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OF THE

National Education Association

Salaries in City School Systems 1926-27

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Recent Issues of the Research Bulletin

Keeping Pace with the Advancing Curriculum. Vol. III, Nos. 4 and 5, September and November, 1925. 96 pp. Price per copy, 50 cents.

Presents in concise and readable form the outcome of recent research and practice bearing upon the problems of curriculum reconstruction. Has been widely used as a handbook by course of study committees and by college classes in the field of the curriculum. Includes selected bibliographies on general and special curricular problems, charts, illustrations, and index for Volume III of Research Bulletin.

The Ability of the States to Support Education. Vol. IV, Nos. 1 and 2, January and March, 1926. 96 pp. Price per copy, 50 cents.

Presents the most comprehensive data yet made available as to the comparative ability of the various states to pay for their schools. Also compares the states as to effort being made to support the schools. Widely quoted in educational periodicals and in recent surveys of state school finance. Much of data presented in graphic form; selected and annotated bibliography.

Efficient Teaching and Retirement Legislation. Vol. IV, No. 3, May, 1926. 72 pp. Price per copy, 25 cents.

Includes the 1926 Report of the Committee of One Hundred on Retirement Allowances of the National Education Association, E. Ruth Pyrtle, Chairman, and other material arranged in convenient form for those studying the problem of the retirement and pensioning of teachers. Selected and annotated bibliography.

A Handbook of Major Educational Issues. Vol. IV, No. 4, September, 1926. 72 pp. Price per copy, 25 cents.

Presents material for the use of lay and professional groups in studying problems affecting the conduct of public schools. Selected references on many major school issues are listed for those desiring additional information.

Major Issues in School Finance—Part I. Vol. IV, No. 5, November, 1926. 32 pp. Price per copy, 25 cents.

Presents data bearing upon two questions: (1) Are school costs larger than the economic resources of the nation justify? and (2) Can present expenditures for education be justified under a policy of economy and efficiency in public expenditures? Much of data presented in graphic form. Contains index to Volume IV.

Major Issues in School Finance—Part II. Vol. V, No. 1, January, 1927. 64 pp. Price per copy, 25 cents.

Presents data bearing upon the economic ability of the various states to support education. Points out and suggests remedies for weak spots in present methods of financing the schools. Lists essentials of a sound plan of state and local taxation. Annotated bibliography of recent studies in state school finance.

FOREWORD

This issue of the Research Bulletin adds another to the important series of studies on teachers' salaries published by the National Education Association. These studies have developed fundamental principles of salary scheduling which are now widely accepted. They have presented the factual material concerning the payment of salaries which is essential to intelligent procedure. The Association is proud to have led in a movement which has lifted school practice as it concerns salary scheduling from a hit-or-miss to a scientific level.

This number of the Bulletin is limited to a summarization of the results of the Association's recent study of the salary situation in city school systems in 1926-27. The tables are so arranged that one may quickly ascertain the minimum, median and maximum salaries paid school employees of all types in cities of all population groups. For those who require salary data for individual cities, and in greater detail than it was practical to present in printed form, Special Salary Tabulations have been prepared. This Bulletin and the Special Salary Tabulations present the most complete and exact collection of comparable and current salary data for city schools which have yet been made available.

The May issue of the Research Bulletin now in preparation will be entitled *The Scheduling of Teachers' Salaries*. This Bulletin will bring together in succinct form additional material needed in the drafting or revising of salary schedules. These two Bulletins will place immediately at hand, in usable form, a carefully selected body of current data bearing upon the scheduling of teachers' salaries. They will summarize or refer to other studies pertinent to this field which have appeared in recent years.

The careful study of the March and May issues of the Research Bulletin is recommended to all those concerned with the problems of salary scheduling. These studies should do much to advance the movement looking toward "better salaries for better teachers."

J. W. CRABTREE, *Secretary,*
National Education Association.

I. Salaries Paid Teachers, Principals, and Certain Other School Employees, 1926-27

This issue of the Research Bulletin presents in summary form facts as to salaries paid in city school systems in 1926-27. The salaries of 295,063 city school employees are included in the tabulations. The blank used in collecting these salary data is reproduced on pages 124 to 127. Familiarity with this form will aid one in properly interpreting the tabulations presented.

The tables of this section of the Bulletin give figures for the following groups of school employees:

1. Classroom teachers
2. Principals
3. Certain other school employees—school nurses, clerks, janitors and attendance officers

The salary data for the above classes of school employees are arranged by population groups. Information for the various popula-

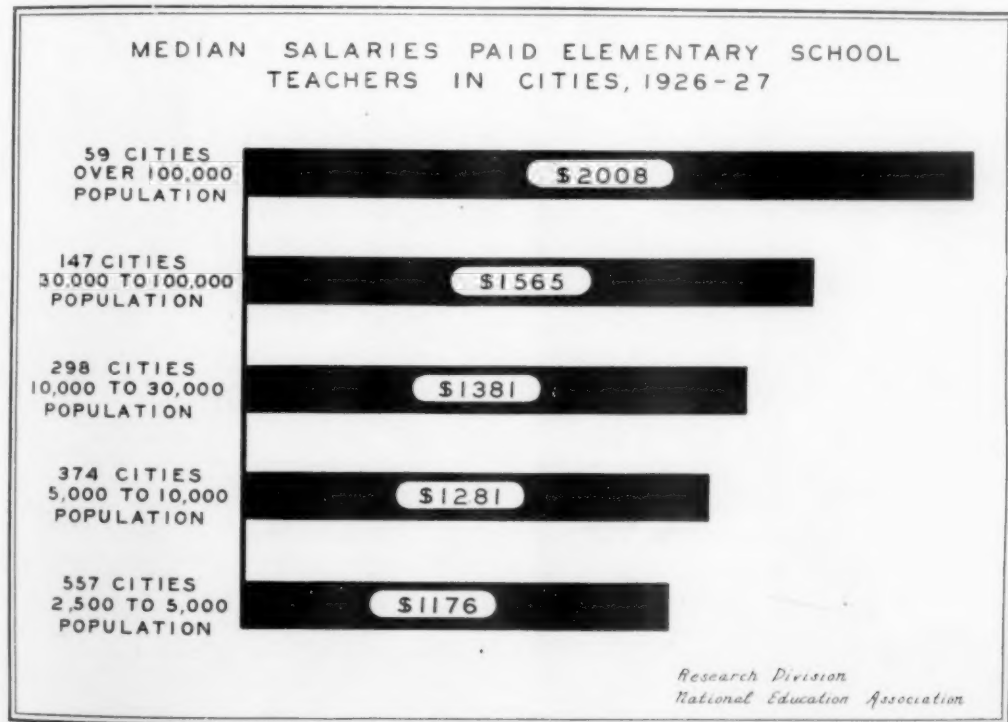
tion groups may be found beginning on the pages indicated:

- Cities over 100,000—page 72
- Cities 30,000 to 100,000—page 80
- Cities 10,000 to 30,000—page 89
- Cities 5,000 to 10,000—page 95
- Cities 2,500 to 5,000—page 101

The following figures are given for the various classes of teachers and principals in each population group:

1. Complete distributions of salaries paid by all cities reporting. See Table 1 for distributions of salaries paid teachers in cities over 100,000 in population.
2. Distributions of minimum salaries provided in the schedules of all cities reporting. See Table 3 for beginning salaries scheduled for teachers in cities over 100,000 in population.
3. Distributions of maximum salaries provided in the schedules of all cities reporting. See Table 4 for the maximum salaries scheduled for teachers in cities over 100,000 in population.

CHART I



4. Median salaries by states. See Table 5 for median salaries by states of classroom teachers in cities over 100,000 in population.

Complete distributions of salaries and median salaries by states are given for nurses, clerks, janitors and attendance officers. Maximum and minimum salaries are not reported in this Bulletin for these employees since a considerable percent of cities have not placed them on a specific schedule, or did not report the schedule if one existed. The approximate levels of beginning and maximum salaries for these school employees may be estimated by inspecting the distributions of salaries paid. For example, consult Table 10 for cities over 100,000 in population. Column 2 of this table shows that approximately 12 percent of the nurses in cities of this size are receiving

salaries of less than \$1200, while approximately eight percent have reached salaries of \$2000 or more.

Salary Data for Individual Cities

The cost involved precluded the possibility of issuing a printed report giving salary data for individual cities. It was found possible, however, to reproduce photographically the typewritten tabulation sheets giving information for individual cities. These sheets have been arranged in sets entitled, *Special Salary Tabulations*. Two sets of tabulations are available for each of the five population groups indicated above, one for teachers, principals and certain other school employees, and one for administrative and supervisory officers—ten sets of tabulations in all.

TABLE 1.—DISTRIBUTION OF SALARIES PAID TEACHERS IN 59 CITIES OVER 100,000 IN POPULATION IN 1926-1927

Salaries paid	Kindergarten teachers	Elementary school		Special class teachers	Junior high school		High school			
		Teachers	Ass't or vice-principals		Teachers ¹	Ass't or vice-principals	Teachers	Department heads	Ass't or vice-principals	Deans
1	2	3	4	5	6	7	8	9	10	11
\$4,400 and over.....									4	
4,200 to \$4,399.....						1			120	
4,000 to 4,199.....						4			48	18
3,800 to 3,999.....				1		1	1,189	56	17	1
3,600 to 3,799.....			520	1	6	9	2,371	26	43	5
3,400 to 3,599.....		1	65	3	23	5	856	91	49	
3,200 to 3,399.....		2,922	7	827	1,651	37	1,215	108	32	17
3,100 to 3,199.....		42	7	54	73	8	530	80	10	4
3,000 to 3,099.....		19	4	22	53	11	774	128	12	5
2,900 to 2,999.....		146	2	57	127	4	590	57	9	
2,800 to 2,899.....	551	6,710	2	137	644	5	2,784	63	11	
2,700 to 2,799.....	20	930	255	100	402	5	852	108	8	9
2,600 to 2,699.....	108	1,374	13	284	441	2	1,080	66	2	3
2,500 to 2,599.....	375	5,000	139	166	725	2	1,522	38	5	3
2,400 to 2,499.....	162	2,781	23	392	534	3	1,607	35	3	4
2,300 to 2,399.....	161	1,915	4	199	444	1	1,587	9	2	4
2,200 to 2,299.....	626	4,907	30	163	612	1	1,879	8	3	1
2,100 to 2,199.....	264	4,949	26	355	637	10	1,342	7		2
2,000 to 2,099.....	615	8,822	27	341	749		1,203	26		5
1,900 to 1,999.....	227	4,075	46	262	726		946			1
1,800 to 1,899.....	456	7,535	24	344	572	1	1,080			
1,700 to 1,799.....	412	7,760	4	154	510		588			1
1,600 to 1,699.....	327	5,278	3	141	484		429			
1,500 to 1,599.....	291	4,362		138	277		298			
1,400 to 1,499.....	296	3,243	2	118	357		138			
1,300 to 1,399.....	256	3,092		60	214		74			
1,200 to 1,299.....	275	2,401		77	140		27			
1,100 to 1,199.....	92	672		28	37		11			
1,000 to 1,099.....	72	451		1	12		8			
Below \$1,000.....	29	167			27		15			
Total.....	5,615	79,554	1,203	4,425	10,497	107	24,995	906	378	91
Median.....	\$2,012	\$2,008	\$3,038	\$2,315	\$2,213	\$3,219	\$2,583	\$3,028	\$3,800	\$3,090

Read table as follows: Out of a total of 5,615 kindergarten teachers in cities over 100,000 in population for which data were reported, 551 received salaries between \$2,800 and \$2,899, 20 received salaries between \$2,700 and \$2,799, etc. The median salary paid this group of teachers in cities over 100,000 in population is \$2,012. Similarly read figures for other columns.

The medians given in this table are figured according to the method described in the statement on page 74. See blank form used in collecting data, reproduced on page 124 and following, for further information as to what teachers are included in each class.

¹ The figures given in this column include junior high school heads of departments and junior high school deans as well as junior high school teachers. This grouping was decided upon since the number of junior high school heads of departments and junior high school deans reported by cities of this size was relatively small and since they are usually primarily junior high school teachers.

TABLE 2

National Education Association
Research Division Washington, D. C.

SALARIES PAID ELEMENTARY SCHOOL TEACHERS, 1926-1927
Cities Over 100,000 in Population

City	1920 population	Median salaries paid			Salary schedule					Number teachers	Distribution of salaries																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																
		1922	1925	1927	High- grade	Low- grade	Step	Number	Below \$1,000		\$1,000 to 1,100	\$1,100 to 1,200	\$1,200 to 1,300	\$1,300 to 1,400	\$1,400 to 1,500	\$1,500 to 1,600	\$1,600 to 1,700	\$1,700 to 1,800	\$1,800 to 1,900	\$1,900 to 2,000	\$2,000 to 2,100	\$2,100 to 2,200	\$2,200 to 2,300	\$2,300 to 2,400	\$2,400 to 2,500	\$2,500 to 2,600	\$2,600 to 2,700	\$2,700 to 2,800	\$2,800 to 2,900	\$2,900 to 3,000	\$3,000 to 3,100	\$3,100 to 3,200	\$3,200 to 3,300	\$3,300 to 3,400	\$3,400 to 3,500	\$3,500 to 3,600	\$3,600 to 3,700	\$3,700 to 3,800	\$3,800 to 3,900	\$3,900 to 4,000	\$4,000 to 4,100	\$4,100 to 4,200	\$4,200 to 4,300	\$4,300 to 4,400	\$4,400 to 4,500	\$4,500 to 4,600	\$4,600 to 4,700	\$4,700 to 4,800	\$4,800 to 4,900	\$4,900 to 5,000	\$5,000 to 5,100	\$5,100 to 5,200	\$5,200 to 5,300	\$5,300 to 5,400	\$5,400 to 5,500	\$5,500 to 5,600	\$5,600 to 5,700	\$5,700 to 5,800	\$5,800 to 5,900	\$5,900 to 6,000	\$6,000 to 6,100	\$6,100 to 6,200	\$6,200 to 6,300	\$6,300 to 6,400	\$6,400 to 6,500	\$6,500 to 6,600	\$6,600 to 6,700	\$6,700 to 6,800	\$6,800 to 6,900	\$6,900 to 7,000	\$7,000 to 7,100	\$7,100 to 7,200	\$7,200 to 7,300	\$7,300 to 7,400	\$7,400 to 7,500	\$7,500 to 7,600	\$7,600 to 7,700	\$7,700 to 7,800	\$7,800 to 7,900	\$7,900 to 8,000	\$8,000 to 8,100	\$8,100 to 8,200	\$8,200 to 8,300	\$8,300 to 8,400	\$8,400 to 8,500	\$8,500 to 8,600	\$8,600 to 8,700	\$8,700 to 8,800	\$8,800 to 8,900	\$8,900 to 9,000	\$9,000 to 9,100	\$9,100 to 9,200	\$9,200 to 9,300	\$9,300 to 9,400	\$9,400 to 9,500	\$9,500 to 9,600	\$9,600 to 9,700	\$9,700 to 9,800	\$9,800 to 9,900	\$9,900 to 10,000	\$10,000 to 10,100	\$10,100 to 10,200	\$10,200 to 10,300	\$10,300 to 10,400	\$10,400 to 10,500	\$10,500 to 10,600	\$10,600 to 10,700	\$10,700 to 10,800	\$10,800 to 10,900	\$10,900 to 11,000	\$11,000 to 11,100	\$11,100 to 11,200	\$11,200 to 11,300	\$11,300 to 11,400	\$11,400 to 11,500	\$11,500 to 11,600	\$11,600 to 11,700	\$11,700 to 11,800	\$11,800 to 11,900	\$11,900 to 12,000	\$12,000 to 12,100	\$12,100 to 12,200	\$12,200 to 12,300	\$12,300 to 12,400	\$12,400 to 12,500	\$12,500 to 12,600	\$12,600 to 12,700	\$12,700 to 12,800	\$12,800 to 12,900	\$12,900 to 13,000	\$13,000 to 13,100	\$13,100 to 13,200	\$13,200 to 13,300	\$13,300 to 13,400	\$13,400 to 13,500	\$13,500 to 13,600	\$13,600 to 13,700	\$13,700 to 13,800	\$13,800 to 13,900	\$13,900 to 14,000	\$14,000 to 14,100	\$14,100 to 14,200	\$14,200 to 14,300	\$14,300 to 14,400	\$14,400 to 14,500	\$14,500 to 14,600	\$14,600 to 14,700	\$14,700 to 14,800	\$14,800 to 14,900	\$14,900 to 15,000	\$15,000 to 15,100	\$15,100 to 15,200	\$15,200 to 15,300	\$15,300 to 15,400	\$15,400 to 15,500	\$15,500 to 15,600	\$15,600 to 15,700	\$15,700 to 15,800	\$15,800 to 15,900	\$15,900 to 16,000	\$16,000 to 16,100	\$16,100 to 16,200	\$16,200 to 16,300	\$16,300 to 16,400	\$16,400 to 16,500	\$16,500 to 16,600	\$16,600 to 16,700	\$16,700 to 16,800	\$16,800 to 16,900	\$16,900 to 17,000	\$17,000 to 17,100	\$17,100 to 17,200	\$17,200 to 17,300	\$17,300 to 17,400	\$17,400 to 17,500	\$17,500 to 17,600	\$17,600 to 17,700	\$17,700 to 17,800	\$17,800 to 17,900	\$17,900 to 18,000	\$18,000 to 18,100	\$18,100 to 18,200	\$18,200 to 18,300	\$18,300 to 18,400	\$18,400 to 18,500	\$18,500 to 18,600	\$18,600 to 18,700	\$18,700 to 18,800	\$18,800 to 18,900	\$18,900 to 19,000	\$19,000 to 19,100	\$19,100 to 19,200	\$19,200 to 19,300	\$19,300 to 19,400	\$19,400 to 19,500	\$19,500 to 19,600	\$19,600 to 19,700	\$19,700 to 19,800	\$19,800 to 19,900	\$19,900 to 20,000	\$20,000 to 20,100	\$20,100 to 20,200	\$20,200 to 20,300	\$20,300 to 20,400	\$20,400 to 20,500	\$20,500 to 20,600	\$20,600 to 20,700	\$20,700 to 20,800	\$20,800 to 20,900	\$20,900 to 21,000	\$21,000 to 21,100	\$21,100 to 21,200	\$21,200 to 21,300	\$21,300 to 21,400	\$21,400 to 21,500	\$21,500 to 21,600	\$21,600 to 21,700	\$21,700 to 21,800	\$21,800 to 21,900	\$21,900 to 22,000	\$22,000 to 22,100	\$22,100 to 22,200	\$22,200 to 22,300	\$22,300 to 22,400	\$22,400 to 22,500	\$22,500 to 22,600	\$22,600 to 22,700	\$22,700 to 22,800	\$22,800 to 22,900	\$22,900 to 23,000	\$23,000 to 23,100	\$23,100 to 23,200	\$23,200 to 23,300	\$23,300 to 23,400	\$23,400 to 23,500	\$23,500 to 23,600	\$23,600 to 23,700	\$23,700 to 23,800	\$23,800 to 23,900	\$23,900 to 24,000	\$24,000 to 24,100	\$24,100 to 24,200	\$24,200 to 24,300	\$24,300 to 24,400	\$24,400 to 24,500	\$24,500 to 24,600	\$24,600 to 24,700	\$24,700 to 24,800	\$24,800 to 24,900	\$24,900 to 25,000	\$25,000 to 25,100	\$25,100 to 25,200	\$25,200 to 25,300	\$25,300 to 25,400	\$25,400 to 25,500	\$25,500 to 25,600	\$25,600 to 25,700	\$25,700 to 25,800	\$25,800 to 25,900	\$25,900 to 26,000	\$26,000 to 26,100	\$26,100 to 26,200	\$26,200 to 26,300	\$26,300 to 26,400	\$26,400 to 26,500	\$26,500 to 26,600	\$26,600 to 26,700	\$26,700 to 26,800	\$26,800 to 26,900	\$26,900 to 27,000	\$27,000 to 27,100	\$27,100 to 27,200	\$27,200 to 27,300	\$27,300 to 27,400	\$27,400 to 27,500	\$27,500 to 27,600	\$27,600 to 27,700	\$27,700 to 27,800	\$27,800 to 27,900	\$27,900 to 28,000	\$28,000 to 28,100	\$28,100 to 28,200	\$28,200 to 28,300	\$28,300 to 28,400	\$28,400 to 28,500	\$28,500 to 28,600	\$28,600 to 28,700	\$28,700 to 28,800	\$28,800 to 28,900	\$28,900 to 29,000	\$29,000 to 29,100	\$29,100 to 29,200	\$29,200 to 29,300	\$29,300 to 29,400	\$29,400 to 29,500	\$29,500 to 29,600	\$29,600 to 29,700	\$29,700 to 29,800	\$29,800 to 29,900	\$29,900 to 30,000	\$30,000 to 30,100	\$30,100 to 30,200	\$30,200 to 30,300	\$30,300 to 30,400	\$30,400 to 30,500	\$30,500 to 30,600	\$30,600 to 30,700	\$30,700 to 30,800	\$30,800 to 30,900	\$30,900 to 31,000	\$31,000 to 31,100	\$31,100 to 31,200	\$31,200 to 31,300	\$31,300 to 31,400	\$31,400 to 31,500	\$31,500 to 31,600	\$31,600 to 31,700	\$31,700 to 31,800	\$31,800 to 31,900	\$31,900 to 32,000	\$32,000 to 32,100	\$32,100 to 32,200	\$32,200 to 32,300	\$32,300 to 32,400	\$32,400 to 32,500	\$32,500 to 32,600	\$32,600 to 32,700	\$32,700 to 32,800	\$32,800 to 32,900	\$32,900 to 33,000	\$33,000 to 33,100	\$33,100 to 33,200	\$33,200 to 33,300	\$33,300 to 33,400	\$33,400 to 33,500	\$33,500 to 33,600	\$33,600 to 33,700	\$33,700 to 33,800	\$33,800 to 33,900	\$33,900 to 34,000	\$34,000 to 34,100	\$34,100 to 34,200	\$34,200 to 34,300	\$34,300 to 34,400	\$34,400 to 34,500	\$34,500 to 34,600	\$34,600 to 34,700	\$34,700 to 34,800	\$34,800 to 34,900	\$34,900 to 35,000	\$35,000 to 35,100	\$35,100 to 35,200	\$35,200 to 35,300	\$35,300 to 35,400	\$35,400 to 35,500	\$35,500 to 35,600	\$35,600 to 35,700	\$35,700 to 35,800	\$35,800 to 35,900	\$35,900 to 36,000	\$36,000 to 36,100	\$36,100 to 36,200	\$36,200 to 36,300	\$36,300 to 36,400	\$36,400 to 36,500	\$36,500 to 36,600	\$36,600 to 36,700	\$36,700 to 36,800	\$36,800 to 36,900	\$36,900 to 37,000	\$37,000 to 37,100	\$37,100 to 37,200	\$37,200 to 37,300	\$37,300 to 37,400	\$37,400 to 37,500	\$37,500 to 37,600	\$37,600 to 37,700	\$37,700 to 37,800	\$37,800 to 37,900	\$37,900 to 38,000	\$38,000 to 38,100	\$38,100 to 38,200	\$38,200 to 38,300	\$38,300 to 38,400	\$38,400 to 38,500	\$38,500 to 38,600	\$38,600 to 38,700	\$38,700 to 38,800	\$38,800 to 38,900	\$38,900 to 39,000	\$39,000 to 39,100	\$39,100 to 39,200	\$39,200 to 39,300	\$39,300 to 39,400	\$39,400 to 39,500	\$39,500 to 39,600	\$39,600 to 39,700	\$39,700 to 39,800	\$39,800 to 39,900	\$39,900 to 40,000	\$40,000 to 40,100	\$40,100 to 40,200	\$40,200 to 40,300	\$40,300 to 40,400	\$40,400 to 40,500	\$40,500 to 40,600	\$40,600 to 40,700	\$40,700 to 40,800	\$40,800 to 40,900	\$40,900 to 41,000	\$41,000 to 41,100	\$41,100 to 41,200	\$41,200 to 41,300	\$41,300 to 41,400	\$41,400 to 41,500	\$41,500 to 41,600	\$41,600 to 41,700	\$41,700 to 41,800	\$41,800 to 41,900	\$41,900 to 42,000	\$42,000 to 42,100	\$42,100 to 42,200	\$42,200 to 42,300	\$42,300 to 42,400	\$42,400 to 42,500	\$42,500 to 42,600	\$42,600 to 42,700	\$42,700 to 42,800	\$42,800 to 42,900	\$42,900 to 43,000	\$43,000 to 43,100	\$43,100 to 43,200	\$43,200 to 43,300	\$43,300 to 43,400	\$43,400 to 43,500	\$43,500 to 43,600	\$43,600 to 43,700	\$43,700 to 43,800	\$43,800 to 43,900	\$43,900 to 44,000	\$44,000 to 44,100	\$44,100 to 44,200	\$44,200 to 44,300	\$44,300 to 44,400	\$44,400 to 44,500	\$44,500 to 44,600	\$44,600 to 44,700	\$44,700 to 44,800	\$44,800 to 44,900	\$44,900 to 45,000	\$45,000 to 45,100	\$45,100 to 45,200	\$45,200 to 45,300	\$45,300 to 45,400	\$45,400 to 45,500	\$45,500 to 45,600	\$45,600 to 45,700	\$45,700 to 45,800	\$45,800 to 45,900	\$45,900 to 46,000	\$46,000 to 46,100	\$46,100 to 46,200	\$46,200 to 46,300	\$46,300 to 46,400	\$46,400 to 46,500	\$46,500 to 46,600	\$46,600 to 46,700	\$46,700 to 46,800	\$46,800 to 46,900	\$46,900 to 47,000	\$47,000 to 47,100	\$47,100 to 47,200	\$47,200 to 47,300	\$47,300 to 47,400	\$47,400 to 47,500	\$47,500 to 47,600	\$47,600 to 47,700	\$47,700 to 47,800	\$47,800 to 47,900	\$47,900 to 48,000	\$48,000 to 48,100	\$48,100 to 48,200	\$48,200 to 48,300	\$48,300 to 48,400	\$48,400 to 48,500	\$48,500 to 48,600	\$48,600 to 48,700	\$48,700 to 48,800	\$48,800 to 48,900	\$48,900 to 49,000	\$49,000 to 49,100	\$49,100 to 49,200	\$49,200 to 49,300	\$49,300 to 49,400	\$49,400 to 49,500	\$49,500 to 49,600	\$49,600 to 49,700	\$49,700 to 49,800	\$49,800 to 49,900	\$49,900 to 50,000	\$50,000 to 50,100	\$50,100 to 50,200	\$50,200 to 50,300	\$50,300 to 50,400	\$50,400 to 50,500	\$50,500 to 50,600	\$50,600 to 50,700	\$50,700 to 50,800	\$50,800 to 50,900	\$50,900 to 51,000	\$51,000 to 51,100	\$51,100 to 51,200	\$51,200 to 51,300	\$51,300 to 51,400	\$51,400 to 51,500	\$51,500 to 51,600	\$51,600 to 51,700	\$51,700 to 51,800	\$51,800 to 51,900	\$51,900 to 52,000	\$52,000 to 52,100	\$52,100 to 52,200	\$52,200 to 52,300	\$52,300 to 52,400	\$52,400 to 52,500	\$52,500 to 52,600	\$52,600 to 52,700	\$52,700 to 52,800	\$52,800 to 52,900	\$52,900 to 53,000	\$53,000 to 53,100	\$53,100 to 53,200	\$53,200 to 53,300	\$53,300 to 53,400	\$53,400 to 53,500	\$53,500 to 53,600	\$53,600 to 53,700	\$53,700 to 53,800	\$53,800 to 53,900	\$53,900 to 54,000	\$54,000 to 54,100	\$54,100 to 54,200	\$54,200 to 54,300	\$54,300 to 54,400	\$54,400 to 54,500	\$54,500 to 54,600	\$54,600 to 54,700	\$54,700 to 54,800	\$54,800 to 54,900	\$54,900 to 55,000	\$55,000 to 55,100	\$55,100 to 55,200	\$55,200 to 55,300	\$55,300 to 55,400	\$55,400 to 55,500	\$55,500 to 55,600	\$55,600 to 55,700	\$55,700 to 55,800	\$55,800 to 55,900	\$55,900 to 56,000	\$56,000 to 56,100	\$56,100 to 56,200	\$56,200 to 56,300	\$56,300 to 56,400	\$56,400 to 56,500	\$56,500 to 56,600	\$56,600 to 56,700	\$56,700 to 56,800	\$56,800 to 56,900	\$56,900 to 57,000	\$57,000 to 57,100

Explanations of Tables:

Column 1. Cities reported are arranged alphabetically by States.

Column 2. Gives population of city by 1930 Census.

Column 3. Median given are based on 1920-1923 Salary Study. See *Teachers' Salaries and Salary Trends, 1929*, National Education Association, Washington, D. C. When no median is given, city did not report in 1923. The State and National medians are based on data from cities reporting in 1923.

Column 4. Medians given are based on the 1924-1925 Salary Study, See Research Bulletin, Volume III, Nos. 1 and 2. When no median is given, city did not report in 1925. The State and National medians are based on data from cities reporting in 1924-1925.

Column 5. Medians given are based on the 1926-1927 Salary Study, See Research Bulletin, Volume III, Nos. 1 and 2. When no median is given, city did not report in 1926-1927.

Column 6. & 7. When cities have adopted Salary Schedules for this group of school employees, the maximum and minimum salaries for 1926-1927 are given.

Column 8. Live number of annual increases provided for by salary schedule in progressing from minimum to maximum.

Column 9. Number of elementary teachers reported in 1924-1925. The number given for the States is the total for the cities that reported. The number of elementary teachers given for the United States is the total of the State figures.

Column 9. is in every case the total of Columns 10 to 31.

Column 10-31. Give distribution of salaries reported paid elementary teachers in 1924-1925.

Footnote. The method of calculating salaries is that given in the *Manual Applied to Education*, Boston, Houghton, Mifflin Co., 1917, p.110. In cases where the number of this column is less than the actual maximum reported, the maximum, rather than a computed median is given. The median in Column 3, when necessary, has been revised to conform with this practice.

Single Salary Schedules. Many Single Salary Schedules were difficult to interpret because they did not indicate the exact amount of training required for kindergarten, elementary, and junior high school and under high school teachers.

Formulas: *Superintendent; *Single Salary Schedules; * - The median given is the maximum salary according to schedule; the figured median is $(1977) \div 3 =$ the median given to No maximum salary; the figured median is $(1978) \div 3 =$ the median given to the maximum salary according to schedule; the figured median is $(1984) \div 4 = 496 =$ a year extra salary; the figured median is $(1985) \div 5 =$ the median given to the maximum salary according to schedule; the figured median is (1986) .

**TABLE 3.—MINIMUM SALARIES PAID
TEACHERS IN CITIES OVER 100,000
IN POPULATION IN 1926-1927**

Amount of minimum salary	Number of cities reporting minimum indicated for			
	Kindergarten teachers	Elementary teachers	Junior high school teachers	High school teachers
1	2	3	4	5
\$2,200 to \$2,299.....				2
2,100 to 2,199.....			1	
2,000 to 2,099.....				2
1,900 to 1,999.....			2	1
1,800 to 1,899.....			2	5
1,700 to 1,799.....			2	4
1,600 to 1,699.....			5	8
1,500 to 1,599.....	5	5	4	11
1,400 to 1,499.....	5	5	6	11
1,300 to 1,399.....	3	3	5	6
1,200 to 1,299.....	20	24	5	4
1,100 to 1,199.....	5	6	3	4
1,000 to 1,099.....	11	12	3	
Below \$1,000.....	4	3		
Total.....	53	58	38	58
Median.....	\$1,233	\$1,233	\$1,450	\$1,436

Read table as follows: 5 cities over 100,000 in population reported a minimum salary of between \$1,500 and \$1,599 for kindergarten teachers, 5 cities reported a minimum of between \$1,400 and \$1,499, etc. The median for kindergarten teachers reported by 53 cities of this size is \$1,233. Similarly read the other columns of this table.

The medians given in this table, are figured according to the method described in the statement on page 74. See blank form used in collecting data, reproduced on page 124 and following for further information as to what teachers are included in each class.

Table 2 illustrates the information presented in these tabulations. This table gives detailed information as to salaries paid elementary school teachers in 59 cities over 100,000 in population.

The third column of Table 1 presents in summarized form the data of Table 2. It will be noted that the same number of elementary school teachers, 79,554, is concerned in each table. Column three of Tables 3, 4 and 5 are similarly based on the data given in Table 2 in columns 6, 7 and 5 respectively.

Sets of tabulations made up of tables similar to that reproduced as Table 2 are available for each class of school employee for which data are presented in this Bulletin. For most purposes, the summary tables given in this Bulletin will be sufficient. Superintendents, teachers' salary committees and others in need of more detailed data may obtain the *Special Salary Tabulations* described above.¹

¹ Any set of these tabulations may be obtained from the National Education Association, Washington, D. C., at the cost of reproducing and mailing which is \$5.00 for each set.

The Meaning of Median

Those not familiar with the *median* may look upon it as having, for ordinary purposes, the same significance as the familiar *average*. More specifically, the best paid 50 percent of a group of teachers receive salaries equal to or greater than the median salary and the poorest paid 50 percent of a group of teachers receive salaries equal to or less than the median. For example, in Table 1, column 2, is given the distribution of salaries paid 5,615 kindergarten teachers in cities over 100,000 in population, receiving salaries all the way from "below \$1000" to between "\$2800 to \$2899." The median or middle salary of this

**TABLE 4.—MAXIMUM SALARIES PAID
TEACHERS IN CITIES OVER 100,000
IN POPULATION IN 1926-1927**

Amount of maximum salary	Number of cities reporting maximum indicated for			
	Kindergarten teachers	Elementary teachers	Junior high school teachers	High school teachers
1	2	3	4	5
\$3,900 and over.....				3
\$3,800 to \$3,899.....			1	2
3,700 to 3,799.....				1
3,600 to 3,699.....				3
3,500 to 3,599.....			1	1
3,400 to 3,499.....			3	1
3,300 to 3,399.....			1	
3,200 to 3,299.....		1	5	3
3,100 to 3,199.....				1
3,000 to 3,099.....			1	4
2,900 to 2,999.....				
2,800 to 2,899.....	5	5	6	11
2,700 to 2,799.....	2	1		1
2,600 to 2,699.....	2	2	3	1
2,500 to 2,599.....	4	5	3	10
2,400 to 2,499.....	3	4	2	4
2,300 to 2,399.....	2	1	4	2
2,200 to 2,299.....	6	6	1	3
2,100 to 2,199.....	4	4	3	5
2,000 to 2,099.....	7	11	3	
1,900 to 1,999.....	2	3	2	
1,800 to 1,899.....	6	6	2	2
1,700 to 1,799.....	8	6		
1,600 to 1,699.....		1		
1,500 to 1,599.....	2	2		
1,400 to 1,499.....	1	1		
Total.....	54	59	41	58
Median.....	\$2,125	\$2,095	\$2,617	\$2,809

Read table as follows: 5 cities over 100,000 in population reported a maximum salary of between \$2,800 and \$2,899 for kindergarten teachers, 2 cities reported a maximum of between \$2,700 and \$2,799, etc. The median for kindergarten teachers reported by 54 cities of this size is \$2,125. Similarly read the other columns of this table.

The medians given in this table are figured according to the method described in the statement on page 74. See blank form used in collecting data, reproduced on page 124 and following, as to what teachers are included in each class.

group is \$2012, that is, half of these 5,615 teachers receive salaries of \$2012 or more and the other half receive salaries of \$2012 or less.

The median minimum and the median maximum salaries should be similarly interpreted as the middle minimum or maximum of the distribution concerned. For example, in Table 3, column 2, as many cities have a minimum salary for kindergarten teachers equal to or greater than \$1233, the median given at the foot of this column, as have a minimum salary equal to or less than this median.¹

¹ The method of calculating all medians is that given on page 110 of: Rugg, Harold O., *Statistical Methods Applied to Education*. Boston. Houghton, Mifflin Co. 1917.

Salaries in Cities Over 100,000 in Population

Teachers salaries. Table 1 presents distributions of the salaries paid during 1926-27 to ten groups of teachers in cities over 100,000 in population. The notes at the foot of the table and inquiry blank, which is reproduced on pages 124 to 127, give information as to the teachers included in each column. The total number in each group and the median salary are given at the foot of each column.

TABLE 5.—MEDIAN SALARIES PAID TEACHERS IN CITIES OVER 100,000 IN POPULATION IN 1926-1927

States	Kindergarten teachers	Elementary school		Special class teachers	Junior high school		Senior high school			
		Teachers	Ass't or vice-principals		Teachers	Ass't or vice-principals	Teachers	Department heads	Ass't or vice-principals	Deans
1	2	3	4	5	6	7	8	9	10	11
United States.....	\$2,012	\$2,008	\$3,038	\$2,315	\$2,213	\$3,219	\$2,583	\$3,028	\$3,800	\$3,090
Alabama.....		1,513		1,300			1,863	2,580		
California.....	1,952	2,065	2,268	2,456	2,529	3,277	2,396	3,058	3,753	3,220
Colorado.....	2,079	2,103		2,200	2,185		2,711		2,850	2,825
Connecticut.....	1,689	1,814	2,150	1,736	2,008		2,263	3,213	3,325	2,950
Delaware.....	1,500	1,800	2,575	1,833			1,923	2,550		
District of Columbia.....	2,022	2,027		2,035	2,222		2,805	3,447	3,500	
Illinois.....	2,323	2,353	2,746	2,609	2,667	3,200	3,242		4,200	4,088
Indiana.....		1,990	2,400				2,800	3,100	3,450	
Iowa.....	1,878	1,824		1,750	2,040		2,345		3,050	2,875
Kansas.....	1,486	1,704	1,700	1,725	1,916		2,238			
Kentucky.....	1,374	1,383		1,521			1,973		2,950	
Louisiana.....	1,712	1,701		1,783			2,479			
Maryland.....	1,367	1,529	1,913	1,809	1,697	2,145	2,519	3,200	3,367	
Massachusetts.....	1,564	1,780	1,961	1,894	2,023	2,450	2,490	3,292	3,663	
Michigan.....	1,960	1,969	2,542	2,017	2,553	3,800	2,593	3,507	4,040	
Minnesota.....		1,753	2,450	1,842	1,968		2,295		3,150	2,450
Missouri.....	1,848	1,954		2,186	2,188	3,200	2,635		3,600	
Nebraska.....	2,000	2,037		1,750			2,244	2,557	3,700	3,050
New Jersey.....	2,238	2,009	3,271	2,417	2,394	3,700	3,161	3,800+	4,350	3,700
New York.....	2,359	2,578	3,688	3,216	3,217	3,300	3,201	3,113	4,280	3,125
Ohio.....	2,006	2,007	2,158	2,150	2,213	3,060	2,568	2,750	3,463	2,700
Oregon.....	1,667	2,049		1,750			2,243	2,662	2,750	2,750
Pennsylvania.....	2,206	1,780		2,318	2,352		3,161	2,681		3,300
Rhode Island.....	1,700	1,738	2,450	1,858			2,181	2,679	3,500	3,200
Tennessee.....		1,336			1,408		1,800	2,050		
Texas.....	1,512	1,550		1,725	1,579	2,767	1,871	2,419	2,500	2,060
Utah.....	1,644	1,657		1,850	1,773		1,942	2,750	3,000	1,950
Virginia.....	1,283	1,406	1,950	1,888	1,663	2,650	2,000	2,167	2,700	2,150
Washington.....	2,000	1,844		2,050			2,148	2,743	3,175	2,350
Wisconsin.....	2,236	2,401		2,408	2,200		2,600		3,860	

Read table as follows: \$2,012 is the median salary paid kindergarten teachers in the United States in cities with a population of over 100,000; \$2,008 is the median salary paid elementary teachers in the United States in cities of this size. Similarly read figures for states and other groups of teachers. Where no figure is given the position was not reported by cities of over 100,000 within the state.

The medians given in this table, figures according to the method described in the statement on page 74, are based upon distributions of salaries reported paid the various classes of teachers indicated. See blank form used in collecting data, reproduced on page 124 and following, for further information as to what teachers are included in each class.

¹ The distributions from which the medians in this column were figured include junior high school heads of departments and junior high school deans as well as junior high school teachers. This grouping was decided upon since the number of junior high school heads of departments and junior high school deans reported by cities of this size was relatively small and since they are usually primarily junior high school teachers.

Those not familiar with the meaning of median will find it explained on page 74.

Table 3 gives the minimum salaries of four groups of teachers as scheduled in cities over 100,000 in population. For example, the minimum for elementary school teachers, according to column 3, is below \$1000 in three cities and is between \$1500 and \$1599 in five cities; the median minimum being \$1233.

Table 4 presents similar data as to maximum salaries. One city reports a maximum for elementary teachers of between \$1400 and \$1499, while one reports a maximum of between \$3200 and \$3299; the median maximum being \$2095.

TABLE 6.—DISTRIBUTION OF SALARIES PAID PRINCIPALS IN 59 CITIES OVER 100,000 IN POPULATION IN 1926-1927

Salaries paid	Elementary school principals		Junior high school principals	High school principals
	Teaching	Super-vising		
1	2	3	4	5
\$7,000 and over.....			2	6
6,000 to \$6,999.....			2	48
5,500 to 5,999.....		10	3	59
5,000 to 5,499.....		236	28	44
4,800 to 4,999.....		192	2	24
4,600 to 4,799.....		219	2	15
4,400 to 4,599.....		85	10	40
4,200 to 4,399.....		76	46	49
4,000 to 4,199.....		149	13	29
3,800 to 3,999.....	1	240	24	10
3,600 to 3,799.....	5	304	27	9
3,400 to 3,599.....	8	293	14	9
3,200 to 3,399.....	24	152	23	2
3,100 to 3,199.....		120	10	1
3,000 to 3,099.....	11	113	3	8
2,900 to 2,999.....	30	113	4	4
2,800 to 2,899.....	12	166		
2,700 to 2,799.....	74	166	7	2
2,600 to 2,699.....	44	178		
2,500 to 2,599.....	47	109	1	
2,400 to 2,499.....	41	106	4	
2,300 to 2,399.....	33	51		
2,200 to 2,299.....	33	83		
2,100 to 2,199.....	31	38	1	
2,000 to 2,099.....	51	30		
1,900 to 1,999.....	37	16		
1,800 to 1,899.....	40	4		
1,700 to 1,799.....	8			
1,600 to 1,699.....	6			
Below \$1,600.....	18	2		
Total.....	554	3,499	225	359
Median.....	\$2,449	\$3,437	\$3,946	\$4,813

Read table as follows: Out of a total of 554 teaching elementary school principals in cities over 100,000 in population for which data were reported, 1 receives a salary of between \$3,800 and \$3,999, 5 receive a salary of between \$3,600 and \$3,799, etc. The median salary paid this group of principals in cities over 100,000 in population is \$2,449. Similarly read figures for other groups of principals.

The medians given in this table are figured according to the method described in the statement on page 74. See blank form used in collecting data, reproduced on page 124 and following, for further information as to what principals are included in each class.

TABLE 7.—MINIMUM SALARIES PAID PRINCIPALS IN CITIES OVER 100,000 IN POPULATION IN 1926-1927

Amount of minimum salary	Number of cities reporting minimum indicated for			
	Elementary school principals		Junior high school principals	High school principals
	Teaching	Super-vising		
1	2	3	4	5
\$5,500 and over.....				2
5,000 to \$5,499.....				3
4,500 to 4,999.....				4
4,000 to 4,499.....			2	9
3,900 to 3,999.....			1	2
3,800 to 3,899.....			1	1
3,700 to 3,799.....		1	1	1
3,600 to 3,699.....			1	4
3,500 to 3,599.....			6	4
3,400 to 3,499.....				
3,300 to 3,399.....				
3,200 to 3,299.....		1	3	2
3,100 to 3,199.....			2	
3,000 to 3,099.....		1	5	2
2,900 to 2,999.....		2	1	1
2,800 to 2,899.....		2		
2,700 to 2,799.....		1		
2,600 to 2,699.....		5	2	2
2,500 to 2,599.....	1	4	3	
2,400 to 2,499.....		3		
2,300 to 2,399.....	1			
2,200 to 2,299.....		6		
2,100 to 2,199.....		5	2	
2,000 to 2,099.....	2	7	1	1
1,900 to 1,999.....	2	5		
1,800 to 1,899.....	1	4		
1,700 to 1,799.....	1	1		
1,600 to 1,699.....	1		1	
1,500 and under.....	5	2		
Total.....	14	50	32	38
Medians.....	\$1,800	\$2,217	\$3,150	\$3,950

Read table as follows: 1 city over 100,000 in population reported a minimum salary of between \$2,500 and \$2,599, for teaching elementary school principals, 1 city reported a minimum of between \$2,300 and \$2,399, etc. The median for teaching elementary school principals reported by 14 cities of this size is \$1,800. Similarly read the other columns of this table.

The medians given in this table are figured according to the method described in the statement on page 74. See blank form used in collecting data, reproduced on page 124 and following, as to what principals are included in each class.

Table 5 indicates by states, the median salaries paid the ten groups of teachers. The distribution of salaries paid in individual states, from which the medians of Table 5 were calculated, are given in the *Special Salary Tabulations* referred to on page 72. It was not possible to include these distributions in a Bulletin of this length.

The median salary for kindergarten teachers in cities of this size is \$2012, according to Table 5. The median for kindergarten teachers varies in different states from \$1283 to \$2359.

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TABLE 8.—MAXIMUM SALARIES PAID PRINCIPALS IN CITIES OVER 100,000 IN POPULATION IN 1926-1927

Amount of maximum salary	Number of cities reporting maximum indicated for			
	Elementary school principals		Junior high school principals	High school principals
	Teaching	Super- vising		
1	2	3	4	5
\$7,000 and over.....				3
6,500 to \$6,999.....				1
6,000 to 6,499.....			1	5
5,500 to 5,999.....		2	3	4
5,400 to 5,499.....			1	
5,300 to 5,399.....				
5,200 to 5,299.....		1	1	1
5,100 to 5,199.....				2
5,000 to 5,099.....		2	3	10
4,900 to 4,999.....				
4,800 to 4,899.....		1		3
4,700 to 4,799.....			1	5
4,600 to 4,699.....				
4,500 to 4,599.....		3	2	7
4,400 to 4,499.....		2	1	
4,300 to 4,399.....			3	2
4,200 to 4,299.....			4	1
4,100 to 4,199.....		1		1
4,000 to 4,099.....		4	8	4
3,900 to 3,999.....		2		
3,800 to 3,899.....		5		
3,700 to 3,799.....		1	1	
3,600 to 3,699.....		4	1	1
3,500 to 3,599.....		2	4	
3,400 to 3,499.....		1		
3,300 to 3,399.....	1	3	1	
3,200 to 3,299.....		6	1	
3,100 to 3,199.....	1	1		
3,000 to 3,099.....	1	3		
2,900 to 2,999.....		1		
2,800 to 2,899.....	1			
2,700 to 2,799.....	3	2	1	
2,600 to 2,699.....	3			
Under \$2,600.....	5			
Total.....	16	52	37	50
Medians.....	\$2,700	\$3,650	\$4,238	\$5,010

Read table as follows: 1 city over 100,000 in population reported a maximum salary of between \$3,300 and \$3,399 for teaching elementary school principals, 1 city reported a maximum of between \$3,100 and \$3,199, etc. The median for teaching elementary school principals reported by 16 cities of this size is \$2,700. Similarly read the other columns of this table. The medians given in this table are figured according to the method described in the statement on page 74. See blank form used in collecting data, reproduced on page 124 and following, as to what principals are included in each class.

It is interesting to study the figures of Tables 1 and 5 in the light of the fact that the average income of the 44,600,000 gainfully occupied persons in the United States in 1926 was \$2010.¹ The cost and the standard of living in the large cities of the country are appreciably higher than in the typical community. To qualify for the positions represented in Tables 1 and 5 one must undergo a period of specialized, professional training of

from two to five years beyond high school graduation. The people in these positions certainly should have something more than average ability.

In the light of these facts it is interesting to note that approximately 40 percent of the teachers listed in Table 1 are paid salaries lower than \$2,010, the average income of all gainfully occupied persons in the United States in 1926.

TABLE 9.—MEDIAN SALARIES PAID PRINCIPALS IN CITIES OVER 100,000 IN POPULATION IN 1926-1927

States	Elementary school principals		Junior high school principals	High school principals
	Teaching	Super- vising		
1	2	3	4	5
United States.....	\$2,449	\$3,437	\$3,946	\$4,813
Alabama.....	1,850	3,015		4,100
California.....	2,942	3,454	4,266	4,556
Colorado.....	2,950	3,346	4,440	5,250
Connecticut.....	2,444	2,925	3,400	4,500
Delaware.....		2,275		4,100
Dist. of Columbia.....	2,738	3,142	3,700	4,283
Illinois.....		4,800	5,214	5,700
Indiana.....	1,950	2,850		5,250
Iowa.....		2,694	3,300	3,900
Kansas.....	2,041		3,700	3,733
Kentucky.....		2,127		3,800
Louisiana.....	2,350	2,612		3,025
Maryland.....		2,619	3,142	4,200
Massachusetts.....	1,922	2,817	3,800	5,100
Michigan.....	2,400	3,392	5,250	5,375
Minnesota.....	2,000	2,775	3,357	4,375
Missouri.....	2,450	3,843	4,100	4,960
Nebraska.....		2,717		4,150
New Jersey.....	2,250	3,983	4,450	7,000
New York.....	2,975	4,608	4,400	6,318
Ohio.....	2,647	3,201	3,900	4,482
Oregon.....	2,423	3,439		4,271
Pennsylvania.....	2,480	3,874	5,000	5,500
Rhode Island.....	3,450	3,800		4,500
Tennessee.....	1,750	2,450	2,483	4,500
Texas.....	1,800	2,730	3,250	3,800
Utah.....		2,850	3,425	4,000
Virginia.....		3,015	3,667	4,100
Washington.....	2,200	3,218		4,160
Wisconsin.....	2,850	4,100	4,100	5,000

Read table as follows: \$2,449 is the median salary paid teaching elementary principals in the United States in cities with a population of over 100,000; \$3,437 is the median salary paid supervising elementary principals in the United States in cities of this size. Similarly read figures for the states and other groups of principals. Where no figure is given, the position was not reported by cities over 100,000 within the state.

The medians given in this table, figured according to the method described in the statement on page 74, are based upon distributions of salaries reported paid the various classes of principals indicated. See blank form used in collecting data, reproduced on page 124 and following, for further information as to what principals are included in each class.

¹ See page 3 of: News Bulletin, No. 23, February 21, 1927, National Bureau of Economic Research, 474 W. 24th St., New York City.

Principals' salaries. Table 6 presents a distribution of the salaries paid during 1926-27 to principals of elementary, junior high and senior high schools. The inquiry blank reproduced on pages 124 to 127 gives full information as to the principals included in each class. The total number in each group and the median salary are given at the foot of each column. Those not familiar with the meaning of median will find it explained on page 74.

Table 7 gives the minimum salaries of principals as scheduled in cities over 100,000 in population. For example, the minimum for supervising elementary school principals, according to column 3, is \$1500 or under in

two cities and is between \$3700 and \$3799 in one city; the median minimum being \$2217.

Table 8 presents similar data as to maximum salaries. Two cities report maxima for supervising elementary principals of between \$2700 and \$2799, while two report maxima of between \$5500 and \$5999; the median maximum being \$3650.

In many cities the minimum and maximum for principals vary with the size of school. In Tables 7 and 8 the minimum tabulated for a city is that paid principals of the smallest schools, whereas the maximum tabulated for a city is that paid principals of the largest schools. One minimum and one maximum for

TABLE 10.—DISTRIBUTION OF SALARIES PAID OTHER SCHOOL EMPLOYEES IN 59 CITIES OVER 100,000 IN POPULATION IN 1926-1927

Salaries paid	School nurses	Clerks in principals' offices	Clerks in administrative and supervisory offices	School janitors	Attendance officers ¹
1	2	3	4	5	6
\$3,800 and over.....			34	11	1
3,700 to \$3,799.....			2	1	1
3,600 to 3,699.....			5	3	3
3,500 to 3,599.....			32	3	
3,400 to 3,499.....				4	
3,300 to 3,399.....		1	76	6	
3,200 to 3,299.....			11	6	
3,100 to 3,199.....			6	6	
3,000 to 3,099.....	1		43	12	1
2,900 to 2,999.....				6	2
2,800 to 2,899.....		10	51	11	1
2,700 to 2,799.....		68	44	16	
2,600 to 2,699.....		34	19	11	1
2,500 to 2,599.....	1	22	18	99	4
2,400 to 2,499.....	7	49	60	32	9
2,300 to 2,399.....	5	47	19	30	234
2,200 to 2,299.....	6	26	34	61	20
2,100 to 2,199.....	4	84	66	136	43
2,000 to 2,099.....	29	66	33	147	55
1,900 to 1,999.....	41	516	77	205	9
1,800 to 1,899.....	95	129	104	300	74
1,700 to 1,799.....	39	116	74	838	46
1,600 to 1,699.....	107	181	288	313	49
1,500 to 1,599.....	96	152	204	546	50
1,400 to 1,499.....	75	126	237	410	34
1,300 to 1,399.....	67	155	290	531	46
1,200 to 1,299.....	71	202	199	636	30
1,100 to 1,199.....	26	104	72	299	11
1,000 to 1,099.....	19	165	154	555	2
900 to 999.....	25	153	85	389	1
800 to 899.....	16	287	45	84	
700 to 799.....		92	58	101	
600 to 699.....		103	8	125	
Below \$600.....		110	14	596	
Total.....	730	2,998	2,462	6,529	728
Median.....	\$1,569	\$1,501	\$1,534	\$1,390	\$2,022

Read table as follows: Out of a total of 730 school nurses in cities over 100,000 in population for which data were reported, 1 receives a salary of \$3,000 to \$3,099, 1 receives a salary of \$2,500 to \$2,599, etc. The median salary paid this group of school employees in cities over 100,000 in population is \$1,569. Similarly read figures for other columns.

The medians given in this table are figured according to the method described in the statement on page 74. See blank form used in collecting data, reproduced on page 124 and following, for further information as to what teachers are included in each class.

¹The salaries paid chief attendance officers and their executive assistants were not included in the distributions given in column 6. Data as to salaries being paid chief attendance officers and their executive assistants are given on page 119, table 57.

each of the four groups of principals were included in the tabulation for each city.

Table 9 indicates by states the median salaries paid principals. The median salary paid supervising elementary school principals in cities of this size is \$3437. The median for this group of principals varies in different states from \$2127 to \$4800. Similarly read the national and state medians for the other classes of teachers.

Salaries of certain other employees. Table 10 presents distributions of salaries paid five groups of school employees. At the foot of each column is given the number in each group and the median salary.

Salaries were reported for a total of 730

nurses. Their salaries range from between \$3000 and \$3099 to between \$800 and \$899. The median is \$1569.

The median salaries for other groups follow:

Clerks in principals' offices.....	\$1501
Clerks in administrative offices.....	1534
School janitors	1390
Attendance officers	2022

In 1926 the 44,600,000 gainfully occupied persons in the United States earned an average income of \$2010. But one of the groups of Table 10, the attendance officers, enjoys a median salary which reaches this national average. It does not appear that the employees listed in Table 10 are overpaid when their incomes are compared with those enjoyed by the

TABLE 11.—MEDIAN SALARIES PAID OTHER SCHOOL EMPLOYEES IN CITIES OVER 100,000 IN POPULATION IN 1926-1927

States	School nurses	Clerks in principals' offices	Clerks in administrative and supervisory offices	School janitors	Attendance officers ¹
1	2	3	4	5	6
United States.....	\$1,569	\$1,501	\$1,534	\$1,390	\$2,020
Alabama.....	1,450	900	1,617	1,236	1,600
California.....	1,807	895	1,545	1,740	2,390
Colorado.....	1,800	938	1,089	1,171	1,540
Connecticut.....		1,050	1,233	1,519	
Delaware.....	1,375	1,000	1,400	1,075	1,380
District of Columbia.....	1,800	1,371	1,374	1,073	1,600
Illinois.....		2,068	1,937		1,700
Indiana.....	1,350				
Iowa.....	1,667	1,400	1,540	1,497	1,800
Kansas.....	1,650	1,050	1,425		1,125
Kentucky.....	1,275	713	1,250	716	1,569
Louisiana.....	1,450	1,310	1,300	1,285	1,250
Maryland.....		991	1,300	627	1,200
Massachusetts.....	1,555	1,236	1,379	1,598	2,000
Michigan.....		1,249	1,445	1,736	2,350
Minnesota.....	1,388	829	1,235	1,350	1,500
Missouri.....	1,471	870	1,420	1,140	2,000
Nebraska.....	1,600	1,210	1,050	1,535	1,600
New Jersey.....	1,699	2,000	1,388	1,712	2,100
New York.....	1,400	1,928	1,628	1,794	2,340
Ohio.....	1,629	937	1,231	1,373	1,800
Oregon.....		940	1,575	2,250	1,700
Pennsylvania.....	1,271	1,070	1,250	1,283	1,800
Rhode Island.....	1,350	850	1,387	1,243	1,500
Tennessee.....	1,200		1,350	600	
Texas.....	1,157	644	1,200	929	1,350
Utah.....		1,050	1,575	1,650	2,020
Virginia.....	1,317	767	1,100	1,357	900
Washington.....	1,564	1,138	1,228	1,604	2,130
Wisconsin.....		1,317	1,463	2,483	2,400

Read table as follows: \$1,569 is the median salary paid school nurses in the United States in cities with a population over 100,000; \$1,501 is the median salary paid clerks in principals' offices. Similarly read figures for the states and other employees. Where no figure is given the position was not reported by cities 30,000 to 100,000 within the state.

The medians given in this table, figured according to the method described in the statement on page 74, are based upon distributions of salaries reported paid the various classes of employees indicated. See blank form used in collecting data, reproduced on page 124 and following.

¹The salaries paid chief attendance officers and their executive assistants were not included in the distributions from which the medians given in column 6 are figured. Data as to salaries being paid chief attendance officers and their executive assistants are given on page 119, Table 57.

nation as a whole. The opposite is probably the case.

For example, to qualify as a school nurse one must complete a period of general schooling considerably above the average and must undergo an extended period of professional training. The type of service required of school nurses calls for alert, professionally minded people of at least average capacity. The median salary paid this group, however, even in the largest cities, is but 78 percent of the average income of gainfully occupied persons in the United States.

It is interesting similarly to study the salaries paid the other groups given in Table 10.

Salaries in Cities 30,000 to 100,000 in Population

Teachers' salaries. Table 12 presents complete distributions of the salaries paid during 1926-27 to ten classes of teachers in cities from 30,000 to 100,000 in population. The notes at the foot of the table and the inquiry blank, reproduced on pages 124 to 127, give information as to the classes of teachers included in each column. The total number for each group and the median salary is given at the foot of each column. Those not familiar with the meaning of the word median will find it explained on page 74.

TABLE 12.—DISTRIBUTION OF SALARIES PAID TEACHERS IN 147 CITIES 30,000 TO 100,000 IN POPULATION IN 1926-1927

Salaries paid	Kinder- garten teachers	Elementary school		Special class teachers	Junior high school		High school			
		Teachers	Ass't or vice prin- cipals		Teachers	Ass't or vice prin- cipals	Teachers	Depart- ment heads	Ass't or vice prin- cipals	Deans
1	2	3	4	5	6	7	8	9	10	11
\$4,200 and over.....									3	
4,000 to \$4,199.....						1			3	1
3,800 to 3,999.....					2		10	25	4	
3,600 to 3,799.....						2	8	6	4	
3,400 to 3,599.....			3				39	19	7	
3,200 to 3,399.....			5				63	20	12	3
3,100 to 3,199.....		16	3	1	16		65	16	6	
3,000 to 3,099.....		1		3	9		91	26	18	11
2,900 to 2,999.....	1	12	1		9	6	78	14	7	
2,800 to 2,899.....	1	33	1	3	43	7	173	15	13	3
2,700 to 2,799.....		41		2	71	4	227	52	2	7
2,600 to 2,699.....		37	2	3	165	6	387	23	6	1
2,500 to 2,599.....	10	120	5	10	174	4	446	56	7	8
2,400 to 2,499.....	15	185		17	267	4	585	37	4	6
2,300 to 2,399.....	15	234	5	27	183	1	412	49	4	6
2,200 to 2,299.....	9	349	14	24	313	3	692	45	1	6
2,100 to 2,199.....	21	514	3	43	363	8	636	36	2	7
2,000 to 2,099.....	64	1,203	4	68	448	9	915	36	3	5
1,900 to 1,999.....	85	1,457	3	102	673	4	799	27		1
1,800 to 1,899.....	178	3,085	7	135	944	3	779	28	2	3
1,700 to 1,799.....	109	2,008	5	108	695	1	601	15		
1,600 to 1,699.....	167	2,750	17	146	723		505	9		
1,500 to 1,599.....	179	3,413	5	127	681	1	434	4		1
1,400 to 1,499.....	134	2,060	5	74	490	1	277	1		
1,300 to 1,399.....	185	2,438	2	67	487		169	1	1	
1,200 to 1,299.....	166	2,276		45	256		86	1		
1,100 to 1,199.....	103	1,708		37	140		54			
1,000 to 1,099.....	89	1,489		17	80		12			
900 to 999.....	33	755		2	47		13			
800 to 899.....	18	171			4					
700 to 799.....	19	84			2		2			
600 to 699.....	12	47					4			
Below \$600.....	16	13		4	4		2			
Total.....	1,629	26,500	89	1,067	7,290	63	8,564	561	109	70
Median.....	\$1,522	\$1,565	\$2,013	\$1,713	\$1,804	\$2,538	\$2,060	\$2,477	\$3,012	\$2,500

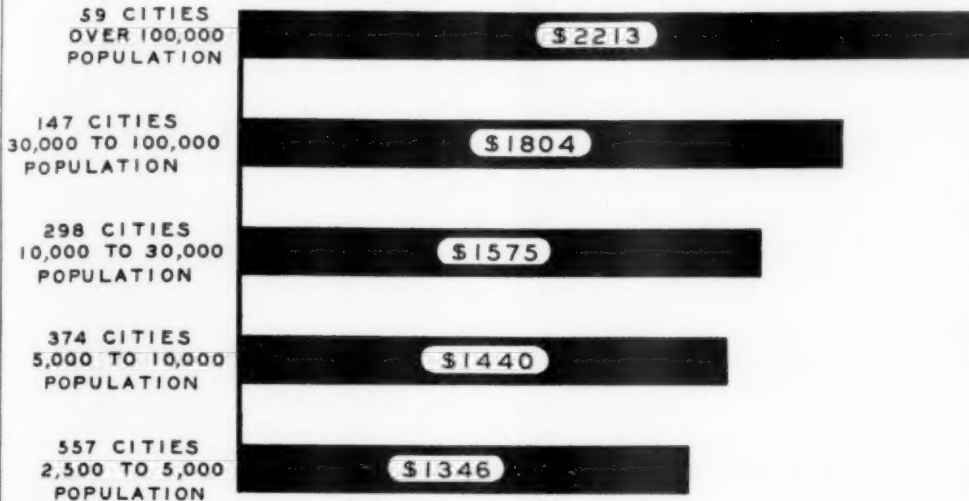
Read table as follows: Out of a total of 1,629 kindergarten teachers in cities 30,000 to 100,000 in population for which data were reported, 1 receives a salary between \$2,900 and \$2,999, 1 receives a salary between \$2,800 and \$2,899, etc. The median salary paid this group of teachers in cities 30,000 to 100,000 in population is \$1,522. Similarly read figures for other columns.

The medians given in this table are figured according to the method described in the statement on page 74. See blank form used in collecting data, reproduced on page 124 and following, for further information as to what teachers are included in each class.

¹The figures given in this column include junior high school heads of departments and junior high school deans as well as junior high school teachers. This grouping was decided upon since the number of junior high school heads of departments and junior high school deans reported by cities of this size was relatively small and since they are usually primarily junior high school teachers.

CHART II

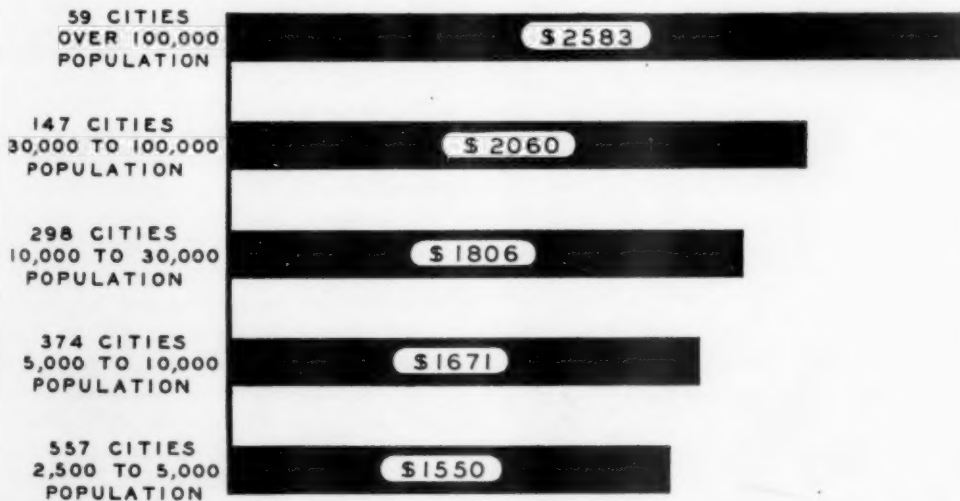
MEDIAN SALARIES PAID JUNIOR HIGH SCHOOL
TEACHERS IN CITIES, 1926-27



Research Division
National Education Association

CHART III

MEDIAN SALARIES PAID SENIOR HIGH SCHOOL
TEACHERS IN CITIES, 1926-27



Research Division
National Education Association

Table 13 gives the minimum salaries of four groups of teachers as scheduled in cities from 30,000 to 100,000 in population. For example, the minimum for elementary school teachers, according to column 3, is below \$900 in seven cities and is between \$1600 and \$1699 in one city; the median minimum being \$1067.

Table 14 presents similar data as to maximum salaries. Three cities report a maximum salary for elementary teachers of between \$1200 and \$1299, while one reports a maximum of between \$3200 and \$3299; the median maximum being \$1841.

Table 15 presents by states the median salaries paid the ten groups of teachers. The complete distributions of salaries paid the various classes of teachers in each city from which the medians of Table 5 were calculated are given in the Special Salary Tabulations referred to on page 72. It was not possible to include these distributions in a bulletin of this length.

The median salary for kindergarten teachers in cities of this size is \$1522 according to

TABLE 13.—MINIMUM SALARIES PAID TEACHERS IN CITIES 30,000 TO 100,000 IN POPULATION IN 1926-1927

Amount of minimum salary	Number of cities reporting minimum indicated for			
	Kindergarten teachers	Elementary teachers	Junior high school teachers	High school teachers
1	2	3	4	5
\$2,100 to \$2,199.....				1
2,000 to 2,099.....				1
1,900 to 1,999.....				
1,800 to 1,899.....			1	6
1,700 to 1,799.....				3
1,600 to 1,699.....	1	1	4	9
1,500 to 1,599.....	2	3	7	19
1,400 to 1,499.....	4	4	11	33
1,300 to 1,399.....	7	7	12	13
1,200 to 1,299.....	23	26	16	24
1,100 to 1,199.....	5	7	12	6
1,000 to 1,099.....	28	46	14	2
900 to 999.....	10	25	5	2
Below \$900.....	4	7		
Total.....	84	126	82	119
Median.....	\$1,100	\$1,067	\$1,263	\$1,438

Read table as follows: 1 city 30,000 to 100,000 in population reported a minimum salary of between \$1,600 to \$1,699 for kindergarten teachers, 2 cities reported a minimum of between \$1,500 and \$1,599, etc. The median for kindergarten teachers reported by 84 cities of this size is \$1,100. Similarly read the other columns of this table.

The medians given in this table are figured according to the method described in the statement on page 74. See blank form used in collecting data, reproduced on page 124 and following for further information as to what teachers are included in each class.

TABLE 14.—MAXIMUM SALARY PAID TEACHERS IN CITIES 30,000 TO 100,000 IN POPULATION IN 1926-1927

Amount of maximum salary	Number of cities reporting maximum indicated for			
	Kindergarten teachers	Elementary teachers	Junior high school teachers	High school teachers
1	2	3	4	5
\$4,000 and over.....				2
3,800 to \$3,999.....			1	1
3,600 to 3,799.....				1
3,400 to 3,599.....				7
3,200 to 3,399.....	1	1		3
3,100 to 3,199.....		1		2
3,000 to 3,099.....	1		4	4
2,900 to 2,999.....			1	
2,800 to 2,899.....	1	3		7
2,700 to 2,799.....	1	1	5	5
2,600 to 2,699.....		2	4	10
2,500 to 2,599.....	3	6	9	15
2,400 to 2,499.....	5	3	4	13
2,300 to 2,399.....	3	4	2	3
2,200 to 2,299.....	1	4	14	19
2,100 to 2,199.....	6	4	8	9
2,000 to 2,099.....	11	10	8	10
1,900 to 1,999.....	7	10	8	6
1,800 to 1,899.....	11	27	7	4
1,700 to 1,799.....	12	16	4	2
1,600 to 1,699.....	5	13	1	
1,500 to 1,599.....	9	16	1	
1,400 to 1,499.....	1	1	1	
1,300 to 1,399.....	3	5		1
1,200 to 1,299.....	2	3		
Under \$1,200.....	1			
Total.....	84	130	84	124
Median.....	\$1,882	\$1,841	\$2,229	\$2,462

Read table as follows: 1 city 30,000 to 100,000 in population reported a maximum salary of between \$3,200 and \$3,399 for kindergarten teachers, 1 city reported a maximum of between \$3,000 and \$3,099, etc. The median for kindergarten teachers reported by 84 cities of this size is \$1,882. Similarly read the other columns of this table.

The medians given in this table are figured according to the method described in the statement on page 74. See blank form used in collecting data, reproduced on page 124 and following for further information as to what teachers are included in each class.

Table 15. The median for kindergarten teachers varies in different states from \$792 to \$1827. Similarly read the national and state medians for other groups of teachers.

The figures of Table 12 show that the large majority of teachers in cities 30,000 to 100,000 in population is receiving an annual income below the average received by gainfully occupied persons in the nation. Of the 45,942 teachers represented in Tables 12 and 15, 77 percent are receiving yearly salaries of less than \$2000. During 1926 the average income of the 44,600,000 gainfully occupied persons was \$2010. In Table 12, teachers in high schools are the only ones, a majority of whom receives an income above the average enjoyed by the nation as a whole, and the majority here is but 59 percent. Most cities of this size re-

quire college graduation for qualifying as a high school teacher. This means that in cities from 30,000 to 100,000 in population, in which the cost and standard of living are probably distinctly higher than in the typical community, a teacher must be a college graduate before he can earn a salary equal to that received by gainfully occupied persons in general, the majority of whom probably has had only grammar school education.

College graduates who prepare for other lines of work generally earn incomes distinctly above the general average of all gainfully occupied people.

Principals Salaries. Table 16 presents a distribution of the salaries paid during 1926-27 to principals of elementary, junior high and senior high schools in cities from 30,000 to 100,000 in population. The inquiry blank reproduced on pages 124 to 127 gives full information as to the principals included in each group. The total number in each group and the median salary are given at the foot of each column. Those not familiar with the meaning of median will find it explained on page 74.

Table 17 gives the minimum salaries of principals as scheduled in cities 30,000 to

TABLE 15.—MEDIAN SALARIES PAID TEACHERS IN CITIES 30,000 TO 100,000 IN POPULATION IN 1926-1927

States	Kindergarten teachers	Elementary school		Special class teachers	Junior high school		High school			
		Teachers	Ass't or vice-principals		Teachers ¹	Ass't or vice-principals	Teachers	Department heads	Ass't or vice-principals	Deans
1	2	3	4	5	6	7	8	9	10	11
United States.....	\$1,522	\$1,565	\$2,013	\$1,713	\$1,804	\$2,538	\$2,060	\$2,477	\$3,014	\$2,500
Alabama.....	792	974					1,628		2,350	
California.....	1,790	1,951	2,236	2,083	2,406	2,880	2,513	2,911	3,300	3,070
Colorado.....	1,617	1,578	3,150	1,750	1,942	2,700	2,075			
Connecticut.....	1,550	1,794	2,350	1,850	1,970		2,140	2,783	3,300	2,550
Florida.....	975	1,103			1,322	1,850	1,429	2,075	2,500	2,025
Georgia.....	900	1,170		1,125	1,170		1,713	2,000	1,850	
Illinois.....	1,350	1,507	1,800	1,417	1,618	2,025	1,940	2,325	2,950	2,367
Indiana.....	1,581	1,605		1,667	1,817		2,050	2,270	3,150	2,475
Iowa.....	1,445	1,479		1,650	1,687		1,871	1,833	3,050	2,200
Kansas.....	1,400	1,691		1,800	1,671		2,029	2,350	3,200	1,824
Kentucky.....	1,310	1,318	1,450	1,375	1,340		1,744		2,250	2,150
Maine.....	1,450	1,500		1,263	1,600	2,250	1,833	2,250	2,950	2,050
Massachusetts.....	1,486	1,627		1,671	1,762	2,625	2,048	2,900	3,200	2,250
Michigan.....	1,497	1,613	1,800	1,750	1,813	2,250	2,073	2,350	2,900	2,450
Minnesota.....	1,827	1,754	2,550	1,944	1,959		2,283			2,750
Missouri.....	1,450	1,350		1,625	1,275		1,843		2,850	2,725
Nebraska.....	1,625	1,655		1,650	1,700	2,050	2,015	2,500	3,050	
New Hampshire.....	1,388	1,540		1,536			2,057	3,800+		
New Jersey.....	1,792	1,929	3,480	2,183	2,190	3,650	2,668	3,800+	4,150	2,750
New York.....	1,685	1,710	2,250	1,863	1,900	2,150	2,082	2,950	3,125	3,020
North Carolina.....		1,299	1,850	1,540	1,429		1,711	2,000		2,200
Ohio.....	1,600	1,529		1,677	1,778	2,650	2,223	2,350	2,750	3,300
Oklahoma.....	1,750	1,589		1,883	1,679	2,450	2,038	2,513	2,450	
Pennsylvania.....	1,325	1,541		1,725	1,794	2,250	2,099	2,460	2,675	
Rhode Island.....	1,546	1,528		1,644	1,653		1,858	2,200	2,850	2,550
South Carolina.....		1,152		1,225			1,488		1,850	
Tennessee.....	1,067	1,122		1,625	1,444		1,813			
Texas.....	1,108	1,216		1,550	1,408	1,750	1,572	2,010	2,200	1,800
Utah.....		1,350			1,593	2,050	1,677	2,450	2,150	
Virginia.....	1,450	1,260	1,650	1,500	1,361	1,950	1,705	2,070	2,650	2,150
Washington.....		1,824		1,850	1,844		2,220	2,450	2,950	
West Virginia.....	1,090	1,381	2,250	1,300	1,572		1,980	2,250	3,050	2,250
Wisconsin.....	1,396	1,558	1,750	1,771	1,807	2,000	2,059	2,425	2,600	2,300

Read table as follows: \$1,522 is the median salary paid kindergarten teachers in the United States in cities with a population of 30,000 to 100,000; \$1,565 is the median salary paid elementary teachers in the United States in cities of this size. Similarly read figures for states and other groups of teachers. Where no figure is given the position was not reported by cities 30,000 to 100,000 within the state.

The medians given in this table, figured according to the method described in the statement on page 74, are based upon distributions of salaries reported paid the various classes of teachers indicated. See blank form used in collecting data, reproduced on page 124 and following, for further information as to what teachers are included in each class.

¹ The distributions from which the medians in this column were figured include junior high school heads of departments and junior high school deans as well as junior high school teachers. This grouping was decided upon since the number of junior high school heads of departments and junior high school deans reported by cities of this size was relatively small and since they are usually primarily junior high school teachers.

100,000 in population. For example, the minimum for supervising elementary school principals, according to column 3, is between \$1200 and \$1299 in one city and is between \$3400 and \$3599 in one city; the median minimum being \$1890.

Table 18 presents similar data as to maximum salaries. One city reports a maximum for supervising elementary school principals of less than \$2000, while three report a maximum of between \$5000 and \$5999; the median maximum being \$3017.

In many cities the minimum and maximum for principals vary with the size of

TABLE 16.—DISTRIBUTION OF SALARIES PAID PRINCIPALS IN 147 CITIES 30,000 TO 100,000 IN POPULATION IN 1926-1927

Salaries paid	Elementary school principals		Junior high school principals	High school principals
	Teaching	Super-		
1	2	3	4	5
\$6,000 to \$6,999				5
5,500 to 5,999		1		4
5,000 to 5,499		10	3	16
4,800 to 4,999			1	4
4,600 to 4,799		6	7	14
4,400 to 4,599		9	2	20
4,200 to 4,399		6	5	20
4,000 to 4,199		25	11	42
3,800 to 3,999	3	13	14	14
3,600 to 3,799		12	25	20
3,400 to 3,599	2	29	26	12
3,200 to 3,399		47	42	11
3,100 to 3,199	1	24	16	
3,000 to 3,099	10	76	28	3
2,900 to 2,999	12	37	16	
2,800 to 2,899	2	80	12	2
2,700 to 2,799	33	70	12	
2,600 to 2,699	14	118	6	1
2,500 to 2,599	12	97	8	
2,400 to 2,499	19	92	13	
2,300 to 2,399	35	64	5	2
2,200 to 2,299	46	101	4	
2,100 to 2,199	64	92	2	
2,000 to 2,099	55	75	1	
1,900 to 1,999	61	69		
1,800 to 1,899	58	48		
1,700 to 1,799	70	22		1
1,600 to 1,699	67	11		
1,500 to 1,599	38	9		
1,400 to 1,499	16	6		
1,300 to 1,399	13			
1,200 to 1,299	7			
Below \$1,200	6	2	1	
Total	644	1,251	260	192
Median	\$1,977	\$2,536	\$3,229	\$4,138

Read table as follows: Out of a total of 644 teaching elementary school principals in cities 30,000 to 100,000 in population for which data were reported, 3 receive a salary of between \$3,800 and \$3,999, 2 receive a salary of between \$3,400 and \$3,599, etc. The median salary paid this group of principals in cities 30,000 to 100,000 in population is \$1,977. Similarly read figures for other groups of principals.

The medians given in this table are figured according to the method described in the statement on page 74. See blank form used in collecting data, reproduced on page 124 and following, for further information as to what principals are included in each class.

TABLE 17.—MINIMUM SALARIES PAID PRINCIPALS IN CITIES 30,000 TO 100,000 IN POPULATION IN 1926-1927

Amount of minimum salary	Number of cities reporting minimum indicated for			
	Elementary school principals		Junior high school principals	High school principals
	Teaching	Super-		
1	2	3	4	5
\$4,200 and over				1
4,000 to \$4,199				5
3,800 to 3,999				1
3,600 to 3,799			1	2
3,400 to 3,599		1	1	5
3,200 to 3,399		1	3	1
3,100 to 3,199				
3,000 to 3,099		1	11	12
2,900 to 2,999				
2,800 to 2,899	1		1	3
2,700 to 2,799			2	1
2,600 to 2,699	3		2	
2,500 to 2,599	1		3	1
2,400 to 2,499	3		1	3
2,300 to 2,399	1			
2,200 to 2,299	1	5	2	
2,100 to 2,199	1	3	2	
2,000 to 2,099	5	8	3	
1,900 to 1,999		4		
1,800 to 1,899	5	10		
1,700 to 1,799	2	3	1	
1,600 to 1,699	2	11		
1,500 to 1,599	3	2		
1,400 to 1,499	5	6		
1,300 to 1,399	2	1		
1,200 to 1,299	2	1		
Below \$1,200	7			
Total	34	66	33	35
Median	\$1,567	\$1,890	\$2,850	\$3,079

Read table as follows: 1 city 30,000 to 100,000 in population reported a minimum salary of between \$2,200 and \$2,299 for teaching elementary school principals, 1 city reported a minimum of between \$2,100 and \$2,199, etc. The median for teaching elementary school principals reported by 34 cities of this size is \$1,567. Similarly read the other columns of this table.

The medians given in this table, are figured according to the method described in the statement on page 74. See blank form used in collecting data, reproduced on page 124 and following, as to what principals are included in each class.

school. In Tables 17 and 18 the minimum tabulated for a city is that paid principals of the smaller schools, whereas the maximum tabulated for a city is that paid principals of the largest schools. One minimum and one maximum for each of the four groups of principals were included in the tabulations for each city.

Table 19 indicates, by states, the median salaries paid principals. The median salary for supervising elementary school principals in cities of this size is \$2563. The median for this group of principals varies in different states from \$1850 to \$3600. Similarly read the national and state medians for other classes of principals.

Salaries of certain other school employees. Table 20 presents distributions of the salaries paid five groups of school employees. At the foot of each column is given the number in each group and the median salary.

Salaries were reported for a total of 455 nurses. Their salaries range from less than \$600 to between \$2600 and 2699; the median for the group being \$1573.

The median salaries for the other groups follow:

Clerks in principals' offices.....	\$983
Clerks in administrative offices.....	1264
School janitors	1452
Attendance officers	1775

TABLE 18.—MAXIMUM SALARIES PAID PRINCIPALS IN CITIES 30,000 TO 100,000 IN POPULATION IN 1926-1927

Amount of maximum salary	Number of cities reporting maximum indicated for			
	Elementary school principals		Junior high school principals	High school principals
	Teaching	Super- vising		
1	2	3	4	5
\$6,000 and over.....				5
5,000 to \$5,999.....		3	2	6
4,800 to 4,999.....			1	4
4,600 to 4,799.....		2	1	7
4,400 to 4,599.....		1	1	13
4,200 to 4,399.....			1	6
4,000 to 4,199.....		3	9	17
3,800 to 3,999.....		3	3	2
3,600 to 3,799.....		2	6	2
3,400 to 3,599.....	1	4	10	1
3,200 to 3,399.....	1	8	5	1
3,100 to 3,199.....	1	1	2	
3,000 to 3,099.....	2	12	4	1
2,900 to 2,999.....		1	1	
2,800 to 2,899.....		9	1	
2,700 to 2,799.....	2	3		
2,600 to 2,699.....	2	2		
2,500 to 2,599.....	6	6	1	
2,400 to 2,499.....	2	6	1	
2,300 to 2,399.....	3			
2,200 to 2,299.....	2	2	1	
2,100 to 2,199.....	2	1		
2,000 to 2,099.....	4	4		
Under \$2,000.....	12	1		
Total	40	74	50	65
Median	\$2,300	\$3,017	\$3,580	\$4,438

Read table as follows: 1 city 30,000 to 100,000 in population reported a maximum salary of between \$3,400 and \$3,599 for teaching elementary school principals, 1 city reported a maximum of between \$3,200 and \$3,399, etc. The median for teaching elementary school principals reported by 40 cities of this size is \$2,300.

The medians given in this table are figured according to the method described in the statement on page 74. See blank form used in collecting data, reproduced on page 124 and following for further information as to what principals are included in each class.

TABLE 19.—MEDIAN SALARIES PAID PRINCIPALS IN CITIES 30,000 TO 100,000 IN POPULATION IN 1926-1927

States	Elementary school principals		Junior high school principals	High school principals
	Teaching	Super- vising		
1	2	3	4	5
United States.....	\$1,977	\$2,536	\$3,229	\$4,138
Alabama.....	1,500	1,860		4,300
California.....	2,550	3,034	3,800	4,550
Colorado.....	2,350	2,317	3,075	4,100
Connecticut.....	2,275	2,650	3,350	4,500
Florida.....	1,450	1,850	3,000	3,600
Georgia.....	2,225	2,075	3,190	3,300
Illinois.....	1,906	2,559	2,550	4,175
Indiana.....	2,113	2,600	3,350	4,100
Iowa.....	1,856	2,410	2,867	4,040
Kansas.....	2,246		2,850	4,650
Kentucky.....	1,650	1,967	2,200	3,750
Maine.....	2,575	3,050	3,850	
Massachusetts.....	1,741	2,389	3,175	4,400
Michigan.....	2,046	2,250	3,367	4,400
Minnesota.....	1,967	2,617	3,850	4,100
Missouri.....	1,644	2,200	2,575	3,633
Nebraska.....	2,050	2,400	3,000	5,250
New Hampshire.....	2,050	2,169		4,100
New Jersey.....	2,350	3,600	4,400	4,700
New York.....	2,921	2,644	3,275	4,450
North Carolina.....	1,563	2,438	3,400	3,750
Ohio.....	1,925	2,631	3,025	4,150
Oklahoma.....	1,675	2,456	3,450	4,300
Pennsylvania.....	1,964	2,608	3,383	4,186
Rhode Island.....	1,691	1,883	3,200	4,050
South Carolina.....		2,817		3,300
Tennessee.....	1,363	2,108	2,450	3,700
Texas.....	1,750	2,144	2,767	3,800
Utah.....	1,750	2,450	2,950	3,700
Virginia.....	2,525	1,972	3,000	3,850
Washington.....	2,183	2,489	3,075	4,100
West Virginia.....		2,550	3,050	3,700
Wisconsin.....	2,075	2,725	3,100	4,150

Read table as follows: \$1,977 is the median salary paid teaching elementary principals in the United States in cities with a population of 30,000 to 100,000; \$2,536 is the median salary paid supervising elementary principals in the United States in cities of this size. Similarly read figures for the states and other groups of principals. Where no figure is given the position was not reported by cities 30,000 to 100,000 within the state.

The medians given in this table, figured according to the method described in the statement on page 74, are based upon distributions of salaries reported paid the various classes of principals indicated. See blank form used in collecting data, reproduced on page 124 and following, for further information as to what principals are included in each class.

In 1926, 44,600,000 gainfully occupied persons in the United States enjoyed an average income of \$2010. None of the groups of Table 20 enjoy a median salary which approaches this national average. It does not appear that any of the employees listed in Table 20 are overpaid when their incomes are compared with those enjoyed by the nation as a whole. The opposite is probably the case.

Progressive school systems are more and more recognizing the importance of requiring careful training for such groups as school nurses and attendance officers. Table 20 indicates, however, that in cities from 30,000 to 100,000 in population, the median salary paid school nurses is but 78 percent, and the median salary paid attendance officers, is but 88 percent of the average income of gainfully occupied people in the United States. Those employed as school janitors should have training and ability at least up to the average of the population in general. The median salary of janitors in cities from 30,000 to 100,000 in population, however, is but 72 percent of the average income of gainfully occupied persons.

Table 16 lists a total of 1703 school principals of the following types; supervising elementary, junior high and senior high. Table 20 lists but 843 clerks in principals' offices. This indicates that less than half of the principals have full time clerical assistants. Evidently many cities from 30,000 to 100,000 in population are making the mistake of placing a professionally trained officer in charge of their schools and then providing him with such inadequate clerical assistance that a large part of his time must necessarily be taken up with clerical duties of a nature which could be performed as effectively by a person paid a much lower salary.

TABLE 20.—DISTRIBUTION OF SALARIES PAID OTHER SCHOOL EMPLOYEES IN 147 CITIES 30,000 TO 100,000 IN POPULATION IN 1926-1927

SALARIES PAID	SCHOOL NURSES	CLERKS IN PRINCIPALS' OFFICES	CLERKS IN ADMINISTRATIVE AND SUPERVISORY OFFICES	SCHOOL JANITORS	ATTENDANCE OFFICERS ¹
1	2	3	4	5	6
\$2,800 and over.....				30	4
2,700 to \$2,799.....				2	
2,600 to 2,699.....	2		6	5	
2,500 to 2,599.....	1		2	10	
2,400 to 2,499.....	2	4	6	20	2
2,300 to 2,399.....	2	2		18	1
2,200 to 2,299.....	7		7	18	8
2,100 to 2,199.....	11	5	7	99	10
2,000 to 2,099.....	20	8	8	77	14
1,900 to 1,999.....	13	4	9	152	7
1,800 to 1,899.....	36	12	33	288	7
1,700 to 1,799.....	42	11	12	211	4
1,600 to 1,699.....	63	14	31	510	4
1,500 to 1,599.....	104	33	51	620	8
1,400 to 1,499.....	46	34	31	440	9
1,300 to 1,399.....	38	52	57	417	7
1,200 to 1,299.....	34	82	65	427	16
1,100 to 1,199.....	13	52	25	189	4
1,000 to 1,099.....	14	90	64	299	2
900 to 999.....	5	104	64	220	1
800 to 899.....		110	31	87	1
700 to 799.....	1	105	43	100	
600 to 699.....		69	8	107	
Under \$600.....	1	52	7	196	3
Total.....	455	843	567	4,542	112
Median.....	\$1,573	\$983	\$1,264	\$1,452	\$1,775

Read table as follows: Out of a total of 455 school nurses in cities 30,000 to 100,000 in population for which data were reported, 2 receive salaries between \$2,600 and \$2,699, 1 receives a salary between \$2,500 and \$2,599, etc. The median salary paid this group of employees in cities 30,000 to 100,000 in population is \$1,573. Similarly read figures for other columns.

The medians given in this table are figured according to the method described in the statement on page 74. See blank form used in collecting data, reproduced on page 124, and following for further information as to what employees are included in each class.

¹ The salaries paid chief attendance officers were not included in the distributions given in column 6. Data as to salaries being paid chief attendance officers are given in the table on page 120.

Interpretation of Charts: The charts presented in this Bulletin compare median salaries paid in cities of five different population groups.

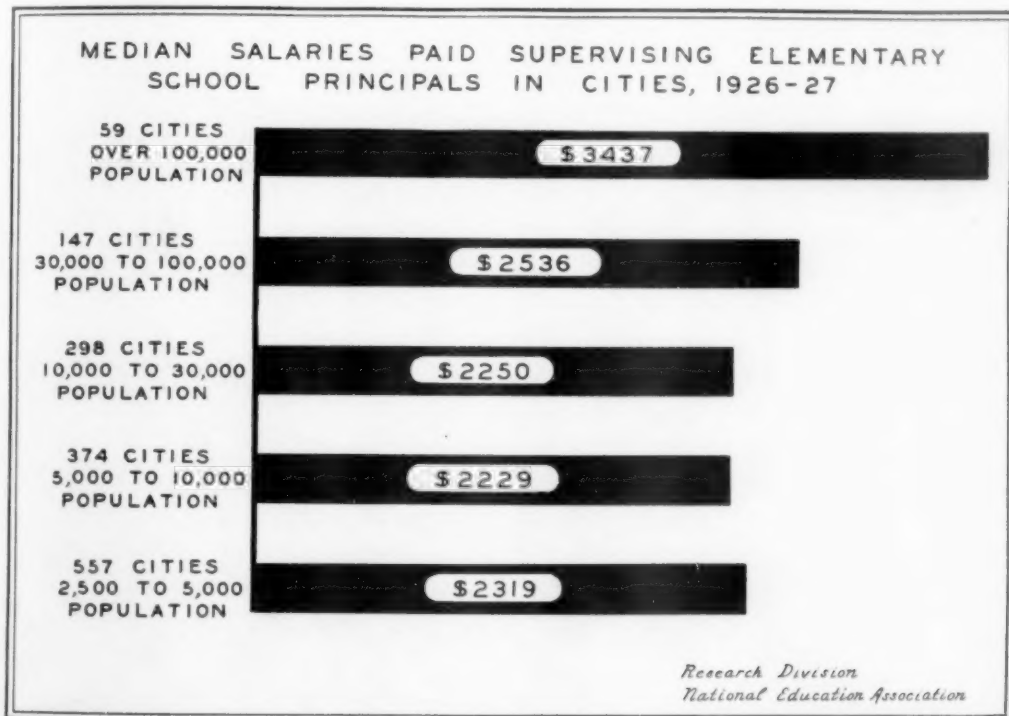
For example, in Chart IV given below, the median salary paid supervising elementary school principals in 59 cities over 100,000 in population is \$3437; in 147 cities 30,000 to 100,000 in population it is \$2536; in 298 cities 10,000 to 30,000 in population, \$2250; in 374 cities 5000 to 10,000 in population, \$2229; and in 557 cities 2500 to 5000 in population, \$2319.

Similar data for other groups of school employees are presented graphically as follows:

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Charts similar to those presented may be assembled for individual states from the various tables in this Bulletin. Charts showing interstate comparisons may also be drafted from data given.

CHART IV



Salaries in Cities 10,000 to 30,000 in Population

Teachers' salaries. Table 22 presents complete distributions of the salaries paid during 1926-27 to four groups of teachers in cities 10,000 to 30,000 in population. The notes at the foot of the table and the inquiry blank, reproduced on pages 124 to 127, give full information as to the class of teachers included in each column. The total number of teachers' salaries in each class and the median are given at the foot of each column. Those not familiar with the meaning of the word median will find it explained on page 74.

Table 23 gives the minimum salaries of the four groups of teachers as scheduled in cities

from 10,000 to 30,000 in population. For example, the minimum for elementary school teachers, according to column 3, is between \$600 and \$699 in three cities, and is between \$1700 and \$1799 in one city; the median minimum being \$1046.

Table 24 presents similar data as to maximum salaries. Three cities report maximum salaries for elementary teachers below \$1000, while one reports a maximum between \$2800 and \$2899; the median maximum being \$1588.

Table 25 indicates, by states, the median salaries of the four groups of teachers. The distributions of salaries in individual states, from which the medians of Table 5 were calculated, are given in the Special Salary Tabu-

TABLE 21.—MEDIAN SALARIES PAID OTHER SCHOOL EMPLOYEES IN CITIES 30,000 TO 100,000 IN POPULATION IN 1926-1927

Cities	School nurses	Clerks in principals' offices	Clerks in administrative and supervisory offices	School janitors	Attendance officers ¹
1	2	3	4	5	6
United States.....	\$1,573	\$982	\$1,264	\$1,452	\$1,775
California.....	1,800	1,029	1,450	1,591	2,400
Colorado.....	643	643	1,050	1,248	2,500
Connecticut.....	1,600	910	1,333	1,570	2,400
Florida.....	1,500	825	1,600	923	2,300
Georgia.....				Below 600	1,625
Illinois.....	1,560	971	1,150	1,519	2,250
Indiana.....	1,581	958	1,273	1,340	1,500
Iowa.....	1,592	780	1,375	1,723	1,700
Kansas.....	1,370		786	1,110	1,600
Maine.....		780		1,150	1,500
Massachusetts.....	1,500	1,175	1,175	1,540	2,050
Michigan.....	1,542	940	1,100	1,405	2,100
Minnesota.....	1,717	1,050	1,150	1,489	1,100
Missouri.....	1,363	913	1,150	1,007	1,000
Nebraska.....	1,613	750	1,150	1,207	900
New Hampshire.....	1,650	1,350		1,220	2,000
New Jersey.....	1,629	1,269	1,363	1,783	2,000
New York.....	1,677	1,007	1,092	1,520	1,300
North Carolina.....		688	975	788	
Ohio.....	1,540	850	1,400	1,707	
Oklahoma.....		1,238	1,025	1,110	2,100
Pennsylvania.....	1,528	892	1,050	1,392	1,600
Rhode Island.....	1,317	1,350		1,377	
South Carolina.....				667	
Tennessee.....		1,175		Below 600	1,215
Texas.....	1,175	783	1,450	871	
Utah.....	1,050	660	1,850	1,425	
Virginia.....	1,250	788	1,575	792	
Washington.....	1,550	680	1,500	1,392	
West Virginia.....	1,380	825		1,613	1,250
Wisconsin.....		988	1,267	1,431	

Read table as follows: \$1,573 is the median salary paid nurses in the United States in cities with a population of 30,000 to 100,000; \$982 is the median salary paid clerks in principals' offices. Similarly read figures for the states and other employees. Where no figure is given the position was not reported by cities of this size within the state or else a report was made for too small a number of employees in the position indicated to justify the figuring of a state median.

The medians given in this table, figured according to the method described in the statement on page 74, are based upon distributions of salaries reported paid the various classes of employees indicated. See blank form used in collecting data, reproduced on page 124 and following, for further information as to what employees are included in each class.

¹ The salaries paid chief attendance officers were not included in the distributions from which the medians given in column 6 were figured. Data as to salaries being paid chief attendance officers are given in the table on page 120.

lations referred to on page 72. It was not possible to include these distributions in a bulletin of this length.

The median salary paid kindergarten teachers in cities of this size is \$1417, according to the table. The median for kindergarten teachers varies in different states from \$1063 to \$1800. Similarly read the national and state medians for the other classes of teachers.

It is interesting to study the figures of Tables 22 and 25 in the light of the fact that the average income of the 44,600,000 gain-

TABLE 22.—DISTRIBUTION OF SALARIES PAID TEACHERS IN 298 CITIES 10,000 TO 30,000 IN POPULATION IN 1926-1927

Salaries paid	Kindergarten teachers	Elementary school teachers ¹	Junior high school teachers ²	High school teachers ³
1	2	3	4	5
\$3,800 and over.....			6	6
3,600 to \$3,799.....			4	26
3,400 to 3,599.....			1	16
3,200 to 3,399.....			18	38
3,100 to 3,199.....		2	5	41
3,000 to 3,099.....		1	9	57
2,900 to 2,899.....		1	6	29
2,800 to 2,799.....	1	5	13	64
2,700 to 2,699.....		6	19	95
2,600 to 2,599.....		10	26	138
2,500 to 2,499.....	3	31	56	175
2,400 to 2,399.....	8	52	65	211
2,300 to 2,299.....	5	84	61	209
2,200 to 2,199.....	5	97	81	336
2,100 to 2,099.....	18	194	100	315
2,000 to 2,099.....	23	450	118	597
1,900 to 1,999.....	21	461	173	617
1,800 to 1,899.....	24	588	273	909
1,700 to 1,799.....	36	991	348	754
1,600 to 1,699.....	83	1,502	405	819
1,500 to 1,599.....	97	2,176	473	767
1,400 to 1,499.....	112	2,690	446	557
1,300 to 1,399.....	107	2,343	432	415
1,200 to 1,299.....	95	2,440	303	288
1,100 to 1,199.....	72	1,944	178	82
1,000 to 1,099.....	76	1,789	114	50
900 to 999.....	27	1,064	57	20
800 to 899.....	11	502	9	9
700 to 799.....	3	112	2	2
600 to 699.....	2	26		1
Below \$600.....	5	2		2
Total.....	834	19,563	3,795	7,645
Median.....	\$1,417	\$1,381	\$1,575	\$1,806

Read table as follows: Out of a total of 834 kindergarten teachers in cities 10,000 to 30,000 in population for which data were reported, 1 receives a salary of between \$2,800 and \$2,899, 3 receive salaries between \$2,500 and \$2,599, etc. The median salary paid this group of teachers in cities 10,000 to 30,000 in population is \$1,417. Similarly read figures for other columns.

The medians given in this table are figured according to the method described in the statement on page 74. See blank form used in collecting data, reproduced on page 124 and following, for further information as to what teachers are included in each class.

¹See footnote 1, given at the bottom of Table 25, page 90.

²See footnote 2, given at the bottom of Table 25, page 90.

³See footnote 3, given at the bottom of Table 25, page 90.

TABLE 23.—MINIMUM SALARIES PAID TEACHERS IN CITIES 10,000 TO 30,000 IN POPULATION IN 1926-1927

Amount of minimum salary	Number of cities reporting minimum indicated for			
	Kindergarten teachers	Elementary teachers	Junior high school teachers	High school teachers
1	2	3	4	5
\$1,800 to \$1,899.....			2	9
1,700 to 1,799.....		1	2	1
1,600 to 1,699.....	3	1	3	11
1,500 to 1,599.....		2	2	20
1,400 to 1,499.....	3	4	6	28
1,300 to 1,399.....	2	8	20	52
1,200 to 1,299.....	19	27	22	68
1,100 to 1,199.....	26	34	22	14
1,000 to 1,099.....	37	78	25	13
900 to 999.....	17	45	10	5
800 to 899.....	1	27	6	1
700 to 799.....	2	9	1	
600 to 699.....		3		
Total.....	110	239	121	222
Median.....	\$1,095	\$1,046	\$1,184	\$1,319

Read table as follows: 3 cities 10,000 to 30,000 in population reported a minimum salary of between \$1,600 and \$1,699 for kindergarten teachers, 3 cities reported a minimum of between \$1,400 and \$1,499, etc. The median for kindergarten teachers reported by 110 cities of this size is \$1,095. Similarly read the other columns of this table.

TABLE 24.—MAXIMUM SALARIES PAID TEACHERS IN CITIES 10,000 TO 30,000 IN POPULATION IN 1926-1927

Amount of maximum salary	Number of cities reporting maximum indicated for			
	Kindergarten teachers	Elementary teachers	Junior high school teachers	High school teachers
1	2	3	4	5
\$3,000 and over.....			4	15
2,900 to \$2,999.....			2	7
2,800 to 2,899.....		1	1	7
2,700 to 2,799.....			1	3
2,600 to 2,699.....			3	21
2,500 to 2,599.....	3	3	2	11
2,400 to 2,499.....	2	4	6	11
2,300 to 2,399.....	1	3	7	20
2,200 to 2,299.....	3	4	5	17
2,100 to 2,199.....	2	3	10	32
2,000 to 2,099.....	8	15	12	15
1,900 to 1,999.....	4	6	13	29
1,800 to 1,899.....	16	20	16	12
1,700 to 1,799.....	8	18	11	5
1,600 to 1,699.....	19	39	11	2
1,500 to 1,599.....	14	32	6	2
1,400 to 1,499.....	10	32	4	1
1,300 to 1,399.....	11	27	5	
1,200 to 1,299.....	3	14	1	
1,100 to 1,199.....	1	8		
1,000 to 1,099.....	2	8	1	1
Under \$1,000.....		3		
Total.....	107	240	121	211
Median.....	\$1,666	\$1,588	\$1,842	\$2,138

Read table 24 the same as table 23 above.

fully employed persons in the United States in 1926 was \$2010.

The cost and standard of living in cities of 10,000 to 30,000 in population are probably at least as great as in the typical community. To qualify for a teaching position in a city of this size generally requires high school graduation followed by a period of professional training of from one to five years. Certainly teachers should have at least average native ability.

In the light of these facts it is interesting to note that none of the teaching groups represented in Table 22 enjoy a salary equal to the average income now received by gainfully occupied persons. The median salary of high

school teachers, in cities of 10,000 to 30,000 in population, is but 90 percent of the average income of the nation's gainfully employed.

Principals' salaries. Table 26 presents a distribution of the salaries paid during 1926-27 to principals of elementary, junior high and senior high schools in cities from 10,000 to 30,000 in population. The inquiry blank reproduced on pages 124 to 127 gives full information as to the principals included in each group. The total number in each group and the median salary are given at the foot of each column. Those not familiar with the meaning of median will find it explained on page 74.

Table 27 gives the minimum salary of prin-

TABLE 25.—MEDIAN SALARIES PAID TEACHERS IN CITIES 10,000 TO 30,000 IN POPULATION IN 1926-1927

States	Kinder- garten teachers	Elemen- tary school teachers ¹	Junior high school teachers ²	High school teachers ³	States	Kinder- garten teachers	Elemen- tary school teachers ¹	Junior high school teachers ²	High school teachers ³
1	2	3	4	5	6	7	8	9	10
United States . . .	\$1,417	\$1,381	\$1,575	\$1,806	Missouri	1,032	1,202	1,443	
Alabama		893	1,290	1,295	Montana	1,475	1,585	1,600	1,924
Arizona	1,550	1,638	2,070	2,070	Nebraska	1,275	1,289	1,640	1,663
Arkansas		981	1,100	1,383	New Hampshire	1,150	1,171	1,400	1,580
California	1,527	1,824	1,978	2,455	New Jersey	1,725	1,708	2,155	2,188
Colorado		1,473	1,644	1,811	New York	1,521	1,618	1,789	1,901
Connecticut	1,459	1,537	1,795	1,980	North Carolina	1,100	1,273		1,661
Georgia		976		1,436	North Dakota		1,384	1,438	1,711
Idaho		1,392	1,550	1,925	Ohio	1,350	1,303	1,579	1,862
Illinois	1,330	1,264	1,332	1,795	Oklahoma		1,066	1,238	1,599
Indiana	1,367	1,371	1,604	1,841	Oregon		1,167	1,200	1,375
Iowa	1,233	1,307	1,544	1,626	Pennsylvania		1,417	1,510	1,788
Kansas	1,388	1,280	1,521	1,776	Rhode Island	1,450	1,492		1,794
Kentucky		918	1,113	1,292	South Carolina		1,278		1,513
Louisiana		1,098		1,355	South Dakota	1,521	1,515	1,614	1,886
Maine	1,233	1,129	1,350	1,535	Texas		1,015	1,214	1,457
Maryland		1,045		1,520	Vermont		1,185	1,390	1,613
Massachusetts	1,390	1,465	1,620	1,806	Virginia		1,086		1,377
Michigan	1,313	1,344	1,706	1,804	Washington		1,467	1,603	1,834
Minnesota	1,317	1,393	1,610	1,771	West Virginia		1,174	1,383	1,881
Mississippi	1,063	1,075	1,180	1,404	Wisconsin	1,260	1,333	1,585	1,837
					Wyoming	1,800	1,724	1,659	2,033

Read table as follows: \$1,417 is the median salary paid kindergarten teachers in cities with a population of 10,000 to 30,000; \$1,381 is the median salary paid elementary teachers in the United States in cities of this size. Similarly read figures for states and other groups of teachers. Where no figure is given the position was not reported by cities of this size within the state, or else a report was made for too small a number of teachers in the position indicated to justify the figuring of a state median.

The medians given in this table, figured according to the method described in the statement on page 74, are based upon distributions of salaries reported paid the various classes of teachers indicated. See blank form used in collecting data, reproduced on page 124 and following, for further information as to what teachers are included in each class.

¹The distributions from which the medians in this column were figured include special class teachers and assistant or vice-principals of elementary schools as well as elementary teachers. This grouping was decided upon, since the number of special class teachers and assistant or vice-principals of elementary schools reported by cities of this size was relatively small and since they are usually primarily elementary teachers.

²The distributions from which the medians in this column were figured include heads of departments in junior high schools, assistant or vice-principals of junior high schools, and deans of junior high schools, as well as junior high school teachers. This grouping was decided upon since the number of junior high school heads of departments, assistant or vice-principals of junior high schools, and junior high school deans reported by cities of this size was relatively small and since they are usually primarily junior high school teachers.

³The distributions from which the medians in this column were figured include heads of departments in high schools, assistant or vice-principals of high schools, and deans of high schools, as well as high school teachers. This grouping was decided upon since the number of high school heads of departments, high school assistant or vice-principals, and high school deans reported by cities of this size was relatively small and since they are usually primarily high school teachers.

cipals as scheduled in cities from 10,000 to 30,000 in population. For example, the minimum for supervising elementary school principals, according to column 3, is between \$1300 and \$1399 in two cities, and is between \$2500 and \$2599 in four cities; the median minimum being \$1858.

Table 28 presents similar data as to maximum salaries. One city reports a maximum for elementary school principals of between \$1500 and \$1599, while one reports a maxi-

TABLE 26.—DISTRIBUTION OF SALARIES PAID PRINCIPALS IN 298 CITIES 10,000 TO 30,000 IN POPULATION IN 1926-1927

Salaries paid	Elementary school principals		Junior or high school principals	High school principals
	Teaching	Supervising		
1	2	3	4	5
\$7,000 and over.....				1
6,000 to \$6,999.....				1
5,500 to 5,999.....				2
5,000 to 5,499.....		5	2	6
4,800 to 4,999.....				5
4,600 to 4,799.....			1	2
4,400 to 4,599.....		1	2	7
4,200 to 4,399.....		3	2	14
4,000 to 4,199.....		2	2	16
3,800 to 3,999.....		1	6	21
3,600 to 3,799.....		5	6	38
3,400 to 3,599.....		7	7	33
3,200 to 3,399.....		12	8	25
3,100 to 3,199.....	1	20	5	7
3,000 to 3,099.....	3	19	12	30
2,900 to 2,999.....		14	3	10
2,800 to 2,899.....	6	14	7	18
2,700 to 2,799.....	5	29	18	13
2,600 to 2,699.....	13	23	11	7
2,500 to 2,599.....	22	50	13	7
2,400 to 2,499.....	12	50	8	9
2,300 to 2,399.....	24	27	7	1
2,200 to 2,299.....	27	60	6	6
2,100 to 2,199.....	61	49	6	2
2,000 to 2,099.....	70	52	11	
1,900 to 1,999.....	73	38	2	
1,800 to 1,899.....	130	58	14	1
1,700 to 1,799.....	115	20	4	
1,600 to 1,699.....	119	22	4	1
1,500 to 1,599.....	111	25	10	
1,400 to 1,499.....	113	6	3	1
1,300 to 1,399.....	95	8	2	
1,200 to 1,299.....	41			
Under \$1,200.....	33	4		
Totals.....	1,075	624	182	284
Median.....	\$1,722	\$2,250	\$2,609	\$3,424

Read table as follows: Out of a total of 1,075 teaching elementary school principals in cities 10,000 to 30,000 in population for which data were reported, 1 receives a salary between \$3,200 and \$3,399, 1 receives a salary of between \$3,100 and \$3,199, etc. The median salary paid this group of principals in cities 10,000 to 30,000 in population is \$1,722. Similarly read figures for other groups of principals.

The medians given in this table are figured according to the method described in the statement on page 74. See blank form used in collecting data, reproduced on page 124 and following, for further information as to what principals are included in each class.

TABLE 27.—MINIMUM SALARIES PAID PRINCIPALS IN CITIES 10,000 TO 30,000 IN POPULATION IN 1926-1927

Amount of minimum salary	Number of cities reporting minimum indicated for			
	Elementary school principals		Junior high school principals	High school principals
	Teaching	Supervising		
1	2	3	4	5
\$3,800 to \$3,999.....				7
3,600 to 3,799.....				4
3,400 to 3,599.....				5
3,200 to 3,399.....				2
3,100 to 3,199.....				5
3,000 to 3,099.....			3	14
2,900 to 2,999.....				
2,800 to 2,899.....			1	1
2,700 to 2,799.....			3	2
2,600 to 2,699.....	1		2	
2,500 to 2,599.....		4	1	4
2,400 to 2,499.....	2	1	1	
2,300 to 2,399.....	1	1		1
2,200 to 2,299.....		2	1	1
2,100 to 2,199.....		3	1	
2,000 to 2,099.....	3	7	4	5
1,900 to 1,999.....	1	1	1	1
1,800 to 1,899.....	5	13	4	1
1,700 to 1,799.....	9	4	1	
1,600 to 1,699.....	3	4	1	
1,500 to 1,599.....	6	3	1	1
1,400 to 1,499.....	11	4	3	1
1,300 to 1,399.....	9	2		
1,200 to 1,299.....	6			
Under \$1,200.....	11			
Total.....	68	49	28	58
Median.....	\$1,473	\$1,858	\$2,075	\$3,057

Read table as follows: 1 city 10,000 to 30,000 in population reported a minimum salary of between \$2,600 and \$2,699 for teaching elementary school principals, 2 cities reported a minimum of between \$2,400 and \$2,499, etc. The median for teaching elementary school principals reported by 68 cities of this size is \$1,473. Similarly read the other columns of this table.

The medians given in this table are figured according to the method described in the statement on page 74. See blank form used in collecting data, reproduced on page 124 and following, as to what principals are included in each class.

imum of between \$4400 and \$4599; the median maximum being \$2570.

In many cities the minimum and maximum for principals vary with the size of school. In Tables 27 and 28 the minimum tabulated for a city is that paid principals of the smaller schools, whereas the maximum tabulated for a city is that paid principals of the larger schools. One minimum and one maximum for each of the four groups of principals are included in the tabulation for each city.

Table 29 indicates by states the median salaries paid principals. The median salary paid supervising elementary school principals in cities of this size is \$2250. The median for

this group of principals varies in different states from below \$1350 to \$2700. Similarly read the national and state medians for other classes of principals.

Salaries of certain other school employees. Table 30 presents distributions of the salaries paid five groups of school employees. At the foot of each group are given the number in each group and the median salary.

Salaries were reported for a total of 275 school nurses by the 298 cities in this population replying. This would indicate that the majority of cities of this size employs school

nurses. Salaries of this group range from below \$600 to \$2600 and over; the median for the group being \$1587.

TABLE 29.—MEDIAN SALARIES PAID PRINCIPALS IN CITIES 10,000 TO 30,000 IN POPULATION IN 1926-1927

States	Elementary school principals		Junior high school principals	High school principals
	Teaching	Super-vising		
1	2	3	4	5
United States	\$1,722	\$2,250	\$2,609	\$3,424
Alabama....	.....	1,350	.....	.....
Arizona....	2,100	2,494	.....	4,900
Arkansas....	1,350	2,200	.....	2,650
California....	2,361	2,537	3,150	4,250
Colorado....	1,938	2,350	2,575	3,500
Connecticut....	1,836	2,700	.....	3,750
Georgia....	1,250	.....	.....	.....
Idaho....	1,917	.....	.....	3,300
Illinois....	1,675	1,933	1,583	3,500
Indiana....	1,871	1,967	2,775	3,375
Iowa....	1,550	2,060	.....	3,700
Kansas....	1,817	1,683	2,850	3,500
Kentucky....	1,367	.....	1,850	2,850
Louisiana....	1,967	.....	.....	.....
Maine....	Below \$1,200	.....	.....	.....
Maryland....	1,650	.....	.....	.....
Mass....	1,683	2,250	2,350	3,700
Michigan....	1,732	1,850	3,150	3,400
Minnesota....	1,600	2,233	.....	2,850
Mississippi....	1,550	1,567	.....	.....
Missouri....	1,338	1,667	1,875	2,950
Montana....	2,170	2,075	.....	3,300
Nebraska....	1,675	.....	.....	3,300
New Hamp....	1,450	.....	.....	.....
New Jersey....	2,125	3,021	4,200	4,100
New York....	1,927	2,400	3,600	3,600
N. Carolina....	1,575	2,272	.....	3,800
N. Dakota....	1,567	.....	2,550	3,300
Ohio....	1,719	2,510	2,617	3,125
Oklahoma....	1,533	2,033	2,400	3,150
Oregon....	1,550	1,567	2,000	2,500
Pennsylvania....	1,690	2,017	2,000	3,267
Rhode Island....	2,000	.....	.....	3,300
S. Dakota....	1,875	2,050	2,550	5,000
Texas....	1,500	.....	.....	2,750
Vermont....	.....	.....	.....	3,400
Virginia....	.....	2,025	.....	2,475
Washington....	2,038	2,250	.....	3,450
West Virginia....	1,392	2,457	2,300	4,100
Wisconsin....	1,825	2,250	2,750	3,767
Wyoming....	2,100	2,350	2,900	3,800

Read table as follows: \$1,722 is the median salary paid teaching elementary school principals in the United States in cities with a population of 10,000 to 30,000; \$2,250 is the median salary paid supervising elementary school principals in the United States in cities of this size. Similarly read figures for the states and other groups of principals. Where no figure is given the position was not reported by cities of this size within the state, or else a report was made for too small a number of principals in the position indicated to justify the figuring of a state median.

The medians given in this table, figured according to the method described in the statement on page 74, are based upon distributions of salaries reported paid the various classes of principals indicated. See blank form used in collecting data, reproduced on page 124 and following, for further information as to what principals are included in each class.

TABLE 28.—MAXIMUM SALARIES PAID PRINCIPALS IN CITIES 10,000 TO 30,000 IN POPULATION IN 1926-1927

Amount of maximum salary	Number of cities reporting maximum indicated for			
	Elementary school principals		Junior high school principals	High school principals
	Teaching	Super-vising		
1	2	3	4	5
\$4,600 and over....	.....	.....	1	3
4,400 to \$4,599....	.....	1	.....	3
4,200 to 4,399....	.....	.....	.....	3
4,000 to 4,199....	.....	2	1	13
3,800 to 3,999....	.....	.....	.....	3
3,600 to 3,799....	.....	1	2	6
3,400 to 3,599....	.....	1	2	5
3,200 to 3,399....	.....	3	3	4
3,100 to 3,199....	.....	.....	.....	1
3,000 to 3,099....	1	3	3	12
2,900 to 2,999....	.....	2	.....	.....
2,800 to 2,899....	1	2	.....	3
2,700 to 2,799....	1	4	4	4
2,600 to 2,699....	1	2	.....	.....
2,500 to 2,599....	3	5	4	6
2,400 to 2,499....	.....	3	.....	3
2,300 to 2,399....	.....	2	3	.....
2,200 to 2,299....	5	3	3	.....
2,100 to 2,199....	8	2	3	.....
2,000 to 2,099....	5	1	2	.....
1,900 to 1,899....	6	2	.....	.....
1,800 to 1,799....	10	5	2	.....
1,700 to 1,799....	4	.....	.....	.....
1,600 to 1,699....	6	.....	.....	.....
1,500 to 1,599....	7	1	2	.....
1,400 to 1,499....	7	.....	.....	.....
1,300 and under....	6	.....	.....	.....
Total.....	71	45	35	69
Median.....	\$1,855	\$2,570	\$2,563	\$3,460

Read table as follows: 1 city 10,000 to 30,000 in population reported a maximum salary of between \$3,000 and \$3,099 for teaching elementary school principals, 1 city reported a maximum of between \$2,800 and \$2,899, etc. The median for teaching elementary school principals reported by 71 cities of this size is \$1,855. Similarly read the other columns of this table.

The medians given in this table are figured according to the method described in the statement on page 74. See blank form used in collecting data, reproduced on page 124 and following, as to what principals are included in each class.

Median salaries for the other groups follow:

Clerks in principals' offices.....	\$942
Clerks in administrative offices.....	1220
School janitors	1309
Attendance officers	1210

In 1926, 44,600,000 gainfully occupied persons in the United States received an average income of \$2010. None of the groups of table 30 enjoy a median salary which approaches this national average. It does not appear that any of the employees listed in table 30 are overpaid when their incomes are compared with those received by the nation as a whole. The opposite is probably the case.

Progressive school systems are more and more recognizing the importance of requiring careful training for such work as is performed by school nurses and attendance officers. Table 30 indicates, however, that in cities from 10,000 to 30,000 in population the median paid school nurses is but 79 percent, and the median salary paid school attendance officers is but 60 percent of the average income of

gainfully occupied people in the United States. Those employed as school janitors should have training and ability at least up to the average of the population in general. The median salary of janitors in cities from 10,000 to 30,000 in population is but 65 percent of the average income of gainfully occupied persons.

Table 26 lists a total of 1,090 school principles of the following types: supervising elementary, junior high and senior high. Table 30 lists but 386 clerks in principals' offices. This indicates that comparatively few of the principals in cities of this size have any clerical assistants. Evidently many cities from 10,000 to 30,000 in population are making the mistake of placing professionally trained officers in charge of their schools and then providing him with such inadequate clerical assistance that a large part of his time must necessarily be taken up with clerical duties of a nature which could be performed as effectively by a person paid a much lower salary.

TABLE 30.—DISTRIBUTION OF SALARIES PAID OTHER SCHOOL EMPLOYEES IN 298 CITIES 10,000 TO 30,000 IN POPULATION IN 1926-1927

Salaries paid	School nurses	Clerks in principals' offices	Clerks in administrative and supervisory offices	School janitors	Attendance officers ¹
1	2	3	4	5	6
\$2,600 and over.....	1	1	1	11	
2,500 to \$2,599.....	1		1	5	
2,400 to 2,499.....	1	1		13	
2,300 to 2,399.....	2		1	3	
2,200 to 2,299.....	5			26	
2,100 to 2,199.....	8			35	
2,000 to 2,099.....	13	4	4	31	
1,900 to 1,999.....	9		4	50	
1,800 to 1,899.....	37	10	18	161	3
1,700 to 1,799.....	23	6	3	123	6
1,600 to 1,699.....	30	10	13	205	3
1,500 to 1,599.....	57	14	20	381	3
1,400 to 1,499.....	34	17	10	239	3
1,300 to 1,399.....	22	18	25	363	1
1,200 to 1,299.....	11	37	28	409	5
1,100 to 1,199.....	10	14	12	113	
1,000 to 1,099.....	7	36	31	224	3
900 to 999.....	1	43	19	197	4
800 to 899.....	2	33	16	135	1
700 to 799.....		53	15	154	3
600 to 699.....		32	15	92	1
Below \$600.....	1	57	10	255	12
Total.....	275	386	247	3,225	49
Median.....	\$1,587	\$942	\$1,220	\$1,309	\$1,210

Read table as follows: Out of a total of 275 school nurses in cities 10,000 to 30,000 in population for which data were reported, 1 receives a salary of \$2,600 or over, 1 receives a salary of between \$2,500 and \$2,599, etc. The median salary paid this group of school employees in cities 10,000 to 30,000 in population is \$1,587. Similarly read figures for other columns.

The medians given in this table are figured according to the method described in the statement on page 74. See blank form used in collecting data, reproduced on page 124 and following, for further information as to what employees are included in each class.

¹The salaries paid chief attendance officers were not included in the distribution given in column 6. Data as to salaries being paid chief attendance officers are given in Table 59, page 121.

Salaries in Cities 5,000 to 10,000 in Population

Teachers' salaries. Table 32 presents complete distributions of the salaries paid during 1926-27 to four classes of teachers in cities from 5,000 to 10,000 in population. The inquiry blank, printed on pages 124 to 127,

gives full information as to the class of teachers included in each column. The total number of teachers in each class and the median are given at the foot of each column. Those not familiar with the meaning of the word median will find it explained on page 74.

Table 33 gives the minimum salaries of

TABLE 31.—MEDIAN SALARIES PAID OTHER SCHOOL EMPLOYEES IN CITIES 10,000 TO 30,000 IN POPULATION IN 1926-1927

States	School nurses	Clerks in principals' offices	Clerks in administrative and supervisory offices	School janitors	Attendance officers ¹
1	2	3	4	5	6
United States.....	\$1,587	\$942	\$1,220	\$1,309	\$1,210
Alabama.....	.....	.....	.....	Below \$600	.....
Arizona.....	.....	1,550	2,200	947	.....
Arkansas.....	.....	Below \$600	675	Below \$600	.....
California.....	2,013	1,250	1,425	1,540	.....
Colorado.....	2,050	850	.....	1,264	.....
Connecticut.....	1,750	967	1,450	1,409	.....
Georgia.....	.....	.....	.....	Below \$600	.....
Idaho.....	2,600	950	1,525	1,233	.....
Illinois.....	1,575	725	775	1,298	.....
Indiana.....	1,700	717	1,025	1,258	.....
Iowa.....	1,750	950	.....	1,281	.....
Kansas.....	1,575	775	1,000	1,233	.....
Kentucky.....	.....	.....	.....	867	.....
Louisiana.....	.....	.....	.....	783	.....
Maine.....	.....	.....	.....	1,090	.....
Maryland.....	.....	.....	.....	717	.....
Massachusetts.....	1,514	970	1,120	1,408	1,525
Michigan.....	1,575	740	1,550	1,312	.....
Minnesota.....	1,550	1,175	1,450	1,500	.....
Mississippi.....	.....	.....	.....	750	.....
Missouri.....	.....	700	.....	769	.....
Montana.....	.....	1,250	1,825	1,467	.....
Nebraska.....	1,700	.....	1,000	1,511	.....
New Hampshire.....	1,450	.....	.....	1,056	.....
New Jersey.....	1,813	1,420	1,217	1,618	1,500
New York.....	1,667	1,150	1,238	1,348	.....
North Carolina.....	.....	1,100	.....	797	1,200
North Dakota.....	1,475	900	.....	1,617	.....
Ohio.....	1,538	888	1,300	1,503	.....
Oklahoma.....	.....	950	1,325	867	.....
Oregon.....	.....	.....	.....	950	.....
Pennsylvania.....	1,440	700	1,025	1,385	1,600
Rhode Island.....	1,500	.....	1,400	1,080	.....
South Carolina.....	.....	.....	.....	983	.....
South Dakota.....	.....	1,000	1,325	1,450	.....
Texas.....	.....	700	.....	754	.....
Vermont.....	1,175	875	.....	1,077	1,120
Virginia.....	.....	.....	.....	800	.....
Washington.....	1,517	950	.....	1,517	.....
West Virginia.....	1,700	800	1,250	1,064	.....
Wisconsin.....	1,850	950	1,025	1,335	.....
Wyoming.....	1,825	1,350	1,525	1,525	.....

Read table as follows: \$1,587 is the median salary paid school nurses in the United States in cities with a population of 10,000 to 30,000; \$942 is the median salary paid clerks in principals' offices. Similarly read figures for the states and other groups of school employees. Where no figure is given the position was not reported by cities of this size within the state, or else a report was made for too small a number of employees in the position indicated to justify the figuring of a state median.

The medians given in this table, figured according to the method described in the statement on page 74, are based upon distributions of salaries reported paid the various classes of school employees indicated. See blank form used in collecting data, reproduced on page 124 and following, for further information as to what employees are included in each class.

¹The salaries paid chief attendance officers were not included in the distributions from which the medians given in column 6 were figured. Data as to salaries being paid chief attendance officers are given in Table 59, page 121.

four groups of teachers as scheduled in cities from 5,000 to 10,000 in population. For example, the minimum for elementary school teachers, according to column 3, is under \$600 in one city and is between \$1,500 and \$1,599 in one city; the median minimum being \$1055.

Table 34 presents similar data as to maximum salaries. One city from 5,000 to 10,000 in population reports a maximum of below \$900 while one reports a maximum of \$3000 or over; the median maximum being \$1502.

Table 35 indicates by states the median salaries of the four groups of teachers. The distributions of salaries in individual states from

TABLE 32.—DISTRIBUTION OF SALARIES PAID TEACHERS IN 374 CITIES 5,000 TO 10,000 IN POPULATION IN 1926-1927

Salaries paid	Kinder- garten teachers	Elemen- tary school teachers ¹	Junior high school teachers ²	High school teachers ³
1	2	3	4	5
\$3,500 and over.....			1	3
3,400 to \$3,499.....				3
3,300 to 3,399.....		1		3
3,200 to 3,299.....		1		7
3,100 to 3,199.....		1		2
3,000 to 3,099.....			1	25
2,900 to 2,999.....		2		6
2,800 to 2,899.....			2	21
2,700 to 2,799.....		1		55
2,600 to 2,699.....		9	4	42
2,500 to 2,599.....	2	3	1	74
2,400 to 2,499.....		12	11	145
2,300 to 2,399.....	1	16	14	136
2,200 to 2,299.....		25	26	209
2,100 to 2,199.....	2	46	28	228
2,000 to 2,099.....	9	137	54	340
1,900 to 1,999.....	12	191	56	302
1,800 to 1,899.....	15	295	86	535
1,700 to 1,799.....	21	429	128	495
1,600 to 1,699.....	47	626	174	657
1,500 to 1,599.....	41	1,020	236	706
1,400 to 1,499.....	34	1,346	247	584
1,300 to 1,399.....	77	1,302	297	539
1,200 to 1,299.....	66	1,572	231	295
1,100 to 1,199.....	56	1,500	120	139
1,000 to 1,099.....	54	1,218	93	72
900 to 999.....	16	1,008	98	18
800 to 899.....	3	437	22	1
700 to 799.....		248	9	1
600 to 699.....		66	2	3
Below \$600.....	3	18	1	2
Total.....	459	11,530	1,942	5,648
Median.....	\$1,341	\$1,281	\$1,440	\$1,671

Read table as follows: Out of a total of 459 kindergarten teachers in cities 5,000 to 10,000 in population for which data were reported, 2 receive a salary between \$2,500 and \$2,599, 1 receives a salary between \$2,300 and \$2,399, etc. The median salary paid this group of teachers in cities 5,000 to 10,000 in population is \$1,341. Similarly read figures for other columns.

The medians given in this table are figured according to the method described in the statement on page 74. See blank form used in collecting data, reproduced on page 124 and following, for further information as what teachers are included in each class.

¹See footnote 1 at bottom of Table 25, page 90.

²See footnote 2 at bottom of Table 25, page 90.

³See footnote 3 at bottom of Table 25, page 90.

TABLE 33.—MINIMUM SALARIES PAID TEACHERS IN CITIES 5,000 TO 10,000 IN POPULATION IN 1926-1927

Amount of minimum salary	Number of cities reporting minimum indicated for			
	Kinder- garten teachers	Elemen- tary school teachers	Junior high school teachers	High school teachers
1	2	3	4	5
\$1,800 and over.....			1	8
1,700 to \$1,799.....			1	3
1,600 to 1,699.....	1		1	7
1,500 to 1,599.....	1	1	2	26
1,400 to 1,499.....	4	7	12	37
1,300 to 1,399.....	8	10	15	47
1,200 to 1,299.....	29	35	28	74
1,100 to 1,199.....	18	40	29	24
1,000 to 1,099.....	31	91	24	9
900 to 999.....	10	38	9	4
800 to 899.....	2	22	6	
700 to 799.....		13	1	
600 to 699.....	1	9	3	2
Under \$600.....		1		
Total.....	105	267	132	241
Median.....	\$1,147	\$1,055	\$1,179	\$1,316

Read table as follows: 1 city 5,000 to 10,000 in population reported a minimum salary of between \$1,600 and \$1,699 for kindergarten teachers, 1 city reported a minimum salary of between \$1,500 and \$1,599, etc. The median for kindergarten teachers reported by 105 cities of this size is \$1,147. Similarly read the other columns of this table.

TABLE 34.—MAXIMUM SALARIES PAID TEACHERS IN CITIES 5,000 TO 10,000 IN POPULATION IN 1926-1927

Amount of maximum salary	Number of cities reporting maximum indicated for			
	Kinder- garten teachers	Elemen- tary school teachers	Junior high school teachers	High school teachers
1	2	3	4	5
\$3,000 and over.....	1	1	1	3
2,900 to \$2,999.....				1
2,800 to 2,899.....				5
2,700 to 2,799.....				7
2,600 to 2,699.....			1	8
2,500 to 2,599.....		1	5	16
2,400 to 2,499.....		3	4	12
2,300 to 2,399.....	1	2	1	12
2,200 to 2,299.....	4	6	3	15
2,100 to 2,199.....	3	3	1	10
2,000 to 2,099.....	9	13	9	25
1,900 to 1,999.....	3	5	8	14
1,800 to 1,899.....	9	17	8	32
1,700 to 1,799.....	6	10	11	18
1,600 to 1,699.....	10	26	16	17
1,500 to 1,599.....	15	41	18	14
1,400 to 1,499.....	10	38	15	7
1,300 to 1,399.....	8	28	9	4
1,200 to 1,299.....	8	23	6	2
1,100 to 1,199.....	2	17	6	
1,000 to 1,099.....	4	11	3	
900 to 999.....	2	8	3	
Below \$900.....		1		
Total.....	97	254	128	222
Median.....	\$1,597	\$1,502	\$1,625	\$2,012

Read table 34 same as table 33.

which the medians of Table 35 were calculated are given in the Special Salary Tabulation on page 72. It was not possible to include these distributions in a bulletin of this length.

The median salaries paid kindergarten teachers in cities of this size is \$1341 according to the table. The median for kindergarten teachers varies in different states all the way from \$1000 to \$1650. Similarly read the national and state median for other classes of teachers.

It is interesting to study the figures of Tables 32 and 35 in the light of the fact that the average income of the 44,600,000 gainfully occupied persons in the United States in 1926 was \$2010.

To qualify for a teaching position in a city of this size generally requires high school graduation followed by a period of professional training from one to four years. Cer-

tainly teachers should have at least average native ability.

In the light of these facts it is interesting to note that none of the teaching groups represented in Table 22 enjoy a salary equal to the average income now received by gainfully employed persons. The median salary of high school teachers, most of whom are probably college graduates, in cities of this size is but 83 percent of the average income of the nation's gainfully occupied.

Principals' salaries. Table 36 presents a distribution of the salaries paid during 1926-27 to principals of elementary, junior high and senior high schools in cities from 5,000 to 10,000 in population. The inquiry blank reproduced on pages 124 to 127 gives full information as to the principals included in each group. The total number in each group and the median salary are given at the foot of each

TABLE 35.—MEDIAN SALARIES PAID TEACHERS IN CITIES 5,000 TO 10,000 IN POPULATION IN 1926-1927

States	Kindergarten teachers	Elementary school teachers ¹	Junior high school teachers ²	High school teachers ³	States	Kindergarten teachers	Elementary school teachers ¹	Junior high school teachers ²	High school teachers ³
1	2	3	4	5	6	7	8	9	10
United States...	\$1,341	\$1,281	\$1,440	\$1,671	Montana.....		1,390	1,530	
Alabama.....		927		1,110	Nebraska.....	1,160	1,234	1,389	1,623
Arizona.....	1,450	1,441	1,725	1,858	New Hampshire.....		1,153		1,463
Arkansas.....		766	974	1,197	New Jersey.....	1,636	1,554	1,782	1,970
California.....	1,536	1,627	1,721	2,305	New Mexico.....		1,306	1,250	1,620
Colorado.....		1,399	1,494	1,744	New York.....	1,517	1,656	1,790	1,904
Connecticut.....	1,167	1,284	1,575	1,675	North Carolina.....		1,215	1,290	1,528
Florida.....		1,050	1,257	1,288	North Dakota.....		1,315	1,345	1,633
Georgia.....		904		1,309	Ohio.....		1,111	1,269	1,571
Idaho.....		1,243	1,338	1,569	Oklahoma.....		964	1,065	1,387
Illinois.....	1,650	1,073	1,350	1,567	Oregon.....		1,237	1,334	1,538
Indiana.....	1,183	1,194	1,348	1,589	Pennsylvania.....	1,538	1,425	1,514	1,702
Iowa.....	1,106	1,140	1,344	1,509	Rhode Island.....		1,433		1,763
Kansas.....	1,233	1,191	1,404	1,578	South Carolina.....		951		1,213
Kentucky.....		965	1,000	1,383	South Dakota.....		1,321	1,500	1,756
Louisiana.....		877		1,150	Tennessee.....		943	1,038	1,383
Maine.....	1,000	999	1,133	1,381	Texas.....		964	975	1,373
Maryland.....		1,254		1,542	Vermont.....		1,107	1,367	1,710
Massachusetts.....	1,250	1,365	1,577	1,728	Virginia.....		932	1,015	1,171
Michigan.....	1,343	1,342	1,544	1,783	Washington.....		1,261	1,417	1,579
Minnesota.....	1,560	1,198	1,507	1,464	West Virginia.....		1,037	1,300	1,589
Mississippi.....		990		1,210	Wisconsin.....	1,208	1,264	1,500	1,655
Missouri.....	1,450	1,211	1,450	1,547	Wyoming.....		1,439	1,575	1,840

Read table as follows: \$1,341 is the median salary paid kindergarten teachers in the United States in cities with a population of 5,000 to 10,000; \$1,281 is the median paid elementary school teachers in the United States in cities of this size. Similarly read figures for the states and other teachers. Where no figure is given the position was not reported by cities of this size within the state or else a report was made for too small a number of teachers in the position indicated to justify the figuring of a state median.

The medians given in this table, figured according to the method described in the statement on page 74, are based upon distributions of salaries reported paid the various classes of teachers indicated. See blank form used in collecting data, reproduced on page 124 and following, for further information as to what teachers are included in each class.

¹See footnote 1 at bottom of Table 25, page 90.

²See footnote 2 at bottom of Table 25, page 90.

³See footnote 3 at bottom of Table 25, page 90.

column. Those not familiar with the meaning of median will find it explained on page 74.

Table 37 gives the minimum salary of principals as scheduled in cities of this population. For example, the minimum for supervising elementary school principals, according to column 3, is between \$1300 and \$1399 in two cities and is between \$2600 and \$2699 in one city; the median minimum being \$1825.

Table 38 presents similar data as to maximum salaries. One city reports a maximum of supervising elementary school principals of between \$1400 and \$1499, while one reports a maximum of between \$4000 and \$4199; the median maximum being \$2467.

In many cities the minimum and maximum of principals vary with the size of the school.

TABLE 36.—DISTRIBUTION OF SALARIES PAID PRINCIPALS IN 374 CITIES 5,000 TO 10,000 IN POPULATION IN 1926-1927

Salaries paid	Elementary school principals		Junior high school principals	High school principals
	Teaching	Super- vising		
1	2	3	4	5
\$4,400 and over.....		1	1	6
4,200 to \$4,399.....				2
4,000 to 4,199.....				8
3,800 to 3,999.....				8
3,600 to 3,799.....		2		9
3,400 to 3,599.....			1	21
3,200 to 3,399.....		5	6	27
3,100 to 3,199.....		6	2	8
3,000 to 3,099.....	1	6	4	41
2,900 to 2,999.....	1	3	3	8
2,800 to 2,899.....	1	7	3	21
2,700 to 2,799.....	3	14	2	19
2,600 to 2,699.....	5	4	1	13
2,500 to 2,599.....	2	19	3	31
2,400 to 2,499.....	3	14	5	22
2,300 to 2,399.....	4	13	2	11
2,200 to 2,299.....	17	14	12	17
2,100 to 2,199.....	6	12	7	8
2,000 to 2,099.....	26	22	11	14
1,900 to 1,999.....	31	14	7	5
1,800 to 1,899.....	61	10	11	4
1,700 to 1,799.....	61	16	5	1
1,600 to 1,699.....	77	6	5	3
1,500 to 1,599.....	121	10	10	.....
1,400 to 1,499.....	81	4	3	2
1,300 to 1,399.....	111	3	1	.....
1,200 to 1,299.....	83	4	4	.....
Below \$1,200.....	103	1	2	.....
Total.....	798	212	111	309
Median.....	\$1,517	\$2,229	\$2,068	\$2,821

Read table as follows: Out of a total of 798 teaching elementary school principals in cities 5,000 to 10,000 in population for which data were reported, 1 receives a salary of between \$3,000 and \$3,099, 1 receives a salary of between \$2,900 and \$2,999, etc. The median salary paid this group of principals in cities 5,000 to 10,000 in population is \$1,517. Similarly read figures for other groups of principals.

The medians given in this table are figured according to the method described in the statement on page 74. See blank form used in collecting data, reproduced on page 124 and following, for further information as to what principals are included in each class.

TABLE 37.—MINIMUM SALARIES PAID PRINCIPALS IN CITIES 5,000 TO 10,000 IN POPULATION IN 1926-1927

Amount of minimum salary	Number of cities reporting minimum indicated for			
	Elementary school principals		Junior high school principals	High school principals
	Teaching	Super- vising		
1	2	3	4	5
\$3,200 and over.....				5
3,100 to \$3,199.....				1
3,000 to 3,099.....			1	9
2,900 to 2,999.....				1
2,800 to 2,899.....				2
2,700 to 2,799.....				6
2,600 to 2,699.....		1	1	2
2,500 to 2,599.....		1		10
2,400 to 2,499.....		2	1	4
2,300 to 2,399.....				3
2,200 to 2,299.....	1		3	6
2,100 to 2,199.....		2		3
2,000 to 2,099.....		4	3	17
1,900 to 1,999.....		2		.....
1,800 to 1,899.....	2	2	3	6
1,700 to 1,799.....	5	2	4	.....
1,600 to 1,699.....	6	3		2
1,500 to 1,599.....	14	3	5	.....
1,400 to 1,499.....	9	4	2	1
1,300 to 1,399.....	7	2	1	.....
1,200 to 1,299.....	18		2	.....
1,100 to 1,199.....	8			.....
Below \$1,100.....	15			.....
Total.....	85	29	26	78
Median.....	\$1,321	\$1,825	\$1,775	\$2,425

Read table as follows: 1 city 5,000 to 10,000 in population reported a minimum salary of between \$2,200 and \$2,299 for teaching elementary school principals, 2 cities reported a minimum salary of between \$1,800 and \$1,899, etc. The median for teaching elementary school principals reported by 85 cities of this size is \$1,321. Similarly read the other columns of this table.

The medians given in this table are figured according to the method described in the statement on page 74. See blank form used in collecting data, reproduced on page 124 and following, as to what principals are included in each class.

In tables 37 and 38 the minimum tabulated for a city is that paid principals in the smaller schools, whereas the maximum tabulated for the city is that paid principals of the larger school. One minimum and one maximum for each of the four groups of principals are included in the tabulations for each city.

Table 39 indicates by states the median salaries paid principals. The median salary for supervising elementary school principals of cities of this size is \$2229. The median for this group of principals varies in different states from \$1867 to \$2900. Similarly read the national and state medians for the other classes of principals.

Salaries of certain other school employees. Table 40 presents distributions of the salaries

paid five groups of school employees. At the foot of each column are given the number in each group and the median salary.

Salaries were reported for a total of 218 nurses by the 374 cities in this population group responding. This indicates that many cities of this size are without the services of a school nurse. Salaries of this group range from less than \$600 to \$2800 and over; the median for the group being \$1578.

The median salaries for the other groups follow:

Clerks in principals' offices.....	\$891
Clerks in administrative offices.....	1105
School janitors	1228
Attendance officers	Below 600

TABLE 38.—MAXIMUM SALARIES PAID PRINCIPALS IN CITIES 5,000 TO 10,000 IN POPULATION IN 1926-1927

Amount of maximum salary	Number of cities reporting maximum indicated for			
	Elementary school principals		Junior high school principals	High school principals
	Teaching	Super- vising		
1	2	3	4	5
\$4,200 and over.....				5
4,000 to \$4,199.....		1	2	8
3,800 to 3,999.....				1
3,600 to 3,799.....		1		1
3,400 to 3,599.....		2		10
3,200 to 3,399.....		2		3
3,100 to 3,199.....				1
3,000 to 3,099.....	2	5	3	16
2,900 to 2,999.....				2
2,800 to 2,899.....		3		4
2,700 to 2,799.....	1	1		3
2,600 to 2,699.....				
2,500 to 2,599.....		1	3	9
2,400 to 2,499.....	1	3	1	4
2,300 to 2,399.....	1	5	1	1
2,200 to 2,299.....	1	5	1	1
2,100 to 2,199.....	3	1	2	2
2,000 to 2,099.....	7	3	1	4
1,900 to 1,999.....	6	1	1	1
1,800 to 1,799.....	13	1		
1,700 to 1,799.....	6		2	
1,600 to 1,699.....	11	2	2	
1,500 to 1,599.....	11		3	
1,400 to 1,499.....	4	1	1	
1,300 to 1,399.....	7			
1,200 to 1,299.....	6		1	
Below \$1,200.....	4		1	
Total.....	84	34	26	76
Median.....	\$1,691	\$2,467	\$2,100	\$3,044

Read table as follows: 2 cities 5,000 to 10,000 in population reported a maximum salary of between \$3,000 and \$3,099 for teaching elementary school principals, 1 city reported a maximum salary of between \$2,700 and \$2,799, etc. The median for teaching elementary school principals reported by 85 cities of this size is \$1,691. Similarly read other columns of this table.

The medians given in this table are figured according to the method described in the statement on page 74. See blank form used in collecting data, reproduced on page 124 and following, as to what principals are included in each class.

It is probable that many of the attendance officers reported are part time.

TABLE 39.—MEDIAN SALARIES PAID PRINCIPALS IN CITIES 5,000 TO 10,000 IN POPULATION IN 1926-1927

States	Elementary school principals		Junior high school principals	High school principals
	Teaching	Super- vising		
1	2	3	4	5
United States	\$1,517	\$2,229	\$2,068	\$2,821
Arizona.....	1,700			
Arkansas.....	Below 1,200	2,000		3,500
California.....	2,100	2,217		3,700
Colorado.....	1,767	2,200	2,250	3,200
Connecticut.....	1,613	1,975	1,750	3,100
Georgia.....	Below 1,200			
Idaho.....	1,417			2,950
Illinois.....	1,369	2,750		2,950
Indiana.....	1,413		1,950	2,450
Iowa.....	1,325		1,850	2,425
Kansas.....	1,419		2,350	2,850
Kentucky.....	1,367			2,650
Louisiana.....	1,238			
Maine.....	Below 1,200			
Mass.....	1,625		2,550	3,050
Michigan.....	1,583	2,450	2,150	2,850
Minnesota.....	1,350	2,450	1,750	2,250
Mississippi.....	1,200			2,225
Missouri.....	Below 1,200	2,900		2,550
Montana.....	1,790			
Nebraska.....	1,333			2,875
New Jersey.....	2,150	2,544		3,400
New Mexico.....	1,600			2,850
New York.....	1,900	2,750		3,050
N. Dakota.....	1,538		1,850	2,500
Ohio.....	1,370		1,900	2,500
Oklahoma.....	1,425			2,450
Oregon.....	1,680			2,575
Pennsylvania.....	1,625	1,950		2,750
Rhode Island.....	1,475			
S. Carolina.....	1,250			
S. Dakota.....	1,475			3,075
Texas.....	1,329			2,067
Vermont.....	1,450			3,050
Virginia.....	Below 1,200			2,550
Washington.....	1,592	1,867		
W. Virginia.....	1,830			
Wisconsin.....	1,438		2,175	2,950
Wyoming.....	1,833			3,300

Read table as follows: \$1,517 is the median salary paid teaching elementary school principals in the United States in cities with a population of 5,000 to 10,000; \$2,229 is the median salary paid supervising elementary school principals in the United States in cities of this size. Similarly read figures for the states and other groups of principals. Where no figure is given the position was not reported by cities of this size within the state or else a report was made for too small a number of principals in the position indicated to justify the figuring of a state median.

The medians given in this table, figured according to the method described in the statement on page 74, are based upon distribution of salaries reported paid the various classes of principals indicated. See blank form used in collecting data, reproduced on page 124 and following, for further information as to what principals are included in each class.

In 1926 44,600,000 gainfully occupied persons in the United States received an average income of \$2010. None of the groups of table 40 enjoy a median salary which approaches this national average. It does not appear that any of the employees listed in table 40 are overpaid when their incomes are compared with those received by the nation as a whole. The opposite is probably the case.

Progressive school systems are more and more recognizing the importance of requiring careful training for such groups as school nurses and attendance officers. Table 40 indicates, however, that in cities from 5,000 to 10,000 in population, the median salary paid school nurses is but 79 percent of the average income of the gainfully occupied people of the United States. The school attendance officers in many cities of this size are evidently part-time employees and the function which they exercise is doubtless a side issue to their regu-

lar work. Those employed as school janitors should have training and ability at least up to the average of the population in general. The median salary of janitors in cities of this population, however, is but 61 percent of the average income of gainfully occupied persons.

Table 36 lists a total of 632 school principals of the following types: supervising elementary, junior high and senior high. Table 40 lists but 131 clerks in principals' offices. This indicates that comparatively few principals in cities of this population are furnished with any clerical assistance. Evidently cities of this population are quite generally making the mistake of placing professionally trained officers in charge of their schools and then providing him with such inadequate clerical assistance that a large part of his time must necessarily be taken up with clerical duties of a nature which could be performed as effectively by a person paid a much lower salary.

TABLE 40.—DISTRIBUTION OF SALARIES PAID OTHER SCHOOL EMPLOYEES IN 374 CITIES 5,000 TO 10,000 IN POPULATION IN 1926-1927

Salaries paid	School nurses	Clerks in principals' offices	Clerks in administrative and supervisory offices	School janitors	Attendance officers ¹
1	2	3	4	5	6
\$2,800 and over.....	1			10	1
2,700 to \$2,799.....				5	
2,600 to 2,699.....				5	
2,500 to 2,599.....			1	2	
2,400 to 2,499.....	2		2	9	
2,300 to 2,399.....	5			3	
2,200 to 2,299.....	3			11	
2,100 to 2,199.....	5	1	2	17	1
2,000 to 2,099.....	11	1		18	
1,900 to 1,999.....	15		2	47	
1,800 to 1,899.....	24		8	105	
1,700 to 1,799.....	9		1	59	
1,600 to 1,699.....	27	2	3	102	
1,500 to 1,599.....	32	3	15	195	2
1,400 to 1,499.....	19	4	2	86	1
1,300 to 1,399.....	29	7	15	159	
1,200 to 1,299.....	17	10	22	255	1
1,100 to 1,199.....	6	7	10	69	2
1,000 to 1,099.....	5	15	18	233	4
900 to 999.....	1	14	20	164	2
800 to 899.....		16	9	71	1
700 to 799.....	1	17	17	106	5
600 to 699.....	3	11	10	88	1
Below \$600.....	3	23	8	216	37
Total.....	218	131	165	2,035	58
Median.....	\$1,578	\$891	\$1,105	\$1,228	Below \$600

Read table as follows: Out of a total of 218 school nurses in cities 5,000 to 10,000 in population for which data were reported, 1 receives a salary of \$2,800 or over, 2 receive salaries of between \$2,400 and \$2,499, etc. The median salary paid this group of school employees in cities 5,000 to 10,000 in population is \$1,578. Similarly read figures for other columns.

The medians given in this table are figured according to the method described in the statement on page 74. See blank form used in collecting data, reproduced on page 124 and following, for further information as to what employees are included in each class.

¹The salaries paid chief attendance officers were not included in the distributions given in column 6. Data as to salaries being paid chief attendance officers are given in the table on page 122.

Salaries in Cities 2,500 to 5,000 in Population

Teachers' salaries. Table 42 presents complete distributions of the salaries paid during 1926-27 to four classes of teachers in cities from 2,500 to 5,000 in population. The inquiry blank, reproduced on pages 124 to 127, gives full information as to the class of teachers included in each column. The total num-

ber of teachers in each class and a median are given at the foot of each column. Those not familiar with the meaning of median will find it explained on page 74.

Table 43 gives the minimum salaries of the four groups of teachers as scheduled in cities from 2,500 to 5,000 in population. For example, the minimum for elementary school teachers, according to column 3, is below \$600 in two cities and is between \$1500 and \$1599

TABLE 41.—MEDIAN SALARIES PAID OTHER SCHOOL EMPLOYEES IN CITIES 5,000 TO 10,000 IN POPULATION IN 1926-1927

States	School nurses	Clerks in principals' offices	Clerks in administrative and supervisory offices	School janitors	Attendance officers ¹
1	2	3	4	5	6
United States.....	\$1,578	\$891	\$1,105	\$1,228	Below \$600
Alabama.....				Below \$600	
Arizona.....	\$1,675			\$1,250	
Arkansas.....				628	
California.....	1,967	\$1,150	\$1,325	1,337	
Colorado.....	1,750	950	1,350	1,040	
Connecticut.....	1,550	950		1,343	
Florida.....				1,025	
Georgia.....				Below \$600	
Idaho.....				1,450	
Illinois.....	1,550		1,000	1,213	Below \$600
Indiana.....				1,023	
Iowa.....	1,525	850		1,100	
Kansas.....	1,367			985	
Kentucky.....				750	
Maine.....				733	
Massachusetts.....	1,480	825	1,083	1,195	Below \$600
Michigan.....	1,725	900	1,150	1,266	
Minnesota.....	1,525	750	1,650	1,728	
Missouri.....	1,550	750	1,075	1,021	
Montana.....	1,550			1,557	
Nebraska.....	1,600			1,200	
New Hampshire.....				850	
New Jersey.....	1,533	1,100	1,450	1,508	1,050
New Mexico.....		700		975	
New York.....	1,850	1,000		1,583	Below \$600
North Carolina.....				967	
North Dakota.....			1,225	1,290	
Ohio.....			733	1,060	
Oklahoma.....				983	
Oregon.....				1,438	
Pennsylvania.....	1,380	950	1,100	1,272	915
Rhode Island.....				900	
South Carolina.....				Below \$600	
South Dakota.....				1,250	
Tennessee.....				Below \$600	
Texas.....		700			
Vermont.....	1,450			1,225	
Virginia.....				650	
Washington.....				1,250	
West Virginia.....	1,650			1,008	
Wisconsin.....	1,850	850	1,225	1,261	
Wyoming.....	1,950			1,675	

Read table as follows: \$1,578 is the median salary paid nurses in the United States in cities with a population of 5,000 to 10,000; \$891 is the median salary paid clerks in principals' offices. Similarly read figures for the states and other employees. Where no figure is given the position was not reported by cities of this size within the state or else a report was made for too small a number of employees in the position indicated to justify the figuring of a state median.

The medians given in this table, figured according to the method described in the statement on page 74, are based upon distributions of salaries reported paid the various classes of employees indicated. See blank form used in collecting data, reproduced on page 124 and following, for further information as to what employees are included in each class.

¹The salaries paid chief attendance officers were not included in the distributions from which the medians given in column 6 were figured. Data as to salaries being paid chief attendance officers are given in the table on page 122.

in four cities; the median minimum being \$1016.

Table 44 presents similar data as to maximum salaries. Seven cities from 2,500 to 5,000 in population reports a maximum salary for elementary school teachers of below \$900, while one reports a maximum in the group \$3000 and over, the median maximum being \$1432.

Table 45 indicates, by states, the median salary of the four groups of teachers. The distributions of salaries in individual states from which the medians of Table 45 were calculated are given in the Special Salary Tabulation

TABLE 42.—DISTRIBUTION OF SALARIES PAID TEACHERS IN 557 CITIES 2500 TO 5000 IN POPULATION IN 1926-1927

Salaries paid	Kindergarten teachers	Elementary school teachers ¹	Junior high school teachers ²	High school teachers ³
1	2	3	4	5
\$3,600 and over.....			1	9
3,400 to \$3,599.....				6
3,200 to 3,399.....		1		12
3,100 to 3,199.....				5
3,000 to 3,099.....		1	3	21
2,900 to 2,999.....		1	1	12
2,800 to 2,899.....		3	6	15
2,700 to 2,799.....		2	1	22
2,600 to 2,699.....		3	2	26
2,500 to 2,599.....	2	6	7	66
2,400 to 2,499.....		13	10	84
2,300 to 2,399.....	5	16	14	68
2,200 to 2,299.....	2	26	15	113
2,100 to 2,199.....		34	16	102
2,000 to 2,099.....	5	88	25	197
1,900 to 1,999.....	6	93	41	232
1,800 to 1,899.....	8	267	60	395
1,700 to 1,799.....	23	280	78	370
1,600 to 1,699.....	15	528	92	511
1,500 to 1,599.....	40	585	130	679
1,400 to 1,499.....	28	790	120	660
1,300 to 1,399.....	44	1,027	220	734
1,200 to 1,299.....	56	1,308	224	431
1,100 to 1,199.....	34	1,414	182	249
1,000 to 1,099.....	46	1,500	111	105
900 to 999.....	13	1,409	81	63
800 to 899.....	2	678	27	10
700 to 799.....	1	424	12	6
600 to 699.....	1	142	2	2
Below \$600.....	2	180		5
Total.....	333	10,819	1,481	5,210
Median.....	\$1,326	\$1,176	\$1,346	\$1,550

Read table as follows: Out of a total of 333 kindergarten teachers in cities 2,500 to 5,000 in population for which data were reported, 2 receive salaries between \$2,500 and \$2,599, 5 receive salaries between \$2,300 and \$2,399, etc. The median salary paid this group of teachers in cities 2,500 to 5,000 in population is \$1,326. Similarly read figures for other columns.

The medians given in this table are figured according to the method described in the statement on page 74. See blank form used in collecting data, reproduced on page 124 and following, for further information as to what teachers are included in each class.

¹See footnote 1 at bottom of Table 25, page 90.

²See footnote 2 at bottom of Table 25, page 90.

³See footnote 3 at bottom of Table 25, page 90.

TABLE 43.—MINIMUM SALARIES PAID TEACHERS IN CITIES 2500 TO 5000 IN POPULATION IN 1926-1927

Amount of minimum salary	Kindergarten teachers	Elementary school teachers	Junior high school teachers	High school teachers
1	2	3	4	5
\$1,800 to \$1,899.....	1			2
1,700 to 1,799.....				1
1,600 to 1,699.....	1		4	5
1,500 to 1,599.....	3	4	4	26
1,400 to 1,499.....	3	6	4	28
1,300 to 1,399.....	9	18	20	67
1,200 to 1,299.....	24	36	27	58
1,100 to 1,199.....	17	29	22	42
1,000 to 1,099.....	31	82	31	20
900 to 999.....	12	82	10	10
800 to 899.....	4	30	4	1
700 to 799.....		26	3	1
600 to 699.....		8	1	
Below \$600.....		2		
Total.....	105	323	130	261
Median.....	\$1,132	\$1,016	\$1,173	\$1,297

Read table as follows: 1 city 2,500 to 5,000 in population reported a minimum salary of between \$1,800 and \$1,899, for kindergarten teachers, 1 city reported a minimum of between \$1,600 and \$1,699, etc. The median for kindergarten teachers reported by 105 cities of this size is \$1,132. Similarly read the other columns of this table.

The medians given in this table are figured according to the method described in the statement on page 74. See blank form used in collecting data, reproduced on page 124 and following, for further information as to what teachers are included in each class.

TABLE 44.—MAXIMUM SALARIES PAID TEACHERS IN CITIES 2500 TO 5000 IN POPULATION IN 1926-1927

Amount of maximum salary	Kindergarten teachers	Elementary school teachers	Junior high school teachers	High school teachers
1	2	3	4	5
\$3,000 and over.....		1	1	6
2,900 to \$2,999.....			1	
2,800 to 2,899.....		2	1	3
2,700 to 2,799.....		1		1
2,600 to 2,699.....		3		2
2,500 to 2,599.....	1			16
2,400 to 2,499.....	1	1	1	12
2,300 to 2,399.....	1	1	3	7
2,200 to 2,299.....		3	3	16
2,100 to 2,199.....	1		3	7
2,000 to 2,099.....	10	16	4	30
1,900 to 1,999.....	3	9	9	12
1,800 to 1,899.....	16	20	12	43
1,700 to 1,799.....	6	6	8	18
1,600 to 1,699.....	11	36	15	19
1,500 to 1,599.....	9	33	15	22
1,400 to 1,499.....	8	22	9	11
1,300 to 1,399.....	9	34	10	12
1,200 to 1,299.....	12	38	9	5
1,100 to 1,199.....	6	25	7	
1,000 to 1,099.....	3	16	4	2
900 to 999.....		20	4	1
Below \$900.....		7		
Total.....	97	294	119	245
Median.....	\$1,614	\$1,432	\$1,610	\$1,876

Read table 44 same as table 43.

referred to on page 72. It was not possible to include these distributions in a bulletin of this length.

The median salaries paid kindergarten teachers in cities of this size is \$1326, according to the table. The median for kindergarten teachers varies in different states all the way from \$1050 to \$1567. Similarly read the national and state median for the other classes of teachers.

It is interesting to study the figures of Tables 42 and 45 in the light of the fact that the average of the 44,600,000 gainfully occupied persons in the United States in 1926 was \$2010.

Principals' salaries. Table 46 presents a distribution of the salaries paid during 1926-27 to principals of elementary, junior high and senior high schools in cities from 2,500 to

5,000 in population. The inquiry blank reproduced on pages 124 to 127 gives full information as to the principals included in each group. The total number in each group and the median salary are given at the foot of each column. Those not familiar with the meaning of median will find it explained on page 74.

None of the tabulations given in these tables include salaries for the chief administrative officers of school systems of this size no matter what his title may be. Salaries given in these tables are for principals working under the chief administrative officers. Salaries of these latter officers will be found tabulated in column 2 of table 60.

Table 47 gives the minimum salaries of principals as scheduled in cities of this population. For example, the minimum for elementary supervising school principals, accord-

TABLE 45.—MEDIAN SALARIES PAID TEACHERS IN CITIES 2500 TO 5000 IN POPULATION IN 1926-1927

States	Kinder- garten teachers	Elemen- tary school teachers ¹	Junior high school teachers ²	High school teachers ³	States	Kinder- garten teachers	Elemen- tary school teachers ¹	Junior high school teachers ²	High school teachers ³
1	2	3	4	5	6	7	8	9	10
United States	\$1,326	\$1,176	\$1,346	\$1,550	Nebraska.....	\$1,150	\$1,191	\$1,250	\$1,500
Alabama.....		\$868	\$933	\$1,157	Nevada.....	1,250	1,450	1,375	1,850
Arizona.....	\$1,400	1,477	1,400	1,774	New Hampshire.....		1,025	1,150	1,357
Arkansas.....		920	961	1,160	New Jersey.....	1,500	1,428	1,769	1,893
California.....	1,567	1,614	2,279	2,406	New Mexico.....		1,319	1,263	1,573
Colorado.....		1,226	1,377	1,621	New York.....	1,482	1,542	1,711	1,839
Connecticut.....	1,350	1,236	1,683	1,556	North Carolina.....		1,041		1,263
Delaware.....		1,025		1,467	North Dakota.....		1,156	1,275	1,488
Georgia.....		867	1,050	1,120	Ohio.....		1,176	1,377	1,615
Idaho.....		1,187	1,300	1,487	Oklahoma.....		970	1,145	1,390
Illinois.....	1,450	1,138	1,467	1,646	Oregon.....		1,169	1,243	1,298
Indiana.....	1,050	1,168	1,267	1,509	Pennsylvania.....	1,225	1,155	1,450	1,613
Iowa.....	1,106	1,107	1,178	1,452	Rhode Island.....		1,159		1,713
Kansas.....	1,050	1,034	1,238	1,558	South Carolina.....		979		1,098
Kentucky.....		881	857	1,278	South Dakota.....		1,150	1,275	1,565
Louisiana.....		1,086		1,338	Tennessee.....		830	1,000	1,281
Maine.....		853	975	1,392	Texas.....		941	1,154	1,327
Maryland.....		1,078		1,250	Utah.....		944	1,275	1,550
Massachusetts.....	1,250	1,221	1,488	1,563	Vermont.....		950		1,288
Michigan.....	1,325	1,311	1,639	1,620	Virginia.....		Below	950	1,086
Minnesota.....	1,325	1,123	1,283	1,431	Washington.....		1,269	1,400	1,562
Mississippi.....		952		1,178	West Virginia.....		996	1,286	1,650
Missouri.....		881	950	1,317	Wisconsin.....	1,130	1,179	1,344	1,591
Montana.....		1,600		1,750	Wyoming.....		1,526	1,467	1,800

Read table as follows: \$1,326 is the median salary paid kindergarten teachers in the United States in cities with a population of 2,500 to 5,000; \$1,176 is the median salary paid elementary teachers in the United States in cities of this size. Similarly read figures for states and other groups of teachers. Where no figure is given the position was not reported by cities of this size, or else a report was made for too small a number of teachers in the position indicated to justify the figuring of a state median.

The medians given in this table, figured according to the method described in the statement on page 74, are based upon distributions of salaries reported paid the various classes of teachers indicated. See blank form used in collecting data, reproduced on page 124 and following, for further information as to what teachers are included in each class.

¹See footnote 1 at bottom of Table 25, page 90.

²See footnote 2 at bottom of Table 25, page 90.

³See footnote 3 at bottom of Table 25, page 90.

ing to column 3, is between \$1200 and \$1299 in one city, and is between \$3400 and 3599 in one city; the median minimum being \$1900.

Table 48 presents similar data as to maximum salaries. One city reports a maximum salary for supervising elementary school principals of between \$1700 and \$1799, while two report maxima of \$4400 or over; the median maximum being \$2625.

Table 49 indicates, by states, the median salaries paid principals. The median salary of supervising elementary school principals in cities of this size is \$2319. Comparatively few states reported a sufficient number of principals in this class to justify the inclusion of a state median in table 49.

TABLE 46.—DISTRIBUTION OF SALARIES PAID PRINCIPALS IN 557 CITIES 2500 TO 5000 IN POPULATION IN 1926-1927

Salaries paid	Elementary school principals		Junior high school principals	High school principals
	Teaching	Supervising		
1	2	3	4	5
\$4,000 and over.....		3		7
3,800 to \$3,999.....		1	1	5
3,600 to 3,799.....		2	1	8
3,400 to 3,599.....		2		11
3,200 to 3,399.....			2	5
3,100 to 3,199.....	1	2		3
3,000 to 3,099.....	1	4		17
2,900 to 2,999.....	1	1	1	6
2,800 to 2,899.....		3	2	14
2,700 to 2,799.....		2		20
2,600 to 2,699.....		9	1	15
2,500 to 2,599.....	6	3	3	25
2,400 to 2,499.....	3	15	2	29
2,300 to 2,399.....	6	8	5	23
2,200 to 2,299.....	17	6	2	38
2,100 to 2,199.....	13	4	3	16
2,000 to 2,099.....	20	7	12	47
1,900 to 1,999.....	18	5	3	14
1,800 to 1,899.....	39	5	14	26
1,700 to 1,799.....	27	3	7	10
1,600 to 1,699.....	52	4	13	7
1,500 to 1,599.....	66	5	8	9
1,400 to 1,499.....	54	6	9	2
1,300 to 1,399.....	84	2	6	2
1,200 to 1,299.....	60	2	6	2
Below \$1,200.....	88	3	6	
Total.....	556	107	107	361
Median.....	\$1,485	\$2,319	\$1,779	\$2,333

Read table as follows: Out of a total of 556 teaching elementary school principals in cities 2,500 to 5,000 in population for which data were reported, 1 receives a salary of between \$3,100 and \$3,199, 1 receives a salary of between \$3,000 and \$3,099, etc. The median salary paid this group of principals in cities 2,500 to 5,000 in population is \$1,485. Similarly read figures for other groups of principals.

The medians given in this table are figured according to the method described in the statement on page 74. See blank form used in collecting data, reproduced on page 124 and following, for further information as to what principals are included in each class.

Salaries of certain other school employees. Table 50 presents distributions of salaries paid five groups of school employees. At the foot of each column are given the number in each group and the median salary.

Salaries were reported for a total of 171 nurses. Their salaries range from less than \$600 to \$2600 and over; the median for the group being \$1564. It appears that comparatively few cities of this class are provided with the services of a school nurse.

The median salaries for the other groups follow:

Clerks in principals' offices.....	\$804
Clerks in administrative offices.....	932
School janitor	1202
Attendance officers	Below 600

In 1926, 44,600,000 gainfully occupied persons in the United States received an average income of \$2010. None of the groups of table 50 enjoy a median salary which approaches this national average. It does not appear that any of the employees listed in table 50 are overpaid when their incomes are compared with those received by the nation as a whole. The opposite is probably the case.

Progressive school systems are more and more recognizing the importance of requiring careful training for such groups as school nurses and attendance officers. Table 50 indicates, however, the median salary of school nurses in cities of this population is but 78 percent of the average income of gainfully occupied people in the United States. The work of the attendance officer in cities of this size is evidently on the part-time basis and is many times performed as a side issue to some other employment. Those employed as school janitors should have training and ability at least up to the average of the population in general. The median salary of janitors in cities from 2,500 to 5,000 in population, however, is but 60 percent of the average income of gainfully occupied persons.

Table 46 lists a total of 575 school principals of the following types: supervising elementary, junior high and senior high. Table 50 lists but 99 clerks in principals' offices. This indicates that very few principals, even in the more important positions in cities of this population, are provided with any clerical assistance. Evidently many of these smaller

cities are making the mistake of placing professionally trained officers in charge of their schools and then providing him with such inadequate clerical assistance that a large part of his time must be taken up with clerical

duties of a nature which could be performed as effectively by a person paid a much lower salary.

TABLE 47.—MINIMUM SALARIES PAID PRINCIPALS IN CITIES 2500 TO 5000 IN POPULATION IN 1926-1927

Amount of minimum salary	Number of cities reporting minimum indicated for			
	Elementary school principals		Junior high school principals	High school principals
	Teaching	Super-vising		
1	2	3	4	5
\$3,600 and over...				2
3,400 to \$3,599...		1	1	4
3,200 to 3,399...				
3,100 to 3,199...				
3,000 to 3,099...				5
2,900 to 2,999...				
2,800 to 2,899...				1
2,700 to 2,799...				2
2,600 to 2,699...				1
2,500 to 2,599...	1		1	5
2,400 to 2,499...		2	1	3
2,300 to 2,399...		1		7
2,200 to 2,299...	1	1		4
2,100 to 2,199...				3
2,000 to 2,099...	3	5	3	19
1,900 to 1,999...	2	1	1	2
1,800 to 1,899...	8	2	3	20
1,700 to 1,799...			2	4
1,600 to 1,699...	5	3	5	5
1,500 to 1,599...	10	5	1	7
1,400 to 1,499...	5			2
1,300 to 1,399...	7		2	4
1,200 to 1,299...	18	1	1	4
Below \$1,200....	30		1	1
Total.....	91	22	22	106
Median.....	\$1,286	\$1,900	\$1,750	\$2,021

Read table as follows: 1 city 2,500 to 5,000 in population reported a minimum salary of between \$2,500 and \$2,599, for teaching elementary school principals, 1 city reported a minimum of between \$2,200 and \$2,299. The median for teaching elementary school principals reported by 91 cities of this size is \$1,286. Similarly read the other columns of this table.

The medians given in this table are figured according to the method described in the statement on page 74. See blank form used in collecting data, reproduced on page 124 and following, as to what principals are included in each class.

TABLE 48.—MAXIMUM SALARIES PAID PRINCIPALS IN CITIES 2500 TO 5000 IN POPULATION IN 1926-1927

Amount of maximum salary	Number of cities reporting maximum indicated for			
	Elementary school principals		Junior high school principals	High school principals
	Teaching	Super-vising		
1	2	3	4	5
\$4,400 and over...		2	1	3
4,200 to \$4,399...				1
4,000 to 4,199...	1	2		2
3,800 to 3,999...				1
3,600 to 3,799...				1
3,400 to 3,599...				3
3,200 to 3,399...			1	3
3,100 to 3,199...				1
3,000 to 3,099...	1	4	3	8
2,900 to 2,999...				
2,800 to 2,899...		1		2
2,700 to 2,799...		1		6
2,600 to 2,699...	2	2		6
2,500 to 2,599...	4	1	1	17
2,400 to 2,499...	1	5	1	11
2,300 to 2,399...	1			1
2,200 to 2,299...	4	1		11
2,100 to 2,199...	3			1
2,000 to 2,099...	6	3	4	11
1,900 to 1,999...	4			2
1,800 to 1,899...	14			5
1,700 to 1,799...	8	1	4	2
1,600 to 1,699...	6		1	1
1,500 to 1,599...	11			1
1,400 to 1,499...	7			
1,300 to 1,399...	9			2
1,200 to 1,299...	4			
Below \$1,200....	6		1	
Total.....	92	23	21	101
Median.....	\$1,738	\$2,625	\$2,113	\$2,521

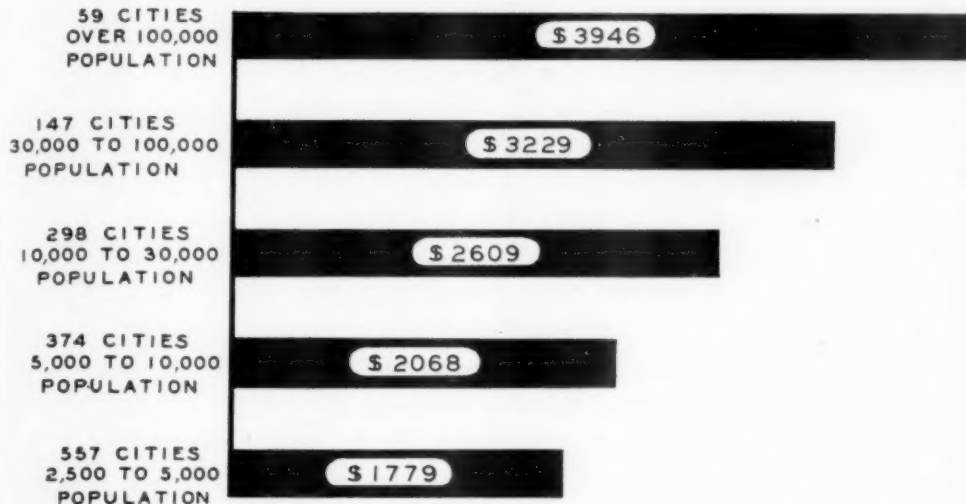
Read table as follows: 1 city 2,500 to 5,000 in population reported a maximum salary of between \$4,000 and \$4,199, for teaching elementary school principals, 1 city reported a maximum of between \$3,000 and \$3,099. The median for teaching elementary school principals reported by 92 cities of this size is \$1,738. Similarly read the other columns of this table.

The medians given in this table are figured according to the method described in the statement on page 74. See blank form used in collecting data, reproduced on page 124 and following, as to what principals are included in each class.

THE POLICY of holding down the maximum salaries so that ambitious, active, aggressive men and women are induced or compelled to leave the teaching profession at the earliest opportunity can only result in permanent injury to the school system and increased costs to the taxpayers in retardation, in incompletely trained graduates, and other manifestations of inefficiency.—*Dr. Royal Meeker.*

CHART V

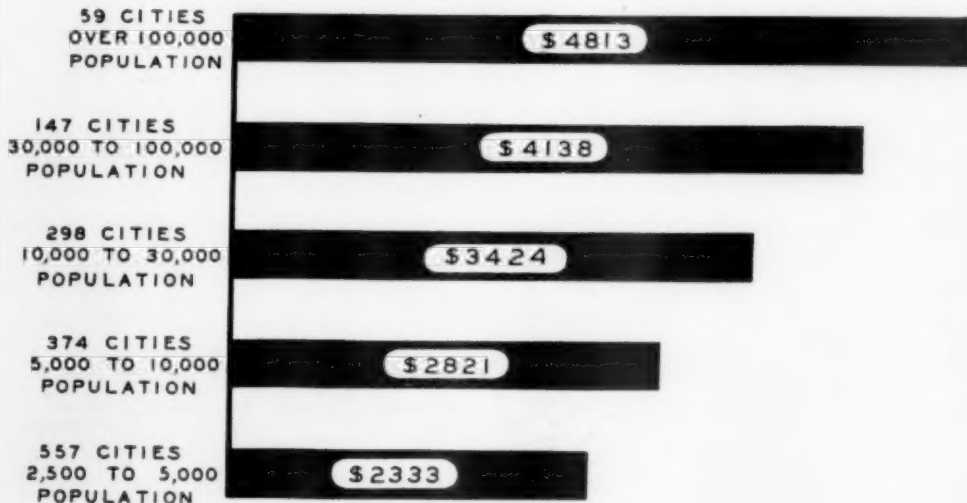
MEDIAN SALARIES PAID JUNIOR HIGH SCHOOL PRINCIPALS IN CITIES, 1926-27



Research Division
National Education Association

CHART VI

MEDIAN SALARIES PAID SENIOR HIGH SCHOOL PRINCIPALS IN CITIES, 1926-27



Research Division
National Education Association

TABLE 49.—MEDIAN SALARIES PAID PRINCIPALS IN CITIES 2500 TO 5000 IN POPULATION IN 1926-1927

States	Elementary school principals		Junior high school principals	High school principals	States	Elementary school principals		Junior high school principals	High school principals
	Teaching	Super- vising				Teaching	Super- vising		
1	2	3	4	5	6	7	8	9	10
United States.....	\$1,485	\$2,319	\$1,779	\$2,333	New Jersey.....	1,800	2,450		2,750
Arizona.....	2,025				New York.....	1,800	2,625	2,350	3,533
California.....	1,938	2,525		3,900	North Carolina.....	1,250			2,250
Colorado.....	1,544		2,250	2,700	North Dakota.....			1,725	2,050
Connecticut.....	1,850				Ohio.....	1,450		1,850	2,550
Illinois.....	1,383			2,700	Oklahoma.....	1,375			2,200
Indiana.....	1,425			2,325	Oregon.....	1,533		1,650	2,067
Iowa.....	1,243		1,400	2,175	Pennsylvania.....	1,600			2,300
Kansas.....	1,370		1,750	2,375	Rhode Island.....	1,379			
Kentucky.....				1,875	South Dakota.....	1,450			2,400
Maine.....				2,750	Tennessee.....	Below			2,050
Maryland.....				1,875	Texas.....	1,200			2,025
Massachusetts.....	1,500			2,625	Utah.....	1,307			2,450
Michigan.....	1,473	2,300	1,850	2,633	Washington.....	1,800			2,175
Minnesota.....	1,364	1,700	1,450	2,083	West Virginia.....	1,325	1,483		2,550
Missouri.....	Below				Wisconsin.....	1,367			2,125
	1,200			1,875	Wyoming.....				2,650
Nebraska.....	1,380			2,350					
New Hampshire.....	Below			2,550					
	1,200								

Read table as follows: \$1,485 is the median salary paid teaching elementary school principals in the United States in cities with a population of 2,500 to 5,000; \$2,319 is the median salary paid supervising elementary school principals in the United States in cities of this size. Similarly read figures for the states and other groups of principals. Where no figure is given the position was not reported by cities of this size within the state, or else a report was made for too small a number of principals in the position indicated to justify the figuring of a state median.

The medians given in this table, figured according to the method described in the statement on page 74, are based upon distributions of salaries reported paid the various classes of principals indicated. See blank form used in collecting data, reproduced on page 124 and following, for further information as to what principals are included in each class.

TABLE 50.—DISTRIBUTION OF SALARIES PAID OTHER SCHOOL EMPLOYEES IN 557 CITIES 2500 TO 5000 IN POPULATION IN 1926-1927

Salaries paid	School nurses	Clerks in principals' offices	Clerks in administrative and supervisory offices	School janitors	Attendance officers ¹
1	2	3	4	5	6
\$2,600 and over.....	1		1	4	
2,500 to \$2,599.....				7	1
2,400 to 2,499.....	2			7	
2,300 to 2,399.....	1				
2,200 to 2,299.....	2	2	1	9	
2,100 to 2,199.....	5			18	
2,000 to 2,099.....	3			15	
1,900 to 1,999.....	7		3	28	
1,800 to 1,899.....	34		4	115	
1,700 to 1,799.....	7		1	35	
1,600 to 1,699.....	16	1	5	104	
1,500 to 1,599.....	21	2	4	156	
1,400 to 1,499.....	14	2	4	56	
1,300 to 1,399.....	15	4	7	95	1
1,200 to 1,299.....	12	10	17	201	
1,100 to 1,199.....	3	2	3	61	
1,000 to 1,099.....	7	8	10	127	2
900 to 999.....	3	7	11	148	1
800 to 899.....	1	12	9	91	1
700 to 799.....	4	15	16	96	1
600 to 699.....	5	8	17	106	
Below \$600.....	8	26	22	213	32
Total.....	171	99	135	1,692	39
Median.....	\$1,564	\$804	\$932	\$1,202	Below \$600

Read table as follows: Out of a total of 171 school nurses in cities 2,500 to 5,000 in population for which data were reported, 1 receives a salary of \$2,600 or over, 2 receive salaries between \$2,400 and \$2,499, etc. The median salary paid this group of school employees in cities 2,500 to 5,000 in population is \$1,564. Similarly read figures for other columns.

The medians given in this table are figured according to the method described in the statement on page 74. See blank form used in collecting data, reproduced on page 124 and following, for further information as to what employees are included in each class.

¹The salaries paid chief attendance officers were not included in the distribution given in column 6. Data as to salaries being paid chief attendance officers are given in Table 61, page 123.

TABLE 51.—MEDIAN SALARIES PAID OTHER SCHOOL EMPLOYEES IN CITIES
2500 TO 5000 IN POPULATION IN 1926-1927

States	School nurses	Clerks in principals' offices	Clerks in administrative and supervisory offices	School janitors	Attendance officers ¹
1	2	3	4	5	6
United States	\$1,564	\$804	\$932	\$1,202	Below \$600
Alabama				Below \$600	
Arizona				1,500	
Arkansas				950	
California	1,833	700		1,528	
Colorado	1,575			1,200	Below \$600
Connecticut				1,250	
Georgia				Below \$600	
Idaho				1,270	
Illinois	1,550	Below \$600	850	1,500	
Indiana			675	1,025	
Iowa	1,350	717		1,007	
Kansas	1,625	Below \$600	650	942	
Kentucky				800	
Maine				1,150	
Maryland				Below \$600	
Massachusetts	700			1,217	
Michigan	1,567	950	1,550	1,258	
Minnesota	1,450	900	950	1,617	
Mississippi				675	
Missouri				713	
Nebraska				1,033	
Nevada				1,700	
New Hampshire				1,150	
New Jersey	1,425	1,150	875	1,388	Below \$600
New York	1,733	1,025	1,250	1,555	
North Carolina				650	
North Dakota				1,240	
Ohio			1,075	1,313	
Oklahoma				913	
Oregon				960	
Pennsylvania	1,233	933	950	1,150	Below \$600
Rhode Island				750	
South Dakota				1,225	
Tennessee				Below \$600	
Texas			900	736	
Utah				720	
Washington				1,333	
West Virginia				1,050	
Wisconsin	1,700	Below \$600	750	975	
Wyoming				883	

Read table as follows: \$1,564 is the median salary paid school nurses in the United States in cities with a population of 2,500 to 5,000; \$804 is the median salary paid clerks in principals' offices. Similarly read figures for the states and other employees.

The medians given in this table, figured according to the method described in the statement on page 74, are based upon distributions of salaries reported paid the various classes of school employees indicated. See blank form used in collecting data, reproduced on page 124 and following, for further information as to what employees are included in each class.

¹The salaries paid chief attendance officers were not included in the distribution from which the medians given in column 6 were figured. Data as to salaries being paid chief attendance officers are given in Table 123, page 61.

AS WE GO up in the economic scale from the unskilled to the skilled and finally to the highest trained professions, we find that, upon the average, there is a distinct increase in the return for services. . . . For each level there is a different standard of living and therefore a higher cost of living.—Arthur B. Moehlman, "Building Salary Schedules," *Journal of Educational Research*, November, 1926.

II. Salaries Paid School Administrative and Supervising Officers, 1926-27

The tables of this section present data as to the salaries paid full time administrative and supervisory officers connected with the central offices of 1,435 city school systems. Two tables are given for each of the five population groups. These tables present distributions of salaries paid the groups of school officers indicated in the form reproduced on page 126.

The cost involved precluded the possibility of issuing a printed report giving the salaries of these officers by individual cities. Such tabulations are available, however, and may be obtained under the conditions given on page 72.

Interpretation of Tables

A study of the form used in collecting the data summarized in these tables will aid in their interpretation. The footnotes given at the foot of each table should be read carefully. The *Special Salary Tabulations* for adminis-

trative and supervisory officers described on page 72 should be obtained by those who need something more than the summarizations presented subsequently.

In studying the subsequent tables, it should be kept in mind that city organization for school administration and supervision varies widely. A superficial examination of the following tables might lead one to infer that only a small percentage of cities provides for the direction of a particular function when such is not the case. For example, the columns headed "Assistant or Associate Superintendents," see table 54, columns 3 and 4, refer to officers exercising a wide range of functions. Cities doubtless varied in their practice in reporting for these officers. In the case of an Assistant Superintendent in charge of Research, Tests and Measurements, a city would, in some cases, report this official as an Assistant Superintendent using line 3 on the report form (see

(Continued on p. 112)

CHART VII

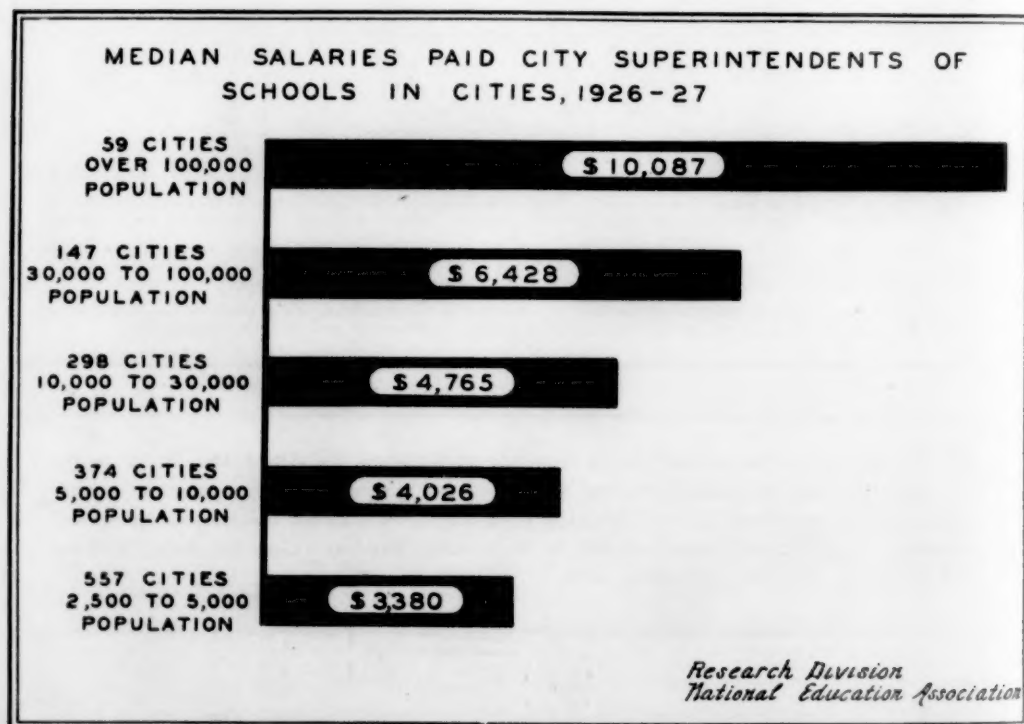


TABLE 52.—DISTRIBUTION OF SALARIES PAID ADMINISTRATIVE AND ASSISTANT ADMINISTRATIVE OFFICERS IN 59 CITIES OVER 100,000 IN POPULATION, IN 1926-1927

Salaries paid	Superintendent of schools	Assistant or associate superintendents		Secretary to board		Business manager		Buildings and grounds		Secretary to superintendent		Attendance		Research, tests, and measurements		Miscellaneous administrative officers ²		Total
		First assistant superintendents ¹	Other assistant superintendents ¹	Secretary ¹	Assistant secretaries ¹	Manager ¹	Assistant managers ¹	Superintendent of buildings and grounds ¹	Assistant superintendents of buildings and grounds ¹	Secretary ¹	Assistant secretaries ¹	Director ¹	Assistant directors ¹	Director ¹	Assistant directors ¹	Directors ¹	Assistant directors ¹	
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19
\$15,000 and over	3							1								1		4
12,000-\$14,999	4					2		2								1		7
10,000-11,999	23	1	4			3		2								1		34
9,000-9,999	3	2		2		1		3								1		9
8,000-8,999	4	3	10			1		1				1				2	1	28
7,500-7,999	5	1	6													3	6	21
7,000-7,499	5	2	6			2		1										16
6,500-6,999	6	3	37															56
6,000-6,499	2	5	15			5		1										38
5,500-5,999	1	7	17			3		1										48
5,000-5,499	2	8	17	6	1	8		4										61
4,800-4,999		2	7					2										12
4,600-4,799		4	4	1														16
4,400-4,599		4	4	1		4		2										31
4,200-4,399		1	15	5		2		1										32
4,000-4,199		2	5	3		2		2										34
3,800-3,999		1	2	1		1		5										16
3,600-3,799		2	1	2		1		2										47
3,400-3,599				1		1		2										17
3,200-3,399						3		6										23
3,000-3,199				2		1		2										26
2,800-2,999				1				2										13
2,600-2,799				1				1										19
2,400-2,599				1				1										37
2,200-2,399								1										8
2,000-2,199																		23
1,800-1,999																		16
1,600-1,799				2														2
1,400-1,599																		18
1,200-1,399																		7
1,000-1,199																		1
Total	58	50	158	36	13	40	7	46	24	47	7	49	43	36	32	48	32	728
Median	\$10,087	\$5,438 ⁴	\$5,971 ⁴	\$4,440	\$3,650	\$5,313	\$3,100	\$3,880	\$3,500	\$2,325	\$1,900	\$3,050	\$3,734 ⁵	\$4,200	\$2,500	\$4,267	\$3,133	\$4,513

This table should read in the same manner as Table 54.

¹ See footnote 1 at foot of Table 54.

² See footnote 2 at foot of Table 54.

³ Salaries reported paid administrative officers other than those listed in previous columns are given in columns 17 and 18.
⁴ The median salary paid first assistant superintendents as given in column 3 is lower than that paid other assistant superintendents (column 4). This is due to the fact that the larger cities, paying the higher salaries, have a greater number of assistant or associate superintendents. This is particularly true of New York City, which employs 35 assistant or associate superintendents at the following salaries: 8 at \$8,250, 1 at \$8,000, and 26 at \$6,600. In accordance with the practice followed in tabulating salaries listed in this table, as explained in notes 1 and 2 above, the salaries of all of these officers, with the exception of one, was included in column 4.

⁵ The median salary paid directors of attendance given in column 13 is lower than that paid assistant directors of attendance (column 14). This is due to the fact that the larger cities, paying the larger salaries, have a greater number of attendance directors. This is particularly true of New York City, which employs 38 attendance directors at the following salaries: 1 at \$8,250, 1 at \$8,000, 1 at \$6,000, 2 at \$4,750, 4 at \$4,250, and 29 at \$3,600. In accordance with the practice followed in tabulating salaries listed in this table, as explained in notes 1 and 2 above, the salaries of all of these officers, with the exception of one, was included in column 14.

TABLE 53.—DISTRIBUTION OF SALARIES PAID DIRECTORS, ASSISTANT DIRECTORS, SUPERVISORS, AND ASSISTANT SUPERVISORS IN 59 CITIES OVER 100,000 IN POPULATION, IN 1926-1927

Salaries paid	Kindergarten		Primary grades		Intermediate		Junior high schools		High schools		Continuation schools		Evening schools		Americanization		Vocational education	
	Director or super-visor ¹	Assistant directors or super-visor ¹	Director or super-visor ¹	Assistant directors or super-visor ¹	Director or super-visor ¹	Assistant directors or super-visor ¹	Director or super-visor ¹	Assistant directors or super-visor ¹	Director or super-visor ¹	Assistant directors or super-visor ¹	Director or super-visor ¹	Assistant directors or super-visor ¹	Director or super-visor ¹	Assistant directors or super-visor ¹	Director or super-visor ¹	Assistant directors or super-visor ¹	Director or super-visor ¹	Assistant directors or super-visor ¹
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19
\$7,000 and over											1		1				1	
6,500-6,999	1						1		2		1		1				1	
6,000-6,499			1		1	1	1		1	1								
5,500-5,999							1		1									
5,000-5,499	1		1		2		1		1				1	1				
4,800-4,999			1		1	1			1									
4,600-4,799	1		1	1														
4,400-4,599											1		1				1	
4,200-4,399	2		1		2	1			1			1					4	
4,000-4,199	1		3	10			1	3			5		1		1		1	
3,800-3,999	1										1		2					
3,600-3,799	5	2		7	3			1	1		3		2			1	3	
3,400-3,599	2	5	1		2								1				2	
3,200-3,399	3	3	6	80	1		1	17	1		1	1	1	2	2		1	
3,000-3,199	3		4		2									2				
2,800-2,999	3	2	3		2									1				
2,600-2,799	3	1	1											1	1			
2,400-2,599	7	2		1	1						2		2					
2,200-2,399	1		1			2	1	3						1				
2,000-2,199	2	2	1	6		3									1		1	
1,800-1,999																		
1,600-1,799																		
1,400-1,599																		
1,200-1,399																		
1,000-1,199																		
Below \$1,000																		
Total	43	17	25	112	18	9	8	24	7	1	19	2	20	14	12	4	30	35
Median	\$3,233	\$3,380 ⁴	\$3,317	\$3,285	\$3,600	\$2,250	\$4,600	\$3,294	\$5,750		\$4,180		\$3,600	\$2,200	\$3,400		\$3,933	\$2,767

TABLE 53.—Continued

Salaries paid	Manual training		Home economics		Health		Physical education		Art		Music		Penmanship		Miscellaneous supervisory officers ²		Total
	Director or supervisor ¹	Assistant directors or supervisors ²	Director or supervisor ¹	Assistant directors or supervisors ²	Director or supervisor ¹	Assistant directors or supervisors ²	Director or supervisor ¹	Assistant directors or supervisors ²	Director or supervisor ¹	Assistant directors or supervisors ²	Director or supervisor ¹	Assistant directors or supervisors ²	Director or supervisor ¹	Assistant directors or supervisors ²	Director or supervisor ¹	Assistant directors or supervisors ²	
20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36	37
\$7,000 and over																	5
6,500-\$6,999																	4
6,000-6,499																	14
5,500-5,999	4				2		1										26
5,000-5,499	1			1	5		2		2	1							31
4,800-4,999	2	1			1												12
4,600-4,799	1						3										13
4,400-4,599							2	3	1								28
4,200-4,399	3	1	2	1	2	1										1	30
4,000-4,199	1					7	3	2	2							3	75
3,800-3,999	3	1	1	1	1		5	2	5	3							41
3,600-3,799	4		3				2	1	5								99
3,400-3,599	3	1	5	3	2	2	7	1	6	10						1	73
3,200-3,399	2		8	3	2		7	30	3								263
3,000-3,199	6	4	5			5	8	9	6	8						19	108
2,800-2,999	1	2	4			43	1	7	4	4						4	109
2,600-2,799	1	4	3	3	2		1	14	3	7						7	99
2,400-2,599	5	5	2	7		5	5	8	6	5						10	121
2,200-2,399	2	3	4	2	1		1	9	4	25						8	90
2,000-2,199	1	2	1	1	2	1	1	6		6						11	82
1,800-1,999		9		7	3			8		11						5	80
1,600-1,799		1		4		5		8		8						5	43
1,400-1,599						5		8		7						2	44
1,200-1,399				3		1		3		1						4	20
1,000-1,199								13		1							16
Below \$1,000					1												11
Total	46	35	43	46	30	79	55	132	52	109	56	151	36	34	119	84	1,507
Median	\$3,400	\$2,500	\$3,140	\$2,457	\$4,000	\$2,914	\$3,500	\$2,757	\$3,400	\$2,236	\$3,571	\$2,300	\$2,867	\$2,733	\$3,373	\$2,771	\$3,073

Read table as follows: Out of 43 kindergarten directors in cities over 100,000 in population for which data were reported, 1 receives a salary of between \$6,500 and \$6,999, 1 receives a salary of between \$5,000 and \$5,499, etc. The median salary paid kindergarten directors in cities over 100,000 in population is \$3,233. Similarly read figures for other groups of officers. The figures given in column 37 are the sums of columns 2 to 36, inclusive. The medians given in this table are figured according to the method described on page 74. The blank form used in collecting these data is reproduced on page 124 and following. In some cases an officer listed in a particular column also has to do with the supervision of more functions than the one listed in the heading under which his salary is tabulated. It is impractical to include the foot-notes necessary to designate such combinations of functions. Detailed annotations covering such combinations of supervisory authority in one official are given in the *Special Salary Tabulations* which may be purchased from the Research Division, National Education Association.

¹ Salaries in this column are for the highest paid officer of the class indicated; one being included in this column for each city reporting supervisory officers of this type.

² Salaries listed in this column are for supervisory officers of the class indicated other than the one receiving the highest salary in each city. The salaries of the latter are reported in the preceding column.

³ Salaries reported paid supervisory officers other than those listed in previous columns are given in columns 35 and 36. Supervisors of nature study, visual education, english, etc., are among those included under miscellaneous.

⁴ The median salary paid supervisors of kindergartens given in column 3 is lower than that paid the assistant supervisors of kindergartens (column 3). This is due to the fact that the larger cities, paying the higher salaries, have several supervisors in charge of kindergartens, while the smaller cities, which do not pay as high salaries, have but one supervisor of kindergartens. Also see notes 1 and 2, above.

page 126), and in other cases as a Director of Research, using line 9 on the report form. In preparing the subsequent tables it was the practice to tabulate the officer under the title reported. In some cities a Director of Health may be in charge of the work of both Health and Physical Education. If he and his assistants were reported on line 12 of the report form, his salary and those of his assistants were tabulated in the columns headed "Health," for example, see table 55, columns 24 and 25. None of these salaries were tabulated in columns 25 and 26, headed "Physical Education."

In some cases salaries were probably reported on lines 26 and following of the report form, which should have been listed with some of the groups named on lines 1 to 25. These salaries are listed under the heading "Miscellaneous" in the tables.

In short, much caution should be observed in using the following tables as indicators of whether the administration or supervision of a particular function is provided for in the cities of a particular population group. It may be exercised by officers whose salaries are tabulated in columns under a heading other than the one being considered.

The two tables given for each population group may be accepted as reasonably reliable pictures of the level and range of salaries paid administrative officers in the cities reporting.

Salaries in Cities Over 100,000 in Population

Table 52 presents distributions of salaries paid certain administrative officers and their assistants in cities over 100,000 in population. The total number of officers reported in each group and the median salary are given at the foot of each column.

Table 53 gives similar data for directors and supervisors and their assistants.

Salaries for a total of 2,235 officers were reported by the 59 cities replying, according to Tables 52 and 53. It is possible that salaries for some officers were not reported, although the blank called for the listing of the salaries paid all full time administrative and supervisory officers.

Salaries in Cities 30,000 to 100,000 in Population

Table 54 presents distributions of salaries paid certain administrative officers and their assistants in cities 30,000 to 100,000 in population. The total number of officers reported in each group and the median salary are given at the foot of each column.

Table 55 gives similar data for directors and supervisors and their assistants.

Salaries for a total of 2,420 officers were reported by the 147 cities replying, according to Tables 54 and 55. It is possible that salaries for some officers were not reported although the blank called for the listing of the salaries paid all full-time administrative and supervisory officers. (Continued on p. 118)

WHEN IT IS stated that "salaries should be fixed at such a figure as will encourage people now in the service as well as prospective candidates to a high degree of professional preparation," there is given only part of the premise necessary for a complete foundation upon which may be built salary schedules that will give the commonwealth the ability, the training, and permanency in its teaching, supervisory, and administrative corps imperatively demanded if our schools are to function satisfactorily in the numerous and complicated activities of the twentieth century. The salaries for educational positions must be made *competitively* attractive in comparison with the other most desirable and remunerative occupations of mankind.—Ide G. Sargeant.

TABLE 54.—DISTRIBUTION OF SALARIES PAID ADMINISTRATIVE AND ASSISTANT ADMINISTRATIVE OFFICERS IN 147 CITIES 30,000 TO 100,000 IN POPULATION, IN 1926-1927

Salaries paid	Superintendent of schools	Assistant or associate superintendent		Secretary to board		Business manager		Buildings and grounds		Secretary to superintendent		Director of attendance	Research, tests, and measurements		Miscellaneous administrative officers ²		Total
		First assistant superintendent ¹	Other assistant superintendents ²	Secretary ¹	Assistant secretaries ²	Manager ¹	Assistant managers ²	Superintendent of buildings and grounds ¹	Assistant superintendents of buildings and grounds ²	Secretary ¹	Assistant secretaries ²		Director ¹	Assistant director ²	Directors ¹	Assistant directors ²	
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18
\$10,000 and over	4																4
9,500-\$9,999	1																1
9,000-9,499	4																4
8,500-8,999	2																2
8,000-8,499	9																9
7,500-7,999	15																15
7,000-7,499	17																17
6,500-6,999	15																15
6,000-6,499	38																38
5,500-5,999	9																9
5,000-5,499	20																20
4,500-4,999	3																3
4,000-4,499	7																7
3,500-3,999	2																2
3,000-3,499	2																2
2,500-2,999	1																1
2,000-2,499																	
1,500-1,999																	
1,000-1,499																	
Below \$1,000																	
Total	145	49	6	63	5	54	2	90	8	120	15	112	28	6	52	7	782
Median	\$6,428	\$4,070	\$3,400	\$2,638	\$2,350	\$3,600		\$3,000	\$2,300	\$1,780	\$1,450	\$1,973	\$2,667	\$2,400	\$2,036	\$1,300	\$2,694

Read table as follows: Out of 145 superintendents of schools in cities 30,000 to 100,000 in population for which data were reported, 4 receive salaries of \$10,000 or over, 1 receives a salary of between \$9,500 and \$9,999, etc. The median salary paid superintendents of schools in cities 30,000 to 100,000 in population is \$6,428. Similarly read figures for other groups of officers. The figures given in column 18 are the sums of columns 2 to 17, inclusive.

¹ Salaries in this column are for the highest paid officer of the class indicated; one being included in this column for each city reporting administrative officers of this type.

² Salaries listed in this column are for administrative officers of the class indicated other than the one receiving the highest salary in each city. The salaries of the latter are reported in the preceding column.

³ Salaries reported paid administrative officers, other than those listed in previous columns, are given in columns 16 and 17.

TABLE 55.—DISTRIBUTION OF SALARIES PAID DIRECTORS, ASSISTANT DIRECTORS, SUPERVISORS, AND ASSISTANT SUPERVISORS IN 147 CITIES 30,000 TO 100,000 IN POPULATION, IN 1926-1927

Salaries paid	Kindergarten		Primary grades		Intermediate		Director or supervisor of high schools		High schools		Continuation schools		Evening schools		Americanization		Vocational education	
	Director or supervisor ¹	Assistant directors or supervisors ²	Director or supervisor ¹	Assistant directors or supervisors ²	Director or supervisor ¹	Assistant directors or supervisors ²	Director or supervisor of high schools	Assistant directors or supervisors ²	Director or supervisor ¹	Assistant directors or supervisors ²	Director or supervisor ¹	Assistant directors or supervisors ²	Director or supervisor ¹	Assistant directors or supervisors ²	Director or supervisor ¹	Assistant directors or supervisors ²	Director or supervisor ¹	Assistant directors or supervisors ²
<i>I</i>	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	
\$5,500 and over.....								1								3		
5,000-\$5,499.....										1						1		
4,800-4,999.....								1										
4,600-4,799.....																		
4,400-4,599.....																		
4,200-4,399.....																		
4,000-4,199.....	1																	
3,800-3,999.....	1																	
3,600-3,799.....	1																	
3,400-3,599.....	2																	
3,200-3,399.....	3																	
3,000-3,199.....	2																	
2,800-2,999.....	5	1																
2,600-2,799.....	6																	
2,400-2,599.....	7																	
2,200-2,399.....	4																	
2,000-2,199.....	4																	
1,800-1,999.....	3	1																
1,600-1,799.....	3																	
1,400-1,599.....	1																	
1,200-1,399.....	1																	
1,000-1,199.....																		
Below \$1,000.....																		
Total.....	43	2	52	2	26	6	7	4	3	37	30	28	15	26	20	55	20	
Median.....	\$2,750		\$2,600		\$2,700	\$2,300	\$3,700			\$2,567	\$1,850	Below \$1,000	Below \$1,000	\$1,950	Below \$1,000	\$3,300	\$2,280	

TABLE 55.—Continued

Salaries paid	Manual training		Home economics		Health		Physical education		Art		Music		Penmanship		Miscellaneous supervisory officers ²		Totals
	Director or super-visor ¹	Assistant directors or super-visor ²	Director or super-visor ¹	Assistant directors or super-visor ²	Director or super-visor ¹	Assistant directors or super-visor ²	Director or super-visor ¹	Assistant directors or super-visor ²	Director or super-visor ¹	Assistant directors or super-visor ²	Director or super-visor ¹	Assistant directors or super-visor ²	Director or super-visor ¹	Assistant directors or super-visor ²	Director or super-visor ¹	Assistant directors or super-visor ²	
19	20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36
\$5,500 and over.....							1										3
5,000-5,499.....	1				1		1										7
4,800-4,799.....					2		1										3
4,600-4,599.....																	2
4,400-4,399.....			1												1		2
4,200-4,199.....	1				1		2				1						9
4,000-3,999.....			1		2		5				4				3	1	26
3,800-3,799.....					1		6				4				19		19
3,600-3,599.....	2				4	1	5	1			5				2		36
3,400-3,399.....	6		2		2		8	2			6				3		53
3,200-3,199.....	7	1	3				8	3			4				4		51
3,000-3,199.....	4	1	4	1	4	1	11	4			5				9		90
2,800-2,999.....	10	1	3				12	3			12	2		1	6	1	96
2,600-2,799.....	13		13				13	6			14	2		8	4	1	128
2,400-2,599.....	5	8	9	1	7	1	13	10			16	7		9	3		146
2,200-2,399.....	4	6	15	3	7		13	17			18	11		10	1		166
2,000-2,199.....	3	5	10	8	2	3	10	14			22	29		10	3		194
1,800-1,999.....	6	13	11	9	4	4	6	16			12	14		11	4		172
1,600-1,799.....	2		4	15	5	6	7	16			9	4		5	2		6
1,400-1,599.....			4	15	4		2	18			4	2		3	13		140
1,200-1,399.....				9	8	9	2	11			4	5		3	5	6	112
1,000-1,199.....				2	2	13	2	2			2	5		3	3	3	69
Below \$1,000.....	1				3	5		2			1	1		1	1	3	78
Total.....	66	57	79	64	62	43	123	123	130	59	136	123	68	11	88	30	1,638
Median.....	\$2,785	\$1,900	\$2,353	\$1,680	\$2,125	\$1,278	\$2,731	\$1,981	\$2,329	\$1,900	\$2,567	\$2,045	\$2,291	\$1,975	\$2,220	\$1,467	\$2,222

Read table as follows: Out of 43 kindergarten directors in cities 30,000 to 100,000 in population for which data were reported, 1 receives a salary of between \$4,200 and \$4,399, 1 receives a salary of between \$4,000 and \$4,199, etc. The median salary paid kindergarten directors in cities 30,000 to 100,000 in population is \$2,750. Similarly read figures for other groups of officers. The figures given in column 36 are the sums of columns 2 to 35, inclusive. The median given in this table are figured according to the method described on page 74. The blank form used in collecting these data is reproduced on page 124 and following. In some cases an officer listed in a particular column also has to do with the supervision of more functions than the one listed in the heading under which his salary is tabulated. It is impractical to include the footnotes necessary to designate such combinations of functions. Detailed annotations covering such combinations of supervisory authority in one official are given in the *Special Salary Tabulations* which may be purchased from the Research Division, National Education Association.

¹ Salaries in this column are for the highest paid officer of the class indicated; one being included in this column for each city reporting supervisory officers of this type.

² Salaries listed in this column are for supervisory officers of the class indicated other than the one receiving the highest salary in each city. The salaries of the latter are reported in the preceding column.

³ Salaries reported paid supervisory officers other than those listed in previous columns are given in columns 35 and 36.

TABLE 56.—DISTRIBUTION OF SALARIES PAID DIRECTORS, ASSISTANT DIRECTORS, SUPERVISORS, AND ASSISTANT SUPERVISORS IN 298 CITIES 10,000 TO 30,000 IN POPULATION, IN 1926-1927

Salaries paid	Director or supervisor of kindergarten	Director or supervisor of primary grades	Intermediate grades		Director or supervisor of junior high school	Director or supervisor of high school	Continuation schools		Evening schools		Americanization classes		Vocational education		Manual training	
			Director or supervisor 1	Assistant directors or supervisors 1			Director or supervisor 1	Assistant directors or supervisors 1	Director or supervisor 1	Assistant directors or supervisors 1	Director or supervisor 1	Assistant directors or supervisors 1	Director or supervisor 1	Assistant directors or supervisors 1	Director or supervisor 1	Assistant directors or supervisors 1
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17
\$3,100 and over	1	3	12	1	1	4	1	1	1	1	1	1	6	1	7	1
3,000 to \$3,099	1	3	2	1	1	1	1	1	1	1	1	1	4	1	5	1
2,900 to 2,899	1	1	1	1	1	1	1	1	1	1	1	1	1	1	2	1
2,800 to 2,799	1	3	5	1	1	1	2	1	1	1	1	1	2	1	3	1
2,700 to 2,699	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
2,600 to 2,599	1	2	3	1	1	1	3	1	1	1	3	1	1	1	2	1
2,500 to 2,499	1	4	2	1	1	1	1	1	1	1	1	1	1	1	4	1
2,400 to 2,399	1	2	1	1	1	1	1	1	1	1	1	1	1	1	12	1
2,300 to 2,299	2	4	3	1	1	1	1	1	1	1	1	1	1	1	12	1
2,200 to 2,199	1	3	3	1	1	1	1	1	1	1	1	1	1	1	9	1
2,100 to 2,099	1	3	4	1	1	1	4	1	1	1	1	1	2	1	11	1
2,000 to 1,999	1	3	4	1	1	1	3	1	1	1	6	1	3	1	8	1
1,900 to 1,899	1	2	1	1	1	1	1	1	1	1	2	1	1	1	9	1
1,800 to 1,799	2	6	2	1	1	1	4	5	1	1	3	1	2	1	7	1
1,700 to 1,699	1	3	1	1	1	1	1	2	1	1	1	1	1	1	3	1
1,600 to 1,599	1	2	2	1	1	1	1	1	1	1	1	1	1	1	4	1
1,500 to 1,499	1	1	1	1	1	1	6	1	1	1	2	1	1	2	6	1
1,400 to 1,399	1	2	1	1	1	1	3	1	1	1	1	1	1	1	3	1
1,300 to 1,299	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	2
1,200 to 1,199	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
1,100 to 1,099	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
1,000 to 999	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
900 to 899	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
800 to 799	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
700 to 699	1	1	1	1	1	1	2	1	1	1	1	1	1	1	1	1
600 to 599	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
500 to 499	1	1	1	1	1	1	2	1	1	1	1	1	1	1	1	1
Below \$500	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
Total	7	42	43	3	3	4	42	14	28	17	36	13	33	17	107	61
Median	\$2,225	\$2,067	\$2,583	.....	.....	.....	\$1,820	\$1,840	Below \$500	Below \$500	\$1,867	Below \$500	\$2,630	\$1,817	\$2,239	\$1,907

TABLE 56.—Continued

Salaries paid	Home economics		Health		Physical education		Art		Music		Director or supervisor of penmanship		Miscellaneous supervisory officers ¹		Total
	Director or supervisor ¹	Assistant directors or supervisors ²	Director or supervisor ¹	Assistant directors or supervisors ²	Director or supervisor ¹	Assistant directors or supervisors ²	Director or supervisor ¹	Assistant directors or supervisors ²	Director or supervisor ¹	Assistant directors or supervisors ²	Director or supervisor ¹	Assistant directors or supervisors ²	Director or supervisor ¹	Assistant directors or supervisors ²	
18	19	20	21	22	23	24	25	26	27	28	29	30	31		32
\$3,100 and over.....	.....	.....	.....	.....	14	.....	3	.....	10	1	.....	4	.....	.....	72
3,000 to \$3,099.....	.....	.....	2	.....	12	.....	.....	.....	4	.....	.....	.....	.....	.....	25
2,900 to 2,899.....	.....	.....	.....	.....	5	1	.....	.....	.....	.....	.....	.....	.....	.....	12
2,800 to 2,799.....	1	.....	1	.....	2	.....	.....	.....	.....	.....	.....	.....	.....	.....	24
2,700 to 2,699.....	.....	.....	.....	.....	0	.....	.....	.....	.....	.....	.....	.....	.....	.....	33
2,600 to 2,599.....	.....	.....	.....	.....	6	.....	.....	.....	.....	.....	.....	.....	.....	.....	39
2,500 to 2,499.....	.....	.....	.....	.....	12	.....	.....	.....	.....	.....	.....	.....	.....	.....	67
2,400 to 2,399.....	.....	.....	4	.....	10	.....	.....	.....	.....	.....	.....	.....	.....	.....	69
2,300 to 2,299.....	.....	.....	1	.....	11	.....	.....	.....	.....	.....	.....	.....	.....	.....	86
2,200 to 2,199.....	.....	.....	.....	.....	7	.....	.....	.....	.....	.....	.....	.....	.....	.....	82
2,100 to 2,099.....	.....	.....	.....	.....	7	.....	.....	.....	.....	.....	.....	.....	.....	.....	137
2,000 to 1,999.....	.....	.....	2	.....	7	.....	.....	.....	.....	.....	.....	.....	.....	.....	93
1,900 to 1,899.....	.....	.....	.....	.....	12	.....	.....	.....	.....	.....	.....	.....	.....	.....	161
1,800 to 1,799.....	.....	.....	3	.....	4	.....	.....	.....	.....	.....	.....	.....	.....	.....	105
1,700 to 1,699.....	.....	.....	.....	.....	15	.....	.....	.....	.....	.....	.....	.....	.....	.....	132
1,600 to 1,599.....	.....	.....	.....	.....	8	.....	.....	.....	.....	.....	.....	.....	.....	.....	126
1,500 to 1,499.....	17	10	.....	.....	7	.....	.....	.....	.....	.....	.....	.....	.....	.....	88
1,400 to 1,399.....	12	15	.....	.....	2	.....	.....	.....	.....	.....	.....	.....	.....	.....	67
1,300 to 1,299.....	.....	.....	4	.....	8	.....	.....	.....	.....	.....	.....	.....	.....	.....	59
1,200 to 1,199.....	.....	.....	.....	.....	2	.....	.....	.....	.....	.....	.....	.....	.....	.....	27
1,100 to 1,099.....	4	3	10	.....	2	.....	.....	.....	.....	.....	.....	.....	.....	.....	22
1,000 to 999.....	.....	.....	.....	.....	1	.....	.....	.....	.....	.....	.....	.....	.....	.....	7
900 to 899.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	4
800 to 799.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	7
700 to 699.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	4
600 to 599.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	14
500 to 499.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	5
Below \$500.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	65
Total.....	110	75	62	9	163	113	198	40	239	83	70	55	6	1,693	
Medians.....	\$1,813	\$1,615	\$1,600	\$1,250	\$2,293	\$1,658	\$1,852	\$1,675	\$1,938	\$1,750	\$1,833	\$1,750	\$1,250	\$1,875	

Read table as follows: Out of 7 kindergarten directors or supervisors in cities 10,000 to 30,000 in population for which data were reported, 1 receives a salary of \$3,100 or over, 1 receives a salary between \$2,500 and \$2,599, etc. The median salary paid kindergarten directors and supervisors in cities 10,000 to 30,000 in population for which data were reported is \$2,225. Similarly, read figures for other groups of officers. The median salary paid kindergarten directors and supervisors in cities 30,000 to 50,000 in population for which data were reported is \$2,225.

The figures given in this table are figured according to the method described on page 74. The blank form used in collecting these data is reproduced on page 124 and following. In some cases an officer whose salary is tabulated in a particular column also has to do with the supervision of more functions than the one listed in the heading under which his salary is tabulated. It is impractical to include the footnotes necessary to designate the combination of functions. Detailed annotations covering such combinations of supervisory authority in one official are given in the *Special Salary Tabulations* which may be purchased from the Research Division, National Education Association.

¹Salaries listed in this column are for the highest paid officer of the class indicated; one being included in this column for each city reporting supervisory officers of this type. The salaries of the latter are reported in the preceding column.

²Salaries reported paid supervisory officers other than those listed in previous columns are given in columns 30 and 31.

Salaries in Cities 10,000 to 30,000 in Population

Table 56 presents distribution of salaries paid directors and supervisors and their assistants in cities 10,000 to 30,000 in population. The total number of officers reported in each group and the median salary are given at the foot of each column.

Table 57 gives similar data for certain administrative officers and their assistants.

Salaries for a total of 2,725 officers were reported by the 298 cities replying, according to Tables 56 and 57. It is possible that salaries for some officers were not reported although the blank called for the listing of the salaries paid all full time administrative and supervisory officers.

TABLE 57.—DISTRIBUTION OF SALARIES PAID ADMINISTRATIVE AND ASSISTANT ADMINISTRATIVE OFFICERS IN 298 CITIES 10,000 TO 30,000 IN POPULATION, IN 1926-1927

Salaries paid	Superintendent of schools	Assistant or associate superintendent	Secretary of board	Business manager	Superintendent of buildings and grounds	Secretary to superintendent	Chief attendance officer	Director of research, tests and measurements	Miscellaneous administrative officers ¹	Assistant administrative officers ²	Total
1	2	3	4	5	6	7	8	9	10	11	12
\$7,000 and over	10										10
6,000 to \$6,999	35										35
5,500 to 5,999	26	1									27
5,000 to 5,499	52	1		2							55
4,800 to 4,999	18										18
4,600 to 4,799	17										17
4,400 to 4,599	42	1		1		1					45
4,200 to 4,399	19	1									20
4,000 to 4,199	34			1							35
3,800 to 3,999	7	1	4	1	1						14
3,600 to 3,799	16	2	1	2	3						24
3,400 to 3,599	3	3	4		1			1			12
3,200 to 3,399	6	2		4	6	1					19
3,100 to 3,199	1	1		1							3
3,000 to 3,099	2	1	3	2	3	1		1	1		14
2,900 to 2,999					2			1		1	4
2,800 to 2,899			1		1	1		1			4
2,700 to 2,799		1	3	3	1	1	2	1	1		13
2,600 to 2,699		1	4	1	3		1	1			11
2,500 to 2,599			5		3	1	1	1			12
2,400 to 2,499		3	8	3	9	2	3	1	2	1	32
2,300 to 2,399				1	1	1	2				6
2,200 to 2,299		1	5		3	4		2	2	1	18
2,100 to 2,199			4		9	5	4	1	1		24
2,000 to 2,099			2		8	4	6	5	2	1	30
1,900 to 1,899					3	3	5	2	2		17
1,800 to 1,799			10	1	11	22	9	2	2		57
1,700 to 1,699			2		1	8	6	1	2		20
1,600 to 1,599			1		2	12	7	1	1		24
1,500 to 1,499			8	2	10	24	13		2	2	61
1,400 to 1,399			1			19	8	1	1		30
1,300 to 1,299			1		1	31	9			2	45
1,200 to 1,199			10		3	25	6	1		3	48
1,100 to 1,099			1		2	7	12		1		20
1,000 to 1,099			7			21	12			3	45
900 to 999			7		1	18	11				37
800 to 899			1	1		4	4			2	12
700 to 799			2			4	11				17
600 to 699			15				8				23
500 to 599			6			2	6				14
Below \$500			39		1	1	17		2		60
Total	288	20	160	27	89	223	163	25	21	16	1,032
Median ..	\$4,765	\$3,400	\$1,220	\$3,025	\$2,117	\$1,395	\$1,208	\$2,090	\$1,875	\$1,300	\$1,918

Read table as follows: Out of 288 superintendents of schools in cities 10,000 to 30,000 in population for which data were reported, 10 receive a salary of \$7,000 or over, 35 receive a salary of between \$6,000 and \$6,999, etc. The median salary paid superintendents of schools in cities 10,000 to 30,000 in population is \$4,765. Similarly read figures for other groups of officers. The figures given in column 12 are the sums of columns 2 to 11, inclusive.

The medians given in this table are figured according to the method described on page 74. The blank form used in collecting these data is reproduced on page 124 and following. In some cases an officer whose salary is tabulated in a particular column also has to do with the administration of more functions than the one listed in the heading under which his salary is tabulated. It is impractical to include the footnotes necessary to designate such combinations of functions. Detailed annotations covering such combinations of administrative authority in one officer are given in the *Special Salary Tabulations* which may be purchased from the Research Division, National Education Association.

¹ Salaries reported paid chief administrative officers other than those listed in previous columns are given in column 10.
² Salaries reported paid assistant administrative officers. The officers listed in column 11 are the assistants of the various chief administrative officers listed in columns 2 to 10.

Salaries in Cities 5,000 to 10,000 in Population

Table 58 presents distributions of salaries paid certain administrative officers and their assistants in cities 5,000 to 10,000 in population. The total number of officers reported in each group and the median salary are given at the foot of each column.

Table 59 gives similar data for directors and supervisors and their assistants.

Salaries for a total of 2,225 officers were reported by the 374 cities replying, according to Tables 58 and 59. It is possible that salaries for some officers were not reported although the blank called for the listing of the salaries paid all full time administrative and supervisory officers.

TABLE 58.—DISTRIBUTION OF SALARIES PAID ADMINISTRATIVE OFFICERS IN 374 CITIES 5,000 TO 10,000 IN POPULATION, IN 1926-1927

Salaries paid	Superintendent of schools	Assistant or associate superintendent	Secretary of board	Business manager	Superintendent of buildings and grounds	Secretary to superintendent	Chief attendance officer	Director of research, tests and measurements	Miscellaneous administrative officers	Total
1	2	3	4	5	6	7	8	9	10	11
\$6,000 and over	19		1		1					21
5,500 to \$5,999	12									12
5,000 to 5,499	30									30
4,800 to 4,999	5									5
4,600 to 4,799	9									9
4,400 to 4,599	22									22
4,200 to 4,399	32	1								33
4,000 to 4,199	53			1						54
3,800 to 3,999	23									23
3,600 to 3,799	46		2		1					49
3,400 to 3,599	33	1		1						35
3,200 to 3,399	30	1	1	1						33
3,000 to 3,199	25		2		2					29
2,900 to 2,999	2	1						1		4
2,800 to 2,899	2	1	1		1					5
2,700 to 2,799	2		2			1				5
2,600 to 2,699		1								1
2,500 to 2,599	1	1	1			2		1		6
2,400 to 2,499	1		1	2	2	1				7
2,300 to 2,399					1					1
2,200 to 2,299			1	1	3	3	1			9
2,100 to 2,199			3			2	1	1		7
2,000 to 2,099			2		3	1	1			7
1,900 to 1,999				2	3	2	1			9
1,800 to 1,899	1	1	4		7	12	2	3		30
1,700 to 1,799				1	1	3	1			6
1,600 to 1,699			4		1	8	1			14
1,500 to 1,599	2	2	7	2	1	14	6	1		35
1,400 to 1,499					1	11	1			13
1,300 to 1,399						25	4			29
1,200 to 1,299						29	7	1		43
1,100 to 1,199			6		2	12	1			16
1,000 to 1,099			6			23	7			36
900 to 999			16			26	10		1	53
800 to 899			3	1		14	7			25
700 to 799			5			18	7			30
600 to 699			29			10	5			44
500 to 599			8			3	1			12
Below \$500			69	1		8	52		2	132
Total	350	10	175	13	30	228	116	9	3	934
Median	\$4,026	\$2,750	\$636	\$1,975	\$1,967	\$1,200	\$700	\$1,883		\$1,597

Read table as follows: Out of 350 superintendents of schools in cities 5,000 to 10,000 in population for which data were reported, 19 receive a salary of \$6,000 or over, 12 receive a salary of between \$5,500 and \$5,999, etc. The median salary paid superintendents of schools in cities 5,000 to 10,000 in population is \$4,026. Similarly read figures for other groups of officers. The figures given in column 11 are the sums of columns 2 to 10, inclusive.

The medians given in this table are figured according to the method described on page 74. The blank form used in collecting these data is reproduced on page 124 and following. In some cases an officer whose salary is tabulated in a particular column also has to do with the administration of more functions than the one listed in the heading under which his salary is tabulated. It is impractical to include the footnotes necessary to designate such combination of functions. Detailed annotations covering such combinations of administrative authority in one official are given in the *Special Salary Tabulations* which may be purchased from the Research Division, National Education Association.

¹ Salaries reported paid administrative officers other than those listed in previous columns are given in column 10.

TABLE 59.—DISTRIBUTION OF SALARIES PAID DIRECTORS, ASSISTANT DIRECTORS, SUPERVISORS, AND ASSISTANT SUPERVISORS IN 374 CITIES 5,000 TO 10,000 IN POPULATION IN 1926-1927

Salaries paid	Kindergartens		Director or supervisor of primary grades	Intermediate grades		Director or supervisor of high schools	High schools		Continuation schools		Evening schools		Americanization classes		Vocational education	
	Director or supervisors ¹	Assistant directors or supervisors ²		Director or supervisor ¹	Assistant directors or supervisors ²		Director or supervisors ¹	Assistant directors or supervisors ²	Director or supervisor ¹	Assistant directors or supervisors ²	Director or supervisor ¹	Assistant directors or supervisors ²	Director or supervisor ¹	Assistant directors or supervisors ²	Director or supervisor ¹	Assistant directors or supervisors ²
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17
\$3,100 and over																
3,000 to \$3,099				1			2		1						4	
2,900 to 2,899			1				1								3	
2,800 to 2,799																
2,700 to 2,699			2						2				1		3	1
2,600 to 2,599			1	1				1							3	
2,500 to 2,499	1		1	2					1				1		3	1
2,400 to 2,399			1												3	
2,300 to 2,299			1	1											3	
2,200 to 2,199	1		4	1						1					2	
2,100 to 2,099			2						2						1	
2,000 to 1,999			3	1											1	
1,900 to 1,899	1		1	1					2						1	
1,800 to 1,799	1		1	2						1					1	
1,700 to 1,699	1		2	1			1								1	
1,600 to 1,599	1	1	1		2				4							2
1,500 to 1,499	1	1	3						2		1				1	1
1,400 to 1,399	1	5		1					3							
1,300 to 1,299	2														1	
1,200 to 1,199			1					1								
1,100 to 1,099									1							
1,000 to 999	1		2	1												
900 to 899																
800 to 799		1									1					
700 to 699																
600 to 599																
500 to 499									1							
Below \$500									1							
Total.....	15	8	28	13	6	4	5	2	22	8	14	21	11	10	29	7
Median.....	\$1,450	\$1,360	\$2,067	\$1,950	\$1,650		\$3,050		\$1,750	\$600	Below \$500	Below \$500	Below \$500	Below \$500	\$2,483	\$1,675

TABLE 59.—Continued

Salaries paid	Manual training		Home economics		Health		Physical education		Art		Music		Director or supervisor of penmanship	Miscellaneous supervisors	Total
	Director or supervisor ¹	Assistant directors or supervisors ²	Director or supervisor ¹	Assistant directors or supervisors ²	Director or supervisor ¹	Assistant directors or supervisors ²	Director or supervisor ¹	Assistant directors or supervisors ²	Director or supervisor ¹	Assistant directors or supervisors ²	Director or supervisor ¹	Assistant directors or supervisors ²			
18	19	20	21	22	23	24	25	26	27	28	29	30	31	32	33
\$3,100 and over.....	6	.....	.....	.....	1	.....	8	.....	.....	.....	1	.....	.....	.....	22
3,000 to \$3,099.....	.....	.....	.....	.....	.....	.....	3	1	.....	.....	.....	.....	.....	.....	11
2,900 to 2,899.....	1	.....	.....	.....	.....	.....	1	.....	.....	.....	.....	.....	.....	.....	3
2,800 to 2,799.....	.....	.....	.....	.....	.....	.....	3	.....	.....	.....	.....	.....	.....	.....	4
2,700 to 2,699.....	.....	.....	.....	.....	.....	.....	3	.....	1	.....	2	.....	.....	.....	14
2,600 to 2,599.....	2	.....	.....	.....	.....	.....	3	.....	.....	.....	.....	.....	.....	.....	1
2,500 to 2,499.....	5	.....	.....	.....	.....	.....	12	.....	.....	.....	.....	.....	.....	.....	31
2,400 to 2,399.....	7	2	.....	.....	.....	.....	9	1	.....	.....	5	.....	.....	.....	30
2,300 to 2,299.....	.....	.....	4	.....	.....	.....	10	.....	3	.....	8	.....	1	.....	35
2,200 to 2,199.....	6	1	.....	.....	.....	.....	10	.....	.....	.....	4	.....	.....	.....	43
2,100 to 2,099.....	10	3	.....	.....	1	.....	17	2	.....	.....	5	.....	.....	.....	45
2,000 to 1,999.....	18	7	.....	.....	3	.....	19	.....	.....	.....	.....	.....	.....	.....	91
1,900 to 1,899.....	12	4	.....	.....	.....	.....	18	5	.....	.....	10	.....	.....	.....	45
1,800 to 1,799.....	8	3	.....	.....	.....	.....	13	.....	.....	.....	17	.....	.....	.....	110
1,700 to 1,699.....	9	4	.....	.....	2	.....	5	6	.....	.....	27	.....	.....	.....	90
1,600 to 1,599.....	8	4	.....	.....	3	.....	8	14	.....	.....	14	.....	.....	.....	119
1,500 to 1,499.....	3	2	.....	.....	9	.....	17	16	.....	.....	33	.....	.....	.....	141
1,400 to 1,399.....	1	.....	.....	.....	2	.....	8	15	.....	.....	28	.....	.....	.....	90
1,300 to 1,299.....	3	1	.....	.....	4	.....	7	12	.....	.....	20	.....	.....	.....	88
1,200 to 1,199.....	1	.....	.....	.....	3	.....	6	6	.....	.....	13	.....	.....	.....	61
1,100 to 1,099.....	.....	.....	.....	.....	.....	.....	5	2	.....	.....	15	.....	.....	.....	25
1,000 to 999.....	1	.....	.....	.....	.....	.....	1	3	.....	.....	7	.....	.....	.....	25
900 to 899.....	.....	4	.....	.....	.....	.....	.....	2	.....	.....	3	.....	.....	.....	15
800 to 799.....	.....	.....	.....	.....	.....	.....	.....	1	.....	.....	.....	.....	.....	.....	8
700 to 699.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	7
600 to 599.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	3
500 to 499.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	4
Below \$500.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	78
Total.....	110	30	114	30	48	11	152	85	133	14	226	39	56	31	1,291
Median.....	\$2,050	\$1,933	\$1,571	\$1,458	\$1,533	Below \$500	\$2,063	\$1,584	\$1,691	\$1,750	\$1,667	\$1,592	\$1,545	\$1,150	\$1,684

Read table as follows: Out of 15 kindergarten directors in cities 5,000 to 10,000 in population for which data were reported, 1 receives a salary of between \$2,400 and \$2,499, 1 receives a salary of between \$2,200 and \$2,299, etc. The median salary paid kindergarten directors in cities 5,000 to 10,000 in population is \$1,450. Similarly read figures for other groups of officers. The figures given in column 33 are the sums of columns 2 to 32, inclusive. The medians given in this table are figured according to the method described on page 74. The blank form used in collecting these data is reproduced on page 124 and following. In some cases an officer listed in a particular column also had to do with the supervision of more functions than the one listed in the heading under which his salary is tabulated. It is impractical to include the footnotes necessary to designate such combinations of functions. Detailed annotations covering such combinations of supervisory authority in one official are given in the *Special Salary Tabulations* which may be purchased from the Research Division, National Education Association.

¹ Salaries in this column are for the highest paid officer of the class indicated; one being included in this column for each city reporting supervisory officers of this type.

² Salaries listed in this column are for supervisory officers of the class indicated; one being included in this column for each city receiving the highest salary in each city. The salaries of the latter are reported in the preceding column.

³ Salaries reported paid supervisory officers other than those listed in previous columns are given in column 15.

⁴ The median salary paid supervisors of art given in column 27 is lower than that paid the assistant supervisors of art (column 28). This is due to the fact that the larger cities, paying the larger salaries, have several supervisors in charge of art, while the smaller cities, which do not pay as high salaries have but one supervisor of art. Also see notes 1 and 2 above.

Salaries in Cities 2,500 to 5,000 in Population

Table 60 presents distributions of salaries paid certain administrative officers and their assistants in cities 2,500 to 5,000 in population. The total number of officers reported in each group and the median salary are given at the foot of each column.

Table 61 gives similar data for directors and supervisors and their assistants.

Salaries for a total of 1,885 officers were reported by the 557 cities replying, according to Tables 60 and 61. It is possible that salaries for some officers were not reported although the blank called for the listing of the salaries paid all full time administrative and supervisory officers.

TABLE 60.—DISTRIBUTION OF SALARIES PAID ADMINISTRATIVE AND ASSISTANT ADMINISTRATIVE OFFICERS IN 557 CITIES 2,500 TO 5,000 IN POPULATION IN 1926-1927

Salaries paid	Superintendent of schools ¹	Assistant or associated superintendent	Secretary of board	Business manager	Superintendent of buildings and grounds	Secretary to superintendent	Chief attendance officer	Director of research, tests and measurements	Assistant administrative officers ²	Total
1	2	3	4	5	6	7	8	9	10	11
\$6,000 and over	9									9
5,500 to \$5,999	4									4
5,000 to 5,499	13									13
4,800 to 4,999	3									3
4,600 to 4,799	5									5
4,400 to 4,599	19			1						21
4,200 to 4,399	12									12
4,000 to 4,199	45				1					46
3,800 to 3,999	20									20
3,600 to 3,799	57									57
3,400 to 3,599	47									47
3,200 to 3,399	71				1					72
3,100 to 3,199	9			1						10
3,000 to 3,099	81	1			1					83
2,900 to 2,999	5									5
2,800 to 2,899	14			1					1	16
2,700 to 2,799	19				1					20
2,600 to 2,699	6									6
2,500 to 2,599	13	1			1	1				16
2,400 to 2,499	13		1	2	2					18
2,300 to 2,399	1							1		2
2,200 to 2,299	5					1				6
2,100 to 2,199	4		1		1	3	1			10
2,000 to 2,099	4	1			3	1	3			12
1,900 to 1,999	1					1				2
1,800 to 1,899	2	2	3	1	1	3	2	1		15
1,700 to 1,799					1	3				4
1,600 to 1,699			2			5	1	1		9
1,500 to 1,599		1	3			4				8
1,400 to 1,499						6	1			7
1,300 to 1,399			2			10		1		13
1,200 to 1,299			1	1		13	3			19
1,100 to 1,199					1	6				6
1,000 to 1,099			7			14	2	1		24
900 to 999			9	1		26	4	1		41
800 to 899			1			19	1			21
700 to 799			2			18	2			22
600 to 699			16			14	3			33
500 to 599			3		1	10	8			22
Below \$500....			139	1	2	18	68		4	232
Total....	482	6	190	9	18	176	99	6	5	991
Median.....	\$3,380	\$1,950	Below \$500	\$2,425	\$2,100	\$935	Below \$500	\$1,500	Below \$500	\$2,155

Read table as follows: Out of 482 superintendents of schools in cities 2,500 to 5,000 in population for which data were reported, 9 receive a salary of \$6,000 or over, 4 receive a salary of between \$5,500 and \$5,999, etc. The median salary paid superintendents of schools in cities 2,500 to 5,000 in population is \$3,380. Similarly read figures for other groups of officers. The figures given in column 11 are the sums of columns 2 to 10, inclusive.

The medians given in this table are figured according to the method described on page 74. The blank form used in collecting these data is reproduced on page 124 and following. In some cases an officer whose salary is tabulated in a particular column also has to do with the administration of more functions than the one listed in the heading under which his salary is tabulated. It is impractical to include the footnotes necessary to designate such combinations of functions. Detailed annotations covering such combinations of administrative authority in one official are given in the *Special Salary Tabulations* which may be purchased from the Research Division, National Education Association.

¹ The salaries listed in column 2 are the salaries paid the chief administrative officer of the school system no matter what his title is. In many cities of this size this officer is designated as a supervising principal rather than as a superintendent of schools.

² Salaries reported paid assistant administrative officers. The officers listed in column 11 are the assistants of the various chief administrative officers listed in columns 2 to 10.

TABLE 61.—DISTRIBUTION OF SALARIES PAID DIRECTORS, ASSISTANT DIRECTORS, SUPERVISORS, AND ASSISTANT SUPERVISORS IN 557 CITIES 2,500 TO 5,000 IN POPULATION, IN 1926-1927

SALARIES PAID	Director or supervisor of kindergarten	Director or supervisor of primary grades	Director or supervisor of intermediate grades	Director or supervisor of junior high schools	Director or supervisor of high schools	Director or supervisor of continuation schools	Director or supervisor of evening schools	Director or supervisor of Americanization	Director or supervisor of vocational education	Director or supervisor of manual training	Director or supervisor of home economics	Director or supervisor of health	Director or supervisor of physical education	Director or supervisor of art	Director or supervisor of music	Director or supervisor of penmanship	Miscellaneous supervisory officers ²	Assistant supervisory officers ²	Total
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
\$2,500 and over.....	1	1	1	1	1	1	1	1	4	11	1	1	13	2	8	1	1	2	44
2,400-\$2,499.....	1	4	1	1	1	1	1	1	1	6	1	1	4	1	2	1	1	3	22
2,300-2,399.....	1	1	1	1	1	1	1	1	1	3	1	1	3	3	4	1	1	3	16
2,200-2,299.....	1	1	1	1	1	1	1	1	2	3	1	2	6	2	2	1	1	3	26
2,100-2,199.....	1	1	1	1	1	1	1	1	2	5	3	1	6	2	3	1	1	6	29
2,000-2,099.....	1	1	1	1	1	1	1	1	2	7	2	2	14	4	6	1	1	4	44
1,900-1,999.....	1	1	1	1	1	1	1	1	2	18	1	3	10	5	6	1	1	5	35
1,800-1,899.....	1	1	1	1	1	1	1	1	2	11	7	1	10	10	21	1	1	12	87
1,700-1,799.....	1	1	1	1	1	1	1	1	1	6	10	1	6	12	13	1	1	7	55
1,600-1,699.....	1	1	1	1	1	1	1	1	1	6	16	2	6	12	14	1	2	7	66
1,500-1,599.....	2	1	1	1	1	1	1	1	1	5	17	2	3	16	17	3	1	11	102
1,400-1,499.....	1	1	1	1	1	1	1	1	1	5	27	4	3	13	22	4	1	14	102
1,300-1,399.....	3	1	1	1	1	1	1	1	1	1	18	4	7	17	18	8	1	19	107
1,200-1,299.....	2	1	1	1	1	1	1	1	1	1	19	1	8	17	18	1	1	19	66
1,100-1,199.....	1	1	1	1	1	1	1	1	1	1	8	1	4	3	9	1	1	5	30
1,000-1,099.....	2	1	1	1	1	1	1	1	1	2	1	1	1	3	11	1	1	5	27
900-999.....	1	1	1	1	1	1	1	1	1	1	1	1	1	1	6	1	1	1	11
800-899.....	1	1	1	1	1	1	1	1	1	1	1	1	1	1	3	1	1	1	5
700-799.....	1	1	1	1	1	1	1	1	1	2	1	1	1	1	3	1	1	1	10
600-699.....	1	1	1	1	1	1	1	1	1	2	1	1	1	1	1	1	1	1	2
500-599.....	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	6
Below \$500.....	1	1	1	1	1	1	1	1	1	1	1	2	1	1	2	1	1	5	22
Total.....	10	11	2	2	2	5	6	Below \$500	13	97	122	27	101	114	222	26	8	118	894
Median.....	\$1,267	\$2,350				\$1,250	Below \$500	Below \$500	\$2,225	\$1,881	\$1,478	\$1,550	\$1,955	\$1,575	\$1,514	\$1,350	\$1,700	\$1,518	\$1,577

Read table as follows: Out of 10 kindergarten directors in cities 2,500 to 5,000 in population for which data were reported, 1 receives a salary of between \$2,400 and \$2,499, 1 receives a salary of between \$2,300 and \$2,399, etc. The median salary paid kindergarten directors in cities 2,500 to 5,000 in population is \$1,267. Similarly read figures for other groups of officers. The figures given in column 20 are the sums of columns 2 to 19, inclusive. The medians given in this table are figured according to the method described on page 74. The blank form used in collecting these data is reproduced on page 124 and following. In some cases an officer listed in a particular column also has to do with the supervision of more functions than the one listed in the heading under which his salary is tabulated. It is impractical to include the footnotes necessary to designate such combinations of functions. Detailed annotations covering such combinations of supervisory authority in one official are given in the *Special Salary Tabulations* which may be purchased from the Research Division, National Education Association.

¹ Salaries reported paid chief supervisory officers other than those listed in previous columns are given in column 18.

² Salaries reported paid assistant supervisory officers. The officers listed in column 19 are the assistants of the various chief supervisory officers listed in columns 2 to 18, inclusive.

Form Used in Collecting Salary Data

On this and the three subsequent pages is reproduced the form sent in September, 1926, by the National Education Association to Superintendents of Schools in cities over 2500 in population by the 1920 Census. The table indicates the number of inquiries sent out and the replies used. Some additional cities replied but their replies were not used since they were received too late for tabulation or did not give the data in the form requested.

Population group	Number of cities according to 1920 Census	Number of cities replying
Over 100,000.....	67	59
30,000 to 100,000...	181	147
10,000 to 30,000....	511	298
5000 to 10,000.....	738	374
2500 to 5000.....	1383	557
Totals	2880	1435

NATIONAL EDUCATION ASSOCIATION

1201 SIXTEENTH STREET
WASHINGTON, D. C.

Name of City..... State.....

Name of Officer Reporting.....

Position of Officer Reporting.....

PART I.—SALARIES PAID, 1926-27

DIRECTIONS: Please include with your reply 2 copies of the printed or mimeographed salary schedule now in effect in your city. In answering this inquiry give figures **ONLY** for individuals employed for **FULL TIME**. Read notes (a) to (h) at foot of this page **BEFORE** filling out this section.

Salary Groups All salaries should be in terms of yearly salary	Give the number of teachers whose salaries fall in each of the salary groups indicated below								Give the number of employees whose salaries fall in each of the salary groups indicated below				
	CLASSROOM TEACHERS								OTHER SCHOOL EMPLOYEES				
	Kindergarten teachers. See note (a) below	Elementary teachers grades 1, 2, 3, 4, 5 and 6 and where separate junior high schools are not maintained. Grades 7 and 8 also. See note (b) below	Special class teachers. See note (c) below	Junior high school teachers, grades 7 and 8, or 7, 8 and 9, when maintained as a separate school organization. See note (d) below	High school teachers, grades 10, 11 and 12, where junior high school is maintained, otherwise grades 9, 10, 11 and 12. See note (e) below	Junior high school department heads	High school department heads	(See note (a) below)	School nurses.	School janitors. See note (f) below	School clerks in principals' offices. See note (g) below	Clerks in offices of administrative and supervisory officers. See note (h) below	
1	2	3	4	5	6	7	8	9	10	11	12	13	14
Below \$600.....													
\$600-699.....													
700-799.....													
800-899.....													
900-999.....													
1000-1099.....													
1100-1199.....													
1200-1299.....													
1300-1399.....													
1400-1499.....													
1500-1599.....													
1600-1699.....													
1700-1799.....													
1800 and over.....													
Totals													

- Notes: (a) In column 2 include regular kindergarten teachers in full charge of a kindergarten room. If kindergarten teachers teach a section of the first grade in addition to the kindergarten class, include them in this column.
 (b) In column 3, in addition to regular elementary classroom teachers include elementary teachers rated as assistant or vice-principals who devote more than half time to classroom teaching.
 (c) In column 4 include teachers of ungraded rooms, open air classes, sub-normal groups, cardiac classes, and other special or atypical groups in charge of a single teacher.
 (d) In this column in addition to regular teachers include those rated as heads of departments, etc., who devote more than half time to teaching.
 (e) In columns 9 and 10 write in the appropriate headings for any groups of teachers included in your system, but not provided for in the printed headings of columns 2 to 8 of this page.
 (f) In column 12 include only regular, full-time janitors employed individually on the annual or school year basis.
 (g) In column 13 include only regular, full-time clerks assigned to principals' offices for clerical duty.
 (h) In column 14 include only regular, full-time stenographers, typists, clerks, etc., employed in these offices.

[1]

PART 1. SALARIES PAID, 1926-27—Continued

DIRECTIONS: Read notes at foot of this page before filling out this section.

In answering this inquiry give figures ONLY for individuals employed for FULL TIME.

Give the number of principals whose salaries fall in each of the salary groups indicated below												
Salary Groups All salaries should be in terms of yearly salary.	ELEMENTARY PRINCIPALS			JUNIOR HIGH SCHOOL PRINCIPALS				HIGH SCHOOL PRINCIPALS				See note (b) below
	Assistant or vice-principals of elementary schools. See note (a) below	Teaching elementary principals (those doing some regular classroom teaching)	Supervising elementary principals (those giving full time to administration and supervision)	Deans in junior high schools. See note (a) below		Assistant or vice-principals of junior high schools. See note (a) below	Junior high school principals	Deans in high schools. See note (a) below		Assistant or vice-principals of high schools. See note (a) below	High school principals	
				Men	Women			Men	Women			
1	2	3	4	5	6	7	8	9	10	11	12	13
Below \$1200.....												
\$1200-1299.....												
1300-1399.....												
1400-1499.....												
1500-1599.....												
1600-1699.....												
1700-1799.....												
1800-1899.....												
1900-1999.....												
2000-2099.....												
2100-2199.....												
2200-2299.....												
2300-2399.....												
2400-2499.....												
2500-2599.....												
2600-2699.....												
2700-2799.....												
2800-2899.....												
2900-2999.....												
3000-3099.....												
3100-3199.....												
3200-3299.....												
3300-3399.....												
3400-3499.....												
3500-3599.....												
3600-3699.....												
3700-3799.....												
3800-3899.....												
3900-3999.....												
4000-4099.....												
4100-4199.....												
4200-4299.....												
4300-4399.....												
4400-4499.....												
4500-4599.....												
4600-4699.....												
4700-4799.....												
4800-4899.....												
4900-4999.....												
5000-5499.....												
5500-5999.....												
6000-6999.....												
7000 and over.....												
Totals.....												

(a) In this column include only assistant or vice-principals, deans, etc., who devote half time or more to administrative or supervisory duties.

(b) In column 13 write in appropriate heading for any group of principals included in your system but not provided for in the printed headings of columns 2 to 12 of this page.

PART I.—SALARIES PAID, 1926-27—Continued

Administrative and Supervisory Officers, 1926-27

DIRECTIONS: Do not include any individual in this list who has been included in the tabulation on pages 1 and 2. Do not include any official more than once.

Read notes a, b, and c on this page carefully before filling out this section.

When this tabulation is completed it should give a complete picture of the salaries paid all full time administrative and supervisory officers (Directors, Assistant Directors, Supervisors, Assistant Supervisors, etc.) connected with the central office.

OFFICERS	Number Employed (See note (b) below)	ACTUAL ANNUAL SALARIES PAID (Include Full-Time Officers only) (Also see note (c) below)									
1	2	3	4	5	6	7	8	9	10	11	
1. SUPERINTENDENT.....	1										
2. SECRETARY TO THE SUPERINTENDENT.....											
3. ASSOCIATE, ASST. OR DEPUTY SUPTS.....											
4. BUSINESS MANAGERS.....											
5. SECRETARY OF BOARD OF EDUCATION.....											
6. SUPTS. OF BUILDINGS AND GROUNDS.....											
7. CHIEF ATTENDANCE OFFICER.....											
8. ATTENDANCE OFFICERS.....											
DIRECTORS, ASSISTANT DIRECTORS OR SUPERVISORS OF:											
9. RESEARCH, TESTS, AND MEASUREMENTS.....											
10. VOCATIONAL EDUCATION.....											
11. PHYSICAL EDUCATION.....											
12. HEALTH.....											
13. CONTINUATION SCHOOLS.....											
14. EVENING SCHOOLS.....											
15. AMERICANIZATION CLASSES.....											
16. ART.....											
17. MUSIC.....											
18. PENMANSHIP.....											
19. MANUAL TRAINING OR INDUSTRIAL ARTS.....											
20. HOME ECONOMICS.....											
21. KINDERGARTEN.....											
22. PRIMARY GRADES.....											
23. INTERMEDIATE AND GRAMMAR GRADES.....											
24. JUNIOR HIGH SCHOOL.....											
25. SENIOR HIGH SCHOOL.....											
26. (See note (a))											
27.											
28.											
29.											
30.											
31.											

Notes: (a) If any administrative or supervisory officers employed in your system are not listed in column 1, please write the proper titles in the spaces provided beginning with number "26," and give salaries as requested.

(b) In column 2 indicate the total NUMBER of officers employed under the general designation indicated in column 1.

(c) In columns 3 to 11 list separately the yearly salary for each of the persons included in the figure given in column 2. For example, if column 2 indicates that 5 Associate and Assistant Superintendents are employed, the five salaries to be received by these five officers should be indicated separately in columns 3 to 7, inclusive. Or if there are 4 Directors or Assistant Directors employed who are responsible for research, tests and measurements, four salaries should be given in columns 3 to 6, inclusive.

PART II.—SALARY SCHEDULE—1926-27

DIRECTIONS: If your city school system has adopted a "single salary schedule" leave "Schedule A" blank and fill in data requested in "Schedule B" below. Cities not having "single salary schedule" should fill in "Schedule A" and leave "Schedule B" blank.

(By "single salary schedule" is meant: a schedule which pays the same salary to teachers with equal training and experience regardless of whether they teach in elementary, junior or senior high school, and which pays larger salaries to teachers in similar positions who possess larger amounts of academic and professional training.)

SCHEDULE "A"

SALARY SCHEDULE PROVISIONS (See note b below)		CLASS ROOM TEACHERS (See note a below)								OTHER SCHOOL EMPLOYEES				
		Regular kindergarten teachers (see note a) on page 1	Elementary teachers Grades, 1, 2, 3, 4, 5, 6, and where separate junior high schools are not maintained grades 7 and 8 also	Special class teachers (see note c) on page 1	Junior high school teachers Grades 7, 8, and 9 or 7, 8, and 9 when maintained as a separate school organization	High school teachers Grades 10, 11, 12 where junior high schools are maintained, otherwise grades 9, 10, 11 and 12	Junior high school department heads	High school department heads	(See note e) on page 1	School nurses	School janitors	School clerks in principals' offices	Clerks in offices of administrative and supervisory officers	
1		2	3	4	5	6	7	8	9	10	11	12	13	14
MINIMUM SALARY	Women													
	Men													
ANNUAL INCREASES	Women													
	Men													
NUMBER OF INCREASES	Women													
	Men													
MAXIMUM SALARY	Women													
	Men													
SUPER MAXIMUM	Women													
	Men													

SALARY SCHEDULE PROVISIONS (See note b below)		ELEMENTARY PRINCIPALS (See notes a and c below)			JUNIOR HIGH SCHOOL PRINCIPALS (See notes a and c below)			HIGH SCHOOL PRINCIPALS (See notes a and c below)			(See note d below)
		Assistant or vice-principals of elementary schools	Teaching elementary principals (those doing some regular classroom teaching)	Supervising elementary principals (those giving full time to administration and supervision)	Deans in junior high schools	Assistant or vice-principals of junior high schools	Junior high school principals	Deans in senior high schools	Assistant or vice-principals of high schools	High school principals	
		16	17	18	19	20	21	22	23	24	
MINIMUM SALARY	Women										
	Men										
ANNUAL INCREASES	Women										
	Men										
NUMBER OF INCREASES	Women										
	Men										
MAXIMUM SALARY	Women										
	Men										
SUPER MAXIMUM	Women										
	Men										

SCHEDULE "B"

To be filled in only by cities having a "single salary schedule."

Years of training beyond high school	TEACHERS				PRINCIPALS			
	Minimum salary	Annual increases		Maximum salary	Minimum salary	Annual increases		Maximum salary
		Number	Amount			Number	Amount	
1	2	3	4	5	6	7	8	9
2								
3								
4								
5								
6								

- Notes: a. In filling out the above form leave spaces blank if no salary schedule has been set for any particular group, such as that of column 4; that is give minimum and maximum, etc., ONLY for groups of teachers or officers included in officially adopted schedule, under which they begin at a specified salary and progress by specified yearly increases to a maximum.
b. When the schedule is the same for both women and men enter amounts after "Women" and ditto below after "Men."
c. Where the minimum salary, maximum salary, etc., of principals vary with the size of their schools, please include this information in detail, either on this blank or on schedule enclosed with report.
d. In column 25 write in appropriate heading for any group of principals included under your schedule, but not provided for in the printed headings of columns 15 to 24 of this form.



IN ORDER TO get young men and women of native ability and personality to attend normal schools and colleges of education to fit themselves to meet the advanced standards of academic and professional training, the state must offer a position that will be secure in its tenure, that will have certain social advantages, and that will provide an annual salary sufficient, not only to supply the needs of professional growth and the actual necessities of life, but to provide such margin as will give them that ease of mind and freedom from financial worries which are essential to the best quality and quantity of teaching.—*Francis G. Blair, President, National Education Association.*