

Appendix A

NCES Locale Classifications and Criteria*

The NCES locale framework is composed of four basic types (City, Suburban, Town, and Rural), each containing three subtypes. It relies on standard urban and rural definitions developed by the U.S. Census Bureau, and each type of locale is either urban or rural in its entirety. The NCES locales can be fully collapsed into a basic urban–rural dichotomy or expanded into a more detailed collection of 12 distinct categories. These subtypes are differentiated by size (in the case of City and Suburban assignments) and proximity (in the case of Town and Rural assignments).

- City – Large (11): Territory inside an Urbanized Area and inside a Principal City with population of 250,000 or more.
- City – Midsize (12): Territory inside an Urbanized Area and inside a Principal City with population less than 250,000 and greater than or equal to 100,000.
- City – Small (13): Territory inside an Urbanized Area and inside a Principal City with population less than 100,000.
- Suburban – Large (21): Territory outside a Principal City and inside an Urbanized Area with population of 250,000 or more.
- Suburban – Midsize (22): Territory outside a Principal City and inside an Urbanized Area with population less than 250,000 and greater than or equal to 100,000.
- Suburban – Small (23): Territory outside a Principal City and inside an Urbanized Area with population less than 100,000.
- Town – Fringe (31): Territory inside an Urban Cluster that is less than or equal to 10 miles from an Urbanized Area.
- Town – Distant (32): Territory inside an Urban Cluster that is more than 10 miles and less than or equal to 35 miles from an Urbanized Area.
- Town – Remote (33): Territory inside an Urban Cluster that is more than 35 miles from an Urbanized Area.
- Rural – Fringe (41): Census-defined rural territory that is less than or equal to 5 miles from an Urbanized Area, as well as rural territory that is less than or equal to 2.5 miles from an Urban Cluster.
- Rural – Distant (42): Census-defined rural territory that is more than 5 miles but less than or equal to 25 miles from an Urbanized Area, as well as rural territory that is more than 2.5 miles but less than or equal to 10 miles from an Urban Cluster.
- Rural – Remote (43): Census-defined rural territory that is more than 25 miles from an Urbanized Area and also more than 10 miles from an Urban Cluster.

*Text pulled directly from NCES Locale Classifications and Criteria:

https://nces.ed.gov/programs/edge/docs/locale_classifications.pdf

Citation: LeBeau, K. (2026). Hitting the \$40,000 threshold: A critical policy analysis of Indiana competitive teacher pay legislation. *Education Policy Analysis Archives*, 34(11). <https://doi.org/10.14507/epaa.34.9160>

Appendix B

Table B1

Correlations between Independent Variables

| | Urban | Suburb | Town | Rural | ADM 21 to 22 | ADM 22 to 23 | ADM 10 year | % FRPL 20 | % White 20 | % FRPL 23 | % White 23 |
|------------|---------|---------|---------|---------|-----------------|-----------------|----------------|--------------|---------------|--------------|---------------|
| Urban | 1 | | | | | | | | | | |
| Suburb | -0.14** | 1 | | | | | | | | | |
| Town | -0.16** | -0.24** | 1 | | | | | | | | |
| Rural | -0.33** | -0.48** | -0.55** | 1 | | | | | | | |
| ADM 21to22 | -0.07 | 0.06 | 0 | 0 | 1 | | | | | | |
| ADM 22to23 | -0.12* | 0.03 | 0.01 | 0.04 | 0.05 | 1 | | | | | |
| ADM 10year | -0.02 | 0.28** | -0.11 | -0.11 | 0.42** | 0.34** | 1 | | | | |
| % FRPL20 | 0.20** | -0.12* | 0.18** | -0.21** | -0.32** | -0.14* | -0.43** | 1 | | | |
| % White20 | -0.54** | -0.34** | 0.1 | 0.48** | 0.12 | 0.13* | 0 | -0.48** | 1 | | |
| % FRPL23 | 0.28** | -0.11 | 0.16** | -0.21** | -0.31** | -0.14* | -0.39** | 0.96** | -0.48** | 1 | |
| % White23 | -0.54** | -0.37** | 0.1 | 0.50** | 0.1 | 0.12* | -0.03 | -0.47** | 0.996** | -0.46** | 1 |

Note: Significant p -values are denoted by * 0.05; ** 0.01.

Appendix B Cont.

Table B2

Correlation Table by Minimum Salary

| | 2019-20 | 2022-23 |
|------------------------------|---------|---------|
| Urban | 0.30** | 0.20** |
| Suburb | 0.52** | 0.53** |
| Town | -0.18** | -0.13* |
| Rural | -0.42** | -0.41** |
| ADM 20-21 to 21-22 | | 0.04 |
| ADM 21-22 to 22-23 | | 0.04 |
| ADM 10 year | 0.32** | 0.29** |
| % FRPL 20/23 | -0.13* | -0.13* |
| % White 20/23 | -0.50** | -0.45** |
| % Basic Change | | 0.04 |
| % Tuition Change | | 0.04 |
| CWIFT Estimate | 0.51** | 0.43** |
| Salary Change 19-20 to 22-23 | | 0.52** |

Note: Significant p -values are denoted by * 0.05; ** 0.01.

Percent FRPL & White 23/20 indicates that the variable year corresponds with the salary year.

Appendix C

Table C1

VIF Statistics without Interaction Terms (2022-23)

| Variable | VIF | 1/VIF |
|------------|------|-------|
| Rural | 3.09 | 0.32 |
| PctWhite23 | 2.67 | 0.37 |
| Town | 2.48 | 0.40 |
| PctFRPL23 | 1.78 | 0.56 |
| Urban | 1.56 | 0.64 |
| ADM10yr | 1.31 | 0.77 |
| Mean VIF | 2.15 | |

Table C2

VIF Statistics with Interaction Terms (2022-23)

| Variable | VIF | 1/VIF |
|---------------|-------|-------|
| Town | 30.73 | 0.03 |
| Rural | 17.43 | 0.06 |
| Urban | 16.93 | 0.06 |
| PctFRPL23 | 4.37 | 0.23 |
| Locale x FRPL | | |
| Town | 32.03 | 0.03 |
| Urban | 18.92 | 0.05 |
| Rural | 18.84 | 0.05 |
| PctWhite23 | 2.89 | 0.35 |
| ADM10yr | 1.33 | 0.75 |

Appendix D

2022-23 Minimum Teacher Salary and Principal Cities

2022-23 Minimum Teacher Salary

