond a Bachelors Degree must be on the following to apply on the salary schedule.

(a) Work toward a Masters Degree or work which will be accepted toward a Masters Degree in some accredited college or university.

(b) Work which has been assigned by the Superintendent.

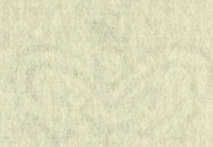
6. All college or university work must be on file in the office of the Superintendent in the form of a Transcript of Credit before it can be applied as "credit for training" on the salary schedule.

SECRET

CONFIDENTIAL

The following information is being furnished to you for your information. It is not to be distributed outside your organization. The information is being furnished to you for your information. It is not to be distributed outside your organization. The information is being furnished to you for your information. It is not to be distributed outside your organization.

Personnel handling this information should be instructed to handle it as confidential. It is not to be distributed outside your organization. The information is being furnished to you for your information. It is not to be distributed outside your organization.



SECRET

GUADALUPE COUNTY UNIFORM SALARY SCHEDULE
1953-54

Sem Hrs	80	90	100	110	BA	10	20	MA
Exp								
0	2700	2750	2800	2850	3200	3250	3300	3400
1		2800	2850	2900	3300	3350	3400	3500
2			2900	2950	3400	3450	3500	3600
3				3000	3500	3550	3600	3700
4					3600	3650	3700	3800
5					3700	3750	3800	3900
6					3750	3800	3850	3950
7						3850	3900	4000
8						3900	3950	4050
9						3950	4000	4100
10							4050	4150
11							4100	4200
12							4150	4250
13								4300
14								4350
15								4400
16								4450

Personnel participating in preparation of schedule:

☒ Superintendent ☒ County Superintendent ☐ Lay Personnel
☐ Board of Education ☒ Other Administrators ☐ Teacher Committees

STATIONARY ENGINEER'S SALARY SCHEDULE
1973-74

0000	0001	0002	0003	0004	0005	0006	0007	0008	0009	0010	0011	0012	0013	0014	0015	0016	0017	0018	0019	0020	0021	0022	0023	0024	0025	0026	0027	0028	0029	0030	0031	0032	0033	0034	0035	0036	0037	0038	0039	0040	0041	0042	0043	0044	0045	0046	0047	0048	0049	0050	0051	0052	0053	0054	0055	0056	0057	0058	0059	0060	0061	0062	0063	0064	0065	0066	0067	0068	0069	0070	0071	0072	0073	0074	0075	0076	0077	0078	0079	0080	0081	0082	0083	0084	0085	0086	0087	0088	0089	0090	0091	0092	0093	0094	0095	0096	0097	0098	0099
0000	0001	0002	0003	0004	0005	0006	0007	0008	0009	0010	0011	0012	0013	0014	0015	0016	0017	0018	0019	0020	0021	0022	0023	0024	0025	0026	0027	0028	0029	0030	0031	0032	0033	0034	0035	0036	0037	0038	0039	0040	0041	0042	0043	0044	0045	0046	0047	0048	0049	0050	0051	0052	0053	0054	0055	0056	0057	0058	0059	0060	0061	0062	0063	0064	0065	0066	0067	0068	0069	0070	0071	0072	0073	0074	0075	0076	0077	0078	0079	0080	0081	0082	0083	0084	0085	0086	0087	0088	0089	0090	0091	0092	0093	0094	0095	0096	0097	0098	0099

Personnel participating in progression of schedule: _____
 Superintendent _____
 Board of Station _____
 Other Administrative _____
 Personnel _____

HARDING COUNTY
MOSQUERO SALARY SCHEDULE
1953-54

Exp	3 1/3	3 2/3	BA	4 1/3	4 2/3	MA
0	2550	2600	3000	3050	3100	3200
1	2625	2675	3075	3125	3175	3275
2	2700	2750	3150	3200	3250	3350
3	2775	2825	3225	3275	3325	3425

At all levels listed above \$75 per year will be added for service in New Mexico.

Personnel participating in preparation of schedule:

☒ Superintendent ☐ County Superintendent ☐ Lay Personnel
☒ Board of Education ☐ Other Administrators
☐ Teacher Committees

1941
 MONTHLY REPORT
 1941

DATE	1941	1941	1941	1941
1	2500	2500	2500	2500
2	2500	2500	2500	2500
3	2500	2500	2500	2500

It is hereby stated that the above is a true and correct copy of the original as filed in the New Mexico
 Department of Agriculture
 at the City of Santa Fe, New Mexico
 on the 1st day of January, 1941.
 Secretary

HARDING COUNTY
ROY SALARY SCHEDULE
1953-54

Exp	3 2/3	4	4 1/3	4 2/3	5
0	2000	2400	2450	2500	2600
1	2075	2475	2525	2575	2675
2	2150	2550	2600	2650	2750
3	2225	2625	2675	2725	2825
4	2300	2700	2750	2800	2900
5	2375	2775	2825	2875	2975
6	2450	2850	2900	2950	3050
7	2525	2925	2975	3025	3125
8	2600	3000	3050	3100	3200
9	2675	3075	3125	3175	3275
10	2750	3150	3200	3250	3350
11	2825	3225	3275	3325	3425
12	2900	3300	3350	3400	3500
13	2975	3375	3425	3475	3575
14	....	3450	3500	3550	3650
15	....	....	3575	3625	3725

A living increment of \$700.00 to be added to the above. The adoption of this salary schedule will not affect any existing salaries which may be higher than this adopted schedule.

Personnel participating in preparation of schedule:

 X Superintendent

 X Board of Education

 County Superintendent

 Other Administrators

 Teacher Committees

 Lay Personnel

HARTLEY COUNTY
SCHOOL DISTRICT
1977-78

Step	1	2	3	4	5
0	2000	2400	2800	3200	3600
1	2075	2475	2875	3275	3675
2	2150	2550	2950	3350	3750
3	2225	2625	3025	3425	3825
4	2300	2700	3100	3500	3900
5	2375	2775	3175	3575	3975
6	2450	2850	3250	3650	4050
7	2525	2925	3325	3725	4125
8	2600	3000	3400	3800	4200
9	2675	3075	3475	3875	4275
10	2750	3150	3550	3950	4350
11	2825	3225	3625	4025	4425
12	2900	3300	3700	4100	4500
13	2975	3375	3775	4175	4575
14	3050	3450	3850	4250	4650
15	3125	3525	3925	4325	4725

A living increment of \$700.00 to be added to the above. The adoption of this salary schedule will not affect any existing salaries which may be higher than this stepped schedule.

Personnel participating in preparation of schedule:

☒ Superintendent
☐ County Superintendent
☐ Board of Education
☐ Other Administrators
☐ Lay Personnel
☐ Teacher Committee

HIDALGO COUNTY UNIFORM SALARY SCHEDULE 1953-54

Exp	SEMESTER HOURS TRAINING										
	60	75	85	95	105	115	BA	7.5	15	22.5	MA
0	2840	2900	2960	3020	3080	3140	3200	3260	3320	3380	3440
1	2915	2975	3035	3095	3155	3215	3275	3335	3395	3455	3515
2	2990	3050	3110	3170	3230	3290	3350	3410	3470	3530	3590
3	3065	3125	3185	3245	3305	3365	3425	3485	3545	3605	3665
4		3200	3260	3320	3380	3440	3500	3560	3620	3680	3740
5			3335	3395	3455	3515	3575	3635	3695	3755	3815
6				3470	3530	3590	3650	3710	3770	3830	3890
7					3605	3665	3725	3785	3845	3905	3965
8						3740	3800	3860	3920	3980	4040
9							3875	3935	3995	4055	4115
10							3950	4010	4070	4130	4190
11							4025	4085	4145	4205	4265
12							4100	4160	4220	4280	4340
13							4175	4235	4295	4355	4415
14							4250	4310	4370	4430	4490
15							4325	4385	4445	4505	4565

The above is a salary schedule for the Hidalgo County schools. In case of added duties and special subjects or activities, the Board may make appropriate adjustment. Credit for experience in other schools within the last twelve years will be given credit up to eight years for teachers new to the system. No salaries in force under previous schedule will be reduced because of the adoption of this schedule. Work beyond the Bachelors Degree must be work that will apply toward a Masters Degree or be in preparation for the work a teacher is assigned in order to be given credit on this schedule.

Personnel participating in preparation of schedule:

X Superintendent X County Superintendent ___ Board of Education
X Other Administrators ___ Teacher Committees ___ Lay Personnel



Exp	DO	78	79	80	81	82	83	84	85	86	87	88	89	90	91	92	93	94	95	96	97	98	99	00
0	2840	2900	2960	3020	3080	3140	3200	3260	3320	3380	3440	3500	3560	3620	3680	3740	3800	3860	3920	3980	4040	4100	4160	4220
1	2915	2975	3035	3095	3155	3215	3275	3335	3395	3455	3515	3575	3635	3695	3755	3815	3875	3935	3995	4055	4115	4175	4235	4295
2	2990	3050	3110	3170	3230	3290	3350	3410	3470	3530	3590	3650	3710	3770	3830	3890	3950	4010	4070	4130	4190	4250	4310	4370
3	3065	3125	3185	3245	3305	3365	3425	3485	3545	3605	3665	3725	3785	3845	3905	3965	4025	4085	4145	4205	4265	4325	4385	4445
4	3140	3200	3260	3320	3380	3440	3500	3560	3620	3680	3740	3800	3860	3920	3980	4040	4100	4160	4220	4280	4340	4400	4460	4520
5	3215	3275	3335	3395	3455	3515	3575	3635	3695	3755	3815	3875	3935	3995	4055	4115	4175	4235	4295	4355	4415	4475	4535	4595
6	3290	3350	3410	3470	3530	3590	3650	3710	3770	3830	3890	3950	4010	4070	4130	4190	4250	4310	4370	4430	4490	4550	4610	4670
7	3365	3425	3485	3545	3605	3665	3725	3785	3845	3905	3965	4025	4085	4145	4205	4265	4325	4385	4445	4505	4565	4625	4685	4745
8	3440	3500	3560	3620	3680	3740	3800	3860	3920	3980	4040	4100	4160	4220	4280	4340	4400	4460	4520	4580	4640	4700	4760	4820
9	3515	3575	3635	3695	3755	3815	3875	3935	3995	4055	4115	4175	4235	4295	4355	4415	4475	4535	4595	4655	4715	4775	4835	4895
10	3590	3650	3710	3770	3830	3890	3950	4010	4070	4130	4190	4250	4310	4370	4430	4490	4550	4610	4670	4730	4790	4850	4910	4970
11	3665	3725	3785	3845	3905	3965	4025	4085	4145	4205	4265	4325	4385	4445	4505	4565	4625	4685	4745	4805	4865	4925	4985	5045
12	3740	3800	3860	3920	3980	4040	4100	4160	4220	4280	4340	4400	4460	4520	4580	4640	4700	4760	4820	4880	4940	5000	5060	5120
13	3815	3875	3935	3995	4055	4115	4175	4235	4295	4355	4415	4475	4535	4595	4655	4715	4775	4835	4895	4955	5015	5075	5135	5195
14	3890	3950	4010	4070	4130	4190	4250	4310	4370	4430	4490	4550	4610	4670	4730	4790	4850	4910	4970	5030	5090	5150	5210	5270
15	3965	4025	4085	4145	4205	4265	4325	4385	4445	4505	4565	4625	4685	4745	4805	4865	4925	4985	5045	5105	5165	5225	5285	5345

The above is a copy of the original document, which is a report of the Department of Education, United States of America, for the year 1900. The report contains a table of the number of students in the public schools of the United States, by age, sex, and race, for each year from 1890 to 1900. The table is divided into two main sections, one for the years 1890 to 1899, and another for the years 1900 to 1909. The first section contains a table of the number of students in the public schools of the United States, by age, sex, and race, for each year from 1890 to 1899. The second section contains a table of the number of students in the public schools of the United States, by age, sex, and race, for each year from 1900 to 1909. The table is divided into two main sections, one for the years 1890 to 1899, and another for the years 1900 to 1909. The first section contains a table of the number of students in the public schools of the United States, by age, sex, and race, for each year from 1890 to 1899. The second section contains a table of the number of students in the public schools of the United States, by age, sex, and race, for each year from 1900 to 1909.

Personnel assigned to the Department of Education, United States of America, for the year 1900. The personnel are listed in two columns, one for the years 1890 to 1899, and another for the years 1900 to 1909. The first column contains the names of the personnel assigned to the Department of Education, United States of America, for the years 1890 to 1899. The second column contains the names of the personnel assigned to the Department of Education, United States of America, for the years 1900 to 1909.

Other personnel assigned to the Department of Education, United States of America, for the year 1900. The personnel are listed in two columns, one for the years 1890 to 1899, and another for the years 1900 to 1909. The first column contains the names of the personnel assigned to the Department of Education, United States of America, for the years 1890 to 1899. The second column contains the names of the personnel assigned to the Department of Education, United States of America, for the years 1900 to 1909.

LEA COUNTY
HOBBS SALARY SCHEDULE
1953-54

	4 year college grad.	5 year college grad.	Post [*] grad.
Single teacher with no experience	3,200	3,400	3,475
Head of family teacher with no experience	3,530	3,730	3,805
Single teacher with 1 year experience	3,400	3,600	3,675
Head of family teacher with 1 year experience	3,730	3,930	4,005
Single teacher with 2 years experience	3,580	3,780	3,855
Head of family teacher with 2 years experience	3,910	4,110	4,185
Single teacher with 3 years experience	3,740	3,940	4,015
Head of family teacher with 3 years experience	4,070	4,270	4,345
Single teacher with 4 years experience	3,880	4,080	4,155
Head of family teacher with 4 years experience	4,210	4,410	4,485
Single teacher with 5 years experience	4,000	4,200	4,275
Head of family teacher with 5 years experience	4,330	4,530	4,605

*15 or more semester hours above M.A.

Newcomers to the Hobbs Staff with more than five years experience will start at the salary indicated above for teachers with five years experience.

Salary increments for experience in the Hobbs Schools beyond the five years shown on the above chart are as follows:

\$100.00 for each year from the sixth through tenth years

inclusive, and \$75.00 for each year from the eleventh through fifteenth years inclusive. For people with a Masters Degree, or more, increments for five more years will be allowed at \$75.00 per year for the sixteenth through the twentieth years inclusive.

Personnel participating in preparation of schedule:

<u> X </u> Superintendent	<u> </u> County Superintendent
<u> X </u> Board of Education	<u> </u> Other Administrators
<u> </u> Teacher Committees	<u> </u> Lay Personnel

inclusive, and \$75.00 for each year from the fifteenth through
 fifteenth years inclusive. For people with a Master's Degree
 or more, increments for five more years will be allowed at
 \$75.00 per year for the sixteenth year in the twentieth year
 inclusive.

Personnel participating in preparation of schedule:

_____ County Superintendent	_____ Superintendent
_____ Other Administrator	_____ Board of Education
_____ Pay Personnel	_____ Teacher Committee

LEA COUNTY
JAL SALARY SCHEDULE
1953-54

Experience	2 years college	3 years college	4 years college B.A.	5 years college M.A.	5½ years college
0	\$ 2700	\$ 2850	\$ 3000	\$ 3400	\$ 3275
1	2900	3230	3380	3580	3655
2	3080	3230	3380	3580	3655
3	3240	3390	3540	3740	3815
4	3380	3530	3680	3880	3955
5			3800	4000	4075
6			3900	4100	4175
7			4000	4200	4275
8			4100	4300	4375
9			4200	4400	4475
10			4300	4500	4575
11			4375	4575	4650
12			4450	4650	4725
13			4525	4725	4800
14			4600	4800	4875
15			4675	4875	4950
16				4950	5025
17				5025	5100
18				5100	5175
19				5175	5250
20				5250	5325

Increased Cost of Living:

For the year 1953-54, in addition to the above schedule, an increased cost of living allowance not to exceed \$200 per teacher may be allowed.

Experience:

- A. Five (5) years experience outside the system or outside the county is allowed at full credit and is the maximum allowed.
- B. Where military experience is allowed on the schedule, it must come within the five year allowable for experience outside the county.

THE COMMISSION ON THE COST OF LIVING 1937-38

Expenditure	1936-37	1937-38	1938-39	1939-40	1940-41
0	2,000	2,000	2,000	2,000	2,000
1	2,000	2,000	2,000	2,000	2,000
2	2,000	2,000	2,000	2,000	2,000
3	2,000	2,000	2,000	2,000	2,000
4	2,000	2,000	2,000	2,000	2,000
5	2,000	2,000	2,000	2,000	2,000
6	2,000	2,000	2,000	2,000	2,000
7	2,000	2,000	2,000	2,000	2,000
8	2,000	2,000	2,000	2,000	2,000
9	2,000	2,000	2,000	2,000	2,000
10	2,000	2,000	2,000	2,000	2,000
11	2,000	2,000	2,000	2,000	2,000
12	2,000	2,000	2,000	2,000	2,000
13	2,000	2,000	2,000	2,000	2,000
14	2,000	2,000	2,000	2,000	2,000
15	2,000	2,000	2,000	2,000	2,000
16	2,000	2,000	2,000	2,000	2,000
17	2,000	2,000	2,000	2,000	2,000
18	2,000	2,000	2,000	2,000	2,000
19	2,000	2,000	2,000	2,000	2,000
20	2,000	2,000	2,000	2,000	2,000

Increased Cost of Living:

For the year 1937-38, in addition to the above schedule, an increased cost of living allowance may be allowed.

Expenditures:

- Five (5) years experience credit is given to persons who are allowed at least one year's experience credit.
- Where military experience is allowed on the basis of one year within the five year allowance for experience credit, the count is given.

- C. A maximum of 15 years increments shall be allowed for teachers with an A. B. degree, and a maximum of 20 years increments for an M. A. degree.
- D. Teachers with sub-standard qualifications will receive increments for a four (4) year period only.
- E. Experience in Lea County Schools is to be counted at full value in case a teacher transfers from one school within the county to another school within the county.

Credit for Semester Hours:

- A. An allowance of \$5.00 per semester hour will be allowed for college work earned by teachers with sub-standard qualifications until a Bachelor's Degree or \$3000 has been earned.
- B. After the B. A. degree has been conferred, a credit of \$5.00 per semester hour earned will be allowed until 30 semester hours credit have been earned. An allowance of \$200 will be the maximum for the M. A. degree.
- C. After the M. A. degree has been conferred, a credit of \$5.00 per semester hour earned will be allowed until 15 semester hours have been earned.

Sick Leave:

- A. Teachers are allowed 10 days sick leave per year with no deductions in salary. Additional sick leave up to 20 days will be allowed during a teacher's second year in Lea County or Jal, and up to 30 days during a teacher's third year and successive years in Jal or Lea County. In the case of the 30 day sick leave, said teacher may be required to apply to the Board of Education which shall determine the merits of each case.
- B. In case a teacher is allowed 20 or 30 days sick leave, cumulative sick leave shall be re-earned at the rate of 10 days per year.
- C. Teachers who use all their sick leave during the first or any year must re-earn cumulative sick leave at the rate of 10 days per year.
- D. In the event a teacher is allowed 10 days sick leave, the school nurse shall verify illness. If a teacher is allowed more than 10 days sick leave, a physician's certificate may be required.

C. A maximum of 15 years' experience shall be allowed for teachers with an M. A. degree, and a maximum of 30 years' experience for an M. A. degree.

D. Teachers with and without qualifications with respect to experience for a four (4) year period will.

E. In addition, in the County Schools it is to be noted that in some cases a teacher transfers from one school within the county to another school within the county.

Grades for Summer School

A. An allowance of \$5.00 per semester hour will be allowed for college work earned by teachers with and without qualifications until a bachelor's degree or \$3000 has been earned.

B. After the M. A. degree has been conferred, a credit of \$5.00 per semester hour earned will be allowed until 30 semester hours credit have been earned. An allowance of \$500 will be the maximum for the M. A. degree.

C. After the M. A. degree has been conferred, a credit of \$5.00 per semester hour earned will be allowed until 15 semester hours have been earned.

Sick Leave

A. Teachers are allowed 10 days sick leave per year with no deduction in salary. Additional sick leave up to 10 days will be allowed during a teacher's second year in the County of 10 days, and up to 30 days during a teacher's third year and successive years in 10 day increments. In the case of the 10 day sick leave, each teacher may be required to apply to the Board of Education which shall determine the merits of each case.

B. In case a teacher is allowed 30 or 35 days sick leave, cumulative sick leave shall be no-taken at the rate of 10 days per year.

C. Teachers who use all their sick leave during the first or any year must re-earn cumulative sick leave at the rate of 10 days per year.

D. In the event a teacher is allowed 10 days sick leave, the school must still apply to the Board. If a teacher is allowed more than 10 days sick leave, a physician's certificate may be required.

- E. For budgetary purposes, 75% of the amount required to pay substitute teachers at the approved rate for 10 days shall be included in the "SUBSTITUTE TEACHER & SICK LEAVE" item for each teacher, in the budget.

Substitute Teachers:

- A. Substitute teachers who are certified and approved by the Board of Education shall receive \$10 per day. The substitute teacher shall be paid from the sick leave fund. In the case of the first year teacher in Jal or Lea County, for subsequent days of said teacher's illness above 10 days, the substitute teacher shall be paid for the said teacher's salary.
- B. In case of prolonged illness of the teacher, the regular teacher may be placed on leave without pay until able to return to work, and a regular teacher shall be appointed to fill the vacancy.

Family Allowances:

- A. Teachers who are heads of families (sole support of families) may receive \$330 above schedule. The Board of Education reserves the right to allot the family allowances as it sees fit.

Extra Service Allowances:

- A. For head coaches an amount not to exceed \$750 above schedule may be allowed. The Board of Education reserves the right to allot this increment as it sees fit.
- B. For assistant coaches, an amount not to exceed \$500 above schedule may be allowed. The Board of Education reserves the right to allot this increment as it sees fit.
- C. For head music teacher an amount not to exceed \$500 above schedule may be allowed. The Board of Education reserves the right to allot this increment as it sees fit.
- D. For head band director an amount not to exceed \$500 above schedule may be allowed. For assistant band director an amount not to exceed \$450 above schedule may be allowed. The Board of Education reserves the right to allot this increment as it sees fit.

E. Principals:

1. High School Principal -- shall be allowed the following above schedule:

- A. \$40 per teacher (full time teacher) under his full time supervision.

1. For budgetary purposes, the Board of Education shall determine the amount of the annual appropriation for the operation of the public schools, and shall submit the same to the Board of Finance for its consideration and approval.

Section 10. Duties of the Board of Education.

A. The Board of Education shall have the honor and duty to see that the public schools are properly maintained and operated, and that the same are free from all forms of discrimination on the basis of race, color, or religion.

B. It shall be the duty of the Board of Education to see that the public schools are properly maintained and operated, and that the same are free from all forms of discrimination on the basis of race, color, or religion.

Section 11. Duties of the Board of Education.

A. Teachers who are employed by the Board of Education shall be subject to the rules and regulations of the Board of Education, and shall be held accountable for the results of their teaching.

Section 12. Duties of the Board of Education.

A. For each month, the Board of Education shall submit to the Board of Finance a statement of the amount of the appropriation for the operation of the public schools, and shall also submit a statement of the amount of the appropriation for the maintenance and repair of the public schools.

B. The Board of Education shall have the honor and duty to see that the public schools are properly maintained and operated, and that the same are free from all forms of discrimination on the basis of race, color, or religion.

C. For each month, the Board of Education shall submit to the Board of Finance a statement of the amount of the appropriation for the operation of the public schools, and shall also submit a statement of the amount of the appropriation for the maintenance and repair of the public schools.

D. For each month, the Board of Education shall submit to the Board of Finance a statement of the amount of the appropriation for the operation of the public schools, and shall also submit a statement of the amount of the appropriation for the maintenance and repair of the public schools.

E. The Board of Education shall have the honor and duty to see that the public schools are properly maintained and operated, and that the same are free from all forms of discrimination on the basis of race, color, or religion.

F. The Board of Education shall have the honor and duty to see that the public schools are properly maintained and operated, and that the same are free from all forms of discrimination on the basis of race, color, or religion.

G. The Board of Education shall have the honor and duty to see that the public schools are properly maintained and operated, and that the same are free from all forms of discrimination on the basis of race, color, or religion.

- B. Shall be on duty $10\frac{1}{2}$ months as directed by the administration and shall receive $\frac{1}{9}$ of total salary for this extra work above schedule.
- 2. Elementary Principal -- shall be allowed the following above schedule:
 - A. \$20 per full time teacher under his full time supervision.
 - B. Shall be on duty $10\frac{1}{2}$ months as directed by the administration and shall receive $\frac{1}{9}$ of total salary for this extra work above schedule.

School Nurse:

- A. The school nurse, providing she possesses the proper qualifications, may be paid according to schedule, and the maximum number of years for which increments may be drawn shall be 12 years.
- B. A travel allowance for the school nurse shall be determined by the Board of Education.
- C. The school nurse shall be employed for 12 months of the year, with one month off as vacation.

Summer School:

- A. Attendance at summer school is required in order to qualify for certification renewal.

"School Term" Defined:

- A. All teachers employed in the Jal schools are to report for duty on Wednesday morning prior to the opening day of school.
- B. All teachers employed in the Jal schools are to remain until Wednesday after the close of the school each spring in order to get all records in order.
- C. The school calendar shall be outlined and approved by the governing authorities prior to the close of the school year.

Contractual Status:

- A. The state uniform contract for teachers shall be awarded to regularly qualified teachers in accordance with law, but with the special provision that the stipulated salary therein must be in accordance with the salary schedule and Provision D of this section.

B. Shall be on duty 100 months as directed by the state-
 taxation and shall receive 1/2 of total salary for
 this extra work above schedule.

2. Compensation - shall be as follows the following
 above schedule:

A. \$30 per full time teacher under his full time work-
 schedule.
 B. Shall be on duty 100 months as directed by the state-
 taxation and shall receive 1/2 of total salary for
 this extra work above schedule.

School Nurse:

- A. The school nurse, providing the necessary the nurse qualify-
 service, may be paid according to schedule, and the maximum
 number of years for which increments may be drawn shall be 15
 years.
- B. A travel allowance for the school nurse shall be determined by
 the Board of Education.
- C. The school nurse shall be employed for 12 months of the year,
 with one month off as vacation.

Summer Schools:

- A. Attendance at summer school is required in order to qualify
 for certification renewal.

"School Term" defined:

- A. All teachers employed in the fall schools are to report for
 duty on Wednesday morning prior to the opening day of school.
- B. All teachers employed in the fall schools are to remain until
 Wednesday after the close of the school each year in order
 to get all records in order.
- C. The school calendar shall be outlined and approved by the
 governing authorities prior to the close of the school year.

Confidential Salary:

- A. The state uniform contract for teachers shall be amended to
 regularly qualified teachers in accordance with law, but with
 the special provision that the selected salary schedule may
 be in accordance with the salary schedule and provided B of
 this section.

- B. Teachers who do not meet degree qualifications are not eligible for contract tenure.
- C. The rate of pay for a teacher who starts after the opening of school will be the same for each month of the school year (September through May) as though she were teaching the entire year. Summer pay will be figured in the proportion of the number of days taught bears to 180.
- D. Withdrawal during the regular 9-months school year, for reasons other than personal illness, will forfeit all summer pay.

Note: Each teacher works out the details of the work sheet, page 109, which becomes the basis for consideration of amount in the annual contract.

This schedule is used by all Lea County Schools, with the exception of Hobbs, with minor details changing in the salary policy.

Personnel participating in preparation of schedule:

<input checked="" type="checkbox"/> Superintendent	<input type="checkbox"/> County Superintendent
<input checked="" type="checkbox"/> Board of Education	<input checked="" type="checkbox"/> Other Administrators
<input type="checkbox"/> Teacher Committees	<input type="checkbox"/> Lay Personnel

A. General information for the purpose of the study.

C. The study is a part of the research program of the Department of Education, University of Toronto, and is being conducted in cooperation with the Ontario Ministry of Education.

D. With reference to the study, the following information is being provided:

Notes: Each subject is to be given a copy of the study, and the results of the study will be made available to the subjects in the annual report.

This schedule is being prepared for the purpose of the study, and the results of the study will be made available to the subjects in the annual report.

Personal information is being provided for the purpose of the study.

X. Information regarding the study.

X. Board of Education.

Teacher's Committee.

1953-54 Work Sheet
Jal Public Schools

Base Salary \$ _____

High Cost of Living Allowance \$ _____

Experience outside system or county:

Military _____ Years

Other systems outside Jal or County _____ Years

Total of 5 years allowed \$ _____

Experience in system or county:

In Jal _____ Years

In county _____ Years

Total amount for experience in
system or county \$ _____

M. A. Degree allowance \$ _____

Semester Hours beyond degree \$5 \$ _____

Family Allowance \$ _____

Special Teachers:

Coach \$ _____

Assistant Coach \$ _____

Band Director \$ _____

Music Teacher \$ _____

Principals:

Number of Teachers \$ _____

Administrative Factor \$ _____

Total Salary for 1953-54 \$ _____

Salary for present year: \$ _____ Salary for 1953-54 _____

Increase over this year's salary \$ _____

SIGNATURE: _____

1953-54 Year Sheet
 1st Public Schools

Base Salary \$

High Cost of Living Allowance \$

Experience outside system or county: _____

Military _____ Years

Other systems outside 1st or County _____ Years

Total of 5 years allowed \$

Experience in system or county: _____

In 1st _____ Years

In county _____ Years

Total amount for experience in system or county \$

M. A. Degree allowance \$

Summer Hours beyond degree \$5 \$

Family Allowance \$

Special Teacher: _____

Coach \$

Assistant Coach \$

Band Director \$

Music Teacher \$

Principals: _____

Number of Teachers \$

Administrative Vector \$

Total Salary for 1953-54 \$

Salary for present year: \$ _____

Salary for 1953-54 _____

Increase over this year's salary \$ _____

SIGNATURE: _____

LINCOLN COUNTY UNIFORM SALARY SCHEDULE

E X P	SEMESTER HOURS CREDIT										
	65	75	85	95	105	115-120	BA	135	145	155	MA
0	2820	2870	2920	2970	3020	3070	3120	3170	3220	3270	3320
1	2895	2945	2995	3045	3095	3145	3195	3245	3295	3345	3395
2	2970	3020	3070	3120	3170	3220	3270	3320	3370	3420	3470
3	3045	3095	3145	3195	3245	3290	3345	3395	3445	3495	3545
4		3170	3220	3270	3320	3370	3420	3470	3520	3570	3620
5		3245	3295	3345	3395	3445	3495	3545	3595	3645	3695
6			3370	3420	3470	3520	3570	3620	3670	3720	3770
7				3495	3545	3595	3645	3695	3745	3795	3845
8				3570	3620	3670	3720	3770	3820	3870	3920
9					3695	3745	3795	3845	3895	3945	3995
10						3820	3870	3920	3970	4020	4070
11						3895	3945	3995	4045	4095	4145
12							4020	4070	4120	4170	4220
13							4095	4145	4195	4245	4295
14								4220	4270	4320	4370
15									4345	4395	4445

- (1) Band directors and coaches will draw \$300.00 above scale.
- (2) The assistant coach will draw \$100.00 above scale.
- (3) Head elementary teachers will draw \$25.00 per teacher above scale. (Excluding the head teacher.) There must be at least two teachers in a school before there can be a head teacher.
- (4) High school principals with a M.A. degree will draw \$400.00 above scale.
- (5) Maximum salary \$4250.
- (6) Give credit for all New Mexico teaching experience and one-half credit for out-of-state experience up to five years.

Personnel participating in preparation of schedule:

<u> X </u> Superintendent	<u> X </u> County Superintendent
<u> </u> Board of Education	<u> X </u> Other Administrators
<u> </u> Teacher Committees	<u> </u> Lay Personnel

LOS ALAMOS COUNTY UNIFORM SALARY SCHEDULE
1953-54

Exp.	Non-degree teachers	BA degree	MA or BA & 30 hrs	MA & 1 yr (30 hrs)
0	2700	3000	3150	3350
1	2850	3150	3300	3500
2	3000	3300	3450	3650
3	3150	3450	3600	3800
4	3300	3600	3750	3950
5	3450	3750	3900	4100
6	3600	3900	4050	4250
7	3750	4050	4200	4400
8	3800	4200	4350	4550
9	3850	4350	4500	4650
10	3900	4500	4600	4750
11	3950	4550	4700	4850
12		4600	4750	4900
13		4650	4800	4950
14		4700	4850	5000

The above salaries are based on a school year of not less than 180 nor more than 190 teaching days, generally extending from the first week in September to the first or second week in the following June. All members of the teaching staff, both elementary and secondary, librarians, and physical education teachers, are included in the above schedule. Coaches of athletic teams, who carry a full regular teaching load, may be recompensed for extra coaching duties. In the case of new employees coming into the system, the Superintendent of Schools and the Los Alamos County Board of Educational Trustees shall evaluate previous experience outside of Los Alamos, in the light of the value of this experience to the possible effectiveness of the new teacher in his or her assignment in the Los Alamos Schools. If an inservice teacher changes his or her education preparation status at any time prior to September of the new school year, he or she MAY receive \$75.00 for each 15 hours of approved advanced credit above the base salary for the degree and salary possessed, in addition to the increment listed in the above schedule. Credit attained to meet certification requirements shall NOT be considered as approved advanced credit. This stipulation does not apply to non-degree teachers. For all cases, the principle of merit for increases shall be followed.

For the purposes of definition, a teacher is a person qualified by

LOS ANGELES COUNTY UNIFIED SCHOOL DISTRICT
1993-94

Step	Step-Related Teacher	BA Degree	BA or BA in Ed Eds	BA & J. Ed (30 hrs)
0	2700	3000	3150	3300
1	2850	3150	3300	3450
2	3000	3300	3450	3600
3	3150	3450	3600	3750
4	3300	3600	3750	3900
5	3450	3750	3900	4050
6	3600	3900	4050	4200
7	3750	4050	4200	4350
8	3900	4200	4350	4500
9	4050	4350	4500	4650
10	4200	4500	4650	4800
11	4350	4650	4800	4950
12	4500	4800	4950	5100
13	4650	4950	5100	5250
14	4800	5100	5250	5400

The above salaries are based on a school year of not less than 180 not more than 190 teaching days, generally extending from the first week in September to the first or second week in the following June. All members of the teaching staff, both elementary and secondary, librarians, and physical education teachers, are included in the above schedule. Coaches of athletic teams, who carry a full regular teaching load, may be compensated for extra coaching duties. In the case of new employees coming into the system, the Superintendent of Schools and the Los Angeles County Board of Educational Trustees shall evaluate previous experience outside of Los Angeles. In the light of the value of this experience to the possible effectiveness of the new teacher in his or her assignment in the Los Angeles Schools, if an incoming teacher changes his or her education preparation status at any time prior to September of the new school year, he or she shall receive \$75.00 for each 15 hours of approved advanced credit above the base salary for the degree and salary possessed. In addition to the increment listed in the above schedule, credit obtained to meet certification requirements shall not be considered as approved advanced credit. This stipulation does not apply to non-degree teachers. For all cases, the principle of merit for advancement shall be followed.

For the purpose of certification, a teacher is a person qualified by

education and experience to give instruction in one or more subjects at the level of elementary or secondary school education. A teacher conducts classes, gives examinations, gives credit for courses to pupils eligible for reasons of attendance and attainment, and is responsible to the school principal and the Superintendent of Schools. All "new" teachers must hold at least a Bachelors degree from a recognized school or college, and must be qualified to receive a New Mexico teaching certificate.

Approved by the Los Alamos County Board of Educational Trustees on January 5, 1953.

Personnel participating in preparation of schedule:

 X Superintendent

 X County Superintendent

 X Board of Education

 X Other Administrators

 X Teacher Committees

 X Lay Personnel

LUNA COUNTY UNIFORM SALARY SCHEDULE
1953-54

YRS EXP	NON-DEGREE CLASSES				SEMESTER HOURS OF TRAINING			
	60	67½	75	82½	90	97½	105	112½
0	2800	2850	2900	2950	3000	3050	3100	3150
1	2915	2965	3015	3065	3115	3165	3215	3265
2		3040	3090	3140	3190	3240	3290	3340
3			3165	3215	3265	3315	3365	3415
4				3290	3340	3390	3440	3490
5					3415	3465	3515	3565
6						3540	3590	3640
7							3665	3715
8								3790
9								3865

	DEGREE CLASSES		SEMESTER HOURS OF TRAINING		
	B.A.	7½	15	22½	M.A.
0	3200	3250	3300	3350	3400
1	3315	3365	3415	3465	3515
2	3390	3440	3490	3540	3590
3	3465	3515	3565	3615	3665
4	3540	3590	3640	3690	3740
5	3615	3665	3715	3765	3815
6	3690	3740	3790	3840	3890
7	3765	3815	3865	3915	3965
8	3840	3890	3940	3990	4040
9	3915	3965	4015	4065	4115
10	3990	4040	4090	4140	4190
11	4065	4115	4165	4215	4265
12	4140	4190	4240	4290	4340
13	4215	4265	4315	4365	4415
14	4290	4340	4390	4440	4490
15	4365	4415	4465	4515	4565
16	4440	4490	4540	4590	4640
17	4515	4565	4615	4665	4715
18	4590	4640	4690	4740	4790
19	4665	4715	4765	4815	4865
20	4740	4790	4840	4890	4940

REP	NO	NAME	ADDRESS	CITY	STATE	ZIP
0	1000	...	...	...	...	...
1	2000	...	...	...	...	...
2	3000	...	...	...	...	...
3	4000	...	...	...	...	...
4	5000	...	...	...	...	...
5	6000	...	...	...	...	...
6	7000	...	...	...	...	...
7	8000	...	...	...	...	...
8	9000	...	...	...	...	...
9	10000	...	...	...	...	...

REP	NO	NAME	ADDRESS	CITY	STATE	ZIP
0	1000	...	...	...	...	...
1	2000	...	...	...	...	...
2	3000	...	...	...	...	...
3	4000	...	...	...	...	...
4	5000	...	...	...	...	...
5	6000	...	...	...	...	...
6	7000	...	...	...	...	...
7	8000	...	...	...	...	...
8	9000	...	...	...	...	...
9	10000	...	...	...	...	...
10	11000	...	...	...	...	...
11	12000	...	...	...	...	...
12	13000	...	...	...	...	...
13	14000	...	...	...	...	...
14	15000	...	...	...	...	...
15	16000	...	...	...	...	...
16	17000	...	...	...	...	...
17	18000	...	...	...	...	...
18	19000	...	...	...	...	...
19	20000	...	...	...	...	...
20	21000	...	...	...	...	...

1. Position on salary scale shall be determined from a transcript of college credits filed with the Superintendent.
2. The maximum experience (supported by written evidence) allowed to teachers from school systems outside Deming and Luna County, New Mexico, shall be five years effective September 1, 1949, for teachers entering the system.
3. Extension work above the degree will count one-half. No credit will be given for correspondence work above the degree.
4. Present salaries will not be lowered because of this schedule.
5. One semester hour of credit for educational advancement on the salary schedule will be given for each week of attendance in an organized workshop.
6. This salary schedule goes into effect September 1, 1953.
7. One and one-half travel points are to be given for each week of travel. A \$50.00 increase in salary shall be given for every 7½ travel points earned. This increase shall not be given oftener than every two years. Travel points will be earned in accordance with provisions for travel credit.
8. A veteran of the Armed Forces shall receive an increment of \$75.00 per year on the salary schedule for each year of military service, or major fraction thereof, but not to exceed three years. Veteran shall produce satisfactory evidence of such service.
9. All teachers employed in the Luna County school system must attend summer school in an accredited college or university at least one summer every three years.

Personnel participating in preparation of schedule:

 X Superintendent

 X County Superintendent

 X Board of Education

 X Other Administrators

 X Teacher Committees

 Lay Personnel

7-2-1

1. Provided on salary scale of \$10,000 per year or less.
2. The maximum salary for a person in this grade shall be \$12,000 per year.
3. Extension with salary of \$12,000 per year or less.
4. Extension with salary of \$12,000 per year or less.
5. Extension with salary of \$12,000 per year or less.
6. Extension with salary of \$12,000 per year or less.
7. Extension with salary of \$12,000 per year or less.
8. Extension with salary of \$12,000 per year or less.
9. Extension with salary of \$12,000 per year or less.

Personnel participating in the program shall be subject to the following conditions:

- ☒ X - Superintendent
- ☒ X - Board of Directors
- ☒ X - Executive Committee

7-2-1

McKINLEY COUNTY UNIFORM SALARY SCHEDULE
1953-54

YRS EXP	YEARS OF COLLEGE EDUCATION									
	60	70	80	90	100	110	120	Degree Plus 12	Degree Plus 24	MA
0	2840	2900	2960	3000	3080	3140	3200	3266	3333	3400
1	2940	3000	3060	3120	3180	3240	3300	3366	3433	3500
2		3100	3160	3220	3280	3340	3400	3466	3533	3600
3			3260	3320	3380	3440	3500	3566	3633	3700
4			3360	3420	3480	3540	3600	3666	3733	3800
5				3520	3580	3640	3700	3766	3833	3900
6				3620	3680	3740	3800	3866	3933	4000
7					3755	3815	3875	3941	4008	4075
8					3830	3890	3950	4016	4083	4150
9						3965	4025	4091	4158	4225
10						4040	4100	4166	4233	4300
11							4175	4241	4308	4375
12							4250	4316	4384	4450
13							4325	4391	4458	4525
14							4400	4466	4533	4600
15							4475	4541	4608	4675

The above schedule is on twelve month's payment plan.

Principals are to receive \$50 per school year for each teacher under their supervision.

Teachers will be allowed 5 days sick leave with full pay. 15 days accumulated sick leave for a period of 3 years. Substitute pay is \$10.00 per day.

Five years experience in other systems maximum credit allowed.

Teachers who teach in following schools are to receive an additional \$130 per school year: Mexican Springs, Manuelito, Tsebonita, Fort Wingate, Church Rock, Thoreau, Prewitt, Ramah, Zuni, and Crownpoint.

Star Lake and Hospah - \$360 per school year.

Personnel participating in preparation of schedule:

☒ Superintendent ☒ County Superintendent ☒ Board of Education
☐ Other Administrators ☐ Teacher Committees ☐ Lay Personnel

MORA COUNTY UNIFORM SALARY SCHEDULE
1953-54

NON-DEGREE CLASSES								
YRS	S.Hr.	88	94	100	106	112	118	124
EXP	Q.Hr.	130	139	147	156	165	174	183
0		2840	2880	2920	2960	3000	3040	3080
1		2915	2955	2995	3035	3075	3115	3155
2		2990	3030	3070	3110	3150	3190	3230
3		3065	3105	3145	3185	3225	3265	3305
4		3140	3180	3220	3260	3300	3340	3380
5		3215	3255	3295	3335	3375	3415	3455
6		3290	3330	3370	3410	3450	3490	3530
7			3405	3445	3485	3525	3565	3605
8				3520	3560	3600	3640	3680
9					3635	3675	3715	3755
10						3750	3790	3830
11							3865	3905
12								3980

DEGREE CLASSES							
YRS	S.HR.	BA	6	12	18	24	MA
EXP	Q.Hr.	BA	9	18	27	36	MA
0		3120	3160	3200	3240	3280	3320
1		3195	3235	3275	3315	3355	3395
2		3270	3310	3350	3390	3430	3470
3		3345	3385	3425	3465	3505	3545
4		3420	3460	3500	3540	3580	3620
5		3495	3535	3575	3615	3655	3695
6		3570	3610	3650	3690	3730	3770
7		3645	3685	3725	2765	3805	3845
8		3720	3760	3800	3840	3880	3920
9		3795	3835	3875	3915	3955	3995
10		3870	3910	3950	3990	4030	4070
11		3945	3985	4025	4065	4105	4145
12		4020	4060	4100	4140	4180	4220
13		4095	4135	4175	4215	4255	4295
14			4210	4250	4290	4330	4370

Personnel participating in preparation of schedule:

 X Superintendent X County Superintendent X Board of Education
 X Other Administrators X Teacher Committees Lay Personnel

OTERO COUNTY UNIFORM SALARY SCHEDULE
1953-54

		4 years	Proposed 4 yr ∇ Incre	$4\frac{1}{2}$ yrs ∇ Incre	5 yrs ∇ Incre
Yrs	Increment		800		
Exp 0	Base	2400	3200	3300	3400
1		2475	3275	3375	3475
2		2550	3350	3450	3550
3		2625	3425	3525	3625
4		2700	3500	3600	3700
5		2775	3575	3675	3775
6		2850	3650	3750	3850
7		2925	3725	3825	3925
8		3000	3800	3900	4000
9		3075	3875	3975	4075
10		3150	3950	4050	4150
11		3225	4025	4125	4225
12		3300	4100	4200	4300
13		3375	4175	4275	4375
14	(used here)	3450	4250	4350	4450
15		3525	4325	4425	4525
16		3575	4375	4475	4575
17		3625	4425	4525	4625
18		3675	4475	4575	4675
19		3725	4525	4625	4725
20		3775	4575	4675	4775

1. Five days sick leave with full pay.
2. Special increments in case of principals and special cases.
3. Credit for service record if the teacher taught immediately before going into service.
4. Fifty percent of experience outside of State or County up to five years.
5. Should sick leave be extended to 20 days accumulative?

Personnel participating in preparation of schedule:

☒ Superintendent ☒ County Superintendent ☒ Board of Education
☒ Other Administrators ☒ Teacher Committees ☒ Lay Personnel

OTIS COUNTY BOARD OF SUPERVISORS
1973-74

Line Item	1973-74	1972-73	1971-72	1970-71
1	2400	2400	2400	2400
2	2400	2400	2400	2400
3	2400	2400	2400	2400
4	2400	2400	2400	2400
5	2400	2400	2400	2400
6	2400	2400	2400	2400
7	2400	2400	2400	2400
8	2400	2400	2400	2400
9	2400	2400	2400	2400
10	2400	2400	2400	2400
11	2400	2400	2400	2400
12	2400	2400	2400	2400
13	2400	2400	2400	2400
14 (Grand Total)	2400	2400	2400	2400
15	2400	2400	2400	2400
16	2400	2400	2400	2400
17	2400	2400	2400	2400
18	2400	2400	2400	2400
19	2400	2400	2400	2400
20	2400	2400	2400	2400

1. Five days sick leave with full pay.
2. Special increments in case of principals and special cases.
3. Credit for service prior to the present salary immediately before going into service.
4. Fifty percent of experience outside of State or County up to five years.
5. Should sick leave be extended to 20 days accumulative?

Personnel participating in preparation of schedule:
X Superintendent X County Superintendent X Board of Supervisors
X Other Administrators X Teacher Committee X Lay Personnel

QUAY COUNTY UNIFORM SALARY SCHEDULE
1953-54

		NON-DEGREE CLASSES							
	S.H.	60	67.5	75	82.5	90	97.5	105	112.5
E	0	2700	2750	2800	2850	2900	2950	3000	3050
X	1	2775	2825	2875	2925	2975	3025	3075	3125
P	2	2850	2900	2950	3000	3050	3100	3150	3200
E	3	2925	2975	3025	3075	3125	3175	3225	3275
R	4		3050	3100	3150	3200	3250	3300	3350
I	5			3175	3225	3275	3325	3375	3425
E	6				3300	3350	3400	3450	3500
N	7					3425	3475	3525	3575
C	8						3550	3600	3650
E	9							3675	3725
	10							3750	3800

Yrs		DEGREE CLASSES				
Exp	S.H.	B.A.	135.5	143	150.3	M.A.
0		3100	3150	3200	3250	3300
1		3175	3225	3275	3325	3375
2		3250	3300	3350	3400	3450
3		3325	3375	3425	3475	3525
4		3400	3450	3500	3550	3600
5		3475	3525	3575	3625	3675
6		3550	3600	3650	3700	3750
7		3625	3675	3725	3775	3825
8		3700	3750	3800	3850	3900
9		3775	3825	3875	3925	3975
10		3850	3900	3950	4000	4050
11		3925	3975	4025	4075	4125
12		4000	4050	4100	4150	4200
13		4075	4125	4175	4225	4275
14		4150	4200	4250	4300	4350
15		4225	4275	4325	4375	4425

The salary of teachers appointed to fill vacancies or new positions will be determined by the salary schedule allowing one year of tenure for each two year's experience in other schools. The maximum tenure credit on the schedule will be four years.

QUAY COUNTY UNITARY SALARY SCHEDULE
1993-94

Step	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
1	2700	2725	2750	2775	2800	2825	2850	2875	2900	2925	2950	2975	3000	3025	3050
2	2900	2925	2950	2975	3000	3025	3050	3075	3100	3125	3150	3175	3200	3225	3250
3	3100	3125	3150	3175	3200	3225	3250	3275	3300	3325	3350	3375	3400	3425	3450
4	3300	3325	3350	3375	3400	3425	3450	3475	3500	3525	3550	3575	3600	3625	3650
5	3500	3525	3550	3575	3600	3625	3650	3675	3700	3725	3750	3775	3800	3825	3850
6	3700	3725	3750	3775	3800	3825	3850	3875	3900	3925	3950	3975	4000	4025	4050
7	3800	3825	3850	3875	3900	3925	3950	3975	4000	4025	4050	4075	4100	4125	4150
8	3900	3925	3950	3975	4000	4025	4050	4075	4100	4125	4150	4175	4200	4225	4250
9	4000	4025	4050	4075	4100	4125	4150	4175	4200	4225	4250	4275	4300	4325	4350
10	4100	4125	4150	4175	4200	4225	4250	4275	4300	4325	4350	4375	4400	4425	4450
11	4200	4225	4250	4275	4300	4325	4350	4375	4400	4425	4450	4475	4500	4525	4550
12	4300	4325	4350	4375	4400	4425	4450	4475	4500	4525	4550	4575	4600	4625	4650
13	4400	4425	4450	4475	4500	4525	4550	4575	4600	4625	4650	4675	4700	4725	4750
14	4500	4525	4550	4575	4600	4625	4650	4675	4700	4725	4750	4775	4800	4825	4850
15	4600	4625	4650	4675	4700	4725	4750	4775	4800	4825	4850	4875	4900	4925	4950

The salary of teachers appointed to full vacancies or new positions will be determined by the salary schedule in effect one year of service for each year's experience in that school. The maximum salary credit on the schedule will be four points.

The Board of Education reserves the right to fix salaries for teachers with extra assignments such as coaches and music directors may have.

An allowance of \$200.00 for spouse and \$100.00 for each child will be made for teachers who are responsible for earning a living for spouse and children.

Salaries of principals are fixed by the Board of Education in accordance with assignments and responsibilities.

May 11, 1953.

Personnel participating in preparation of schedule:

☒ Superintendent ☒ County Superintendent ☒ Board of Education
☒ Teacher Committees ☒ Other Administrators ☐ Lay Personnel

The Board of Directors of the American Medical Association has decided to accept the offer of the American Medical Association to join the American Medical Association.

The American Medical Association has decided to accept the offer of the American Medical Association to join the American Medical Association.

The American Medical Association has decided to accept the offer of the American Medical Association to join the American Medical Association.

May 11, 1951

The American Medical Association has decided to accept the offer of the American Medical Association to join the American Medical Association.

The American Medical Association has decided to accept the offer of the American Medical Association to join the American Medical Association.

RECEIVED
MAY 11 1951

RIO ARriba COUNTY UNIFORM SALARY SCHEDULE
1953-54

EXP	2	2 1/3	2 2/3	3	3 1/3	3 2/3	4	4 1/2	5
0	2000	2060	2120	2180	2240	2300	2400	2500	2600
1	2060	2120	2180	2240	2300	2360	2500	2600	2700
2	2120	2180	2240	2300	2360	2420	2600	2700	2800
3		2240	2300	2360	2420	2480	2700	2800	2900
4			2360	2420	2480	2540	2800	2900	3000
5				2480	2540	2600	2900	3000	3100
6					2600	2660	3000	3100	3200
7						2720	3100	3200	3300
8							3200	3300	3400
9							3300	3400	3500
10							3400	3500	3600
11							3500	3600	3700
12								3700	3800

Five years' experience maximum credit allowed in other systems, four years of which may be from another state.

Four years represent a Bachelors' Degree and five years represent a Master's Degree, provided, however, that the person has actually been awarded the degree, or that evidence is presented that the degree has not been awarded for some reason not involving academic requirements.

The increments between the Bachelor and the Master's Degree is for work taken while actually enrolled as a graduate student working for a degree.

Principals will receive an additional \$25.00 per teacher under their supervision.

In certain cases of a particular nature or emergency, such as getting a qualified teacher for an isolated district or a special teacher where it is imperative to have one, the Superintendent together with the Board of Education may disregard the schedule but in no event to grant an increase of over \$250 yearly over the correct place in the schedule.

\$600.00 cost of living increment to be added to schedule.

Coaches \$5.00 per room \$25.00 maximum for grade schools and \$50.00 maximum High Schools over schedule. This increment is allowed only to schools scheduling athletic contests away from their respective schools.

ROOSEVELT COUNTY UNIFORM SALARY SCHEDULE
1953-54

YRS EXP	YEARS OF COLLEGE TRAINING									
	2	2 1/3	2 2/3	3	3 1/3	3 2/3	4	4 1/3	4 2/3	MA
0	2400	2500	2600	2700	2800	2900	3000	3060	3120	3200
1			2700	2800	2900	3000	3100	3160	3220	3300
2				2900	3000	3100	3200	3260	3320	3400
3				3000	3100	3200	3300	3360	3420	3500
4					3200	3300	3400	3460	3520	3600
5					3300	3400	3500	3560	3620	3700
6						3500	3600	3660	3720	3800
7						3600	3700	3760	3820	3900
8						3700	3800	3860	3920	4000
9							3900	3960	4020	4100
10							4000	4060	4120	4200
11							4100	4160	4220	4300
12							4200	4260	4320	4400
13								4360	4420	4500
14									4520	4600
15										4700

Teachers outside system are given credit for one-half of outside experience up to a maximum of five years.

Principals: Elementary - Salary schedule plus \$500 and \$20 per teacher under his supervision
Secondary - Considered on individual basis.

Supervisors: Considered on individual basis.

Senior High: Head Coach of Major Sport - \$500; Ass't Coach or Coach of Minor Sport - \$250

Junior High: Head Coach - \$200 above schedule; Ass't Coach - \$150 above schedule.

Special Teachers: \$100 above schedule

Sick Leave: Ten days per school year, cumulative up to thirty days.

Personnel participating in preparation of schedule:

 X Superintendent X County Superintendent X Board of Education

 X Other Administrators X Teacher Committees X Lay Personnel

PROPOSED CHARTER SCHEDULE 1997-98

YRS	YRS OF CHARTER	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
0	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012
1	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	
2	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012		
3	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012			
4	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012				
5	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012					
6	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012						
7	2004	2005	2006	2007	2008	2009	2010	2011	2012							
8	2005	2006	2007	2008	2009	2010	2011	2012								
9	2006	2007	2008	2009	2010	2011	2012									
10	2007	2008	2009	2010	2011	2012										
11	2008	2009	2010	2011	2012											
12	2009	2010	2011	2012												
13	2010	2011	2012													
14	2011	2012														
15	2012															

Teachers make the system and give an average of 100 experiences up to a maximum of 150.

Principal: Elementary - Salary \$100,000 - \$120,000
 Secondary - \$120,000 - \$140,000
 Superintendent: Considered as 1st grade teacher
 Senior High: Head of School of High School - \$100,000 - \$120,000
 Junior High: Head of School - \$80,000 - \$100,000
 Above positions: \$100,000 - \$120,000
 Special Teachers: \$100,000 - \$120,000
 All leaves: Ten days per school year.

Personal personnel: \$100,000 - \$120,000
 Superintendent: \$100,000 - \$120,000
 School administrator: \$100,000 - \$120,000

SANDOVAL COUNTY UNIFORM SALARY SCHEDULE
1953-54

NON-DEGREE-CLASSES								
YRS EXP*	Semester hours							
	64	72	80	88	96	104	112	120
0	2600	2650	2700	2750	2800	2850	2900	2950
1	2690	2740	2790	2840	2890	2940	2990	3040
2	2780	2830	2880	2930	2980	3030	3080	3130
3	.....	2920	2970	3020	3070	3120	3170	3220
4	.....	.....	3060	3110	3160	3210	3260	3310
5	.....	.....	.....	3200	3250	3300	3350	3400
6	.....	.....	.....	.....	3340	3390	3440	3490
7	.....	.....	.....	.....	.....	3480	3530	3580
8	.....	.....	.....	.....	.....	3570	3620	3670
9	.....	.....	.....	.....	.....	.....	3710	3760
10	.....	.....	.....	.....	.....	.....	.....	3850

DEGREE CLASSES					
YRS EXP*	Degree	8	16	24	MA
0	3000	3050	3100	3150	3200
1	3090	3140	3190	3240	3290
2	3180	3230	3280	3330	3380
3	3270	3320	3370	3420	3470
4	3360	3410	3460	3510	3560
5	3450	3500	3550	3600	3650
6	3540	3590	3640	3690	3740
7	3630	3680	3730	3780	3830
8	3720	3770	3820	3870	3920
9	3810	3860	3910	3960	4010
10	3900	3950	4000	4050	4100
11	3960	4010	4060	4110	4160
12	4020	4070	4120	4170	4220
13	4080	4130	4180	4230	4280
14	4140	4190	4240	4290	4340

*Years experience within system.

An added increment above this schedule, will be allowed for outside experience as follows: \$30.00 per year to a maximum of ten (10) years. As the maximum is reached, "outside" credit must be supplanted by "inside" credit.

ANNUAL REPORT OF THE BOARD OF DIRECTORS

Year	1900	1901	1902	1903	1904	1905	1906	1907	1908	1909	1910
Assets	10000	12000	15000	18000	20000	22000	25000	28000	30000	32000	35000
Liabilities	5000	6000	7000	8000	9000	10000	11000	12000	13000	14000	15000
Net Worth	5000	6000	8000	10000	11000	12000	14000	16000	17000	18000	20000
Income	1000	1200	1500	1800	2000	2200	2500	2800	3000	3200	3500
Expenses	800	900	1000	1100	1200	1300	1400	1500	1600	1700	1800
Profit	200	300	500	700	800	900	1100	1300	1400	1500	1700

Year	1911	1912	1913	1914	1915	1916	1917	1918	1919	1920	1921	1922	1923	1924	1925	1926	1927	1928	1929	1930
Assets	38000	40000	42000	45000	48000	50000	52000	55000	58000	60000	62000	65000	68000	70000	72000	75000	78000	80000	82000	85000
Liabilities	16000	17000	18000	19000	20000	21000	22000	23000	24000	25000	26000	27000	28000	29000	30000	31000	32000	33000	34000	35000
Net Worth	22000	23000	24000	26000	28000	29000	30000	32000	34000	35000	36000	38000	40000	41000	42000	44000	46000	47000	48000	50000
Income	3800	4000	4200	4500	4800	5000	5200	5500	5800	6000	6200	6500	6800	7000	7200	7500	7800	8000	8200	8500
Expenses	3200	3400	3600	3800	4000	4200	4400	4600	4800	5000	5200	5400	5600	5800	6000	6200	6400	6600	6800	7000
Profit	600	600	600	700	800	800	800	900	1000	1000	1000	1000	1200	1200	1200	1300	1400	1400	1400	1500

The Board of Directors of the company has the honor to acknowledge the assistance of the various departments of the company in the preparation of this report. The report is a summary of the financial and operating results of the company for the year ending December 31, 1930. The report is intended to provide information to the stockholders and the public regarding the company's performance. The report is not intended to provide a detailed analysis of the company's financial and operating results. The report is intended to provide a general overview of the company's performance. The report is intended to provide information to the stockholders and the public regarding the company's performance. The report is not intended to provide a detailed analysis of the company's financial and operating results. The report is intended to provide a general overview of the company's performance.

In order that a person may be correctly placed on the salary schedule, it is absolutely necessary that a teacher furnish the Superintendent with complete transcript of all work taken in college and the record of their past experience. If a situation of a particular nature arises, the decision must of necessity be made by the superintendent and the Board of Education.

Only official graduate hours from a recognized institution of higher learning will count above a Bachelor's in the salary schedule.

The principals in systems with less than three teachers are to receive an additional \$50.00 per year, i.e., those principals with either one or two teachers under their supervision shall receive this additional \$50.00. Principals having three or more teachers under their supervision shall receive an additional increment of \$25.00 for each year per teacher or classroom supervised. A principal will not receive \$25.00 for his own room or, in other words, for supervising himself. Supervisors of lunch-room shall be entitled to an additional \$2.00 per month.

Recognizing the difference in responsibility and type of administration involved in High Schools, the person administering such shall receive an additional increment of \$35.00 per year per high school teacher under his supervision.

Personnel participating in preparation of schedule:

☒ Superintendent ☒ County Superintendent ☒ Board of Education
☒ Teacher Committees ☐ Other Administrators ☐ Lay Personnel

Note: The letter used by Bernalillo Public Schools, page 124, is also used by the County Superintendent.

In order that a uniform and comprehensive system of instruction be maintained, it is recommended that a uniform system of instruction be maintained in all schools of the State. This system should be based on the principles of the State Board of Education and should be adapted to the needs of the State.

Only official examinations should be held in the State. These examinations should be held at the same time and place in all schools of the State. The results of these examinations should be reported to the State Board of Education.

The curriculum in all schools should be based on the principles of the State Board of Education. The curriculum should be adapted to the needs of the State and should be uniform in all schools. The curriculum should be based on the principles of the State Board of Education and should be adapted to the needs of the State.

Regulations for the State Board of Education should be based on the principles of the State Board of Education. These regulations should be adapted to the needs of the State and should be uniform in all schools. The regulations should be based on the principles of the State Board of Education and should be adapted to the needs of the State.

Personnel participating in the State Board of Education should be based on the principles of the State Board of Education. These personnel should be adapted to the needs of the State and should be uniform in all schools. The personnel should be based on the principles of the State Board of Education and should be adapted to the needs of the State.

Notes: The report was prepared by the State Board of Education. It is also used by the State Board of Education.

BERNALILLO PUBLIC SCHOOLS
BERNALILLO, NEW MEXICO

Fellow Teacher:

This is to inform you that we have received your acceptance of the appointment tendered by the Board of Education of the Town of Bernalillo.

The budgeting authorities have given us high hopes that we will be able to offer you a cost-of-living increment of \$120.00 above this schedule. This will depend on whether or not state aid is given Sandoval County.

Wishing you a very happy vacation, I remain

Professionally yours,

Superintendent

NAME OF TEACHER _____	Salary as per schedule _____
CREDITS ON FILE _____	"Outside" Increment _____
POSITION ON SCHEDULE _____	Cost-of-living Increment _____
	Total Salary _____
	Monthly _____
	Income Tax _____
	Insurance _____
	"Take-home" pay _____

Teachers will be held personally responsible for the following items being on file, and under no circumstances will warrants be signed by board until they are:

- (a) Teaching Certificate
- (b) Health Certificate
- (c) Transcript of Credits (official)
- (d) Teaching experience data and verification

MINISTROS PUBLICOS ESCUELAS
BARRIO LINDO, NEW MEXICO

Follow Teacher:

This is to inform you that we have received your application of
the appointment tendered by the Board of Education of the Town
of Belvidere.

The Industrial authorities have given us high hopes that we will
be able to offer you a most-of-living increase of \$100.00 above
this schedule. This will depend on whether or not state aid is
given Belvidere County.

Wishing you a very happy vacation, I remain

Respectfully yours,

Superintendent

NAME OF TEACHER	Salary as per schedule
GRADE OR TITLE	"Schedule" increment
POSITION OR SCHEDULE	Cost-of-living increment
Total Salary	
Monthly	
Income tax	
Insurance	
"Take-home" pay	

Teachers will be held personally responsible for the following
items being on file, and under no circumstances will warrants be
served by court until they are:

- (a) Teaching Certificate
- (b) Health Certificate
- (c) Transcript of Grades (Official)
- (d) Teaching experience data and verification

SAN JUAN COUNTY UNIFORM SALARY SCHEDULE
1953-54

Experience	2	2½	3	3½	A.B. 4	4½	M.A. 5	5½
1st year	2955	2985	3015	3075	3135	3210	3285	3360
2nd year	3000	3030	3090	3150	3210	3285	3360	3435
3rd year	3045	3075	3165	3225	3285	3360	3435	3510
4th year	3090	3120	3240	3300	3360	3435	3510	3585
5th year			3315	3375	3435	3510	3585	3660
6th year					3510	3585	3660	3735
7th year					3585	3660	3735	3810
8th year					3660	3735	3810	3885
9th year						3810	3885	3960
10th year						3885	3960	4035
11th year						3960	4035	4110
12th year							4110	4185
13th year							4185	4260
14th year							4260	4335
15th year								4410
16th year								4485

1. Heads of families (Men or women with dependents) are allowed \$240.00 above this schedule.
2. Special teachers in music and coaching are allowed \$300.00 and \$500.00 above this schedule.

Personnel participating in preparation of schedule:

☒ Superintendent ☒ County Superintendent ☐ Board of Education
☐ Other Administrators ☐ Teacher Committees ☐ Lay Personnel

2013-14
SALARY SCHEDULE FOR TEACHERS

Experience	1	2	3	4	5	6	7
1st year	2882	3012	3142	3272	3402	3532	3662
2nd year	3000	3130	3260	3390	3520	3650	3780
3rd year	3118	3248	3378	3508	3638	3768	3898
4th year	3236	3366	3496	3626	3756	3886	4016
5th year	3354	3484	3614	3744	3874	4004	4134
6th year	3472	3602	3732	3862	3992	4122	4252
7th year	3590	3720	3850	3980	4110	4240	4370
8th year	3708	3838	3968	4098	4228	4358	4488
9th year	3826	3956	4086	4216	4346	4476	4606
10th year	3944	4074	4204	4334	4464	4594	4724
11th year	4062	4192	4322	4452	4582	4712	4842
12th year	4180	4310	4440	4570	4700	4830	4960
13th year	4298	4428	4558	4688	4818	4948	5078
14th year	4416	4546	4676	4806	4936	5066	5196
15th year	4534	4664	4794	4924	5054	5184	5314
16th year	4652	4782	4912	5042	5172	5302	5432
17th year	4770	4900	5030	5160	5290	5420	5550
18th year	4888	5018	5148	5278	5408	5538	5668

1. Heads of families (men or women with dependents) are allowed \$500.00 above this schedule.
2. Special teachers in music and coaching are allowed \$500.00 and \$750.00 above this schedule.

Personnel participating in preparation of schedules:
 Superintendent _____
 Board of Education _____
 School Administrator _____
 Teacher Committee _____
 Pay Personnel _____

SAN MIGUEL COUNTY UNIFORM SALARY SCHEDULE
1953-54

Years Experience	A. B. Degree	A. B. Degree 1/3 (1 qtr.)	A. B. Degree 2/3 (2 qtrs)	M. A. Degree
0	3200	3260	3320	3400
1	3275	3335	3395	3475
2	3350	3410	3470	3550
3	3425	3485	3545	3625
4	3500	3560	3620	3700
5	3575	3635	3695	3775
6	3650	3710	3770	3850
7	3725	3785	3845	3925
8	3800	3860	3920	4000
9	3875	3935	3995	4075
10	3950	4010	4070	4150
11	4025	4085	4145	4225
12	4100	4160	4220	4300
13	4175	4235	4295	4375
14	4250	4310	4370	4450
15	4325	4385	4445	4525

Experience in other school systems will count up to a maximum of six (6) years only.

Principals, supervisors, and special teachers will be paid extra salary in proportion to their duties and responsibilities.

Personnel participating in preparation of schedule:

☒ Superintendent ☒ County Superintendent ☐ Board of Education
☐ Teacher Committees ☐ Other Administrators ☐ Lay Personnel

JANUARY 1957

Year	1956	1955	1954	1953
0	1000	1000	1000	1000
1	1000	1000	1000	1000
2	1000	1000	1000	1000
3	1000	1000	1000	1000
4	1000	1000	1000	1000
5	1000	1000	1000	1000
6	1000	1000	1000	1000
7	1000	1000	1000	1000
8	1000	1000	1000	1000
9	1000	1000	1000	1000
10	1000	1000	1000	1000
11	1000	1000	1000	1000
12	1000	1000	1000	1000
13	1000	1000	1000	1000
14	1000	1000	1000	1000
15	1000	1000	1000	1000

Information in this report is for the year 1956 only.

Information in this report is for the year 1956 only.

Information in this report is for the year 1956 only.

Information in this report is for the year 1956 only.

Information in this report is for the year 1956 only.

SANTA FE COUNTY SALARY SCHEDULE
1953-54

YRS EXP	YEARS OF COLLEGE									
	2	2 1/3	2 2/3	3	3 1/3	3 2/3	4	4 1/3	4 2/3	MA
0	2700	2760	2840	2920	3000	3100	3200	3260	3320	3400
1	2800	2860	2940	3020	3100	3200	3300	3360	3420	3500
2	2960	3040	3120	3200	3300	3400	3460	3520	3760
3	3140	3220	3300	3400	3500	3560	3620	3860
4	3320	3400	3500	3600	3660	3720	3960
5	3420	3500	3600	3700	3760	3820	4060
6	3520	3600	3700	3800	3860	3920	4160
7	3700	3800	3900	3960	4020	4260
8	3800	3900	4000	4060	4120	4360
9	4000	4100	4160	4220	4460
10	4100	4160	4220	4280	4520
11	4220	4280	4340	4580
12	4280	4340	4400	4640
13	4340	4400	4460	4700
14	4400	4460	4520	4760

1. Minimum salary for B.A. degree and no experience ... \$3,200.00
2. Minimum salary for M.A. degree and no experience ... \$3,400.00
3. Only four (4) years previous experience allowed on salary schedule.
4. Six (6) years allowed returning Santa Fe County teachers.
5. Ten (10) semester hours equals 1/3 year college.
6. Official transcript of credits must be filed in the office of the County School Superintendent by September 1st of each year and sent directly from your college; otherwise, credit on salary cannot be granted until the following year.

Personnel participating in preparation of schedule:

☒ Superintendent ☒ County Superintendent ☒ Board of Education
☒ Other Administrators ☒ Teacher Committees ☐ Lay Personnel

TABLE 1. SCHEDULE OF SALARIES

STEP	1	2	3	4	5	6	7	8	9	10	11	12	13	14
0	2700	2750	2800	2850	2900	2950	3000	3050	3100	3150	3200	3250	3300	3350
1	3400	3450	3500	3550	3600	3650	3700	3750	3800	3850	3900	3950	4000	4050
2	4100	4150	4200	4250	4300	4350	4400	4450	4500	4550	4600	4650	4700	4750
3	4800	4850	4900	4950	5000	5050	5100	5150	5200	5250	5300	5350	5400	5450
4	5500	5550	5600	5650	5700	5750	5800	5850	5900	5950	6000	6050	6100	6150
5	6200	6250	6300	6350	6400	6450	6500	6550	6600	6650	6700	6750	6800	6850
6	6900	6950	7000	7050	7100	7150	7200	7250	7300	7350	7400	7450	7500	7550
7	7600	7650	7700	7750	7800	7850	7900	7950	8000	8050	8100	8150	8200	8250
8	8300	8350	8400	8450	8500	8550	8600	8650	8700	8750	8800	8850	8900	8950
9	9000	9050	9100	9150	9200	9250	9300	9350	9400	9450	9500	9550	9600	9650
10	9700	9750	9800	9850	9900	9950	10000	10050	10100	10150	10200	10250	10300	10350
11	10400	10450	10500	10550	10600	10650	10700	10750	10800	10850	10900	10950	11000	11050
12	11100	11150	11200	11250	11300	11350	11400	11450	11500	11550	11600	11650	11700	11750
13	11800	11850	11900	11950	12000	12050	12100	12150	12200	12250	12300	12350	12400	12450
14	12500	12550	12600	12650	12700	12750	12800	12850	12900	12950	13000	13050	13100	13150

1. Minimum salary for H.S. degree and no experience ... \$7,200.00
2. Minimum salary for H.S. degree and no experience ... \$7,400.00
3. Salary for (a) years previous experience allowed as salary credit.
4. Six (6) years allowed for salary credit for County teachers.
5. Six (6) years allowed for salary credit for County teachers.
6. Original transcripts of credits must be filed in the office of the County School Superintendent by September 1st of each year and sent directly from your college otherwise, credit on salary cannot be granted until the following year.

Personnel participating in preparation of schedules:

Superintendent _____ County Superintendent _____ Board of Education
 Other administrators _____ Teacher Committee _____ Pay Personnel

SANTA FE CITY SCHOOLS SALARY SCHEDULE
1953-54

Exp.	Degree (4 Years)	4 1/3 Years	4 2/3 Years	Masters
0	3200	3260	3320	3400
1	3300	3360	3420	3500
2	3400	3460	3520	3760
3	3500	3560	3620	3860
4	3600	3660	3720	3960
5	3700	3760	3820	4060
6	3800	3860	3920	4160
7	3900	3960	4020	4260
8	4000	4060	4120	4360
9	4100	4160	4220	4460
10	4160	4220	4280	4520
11	4220	4280	4340	4580
12	4280	4340	4400	4640
13	4340	4400	4460	4700
14	4400	4460	4520	4760

1. Minimum salary for B. A. degree and no experience ... \$3,200.00
2. Minimum salary for M. A. degree and no experience ... \$3,400.00
3. Only four (4) years of experience outside the Santa Fe City Schools accepted on salary schedule.
4. Only four (4) years of previous Santa Fe City School experience accepted upon return after resignation.
5. For additional pay above the B. A. degree, the following schedule will be followed:
 - 8-15 Semester hours of Graduate work equal 1/3 year; 16 or more Semester hours of Graduate work equal 2/3 year; Master's Degree receives Master's salary.

Personnel participating in preparation of schedule:

☒ Superintendent ☒ County Superintendent ☒ Board of Education
☒ Other Administrators ☒ Teacher Committees ☐ Lay Personnel

STATE OF NEW YORK
1933-34

Page	Year	1933-34	1932-33	1931-32	1930-31
0	1933-34	3800	3800	3800	3800
1	1933-34	3800	3800	3800	3800
2	1933-34	3800	3800	3800	3800
3	1933-34	3800	3800	3800	3800
4	1933-34	3800	3800	3800	3800
5	1933-34	3800	3800	3800	3800
6	1933-34	3800	3800	3800	3800
7	1933-34	3800	3800	3800	3800
8	1933-34	3800	3800	3800	3800
9	1933-34	3800	3800	3800	3800
10	1933-34	3800	3800	3800	3800
11	1933-34	3800	3800	3800	3800
12	1933-34	3800	3800	3800	3800
13	1933-34	3800	3800	3800	3800
14	1933-34	3800	3800	3800	3800

1. Minimum salary for E. A. degree and no experience ... \$3,800.00
 2. Minimum salary for M. A. degree and no experience ... \$3,800.00
 3. Only four (4) years of experience needed for salary schedule.
 4. Salary accepted on salary schedule.
 5. Only four (4) years of previous service for City salary schedule.
 6. Increased cost of living after retirement.
 7. For additional pay above the E. A. degree, the following schedule will be followed:
 8-12. For every year of service above E. A. degree, 1/2 year is added.
 13-14. For every year of service above M. A. degree, 1/2 year is added.
 Before receiving master's salary.

Personnel participating in preparation of schedule:
 A. Superintendent, A. County Superintendent, A. Board of Education
 B. Other Administrative, A. Board of Education, A. Personnel

SIERRA COUNTY UNIFORM SALARY SCHEDULE 1953-54

EXP.	YEARS OF TRAINING AND SEMESTER HOURS ABOVE YEARS									
	2	2-8	2-17	3	3-8	3-17	4	4-8	4-17	MA
0	2800	2850	2900	2950	3000	3050	3200	3250	3300	3400
1	2840	2890	2940	2990	3040	3090	3300	3350	3400	3500
2	2880	2930	2980	3030	3080	3130	3400	3450	3500	3600
3	2920	2970	3020	3070	3120	3170	3475	3525	3575	3675
4	2960	3010	3060	3110	3160	3210	3550	3600	3650	3750
5				3150	3200	3250	3625	3675	3725	3825
6						3290	3700	3750	3800	3900
7						3330	3775	3825	3875	3975
8						3370	3850	3900	3950	4050
9						3410	3925	3975	4025	4125
10						3450	4000	4050	4100	4200
11						3490	4075	4125	4175	4275
12							4150	4200	4250	4350
13							4225	4275	4325	4425
14							4300	4350	4400	4500

1. Credit granted above an A. B. Degree must be graduate credit from an accredited institution.
2. Four years experience is allowed for teaching outside of county.
3. A married man will receive \$300.00 in addition to the above schedule, plus \$75.00 for each child up to and including a maximum of two children.
4. For services beyond the standard term of nine months, an additional amount will be awarded in proportion that the amount of additional time spent bears to the standard nine months.

Personnel participating in preparation of schedule:

☒ Superintendent ☒ County Superintendent ☒ Board of Education
☐ Other Administrators ☐ Teacher Committees ☐ Lay Personnel

SOCORRO COUNTY UNIFORM SALARY SCHEDULE
1953-54

Yrs Exp	65 S.H.	75 S.H.	85 S.H.	95 S.H.	105 S.H.	115 S.H.	120 BA	110G S.H.	120G S.H.	MA
0	2400	2500	2600	2700	2800	2900	3000	3060	3120	3200
1	2475	2575	2675	2775	2875	2975	3075	3135	3195	3275
2	2550	2650	2750	2850	2950	3050	3150	3210	3270	3350
3		2725	2825	2925	3025	3125	3225	3285	3345	3425
4			2900	3000	3100	3200	3300	3360	3420	3500
5				3075	3175	3275	3375	3435	3495	3575
6					3250	3350	3450	3510	3570	3650
7						3425	3525	3585	3645	3725
8						3500	3600	3660	3720	3800
9							3675	3735	3795	3875
10							3750	3810	3870	3950
11							3825	3885	3945	4025
12							3900	3960	4020	4100
13							3975	4035	4095	4175
14								4110	4170	4250
15										4325

Salary Schedule Regulations:

Out of State experience -- $\frac{1}{2}$ credit per year up to 10 years --
Maximum 5 years.

In State experience -- First 5 years plus 1 year for each 3 years
experience. Maximum 8 years.

Personnel participating in preparation of schedule:

☒ Superintendent ☒ County Superintendent ☒ Board of Education

☒ Teacher Committees ☐ Other Administrators ☐ Lay Personnel

BOOGLING CREDIT SYSTEM OF THE UNIVERSITY OF CALIFORNIA
1917-18

Year	1917	1918	1919	1920	1921	1922	1923	1924	1925	1926	1927	1928	1929	1930	1931	1932	1933	1934	1935	1936	1937	1938	1939	1940	1941	1942	1943	1944	1945	1946	1947	1948	1949	1950	1951	1952	1953	1954	1955	1956	1957	1958	1959	1960	1961	1962	1963	1964	1965	1966	1967	1968	1969	1970	1971	1972	1973	1974	1975	1976	1977	1978	1979	1980	1981	1982	1983	1984	1985	1986	1987	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025	2026	2027	2028	2029	2030	2031	2032	2033	2034	2035	2036	2037	2038	2039	2040	2041	2042	2043	2044	2045	2046	2047	2048	2049	2050	2051	2052	2053	2054	2055	2056	2057	2058	2059	2060	2061	2062	2063	2064	2065	2066	2067	2068	2069	2070	2071	2072	2073	2074	2075	2076	2077	2078	2079	2080	2081	2082	2083	2084	2085	2086	2087	2088	2089	2090	2091	2092	2093	2094	2095	2096	2097	2098	2099	2100	2101	2102	2103	2104	2105	2106	2107	2108	2109	2110	2111	2112	2113	2114	2115	2116	2117	2118	2119	2120	2121	2122	2123	2124	2125	2126	2127	2128	2129	2130	2131	2132	2133	2134	2135	2136	2137	2138	2139	2140	2141	2142	2143	2144	2145	2146	2147	2148	2149	2150	2151	2152	2153	2154	2155	2156	2157	2158	2159	2160	2161	2162	2163	2164	2165	2166	2167	2168	2169	2170	2171	2172	2173	2174	2175	2176	2177	2178	2179	2180	2181	2182	2183	2184	2185	2186	2187	2188	2189	2190	2191	2192	2193	2194	2195	2196	2197	2198	2199	2200	2201	2202	2203	2204	2205	2206	2207	2208	2209	2210	2211	2212	2213	2214	2215	2216	2217	2218	2219	2220	2221	2222	2223	2224	2225	2226	2227	2228	2229	2230	2231	2232	2233	2234	2235	2236	2237	2238	2239	2240	2241	2242	2243	2244	2245	2246	2247	2248	2249	2250	2251	2252	2253	2254	2255	2256	2257	2258	2259	2260	2261	2262	2263	2264	2265	2266	2267	2268	2269	2270	2271	2272	2273	2274	2275	2276	2277	2278	2279	2280	2281	2282	2283	2284	2285	2286	2287	2288	2289	2290	2291	2292	2293	2294	2295	2296	2297	2298	2299	2300	2301	2302	2303	2304	2305	2306	2307	2308	2309	2310	2311	2312	2313	2314	2315	2316	2317	2318	2319	2320	2321	2322	2323	2324	2325	2326	2327	2328	2329	2330	2331	2332	2333	2334	2335	2336	2337	2338	2339	2340	2341	2342	2343	2344	2345	2346	2347	2348	2349	2350	2351	2352	2353	2354	2355	2356	2357	2358	2359	2360	2361	2362	2363	2364	2365	2366	2367	2368	2369	2370	2371	2372	2373	2374	2375	2376	2377	2378	2379	2380	2381	2382	2383	2384	2385	2386	2387	2388	2389	2390	2391	2392	2393	2394	2395	2396	2397	2398	2399	2400	2401	2402	2403	2404	2405	2406	2407	2408	2409	2410	2411	2412	2413	2414	2415	2416	2417	2418	2419	2420	2421	2422	2423	2424	2425	2426	2427	2428	2429	2430	2431	2432	2433	2434	2435	2436	2437	2438	2439	2440	2441	2442	2443	2444	2445	2446	2447	2448	2449	2450	2451	2452	2453	2454	2455	2456	2457	2458	2459	2460	2461	2462	2463	2464	2465	2466	2467	2468	2469	2470	2471	2472	2473	2474	2475	2476	2477	2478	2479	2480	2481	2482	2483	2484	2485	2486	2487	2488	2489	2490	2491	2492	2493	2494	2495	2496	2497	2498	2499	2500	2501	2502	2503	2504	2505	2506	2507	2508	2509	2510	2511	2512	2513	2514	2515	2516	2517	2518	2519	2520	2521	2522	2523	2524	2525	2526	2527	2528	2529	2530	2531	2532	2533	2534	2535	2536	2537	2538	2539	2540	2541	2542	2543	2544	2545	2546	2547	2548	2549	2550	2551	2552	2553	2554	2555	2556	2557	2558	2559	2560	2561	2562	2563	2564	2565	2566	2567	2568	2569	2570	2571	2572	2573	2574	2575	2576	2577	2578	2579	2580	2581	2582	2583	2584	2585	2586	2587	2588	2589	2590	2591	2592	2593	2594	2595	2596	2597	2598	2599	2600	2601	2602	2603	2604	2605	2606	2607	2608	2609	2610	2611	2612	2613	2614	2615	2616	2617	2618	2619	2620	2621	2622	2623	2624	2625	2626	2627	2628	2629	2630	2631	2632	2633	2634	2635	2636	2637	2638	2639	2640	2641	2642	2643	2644	2645	2646	2647	2648	2649	2650	2651	2652	2653	2654	2655	2656	2657	2658	2659	2660	2661	2662	2663	2664	2665	2666	2667	2668	2669	2670	2671	2672	2673	2674	2675	2676	2677	2678	2679	2680	2681	2682	2683	2684	2685	2686	2687	2688	2689	2690	2691	2692	2693	2694	2695	2696	2697	2698	2699	2700	2701	2702	2703	2704	2705	2706	2707	2708	2709	2710	2711	2712	2713	2714	2715	2716	2717	2718	2719	2720	2721	2722	2723	2724	2725	2726	2727	2728	2729	2730	2731	2732	2733	2734	2735	2736	2737	2738	2739	2740	2741	2742	2743	2744	2745	2746	2747	2748	2749	2750	2751	2752	2753	2754	2755	2756	2757	2758	2759	2760	2761	2762	2763	2764	2765	2766	2767	2768	2769	2770	2771	2772	2773	2774	2775	2776	2777	2778	2779	2780	2781	2782	2783	2784	2785	2786	2787	2788	2789	2790	2791	2792	2793	2794	2795	2796	2797	2798	2799	2800	2801	2802	2803	2804	2805	2806	2807	2808	2809	2810	2811	2812	2813	2814	2815	2816	2817	2818	2819	2820	2821	2822	2823	2824	2825	2826	2827	2828	2829	2830	2831	2832	2833	2834	2835	2836	2837	2838	2839	2840	2841	2842	2843	2844	2845	2846	2847	2848	2849	2850	2851	2852	2853	2854	2855	2856	2857	2858	2859	2860	2861	2862	2863	2864	2865	2866	2867	2868	2869	2870	2871	2872	2873	2874	2875	2876	2877	2878	2879	2880	2881	2882	2883	2884	2885	2886	2887	2888	2889	2890	2891	2892	2893	2894	2895	2896	2897	2898	2899	2900	2901	2902	2903	2904	2905	2906	2907	2908	2909	2910	2911	2912	2913	2914	2915	2916	2917	2918	2919	2920	2921	2922	2923	2924	2925	2926	2927	2928	2929	2930	2931	2932	2933	2934	2935	2936	2937	2938	2939	2940	2941	2942	2943	2944	2945	2946	2947	2948	2949	2950	2951	2952	2953	2954	2955	2956	2957	2958	2959	2960	2961	2962	2963	2964	2965	2966	2967	2968	2969	2970	2971	2972	2973	2974	2975	2976	2977	2978	2979	2980	2981	2982	2983	2984	2985	2986	2987	2988	2989	2990	2991	2992	2993	2994	2995	2996	2997	2998	2999	3000	3001	3002	3003	3004	3005	3006	3007	3008	3009	3010	3011	3012	3013	3014	3015	3016	3017	3018	3019	3020	3021	3022	3023	3024	3025	3026	3027	3028	3029	3030	3031	3032	3033	3034	3035	3036	3037	3038	3039	3040	3041	3042	3043	3044	3045	3046	3047	3048	3049	3050	3051	3052	3053	3054	3055	3056	3057	3058	3059	3060	3061	3062	3063	3064	3065	3066	3067	3068	3069	3070	3071	3072	3073	3074	3075	3076	3077	3078	3079	3080	3081	3082	3083	3084	3085	3086	3087	3088	3089	3090	3091	3092	3093	3094	3095	3096	3097	3098	3099	3100	3101	3102	3103	3104	3105	3106	3107	3108	3109	3110	3111	3112	3113	3114	3115	3116	3117	3118	3119	3120	3121	3122	3123	3124	3125	3126	3127	3128	3129	3130	3131	3132	3133	3134	3135	3136	3137	3138	3139	3140	3141	3142	3143	3144	3145	3146	3147	3148	3149	3150	3151	3152	3153	3154	3155	3156	3157	3158	3159	3160	3161	3162	3163	3164	3165	3166	3167	3168	3169	3170	3171	3172	3173	3174	3175	3176	3177	3178	3179	3180	3181	3182	3183	3184	3185	3186	3187	3188	3189	3190	3191	3192	3193	3194	3195	3196	3197	3198	3199	3200	3201	3202	3203	3204	3205	3206	3207	3208	3209	3210	3211	3212	3213	3214	3215	3216	3217	3218	3219	3220	3221	3222	3223	3224	3225	3226	3227	3228	3229	3230	3231	3232	3233	3234	3235	3236	3237	3238	3239	3240	3241	3242	3243	3244	3245	3246	3247	3248	3249	3250	3251	3252	3253	3254	3255	3256	3257	3258	3259	3260	3261	3262	3263	3264	3265	3266	3267	3268	3269	3270	3271	3272	3273	3274	3275	3276	3277	3278
------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------

TAOS COUNTY SALARY SCHEDULE
1953-54

Exp	2	2 1/3	2 2/3	3	3 1/3	3 2/3	4	4 1/3	4 2/3	5
0	2670	2745	2820	2895	2870	3045	3120	3195	3270	3320
1	2770	2845	2920	2995	3070	3145	3220	3295	3370	3420
2	2870	2945	3020	3095	3170	3245	3320	3395	3470	3520
3		3045	3120	3195	3270	3345	3420	3495	3570	3620
4			3220	3295	3370	3445	3520	3595	3670	3720
5				3395	3470	3545	3620	3695	3770	3820
6					3570	3645	3720	3795	3870	3920
7						3745	3820	3895	3970	4020
8							3920	3995	4070	4120
9							4020	4095	4170	4220
10							4120	4195	4270	4320
11							4170	4245	4320	4370
12							4220	4295	4370	4420
13							4245	4320	4395	4445

Athletic coaches: Maximum allowable increments. High School coaches are allowed 6¢ per mile not to exceed the maximum allowed on the number of pupils.

	High School Coaches	Elementary Coaches
10 to 39 pupils	\$ 45.00	\$ 30.00
40 to 50 pupils	50.00	40.00
51 to 75 pupils	100.00	50.00
75 to 100 pupils	150.00	60.00
101 to 200 pupils	200.00	80.00

Five years experience maximum credit allowed in other systems. Four years of which may be from another state. A teacher leaving a position for military service and returning to teach in that particular system only shall be given credit for military service as teaching experience.

Four years represent a Bachelor's Degree and five years represent a Master's Degree. The increments for 1/3 years between the Master's and Bachelor's Degree is for work taken while actually enrolled as a graduate student. Below A.B. degree 1/3 year equals to 11 semester hours or 16 term hours. Above Bachelor's Degree, 1/3 year equals 10 semester hours or 15 term hours.

The principals in systems with less than three teachers are to receive an additional \$5.00 per year; that is, those principals

with either one or two teachers under their supervision shall receive this additional \$45.00. Principals having three or more teachers under their supervision shall receive the additional increment of \$25.00 per year for each teacher or classroom under their supervision. In small systems even though a principal teaches that principal will not receive \$25.00 for her own room, or in other words for supervising herself.

Recognizing the difference in responsibility and the type of administrative work involved in administering high schools, the person administering high school systems shall receive the additional increment of \$40.00 per year for each high school teacher or high school room under his supervision.

In order that a person may be correctly placed on the salary schedule, it is absolutely necessary that the teacher furnish the Superintendent with a complete transcript of all work taken in college and the record of their past experience. If a situation of a particular nature arises, the decision must of necessity be made by the Superintendent and the Board of Education.

Personnel participating in preparation of schedule:

___ Superintendent X County Superintendent X Board of Education
X Other Administrators ___ Teacher Committees X Lay Personnel

TAOS MUNICIPAL SCHOOL SALARY SCHEDULE
1953-54

Exp	B.A.	4 1/3	4 2/3	M.A.
0	3120	3195	3270	3320
1	3220	3295	3370	3420
2	3320	3395	3470	3520
3	3420	3495	3570	3620
4	3520	3595	3670	3720
5	3620	3695	3770	3820
6	3720	3795	3870	3920
7	3820	3895	3970	4020
8	3920	3995	4070	4120
9	4020	4095	4170	4220
10	4120	4195	4270	4320
11	4170	4245	4320	4370
12	4220	4295	4370	4420
13	4245	4320	4395	4445

Five years experience maximum credit allowed in other systems. Four years of which may be from another state. A teacher leaving a position for military service and returning to teach shall be given credit for military service as teaching experience.

The increments for 1/3 years between the Bachelor's Degree and Master's Degree is for work taken while actually enrolled as a graduate student. Above Bachelor's Degree 1/3 year equals 10 semester hours or 15 term hours.

In order that a person may be correctly placed on the salary schedule, it is absolutely necessary that the teacher furnish the Superintendent with a complete transcript of all work taken in college and the record of their past experience. If a situation of a particular nature arises, the decision must of necessity be made by the Superintendent and the Board of Education.

Personnel participating in preparation of schedule:

☒ Superintendent ☒ County Superintendent ☒ Board of Education

☒ Other Administrators ☒ Teacher Committees ☐ Lay Personnel

TORRANCE COUNTY UNIFORM SALARY SCHEDULE
1953-54

Exp	SEMESTER HOURS									
	60	70	80	90	100	110	B.A.	10	20	M.A.
0	2700	2750	2800	2850	2900	2950	3200	3250	3300	3400
1	2775	2825	2875	2925	2975	3025	3275	3325	3375	3475
2		2900	2950	3000	3050	3100	3350	3400	3450	3550
3			3025	3075	3125	3175	3425	3475	3525	3625
4				3150	3200	3250	3500	3550	3600	3700
5					3275	3325	3575	3625	3675	3775
6						3400	3650	3700	3750	3850
7							3725	3775	3825	3925
8							3775	3850	3900	4000
9							3825	3900	3975	4075
10							3875	3950	4025	4150
11							3925	4000	4075	4200
12							3975	4050	4125	4250

Position on the schedule shall be determined by official transcript on file in the office of the superintendent of schools.

Credit must count toward a degree to be counted on schedule.

Four years out-of-state experience will be counted on this schedule.

Salaries of Principals, Coaches, and Special Teachers shall be determined by the Board of Education.

Personnel participating in preparation of schedule:

☒ Superintendent ☒ County Superintendent ☒ Board of Education
☐ Other Administrators ☐ Teacher Committees ☐ Lay Personnel

UNION COUNTY SALARY SCHEDULE
1953-54

Exp.	B.A. Degree	M.A. Degree
0	3000	3200

\$50.00 per year experience increment is allowed.

The same schedule is used by Des Moines.

CLAYTON SALARY SCHEDULE
1953-54

Exp.	B.A. Degree	M.A. Degree
0	3200	3400

Personnel participating in preparation of schedules:

☒ Superintendents ☒ County Superintendent ☐ Board of Education
☐ Other Administrators ☐ Teacher Committees ☐ Lay Personnel

IN THE MATTER OF THE ESTATE OF
JAMES M. HARRIS

Dec. 1900
\$100.00
The same amount is paid to the executor.

JAMES M. HARRIS

Dec. 1900
\$100.00

Personnel participating in the execution of the will
X Superintendant
Other administrative personnel

VALENCIA COUNTY UNIFORM SALARY SCHEDULE
1953-54

	60	70	80	90	100	110	BA	10G	20G	30G
0	2580	2640	2700	2760	2820	2880	3000	3075	3150	3225
1	2610	2670	2730	2790	2855	2915	3075	3150	3225	3300
2	2640	2700	2760	2820	2890	2950	3150	3225	3300	3375
3	2670	2730	2790	2850	2925	2985	3225	3300	3375	3450
4	2700	2760	2820	2880	2960	3020	3300	3375	3450	3525
5				2910	2995	3055	3375	3450	3525	3600
6				2940	3030	3090	3450	3525	3600	3675
7				2970	3065	3125	3525	3600	3675	3750
8							3600	3675	3750	3825
9							3675	3750	3825	3900
10							3750	3825	3900	3975
11									3975	4050
12									4050	4125
13										4200
14										4275

To the above add an HCL (High Cost of Living Increment) of \$120.

Personnel participating in preparation of schedule:

 X Superintendents of Three Districts of County

VALLEJO COUNTY UNIFORM SALARY SCHEDULE
1953-54

	60	70	80	90	100	110	120	130	140
0	2580	2640	2700	2760	2820	2880	2940	3000	3060
1	2610	2670	2730	2790	2850	2910	2970	3030	3090
2	2640	2700	2760	2820	2880	2940	3000	3060	3120
3	2670	2730	2790	2850	2910	2970	3030	3090	3150
4	2700	2760	2820	2880	2940	3000	3060	3120	3180
5				2910	2970	3030	3090	3150	3210
6				2940	3000	3060	3120	3180	3240
7				2970	3030	3090	3150	3210	3270
8							3180	3240	3300
9							3210	3270	3330
10							3240	3300	3360
11							3270	3330	3390
12							3300	3360	3420
13							3330	3390	3450
14							3360	3420	3480

To the above add an HCL (High Cost of Living Increment) of \$120.

Personnel participating in preparation of schedule:
Superintendents of Three Districts of County

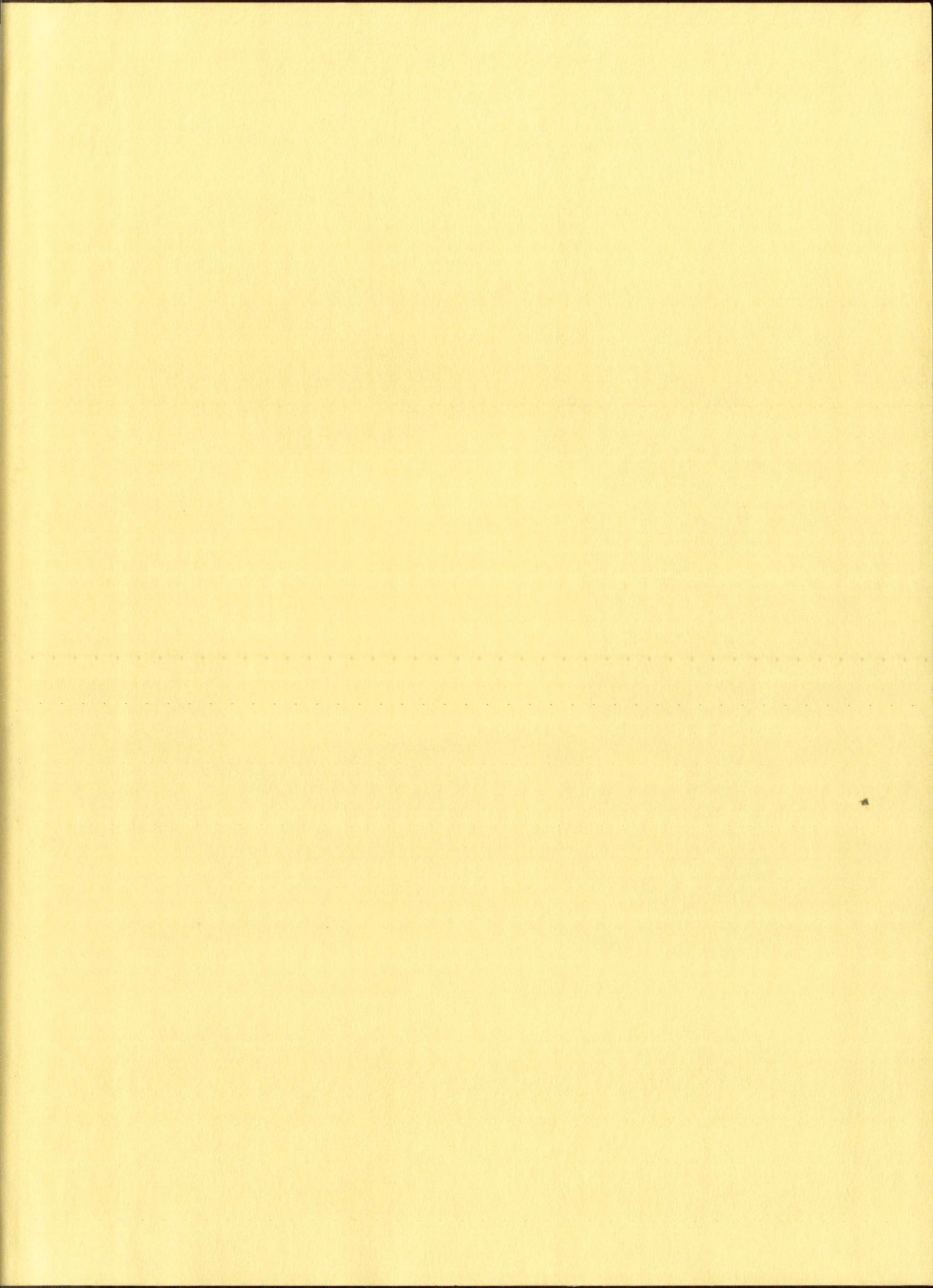
APPENDIX C

TABULATION OF FEATURES OF SALARY SCHEDULES

COUNTY	PREPARATION				SALARY				INCREMENTS					EXPERIENCE					SICK LEAVE			
	MIN	MAX	MIN PREP		BA DEGREE		MAX PREP		PREPARATION			AMOUNT	COST LIVING	HEAD FAMILY	OUT-STATE CREDIT	OUT-COUNTY YRS	DAYS YR	DAYS CUM.				
			MIN	MAX	MIN	MAX	MIN	MAX	MIN.	BA	MAX.											
Bernalillo	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-				
Catron	2	MA	2700	2775	3200	3975	3400	4350	1	12	14	\$ 75	\$ 50	-	Full	5	Full	All	-	-		
Chavez	2	MA	2580	3320	3120	4460	3320	4760	7	13	14	100	100	\$420	\$240	3/4	6	3/4	6	10	15	
Colfax	2	MA	2800	3250	3200	4325	3400	4750	6	15	18	75	75	-	-	-	-	-	-	-	-	
Curry	3	MA	2860	3920	3100	4295	3340	4535	14	20	20	150	10	-	-	1/2	5	1/2	All	-	-	
DeBaca	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Dona Ana	2	MA	2660	3310	3000	4225	3200	4650	5	12	15	150	75	-	-	-	-	-	-	-	-	
Anthony	2	MA	2660	3310	3000	4225	3200	4650	5	12	15	150	75	-	-	Full	5	Full	5	8	5	10
Las Cruces	2 1/3	MA	2700	3450	3000	4225	3200	4650	6	12	15	150	75	-	-	Full	5	Full	5	8	5	10
Eddy	2	MA/15	2900	3300	3200	4500	3575	5250	4	15	20	100	50	300	240	Full	5	Full	5	10	30	
Grant	2	MA	2940	3240	3200	4840	3400	5080	3	16	16	180	100	-	-	-	-	-	-	-	-	
Hurley	BA	MA	-	-	3240	4840	3480	5080	-	16	16	100	100	-	-	Full	8	Full	8	-	-	
Silver City	2	MA	2840	3180	3200	4840	3440	5080	3	16	16	180	60	-	-	Full	5	Full	5	-	-	
Guadalupe	2 2/3	MA	2700	2700	3200	3750	3400	4450	0	6	16	100	50	-	-	-	-	-	-	-	-	
Harding	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Mosquero	3 1/3	MA	2550	3525	3000	4050	3200	4325	13	14	15	75	75	700	-	-	-	-	-	-	-	
Roy	3 2/3	MA	2700	3675	3100	4150	3300	4425	13	14	15	75	75	-	-	-	-	-	-	-	-	
Hidalgo	2	MA	2840	3065	3200	4325	3440	4565	3	15	15	75	75	-	-	Full	8	Full	8	-	-	
Lea	2	MA/15	2900	3580	3200	4875	3475	5625	4	15	20	200	75	-	330	Full	5	Full	5	10	20	
Hobbs	BA	MA/15	-	-	3200	4975	3475	5625	-	15	20	200	75	-	330	Full	5	Full	5	-	-	
Jal	2	MA/15	2900	3580	3200	4875	3475	5525	4	15	20	200	75	200	330	-	Full	5	10	20		
Lincoln	65 h	MA	2820	3045	3120	4095	3320	4445	3	13	15	75	75	-	-	1/2	5	Full	5	-	-	
Los Alamos	2	MA/30	2700	3950	3000	4700	3350	5000	10	14	14	150	50	-	-	Evaluated	Evaluated	-	-	-	-	
Luna	2	MA	2800	2915	3200	4740	3400	4940	1	20	20	115	75	-	-	Full	5	Full	5	-	-	
McKinley	2	MA	2840	2940	3200	4475	3400	4675	1	15	15	100	75	-	-	Full	5	Full	5	5	15	
Mora	88 h	MA	2840	3290	3120	4095	3320	4370	6	13	14	75	75	-	-	-	-	-	-	-	-	
Otero	BA	MA	-	-	3200	4250	3400	4450	-	14	14	75	75	-	-	1/2	5	1/2	5	5	-	
Quay	2	MA	2700	2925	3100	4225	3300	4425	3	15	15	75	75	-	200*	1/2	5	1/2	5	-	-	
Rio Arriba	2	MA	2600	2720	3000	4100	3200	4400	2	11	12	100	60	-	-	Full	4	Full	5	-	-	
Roosevelt	2	MA	2400	2400	3000	4200	3200	4700	0	12	15	100	100	-	-	1/2	5	1/2	5	10	20	
Sandoval	64 h	MA	2600	2780	3000	4140	3200	4340	2	14	14	90	60	-	-	1/3	10	1/3	10	-	-	
San Juan	2	MA/15	2955	3090	3135	3660	3360	4485	3	7	15	75	45	-	240	-	-	-	-	-	-	
San Miguel	2	MA	2800	2875	3200	4325	3400	4525	1	15	15	75	75	-	-	Full	6	Full	6	-	-	
Las Vegas City	BA	MA	-	-	3200	4325	3400	4525	-	15	15	75	75	-	-	Full	6	Full	6	-	-	
Las Vegas Town	BA	MA	-	-	3200	4250	3380	4430	-	14	14	75	75	-	-	Full	6	Full	6	-	-	
Santa Fe	2	MA	2700	2800	3200	4400	3400	4760	1	14	14	260	60	-	-	Full	4	Full	4	-	-	
Santa Fe (City)	BA	MA	-	-	3200	4400	3400	4760	-	14	14	260	60	-	-	Full	4	Full	4	-	-	
Sierra	2	MA	2800	2960	3200	4300	3400	4500	4	14	14	100	40	-	300**	-	-	Full	4	-	-	
Socorro	65 h	MA	2400	2550	3000	3975	3200	4325	2	13	15	75	75	-	-	1/2	5	Full	5	-	-	
Taos	2	MA	2670	2870	3120	4245	3320	4445	2	13	13	100	25	-	-	Full	4	Full	5	-	-	
Taos	BA	MA	-	-	3120	4245	3320	4445	-	13	13	100	25	-	-	Full	4	Full	5	-	-	
Torrance	2	MA	2700	2775	3200	3975	3400	4250	1	12	12	75	50	-	-	Full	4	-	-	-	-	
Union	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Clayton	BA	MA	-	-	3200	-	3400	-	-	-	-	-	50	-	-	-	-	-	-	-	-	
Des Moines	BA	MA	-	-	3000	-	3200	-	-	-	-	50	50	-	-	-	-	-	-	-	-	
Valencia	2	MA	2700	2820	3120	3870	3345	4395	4	10	14	75	30	120	-	-	-	-	-	-	-	

Note: h represents semester hours

*plus \$100 for each dependent child.
 **plus \$75 each for first two children.



IMPORTANT!

Special care should be taken to prevent loss or damage of this volume. If lost or damaged, it must be paid for at the current rate of typing.

