

### 근무성적평정 조정점 조건표(중등)

NO	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30
1	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100
2	99.20	99.26	99.26	99.26	99.31	99.31	99.31	99.31	99.34	99.34	99.34	99.36	99.36	99.36	99.38	99.38	99.38	99.38	99.45	99.45
3	98.40	98.52	98.52	98.52	98.62	98.62	98.62	98.62	98.68	98.68	98.68	98.72	98.72	98.72	98.76	98.76	98.76	98.76	98.90	98.90
4	94.99	97.78	97.78	97.78	97.93	97.93	97.93	97.93	98.02	98.02	98.02	98.08	98.08	98.08	98.14	98.14	98.14	98.14	98.35	98.35
5	94.36	94.99	94.99	94.99	97.24	97.24	97.24	97.24	97.36	97.36	97.36	97.44	97.44	97.44	97.52	97.52	97.52	97.52	97.80	97.80
6	93.73	94.36	94.36	94.40	94.99	94.99	94.99	94.99	96.70	96.70	96.70	96.80	96.80	96.80	96.90	96.90	96.90	96.90	97.25	97.25
7	93.10	93.73	93.73	93.81	94.40	94.40	94.43	94.43	94.99	94.99	94.99	96.16	96.16	96.16	96.28	96.28	96.28	96.28	96.70	96.70
8	92.47	93.10	93.10	93.22	93.81	93.81	93.87	93.87	94.43	94.46	94.48	94.99	94.99	94.99	95.66	95.66	95.66	95.66	96.15	96.15
9	89.99	92.47	92.47	92.63	93.22	93.22	93.31	93.31	93.87	93.93	93.97	94.48	94.48	94.49	94.99	94.99	94.99	94.99	95.60	95.60
10	89.19	89.99	89.99	92.04	92.63	92.63	92.75	92.75	93.31	93.40	93.46	93.97	93.97	93.99	94.49	94.49	94.54	94.54	94.99	94.99
11	88.39	89.19	89.25	89.99	92.04	92.04	92.19	92.19	92.75	92.87	92.95	93.46	93.46	93.49	93.99	93.99	94.09	94.09	94.54	94.58
12	---	88.39	88.51	89.25	89.99	89.99	91.63	91.63	92.19	92.34	92.44	92.95	92.95	92.99	93.49	93.49	93.64	93.64	94.09	94.17
13	---	---	87.77	88.51	89.25	89.30	89.99	89.99	91.63	91.81	91.93	92.44	92.44	92.49	92.99	92.99	93.19	93.19	93.64	93.76
14	---	---	---	87.77	88.51	88.61	89.30	89.33	89.99	91.28	91.42	91.93	91.93	91.99	92.49	92.49	92.74	92.74	93.19	93.35
15	---	---	---	---	87.77	87.92	88.61	88.67	89.33	89.99	90.91	91.42	91.42	91.49	91.99	91.99	92.29	92.29	92.74	92.94
16	---	---	---	---	---	87.23	87.92	88.01	88.67	89.33	89.99	90.91	90.91	90.99	91.49	91.49	91.84	91.84	92.29	92.53
17	---	---	---	---	---	---	87.23	87.35	88.01	88.67	89.33	89.99	89.99	90.49	90.99	90.99	91.39	91.39	91.84	92.12
18	---	---	---	---	---	---	---	86.69	87.35	88.01	88.67	89.33	89.35	89.99	90.49	90.49	90.94	90.94	91.39	91.71
19	---	---	---	---	---	---	---	---	86.69	87.35	88.01	88.67	88.71	89.35	89.99	89.99	90.49	90.49	90.94	91.30
20	NO	3	4	5	6	7	8	9	10	86.69	87.35	88.01	88.07	88.71	89.35	89.37	89.99	89.99	90.49	90.89
21	1	100	100	100	100	100	100	100	100	---	86.69	87.35	87.43	88.07	88.71	88.75	89.37	89.44	89.99	90.48
22	2	94.99	94.99	99.00	99.00	99.00	99.00	99.20	99.20	---	---	86.69	86.79	87.43	88.07	88.13	88.75	88.89	89.44	89.99
23	3	89.99	93.99	94.99	94.99	94.99	94.99	98.40	98.40	---	---	---	86.15	86.79	87.43	87.51	88.13	88.34	88.89	89.44
24	4	---	89.99	93.99	93.99	94.20	94.20	94.99	94.99	---	---	---	---	86.15	86.79	86.89	87.51	87.79	88.34	88.89
25	5	---	---	89.99	89.99	93.41	93.41	94.20	94.39	---	---	---	---	---	86.15	86.27	86.89	87.24	87.79	88.34
26	6	---	---	---	88.99	89.99	89.99	93.41	93.79	---	---	---	---	---	---	85.65	86.27	86.69	87.24	87.79
27	7	---	---	---	---	88.99	89.19	89.99	93.19	---	---	---	---	---	---	---	85.65	86.14	86.69	87.24
28	8	---	---	---	---	---	88.39	89.19	89.99	---	---	---	---	---	---	---	---	85.59	86.14	86.69
29	9	---	---	---	---	---	---	88.39	89.19	---	---	---	---	---	---	---	---	---	85.59	86.14
30	10	---	---	---	---	---	---	---	88.39	---	---	---	---	---	---	---	---	---	---	85.59

※ 교사의 경우 2인 이하의 조정점은 총점에 해당하는 급간의 최고점을 부여한다.

예1) 총점이 95.78인 경우 급간이 '수'이므로 조정점을 100점으로 부여함.

예2) 총점이 93.27인 경우 급간이 '우'이므로 조정점을 94.99점으로 부여함.

예3) 총점이 86.65인 경우 급간이 '미'이므로 조정점을 89.99점으로 부여함.