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**Salary Scales in City School Systems
1928-9**

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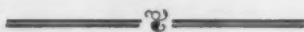
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FOREWORD

RECENT years have brought great progress in the development of intelligent principles and procedures to govern the scheduling of teachers' salaries. One progressive city after another is rejecting the false assumption that the economic compensation of teachers is purely a matter of teacher concern. This assumption is being replaced by the sound principle that the manner in which teachers are compensated is of vital concern to the whole community.

The National Education Association is glad to have contributed to the development of this idea. Its comprehensive presentations of figures as to salaries paid and its careful summarizations of progressive principles and practices of salary scheduling have offered the raw material out of which this movement has developed.

This issue of the Research Bulletin presents a summary of the results of the Association's regular biennial study of salaries paid in city school systems. The salaries of 342,980 persons are included in the tabulations. The tables are so arranged that one may quickly ascertain the minimum, median, and maximum salary of school employees of various classes in cities of all population groups. These statistics are for the school year 1928-29.

For those who require salary data for individual cities and in greater detail than it is practical to present in printed form, special salary tabulations have been prepared. (See page 170.) By calling for these tabulations school boards, executives, and teachers may secure complete and current data as to the salary situation in 1401 city school systems.

This issue of the Research Bulletin is recommended as one of a number of fundamental sources of information which the Association has made available to those concerned with the scheduling of teachers' salaries.

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

I. Salaries Paid Teachers, Principals, and Certain Other School Employees, 1928-29

This issue of the Research Bulletin presents in summary form facts as to salaries paid in city school systems in 1928-29. The salaries of 342,980 city school employees are included in the tabulations. The blanks used in collecting these salary data are reproduced on pages 164 to 169. 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-

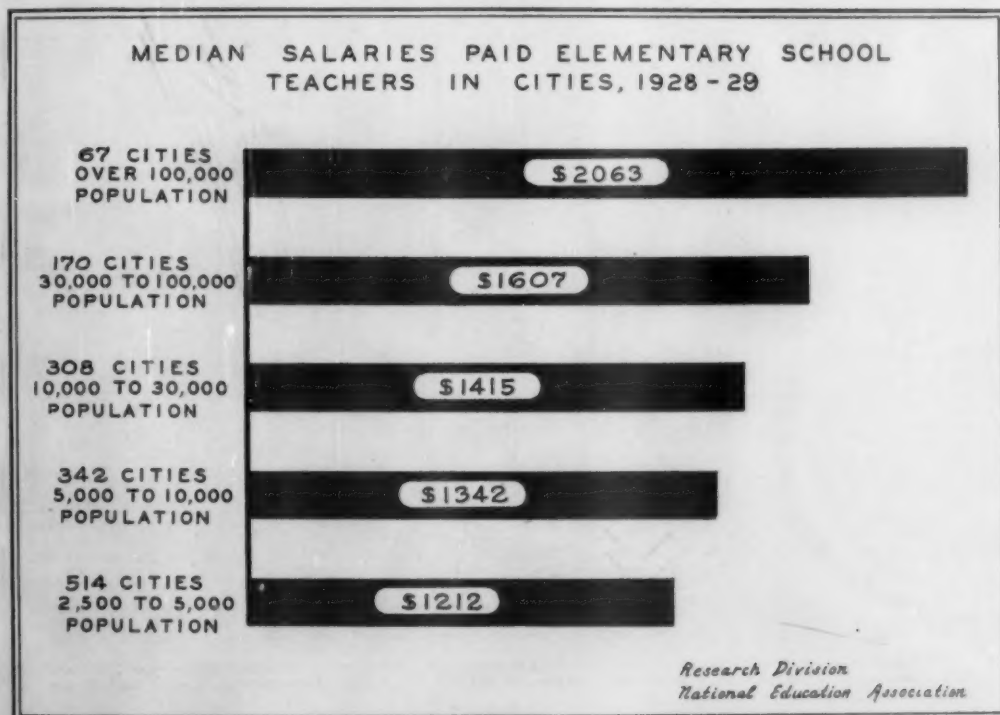
tion groups may be found beginning on the pages indicated:

Cities over 100,000—page 112.
Cities 30,000 to 100,000—page 120.
Cities 10,000 to 30,000—page 129
Cities 5,000 to 10,000—page 135.
Cities 2,500 to 5,000—page 141.

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

CHART I



for teachers in cities over 100,000 in population.

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 18 percent of the nurses in cities of this size are receiving salaries of \$1200 or less, while approximately seven 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 ten sets, by population groups. 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

TABLE 1.—DISTRIBUTION OF SALARIES PAID TEACHERS IN 67 CITIES OVER 100,000 IN POPULATION IN 1928-1929

Salaries paid	Kindergarten teachers	Elementary school		Atypical class teachers	Junior high school			High school				Teachers in part-time schools
		Teachers	Ass't or vice-principals		Teachers	Ass't or vice-principals	Deans	Teachers	Department heads	Ass't or vice-principals	Deans	
1	2	3	4	5	6	7	8	9	10	11	12	13
\$4,400 and over.....			500			1				469		
4,200 to \$4,399.....			61			4				37		
4,000 to 4,199.....		1	58	1	4	8		2,259	582	52	26	122
3,800 to 3,999.....			147		1	9		1,303	40	19		27
3,600 to 3,799.....		2,630	12	764	1,565	10	4	1,088	116	63	5	99
3,400 to 3,599.....		52	25	85	120	49	3	1,059	207	64	4	28
3,200 to 3,399.....		246	4	73	218	17	9	1,861	221	48	9	43
3,100 to 3,199.....	533	6,362	3	50	257	9	5	715	123	8	3	61
3,000 to 3,099.....	11	130	8	32	211	15	5	1,109	104	11	3	15
2,900 to 2,999.....	42	1,038	23	69	621	4	13	1,303	26	4	2	30
2,800 to 2,899.....	107	1,823	10	106	896	8	2	2,124	68	5	10	132
2,700 to 2,799.....	21	1,252	118	108	619	3	17	1,426	54	6	6	108
2,600 to 2,699.....	129	2,068	57	392	655	1	3	1,428	71	1	4	98
2,500 to 2,599.....	463	3,517	43	218	903	5	3	1,775	42	2	3	75
2,400 to 2,499.....	382	3,059	20	407	1,202	5	5	1,954	38			108
2,300 to 2,399.....	322	4,085	23	215	726	9	3	1,618	31		2	91
2,200 to 2,299.....	435	3,750	3	267	710	1	1	1,563	21	1	6	80
2,100 to 2,199.....	445	3,098	2	335	1,070	2		1,487	17	2	3	66
2,000 to 2,099.....	712	10,079	3	363	1,082	3	1	1,214			3	77
1,900 to 1,999.....	265	4,906	2	321	866			955	1		1	36
1,800 to 1,899.....	423	6,788	1	306	862			1,331			2	56
1,700 to 1,799.....	443	6,985	5	166	883			563	3	1		29
1,600 to 1,699.....	362	5,102	3	198	641			428	2			9
1,500 to 1,599.....	337	4,531		121	421			233		1		12
1,400 to 1,499.....	404	3,887		168	364		1	95				9
1,300 to 1,399.....	260	2,768	4	94	173			48				4
1,200 to 1,299.....	229	2,131		23	85			40				1
1,100 to 1,199.....	77	669		10	38			27				1
1,000 to 1,099.....	71	462		4	34			16				1
Below \$1,000.....	33	207		5	63			38				3
Total.....	6,508	89,626	1,135	4,901	15,290	163	75	29,060	1,787	798	102	1,441
Median.....	\$2,049	\$2,063	\$4,178	\$2,332	\$2,348	\$3,394	\$2,912	\$2,680	\$3,506	\$5,547	\$3,000	\$2,664

Read table as follows: Out of a total of 6,508 kindergarten teachers in cities over 100,000 in population for which data were reported, 533 received salaries between \$3,100 and \$3,199, 11 received salaries between \$3,000 and \$3,099, etc. The median salary paid this group of teachers in cities over 100,000 in population is \$2,049. Similarly read figures for other columns.

The medians given in this table are figured according to the method described in the statement on page 114. See blank form used in collecting data, reproduced on pages 164 and 165 for further information as to what teachers are included in each class.

**TABLE 3.—MINIMUM SALARIES PAID
TEACHERS IN CITIES OVER 100,000 IN
POPULATION IN 1928-1929**

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	1
2,000 to 2,099...			1	2
1,900 to 1,999...			1	
1,800 to 1,899...			3	7
1,700 to 1,799...		1	2	3
1,600 to 1,699...	1	1	5	9
1,500 to 1,599...	3	3	6	13
1,400 to 1,499...	6	6	8	14
1,300 to 1,399...	3	4	8	1
1,200 to 1,299...	23	29	10	9
1,100 to 1,199...	8	8	1	2
1,000 to 1,099...	10	12		2
Below \$1,000...	2	3	2	1
Total.....	56	67	48	66
Median.....	\$1,235	\$1,236	\$1,438	\$1,531

Read table as follows: 1 city over 100,000 in population reported a minimum salary of between \$1,600 and \$1,699 for kindergarten teachers, 3 cities reported a minimum of between \$1,500 and \$1,599, etc. The median minimum paid kindergarten teachers reported by 56 cities of this size is \$1,235. 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 114. See blank form used in collecting data, reproduced on page 167 for further information as to what teachers are included in each class.

and supervisory officers—ten sets of tabulations in all.

Table 2 illustrates the information presented in these tabulations. This table gives detailed information as to salaries paid elementary school teachers in 67 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, 89,626, is concerned in each table. Column 3 of Tables 3, 4 and 5 is 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 appropriate set of tabulations.¹

¹ For further information concerning these tabulations consult page 171 of this Bulletin.

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 6,508 kindergarten teachers in cities over 100,000 in population, receiving salaries all the way from "below \$1000" to between "\$3100 to \$3199." The median or middle salary of this

**TABLE 4.—MAXIMUM SALARIES PAID
TEACHERS IN CITIES OVER 100,000 IN
POPULATION IN 1928-1929**

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
\$4,200 and over...				3
\$4,000 to \$4,199...				2
3,900 to 3,999...				1
3,800 to 3,899...				3
3,700 to 3,799...			2	5
3,600 to 3,699...			1	2
3,500 to 3,599...	1	1	3	1
3,400 to 3,499...				1
3,300 to 3,399...				5
3,200 to 3,299...		1	6	2
3,100 to 3,199...	2	2	3	6
3,000 to 3,099...	4	3		1
2,900 to 2,999...				8
2,800 to 2,899...	5	7	7	7
2,700 to 2,799...	1	1	1	2
2,600 to 2,699...	3	2	4	5
2,500 to 2,599...	2	4	2	3
2,400 to 2,499...	5	8	2	4
2,300 to 2,399...	2	2	6	3
2,200 to 2,299...	5	6	2	1
2,100 to 2,199...	4	5	3	1
2,000 to 2,099...	7	10		1
1,900 to 1,999...	7	6	3	1
1,800 to 1,899...	2	3		
1,700 to 1,799...	3	4		
1,600 to 1,699...	1			
1,500 to 1,599...	1	1		
1,400 to 1,499...				
1,300 to 1,399...		1		
Total.....	55	67	49	67
Median....	\$2,250	\$2,258	\$2,663	\$2,881

Read table as follows: 1 city over 100,000 in population reported a maximum salary of between \$3,500 and \$3,599 for kindergarten teachers, 2 cities reported a maximum of between \$3,100 and \$3,199, etc. The median maximum paid kindergarten teachers reported by 55 cities of this size is \$2,250. 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 114. See blank form used in collecting data, reproduced on page 167 as to what teachers are included in each class.

group is \$2049, that is, half of these 6,508 teachers receive salaries of \$2049 or more and the other half receive salaries of \$2049 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 \$1235, 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 1928-29 to twelve 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 164 to 167, 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 col-

TABLE 5.—MEDIAN SALARIES PAID TEACHERS IN CITIES OVER 100,000 IN POPULATION IN 1928-1929

States	Kinder- garten teachers	Elementary school		Atypical class teachers	Junior high school			High school				Teachers of part- time schools
		Teachers	Ass't or vice- principals		Teachers	Ass't or vice- principals	Deans	Teachers	Department heads	Ass't or vice- principals	Deans	
1	2	3	4	5	6	7	8	9	10	11	12	13
United States.....	\$2,049	\$2,063	\$4,178	\$2,332	\$2,348	\$3,394	\$2,912	\$2,680	\$3,506	\$5,547	\$3,000	\$2,664
Alabama.....		1,499		1,525				2,010	2,750			
California.....	1,870	2,131	2,340	2,441	2,545	3,468		2,395	3,217	3,656		2,729
Colorado.....	2,223	2,203		2,070	2,420		2,725	2,812		3,250	3,233	2,525
Connecticut.....	1,707	1,845	3,038	1,967	2,083			2,419	3,200	3,714	3,300	
Delaware.....		1,800		1,800				2,090	2,550			2,350
Dist. of Columbia..	2,212	2,206		2,206	2,345			2,814	3,538	3,500		
Georgia.....	1,658	1,729		1,818	2,308			2,403	2,845			
Illinois.....	2,500	2,505		2,582	2,757	3,500	3,363	3,366		4,200	4,104	4,000+
Indiana.....		2,010		2,025				2,732		3,567		
Iowa.....	1,906	1,835		1,750	2,027			2,302				
Kansas.....	1,620	1,712	1,710	1,750	1,927			2,271				
Kentucky.....	1,521	1,489		1,655				2,118	2,750			
Louisiana.....	1,633	1,708		1,875				2,472				
Maryland.....	1,525	1,619		1,983	1,868	2,356		2,531	3,200	3,400		
Massachusetts.....	1,852	1,926	2,075	1,993	2,403			2,686	3,623	3,729	2,575	2,395
Michigan.....	1,910	1,974	2,728	2,317	2,637	3,975	2,787	2,655	3,493	4,700		2,831
Minnesota.....	1,708	1,772		1,923	2,030			2,337		3,333		
Missouri.....	2,123	2,043		2,131	2,266			2,750		3,750		2,708
Nebraska.....	2,100	2,100		2,000				2,399	2,432			
New Jersey.....	2,410	2,171	3,563	2,344	2,576	3,700		3,403	4,000+	4,500		2,578
New York.....	2,529	2,589	4,643	3,606	3,605		3,100	3,275	4,000+	5,736		2,956
Ohio.....	1,975	2,014	2,660	2,303	2,371	3,264		2,644	3,400	3,700	2,925	2,364
Oregon.....	1,867	2,182		1,875				2,248	2,664		2,767	
Pennsylvania.....	2,075	2,014	2,500	2,047	2,262			3,204	3,677	3,400		2,554
Rhode Island.....	1,741	1,747		1,939	2,032			2,410	3,150			2,090
Tennessee.....		1,366			1,523			1,920	2,200			
Texas.....	1,425	1,684		1,800	1,692	2,700	2,250	2,037	2,424	3,000	2,300	
Utah.....	1,706	1,712			1,815			1,884				1,820
Virginia.....	1,382	1,489	2,050	1,917	1,697			2,033	2,425	2,850		
Washington.....	2,150	1,924		1,982	1,818			2,198	2,389	3,413		1,875
Wisconsin.....	2,257	2,402		2,427	2,136			2,617	3,250			

Read table as follows: \$2,049 is the median salary paid kindergarten teachers in the United States in cities with a population of over 100,000; \$2,063 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 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 114, are based upon distributions of salaries reported paid the various classes of teachers indicated. See blank form used in collecting data, reproduced on pages 164 and 165, for further information as to what teachers are included in each class.

umn. Those not familiar with the meaning of median will find it explained on page 114.

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 \$1700 and \$1799 in one city; the median minimum being \$1236.

Table 4 presents similar data as to maximum salaries. One city reports a maximum for elementary teachers of between \$1300 and \$1399, while one reports a maximum of between \$3500 and \$3599; the median maximum being \$2258.

TABLE 6.—DISTRIBUTION OF SALARIES PAID PRINCIPALS IN 67 CITIES OVER 100,000 IN POPULATION IN 1928-1929

Salaries paid	Elementary school principals		Junior high school principals	High school principals	Principals of part-time schools
	Teaching	Super- vising			
1	2	3	4	5	6
\$7,000 and over.....		13	51	43	1
6,000 to \$6,999.....		284	8	23	10
5,500 to 5,499.....		63	10	51	
5,000 to 5,499.....		139	37	79	7
4,800 to 4,999.....		172	11	32	2
4,600 to 4,799.....	27	59	23	27	1
4,400 to 4,599.....	2	121	47	66	2
4,200 to 4,399.....	2	104	27	25	8
4,000 to 4,199.....	5	228	37	24	3
3,800 to 3,999.....		186	26	15	2
3,600 to 3,799.....		314	31	14	5
3,400 to 3,599.....	1	298	32	7	3
3,200 to 3,399.....	1	342	16	2	
3,100 to 3,199.....	5	176	5	3	
3,000 to 3,099.....	1	272	12	4	5
2,900 to 2,999.....	3	119	3	2	
2,800 to 2,899.....	35	187	3		2
2,700 to 2,799.....	19	175	6		2
2,600 to 2,699.....	31	198	1		4
2,500 to 2,599.....	16	125	4		
2,400 to 2,499.....	19	89	1		
2,300 to 2,399.....	19	55	1		
2,200 to 2,299.....	42	46			1
2,100 to 2,199.....	36	29	1		
2,000 to 2,099.....	61	22			
1,900 to 1,999.....	48	7			
1,800 to 1,899.....	11	7			
1,700 to 1,799.....	3	3			
1,600 to 1,699.....	2	1			
Below \$1,600.....	7	1			
Total.....	396	3,835	393	417	58
Median.....	\$2,271	\$3,443	\$4,330	\$4,922	\$4,250

Read table as follows: Out of a total of 396 teaching elementary school principals in cities over 100,000 in population for which data were reported, 27 receive a salary of between \$4,600 and \$4,799, 2 receive a salary of between \$4,400 and \$4,599, etc. The median salary paid this group of principals in cities over 100,000 in population is \$2,271. 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 114. See blank form used in collecting data, reproduced on page 163, 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 1928-1929

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.....			1	2
5,000 to \$5,499.....		1		4
4,500 to 4,999.....				5
4,000 to 4,499.....			4	12
3,900 to 3,999.....			1	1
3,800 to 3,899.....	1	1	3	2
3,700 to 3,799.....			1	1
3,600 to 3,699.....		1	1	5
3,500 to 3,599.....			7	4
3,400 to 3,499.....			1	1
3,300 to 3,399.....			1	
3,200 to 3,299.....		3	2	1
3,100 to 3,199.....	1	1		
3,000 to 3,099.....		1	7	4
2,900 to 2,999.....		3		1
2,800 to 2,899.....		1		
2,700 to 2,799.....		3	2	1
2,600 to 2,699.....	1	4	1	1
2,500 to 2,599.....	1	4	2	
2,400 to 2,499.....		2		
2,300 to 2,399.....	1			
2,200 to 2,299.....	2	7		
2,100 to 2,199.....	1	4	1	1
2,000 to 2,099.....	2	5		
1,900 to 1,999.....	1	6		
1,800 to 1,899.....		5		
1,700 to 1,799.....	3		1	
1,600 to 1,699.....				
Below \$1,600.....	2	4		
Total.....	16	57	37	46
Median.....	\$2,100	\$2,264	\$3,450	\$4,000

Read table as follows: 1 city over 100,000 in population reported a minimum salary of between \$3,800 and \$3,899, for teaching elementary school principals, 1 city reported a minimum of between \$3,100 and \$3,199, etc. The median minimum paid teaching elementary school principals reported by 16 cities of this size is \$2,100. 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 114. See blank form used in collecting data, reproduced on page 167, as to what principals are included in each class.

Table 5 indicates by states the median salaries paid the twelve groups of teachers. The distribution of salaries paid in individual states, from which the medians of Table 5 were calculated, are given in the sets of salary tabulations referred to on page 170. 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 \$2049, according to Table 5. The median for kindergarten teachers varies in different states from \$1382 to \$2529.

TABLE 8.—MAXIMUM SALARIES PAID PRINCIPALS IN CITIES OVER 100,000 IN POPULATION IN 1928-1929

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.....		1	1	4
6,500 to \$6,999.....			4	1
6,000 to 6,499.....			1	4
5,500 to 5,999.....		2	3	5
5,400 to 5,499.....			1	
5,300 to 5,399.....				1
5,200 to 5,299.....			2	1
5,100 to 5,199.....				2
5,000 to 5,099.....		2	6	12
4,900 to 4,999.....				
4,800 to 4,899.....	1	2	1	3
4,700 to 4,799.....			1	3
4,600 to 4,699.....		2		
4,500 to 4,599.....		4		8
4,400 to 4,499.....	2	2	2	1
4,300 to 4,399.....	1	1	1	2
4,200 to 4,299.....		2	6	1
4,100 to 4,199.....		1	1	
4,000 to 4,099.....		3	7	3
3,900 to 3,999.....		2		
3,800 to 3,899.....		2	1	
3,700 to 3,799.....	1	4	3	
3,600 to 3,699.....		5	1	
3,500 to 3,599.....		3	2	
3,400 to 3,499.....		3	1	
3,300 to 3,399.....		3		
3,200 to 3,299.....		3		
3,100 to 3,199.....	1	1	1	
3,000 to 3,099.....		7		
2,900 to 2,999.....	1	2		
2,800 to 2,899.....	2	3		
2,700 to 2,799.....	2			
2,600 to 2,699.....	3	1		
Below \$2,600.....	4			
Total.....	15	61	46	50
Median.....	\$2,725	\$3,690	\$4,300	\$5,033

Read table as follows: 1 city over 100,000 in population reported a maximum salary of between \$4,800 and \$4,899 for teaching elementary school principals, 1 city reported a maximum of between \$3,700 and \$3,799, etc. The median maximum paid teaching elementary school principals reported by 15 cities of this size is \$2,725. 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 114. See blank form used in collecting data, reproduced on page 167, 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 45,000,000 gainfully occupied persons in the United States is approximately \$2000.¹ 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 34 percent of the teachers listed in Table 1 are paid salaries lower than \$2000, the average income of all gainfully occupied persons in the United States.

TABLE 9.—MEDIAN SALARIES PAID PRINCIPALS IN CITIES OVER 100,000 IN POPULATION IN 1928-1929

States	Elementary school principals		Junior high school principals	High school principals	Principals of part-time schools
	Teaching	Super- vising			
1	2	3	4	5	6
United States.....	\$2,271	\$3,443	\$4,330	\$4,922	\$4,250
Alabama.....		3,050			
California.....	3,110	3,336	4,382	4,550	4,300
Colorado.....	3,050	3,423	4,450	5,583	
Connecticut.....	2,256	2,919		5,000	
Delaware.....		2,538			
Dist. of Columbia.....	2,800	3,200	3,800	4,467	
Georgia.....		2,838	3,700		
Illinois.....		4,800	5,188	5,647	
Indiana.....	2,350	2,921		4,500	
Iowa.....		2,675	3,450		
Kansas.....	2,034				
Kentucky.....		2,367	2,650		
Louisiana.....	2,317	2,650		3,050	
Maryland.....		2,957	3,400	4,625	
Massachusetts.....	2,400	3,209	4,500	5,125	3,600
Michigan.....		3,754	5,583	6,000	
Minnesota.....	2,533	2,853	3,450	4,500	
Missouri.....	2,608	3,945	4,800	5,292	
Nebraska.....		2,717		4,550	
New Jersey.....	2,450	4,130	4,850	6,833	4,275
New York.....		6,009	7,000+	7,000+	6,167
Ohio.....	2,225	3,240	4,117	4,600	3,700
Oregon.....	2,475	3,530		4,300	
Pennsylvania.....		3,683	4,860	5,542	3,750
Rhode Island.....	2,050	3,488			
Tennessee.....	1,850	2,050	2,800		
Texas.....	2,007	3,034	3,636	4,200	
Utah.....		3,030	3,483		
Virginia.....	1,850	3,058	3,700		
Washington.....	2,150	3,286		4,467	
Wisconsin.....	2,730	3,957	3,300	5,125	

Read table as follows: \$2,271 is the median salary paid teaching elementary principals in the United States in cities with a population of over 100,000; \$3,443 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 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 114, are based upon distributions of salaries reported paid the various classes of principals indicated. See blank form used in collecting data, reproduced on page 165, 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 Street, New York City.

Principals' salaries. Table 6 presents a distribution of the salaries paid during 1928-29 to principals of elementary, junior high and senior high schools. The inquiry blank reproduced on pages 164 to 167 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 114.

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 four cities and is between \$5000 and \$5499 in one city; the median minimum being \$2264.

Table 8 presents similar data as to maximum salaries. One city reports maximum for supervising elementary principals of between \$2600

and \$2699, while one reports maximum of \$7,000 or over; the median maximum being \$3690.

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 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 \$3443. The median for this group of principals varies in different states from \$2050 to \$6009. Similarly read the national and state medians for the other classes of teachers.

TABLE 10.—DISTRIBUTION OF SALARIES PAID OTHER SCHOOL EMPLOYEES IN 67 CITIES OVER 100,000 IN POPULATION IN 1928-1929

Salaries paid	School nurses ¹	Clerks in principals' offices	Clerks in administrative and supervisory offices	School janitors ²	Attendance officers ³
1	2	3	4	5	6
\$3,200 and over.....		2	131	79	36
3,100 to 3,199.....			4	4	1
3,000 to 3,099.....		96	54	26	229
2,900 to 2,999.....			1	25	
2,800 to 2,899.....		13	30	44	41
2,700 to 2,799.....		15	12	71	
2,600 to 2,699.....		10	19	144	12
2,500 to 2,599.....		33	10	83	8
2,400 to 2,499.....	15	39	126	90	20
2,300 to 2,399.....	3	423	12	62	47
2,200 to 2,299.....	2	105	54	97	33
2,100 to 2,199.....	5	84	65	207	91
2,000 to 2,099.....	48	72	45	180	123
1,900 to 1,999.....	56	90	207	324	124
1,800 to 1,899.....	126	110	126	542	77
1,700 to 1,799.....	70	122	119	290	84
1,600 to 1,699.....	167	137	314	1,656	44
1,500 to 1,599.....	115	533	229	1,158	53
1,400 to 1,499.....	151	167	190	637	86
1,300 to 1,399.....	108	152	270	622	18
1,200 to 1,299.....	97	210	202	667	19
1,100 to 1,199.....	48	204	159	449	9
1,000 to 1,099.....	40	190	236	658	1
Below \$1,000.....	2	768	240	1,166	1
Total.....	1,053	3,575	2,855	9,281	1,164
Median.....	\$1,570	\$1,518	\$1,557	\$1,538	\$2,054

Read table as follows: Out of a total of 1,053 school nurses in cities over 100,000 in population for which data were reported, 15 receive a salary of \$2,400 to \$2,499, 3 receive a salary of \$2,300 to \$2,399, etc. The median salary paid this group of school employees in cities over 100,000 in population is \$1,570. Similarly read figures for other columns.

The medians given in this table are figured according to the method described in the statement on page 114. See blank form used in collecting data, reproduced on page 164.

¹ The salaries paid head nurses and their executive assistants are not included in the distributions given in column 2. Data as to salaries being paid head nurses and their executive assistants are given on page 149, Table 52.

² The salaries paid head janitors and their executive assistants are not included in the distributions given in column 5. Data as to salaries being paid head janitors and their executive assistants are given on page 149, Table 52.

³ The salaries paid chief attendance officers and their executive assistants are 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 149, Table 52.

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 1,053 nurses. Their salaries range from between \$2400 to \$2499 to below \$1000. The median is \$1570.

The median salaries for other groups follow:

Clerks in principals' offices.....	\$1518
Clerks in administrative offices.....	1557
School janitors.....	1538
Attendance officers.....	2054

TABLE 11.—MEDIAN SALARIES PAID OTHER SCHOOL EMPLOYEES IN CITIES OVER 100,000 IN POPULATION IN 1928-1929

States	School nurses ¹	Clerks in principals' offices	Clerks in administrative and supervisory offices	School janitors ²	Attendance officers ³
1	2	3	4	5	6
United States.....	\$1,570	\$1,518	\$1,557	\$1,538	\$2,054
Alabama.....	.....	Below 1,000	1,650	Below 1,000	.....
California.....	1,842	1,544	1,578	1,812	2,105
Colorado.....	2,028	1,060	1,386	1,084	1,829
Connecticut.....	1,470	1,250	1,460	1,532	.....
Delaware.....	1,450	1,000	1,400	1,077	.....
District of Columbia.....	.....	1,538	1,568	1,294	1,821
Georgia.....	.....	Below 1,000	1,350	Below 1,000	.....
Illinois.....	.....	1,550	.....	1,629	1,920
Indiana.....	1,607	1,133	1,575	1,047	1,833
Iowa.....	1,669	1,100	1,530	1,290	.....
Kansas.....	1,750	Below 1,000	.....	1,044	.....
Kentucky.....	.....	Below 1,000	.....	.....	.....
Louisiana.....	1,500	1,095	1,450	1,225	1,350
Maryland.....	.....	Below 1,000	1,067	1,157	1,427
Massachusetts.....	1,763	1,431	1,518	1,663	2,373
Michigan.....	.....	Below 1,000	1,083	1,380	2,123
Minnesota.....	1,470	Below 1,000	1,211	1,425	1,833
Missouri.....	1,487	Below 1,000	1,383	Below 1,000	2,006
Nebraska.....	1,500	1,206	1,200	1,127	.....
New Jersey.....	1,705	1,869	1,468	1,834	2,125
New York.....	1,850	2,279	1,715	1,934	3,038
Ohio.....	1,763	1,135	1,500	1,572	1,944
Oregon.....	.....	Below 1,000	1,540	.....	.....
Pennsylvania.....	1,323	1,221	1,462	1,474	1,788
Rhode Island.....	1,400	Below 1,000	1,300	1,245	1,575
Tennessee.....	.....	.....	.....	Below 1,000	.....
Texas.....	1,277	Below 1,000	1,200	Below 1,000	.....
Utah.....	.....	1,110	1,525	1,592	.....
Virginia.....	1,425	Below 1,000	1,075	1,367	.....
Washington.....	1,558	1,250	1,288	1,593	2,250
Wisconsin.....	.....	Below 1,000	1,392	3,175	2,400

Read table as follows: \$1,570 is the median salary paid school nurses in the United States in cities with a population of over 100,000; \$1,518 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 over 100,000 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 114, are based upon distributions of salaries reported paid the various classes of employees indicated. See blank form used in collecting data, reproduced on page 164.

¹ The salaries paid head nurses and their executive assistants were not included in the distribution from which the medians given in column 2 are figured. Data as to salaries being paid head nurses and their executive assistants are given on page 149, Table 52.

² The salaries paid head janitors and their executive assistants were not included in the distribution from which the medians given in column 5 are figured. Data as to salaries being paid head janitors and their executive assistants are given on page 149, Table 52.

³ The 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 149, Table 52.

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 79 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 1928-29 to twelve 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 164 to 167, 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 114.

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 eight cities and is between \$1600 and \$1699 in two cities; the median minimum being \$1077.

Table 14 presents similar data as to maximum salaries. One city reports a maximum salary for elementary teachers of below \$1200, while one reports a maximum of \$4000 or over; the median maximum being \$1973.

TABLE 12.—DISTRIBUTION OF SALARIES PAID TEACHERS IN 170 CITIES 30,000 TO 100,000 IN POPULATION IN 1928-1929

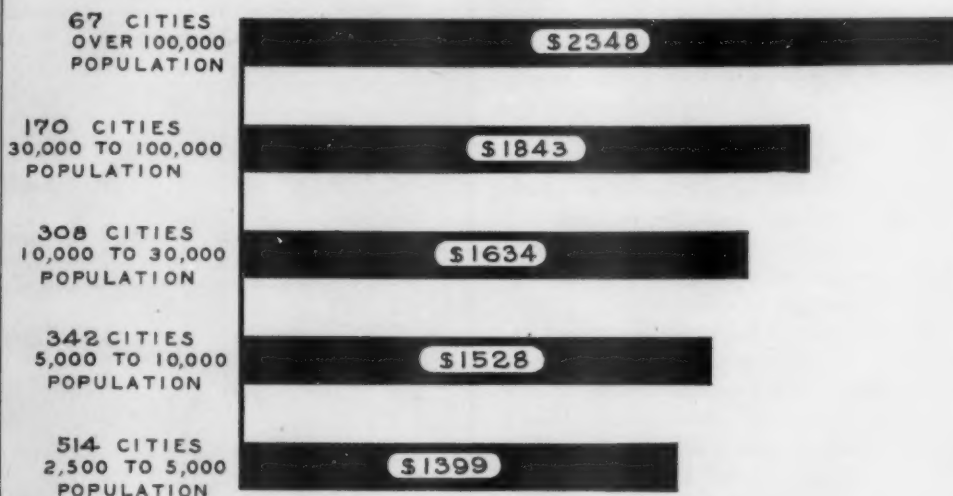
Salaries paid	Kindergarten teachers	Elementary school		Atypical class teachers	Junior high school			High school				Teachers of part-time schools
		Teachers	Ass't or vice-principals		Teachers	Ass't or vice-principals	Deans	Teachers	Department heads	Ass't or vice-principals	Deans	
1	2	3	4	5	6	7	8	9	10	11	12	13
\$4,000 and over.....			7		2	3		2	24	12	3	
3,800 to \$3,999.....								20	17	10		
3,600 to 3,799.....						1		45	21	6	3	
3,400 to 3,599.....		1	2	2		3		80	35	12	4	
3,200 to 3,399.....	1	28	5	3	26		3	147	45	14	5	2
3,100 to 3,199.....		1	1		9	5		81	22	6	1	3
3,000 to 3,099.....		11		4	28	8	1	182	44	16	6	9
2,900 to 2,999.....		28	4	5	50	2	2	132	26	6	7	4
2,800 to 2,899.....	3	28	1	5	116	6	4	307	62	5	4	11
2,700 to 2,799.....	8	136		7	174	4	2	351	67	8	2	22
2,600 to 2,699.....	12	136	1	12	188	3	1	389	63	4	5	7
2,500 to 2,599.....	12	195	8	21	269	9	5	670	64	6	10	30
2,400 to 2,499.....	7	329	2	16	293	7	5	763	65	7	7	26
2,300 to 2,399.....	18	426	3	26	371	3	3	639	64	1	7	28
2,200 to 2,299.....	32	904		62	576	6	3	911	53	3	8	31
2,100 to 2,199.....	72	1,069	3	86	644	5	2	809	68	3	4	19
2,000 to 2,099.....	71	1,674	2	88	729	3	2	1,041	47	2	5	49
1,900 to 1,999.....	142	2,126	2	130	888	2	1	803	25		1	47
1,800 to 1,899.....	177	3,394	1	151	1,216	6	1	855	33	2	3	56
1,700 to 1,799.....	155	2,800	1	171	966	1	1	644	17		1	24
1,600 to 1,699.....	159	2,953		124	889		1	538	11			23
1,500 to 1,599.....	192	3,539		105	858	2	3	452	12		3	16
1,400 to 1,499.....	183	2,486		56	688	1		367	7			14
1,300 to 1,399.....	213	2,868		47	555			188	3			18
1,200 to 1,299.....	155	2,495		36	275			128				4
1,100 to 1,199.....	115	1,823		19	145			106				6
1,000 to 1,099.....	93	1,435		26	72			49				6
Below \$1,000.....	78	1,202		9	75			36				14
Total.....	1,898	32,069	43	1,211	10,102	80	40	10,735	898	123	89	469
Median.....	\$1,558	\$1,607	\$2,594	\$1,808	\$1,843	\$2,544	\$2,460	\$2,120	\$2,564	\$3,091	\$2,555	\$2,013

Read table as follows: Out of a total of 1,898 kindergarten teachers in cities 30,000 to 100,000 in population for which data were reported, 1 receives a salary between \$3,200 and \$3,399, 3 receive 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 \$1,558. Similarly read figures for other columns.

The medians given in this table are figured according to the method described in the statement on page 114. See blank form used in collecting data, reproduced on pages 164 and 165 for further information as to what teachers are included in each class.

CHART II

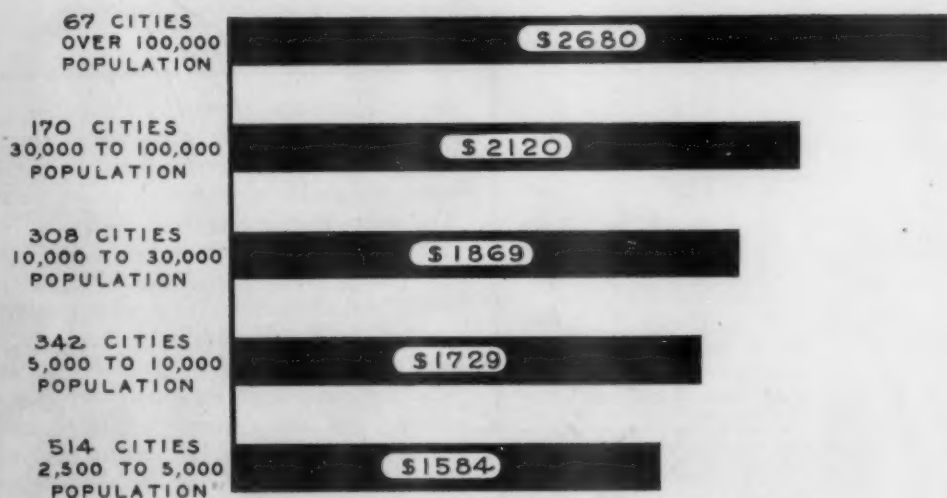
MEDIAN SALARIES PAID JUNIOR HIGH SCHOOL
TEACHERS IN CITIES, 1928-29



Research Division
National Education Association

CHART III

MEDIAN SALARIES PAID SENIOR HIGH SCHOOL
TEACHERS IN CITIES, 1928-29



Research Division
National Education Association

Table 15 presents by states the median salaries paid the twelve groups of teachers. The complete distributions of salaries paid the various classes of teachers in each city from which the medians of Table 15 were calculated are given in the sets of salary tabulations referred to on page 170. 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 \$1558 according to Table 15. The median for kindergarten teachers varies in different states from below \$1000 to \$1858. 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 57,777 teachers represented in Tables 12 and 15, 71 percent are receiving yearly salaries of less than \$2000, the average income of gainfully occupied persons in the United States. In Table 12, teachers in high schools is the only teacher group, a majority of which receives an income

TABLE 14. — MAXIMUM SALARIES PAID TEACHERS IN CITIES 30,000 TO 100,000 IN POPULATION IN 1928-1929

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...	1	1	1	2
3,800 to \$3,999...			1	3
3,600 to 3,799...				1
3,400 to 3,599...	2	2	2	2
3,200 to 3,399...	2	2	3	5
3,100 to 3,199...				3
3,000 to 3,099...	4	4	6	6
2,900 to 2,999...	1	2	3	2
2,800 to 2,899...	4	4	4	8
2,700 to 2,799...	4	5	4	13
2,600 to 2,699...	3	3	3	8
2,500 to 2,599...	4	6	10	11
2,400 to 2,499...	3	6	8	20
2,300 to 2,399...	5	5	4	7
2,200 to 2,199...	3	8	13	19
2,100 to 2,099...	10	11	10	10
2,000 to 2,099...	9	11	9	10
1,900 to 1,999...	9	11	5	2
1,800 to 1,899...	8	21	7	5
1,700 to 1,799...	8	9	4	1
1,600 to 1,699...	4	8	1	2
1,500 to 1,599...	9	16		1
1,400 to 1,499...	1	4		
1,300 to 1,399...	2	5		
1,200 to 1,299...	1	1		
Below \$1,200...	2	1		
Total.....	99	146	98	141
Median.....	\$2,061	\$1,973	\$2,300	\$2,468

Read table as follows: 1 city 30,000 to 100,000 in population reported a maximum salary of \$4,000 and over for kindergarten teachers, 2 cities reported a maximum of between \$3,400 and \$3,599, etc. The median maximum paid kindergarten teachers reported by 99 cities of this size is \$2,061. 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 114. See blank form used in collecting data, reproduced on page 167 for further information as to what teachers are included in each class.

TABLE 13. — MINIMUM SALARIES PAID TEACHERS IN CITIES 30,000 TO 100,000 IN POPULATION IN 1928-1929

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
\$1,900 to \$1,999...			1	1
1,800 to 1,899...				7
1,700 to 1,799...				3
1,600 to 1,699...	2	2	3	8
1,500 to 1,599...	2	3	1	18
1,400 to 1,499...	4	4	8	33
1,300 to 1,399...	4	5	12	13
1,200 to 1,299...	27	28	28	24
1,100 to 1,199...	14	20	14	7
1,000 to 1,099...	32	57	21	14
900 to 999...	10	23	8	6
Below \$900.....	4	8	1	2
Total.....	99	150	97	136
Median.....	\$1,125	\$1,077	\$1,216	\$1,406

Read table as follows: 2 cities 30,000 to 100,000 in population reported a minimum salary of between \$1,600 and \$1,699 for kindergarten teachers, 2 cities reported a minimum of between \$1,500 to \$1,599, etc. The median for kindergarten teachers reported by 99 cities of this size is \$1,125. 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 114. See blank form used in collecting data, reproduced on page 167, for further information as to what teachers are included in each class.

above the average enjoyed by the nation as a whole, and the majority here is but 61 percent. Most cities of this size require 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 1928-29

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 164 to 167 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 114.

Table 17 gives the minimum salaries of principals as scheduled in cities 30,000 to 100,000

in population. For example, the minimum for supervising elementary school principals, according to column 3, is below \$1200 in two cities and is between \$3400 and \$3599 in two cities; the median minimum being \$1900.

Table 18 presents similar data as to maximum salaries. One city reports a maximum for supervising elementary school principals of less than \$2000, while one reports a maximum of \$6000 or more; the median maximum being \$3059.

TABLE 15.—MEDIAN SALARIES PAID TEACHERS IN CITIES 30,000 TO 100,000 IN POPULATION IN 1928-1929

Salaries paid	Kindergarten teachers	Elementary school		Atypical class teachers	Junior high school			High school				Teachers of part-time schools
		Teachers	Ass't or vice-principals		Teachers	Ass't or vice-principals	Deans	Teachers	Department heads	Ass't or vice-principals	Deans	
1	2	3	4	5	6	7	8	9	10	11	12	13
United States.....	\$1,558	\$1,607	\$2,594	\$1,808	\$1,843	\$2,544	\$2,460	\$2,120	\$2,564	\$3,091	\$2,555	\$2,013
Arkansas.....		1,221			1,588			1,823				
California.....	1,858	1,990		2,091	2,477	3,050	2,900	2,566	2,944	3,400	3,375	2,475
Colorado.....	1,875	1,738		1,667	1,950			2,288				
Connecticut.....	1,600	1,833		1,975	2,057			2,335	3,050			
Florida.....		1,149			1,381	1,700		1,434	2,010			1,358
Georgia.....	1,055	1,254			1,412			1,830	1,700			
Illinois.....	1,290	1,519		1,671	1,641			1,966	2,183			Below 1,000
Indiana.....	1,626	1,670		1,775	1,899			2,135	2,292		2,517	1,991
Iowa.....	1,490	1,506		1,592	1,755			1,891	1,983			1,825
Kansas.....	1,525	1,741		1,750	1,879			2,113	2,250			
Kentucky.....	1,375	1,406			1,516			1,967				
Louisiana.....		1,311			1,325			1,504	1,750			
Maine.....	1,525	1,522		1,517	1,650			1,859				
Massachusetts.....	1,538	1,663		1,730	1,828	2,517		2,083	2,743	3,650		1,883
Michigan.....	1,515	1,625	2,520	1,789	1,816	2,267	2,150	2,093	2,720	3,075		1,938
Minnesota.....	1,819	1,788		1,858	2,021			2,467				
Missouri.....		1,497		1,400	1,369			1,943		2,763		
Montana.....		2,007						2,429				
Nebraska.....	1,550	1,612		1,500	1,777			2,032	2,463			
New Hampshire.....	1,500	1,500		1,525				2,060	2,607			
New Jersey.....	1,856	2,058	3,807	2,244	2,297	3,300		2,846	4,000+	4,300		2,375
New York.....	1,769	1,823	3,250	1,969	1,994		2,480	2,258	2,856	3,400	3,050	2,206
North Carolina.....		1,334		1,570	1,544			1,621	2,400			
Ohio.....	1,500	1,559		1,764	1,818			2,280	2,386			2,017
Oklahoma.....	1,750	1,882		1,900	2,103			2,369	2,760			
Pennsylvania.....	1,442	1,657		1,843	1,853	2,425		2,190	2,493	2,600	2,675	1,940
Rhode Island.....	1,541	1,534		1,660	1,650			2,019	2,167			
South Carolina.....		1,247		1,333	1,463			1,614	2,058			
Tennessee.....	1,220	1,097			1,569			1,486				
Texas.....	1,135	1,234		1,590	1,387			1,597	2,083			
Utah.....		1,340			1,635			1,922				
Virginia.....	Below 1,000	1,324		1,533	1,397			1,743	1,992			
Washington.....		1,846			1,867			2,220				
West Virginia.....	1,183	1,640		1,725	1,613			2,227	2,528			
Wisconsin.....	1,422	1,634		1,886	1,840			2,084	2,513	3,017		2,050

Read table as follows: \$1,558 is the median salary paid kindergarten teachers in the United States in cities with a population of 30,000 to 100,000; \$1,607 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 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 114, are based upon distributions of salaries reported paid the various classes of teachers indicated. See blank form used in collecting data, reproduced on pages 164 and 165 for further information as to what teachers are included in each class.

In many cities the minimum and maximum for principals vary with the size of 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 \$2616. The median for this group of principals varies in different

TABLE 16.—DISTRIBUTION OF SALARIES PAID PRINCIPALS IN 170 CITIES 30,000 TO 100,000 IN POPULATION IN 1928-1929

Salaries paid	Elementary school principals		Junior high school principals	High school principals	Principals of part-time schools
	Teaching	Super-			
1	2	3	4	5	6
\$6,000 and over.....				6	
5,500 to 5,999.....		10	3	6	
5,000 to 5,499.....		9	5	25	
4,800 to 4,999.....		6		12	
4,600 to 4,799.....		10	4	14	2
4,400 to 4,599.....		5	11	33	2
4,200 to 4,399.....		8	5	25	
4,000 to 4,199.....	1	37	32	42	3
3,800 to 3,999.....	1	28	22	16	1
3,600 to 3,799.....		26	41	15	1
3,400 to 3,599.....		47	44	12	3
3,200 to 3,399.....	4	74	36	13	2
3,100 to 3,199.....	4	44	15		1
3,000 to 3,099.....	28	105	38	5	6
2,900 to 2,999.....	3	59	2	1	1
2,800 to 2,899.....	17	96	9	1	1
2,700 to 2,799.....	16	87	10	2	1
2,600 to 2,699.....	18	108	12	3	
2,500 to 2,599.....	21	129	14	2	5
2,400 to 2,499.....	37	88	11	1	4
2,300 to 2,399.....	36	79	6		
2,200 to 2,299.....	63	104	6	2	1
2,100 to 2,199.....	59	72	1	1	1
2,000 to 2,099.....	71	82	3	5	1
1,900 to 1,999.....	73	75	1		
1,800 to 1,899.....	72	46		1	
1,700 to 1,799.....	55	19			
1,600 to 1,699.....	54	17		1	
1,500 to 1,599.....	23	4			1
1,400 to 1,499.....	23	5			
1,300 to 1,399.....	12			1	
1,200 to 1,299.....	6	3			
Below \$1,200.....	47	2			1
Total.....	744	1,484	332	245	38
Median.....	\$2,010	\$2,616	\$3,405	\$4,193	\$3,033

Read table as follows: Out of a total of 744 teaching elementary school principals in cities 30,000 to 100,000 in population for which data were reported, 1 receives a salary of between \$4,000 and \$4,199, 1 receives a salary of between \$3,800 and \$3,999, etc. The median salary paid this group of principals in cities 30,000 to 100,000 in population is \$2,010. 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 114. See blank form used in collecting data, reproduced on page 165, 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 1928-1929

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.....				2
4,000 to 4,199.....				3
3,800 to 3,999.....				1
3,600 to 3,799.....				4
3,400 to 3,599.....		2	2	4
3,200 to 3,399.....			3	2
3,100 to 3,199.....		1		
3,000 to 3,099.....			9	16
2,900 to 2,999.....			2	1
2,800 to 2,899.....			2	2
2,700 to 2,799.....		1	3	
2,600 to 2,699.....	1	2	3	
2,500 to 2,599.....		1	2	
2,400 to 2,499.....	1	5	3	3
2,300 to 2,399.....		2	1	
2,200 to 2,299.....	1	5	2	
2,100 to 2,199.....	2	4	2	
2,000 to 2,099.....	4	5	2	1
1,900 to 1,999.....	4	3	1	1
1,800 to 1,899.....	3	9	1	
1,700 to 1,799.....		5		
1,600 to 1,699.....	3	9		
1,500 to 1,599.....	2	2		
1,400 to 1,499.....	2	3		
1,300 to 1,399.....				
1,200 to 1,299.....	2	2		
Below \$1,200.....	6	2	1	2
Total.....	31	64	39	43
Median.....	\$1,817	\$1,900	\$2,750	\$3,066

Read table as follows: 1 city 30,000 to 100,000 in population reported a minimum salary of between \$2,600 and \$2,699 for teaching elementary school principals, 1 city reported a minimum of between \$2,400 and \$2,499, etc. The median minimum paid teaching elementary school principals reported by 31 cities of this size is \$1,817. 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 114. See blank form used in collecting data, reproduced on page 167, as to what principals are included in each class.

states from \$1875 to \$3891. 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 557 nurses. Their salaries range from less than \$1000 to between \$2700 and \$2799; the median for the group being \$1583.

The median salaries for the other groups follow:

TABLE 18.—MAXIMUM SALARIES PAID PRINCIPALS IN CITIES 30,000 TO 100,000 IN POPULATION IN 1928-1929

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.....		1	1	4
5,500 to 5,999.....		1	1	2
5,000 to 5,499.....		2	1	7
4,800 to 4,999.....		1		5
4,600 to 4,799.....			2	5
4,400 to 4,599.....	2	2	6	11
4,200 to 4,399.....		1		5
4,000 to 4,199.....	1	3	10	15
3,800 to 3,999.....	1	5	1	2
3,600 to 3,799.....	1	2	7	
3,400 to 3,599.....	1	7	2	3
3,200 to 3,399.....	2		1	
3,100 to 3,199.....	1		1	
3,000 to 3,099.....	2	17	3	
2,900 to 2,999.....		2		
2,800 to 2,899.....	2	3		
2,700 to 2,799.....	2	2		
2,600 to 2,699.....	2	4	1	
2,500 to 2,599.....	3	6	4	1
2,400 to 2,499.....	3	4		
2,300 to 2,399.....		1		
2,200 to 2,299.....	2	1	1	1
2,100 to 2,199.....	2			
2,000 to 2,099.....		2		
Below \$2,000.....	4	1		
Total.....	31	72	47	62
Median.....	\$2,675	\$3,050	\$3,750	\$4,455

Read table as follows: 2 cities 30,000 to 100,000 in population reported a maximum salary of between \$4,400 and \$4,599 for teaching elementary school principals, 1 city reported a maximum of between \$4,000 and \$4,199, etc. The median maximum paid teaching elementary school principals reported by 31 cities of this size is \$2,675.

The medians given in this table are figured according to the method described in the statement on page 114. See blank form used in collecting data, reproduced on page 167, for further information as to what principals are included in each class.

Clerks in principals' offices..... \$1006
Clerks in administrative offices..... 1281
School janitors..... 1432
Attendance officers..... 1800

Gainfully occupied persons in the United States enjoy an average income of approximately \$2000. 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 in-

dicates, however, that in cities from 30,000 to 100,000 in population, the median salary paid school nurses is but 79 percent and the median salary paid attendance officers is but 90 percent of the average income of gainfully occupied people in the United States. Those employed as school janitors should have training

TABLE 19.—MEDIAN SALARIES PAID PRINCIPALS IN CITIES 30,000 TO 100,000 IN POPULATION IN 1928-1929

States	Elementary school principals		Junior high school principals	High school principals	Principals of part-time schools
	Teaching	Super- vising			
1	2	3	4	5	6
United States.....	\$2,010	\$2,616	\$3,405	\$4,193	\$3,033
Arkansas.....	2,575				
California.....	2,600	3,119	4,040	4,700	3,450
Colorado.....	2,550	2,650			
Connecticut.....	2,275	2,850	3,800		
Florida.....	Below 1,200	1,938	3,017	3,300	
Georgia.....	1,817	1,963		3,300	
Illinois.....	2,014	2,564	2,475	4,433	
Indiana.....	1,988	2,668	3,650	4,183	
Iowa.....	1,895	2,460	3,017	4,200	
Kansas.....	2,344		2,950		
Kentucky.....		2,100			
Louisiana.....		1,942			
Maine.....		2,575			
Massachusetts.....	1,780	2,618	3,388	4,425	2,950
Michigan.....	2,131	2,294	3,075	4,300	
Minnesota.....		2,670			
Missouri.....	1,788	2,250			
Montana.....	2,817	2,854			
Nebraska.....	2,025	2,525			
New Hampshire.....		2,300			
New Jersey.....		3,891	4,550	5,333	
New York.....	2,850	2,980	3,850	4,575	
North Carolina.....	1,750	2,525		3,750	
Ohio.....	2,038	2,750	3,070	4,400	
Oklahoma.....	1,900	2,875	4,050	4,750	
Pennsylvania.....	2,150	2,750	3,500	4,300	
Rhode Island.....	1,729	1,875			
South Carolina.....		2,975			
Tennessee.....	Below 1,200	2,140	3,050	2,083	
Texas.....	1,500	2,150	3,050	3,500	
Utah.....		2,550			
Virginia.....	1,500	2,050	2,700	3,867	
Washington.....		2,600	3,350		
West Virginia.....		2,563	3,467		
Wisconsin.....	2,275	2,850	3,433	4,150	

Read table as follows: \$2,010 is the median salary paid teaching elementary principals in the United States in cities with a population of 30,000 to 100,000; \$2,616 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 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 114 are based upon distributions of salaries reported paid the various classes of principals indicated. See blank form used in collecting data, reproduced on page 165, for further information as to what principals are included in each class.

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 2099 school principals of the following types: supervising elementary, junior high, senior high and part-time schools. Table 20 lists but 1247 clerks in principals' offices. This indicates that only a little more 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. Such a policy will delay the proper development of this important position.¹

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 on opposite page, the median salary paid supervising elementary school principals in 67 cities over 100,000 in population is \$3443; in 170 cities 30,000 to 100,000 in population it is \$2616; in 308 cities 10,000 to 30,000 in population, \$2338; in 342 cities 5,000 to 10,000 in population, \$2235; and in 514 cities 2500 to 5000 in population, \$2360.

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

¹ See Seventh Yearbook of the Department of Elementary School Principals of the National Education Association, page 255.

TABLE 20.—DISTRIBUTION OF SALARIES PAID OTHER SCHOOL EMPLOYEES IN 170 CITIES 30,000 to 100,000 IN POPULATION IN 1928-1929

Salaries paid	School nurses ¹	Clerks in principals' offices	Clerks in administrative and supervisory offices	School janitors ²	Attendance officers ³
1	2	3	4	5	6
\$3,000 and over.....			2	31	1
2,900 to \$2,999.....			3		
2,800 to 2,899.....			2	2	1
2,700 to 2,799.....	1		1	3	
2,600 to 2,699.....	1		1	9	
2,500 to 2,599.....	1	3	5	14	2
2,400 to 2,499.....	5	3	7	21	10
2,300 to 2,399.....	1		4	19	6
2,200 to 2,299.....	9	3	6	45	9
2,100 to 2,199.....	16	5	4	88	19
2,000 to 2,099.....	16	9	12	89	13
1,900 to 1,999.....	38	3	7	205	11
1,800 to 1,899.....	59	11	38	362	9
1,700 to 1,799.....	41	16	16	266	5
1,600 to 1,699.....	73	29	49	703	13
1,500 to 1,599.....	102	56	58	703	12
1,400 to 1,499.....	44	51	47	511	17
1,300 to 1,399.....	71	85	72	563	7
1,200 to 1,299.....	40	133	74	557	13
1,100 to 1,199.....	13	86	38	188	5
1,000 to 1,099.....	20	139	90	316	4
Below \$1,000.....	6	615	160	1,124	5
Total.....	557	1,247	696	5,819	162
Median.....	\$1,583	\$1,006	\$1,281	\$1,432	\$1,800

Read table as follows: Out of a total of 557 school nurses in cities 30,000 to 100,000 in population for which data were reported, 1 receives a salary between \$2,700 and \$2,799, 1 receives a salary between \$2,600 and \$2,699, etc. The median salary paid this group of employees in cities 30,000 to 100,000 in population is \$1,583. Similarly read figures for other columns.

The medians given in this table are figured according to the method described in the statement on page 114. See blank form used in collecting data, reproduced on page 164, for further information as to what employees are included in each class.

¹ The salaries paid head nurses are not included in the distributions given in column 2. Data as to salaries being paid head nurses are given in table 54 on page 153.

² The salaries paid head janitors are not included in the distributions given in column 5. Data as to salaries being paid head janitors are given in table 54 on page 153.

³ The salaries paid chief attendance officers are not included in the distributions given in column 6. Data as to salaries being paid chief attendance officers are given in the table 54 on page 153.

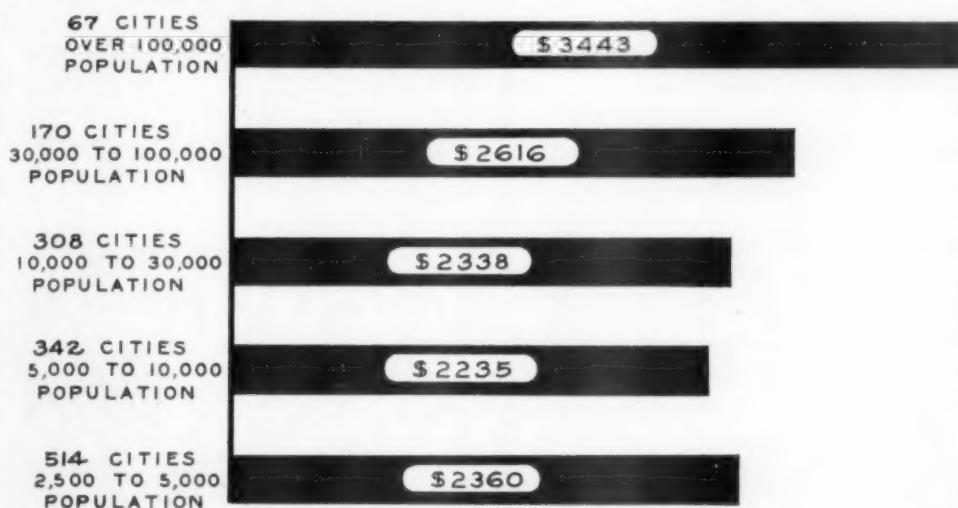
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Charts similar to those presented may be assembled for individual states from the various tables in this Bulletin. Charts showing interstate comparisons may also be drafted from data given.

CHART IV

MEDIAN SALARIES PAID SUPERVISING ELEMENTARY SCHOOL PRINCIPALS IN CITIES, 1928-29



Research Division
National Education Association

IT IS SIGNIFICANT that one progressive city after another is rejecting the old assumption that the scheduling of teachers' salaries is purely a matter of teacher concern. It is being replaced by the assumption which looks upon the question as one of general concern. When a community fixes teachers' salary rates and states the rules governing the payment of the same, it thereby determines to a large degree the amount of preparation and personal ability which its teachers will possess. The immediate welfare of the children and the future welfare of the whole community are involved.

Accordingly, several school systems have approached the problem of salary scheduling by organizing a committee made up of representative laymen to cooperate with the school board and teachers in studying the problem. Experts have been employed and adequately financed to collect the data necessary to an intelligent handling of this important community problem.—*Practices Affecting Teacher Personnel, Research Bulletin of the National Education Association, September, 1928, page 210.*

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

Teachers' salaries. Table 22 presents complete distribution of the salaries paid during 1928-29 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 168 and 169, 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 114.

Table 23 gives the minimum salaries of the three 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 2, is between \$600 and \$699 in two cities, and is \$1800 or over in one city; the median minimum being \$1055.

Table 24 presents similar data as to maximum salaries. Six cities report maximum sal-

TABLE 21.—MEDIAN SALARIES PAID OTHER SCHOOL EMPLOYEES IN CITIES 30,000 TO 100,000 IN POPULATION IN 1928-1929

States	School nurses ¹	Clerks in principals' offices	Clerks in administrative and supervisory offices	School janitors ²	Attendance officers ³
1	2	3	4	5	6
United States.....	\$1,583	\$1,006	\$1,281	\$1,432	\$1,800
Arkansas.....	Below 1,000	Below 1,000	.....	.....	.....
California.....	1,910	1,088	1,321	1,585	.....
Colorado.....	1,250	Below 1,000	Below 1,000	1,206	.....
Connecticut.....	1,725	Below 1,000	1,400	1,623	.....
Florida.....	1,308	Below 1,000	1,375	Below 1,000	.....
Georgia.....	.....	.....	1,550	Below 1,000	.....
Illinois.....	1,567	Below 1,000	1,083	1,454	1,275
Indiana.....	1,556	Below 1,000	1,305	1,298	1,480
Iowa.....	1,550	Below 1,000	1,238	1,456	.....
Kansas.....	1,475	Below 1,000	.....	1,338	.....
Kentucky.....	.....	.....	1,450	.....	.....
Louisiana.....	.....	1,325	.....	Below 1,000	.....
Maine.....	.....	Below 1,000	.....	.....	.....
Massachusetts.....	1,581	1,283	1,350	1,628	1,993
Michigan.....	1,531	1,018	1,221	1,416	2,175
Minnesota.....	1,650	Below 1,000	1,125	1,485	.....
Missouri.....	.....	Below 1,000	1,350	Below 1,000	.....
Montana.....	.....	.....	.....	Below 1,000	.....
Nebraska.....	1,450	Below 1,000	1,025	1,256	.....
New Jersey.....	1,678	1,300	1,588	1,776	2,136
New York.....	1,733	1,050	1,150	1,532	1,650
North Carolina.....	.....	Below 1,000	Below 1,000	Below 1,000	.....
Ohio.....	1,467	Below 1,000	1,250	1,711	.....
Oklahoma.....	2,267	1,061	1,340	1,301	.....
Pennsylvania.....	1,450	Below 1,000	1,214	1,389	1,700
Rhode Island.....	.....	1,025	.....	1,466	.....
South Carolina.....	.....	1,100	.....	Below 1,000	.....
Tennessee.....	.....	1,050	.....	Below 1,000	.....
Texas.....	1,250	Below 1,000	1,533	Below 1,000	.....
Utah.....	.....	Below 1,000	.....	1,367	.....
Virginia.....	1,225	Below 1,000	.....	Below 1,000	.....
Washington.....	.....	Below 1,000	.....	1,390	.....
West Virginia.....	1,417	Below 1,000	1,350	Below 1,000	.....
Wisconsin.....	1,828	1,075	1,250	1,425	.....

Read table as follows: \$1,583 is the median salary paid school nurses in the United States in cities with a population of 30,000 to 100,000; \$1,006 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 114, are based upon distributions of salaries reported paid the various classes of employees indicated. See blank form used in collecting data, reproduced on page 164, for further information as to what employees are included in each class.

¹ The salaries paid head nurses were not included in the distributions from which the medians given in column 2 were figured. Data as to salaries being paid head nurses are given in the table on page 153.

² The salaries paid head janitors were not included in the distributions from which the medians given in column 5 were figured. Data as to salaries being paid head janitors are given in the table on page 153.

³ 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 153.

aries for elementary teachers of between \$1000 and \$1099, while one reports a maximum \$3600 or over; the median maximum being \$1654.

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 sets of salary tabulations referred to on page 170. It was not possible to include these distributions in a bulletin of this length.

The median salary paid elementary teachers in cities of this size is \$1415, according to the table. The median for elementary teachers

TABLE 22.—DISTRIBUTION OF SALARIES PAID TEACHERS IN 308 CITIES 10,000 TO 30,000 IN POPULATION IN 1928-1929

Salaries Paid	Elementary teachers ¹	Junior high school teachers ²	High school teachers ³	Teachers in part-time schools
1	2	3	4	5
\$3,100 and over...	6	57	252	1
3,000 to \$3,099...	4	21	82	.....
2,900 to 2,899...	4	11	72	.....
2,800 to 2,799...	16	38	125	3
2,700 to 2,699...	19	48	160	1
2,600 to 2,599...	76	69	164	2
2,500 to 2,499...	102	76	241	2
2,400 to 2,399...	183	93	277	5
2,300 to 2,299...	183	113	335	6
2,200 to 2,199...	270	116	389	11
2,100 to 2,099...	332	163	442	7
2,000 to 1,999...	445	180	705	10
1,900 to 1,899...	620	227	712	14
1,800 to 1,799...	952	378	985	15
1,700 to 1,699...	1,191	461	789	20
1,600 to 1,599...	1,728	588	813	11
1,500 to 1,499...	2,275	513	701	7
1,400 to 1,399...	2,952	561	550	8
1,300 to 1,299...	2,777	442	363	7
1,200 to 1,199...	2,700	362	236	2
1,100 to 1,099...	1,913	209	64	1
1,000 to 1,099...	1,651	100	37	1
900 to 999...	957	47	8	1
800 to 799...	311	5	12	3
700 to 699...	151	3	1	.....
600 to 599...	23	.....	7	3
Below \$600...	10	1	4	20
Total.....	21,851	4,882	8,526	161
Median.....	\$1,415	\$1,634	\$1,869	\$1,783

Read table as follows: Out of a total of 21,851 elementary teachers in cities 10,000 to 30,000 in population for which data were reported, 6 receive salaries of \$3,100 or over, 4 receive salaries between \$3,000 and \$3,099, etc. The median salary paid this group of teachers in cities 10,000 to 30,000 in population is \$1,415. Similarly read figures for other columns.

The medians given in this table are figured according to the method described in the statement on page 114. See blank form used in collecting data, reproduced on page 168, for further information as to what teachers are included in each class.

¹ See footnote 1, given at the bottom of Table 25, page 130.

² See footnote 2, given at the bottom of Table 25, page 130.

³ See footnote 3, given at the bottom of Table 25, page 130.

TABLE 23.—MINIMUM SALARIES PAID TEACHERS IN CITIES 10,000 TO 30,000 IN POPULATION IN 1928-1929

Amount of minimum salary	Number of cities reporting minimum indicated for		
	Elementary teachers	Junior high school teachers	High school teachers
1	2	3	4
\$1,800 and over.....	1	1	6
1,700 to \$1,799.....	.....	2	4
1,600 to 1,599.....	.....	4	8
1,500 to 1,499.....	1	2	20
1,400 to 1,399.....	3	9	34
1,300 to 1,299.....	4	16	48
1,200 to 1,199.....	41	40	81
1,100 to 1,099.....	34	27	14
1,000 to 1,099.....	103	32	17
900 to 999.....	44	15	5
800 to 899.....	25	3	2
700 to 799.....	3	.....	.....
600 to 699.....	2	.....	.....
Total.....	261	151	239
Median.....	\$1,055	\$1,194	\$1,301

Read table as follows: 1 city 10,000 to 30,000 in population reported a minimum salary of \$1,800 or over for elementary teachers, 1 city reported a minimum of between \$1,500 and \$1,599, etc. The median minimum paid elementary teachers reported by 261 cities of this size is \$1,055. Similarly read the other columns of this table.

TABLE 24.—MAXIMUM SALARIES PAID TEACHERS IN CITIES 10,000 TO 30,000 IN POPULATION IN 1928-1929

Amount of maximum salary	Number of cities reporting maximum indicated for		
	Elementary teachers	Junior high school teachers	High school teachers
1	2	3	4
\$3,600 and over.....	1	.....	3
3,400 to \$3,599.....	1	.....	9
3,200 to 3,199.....	2	.....	8
3,100 to 3,099.....	.....	.....	1
3,000 to 3,099.....	1	8	3
2,900 to 2,899.....	1	.....	.....
2,800 to 2,799.....	2	2	3
2,700 to 2,699.....	2	4	8
2,600 to 2,599.....	.....	3	13
2,500 to 2,499.....	8	3	22
2,400 to 2,399.....	7	12	23
2,300 to 2,299.....	5	8	16
2,200 to 2,199.....	6	5	18
2,100 to 2,099.....	6	4	20
2,000 to 2,099.....	13	16	28
1,900 to 1,899.....	10	11	14
1,800 to 1,799.....	23	19	24
1,700 to 1,699.....	26	11	9
1,600 to 1,599.....	28	13	5
1,500 to 1,499.....	32	10	3
1,400 to 1,399.....	29	10	3
1,300 to 1,299.....	19	4	1
1,200 to 1,199.....	18	2	1
1,100 to 1,099.....	8	3	.....
1,000 to 1,099.....	6	.....	.....
Total.....	254	148	235
Median.....	\$1,654	\$1,918	\$2,253

Read table 24 the same as table 23.

varies in different states from \$870 to \$1870. 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 approximately 45,000,-000 gainfully employed persons in the United States is about \$2000.

The cost and standard of living in cities of 10,000 to 30,000 in population are probably at least as high 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 93 percent of the average income of the nation's gainfully employed.

Principals' salaries. Table 26 presents a distribution of the salaries paid during 1928-29 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 168 and 169 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 25—MEDIAN SALARIES PAID TEACHERS IN CITIES 10,000 TO 30,000 IN POPULATION IN 1928-1929

States	Elementary teachers ¹	Junior high school teachers ²	High school teachers ³	Teachers in part-time schools	States	Elementary teachers ¹	Junior high school teachers ²	High school teachers ³	Teachers in part-time schools
1	2	3	4	5	6	7	8	9	10
United States....	\$1,415	\$1,634	\$1,869	\$1,783	Missouri.....	1,020	1,179	1,393	.....
Alabama.....	955	1,230	1,383	.....	Montana.....	1,573	1,700	2,019	.....
Arizona.....	1,782	.....	2,138	.....	Nebraska.....	1,316	1,600	1,693	.....
Arkansas.....	1,171	1,342	1,420	.....	New Hampshire..	1,380	1,630	1,839	.....
California.....	1,690	2,070	2,447	2,500	New Jersey.....	1,870	2,269	2,547	2,050
Colorado.....	1,512	1,641	1,839	.....	New York.....	1,632	1,860	1,990	1,850
Connecticut.....	1,566	1,954	2,142	.....	North Carolina..	1,234	.....	1,563	Below 600
Georgia.....	880	.....	1,269	.....	North Dakota....	1,424	1,395	1,704	.....
Idaho.....	1,517	.....	1,775	.....	Ohio.....	1,321	1,663	1,925	2,000
Illinois.....	1,267	1,346	1,781	.....	Oklahoma.....	1,151	1,306	1,678	.....
Indiana.....	1,379	1,621	1,878	.....	Oregon.....	1,225	1,282	1,458	.....
Iowa.....	1,314	1,454	1,678	.....	Pennsylvania.....	1,438	1,607	1,844	1,600
Kansas.....	1,267	1,540	1,815	.....	Rhode Island....	1,424	1,556	1,725	.....
Kentucky.....	1,018	1,211	1,492	.....	South Carolina..	1,314	.....	1,390	.....
Louisiana.....	1,002	.....	1,650	.....	South Dakota....	1,527	1,617	2,004	.....
Maine.....	1,223	.....	1,582	.....	Texas.....	1,059	1,200	1,493	.....
Maryland.....	1,124	.....	1,538	.....	Utah.....	870	1,380	1,575	.....
Massachusetts....	1,509	1,656	1,852	1,833	Vermont.....	1,255	1,423	1,646	.....
Michigan.....	1,378	1,733	1,872	.....	Virginia.....	1,093	.....	1,388	.....
Minnesota.....	1,500	1,830	1,866	.....	Washington.....	1,454	1,611	1,909	.....
Mississippi.....	1,040	1,169	1,423	.....	West Virginia....	1,224	1,345	1,875	.....
					Wisconsin.....	1,316	1,627	1,842	1,858
					Wyoming.....	1,593	1,580	2,035	.....

Read table as follows: \$1,415 is the median salary paid elementary teachers in cities with a population of 10,000 to 30,000; \$1,634 is the median salary paid junior high school 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 114, are based upon distributions of salaries reported paid the various classes of teachers indicated. See blank form used in collecting data, reproduced on page 168 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 kindergarten teachers, 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 kindergarten teachers, special class teachers and assistant or vice-principals of elementary schools in cities of this size is relatively small and since they are usually primarily elementary teachers.

² The distribution 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 in cities of this size is relatively small and since they are usually primarily junior high school teachers.

³ The 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 in cities of this size is relatively small and since they are usually primarily high school teachers.

column. Those not familiar with the meaning of median will find it explained on page 114.

Table 27 gives the minimum salary of principals 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 below \$1200 in one city, and is between \$2500 and \$2599 in two cities; the median minimum being \$1805.

Table 28 presents similar data as to maximum salaries. One city reports a maximum for supervising elementary school principals of between \$1400 and \$1499, while one reports a

TABLE 26.—DISTRIBUTION OF SALARIES PAID PRINCIPALS IN 308 CITIES 10,000 TO 30,000 IN POPULATION IN 1928-1929

Salaries paid	Elementary school principals		Junior high school principals	High school principals
	Teaching	Super- vising		
1	2	3	4	5
\$5,000 and over.....			4	14
4,800 to \$4,999.....				10
4,600 to 4,799.....	4		1	3
4,400 to 4,599.....	1		4	12
4,200 to 4,399.....	7		7	16
4,000 to 4,199.....	8		5	31
3,800 to 3,999.....	14		8	30
3,600 to 3,799.....	11		8	30
3,400 to 3,599.....	21		12	34
3,200 to 3,399.....	33		20	34
3,100 to 3,199.....	4	10	5	9
3,000 to 3,099.....	4	16	14	25
2,900 to 2,999.....	8	18	9	3
2,800 to 2,899.....	6	24	13	13
2,700 to 2,799.....	9	22	11	8
2,600 to 2,699.....	13	37	9	2
2,500 to 2,599.....	20	51	16	8
2,400 to 2,499.....	19	41	14	6
2,300 to 2,399.....	23	37	10	2
2,200 to 2,299.....	53	41	4	4
2,100 to 2,199.....	83	59	7	1
2,000 to 2,099.....	105	63	10	
1,900 to 1,999.....	88	36	5	1
1,800 to 1,899.....	150	47	3	2
1,700 to 1,799.....	135	23	4	
1,600 to 1,699.....	132	30	1	
1,500 to 1,599.....	120	17	4	
1,400 to 1,499.....	116	5	2	
1,300 to 1,399.....	89	6		
1,200 to 1,299.....	46			
Below \$1,200.....	25			3
Total.....	1,248	682	212	301
Median.....	\$1,771	\$2,338	\$2,831	\$3,574

Read table as follows: Out of a total of 1,248 teaching elementary school principals in cities 10,000 to 30,000 in population for which data were reported, 4 receive salaries between \$3,100 and \$3,199, 4 receive salaries between \$3,000 and \$3,099, etc. The median salary paid this group of principals in cities 10,000 to 30,000 in population is \$1,771. 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 114. See blank form used in collecting data, reproduced on page 169, 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 1928-1929

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
\$4,000 and over.....				8
3,800 to \$3,999.....				3
3,600 to 3,799.....			1	1
3,400 to 3,599.....			2	7
3,200 to 3,399.....				2
3,100 to 3,199.....				2
3,000 to 3,099.....			4	11
2,900 to 2,999.....	1			
2,800 to 2,899.....			1	6
2,700 to 2,799.....			1	4
2,600 to 2,699.....				2
2,500 to 2,599.....				7
2,400 to 2,499.....	2	3	2	1
2,300 to 2,399.....		2		
2,200 to 2,299.....	2	2		
2,100 to 2,199.....	2	3	1	
2,000 to 2,099.....	6	5	4	5
1,900 to 1,999.....		2	1	1
1,800 to 1,899.....	7	11	2	1
1,700 to 1,799.....	6	6	2	
1,600 to 1,699.....	9	7	1	1
1,500 to 1,599.....	6	5	2	
1,400 to 1,499.....	12	4	1	
1,300 to 1,399.....	9	4		
1,200 to 1,299.....	7	2	1	
Below \$1,200.....	7	1		
Total.....	76	59	33	64
Median.....	\$1,550	\$1,805	\$2,250	\$3,018

Read table as follows: 1 city 10,000 to 30,000 in population reported a minimum salary of between \$2,900 and \$2,999 for teaching elementary school principals, 2 cities reported a minimum of between \$2,400 and \$2,499, etc. The median minimum paid teaching elementary school principals reported by 76 cities of this size is \$1,550. 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 114. See blank form used in collecting data, reproduced on page 169, for further information as to what principals are included in each class.

maximum of \$4600 or over; the median maximum being \$2425.

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 \$2338. The median for

this group of principals varies in different states from below \$1467 to \$3427. 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 208 school nurses by the 308 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 \$700 to \$799 to \$2400 to \$2499; the median for the group being \$1652.

TABLE 28.—MAXIMUM SALARIES PAID PRINCIPALS IN CITIES 10,000 TO 30,000 IN POPULATION IN 1928-1929

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	1	7
4,400 to 4,599		2	2	6
4,200 to 4,399				4
4,000 to 4,199		4	3	16
3,800 to 3,999				8
3,600 to 3,799		1		9
3,400 to 3,599		1	6	12
3,200 to 3,399			2	6
3,100 to 3,199	1	4		
3,000 to 3,099	1	3	3	7
2,900 to 2,999				2
2,800 to 2,899	4	3	2	5
2,700 to 2,799	3	2	4	1
2,600 to 2,699	1	2	1	
2,500 to 2,599	6	5	2	1
2,400 to 2,499	3	4	1	
2,300 to 2,399	5	1		
2,200 to 2,299	2	5	1	
2,100 to 2,199	8	9	2	
2,000 to 2,099	8	3		
1,900 to 1,999	3	2		
1,800 to 1,899	9	4	1	
1,700 to 1,799	9	1	1	
1,600 to 1,699	7			
1,500 to 1,599	6	4	1	
1,400 to 1,499	2	1	1	
Below \$1,400	4			
Total	82	62	35	84
Median	\$2,013	\$2,425	\$3,017	\$3,778

Read table as follows: 1 city 10,000 to 30,000 in population reported a maximum salary of between \$3,100 and \$3,199 for teaching elementary school principals, 1 city reported a maximum of between \$3,000 and \$3,099, etc. The median maximum paid teaching elementary school principals reported by 82 cities of this size is \$2,013. 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 114. See blank form used in collecting data, reproduced on page 169, as to what principals are included in each class.

Median salaries for the other groups follow:

Clerks in principals' offices	\$948
Clerks in administrative offices	1177
School janitors	1362
Attendance officers	1089

TABLE 29.—MEDIAN SALARIES PAID PRINCIPALS IN CITIES 10,000 TO 30,000 IN POPULATION IN 1928-1929

States	Elementary school principals		Junior high school principals	High school principals
	Teaching	Super- vising		
1	2	3	4	5
United States	\$1,771	\$2,338	\$2,831	\$3,574
Alabama	1,400	1,467		
Arizona	2,017			
Arkansas		2,150		
California	2,350	2,600	3,500	4,450
Colorado	2,030	2,350		
Connecticut	2,013	2,600		3,900
Georgia	1,250			
Idaho	1,925			
Illinois	1,653	1,721	2,450	3,850
Indiana	1,957	1,981	2,825	3,483
Iowa	1,767	2,050	2,350	3,550
Kansas	1,793	1,700	3,050	3,600
Kentucky	1,440		2,350	
Maine	1,358			
Maryland	1,383			
Massachusetts	1,731	2,343	2,590	3,760
Michigan	1,807	2,550	2,775	3,600
Minnesota	1,967	2,083		3,075
Mississippi	1,325	1,539		
Missouri	1,350	1,817	2,075	3,025
Montana	2,150	2,533		
Nebraska	1,575			
New Hampshire		1,750		
New Jersey	2,200	3,427	4,400	4,400
New York	2,073	2,517	2,850	3,829
North Carolina		2,333		
North Dakota	1,575			
Ohio	1,727	2,381	2,938	3,357
Oklahoma	1,600	2,200	2,575	3,950
Oregon	1,629		2,150	
Pennsylvania	1,663	2,044	2,950	3,420
Rhode Island	1,700			
South Dakota		2,050		
Texas	1,625	2,250		3,050
Vermont	1,425			
Washington	2,020	2,325	2,950	3,600
West Virginia	1,600	2,410	2,750	3,900
Wisconsin	1,811	2,250	3,050	3,900
Wyoming	2,140			

Read table as follows: \$1,771 is the median salary paid teaching elementary school principals in the United States in cities with a population of 10,000 to 30,000; \$2,338 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 114, are based upon distributions of salaries reported paid the various classes of principals indicated. See blank form used in collecting data, reproduced on page 169, for further information as to what principals are included in each class.

Gainfully occupied persons in the United States receive an average income of approximately \$2000. None of the groups in 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 83 percent, and the median salary paid school attendance officers is but 54 percent of the average income of gain-

fully 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 68 percent of the average income of gainfully occupied persons.

Table 26 lists a total of 1195 school principals of the following types: supervising elementary, junior high and senior high. Table 30 lists but 519 clerks in principals' offices. This indicates that less than half 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

TABLE 30—DISTRIBUTION OF SALARIES PAID OTHER SCHOOL EMPLOYEES IN 308 CITIES 10,000 TO 30,000 IN POPULATION IN 1928-1929

SALARIES PAID	SCHOOL NURSES ¹	CLERKS IN PRINCIPALS' OFFICES	CLERKS IN ADMINISTRATIVE AND SUPERVISORY OFFICES	SCHOOL JANITORS ²	ATTENDANCE OFFICERS ³
1	2	3	4	5	6
\$3,100 and over.....				3	
3,000 to \$3,099.....				1	
2,900 to 2,999.....					
2,800 to 2,899.....				6	
2,700 to 2,799.....				7	2
2,600 to 2,699.....		1	1		
2,500 to 2,599.....			1	4	
2,400 to 2,499.....	3		1	31	3
2,300 to 2,399.....	4	2	3	13	
2,200 to 2,299.....	8	4	1	37	3
2,100 to 2,199.....	2	2		41	3
2,000 to 2,099.....	6	5	3	73	1
1,900 to 1,999.....	16	3	7	84	3
1,800 to 1,899.....	28	5	11	161	5
1,700 to 1,799.....	20	8	4	173	2
1,600 to 1,699.....	21	18	9	322	4
1,500 to 1,599.....	32	22	16	465	2
1,400 to 1,499.....	28	14	14	301	8
1,300 to 1,399.....	12	35	33	413	2
1,200 to 1,299.....	9	40	22	425	7
1,100 to 1,199.....	4	20	13	155	5
1,000 to 1,099.....	4	48	39	242	9
900 to 999.....	2	63	28	172	5
800 to 899.....	1	51	16	127	4
700 to 799.....	1	73	17	138	3
600 to 699.....		55	9	106	4
Below 600.....		50	10	258	27
Total.....	208	519	258	3,758	102
Median.....	\$1,652	\$948	\$1,177	\$1,362	\$1,089

Read table as follows: Out of a total of 208 school nurses in cities 10,000 to 30,000 in population for which data were reported, 3 receive salaries of between \$2,400 and \$2,499, 4 receive salaries of between \$2,300 and \$2,399, etc. The median salary paid this group of school employees in cities 10,000 to 30,000 in population is \$1,652. Similarly read figures for other columns.

The medians given in this table are figured according to the method described in the statement on page 114. See blank form used in collecting data, reproduced on page 168 for further information as to what employees are included in each class.

¹ The salaries paid head nurses are not included in the distribution given in column 2. Data as to salaries being paid head nurses are given in Table 57, page 158.

² The salaries paid head janitors are not included in the distribution given in column 5. Data as to salaries being paid head janitors are given in Table 57, page 158.

³ The salaries paid chief attendance officers are not included in the distribution given in column 6. Data as to salaries being paid chief attendance officers are given in Table 57, page 158.

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 31.—MEDIAN SALARIES PAID OTHER SCHOOL EMPLOYEES IN CITIES 10,000 TO 30,000 IN POPULATION IN 1928-1929

States	School nurses ¹	Clerks in principals' offices	Clerks in administrative and supervisory offices	School janitors ²	Attendance officers ³
1	2	3	4	5	6
United States.....	\$1,652	\$948	\$1,177	\$1,362	\$1,089
Alabama.....				Below \$600	
Arizona.....				913	
Arkansas.....		Below 600		Below 600	
California.....	1,850	1,219	1,338	1,515	2,150
Colorado.....		1,150		1,283	
Connecticut.....	1,750	975	1,250	1,479	Below 600
Georgia.....				Below 600	
Idaho.....				1,067	
Illinois.....	1,550	850		1,285	
Indiana.....		750	788	1,257	
Iowa.....		975		1,306	
Kansas.....		750		1,226	
Kentucky.....		638		958	
Maine.....				1,208	
Maryland.....				Below 600	
Massachusetts.....	1,619	900	1,250	1,411	Below 600
Michigan.....		750	975	1,350	
Minnesota.....	1,913	1,450	1,000	1,622	
Mississippi.....				818	
Missouri.....		738		815	Below 600
Montana.....				1,518	
Nebraska.....				1,367	
New Hampshire.....		850	1,050	1,100	
New Jersey.....	1,833	1,371	1,379	1,726	1,950
New York.....	1,783	1,075	1,267	1,356	1,063
North Carolina.....				670	
North Dakota.....				1,267	
Ohio.....	1,550	800	1,000	1,506	1,075
Oklahoma.....		750		1,031	
Oregon.....				967	
Pennsylvania.....	1,436	983	1,083	1,375	950
Rhode Island.....				1,082	
South Dakota.....		933	850	1,363	
Texas.....		783		1,013	
Utah.....				1,170	
Vermont.....				1,225	
Washington.....	1,575	940		1,400	
West Virginia.....	1,525	900	1,025	1,292	
Wisconsin.....	1,560	930	1,125	1,347	
Wyoming.....				1,356	

Read table as follows: \$1,652 is the median salary paid school nurses in the United States in cities with a population of 10,000 to 30,000; \$948 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 114, 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 168, for further information as to what employees are included in each class.

¹ The salaries paid head nurses were not included in the distributions from which the medians given in column 2 were figured. Data as to salaries being paid head nurses are given in Table 57, page 158.

² The salaries paid head janitors were not included in the distributions from which the medians given in column 5 were figured. Data as to salaries being paid head janitors are given in Table 57, page 158.

³ 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 Table 57, page 158.

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

Teachers' salaries. Table 32 presents complete distributions of the salaries paid during 1928-29 to four classes of teachers in cities from 5,000 to 10,000 in population. The inquiry blank, printed on pages 168 and 169, 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 114.

Table 33 gives the minimum salaries of three 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 2, is under \$600

TABLE 32.—DISTRIBUTION OF SALARIES PAID TEACHERS IN 342 CITIES 5,000 TO 10,000 IN POPULATION IN 1928-1929

Salaries paid	Elementary teachers ¹	Junior high school teachers ²	High school teachers ³	Teachers of part-time schools
1	2	3	4	5
\$3,100 and over...	3	1	39	2
3,000 to \$3,099.....			18	1
2,900 to 2,999.....			11	1
2,800 to 2,899.....	3	3	36	
2,700 to 2,799.....	6	1	50	
2,600 to 2,699.....	3	9	73	
2,500 to 2,599.....	10	12	105	2
2,400 to 2,499.....	15	19	193	3
2,300 to 2,399.....	16	19	141	2
2,200 to 2,299.....	83	48	210	2
2,100 to 2,199.....	102	54	234	3
2,000 to 2,099.....	219	81	356	3
1,900 to 1,999.....	196	109	373	2
1,800 to 1,899.....	398	133	510	4
1,700 to 1,799.....	475	193	492	9
1,600 to 1,699.....	743	209	628	3
1,500 to 1,599.....	992	268	652	3
1,400 to 1,499.....	1,474	293	499	3
1,300 to 1,399.....	1,474	275	394	1
1,200 to 1,299.....	1,561	174	204	
1,100 to 1,199.....	1,273	119	89	
1,000 to 1,099.....	1,010	61	63	2
900 to 999.....	661	58	17	2
800 to 899.....	289	23	1	3
700 to 799.....	128	4	1	3
600 to 699.....	27		1	4
Below \$600.....	22	1	5	12
Total.....	11,183	2,167	5,395	71
Median.....	\$1,342	\$1,528	\$1,729	\$1,683

Read table as follows: Out of a total of 11,183 elementary teachers in cities 5,000 to 10,000 in population for which data were reported, 3 receive a salary of \$3,100 and over, 3 receive a salary between \$2,800 and \$2,899, etc. The median salary paid this group of teachers in cities 5,000 to 10,000 in population is \$1,342. Similarly read figures for other columns.

The medians given in this table are figured according to the method described in the statement on page 114. See blank form used in collecting data, reproduced on page 168, for further information as to what teachers are included in each class.

¹ See footnote 1 at bottom of Table 25, page 130.

² See footnote 2 at bottom of Table 25, page 130.

³ See footnote 3 at bottom of Table 25, page 130.

TABLE 33.—MINIMUM SALARIES PAID TEACHERS IN CITIES 5,000 TO 10,000 IN POPULATION IN 1928-1929

Amount of minimum salary	Number of cities reporting minimum indicated for		
	Elementary teachers	Junior high school teachers	High school teachers
1	2	3	4
\$2,000 and over.....			2
1,900 to \$1,999.....			1
1,800 to 1,899.....			2
1,700 to 1,799.....	1	1	2
1,600 to 1,699.....		1	7
1,500 to 1,599.....	2	4	16
1,400 to 1,499.....	4	16	44
1,300 to 1,399.....	8	16	43
1,200 to 1,299.....	51	31	63
1,100 to 1,199.....	35	30	17
1,000 to 1,099.....	94	24	20
900 to 999.....	39	9	8
800 to 899.....	21	5	2
700 to 799.....	8	1	
600 to 699.....	4	2	1
Below \$600.....	1		
Total.....	268	140	228
Median.....	\$1,065	\$1,197	\$1,307

Read table as follows: 1 city 5,000 to 10,000 in population reported a minimum salary of between \$1,700 and \$1,799 for elementary teachers, 2 cities reported a minimum salary of between \$1,500 and \$1,599, etc. The median minimum paid elementary teachers reported by 268 cities of this size is \$1,065. Similarly read the other columns of this table.

TABLE 34.—MAXIMUM SALARIES PAID TEACHERS IN CITIES 5,000 TO 10,000 IN POPULATION IN 1928-1929

Amount of maximum salary	Number of cities reporting maximum indicated for		
	Elementary teachers	Junior high school teachers	High school teachers
1	2	3	4
\$3,600 and over.....	1	1	2
3,500 to 3,599.....	1	2	3
3,400 to 3,499.....			
3,300 to 3,399.....			
3,200 to 3,299.....	1		2
3,100 to 3,199.....			
3,000 to 3,099.....		2	7
2,900 to 2,999.....			2
2,800 to 2,899.....	2	2	8
2,700 to 2,799.....		2	6
2,600 to 2,699.....	2	3	5
2,500 to 2,599.....	5	4	19
2,400 to 2,499.....	1	1	17
2,300 to 2,399.....	1	1	9
2,200 to 2,299.....	10	4	14
2,100 to 2,199.....	6	3	15
2,000 to 2,099.....	20	21	25
1,900 to 1,999.....	7	10	11
1,800 to 1,899.....	22	15	36
1,700 to 1,799.....	16	9	7
1,600 to 1,699.....	22	14	17
1,500 to 1,599.....	41	12	5
1,400 to 1,499.....	35	9	6
1,300 to 1,399.....	20	7	4
1,200 to 1,299.....	20	6	1
1,100 to 1,199.....	10	3	
1,000 to 1,099.....	8	2	
900 to 999.....	8	2	
Below \$900.....	1		
Total.....	260	135	221
Median.....	\$1,568	\$1,823	\$2,094

Read Table 34 same as Table 33.

in one city and is between \$1700 and \$1799 in one city; the median minimum being \$1065.

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 \$3600 or over; the median maximum being \$1568.

Table 35 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 35 were calculated are given in the salary tabulation described on page 170. It was not possible to include these distributions in a bulletin of this length.

The median salaries paid elementary teachers in cities of this size is \$1342 according to the table. The median for elementary teachers varies in different states all the way from \$846 to \$1730. Similarly read the national and state medians for other classes of teachers.

It is interesting to study the figures of Ta-

bles 32 and 35 in the light of the fact that the average income of the gainfully occupied persons in the United States is approximately \$2000.

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. 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 32 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 86 percent of the average income of the nation's gainfully occupied.

Principals' salaries. Table 36 presents a distribution of the salaries paid during 1928-29 to principals of elementary, junior high and

TABLE 35.—MEDIAN SALARIES PAID TEACHERS IN CITIES 5,000 TO 10,000 IN POPULATION IN 1928-1929

States	Elementary teachers ¹	Junior high school teachers ²	High school teachers ³	Teachers of part-time schools	States	Elementary teachers ¹	Junior high school teachers ²	High school teachers ³	Teachers of part-time schools
	2	3	4	5		6	7	8	10
United States...	\$1,342	\$1,528	\$1,729	\$1,683	Nebraska.....	1,215	1,425	1,711	.....
Alabama.....	942	1,017	1,138	.....	New Hampshire..	1,120	1,310	1,494	.....
Arizona.....	1,398	1,825	1,871	.....	New Jersey.....	1,592	1,926	2,035	Below \$600
Arkansas.....	992	1,150	1,513	.....	New Mexico.....	1,354	1,367	1,650	.....
California.....	1,665	1,830	2,400	2,450	New York.....	1,730	1,781	1,985	.....
Colorado.....	1,419	1,660	1,783	.....	North Carolina..	1,230	.....	1,370	.....
Connecticut.....	1,429	1,667	1,750	.....	North Dakota....	1,315	1,377	1,639	.....
Georgia.....	952	.....	1,340	.....	Ohio.....	1,165	1,392	1,655	.....
Idaho.....	1,270	1,310	1,602	.....	Oklahoma.....	995	1,250	1,450	.....
Illinois.....	1,294	1,290	1,624	.....	Oregon.....	1,267	1,382	1,561	.....
Indiana.....	1,303	1,468	1,668	.....	Pennsylvania....	1,420	1,569	1,755	1,575
Iowa.....	1,202	1,338	1,584	.....	Rhode Island....	1,332	.....	1,638	.....
Kansas.....	1,220	1,476	1,586	.....	South Carolina..	1,081	.....	1,232	.....
Kentucky.....	964	994	1,450	.....	South Dakota....	1,282	1,547	1,744	.....
Maine.....	846	950	1,289	.....	Tennessee.....	1,008	1,160	1,420	.....
Massachusetts...	1,361	1,574	1,746	950	Texas.....	933	1,088	1,363	.....
Michigan.....	1,357	1,631	1,873	2,300	Utah.....	1,094	1,363	1,600	.....
Minnesota.....	1,253	1,471	1,617	.....	Vermont.....	1,148	1,450	1,583	.....
Mississippi.....	1,138	1,150	1,425	.....	Virginia.....	970	1,150	1,270	.....
Missouri.....	1,490	1,769	1,950	.....	Washington.....	1,295	1,275	1,578	.....
Montana.....	1,441	1,463	1,788	.....	West Virginia...	1,061	1,233	1,598	.....
					Wisconsin.....	1,279	1,439	1,700	1,725
					Wyoming.....	1,474	1,750	1,898	.....

Read table as follows: \$1,342 is the median salary paid elementary teachers in the United States in cities with a population of 5,000 to 10,000; \$1,528 is the median paid junior high school teachers in the United States in cities of this size. Similarly read figures for the 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 114, are based upon distributions of salaries reported paid the various classes of teachers indicated. See blank form used in collecting data, reproduced on page 168 for further information as to what teachers are included in each class.

¹ See footnote 1 at bottom of Table 25, page 130.

² See footnote 2 at bottom of Table 25, page 130.

³ See footnote 3 at bottom of Table 25, page 130.

senior high schools in cities from 5,000 to 10,000 in population. The inquiry blank reproduced on pages 168 and 169 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 114.

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 \$1100 and \$1199 in one city and is \$3000 or more in two cities; the median minimum being \$2069.

TABLE 36.—DISTRIBUTION OF SALARIES PAID PRINCIPALS IN 342 CITIES 5,000 TO 10,000 IN POPULATION IN 1928-1929

Salaries paid	Elementary school principals		Junior high school principals	High school principals
	Teaching	Supervising		
1	2	3	4	5
\$5,000 and over.....		1		1
4,800 to 4,999.....				1
4,600 to 4,799.....				2
4,400 to 4,599.....		2		2
4,200 to 4,399.....			1	9
4,000 to 4,199.....		2	1	7
3,800 to 3,999.....				5
3,600 to 3,799.....		5	3	15
3,400 to 3,599.....		4	6	21
3,200 to 3,399.....		8	6	33
3,100 to 3,199.....	1	6	1	14
3,000 to 3,099.....	3	7	2	36
2,900 to 2,999.....		4	2	9
2,800 to 2,899.....	6	8	2	17
2,700 to 2,799.....	8	11	5	25
2,600 to 2,699.....	5	7	2	14
2,500 to 2,599.....	4	9	11	27
2,400 to 2,499.....	11	7	7	16
2,300 to 2,399.....	6	14	5	4
2,200 to 2,299.....	14	17	9	14
2,100 to 2,199.....	18	21	13	5
2,000 to 2,099.....	48	16	13	8
1,900 to 1,999.....	49	11	6	4
1,800 to 1,899.....	62	21	10	3
1,700 to 1,799.....	70	4	6	1
1,600 to 1,699.....	118	7	8	1
1,500 to 1,599.....	134	10	10	1
1,400 to 1,499.....	92	6	2	2
1,300 to 1,399.....	83	2	1	1
1,200 to 1,299.....	48	6	4	
Below \$1,200.....	65		1	3
Total.....	845	220	137	301¹
Median.....	\$1,600	\$2,235	\$2,158	\$2,950

Read table as follows: Out of a total of 845 teaching elementary school principals in cities 5,000 to 10,000 in population for which data were reported, 1 receives a salary of between \$3,100 and \$3,199, 3 receive a salary of between \$3,000 and \$3,099, etc. The median salary paid this group of principals in cities 5,000 to 10,000 in population is \$1,600. 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 114. See blank form used in collecting data, reproduced on page 169, for further information as to what principles are included in each class.

¹Eight principals of part-time or continuation schools are included in this column.

TABLE 37.—MINIMUM SALARIES PAID PRINCIPALS IN CITIES 5,000 TO 10,000 IN POPULATION IN 1928-1929

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
\$3,000 and over.....		2	1	17
2,900 to \$2,999.....				2
2,800 to 2,899.....		1		2
2,700 to 2,799.....				3
2,600 to 2,699.....		1	2	2
2,500 to 2,599.....	1	3	1	10
2,400 to 2,499.....		3	1	8
2,300 to 2,399.....		1		1
2,200 to 2,299.....				6
2,100 to 2,199.....	1	2	1	2
2,000 to 2,099.....	1	8	5	24
1,900 to 1,999.....	1			1
1,800 to 1,899.....	5	2	8	4
1,700 to 1,799.....	4	1	4	1
1,600 to 1,699.....	5	1	4	
1,500 to 1,599.....	16	2	1	2
1,400 to 1,499.....	9	1	3	2
1,300 to 1,399.....	8	1	2	
1,200 to 1,299.....	16	1	3	
1,100 to 1,199.....	12	1	1	1
1,000 to 1,099.....	7		1	
Below \$1,000.....	6			
Total.....	92	31	38	88
Median.....	\$1,363	\$2,069	\$1,800	\$2,400

Read table as follows: 1 city 5,000 to 10,000 in population reported a minimum salary of between \$2,500 and \$2,599 for teaching elementary school principals, 1 city reported a minimum salary of between \$2,100 and \$2,199, etc. The median minimum paid teaching elementary school principals reported by 92 cities of this size is \$1,363. 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 114. See blank form used in collecting data, reproduced on page 169, as to what principals are included in each class.

Table 38 presents similar data as to maximum salaries. One city reports a maximum of supervising elementary school principals of between \$1200 and \$1299, while three report a maximum of \$4000 or more; the median maximum being \$3025.

In many cities the minimum and maximum of principals vary with the size of the school. 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 schools. 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 \$2235. The median for this group of principals varies in different states from \$1288 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 136 nurses by the 342 cities in this population group responding. This indicates that many cities of this size are without the services of a

TABLE 38.—MAXIMUM SALARIES PAID PRINCIPALS IN CITIES 5,000 TO 10,000 IN POPULATION IN 1928-1929

Amount of maximum 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
\$4,000 and over...	1	3	4	17
3,900 to 3,999.....				
3,800 to 3,899.....		1		2
3,700 to 3,799.....				1
3,600 to 3,699.....		3	1	2
3,500 to 3,599.....	1	5	2	8
3,400 to 3,499.....		1		2
3,300 to 3,399.....		1		1
3,200 to 3,299.....	1			2
3,100 to 3,199.....				1
3,000 to 3,099.....	2	2	2	17
2,900 to 2,999.....				
2,800 to 2,899.....	2	3	1	5
2,700 to 2,799.....			1	4
2,600 to 2,699.....	1	1		3
2,500 to 2,599.....	1	1	5	14
2,400 to 2,499.....	3	1	5	4
2,300 to 2,399.....	1		2	1
2,200 to 2,299.....	3	1	2	1
2,100 to 2,199.....	3	1	1	
2,000 to 2,099.....	11	3	3	
1,900 to 1,999.....	5		2	1
1,800 to 1,899.....	12	2	2	
1,700 to 1,799.....	4			
1,600 to 1,699.....	9		5	
1,500 to 1,599.....	10		2	
1,400 to 1,499.....	3	1	1	
1,300 to 1,399.....	8			
1,200 to 1,299.....	3	1		
Below \$1,200.....	2			
Total.....	86	31	41	86
Median.....	\$1,833	\$3,025	\$2,410	\$3,059

Read table as follows: 1 city 5,000 to 10,000 in population reported a maximum salary of \$4,000 and over for teaching elementary school principals, 1 city reported a maximum salary of between \$3,500 and \$3,599, etc. The median maximum paid teaching elementary school principals reported by 86 cities of this size is \$1,833. 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 114. See blank form used in collecting data, reproduced on page 169, as to what principals are included in each class.

TABLE 39.—MEDIAN SALARIES PAID PRINCIPALS IN CITIES 5,000 TO 10,000 IN POPULATION IN 1928-1929

States	Elementary school principals		Junior high school principals	High school principals
	Teaching	Super- vising		
1	2	3	4	5
United States....	\$1,600	\$2,235	\$2,158	\$2,950
Arizona.....	1,836	2,000		
California.....	2,090	2,200		4,233
Colorado.....	1,850	2,250		
Connecticut.....	1,800	2,200		3,217
Georgia.....	1,200			
Idaho.....	1,533			2,675
Illinois.....	1,371	2,900	1,567	2,750
Indiana.....	1,750			2,750
Iowa.....	1,413		1,750	2,525
Kansas.....	1,619			
Kentucky.....	1,325			2,525
Maine.....	1,200			3,100
Massachusetts.....	1,619	2,050	2,067	3,100
Michigan.....	1,600	1,825	2,100	3,050
Minnesota.....	1,379	1,950	1,750	2,500
Missouri.....	1,250	3,150		3,100
Montana.....	1,930			
Nebraska.....	1,433			
New Hampshire.....	1,329			3,050
New Jersey.....	1,800	2,763	3,150	3,450
New York.....	1,900	2,583	2,150	3,100
North Dakota.....	1,558			
Ohio.....	1,472		2,050	2,580
Oklahoma.....		1,288		
Oregon.....	1,625			2,725
Pennsylvania.....	1,640	1,975	2,200	2,767
Rhode Island.....	1,683			
South Carolina.....	1,250			
South Dakota.....	1,642			
Texas.....	1,330			2,200
Utah.....	1,550			
Vermont.....	1,438			3,250
Washington.....	1,683			
West Virginia.....	1,550			2,525
Wisconsin.....	1,536			3,067
Wyoming.....	1,938			

Read table as follows: \$1,600 is the median salary paid teaching elementary school principals in the United States in cities with a population of 5,000 to 10,000; \$2,235 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 114, are based upon distributions of salaries reported paid the various classes of principals indicated. See blank form used in collecting data, reproduced on page 169, for further information as to what principals are included in each class.

school nurse. Salaries of this group range from less than \$600 to \$2400 to \$2499; the median for the group being \$1591.

The median salaries for the other groups follow:

Clerks in principals' offices.....	\$870
Clerks in administrative offices.....	1064
School janitors.....	1253
Attendance officers.....	Below 600

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

Gainfully occupied persons in the United States receive an average income of approximately \$2000. 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 80 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 regular 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 63 percent of the average income of gainfully occupied persons.

Table 36 lists a total of 658 school principals of the following types: supervising elementary, junior high and senior high. Table 40 lists but 169 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 a professionally trained

TABLE 40.—DISTRIBUTION OF SALARIES PAID OTHER SCHOOL EMPLOYEES IN 342 CITIES 5,000 TO 10,000 IN POPULATION IN 1928-1929

Salaries paid	School nurses ¹	Clerks in principals' offices	Clerks in administrative and supervisory offices	School janitors ²	Attendance officers ³
1	2	3	4	5	6
\$3,100 and over.....				1	
3,000 to \$3,099.....					
2,900 to 2,999.....				1	
2,800 to 2,899.....				4	
2,700 to 2,799.....				2	
2,600 to 2,699.....				6	1
2,500 to 2,599.....			1	8	
2,400 to 2,499.....	2			5	
2,300 to 2,399.....	2			6	1
2,200 to 2,299.....	3	1		16	1
2,100 to 2,199.....	6			22	1
2,000 to 2,099.....	4	3		39	
1,900 to 1,999.....	8		2	127	1
1,800 to 1,899.....	15	2	2	46	1
1,700 to 1,799.....	11	1		99	2
1,600 to 1,699.....	15	1	8	179	4
1,500 to 1,599.....	22	1	9	107	3
1,400 to 1,499.....	9	5	3	172	2
1,300 to 1,399.....	7	6	9	275	4
1,200 to 1,299.....	8	11	12	93	3
1,100 to 1,199.....	5	13	5	139	3
1,000 to 1,099.....	3	16	11	87	3
900 to 999.....	3	20	12	100	4
800 to 899.....	1	15	8	64	10
700 to 799.....	1	24	12	207	49
600 to 699.....	3	17	6		
Below \$600.....	8	33	10		
Total.....	136	169	110	1,939	97
Median.....	\$1,591	\$870	\$1,064	\$1,253	Below \$600

Read table as follows: Out of a total of 136 school nurses in cities 5,000 to 10,000 in population for which data were reported, 2 receive salaries of between \$2,400 and \$2,499, 2 receive salaries of between \$2,300 and \$2,399, etc. The median salary paid this group of school employees in cities 5,000 to 10,000 in population is \$1,591. Similarly read figures for other columns.

The medians given in this table are figured according to the method described in the statement on page 114. See blank form used in collecting data, reproduced on page 168, for further information as to what employees are included in each class.

¹ The salaries paid head nurses are not included in the distributions given in column 2. Data as to salaries being paid head nurses are given in the table on page 159.

² The salaries paid head janitors are not included in the distributions given in column 5. Data as to salaries being paid head janitors are given in the table on page 159.

³ The salaries paid chief attendance officers are 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 159.

officer in charge of their schools and then providing him with such inadequate clerical assistance that a large part of his time must neces-

sarily be taken up with clerical duties of a nature which could be performed as effectively by a person paid a much lower salary.

TABLE 41.—MEDIAN SALARIES PAID OTHER SCHOOL EMPLOYEES IN CITIES 5,000 TO 10,000 IN POPULATION IN 1928-1929

States	School nurses ¹	Clerks in principals' offices	Clerks in administrative and supervisory offices	School janitors ²	Attendance officers ³
1	2	3	4	5	6
United States	\$1,591	\$870	\$1,064	\$1,253	Below \$600
Arizona				1,183	
California	1,800	1,067	1,125	1,363	
Colorado			1,325	1,350	
Connecticut	1,825	1,000		1,491	
Georgia				Below \$600	
Idaho				975	
Illinois	1,867	900	1,050	1,235	
Indiana				1,070	
Iowa				1,138	
Kansas		650		950	
Kentucky				770	
Maine				871	
Massachusetts	1,517	850	900	1,256	Below \$600
Michigan	1,875	833	1,217	1,243	675
Minnesota				1,650	
Mississippi				Below \$600	
Missouri				1,211	
Montana				1,567	
Nebraska				960	
New Hampshire				933	
New Jersey	1,550	1,167	1,083	1,514	1,050
New Mexico				750	
New York	1,700	975		1,500	Below \$600
North Carolina		Below \$600		1,020	
North Dakota				1,275	
Ohio				1,208	
Oklahoma				925	
Oregon				1,333	Below \$600
Pennsylvania	1,267	758	1,150	1,283	Below \$600
Rhode Island				1,150	
South Carolina				Below \$600	
South Dakota				1,350	
Tennessee				1,050	
Texas				736	
Utah				1,150	
Vermont				1,300	
Virginia				Below \$600	
Washington				1,258	
West Virginia				600	
Wisconsin		683	1,100	1,228	
Wyoming				1,600	

Read table as follows: \$1,591 is the median salary paid school nurses in the United States in cities with a population of 5,000 to 10,000; \$870 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 114, are based upon distributions of salaries reported paid the various classes of employees indicated. See blank form used in collecting data, reproduced on page 168, for further information as to what employees are included in each class.

¹ The salaries paid head nurses were not included in the distributions from which the medians given in column 2 were figured. Data as to salaries being paid head nurses are given in the table on page 159.

² The salaries paid head janitors were not included in the distributions from which the medians given in column 5 were figured. Data as to salaries being paid head janitors are given in the table on page 159.

³ 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 159.

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

Teachers' salaries. Table 42 presents complete distributions of the salaries paid during 1928-29 to four classes of teachers in cities from 2,500 to 5,000 in population. The inquiry blank, reproduced on pages 168 and 169, gives full information as to the class of teachers included in each column. The total number 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 114.

Table 43 gives the minimum salaries of the three groups of teachers as scheduled in cities from 2,500 to 5,000 in population. For example, the minimum for elementary school

TABLE 42.—DISTRIBUTION OF SALARIES PAID TEACHERS IN 514 CITIES 2,500 TO 5,000 IN POPULATION IN 1928-1929

Salaries paid	Elementary teachers ¹	Junior high school teachers ²	High school teachers ³	Teachers of part-time schools
1	2	3	4	5
\$3,100 and over.....	16	10	38	.....
3,000 to \$3,099.....	5	2	21	.....
2,900 to 2,999.....	3	1	14	.....
2,800 to 2,899.....	4	6	21	1
2,700 to 2,799.....	3	5	48	.....
2,600 to 2,699.....	6	3	41	.....
2,500 to 2,599.....	19	6	67	.....
2,400 to 2,499.....	23	15	86	.....
2,300 to 2,399.....	24	13	83	.....
2,200 to 2,299.....	48	29	130	.....
2,100 to 2,199.....	59	29	148	1
2,000 to 2,099.....	129	50	239	1
1,900 to 1,999.....	163	47	247	1
1,800 to 1,899.....	273	84	433	.....
1,700 to 1,799.....	351	78	358	.....
1,600 to 1,699.....	484	122	472	.....
1,500 to 1,599.....	613	159	625	1
1,400 to 1,499.....	850	182	625	.....
1,300 to 1,399.....	1,037	248	673	.....
1,200 to 1,299.....	1,370	199	398	2
1,100 to 1,199.....	1,355	181	205	2
1,000 to 1,099.....	1,444	128	97	3
900 to 999.....	1,253	57	18	1
800 to 899.....	551	14	.....	1
700 to 799.....	378	14	4	.....
600 to 699.....	143	1	2	3
Below \$600.....	39	2	3	8
Total.....	10,643	1,685	5,096	25
Median.....	\$1,212	\$1,399	\$1,584	\$950

Read table as follows: Out of a total of 10,643 elementary teachers in cities 2,500 to 5,000 in population for which data were reported, 16 receive salaries of \$3,100 or over, 5 receive salaries between \$3,000 and \$3,099, etc. The median salary paid this group of teachers in cities 2,500 to 5,000 in population is \$1,212. Similarly read figures for other columns.

The medians given in this table are figured according to the method described in the statement on page 114. See blank form used in collecting data reproduced on page 168, for further information as to what teachers are included in each class.

¹ See footnote 1 at bottom of Table 25, page 130.

² See footnote 2 at bottom of Table 25, page 130.

³ See footnote 3 at bottom of Table 25, page 130.

TABLE 43.—MINIMUM SALARIES PAID TEACHERS IN CITIES 2,500 TO 5,000 IN POPULATION IN 1928-1929

Amount of minimum salary	Elementary teachers	Junior high school teachers	High school teachers
1	2	3	4
\$1,800 to \$1,899.....	1	1	8
1,700 to 1,799.....	.....	1	.....
1,600 to 1,699.....	1	2	6
1,500 to 1,599.....	2	5	19
1,400 to 1,499.....	5	14	34
1,300 to 1,399.....	15	24	59
1,200 to 1,299.....	36	24	76
1,100 to 1,199.....	31	27	32
1,000 to 1,099.....	94	34	20
900 to 999.....	88	12	9
800 to 899.....	28	3	2
700 to 799.....	16	5	1
600 to 699.....	7	.....	.....
Total.....	324	152	266
Median.....	\$1,024	\$1,181	\$1,291

Read the table as follows: 1 city 2,500 to 5,000 in population reported a minimum salary of between \$1,800 and \$1,899, for elementary teachers, 1 city reported minimum of between \$1,600 and \$1,699, etc. The median minimum for elementary teachers reported by 324 cities of this size is \$1,024. 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 114. See blank form used in collecting data, reproduced on page 168, for further information as to what teachers are included in each class.

TABLE 44.—MAXIMUM SALARIES PAID TEACHERS IN CITIES 2,500 TO 5,000 IN POPULATION IN 1928-1929

Amount of maximum salary	Elementary teachers	Junior high school teachers	High school teachers
1	2	3	4
\$3,000 and over.....	3	6	12
2,900 to \$2,999.....	.....	.....	2
2,800 to 2,899.....	.....	1	8
2,700 to 2,799.....	4	1	4
2,600 to 2,699.....	5	3	7
2,500 to 2,599.....	6	5	16
2,400 to 2,499.....	5	4	14
2,300 to 2,399.....	3	2	8
2,200 to 2,299.....	8	6	17
2,100 to 2,199.....	3	6	13
2,000 to 2,099.....	12	11	20
1,900 to 1,999.....	3	5	11
1,800 to 1,899.....	19	15	26
1,700 to 1,799.....	15	11	27
1,600 to 1,699.....	26	9	17
1,500 to 1,599.....	24	16	18
1,400 to 1,499.....	31	8	10
1,300 to 1,399.....	39	10	9
1,200 to 1,299.....	32	14	4
1,100 to 1,199.....	22	8	.....
1,000 to 1,099.....	27	3	.....
900 to 999.....	10	1	.....
Below \$900.....	4	1	.....
Total.....	301	146	243
Median.....	\$1,453	\$1,727	\$1,995

Read Table 44 same as Table 43.

teachers, according to column 2, is between \$600 and \$699 in seven cities and is between \$1800 and \$1899 in one city; the median minimum being \$1024.

Table 44 presents similar data as to maximum salaries. Four cities from 2,500 to 5,000 in population reports a maximum salary for elementary school teachers of below \$900, while three report a maximum in the group \$3000 and over, the median maximum being \$1453.

Table 45 indicates, by states, the median salary of the three groups of teachers. The distributions of salaries in individual states from which the median of Table 45 were calculated are given in the sets of salary tabulations referred to on page 170. It was not possible to include these distributions in a bulletin of this length.

The median salaries paid elementary teachers in cities of this size is \$1212, according to

the table. The median for elementary teachers varies in different states all the way from \$783 to \$1652. Similarly read the national and state medians 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 gainfully occupied persons in the United States is approximately \$2000.

Principals' salaries. Table 46 presents a distribution of the salaries paid during 1928-29 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 168 and 169 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 114.

None of the tabulations of Tables 46 to 49 include salaries for the chief administrative

TABLE 45.—MEDIAN SALARIES PAID TEACHERS IN CITIES 2,500 TO 5,000 IN POPULATION IN 1928-1929

States	Elementary teachers ¹	Junior high school teachers ²	High school teachers ³	States	Elementary teachers ¹	Junior high school teachers ²	High school teachers ³
1	2	3	4	5	6	7	8
United States.....	\$1,212	\$1,399	\$1,584	Nebraska.....	1,113	1,267	1,536
Alabama.....	837	1,042	1,080	Nevada.....	1,459	1,563	1,933
Arizona.....	1,479	1,550	1,869	New Hampshire.....	1,088	1,150	1,350
Arkansas.....	937	1,213	1,200	New Jersey.....	1,469	1,800	1,872
California.....	1,652	2,017	2,423	New Mexico.....	1,315	1,510	1,650
Colorado.....	1,231	1,493	1,636	New York.....	1,613	1,832	1,870
Connecticut.....	1,315	1,417	1,805	North Carolina.....	1,090	1,310	1,238
Florida.....	812	971	1,433	North Dakota.....	1,260	.....	1,575
Georgia.....	800	1,121	1,230	Ohio.....	1,293	1,656	1,702
Idaho.....	1,083	1,033	1,400	Oklahoma.....	950	1,076	1,332
Illinois.....	1,229	1,365	1,707	Oregon.....	1,206	1,279	1,348
Indiana.....	1,180	1,359	1,564	Pennsylvania.....	1,164	1,456	1,620
Iowa.....	1,082	1,196	1,421	Rhode Island.....	1,260	1,550	1,700
Kansas.....	1,038	1,297	1,568	South Carolina.....	1,047	.....	1,129
Kentucky.....	956	1,033	1,317	South Dakota.....	1,178	1,421	1,636
Louisiana.....	898	.....	1,273	Tennessee.....	838	850	1,221
Maine.....	868	.....	1,363	Texas.....	923	1,107	1,253
Maryland.....	1,214	.....	1,373	Utah.....	900	1,400	1,438
Massachusetts.....	1,225	1,450	1,557	Vermont.....	783	.....	1,413
Michigan.....	1,369	1,468	1,780	Virginia.....	954	1,050	1,200
Minnesota.....	1,150	1,266	1,468	Washington.....	1,267	1,365	1,578
Mississippi.....	1,045	1,183	1,360	West Virginia.....	911	1,375	1,508
Missouri.....	942	1,029	1,348	Wisconsin.....	1,242	1,843	1,609
Montana.....	1,446	.....	1,750	Wyoming.....	1,365	1,563	1,750

Read table as follows: \$1,212 is the median salary paid elementary teachers in the United States in cities with a population of 2,500 to 5,000; \$1,399 is the median salary paid junior high school 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 114, are based upon distributions of salaries reported paid the various classes of teachers indicated. See blank form used in collecting data, reproduced on page 169, for further information as to what teachers are included in each class.

¹ See footnote 1 at bottom of Table 25, page 130.

² See footnote 2 at bottom of Table 25, page 130.

³ See footnote 3 at bottom of Table 25, page 130.

officers of school systems of this size no matter what their title may be. Salaries given in these tables are for principals working under administrative officers such as superintendents of schools. 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, according to column 3, is below \$1200 in one city, and is between \$3000 and \$3099 in one city; the median minimum being \$1840.

Table 48 presents similar data as to maximum salaries. One city reports a maximum

salary for supervising elementary school principals of between \$1200 and \$1299, while one reports maximum of \$4000 and \$4199; the median maximum being \$2950.

Table 49 indicates, by states, the median salaries paid principals. The median salary of supervising elementary school principals in cities of this size is \$2360. Comparatively few states reported a sufficient number of principals in this class to justify the inclusion of a state median in Table 49.

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 131 nurses. Their salaries range from less than \$600 to \$2900 to \$2999; the median for the group being \$1520. 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.....	\$988
Clerks in administrative offices....	919
School janitor	1205
Attendance officers	Below 600

Gainfully occupied persons in the United States receive an average income of approximately \$2000. 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 in 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 76 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 a 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.

TABLE 46.—DISTRIBUTION OF SALARIES PAID PRINCIPALS IN 514 CITIES 2,500 TO 5,000 IN POPULATION IN 1928-1929

Salaries paid	Elementary school principals		Junior high school principals	High school principals
	Teaching	Supervising		
1	2	3	4	5
\$5,000 and over.....				2
4,800 to \$4,999.....		1		1
4,600 to 4,799.....				2
4,400 to 4,599.....				1
4,200 to 4,399.....				1
4,000 to 4,199.....			1	5
3,800 to 3,999.....		3		3
3,600 to 3,799.....		2	1	8
3,400 to 3,599.....		2		11
3,200 to 3,399.....	1	2		16
3,100 to 3,199.....	2	1	1	2
3,000 to 3,099.....	1	9		34
2,900 to 2,999.....	1	2		7
2,800 to 2,899.....	1	5	3	21
2,700 to 2,799.....	2	8	1	12
2,600 to 2,699.....	2	3		17
2,500 to 2,599.....	4	12	6	42
2,400 to 2,499.....	14	12	5	37
2,300 to 2,399.....	11	5	4	16
2,200 to 2,299.....	17	7	8	33
2,100 to 2,199.....	18	6	8	18
2,000 to 2,099.....	30	12	12	36
1,900 to 1,999.....	24	7	5	9
1,800 to 1,899.....	34	7	11	22
1,700 to 1,799.....	53	5	6	7
1,600 to 1,699.....	53	3	9	9
1,500 to 1,599.....	65	2	16	7
1,400 to 1,499.....	75	3	6	1
1,300 to 1,399.....	107	5	9	6
1,200 to 1,299.....	71	4	3	
Below \$1,200.....	131	1	4	1
Total.....	717	130	119	388
Median.....	\$1,466	\$2,360	\$1,859	\$2,478

Read table as follows: Out of a total of 717 teaching elementary school principals in cities 2,500 to 5,000 in population for which data were reported, 1 receives a salary of between \$3,200 and \$3,399, 2 receives a salary of between \$3,100 and \$3,199, etc. The median salary paid this group of principals in cities 2,500 to 5,000 in population is \$1,466. 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 114. See blank form used in collecting data reproduced on page 169, for further information as to what principals are included in each class.

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 637 school principals of the following types: supervising elementary, junior high and senior high. Table 50 lists but 137 clerks in principals' offices. This indicates that very few principals, even in the more important positions in cities of this

TABLE 47.—MINIMUM SALARIES PAID PRINCIPALS IN CITIES 2,500 TO 5,000 IN POPULATION IN 1928-1929

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				1
3,400 to \$3,599				2
3,200 to 3,399				
3,100 to 3,199				
3,000 to 3,099		1		8
2,900 to 2,999				
2,800 to 2,899				2
2,700 to 2,799				1
2,600 to 2,699				4
2,500 to 2,599			1	7
2,400 to 2,499				12
2,300 to 2,399				4
2,200 to 2,299		1	1	13
2,100 to 2,199		1	3	1
2,000 to 2,099	1	2	5	12
1,900 to 1,999		1	1	1
1,800 to 1,899	6	5	5	16
1,700 to 1,799	8	1		4
1,600 to 1,699	6	1	2	2
1,500 to 1,599	8	2	4	4
1,400 to 1,499	5			
1,300 to 1,399	17	2	2	2
1,200 to 1,299	18			
Below \$1,200	23	1	3	1
Total	92	18	27	97
Median	\$1,329	\$1,840	\$1,850	\$2,242

Read table as follows: 1 city 2,500 to 5,000 in population reported a minimum salary of between \$2,000 and \$2,099, for teaching elementary school principals, 6 cities reported a minimum of between \$1,800 and \$1,899. The median minimum for teaching elementary school principals reported by 92 cities of this size is \$1,329. 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 114. See blank form used in collecting data, reproduced on page 169, as to what principals are included in each class.

population, are provided with any clerical assistance. Evidently many of these smaller cities 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 be taken up with clerical duties of a nature which could be performed as effectively by a person paid a much lower salary.

TABLE 48.—MAXIMUM SALARIES PAID PRINCIPALS IN CITIES 2,500 TO 5,000 IN POPULATION IN 1928-1929

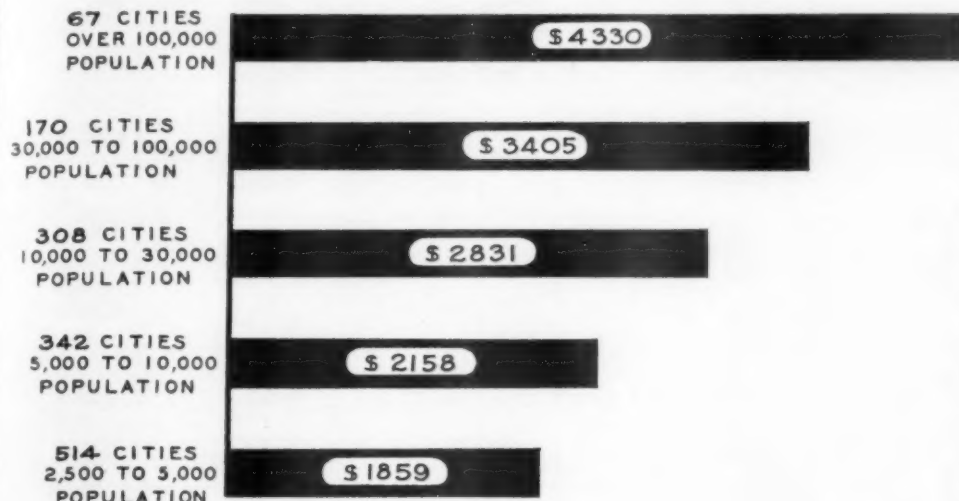
Amount of maximum salary	Number of cities reporting maximum indicated for			
	Elementary school principals		Junior high school principals	High school principals
	Teaching	Super- vising		
1	2	3	4	5
\$4,400 and over				2
4,200 to \$4,399				
4,000 to 4,199	1	1		5
3,800 to 3,999				
3,600 to 3,799			1	
3,400 to 3,599			1	3
3,200 to 3,399	1			1
3,100 to 3,199	2			1
3,000 to 3,099		2	1	17
2,900 to 2,999	1	1		2
2,800 to 2,899				7
2,700 to 2,799	1			5
2,600 to 2,699			1	3
2,500 to 2,599			2	15
2,400 to 2,499	3	1	1	5
2,300 to 2,399	2			2
2,200 to 2,299	5		3	9
2,100 to 2,199	5		3	4
2,000 to 2,099	8	1	4	4
1,900 to 1,999	5		1	1
1,800 to 1,899	6	1	2	1
1,700 to 1,799	4			1
1,600 to 1,699	5			
1,500 to 1,599	7			1
1,400 to 1,499	6	1		
1,300 to 1,399	9		2	
1,200 to 1,299	5	1		
Below \$1,200	6			
Total	82	13	22	89
Median	\$1,775	\$2,950	\$2,167	\$2,650

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 \$3,200 and \$3,399. The median maximum for teaching elementary school principals reported by 82 cities of this size is \$1,775. 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 114. See blank form used in collecting data, reproduced on page 169, as to what principals are included in each class.

CHART V

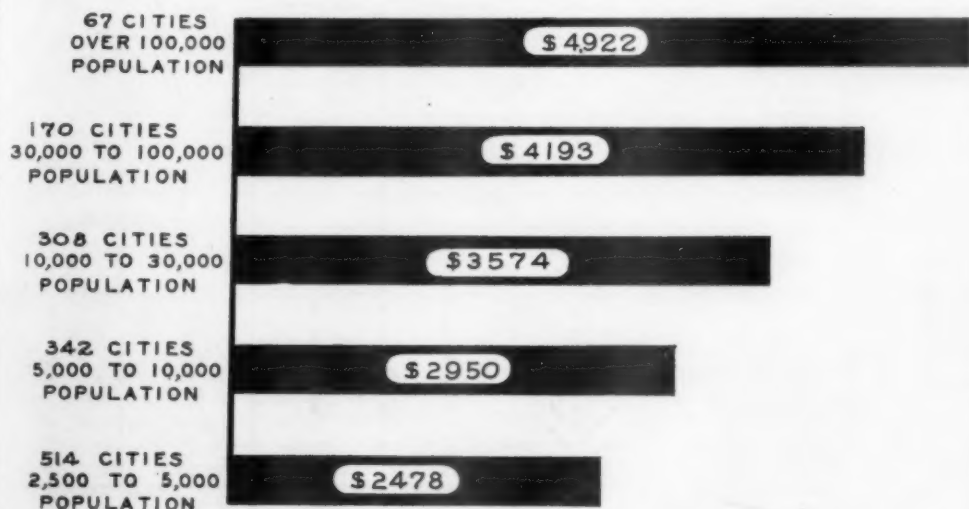
MEDIAN SALARIES PAID JUNIOR HIGH SCHOOL PRINCIPALS IN CITIES, 1928-29



Research Division
National Education Association

CHART VI

MEDIAN SALARIES PAID SENIOR HIGH SCHOOL PRINCIPALS IN CITIES, 1928-29



Research Division
National Education Association

TABLE 49.—MEDIAN SALARIES PAID PRINCIPALS IN CITIES 2,500 TO 5,000 IN POPULATION IN 1928-1929

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.....	\$1,466	\$2,360	\$1,859	\$2,478	Nebraska.....	1,400			
Arizona.....	1,900				New Hampshire.....	Below			
California.....	2,100	2,525				1,200			
Colorado.....	1,550		2,350	2,725	New Jersey.....	2,088	2,567		2,850
Connecticut.....	1,850			2,850	New Mexico.....	1,575			
Florida.....	Below				New York.....	1,786	2,850		3,333
	1,200				North Carolina.....	1,650			2,600
Illinois.....	1,530		2,075	2,750	Ohio.....	1,817	2,200	1,867	2,625
Indiana.....	1,350		1,575	2,500	Oklahoma.....	1,317		1,650	2,100
Iowa.....	1,273		1,550	2,183	Oregon.....	1,563		1,850	2,275
Kansas.....	1,321		1,925	2,425	Pennsylvania.....	1,500	2,525		2,275
Kentucky.....	1,350			2,05	Rhode Island.....	1,567			
					South Dakota.....	1,463			
Louisiana.....	Below			2,533	Tennessee.....	Below			
Maine.....	1,200			2,325		1,200			
Maryland.....	1,471			2,075	Texas.....	1,338			2,000
Massachusetts.....	1,600			2,700	Utah.....	1,450			
Michigan.....	1,467	2,417	1,950	2,933	Washington.....	1,475			2,550
Minnesota.....	1,375	1,925	1,563	2,433	West Virginia.....	Below		2,225	
Missouri.....	Below			2,000		1,200			
	1,200				Wisconsin.....	1,517			2,700

Read table as follows: \$1,466 is the median salary paid teaching elementary school principals in the United States in cities with a population of 2,500 to 5,000; \$2,360 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 114, are based upon distributions of salaries reported paid the various classes of principals indicated. See blank form used in collecting data, reproduced on page 169, for further information as to what principals are included in each class.

TABLE 50.—DISTRIBUTION OF SALARIES PAID OTHER SCHOOL EMPLOYEES IN 514 CITIES 2,500 TO 5,000 IN POPULATION IN 1928-1929

Salaries paid	School nurses ¹	Clerks in principals' offices	Clerks in administrative and supervisory offices	School janitors ²	Attendance officers ³
1	2	3	4	5	6
\$3,000 to \$3,099.....				3	
2,900 to 2,999.....	1				
2,800 to 2,799.....					
2,700 to 2,699.....					
2,600 to 2,599.....	1				
2,500 to 2,499.....				5	
2,400 to 2,399.....	1			5	
2,300 to 2,299.....				1	
2,200 to 2,199.....		1		6	
2,100 to 2,099.....	2			17	
2,000 to 1,999.....	1			13	
1,900 to 1,899.....	2		1	26	1
1,800 to 1,799.....	20	6	4	60	2
1,700 to 1,699.....	10	4		30	
1,600 to 1,599.....	8	16	1	101	
1,500 to 1,499.....	23	4	7	147	2
1,400 to 1,399.....	10	4	3	64	1
1,300 to 1,299.....	14	6	3	96	
1,200 to 1,199.....	6	11	5	208	1
1,100 to 1,099.....	2	3	5	50	1
1,000 to 999.....	7	11	6	103	
900 to 899.....	6	12	8	127	2
800 to 799.....	2	14	3	79	1
700 to 699.....		7	7	69	4
600 to 599.....	2	20	10	64	6
Below \$600.....	12	17	20	269	79
Total.....	131	137	83	1,543	100
Median.....	\$1,520	\$988	\$919	\$1,205	Below \$600

Read Table 50 same as Table 51. Also see Table 51 for footnotes.

TABLE 51.—MEDIAN SALARIES PAID OTHER SCHOOL EMPLOYEES IN CITIES 2,500 TO 5,000 IN POPULATION IN 1928-1929

States	School nurses ¹	Clerks in principals' offices	Clerks in administrative and supervisory offices	School janitors ²	Attendance officers ³
1	2	3	4	5	6
United States.....	\$1,520	\$988	\$919	\$1,205	Below \$600
Alabama.....				Below \$600	
Arizona.....				1,100	
Arkansas.....				Below \$600	
California.....	1,817	950		1,548	
Colorado.....				1,203	Below \$600
Connecticut.....				1,525	
Florida.....				Below \$600	
Idaho.....				950	
Illinois.....	1,475		750	1,511	Below \$600
Indiana.....				950	
Iowa.....				1,013	
Kansas.....	1,550	625		970	
Kentucky.....				Below \$600	
Maine.....				788	
Massachusetts.....	900			1,067	Below \$600
Michigan.....	1,700	750		1,260	750
Minnesota.....	1,450	1,642	1,513	1,350	
Missouri.....				690	
Nebraska.....				700	
New Hampshire.....				1,050	
New Jersey.....	1,750	1,225		1,392	Below \$600
New Mexico.....				1,250	
New York.....	1,740	1,250	1,350	1,520	Below \$600
North Carolina.....				700	
Ohio.....		775	933	1,227	Below \$600
Oklahoma.....				700	
Oregon.....				995	
Pennsylvania.....	1,343	833	825	1,262	Below \$600
Rhode Island.....				900	
South Carolina.....				Below \$600	
South Dakota.....				1,300	
Tennessee.....				600	
Texas.....				617	
Utah.....				675	
Washington.....				1,383	
West Virginia.....				Below \$600	
Wisconsin.....	1,675	900	700	1,180	

Read table as follows: \$1,520 is the median salary paid school nurses in the United States in cities with a population of 2,500 to 5,000; \$988 is the median salary paid clerks in principals' offices in the United States in cities of this size. 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 114, 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 168, for further information as to what employees are included in each class.

¹ The salaries paid head nurses were not included in the distribution from which the medians given in column 2 were figured. Data as to salaries being paid head nurses are given in Table 60, page 162.

² The salaries paid head janitors were not included in the distribution from which the medians given in column 5 were figured. Data as to salaries being paid head janitors are given in Table 60, page 162.

³ The 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 60, page 162.

A SAFEGUARD DEEMED wise for boards of education to adopt is that of establishing salaries sufficiently high that those who are chosen for educational positions may live at such an economic and social level that they will be self-supporting and unharassed in meeting the necessary costs of comfortable and decent living. If a board of education could secure a sufficient number of teachers who meet its minimum professional qualifications, who were willing to live in cheerless hall bedrooms, wear shabby clothing and subsist on cheapest food, it certainly would be the poorest sort of economy even in the strictly financial sense. Such teachers could not bring their teaching up to the level of whole-souled devotion and enthusiasm which are too valuable to express in dollars and cents.—McGaughy and others. *Final Report of Citizens' Committee on Teachers' Salaries in New York City*, page 126.

II. Salaries Paid School Administrative and Supervising Officers, 1928-29

The tables of this section present data as to the salaries paid full time administrative and supervisory officers connected with the central offices of 1401 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 166.

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 170.

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 sets of salary tabulations for adminis-

trative and supervisory officers described on page 170 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 page 166), and in other cases as a Director of

CHART VII

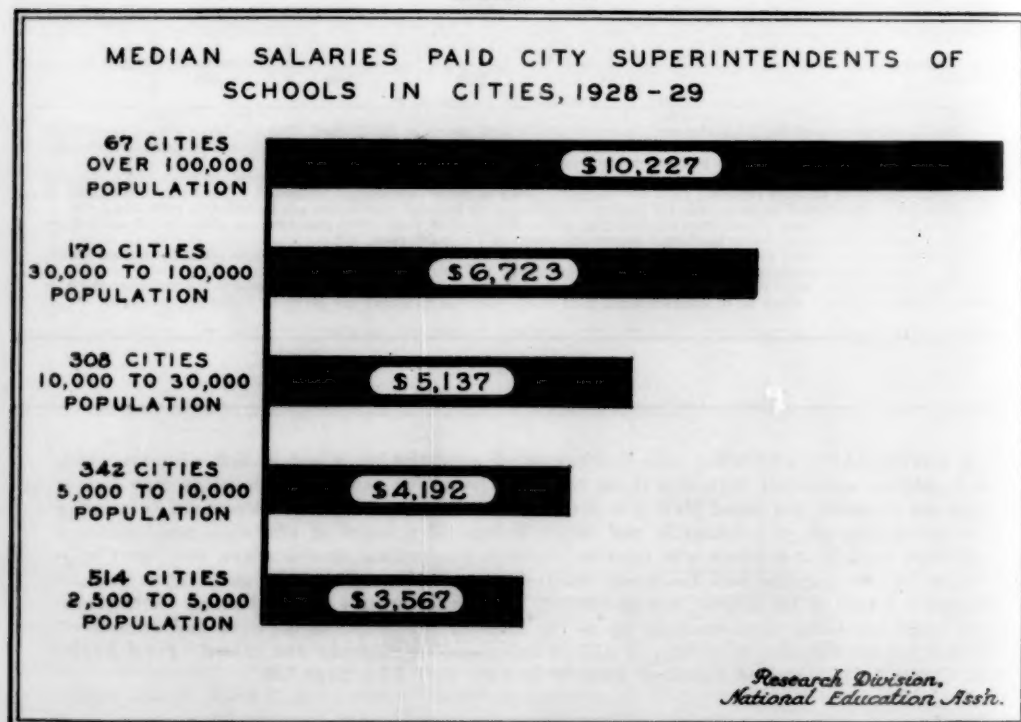


TABLE 52.—DISTRIBUTION OF SALARIES PAID ADMINISTRATIVE AND ASSISTANT ADMINISTRATIVE OFFICERS IN 67 CITIES OVER 100,000 IN POPULATION IN 1928-1929

Salaries paid	Superintendent of schools	Assistant or associate superintendents		Secretary to board		Business manager		Buildings and grounds		Secretary to superintendent		Attendance		Head nurses ⁵	Janitors ⁶	Research, tests, and measurements		Miscellaneous administrative officers ⁷	
		First assistant superintendents ¹	Other assistant superintendents ²	Secretary ³	Assistant secretary ⁴	Manager ⁵	Assistant manager ⁶	Superintendent of buildings and grounds ⁷	Assistant superintendent of buildings and grounds ⁸	Secretary to superintendent ⁹	Director ¹⁰	Assistant director ¹¹	Head nurses ⁵	Janitors ⁶	Director ¹²	Assistant director ¹³	Director ¹⁴	Assistant director ¹⁵	Director ¹⁶
1	2	3	4	5	6	7	8	9	10	11	12	13							
\$15,000 and over...	6	...	...	...	...	...	...	1	...	...	1	...	...	...	...	...	...	...	...
12,000 to 14,999...	8	1	7	2	...	...	...	1	...	...	1	2	...	...	...	...	...	...	...
10,000 to \$11,999...	22	3	36	1	...	2	...	1	...	...	...	...	...	...	...	...	...	...	...
9,000 to 9,999...	3	1	...	1	...	...	...	1	...	...	...	...	...	...	...	...	...	...	...
8,000 to 8,999...	6	4	10	2	...	1	...	1	...	...	...	...	...	...	...	...	...	...	...
7,500 to 7,999...	10	3	5	2	...	...	...	1	...	...	...	...	...	...	...	...	...	...	...
7,000 to 7,499...	5	3	10	...	...	2	...	...	...	...	...	...	...	...	...	...	...	...	...
6,500 to 6,999...	3	3	17	1	...	2	...	...	...	...	1	...	...	...	...	...	...	...	...
6,000 to 6,499...	1	6	17	2	...	5	...	3	...	...	2	...	...	...	...	...	...	...	...
5,500 to 5,999...	...	7	18	3	...	...	...	2	...	...	1	...	...	...	...	...	...	...	...
5,000 to 5,499...	2	13	20	9	...	9	...	6	...	...	5	...	...	...	...	...	...	...	...
4,800 to 4,999...	...	5	8	...	...	2	...	3	...	...	1	...	...	...	...	...	...	...	...
4,600 to 4,799...	...	3	4	1	...	...	...	5	...	...	...	...	...	...	...	...	...	...	...
4,400 to 4,599...	1	2	19	2	...	1	...	2	...	...	4	...	...	...	...	...	...	...	...
4,200 to 4,399...	...	...	3	3	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...
4,000 to 4,199...	...	1	3	6	...	1	...	1	...	...	...	...	...	...	...	...	...	...	...
3,800 to 3,999...	...	1	3	...	...	...	...	3	...	...	...	...	...	...	...	...	...	...	...
3,600 to 3,799...	...	1	3	1	...	...	...	3	...	...	...	...	...	...	...	...	...	...	...
3,400 to 3,599...	...	1	1	4	...	2	...	2	...	...	...	...	...	...	...	...	...	...	...
3,200 to 3,399...	...	...	...	...	...	1	...	2	...	...	...	...	...	...	...	...	...	...	...
3,000 to 3,199...	...	...	1	3	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...
2,800 to 2,999...	...	...	1	...	...	1	...	8	...	...	...	...	...	...	...	...	...	...	...
2,600 to 2,799...	...	...	...	1	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...
2,400 to 2,599...	...	...	...	1	...	...	...	1	...	...	...	...	...	...	...	...	...	...	...
2,200 to 2,399...	...	...	...	1	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...
2,000 to 2,199...	...	...	...	1	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...
1,800 to 1,999...	...	...	...	1	...	...	...	1	...	...	...	...	...	...	...	...	...	...	...
1,600 to 1,799...	...	...	...	1	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...
Below \$1,600...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...
Total	67	58	186	50	7	37	9	51	15	62	53	30	27	32	39	72	93	63	...
Median	\$10,227	\$5,643 ¹	\$6,265 ²	\$4,500	\$2,700	\$5,361	\$3,150	\$4,350	\$4,250	\$2,291	\$3,180 ³	\$3,371 ⁴	\$2,043	\$2,933	\$4,100	\$2,867	\$4,100	\$3,682	...

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

¹ See footnote 1 at foot of Table 54.

² Salaries reported paid administrative officers other than those listed in previous columns are given in columns 18 and 19. The salaries paid these assistant secretaries fall in the following salary groups: 1 in \$2,800 to \$2,999; 1 in \$2,600 to \$2,799; 1 in \$2,400 to \$2,599; 2 in \$1,600 to \$1,799; and 2 below \$1,600.

³ Seven assistant secretaries are included in this column. The salaries paid these assistants fall in the salary groups \$1,600 to \$1,799 and \$1,800 to \$1,999.

⁴ Two assistant head janitors are included in this column. The salaries paid these assistants fall in the following salary groups: 3 in \$3,000 to \$3,199; 1 in \$2,200 to \$2,399; and 2 in \$2,000 to \$2,199.

⁵ Six assistant head janitors are included in this column. The salaries paid these assistants fall in the following salary groups: 3 in \$3,000 to \$3,199; 1 in \$2,200 to \$2,399; and 2 in \$2,000 to \$2,199.

⁶ 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 40 assistant or associate superintendents at the following salaries: 8 at \$12,500; 1 at \$11,500; 1 at \$11,000 and 30 at \$10,000 or below. The salaries of these officers, with the exception of one, are included in column 12. The median salary paid first assistant superintendents is \$10,227. The median salary paid first assistant superintendents is \$10,227. The median salary paid first assistant superintendents is \$10,227.

⁷ 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 40 assistant or associate superintendents at the following salaries: 8 at \$12,500; 1 at \$11,500; 1 at \$11,000 and 30 at \$10,000 or below. The salaries of these officers, with the exception of one, are included in column 12. The median salary paid first assistant superintendents is \$10,227. The median salary paid first assistant superintendents is \$10,227. The median salary paid first assistant superintendents is \$10,227.

TABLE 53.—DISTRIBUTION OF SALARIES PAID DIRECTORS, ASSISTANT DIRECTORS, SUPERVISORS, AND ASSISTANT SUPERVISORS IN 67 CITIES OVER 100,000 IN POPULATION, IN 1928-1929

Salaries paid	Kindergarten		Primary grades		Intermediate		Junior high schools		Directors or super- visors of high schools	Continuation schools		Evening schools		Americanization classes		Vocational education	
	Directors or super- visors 1	Assistant directors or super- visors 2	Directors or super- visors 1	Assistant directors or super- visors 2	Directors or super- visors 1	Assistant directors or super- visors 2	Directors or super- visors 1	Assistant directors or super- visors 2		Directors or super- visors 1	Assistant directors or super- visors 2	Directors or super- visors 1	Assistant directors or super- visors 2	Directors or super- visors 1	Assistant directors or super- visors 2	Directors or super- visors 1	Assistant directors or super- visors 2
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18
\$7,000 and over.....	1								1	1	1					1	
6,500 to \$6,999.....							1		1			1				1	
6,000 to 6,499.....							2							1		2	
5,500 to 5,999.....	1				1				1	1	1	2	1			3	
5,000 to 5,499.....	2		3	1	2	1	1		1					1		6	
4,500 to 4,999.....	1	2															2
4,000 to 4,799.....									1			1	1				1
4,000 to 4,599.....	2		1	1	1		1	1	1	3	1	2	1			4	2
4,000 to 4,399.....	3		2	3		1			1	1	1	3	3			2	2
4,000 to 4,199.....	3		1	1	1	2		1	1	1	1	2	2	1		3	6
3,800 to 3,999.....			2	2												3	2
3,600 to 3,799.....			3	1	3			2	1	2	1	1	4	2		4	1
3,400 to 3,599.....	4	3	6	1					1		1			4		1	3
3,200 to 3,399.....	5	4	3	1	3		2	1			1	1	1	2		2	1
3,000 to 3,199.....	5	2	3	2	3		1					1	1	1	1	4	1
2,800 to 2,999.....	5	3	4	2	1												1
2,600 to 2,799.....	5	4	4	4	2			3	1		1					1	1
2,400 to 2,599.....	5	5	3	3	2		1										1
2,200 to 2,399.....	5	5	3	4	1	4	1							3			1
2,000 to 2,199.....	5	6	1	7	1	4						1	1				1
1,800 to 1,999.....	2	1	1	2											1		
1,600 to 1,799.....														1			
1,400 to 1,599.....															1		
1,200 to 1,399.....															3		
1,000 to 1,199.....												3	2		2		
Below \$1,000.....		1												1	3		
Total.....	49	29	31	27	19	12	7	9	8	8	8	24	5	16	11	32	31
Median.....	\$3,300	\$2,700	\$3,375	\$2,529	\$3,367	\$2,500	\$5,250	\$3,100	\$4,900	\$4,467	\$4,000	\$4,200	\$3,325	\$3,050	\$1,233	\$4,450	\$3,725

TABLE 53.—Continued

Salaries paid	Manual training		Home economics		Health		Physical education		Art		Music		Penmanship		Miscellaneous supervisory officers ²	
	Directors or super- visors ¹	Assistant directors or super- visors ¹	Directors or super- visors ¹	Assistant directors or super- visors ¹	Directors or super- visors ¹	Assistant directors or super- visors ¹	Directors or super- visors ¹	Assistant directors or super- visors ¹	Directors or super- visors ¹	Assistant directors or super- visors ¹	Directors or super- visors ¹	Assistant directors or super- visors ¹	Directors or super- visors ¹	Assistant directors or super- visors ¹	Directors or super- visors ¹	Assistant directors or super- visors ¹
19	20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35
\$7,000 and over.....	1	1	1	1	1	1	2	2	1	1	2	2	1	1	7	1
6,500 to \$6,999.....	1	1	1	1	1	1	1	1	1	1	2	2	1	1	3	4
6,000 to 6,499.....	2	1	1	1	1	1	1	5	1	1	2	2	1	1	4	3
5,500 to 5,999.....	4	1	2	1	1	1	5	1	3	1	1	1	1	1	6	3
5,000 to 5,499.....	1	1	1	1	1	1	1	1	1	1	3	1	1	1	13	3
4,800 to 4,999.....	1	1	1	1	1	1	1	1	1	1	2	1	1	1	5	1
4,600 to 4,799.....	1	1	1	1	1	1	1	1	3	1	2	1	1	1	10	1
4,400 to 4,599.....	5	1	3	2	1	3	1	1	3	1	6	1	1	1	10	5
4,200 to 4,399.....	3	1	4	1	1	3	2	1	3	2	4	4	2	1	9	1
4,000 to 4,199.....	3	7	1	1	2	5	7	4	5	4	1	8	1	1	19	8
3,800 to 3,999.....	3	2	1	1	1	1	4	4	5	1	1	5	2	1	10	1
3,600 to 3,799.....	2	3	4	1	3	3	7	11	3	2	7	10	4	1	6	2
3,400 to 3,599.....	5	3	7	4	5	3	9	12	9	6	12	3	4	1	11	3
3,200 to 3,399.....	1	10	2	11	1	1	6	6	4	10	3	21	4	1	16	7
3,000 to 3,199.....	7	1	5	3	1	3	9	8	6	8	3	17	7	1	9	3
2,800 to 2,999.....	4	1	3	1	1	2	3	7	4	3	5	10	2	9	7	9
2,600 to 2,799.....	5	1	5	1	3	4	3	10	1	3	5	10	3	5	5	9
2,400 to 2,599.....	1	4	3	2	1	2	1	10	1	14	2	10	2	4	10	20
2,200 to 2,399.....	1	1	4	1	1	1	1	9	5	11	2	9	3	2	12	19
2,000 to 2,199.....	1	1	1	1	2	1	1	7	2	8	1	9	1	1	10	21
1,800 to 1,999.....	1	2	1	1	1	5	1	7	1	4	1	9	1	1	5	11
1,600 to 1,799.....	1	1	1	1	1	3	1	6	1	2	1	5	1	1	3	11
1,400 to 1,599.....	1	1	1	1	2	6	1	6	1	2	1	5	1	1	2	10
1,200 to 1,399.....	1	1	1	1	1	2	1	6	1	1	1	5	1	1	2	12
1,000 to 1,199.....	1	1	1	1	1	2	1	3	1	1	1	1	1	1	1	2
Below \$1,000.....	1	1	1	1	1	1	1	1	1	1	1	1	1	3	2	8
Total.....	50	34	50	35	33	43	62	119	65	99	66	152	41	31	183	203
Median.....	\$3,700	\$3,360	\$3,300	\$3,300	\$3,633	\$2,475	\$3,657	\$2,836	\$3,478	\$2,564	\$3,583	\$2,780	\$3,125	\$2,744	\$3,617	\$2,385

Read table as follows: Out of 49 kindergarten directors in cities over 100,000 in population for which data were reported, 1 receives a salary of \$7,000 or over, 1 receives a salary of between \$5,500 and \$5,999, etc. The median salary paid kindergarten directors in cities over 100,000 in population is \$3,300. Similarly read figures for other groups of officers. The medians given in this table are figured according to the method described on page 114. The blank form used in collecting these data is reproduced on page 166. 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 acts of salary tabulations referred to on page 170.

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 34 and 35. Supervisors of nature study, visual education, English, etc., are among those included under Miscellaneous.

Research, using line 10 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 13 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, and no tabulation would appear in columns 26 and 27 headed "Physical Education." This general practice was followed throughout in tabulating the salaries of this section of the Bulletin.

In some cases salaries were probably reported on line 27 and following of the report form, which should have been listed with some of the groups named on lines 1 to 26. Salaries reported on lines 27 and below of the report form were 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 number 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 2,543 officers were reported by the 67 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 2,672 officers were reported by the 170 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.

IF A PERSON or a community in purchasing commodities or human services insists on a low price his purchase will generally be of comparable quality. The wise purchaser fixes his offer at an amount which will obtain goods or services of the quality he desires insofar as his means allow. The same policy is a wise one for a community when purchasing teaching service. It should fix its salary schedule in terms of the quality of teacher desired.

The statement is sometimes made in local school systems that: "The teachers are paid all they are worth." The statement is merely a recognition of the economic law that the price paid regulates the quality of the purchase. It is equally true that: "What teachers are paid largely determines their worth." Here is the basis for the contention that each group recognized in a salary schedule should be clearly described as to its qualifications and characteristics. Unless one knows what he wants he is in a poor position to state the price he is willing to pay for it.

In fixing the salary schedule for each group of teachers, a community should definitely state the qualifications the group is to possess.—*The Scheduling of Teachers' Salaries, Research Bulletin of the National Education Association, May, 1927, page 161.*

TABLE 54.—DISTRIBUTION OF SALARIES PAID ADMINISTRATIVE AND ASSISTANT ADMINISTRATIVE OFFICERS IN 170 CITIES 30,000 TO 100,000 IN POPULATION, IN 1928-1929

Salaries paid	Superintendent of schools	Assistant or associate superintendent		Secretary to board		Business manager ⁴	Buildings and grounds		Secretary to superintendent		Chief attendance officer ⁵	Head nurses ⁶	Head janitor		Research tests and measurements		Miscellaneous administrative officers ⁷	
		First assistant superintendent ¹	Other assistant superintendent ²	Secretary ¹	Assistant secretary ²		Superintendent of buildings and grounds ³	Assistant superintendent of buildings and grounds ³	Secretary ¹	Assistant secretary ²			Hand janitor	Assistant ¹	Director ¹	Assistant directors ²	Director ¹	Assistant directors ²
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19
\$10,000 and over	10																	
9,500 to \$9,999	3																	
9,000 to 9,499	6																	
8,500 to 8,999	5																	
8,000 to 8,499	17																	
7,500 to 7,999	1																1	
7,000 to 7,499	15																	
6,500 to 6,999	15																	
6,000 to 6,499	32			2		4												
5,500 to 5,999	14		1	4		1												
5,000 to 5,499	22		1	4		3									2			
4,500 to 4,999	1			1														
4,000 to 4,499	3														1			
3,500 to 3,999	8		2	1		4									2			
3,000 to 3,499	1					3												
2,500 to 2,999	3					6												
2,000 to 2,499	3					5												
1,500 to 1,999	1					3												
1,000 to 1,499	1					6												
Below \$1,000	167	55	7	80	7	65	99	9	144	16	128	65	43	44	44	14	79	25
Total	167	55	7	80	7	65	99	9	144	16	128	65	43	44	44	14	79	25
Median	\$6,723	\$4,463	\$4,450	\$2,800	\$2,150	\$3,783	\$2,980	\$2,500	\$1,838	\$1,333	\$2,067	\$1,906	\$2,140	\$2,000	\$2,720	\$2,440	\$2,411	\$1,725

Read table as follows: Out of 167 superintendents of schools in cities 30,000 to 100,000 in population for which data were reported, 10 receive salaries of \$10,000 and over, 3 receive 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 \$6,723. Similarly read figures for other groups of officers.

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 listed in this column are for administrative officers, other than those listed in previous columns, are given in columns 18 and 19.

⁴ Two assistant business managers are included in this column. The salaries paid these chief attendance officers fall in groups \$2,400 to \$2,599, \$2,000 to \$2,199, and \$1,800 to \$1,999.

⁵ Three chief attendance officers are included in this column. The salary paid this head nurse falls in group \$1,600 to \$1,799.

⁶ One head nurse is included in this column. The salary paid this head nurse falls in group \$1,600 to \$1,799.

TABLE 55.—DISTRIBUTION OF SALARIES PAID DIRECTORS, ASSISTANT DIRECTORS, SUPERVISORS, AND ASSISTANT SUPERVISORS
IN 147 CITIES 30,000 TO 100,000 IN POPULATION, IN 1928-1929

Salaries paid	Kindergarten		Primary grades		Intermediate		Junior high schools		Directors or supervisors of high schools	Continuation schools		Evening schools		Americanization classes		Vocational education	
	Directors or super- visors 1	Assistant directors or super- visors 2	Directors or super- visors 1	Assistant directors or super- visors 2	Directors or super- visors 1	Assistant directors or super- visors 2	Directors or super- visors 1	Assistant directors or super- visors 2		Directors or super- visors 1	Assistant directors or super- visors 2	Directors or super- visors 1	Assistant directors or super- visors 2	Directors or super- visors 1	Assistant directors or super- visors 2	Directors or super- visors 1	Assistant directors or super- visors 2
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18
\$5,500 and over.....																	
5,000 to \$5,499.....																	
4,800 to 4,999.....																	
4,600 to 4,799.....																	
4,400 to 4,599.....	1								1								
4,200 to 4,399.....	2								1								
4,000 to 4,199.....	4																
3,800 to 3,999.....																	
3,600 to 3,799.....																	
3,400 to 3,599.....																	
3,200 to 3,399.....																	
3,000 to 3,199.....																	
2,800 to 2,999.....																	
2,600 to 2,799.....																	
2,400 to 2,599.....																	
2,200 to 2,399.....																	
2,000 to 2,199.....																	
1,800 to 1,999.....																	
1,600 to 1,799.....																	
1,400 to 1,599.....																	
1,200 to 1,399.....																	
1,000 to 1,199.....																	
Below \$1,000.....																	
Total.....	50	3	62	10	28	3	11	1	2	23	1	33	1	32	4	51	3
Median.....	\$3,033		\$2,750	\$2,200	\$2,880		\$3,700			\$3,100		Below \$1,000		\$2,200		\$3,329	

TABLE 55.—Continued

Salaries paid	Manual training			Home economics			Health		Physical education			Art		Music		Penmanship		Miscellaneous supervisory officers ²
	Directors or super- visors ¹	Assistant directors or super- visors ²		Directors or super- visors ¹	Assistant directors or super- visors ²		Directors or super- visors ¹	Assistant directors or super- visors ²		Directors or super- visors ¹	Assistant directors or super- visors ²		Directors or super- visors ¹	Assistant directors or super- visors ²		Directors or super- visors ¹	Assistant directors or super- visors ²	
19	20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35		
\$5,500 and over.....					4		1				1							
5,000 to \$4,999.....							1								2			
4,800 to 4,999.....	1														1			
4,600 to 4,799.....					5		3											
4,400 to 4,599.....	1				1				1									
4,200 to 4,399.....	2			1	6		5											
4,000 to 4,199.....	2		2				5		2									
3,800 to 3,999.....	1		2			1	8	5	4									
3,600 to 3,799.....	2		4		3		8		4									
3,400 to 3,599.....	2		2		1		6		6				5					
3,200 to 3,399.....	5		5		1		14		1				1					
3,000 to 3,199.....	9		1		6		10		2				3					
2,800 to 2,999.....	13		9				16		7				7					
2,600 to 2,799.....			10		1		15		4				11					
2,400 to 2,599.....	6	6	8		3		16		5				13					
2,200 to 2,399.....	3	3	14				11		9				5					
2,000 to 2,199.....		3		2	3	1	8		9				10					
1,800 to 1,999.....	4	6	6	1	2	2	8	15	7				12					
1,600 to 1,799.....		1	5	1	4		5	9	8				16					
1,400 to 1,599.....		1	2	7	3		3	15	3				17					
1,200 to 1,397.....		2	1	2	2			6	2				6					
1,000 to 1,199.....			1	1	2			1	3				2					
Below \$1,000.....					1				1									
Total.....	63	22	83	23	47	16	128	91	153	48	159	129	72	6	164	59		
Median.....	\$2,977	\$1,933	\$2,513	\$1,643	\$3,083	\$1,175	\$2,840	\$1,980	\$2,379	\$1,956	\$2,633	\$2,050	\$2,320	\$2,200	\$2,444	\$1,367		

Read table as follows: Out of 50 kindergarten directors in cities 30,000 to 100,000 in population for which data were reported, 1 receives a salary of between \$4,600 and \$4,799, 2 receive a salary of between \$4,400 and \$4,599, etc. The median salary paid kindergarten directors in cities 30,000 to 100,000 in population is \$3,033. Similarly read figures for other groups of officers. The medians given in this table are figured according to method described on page 114. The blank form used in collecting these data is reproduced on page 166. 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 tabulations necessary to designate such combinations of functions. Detailed annotations covering such combinations of supervisory authority in one official are given in the sets of special tabulations referred to on page 170.

¹Salaries 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.
²Salaries 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.
³Salaries reported paid supervisory officers other than those listed in previous columns are given in columns 34 and 35.

TABLE 56.—DISTRIBUTION OF SALARIES PAID DIRECTORS, ASSISTANT DIRECTORS, SUPERVISORS, AND ASSISTANT SUPERVISORS
IN 308 CITIES 10,000 TO 30,000 IN POPULATION, IN 1928-1929

Salaries paid	Kindergarten		Directors or super- visors of primary grades		Directors or super- visors of intermediate grades		Directors or super- visors of junior high school		Continuation schools		Evening schools		Americanization classes		Vocational education		Manual training	
	Directors or super- visors ¹	Assistant directors or super- visors ²	Directors or super- visors ¹	Assistant directors or super- visors ²	Directors or super- visors ¹	Assistant directors or super- visors ²	Directors or super- visors ¹	Assistant directors or super- visors ²	Directors or super- visors ¹	Assistant directors or super- visors ²	Directors or super- visors ¹	Assistant directors or super- visors ²	Directors or super- visors ¹	Assistant directors or super- visors ²	Directors or super- visors ¹	Assistant directors or super- visors ²	Directors or super- visors ¹	Assistant directors or super- visors ²
<i>I</i>	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17		
\$3,100 and over.....	5		10	5		2	1		2				7		11			
3,000 to \$3,099.....	2		1	1											4			
2,900 to 2,899.....	1		1												3			
2,800 to 2,799.....			2	1											1			
2,700 to 2,699.....	1		2			1												
2,600 to 2,599.....	1		4												3			
2,500 to 2,499.....			4												5			
2,400 to 2,399.....			9	2		1									1			
2,300 to 2,299.....	2		5	2	2										2			
2,200 to 2,199.....			4												8			
2,100 to 2,099.....			3	1											9			
2,000 to 1,999.....	3		2												2			
1,900 to 1,899.....	1		5	1											11			
1,800 to 1,799.....	1		3	1											10			
1,700 to 1,699.....			6	1											7			
1,600 to 1,599.....		1													8			
1,500 to 1,499.....	2	2													10			
1,400 to 1,399.....	1														2			
1,300 to 1,299.....		1													5			
1,200 to 1,199.....		1	3												1			
1,100 to 1,099.....				1											1			
1,000 to 999.....	1		1												1			
900 to 899.....										7								
800 to 799.....										1								
700 to 699.....			1															
600 to 599.....																		
500 to 499.....																		
Below \$500.....										3								
Total.....	24	6	68	16	2	5	14	3	33	22	24	17	32	8	116	76		
Median.....	\$2,250	\$1,500	\$2,400	\$2,550		\$2,850	\$2,033		Below \$500	\$500	\$1,600	Below \$500	\$2,850	\$2,100	\$2,313	\$1,880		

TABLE 56.—Continued

Salaries paid	Home economics		Health		Physical education		Art		Music		Directors or supervisors of penmanship		Miscellaneous supervisory officers ¹	
	Directors or supervisors ¹	Assistant directors or supervisors ²	Directors or supervisors ¹	Assistant directors or supervisors ²	Directors or supervisors ¹	Assistant directors or supervisors ²	Directors or supervisors ¹	Assistant directors or supervisors ²	Directors or supervisors ¹	Assistant directors or supervisors ²	Directors or supervisors ¹	Assistant directors or supervisors ²	Directors or supervisors ¹	Assistant directors or supervisors ²
18	19	20	21	22	23	24	25	26	27	28	29	30	31	
\$3,100 and over	4	.....	4	.....	28	3	9	.....	15	1	.....	8	.....	
3,000 to \$3,099	3	.....	2	.....	11	1	2	.....	9	1	.....	1	.....	
2,900 to 2,899	3	.....	.....	.....	.....	.....	.....	.....	2	.....	.....	.....	.....	
2,800 to 2,799	1	2	1	.....	.....	.....	.....	1	3	.....	.....	3	.....	
2,700 to 2,699	2	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	
2,600 to 2,599	2	.....	.....	.....	13	2	5	.....	.....	.....	.....	.....	.....	
2,500 to 2,499	2	.....	.....	.....	7	.....	.....	.....	11	6	.....	.....	.....	
2,400 to 2,399	2	.....	.....	.....	13	3	5	.....	12	3	.....	.....	.....	
2,300 to 2,299	5	.....	.....	.....	8	2	9	.....	5	.....	.....	.....	.....	
2,200 to 2,199	2	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	
2,100 to 2,099	5	.....	.....	.....	9	.....	.....	.....	19	.....	.....	.....	.....	
2,000 to 1,999	7	.....	.....	.....	4	.....	.....	.....	21	.....	.....	.....	.....	
1,900 to 1,899	5	.....	.....	.....	12	.....	.....	.....	2	.....	.....	.....	.....	
1,800 to 1,799	12	.....	.....	.....	13	.....	.....	.....	18	.....	.....	.....	.....	
1,700 to 1,699	14	.....	.....	.....	5	.....	.....	.....	6	.....	.....	.....	.....	
1,600 to 1,599	10	.....	.....	.....	13	.....	.....	.....	10	.....	.....	.....	.....	
1,500 to 1,499	16	.....	.....	.....	5	.....	.....	.....	22	.....	.....	.....	.....	
1,400 to 1,399	9	.....	.....	.....	4	.....	.....	.....	20	.....	.....	.....	.....	
1,300 to 1,299	3	.....	.....	.....	11	.....	.....	.....	22	.....	.....	.....	.....	
1,200 to 1,199	5	.....	.....	.....	7	.....	.....	.....	20	.....	.....	.....	.....	
1,100 to 1,099	3	.....	.....	.....	3	.....	.....	.....	9	.....	.....	.....	.....	
1,000 to 999	1	.....	.....	.....	1	.....	.....	.....	5	.....	.....	.....	.....	
900 to 899	2	.....	.....	.....	.....	.....	.....	.....	6	.....	.....	.....	.....	
800 to 799	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	
700 to 699	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	
600 to 599	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	
Below \$500	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	
Total	117	54	46	19	182	146	225	42	264	97	81	114	13	
Median	\$1,868	\$1,620	\$1,825	\$638	\$2,350	\$1,700	\$1,869	\$1,600	\$2,006	\$1,794	\$1,825	\$1,540	\$1,050	

Read table as follows: Out of 24 kindergarten directors or supervisors in cities 10,000 to 30,000 in population for which data were reported, 5 receive a salary of \$3,100 and over, 2 receive a salary between \$3,000 and \$3,099, etc. The median salary paid kindergarten directors or supervisors in cities 10,000 to 30,000 in population for which data were reported is \$2,250. Similarly read figures for other groups of officers.

The medians given in this table are figured according to the method described on page 114. The blank form used in collecting these data is reproduced on page 166. 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 sets of salary tabulations referred to on page 170.

¹ Salaries 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.

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 30 and 31.

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

Table 56 presents distributions 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 3303 officers were reported by the 308 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 308 CITIES 10,000 TO 30,000 IN POPULATION IN 1928-1929

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	Head nurses	Head janitors	Director of research, tests and measurements	Miscellaneous administrative officers ¹	Assistant administrative officers ²
1	2	3	4	5	6	7	8	9	10	11	12	13
\$7,000 and over.....	22											
6,000 to \$6,999.....	47	3		1					1			
5,500 to 5,999.....	29											
5,000 to 5,499.....	75	1	1	2								
4,800 to 4,999.....	12			1								
4,600 to 4,799.....	18											
4,400 to 4,599.....	42	3										
4,200 to 4,399.....	15	1	1	3								
4,000 to 4,199.....	22	2			2							
3,800 to 3,999.....	4	1		2								
3,600 to 3,799.....	11	3	3	5	1					2		2
3,400 to 3,599.....	2	3	3	4	2					1		
3,200 to 3,399.....	2			4	8		2		1			1
3,100 to 3,199.....	1		1		1	1		1	1	1		
3,000 to 3,099.....	2	3	4	3	2		2		4	2		1
2,900 to 2,999.....		1	1		1				1	1		
2,800 to 2,899.....	1	2	1	1	2		2			2	1	
2,700 to 2,799.....			2	2	4		3		1			
2,600 to 2,699.....		2	4	1	4	1		1	1	1	2	
2,500 to 2,599.....		1	5		4	2	3		3	3		1
2,400 to 2,499.....		1	4	1	6	3	1	2	4	1	3	
2,300 to 2,399.....					3	3	1	1	2	3	1	
2,200 to 2,299.....		1		2	9	7	2	2	8			
2,100 to 2,199.....					6	9	7	7	5	3		
2,000 to 2,099.....			7		4	12	3	7	9	1		1
1,900 to 1,999.....						19	10	27	16	1	5	3
1,800 to 1,799.....			12	3	15	7	11	16	3	1		1
1,700 to 1,799.....		1	2	1	3	19	6	17	12			3
1,600 to 1,699.....					5	36	11	23	7		1	3
1,500 to 1,599.....					5	19	9	14	3		1	
1,400 to 1,499.....				1		32	7	11	2			
1,300 to 1,399.....		1	4			30	10	7	4		1	
1,200 to 1,299.....			6			14	7	3	2			
1,100 to 1,199.....						20	13		1			
1,000 to 1,099.....			6		2	14	13				1	3
900 to 999.....						10	1					
800 to 899.....						3	9					
700 to 799.....							7					
600 to 699.....				20	2		8					
500 to 599.....				12	1							
Below \$500.....			28		1	1	20	2			4	1
Total.....	305	30	158	41	100	263	180	150	96	27	23	32
Median.....	\$5,137	\$3,533	\$1,033	\$3,275	\$2,175	\$1,439	\$1,329	\$1,671	\$1,888	\$2,450	\$1,830	\$1,600

Read table as follows: Out of 305 superintendents of schools in cities 10,000 to 30,000 in population for which data were reported, 22 receive a salary of \$7,000 and over, 47 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 \$5,137. Similarly read figures for other groups of officers.

The medians given in this table are figured according to the method described on page 114. The blank form used in collecting these data is reproduced on page 166. 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 sets of salary tabulations referred to on page 170.

¹ Salaries reported paid chief administrative officers other than those listed in previous columns are given in column 12.

² Salaries reported paid assistant administrative officers. The officers listed in column 13 are the assistants of the various chief administrative officers listed in columns 3 to 12.

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 2559 officers were reported by the 342 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 342 CITIES 5,000 TO 10,000 IN POPULATION IN 1928-1929

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	Head nurses	Head janitors	Director of research, tests and measurements	Miscellaneous administrative officers ¹	Assistant administrative officers ²
1	2	3	4	5	6	7	8	9	10	11	12	13
\$6,000 and over.....	25											
5,500 to \$5,999.....	11											
5,000 to 5,499.....	40	1										
4,800 to 4,999.....	4											
4,600 to 4,799.....	14											
4,400 to 4,599.....	38			1								
4,200 to 4,399.....	30											
4,000 to 4,199.....	50			1					1			
3,800 to 3,999.....	19						1					
3,600 to 3,799.....	42	1										
3,400 to 3,599.....	24									1		
3,200 to 3,399.....	13	1	1	2	2	1						
3,000 to 3,199.....	12	2	3		2	1			1			
2,900 to 2,999.....												
2,800 to 2,899.....	3	1								2		
2,700 to 2,799.....	2		3							1	1	
2,600 to 2,699.....		1			1							
2,500 to 2,599.....		1			2	3	2					
2,400 to 2,499.....			4	1	1	1	1	1	4			2
2,300 to 2,399.....					1		2	1				
2,200 to 2,299.....			1	1	1	2	1	1	2		3	
2,100 to 2,199.....			1	3	3	3	2	5	8		1	
2,000 to 2,099.....			5	1	2	1	1	6	6	3		1
1,900 to 1,999.....			1			4	2	7	3	2		
1,800 to 1,899.....		1	3		5	12	1	16	14	2	2	3
1,700 to 1,799.....			2		1	4	1	9	5			1
1,600 to 1,699.....				1	1	13	2	9	18			1
1,500 to 1,599.....			2		1	31	3	13	15	1		3
1,400 to 1,499.....						16	1	11	4		1	
1,300 to 1,399.....						27	2	9	4			1
1,200 to 1,299.....		1	10		2	25	3	4	10			2
1,100 to 1,199.....			2			16	1	3	1			
1,000 to 1,099.....			5	1	1	23	5	2	3			2
900 to 999.....			12			27	5	1	2			2
800 to 899.....			2		1	18	1					
700 to 799.....			10		1	12	5					
600 to 699.....			27		1	10	5	1	1			1
500 to 599.....			6			3	10		1			
Below \$500.....		1	65	2		6	63	2			3	4
Total.....	328	11	165	15	30	259	121	105	113	13	11	24
Median.....	\$4,192	\$2,850	\$643	\$2,183	\$2,050	\$1,258	Below \$500	\$1,672	\$1,686	\$2,050	\$1,875	\$1,450

Read table as follows: Out of 328 superintendents of schools in cities 5,000 to 10,000 in population for which data were reported 25 receive a salary of \$6,000 and over, 11 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 \$4,192. Similarly read figures for other groups of officers.

The medians given in this table are figured according to the method described on page 114. The blank form used in collecting these data is reproduced on page 166. 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 sets of salary tabulations referred to on page 170.

¹ Salaries reported paid administrative officers other than those listed in previous columns are given in column 12.

² The officers listed in column 13 are the assistants of the various officers listed in columns 3 to 12.

TABLE 59.—DISTRIBUTION OF SALARIES PAID DIRECTORS, ASSISTANT DIRECTORS, SUPERVISORS, AND ASSISTANT SUPERVISORS IN 342 CITIES 5,000 TO 10,000 IN POPULATION, IN 1928-1929

Salaries paid	Kindergarten			Directors or supervisors of primary grades	Intermediate grades		Directors or supervisors of junior high schools	Directors or supervisors of senior high schools	Directors or supervisors of continuation schools	Evening schools		Americanization classes		Vocational education					
	Directors or supervisors 1	Assistant directors or supervisors 1	3		Directors or supervisors 1	Assistant directors or supervisors 1				6	7	8	9	10	11	12	13	14	15
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15					
\$3,100 and over.....			1			1								2					
3,000 to \$3,099.....	1		2			1			1					1					
2,900 to 2,899.....			1											3					
2,800 to 2,799.....			1					1											
2,700 to 2,699.....			2																
2,600 to 2,599.....	1		1																
2,500 to 2,499.....	1		1																
2,400 to 2,399.....			2			1		1			1			2					
2,300 to 2,299.....			2		1	1	2							3	1				
2,200 to 2,199.....			2			1								4					
2,100 to 2,099.....			2		1			1											
2,000 to 1,999.....			4		1	1		1											
1,900 to 1,899.....																			
1,800 to 1,799.....	1			3										1					
1,700 to 1,699.....																			
1,600 to 1,599.....	1			2															
1,500 to 1,499.....	1										1								
1,400 to 1,399.....	1	1		1	1														
1,300 to 1,299.....								1											
1,200 to 1,199.....	1	4																	
1,100 to 1,099.....											1								
1,000 to 999.....																			
900 to 899.....																			
800 to 799.....		1		1					1										
700 to 699.....																			
600 to 599.....																			
500 to 499.....																			
Below \$500.....				1										1					
Total.....	9	6	31	6	1	5	5	5	14	11	18	16	23	4					
Median.....	\$1,650	\$1,250	\$2,150	\$1,950		\$2,450	\$2,550	\$2,050	Below \$500	Below \$500	Below \$500	Below \$500	Below \$500	\$2,488					

TABLE 59.—Continued

Salaries paid	Manual training			Home economics		Health		Physical education		Art		Music		Penmanship		Miscellaneous supervisory officers ²	
	Directors or super- visors ¹			Directors or super- visors ¹		Directors or super- visors ¹		Directors or super- visors ¹		Directors or super- visors ¹		Directors or super- visors ¹		Directors or super- visors ¹		Directors or super- visors ¹	
	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	32	
\$3,100 and over.....	5		1				6				5	1					
3,000 to \$3,099.....	2		1				6	1			1				2		
2,900 to 2,999.....							2		2		1				2		
2,800 to 2,899.....	3	3					8				5						
2,700 to 2,799.....	2	2	1		1		4				3	1			1		
2,600 to 2,699.....	4	3	1		1		3	2	2		7				2		
2,500 to 2,599.....	5	3	1				11	2	3		2				4		
2,400 to 2,499.....	10	1			2		10	1	2		2				1		
2,300 to 2,399.....	7	5	7	2	2		8	2	0		9	2			1	2	
2,200 to 2,299.....	7	2	2	1	3		13		12	1	12	1				1	
2,100 to 2,199.....	9	4	6		3		12	6	0		16	3			3		
2,000 to 1,999.....	14	2	4		1		15	9	14	1	19	3					
1,900 to 1,899.....	4	6	9	3	1		11	6	1		23	3					
1,800 to 1,799.....	7	3			1		9	17	18		20	5			4		
1,700 to 1,699.....	3	2	13	2	3		9	8	17	1	24	5	1		2		
1,600 to 1,599.....	2		16	3	2		8	22	17	1	26	8	5		4	2	
1,500 to 1,499.....			10	8	3		9	8	16	4	15	4	4		1	2	
1,400 to 1,399.....	1		10	8	3		2	10	18	2	17	6	2		2	1	
1,300 to 1,299.....			3	4	1		1	4	6	1	10	2	2		5	1	
1,200 to 1,199.....	1				1		1		3		3	1	1		3		
1,100 to 1,099.....			1	1	1		2	1	2		4	3	1		3	2	
1,000 to 999.....					2		2		1		7	4			1	2	
900 to 899.....			1		1		1		1		6				1		
800 to 799.....					3		1	1				3			1		
700 to 699.....																1	
600 to 599.....				1					1								
500 to 499.....																	
Below \$500.....	1																
Total.....	102	33	102	39	30	2	171	106	178	14	252	62	43	1	52	23	
Median.....	\$2,122	\$2,088	\$1,677	\$1,469	\$1,500		\$2,110	\$1,643	\$1,730	\$1,450	\$1,754	\$1,525	\$1,670		\$1,660	\$1,075	

Read table as follows: Out of 9 kindergarten directors 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 \$2,600 and \$2,699, etc. The median salary paid kindergarten directors in cities 5,000 to 10,000 in population is \$1,650. Similarly read figures for other groups of officers. The medians given in this table are figured according to the method described on page 114. The blank space in collecting data is reported on page 106.

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 sets of salary tabulations referred to on page 170.

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.

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.

Salaries reported paid supervisory officers other than those listed in previous columns are given in columns 31 and 32.

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 2610 officers were reported by the 514 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 514 CITIES 2,500 TO 5,000 IN POPULATION IN 1928-1929

Salaries paid	Superintendent of schools ¹	Assistant or associate superintendent	Secretary of board	Business manager	Superintendent of buildings and grounds	Secretary to superintendent	Chief attendance officer	Head nurse	Head janitor	Director of research, tests and measurements	Miscellaneous administrative officers ²	Assistant administrative officers ³
1	2	3	4	5	6	7	8	9	10	11	12	13
\$6,000 and over.....	15			1								
5,500 to \$5,999.....	5											
5,000 to 5,499.....	24			1								
4,800 to 4,999.....	10											
4,600 to 4,799.....	8											
4,400 to 4,599.....	24											
4,200 to 4,399.....	18				1							
4,000 to 4,199.....	40		1		1							
3,800 to 3,999.....	20											
3,600 to 3,799.....	61		1		1	1						
3,400 to 3,599.....	36	1							1			
3,200 to 3,399.....	63	1		1		1						
3,100 to 3,199.....	10											
3,000 to 3,099.....	52		1		1				2			
2,900 to 2,999.....	8		1									
2,800 to 2,899.....	8	2	1						1			
2,700 to 2,799.....	16			1				1	1	1		
2,600 to 2,699.....	7											
2,500 to 2,599.....	17		1		1	1			3		1	1
2,400 to 2,499.....	10		2			1	1	5	5		1	1
2,300 to 2,399.....					1				2		1	
2,200 to 2,299.....	1					1		3	6	1		1
2,100 to 2,199.....	2	1			2	3	3	3	6			1
2,000 to 2,099.....	1				1	2		4	5			
1,900 to 1,999.....	2		1			1	1	4	5	1		4
1,800 to 1,899.....	2				2	4		9	23	1	1	2
1,700 to 1,799.....			2			6		10	3			1
1,600 to 1,699.....	1	1			1	12	1	8	6	1	1	
1,500 to 1,599.....			3		1	9	2	9	23			1
1,400 to 1,499.....					1	4	2	1	9	1		
1,300 to 1,399.....			1			18	2	5	14			
1,200 to 1,299.....			7	1		18	1	2	9		1	2
1,100 to 1,199.....					1	17		3	3			
1,000 to 1,099.....	1		7		1	23		1	2			1
900 to 999.....		1	5			28	1	1	6			1
800 to 899.....		1	2			20	1	1	2			
700 to 799.....		1	6	1		17	3		1		1	1
600 to 699.....			21	1		28	7	5	3		3	1
500 to 599.....			8			13	5	2				1
Below \$500.....			152			15	69		1		5	7
Total.....	462	8	223	7	16	243	99	77	142	7	15	26
Median.....	\$3,567	\$2,500	Below \$500	\$2,750	\$2,100	\$1,002	Below \$500	\$1,705	\$1,591	\$1,950	\$683	\$1,250

Read table as follows: Out of 462 superintendents of schools in cities 2,500 to 5,000 in population for which data were reported, 15 receive a salary of \$6,000 or over, 5 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 \$3,567. Similarly read figures for other groups of officers.

The medians given in this table are figured according to the method described on page 114. The blank form used in collecting these data is reproduced on page 166. 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 footnotes necessary to designate such combinations of functions. Detailed annotations covering such combinations of administrative authority in one official are given in the sets of salary tabulations referred to on page 170.

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 administrative officers other than those listed in previous columns are given in column 12.

³ Salaries reported in column 13 are for assistants of the various chief administrative officers listed in columns 3 to 12.

TABLE 61.—DISTRIBUTION OF SALARIES PAID DIRECTORS, ASSISTANT DIRECTORS, SUPERVISORS, AND ASSISTANT SUPERVISORS IN 514 CITIES 2,500 TO 5,000 IN POPULATION, IN 1928-1929

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 evening schools	Director or supervisor of Americanization classes	Director or supervisor of vocational education	Director or supervisor of manual training	Director or supervisor of home economics	Director or supervisor of health	Physical Education		Director or supervisor of art	Music		Director or supervisor of penmanship	Miscellaneous supervisory officers ¹	Assistant supervisory officers ²
												Director or supervisors ¹	Assistant directors or supervisors ¹		Director or supervisors ¹	Assistant directors or supervisors ¹			
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	3	1	3	2		1	0	20	2		28	2	2	13			5	4
2,300 to \$2,499	1				1			4	7	1		6	1	2	3	1		4	2
2,100 to 2,299		1						2	5	3		4	4	3	4			1	1
2,000 to 2,099	1		1					2	7	4		15	3	1	4			1	5
1,800 to 1,999					1			1	6	6	2	10	4	5	11	3		1	3
1,600 to 1,799		1	1						3	3		20	4	6	12	2	2	2	6
1,500 to 1,599								1	14	9	2	9	3	6	5	1		5	6
1,400 to 1,499		1							16	7	2	6	5	20	22	2	1	4	4
1,300 to 1,399		2	1					12	12	15	2	7	7	12	16	4	1	2	5
1,200 to 1,299	3			1			1	11	11	13		7	7	19	28	3			10
1,100 to 1,199		1	1						4	19	2	6	6	19	36	3	4		10
1,000 to 1,099	3								8	25	1	13	13	19	23	3	3	6	9
900 to 999		1							1	22	1	6	6	18	27	4	4	1	16
800 to 899	5	1							1	12		5	5	12	28	5	3	3	8
700 to 799	1								2	5		1	2	5	12	3	4	1	3
600 to 699	7	1	1						1	2	1	1	2	7	6	5	1	3	17
500 to 599	2								1	1		2	1	1	3	1	1	4	
Below \$500	1													2	1				
Total	33	13	6	6	5	4	11	19	122	150	14	138	77	166	271	43	26	57	122
Median	\$1,210	\$1,775	\$1,800	\$2,150	\$2,450		Below \$500	\$2,488	\$1,929	\$1,537	\$1,750	\$2,060	\$1,621	\$1,563	\$1,551	\$1,388	\$1,350	\$1,538	\$1,444

Read table as follows: Out of 33 kindergarten directors in cities 2,500 to 5,000 in population for which data were reported, 1 receives a salary of \$2,500 and over, 1 between \$2,400 and \$2,499, etc. The median salary paid kindergarten directors in cities 2,500 to 5,000 in population is \$1,210. The salaries given in this table are figured according to the method described on page 114. The blank form used in collecting the data appears on page 165. In particular column also has to do with the supervision of middle functions than the one listed in the heading under which his salary is tabulated. It is important to include the footnotes necessary to designate such combination of functions in this column for the highest paid officer of the class indicated; one being included in this column for each city reporting supervisory officers of this type.

¹ Salaries in this column are for supervisory officers of the class indicated other than the one receiving the highest salary in each city.

² Salaries reported in this column are for supervisory officers other than those listed in previous columns are given in column 19.

³ Salaries reported paid chief supervisory officers. The officers listed in column 20 are the assistants of the various chief supervisory officers listed in columns 2 to 12, 15, 18 and 19.

Form Used in Collecting Salary Data

On this and the three subsequent pages are reproduced the form sent in September, 1928, by the National Education Association to Superintendents of Schools in cities over 30,000 in population by the 1920 Census.

On pages 168 and 169 are reproduced pages one and two of the form used in collecting data

from cities 2,500 to 30,000 in population. Pages three and four of the blank sent to this group of cities are similar to the ones reproduced on pages 166 and 167, except that on page four the salary schedule data are collected for the same groups as given on page one of the form sent cities 2,500 to 30,000 in population.

FORM SENT TO CITIES OVER 30,000 IN POPULATION

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, 1928-29

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 (k) 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	Teachers of atypical classes. See note (c) below	Junior high school teachers, grades 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	High school department heads	Teachers in part-time or continuation schools. See note (f) below	School nurses. See note (g) below	Attendance officers. See note (h) below	School janitors. See note (i) below	School clerks in principals' offices. See note (j) below	Clerks in offices of administrative and supervisory officers. See note (k) below
1	2	3	4	5	6	7	8	9	10	11	12	13
Below \$1000.....												
1000-1099.....												
1100-1199.....												
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 and over.....												
Totals.....												

- Notes:
- 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 kindergarten class, include them in this column.
 - 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; also include teachers of vocational and special subjects in regular elementary schools.
 - In column 4 include teachers of ungraded rooms, sub-normal groups, open air classes, cardiac classes, and other special or atypical groups.
 - In column 5, in addition to regular junior high school teachers, include those rated as heads of departments; assistant or vice-principals devoting more than half time to classroom teaching; and teachers of vocational and special subjects in regular junior high schools.
 - In column 6, in addition to regular high school teachers, include those rated as assistant or vice-principals, etc., who devote more than half time to classroom teaching; also include teachers of vocational and special subjects in regular high schools.
 - In column 8 include teachers of schools for employed children who attend part time only.
 - Do not include head nurse in column 9 (See line 6 on page 3).
 - Do not include chief attendance officer in column 10 (See line 7 on page 3).
 - In column 11 include only regular, full-time janitors employed individually on the annual or school year basis. Do not include head janitor on this page (See line 9 on page 3).
 - In column 12 include only regular, full-time clerks assigned to principals' offices for clerical duty.
 - In column 13 include only regular, full-time stenographers, typists, clerks, etc., employed in these offices. Do not include secretary to the superintendent or secretary of Board of Education on this page (See lines 2 and 5 on page 3).

PART I. SALARIES PAID, 1928-29—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**.

Salary Groups All salaries should be in terms of yearly salary.	Give the number of principals whose salaries fall in each of the salary groups indicated below											
	ELEMENTARY SCHOOL PRINCIPALS			JUNIOR HIGH SCHOOL PRINCIPALS			HIGH SCHOOL PRINCIPALS			Principals of part-time or continuation schools. 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.....												
3400-3599.....												
3600-3799.....												
3800-3999.....												
4000-4199.....												
4200-4399.....												
4400-4599.....												
4600-4799.....												
4800-4999.....												
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 this column include principals of schools for employed children who attend *part time only*.

PART I.—SALARIES PAID, 1928-29—Continued

Administrative and Supervisory Officers 1928-29

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 SPTS.....											
4. BUSINESS MANAGERS.....											
5. SECRETARY OF BOARD OF EDUCATION.....											
6. SPTS. OF BUILDINGS AND GROUNDS.....											
7. CHIEF ATTENDANCE OFFICER.....											
8. HEAD NURSE.....											
9. HEAD JANITOR.....											
DIRECTORS, ASSISTANT DIRECTORS OR SUPERVISORS OF:											
10. RESEARCH, TESTS, AND MEASUREMENTS.....											
11. VOCATIONAL EDUCATION.....											
12. PHYSICAL EDUCATION.....											
13. HEALTH.....											
14. CONTINUATION SCHOOLS.....											
15. EVENING SCHOOLS.....											
16. AMERICANIZATION CLASSES.....											
17. ART.....											
18. MUSIC.....											
19. PENMANSHIP.....											
20. MANUAL TRAINING OR INDUSTRIAL ARTS.....											
21. HOME ECONOMICS.....											
22. KINDERGARTEN.....											
23. PRIMARY GRADES.....											
24. INTERMEDIATE AND GRAMMAR GRADES.....											
25. JUNIOR HIGH SCHOOL.....											
26. SENIOR HIGH SCHOOL.....											
27.											
28. (See note (a))											
29.											
30.											
31.											
32.											

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 "27" 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 five 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 four 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. 1928-29

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 a "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)		CLASSROOM TEACHERS (See note a below)						OTHER SCHOOL EMPLOYEES					
		Regular kinder- garten teachers (see note (a) on page 1)	Elementary teachers Grades 1, 2, 3, 4, 5, 6, and where separate junior schools are not main- tained grades 7 and 8 also	Teachers of atypical classes (see note (c) on page 1)	Junior high school teachers Grades 7, 8, and 9, where main- tained as a separate school organiza- tion	High school teachers Grades 10, 11, 12 where junior high schools are main- tained otherwise grades 9, 10, 11 and 12	High school depart- ment heads	Part-time or continua- tion schools (see note (f) on page 1)	School nurses (see note (g) on page 1)	Attendance officers (See note (h) on page 1)	School janitors (See note (i) on page 1)	School clerks in principals' offices	Clerks in offices of adminis- trative and supervisory officers
1	2	3	4	5	6	7	8	9	10	11	12	13	
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)			Principals of part-time or continuation schools (See note (b) on page 2)
		Assistant or vice-principals of elementary schools	Teaching elementary principals (those doing some regular classroom teaching)	Supervising elementary principals (those giving full time to administra- tion 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	
14		15	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 graduation	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
1								
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 reply.

FORM SENT TO CITIES 2,500 TO 30,000 IN POPULATION

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, 1928-29

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 (i) 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				
	Elementary teachers—kindergarten and grades 1, 2, 3, 4, 5 and 6 and where separate junior high schools are not maintained grades 7 and 8 also. See note (a) below	Junior high school teachers—grades 7, 8 and 9, when maintained as a separate school organization. See note (b) below	High school teachers—grades 10, 11 and 12, where junior high school is maintained, otherwise grades 9, 10, 11 and 12. See note (c) below	Teachers in part-time or continuation schools. See note (d) below	School nurses. See note (e) below	Attendance officers. See note (f) below	School janitors. See note (g) below	School clerks in principals' offices. See note (h) below	Clerks in offices of administrative and supervisory officers. See note (i) below
1	2	3	4	5	6	7	8	9	10
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.....									
1800-1899.....									
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 and over.....									
Totals.....									

Notes:

- In column 2 in addition to regular elementary teachers, include kindergarten teachers, elementary teachers rated as assistant or vice-principals, and teachers of atypical classes, i. e., ungraded rooms, sub-normal groups, open air classes, cardiac classes, etc.
- In column 3 in addition to regular junior high school teachers, include those rated as heads of departments and assistant or vice-principals in junior high schools.
- In column 4 in addition to regular high school teachers, include those rated as heads of departments and assistant or vice-principals in high schools.
- In column 5 include teachers of schools for employed children who attend part time only.
- Do not include head nurse in column 6 (See line 8 on page 3).
- Do not include chief attendance officer in column 7 (See line 7 on page 3).
- In column 8 include only regular, full-time janitors employed individually on the annual or school year basis. Do not include head janitor on this page (See line 9 on page 3).
- In column 9 include only regular, full-time clerks assigned to principals' offices for clerical duty.
- In column 10 include only regular, full-time stenographers, typists, clerks, etc., employed in these offices. Do not include secretary to the superintendent or secretary of Board of Education on this page (See lines 2 and 5 on page 3).

[1]

PART I. SALARIES PAID, 1928-29--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.

Salary Groups All salaries should be in terms of yearly salary.	Give the number of principals whose salaries fall in each of the salary groups indicated below				
	PRINCIPALS				
	Teaching elementary principals (those doing some regular classroom teaching)	Supervising elementary principals (those giving full time to administration and supervision)	Junior high school principals	High school principals	Principals of part-time or continuation schools. See note (a) below
1	2	3	4	5	6
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.....					
3400-3599.....					
3600-3799.....					
3800-3999.....					
4000-4199.....					
4200-4399.....					
4400-4599.....					
4600-4799.....					
4800-4999.....					
5000 and over.....					
Totals.....					

(a) In this column include principals of schools for employed children who attend part time only.

[2]

See second paragraph on page 164 which explains pages 3 and 4 of this form.

Salary Tabulations, 1928-29

The tables of this Bulletin present in summarized form the data given in detail in the 1928-29 Salary Tabulations listed on the opposite page. These tabulations are based on the replies from 1401 cities over 2,500 in population, which reported using the forms reproduced on pages 164 to 169. A few additional cities reported, but their replies were received too late, or else were too incomplete to be included in the tabulations.

In tabulating the replies, the cities were grouped in five population groups. The total number of cities in each population group, and the number and percent replying are shown in the accompanying table.

Population group	Number of Cities according to 1920 Census	Number of cities replying	Percent reporting
Over 100,000.....	68	67	98.5
30,000 to 100,000.....	181	170	93.9
10,000 to 30,000.....	511	308	60.3
5,000 to 10,000.....	738	342	46.3
2,500 to 5,000.....	1,383	514	37.2
Totals.....	2,881	1,401	48.7

The table indicates that 49 percent of cities over 2,500 in population reported. A larger percent of the teachers in city school systems are included in the tabulations, however, since the replies from cities in the higher population groups were much more general. It is estimated that approximately 80 percent of all teachers in cities above 2,500 in population are included in the tabulations.

For most purposes the summary tables of this Bulletin will be sufficient. Superintendents of schools, salary committees, and others desiring detailed figures by individual cities should order the appropriate sets of Salary Tabulations from the list given on the opposite page. These Salary Tabulations reveal detailed information which cannot be included in summary tables such as those of this Bulletin. The following items are given for each group of

school employees in each city: (1) median salaries paid in 1925, 1927, and 1929; (2) minimum salaries, maximum salary, and number of increments provided by salary schedule of 1928-29; (3) number of employees reported; and (4) distribution of salaries paid. The Salary Tabulations also reveal the extent to which the median salary of each group is affected by the relatively large number of teachers reported from cities such as New York and Chicago, and similar information not disclosed by the tables of this Bulletin. Table 2 of this Bulletin gives the table affecting elementary school teachers; one of the groups included in Tabulations I-A.

Salary Tabulations for 1926-27, similar to those listed on the opposite page for 1928-29, are still available and may be obtained by those wishing to compare the salary situation in a particular city in 1926-27 and 1928-29. Those conducting salary investigations should also consult the following previous issues of the Research Bulletin:

Teachers' Salaries and Salary Trends in 1923. Vol. I, No. 3, May, 1923. 116 pp. Price per copy, \$1.00.

Public School Salaries in 1924-1925. Vol. III, Nos. 1 and 2, January and March, 1925. 72 pp. Price per copy, 50 cents.

Salaries in City School Systems, 1926-1927. Vol. 5, No. 2, March, 1927. 64 pp. Price per copy, 25 cents.

The Scheduling of Teachers' Salaries. Vol. 5, No. 3, May, 1927. 64 pp. Price per copy, 25 cents.

Practices Affecting Teacher Personnel. Vol. 6, No. 4, September, 1928. 52 pp. Price per copy, 25 cents.

The salary information service of the Research Division of the National Education Association is equipped to furnish much of the information needed by those conducting salary studies. For advice as to further sources of information address the Research Division of the National Education Association.

Order Blank for Salary Tabulations 1928-29

Research Division
National Education Association
1201 Sixteenth Street, N. W.
Washington, D. C.

Kindly send to the following address the special preliminary salary tabulations for 1928-29 for the groups checked below. Check, money order or cash to the amount of \$_____ is inclosed herewith.

Name_____Official Position_____

Address_____City_____State_____

Tabulations I-A. Salaries Paid Teachers, Principals and Certain Other
School Employees, 1928-29, Cities over 100,000 in Population. \$5.00 _____

Tabulations II-A. Salaries Paid Teachers, Principals and Certain Other
School Employees, 1928-29, Cities from 30,000 to 100,000 in Population.
\$5.00 _____

Tabulations III-A. Salaries Paid Teachers, Principals and Certain Other
School Employees, 1928-29, Cities from 10,000 to 30,000 in Population.
\$5.00 _____

Tabulations IV-A. Salaries Paid Teachers, Principals and Certain Other
School Employees, 1928-29, Cities from 5,000 to 10,000 in Population.
\$5.00 * _____

Tabulations V-A. Salaries Paid Teachers, Principals and Certain Other
School Employees, 1928-29, Cities from 2,500 to 5,000 in Population.
\$5.00 * _____

Tabulations I-B. Salaries Paid Administrative and Supervisory Officers,
1928-29, Cities over 100,000 in Population. \$5.00 _____

Tabulations II-B. Salaries Paid Administrative and Supervisory Officers,
1928-29, Cities from 30,000 to 100,000 in Population. \$5.00 _____

Tabulations III-B. Salaries Paid Administrative and Supervisory Officers,
1928-29, Cities from 10,000 to 30,000 in Population. \$5.00 _____

Tabulations IV-B. Salaries Paid Administrative and Supervisory Officers,
1928-29, Cities from 5,000 to 10,000 in Population. \$5.00 * _____

Tabulations V-B. Salaries Paid Administrative and Supervisory Officers,
1928-29, Cities from 2,500 to 5,000 in Population. \$5.00 * _____

* Available after June 1, 1929.



WE CLEARLY recognize that 'children' constitute the only reason for the presence of teachers in the schools and their interests must be served. It seems equally clear that their interests are best served if a schedule tends to provide a contented, developing group of teachers with salaries somewhat commensurate to the importance of their work.—*Report of Salary Committee, Cincinnati Public Schools, p. 9.*