

NOTICE – This report is authorized by law (20 U.S. Code 1221e). Results of this survey will appear in summary or statistical form only, so that individuals cannot be identified.

FORM **SASS-1A**
(9-14-93)

U.S. Department of Education
National Center for Education Statistics



TEACHER DEMAND AND SHORTAGE QUESTIONNAIRE FOR PUBLIC SCHOOL DISTRICTS (LEAS)

SCHOOLS AND STAFFING SURVEY 1993-94 SCHOOL YEAR

Conducted by:

U.S. Department of Commerce
Bureau of the Census

PLEASE COMPLETE THIS QUESTIONNAIRE WITH INFORMATION ABOUT:

THIS SURVEY HAS BEEN ENDORSED BY:

American Association of School Administrators
American Counseling Association
American Federation of Teachers
Council of Chief State School Officers
Council of the Great City Schools
National Association of Elementary School Principals
National Association of Secondary School Principals
National Center for Improving Science Education
National Education Association
National Science Foundation

DEAR DISTRICT ADMINISTRATOR:

WHO IS CONDUCTING THIS SURVEY?

The National Center for Education Statistics (NCES) of the U.S. Department of Education requests your participation in this survey. The U.S. Bureau of the Census is conducting this survey by the authority of Section 406(b) of the General Education Provisions Act, as amended (20 USC 1221e).

WHY IS NCES SPONSORING THIS SURVEY?

The purpose of this survey is to obtain information about school districts, such as enrollment and teacher counts, teaching vacancies, and district policies (e.g., graduation requirements and teacher pay incentives). We will report your data only in statistical summaries so that individuals cannot be identified.

WHY SHOULD YOUR DISTRICT PARTICIPATE IN THIS SURVEY?

We are conducting this survey with only a sample of school districts. Therefore, the value of your individual contribution is greatly increased because it may represent many other districts. We encourage you to participate in this voluntary survey.

WHERE SHOULD YOU MAIL YOUR COMPLETED QUESTIONNAIRE?

Mail your completed questionnaire in the enclosed envelope to:

Bureau of the Census
Current Projects Branch
1201 East 10th Street
Jeffersonville, IN 47132-0001

THANK YOU FOR YOUR COOPERATION IN THIS VERY IMPORTANT EFFORT.

SINCERELY,



**EMERSON J. ELLIOTT
COMMISSIONER
NATIONAL CENTER FOR EDUCATION STATISTICS**

INFORMATION ABOUT REPORTING BURDEN

Public reporting burden for this collection of information is estimated to average 2 hours, including the time for reviewing instructions, gathering the data needed, and completing and reviewing the collection of information. Send comments regarding this burden estimate or any other aspect of this collection of information, including suggestions for reducing this burden, to the U.S. Department of Education, Information Management and Compliance Division, Washington, DC 20202-4651 and to the Office of Management and Budget, Paperwork Reduction Project 1850-0598, Washington, DC 20503.

INSTRUCTIONS

We suggest using a pencil to answer this questionnaire.

If you have any questions, call the Census Bureau at 1-800-221-1204. Someone will be available to take your call Monday through Friday, between 8:30 a.m. and 5:00 p.m. (Eastern Time). If you prefer, you may call the SASS coordinator for your state. A list of state SASS coordinators and their phone numbers is enclosed.

Please return this questionnaire within 2 weeks in the enclosed envelope.

1. YOUR NAME:

TITLE:

AREA CODE: TELEPHONE NUMBER:

<input type="text"/>	<input type="text"/>	<input type="text"/>	—	<input type="text"/>	<input type="text"/>	<input type="text"/>	—	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
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BEST TIME TO REACH YOU (if we have questions about any of your responses):

DAYS:

TIME:

<input type="text"/>		<input type="text"/>	a.m.
<input type="text"/>		<input type="text"/>	p.m.

2. If any of the following statements are true for the district named on the front of this questionnaire, please mark the appropriate box.

Mark (X) all that apply.

- 0050 1 This district does not employ any teachers.
- 0055 2 This district serves only prekindergarten and/or kindergarten students.
- 0060 3 This district serves only postsecondary (beyond grade 12) or adult education students.
- 0065 4 This district has merged with another.
- 0070 5 This district is no longer in operation.
- 0080 6 The agency or organization named on the front of this questionnaire is not a school district or local education agency (LEA).

3. If you marked any of the statements above, please call the Bureau of the Census at 1 - 800 - 221 - 1204 between 8:30 a.m. and 5:00 p.m. (Eastern Time).

If you did not mark any of the above statements, continue with item 4.

4. At the end of this questionnaire, you are asked to record the amount of time required to complete this form. Please record the current date and time. ↗

SECTION A – ENROLLMENT INFORMATION

NOTE – For the remainder of this questionnaire, answer only for grades K – 12 (or comparable ungraded levels) EXCEPT for items 22 – 24. If this district has any programs for prekindergarten-age children, you are asked to include these children in items 22 – 24; do not include them in any other items. Do not include postsecondary (beyond grade 12) or adult education students in any items on this questionnaire.

5. How many students were enrolled in this district in each of the grade levels listed below around the first of October?

Report only for the district named on the front page.

Please refer to your official fall report. By official fall report, we mean the report that you are required to submit by law to the state department of education. Its name varies by state.

Report students in head counts, not FTEs.

Do NOT include prekindergarten, postsecondary, or adult education students in this item.

Grade Levels	Grades offered around October 1, 1993	Enrollment around October 1, 1993
a. Ungraded (including ungraded special education students)	0115 1 <input type="checkbox"/> 0120	
b. Kindergarten	0125 1 <input type="checkbox"/> 0130	
c. 1st	0135 1 <input type="checkbox"/> 0140	
d. 2nd	0145 1 <input type="checkbox"/> 0150	
e. 3rd	0155 1 <input type="checkbox"/> 0160	
f. 4th	0165 1 <input type="checkbox"/> 0170	
g. 5th	0175 1 <input type="checkbox"/> 0180	
h. 6th	0185 1 <input type="checkbox"/> 0190	
i. 7th	0195 1 <input type="checkbox"/> 0200	
j. 8th	0205 1 <input type="checkbox"/> 0210	
k. 9th	0215 1 <input type="checkbox"/> 0220	
l. 10th	0225 1 <input type="checkbox"/> 0230	
m. 11th	0235 1 <input type="checkbox"/> 0240	
n. 12th	0245 1 <input type="checkbox"/> 0250	

6. What was the total number of students enrolled in this district around the first of October?

Please sum lines 5(a) through 5(n).

0255

Students

SECTION A – ENROLLMENT INFORMATION – CONTINUED

7. Around the first of October, how many students were:

Do not include prekindergarten, postsecondary, or adult education students.

a. American Indian or Alaska Native (Aleut, Alaska Indian, Yupik, Inupiat)?

0405 0 None or _____ Students

b. Asian or Pacific Islander (Japanese, Chinese, Filipino, Korean, Asian Indian, Vietnamese, Hawaiian, Guamanian, Samoan, other Asian)?

0410 0 None or _____ Students

c. Hispanic, regardless of race (Mexican, Puerto Rican, Cuban, Central or South American, or other Hispanic culture or origin)?

0415 0 None or _____ Students

d. Black, not of Hispanic origin?

0420 0 None or _____ Students

e. White, not of Hispanic origin?

0425 0 None or _____ Students

8. How many days are in the school year for students in this district?

0465 _____ Days per year

9. Does this district release standardized student test results to the general public at least annually?

Do not include the sharing of individual test results with parents.

0480 1 Yes

2 No

SECTION B – TEACHERS

INSTRUCTIONS FOR ITEMS 10 – 16

Please read these instructions before answering items 10 – 16.

Answer items 10 – 16 in FTE (full-time equivalent) teacher counts. Record all FTE counts to the nearest tenth, e.g., 15.0, 230.5, 78.6, etc. If your answer is a whole number, please enter a zero to the right of the decimal point (25.0, 1000.0, 28.0, 754.0).

FULL-TIME EQUIVALENT (FTE) describes the number of teaching positions in terms of an average full-time position. The FTE for an individual teacher is derived by dividing the amount of time he/she works as a teacher each week by the amount of time normally required for a full week. For example, if a full-time teacher in this district is required to work 35 hours per week, count:

- a teacher working 35 hours as 1.0.
- a teacher working 21 hours as 0.6.
- a teacher working 15 hours as a kindergarten teacher and 9 hours as a prekindergarten teacher as 0.4 for kindergarten; do not include the time spent teaching prekindergarten in items 10 – 16.
- a person who spends 28 hours as a high school English teacher and 7 hours as a guidance counselor as 0.8; do not include the time he/she spends as a guidance counselor.
- a principal who spends 5 hours teaching and 30 hours on his/her duties as principal as 0.1.

Staff to be INCLUDED:

- In addition to regular classroom teachers, be sure to include FTEs for other types of teachers, such as special education, Chapter 1, physical education, and music.

Staff to be EXCLUDED:

Exclude FTEs for –

- Prekindergarten (and lower levels)
- Postsecondary (beyond grade 12)
- Adult education
- Counselors
- Library media specialists/librarians
- Speech therapists
- Administrators and other nonteaching personnel
- Teacher aides
- Day care aides
- Short-term substitute teachers
- Student teachers

10. How many FTE teachers were employed by this district for each of these levels around October 1 of this school year?

a. Ungraded (including ungraded special education)

0995 0 None or , . FTE teachers

b. Kindergarten

1000 0 None or , . FTE teachers

c. Grades 1-12

1005 0 None or , . FTE teachers

d. Total FTE Teachers (for levels listed above)

Please sum items 10a through 10c.

1010 , . Total FTE teachers

SECTION B – TEACHERS – CONTINUED

11. Of the total FTE teachers reported in item 10d, how many held regular or standard STATE certification in their fields of assignment around October 1?

Count a teacher as certified if he/she has met this state's regular or standard certification requirements in his/her assigned field. Include those who have completed all necessary course work and practice teaching, and are eligible for full certification upon completion of a probationary period.

Do NOT count teachers who have only emergency or other nonstandard certification.

1015 0 None or , . FTE teachers

12. Of the total FTE teachers reported in item 10d, how many were itinerant teachers around October 1?

An itinerant teacher is one who teaches at two or more schools, such as a music teacher who teaches at a middle school and a high school, or a kindergarten teacher who has a morning class at one elementary school and an afternoon class at another.

1025 0 None or , . FTE teachers

13a. Around October 1 of this school year, how many FTE teaching positions were vacant or temporarily filled by a substitute teacher because suitable candidates could not be found?

1030 0 None or , . FTE positions

b. How many FTE teaching positions were abolished or withdrawn between the start of the hiring season and October 1 of this school year (or your fall reporting date) because suitable candidates could not be found?

1035 0 None or . FTE positions

14. How many FTE teaching positions were abolished, withdrawn, or filled by a substitute teacher because of budget cuts?

1040 0 None or , . FTE positions

15a. As of October 1 of this school year (or your fall reporting date), how many FTE teachers were NEWLY HIRED by this school district for this school year?

Newly hired refers to teachers employed by this school district for this school year, but not last school year. Include teachers returning from unpaid leave of absence of one school year or more. Do not include substitute teachers.

1045 0 None → **GO to item 16, page 8.**

OR

1050 , . FTE teachers

b. How many of these NEWLY HIRED FTE teachers hold regular or standard state certification in their fields of assignment?

Count a teacher as certified if he/she has met this state's regular or standard certification requirements in his/her assigned field. Include those who have completed all necessary course work and practice teaching, and are eligible for full certification upon completion of a probationary period.

Do NOT count teachers who have only emergency or other nonstandard certification.

1055 0 None or , . FTE teachers

SECTION B – TEACHERS – CONTINUED

15c. How many of these NEWLY HIRED FTE teachers hold emergency certificates?

An emergency certificate is one given to persons with insufficient teacher preparation, who must complete a certification program in order to continue teaching.

Do not include those participating in an alternate route certification program.

1065 0 None or , . FTE teachers

16. At the end of LAST SCHOOL YEAR, how many FTE teachers were laid off?

Count teachers whose contracts were not renewed at the end of the 1992-93 school year because of budget limitations, declining enrollment, or elimination of courses. Do NOT include teachers who were fired or whose contracts were not renewed because of performance reasons.

1070 0 None or , . FTE teachers

17. Around the first of October, how many part-time and full-time teachers in this district were:

Record HEAD COUNTS, not FTEs.

Do not include teachers who teach ONLY prekindergarten, postsecondary or adult education.

a. American Indian or Alaska Native (Aleut, Alaska Indian, Yupik, Inupiat)?

1075 0 None or Teachers

b. Asian or Pacific Islander (Japanese, Chinese, Filipino, Korean, Asian Indian, Vietnamese, Hawaiian, Guamanian, Samoan, other Asian)?

1080 0 None or Teachers

c. Hispanic, regardless of race (Mexican, Puerto Rican, Cuban, Central or South American, or other Hispanic culture or origin)?

1085 0 None or Teachers

d. Black, not of Hispanic origin?

1090 0 None or Teachers

e. White, not of Hispanic origin?

1095 0 None or Teachers

SECTION B – TEACHERS – CONTINUED

18. Which of the following criteria are used in considering applicants for teaching positions in this district?

a. Full standard state certification for field to be taught

- 1225 1 Not used
2 Used but not required
3 Required

b. At least emergency or temporary state certification or endorsement for field to be taught

- 1230 1 Not used
2 Used but not required
3 Required

c. Graduation from a state-approved teacher education program

- 1235 1 Not used
2 Used but not required
3 Required

d. College major or minor in field to be taught

- 1240 1 Not used
2 Used but not required
3 Required

e. Passage of a STATE test of basic skills

- 1245 1 Not used
2 Used but not required
3 Required

f. Passage of a STATE test of subject knowledge

- 1250 1 Not used
2 Used but not required
3 Required

g. Passage of a local DISTRICT test of basic skills or subject knowledge

- 1255 1 Not used
2 Used but not required
3 Required

h. Passage of the National Teachers Examination – Core battery

- 1260 1 Not used
2 Used but not required
3 Required

i. Passage of the National Teachers Examination – Professional Specialty Area

- 1265 1 Not used
2 Used but not required
3 Required

SECTION C – LIBRARY MEDIA SPECIALISTS/LIBRARIANS

INSTRUCTIONS FOR ITEMS 19 – 21

Report counts for LIBRARY MEDIA SPECIALISTS/LIBRARIANS in FTEs.

See the instructions for items 10 – 16 on page 6 for a definition of FTE and how to calculate your answers.

19. Around October 1 of this school year, how many FTE library media specialists/librarians were employed by this district?

1270 0 None or

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 FTEs

20a. Around October 1 of this school year, how many FTE library media specialist/librarian positions were vacant or temporarily filled by a substitute because suitable candidates could not be found?

1275 0 None or

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 FTE positions

b. How many FTE library media specialist/librarian positions were abolished or withdrawn between the start of the hiring season and October 1 of this school year because suitable candidates could not be found?

1280 0 None or

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 FTE positions

21. At the end of LAST SCHOOL YEAR, how many FTE library media specialists/librarians were laid off?

Count library media specialists/librarians whose contracts were not renewed at the end of the 1992-93 school year because of budget limitations, declining enrollment, or elimination of services. DO NOT include library media specialists/librarians who were fired or whose contracts were not renewed because of performance reasons.

1285 0 None or

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 FTEs

Notes

SECTION D – PROGRAMS AND SERVICES

22. Many school districts offer programs during the regular school day for children in the years before kindergarten. These programs include prekindergarten programs, nursery programs, preschool programs, day care programs, Head Start programs, and other programs operating during the regular school day for prekindergarten-age children.

a. Around the first of October, which of the following types of programs were available in this district during the regular school day?

These are meant to be independent types of programs. For any particular program, mark the label that best applies. If more than one program is available in this district during the regular school day, mark all that apply.

- 1505 1 No programs for prekindergarten-age children → **GO to item 23a, page 12.**
- 1510 2 Head Start administered by this school district
- 1515 3 Head Start administered by an outside agency
- 1520 4 Day care program administered by this district
- 1525 5 Day care program administered by an outside agency
- 1530 6 Chapter 1 prekindergarten
- 1535 7 Prekindergarten special education administered by this district
- 1540 8 Prekindergarten special education administered by an outside agency
- 1545 9 General prekindergarten program administered by this district
(not predominantly Head Start, day care, Chapter 1, or special education)
- 1550 10 General prekindergarten program administered by an outside agency
(not predominantly Head Start, day care, Chapter 1, or special education)

b. How many prekindergarten-age children were enrolled in one or more of these programs around the first of October?

Children enrolled in more than one program should be counted only once.

1555 0 None or _____ Prekindergarten-age children

c. Around October 1, how many FTE teachers employed by this district were teaching in these programs for prekindergarten-age children?

1595 0 None or . FTE teachers

Notes

SECTION D – PROGRAMS AND SERVICES – CONTINUED

23a. Around the first of October, did any of the students enrolled in this district receive Chapter 1 services?

Chapter 1 is a federally funded program which provides educational services, such as remedial reading or remedial math, to children who live in areas with high concentrations of low-income families.

- 1600 1 Yes
2 No
3 There are no students in this district → **GO to item 29, page 15.**

GO to item 24a.

b. Around the first of October, how many students enrolled in this district received Chapter 1 services?

Report a separate count for prekindergarten-age children.

1605 0 None or _____ Prekindergarten students

1610 0 None or _____ Other students (Kindergarten level and higher)

c. In head counts, how many Chapter 1 teachers and teacher aides were employed by this district around the first of October?

1625 0 None or _____ Teachers

1630 0 None or _____ Teacher aides

24a. Does this district participate in the National School Lunch Program?

- 1645 1 Yes
2 No

b. Regardless of whether this district participates in the National School Lunch Program, around the first of October, were any students in this district ELIGIBLE for the program?

- 1650 1 Yes
2 No
3 Don't know

GO to item 25a, page 13.

c. Around the first of October, how many applicants in this district were approved for the National School Lunch Program?

Report a separate count for prekindergarten-age children.

1655 0 None or _____ Prekindergarten applicants approved

1660 0 None or _____ Other applicants approved (Kindergarten level and higher)

d. Around the first of October, how many students in this district received free or reduced-price lunches through the National School Lunch Program?

This number may differ from the number of applicants approved, depending upon how the program is implemented.

Report a separate count for prekindergarten-age children.

1675 0 None or _____ Prekindergarten students

1680 0 None or _____ Other students (Kindergarten level and higher)

SECTION D – PROGRAMS AND SERVICES – CONTINUED

25a. Does this district have a "choice" program in which students can enroll in another school or district outside their attendance area without justification based on individual special needs?

- 1695 1 Yes
 2 No

GO to item 26a, page 14.

b. Which of the following options are offered in this program?

Mark (X) all that apply and enter the number of students participating in each type of "choice" program around October 1.

- 1700 1 Enrollment in a magnet school –
 How many students in this district participated this
 school year? → 1705 Students
- 1710 1 Enrollment in any school in this district –
 How many students in this district participated this
 school year? → 1715 Students
- 1720 1 Enrollment in schools in other districts –
 How many students from THIS district enrolled in
 OTHER districts this school year? → 1725 Students
- 1730 1 Enrollment of students from other districts in this state –
 How many students from OTHER districts enrolled
 in THIS district this school year? → 1735 Students
- 1740 0 None of the above

Notes

SECTION E – DISTRICT POLICIES

•High School Graduation Requirements

26a. Does this district grant regular high school diplomas?

Do not include vocational certificates, certificates of attendance, or certificates of completion.

- 1760
- 1 Yes
 - 2 No

GO to item 28a, page 15.

b. For high school graduation for students in the class of 1994, how many years of instruction are required in each of the following areas?

Record the number to the nearest TENTH, e.g., 3.0, 2.5, etc.

(1) English/Language arts

- 1765
- 0 None or .

(2) Mathematics

- 1770
- 0 None or .

(3) Computer science

- 1775
- 0 None or .

(4) Social sciences, social studies (e.g., history, geography, economics)

- 1780
- 0 None or .

(5) Physical and biological sciences

- 1785
- 0 None or .

(6) Foreign language

- 1790
- 0 None or .

c. Do these requirements reflect a 3-year or a 4-year program?

Mark (X) only one box.

- 1795
- 1 3-year program
 - 2 4-year program
 - 3 Other – **How many years?** → 1800 Years

27a. Does this district have a community service requirement for students in the class of 1994?

- 1805
- 1 Yes
 - 2 No

GO to item 28a, page 15.

b. Does this district require a certain number of hours of community service?

- 1810
- 1 Yes – **How many hours?** → 1815 Hours
 - 2 No

SECTION E – DISTRICT POLICIES – CONTINUED

•School Safety, Discipline, and Drug Prevention

28. Does this district have a written policy regarding --

a. General student discipline?

1845 1 Yes

2 No

b. Student alcohol use/abuse?

1850 1 Yes

2 No

c. Student drug use/abuse?

1855 1 Yes

2 No

d. Student tobacco use/abuse?

1860 1 Yes

2 No

•Staff Compensation and Training

29. How many months is the normal contract year for a TEACHER in this district?

Mark (X) only one box.

2080 1 9 months

2 9½ months

3 10 months

4 11 months

5 12 months

30. Does this district have an agreement with a teachers' union or organization for the purpose of collective bargaining or meet-and-confer discussions?

2085 1 Yes – **Which type?** →

2 No

2090 1 Collective bargaining

2 Meet-and-confer

Notes

SECTION E – DISTRICT POLICIES – CONTINUED

•Staff Compensation and Training – Continued

31. Is there a salary schedule for teachers in this district?

- 2095 1 Yes
 2 No

GO to item 33.

32. According to the salary schedule, what is the normal yearly base salary for --
Report salaries in whole dollars.

a. A teacher with a bachelor's degree and no teaching experience?

2100 \$ _____ .00 per year

b. A teacher with a master's degree (or its equivalent in credit hours beyond a bachelor's) and no teaching experience?

2105 \$ _____ .00 per year

c. A teacher with a master's degree plus 30 credits, and no teaching experience?

2110 \$ _____ .00 per year

d. A teacher with a master's degree (or its equivalent in credit hours) and 20 years of teaching experience?

2115 \$ _____ .00 per year

e. A teacher at the highest possible step on the salary schedule?

2120 \$ _____ .00 per year

NOTE – If you completed item 32, GO to item 34, page 17.

33. What is the range of teachers' yearly base salaries in this district?

Report salaries in whole dollars.

2125 \$ _____ .00 per year (Lowest)

TO

2130 \$ _____ .00 per year (Highest)

Notes

SECTION E – DISTRICT POLICIES – CONTINUED

•Staff Compensation and Training – Continued

34. Are teachers in this district covered by a retirement plan?

- 2140 1 Yes
 2 No

GO to item 37a.

35a. Can teachers who move to a job in this district from another district IN THIS STATE receive FULL or PARTIAL credit in the retirement system for their years of teaching experience?

- 2145 1 Yes, FULL CREDIT
 2 Yes, PARTIAL CREDIT
 3 No

GO to item 37a.

b. Do teachers have to purchase this credit?

- 2150 1 Yes
 2 No

36a. Can teachers who move to a job in this district from another district IN ANOTHER STATE receive FULL or PARTIAL credit in the retirement system for their years of teaching experience?

- 2155 1 Yes, FULL CREDIT
 2 Yes, PARTIAL CREDIT
 3 No

GO to item 37a.

b. Do teachers have to purchase this credit?

- 2160 1 Yes
 2 No

DEFINITIONS FOR ITEMS 37–39:

Cash bonus – A supplement to regular compensation over the year, but no permanent increase in salary.

Different step on the salary schedule – Placement of a teacher on a higher step of the salary schedule.

Other salary increase – Increase in base salary or other raise in salary through reclassification (other than a step increase on the salary schedule).

37a. Does this school district currently use any of the pay incentives listed above to recruit or retain teachers to teach in less desirable locations?

- 2190 1 Yes
 2 No

GO to item 38a, page 18.

b. Which of these pay incentives are used for this purpose?

Mark (X) all that apply.

- 2195 1 Cash bonus
2200 1 Different step on the salary schedule
2205 1 Other salary increase

SECTION E – DISTRICT POLICIES – CONTINUED

•Staff Compensation and Training – Continued

38a. Does this district currently use any of the pay incentives listed above item 37 to recruit or retain teachers to teach in fields of shortage?

- 2210 1 Yes
2 No

GO to item 39a.

b. Which of these pay incentives are used for this purpose?

Mark (X) all that apply.

- 2215 1 Cash bonus
2220 1 Different step on the salary schedule
2225 1 Other salary increase

C. In which fields are incentives offered?

Mark (X) all that apply.

- 2230 1 Special education
2235 2 Mathematics
2240 3 Computer science
2245 4 Physical sciences
2250 5 Biology/Life sciences
2255 6 English as a Second Language (ESL), English for Speakers of Other Languages (ESOL), Bilingual education
2260 7 Foreign languages
2265 8 Vocational-technical education
2270 0 None of the above

39a. Does this district currently use any of the pay incentives listed above item 37 for teachers' completion of in-service training or college credits?

- 2275 1 Yes
2 No

GO to item 40.

b. Which of these pay incentives are used for this purpose?

Mark (X) all that apply.

- 2280 1 Cash bonus
2285 1 Different step on the salary schedule
2290 1 Other salary increase

40. Does this school district currently use pay incentives for other purposes (e.g., retaining good teachers, rewarding excellence)?

- 2295 1 Yes
2 No

(Please correct any error in name, address, and ZIP Code.)

