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N. E. A. BULLETIN

Vol. VI, No. 5

April, 1918

Whole Number 34

Entered as second-class matter December 8, 1917, at the post-office at Washington, D. C., under the Act of August 24, 1912. Published September, December, January, February, April, and June, by the National Education Association of the United States. Office of publication, 1400 Massachusetts Avenue, N. W. Washington, D. C.

ANNUAL MEETING OF THE N. E. A., PITTSBURGH, PA., JUNE 29-JULY 6, 1918
COMPLETE PROGRAM WILL APPEAR IN MAY NUMBER

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TEACHERS RING TRUE

LIBERTY BOND DRIVE WAR SAVINGS STAMPS DRIVE FIFTY THOUSAND NEW MEMBERS THE PITTSBURGH MEETING

The teachers and the schools are the Government's best agents for getting the help of all the people in doing the home work necessary for winning the war. Although the cost of living has advanced 85 per cent and teachers' salaries have been only slightly increased, teachers by economizing and sacrificing are purchasing Liberty Bonds and War Savings Stamps, besides donating their time and services in promoting Government enterprises in various ways. These sacrifices and even greater than these if necessary will be made by teachers until the war is won.

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PITTSBURGH ACCOMMODATIONS

There are only two or three cities in the United States where the hotels alone could care for a large N. E. A. attendance. Pittsburgh is not one of these, but comes next to these in accommodations. It is too much to expect that any live city except one of the very large ones will have a surplus in hotel accommodations to care for many additional thousands of people at any one time. Fortunately many teachers prefer to room outside the hotels. While it might have been possible in Chicago and in New York for the hotels to care for all, thousands of teachers took rooms at private residences as a matter of preference.

Pittsburgh has a few very good hotels and a number of acceptable hotels, but Pittsburgh is short on hotel accommodations when compared with Chicago, New York, or Atlantic City. Pittsburgh, like Boston, is long on available rooms among the best homes of the people. The people who live in the fine residential district near the meeting places are taking pride in placing at the disposal of the local committee rooms in their homes at reasonable rates.

The local committee and the people of the city assure us that our members, however large the attendance, will find satisfactory rooming places. Profiting from the experience of other cities, the local committee is organizing the work in advance, so as to have everything in readiness when teachers arrive. There will be an Information Bureau at each railroad station. The Boy Scouts and the Committees of Young Women will meet every train to escort teachers to rooming places. It is not necessary to reserve rooms in advance, since each Information Bureau will be able to send each one to a good room without delay.

At one time, owing to the extensive use made of Pittsburgh by the government, it looked as if the location of the meeting would need to be changed, but the citizens and local committees soon saw their way thru the difficulties and did not ask to be released from their contract. Changing the location of a meeting is always one of the most unsatisfactory duties of the Executive Committee. Of course we all realize that the work of the government and other agencies aiding in winning the war must have the right of way, and we must expect inconveniences in travel and local difficulties of various kinds. Pittsburgh will be fortunate to avoid all of these difficulties.

Members are advised by the local committee against taking rooms for only one in a room, and especially so in the headquarters hotel. Since hotel accommodations are somewhat limited, hotel space must be conserved as much as possible. All states have headquarters at the William Penn Hotel. It is recommended that these rooms be used as sleeping rooms for representatives of these states as a way of conserving space.

It hardly seems possible to have a more perfect local organization and better local arrangements than we had at New York, Boston, Portland, and some other places, yet Pittsburgh is making an effort to improve upon what has been accomplished at any previous meeting.

THE PITTSBURGH SUMMER SCHOOL

The Universities where meetings have been held have, as a rule, arranged their summer schools to accommodate members of the N. E. A. Pittsburgh University follows this custom and arranges courses to meet the needs of members and fixes the date of opening to follow the closing day of the N. E. A. meetings. The term is six weeks.

One of the Summer Schools of Patriotism, promoted by the National Security League, will be held at the University. Music, studies in education, and studies in the fine and industrial arts receive attention. Special war courses in science and other studies are to be offered.

Inasmuch as summer schools in or near cities which have entertained the N. E. A. summer conventions have invariably had a large increase in enrolment from the N. E. A. membership, the University of Pittsburgh is preparing to accommodate a large number of those who will attend the Pittsburgh convention. Many summer schools West, and further East, plan to extend their accommodations for the summer session.

THE ATLANTIC CITY MEETING

The Atlantic City meeting was an epoch making session of the Department of Superintendence. As often happens during these war times, most of the government representatives found it necessary to remain on duty in Washington, yet the programs were ably carried out, and definite progress was made in laying the foundations for reorganizing Education to meet new conditions. The Commission, which came into existence at this meeting, will, as Dr. Winship says, "go into history as a factor in the world war."

Dr. Thomas E. Finegan may well be proud of this meeting. The members of the Department were certainly pleased with the work of their president. The Department has had many fine presiding officers, but never one who excelled Dr. Finegan in the dignity and art of presiding.

PITTSBURGH MEETING PLACES

Just as Atlantic City has the best hotel facilities of any city in the country, Pittsburgh has by far the best meeting places. Within a square of three or four blocks are more than twenty-five meeting places to care for audiences above 500. Ten or more places accommodate audiences of 1,000 to 3,500. Great care is being taken to arrange for assembly rooms to accommodate all who desire to attend the meetings.

PITTSBURGH'S SUMMER CLIMATE

Contrary to conditions in most large cities, Pittsburgh is a very comfortable place for summer meetings. It is seldom, indeed, that oppressive heat is suffered for more than a few days in succession and then, as a rule, the conditions are found to be less severe than in case of most other cities of the same latitude.

The following table based on Government reports for the year 1915 (the latest we happen to have at hand) is typical and shows the desirability of Pittsburgh as a place of summer residence:

		Temperature for 1915				For 45 yrs. to 1915		
	CITY	Mean	Max- imum	Mini- mum	Days 90° or more	Mean	Maxi- mum	Mini- mum
JULY	Cleveland	70°	89°	55°	0	71.8	97.	46.
	Boston	70°	90°	58°	1	72.	104.	46.
	Cincinnati	74°	95°	54°	6	77.4	105.	53.
	Philadelphia	76°	93°	61°	3	76.5	103.	54.
	New York	72°	92°	59°	1	74.	99.	50.
	Chicago	70°	88°	53°	0	72.6	103.	50.
	Pittsburgh	72°	89°	54°	0	74.7	103.	49.
AUGUST	Cleveland	67°	86°	48°	0	69.9	99.	46.
	Boston	69°	89°	51°	0	69.8	91.	47.
	Cincinnati	69°	90°	43°	0	75.4	101.	43.
	Philadelphia	73°	96°	58°	1	74.4	101.	51.
	Pittsburgh	69.1°	89°	46°	0	72.6	100.	45.
	Chicago	67°	86°	47°	1	71.4	98.	47.
	New York	70°	87°	55°	0	72.5	96.	51.

—Prepared by the University of Pittsburgh.

THE CLOSING SESSION

Here is the program for the closing session of the Pittsburgh meeting, Friday afternoon, July 5. The entire program is nearing completion. The program for every session, like this one, contains the names of men and women, leaders in the affairs of the nation, who are to deliver addresses on subjects of vital importance. Two cabinet members have accepted places on the program and two others will likely accept later. An invitation has been extended to President Wilson to deliver an address at this meeting.

The presidents' duties are arduous and prevent his leaving Washington except on matters of unusual importance. Owing to the work of the school teachers and their schools in helping to win the war, it is believed that President Wilson would be pleased to favor the N. E. A., provided his official duties will permit his doing so.

FRIDAY AFTERNOON, JULY 5, 1918

WAR MODIFIED EDUCATION AND THE DILUTION OF WOMEN IN INDUSTRY

Hilda Mulhauser Richards, Chief of the Woman's Division of the U. S. Employment Service of the Department of Labor, Washington, D. C.

WAR MODIFIED EDUCATION, LABOR AND DEMOCRACY

Samuel Gompers, National President of the American Federation of Labor, Washington, D. C.

WAR MODIFIED EDUCATION IN RELATION TO ILLITERACY

Cora Wilson Stewart, President Kentucky Illiteracy Commission, Frankfort, Kentucky

WAR MODIFIED EDUCATION AND THE RISE OF THE COMMON LIFE THRU IT

A. E. Winship, Editor of *Journal of Education*, Boston, Mass.

REPORT OF THE COMMITTEE ON ORGANIZATION

Members of the Association are requested to study the Report of the Committee on Organization from every angle. Send criticisms to the Chairman of the Committee, President W. B. Owen, Chicago Normal College, Chicago, Ill. After getting the views of members, the Committee will hold another meeting to decide upon changes which should be made in the first draft of the Report which is printed complete in this number of the BULLETIN.

It is important to call the attention of the Committee at once to changes in the Report which are desired, so that the same may receive careful consideration before the date of the Pittsburgh meeting.

PITTSBURGH HOTELS

The following are the leading hotels of Pittsburgh, together with the statement made by the local committee: (See statement of the local committee following list of hotels.)

WILLIAM PENN HOTEL

N. E. A. Headquarters

1,000 rooms each with bath or shower

Roof Garden Restaurant

Rates: \$2.00 per day per person and up, more than one in room.

Few single rooms

Garage and Parking Facilities near

SEVENTH AVENUE HOTEL

Liberty Ave., Seventh Ave. and Ninth St.

Two squares from Pennsylvania Depot.

Two squares from Convention Headquarters.

Rates: Single room without bath—\$1.50 per day for 1 person.
 Single room without bath—\$2.50 per day for 2 persons.
 Single room with bath—\$2.50 and up per day for 1 person.
 Single room with bath—\$3.50 and up per day for 2 persons.

HOTEL HENRY

Fifth Avenue

One block from headquarters

Rooms without bath

1 person in room	-----	\$2.50
2 persons in room	-----	4.00
3 persons in room	-----	5.00
4 persons in room	-----	6.00

Rooms with bath.

1 person in room	-----	\$3.00
2 persons in room	-----	5.00
3 persons in room	-----	6.50
4 persons in room	-----	8.00

HOTEL CHATHAM

Penn Avenue

Three blocks northwest from headquarters

Rates: Single room without bath	-----	\$1.50
Double room without bath	-----	2.00
Single room with bath	-----	2.00
Double room with bath	-----	3.00

COLONIAL-ANNEX HOTEL

Sixth St. and Penn Ave.

Just four short squares from headquarters

Rates: Single room without private bath	-----	\$1.50
Double room without private bath	-----	2.50
Single room with private bath	-----	2.00
Double room with private bath	-----	3.00

Club breakfast, business men's lunch and special
 dinners are served in the restaurant

MONONGAHELA HOUSE

Smithfield and Water Sts.

River front—convenient to Convention Headquarters
 and all railroads and trolley lines

Rates: Single rooms without bath	-----	\$1.50 per day
Two occupants—1 room—1 double bed	-----	\$1.00 per day each
Single room with bath	-----	\$2.50 and \$3.00 per day
Two occupants—1 room	-----	\$2.00 and \$2.50 per day each

HOTEL ANDERSON

Penn Ave. and Federal St.

50 single rooms at \$1.50 per day, per person

50 double rooms at \$1.25 per day, per person

2 in a room; or \$2.50 per day

50 very large rooms (15 of these with bath)

to hold from 3 to 5 persons in a room, at \$1.50 per day, per person;

said rooms to hold not less than 3 persons to a room.

Rooms with bath, single person, \$3.00 and \$4.00 per day,

and for man and wife (or only 2 persons)

\$4.00 and \$5.00 per day.

Minimum rates—\$1.50 per day, single; \$1.25 double.

Maximum rates—Single persons \$4.00 per day; double, \$5.00 per day

HOTEL LORRAINE

Cor. N. Highland Ave. and Rodman St.

East End.

Single rooms without bath.....\$1.00, \$1.25 and \$1.50 per day

Double rooms without bath.....\$2.00 and \$2.50 per day

Single rooms with bath.....\$2.00 per day

Double rooms with bath.....\$3.00 per day

All rooms have running water.

Breakfast and evening dinner.....60c

Luncheon50c

MOTOR SQUARE HOTEL

Center Ave. and Beatty St.

On the Lincoln Highway

Every room an outside room

Rooms without bath.....\$1.50 per person

Rooms with bath.....2.50 per person

LAMONTE HOTEL

Spahr and Alder Sts.

Capacity—50 guests

Single rooms, with running water and use of public bath.....\$1.00 per day

Double rooms with connecting bath—\$2.00 per day, or \$1.50 per day each for 2 guests
in each room.

Large room with running water and public bath—\$2.50 per day per person

Rooms with running water and use of bath and small annex, 2 guests in a room

\$1.00 per day each

Meals: Breakfast, 75c; luncheon, 75c; dinner, \$1.00

HOTEL SCHENLEY

Grant Boulevard, Forbes St. and Fifth Ave., Pittsburgh, Pa.

European Plan—Rates: \$2.00-\$6.00 per day.

One block from Convention Halls.

C. A. Blanchard, Director.

FORT PITT HOTEL

Three Squares from Convention Headquarters

800 rooms each with bath, shower, or running water.

Rates: \$2.00 per day per person and up

Located in center of business district

One square from Pennsylvania Railroad Station

Floor-plan drawings of the hotels in this list are not available, but each request for accommodations addressed to the committee will be answered directly by the hotel requested or selected, and the rates thus given will be binding as to contract.

Dormitory rooms, boarding and private home accommodations, relatively near the Convention Halls, may be engaged at very reasonable rates by those desiring the same.

Those desiring accommodations for this Convention are requested to correspond with the hotel selected or with the undersigned, stating the nature of accommodations wanted and approximate per diem rates.

S. S. BAKER,

Associate Superintendent, Pittsburgh Public Schools

Chairman, Hotel, Lodging and Accommodation Committee

Room 732 Fulton Building

Pittsburgh, Pa.

DRIVE FOR 50,000 NEW MEMBERS

THE RECRUITING PLAN

- I. The National Committee on the Enlistment of the Profession
 1. Appointed by the N. E. A. Commission
- II. The State Committee on the Enlistment of the Profession
 1. Appointed by the State Director
 2. Membership of the Committee
 - a. All County and City Superintendents
 - b. All Normal School, College and University Presidents
 3. The Executive Committee
 - a. The State Director
 - b. The State Superintendent or Commissioner
 - c. The President of the State Teachers' Association
 - d. Five members appointed by the Director and State Superintendent
- III. The Local Committee on the Enlistment of the Profession.
 1. County Committee
 - a. Appointed by County Superintendent
 2. City Committee
 - a. Appointed by City Superintendent
 3. Normal School, College or University Committee
 - a. Appointed by the Normal school college or University President

TO WORK WITHOUT LOST MOTION WE MUST ALL WORK TOGETHER

THE ENLISTMENT OF THE PROFESSION

To the Teachers of America:

The teachers of the United States have been patriotic leaders in every war emergency drive. With their money and their personal services, they have supported and will continue to support generously, the Liberty Loans, and the drives for the Y. M. C. A., the Y. W. C. A., the Red Cross, and other agencies whose enlarged public undertakings have been made necessary by the war.

Is it not now time to enlist the profession in an educational emergency drive? The National Education Association believes that the hour for enlistment has struck. Thru its Commission, the Association issues this rallying call for at least 50,000 teachers to enlist at once, in order that war emergency work in education may be directed by an agency representing all elements and interests of the teaching profession.

The present shortage of teachers, the welfare of teachers in service, the education of adult illiterates, immigrant education, health and recreation programs, better rural education, training for all forms of national service, and the necessity to give immediate support to the Committee on Teachers' Salaries, Tenure, and Pensions, were emergency problems put up to the officers of the National Education Association. The Association was obliged to undertake the work at once or to allow it to be done by some other agency, and therefore appointed the Joint Commission on the National Emergency in Education. This Commission is now hard at work. The Association relies upon the teachers of the country for the entire financial support of the big program.

This is a professional service-call to every teacher in America! If France enrolls 110,000 teachers in her national association, surely America should enlist 50,000 at once, and many more next year. With such a large body of teachers actively working, the voice of the National Education Association will be effective. Every recruit will share with the teachers of the country the advantages of quick, decisive action. Now is the time to enlist!

Yours for the good of American Education,

C. G. PEARSE
SUSAN M. DORSEY
LOTUS D. COFFMAN
J. M. GWINN
AGNES DOHERTY
THOMAS E. FINEGAN
JOSEPHINE CORLISS PRESTON

Committee on the Enlistment of the Profession.

FEDERATION

DES

AMICALES D' INSTITUTRICES ET D'INSTITUTEURS PUBLICS

de France et des Colonies

Paris, February 15, 1918.

*The President of the National Education Association
of the United States of America.*

Mr. President :

At the time when numbers of American citizens are arriving in France en masse to join our heroic soldiers and to fight with us for the triumph of right, justice, and

civilization, I come in the name of the National Education Association of France and the Colonies, which numbers 110,000 members, to address to you a cordial and fraternal salute which we beg you to please transmit to the members of your Association.

We have thought that the coming to France of all these brave American soldiers might be an occasion for establishing close and fraternal relations with the members of your Association who would be among us.

Our Association has already manifested its desire to enter into closer relations with your Association by sending M. Buisson to represent it at the Congress at San Francisco in 1915.

Today we can increase our effort by putting ourselves at the disposition of the teachers who remain in France during the war.

Will you please make known to them our desire and let me know where I can find some of these gentlemen. The teachers of France will be happy to establish with American colleagues friendly and fraternal relations.

Please accept, Mr. President, the assurance of our perfect consideration and our fraternal sentiments.

(Signed) MADAM MANGER,
General Secretary.

If France and her Colonies enroll 110,000 teachers in their National Education Association, the United States and her Colonies should in the same proportion enrol not less than 140,000 teachers.

GENERAL MANUAL OF PRIMARY INSTRUCTION

Librairie Hachette et Cie
79, Boul. Saint-Germain, Paris

February 4, 1918.

Dear Sir:

I read in the 2d number of the N. E. A. BULLETIN the following: "The Secretary's office is anxious to get the names of all N. E. A. members who are in military service. We want their names for our Honor Roll to be printed in the N. E. A. BULLETIN. Let each reader of this item who knows of an active member in military service send the name."

Will you please permit me to take this occasion of calling to the remembrance of the N. E. A. that I have already filled an official mission as Delegate to the Congress at Oakland in 1915. I am enclosing you herewith the little report which I published on this subject and which I sent at the time to Mr. Springer.

Today I am going to ask you to please announce the following: All the members of the N. E. A. who are passing through Paris will be welcome at the General Manual. They will find me there usually every day in the afternoon from 3:00 to 5:00 o'clock, and I will be happy to talk with them of the American and French schools.

I would be very grateful to you if you would make this announcement to your colleagues who may have to pass some days in Paris.

Please accept, dear Sir, the assurance of my cordial remembrance.

F. BUISSON.

You would be very kind to send me in exchange for the General Manual the N. E. A. BULLETIN. It would be very agreeable to me to be present at the general assembly, but I dare not hope to be there and I do not know, moreover, whether the N. E. A. would receive there a foreigner as at Oakland.

NATIONAL EDUCATION ASSOCIATION OF THE UNITED STATES

France and her Colonies now enroll 110,000 teachers in a great national association. In the same proportion, the United States should enrol at least 140,000 teachers in the National Education Association. America's teachers must stand together for America's children. Nearly a hundred other national organizations are attempting to cooperate with the government thru the schools. Why should not the teachers of America stand solidly together to make effective all this emergency work in education?

Increase salaries for teachers, and a better program of progressive education to meet America's needs, are certain to result if the teachers of America stand back of the **Commission on the National Emergency in Education and the Program for Readjustment During and After the War.** At least 50,000 teachers should enlist at once. This army can be raised if, in proportion to the total number of teachers, each state should furnish its quota of recruits as follows:

Alabama	874	Nevada	56
Arizona	114	New Hampshire	259
Arkansas	888	New Jersey	1,330
California	1,400	New Mexico	161
Colorado	500	New York	4,326
Connecticut	503	North Carolina	1,156
Delaware	60	North Dakota	674
District of Columbia	147	Ohio	2,546
Florida	407	Oklahoma	1,032
Georgia	1,198	Oregon	505
Idaho	273	Pennsylvania	3,440
Illinois	2,735	Rhode Island	223
Indiana	1,602	South Carolina	672
Iowa	2,232	South Dakota	572
Kansas	1,249	Tennessee	1,064
Kentucky	1,034	Texas	2,083
Louisiana	606	Utah	273
Maine	582	Vermont	273
Maryland	518	Virginia	1,042
Massachusetts	1,520	Washington	756
Michigan	1,680	West Virginia	840
Minnesota	1,456	Wisconsin	1,392
Mississippi	913	Wyoming	136
Missouri	1,819		
Montana	360		
Nebraska	1,027	Total	50,507

RECONSTRUCTION OF EDUCATION IN ENGLAND

Any inquiry into education at the present juncture is big with issues of National fate. In the great work of reconstruction which lies ahead there are aims to be set before us which will try, no less searchingly than war itself, the temper and enduring qualities of our race; and in the realization of each and all of these, education with its stimulus and discipline, must be our stand-by. We have to perfect the civilization for which our men have shed their blood and our women their tears; to establish new standards of value in our judgment of what makes life worth living, more wholesome

and more restrained ideals of behaviour and recreation, finer traditions of co-operation and kindly fellowship between class and class and between man and man. We have to restore the natural relations between the folk and the soil from which the folk derives its sustenance, to revivify with fresh scientific methods and better economic conditions the outworn practice of our agriculture, to learn over again that there is no greater public benefactor than the man who makes two ears of corn to grow where but one grew before. We have to bring research to bear upon the processes of our manufacturers, to overhaul routine and eliminate waste, to carry our reputation for skilful workmanship and honest and intelligent trafficking into new markets and to maintain it in the old. These are tasks for a nation of trained character and robust physique, a nation alert to the things of the spirit, reverential of knowledge, reverential of its teachers, and generous in its estimate of what the production and maintenance of good teachers inevitably cost. Whether we are to be such a nation must now depend largely upon the will of those who have fought for us, and upon the conception which they have come to form of what education can do in the building up and glorifying of national life. For ourselves, we are content to leave it to that arbitrament.—*From the final Report of the English Committee on Juvenile Education in relation to employment after the war.*

THE BEAUTIES OF TEUTONIC LITERATURE APPRECIATED BY BOARDS AND SUPERINTENDENTS BUT NOT BY PUPILS

Empty benches are confronting the teachers of German all over the United States despite the insistence of school boards and school superintendents that the scholars ought to learn the beauties of Teutonic literature, war or no war. The pupils simply won't do it, it seems. A thousand replies from every part of the United States in response to an inquiry show that the German classes are dwindling in various parts of the country—10 per cent here, 50 per cent there, 100 per cent in many places. The lofty and perfectly logical view is taken by many school authorities that we are not at war with German literature, and the instruction is continued; but the students fail to appear.—*The Literary Digest.*

COMMISSION CONDEMNS TEACHING IN FOREIGN LANGUAGES

Strong for English Language in Schools

The following resolution was unanimously past by the National Education Association Commission on the National Emergency in Education at its session of April 12, 1918, at N. E. A. headquarters, 1400 Massachusetts Avenue:

The National Education Association Commission on the National Emergency in Education and Necessary Readjustment During and After the War, representing thousands of loyal and patriotic teachers, believes the practice of giving instruction to children in the common branches in a foreign tongue to be un-American and unpatriotic, and we believe that all instruction in the common branches for all children in every state in this Union should be in the English language. We therefore recommend that the instruction in the common branches in both private and public schools in all states be given in the English language only, and that every legitimate means, both state and federal, be used to bring about this result.

THE NATIONAL EMERGENCY IN EDUCATION

The present shortage of teachers, the necessity to provide more efficient workers in war activities, and the training of hundreds of thousands of men in short courses to meet war-time emergencies, are among the questions which have led the educators of America to act together to make necessary adjustment in education during and after the war. To that end, Mrs. Mary C. C. Bradford, President of the National Education Association, appointed a committee to represent the Association in mapping out a program for the "rebuilding of civilization through a war-modified education." Dr. Thomas E. Finegan, President of the Department of Superintendence, at the recent meeting in Atlantic City, appointed a committee to cooperate with the National Education Association Committee. These committees with the members of the Executive Committee and the Board of Trustees of the National Education Association, met in Washington, March 7-9, and completed the organization of a **Joint Commission on the National Emergency in Education and the Program for Readjustment During and After the War**. The Joint Commission is composed of the following educators representative of every phase of national education:

George D. Strayer, New York, N. Y., Chairman
 Harry Pratt Judson, Chicago, Ill.
 Lotus D. Coffman, Minneapolis, Minn.
 Elwood P. Cubberley, Stanford University, Calif.
 David Felmley, Normal, Ill.
 Mary E. Wooley, South Hadley, Mass.
 E. C. Hartwell, St. Paul, Minn.
 W. C. Bagley, New York, N. Y.
 William B. Owen, Chicago, Ill.
 Thomas E. Finegan, Albany, N. Y.
 Nina C. Vandewalker, Milwaukee, Wis.
 Susan M. Dorsey, Los Angeles, Calif.
 Payson Smith, Boston, Mass.
 F. D. Boynton, Ithaca, N. Y.
 J. A. C. Chandler, Richmond, Va.
 J. M. Gwinn, New Orleans, La.
 Josephine C. Preston, Olympia, Wash.
 Frank E. Spaulding, Cleveland, Ohio.
 J. W. Withers, St. Louis, Mo.
 Mary C. C. Bradford, President N. E. A., Denver, Colo.
 Robert J. Aley, Orono, Maine.
 Carroll G. Pearse, Milwaukee, Wis.
 A. J. Matthews, Tempe, Ariz.
 George B. Cook, Little Rock, Ark.
 * James Y. Joyner, Raleigh, N. C.
 Walter R. Siders, Pocatello, Idaho.
 Agnes E. Doherty, St. Paul, Minn.

This Commission plans to enlist the services of all the educators of the country and to cooperate with all the agencies related to educational readjustment in outlining a progressive program of education. Adequate teacher training, a complete program of health and recreation, rural education, immigrant education, the education of adult illiterates, training for all forms of national service, the necessary war-time readjustments, and the coordination of war service in the schools, are among the problems to

be considered definitely by the Commission. The Commission plans to meet in Washington April 10 and to make a preliminary report at the annual session of the National Education Association at Pittsburgh, June 29 to July 6.

At a subsequent meeting, April 11-14, the word *joint* was stricken out of the name of the commission. The next meeting of the Commission will be held at the Washington headquarters May 22.

TEACHING GERMAN IN THE SCHOOLS

Several members have written asking the views of the N. E. A. on the question of teaching German in the public schools. The most recent expression on that question is in a resolution printed elsewhere in this number of the BULLETIN which was past by a unanimous vote of the Commission. This resolution answers many of the inquiries which we have received. We are too busy helping to win the war to answer questions concerning the cultural value of the German language and literature.

"How did I feel killing the first man? I didn't mind killing these Germans at all when I thought of what they had done to women and children."—*A private from Pennsylvania.*

A CALL TO THE TEACHERS OF AMERICA

In the army camps of this country are thousands of soldiers who can not read their own letters or write to the folks at home. The order of the War Department in April, 1917, admitting illiterates to the army made their enlistment possible but there was no corresponding order that they should learn to read and write before they enlisted. It is a deplorable thing that men who offer their lives for the country should be so humiliated and handicapped as many of these men have been. Stories from one camp of men serving sentence in the guard house for disobeying orders because they were too proud to confess their illiteracy and appeal to comrades to decipher their orders are matched by stories from another of strong men sobbing in the homesickness of their first days in camp without the power to communicate with loved ones. From still another camp comes the wail of an illiterate soldier who says: "A man without education ain't got no chance in the army."

The army has a system which demands educated men. When a man goes before the exemption board for examination, he must have his eyes tested by printed alphabetic and word cards. This requires the ability to read. He must sign, sign, sign the captain's pay roll and other records. This requires that he should write. His orders of the day are in typewritten form, posted about the camps. His manual of arms is in print; the Bible, his guide of life, is in book form; his signals from the signal corps in time of battle are alphabetic in form. This system was not planned for illiterate men. Life to them in camp is one round of inconvenience and embarrassment. If the military camps were equipt for school, there would even then be months of delay, of awkwardness and inefficiency. Most of all would there be suffering from homesickness in their inability to read letters and to write home.

We are all concerned for the comfort of the soldier. We knit sweaters for him, we send him candy, and we contribute to any organization that can even remotely shield or help him. How can we neglect this important duty to him which undoubtedly means more to his comfort and happiness than many other things that we are doing. Here has been a great oversight. It is most regrettable that training was not

given to those who were called in the first draft. An opportunity should be offered to all illiterate men before the draft of 1918 takes effect.

There are 700,000 men, approximately, registered for military service who cannot sign their own names. There are many thousands who can barely do so and who cannot write or read with any degree of ease or intelligence. The Government plans to call out 800,000 men during 1918. The number of illiterates among them will be some 56,000 to 60,000, making eighteen or twenty regiments. These are to be trained quickly for service in France.

Have the school people of the nation any higher task or one that lies nearer to them than that of teaching these men to read and write? Kentucky conducted a campaign last July and August to teach men of draft age. Alabama is conducting such a campaign at this time. In every state these men should be located and taught.

The National Illiteracy Commission believes that the time has come for a nation wide campaign to eradicate illiteracy. One of the early steps will be to secure the passage of the Bankhead Bill H. R. 6490, a measure pending in Congress which looks to the relief of adult illiterates. School people all over the country are writing their congressmen, urging the passage of this bill. Every one of such letters written is a patriotic service and will bring us that much nearer to the goal. General Pershing in an order of March 10, 1918, commanded the women of America to "work and write." The National Illiteracy Committee would urge the teachers of America to "write and teach;" first to write their own congressman to use his influence for legislation which will bring relief to these illiterates, next to put on the whole armor of a teacher and be ready to enter the ranks of service to adults as well as children when the nationwide call to books is sounded.

CORA WILSON STEWART,
Chairman National Illiteracy Committee.

The following are the members of the National Illiteracy Committee:

Cora Wilson Stewart, Kentucky, Chairman	C. P. Cary, Wisconsin
John H. Finley, New York	John W. Abercrombie, Alabama
Payson Smith, Massachusetts	Mary C. C. Bradford, Colorado
J. Y. Joyner, North Carolina	

COMMISSION WISHES TO HELP WIN THE WAR

N. E. A. DEMANDS COORDINATION OF WAR-TIME ACTIVITIES

The following resolution was unanimously past at the meeting of the Commission on the National Emergency in Education, Friday, April 12, 1918:

The National Education Association Commission on the National Emergency in Education and Necessary Readjustment During and After the War, representing 600,000 public school teachers and the interests of approximately 22,000,000 children, and recognizing the power and influence of the teachers and the schools in training in patriotism, desires to cooperate with the Federal Government in every reasonable way to help win the war. On account of the great variety of propagandas and activities Federal agencies are requesting the schools to encourage and to teach, the Commission feels that the schools are not being used as economically, as wisely and as efficiently as possible. The Commission therefore requests that the National Council of Defense, the various federal departments, divisions, bureaus, commissions and committees provide at once a clearing house and coordinating agency for those propagandas and

activities that they wish the schools to present; that this agency be empowered and directed to prepare these propagandas in a form suitable for use in the schools; that this agency be authorized to arrange these materials in the order of their priority; and further, that the materials whose priority is thus determined be sent to the proper educational authorities of each state for final distribution.

REPORT OF THE COMMITTEE ON ORGANIZATION OF THE N. E. A.

COMMITTEE ON ORGANIZATION

William B. Owen, Chairman, Chicago, Ill.

Payson Smith, Boston, Mass.

Fred L. Keeler, Lansing, Mich.

Mary Willard Rae, Syracuse, N. Y.

Reed B. Teitrick, Harrisburg, Pa.

George M. Lynch, Gainesville, Fla.

Nellie Mineham, Milwaukee, Wis.

Grace DeGraff, Portland, Ore.

Arthur H. Chamberlain, San Francisco, Cal.

Chairman of Committee on Organization, 370 Normal Parkway, Chicago, Illinois.

This report was presented to the Council of Education and the Department of Superintendence at the Atlantic City meeting for discussion. The Council of Education past a resolution approving of the plan of organization embodied in the report. The Department of Superintendence past a resolution approving of the spirit of the report and recommending further consideration at the Pittsburgh meeting.

The Committee requests that the report be printed and copies sent to active members for their careful consideration before the Pittsburgh meeting. President Wm. B. Owen, Chicago Normal School, Chicago, Ill., is chairman of the committee and will answer questions concerning this report.

The important changes are made in Article I, which shows the *present form* and the *proposed form*. Nearly all changes in other articles and sections are changes of words and phrases to conform to the *proposed form* of Article I. In case one desires to note in close detail the changes proposed by the Committee and the changes in the amendment which Mr. Springer suggests for the consideration of the Committee, compare with the By-laws in any *Yearbook* of recent years.

BY-LAWS

ARTICLE I—MEMBERSHIP (Present Form)

SECTION 1. Teachers, others actively engaged in educational work, and educational institutions as defined in Section 2, may become active members of the National Education Association of the United States upon the payment of an enrolment fee of two dollars and the annual dues for the current year.

SEC. 2. Educational institutions shall include schools, school boards, library boards, educational publishers, and such clubs and similar organizations as are distinctly educational or have educational departments properly organized with a definite membership.

SEC. 3. Educational institutions as defined in Section 2 may be enrolled as active members and represented by any person regularly connected with or a member of the institution, and such representative may exercise all the rights and enjoy all the privileges of active membership, including the right to vote at business meetings; *provided*, That such representative presents a certificate showing that the person named therein

has been regularly elected as such representative of the faculty or membership of such institution; but no person shall under any circumstances have the right to cast more than one vote.

SEC. 4. The annual dues of active members are two dollars, which shall be paid at the time of the annual meeting of the Association, or shall be sent to the Secretary before November 1 of each year. An active member may discontinue his membership by giving written notice to the Secretary before November 1. An active member forfeits his membership by being two years in arrears. Those who have forfeited or discontinued their membership may exercise the option of renewing the same by paying all arrears and getting the publisht *Proceedings* of the intervening years, or of becoming members on the same terms as new members. Active members shall be entitled to the publisht *Proceedings* without coupon or other conditions.

SEC. 5. All life-members and life-directors shall be denominated active members, and shall have all the rights and privileges of such members without the payment of the annual dues.

SEC. 6. The right to vote and to hold office in the Association or the departments is open to all active members whose dues are paid; the right to vote and hold office in the Council is open to members of the Council whose dues are paid.

SEC. 7. Any person may become an associate member for one year by paying a membership fee of two dollars.

SEC. 8. Eminent educators not residing in America may be elected, by the Board of Directors, corresponding members. The number of corresponding members shall at no time exceed fifty. They shall not pay any dues.

SEC. 9. The names of active and corresponding members shall be printed in the publisht *Proceedings*, or the *Yearbook* of the Association, with their respective educational titles, offices, and addresses.

BY-LAWS

ARTICLE I—MEMBERSHIP (*Proposed Form*)

Section 1. Teachers actively engaged in educational work are eligible to become active members of the National Education Association of the United States upon the payment of the annual dues for the current year.

Sec. 2. All life members and life directors shall be denominated active members, and shall have all the rights and privileges of such members without the payment of the annual dues

Sec. 3. The annual dues of active members are two dollars, one of which shall be paid into the treasury of the National Education Association and one shall be paid into the treasury of the State Education Association or the State Teachers' Association of the state in which the member resides. If the annual dues of two dollars are paid to the secretary of the National Education Association, one dollar shall be sent to the secretary of the State Association. If the annual dues are paid to the secretary of the State Education Association or State Teachers' Association, one dollar shall be sent to the secretary of the National Education Association. An active member may discontinue his membership by giving written notice to the Secretary before November 1. An active member forfeits his membership by being two years in arrears. Those who have forfeited or discontinued their membership may exercise the option of renewing the same by paying all arrears and getting the publisht *Proceedings* of the intervening years, or of becoming members on the same terms as new members. Active members shall be entitled to the publisht *Proceedings* without coupon or other conditions.

Sec. 4. *The right to vote and to hold office in the Association, the Council, or the departments is open to all active members whose dues are paid.*

Sec. 5. *Persons, other than teachers actively engaged in educational work, and educational institutions, including schools, school boards, library boards, educational publishers, and such clubs and similar organizations as are distinctly educational or have educational departments properly organized with a definite membership, may become associate members by paying a membership fee of two dollars.*

Sec. 6. *Eminent educators not residing in America may be elected, by the Board of Directors, corresponding members. The number of corresponding members shall at no time exceed fifty. They shall not pay any dues.*

Sec. 7. *The names of active and corresponding members shall be printed in the published Proceedings, or the Yearbook of the Association, with their respective educational titles, offices, and addresses.*

ARTICLE II—ELECTION OF OFFICERS

SECTION 1. The President, Vice-Presidents, Treasurer, and Directors of the National Education Association of the United States shall be chosen by the active members of the Association *thru their representatives in the House of Delegates at the annual business meeting. The election shall be by ballot, a majority of the votes cast being necessary for a choice.* They shall continue in office until the close of the annual meeting subsequent to their election, and until their successors are chosen, except as herein provided. The Secretary and the Treasurer shall enter upon their duties at a date which shall be determined by the Board of Trustees and which shall not be later than the first of October and shall continue in office during the terms for which they are separately chosen and until their successors are duly elected.

ARTICLE III—DUTIES OF OFFICERS

SECTION 1. The President shall preside at all meetings of the Association, and shall perform the duties usually devolving upon the chief executive of such an association. In his absence, the ranking Vice-President who is present shall preside; and in the absence of all Vice-Presidents a chairman *pro tempore* shall be elected. The President shall prepare the program for the general sessions of the annual meeting of the Association, and, with the approval of the Executive Committee, shall determine the time and place of the general meeting of the Association and of the various departments not definitely fixed by these by-laws, and shall have the power to require such changes to be made in the programs of the Council and the departments as will promote the interest of the annual meeting. The President shall be a member *ex officio* of the Board of Trustees and chairman of the Board of Directors and of the Executive Committee. He shall sign all bills approved for payment by the Board of Directors, and all bills approved or authorized by the Executive Committee between the meetings of the Board of Directors. On the expiration of his term of office as President, he shall become first Vice-President for the ensuing year, and shall be chairman *ex officio* of the Committee on Publication.

Sec 2. The Secretary shall keep a full and accurate record of the proceedings of the general meetings of the Association and all meetings of the Board of Directors and of the Executive Committee, shall conduct the business of the Association as provided in the articles of incorporation and the by-laws, and, in all matters not definitely prescribed therein, shall be under the direction of the Executive Committee, and, in the absence of direction by the Executive Committee, shall be under the direction of the President, and shall receive or collect all moneys due the Association and pay the same

each month to the Treasurer, shall countersign all bills approved for payment by the Board of Directors, or by the Executive Committee in the interval between the meetings of the Board of Directors, or on the approval of the President acting under authority of the Board of Directors, or Executive Committee. The Secretary shall have his records present at all meetings of the active members of the Association, of the Board of Directors, and of the Executive Committee. He shall keep a list of members as required by Section 9 of Article I of these by-laws and shall revise said list annually. He shall be secretary of the Board of Directors, and a member of the Committee on Publication. He shall be the custodian of all the property of the Association not in charge of the Treasurer and the Board of Trustees. He shall give such bond for the faithful performance of his duties as may be required by the Board of Trustees. He shall submit his annual report to the Executive Committee not later than July 1 prior to the annual meeting of the Association, which reports shall be transmitted to the Board of Directors at its annual meeting. At the expiration of his term of office, he shall transfer to his successor all moneys, books, and other property in his possession belonging to the Association. The Secretary shall not print, publish, nor distribute any official report or other document without the approval of the publication committee.

SEC. 3. The Treasurer shall receive from the Secretary and under the direction of the Board of Trustees shall hold in safekeeping all moneys paid to the Association; shall pay the same only upon the order of the Board of Trustees; shall notify the President of the Association and the Chairman of the Board of Trustees whenever the surplus funds in his possession exceed five hundred dollars; shall keep an exact account of his receipts and expenditures, with vouchers for the latter; and said accounts, ending on the thirtieth day of June of each year, he shall render to the Executive Committee not later than July 1, and when approved by said committee, they shall be transmitted by the committee to the Board of Directors at the first regular meeting of the board held during the week of the annual meeting and to the active members *represented by the House of Delegates* at their annual business meeting. The Treasurer shall give such bond for the faithful performance of his duties as may be required by the Board of Trustees. At the expiration of his term of office, he shall transfer to his successor all moneys, books, and other property in his possession belonging to the Association.

SEC. 4. The Board of Directors shall elect corresponding members *thru the House of Delegates* as prescribed by Section 8 of Article I of these by-laws, shall elect members of the National Council of Education as provided in Section 3 of Article IV of these by-laws, shall have power to fill all vacancies in its own body and in the Board of Trustees; shall recommend to the Executive Committee the place for holding the annual meeting of the Association, the Council of Education, and the departments. The Board of Directors shall approve all bills incurred under authority of the Board of Directors, the Executive Committee, or the President and Secretary acting under the authority of the Board of Directors or Executive Committee, shall appropriate from the current funds of the year the amounts of money ordered by the active members at their annual business meeting for the work of all special committees of research and investigation authorized and provided for by such active members *thru the House of Delegates* at the annual business meeting, shall make a full report of the financial condition of the Association (including the reports of the Secretary, the Treasurer, and the Board of Trustees) to the active members *represented by the House of Delegates* at their annual business meeting, and shall do all in its power to make the Association a useful and honorable institution.

SEC. 5. The Executive Committee shall assist the presiding officer in arranging for the time and place of the annual meeting of the *House of Delegates* of the Association, of the National Council of Education, and of the various departments.

The Executive Committee shall recommend to the active members *represented by the House of Delegates* at the annual business meeting the appointment of special committees for investigation or research, the subjects for which may have been suggested by the National Council or by the active membership of the National Education Association or by any of its departments; it shall recommend the amount of money to be appropriated for such investigations. When such special committees are provided for and duly authorized by the active members *represented by the House of Delegates* at the annual business meeting, the Executive Committee shall have general supervision of them; shall receive and consider all reports made by them and shall print such reports, and present the same together with the reports received from the Secretary, the Treasurer, and the Board of Trustees and the recommendations of the Executive Committee thereon; to the active members *represented by the House of Delegates* at the annual business meeting. All such special committees shall be appointed by the President of the National Education Association.

The Executive Committee shall fill all vacancies occurring in the body of officers of the Association except vacancies in the Board of Directors, Board of Trustees, and the office of Secretary.

SEC. 6. The Board of Trustees shall require of the Secretary and Treasurer bonds of such amount as may be determined by said board for the faithful performance of their duties, shall make a full report of the finances of the Association to the Executive Committee not later than July 1 prior to the annual meeting of the Association, which report shall be transmitted by the Executive Committee to the Board of Directors at the first regular meeting of the board held during the week of the annual meeting of the Association. It shall choose annually its own chairman and secretary.

ARTICLE IV—THE HOUSE OF DELEGATES

The active members of the Association shall conduct the business of the annual business meeting thru a *House of Delegates* composed of members from the separate states, territories, and districts, elected by the active members in each separate state, territory, and district. Each state, territory, and district shall elect one member of the *House of Delegates* for every thousand active members of the National Education Association or major fraction thereof residing in the state, territory, or district. The members of the *House of Delegates* shall be elected at the time and place of the meeting of the education association of the state, territory or district at a meeting called for this purpose in accordance with rules determined by the active members themselves. The term of office of the members of the *House of Delegates* shall be one year from the date of the annual business meeting of the National Education Association to which they were elected as delegates. The president of the National Education Association shall be the presiding officer and the Secretary of the National Education Association shall be the secretary of the *House of Delegates*. The *House of Delegates* shall have the power to make its own rules of procedure.

ARTICLE V—THE NATIONAL COUNCIL OF EDUCATION

SECTION 1. The National Council of Education shall discuss educational questions of public and professional interest; propose to the Executive Committee, from time to time, suitable subjects for investigation and research; have a report made at its annual meetings on "Educational Progress during the Past Year;" and in other ways

use its best efforts, to further the objects of the Association and to promote the cause of education in general.

SEC. 2. The National Council of Education shall consist of one hundred and twenty regular members, selected from the active membership of the National Education Association. Any active member of the Association is eligible to membership in the Council, and each member shall be elected for six years and until his successor is elected.

SEC. 3. The annual election of members of the Council shall be held at the time of the annual meeting of the Association. The Board of Directors of the Association shall annually elect ten members and the Council ten members, and each body shall fill all vacancies in its quota of members. No state, territory, nor district in the United States shall have at one time more than seven regular members in the Council.

SEC. 4. The annual meeting of the Council shall be held during the week of the annual meeting of the Association.

SEC. 5. The absence of a regular member from two successive annual meetings of the Council shall be considered equivalent to his resignation of membership. Persons whose regular membership in the Council has expired shall be denominated honorary members of the Council during the time of their active membership in the Association with the privilege of attending the regular sessions of the Council and participating in its discussions. A member who discontinues or forfeits his active membership in the Association forfeits his membership in the Council.

SEC. 6. The officers of the Council shall consist of a president, a vice-president, a secretary, and such standing committees as may be prescribed by its by-laws, all of whom shall be regular members of the Council. The secretary of the Council shall, in addition to performing the duties pertaining to his office, furnish the Secretary of the Association a copy of the proceedings of the Council for publication.

SEC. 7. The National Council of Education is hereby authorized to adopt by-laws for its government not inconsistent with the act of incorporation or the by-laws of the Association; *provided*, That such by-laws be submitted to, and approved by, the Board of Directors of the Association before they shall become operative.

SEC. 8. The powers and duties of the Council may be changed or the Council abolished upon a two-thirds vote of the Association taken at the annual business meeting of the Association; *provided*, That notice of the proposed action has been given at the preceding annual business meeting of the Association.

ARTICLE VI—DEPARTMENTS

SECTION 1. The following departments are now (1914) in existence, to wit: The departments, first, of Superintendence; second, of Normal Schools; third, of Elementary Education; fourth, of Higher Education; fifth, of Vocational Education and Practical Arts; sixth, of Kindergarten Education; seventh, of Music Education; eighth, of Secondary Education; ninth, of Business Education; tenth, of Child Hygiene; eleventh, of Physical Education; twelfth, of Science Instruction; thirteenth, of School Administration; fourteenth, the Library Department; fifteenth, of Special Education; sixteenth, of School Patrons; seventeenth, of Rural and Agricultural Education; eighteenth, of Classroom Teachers; nineteenth, for the Promotion of the Wider Use of Schoolhouses; twentieth, of Educational Publications.

SEC. 2. The active members of the Association, and no others, are members of each department of the Association.

SEC. 3. Each department shall hold its annual meeting at the time and place of the annual meeting of the Association, except the Department of Superintendence,

which may hold its annual meeting in February of each year, or at such other time as may be determined by said department, subject to the approval of the Board of Directors of the Association.

SEC. 4. The object of the meetings of the departments shall be the discussion of questions pertaining to their respective fields of educational work. The programs of these meetings shall be prepared by the respective presidents in conference with, and under the general direction of, the President of the Association. Each department shall be limited to two sessions, with formal programs, unless otherwise ordered by the President of the Association, except that a third session for business or informal round-table conference may be held at the discretion of the department officers.

SEC. 5. The officers of each department shall consist of a president, a vice-president, and a secretary, who shall be elected at the last formal session of the department to serve one year and until their successors are duly elected, and who shall, at the time of their election, be active members of the Association. In case there is a vacancy in the office of president of any of the departments, it shall be filled by an appointment made by the President of the Association. Any other departmental vacancy shall be filled by appointment made by the president of the department.

SEC. 6. The secretary of each department shall, in addition to performing the duties usually pertaining to his office, furnish the Secretary of the Association a copy of the proceedings of the meetings of the department for publication.

SEC. 7. All departments shall have equal rights and privileges, with the exception stated in Section 3 of this article. They shall be named in Section 1 of this article in the order of their establishment and shall be dropped from the list when discontinued. Each department may be governed by its own regulations in so far as they are not inconsistent with the act of incorporation or these by-laws.

SEC. 8. A new department may be established by a two-thirds vote of the *House of Delegates representing the active members* at any annual business meeting; *provided*, That a written application for said department, with title and purpose of the same, at the preceding annual business meeting, by at least twenty-five members engaged or interested in the field of labor in the interest of which the department is purposed to be established. A department already established may be discontinued by a two-thirds vote of the *House of Delegates representing active members* at any business meeting; *provided*, That announcement has been made of the proposed action at the preceding annual business meeting. A department shall be discontinued when it fails to hold a regular meeting for two successive years.

ARTICLE VII—COMMITTEES

SECTION 1. On the first day of each annual meeting of the Association, unless appointment has already been made, the President shall appoint a Committee on Resolutions, consisting of seven active members, and a Committee on Necrology, consisting of five active members. At the regular meeting of the Board of Directors on the first day of the annual meeting, the President shall appoint an Auditing Committee consisting of three active members of the Association, no one of whom shall be either a trustee or a director; to this committee shall be referred the report of the expert accountant, together with the communication of the President transmitting the same, as provided in Section 6 of this article; and the committee shall report its findings at the meeting of active members. The chairman of each of the foregoing committees shall be designated by the President of the Association at the time of its appointment.

SEC. 2. *The delegates from each of the several states, territories, and districts shall meet on the first day of the annual meeting of the association to elect a member of 4.*

nominating committee from the state, territory, or district. The chairman of the meeting shall be the director from the state, territory, or district. The time and place of the meeting of the delegates for this purpose shall be designated on the annual program by the President of the Association.

SEC. 3. The Committee on Nominations shall meet on the fourth day of the annual meeting at 9:00 a. m., at a place designated by the President of the Association, and shall nominate persons for the following offices in the Association, to wit: one person for President, eleven persons for Vice-Presidents, one person for Treasurer, and one person from each state, territory, and district in the United States as a member of the Board of Directors. It shall report to the active members *represented by the House of Delegates*, at their annual business meeting.

SEC. 4. The Committee on Resolutions shall report at the annual business meeting of active members *represented by the House of Delegates*, and, except by unanimous consent, all resolutions shall be referred to said committee, without discussion. This committee shall receive and consider all resolutions proposed by active members, or referred to it by the President; some time during the second day of the annual meeting of the Association the committee shall hold a meeting, at a place and time to be announced in the printed program, for the purpose of receiving proposed resolutions and hearing those who may wish to advocate them.

SEC. 5. The Committee on Necrology shall prepare for the published *Proceedings* a list of the active and corresponding members that have died during the year, accompanied by memorial sketches whenever practicable.

SEC. 6. Within thirty days prior to the time of the annual meeting of the Association, the President shall appoint a competent person, firm, or corporation licensed to do business as expert accountants; the accountants so appointed shall examine the accounts, papers, and vouchers of the Secretary, the Treasurer, and the Board of Trustees, and compare the same, and shall also examine the securities of the Permanent Fund held by the Board of Trustees. The report of the said accounts shall be filed with the President before the opening day of the annual meeting of the Association, and shall be by him submitted with such comments as he may think proper, to the Board of Directors, at their meeting held on the first day of the annual meeting of the Association.

ARTICLE VIII—MEETINGS

SECTION 1. A stated meeting of the Association, of the *House of Delegates*, of the Council of Education, and of each department shall be held annually at such time and place as shall be determined by the Board of Directors or the Executive Committee acting for the board in accordance with these by-laws. An annual meeting of the Association and its subordinate bodies may be omitted for an extraordinary cause, upon the written consent of two-thirds of the directors of the Association, obtained by the Executive Committee.

SEC. 2. The annual meeting of the Association shall be held in July, beginning on a day determined by the Executive Committee. Two sessions shall be held daily, unless otherwise ordered by the President of the Association. The annual business meeting of the active members *represented by the House of Delegates* shall be held on the fifth day of the annual meeting at 11:00 a. m. A regular meeting of the Board of Directors shall be held on the first day of the annual meeting at 10:30 a. m. The first regular meeting of the new Board of Directors shall be held as soon as practicable and within twenty-four hours after the close of the last session of the annual meeting, the place and time of the meeting to be announced in the printed program. The Board of Trustees

shall hold its annual meeting at some convenient time and immediately following the meeting of the new Board of Directors referred to above in this section. Special meetings of the trustees may be called by the chairman, and shall be called on request of the majority of the Board of Trustees. Due notice of all meetings of the Board of Trustees shall be given to every member of the board by the secretary thereof.

ARTICLE IX—PROCEEDINGS

SECTION 1. The proceedings of the meeting of the Association, the Council, and the departments shall be publisht under the direction of a committee consisting of the President, the First Vice-President, and the Secretary, the First Vice-President acting as chairman of the committee; *provided*, That in the opinion of the Executive Committee the funds of the Association warrant the publication. Each member of the Association shall be entitled to a copy of the *Proceedings*. Associate members must make written application to the Secretary on or before November 1 for a copy in order to obtain it. Corresponding members, and active members whose dues are paid, will receive the publisht *Proceedings* without written application.

SEC. 2. No paper, lecture, nor address shall be read before the Association or any of the departments in the absence of its author, without the approval of the President of the Association or of the departments interested, nor shall any such paper, lecture, or address be publisht in the *Proceedings*, without the approval of the Executive Committee.

ARTICLE X—ELECTIONS, QUORUM

SECTION 1. The certificate of membership, in connection with the official list of active members, shall be accepted as evidence that members are entitled to vote.

SEC. 2. Representatives from twenty-five states and territories shall constitute a quorum in all meetings of active members and of the Board of Directors.

ARTICLE XI.—APPROPRIATIONS

SECTION 1. Unless otherwise ordered by the active members *represented by the House of Delegates* at the annual business meeting, not less than 10 per cent of the gross income of the Association each year shall be set aside for such educational investigations and studies as may be ordered in accordance with Section 5 of Article III.

ARTICLE XII—AMENDMENTS

SECTION 1. These by-laws may be altered or amended at the annual business meeting of the active members *represented by the House of Delegates* by unanimous consent, or by a two-thirds vote of the delegates present if the alteration or amendment shall have been substantially proposed in writing at the annual business meeting next preceding the one at which action is taken; due announcement of the proposed action shall be made in the annual publisht *Proceedings*.

CHANGES PROPOSED BY MR. SPRINGER

The following suggestions by Mr. Springer were referred by vote of the Department of Superintendence to the Committee on Organization and Mr. Owen, Chairman of the Committee, requested that they be printed with his proposed organization of the Association.

ARTICLE I—MEMBERSHIP

SECTION 1. Teachers, others actively engaged in educational work, and educational institutions as defined in Section 2, may become active members of the National Education Association of the United States upon the payment of an enrolment fee of

two dollars and the annual dues for the current year. Those who have been associate members for a period of three consecutive years shall be enroled as active members without paying the enrolment fee and their membership shall be dated from the year when continuous membership began.

SECTION 3. Educational institutions as defined in Section 2 may be enroled as active members and represented by any person regularly connected with or a member of the institution, and such representative may exercise all the rights and enjoy all the privileges of active membership, except the right to hold office, including the right to vote at business meetings; *provided*, That such representative presents a certificate showing that the person named therein has been regularly elected as such representative of the faculty or membership of such institution; but no person shall under any circumstances have the right to cast more than one vote.

SECTION 6. The right to vote and to hold office in the Association is open to all active members whose dues are paid except that representatives of institutional active member shall not be eligible to hold office. Active members shall have the right to vote and to hold office in the Department in which they registered when paying annual dues. The right to vote and to hold office in the Council is open to members of the Council whose dues are paid.

SECTION 9. The names of active and corresponding members shall be printed in the publisht "*Proceedings*," or the *Yearbook* of the Association, with their respective educational titles, offices, addresses, and Departments in which registered.

ARTICLE II—ELECTION OF OFFICERS

SECTION 1. The President, twelve Vice-Presidents, Treasurer, and Directors of the National Education Association of the United States shall be chosen by ballot by a majority vote of the Electoral College at a meeting held the fourth day of the annual meeting of the Association at 9:00 a. m. They shall continue in office until the close of the annual meeting subsequent to their election and until their successors are chosen except as herein provided. The Secretary and the Treasurer shall enter upon their duties at a date which shall be determined by the Board of Trustees and which shall not be later than the first of October and shall continue in office during the terms for which they are separately chosen and until their successors are duly elected.

SECTION 2. The Electoral College shall be composed of representatives elected by the active members of the National Education Association from the several states, territories, and districts of the United States at meetings held in connection with the regular meetings of the associations of teachers in the states, territories or districts. The places and times of meetings shall be announst in the official program of said associations. In case there is no such association, the method of selecting the members of the Electoral College shall be determined by the chief educational officer in said state, territory, or district and the President of the National Education Association not later than January 1 of each year and an announcement of the plan shall be publisht in the January N. E. A. BULLETIN. All meetings of the active members of the National Education Association from the several states, territories, or districts shall be called to order by the Director from said state, territory, or district and the members shall select one of their number to act as chairman and another of their number to act as secretary. The members present shall select by a majority vote the person whom they desire to serve as Director for the coming year. They shall also elect one member of the Electoral College and one extra member for each one hundred active members in that state, territory, or district, according to the report publisht in the last *Yearbook*. The Chairman and Secretary shall prepare two reports of the meeting, for-

warding one to the President and one to the Secretary of the National Education Association. The membership of the Electoral College shall be published in the June N. E. A. BULLETIN.

SECTION 3. In all meetings of the Electoral College the representatives from any state, territory, or district shall be entitled to cast as many votes as there were active members present at the meeting at which said representatives were elected. In case any elected representative is unable to be present at a meeting of the Electoral College, said representative may designate in writing a person to represent him. Such person must be an active member of the National Education Association residing in the same state, territory, or district, and he shall have all powers in the meeting of the Electoral College possessed by the representative elected. When any state, territory, or district has two or more representatives present at a meeting of the Electoral College each representative shall be entitled to cast the proportion of votes from that state, territory, or district which one bears to the total number of representatives present from that state.

SECTION 4. For the purpose of securing widespread representation in the officers, four zones shall be established: the Eastern Zone shall include Maine, New Hampshire, Vermont, Massachusetts, Rhode Island, Connecticut, New York, New Jersey, Pennsylvania, Delaware, Maryland, and the District of Columbia. The Southern Zone shall include Virginia, West Virginia, North Carolina, South Carolina, Georgia, Florida, Kentucky, Tennessee, Alabama, Mississippi, Louisiana, Texas, Arkansas, Oklahoma, and Porto Rico. The Western Zone shall include Montana, Wyoming, Colorado, New Mexico, Arizona, Utah, Nevada, Idaho, Washington, Oregon, California, Alaska, Philippine Islands and Hawaii. The Central Zone shall include Ohio, Indiana, Illinois, Michigan, Wisconsin, Iowa, Minnesota, Missouri, North Dakota, South Dakota, Nebraska and Kansas.

SECTION 5. The directors which have been selected by the various state meetings of the active members of the National Education Association shall be elected by the Electoral College, but in case any state, territory, or district shall not have made a selection, the Electoral College shall elect a Director therefrom.

SECTION 6. The President shall be elected from a different zone than the retiring President, who becomes first Vice-President. The Treasurer shall be elected from a different zone than is represented by either the President or the first Vice-President.

SECTION 7. The Electoral College shall present a written report of its meeting to the annual meeting of active members held Friday morning.

SECTION 8. Trustees shall be elected by the Board of Directors for a period of four years, one member being elected each year, and no member shall be elected from a zone already represented on the Board of Trustees.

SECTION 9. The Board of Directors shall annually at the first meeting it holds elect a member of the Executive Committee from the zone not represented by the President, first Vice-President or Treasurer.

SECTION 10. No person shall be voted for or elected to the office of President, Treasurer, Member of Executive Committee or Trustee except those who have been nominated by petitions signed by twenty-five active members of the Association and provided further that said petitions shall be filed with the Secretary by May 1 each year and the names of all nominees for each office shall be printed in alphabetical order in the June number of the N. E. A. BULLETIN together with the date concerning them which appeared in the last *Yearbook*. No person may be nominated by petition who has not been an active member of the Association for a period of at least five years prior to the last annual meeting.

SECTION 11. The Secretary shall be elected by the Board of Trustees for a period

not longer than four years. In the September N. E. A. BULLETIN preceding the date at which the contract with the Secretary expires, the Board of Trustees shall ask for nominations for Secretary and unless one hundred active members sign nominating petitions for others than the present secretary, he shall be re-elected. In case more than one hundred signatures are attached to the petitions filed, the Trustees shall publish in the January N. E. A. BULLETIN an alphabetical list of the persons nominated by such petitions. Petitions for any other persons may be presented up to May, and the complete list of nominees from which a selection must be made shall be printed in the June N. E. A. BULLETIN. In case a vacancy occurs in the office of Secretary, the Board of Trustees shall notify the active members of that fact and ask for nominations. A Secretary may not be elected prior to thirty days from the date of notice and shall be chosen from among those for whom written nominations have been made.

ARTICLE III—DUTIES OF OFFICERS

SECTION 5. The Executive Committee shall recommend to active members at their annual business meeting the appointment of special committees for investigation or research, the subjects for which may have been suggested by the National Council or by the active membership of the National Education Association or by any of its departments; it shall recommend the amount of money to be appropriated for such investigations. When such special committees are provided for and duly authorized by the active members at their annual business meeting, the Executive Committee shall have general supervision of them; shall receive and consider all reports made by them and shall print such reports, and present the same, together with the reports received from the Secretary, the Treasurer, and the Board of Trustees and the recommendations of the Executive Committee thereon, to the active members at their annual business meeting. All such special committees shall be appointed or approved by the President of the National Education Association.

The Executive Committee shall fill all vacancies occurring in the body of officers of the Association except vacancies in the Board of Directors, Board of Trustees, Departmental Officers and the office of Secretary.

SECTION 6. The Board of Trustees shall require of the Secretary and Treasurer bonds of such amount as may be determined by said board for the faithful performance of their duties, shall make a full report of the finances of the Association to the Executive Committee not later than July 1 prior to the annual meeting of the Association, which report shall be transmitted by the Executive Committee to the Board of Directors at the first regular meeting of the board held during the week of the annual meeting of the Association. The chairman of the Board of Trustees shall be the elected member whose term next expires and the secretary shall be elected member whose term will expire in two years. The Board of Trustees shall meet with the Executive Committee in a purely advisory capacity at the first meeting held in connection with the regular meeting of the Association, at the first meeting held in connection with the meeting of the Department of Superintendence and at such other times as they shall be invited by the President of the Association.

ARTICLE IV—THE NATIONAL COUNCIL OF EDUCATION

SECTION 2. The National Council of Education shall consist of one hundred and twenty regular members, selected from the active membership of the National Education Association. Any person who has been an active member of the Association for five years is eligible to membership in the Council and each member shall be elected for six years and until his successor is elected.

SECTION 3. The annual election of members of the Council shall be held at the time of the annual meeting of the Association. The Board of Directors of the Association shall annually elect ten members and the Council ten members, and each body shall fill all vacancies in its quota of members. In filling vacancies elections shall be made so that every department of the Association is represented in the membership of the Council. No person shall be elected to the Council from a state, territory, or district in the United States which is already represented by seven members in the Council, but such representation shall not bar a member from re-election to the Council.

ARTICLE V—DEPARTMENTS

SECTION 2. When paying the annual dues of the Association, each active member shall designate the department of the Association of which he desires to become a member and such department shall be the only one in which said member may vote or hold office.

SECTION 3. Omit Section 3 of Article V and change the numbering of Sections 4 to 8 accordingly.

SECTION 7. All departments shall have equal rights and privileges except the Department of Superintendence. They shall be named in Section 1 of this article in order of their establishment and shall be dropped from the list when discontinued. Each department may be governed by its own regulations in so far as they are not inconsistent with the act of incorporation of these by-laws.

ARTICLE VI—COMMITTEES

SECTION 1. On the first day of each annual meeting of the Association, unless appointment has already been made, the President shall appoint a Committee on Resolutions, consisting of seven active members, and a Committee on Necrology, consisting of five active members. At the regular meeting of the Board of Directors on the first day of the annual meeting, the President shall appoint an Auditing Committee consisting of three active members of the Association, no one of whom shall be either a trustee or a director; to this committee shall be referred the report of the expert accountant, together with the communication of the President transmitting the same, as provided in Section 6 of this article; and the committee shall report its findings at the meeting of active members. The Chairman of each of the foregoing committees shall be designated by the President of the association at the time of its appointment.

SECTIONS 2 and 3. Omit Sections 2 and 3 and change numbering of Sections 4, 5 and 6 accordingly.

ARTICLE VII—MEETINGS

SECTION 2. The annual meeting of the Association shall be held in July, beginning on a day determined by the Executive Committee. Two sessions shall be held daily, unless otherwise ordered by the President of the Association. A regular meeting of the Board of Directors shall be held on the first day of the annual meeting at 10:30 a. m. The Electoral College shall meet on the fourth day of the annual meeting at 9:00 a. m. The annual business meeting of the active members shall be held on the fifth day of the annual meeting at 11:00 a. m. The first regular meeting of the New Board of Directors shall be held on the fifth day of the annual meeting at 4:00 p. m. The Secretary shall designate in the official program the places where all meetings shall be held. The Board of Trustees shall hold its annual meeting at some convenient time and immediately following the meeting of the new Board of Directors referred to above in this section. Special meetings of the trustees may be called by the Chairman, and shall be called on request of the majority of the Board of Trustees. Due

notice of all meetings of the Board of Trustees shall be given to every member of the Board by the secretary thereof.

SECTION 3. The Annual Meeting of the Department of Superintendence shall be held in February or March on such days and at such a place as shall be determined by the President of the Department and the Executive Committee of the Association. An advisory vote as to the location of the next meeting shall be taken at the regular business meeting of the Department held Thursday of convention week following the morning program.

CHAIRMEN OF A FEW OF THE LOCAL COMMITTEES

Executive.....	Superintendent W. M. Davidson, Pittsburgh
Membership.....	Dean W. G. Chambers, University of Pittsburgh
Music.....	Director Will Earhart, Pittsburgh Public Schools
Decoration.....	Director C. Valentine Kirby, Art, Pittsburgh Public Schools
Reception.....	Associate Superintendent R. M. Sherrard, Pittsburgh Public Schools
Hotels and Lodging.....	Associate Superintendent S. S. Baker, Pittsburgh Public Schools
Information.....	Assistant Superintendent Orten Lowe, (Allegheny Co.) Pittsburgh
Publicity.....	Secretary G. W. Gerwig, Board of Education, Pittsburgh
Exhibits.....	Dean C. B. Connelley, Carnegie Institute of Technology, Pittsburgh

THE CHILD AND OUR EDUCATIONAL PROGRAM

This is no time for modest or timid demands. There never was a time in the history of the world when the training and protection of children was as important as it is today. We are leaving them to bear a burden of national indebtedness of an amount which we have not yet dared even to estimate; we are leaving them to solve those social and economic problems whose solutions we have postponed with increasing difficulty each year; we are expecting them to live down a new set of national hatreds and reorganize our international relationships on the basis of our common interest. *Whether or not the children of the world are prepared for this task depends on whether the leaders in education are going to be able to put forward and secure public support for the educational program which the times demand.*

*Grace Abbott, Director Child Labor Division
Children's Bureau, Department of Labor
Washington, D. C.*