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## Precaution as to Comparisons between the 1928-29 and the 1930-31 Salary Surveys

Since 1923 the *Research Bulletin* of the National Education Association has presented summaries of the salaries paid in city school systems. These reports have shown median salaries and distributions of salaries according to size of city and type of position. Beginning in 1923 with information from 964 cities, the biennial survey has grown to include 1632 cities in this 1930-31 report. Previous surveys have classified the cities according to figures of the 1920 census. The 1930-31 survey, however, classifies cities according to 1930 census data. This change to the 1930 census figures raises an important problem of interpretation.

*Changes in city classification between 1920 and 1930*—In the 1928-29 salary study, data were reported for 67 cities over 100,000 in population. The tables of the present bulletin give data for 1930-31 for 88 cities over 100,000 in population. Obviously, under the 1920 census figures used in the 1928-29 survey, 21 of these largest cities were classified in the 30,000 to 100,000 population group. These 21 cities probably tended to raise the medians reported in 1928-29 for the cities of 30,000 to 100,000 population. The shift of these cities in the 1930-31 report to the class with more than 100,000 population probably tends to lower the medians reported for this group this year as compared with 1928-29. Other cities have shifted in their city size classification groups between 1920 and 1930. These extensive changes suggest the inadvisability of uncritical comparisons between medians reported in the 1928-29 and 1930-31 surveys. Valid comparisons can be made only if these changes in grouping are allowed for.

*Some typical comparisons*—The data in this bulletin show actual conditions in 1632 cities in 1930-31. The salary survey of two years ago showed actual conditions in 1401 cities in 1928-29. Due to the reclassification of cities, as required by the census which intervened between these two reports, certain unguarded comparisons are not advisable. For example, the median salary of senior high-school teachers for cities 30,000 to 100,000 in population was \$2120 in 1928-29. The same figure for 1930-31 is \$2111. A few persons may infer an apparent decrease of \$9 since 1928-29. Such a

conclusion is clearly unsound when considered in terms of the reclassification of cities.

However, teachers, school executives, and others may use this bulletin to compare present salaries in a single city with present salaries in other cities of the same size throughout the country. For example, a superintendent may find that the median salary for elementary teachers in his city is \$1400 for the year 1930-31. If his city is in the 30,000 to 100,000 population group, he may turn to Table 12 of this bulletin. In column 3 of Table 12 he will note that the median for 204 cities of this size is \$1609. He then knows that the median salary paid in his city is \$209 below that for other cities of the same size. Since the 204 city school systems reporting comprise over 90 percent of the cities between 30,000 and 100,000 in the 1930 census, the median of \$1609 is fairly representative of the entire group. Other valid comparisons will suggest themselves to persons interested in the salaries of teachers. A detailed study of existing conditions and salary trends in any selected group of cities may be made by using the Special Salary Tabulations described on page 167.

*The trend of the medians in comparable cities*—The 1928-29 salary survey included data from 1401 city school systems. This bulletin contains data for 1930-31 for 1632 city school systems. One thousand forty school systems reported data in both surveys.

What has been the trend of the medians in these 1040 cities since 1928-29? Among the cities of more than 10,000 population, 75 percent report a higher median salary for teachers in 1930-31 than in 1928-29, 20 percent report lower median salaries in 1930-31 than in 1928-29, and 5 percent report the same median salaries both years. Among cities of less than 10,000 population, 60 percent report higher median salaries for teachers in 1930-31 than in 1928-29, 30 percent report lower median salaries in 1930-31, and 10 percent give the same median salaries in both years. It is clear, therefore, that in most of the city school systems reporting median salaries are higher than in 1928-29. This increase is more general among cities over 10,000 population than among smaller cities.

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## FOREWORD

DAILY some 25,000,000 children are committed to the guidance of 800,000 teachers. In the learning environment thus set up in the schools lies the future of our nation. If teaching attracts devoted and well-trained persons, the welfare of our country is secure. If our classrooms are in the hands of incompetents, then we are committing intellectual suicide.

Recently, a few thoughtless persons and some organized groups have thought it possible to relieve the economic depression by reducing the salaries of teachers. Economic stability and the return of prosperity will never be secured by widespread reduction in buying power through arbitrary wage-cuts.

Unfortunately, attacks against teachers' salaries are often made without consulting the facts. Radical changes, which are based on anything less than full and exact knowledge of existing conditions, are dangerous. On the other hand, nothing can do more to assure teachers an adequate salary schedule than a complete and accurate body of facts concerning the salaries now paid.

These considerations suggest the great importance of the present issue of the *Research Bulletin*. Year after year the National Education Association has brought together the most complete body of facts about teachers' salaries ever collected. This issue of the *Research Bulletin* presents the most complete and recent facts available as to the salaries of school employees in 1632 city school systems in 1930-31. Tables are arranged so that one may quickly ascertain median, minimum, and maximum salaries in all population groups. For those who require additional detailed data for individual cities, a series of special salary tabulations will be prepared.

School boards, executives, and teachers will wish to give careful attention to the facts presented in this bulletin. When necessary, these facts should be given due publicity. Before salary reductions are invoked citizens should know the truth about the present situation. They should consider such questions as these: In terms of training and responsibility of teachers is it just to reduce the salaries of an underpaid profession? Should our children have a higher or lower quality of teaching service than they now have? Can we afford to make arbitrary reductions in the salaries paid to the persons who teach our children?

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

## I. Salaries Paid Teachers, Principals, and Certain Other School Employees, 1930-31

This issue of the Research Bulletin presents in summary form facts as to salaries paid in city school systems in 1930-31. The salaries of 368,418 city school employees are included in the tabulations. The blanks used in collecting these salary data are reproduced on pages 220 to 225. 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-

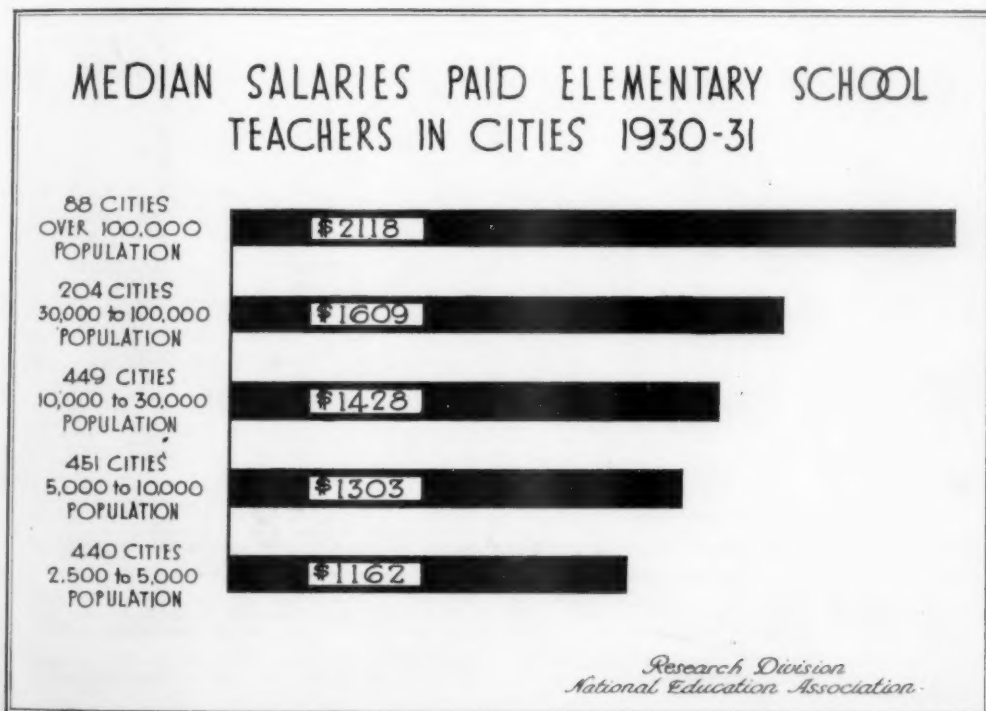
tion groups may be found beginning on the pages indicated:

- Cities over 100,000—page 168.
- Cities 30,000 to 100,000—page 176.
- Cities 10,000 to 30,000—page 185.
- Cities 5,000 to 10,000—page 191.
- Cities 2,500 to 5,000—page 197.

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 10 percent of the nurses in cities of this size are receiving salaries of less than \$1300, while approximately 18 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 88 CITIES OVER 100,000 IN POPULATION IN 1930-1931**

| 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..... |                       |                   | 569                      |                         |                    | 5                        |         |             |                  | 561                      | 2       |                               |
| 4,200 to \$4,399..... |                       |                   | 184                      |                         |                    | 3                        |         |             |                  | 75                       | 4       |                               |
| 4,000 to 4,199.....   |                       | 12                | 29                       | 3                       | 5                  | 7                        |         | 2,708       | 763              | 48                       | 35      | 214                           |
| 3,800 to 3,999.....   |                       | 2,505             | 13                       | 629                     | 1,741              | 17                       | 1       | 1,798       | 51               | 42                       |         | 85                            |
| 3,600 to 3,799.....   |                       | 397               | 13                       | 89                      | 135                | 57                       | 2       | 1,177       | 70               | 65                       | 3       | 43                            |
| 3,400 to 3,599.....   |                       | 282               | 3                        | 65                      | 187                | 28                       | 16      | 1,216       | 317              | 54                       | 5       | 26                            |
| 3,200 to 3,399.....   | 588                   | 6,609             | 29                       | 58                      | 476                | 19                       | 7       | 2,167       | 293              | 39                       | 6       | 50                            |
| 3,100 to 3,199.....   | 52                    | 993               | 14                       | 55                      | 306                | 12                       | 11      | 1,951       | 90               | 11                       | 4       | 42                            |
| 3,000 to 3,099.....   | 5                     | 186               | 25                       | 26                      | 639                | 3                        | 6       | 2,113       | 105              | 8                        | 16      | 42                            |
| 2,900 to 2,999.....   | 77                    | 945               | 25                       | 72                      | 511                | 3                        | 1       | 975         | 71               | 5                        | 6       | 64                            |
| 2,800 to 2,899.....   | 89                    | 1,436             | 148                      | 179                     | 1,535              | 12                       | 4       | 2,032       | 46               | 8                        | 13      | 227                           |
| 2,700 to 2,799.....   | 130                   | 1,996             | 39                       | 409                     | 769                | 3                        | 3       | 2,101       | 111              | 14                       | 19      | 81                            |
| 2,600 to 2,699.....   | 95                    | 2,323             | 91                       | 573                     | 998                | 6                        | 3       | 1,745       | 87               | 2                        | 9       | 88                            |
| 2,500 to 2,599.....   | 500                   | 6,371             | 11                       | 358                     | 946                | 20                       | 5       | 1,311       | 70               | 3                        | 5       | 71                            |
| 2,400 to 2,499.....   | 500                   | 7,941             | 38                       | 513                     | 1,441              | 3                        | 1       | 2,346       | 71               | 4                        | 3       | 104                           |
| 2,300 to 2,399.....   | 269                   | 3,681             | 36                       | 278                     | 1,326              | 3                        | 3       | 1,480       | 28               | 2                        | 2       | 97                            |
| 2,200 to 2,299.....   | 600                   | 7,813             | 30                       | 388                     | 1,086              | 4                        | 3       | 1,814       | 37               | 2                        | 9       | 70                            |
| 2,100 to 2,199.....   | 347                   | 5,490             | 7                        | 361                     | 1,330              | 1                        | 1       | 1,373       | 22               | 1                        | 5       | 82                            |
| 2,000 to 2,099.....   | 529                   | 7,649             | 13                       | 439                     | 1,455              |                          |         | 1,595       | 16               |                          | 3       | 77                            |
| 1,900 to 1,999.....   | 320                   | 4,555             | 3                        | 364                     | 1,128              | 1                        | 1       | 949         | 5                |                          | 2       | 64                            |
| 1,800 to 1,899.....   | 424                   | 6,808             | 2                        | 317                     | 1,295              |                          | 2       | 1,151       | 9                |                          | 3       | 78                            |
| 1,700 to 1,799.....   | 402                   | 6,631             | 8                        | 225                     | 789                |                          | 1       | 600         | 14               |                          | 1       | 26                            |
| 1,600 to 1,699.....   | 367                   | 5,332             | 3                        | 309                     | 756                |                          | 1       | 488         | 6                |                          | 1       | 26                            |
| 1,500 to 1,599.....   | 421                   | 4,599             | 22                       | 179                     | 594                |                          | 1       | 363         | 4                |                          | 1       | 24                            |
| 1,400 to 1,499.....   | 296                   | 3,403             | 2                        | 152                     | 474                |                          | 1       | 263         | 3                |                          |         | 13                            |
| 1,300 to 1,399.....   | 211                   | 2,726             | 1                        | 67                      | 328                |                          |         | 176         |                  |                          |         | 13                            |
| 1,200 to 1,299.....   | 238                   | 2,712             |                          | 47                      | 212                |                          |         | 129         |                  |                          |         | 12                            |
| 1,100 to 1,199.....   | 105                   | 983               |                          | 19                      | 121                |                          | 1       | 36          |                  |                          |         | 10                            |
| 1,000 to 1,099.....   | 106                   | 942               |                          | 14                      | 98                 |                          |         | 52          |                  |                          |         | 5                             |
| Below \$1,000.....    | 75                    | 683               |                          | 25                      | 89                 |                          |         | 69          |                  |                          |         | 22                            |
| Total.....            | 6,746                 | 96,003            | 1,358                    | 6,213                   | 20,770             | 207                      | 75      | 33,178      | 2,289            | 944                      | 157     | 1,756                         |
| Median.....           | \$2,077               | \$2,118           | \$4,280                  | \$2,372                 | \$2,348            | \$3,406                  | \$3,092 | \$2,731     | \$3,436          | \$5,544                  | \$2,942 | \$2,695                       |

Read table as follows: Out of a total of 6,746 kindergarten teachers in cities over 100,000 in population for which data were reported, 588 received salaries between \$3,200 and \$3,399, 52 received salaries between \$3,100 and \$3,199, etc. The median salary paid this group of teachers in cities over 100,000 in population is \$2,077. Similarly read figures for other columns.

The medians given in this table are figured according to the method described in the statement on page 170. See blank form used in collecting data, reproduced on pages 220 and 221 for further information as to what teachers are included in each class.

TABLE 2---ILLUSTRATION OF DATA AVAILABLE IN SPECIAL SALARY TABULATIONS

Cities over 100,000 in Population

[illegible]

**TABLE 3.—MINIMUM SALARIES PAID  
TEACHERS IN CITIES OVER 100,000 IN  
POPULATION IN 1930-1931**

| Amount of<br>minimum<br>salary | Number of cities reporting minimum<br>indicated for |                             |                                      |                            |
|--------------------------------|-----------------------------------------------------|-----------------------------|--------------------------------------|----------------------------|
|                                | Kinder-<br>garten<br>teachers                       | Elemen-<br>tary<br>teachers | Junior<br>high<br>school<br>teachers | High<br>school<br>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                                    | 1                          |
| 1,900 to 1,999                 |                                                     |                             | 2                                    | 1                          |
| 1,800 to 1,899                 |                                                     |                             | 4                                    | 7                          |
| 1,700 to 1,799                 |                                                     |                             | 2                                    | 6                          |
| 1,600 to 1,699                 | 2                                                   | 2                           | 4                                    | 10                         |
| 1,500 to 1,599                 | 3                                                   | 4                           | 7                                    | 14                         |
| 1,400 to 1,499                 | 5                                                   | 6                           | 11                                   | 13                         |
| 1,300 to 1,399                 | 5                                                   | 6                           | 10                                   | 5                          |
| 1,200 to 1,299                 | 22                                                  | 32                          | 14                                   | 14                         |
| 1,100 to 1,119                 | 10                                                  | 12                          | 4                                    | 3                          |
| 1,000 to 1,099                 | 16                                                  | 16                          | 3                                    | 3                          |
| Below \$1,000                  | 5                                                   | 5                           | 3                                    | 2                          |
| Total                          | 68                                                  | 83                          | 66                                   | 82                         |
| Median                         | \$1,214                                             | \$1,227                     | \$1,390                              | \$1,507                    |

Read table as follows: 2 cities 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 68 cities of this size is \$1,214. 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 170. See blank form used in collecting data, reproduced on page 223 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 88 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, 96,003, 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 many 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.<sup>1</sup>

<sup>1</sup> For further information concerning these tabulations consult page 226 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 6746 kindergarten teachers in cities over 100,000 in population, receiving salaries all the way from "below \$1000" to between "\$3200 to \$3399." The median or middle salary of this

**TABLE 4.—MAXIMUM SALARIES PAID  
TEACHERS IN CITIES OVER 100,000 IN  
POPULATION IN 1930-1931**

| Amount of<br>maximum<br>salary | Number of cities reporting maximum<br>indicated for |                             |                                      |                            |
|--------------------------------|-----------------------------------------------------|-----------------------------|--------------------------------------|----------------------------|
|                                | Kinder-<br>garten<br>teachers                       | Elemen-<br>tary<br>teachers | Junior<br>high<br>school<br>teachers | High<br>school<br>teachers |
| 1                              | 2                                                   | 3                           | 4                                    | 5                          |
| \$4,200 and over               |                                                     |                             |                                      | 5                          |
| 4,000 to 4,199                 |                                                     |                             | 1                                    | 2                          |
| 3,900 to 3,999                 |                                                     |                             |                                      |                            |
| 3,800 to 3,899                 |                                                     | 1                           | 4                                    | 1                          |
| 3,700 to 3,799                 |                                                     |                             |                                      |                            |
| 3,600 to 3,699                 | 1                                                   | 1                           | 1                                    | 5                          |
| 3,500 to 3,599                 | 1                                                   | 1                           | 2                                    | 3                          |
| 3,400 to 3,499                 | 1                                                   | 1                           | 2                                    | 3                          |
| 3,300 to 3,399                 | 2                                                   | 1                           | 1                                    | 2                          |
| 3,200 to 3,299                 | 1                                                   | 1                           | 4                                    | 4                          |
| 3,100 to 3,199                 | 2                                                   | 1                           | 2                                    | 3                          |
| 3,000 to 3,099                 | 4                                                   | 4                           | 5                                    | 8                          |
| 2,900 to 2,999                 |                                                     |                             | 1                                    | 2                          |
| 2,800 to 2,899                 | 3                                                   | 5                           | 4                                    | 5                          |
| 2,700 to 2,799                 | 4                                                   | 5                           | 3                                    | 7                          |
| 2,600 to 2,699                 | 4                                                   | 5                           | 7                                    | 6                          |
| 2,500 to 2,599                 | 3                                                   | 4                           | 5                                    | 5                          |
| 2,400 to 2,499                 | 4                                                   | 5                           | 7                                    | 6                          |
| 2,300 to 2,399                 | 4                                                   | 4                           | 3                                    | 4                          |
| 2,200 to 2,299                 | 7                                                   | 10                          | 2                                    | 4                          |
| 2,100 to 2,199                 | 4                                                   | 6                           | 2                                    | 1                          |
| 2,000 to 2,099                 | 6                                                   | 8                           | 1                                    | 3                          |
| 1,900 to 1,999                 | 3                                                   | 4                           | 3                                    | 1                          |
| 1,800 to 1,899                 | 3                                                   | 4                           | 1                                    |                            |
| 1,700 to 1,799                 | 6                                                   | 6                           |                                      | 1                          |
| 1,600 to 1,699                 | 1                                                   |                             | 1                                    |                            |
| 1,500 to 1,599                 | 2                                                   | 3                           |                                      |                            |
| 1,400 to 1,499                 |                                                     |                             |                                      | 1                          |
| 1,300 to 1,399                 |                                                     |                             | 1                                    |                            |
| Below \$1,300                  | 1                                                   | 2                           |                                      |                            |
| Total                          | 67                                                  | 82                          | 64                                   | 82                         |
| Median                         | \$2,313                                             | \$2,280                     | \$2,671                              | \$2,840                    |

Read table as follows: 1 city over 100,000 in population reported a maximum salary of between \$3,600 and \$3,699 for kindergarten teachers, 1 city reported a maximum of between \$3,500 and \$3,599, etc. The median maximum paid kindergarten teachers reported by 67 cities of this size is \$2,313. 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 170.

See blank form used in collecting data, reproduced on page 223 as to what teachers are included in each class.

group is \$2077, that is, half of these 6746 teachers receive salaries of \$2077 or more and the other half receive salaries of \$2077 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 \$1214, the median given at the foot of this column, as have a minimum salary equal to or less than this median.<sup>1</sup>

<sup>1</sup> 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.

TABLE 5.—MEDIAN SALARIES PAID TEACHERS IN CITIES OVER 100,000 IN POPULATION IN 1930-1931

| States                 | 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.....     | \$2,077               | \$2,118           | \$4,280                  | \$2,372                 | \$2,348            | \$3,496                  | \$3,092 | \$2,731     | \$3,436          | \$5,544                  | \$2,942 | \$2,695                       |
| Alabama.....           |                       | 1,610             |                          | 1,690                   |                    |                          |         | 2,073       | 2,550            |                          |         | Below 1,000                   |
| California.....        | 1,962                 | 2,287             | 2,450                    | 2,463                   | 2,685              | 3,636                    | 3,017   | 2,684       | 3,350            | 3,988                    |         | 2,802                         |
| Colorado.....          | 2,220                 | 2,227             |                          | 2,350                   | 2,576              |                          | 3,100   | 2,812       |                  | 3,367                    | 3,233   | 2,550                         |
| Connecticut.....       | 1,725                 | 1,856             |                          | 2,210                   | 2,168              |                          |         | 2,476       | 3,020            |                          |         |                               |
| Delaware.....          | 1,600                 | 2,010             |                          | 2,040                   | 2,020              |                          |         | 2,221       | 2,750            |                          |         |                               |
| Dist. of Columbia..... | 2,226                 | 2,219             |                          | 2,223                   | 2,424              |                          |         | 2,834       | 3,538            | 3,490                    |         |                               |
| Florida.....           | 1,250                 | 1,208             |                          | 1,355                   |                    |                          |         | 1,468       | 1,763            |                          |         | 1,183                         |
| Georgia.....           | 1,719                 | 1,754             |                          | 2,014                   | 2,358              |                          |         | 2,435       | 2,915            |                          |         | 1,800                         |
| Illinois.....          | 2,511                 | 2,516             | 1,550                    | 2,472                   | 2,725              | 3,833                    | 3,454   | 3,441       | 2,300            | 4,300                    | 4,100   | 4,000+                        |
| Indiana.....           | 1,680                 | 1,882             |                          | 1,917                   | 2,118              |                          |         | 2,474       | 3,068            | 3,425                    | 2,813   | 1,893                         |
| Iowa.....              | 1,895                 | 1,859             |                          | 1,838                   | 2,032              |                          | 2,400   | 2,322       |                  |                          |         |                               |
| Kansas.....            | 1,550                 | 1,746             | 1,717                    | 1,850                   | 1,975              |                          |         | 2,248       | 2,560            |                          |         |                               |
| Kentucky.....          | 1,536                 | 1,508             |                          | 1,600                   | 1,643              |                          |         | 2,091       | 2,590            |                          |         |                               |
| Louisiana.....         | 1,340                 | 1,709             |                          | 1,864                   |                    |                          |         | 2,475       |                  |                          |         |                               |
| Maryland.....          |                       | 1,660             | 2,314                    | 2,056                   | 1,965              | 2,538                    |         | 2,555       | 3,250            | 3,400                    |         | 1,858                         |
| Massachusetts.....     | 1,876                 | 1,953             |                          | 1,999                   | 2,383              | 2,850                    |         | 2,649       | 3,704            | 3,711                    | 2,675   | 2,438                         |
| Michigan.....          | 1,919                 | 2,003             | 2,842                    | 2,402                   | 2,494              | 3,733                    |         | 2,758       | 3,527            | 4,400                    |         | 2,679                         |
| Minnesota.....         | 1,745                 | 1,797             | 2,250                    | 1,950                   | 2,200              |                          |         | 2,337       | 2,733            | 3,425                    | 2,750   |                               |
| Missouri.....          | 2,209                 | 2,120             |                          | 2,232                   | 2,300              |                          |         | 2,846       |                  | 3,900                    |         | 2,750                         |
| Nebraska.....          | 2,090                 | 2,110             |                          | 1,450                   |                    |                          |         | 2,400       | 2,448            |                          | 2,775   |                               |
| New Jersey.....        | 2,440                 | 2,230             | 4,133                    | 2,672                   | 2,545              | 3,400                    |         | 3,502       | 4,000+           | 4,800                    | 4,200   | 2,625                         |
| New York.....          | 2,601                 | 2,652             | 4,633                    | 3,608                   | 3,446              | 3,700                    |         | 3,435       | 4,000+           | 5,734                    | 3,050   | 3,138                         |
| Ohio.....              | 2,050                 | 2,037             | 2,913                    | 2,398                   | 2,413              | 3,225                    |         | 2,614       | 3,306            | 3,715                    |         | 2,313                         |
| Oklahoma.....          | 1,517                 | 1,903             |                          | 1,475                   | 2,141              | 2,500                    |         | 2,461       | 2,789            |                          |         | 2,450                         |
| Oregon.....            | 1,725                 | 2,213             |                          | 2,058                   |                    |                          |         | 2,266       | 2,663            | 2,750                    | 2,750   |                               |
| Pennsylvania.....      | 1,886                 | 2,073             | 2,738                    | 2,433                   | 2,392              |                          |         | 3,236       | 4,000+           | 3,700                    |         | 2,644                         |
| Rhode Island.....      | 1,850                 | 1,794             |                          | 2,050                   | 2,150              |                          |         | 2,559       | 3,150            |                          |         | 2,183                         |
| Tennessee.....         | 1,170                 | 1,503             |                          |                         | 1,649              |                          |         | 2,047       | 2,283            |                          |         |                               |
| Texas.....             | 1,267                 | 1,629             |                          | 1,550                   | 1,772              | 2,500                    | 2,050   | 2,030       | 2,530            | 3,050                    | 2,300   | 1,650                         |
| Utah.....              | 1,775                 | 1,557             |                          |                         | 1,842              |                          |         | 2,093       |                  |                          |         | 1,810                         |
| Virginia.....          | 1,500                 | 1,507             |                          | 1,920                   | 1,804              |                          |         | 2,050       | 2,500            | 2,875                    |         |                               |
| Washington.....        | 2,000                 | 1,933             |                          | 2,140                   | 1,950              |                          |         | 2,206       | 2,903            | 3,450                    | 2,925   | 2,088                         |
| Wisconsin.....         | 2,265                 | 2,390             |                          | 2,418                   | 2,026              |                          |         | 2,619       |                  | 3,900                    |         |                               |

Read table as follows: \$2,077 is the median salary paid kindergarten teachers in the United States in cities with a population of over 100,000; \$2,118 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 170, are based upon distributions of salaries reported paid the various classes of teachers indicated. See blank form used in collecting data, reproduced on pages 220 and 221, for further information as to what teachers are included in each class.

## Salaries in Cities Over 100,000 in Population

*Teachers salaries.* Table 1 presents distributions of the salaries paid during 1930-31 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 220 to 223, 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-

umn. Those not familiar with the meaning of median will find it explained on page 170.

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 five cities and is between \$1600 and \$1699 in two cities; the median minimum being \$1227.

Table 4 presents similar data as to maximum salaries. Two cities report a maximum for elementary teachers of below \$1300, while one reports a maximum of between \$3800 and \$3899; the median maximum being \$2280.

**TABLE 6.—DISTRIBUTION OF SALARIES PAID PRINCIPALS IN 88 CITIES OVER 100,000 IN POPULATION IN 1930-1931**

| Salaries paid         | Elementary school principals |                  | Junior high school principals | High school principals | Principals of part-time schools |
|-----------------------|------------------------------|------------------|-------------------------------|------------------------|---------------------------------|
|                       | Teaching                     | Super-<br>vising |                               |                        |                                 |
| 1                     | 2                            | 3                | 4                             | 5                      | 6                               |
| \$7,000 and over..... | 6                            | 59               | 46                            | 4                      |                                 |
| 6,000 to \$6,999..... | 327                          | 6                | 24                            | 13                     |                                 |
| 5,500 to 5,999.....   | 67                           | 20               | 86                            | 2                      |                                 |
| 5,000 to 5,499.....   | 131                          | 61               | 117                           | 7                      |                                 |
| 4,800 to 4,999.....   | 185                          | 58               | 37                            |                        |                                 |
| 4,600 to 4,799.....   | 46                           | 55               | 29                            | 2                      |                                 |
| 4,400 to 4,599.....   | 198                          | 42               | 37                            | 5                      |                                 |
| 4,200 to 4,399.....   | 145                          | 33               | 33                            | 3                      |                                 |
| 4,000 to 4,199.....   | 279                          | 36               | 29                            | 9                      |                                 |
| 3,800 to 3,999.....   | 238                          | 26               | 12                            | 4                      |                                 |
| 3,600 to 3,799.....   | 16                           | 305              | 48                            | 18                     | 3                               |
| 3,400 to 3,599.....   | 3                            | 358              | 33                            | 11                     | 4                               |
| 3,200 to 3,399.....   | 6                            | 400              | 26                            | 8                      | 6                               |
| 3,100 to 3,199.....   | 11                           | 148              | 7                             | 1                      | 3                               |
| 3,000 to 3,099.....   | 10                           | 242              | 19                            | 4                      | 3                               |
| 2,900 to 2,999.....   | 17                           | 161              | 4                             | 2                      | 2                               |
| 2,800 to 2,899.....   | 61                           | 154              | 2                             | 1                      |                                 |
| 2,700 to 2,799.....   | 37                           | 192              | 5                             | 1                      |                                 |
| 2,600 to 2,699.....   | 60                           | 163              | 6                             | 2                      | 4                               |
| 2,500 to 2,599.....   | 43                           | 95               | 5                             | 1                      | 1                               |
| 2,400 to 2,499.....   | 40                           | 83               | 6                             |                        |                                 |
| 2,300 to 2,399.....   | 25                           | 57               |                               |                        |                                 |
| 2,200 to 2,299.....   | 37                           | 51               | 2                             |                        | 1                               |
| 2,100 to 2,199.....   | 40                           | 46               | 1                             |                        |                                 |
| 2,000 to 2,099.....   | 67                           | 36               |                               |                        | 1                               |
| 1,900 to 1,999.....   | 32                           | 8                |                               |                        |                                 |
| 1,800 to 1,899.....   | 19                           | 9                |                               |                        |                                 |
| 1,700 to 1,799.....   | 6                            | 6                |                               |                        |                                 |
| 1,600 to 1,699.....   | 16                           | 2                |                               |                        |                                 |
| Below \$1,600.....    | 33                           | 7                |                               |                        | 1                               |
| Total.....            | 579                          | 4,145            | 560                           | 499                    | 80                              |
| Median.....           | \$2,436                      | \$3,519          | \$4,500                       | \$5,100                | \$4,111                         |

Read table as follows: Out of a total of 579 teaching elementary school principals in cities over 100,000 in population for which data were reported, 16 receive a salary of between \$3,000 and \$3,799. 3 receive a salary of between \$3,400 and \$3,599, etc. The median salary paid this group of principals in cities over 100,000 in population is \$2,436. 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 170. See blank form used in collecting data, reproduced on page 221, 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 1930-1931**

| Amount of minimum salary | Number of cities reporting minimum indicated for |                  |                               |                        |
|--------------------------|--------------------------------------------------|------------------|-------------------------------|------------------------|
|                          | Elementary school principals                     |                  | Junior high school principals | High school principals |
|                          | Teaching                                         | Super-<br>vising |                               |                        |
| 1                        | 2                                                | 3                | 4                             | 5                      |
| \$5,500 and over.....    |                                                  |                  |                               | 1                      |
| 5,000 to \$5,499.....    |                                                  | 1                | 3                             | 5                      |
| 4,500 to 4,999.....      |                                                  |                  | 2                             | 8                      |
| 4,000 to 4,499.....      |                                                  |                  | 6                             | 10                     |
| 3,900 to 3,999.....      |                                                  |                  | 1                             | 1                      |
| 3,800 to 3,899.....      |                                                  | 1                | 1                             | 1                      |
| 3,700 to 3,799.....      |                                                  |                  | 1                             | 1                      |
| 3,600 to 3,699.....      |                                                  | 1                | 2                             | 3                      |
| 3,500 to 3,599.....      |                                                  | 1                | 4                             | 5                      |
| 3,400 to 3,499.....      |                                                  | 1                | 3                             | 2                      |
| 3,300 to 3,399.....      |                                                  |                  |                               | 1                      |
| 3,200 to 3,299.....      |                                                  |                  | 3                             |                        |
| 3,100 to 3,199.....      |                                                  | 1                |                               |                        |
| 3,000 to 3,099.....      |                                                  | 1                | 6                             | 9                      |
| 2,900 to 2,999.....      |                                                  | 3                |                               | 1                      |
| 2,800 to 2,899.....      |                                                  |                  |                               |                        |
| 2,700 to 2,799.....      |                                                  | 3                | 3                             |                        |
| 2,600 to 2,699.....      | 4                                                | 5                | 1                             | 3                      |
| 2,500 to 2,599.....      |                                                  | 2                | 2                             |                        |
| 2,400 to 2,499.....      |                                                  | 2                | 1                             |                        |
| 2,300 to 2,399.....      | 3                                                | 3                |                               |                        |
| 2,200 to 2,299.....      | 2                                                | 5                | 1                             |                        |
| 2,100 to 2,199.....      |                                                  | 8                | 2                             |                        |
| 2,000 to 2,099.....      | 2                                                | 6                |                               |                        |
| 1,900 to 1,999.....      | 4                                                | 4                |                               |                        |
| 1,800 to 1,899.....      | 5                                                | 8                |                               |                        |
| 1,700 to 1,799.....      |                                                  | 1                |                               |                        |
| 1,600 to 1,699.....      | 2                                                | 5                |                               |                        |
| Below \$1,600.....       | 6                                                | 3                |                               |                        |
| Total.....               | 28                                               | 65               | 42                            | 51                     |
| Median.....              | \$1,925                                          | \$2,169          | \$3,467                       | \$3,850                |

Read table as follows: 4 cities over 100,000 in population reported a minimum salary of between \$2,600 and \$2,699, for teaching elementary school principals, 3 cities reported a minimum of between \$2,300 and \$2,399, etc. The median minimum paid teaching elementary school principals reported by 28 cities of this size is \$1,925. 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 170. See blank form used in collecting data, reproduced on page 223, 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 226. 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 \$2077, according to Table 5. The median for kindergarten teachers varies in different states from \$1170 to \$2601.

TABLE 8.—MAXIMUM SALARIES PAID PRINCIPALS IN CITIES OVER 100,000 IN POPULATION IN 1930-1931

| Amount of maximum salary | Number of cities reporting maximum indicated for |                  |                               |                        |
|--------------------------|--------------------------------------------------|------------------|-------------------------------|------------------------|
|                          | Elementary school principals                     |                  | Junior high school principals | High school principals |
|                          | Teaching                                         | Super-<br>vising |                               |                        |
| 1                        | 2                                                | 3                | 4                             | 5                      |
| \$7,000 and over.....    |                                                  | 2                | 3                             | 4                      |
| 6,500 to \$6,999.....    |                                                  | 1                |                               | 1                      |
| 6,000 to 6,499.....      |                                                  |                  | 1                             | 7                      |
| 5,500 to 5,999.....      |                                                  | 1                | 3                             | 7                      |
| 5,400 to 5,499.....      |                                                  |                  | 1                             | 2                      |
| 5,300 to 5,399.....      |                                                  |                  | 1                             | 3                      |
| 5,200 to 5,299.....      |                                                  |                  | 1                             |                        |
| 5,100 to 5,199.....      |                                                  |                  |                               | 1                      |
| 5,000 to 5,099.....      |                                                  | 2                | 6                             | 10                     |
| 4,900 to 4,999.....      |                                                  |                  |                               | 1                      |
| 4,800 to 4,899.....      |                                                  | 3                | 2                             | 2                      |
| 4,700 to 4,799.....      |                                                  | 1                | 1                             |                        |
| 4,600 to 4,699.....      |                                                  |                  |                               | 7                      |
| 4,500 to 4,599.....      |                                                  | 4                | 5                             | 3                      |
| 4,400 to 4,499.....      |                                                  | 1                | 2                             | 7                      |
| 4,300 to 4,399.....      | 1                                                | 2                | 2                             | 1                      |
| 4,200 to 4,299.....      |                                                  | 1                | 2                             | 1                      |
| 4,100 to 4,199.....      |                                                  |                  | 2                             |                        |
| 4,000 to 4,099.....      | 1                                                | 4                | 4                             | 4                      |
| 3,900 to 3,999.....      | 2                                                | 5                |                               | 1                      |
| 3,800 to 3,899.....      | 1                                                | 3                | 1                             |                        |
| 3,700 to 3,799.....      | 1                                                | 1                | 2                             |                        |
| 3,600 to 3,699.....      | 3                                                | 7                | 1                             | 1                      |
| 3,500 to 3,599.....      | 2                                                | 3                | 3                             |                        |
| 3,400 to 3,499.....      | 1                                                | 3                | 2                             |                        |
| 3,300 to 3,399.....      |                                                  | 2                |                               |                        |
| 3,200 to 3,299.....      |                                                  | 4                |                               |                        |
| 3,100 to 3,199.....      |                                                  | 3                | 1                             |                        |
| 3,000 to 3,099.....      | 1                                                | 8                |                               |                        |
| 2,900 to 2,999.....      | 1                                                | 3                |                               |                        |
| 2,800 to 2,899.....      | 1                                                | 1                |                               |                        |
| 2,700 to 2,799.....      | 2                                                | 2                | 1                             |                        |
| 2,600 to 2,699.....      | 3                                                |                  |                               |                        |
| Below \$2,600.....       | 10                                               | 2                |                               |                        |
| Total.....               | 30                                               | 70               | 49                            | 58                     |
| Median.....              | \$2,800                                          | \$3,657          | \$4,510                       | \$5,060                |

Read table as follows: 1 city over 100,000 in population reported a maximum salary of between \$4,300 and \$4,399 for teaching elementary school principals, 1 city reported a maximum of between \$4,000 and \$4,099, etc. The median maximum paid teaching elementary school principals reported by 30 cities of this size is \$2,800. Similarly read the other columns of this table.

The medians given in this table are figured according to the method described in the statement on page 170. See blank form used in collecting data, reproduced on page 223, 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 annual income of all gainfully occupied persons in the United States is approximately \$2000.<sup>1</sup> 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 1930-1931

| States             | Elementary school principals |                  | Junior high school principals | High school principals | Principals of part-time schools |
|--------------------|------------------------------|------------------|-------------------------------|------------------------|---------------------------------|
|                    | Teaching                     | Super-<br>vising |                               |                        |                                 |
| 1                  | 2                            | 3                | 4                             | 5                      | 6                               |
| United States..... | \$2,436                      | \$3,519          | \$4,500                       | \$5,100                | \$4,111                         |
| Alabama.....       |                              | 3,150            |                               | 4,300                  |                                 |
| California.....    | 2,789                        | 3,620            | 4,637                         | 5,092                  | 4,100                           |
| Colorado.....      |                              | 3,470            | 4,500                         | 5,688                  |                                 |
| Connecticut.....   |                              | 3,433            |                               |                        |                                 |
| Delaware.....      |                              | 2,725            |                               |                        |                                 |
| Dist. of Col.....  | 2,810                        | 3,200            | 3,933                         | 4,467                  |                                 |
| Florida.....       | 1,465                        | 2,136            | 2,650                         | 3,367                  |                                 |
| Georgia.....       | 2,150                        | 3,030            | 3,700                         |                        |                                 |
| Illinois.....      |                              | 4,800            | 5,171                         | 5,679                  |                                 |
| Indiana.....       | 2,617                        | 3,048            | 3,090                         | 4,300                  |                                 |
| Iowa.....          |                              | 2,775            | 3,700                         |                        |                                 |
| Kansas.....        | 2,078                        | 2,808            | 3,400                         | 4,000                  |                                 |
| Kentucky.....      | 1,638                        | 2,500            | 3,013                         | 4,100                  |                                 |
| Louisiana.....     | 2,350                        | 2,682            |                               | 3,075                  |                                 |
| Maryland.....      |                              | 3,158            | 3,500                         | 5,125                  |                                 |
| Massachusetts..... | 2,563                        | 3,233            | 4,833                         | 5,205                  | 3,700                           |
| Michigan.....      |                              | 5,559            | 5,250                         | 6,545                  | 4,100                           |
| Minnesota.....     | 2,800                        | 3,006            | 3,700                         | 4,700                  |                                 |
| Missouri.....      | 2,683                        | 4,011            | 4,900                         | 5,313                  |                                 |
| Nebraska.....      |                              | 2,746            |                               | 4,550                  |                                 |
| New Jersey.....    | 2,450                        | 4,383            | 4,900                         | 6,750                  | 4,300                           |
| New York.....      |                              | 5,988            | 7,209                         | 10,000 +               | 6,607                           |
| Ohio.....          | 2,050                        | 3,334            | 4,550                         | 4,750                  | 4,150                           |
| Oklahoma.....      | 2,100                        | 3,200            | 4,050                         |                        |                                 |
| Oregon.....        | 2,446                        | 3,525            |                               | 4,283                  |                                 |
| Pennsylvania.....  | 2,025                        | 3,963            | 5,094                         | 5,673                  | 4,900                           |
| Rhode Island.....  | 2,150                        | 2,950            | 4,200                         |                        |                                 |
| Tennessee.....     | 1,917                        | 2,330            | 3,025                         |                        |                                 |
| Texas.....         | 2,267                        | 3,048            | 3,700                         | 4,414                  |                                 |
| Utah.....          |                              | 3,243            | 3,660                         |                        |                                 |
| Virginia.....      | 1,867                        | 3,065            | 3,900                         |                        |                                 |
| Washington.....    | 2,400                        | 2,988            | 3,367                         | 4,600                  |                                 |
| Wisconsin.....     | 2,750                        | 3,971            | 4,300                         | 5,143                  |                                 |

Read table as follows: \$2,436 is the median salary paid teaching elementary principals in the United States in cities with a population of over 100,000; \$3,519 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 170, are based upon distributions of salaries reported paid the various classes of principals indicated. See blank form used in collecting data, reproduced on page 221, for further information as to what principals are included in each class.

<sup>1</sup> 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 1930-31 to principals of elementary, junior high and senior high schools. The inquiry blank reproduced on pages 220 to 223 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 170.

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 three cities and is between \$5000 and \$5499 in one city; the median minimum being \$2169.

Table 8 presents similar data as to maximum salaries. Two cities report maximum for supervising elementary principals of below \$2600,

while two report maximum of \$7,000 or over; the median maximum being \$3657.

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 \$3519. The median for this group of principals varies in different states from \$2136 to \$5988. Similarly read the national and state medians for the other classes of principals.

**TABLE 10.—DISTRIBUTION OF SALARIES PAID OTHER SCHOOL EMPLOYEES IN 88 CITIES OVER 100,000 IN POPULATION IN 1930-1931**

| Salaries paid         | School nurses <sup>1</sup> | Clerks in principals' offices | Clerks in administrative and supervisory offices | School janitors <sup>2</sup> | Attendance officers <sup>3</sup> |
|-----------------------|----------------------------|-------------------------------|--------------------------------------------------|------------------------------|----------------------------------|
| 1                     | 2                          | 3                             | 4                                                | 5                            | 6                                |
| \$3,200 and over..... | 3                          | 3                             | 250                                              | 183                          | 60                               |
| 3,100 to \$3,199..... | 2                          | 1                             | 5                                                | 11                           | 2                                |
| 3,000 to 3,099.....   | 1                          | 120                           | 31                                               | 19                           | 224                              |
| 2,900 to 2,999.....   | 2                          | 5                             | 41                                               | 12                           | 1                                |
| 2,800 to 2,899.....   | 6                          | 28                            | 91                                               | 60                           | 52                               |
| 2,700 to 2,799.....   | 2                          | 18                            | 20                                               | 56                           | 5                                |
| 2,600 to 2,699.....   | 5                          | 33                            | 35                                               | 55                           | 15                               |
| 2,500 to 2,599.....   | 4                          | 23                            | 36                                               | 87                           | 43                               |
| 2,400 to 2,499.....   | 22                         | 23                            | 139                                              | 111                          | 60                               |
| 2,300 to 2,399.....   | 4                          | 518                           | 41                                               | 122                          | 44                               |
| 2,200 to 2,299.....   | 15                         | 72                            | 200                                              | 178                          | 35                               |
| 2,100 to 2,199.....   | 25                         | 76                            | 181                                              | 230                          | 97                               |
| 2,000 to 2,099.....   | 123                        | 109                           | 78                                               | 320                          | 99                               |
| 1,900 to 1,999.....   | 180                        | 90                            | 234                                              | 427                          | 125                              |
| 1,800 to 1,899.....   | 90                         | 148                           | 178                                              | 1,270                        | 99                               |
| 1,700 to 1,799.....   | 149                        | 115                           | 155                                              | 452                          | 83                               |
| 1,600 to 1,699.....   | 135                        | 198                           | 269                                              | 1,749                        | 76                               |
| 1,500 to 1,599.....   | 115                        | 554                           | 412                                              | 1,780                        | 63                               |
| 1,400 to 1,499.....   | 123                        | 248                           | 273                                              | 1,088                        | 65                               |
| 1,300 to 1,399.....   | 86                         | 210                           | 357                                              | 1,165                        | 19                               |
| 1,200 to 1,299.....   | 73                         | 545                           | 331                                              | 930                          | 21                               |
| 1,100 to 1,199.....   | 47                         | 285                           | 198                                              | 344                          | 20                               |
| 1,000 to 1,099.....   | 3                          | 357                           | 317                                              | 588                          | 8                                |
| Below \$1,000.....    | 5                          | 1,607                         | 252                                              | 1,538                        | 3                                |
| <b>Total.....</b>     | <b>1,220</b>               | <b>5,386</b>                  | <b>4,124</b>                                     | <b>12,775</b>                | <b>1,319</b>                     |
| <b>Median.....</b>    | <b>\$1,715</b>             | <b>\$1,281</b>                | <b>\$1,581</b>                                   | <b>\$1,541</b>               | <b>\$2,078</b>                   |

Read table as follows: Out of a total of 1,220 school nurses in cities over 100,000 in population for which data were reported, 3 receive a salary of \$3,200 and over, 2 receive a salary of between \$3,100 and \$3,199, etc. The median salary paid this group of school employees in cities over 100,000 in population is \$1,715. Similarly read figures for other columns. The medians given in this table are figured according to the method described in the statement on page 170. See blank form used in collecting data, reproduced on page 220.

<sup>1</sup> 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 205, Table 52.

<sup>2</sup> 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 205, Table 52.

<sup>3</sup> 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 205, 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 1,220 nurses. Their salaries range from between \$3200 and over, to below \$1000. The median is \$1715.

The median salaries for other groups follow:

|                                       |        |
|---------------------------------------|--------|
| Clerks in principals' offices.....    | \$1281 |
| Clerks in administrative offices..... | 1581   |
| School janitors.....                  | 1541   |
| Attendance officers.....              | 2078   |

TABLE 11.—MEDIAN SALARIES PAID OTHER SCHOOL EMPLOYEES IN CITIES OVER 100,000 IN POPULATION IN 1930-1931

| States                    | School nurses <sup>1</sup> | Clerks in principals' offices | Clerks in administrative and supervisory offices | School janitors <sup>3</sup> | Attendance officers <sup>4</sup> |
|---------------------------|----------------------------|-------------------------------|--------------------------------------------------|------------------------------|----------------------------------|
| 1                         | 2                          | 3                             | 4                                                | 5                            | 6                                |
| United States.....        | \$1,715                    | \$1,281                       | \$1,581                                          | \$1,541                      | \$2,078                          |
| Alabama.....              |                            | Below 1,000                   | 1,300                                            | 1,013                        |                                  |
| California.....           | 1,935                      | 1,208                         | 1,566                                            | 1,812                        | 2,140                            |
| Colorado.....             | 2,017                      | Below 1,000                   | 1,483                                            | 1,230                        | 1,867                            |
| Connecticut.....          |                            | 1,025                         | 1,640                                            | 1,700                        |                                  |
| Delaware.....             | 1,550                      | Below 1,000                   | 1,083                                            | 1,077                        | 1,517                            |
| District of Columbia..... |                            | 1,534                         | 1,557                                            | 1,300                        | 1,975                            |
| Florida.....              |                            | Below 1,000                   | 1,825                                            | Below 1,000                  |                                  |
| Georgia.....              |                            | Below 1,000                   | 1,514                                            | Below 1,000                  |                                  |
| Illinois.....             |                            | 1,548                         | 2,200                                            | 1,578                        | 1,925                            |
| Indiana.....              | 1,550                      | 1,030                         | 1,450                                            | 1,306                        | 1,800                            |
| Iowa.....                 | 1,736                      | 1,025                         | 1,520                                            | 1,490                        |                                  |
| Kansas.....               | 1,736                      | 1,032                         | 1,250                                            |                              |                                  |
| Kentucky.....             | 1,261                      | Below 1,000                   | 1,017                                            | Below 1,000                  | 1,650                            |
| Louisiana.....            | 1,508                      | 1,070                         | 1,450                                            | Below 1,000                  | 1,238                            |
| Maryland.....             |                            | 1,066                         | 1,091                                            |                              | 1,425                            |
| Massachusetts.....        | 1,774                      | 1,452                         | 1,610                                            | 1,632                        | 2,386                            |
| Michigan.....             | 1,833                      | 1,146                         | 1,507                                            | 1,627                        | 2,150                            |
| Minnesota.....            | 1,622                      | Below 1,000                   | 1,213                                            | 1,547                        | 1,550                            |
| Missouri.....             | 1,497                      | 1,200                         | 1,522                                            | 1,453                        | 2,031                            |
| Nebraska.....             | 1,622                      | 1,200                         | 1,242                                            | 1,722                        |                                  |
| New Jersey.....           | 2,011                      | 1,831                         | 1,621                                            | 1,867                        | 2,360                            |
| New York.....             | 1,822                      | 2,312                         | 1,962                                            | 1,862                        | 3,029                            |
| Ohio.....                 | 1,817                      | 1,201                         | 1,497                                            | 1,570                        | 2,028                            |
| Oklahoma.....             | 2,433                      | 1,006                         | 1,375                                            | 1,295                        | 2,375                            |
| Oregon.....               | 1,428                      | Below 1,000                   | 1,417                                            |                              |                                  |
| Pennsylvania.....         | 1,658                      | 1,132                         | 1,424                                            | 1,472                        | 1,822                            |
| Rhode Island.....         | 1,438                      | Below 1,000                   | 1,331                                            | 1,264                        | 1,750                            |
| Tennessee.....            | 1,825                      | 1,067                         | 1,325                                            | Below 1,000                  | 1,350                            |
| Texas.....                | 1,325                      | Below 1,000                   | 1,221                                            | 1,013                        | 1,350                            |
| Utah.....                 |                            | 1,067                         | 1,550                                            | 1,479                        |                                  |
| Virginia.....             | 1,550                      | 1,008                         | 1,350                                            | 1,496                        |                                  |
| Washington.....           | 1,650                      | Below 1,000                   | 1,300                                            | 1,544                        | 2,200                            |
| Wisconsin.....            |                            | Below 1,000                   | 1,510                                            | 3,400                        | 2,400                            |

Read table as follows: \$1,715 is the median salary paid school nurses in the United States in cities with a population of over 100,000; \$1,281 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 170, are based upon distributions of salaries reported paid the various classes of employees indicated. See blank form used in collecting data, reproduced on page 220.

<sup>1</sup> 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 205, Table 52.

<sup>3</sup> 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 205, Table 52.

<sup>4</sup> 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 205, 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 86 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 1930-31 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 220 to 223, 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 170.

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 twelve cities and is \$1900 or more in one city; the median minimum being \$1084

Table 14 presents similar data as to maximum salaries. One city reports a maximum salary for elementary teachers of below \$1200, while two report a maximum of between \$3600 and \$3799; the median maximum being \$1996.

TABLE 12.—DISTRIBUTION OF SALARIES PAID TEACHERS IN 204 CITIES 30,000 TO 100,000 IN POPULATION IN 1930-1931

| 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... |                       |                   | 11                       |                         | 3                  | 4                        |         | 35          | 42               | 16                       | 2       |                               |
| 3,800 to \$3,999    |                       |                   | 4                        |                         | 5                  | 1                        |         | 85          | 37               | 6                        | 1       | 1                             |
| 3,600 to 3,799      |                       |                   | 6                        | 2                       | 23                 | 4                        |         | 171         | 30               | 9                        | 3       |                               |
| 3,400 to 3,599      |                       | 1                 | 4                        |                         | 30                 | 9                        | 4       | 158         | 17               | 9                        | 4       | 2                             |
| 3,200 to 3,399      | 1                     | 54                | 14                       | 6                       | 98                 | 9                        | 2       | 210         | 46               | 14                       | 5       | 7                             |
| 3,100 to 3,199      |                       | 13                | 8                        | 3                       | 36                 | 2                        |         | 108         | 14               | 7                        | 1       | 6                             |
| 3,000 to 3,099      | 15                    | 162               | 1                        | 10                      | 105                | 9                        |         | 190         | 49               | 16                       | 5       | 7                             |
| 2,900 to 2,999      | 5                     | 46                | 8                        | 7                       | 95                 | 2                        |         | 151         | 36               | 4                        | 3       | 7                             |
| 2,800 to 2,899      | 7                     | 161               | 1                        | 15                      | 147                | 2                        | 1       | 302         | 39               | 13                       | 3       | 6                             |
| 2,700 to 2,799      | 4                     | 157               | 8                        | 5                       | 271                | 7                        | 2       | 533         | 32               | 11                       | 5       | 29                            |
| 2,600 to 2,699      | 34                    | 383               | 2                        | 9                       | 151                | 5                        | 3       | 352         | 56               | 7                        | 3       | 18                            |
| 2,500 to 2,599      | 21                    | 350               | 6                        | 29                      | 266                | 6                        | 2       | 617         | 76               | 2                        | 13      | 29                            |
| 2,400 to 2,499      | 22                    | 540               | 3                        | 19                      | 319                | 4                        | 3       | 633         | 72               | 5                        | 4       | 23                            |
| 2,300 to 2,399      | 32                    | 591               | 5                        | 45                      | 394                | 4                        | 3       | 490         | 79               | 5                        | 6       | 30                            |
| 2,200 to 2,299      | 33                    | 1,014             | 2                        | 63                      | 484                | 3                        | 1       | 793         | 49               | 6                        | 10      | 38                            |
| 2,100 to 2,199      | 69                    | 775               | 4                        | 59                      | 554                | 5                        | 5       | 831         | 48               | 3                        | 5       | 32                            |
| 2,000 to 2,099      | 67                    | 1,148             | 2                        | 89                      | 733                | 10                       | 2       | 1,022       | 42               | 1                        | 7       | 32                            |
| 1,900 to 1,999      | 133                   | 2,334             | 2                        | 109                     | 938                | 1                        | 2       | 863         | 29               | 3                        | 6       | 36                            |
| 1,800 to 1,899      | 125                   | 3,173             | 4                        | 135                     | 1,316              |                          | 3       | 979         | 22               |                          | 2       | 38                            |
| 1,700 to 1,799      | 118                   | 2,518             | 1                        | 97                      | 914                | 1                        | 3       | 682         | 8                |                          | 1       | 22                            |
| 1,600 to 1,699      | 185                   | 2,885             | 8                        | 105                     | 953                | 1                        | 1       | 595         | 6                |                          | 1       | 19                            |
| 1,500 to 1,599      | 174                   | 3,196             | 5                        | 113                     | 825                |                          |         | 467         | 3                |                          |         | 17                            |
| 1,400 to 1,499      | 155                   | 2,707             | 2                        | 53                      | 641                |                          |         | 355         | 2                |                          |         | 9                             |
| 1,300 to 1,399      | 151                   | 2,963             | 1                        | 41                      | 482                | 1                        |         | 220         |                  |                          |         | 5                             |
| 1,200 to 1,299      | 151                   | 2,815             |                          | 29                      | 321                |                          |         | 144         |                  |                          |         | 6                             |
| 1,100 to 1,199      | 76                    | 1,744             |                          | 10                      | 126                |                          |         | 88          |                  |                          |         | 2                             |
| 1,000 to 1,099      | 74                    | 1,359             |                          | 15                      | 64                 |                          |         | 28          |                  |                          |         | 3                             |
| Below \$1,000       | 56                    | 1,019             |                          | 7                       | 57                 |                          |         | 27          |                  |                          |         | 4                             |
| Total               | 1,708                 | 32,103            | 103                      | 1,075                   | 10,351             | 92                       | 38      | 11,129      | 834              | 137                      | 90      | 428                           |
| Median              | \$1,609               | \$1,609           | \$2,756                  | \$1,850                 | \$1,860            | \$2,743                  | \$2,367 | \$2,111     | \$2,575          | \$3,053                  | \$2,523 | \$2,166                       |

Read table as follows: Out of a total of 1,708 kindergarten teachers in cities 30,000 to 100,000 in population for which data were reported, 1 receives a salary of between \$3,200 and \$3,399, 15 receive a salary of between \$3,000 and \$3,099, etc. The median salary paid this group of teachers in cities 30,000 to 100,000 in population is \$1,609. Similarly read figures for other columns.

The medians given in this table are figured according to the method described in the statement on page 170. See blank form used in collecting data, reproduced on pages 220 and 221 for further information as to what teachers are included in each class.

CHART II

## MEDIAN SALARIES PAID SENIOR HIGH SCHOOL TEACHERS IN CITIES -1930-31

88 CITIES  
OVER 100,000  
POPULATION

\$ 2731

204 CITIES  
30,000 to 100,000  
POPULATION

\$ 2111

449 CITIES  
10,000 to 30,000  
POPULATION

\$ 1876

451 CITIES  
5,000 to 10,000  
POPULATION

\$ 1692

440 CITIES  
2,500 to 5,000  
POPULATION

\$ 1547

*Research Division  
National Education Association*

CHART III

## MEDIAN SALARIES PAID JUNIOR HIGH SCHOOL TEACHERS IN CITIES 1930-31

88 CITIES  
OVER 100,000  
POPULATION

\$ 2348

204 CITIES  
30,000 to 100,000  
POPULATION

\$ 1860

449 CITIES  
10,000 to 30,000  
POPULATION

\$ 1619

451 CITIES  
5,000 to 10,000  
POPULATION

\$ 1494

440 CITIES  
2,500 to 5,000  
POPULATION

\$ 1360

*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 226. 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 \$1609 according to Table 15. The median for kindergarten teachers varies in different states from \$1043 to \$1981. 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 58,088 teachers represented in Tables 12 and 15, 69 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 13.—MINIMUM SALARIES PAID TEACHERS IN CITIES 30,000 TO 100,000 IN POPULATION IN 1930-1931**

| 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 and over.....    |                                                  | 1                   | 2                           | 3                    |
| 1,800 to 1,899.....      | 1                                                |                     | 1                           | 11                   |
| 1,700 to 1,799.....      | 2                                                | 2                   | 2                           | 3                    |
| 1,600 to 1,699.....      |                                                  | 1                   | 5                           | 8                    |
| 1,500 to 1,599.....      | 2                                                | 3                   | 2                           | 15                   |
| 1,400 to 1,499.....      | 6                                                | 7                   | 18                          | 30                   |
| 1,300 to 1,399.....      | 3                                                | 5                   | 13                          | 18                   |
| 1,200 to 1,299.....      | 29                                               | 34                  | 32                          | 32                   |
| 1,100 to 1,199.....      | 19                                               | 25                  | 10                          | 10                   |
| 1,000 to 1,099.....      | 26                                               | 61                  | 30                          | 18                   |
| 900 to 999.....          | 14                                               | 25                  | 12                          | 11                   |
| Below \$900.....         | 3                                                | 12                  | 1                           | 1                    |
| Total.....               | 105                                              | 176                 | 128                         | 166                  |
| Median.....              | \$1,150                                          | \$1,084             | \$1,234                     | \$1,344              |

Read table as follows: 1 city 30,000 to 100,000 in population reported a minimum salary of between \$1,800 and \$1,899 for kindergarten teachers, 2 cities reported a minimum of between \$1,700 and \$1,799, etc. The median for kindergarten teachers reported by 105 cities of this size is \$1,150. 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 170. See blank form used in collecting data, reproduced on page 223, for further information as to what teachers are included in each class.

**TABLE 14.—MAXIMUM SALARIES PAID TEACHERS IN CITIES 30,000 TO 100,000 IN POPULATION IN 1930-1931**

| 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.....    |                                                  |                     | 4                           | 7                    |
| 3,800 to \$3,999.....    |                                                  |                     | 1                           | 1                    |
| 3,600 to 3,799.....      | 2                                                | 2                   | 1                           | 5                    |
| 3,400 to 3,599.....      | 3                                                | 3                   | 2                           | 5                    |
| 3,200 to 3,399.....      | 3                                                | 3                   | 2                           | 3                    |
| 3,100 to 3,199.....      | 1                                                | 1                   |                             | 1                    |
| 3,000 to 3,099.....      | 3                                                | 5                   | 7                           | 9                    |
| 2,900 to 2,999.....      | 1                                                | 3                   | 2                           | 1                    |
| 2,800 to 2,899.....      | 5                                                | 6                   | 6                           | 8                    |
| 2,700 to 2,799.....      | 3                                                | 5                   | 4                           | 13                   |
| 2,600 to 2,699.....      | 5                                                | 4                   | 4                           | 9                    |
| 2,500 to 2,599.....      | 6                                                | 7                   | 12                          | 16                   |
| 2,400 to 2,499.....      | 5                                                | 10                  | 10                          | 18                   |
| 2,300 to 2,399.....      | 6                                                | 5                   | 6                           | 11                   |
| 2,200 to 2,299.....      | 5                                                | 9                   | 12                          | 16                   |
| 2,100 to 2,199.....      | 5                                                | 8                   | 12                          | 13                   |
| 2,000 to 2,099.....      | 9                                                | 19                  | 14                          | 9                    |
| 1,900 to 1,999.....      | 10                                               | 14                  | 13                          | 7                    |
| 1,800 to 1,899.....      | 10                                               | 24                  | 5                           | 9                    |
| 1,700 to 1,799.....      | 7                                                | 12                  | 3                           | 1                    |
| 1,600 to 1,699.....      | 6                                                | 11                  | 4                           | 3                    |
| 1,500 to 1,599.....      | 6                                                | 12                  | 3                           | 1                    |
| 1,400 to 1,499.....      | 2                                                | 10                  | 2                           |                      |
| 1,300 to 1,399.....      | 2                                                | 4                   | 1                           | 1                    |
| 1,200 to 1,299.....      |                                                  | 3                   |                             |                      |
| Below \$1,200.....       | 3                                                | 1                   |                             |                      |
| Total.....               | 108                                              | 181                 | 130                         | 167                  |
| Median.....              | \$2,089                                          | \$1,996             | \$2,267                     | \$2,469              |

Read table as follows: 2 cities 30,000 to 100,000 in population reported a maximum salary of between \$3,600 and \$3,799 for kindergarten teachers, 3 cities reported a maximum of between \$3,400 and \$3,599, etc. The median maximum paid kindergarten teachers reported by 108 cities of this size is \$2,089. 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 170. See blank form used in collecting data, reproduced on page 223 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 60 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 have 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 1930-31 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 220 to 223 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 170.

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 three cities; the median minimum being \$2007.

Table 18 presents similar data as to maximum salaries. Four cities report a maximum for supervising elementary school principals of less than \$2000, while one reports a maximum of between \$5500 and \$5999; the median maximum being \$3200.

TABLE 15.—MEDIAN SALARIES PAID TEACHERS IN CITIES 30,000 TO 100,000 IN POPULATION IN 1930-1931

| State               | Kindergarten teachers | Elementary school |                          |                         | Junior high school |                          |         | High school |                  |                          |         | Teachers of part-time schools |
|---------------------|-----------------------|-------------------|--------------------------|-------------------------|--------------------|--------------------------|---------|-------------|------------------|--------------------------|---------|-------------------------------|
|                     |                       | Teachers          | Ass't or vice-principals | Atypical class teachers | 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.....  | \$1,609               | \$1,609           | \$2,756                  | \$1,850                 | \$1,860            | \$2,743                  | \$2,367 | \$2,111     | \$2,575          | \$3,053                  | \$2,523 | \$2,166                       |
| Alabama.....        |                       | 1,171             |                          |                         | 1,142              |                          |         | 1,561       | 2,250            |                          |         |                               |
| Arizona.....        | 1,450                 | 1,795             |                          |                         | 1,819              |                          |         | 2,300       |                  |                          |         |                               |
| Arkansas.....       |                       | 1,332             |                          |                         | 1,588              |                          |         | 1,890       |                  |                          |         |                               |
| California.....     | 1,900                 | 1,954             | 3,006                    | 1,994                   | 2,405              | 3,220                    | 3,400   | 2,660       | 3,000            | 3,100                    | 3,200   | 2,556                         |
| Colorado.....       | 1,750                 | 1,638             |                          |                         | 1,925              |                          |         | 2,095       |                  |                          |         |                               |
| Connecticut.....    | 1,818                 | 1,840             |                          | 2,000                   | 2,059              |                          |         | 2,343       | 3,310            | 3,150                    |         |                               |
| Florida.....        |                       | Below 1,000       |                          |                         |                    |                          |         | 1,325       |                  |                          |         |                               |
| Georgia.....        | 1,050                 | 1,310             |                          |                         | 1,426              |                          |         | 1,750       | 2,100            |                          |         |                               |
| Illinois.....       | 1,461                 | 1,554             | 1,540                    | 1,690                   | 1,718              | 2,500                    |         | 2,126       | 2,979            | 3,050                    | 2,517   |                               |
| Indiana.....        | 1,388                 | 1,539             |                          | 1,679                   | 1,760              |                          | 1,950   | 1,926       | 2,280            |                          | 2,450   |                               |
| Iowa.....           | 1,459                 | 1,505             |                          | 1,700                   | 1,785              |                          |         | 1,933       | 1,963            |                          | 2,125   | 1,850                         |
| Kansas.....         | 1,583                 | 1,721             |                          | 1,767                   | 1,726              |                          |         | 2,045       |                  |                          |         |                               |
| Kentucky.....       | 1,268                 | 1,400             |                          | 1,450                   | 1,579              |                          |         | 1,686       |                  |                          |         |                               |
| Louisiana.....      |                       | 1,079             |                          |                         | 1,363              |                          |         | 1,325       | 1,825            |                          |         |                               |
| Maine.....          | 1,522                 | 1,538             |                          | 1,450                   | 1,650              |                          |         | 1,850       | 2,515            |                          |         |                               |
| Maryland.....       |                       | 1,199             |                          |                         | 1,288              |                          |         | 1,521       |                  | 2,150                    |         |                               |
| Massachusetts.....  | 1,561                 | 1,651             | 1,650                    | 1,759                   | 1,860              |                          |         | 2,090       | 2,812            | 3,300                    | 2,450   | 2,000                         |
| Michigan.....       | 1,584                 | 1,699             |                          | 1,897                   | 1,957              | 2,533                    |         | 2,185       | 2,588            | 3,050                    |         | 2,025                         |
| Mississippi.....    | 1,043                 | 1,033             |                          |                         | 1,173              |                          |         | 1,453       |                  |                          |         |                               |
| Missouri.....       |                       | 1,186             |                          | 1,300                   | 1,349              |                          |         | 1,705       | 2,150            |                          |         |                               |
| Montana.....        |                       | 1,807             |                          |                         | 1,888              |                          |         | 2,017       | 2,200            |                          |         |                               |
| Nebraska.....       | 1,640                 | 1,602             |                          | 1,850                   | 1,744              |                          |         | 2,000       | 2,483            |                          |         |                               |
| New Hampshire.....  | 1,532                 | 1,546             |                          | 1,555                   | 1,790              |                          |         | 2,057       | 2,600            |                          |         |                               |
| New Jersey.....     | 1,981                 | 2,180             | 3,275                    | 2,510                   | 2,615              |                          |         | 3,000       | 3,809            | 4,300                    |         | 2,683                         |
| New York.....       | 1,901                 | 1,910             | 2,650                    | 2,032                   | 2,158              | 3,000                    | 2,550   | 2,301       | 3,073            | 3,500                    | 2,800   | 2,210                         |
| North Carolina..... |                       | 1,343             |                          | 1,630                   | 1,569              |                          |         | 1,640       | 2,450            |                          |         |                               |
| Ohio.....           | 1,650                 | 1,603             |                          | 1,771                   | 1,868              | 3,300                    |         | 2,362       | 2,450            | 2,700                    | 3,000   | 2,000                         |
| Oklahoma.....       |                       | 1,253             |                          |                         | 1,550              |                          |         | 1,658       | 2,500            |                          |         |                               |
| Pennsylvania.....   | 1,613                 | 1,719             |                          | 1,878                   | 1,876              | 2,450                    |         | 2,224       | 2,500            | 3,050                    |         | 1,986                         |
| Rhode Island.....   | 1,615                 | 1,615             |                          | 1,750                   | 1,722              |                          |         | 2,013       | 2,288            |                          |         |                               |
| South Carolina..... |                       | 1,253             |                          |                         | 1,500              |                          |         | 1,711       | 2,033            |                          |         |                               |
| South Dakota.....   | 1,530                 | 1,523             |                          |                         | 1,389              |                          |         | 2,033       |                  |                          |         |                               |
| Texas.....          | 1,383                 | 1,242             |                          | 1,583                   | 1,458              |                          |         | 1,665       | 2,200            |                          |         |                               |
| Utah.....           |                       | 1,342             |                          |                         | 1,709              |                          |         | 1,888       |                  |                          |         |                               |
| Virginia.....       |                       | 1,358             |                          | 1,525                   | 1,491              |                          |         | 1,808       | 1,950            |                          |         |                               |
| Washington.....     |                       | 1,541             |                          | 1,750                   | 1,734              |                          |         | 1,923       | 2,070            |                          |         |                               |
| West Virginia.....  | 1,279                 | 1,493             |                          | 1,583                   | 1,714              |                          |         | 1,960       | 2,300            |                          |         |                               |
| Wisconsin.....      | 1,521                 | 1,681             |                          | 1,875                   | 1,883              |                          |         | 2,114       | 2,442            |                          |         | 2,143                         |

Read table as follows: \$1,609 is the median salary paid kindergarten teachers in the United States in cities with a population of 30,000 to 100,000; \$1,609 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 170, are based upon distributions of salaries reported paid the various classes of teachers indicated. See blank form used in collecting data, reproduced on pages 220 and 221 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 \$2646. The median for this group of principals varies in different

**TABLE 16.—DISTRIBUTION OF SALARIES PAID PRINCIPALS IN 204 CITIES 30,000 TO 100,000 IN POPULATION IN 1930-1931**

| Salaries paid         | Elementary school principals |                  | Junior high school principals | High school principals | Principals of part-time schools |
|-----------------------|------------------------------|------------------|-------------------------------|------------------------|---------------------------------|
|                       | Teaching                     | Super-<br>vising |                               |                        |                                 |
| 1                     | 2                            | 3                | 4                             | 5                      | 6                               |
| \$6,000 and over..... |                              |                  | 1                             | 9                      |                                 |
| 5,500 to \$5,999..... |                              | 11               | 10                            | 9                      |                                 |
| 5,000 to 5,499.....   |                              | 17               | 2                             | 31                     | 2                               |
| 4,800 to 4,999.....   | 2                            | 10               |                               | 11                     |                                 |
| 4,600 to 4,799.....   |                              | 1                | 12                            | 20                     | 2                               |
| 4,400 to 4,599.....   |                              | 13               | 9                             | 27                     | 2                               |
| 4,200 to 4,399.....   | 1                            | 18               | 12                            | 27                     | 1                               |
| 4,000 to 4,199.....   | 2                            | 37               | 25                            | 31                     |                                 |
| 3,800 to 3,999.....   | 8                            | 30               | 23                            | 11                     |                                 |
| 3,600 to 3,799.....   | 1                            | 39               | 33                            | 25                     | 2                               |
| 3,400 to 3,599.....   | 1                            | 65               | 41                            | 11                     | 4                               |
| 3,200 to 3,399.....   | 4                            | 95               | 51                            | 13                     | 3                               |
| 3,100 to 3,199.....   | 4                            | 37               | 12                            | 1                      | 2                               |
| 3,000 to 3,099.....   | 23                           | 122              | 26                            | 5                      | 2                               |
| 2,900 to 2,999.....   | 11                           | 64               | 11                            |                        | 1                               |
| 2,800 to 2,899.....   | 9                            | 53               | 17                            | 4                      | 1                               |
| 2,700 to 2,799.....   | 17                           | 59               | 15                            | 2                      | 6                               |
| 2,600 to 2,699.....   | 7                            | 70               | 9                             | 1                      | 1                               |
| 2,500 to 2,599.....   | 24                           | 129              | 22                            | 4                      | 4                               |
| 2,400 to 2,499.....   | 38                           | 82               | 8                             | 1                      | 1                               |
| 2,300 to 2,399.....   | 46                           | 94               | 4                             | 1                      | 1                               |
| 2,200 to 2,299.....   | 79                           | 98               | 7                             |                        |                                 |
| 2,100 to 2,199.....   | 70                           | 69               | 3                             |                        |                                 |
| 2,000 to 2,099.....   | 87                           | 70               | 4                             | 1                      |                                 |
| 1,900 to 1,999.....   | 86                           | 58               |                               |                        |                                 |
| 1,800 to 1,799.....   | 121                          | 40               | 1                             | 1                      |                                 |
| 1,700 to 1,799.....   | 63                           | 8                |                               |                        |                                 |
| 1,600 to 1,699.....   | 67                           | 14               |                               |                        |                                 |
| 1,500 to 1,599.....   | 30                           | 7                | 1                             |                        |                                 |
| 1,400 to 1,499.....   | 23                           | 4                |                               |                        |                                 |
| 1,300 to 1,399.....   | 15                           | 2                |                               |                        |                                 |
| 1,200 to 1,299.....   | 7                            | 1                |                               |                        |                                 |
| Below \$1,200.....    | 2                            |                  |                               |                        | 3                               |
| <b>Total.....</b>     | <b>848</b>                   | <b>1,417</b>     | <b>360</b>                    | <b>246</b>             | <b>38</b>                       |
| <b>Median.....</b>    | <b>\$2,011</b>               | <b>\$2,646</b>   | <b>\$3,353</b>                | <b>\$4,281</b>         | <b>\$3,050</b>                  |

Read table as follows: Out of a total of 848 teaching elementary school principals in cities 30,000 to 100,000 in population for which data were reported, 2 receive a salary of between \$4,800 and \$4,999, 1 receives a salary of between \$4,200 and \$4,399, etc. The median salary paid this group of principals in cities 30,000 to 100,000 in population is \$2,011. 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 170. See blank form used in collecting data, reproduced on page 221, 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 1930-1931**

| Amount of minimum salary | Number of cities reporting minimum indicated for |                  |                               |                        |
|--------------------------|--------------------------------------------------|------------------|-------------------------------|------------------------|
|                          | Elementary school principals                     |                  | Junior high school principals | High school principals |
|                          | Teaching                                         | Super-<br>vising |                               |                        |
| 1                        | 2                                                | 3                | 4                             | 5                      |
| \$4,200 and over.....    |                                                  |                  |                               | 4                      |
| 4,000 to \$4,199.....    |                                                  |                  | 1                             | 6                      |
| 3,800 to 3,999.....      |                                                  |                  |                               | 3                      |
| 3,600 to 3,799.....      |                                                  |                  |                               | 7                      |
| 3,400 to 3,599.....      |                                                  | 3                | 3                             | 5                      |
| 3,200 to 3,399.....      |                                                  |                  | 2                             | 1                      |
| 3,100 to 3,199.....      |                                                  |                  | 1                             | 2                      |
| 3,000 to 3,099.....      |                                                  | 2                | 15                            | 7                      |
| 2,900 to 2,999.....      |                                                  |                  |                               | 1                      |
| 2,800 to 2,899.....      |                                                  | 2                |                               | 1                      |
| 2,700 to 2,799.....      |                                                  |                  | 2                             |                        |
| 2,600 to 2,699.....      | 2                                                | 2                | 1                             | 1                      |
| 2,500 to 2,599.....      |                                                  | 6                | 2                             | 1                      |
| 2,400 to 2,499.....      | 1                                                | 3                | 1                             | 2                      |
| 2,300 to 2,399.....      |                                                  | 1                | 2                             |                        |
| 2,200 to 2,299.....      | 1                                                | 6                | 2                             |                        |
| 2,100 to 2,199.....      | 1                                                | 2                | 2                             |                        |
| 2,000 to 2,099.....      | 5                                                | 7                | 1                             |                        |
| 1,900 to 1,999.....      | 3                                                | 7                |                               |                        |
| 1,800 to 1,899.....      | 3                                                | 3                | 1                             |                        |
| 1,700 to 1,799.....      | 2                                                | 4                | 1                             |                        |
| 1,600 to 1,699.....      | 4                                                | 7                | 1                             |                        |
| 1,500 to 1,599.....      | 2                                                | 1                |                               |                        |
| 1,400 to 1,499.....      | 4                                                | 6                | 1                             |                        |
| 1,300 to 1,399.....      | 1                                                |                  |                               |                        |
| 1,200 to 1,299.....      | 2                                                | 3                |                               |                        |
| Below \$1,200.....       | 4                                                | 2                | 1                             |                        |
| <b>Total.....</b>        | <b>35</b>                                        | <b>67</b>        | <b>40</b>                     | <b>41</b>              |
| <b>Median.....</b>       | <b>\$1,725</b>                                   | <b>\$2,007</b>   | <b>\$3,013</b>                | <b>\$3,580</b>         |

Read table as follows: 2 cities 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 35 cities of this size is \$1,725. 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 170. See blank form used in collecting data, reproduced on page 223, as to what principals are included in each class.

states from \$1475 to \$4150. 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 581 nurses. Their salaries range from less than \$1000 to \$3000 and over; the median for the group being \$1651.

The median salaries for the other groups follow:

TABLE 18.—MAXIMUM SALARIES PAID PRINCIPALS IN CITIES 30,000 TO 100,000 IN POPULATION IN 1930-1931

| Amount of maximum salary | Number of cities reporting maximum indicated for |                  |                               |                        |
|--------------------------|--------------------------------------------------|------------------|-------------------------------|------------------------|
|                          | Elementary school principals                     |                  | Junior high school principals | High school principals |
|                          | Teaching                                         | Super-<br>vising |                               |                        |
| 1                        | 2                                                | 3                | 4                             | 5                      |
| \$6,000 and over.....    |                                                  |                  | 1                             | 7                      |
| 5,500 to \$5,999.....    |                                                  | 1                | 2                             | 2                      |
| 5,000 to 5,499.....      |                                                  | 3                | 2                             | 11                     |
| 4,800 to 4,999.....      |                                                  | 1                |                               | 2                      |
| 4,600 to 4,799.....      | 1                                                |                  | 1                             | 2                      |
| 4,400 to 4,599.....      |                                                  | 2                | 4                             | 7                      |
| 4,200 to 4,399.....      |                                                  | 1                | 2                             | 6                      |
| 4,000 to 4,199.....      |                                                  | 9                | 11                            | 13                     |
| 3,800 to 3,999.....      |                                                  | 3                | 1                             | 1                      |
| 3,600 to 3,799.....      |                                                  | 5                | 2                             |                        |
| 3,400 to 3,599.....      |                                                  | 1                | 3                             |                        |
| 3,200 to 3,399.....      | 3                                                | 9                | 2                             | 1                      |
| 3,100 to 3,199.....      |                                                  | 1                | 1                             |                        |
| 3,000 to 3,099.....      | 3                                                | 8                | 4                             |                        |
| 2,900 to 2,999.....      | 2                                                | 3                |                               |                        |
| 2,800 to 2,899.....      | 4                                                | 7                |                               |                        |
| 2,700 to 2,799.....      | 2                                                | 1                |                               |                        |
| 2,600 to 2,699.....      | 1                                                |                  | 1                             |                        |
| 2,500 to 2,599.....      | 5                                                | 4                |                               |                        |
| 2,400 to 2,499.....      | 2                                                | 3                |                               |                        |
| 2,300 to 2,399.....      | 1                                                |                  |                               |                        |
| 2,200 to 2,299.....      | 4                                                | 3                | 3                             |                        |
| 2,100 to 2,199.....      |                                                  |                  |                               |                        |
| 2,000 to 2,099.....      | 2                                                | 1                | 1                             |                        |
| Below \$2,000.....       | 3                                                | 4                | 1                             |                        |
| Total.....               | 34                                               | 70               | 42                            | 53                     |
| Median.....              | \$2,600                                          | \$3,200          | \$4,036                       | \$4,529                |

Read table as follows: 1 city 30,000 to 100,000 in population reported a maximum salary of between \$4,600 and \$4,799 for teaching elementary school principals, 1 city reported a maximum of between \$3,400 and \$3,599, etc. The median maximum paid teaching elementary school principals reported by 34 cities of this size is \$2,600.

The medians given in this table are figured according to the method described in the statement on page 170. See blank form used in collecting data, reproduced on page 223, for further information as to what principals are included in each class.

|                                       |        |
|---------------------------------------|--------|
| Clerks in principals' offices.....    | \$1046 |
| Clerks in administrative offices..... | 1268   |
| School janitors.....                  | 1444   |
| Attendance officers.....              | 1736   |

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 indicates, however, that in cities from 30,000 to

100,000 in population, the median salary paid school nurses is but 83 percent and the median salary paid attendance officers is but 87 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 1930-1931

| States              | Elementary school principals |                  | Junior high school principals | High school principals | Principals of part-time schools |
|---------------------|------------------------------|------------------|-------------------------------|------------------------|---------------------------------|
|                     | Teaching                     | Super-<br>vising |                               |                        |                                 |
| 1                   | 2                            | 3                | 4                             | 5                      | 6                               |
| United States.....  | \$2,011                      | \$2,646          | \$3,353                       | \$4,281                | \$3,050                         |
| Alabama.....        | 1,656                        | 1,850            |                               |                        |                                 |
| Arizona.....        | 1,863                        | 2,545            |                               |                        |                                 |
| Arkansas.....       |                              | 2,675            |                               |                        |                                 |
| California.....     | 2,625                        | 3,067            | 3,850                         | 4,500                  |                                 |
| Colorado.....       |                              | 2,525            | 3,433                         |                        |                                 |
| Connecticut.....    | 2,100                        | 3,407            | 3,900                         | 5,083                  |                                 |
| Florida.....        |                              | 1,475            |                               |                        |                                 |
| Georgia.....        | 1,725                        | 2,150            |                               | 3,300                  |                                 |
| Illinois.....       | 2,042                        | 2,483            | 2,571                         | 4,700                  |                                 |
| Indiana.....        | 2,010                        | 2,383            | 2,850                         | 4,167                  |                                 |
| Iowa.....           | 1,906                        | 2,438            | 3,050                         | 4,400                  |                                 |
| Kansas.....         | 2,311                        |                  | 2,700                         |                        |                                 |
| Kentucky.....       |                              | 1,967            |                               |                        |                                 |
| Louisiana.....      | 1,800                        |                  |                               |                        |                                 |
| Maine.....          |                              | 2,650            |                               |                        |                                 |
| Maryland.....       | 1,800                        |                  |                               | 2,950                  |                                 |
| Massachusetts.....  | 1,886                        | 2,525            | 3,319                         | 4,175                  | 2,850                           |
| Michigan.....       | 2,246                        | 2,470            | 3,750                         | 4,500                  |                                 |
| Mississippi.....    | 1,450                        | 1,550            |                               |                        |                                 |
| Missouri.....       | 1,663                        | 2,225            | 2,550                         | 3,733                  |                                 |
| Montana.....        |                              | 2,550            |                               |                        |                                 |
| Nebraska.....       | 2,217                        | 2,560            |                               |                        |                                 |
| New Hampshire.....  |                              | 2,400            |                               |                        |                                 |
| New Jersey.....     | 3,888                        | 4,150            | 5,700                         | 5,750                  |                                 |
| New York.....       |                              | 3,207            | 4,267                         | 5,000                  | 3,600                           |
| North Carolina..... | 1,675                        | 2,500            | 3,800                         | 4,050                  |                                 |
| Ohio.....           | 2,029                        | 2,763            | 3,130                         | 4,250                  |                                 |
| Oklahoma.....       |                              | 2,367            |                               |                        |                                 |
| Pennsylvania.....   | 2,268                        | 2,925            | 3,550                         | 4,425                  |                                 |
| Rhode Island.....   | 1,964                        | 1,964            |                               |                        |                                 |
| South Carolina..... |                              | 3,175            |                               |                        |                                 |
| South Dakota.....   |                              | 2,050            |                               |                        |                                 |
| Texas.....          | 1,825                        | 2,246            | 2,950                         | 3,800                  |                                 |
| Utah.....           |                              | 2,575            |                               |                        |                                 |
| Virginia.....       |                              | 2,167            | 3,025                         |                        |                                 |
| Washington.....     | 2,150                        | 2,300            |                               |                        |                                 |
| West Virginia.....  |                              | 2,600            | 3,450                         | 3,700                  |                                 |
| Wisconsin.....      | 2,400                        | 2,983            | 3,380                         | 4,400                  |                                 |

Read table as follows: \$2,011 is the median salary paid teaching elementary principals in the United States in cities with a population of 30,000 to 100,000; \$2,646 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 170 are based upon distributions of salaries reported paid the various classes of principals indicated. See blank form used in collecting data, reproduced on page 221, 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 2061 school principals of the following types: supervising elementary, junior high, senior high and part-time schools. Table 20 lists but 1126 clerk 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.<sup>1</sup>

*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 88 cities over 100,000 in population is \$3519; in 204 cities 30,000 to 100,000 in population it is \$2646; in 449 cities 10,000 to 30,000 in population, \$2349; in 451 cities 5,000 to 10,000 in population, \$2239; and in 440 cities 2500 to 5000 in population, \$2175.

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

<sup>1</sup> 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 204 CITIES 30,000 to 100,000 IN POPULATION IN 1930-1931**

| Salaries paid         | School nurses <sup>1</sup> | Clerks in principals' offices | Clerks in administrative and supervisory offices | School janitors <sup>2</sup> | Attendance officers <sup>3</sup> |
|-----------------------|----------------------------|-------------------------------|--------------------------------------------------|------------------------------|----------------------------------|
| 1                     | 2                          | 3                             | 4                                                | 5                            | 6                                |
| \$3,000 and over..... | 2                          |                               | 6                                                | 31                           | 2                                |
| 2,900 to \$2,999..... |                            |                               |                                                  | 1                            |                                  |
| 2,800 to 2,899.....   | 2                          | 1                             | 3                                                | 2                            | 2                                |
| 2,700 to 2,799.....   |                            | 1                             | 1                                                | 1                            | 2                                |
| 2,600 to 2,699.....   | 6                          | 1                             |                                                  | 17                           | 5                                |
| 2,500 to 2,599.....   | 4                          | 3                             | 11                                               | 32                           | 6                                |
| 2,400 to 2,499.....   | 9                          | 3                             | 6                                                | 30                           | 4                                |
| 2,300 to 2,399.....   | 5                          | 1                             | 1                                                | 27                           | 3                                |
| 2,200 to 2,299.....   | 9                          | 7                             | 3                                                | 83                           | 2                                |
| 2,100 to 2,199.....   | 18                         | 4                             | 12                                               | 92                           | 6                                |
| 2,000 to 2,099.....   | 34                         | 7                             | 12                                               | 104                          | 17                               |
| 1,900 to 1,999.....   | 43                         | 17                            | 15                                               | 202                          | 2                                |
| 1,800 to 1,899.....   | 72                         | 24                            | 40                                               | 403                          | 16                               |
| 1,700 to 1,799.....   | 45                         | 19                            | 14                                               | 319                          | 7                                |
| 1,600 to 1,699.....   | 85                         | 47                            | 42                                               | 606                          | 7                                |
| 1,500 to 1,599.....   | 103                        | 66                            | 66                                               | 704                          | 21                               |
| 1,400 to 1,499.....   | 44                         | 55                            | 41                                               | 416                          | 9                                |
| 1,300 to 1,399.....   | 37                         | 79                            | 70                                               | 500                          | 8                                |
| 1,200 to 1,299.....   | 22                         | 102                           | 79                                               | 622                          | 9                                |
| 1,100 to 1,199.....   | 15                         | 57                            | 51                                               | 209                          | 4                                |
| 1,000 to 1,099.....   | 22                         | 127                           | 78                                               | 269                          | 4                                |
| Below \$1,000.....    | 4                          | 505                           | 186                                              | 1,104                        | 7                                |
| Total.....            | 581                        | 1,126                         | 737                                              | 5,774                        | 143                              |
| Median.....           | \$1,651                    | \$1,046                       | \$1,268                                          | \$1,444                      | \$1,736                          |

Read table as follows: Out of a total of 581 school nurses in cities 30,000 to 100,000 in population for which data were reported, 2 receive a salary of \$3,000 and over, 2 receive a salary between \$2,800 and \$2,899, etc. The median salary paid this group of employees in cities 30,000 to 100,000 in population is \$1,651. Similarly read figures for other columns.

The medians given in this table are figured according to the method described in the statement on page 170. See blank form used in collecting data, reproduced on page 220, for further information as to what employees are included in each class.

<sup>1</sup> 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 209.

<sup>2</sup> 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 209.

<sup>3</sup> 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 table 54 on page 209.

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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 1930-31



*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 1930-31 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 page 224, 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 170.

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 below \$700 in three cities, and is between \$1500 and \$1599 in four cities; the median minimum being \$1068.

Table 24 presents similar data as to maxi-

**TABLE 21.—MEDIAN SALARIES PAID OTHER SCHOOL EMPLOYEES IN CITIES 30,000 TO 100,000 IN POPULATION IN 1930-1931**

| States              | School nurses <sup>1</sup> | Clerks in principals' offices | Clerks in administrative and supervisory offices | School janitors <sup>1</sup> | Attendance officers <sup>1</sup> |
|---------------------|----------------------------|-------------------------------|--------------------------------------------------|------------------------------|----------------------------------|
| 1                   | 2                          | 3                             | 4                                                | 5                            | 6                                |
| United States.....  | \$1,651                    | \$1,046                       | \$1,268                                          | \$1,444                      | \$1,736                          |
| Alabama.....        |                            | Below 1,000                   |                                                  | Below 1,000                  |                                  |
| Arizona.....        | 1,930                      |                               |                                                  | Below 1,000                  |                                  |
| Arkansas.....       | 1,878                      | Below 1,000                   |                                                  | Below 1,000                  |                                  |
| California.....     | 1,063                      | 1,092                         | 1,388                                            | 1,600                        | 2,550                            |
| Colorado.....       |                            | Below 1,000                   | 1,075                                            | 1,254                        |                                  |
| Connecticut.....    | 1,833                      | Below 1,000                   | 1,350                                            | 1,615                        |                                  |
| Florida.....        |                            |                               |                                                  | Below 1,000                  |                                  |
| Georgia.....        |                            | 1,075                         |                                                  | Below 1,000                  |                                  |
| Illinois.....       | 1,573                      | Below 1,000                   | 1,317                                            | 1,534                        | 1,257                            |
| Indiana.....        | 1,667                      | 1,028                         | 1,100                                            | 1,332                        |                                  |
| Iowa.....           | 1,638                      | Below 1,000                   | 1,283                                            | 1,363                        |                                  |
| Kansas.....         |                            |                               |                                                  | 1,080                        |                                  |
| Kentucky.....       |                            |                               |                                                  | 1,350                        |                                  |
| Maine.....          |                            | Below 1,000                   |                                                  | 1,073                        |                                  |
| Maryland.....       |                            | Below 1,000                   | 1,350                                            | Below 1,000                  |                                  |
| Massachusetts.....  | 1,564                      | 1,306                         | 1,443                                            | 1,621                        | 2,020                            |
| Michigan.....       | 1,693                      | 1,053                         | 1,235                                            | 1,370                        | 1,450                            |
| Mississippi.....    |                            |                               |                                                  | 1,036                        |                                  |
| Missouri.....       | 1,550                      | Below 1,000                   | Below 1,000                                      | Below 1,000                  |                                  |
| Montana.....        |                            |                               |                                                  | Below 1,000                  |                                  |
| Nebraska.....       | 1,350                      | Below 1,000                   | 1,243                                            | 1,275                        |                                  |
| New Hampshire.....  |                            | 1,338                         |                                                  | 1,077                        |                                  |
| New Jersey.....     | 1,867                      | 1,438                         | 1,480                                            | 1,853                        | 2,080                            |
| New York.....       | 1,895                      | 1,238                         | 1,188                                            | 1,601                        | 1,725                            |
| North Carolina..... | 1,525                      | Below 1,000                   | Below 1,000                                      | Below 1,000                  |                                  |
| Ohio.....           | 1,700                      | Below 1,000                   | 1,275                                            | 1,619                        |                                  |
| Oklahoma.....       |                            |                               |                                                  | 1,220                        |                                  |
| Pennsylvania.....   | 1,518                      | Below 1,000                   | 1,043                                            | 1,375                        | 1,700                            |
| Rhode Island.....   |                            | Below 1,000                   |                                                  | 1,453                        |                                  |
| South Carolina..... |                            | 1,200                         |                                                  | Below 1,000                  |                                  |
| South Dakota.....   |                            |                               | 1,150                                            | 1,527                        |                                  |
| Texas.....          | 1,825                      | Below 1,000                   | 1,250                                            | 1,050                        |                                  |
| Utah.....           |                            | Below 1,000                   |                                                  | 1,300                        |                                  |
| Virginia.....       |                            | Below 1,000                   |                                                  | Below 1,000                  |                                  |
| Washington.....     |                            |                               |                                                  | 1,628                        |                                  |
| West Virginia.....  | 1,550                      | Below 1,000                   | 1,300                                            | 1,525                        |                                  |
| Wisconsin.....      | 1,750                      | 1,040                         | 1,086                                            | 1,443                        |                                  |

Read table as follows: \$1,651 is the median salary paid school nurses in the United States in cities with a population of 30,000 to 100,000; \$1,046 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 170, are based upon distributions of salaries reported paid the various classes of employees indicated. See blank form used in collecting data, reproduced on page 220, for further information as to what employees are included in each class.

<sup>1</sup> 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 209.

<sup>2</sup> 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 209.

<sup>3</sup> 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 209.

mun salaries. Three cities report maximum salaries for elementary teachers of below \$1000 while two report a maximum of between \$3400 and \$3599; the median maximum being \$1729.

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 25 were calculated, are given in the sets of salary tabulations referred to on page 226. 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 \$1428, according to the table. The median for elementary teachers

TABLE 22.—DISTRIBUTION OF SALARIES PAID TEACHERS IN 449 CITIES 10,000 TO 30,000 IN POPULATION IN 1930-1931

| Salaries Paid         | Elementary teachers <sup>1</sup> | Junior high school teachers <sup>2</sup> | High school teachers <sup>3</sup> | Teachers in part-time schools |
|-----------------------|----------------------------------|------------------------------------------|-----------------------------------|-------------------------------|
| 1                     | 2                                | 3                                        | 4                                 | 5                             |
| \$3,100 and over..... | 9                                | 7                                        | 216                               | 2                             |
| 3,000 to \$3,099..... | 3                                | 17                                       | 134                               |                               |
| 2,900 to 2,999.....   |                                  | 10                                       | 85                                |                               |
| 2,800 to 2,899.....   | 7                                | 20                                       | 168                               | 1                             |
| 2,700 to 2,799.....   | 21                               | 35                                       | 259                               |                               |
| 2,600 to 2,699.....   | 33                               | 52                                       | 245                               | 4                             |
| 2,500 to 2,599.....   | 67                               | 78                                       | 417                               | 4                             |
| 2,400 to 2,499.....   | 105                              | 150                                      | 519                               | 9                             |
| 2,300 to 2,399.....   | 153                              | 108                                      | 434                               | 15                            |
| 2,200 to 2,299.....   | 247                              | 161                                      | 582                               | 12                            |
| 2,100 to 2,199.....   | 397                              | 180                                      | 655                               | 12                            |
| 2,000 to 2,099.....   | 709                              | 291                                      | 977                               | 13                            |
| 1,900 to 1,999.....   | 903                              | 329                                      | 893                               | 14                            |
| 1,800 to 1,899.....   | 1,190                            | 494                                      | 1,243                             | 21                            |
| 1,700 to 1,799.....   | 1,837                            | 584                                      | 1,032                             | 20                            |
| 1,600 to 1,699.....   | 2,317                            | 737                                      | 1,095                             | 8                             |
| 1,500 to 1,599.....   | 2,680                            | 699                                      | 1,026                             | 10                            |
| 1,400 to 1,499.....   | 3,681                            | 692                                      | 701                               | 13                            |
| 1,300 to 1,399.....   | 3,015                            | 586                                      | 554                               | 3                             |
| 1,200 to 1,299.....   | 2,933                            | 437                                      | 315                               | 3                             |
| 1,100 to 1,199.....   | 2,421                            | 304                                      | 89                                | 3                             |
| 1,000 to 1,099.....   | 1,899                            | 144                                      | 70                                | 5                             |
| 900 to 999.....       | 1,330                            | 87                                       | 25                                | 1                             |
| 800 to 899.....       | 429                              | 24                                       | 13                                | 1                             |
| 700 to 799.....       | 210                              | 4                                        | 2                                 |                               |
| 600 to 699.....       | 44                               | 1                                        | 5                                 | 2                             |
| Below \$600.....      | 29                               |                                          | 9                                 | 11                            |
| Total.....            | 26,669                           | 6,231                                    | 11,763                            | 187                           |
| Median.....           | \$1,428                          | \$1,619                                  | \$1,876                           | \$1,864                       |

Read table as follows: Out of a total of 26,669 elementary teachers in cities 10,000 to 30,000 in population for which data were reported, 9 receive salaries of \$3,100 or over, 3 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 \$1,428. Similarly read figures for other columns.

The medians given in this table are figured according to the method described in the statement on page 170. See blank form used in collecting data, reproduced on page 274, for further information as to what teachers are included in each class.

<sup>1</sup> See footnote 1, given at the bottom of Table 25, page 186.

<sup>2</sup> See footnote 2, given at the bottom of Table 25, page 186.

<sup>3</sup> See footnote 3, given at the bottom of Table 25, page 186.

TABLE 23.—MINIMUM SALARIES PAID TEACHERS IN CITIES 10,000 TO 30,000 IN POPULATION IN 1930-1931

| 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.....    |                                                  | 2                           | 16                   |
| 1,700 to \$1,799.....    |                                                  | 2                           | 5                    |
| 1,600 to 1,699.....      |                                                  | 7                           | 8                    |
| 1,500 to 1,599.....      | 4                                                | 5                           | 19                   |
| 1,400 to 1,499.....      | 8                                                | 11                          | 47                   |
| 1,300 to 1,399.....      | 15                                               | 21                          | 65                   |
| 1,200 to 1,299.....      | 59                                               | 45                          | 89                   |
| 1,100 to 1,199.....      | 57                                               | 38                          | 27                   |
| 1,000 to 1,099.....      | 118                                              | 39                          | 27                   |
| 900 to 999.....          | 60                                               | 18                          | 18                   |
| 800 to 899.....          | 24                                               | 6                           | 5                    |
| 700 to 799.....          | 13                                               | 2                           | 4                    |
| Below \$700.....         | 3                                                |                             |                      |
| Total.....               | 361                                              | 196                         | 330                  |
| Median.....              | \$1,068                                          | \$1,187                     | \$1,294              |

Read table as follows: 4 cities 10,000 to 30,000 in population reported a minimum salary of between \$1,500 and \$1,599 for elementary teachers, 8 cities reported a minimum of between \$1,400 and \$1,499, etc. The median minimum paid elementary teachers reported by 361 cities of this size is \$1,068. Similarly read the other columns of this table.

TABLE 24.—MAXIMUM SALARIES PAID TEACHERS IN CITIES 10,000 TO 30,000 IN POPULATION IN 1930-1931

| 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                           | 7                    |
| 3,200 to 3,399.....      | 2                                                | 2                           | 6                    |
| 3,100 to 3,199.....      |                                                  |                             | 2                    |
| 3,000 to 3,099.....      | 4                                                | 4                           | 11                   |
| 2,900 to 2,999.....      | 1                                                | 1                           | 3                    |
| 2,800 to 2,899.....      | 4                                                | 5                           | 13                   |
| 2,700 to 2,799.....      | 2                                                | 4                           | 15                   |
| 2,600 to 2,699.....      | 6                                                | 7                           | 14                   |
| 2,500 to 2,599.....      | 7                                                | 8                           | 30                   |
| 2,400 to 2,499.....      | 13                                               | 12                          | 26                   |
| 2,300 to 2,399.....      | 11                                               | 9                           | 19                   |
| 2,200 to 2,299.....      | 10                                               | 14                          | 32                   |
| 2,100 to 2,199.....      | 7                                                | 10                          | 24                   |
| 2,000 to 2,099.....      | 20                                               | 20                          | 31                   |
| 1,900 to 1,999.....      | 24                                               | 12                          | 22                   |
| 1,800 to 1,899.....      | 43                                               | 22                          | 28                   |
| 1,700 to 1,799.....      | 31                                               | 16                          | 11                   |
| 1,600 to 1,699.....      | 36                                               | 11                          | 11                   |
| 1,500 to 1,599.....      | 42                                               | 15                          | 6                    |
| 1,400 to 1,499.....      | 32                                               | 8                           | 5                    |
| 1,300 to 1,399.....      | 23                                               | 5                           | 4                    |
| 1,200 to 1,299.....      | 17                                               | 3                           | 4                    |
| 1,100 to 1,199.....      | 9                                                | 3                           |                      |
| 1,000 to 1,099.....      | 7                                                |                             | 1                    |
| Below \$1,000.....       | 3                                                |                             |                      |
| Total.....               | 356                                              | 193                         | 328                  |
| Median.....              | \$1,729                                          | \$2,008                     | \$2,253              |

Read Table 24 the same as Table 23.

varies in different states from \$838 to \$1801. 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 annual income of the 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 1930-31 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 224 and 225 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 1930-1931

| States           | Elementary teachers <sup>1</sup> | Junior high school teachers <sup>2</sup> | High school teachers <sup>3</sup> | Teachers in part-time schools | States           | Elementary teachers <sup>1</sup> | Junior high school teachers <sup>2</sup> | High school teachers <sup>3</sup> | Teachers in part-time schools |
|------------------|----------------------------------|------------------------------------------|-----------------------------------|-------------------------------|------------------|----------------------------------|------------------------------------------|-----------------------------------|-------------------------------|
| 1                | 2                                | 3                                        | 4                                 | 5                             | 6                | 7                                | 8                                        | 9                                 | 10                            |
| United States... | \$1,428                          | \$1,619                                  | \$1,876                           | \$1,864                       | Nevada.....      | 1,538                            | 1,729                                    | 1,869                             |                               |
| Alabama.....     | 953                              | 1,071                                    | 1,486                             |                               | New Hampshire..  | 1,230                            | 1,544                                    | 1,742                             |                               |
| Arkansas.....    | 993                              | 1,117                                    | 1,358                             |                               | New Jersey.....  | 1,801                            | 2,150                                    | 2,365                             | 1,150                         |
| California.....  | 1,732                            | 1,985                                    | 2,452                             | 2,333                         | New Mexico.....  | 1,433                            | 1,558                                    | 1,779                             |                               |
| Colorado.....    | 1,530                            | 1,674                                    | 1,861                             |                               | New York.....    | 1,742                            | 1,882                                    | 2,070                             | 2,238                         |
| Connecticut..... | 1,613                            | 1,690                                    | 2,119                             |                               | North Carolina.. | 1,098                            |                                          | 1,291                             |                               |
| Florida.....     | 882                              | 1,206                                    | 1,354                             |                               | North Dakota.... | 1,446                            | 1,589                                    | 1,858                             |                               |
| Georgia.....     | 914                              | 975                                      | 1,325                             |                               | Ohio.....        | 1,310                            | 1,525                                    | 1,826                             | 1,950                         |
| Idaho.....       | 1,514                            |                                          | 1,827                             |                               | Oklahoma.....    | 1,109                            | 1,324                                    | 1,606                             | 1,550                         |
| Illinois.....    | 1,310                            | 1,470                                    | 1,747                             |                               | Oregon.....      | 1,238                            | 1,367                                    | 1,540                             |                               |
| Indiana.....     | 1,386                            | 1,642                                    | 1,893                             |                               | Pennsylvania.... | 1,450                            | 1,634                                    | 1,838                             | 1,713                         |
| Iowa.....        | 1,283                            | 1,429                                    | 1,672                             | 1,400                         | Rhode Island.... | 1,437                            | 1,515                                    | 1,928                             | 1,650                         |
| Kansas.....      | 1,291                            | 1,570                                    | 1,812                             |                               | South Carolina.. | 1,249                            | 1,318                                    | 1,440                             |                               |
| Kentucky.....    | 1,037                            | 1,207                                    | 1,443                             |                               | South Dakota.... | 1,301                            | 1,584                                    | 1,781                             |                               |
| Maine.....       | 1,234                            |                                          | 1,600                             |                               | Tennessee.....   | 1,013                            | 1,236                                    | 1,479                             |                               |
| Maryland.....    | 1,152                            |                                          | 1,586                             |                               | Texas.....       | 1,041                            | 1,268                                    | 1,520                             |                               |
| Massachusetts... | 1,525                            | 1,664                                    | 1,874                             | 1,863                         | Utah.....        | 838                              | 1,350                                    | 1,567                             |                               |
| Michigan.....    | 1,453                            | 1,803                                    | 2,000                             |                               | Vermont.....     | 1,300                            | 1,475                                    | 1,689                             |                               |
| Minnesota.....   | 1,496                            | 1,770                                    | 1,881                             |                               | Virginia.....    | 1,174                            | 1,524                                    | 1,542                             |                               |
| Mississippi..... | 1,201                            |                                          | 1,450                             |                               | Washington.....  | 1,411                            | 1,600                                    | 1,794                             |                               |
| Missouri.....    | 1,180                            | 1,276                                    | 1,629                             |                               | West Virginia... | 1,158                            | 1,375                                    | 1,858                             |                               |
| Montana.....     | 1,650                            | 1,777                                    | 2,019                             |                               | Wisconsin.....   | 1,362                            | 1,637                                    | 1,899                             | 1,889                         |
| Nebraska.....    | 1,333                            | 1,618                                    | 1,763                             |                               | Wyoming.....     | 1,707                            | 1,719                                    | 2,071                             |                               |

Read table as follows: \$1,428 is the median salary paid elementary teachers in cities with a population of 10,000 to 30,000; \$1,619 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 170, are based upon distributions of salaries reported paid the various classes of teachers indicated. See blank form used in collecting data, reproduced on page 224 for further information as to what teachers are included in each class.

<sup>1</sup> 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.

<sup>2</sup> 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.

<sup>3</sup> 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 170.

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 \$3000 and \$3099 in two cities; the median minimum being \$1925.

Table 28 presents similar data as to maximum salaries. Two cities report a maximum for supervising elementary school principals of between \$1500 and \$1599, while one reports a

TABLE 26.—DISTRIBUTION OF SALARIES PAID PRINCIPALS IN 449 CITIES 10,000 TO 30,000 IN POPULATION IN 1930-1931

| Salaries paid         | Elementary school principals |                  | Junior high school principals | High school principals |
|-----------------------|------------------------------|------------------|-------------------------------|------------------------|
|                       | Teaching                     | Super-<br>vising |                               |                        |
| 1                     | 2                            | 3                | 4                             | 5                      |
| \$5,000 and over..... |                              |                  | 2                             | 20                     |
| 4,800 to \$4,999..... |                              |                  | 1                             | 3                      |
| 4,600 to 4,799.....   |                              | 1                | 1                             | 7                      |
| 4,400 to 4,599.....   |                              | 3                | 5                             | 32                     |
| 4,200 to 4,399.....   |                              | 4                | 5                             | 24                     |
| 4,000 to 4,199.....   | 1                            | 4                | 4                             | 45                     |
| 3,800 to 3,999.....   |                              | 16               | 6                             | 31                     |
| 3,600 to 3,799.....   |                              | 15               | 10                            | 55                     |
| 3,400 to 3,599.....   |                              | 19               | 14                            | 45                     |
| 3,200 to 3,399.....   | 1                            | 23               | 20                            | 37                     |
| 3,100 to 3,199.....   | 1                            | 21               | 12                            | 14                     |
| 3,000 to 3,099.....   | 6                            | 34               | 35                            | 43                     |
| 2,900 to 2,999.....   | 3                            | 19               | 7                             | 8                      |
| 2,800 to 2,899.....   | 14                           | 31               | 12                            | 17                     |
| 2,700 to 2,799.....   | 12                           | 36               | 19                            | 11                     |
| 2,600 to 2,699.....   | 19                           | 46               | 13                            | 11                     |
| 2,500 to 2,599.....   | 15                           | 63               | 26                            | 7                      |
| 2,400 to 2,499.....   | 35                           | 69               | 14                            | 6                      |
| 2,300 to 2,399.....   | 41                           | 45               | 12                            | 1                      |
| 2,200 to 2,299.....   | 64                           | 70               | 8                             | 3                      |
| 2,100 to 2,199.....   | 112                          | 70               | 7                             | 3                      |
| 2,000 to 2,099.....   | 105                          | 77               | 13                            | 2                      |
| 1,900 to 1,999.....   | 119                          | 34               | 5                             |                        |
| 1,800 to 1,899.....   | 174                          | 61               | 9                             | 2                      |
| 1,700 to 1,799.....   | 169                          | 32               | 8                             |                        |
| 1,600 to 1,699.....   | 199                          | 27               | 7                             |                        |
| 1,500 to 1,599.....   | 217                          | 20               | 4                             |                        |
| 1,400 to 1,499.....   | 140                          | 12               | 2                             |                        |
| 1,300 to 1,399.....   | 86                           | 1                |                               |                        |
| 1,200 to 1,299.....   | 59                           | 1                |                               |                        |
| 1,100 to 1,199.....   | 26                           |                  |                               |                        |
| 1,000 to 1,099.....   | 18                           |                  |                               |                        |
| Below \$1,000.....    | 5                            |                  |                               |                        |
| Total.....            | 1,641                        | 854              | 282                           | 427                    |
| Median.....           | \$1,742                      | \$2,340          | \$2,763                       | \$3,613                |

Read table as follows: Out of a total of 1,641 teaching elementary school principals in cities 10,000 to 30,000 in population for which data were reported, 1 receives a salary of between \$4,000 and \$4,199, 1 receives a salary of between \$3,200 and \$3,399, etc. The median salary paid this group of principals in cities 10,000 to 30,000 in population is \$1,742. 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 170. See blank form used in collecting data, reproduced on page 225, 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 1930-1931

| Amount of minimum salary | Number of cities reporting minimum indicated for |                  |                               |                        |
|--------------------------|--------------------------------------------------|------------------|-------------------------------|------------------------|
|                          | Elementary school principals                     |                  | Junior high school principals | High school principals |
|                          | Teaching                                         | Super-<br>vising |                               |                        |
| 1                        | 2                                                | 3                | 4                             | 5                      |
| \$4,000 and over.....    |                                                  |                  |                               | 2                      |
| 3,800 to \$3,999.....    |                                                  |                  |                               |                        |
| 3,600 to 3,799.....      |                                                  |                  |                               | 2                      |
| 3,400 to 3,599.....      |                                                  |                  | 1                             | 6                      |
| 3,200 to 3,399.....      |                                                  |                  | 1                             | 5                      |
| 3,100 to 3,199.....      |                                                  |                  |                               | 3                      |
| 3,000 to 3,099.....      |                                                  | 2                | 4                             | 10                     |
| 2,900 to 2,999.....      |                                                  | 1                |                               | 2                      |
| 2,800 to 2,899.....      |                                                  | 1                | 3                             | 12                     |
| 2,700 to 2,799.....      |                                                  |                  |                               | 2                      |
| 2,600 to 2,699.....      |                                                  |                  |                               | 2                      |
| 2,500 to 2,599.....      | 1                                                | 1                | 7                             | 15                     |
| 2,400 to 2,499.....      |                                                  | 5                | 2                             | 2                      |
| 2,300 to 2,399.....      |                                                  |                  |                               | 1                      |
| 2,200 to 2,299.....      | 1                                                | 1                | 4                             | 1                      |
| 2,100 to 2,199.....      |                                                  | 3                |                               |                        |
| 2,000 to 2,099.....      | 10                                               | 17               | 9                             | 5                      |
| 1,900 to 1,999.....      | 1                                                | 2                |                               |                        |
| 1,800 to 1,899.....      | 13                                               | 12               | 3                             | 1                      |
| 1,700 to 1,799.....      | 3                                                | 3                | 1                             |                        |
| 1,600 to 1,699.....      | 11                                               | 4                | 1                             |                        |
| 1,500 to 1,599.....      | 9                                                | 3                | 2                             |                        |
| 1,400 to 1,499.....      | 9                                                | 3                |                               |                        |
| 1,300 to 1,399.....      | 7                                                | 4                | 2                             | 1                      |
| 1,200 to 1,299.....      | 13                                               | 2                |                               |                        |
| Below \$1,200.....       | 7                                                | 1                |                               |                        |
| Total.....               | 85                                               | 65               | 40                            | 72                     |
| Median.....              | \$1,572                                          | \$1,925          | \$2,250                       | \$2,850                |

Read table as follows: 1 city 10,000 to 30,000 in population reported a minimum salary of between \$2,500 and \$2,599 for teaching elementary school principals, 1 city reported a minimum of between \$2,200 and \$2,299, etc. The median minimum paid teaching elementary school principals reported by 85 cities of this size is \$1,572. 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 170. See blank form used in collecting data, reproduced on page 225, for further information as to what principals are included in each class.

maximum of between \$4200 and \$4399; the median maximum being \$2600.

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 \$2349. The median for

this group of principals varies in different states from below \$1475 to \$3167. Similarly read the national and state medians for other classes of principals.

*Salaries of certain other school employees.* Table 30 presents distribution 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 245 school nurses by the 449 cities in this population replying. This would indicate that the majority of cities of this size employs school nurses. Salaries of this group range from below \$600 to \$2400 to \$2499; the median for the group being \$1798.

**TABLE 28.—MAXIMUM SALARIES PAID PRINCIPALS IN CITIES 10,000 to 30,000 IN POPULATION IN 1930-1931**

| Amount of maximum salary | Number of cities reporting maximum indicated for |                  |                               |                        |
|--------------------------|--------------------------------------------------|------------------|-------------------------------|------------------------|
|                          | Elementary school principals                     |                  | Junior high school principals | High school principals |
|                          | Teaching                                         | Super-<br>vising |                               |                        |
| 1                        | 2                                                | 3                | 4                             | 5                      |
| \$4,600 and over.....    |                                                  |                  | 3                             | 4                      |
| 4,400 to \$4,500.....    |                                                  |                  | 1                             | 9                      |
| 4,200 to 4,399.....      |                                                  | 1                |                               | 6                      |
| 4,000 to 4,199.....      | 2                                                | 4                | 3                             | 16                     |
| 3,800 to 3,999.....      |                                                  |                  |                               | 5                      |
| 3,600 to 3,799.....      |                                                  | 4                | 1                             | 5                      |
| 3,400 to 3,599.....      |                                                  | 4                | 5                             | 8                      |
| 3,200 to 3,399.....      | 1                                                | 6                | 4                             | 7                      |
| 3,100 to 3,199.....      |                                                  | 1                | 1                             | 2                      |
| 3,000 to 3,099.....      | 3                                                | 3                | 7                             | 7                      |
| 2,900 to 2,999.....      |                                                  |                  |                               |                        |
| 2,800 to 2,899.....      | 5                                                | 3                | 3                             | 1                      |
| 2,700 to 2,799.....      | 1                                                | 6                | 1                             | 1                      |
| 2,600 to 2,699.....      | 4                                                | 1                |                               |                        |
| 2,500 to 2,599.....      | 8                                                | 8                | 4                             | 1                      |
| 2,400 to 2,499.....      | 10                                               | 6                | 3                             | 1                      |
| 2,300 to 2,399.....      | 1                                                | 1                |                               |                        |
| 2,200 to 2,299.....      | 5                                                | 4                | 1                             |                        |
| 2,100 to 2,199.....      | 7                                                | 4                | 1                             |                        |
| 2,000 to 2,099.....      | 11                                               | 3                | 1                             |                        |
| 1,900 to 1,999.....      | 1                                                |                  |                               |                        |
| 1,800 to 1,899.....      | 13                                               | 5                |                               |                        |
| 1,700 to 1,799.....      | 7                                                |                  | 1                             |                        |
| 1,600 to 1,699.....      | 8                                                |                  | 1                             |                        |
| 1,500 to 1,599.....      |                                                  | 2                |                               |                        |
| 1,400 to 1,499.....      | 4                                                |                  |                               |                        |
| Below \$1,400.....       | 2                                                |                  |                               |                        |
| <b>Total.....</b>        | <b>97</b>                                        | <b>66</b>        | <b>41</b>                     | <b>73</b>              |
| <b>Median.....</b>       | <b>\$2,086</b>                                   | <b>\$2,600</b>   | <b>\$3,064</b>                | <b>\$3,940</b>         |

Read table as follows: 2 cities 10,000 to 30,000 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, etc. The median maximum paid teaching elementary school principals reported by 97 cities of this size is \$2,086. Similarly read the other columns if this table.

The medians given in this table are figured according to the method described in the statement on page 170. See blank form used in collecting data, reproduced on page 225, as to what principals are included in each class.

Median salaries for the other groups follow:

|                                       |       |
|---------------------------------------|-------|
| Clerks in principals' offices.....    | \$966 |
| Clerks in administrative offices..... | 1113  |
| School janitors.....                  | 1347  |
| Attendance officers.....              | 1140  |

**TABLE 29.—MEDIAN SALARIES PAID PRINCIPALS IN CITIES 10,000 to 30,000 IN POPULATION IN 1930-1931**

| States                    | Elementary school principals |                  | Junior high school principals | High school principals |
|---------------------------|------------------------------|------------------|-------------------------------|------------------------|
|                           | Teaching                     | Super-<br>vising |                               |                        |
| 1                         | 2                            | 3                | 4                             | 5                      |
| <b>United States.....</b> | <b>\$1,742</b>               | <b>\$2,349</b>   | <b>\$2,763</b>                | <b>\$3,613</b>         |
| Alabama.....              | 1,383                        | 1,475            |                               | 2,975                  |
| Arkansas.....             | 1,300                        | 1,750            |                               |                        |
| California.....           | 2,277                        | 2,494            | 3,250                         | 4,417                  |
| Colorado.....             | 1,925                        | 2,200            | 2,650                         | 3,600                  |
| Connecticut.....          | 2,017                        | 2,446            |                               | 4,050                  |
| Florida.....              |                              | 2,025            |                               | 2,950                  |
| Georgia.....              | 1,300                        |                  |                               | 2,600                  |
| Idaho.....                | 1,920                        |                  |                               |                        |
| Illinois.....             | 1,615                        | 2,250            | 2,025                         | 3,700                  |
| Indiana.....              | 1,808                        | 2,213            | 2,875                         | 3,500                  |
| Iowa.....                 | 1,567                        | 1,930            | 2,450                         | 3,500                  |
| Kansas.....               | 1,786                        | 1,839            | 2,975                         | 3,625                  |
| Kentucky.....             | 1,390                        | 1,800            |                               | 2,850                  |
| Maine.....                | 1,389                        | 2,533            |                               | 3,800                  |
| Maryland.....             | 1,450                        |                  |                               |                        |
| Massachusetts.....        | 1,737                        | 2,365            | 3,033                         | 3,825                  |
| Michigan.....             | 1,909                        | 2,650            | 3,017                         | 4,000                  |
| Minnesota.....            | 1,817                        | 1,690            | 2,450                         | 3,300                  |
| Mississippi.....          | 1,650                        | 1,564            | 2,200                         | 2,950                  |
| Missouri.....             | 1,392                        | 2,013            | 2,350                         | 3,025                  |
| Montana.....              | 1,983                        | 2,483            |                               |                        |
| Nebraska.....             | 1,680                        |                  |                               |                        |
| Nevada.....               | 1,750                        |                  |                               |                        |
| New Hampshire.....        | 1,575                        |                  |                               | 3,900                  |
| New Jersey.....           | 2,083                        | 3,167            | 3,700                         | 4,600                  |
| New Mexico.....           |                              | 2,288            |                               |                        |
| New York.....             | 2,118                        | 2,645            | 3,500                         | 4,120                  |
| North Carolina.....       | 1,350                        |                  |                               |                        |
| North Dakota.....         | 1,733                        | 2,175            |                               |                        |
| Ohio.....                 | 1,658                        | 2,250            | 2,500                         | 3,400                  |
| Oklahoma.....             | 1,725                        | 2,317            | 2,650                         | 3,900                  |
| Oregon.....               | 1,572                        |                  | 2,400                         |                        |
| Pennsylvania.....         | 1,673                        | 2,225            | 3,020                         | 3,470                  |
| Rhode Island.....         | 1,850                        | 1,950            |                               | 3,150                  |
| South Carolina.....       | 1,400                        |                  |                               |                        |
| South Dakota.....         | 1,650                        |                  | 3,000                         | 3,850                  |
| Tennessee.....            | 1,450                        |                  |                               |                        |
| Texas.....                | 1,538                        | 1,988            | 2,650                         | 3,050                  |
| Virginia.....             |                              | 2,083            |                               | 2,950                  |
| Washington.....           | 2,021                        | 2,300            |                               | 3,700                  |
| West Virginia.....        | 1,370                        | 2,442            | 2,150                         | 4,200                  |
| Wisconsin.....            | 1,805                        | 2,550            | 3,025                         | 3,800                  |
| Wyoming.....              | 2,150                        | 2,650            |                               |                        |

Read table as follows: \$1,742 is the median salary paid teaching elementary school principals in the United States in cities with a population of 10,000 to 30,000; \$2,349 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 170, are based upon distributions of salaries reported paid the various classes of principals indicated. See blank form used in collecting data, reproduced on page 225, 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 90 percent, and the median salary paid school attendance officers is but 57 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 57 percent of the average income of gainfully occupied persons.

Table 26 lists a total of 1563 school principals of the following types: supervising elementary, junior high and senior high. Table 30 lists but 628 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 449 CITIES 10,000 TO 30,000 IN POPULATION IN 1930-1931

| Salaries paid         | School nurses <sup>1</sup> | Clerks in principals' offices | Clerks in administrative and supervisory offices | School janitors <sup>2</sup> | Attendance officers <sup>3</sup> |
|-----------------------|----------------------------|-------------------------------|--------------------------------------------------|------------------------------|----------------------------------|
| 1                     | 2                          | 3                             | 4                                                | 5                            | 6                                |
| \$3,100 and over..... |                            |                               | 1                                                | 5                            |                                  |
| 3,000 to \$3,099..... |                            | 2                             | 1                                                | 4                            |                                  |
| 2,900 to 2,899.....   |                            |                               |                                                  |                              |                                  |
| 2,800 to 2,799.....   |                            |                               |                                                  | 3                            |                                  |
| 2,700 to 2,699.....   |                            |                               | 3                                                | 9                            |                                  |
| 2,600 to 2,599.....   |                            |                               |                                                  | 6                            |                                  |
| 2,500 to 2,499.....   |                            |                               |                                                  | 9                            |                                  |
| 2,400 to 2,399.....   | 7                          | 2                             |                                                  | 23                           |                                  |
| 2,300 to 2,299.....   | 2                          | 3                             | 1                                                | 7                            | 1                                |
| 2,200 to 2,199.....   | 9                          |                               | 1                                                | 24                           | 2                                |
| 2,100 to 2,099.....   | 13                         | 1                             | 2                                                | 50                           |                                  |
| 2,000 to 1,999.....   | 29                         | 3                             | 6                                                | 59                           | 3                                |
| 1,900 to 1,899.....   | 19                         | 3                             |                                                  | 124                          | 1                                |
| 1,800 to 1,799.....   | 43                         | 5                             | 8                                                | 274                          | 9                                |
| 1,700 to 1,699.....   | 24                         | 8                             | 5                                                | 196                          | 2                                |
| 1,600 to 1,599.....   | 33                         | 13                            | 12                                               | 411                          | 9                                |
| 1,500 to 1,499.....   | 15                         | 13                            | 15                                               | 572                          | 25                               |
| 1,400 to 1,399.....   | 12                         | 22                            | 13                                               | 367                          | 1                                |
| 1,300 to 1,299.....   | 16                         | 33                            | 35                                               | 480                          | 7                                |
| 1,200 to 1,199.....   | 9                          | 48                            | 26                                               | 540                          | 6                                |
| 1,100 to 1,099.....   | 2                          | 39                            | 16                                               | 186                          | 5                                |
| 1,000 to 1,099.....   | 3                          | 88                            | 40                                               | 342                          | 8                                |
| 900 to 999.....       | 2                          | 92                            | 38                                               | 233                          | 9                                |
| 800 to 899.....       | 2                          | 53                            | 11                                               | 163                          | 7                                |
| 700 to 799.....       | 3                          | 81                            | 26                                               | 172                          | 7                                |
| 600 to 699.....       | 1                          | 47                            | 17                                               | 136                          | 8                                |
| Below \$600.....      | 1                          | 72                            | 10                                               | 398                          | 29                               |
| Total.....            | 245                        | 628                           | 288                                              | 4,793                        | 140                              |
| Median.....           | \$1,798                    | \$966                         | \$1,113                                          | \$1,347                      | \$1,140                          |

Read table as follows: Out of a total of 245 school nurses in cities 10,000 to 30,000 in population for which data were reported, 7 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 10,000 to 30,000 in population is \$1,798. Similarly read figures for other columns.

The medians given in this table are figured according to the method described in the statement on page 170. See blank form used in collecting data, reproduced on page 224 for further information as to what employees are included in each class.

<sup>1</sup> 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 214.

<sup>2</sup> 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 214.

<sup>3</sup> 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 214.

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 1930-1931

| States              | School nurses <sup>1</sup> | Clerks in principals' offices | Clerks in administrative and supervisory offices | School janitors <sup>2</sup> | Attendance officers <sup>3</sup> |
|---------------------|----------------------------|-------------------------------|--------------------------------------------------|------------------------------|----------------------------------|
| 1                   | 2                          | 3                             | 4                                                | 5                            | 6                                |
| United States.....  | \$1,798                    | \$ 966                        | \$1,113                                          | \$1,347                      | \$1,140                          |
| Alabama.....        |                            |                               |                                                  | Below 600                    |                                  |
| Arkansas.....       |                            |                               |                                                  | 640                          |                                  |
| California.....     | 2,081                      | 1,044                         | 1,225                                            | 1,517                        | 1,565                            |
| Colorado.....       |                            | 950                           |                                                  | 1,232                        |                                  |
| Connecticut.....    | 1,800                      | 1,090                         |                                                  | 1,516                        |                                  |
| Florida.....        |                            |                               |                                                  | 750                          |                                  |
| Georgia.....        |                            |                               |                                                  | Below 600                    |                                  |
| Idaho.....          |                            |                               |                                                  | 1,000                        |                                  |
| Illinois.....       | 1,833                      | 750                           | 1,088                                            | 1,352                        | 850                              |
| Indiana.....        |                            | 888                           |                                                  | 1,244                        |                                  |
| Iowa.....           | 1,850                      | 983                           | 1,150                                            | 1,389                        |                                  |
| Kansas.....         |                            | 850                           |                                                  | 1,189                        |                                  |
| Kentucky.....       |                            |                               |                                                  | 800                          |                                  |
| Maine.....          |                            |                               |                                                  | 1,067                        |                                  |
| Maryland.....       |                            |                               |                                                  | 629                          |                                  |
| Massachusetts.....  | 1,679                      | 1,000                         | 1,100                                            | 1,500                        | Below 600                        |
| Michigan.....       | 1,775                      | 917                           | 1,000                                            | 1,395                        | 1,050                            |
| Minnesota.....      | 1,850                      | 988                           | 1,300                                            | 1,500                        |                                  |
| Mississippi.....    |                            |                               |                                                  | 683                          |                                  |
| Missouri.....       |                            | 750                           |                                                  | 1,018                        |                                  |
| Montana.....        |                            | 950                           | 1,383                                            | 1,700                        |                                  |
| Nebraska.....       |                            |                               |                                                  | 1,500                        |                                  |
| Nevada.....         |                            |                               |                                                  | 1,513                        |                                  |
| New Hampshire.....  |                            | 950                           |                                                  | 1,293                        |                                  |
| New Jersey.....     | 1,838                      | 1,220                         | 1,375                                            | 1,694                        | 1,550                            |
| New Mexico.....     |                            |                               |                                                  | 1,336                        |                                  |
| New York.....       | 1,850                      | 1,083                         | 1,083                                            | 1,381                        | 1,083                            |
| North Carolina..... |                            |                               |                                                  | Below 600                    |                                  |
| North Dakota.....   |                            | 950                           |                                                  | 1,270                        |                                  |
| Ohio.....           | 1,800                      | 750                           | 1,100                                            | 1,522                        |                                  |
| Oklahoma.....       |                            | 750                           | 900                                              | 1,029                        |                                  |
| Oregon.....         |                            | 1,050                         |                                                  | 1,079                        |                                  |
| Pennsylvania.....   | 1,614                      | 910                           | 967                                              | 1,408                        | 1,100                            |
| Rhode Island.....   |                            | 1,250                         |                                                  | 1,319                        |                                  |
| South Carolina..... |                            |                               |                                                  | Below 600                    |                                  |
| South Dakota.....   |                            | 983                           | 1,217                                            | 1,332                        |                                  |
| Texas.....          |                            | Below 600                     |                                                  | 650                          |                                  |
| Utah.....           |                            |                               |                                                  | 1,458                        |                                  |
| Vermont.....        |                            |                               |                                                  | 1,258                        |                                  |
| Virginia.....       |                            | 800                           |                                                  | 788                          |                                  |
| Washington.....     |                            | 950                           |                                                  | 1,392                        |                                  |
| West Virginia.....  | 1,750                      | 800                           | 1,100                                            | 1,075                        |                                  |
| Wisconsin.....      | 1,850                      | 917                           | 1,250                                            | 1,423                        |                                  |
| Wyoming.....        |                            | 1,325                         |                                                  | 1,543                        |                                  |

Read table as follows: \$1,798 is the median salary paid school nurses in the United States in cities with a population of 10,000 to 30,000; \$966 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 170, 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 224, for further information as to what employees are included in each class.

<sup>1</sup> 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 janitors are given in Table 57, page 214.

<sup>2</sup> 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 214.

<sup>3</sup> 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 214.

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

*Teachers' salaries.* Table 32 presents complete distributions of the salaries paid during 1930-31 to four classes of teachers in cities from 5,000 to 10,000 in population. The inquiry blank, printed on page 224, 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 170.

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 between

**TABLE 32.—DISTRIBUTION OF SALARIES PAID TEACHERS IN 451 CITIES 5,000 TO 10,000 IN POPULATION IN 1930-1931**

| Salaries paid         | Elementary teachers <sup>1</sup> | Junior high school teachers <sup>2</sup> | High school teachers <sup>3</sup> | Teachers of part-time schools |
|-----------------------|----------------------------------|------------------------------------------|-----------------------------------|-------------------------------|
| 1                     | 2                                | 3                                        | 4                                 | 5                             |
| \$3,100 and over..... | 26                               | 13                                       | 80                                | 3                             |
| 3,000 to \$3,099..... | 13                               | 4                                        | 21                                | .....                         |
| 2,900 to 2,999.....   | 6                                | 7                                        | 19                                | .....                         |
| 2,800 to 2,899.....   | 13                               | 7                                        | 54                                | .....                         |
| 2,700 to 2,799.....   | 24                               | 14                                       | 47                                | 1                             |
| 2,600 to 2,699.....   | 18                               | 10                                       | 78                                | .....                         |
| 2,500 to 2,599.....   | 31                               | 14                                       | 128                               | 1                             |
| 2,400 to 2,499.....   | 28                               | 11                                       | 163                               | 2                             |
| 2,300 to 2,399.....   | 32                               | 26                                       | 152                               | .....                         |
| 2,200 to 2,299.....   | 55                               | 29                                       | 230                               | 5                             |
| 2,100 to 2,199.....   | 98                               | 43                                       | 241                               | 2                             |
| 2,000 to 2,099.....   | 214                              | 54                                       | 405                               | 5                             |
| 1,900 to 1,999.....   | 205                              | 97                                       | 398                               | 2                             |
| 1,800 to 1,899.....   | 383                              | 140                                      | 616                               | 6                             |
| 1,700 to 1,799.....   | 392                              | 123                                      | 495                               | 4                             |
| 1,600 to 1,699.....   | 771                              | 256                                      | 723                               | 2                             |
| 1,500 to 1,599.....   | 1,184                            | 251                                      | 692                               | 2                             |
| 1,400 to 1,499.....   | 1,458                            | 323                                      | 584                               | 13                            |
| 1,300 to 1,399.....   | 1,492                            | 282                                      | 522                               | 5                             |
| 1,200 to 1,299.....   | 1,627                            | 204                                      | 423                               | 1                             |
| 1,100 to 1,199.....   | 1,427                            | 155                                      | 159                               | 1                             |
| 1,000 to 1,099.....   | 1,332                            | 95                                       | 94                                | 3                             |
| 900 to 999.....       | 1,184                            | 55                                       | 31                                | 2                             |
| 800 to 899.....       | 478                              | 14                                       | 3                                 | 4                             |
| 700 to 799.....       | 219                              | 6                                        | 6                                 | 2                             |
| 600 to 699.....       | 52                               | 2                                        | 1                                 | 2                             |
| Below \$600.....      | 25                               | 3                                        | 8                                 | 14                            |
| Total.....            | 12,787                           | 2,238                                    | 6,373                             | 82                            |
| Median.....           | \$1,303                          | \$1,494                                  | \$1,692                           | \$1,454                       |

Read table as follows: Out of a total of 12,787 elementary teachers in cities 5,000 to 10,000 in population for which data were reported, 26 receive a salary of \$3,100 and over, 13 receive a salary between \$3,000 and \$3,099, etc. The median salary paid this group of teachers in cities 5,000 to 10,000 in population is \$1,303. Similarly read figures for other columns.

The medians given in this table are figured according to the method described in the statement on page 170. See blank form used in collecting data, reproduced on page 224, for further information as to what teachers are included in each class.

<sup>1</sup>See footnote 1 at bottom of Table 25, page 186.

<sup>2</sup>See footnote 2 at bottom of Table 25, page 186.

<sup>3</sup>See footnote 3 at bottom of Table 25, page 186.

**TABLE 33.—MINIMUM SALARIES PAID TEACHERS IN CITIES 5,000 TO 10,000 IN POPULATION IN 1930-1931**

| 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.....      | .....                                            | 1                           | 8                    |
| 1,700 to 1,799.....      | 1                                                | 3                           | 2                    |
| 1,600 to 1,699.....      | 1                                                | 1                           | 4                    |
| 1,500 to 1,599.....      | 4                                                | 6                           | 19                   |
| 1,400 to 1,499.....      | 4                                                | 7                           | 36                   |
| 1,300 to 1,399.....      | 10                                               | 15                          | 54                   |
| 1,200 to 1,299.....      | 44                                               | 32                          | 85                   |
| 1,100 to 1,199.....      | 32                                               | 31                          | 26                   |
| 1,000 to 1,099.....      | 107                                              | 26                          | 21                   |
| 900 to 999.....          | 48                                               | 5                           | 9                    |
| 800 to 899.....          | 24                                               | 4                           | 5                    |
| 700 to 799.....          | 11                                               | 1                           | .....                |
| 600 to 699.....          | 1                                                | 1                           | .....                |
| Total.....               | 287                                              | 133                         | 272                  |
| Median.....              | \$1,056                                          | \$1,195                     | \$1,288              |

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, 1 city reported a minimum salary of between \$1,600 and \$1,699, etc. The median minimum paid elementary teachers reported by 287 cities of this size is \$1,056. Similarly read the other columns of this table.

**TABLE 34.—MAXIMUM SALARIES PAID TEACHERS IN CITIES 5,000 TO 10,000 IN POPULATION IN 1930-1931**

| 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                    |
| 3,500 to \$3,599.....    | 1                                                | 1                           | 3                    |
| 3,400 to 3,499.....      | .....                                            | .....                       | .....                |
| 3,300 to 3,399.....      | 1                                                | 1                           | 3                    |
| 3,200 to 3,299.....      | 1                                                | 1                           | 3                    |
| 3,100 to 3,199.....      | .....                                            | .....                       | .....                |
| 3,000 to 3,099.....      | 3                                                | 5                           | 10                   |
| 2,900 to 2,999.....      | .....                                            | .....                       | 1                    |
| 2,800 to 2,899.....      | 5                                                | 3                           | 6                    |
| 2,700 to 2,799.....      | 2                                                | 1                           | 6                    |
| 2,600 to 2,699.....      | 2                                                | .....                       | 6                    |
| 2,500 to 2,599.....      | 7                                                | 4                           | 23                   |
| 2,400 to 2,499.....      | 2                                                | 1                           | 15                   |
| 2,300 to 2,399.....      | 6                                                | 5                           | 12                   |
| 2,200 to 2,299.....      | 7                                                | 8                           | 19                   |
| 2,100 to 2,199.....      | 14                                               | 9                           | 19                   |
| 2,000 to 2,099.....      | 13                                               | 8                           | 29                   |
| 1,900 to 1,999.....      | 4                                                | 9                           | 18                   |
| 1,800 to 1,899.....      | 23                                               | 13                          | 30                   |
| 1,700 to 1,799.....      | 18                                               | 11                          | 20                   |
| 1,600 to 1,699.....      | 33                                               | 17                          | 14                   |
| 1,500 to 1,599.....      | 41                                               | 12                          | 9                    |
| 1,400 to 1,499.....      | 31                                               | 11                          | 3                    |
| 1,300 to 1,399.....      | 25                                               | 4                           | 6                    |
| 1,200 to 1,299.....      | 19                                               | 1                           | 2                    |
| 1,100 to 1,199.....      | 9                                                | 2                           | .....                |
| 1,000 to 1,099.....      | 5                                                | .....                       | .....                |
| 900 to 999.....          | 5                                                | .....                       | .....                |
| Below \$900.....         | 1                                                | .....                       | .....                |
| Total.....               | 279                                              | 130                         | 260                  |
| Median.....              | \$1,611                                          | \$1,854                     | \$2,097              |

Read Table 34 same as Table 33.

\$600 and \$699 in one city and is between \$1700 and \$1799 in one city; the median minimum being \$1056.

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 \$1611.

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 226. 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 \$1303 according to the table. The median for elementary teachers varies in different states all the way from \$824 to \$1735. Similarly read the national and state medians for other classes of teachers.

It is interesting to study the figures of Tables 32 and 35 in the light of the fact that the average income of the 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 85 percent of the average income of the nation's gainfully occupied.

*Principals' salaries.* Table 36 presents a distribution of the salaries paid during 1930-31 to principals of elementary, junior high and

TABLE 35.—MEDIAN SALARIES PAID TEACHERS IN CITIES 5,000 TO 10,000 IN POPULATION IN 1930-1931

| States           | Elementary teachers <sup>1</sup><br>Kindergarten | Junior high school teachers <sup>2</sup> | High school teachers <sup>3</sup> | Teachers of part-time schools | States           | Elementary teachers <sup>1</sup><br>Kindergarten | Junior high school teachers <sup>2</sup> | High school teachers <sup>3</sup> | Teachers of part-time schools |
|------------------|--------------------------------------------------|------------------------------------------|-----------------------------------|-------------------------------|------------------|--------------------------------------------------|------------------------------------------|-----------------------------------|-------------------------------|
| 1                | 2                                                | 3                                        | 4                                 | 5                             | 6                | 7                                                | 8                                        | 9                                 | 10                            |
| United States... | \$1,303                                          | \$1,494                                  | \$1,692                           | \$1,454                       | Nebraska.....    | 1,177                                            | 1,348                                    | 1,669                             | .....                         |
| Alabama.....     | 890                                              | 975                                      | 1,157                             | .....                         | New Hampshire..  | 1,100                                            | 1,250                                    | 1,464                             | .....                         |
| Arizona.....     | 1,452                                            | 1,800                                    | 2,020                             | .....                         | New Jersey.....  | 1,578                                            | 1,955                                    | 1,970                             | .....                         |
| Arkansas.....    | 824                                              | 1,225                                    | 1,168                             | .....                         | New Mexico.....  | 1,288                                            | 1,564                                    | 1,663                             | .....                         |
| California.....  | 1,591                                            | 1,963                                    | 2,307                             | 2,250                         | New York.....    | 1,735                                            | 1,905                                    | 2,015                             | .....                         |
| Colorado.....    | 1,298                                            | 1,489                                    | 1,803                             | .....                         | North Carolina.. | 1,080                                            | .....                                    | 1,250                             | .....                         |
| Connecticut....  | 1,376                                            | 1,783                                    | 1,733                             | .....                         | North Dakota.... | 1,246                                            | 1,373                                    | 1,647                             | .....                         |
| Florida.....     | 872                                              | 1,170                                    | 1,269                             | .....                         | Ohio.....        | 1,233                                            | 1,486                                    | 1,694                             | 1,067                         |
| Georgia.....     | 891                                              | .....                                    | 1,193                             | .....                         | Oklahoma.....    | 958                                              | 1,098                                    | 1,319                             | 1,427                         |
| Idaho.....       | 1,279                                            | 1,368                                    | 1,588                             | .....                         | Oregon.....      | 1,252                                            | 1,280                                    | 1,529                             | .....                         |
| Illinois.....    | 1,275                                            | 1,361                                    | 1,750                             | .....                         | Pennsylvania.... | 1,420                                            | 1,540                                    | 1,731                             | 1,450                         |
| Indiana.....     | 1,156                                            | 1,414                                    | 1,596                             | .....                         | Rhode Island.... | 1,308                                            | .....                                    | 1,750                             | .....                         |
| Iowa.....        | 1,132                                            | 1,320                                    | 1,626                             | .....                         | South Carolina.. | 1,008                                            | .....                                    | .....                             | .....                         |
| Kansas.....      | 1,194                                            | 1,450                                    | 1,582                             | .....                         | Tennessee.....   | 831                                              | .....                                    | 1,288                             | .....                         |
| Kentucky.....    | 923                                              | .....                                    | 1,300                             | .....                         | Texas.....       | 960                                              | 1,152                                    | 1,371                             | .....                         |
| Maine.....       | 977                                              | 1,069                                    | 1,383                             | .....                         | Utah.....        | 1,156                                            | 1,425                                    | 1,675                             | .....                         |
| Massachusetts..  | 1,348                                            | 1,563                                    | 1,762                             | .....                         | Vermont.....     | 1,232                                            | 1,538                                    | 1,595                             | .....                         |
| Michigan.....    | 1,350                                            | 1,608                                    | 1,806                             | .....                         | Virginia.....    | 984                                              | 1,093                                    | 1,246                             | .....                         |
| Minnesota.....   | 1,177                                            | 1,378                                    | 1,473                             | .....                         | Washington.....  | 1,273                                            | 1,400                                    | 1,557                             | .....                         |
| Mississippi..... | 1,061                                            | 1,071                                    | 1,225                             | .....                         | West Virginia... | .....                                            | .....                                    | 1,677                             | .....                         |
| Missouri.....    | 1,032                                            | 1,171                                    | 1,386                             | .....                         | Wisconsin.....   | 1,268                                            | 1,419                                    | 1,653                             | 1,950                         |
| Montana.....     | 1,388                                            | 1,520                                    | 1,742                             | .....                         | Wyoming.....     | 1,480                                            | 1,733                                    | 1,986                             | .....                         |

Read table as follows: \$1,303 is the median salary paid elementary teachers in the United States in cities with a population of 5,000 to 10,000; \$1,494 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 170, are based upon distributions of salaries reported paid the various classes of teachers indicated. See blank form used in collecting data, reproduced on page 224 for further information as to what teachers are included in each class.

<sup>1</sup> See footnote 1 at bottom of Table 25, page 186.

<sup>2</sup> See footnote 2 at bottom of Table 25, page 186.

<sup>3</sup> See footnote 3 at bottom of Table 25, page 186.

senior high schools in cities from 5,000 to 10,000 in population. The inquiry blank reproduced on page 225 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 170.

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 \$1000 and \$1099 in one city and is between \$2400 and \$2499 in one city; the median minimum being \$1633.

TABLE 36.—DISTRIBUTION OF SALARIES PAID PRINCIPALS IN 451 CITIES 5,000 TO 10,000 IN POPULATION IN 1930-1931

| Salaries paid         | Elementary school principals |             | Junior high school principals | High school principals |
|-----------------------|------------------------------|-------------|-------------------------------|------------------------|
|                       | Teaching                     | Supervising |                               |                        |
| 1                     | 2                            | 3           | 4                             | 5                      |
| \$5,000 and over..... |                              | 1           |                               | 2                      |
| 4,800 to \$4,999..... |                              | 2           |                               | 1                      |
| 4,600 to 4,799.....   |                              |             |                               | 1                      |
| 4,400 to 4,599.....   |                              |             |                               | 7                      |
| 4,200 to 4,399.....   |                              | 2           | 1                             | 6                      |
| 4,000 to 4,199.....   |                              | 4           | 1                             | 9                      |
| 3,800 to 3,999.....   |                              | 3           | 1                             | 10                     |
| 3,600 to 3,799.....   | 1                            |             |                               | 21                     |
| 3,400 to 3,599.....   |                              | 2           | 2                             | 21                     |
| 3,200 to 3,399.....   | 1                            | 4           | 1                             | 29                     |
| 3,100 to 3,199.....   |                              | 5           | 1                             | 19                     |
| 3,000 to 3,099.....   | 6                            | 9           | 8                             | 36                     |
| 2,900 to 2,999.....   | 1                            | 3           | 3                             | 11                     |
| 2,800 to 2,899.....   | 3                            | 9           | 3                             | 22                     |
| 2,700 to 2,799.....   | 6                            | 4           | 4                             | 35                     |
| 2,600 to 2,699.....   | 9                            | 12          | 6                             | 21                     |
| 2,500 to 2,599.....   | 10                           | 7           | 7                             | 36                     |
| 2,400 to 2,499.....   | 15                           | 19          | 7                             | 21                     |
| 2,300 to 2,399.....   | 12                           | 8           | 9                             | 9                      |
| 2,200 to 2,299.....   | 14                           | 19          | 12                            | 17                     |
| 2,100 to 2,199.....   | 24                           | 13          | 16                            | 9                      |
| 2,000 to 2,099.....   | 70                           | 24          | 9                             | 13                     |
| 1,900 to 1,899.....   | 45                           | 6           | 4                             | 8                      |
| 1,800 to 1,799.....   | 90                           | 25          | 11                            | 10                     |
| 1,700 to 1,799.....   | 83                           | 5           | 8                             | 1                      |
| 1,600 to 1,699.....   | 117                          | 8           | 6                             |                        |
| 1,500 to 1,599.....   | 136                          | 6           | 5                             | 2                      |
| 1,400 to 1,499.....   | 125                          | 2           | 2                             | 2                      |
| 1,300 to 1,399.....   | 131                          | 9           | 3                             |                        |
| 1,200 to 1,299.....   | 57                           |             | 6                             |                        |
| 1,100 to 1,199.....   | 57                           |             | 1                             |                        |
| 1,000 to 1,099.....   | 32                           |             |                               |                        |
| Below \$1,000.....    | 14                           |             |                               |                        |
| Total.....            | 1059                         | 211         | 137                           | 379                    |
| Median.....           | \$1,583                      | \$2,239     | \$2,184                       | \$2,825                |

Read table as follows: Out of a total of 1059 teaching elementary school principals in cities 5,000 to 10,000 in population for which data were reported, 1 receives a salary of between \$3,600 and \$3,799, 1 receives a salary of between \$3,200 and \$3,399, etc. The median salary paid this group of principals in cities 5,000 to 10,000 in population is \$1,583. 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 170. See blank form used in collecting data, reproduced on page 225, for further information as to what principals are included in each class.

TABLE 37.—MINIMUM SALARIES PAID PRINCIPALS IN CITIES 5,000 TO 10,000 IN POPULATION IN 1930-1931

| 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.....    |                                                  |             | 1                             | 12                     |
| 2,900 to 2,999.....      |                                                  |             |                               |                        |
| 2,800 to 2,899.....      |                                                  |             |                               | 6                      |
| 2,700 to 2,799.....      |                                                  |             | 1                             | 2                      |
| 2,600 to 2,699.....      |                                                  |             |                               | 1                      |
| 2,500 to 2,599.....      |                                                  |             | 1                             | 15                     |
| 2,400 to 2,499.....      |                                                  | 1           |                               | 7                      |
| 2,300 to 2,399.....      |                                                  |             |                               | 3                      |
| 2,200 to 2,299.....      |                                                  | 1           | 1                             | 9                      |
| 2,100 to 2,199.....      |                                                  | 1           | 1                             | 3                      |
| 2,000 to 2,099.....      | 2                                                | 5           | 4                             | 16                     |
| 1,900 to 1,999.....      |                                                  |             |                               | 1                      |
| 1,800 to 1,899.....      |                                                  | 4           | 3                             | 10                     |
| 1,700 to 1,799.....      | 1                                                |             | 2                             | 2                      |
| 1,600 to 1,699.....      | 5                                                |             | 5                             |                        |
| 1,500 to 1,599.....      | 13                                               | 6           | 4                             | 1                      |
| 1,400 to 1,499.....      | 12                                               | 2           | 1                             |                        |
| 1,300 to 1,399.....      | 10                                               | 3           | 1                             |                        |
| 1,200 to 1,299.....      | 10                                               | 1           | 2                             |                        |
| 1,100 to 1,199.....      | 7                                                |             | 1                             |                        |
| 1,000 to 1,099.....      | 9                                                | 1           |                               |                        |
| Below \$1,000.....       | 3                                                |             |                               |                        |
| Total.....               | 74                                               | 28          | 29                            | 88                     |
| Median.....              | \$1,380                                          | \$1,633     | \$1,725                       | \$2,367                |

Read table as follows: 2 cities 5,000 to 10,000 in population reported a minimum salary of between \$2,000 and \$2,099 for teaching elementary school principals, 2 cities reported a minimum salary of between \$1,800 and \$1,899, etc. The median minimum paid teaching elementary school principals reported by 74 cities of this size is \$1,380. 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 170. See blank form used in collecting data, reproduced on page 225, as to what principals are included in each class.

Table 38 presents similar data as to maximum salaries. Three cities report a maximum of supervising elementary school principals of between \$1800 and \$1899, while one reports a maximum between \$3600 and \$3699; the median maximum being \$2350.

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 \$2239. The median for this group of principals varies in different states from \$1450 to \$2675. 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 115 nurses by the 451 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 1930-1931**

| Amount of maximum salary | Number of cities reporting maximum indicated for |                  |                               |                        |
|--------------------------|--------------------------------------------------|------------------|-------------------------------|------------------------|
|                          | Elementary school principals                     |                  | Junior high school principals | High school principals |
|                          | Teaching                                         | Super-<br>vising |                               |                        |
| 1                        | 2                                                | 3                | 4                             | 5                      |
| \$4,000 and over.....    |                                                  |                  |                               | 11                     |
| 3,900 to \$3,999.....    |                                                  |                  |                               | 1                      |
| 3,800 to 3,899.....      |                                                  |                  |                               | 1                      |
| 3,700 to 3,799.....      |                                                  |                  | 1                             | 1                      |
| 3,600 to 3,699.....      |                                                  | 1                |                               | 3                      |
| 3,500 to 3,599.....      | 1                                                |                  | 1                             | 10                     |
| 3,400 to 3,499.....      |                                                  |                  |                               |                        |
| 3,300 to 3,399.....      |                                                  | 1                |                               |                        |
| 3,200 to 3,299.....      | 1                                                | 1                |                               | 1                      |
| 3,100 to 3,199.....      |                                                  | 1                | 1                             | 4                      |
| 3,000 to 3,099.....      |                                                  | 2                | 4                             | 21                     |
| 2,900 to 2,999.....      | 2                                                |                  |                               |                        |
| 2,800 to 2,899.....      | 3                                                | 2                | 4                             |                        |
| 2,700 to 2,799.....      |                                                  | 2                |                               | 11                     |
| 2,600 to 2,699.....      | 2                                                | 2                | 1                             | 2                      |
| 2,500 to 2,599.....      | 1                                                | 1                | 3                             | 13                     |
| 2,400 to 2,499.....      | 1                                                | 2                | 3                             | 4                      |
| 2,300 to 2,399.....      | 1                                                | 1                | 1                             | 1                      |
| 2,200 to 2,299.....      | 1                                                | 3                | 2                             | 1                      |
| 2,100 to 2,199.....      | 4                                                | 1                | 3                             |                        |
| 2,000 to 2,099.....      | 11                                               | 7                | 2                             | 2                      |
| 1,900 to 1,999.....      | 4                                                |                  | 2                             |                        |
| 1,800 to 1,899.....      | 13                                               | 3                | 2                             |                        |
| 1,700 to 1,799.....      | 6                                                |                  | 1                             |                        |
| 1,600 to 1,699.....      | 8                                                |                  |                               |                        |
| 1,500 to 1,599.....      | 8                                                |                  | 1                             |                        |
| 1,400 to 1,499.....      | 2                                                |                  |                               |                        |
| 1,300 to 1,399.....      | 3                                                |                  |                               |                        |
| 1,200 to 1,299.....      | 2                                                |                  |                               |                        |
| Below \$1,200.....       | 2                                                |                  |                               |                        |
| Total.....               | 76                                               | 29               | 32                            | 92                     |
| Median.....              | \$1,854                                          | \$2,350          | \$2,467                       | \$3,038                |

Read table as follows: 1 city 5,000 to 10,000 in population reported a maximum salary of between \$3,500 and \$3,599 for teaching elementary school principals, 1 city reported a maximum salary of between \$3,300 and \$3,399, etc. The median maximum paid teaching elementary school principals reported by 76 cities of this size is \$1,854. 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 170. See blank form used in collecting data, reproduced on page 225, 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 1930-1931**

| States              | Elementary school principals |                  | Junior high school principals | High school principals |
|---------------------|------------------------------|------------------|-------------------------------|------------------------|
|                     | Teaching                     | Super-<br>vising |                               |                        |
| 1                   | 2                            | 3                | 4                             | 5                      |
| United States.....  | \$1,583                      | \$2,239          | \$2,184                       | \$2,825                |
| Alabama.....        | 1,133                        |                  |                               |                        |
| Arizona.....        | 1,920                        | 2,425            |                               |                        |
| Arkansas.....       | 1,138                        |                  |                               | 2,100                  |
| California.....     | 2,046                        | 2,640            |                               | 3,750                  |
| Colorado.....       | 1,680                        | 2,225            |                               | 3,100                  |
| Connecticut.....    | 1,838                        | 2,183            |                               | 3,200                  |
| Idaho.....          | 1,800                        |                  |                               |                        |
| Illinois.....       | 1,544                        | 2,075            | 1,700                         | 2,650                  |
| Indiana.....        | 1,456                        |                  | 2,100                         | 2,675                  |
| Iowa.....           | 1,410                        |                  |                               | 2,733                  |
| Kansas.....         | 1,488                        |                  | 2,450                         | 2,750                  |
| Kentucky.....       | 1,388                        |                  |                               |                        |
| Maine.....          | 1,140                        |                  |                               |                        |
| Massachusetts.....  | 1,677                        | 1,450            | 2,400                         | 3,150                  |
| Michigan.....       | 1,543                        | 2,067            | 1,983                         | 3,240                  |
| Minnesota.....      | 1,338                        |                  |                               | 2,700                  |
| Missouri.....       | 1,400                        |                  |                               | 2,550                  |
| Montana.....        | 1,870                        |                  |                               |                        |
| Nebraska.....       | 1,444                        |                  | 2,450                         |                        |
| New Hampshire.....  | 1,250                        |                  |                               |                        |
| New Jersey.....     | 2,300                        | 2,667            |                               | 3,800                  |
| New York.....       | 1,975                        | 2,675            | 2,550                         | 3,092                  |
| North Carolina..... | 1,500                        | 1,888            |                               | 2,700                  |
| North Dakota.....   | 1,540                        |                  |                               | 2,550                  |
| Ohio.....           | 1,563                        | 2,250            | 2,200                         | 2,750                  |
| Oklahoma.....       | 1,329                        |                  | 1,800                         | 2,750                  |
| Oregon.....         | 1,708                        |                  |                               | 2,667                  |
| Pennsylvania.....   | 1,663                        | 2,050            | 2,525                         | 2,756                  |
| Rhode Island.....   | 1,425                        |                  |                               |                        |
| South Carolina..... | 1,300                        |                  |                               |                        |
| Tennessee.....      | 1,275                        |                  |                               |                        |
| Texas.....          | 1,391                        | 1,683            |                               | 2,283                  |
| Vermont.....        | 1,425                        |                  |                               |                        |
| Virginia.....       |                              | 1,550            |                               | 2,150                  |
| Washington.....     | 1,750                        |                  |                               |                        |
| West Virginia.....  | 1,317                        |                  |                               |                        |
| Wisconsin.....      | 1,508                        |                  |                               | 2,600                  |
| Wyoming.....        | 1,900                        |                  |                               |                        |

Read table as follows: \$1,583 is the median salary paid teaching elementary school principals in the United States in cities with a population of 5,000 to 10,000; \$2,239 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 170, are based upon distributions of salaries reported paid the various classes of principals indicated. See blank form used in collecting data, reproduced on page 225, for further information as to what principals are included in each class.

school nurse. Salaries of this group range from less than \$600 to \$3100 and over, the median for the group being \$1643.

The median salaries for the other groups follow:

|                                       |             |
|---------------------------------------|-------------|
| Clerks in principals' offices.....    | \$800       |
| Clerks in administrative offices..... | 1057        |
| School janitors.....                  | 1255        |
| Attendance officers.....              | Below \$600 |

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

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 82 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 727 school principals of the following types: supervising elementary, junior high and senior high. Table 40 lists but 166 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 451 CITIES 5,000 TO 10,000 IN POPULATION IN 1930-1931

| Salaries paid         | School nurses <sup>1</sup> | Clerks in principals' offices | Clerks in administrative and supervisory offices | School janitors <sup>2</sup> | Attendance officers <sup>3</sup> |
|-----------------------|----------------------------|-------------------------------|--------------------------------------------------|------------------------------|----------------------------------|
| 1                     | 2                          | 3                             | 4                                                | 5                            | 6                                |
| \$3,100 and over..... | 1                          |                               |                                                  | 1                            |                                  |
| 3,000 to \$3,099..... |                            |                               |                                                  |                              |                                  |
| 2,900 to 2,999.....   |                            |                               |                                                  | 1                            |                                  |
| 2,800 to 2,899.....   |                            |                               |                                                  |                              |                                  |
| 2,700 to 2,799.....   |                            |                               |                                                  | 2                            |                                  |
| 2,600 to 2,699.....   | 1                          |                               |                                                  | 5                            | 1                                |
| 2,500 to 2,599.....   | 3                          |                               |                                                  | 4                            |                                  |
| 2,400 to 2,499.....   | 2                          |                               | 1                                                | 8                            |                                  |
| 2,300 to 2,399.....   | 1                          |                               |                                                  | 7                            |                                  |
| 2,200 to 2,299.....   | 4                          | 2                             |                                                  | 13                           | 1                                |
| 2,100 to 2,199.....   | 3                          | 1                             | 2                                                | 25                           |                                  |
| 2,000 to 2,099.....   | 4                          | 1                             |                                                  | 33                           |                                  |
| 1,900 to 1,999.....   | 8                          | 2                             | 2                                                | 34                           | 1                                |
| 1,800 to 1,899.....   | 14                         | 1                             | 1                                                | 128                          |                                  |
| 1,700 to 1,799.....   | 8                          |                               |                                                  | 54                           | 2                                |
| 1,600 to 1,699.....   | 15                         | 3                             | 1                                                | 113                          | 1                                |
| 1,500 to 1,599.....   | 16                         | 3                             | 6                                                | 244                          | 1                                |
| 1,400 to 1,499.....   | 10                         | 3                             | 6                                                | 130                          | 2                                |
| 1,300 to 1,399.....   | 4                          | 4                             | 7                                                | 157                          | 2                                |
| 1,200 to 1,299.....   | 3                          | 11                            | 12                                               | 268                          | 8                                |
| 1,100 to 1,199.....   | 4                          | 7                             | 8                                                | 69                           |                                  |
| 1,000 to 1,099.....   | 3                          | 12                            | 15                                               | 193                          | 4                                |
| 900 to 999.....       | 3                          | 19                            | 11                                               | 133                          | 3                                |
| 800 to 899.....       | 1                          | 14                            | 12                                               | 97                           |                                  |
| 700 to 799.....       |                            | 15                            | 12                                               | 109                          | 3                                |
| 600 to 699.....       | 3                          | 24                            | 8                                                | 85                           | 4                                |
| Below \$600.....      | 4                          | 44                            | 8                                                | 248                          | 63                               |
| Total.....            | 115                        | 166                           | 119                                              | 2,161                        | 96                               |
| Median.....           | \$1,643                    | \$800                         | \$1,057                                          | \$1,235                      | Below \$600                      |

Read table as follows: Out of a total of 115 school nurses in cities 5,000 to 10,000 in population for which data were reported, 1 receives salaries of \$3,100 or more, 1 receives salaries of between \$2,600 and \$2,699, etc. The median salary paid this group of school employees in cities 5,000 to 10,000 in population is \$1,643. Similarly read figures for other columns.

The medians given in this table are figured according to the method described in the statement on page 170. See blank form used in collecting data, reproduced on page 224, for further information as to what employees are included in each class.

<sup>1</sup> 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 215.

<sup>2</sup> 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 215.

<sup>3</sup> 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 215.

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 1930-1931**

| States              | School nurses <sup>1</sup> | Clerks in principals' offices | Clerks in administrative and supervisory offices | School janitors <sup>2</sup> | Attendance officers <sup>3</sup> |
|---------------------|----------------------------|-------------------------------|--------------------------------------------------|------------------------------|----------------------------------|
| 1                   | 2                          | 3                             | 4                                                | 5                            | 6                                |
| United States.....  | \$1,643                    | \$800                         | \$1,057                                          | \$1,255                      | Below \$600                      |
| Alabama.....        |                            |                               |                                                  | Below \$600                  |                                  |
| Arizona.....        |                            |                               |                                                  | 1,300                        |                                  |
| Arkansas.....       |                            |                               |                                                  | Below \$600                  |                                  |
| California.....     | 1,900                      | 967                           | 1,100                                            | 1,542                        | 1,950                            |
| Colorado.....       |                            |                               |                                                  | 1,283                        |                                  |
| Connecticut.....    |                            | 950                           |                                                  | 1,400                        |                                  |
| Florida.....        |                            |                               |                                                  | Below \$600                  |                                  |
| Georgia.....        |                            |                               |                                                  | 733                          |                                  |
| Idaho.....          |                            |                               |                                                  | 1,350                        |                                  |
| Illinois.....       |                            | 1,050                         | 967                                              | 1,445                        |                                  |
| Indiana.....        |                            |                               |                                                  | 1,000                        | 1,250                            |
| Iowa.....           |                            |                               |                                                  | 925                          |                                  |
| Kansas.....         |                            | Below \$600                   |                                                  | 975                          |                                  |
| Kentucky.....       |                            |                               |                                                  | Below \$600                  |                                  |
| Maine.....          |                            |                               |                                                  | 1,013                        |                                  |
| Massachusetts.....  | 1,567                      | 650                           | 1,050                                            | 1,313                        | Below \$600                      |
| Michigan.....       |                            | 600                           | 1,250                                            | 1,286                        |                                  |
| Minnesota.....      |                            |                               | 1,550                                            | 1,546                        |                                  |
| Missouri.....       |                            |                               |                                                  | 933                          |                                  |
| Montana.....        |                            |                               |                                                  | 1,836                        |                                  |
| Nebraska.....       |                            |                               |                                                  | 1,236                        |                                  |
| New Hampshire.....  |                            |                               |                                                  | 1,200                        |                                  |
| New Jersey.....     | 1,650                      | 1,050                         | 1,225                                            | 1,535                        | 1,025                            |
| New Mexico.....     |                            |                               |                                                  | 713                          |                                  |
| New York.....       | 1,870                      | 1,450                         | 1,250                                            | 1,583                        | Below \$600                      |
| North Carolina..... |                            |                               |                                                  | 907                          |                                  |
| North Dakota.....   |                            |                               |                                                  | 1,250                        |                                  |
| Ohio.....           | 1,450                      | 620                           | 900                                              | 1,283                        | Below \$600                      |
| Oklahoma.....       |                            |                               |                                                  | 825                          |                                  |
| Oregon.....         |                            |                               |                                                  | 1,288                        |                                  |
| Pennsylvania.....   | 1,475                      | 800                           | 1,100                                            | 1,257                        | Below \$600                      |
| Rhode Island.....   |                            |                               |                                                  | Below \$600                  |                                  |
| South Carolina..... |                            |                               |                                                  | Below \$600                  |                                  |
| Tennessee.....      |                            |                               |                                                  | 638                          |                                  |
| Texas.....          |                            |                               |                                                  | 680                          |                                  |
| Utah.....           |                            |                               |                                                  | 1,083                        |                                  |
| Vermont.....        |                            |                               |                                                  | 1,133                        |                                  |
| Virginia.....       |                            |                               |                                                  | Below \$600                  |                                  |
| Washington.....     |                            |                               |                                                  | 1,258                        |                                  |
| West Virginia.....  |                            |                               |                                                  | 833                          |                                  |
| Wisconsin.....      |                            | 917                           | 883                                              | 1,207                        |                                  |
| Wyoming.....        |                            |                               |                                                  | 1,483                        |                                  |

Read table as follows: \$1,643 is the median salary paid school nurses in the United States in cities with a population of 5,000 to 10,000; \$800 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 170, are based upon distributions of salaries reported paid the various classes of employees indicated. See blank form used in collecting data, reproduced on page 224, for further information as to what employees are included in each class.

<sup>1</sup> 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 215.

<sup>2</sup> 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 215.

<sup>3</sup> 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 215.

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

*Teachers' salaries.* Table 42 presents complete distributions of the salaries paid during 1930-31 to four classes of teachers in cities from 2,500 to 5,000 in population. The inquiry blank, reproduced on page 224, 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 170.

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 440 CITIES 2,500 TO 5,000 IN POPULATION IN 1930-1931**

| Salaries paid           | Elementary teachers <sup>1</sup> | Junior high school teachers <sup>2</sup> | High school teachers <sup>3</sup> | Teachers of part-time schools |
|-------------------------|----------------------------------|------------------------------------------|-----------------------------------|-------------------------------|
| 1                       | 2                                | 3                                        | 4                                 | 5                             |
| \$3,100 and over . . .  | 1                                | 2                                        | 27                                |                               |
| 3,000 to \$3,099 . . .  |                                  |                                          | 10                                |                               |
| 2,900 to 2,999 . . .    | 1                                |                                          | 11                                |                               |
| 2,800 to 2,899 . . .    | 2                                | 2                                        | 24                                |                               |
| 2,700 to 2,799 . . .    | 3                                | 1                                        | 20                                |                               |
| 2,600 to 2,699 . . .    | 3                                |                                          | 20                                |                               |
| 2,500 to 2,599 . . .    | 11                               | 5                                        | 56                                |                               |
| 2,400 to 2,499 . . .    | 11                               | 5                                        | 64                                |                               |
| 2,300 to 2,399 . . .    | 17                               | 5                                        | 52                                |                               |
| 2,200 to 2,299 . . .    | 23                               | 3                                        | 76                                |                               |
| 2,100 to 2,199 . . .    | 34                               | 18                                       | 99                                |                               |
| 2,000 to 2,099 . . .    | 66                               | 25                                       | 171                               |                               |
| 1,900 to 1,999 . . .    | 45                               | 34                                       | 195                               |                               |
| 1,800 to 1,899 . . .    | 101                              | 44                                       | 345                               |                               |
| 1,700 to 1,799 . . .    | 130                              | 58                                       | 279                               |                               |
| 1,600 to 1,699 . . .    | 308                              | 98                                       | 425                               |                               |
| 1,500 to 1,599 . . .    | 361                              | 106                                      | 600                               |                               |
| 1,400 to 1,499 . . .    | 497                              | 150                                      | 571                               |                               |
| 1,300 to 1,399 . . .    | 716                              | 177                                      | 637                               | 1                             |
| 1,200 to 1,299 . . .    | 1,054                            | 157                                      | 352                               | 1                             |
| 1,100 to 1,199 . . .    | 1,145                            | 146                                      | 192                               |                               |
| 1,000 to 1,099 . . .    | 1,138                            | 89                                       | 103                               | 1                             |
| 900 to 999 . . .        | 974                              | 70                                       | 40                                |                               |
| 800 to 899 . . .        | 523                              | 42                                       | 10                                |                               |
| 700 to 799 . . .        | 378                              | 8                                        | 4                                 | 3                             |
| 600 to 699 . . .        | 77                               | 3                                        |                                   | 1                             |
| Below \$600 . . .       | 12                               | 4                                        | 1                                 | 5                             |
| <b>Total . . . . .</b>  | <b>7,631</b>                     | <b>1,252</b>                             | <b>4,384</b>                      | <b>12</b>                     |
| <b>Median . . . . .</b> | <b>\$1,162</b>                   | <b>\$1,360</b>                           | <b>\$1,547</b>                    | <b>\$700</b>                  |

Read table as follows: Out of a total of 7,631 elementary teachers in cities 2,500 to 5,000 in population for which data were reported, 1 receives a salary of \$3,100 or over. 1 receives a salary between \$2,900 and \$2,999, etc. The median salary paid this group of teachers in cities 2,500 to 5,000 in population is \$1,162. Similarly read figures for other columns.

The medians given in this table are figured according to the method described in the statement on page 170. See blank form used in collecting data reproduced on page 224, for further information as to what teachers are included in each class.

<sup>1</sup> See footnote 1 at bottom of Table 25, page 186.

<sup>2</sup> See footnote 2 at bottom of Table 25, page 186.

<sup>3</sup> See footnote 3 at bottom of Table 25, page 186.

**TABLE 43.—MINIMUM SALARIES PAID TEACHERS IN CITIES 2,500 TO 5,000 IN POPULATION IN 1930-1931**

| Amount of minimum salary | Elementary teachers | Junior high school teachers | High school teachers |
|--------------------------|---------------------|-----------------------------|----------------------|
| 1                        | 2                   | 3                           | 4                    |
| \$1,800 to \$1,899 . . . |                     | 1                           | 3                    |
| 1,700 to 1,799 . . .     |                     |                             | 1                    |
| 1,600 to 1,699 . . .     | 1                   | 1                           | 5                    |
| 1,500 to 1,599 . . .     | 1                   |                             | 4                    |
| 1,400 to 1,499 . . .     | 1                   | 6                           | 25                   |
| 1,300 to 1,399 . . .     | 8                   | 16                          | 47                   |
| 1,200 to 1,299 . . .     | 11                  | 16                          | 63                   |
| 1,100 to 1,199 . . .     | 32                  | 24                          | 27                   |
| 1,000 to 1,099 . . .     | 67                  | 25                          | 15                   |
| 900 to 999 . . .         | 68                  | 13                          | 13                   |
| 800 to 899 . . .         | 21                  | 5                           | 3                    |
| 700 to 799 . . .         | 26                  | 3                           | 3                    |
| Below 700 . . .          | 7                   | 1                           |                      |
| <b>Total . . . . .</b>   | <b>243</b>          | <b>111</b>                  | <b>209</b>           |
| <b>Median . . . . .</b>  | <b>\$999</b>        | <b>\$1,135</b>              | <b>\$1,269</b>       |

Read the table as follows: 1 city 2,500 to 5,000 in population reported a minimum salary of between \$1,600 and \$1,699, for elementary teachers, 1 city reported minimum of between \$1,500 and \$1,599, etc. The median minimum for elementary teachers reported by 243 cities of this size is \$999. 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 170. See blank form used in collecting data, reproduced on page 224, 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 1930-1931**

| Amount of maximum salary | Elementary teachers | Junior high school teachers | High school teachers |
|--------------------------|---------------------|-----------------------------|----------------------|
| 1                        | 2                   | 3                           | 4                    |
| \$3,000 and over . . .   | 1                   | 2                           | 4                    |
| 2,900 to \$2,999 . . .   |                     |                             | 2                    |
| 2,800 to 2,899 . . .     | 1                   |                             | 1                    |
| 2,700 to 2,799 . . .     | 1                   | 2                           | 3                    |
| 2,600 to 2,699 . . .     | 2                   | 2                           | 3                    |
| 2,500 to 2,599 . . .     | 2                   | 2                           | 10                   |
| 2,400 to 2,499 . . .     | 1                   | 2                           | 8                    |
| 2,300 to 2,399 . . .     |                     |                             | 5                    |
| 2,200 to 2,299 . . .     | 1                   | 3                           | 12                   |
| 2,100 to 2,199 . . .     | 1                   | 1                           | 9                    |
| 2,000 to 2,099 . . .     | 7                   | 9                           | 34                   |
| 1,900 to 1,999 . . .     | 4                   | 5                           | 12                   |
| 1,800 to 1,899 . . .     | 10                  | 12                          | 30                   |
| 1,700 to 1,799 . . .     | 12                  | 8                           | 7                    |
| 1,600 to 1,699 . . .     | 17                  | 14                          | 16                   |
| 1,500 to 1,599 . . .     | 28                  | 11                          | 11                   |
| 1,400 to 1,499 . . .     | 27                  | 10                          | 9                    |
| 1,300 to 1,399 . . .     | 33                  | 10                          | 7                    |
| 1,200 to 1,299 . . .     | 33                  | 7                           | 2                    |
| 1,100 to 1,199 . . .     | 18                  | 4                           | 1                    |
| 1,000 to 1,099 . . .     | 12                  | 4                           |                      |
| 900 to 999 . . .         | 5                   |                             |                      |
| Below \$900 . . .        | 8                   |                             |                      |
| <b>Total . . . . .</b>   | <b>224</b>          | <b>108</b>                  | <b>186</b>           |
| <b>Median . . . . .</b>  | <b>\$1,411</b>      | <b>\$1,657</b>              | <b>\$1,983</b>       |

Read Table 44 same as Table 43.

teachers, according to column 2, is below \$700 in seven cities and is between \$1600 and \$1699 in one city; the median minimum being \$999.

Table 44 presents similar data as to maximum salaries. Eight cities from 2,500 to 5,000 in population report a maximum salary for elementary school teachers of below \$900, while one reports a maximum in the group \$3000 and over, the median maximum being \$1411.

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 226. 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 \$1162, according to the table. The median for elementary teachers

varies in different states all the way from \$754 to \$1637. 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 1930-31 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 224 and 225 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 170.

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 1930-1931

| States             | Elementary teachers <sup>1</sup> | Junior high school teachers <sup>2</sup> | High school teachers <sup>3</sup> | States              | Elementary teachers <sup>1</sup> | Junior high school teachers <sup>2</sup> | High school teachers <sup>3</sup> |
|--------------------|----------------------------------|------------------------------------------|-----------------------------------|---------------------|----------------------------------|------------------------------------------|-----------------------------------|
| 1                  | 2                                | 3                                        | 4                                 | 5                   | 6                                | 7                                        | 8                                 |
| United States..... | \$1,162                          | \$1,360                                  | \$1,547                           | Nebraska.....       | \$1,113                          | \$1,338                                  | \$1,483                           |
| Alabama.....       | 791                              | 961                                      | 1,071                             | New Hampshire.....  | 1,011                            | 1,125                                    | 1,392                             |
| Arizona.....       | 1,508                            | 1,950                                    | 1,820                             | New Jersey.....     | 1,502                            | 1,745                                    | 1,786                             |
| Arkansas.....      | 779                              | 975                                      | 1,146                             | New Mexico.....     | 1,282                            |                                          | 1,690                             |
| California.....    | 1,583                            | 1,670                                    | 2,180                             | New York.....       | 1,637                            | 1,659                                    | 1,861                             |
| Colorado.....      | 1,284                            | 1,563                                    | 1,717                             | North Carolina..... | 1,139                            | 1,283                                    | 1,221                             |
| Connecticut.....   | 1,253                            | 1,717                                    | 1,579                             | North Dakota.....   | 1,143                            |                                          | 1,350                             |
| Delaware.....      | 1,038                            |                                          | 1,513                             | Ohio.....           | 1,120                            | 1,372                                    | 1,531                             |
| Florida.....       | 754                              | 870                                      | 1,150                             | Oklahoma.....       | 948                              | 1,071                                    | 1,358                             |
| Georgia.....       | 858                              | 970                                      | 1,263                             | Oregon.....         | 1,217                            | 1,325                                    | 1,333                             |
| Idaho.....         | 1,173                            | 1,225                                    | 1,486                             | Pennsylvania.....   | 1,142                            | 1,368                                    | 1,568                             |
| Illinois.....      | 1,003                            | 1,189                                    | 1,694                             | Rhode Island.....   | 1,239                            |                                          | 1,150                             |
| Indiana.....       | 1,165                            | 1,438                                    | 1,538                             | South Carolina..... | 950                              |                                          | 1,150                             |
| Iowa.....          | 1,100                            | 1,263                                    | 1,464                             | South Dakota.....   | 1,226                            | 1,383                                    | 1,581                             |
| Kansas.....        | 1,026                            | 1,229                                    | 1,569                             | Tennessee.....      | 815                              | 986                                      | 1,229                             |
| Kentucky.....      | 912                              | 1,050                                    | 1,281                             | Texas.....          | 936                              |                                          | 1,320                             |
| Louisiana.....     | 1,017                            |                                          | 1,200                             | Utah.....           | 1,067                            | 1,217                                    | 1,550                             |
| Maine.....         | 894                              | 1,056                                    | 1,392                             | Vermont.....        | 900                              | 1,075                                    | 1,450                             |
| Maryland.....      | 1,228                            |                                          | 1,450                             | Virginia.....       | 833                              |                                          | 1,073                             |
| Massachusetts..... | 1,265                            | 1,475                                    | 1,625                             | Washington.....     | 1,265                            | 1,450                                    | 1,592                             |
| Michigan.....      | 1,301                            | 1,503                                    | 1,673                             | West Virginia.....  | 1,122                            | 1,206                                    | 1,661                             |
| Minnesota.....     | 1,165                            | 1,331                                    | 1,443                             | Wisconsin.....      | 1,216                            | 1,545                                    | 1,564                             |
| Mississippi.....   | 1,003                            | 988                                      | 1,175                             | Wyoming.....        | 1,540                            |                                          | 1,963                             |
| Missouri.....      | 868                              | 886                                      | 1,328                             |                     |                                  |                                          |                                   |

Read table as follows: \$1,162 is the median salary paid elementary teachers in the United States in cities with a population of 2,500 to 5,000; \$1,360 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 170, are based upon distributions of salaries reported paid the various classes of teachers indicated. See blank form used in collecting data, reproduced on page 224, for further information as to what teachers are included in each class.

<sup>1</sup> See footnote 1 at bottom of Table 25, page 186.

<sup>2</sup> See footnote 2 at bottom of Table 25, page 186.

<sup>3</sup> See footnote 3 at bottom of Table 25, page 186.

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 between \$1400 and \$1499 in one city, and is between \$2000 and \$2099 in one city; the median minimum being \$1650.

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

salary for supervising elementary school principals of between \$1700 and \$1799, while one reports maximum of \$3000 and \$3099; the median maximum being \$2200.

Table 49 indicates, by states, the median salaries paid principals. The median salary of supervising elementary school principals in cities of this size is \$2175. 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 83 nurses. Their salaries range from less than \$600 to \$2600 to \$2699; the median for the group being \$1558. 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.....    | \$781       |
| Clerks in administrative offices..... | 764         |
| School janitors .....                 | 1087        |
| 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 78 percent of the average income of gainfully occupied people in the United States. The work of the attendance officer in cities of this size is evidently on 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 440 CITIES 2,500 TO 5,000 IN POPULATION IN 1930-1931

| Salaries paid         | Elementary school principals |                  | Junior high school principals | High school principals |
|-----------------------|------------------------------|------------------|-------------------------------|------------------------|
|                       | Teaching                     | Super-<br>vising |                               |                        |
| 1                     | 2                            | 3                | 4                             | 5                      |
| \$5,000 and over..... |                              | 1                |                               | 1                      |
| 4,800 to 4,999.....   |                              |                  |                               |                        |
| 4,600 to 4,799.....   |                              | 3                |                               | 1                      |
| 4,400 to 4,599.....   |                              |                  |                               |                        |
| 4,200 to 4,399.....   |                              |                  |                               |                        |
| 4,000 to 4,199.....   |                              |                  |                               |                        |
| 3,800 to 3,999.....   |                              | 1                |                               | 2                      |
| 3,600 to 3,799.....   |                              |                  |                               | 4                      |
| 3,400 to 3,599.....   |                              | 2                |                               | 3                      |
| 3,200 to 3,399.....   |                              | 1                |                               | 12                     |
| 3,100 to 3,199.....   |                              | 1                |                               | 5                      |
| 3,000 to 3,099.....   | 1                            | 3                | 1                             | 23                     |
| 2,900 to 2,999.....   |                              |                  |                               | 7                      |
| 2,800 to 2,799.....   |                              | 1                | 1                             | 7                      |
| 2,700 to 2,799.....   | 2                            | 1                | 3                             | 16                     |
| 2,600 to 2,699.....   |                              | 3                | 1                             | 18                     |
| 2,500 to 2,599.....   |                              | 5                | 1                             | 19                     |
| 2,400 to 2,499.....   | 3                            | 5                | 5                             | 32                     |
| 2,300 to 2,399.....   | 2                            | 3                | 1                             | 17                     |
| 2,200 to 2,299.....   | 4                            | 4                | 6                             | 28                     |
| 2,100 to 2,199.....   | 9                            | 6                | 1                             | 22                     |
| 2,000 to 2,099.....   | 19                           | 5                | 10                            | 29                     |
| 1,900 to 1,999.....   | 11                           | 3                | 7                             | 7                      |
| 1,800 to 1,899.....   | 22                           | 6                | 11                            | 25                     |
| 1,700 to 1,799.....   | 23                           | 2                | 6                             | 5                      |
| 1,600 to 1,699.....   | 41                           | 7                | 11                            | 5                      |
| 1,500 to 1,599.....   | 53                           | 4                | 12                            | 5                      |
| 1,400 to 1,499.....   | 64                           | 1                | 7                             | 1                      |
| 1,300 to 1,399.....   | 76                           | 2                | 7                             | 3                      |
| 1,200 to 1,299.....   | 70                           | 1                | 6                             |                        |
| 1,100 to 1,199.....   | 50                           |                  | 1                             |                        |
| 1,000 to 1,099.....   | 26                           |                  | 1                             | 1                      |
| Below \$1,000.....    | 21                           |                  |                               |                        |
| Total.....            | 498                          | 71               | 99                            | 298                    |
| Median.....           | \$1,409                      | \$2,175          | \$1,775                       | \$2,403                |

Read table as follows: Out of a total of 498 teaching elementary school principals in cities 2,500 to 5,000 in population for which data were reported, 1 receives a salary of between \$3,000 and \$3,099, 2 receive a salary of between \$2,700 and \$2,799, etc. The median salary paid this group of principals in cities 2,500 to 5,000 in population is \$1,409. 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 170. See blank form used in collecting data reproduced on page 225, 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 54 percent of the average income of gainfully occupied persons.

Table 46 lists a total of 468 school principals of the following types: supervising elementary, junior high and senior high. Table 50 lists but 69 clerks in principals' offices. This indicates that very few principals, even in the more important positions in cities of this

population, are provided with any clerical assistance. Evidently many of these smaller cities are making the mistake of placing 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 47.—MINIMUM SALARIES PAID PRINCIPALS IN CITIES 2,500 TO 5,000 IN POPULATION IN 1930-1931**

| 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                      |
| \$2,500 to \$2,599       |                                                  |              |                               | 6                      |
| 2,400 to 2,499           |                                                  |              |                               | 1                      |
| 2,300 to 2,399           |                                                  |              |                               |                        |
| 2,200 to 2,299           |                                                  |              |                               | 2                      |
| 2,100 to 2,199           |                                                  |              |                               | 2                      |
| 2,000 to 2,099           |                                                  | 1            | 1                             | 8                      |
| 1,900 to 1,999           |                                                  |              |                               |                        |
| 1,800 to 1,899           | 2                                                | 2            | 1                             | 6                      |
| 1,700 to 1,799           |                                                  | 1            | 1                             | 1                      |
| 1,600 to 1,699           | 2                                                |              | 1                             | 3                      |
| 1,500 to 1,599           | 3                                                | 3            | 2                             | 3                      |
| 1,400 to 1,499           | 4                                                | 1            | 1                             |                        |
| 1,300 to 1,399           | 4                                                |              |                               |                        |
| 1,200 to 1,299           | 7                                                |              | 2                             |                        |
| Below \$1,200            | 12                                               |              | 2                             | 1                      |
| Total                    | 34                                               | 8            | 11                            | 33                     |
| Median                   | \$1,271                                          | \$1,650      | \$1,525                       | \$2,031                |

Read table as follows: 2 cities 2,500 to 5,000 in population reported a minimum salary of between \$1,800 and \$1,899, for teaching elementary school principals. 2 cities reported a minimum of between \$1,600 and \$1,699. The median minimum for teaching elementary school principals reported by 34 cities of this size is \$1,271. 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 170. See blank form used in collecting data, reproduced on page 225, as to what principals are included in each class.

**TABLE 48.—MAXIMUM SALARIES PAID PRINCIPALS IN CITIES 2,500 TO 5,000 IN POPULATION IN 1930-1931**

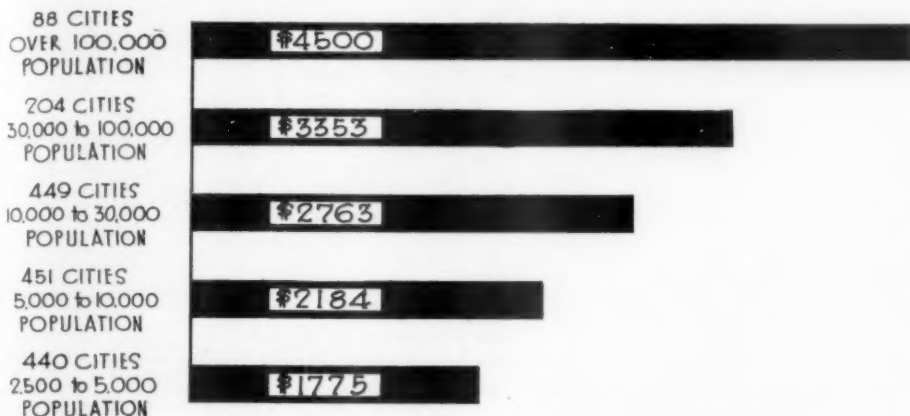
| Amount of maximum salary | Number of cities reporting maximum indicated for |              |                               |                        |
|--------------------------|--------------------------------------------------|--------------|-------------------------------|------------------------|
|                          | Elementary school principals                     |              | Junior high school principals | High school principals |
|                          | Teaching                                         | Super-vising |                               |                        |
| 1                        | 2                                                | 3            | 4                             | 5                      |
| \$3,600 to \$3,799       |                                                  |              |                               | 1                      |
| 3,400 to 3,599           |                                                  |              |                               | 1                      |
| 3,200 to 3,399           |                                                  |              |                               |                        |
| 3,100 to 3,199           |                                                  |              |                               | 1                      |
| 3,000 to 3,099           |                                                  | 1            | 1                             | 5                      |
| 2,900 to 2,999           |                                                  |              |                               |                        |
| 2,800 to 2,899           |                                                  |              |                               | 1                      |
| 2,700 to 2,799           |                                                  |              |                               |                        |
| 2,600 to 2,699           |                                                  |              |                               | 1                      |
| 2,500 to 2,599           |                                                  | 2            |                               | 7                      |
| 2,400 to 2,499           | 1                                                |              | 1                             | 4                      |
| 2,300 to 2,399           |                                                  | 1            |                               | 1                      |
| 2,200 to 2,299           |                                                  |              | 1                             | 4                      |
| 2,100 to 2,199           | 3                                                |              |                               |                        |
| 2,000 to 2,099           | 3                                                | 1            |                               | 3                      |
| 1,900 to 1,999           |                                                  |              | 2                             |                        |
| 1,800 to 1,899           | 3                                                | 2            | 2                             | 3                      |
| 1,700 to 1,799           | 2                                                | 1            | 3                             |                        |
| 1,600 to 1,699           | 5                                                |              |                               |                        |
| 1,500 to 1,599           | 6                                                |              | 1                             | 1                      |
| 1,400 to 1,499           | 4                                                |              |                               |                        |
| 1,300 to 1,399           | 5                                                |              |                               |                        |
| 1,200 to 1,299           | 3                                                |              |                               |                        |
| Below \$1,200            |                                                  |              |                               |                        |
| Total                    | 35                                               | 8            | 11                            | 33                     |
| Median                   | \$1,592                                          | \$2,200      | \$1,875                       | \$2,507                |

Read table as follows: 1 city 2,500 to 5,000 in population reported a maximum salary of between \$2,400 and \$2,499, for teaching elementary school principals. 3 cities reported a maximum of between \$2,100 and \$2,199. The median maximum for teaching elementary school principals reported by 35 cities of this size is \$1,592. 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 170. See blank form used in collecting data, reproduced on page 225, as to what principals are included in each class.

CHART V

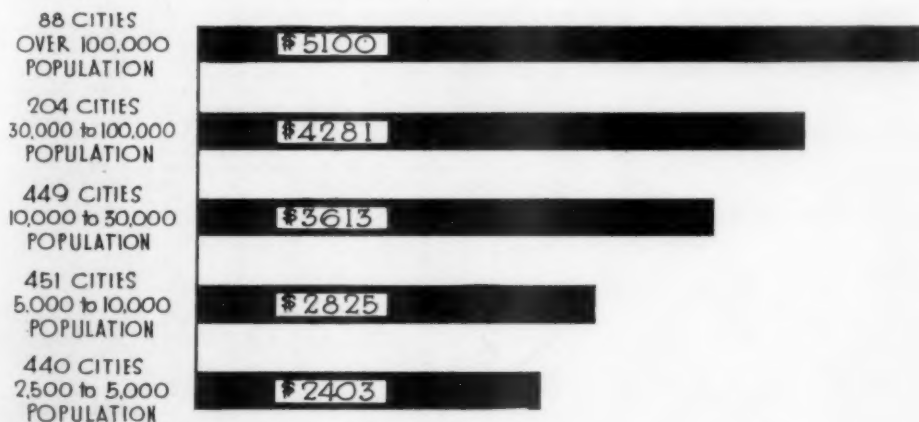
## MEDIAN SALARIES PAID JUNIOR HIGH SCHOOL PRINCIPALS IN CITIES - 1930-31



*Research Division  
National Education Association*

CHART VI

## MEDIAN SALARIES PAID SENIOR HIGH SCHOOL PRINCIPALS IN CITIES - 1930-31



*Research Division  
National Education Association*

TABLE 49.—MEDIAN SALARIES PAID PRINCIPALS IN CITIES 2,500 TO 5,000 IN POPULATION IN 1930-1931

| States             | Elementary school principals |                  | Junior high school principals | High school principals | States              | Elementary school principals |                  | Junior high school principals | High school principals |
|--------------------|------------------------------|------------------|-------------------------------|------------------------|---------------------|------------------------------|------------------|-------------------------------|------------------------|
|                    | Teaching                     | Super-<br>vising |                               |                        |                     | Teaching                     | Super-<br>vising |                               |                        |
| 1                  | 2                            | 3                | 4                             | 5                      | 1                   | 2                            | 3                | 4                             | 5                      |
| United States..... | \$1,409                      | \$2,175          | \$1,775                       | \$2,403                | Nebraska.....       | 1,183                        |                  |                               |                        |
| Arkansas.....      | 1,350                        |                  |                               | 2,025                  | New Jersey.....     | 2,183                        |                  |                               | 3,050                  |
| California.....    | 1,850                        | 2,467            |                               |                        | New York.....       | 1,875                        | 3,500            |                               | 2,950                  |
| Colorado.....      | 1,580                        |                  |                               | 2,600                  | North Carolina..... |                              | 1,650            |                               | 2,450                  |
| Connecticut.....   | 1,788                        |                  |                               | 3,075                  | Ohio.....           | 1,342                        |                  | 1,900                         | 2,475                  |
| Georgia.....       | 1,225                        |                  |                               | 1,850                  | Oklahoma.....       | 1,330                        |                  |                               | 2,150                  |
| Idaho.....         | 1,400                        |                  |                               | 2,175                  | Oregon.....         | 1,538                        |                  |                               | 2,475                  |
| Illinois.....      | 1,294                        |                  | 1,525                         | 2,575                  | Pennsylvania.....   | 1,425                        |                  | 2,050                         | 2,300                  |
| Indiana.....       | 1,388                        |                  |                               | 2,425                  | Rhode Island.....   | 1,283                        |                  |                               |                        |
| Iowa.....          | 1,258                        |                  | 1,650                         | 2,233                  | South Dakota.....   | 1,488                        |                  |                               | 2,450                  |
| Kansas.....        | 1,344                        |                  | 1,667                         | 2,325                  | Tennessee.....      | 1,125                        |                  |                               |                        |
| Maine.....         | 1,083                        |                  |                               | 2,500                  | Texas.....          | 1,333                        |                  |                               | 2,275                  |
| Massachusetts..... | 1,600                        |                  |                               | 3,000                  | Utah.....           | 1,650                        |                  |                               |                        |
| Michigan.....      | 1,507                        |                  | 1,975                         | 2,750                  | Virginia.....       |                              |                  |                               | 2,350                  |
| Minnesota.....     | 1,300                        | 2,117            | 1,625                         | 2,233                  | Washington.....     | 1,658                        |                  |                               | 2,700                  |
| Missouri.....      | 1,125                        |                  | 1,900                         | 2,300                  | West Virginia.....  | 1,500                        |                  |                               |                        |
|                    |                              |                  |                               |                        | Wisconsin.....      | 1,438                        |                  |                               | 2,225                  |
|                    |                              |                  |                               |                        | Wyoming.....        | 1,750                        |                  |                               |                        |

Read table as follows: \$1,409 is the median salary paid teaching elementary school principals in the United States in cities with a population of 2,500 to 5,000; \$2,175 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 170, are based upon distributions of salaries reported paid the various classes of principals indicated. See blank form used in collecting data, reproduced on page 225, for further information as to what principals are included in each class.

TABLE 50.—DISTRIBUTION OF SALARIES PAID OTHER SCHOOL EMPLOYEES IN 440 CITIES 2,500 TO 5,000 IN POPULATION IN 1930-1931

| Salaries paid         | School nurses <sup>1</sup> | Clerks in principals' offices | Clerks in administrative and supervisory offices | School janitors <sup>2</sup> | Attendance officers <sup>3</sup> |
|-----------------------|----------------------------|-------------------------------|--------------------------------------------------|------------------------------|----------------------------------|
| 1                     | 2                          | 3                             | 4                                                | 5                            | 6                                |
| \$3,000 and over..... |                            |                               |                                                  | 3                            |                                  |
| 2,900 to \$2,999..... |                            |                               |                                                  |                              |                                  |
| 2,800 to 2,899.....   |                            |                               |                                                  |                              |                                  |
| 2,700 to 2,799.....   |                            |                               |                                                  |                              |                                  |
| 2,600 to 2,699.....   | 1                          |                               |                                                  | 2                            |                                  |
| 2,500 to 2,599.....   |                            |                               |                                                  | 1                            |                                  |
| 2,400 to 2,499.....   |                            |                               |                                                  | 3                            | 1                                |
| 2,300 to 2,399.....   | 3                          | 1                             |                                                  | 2                            |                                  |
| 2,200 to 2,299.....   | 1                          |                               |                                                  | 4                            |                                  |
| 2,100 to 2,199.....   | 1                          | 2                             |                                                  | 6                            |                                  |
| 2,000 to 2,099.....   | 2                          |                               |                                                  | 15                           |                                  |
| 1,900 to 1,999.....   | 4                          | 1                             | 1                                                | 6                            |                                  |
| 1,800 to 1,899.....   | 15                         |                               |                                                  | 54                           | 1                                |
| 1,700 to 1,799.....   | 2                          |                               |                                                  | 18                           |                                  |
| 1,600 to 1,699.....   | 10                         | 2                             | 3                                                | 59                           |                                  |
| 1,500 to 1,599.....   | 6                          | 1                             | 1                                                | 112                          | 1                                |
| 1,400 to 1,499.....   | 4                          | 3                             |                                                  | 38                           |                                  |
| 1,300 to 1,399.....   | 6                          |                               |                                                  | 65                           |                                  |
| 1,200 to 1,299.....   | 3                          | 6                             | 7                                                | 153                          | 1                                |
| 1,100 to 1,199.....   | 2                          | 1                             |                                                  | 28                           |                                  |
| 1,000 to 1,099.....   | 3                          | 5                             | 5                                                | 118                          | 1                                |
| 900 to 999.....       | 6                          | 6                             | 6                                                | 103                          |                                  |
| 800 to 899.....       | 2                          | 4                             | 6                                                | 54                           |                                  |
| 700 to 799.....       | 2                          | 13                            | 11                                               | 68                           |                                  |
| 600 to 699.....       | 4                          | 6                             | 8                                                | 84                           | 2                                |
| Below \$600.....      | 6                          | 18                            | 18                                               | 172                          | 71                               |
| Total.....            | 83                         | 69                            | 66                                               | 1,168                        | 78                               |
| Median.....           | \$1,558                    | \$781                         | \$764                                            | \$1,087                      | 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 1930-1931

| States              | School nurses <sup>1</sup> | Clerks in principals' offices | Clerks in administrative and supervisory offices | School janitors <sup>2</sup> | Attendance officers <sup>3</sup> |
|---------------------|----------------------------|-------------------------------|--------------------------------------------------|------------------------------|----------------------------------|
| 1                   | 2                          | 3                             | 4                                                | 5                            | 6                                |
| United States.....  | \$1,558                    | \$781                         | \$764                                            | \$1,087                      | Below \$600                      |
| Alabama.....        |                            |                               |                                                  | Below \$600                  |                                  |
| Arizona.....        |                            |                               |                                                  | 925                          |                                  |
| Arkansas.....       |                            |                               |                                                  | 650                          |                                  |
| California.....     |                            |                               |                                                  | 1,575                        |                                  |
| Colorado.....       |                            |                               |                                                  | 1,063                        |                                  |
| Connecticut.....    |                            |                               |                                                  | 1,150                        |                                  |
| Georgia.....        |                            |                               |                                                  | Below \$600                  |                                  |
| Idaho.....          |                            |                               |                                                  | 1,213                        |                                  |
| Illinois.....       | 1,325                      |                               |                                                  | 1,090                        |                                  |
| Indiana.....        |                            |                               |                                                  | 1,063                        |                                  |
| Iowa.....           |                            |                               |                                                  | 996                          |                                  |
| Kansas.....         |                            |                               | 650                                              | 979                          |                                  |
| Kentucky.....       |                            |                               |                                                  | 683                          |                                  |
| Maine.....          |                            |                               |                                                  | 1,250                        |                                  |
| Maryland.....       |                            |                               |                                                  | 675                          |                                  |
| Massachusetts.....  | 950                        |                               |                                                  | 1,050                        |                                  |
| Michigan.....       |                            |                               |                                                  | 1,325                        |                                  |
| Minnesota.....      |                            |                               |                                                  | 1,263                        |                                  |
| Missouri.....       |                            |                               |                                                  | 662                          |                                  |
| Nebraska.....       |                            |                               |                                                  | 1,050                        |                                  |
| New Hampshire.....  |                            |                               |                                                  | Below \$600                  |                                  |
| New Jersey.....     | 1,450                      |                               |                                                  | 1,436                        | Below \$600                      |
| New Mexico.....     |                            |                               |                                                  | 1,025                        |                                  |
| New York.....       | 1,800                      | 1,025                         |                                                  | 1,475                        | Below \$600                      |
| North Carolina..... |                            |                               |                                                  | Below \$600                  |                                  |
| Ohio.....           |                            |                               | 600                                              | 1,260                        | Below \$600                      |
| Oklahoma.....       |                            |                               |                                                  | 958                          |                                  |
| Oregon.....         |                            |                               |                                                  | 1,021                        |                                  |
| Pennsylvania.....   | 1,250                      | 850                           | 833                                              | 1,261                        | Below \$600                      |
| Rhode Island.....   |                            |                               |                                                  | Below \$600                  |                                  |
| South Dakota.....   |                            |                               |                                                  | 1,267                        |                                  |
| Tennessee.....      |                            |                               |                                                  | 613                          |                                  |
| Texas.....          |                            |                               |                                                  | 700                          |                                  |
| Utah.....           |                            |                               |                                                  | 750                          |                                  |
| Vermont.....        |                            |                               |                                                  | 1,400                        |                                  |
| Virginia.....       |                            |                               |                                                  | 925                          |                                  |
| Washington.....     |                            |                               |                                                  | 1,500                        |                                  |
| West Virginia.....  |                            |                               |                                                  | 1,250                        |                                  |
| Wisconsin.....      |                            | 1,050                         | 625                                              | 1,238                        |                                  |

Read table as follows: \$1,558 is the median salary paid school nurses in the United States in cities with a population of 2,500 to 5,000; \$781 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 170, 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 224, for further information as to what employees are included in each class.

<sup>1</sup> 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 218.

<sup>2</sup> 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 218.

<sup>3</sup> 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 218.

## II. Salaries Paid School Administrative and Supervising Officers, 1930-31

The tables of this section present data as to the salaries paid full time administrative and supervisory officers connected with the central offices of 1632 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 222.

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 227.

### 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 226 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 52, 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 222), and in other cases as a Director of

CHART VII

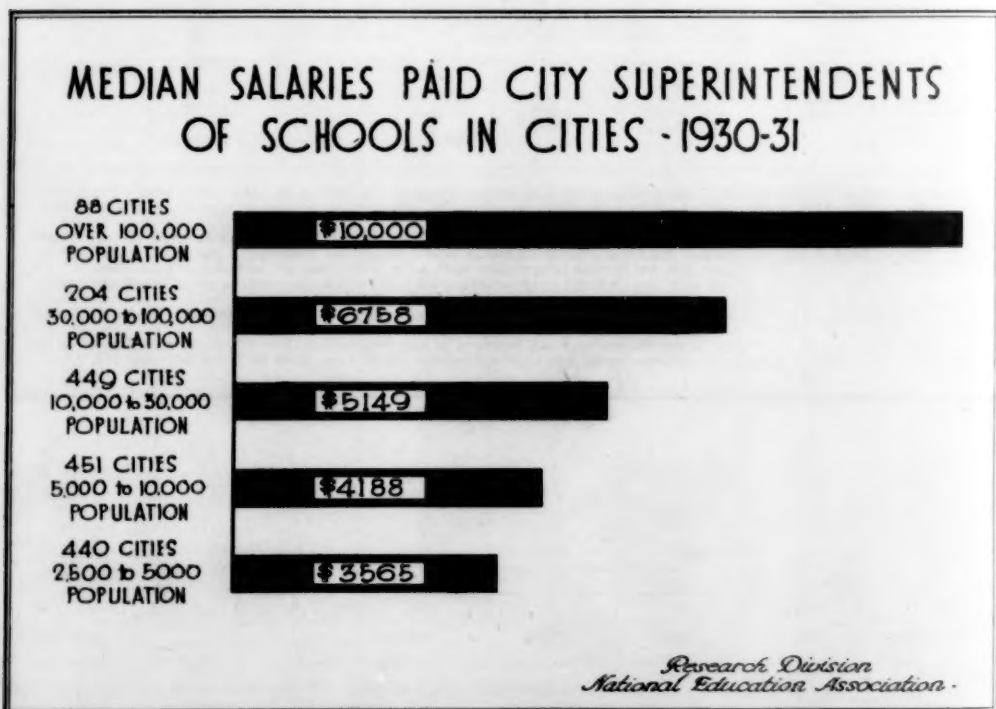


TABLE 52.—DISTRIBUTION OF SALARIES PAID ADMINISTRATIVE AND ASSISTANT ADMINISTRATIVE OFFICERS IN 88 CITIES OVER 100,000 IN POPULATION IN 1930-1931

| Salaries paid      | Superintendent of schools | Assistant or associate superintendents       |                                              | Secretary of board <sup>1</sup> | Business manager     |                                | Buildings and grounds                                |                                                                | Secretary to superintendent              |                                                    | Head nurses <sup>1</sup> | Head janitors              |                                      | Research tests and measurements     |                                               | Miscellaneous administrative officers <sup>1</sup> |                                               |         |
|--------------------|---------------------------|----------------------------------------------|----------------------------------------------|---------------------------------|----------------------|--------------------------------|------------------------------------------------------|----------------------------------------------------------------|------------------------------------------|----------------------------------------------------|--------------------------|----------------------------|--------------------------------------|-------------------------------------|-----------------------------------------------|----------------------------------------------------|-----------------------------------------------|---------|
|                    |                           | First assistant superintendents <sup>1</sup> | Other assistant superintendents <sup>2</sup> |                                 | Manager <sup>1</sup> | Assistant manager <sup>2</sup> | Superintendent of buildings and grounds <sup>1</sup> | Assistant superintendent of buildings and grounds <sup>2</sup> | Secretary to superintendent <sup>1</sup> | Assistant secretary to superintendent <sup>2</sup> |                          | Head janitors <sup>1</sup> | Assistant head janitors <sup>2</sup> | Director or supervisor <sup>1</sup> | Assistant director or supervisor <sup>2</sup> | Director or supervisor <sup>1</sup>                | Assistant director or supervisor <sup>2</sup> |         |
| <i>i</i>           | 2                         | 3                                            | 4                                            | 5                               | 6                    | 7                              | * 8                                                  | 9                                                              | 10                                       | 11                                                 | 12                       | 13                         | 14                                   | 15                                  | 16                                            | 17                                                 | 18                                            | 19      |
| \$15,000 and over  | 11                        |                                              |                                              |                                 |                      |                                |                                                      |                                                                |                                          |                                                    |                          |                            |                                      |                                     |                                               |                                                    |                                               |         |
| 12,000 to \$14,999 | 8                         | 2                                            | 6                                            | 1                               | 2                    |                                |                                                      |                                                                |                                          |                                                    |                          |                            |                                      |                                     |                                               |                                                    | 1                                             |         |
| 10,000 to 11,999   | 24                        | 4                                            | 41                                           | 2                               | 3                    |                                | 1                                                    |                                                                |                                          |                                                    | 1                        |                            |                                      |                                     | 1                                             |                                                    |                                               |         |
| 9,000 to 9,999     | 7                         | 3                                            | 1                                            |                                 |                      |                                |                                                      |                                                                |                                          |                                                    |                          |                            |                                      |                                     |                                               |                                                    |                                               |         |
| 8,000 to 8,999     | 11                        | 3                                            | 6                                            |                                 | 3                    |                                |                                                      |                                                                |                                          |                                                    |                          |                            |                                      |                                     |                                               |                                                    | 3                                             |         |
| 7,500 to 7,999     | 10                        | 3                                            | 15                                           | 2                               | 4                    |                                | 1                                                    |                                                                |                                          |                                                    |                          |                            |                                      |                                     |                                               |                                                    | 4                                             |         |
| 7,000 to 7,499     | 6                         | 4                                            | 4                                            |                                 | 4                    |                                |                                                      |                                                                |                                          |                                                    |                          |                            |                                      |                                     |                                               |                                                    | 2                                             |         |
| 6,500 to 6,999     | 4                         | 6                                            | 41                                           | 1                               | 1                    |                                | 2                                                    | 1                                                              | 1                                        |                                                    | 2                        |                            |                                      |                                     | 3                                             |                                                    | 4                                             | 1       |
| 6,000 to 6,499     | 3                         | 9                                            | 12                                           | 4                               | 8                    |                                | 3                                                    | 2                                                              |                                          |                                                    |                          |                            |                                      |                                     | 3                                             |                                                    | 6                                             |         |
| 5,500 to 5,999     |                           | 7                                            | 11                                           | 4                               | 2                    |                                | 4                                                    | 3                                                              |                                          |                                                    |                          |                            |                                      |                                     | 4                                             |                                                    | 3                                             | 1       |
| 5,000 to 5,499     | 2                         | 14                                           | 21                                           | 11                              | 9                    |                                | 4                                                    | 4                                                              |                                          |                                                    | 6                        |                            | 1                                    | 1                                   | 3                                             |                                                    | 8                                             | 2       |
| 4,800 to 4,999     |                           | 6                                            | 7                                            | 2                               | 3                    | 1                              | 4                                                    |                                                                |                                          |                                                    | 1                        |                            | 1                                    | 1                                   | 2                                             |                                                    | 1                                             | 1       |
| 4,600 to 4,799     |                           |                                              |                                              |                                 |                      |                                |                                                      | 1                                                              |                                          |                                                    |                          |                            |                                      |                                     | 3                                             |                                                    |                                               |         |
| 4,400 to 4,599     |                           | 1                                            | 13                                           | 2                               | 2                    | 2                              | 7                                                    | 2                                                              |                                          |                                                    | 3                        |                            | 1                                    | 1                                   | 2                                             |                                                    | 6                                             | 1       |
| 4,200 to 4,399     |                           | 4                                            |                                              |                                 | 3                    | 3                              | 3                                                    |                                                                |                                          |                                                    | 2                        |                            | 2                                    | 2                                   | 1                                             | 3                                                  | 5                                             | 4       |
| 4,000 to 4,199     |                           | 2                                            | 4                                            | 8                               | 2                    | 2                              | 6                                                    |                                                                |                                          |                                                    | 3                        |                            | 2                                    | 2                                   | 2                                             | 4                                                  | 7                                             | 4       |
| 3,800 to 3,999     |                           |                                              |                                              |                                 |                      |                                |                                                      |                                                                |                                          |                                                    | 2                        |                            | 2                                    | 2                                   | 2                                             | 5                                                  | 3                                             | 2       |
| 3,600 to 3,799     |                           |                                              |                                              |                                 |                      |                                |                                                      |                                                                |                                          |                                                    | 4                        |                            | 1                                    | 1                                   | 2                                             | 5                                                  | 6                                             | 6       |
| 3,400 to 3,599     |                           | 1                                            | 4                                            | 3                               | 3                    | 3                              | 6                                                    |                                                                |                                          |                                                    | 4                        |                            | 1                                    | 1                                   | 2                                             | 5                                                  | 2                                             | 2       |
| 3,200 to 3,399     |                           |                                              |                                              |                                 | 4                    |                                | 4                                                    | 3                                                              |                                          |                                                    | 3                        |                            | 6                                    |                                     | 3                                             | 4                                                  | 1                                             | 3       |
| 3,000 to 3,199     |                           |                                              |                                              |                                 |                      |                                | 3                                                    | 1                                                              |                                          |                                                    | 2                        |                            | 3                                    |                                     | 2                                             | 5                                                  | 9                                             | 7       |
| 2,800 to 2,999     |                           |                                              |                                              |                                 |                      |                                | 1                                                    | 1                                                              |                                          |                                                    | 3                        |                            | 1                                    | 4                                   | 3                                             | 4                                                  | 1                                             | 7       |
| 2,600 to 2,799     |                           |                                              |                                              |                                 |                      |                                | 6                                                    | 1                                                              |                                          |                                                    | 2                        |                            | 3                                    |                                     | 4                                             | 4                                                  | 4                                             | 3       |
| 2,400 to 2,599     |                           |                                              |                                              |                                 |                      |                                | 1                                                    |                                                                |                                          |                                                    | 1                        |                            | 3                                    |                                     | 4                                             | 6                                                  | 9                                             | 3       |
| 2,200 to 2,399     |                           |                                              |                                              |                                 |                      |                                | 4                                                    |                                                                |                                          |                                                    | 6                        |                            | 3                                    |                                     | 3                                             | 7                                                  | 10                                            | 17      |
| 2,000 to 2,199     |                           |                                              |                                              |                                 |                      |                                |                                                      |                                                                |                                          |                                                    | 5                        |                            | 3                                    |                                     | 3                                             | 7                                                  |                                               |         |
| 1,800 to 1,999     |                           |                                              |                                              |                                 |                      |                                |                                                      |                                                                |                                          |                                                    | 9                        |                            | 2                                    |                                     | 6                                             | 6                                                  | 6                                             |         |
| 1,600 to 1,799     |                           | 1                                            |                                              |                                 |                      |                                |                                                      |                                                                |                                          |                                                    | 3                        |                            | 4                                    |                                     | 3                                             | 3                                                  | 2                                             | 9       |
| Below \$1,600      |                           |                                              | 1                                            | 1                               |                      |                                |                                                      |                                                                |                                          |                                                    | 2                        |                            | 1                                    |                                     | 1                                             | 1                                                  | 2                                             |         |
| Total              | 86                        | 70                                           | 199                                          | 61                              | 54                   | 7                              | 66                                                   | 20                                                             | 74                                       | 13                                                 | 74                       | 33                         | 34                                   | 24                                  | 51                                            | 81                                                 | 111                                           | 70      |
| Median             | \$10,000                  | \$5,786 <sup>1</sup>                         | \$6,677 <sup>1</sup>                         | \$4,450                         | \$5,500              | \$3,300                        | \$4,133 <sup>1</sup>                                 | \$4,900 <sup>1</sup>                                           | \$2,400                                  | \$1,900                                            | \$3,125                  | \$2,138                    | \$3,050                              | \$1,782                             | \$3,907                                       | \$3,020                                            | \$3,750                                       | \$2,933 |

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

<sup>1</sup> See footnote 1 at foot of Table 54.

<sup>2</sup> Salaries reported paid administrative officers other than those listed in previous columns are given in columns 18 and 19.

<sup>3</sup> Ten assistant secretaries are included in this column. The salaries paid these assistant secretaries fall in the following salary groups: 1 in \$5,500 to \$5,999; 1 in \$5,000 to \$5,499; 1 in \$4,800 to \$4,999; 2 in \$4,000 to \$4,199; 1 in \$3,600 to \$3,799; 2 in \$2,400 to \$2,599; 1 in \$1,800 to \$1,999 and 1 in below \$1,600.

<sup>4</sup> Six assistant chief attendance officers are included in this column. The salary paid these assistants fall in the following salary groups: 2 in \$3,600 to \$3,799; 1 in \$3,200 to \$3,399; 2 in \$3,000 to \$3,199, and 1 in \$1,800 to \$1,999.

<sup>5</sup> One assistant head nurse is included in this column. The salaries paid this assistant falls in the salary group \$1,800 to \$1,999.

<sup>6</sup> 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 39 assistant or associate superintendents at the following salaries: 7 at \$12,500, 1 at \$11,500, 1 at \$11,000 and 30 at \$10,000, in accordance with the practice followed in tabulating salaries listed in this table, as explained in notes 1 and 2 above, the salaries of these officers, with the exception of one, are included in column 4, that paid assistant superintendents (column 9). This is due to the fact that the larger cities, paying the larger salaries, have a greater number of buildings and grounds. In accordance with the practice followed in tabulating salaries listed in this table, as explained in notes 1 and 2 above, the salaries of these officers, with the exception of one, are included in column 9.

<sup>7</sup> 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 39 assistant or associate superintendents at the following salaries: 7 at \$12,500, 1 at \$11,500, 1 at \$11,000 and 30 at \$10,000, in accordance with the practice followed in tabulating salaries listed in this table, as explained in notes 1 and 2 above, the salaries of these officers, with the exception of one, are included in column 9.

<sup>8</sup> 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 39 assistant or associate superintendents at the following salaries: 7 at \$12,500, 1 at \$11,500, 1 at \$11,000 and 30 at \$10,000, in accordance with the practice followed in tabulating salaries listed in this table, as explained in notes 1 and 2 above, the salaries of these officers, with the exception of one, are included in column 9.

<sup>9</sup> 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 39 assistant or associate superintendents at the following salaries: 7 at \$12,500, 1 at \$11,500, 1 at \$11,000 and 30 at \$10,000, in accordance with the practice followed in tabulating salaries listed in this table, as explained in notes 1 and 2 above, the salaries of these officers, with the exception of one, are included in column 9.

TABLE 53.—DISTRIBUTION OF SALARIES PAID DIRECTORS, ASSISTANT DIRECTORS, SUPERVISORS, AND ASSISTANT SUPERVISORS  
IN 88 CITIES OVER 100,000 IN POPULATION, IN 1930-1931

| Salaries paid    | Kindergarten                    |                                              | Primary grades                  |                                              | Intermediate grades             |                                              | Junior high schools             |                                              | High schools                    |                                              | Continuation schools            |                                              | Evening schools                 |                                              | Americanization classes         |                                              | Vocational education            |                                              |
|------------------|---------------------------------|----------------------------------------------|---------------------------------|----------------------------------------------|---------------------------------|----------------------------------------------|---------------------------------|----------------------------------------------|---------------------------------|----------------------------------------------|---------------------------------|----------------------------------------------|---------------------------------|----------------------------------------------|---------------------------------|----------------------------------------------|---------------------------------|----------------------------------------------|
|                  | Directors or super-<br>visors 1 | Assistant<br>Directors or super-<br>visors 1 | Directors or super-<br>visors 1 | Assistant<br>Directors or super-<br>visors 1 | Directors or super-<br>visors 1 | Assistant<br>Directors or super-<br>visors 1 | Directors or super-<br>visors 1 | Assistant<br>Directors or super-<br>visors 1 | Directors or super-<br>visors 1 | Assistant<br>Directors or super-<br>visors 1 | Directors or super-<br>visors 1 | Assistant<br>Directors or super-<br>visors 1 | Directors or super-<br>visors 1 | Assistant<br>Directors or super-<br>visors 1 | Directors or super-<br>visors 1 | Assistant<br>Directors or super-<br>visors 1 | Directors or super-<br>visors 1 | Assistant<br>Directors or super-<br>visors 1 |
| 1                | 2                               | 3                                            | 4                               | 5                                            | 6                               | 7                                            | 8                               | 9                                            | 10                              | 11                                           | 12                              | 13                                           | 14                              | 15                                           | 16                              | 17                                           | 18                              | 19                                           |
| \$7,000 and over | 1                               |                                              |                                 |                                              |                                 |                                              | 1                               |                                              |                                 |                                              | 1                               | 1                                            |                                 |                                              |                                 |                                              | 1                               |                                              |
| 6,500 to 6,999   | 1                               |                                              |                                 |                                              | 1                               |                                              |                                 |                                              | 2                               |                                              |                                 | 1                                            | 2                               |                                              |                                 |                                              | 1                               |                                              |
| 6,000 to 6,499   |                                 |                                              | 1                               |                                              |                                 |                                              | 2                               |                                              |                                 |                                              |                                 |                                              |                                 |                                              | 1                               |                                              | 1                               |                                              |
| 5,500 to 5,999   | 2                               |                                              | 4                               | 1                                            | 1                               |                                              |                                 |                                              | 1                               | 2                                            | 1                               | 1                                            | 1                               |                                              | 2                               |                                              | 3                               | 1                                            |
| 5,000 to 5,499   |                                 | 2                                            |                                 |                                              |                                 |                                              |                                 |                                              |                                 |                                              |                                 |                                              |                                 |                                              | 1                               |                                              | 3                               | 2                                            |
| 4,800 to 4,999   |                                 |                                              |                                 |                                              |                                 |                                              |                                 |                                              |                                 |                                              |                                 |                                              |                                 |                                              | 1                               |                                              | 3                               |                                              |
| 4,600 to 4,799   | 1                               |                                              | 2                               |                                              | 1                               |                                              |                                 |                                              | 2                               |                                              | 1                               |                                              | 1                               |                                              | 1                               |                                              | 6                               |                                              |
| 4,400 to 4,599   | 4                               |                                              | 3                               | 3                                            | 2                               |                                              | 1                               |                                              | 1                               |                                              |                                 |                                              | 1                               | 1                                            | 2                               | 1                                            | 2                               | 3                                            |
| 4,200 to 4,399   |                                 |                                              | 6                               | 2                                            | 1                               |                                              | 1                               |                                              |                                 |                                              |                                 |                                              |                                 |                                              | 1                               |                                              | 2                               | 1                                            |
| 4,000 to 4,199   |                                 |                                              | 7                               |                                              | 3                               |                                              |                                 |                                              |                                 |                                              | 1                               |                                              | 1                               |                                              | 2                               |                                              | 5                               | 4                                            |
| 3,800 to 3,999   |                                 |                                              | 4                               |                                              | 3                               |                                              |                                 |                                              |                                 |                                              |                                 |                                              |                                 |                                              |                                 |                                              | 4                               | 5                                            |
| 3,600 to 3,799   | 4                               | 2                                            | 4                               | 1                                            | 10                              | 1                                            |                                 |                                              | 1                               |                                              | 2                               |                                              | 1                               |                                              | 3                               |                                              | 1                               | 1                                            |
| 3,400 to 3,599   | 3                               | 1                                            | 6                               | 4                                            | 7                               | 2                                            |                                 |                                              |                                 |                                              |                                 | 3                                            | 1                               | 1                                            | 3                               | 2                                            | 1                               | 6                                            |
| 3,200 to 3,399   | 5                               | 2                                            | 7                               | 4                                            | 1                               |                                              | 1                               |                                              |                                 |                                              |                                 |                                              |                                 |                                              |                                 | 1                                            | 1                               | 20                                           |
| 3,000 to 3,199   | 2                               | 1                                            | 4                               | 8                                            | 2                               |                                              |                                 |                                              |                                 |                                              |                                 |                                              |                                 | 1                                            | 1                               |                                              | 2                               | 4                                            |
| 2,800 to 2,999   | 3                               | 1                                            | 3                               | 7                                            |                                 |                                              |                                 | 1                                            |                                 |                                              |                                 |                                              |                                 | 1                                            | 3                               | 1                                            | 1                               | 7                                            |
| 2,600 to 2,799   | 3                               | 1                                            | 2                               | 14                                           |                                 |                                              |                                 | 1                                            |                                 |                                              |                                 |                                              |                                 | 2                                            |                                 | 1                                            | 2                               | 1                                            |
| 2,400 to 2,599   | 2                               |                                              | 4                               | 3                                            | 1                               |                                              |                                 |                                              |                                 |                                              |                                 |                                              | 1                               |                                              |                                 |                                              | 1                               | 1                                            |
| 2,200 to 2,399   | 2                               |                                              |                                 | 3                                            |                                 |                                              |                                 |                                              |                                 |                                              |                                 |                                              |                                 |                                              |                                 |                                              |                                 | 2                                            |
| 2,000 to 2,199   | 1                               |                                              |                                 | 2                                            |                                 |                                              |                                 |                                              |                                 |                                              |                                 |                                              |                                 |                                              |                                 |                                              |                                 | 1                                            |
| 1,800 to 1,999   |                                 |                                              |                                 |                                              |                                 |                                              |                                 |                                              |                                 |                                              |                                 |                                              |                                 |                                              |                                 |                                              |                                 | 5                                            |
| 1,600 to 1,799   | 1                               |                                              |                                 | 1                                            |                                 |                                              |                                 |                                              |                                 |                                              | 1                               |                                              |                                 |                                              |                                 |                                              |                                 | 2                                            |
| 1,400 to 1,599   |                                 |                                              |                                 |                                              |                                 |                                              |                                 |                                              |                                 |                                              |                                 |                                              |                                 |                                              |                                 |                                              |                                 |                                              |
| 1,200 to 1,399   |                                 |                                              |                                 |                                              |                                 |                                              |                                 |                                              |                                 |                                              |                                 |                                              |                                 |                                              |                                 |                                              |                                 |                                              |
| 1,000 to 1,199   |                                 |                                              |                                 |                                              |                                 |                                              |                                 |                                              |                                 |                                              |                                 |                                              |                                 |                                              |                                 |                                              |                                 |                                              |
| Below \$1,000.   |                                 |                                              |                                 |                                              |                                 |                                              |                                 |                                              |                                 |                                              |                                 |                                              |                                 |                                              |                                 |                                              |                                 |                                              |
| Total.           | 34                              | 10                                           | 64                              | 57                                           | 32                              | 4                                            | 7                               | 3                                            | 7                               | 3                                            | 8                               | 7                                            | 14                              | 18                                           | 29                              | 9                                            | 41                              | 74                                           |
| Median.          | \$3,200                         | \$3,200                                      | \$3,500                         | \$2,757                                      | \$3,500                         |                                              | \$4,300                         |                                              | \$4,550                         |                                              | \$3,900                         | \$3,600                                      | \$3,300                         | \$1,200                                      | \$3,367                         | \$2,700                                      | \$4,433                         | \$3,130                                      |

TABLE 53.—Continued

| Salaries paid         | Manual training                            |                                                         | Home economics                             |                                                         | Health                                     |                                                         | Physical education                         |                                                         | Art                                        |                                                         | Music                                      |                                                         | Penmanship                                 |                                                         | Miscellaneous supervisory officers <sup>3</sup> |
|-----------------------|--------------------------------------------|---------------------------------------------------------|--------------------------------------------|---------------------------------------------------------|--------------------------------------------|---------------------------------------------------------|--------------------------------------------|---------------------------------------------------------|--------------------------------------------|---------------------------------------------------------|--------------------------------------------|---------------------------------------------------------|--------------------------------------------|---------------------------------------------------------|-------------------------------------------------|
|                       | Directors or super-<br>visors <sup>1</sup> | Assistant<br>directors or super-<br>visors <sup>1</sup> | Directors or super-<br>visors <sup>1</sup> | Assistant<br>directors or super-<br>visors <sup>1</sup> | Directors or super-<br>visors <sup>1</sup> | Assistant<br>directors or super-<br>visors <sup>1</sup> | Directors or super-<br>visors <sup>1</sup> | Assistant<br>directors or super-<br>visors <sup>1</sup> | Directors or super-<br>visors <sup>1</sup> | Assistant<br>directors or super-<br>visors <sup>1</sup> | Directors or super-<br>visors <sup>1</sup> | Assistant<br>directors or super-<br>visors <sup>1</sup> | Directors or super-<br>visors <sup>1</sup> | Assistant<br>directors or super-<br>visors <sup>1</sup> |                                                 |
| 20                    | 21                                         | 22                                                      | 23                                         | 24                                                      | 25                                         | 26                                                      | 27                                         | 28                                                      | 29                                         | 30                                                      | 31                                         | 32                                                      | 33                                         | 34                                                      | 35                                              |
| \$7,000 and over..... | 1                                          | .....                                                   | .....                                      | .....                                                   | 3                                          | .....                                                   | 1                                          | .....                                                   | 1                                          | .....                                                   | 2                                          | .....                                                   | 1                                          | .....                                                   | 12                                              |
| 6,500 to \$6,999..... | .....                                      | .....                                                   | 3                                          | .....                                                   | 1                                          | .....                                                   | 1                                          | .....                                                   | 2                                          | .....                                                   | 2                                          | .....                                                   | .....                                      | .....                                                   | 4                                               |
| 6,000 to 6,499.....   | 3                                          | .....                                                   | .....                                      | .....                                                   | 1                                          | 5                                                       | 3                                          | .....                                                   | 1                                          | .....                                                   | 2                                          | .....                                                   | .....                                      | .....                                                   | 10                                              |
| 5,500 to 5,999.....   | 2                                          | .....                                                   | .....                                      | 1                                                       | .....                                      | .....                                                   | .....                                      | .....                                                   | .....                                      | .....                                                   | 1                                          | .....                                                   | .....                                      | .....                                                   | 8                                               |
| 5,000 to 5,499.....   | 2                                          | .....                                                   | .....                                      | .....                                                   | 9                                          | .....                                                   | 1                                          | .....                                                   | .....                                      | .....                                                   | 1                                          | .....                                                   | .....                                      | .....                                                   | 10                                              |
| 4,500 to 4,999.....   | 2                                          | 2                                                       | 2                                          | .....                                                   | 2                                          | .....                                                   | 7                                          | 3                                                       | 1                                          | .....                                                   | 3                                          | .....                                                   | 2                                          | .....                                                   | 4                                               |
| 4,000 to 4,799.....   | 5                                          | 2                                                       | 2                                          | .....                                                   | .....                                      | .....                                                   | 1                                          | .....                                                   | 3                                          | .....                                                   | 2                                          | .....                                                   | .....                                      | .....                                                   | 4                                               |
| 4,400 to 4,599.....   | 3                                          | .....                                                   | 1                                          | .....                                                   | 3                                          | .....                                                   | 2                                          | .....                                                   | 2                                          | .....                                                   | 2                                          | .....                                                   | .....                                      | .....                                                   | .....                                           |
| 4,200 to 4,399.....   | 2                                          | 3                                                       | .....                                      | 1                                                       | 4                                          | .....                                                   | 3                                          | .....                                                   | 5                                          | .....                                                   | 5                                          | .....                                                   | .....                                      | .....                                                   | 6                                               |
| 4,000 to 4,199.....   | 3                                          | 4                                                       | 2                                          | .....                                                   | 5                                          | .....                                                   | 3                                          | .....                                                   | 4                                          | .....                                                   | 1                                          | .....                                                   | .....                                      | .....                                                   | 3                                               |
| 3,800 to 3,999.....   | 3                                          | 2                                                       | 5                                          | .....                                                   | 2                                          | 5                                                       | 7                                          | .....                                                   | 4                                          | .....                                                   | 10                                         | .....                                                   | .....                                      | .....                                                   | 5                                               |
| 3,600 to 3,799.....   | 2                                          | 1                                                       | 8                                          | .....                                                   | 5                                          | .....                                                   | 10                                         | .....                                                   | 4                                          | .....                                                   | 9                                          | .....                                                   | .....                                      | .....                                                   | 8                                               |
| 3,400 to 3,599.....   | 3                                          | 2                                                       | 7                                          | .....                                                   | 4                                          | .....                                                   | 8                                          | .....                                                   | 6                                          | .....                                                   | 6                                          | .....                                                   | .....                                      | .....                                                   | 9                                               |
| 3,200 to 3,399.....   | 3                                          | 6                                                       | .....                                      | 14                                                      | .....                                      | 6                                                       | 6                                          | .....                                                   | 8                                          | .....                                                   | 9                                          | .....                                                   | .....                                      | .....                                                   | 10                                              |
| 3,000 to 3,199.....   | 8                                          | 2                                                       | .....                                      | 8                                                       | .....                                      | 7                                                       | 3                                          | .....                                                   | 15                                         | .....                                                   | 6                                          | .....                                                   | .....                                      | .....                                                   | 11                                              |
| 2,800 to 2,999.....   | 3                                          | .....                                                   | 6                                          | .....                                                   | 2                                          | .....                                                   | 3                                          | .....                                                   | 6                                          | .....                                                   | 6                                          | .....                                                   | .....                                      | .....                                                   | 12                                              |
| 2,600 to 2,799.....   | 3                                          | 3                                                       | .....                                      | .....                                                   | .....                                      | .....                                                   | 4                                          | .....                                                   | 14                                         | .....                                                   | 6                                          | .....                                                   | .....                                      | .....                                                   | 13                                              |
| 2,400 to 2,599.....   | .....                                      | 2                                                       | 6                                          | .....                                                   | 1                                          | .....                                                   | 5                                          | .....                                                   | 4                                          | .....                                                   | 7                                          | .....                                                   | .....                                      | .....                                                   | 14                                              |
| 2,200 to 2,399.....   | .....                                      | 1                                                       | .....                                      | .....                                                   | .....                                      | .....                                                   | 1                                          | .....                                                   | 11                                         | .....                                                   | 4                                          | .....                                                   | .....                                      | .....                                                   | 15                                              |
| 2,000 to 2,199.....   | 1                                          | .....                                                   | 2                                          | .....                                                   | 3                                          | .....                                                   | 3                                          | .....                                                   | 2                                          | .....                                                   | .....                                      | .....                                                   | .....                                      | .....                                                   | 16                                              |
| 1,800 to 1,999.....   | .....                                      | 6                                                       | 2                                          | .....                                                   | 4                                          | .....                                                   | 1                                          | .....                                                   | 13                                         | .....                                                   | .....                                      | .....                                                   | .....                                      | .....                                                   | 17                                              |
| 1,600 to 1,799.....   | 1,600 to 1,799.....                        | 3                                                       | 2                                          | .....                                                   | 1                                          | .....                                                   | 2                                          | .....                                                   | 19                                         | .....                                                   | 2                                          | .....                                                   | .....                                      | .....                                                   | 18                                              |
| 1,400 to 1,599.....   | 1,400 to 1,599.....                        | 1                                                       | .....                                      | .....                                                   | 5                                          | .....                                                   | .....                                      | .....                                                   | 12                                         | .....                                                   | .....                                      | .....                                                   | .....                                      | .....                                                   | 19                                              |
| 1,200 to 1,399.....   | 1,200 to 1,399.....                        | .....                                                   | 1                                          | .....                                                   | 2                                          | .....                                                   | .....                                      | .....                                                   | 5                                          | .....                                                   | .....                                      | .....                                                   | .....                                      | .....                                                   | 20                                              |
| 1,000 to 1,179.....   | 1,000 to 1,179.....                        | .....                                                   | .....                                      | .....                                                   | .....                                      | .....                                                   | .....                                      | .....                                                   | 4                                          | .....                                                   | .....                                      | .....                                                   | .....                                      | .....                                                   | 21                                              |
| Below \$1,000.....    | 1                                          | .....                                                   | .....                                      | .....                                                   | .....                                      | .....                                                   | .....                                      | .....                                                   | .....                                      | .....                                                   | .....                                      | .....                                                   | .....                                      | .....                                                   | .....                                           |
| Total.....            | 58                                         | 40                                                      | 71                                         | 51                                                      | 52                                         | 115                                                     | 75                                         | 157                                                     | 85                                         | 149                                                     | 88                                         | 220                                                     | 55                                         | 63                                                      | 261                                             |
| Median.....           | \$3,567                                    | \$3,300                                                 | \$3,271                                    | \$3,188                                                 | \$4,120                                    | \$2,700                                                 | \$3,690                                    | \$2,679                                                 | \$3,383                                    | \$2,644                                                 | \$3,556                                    | \$2,692                                                 | \$3,083                                    | \$2,814                                                 | \$3,538                                         |
|                       |                                            |                                                         |                                            |                                                         |                                            |                                                         |                                            |                                                         |                                            |                                                         |                                            |                                                         |                                            |                                                         | \$2,614                                         |

Read table as follows: Out of 34 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 \$6,500 and \$6,999, etc. The median salary paid kindergarten directors in cities over 100,000 in population is \$3,200. Similarly read figures for other groups of officers. The medians given in this table are figured according to the method described on page 176. The blank form used in collecting these data is reproduced on page 222. 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 sets of salary tabulations referred to on page 222.

<sup>1</sup> 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.

<sup>2</sup> 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.

<sup>3</sup> Salaries reported paid supervisory officers other than those listed in previous columns are given in columns 35 and 36. Supervisors of nature study, visual education, English, etc., are among those included under Miscellaneous.

<sup>4</sup> Excludes all officers whose salaries were reported paid on a monthly or daily basis.

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 53, columns 25 and 26 and no tabulation would appear in columns 27 and 28 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 3353 officers were reported by the 88 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 3147 officers were reported by the 204 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.

**A**N EDUCATIONAL system employing cheap teachers with little education and culture, housed in buildings which are an affront to beauty, working with obsolete equipment cannot expect to compete with the glitter of modern commercialized recreation. Higher appreciations than those upon which most commercial amusement depends cannot be created by schools which are stupid and uninteresting. Teachers capable of transmitting true refinement cannot be employed for wages comparable to those paid common laborers. School buildings which set an example of beauty cannot be erected without paying the price for architectural services, labor, and building materials. Yet that is what some of the critics of school costs seem to expect. In return for financial support measured in cents, they expect the schools to do work which dollars alone will finance. When the impossible is not accomplished they would cut down even the cents allowed. It cannot be done this way. The influence of the school in promoting social progress will never be what it should until its development is based upon a far more adequate plan for financing public education than that now in effect.—*Research Bulletin*, National Education Association. Vol. VIII, No. 4, p. 182.

TABLE 54.—DISTRIBUTION OF SALARIES PAID ADMINISTRATIVE AND ASSISTANT ADMINISTRATIVE OFFICERS IN 204 CITIES 30,000 TO 100,000 IN POPULATION, IN 1930-1931

| Salaries paid     | Superintendent of schools | Assistant or associate superintendent       |                                             | Secretary to board     |                                  | Business managers <sup>1</sup> | Buildings and grounds                                |                                                                 | Secretary to superintendent |                                   | Chief attendance officers <sup>2</sup> | Head nurses <sup>3</sup> | Head janitors |                    | Research tests and measurements |                                   | Miscellaneous administrative officers <sup>4</sup> |         |
|-------------------|---------------------------|---------------------------------------------|---------------------------------------------|------------------------|----------------------------------|--------------------------------|------------------------------------------------------|-----------------------------------------------------------------|-----------------------------|-----------------------------------|----------------------------------------|--------------------------|---------------|--------------------|---------------------------------|-----------------------------------|----------------------------------------------------|---------|
|                   |                           | First assistant superintendent <sup>5</sup> | Other assistant superintendent <sup>6</sup> | Secretary <sup>7</sup> | Assistant secretary <sup>8</sup> |                                | Superintendent of buildings and grounds <sup>9</sup> | Assistant superintendent of buildings and grounds <sup>10</sup> | Secretary <sup>11</sup>     | Assistant secretary <sup>12</sup> |                                        |                          | Head janitors | Assistant janitors | Directors <sup>13</sup>         | Assistant directors <sup>14</sup> |                                                    |         |
| \$10,000 and over | 2                         | 3                                           | 4                                           | 5                      | 6                                | 7                              | 8                                                    | 9                                                               | 10                          | 11                                | 12                                     | 13                       | 14            | 15                 | 16                              | 17                                | 18                                                 | 19      |
| 9,500 to \$9,999  | 15                        |                                             |                                             |                        |                                  |                                |                                                      |                                                                 |                             |                                   |                                        |                          |               |                    |                                 |                                   |                                                    |         |
| 9,000 to 9,499    | 2                         |                                             |                                             |                        |                                  |                                |                                                      |                                                                 |                             |                                   |                                        |                          |               |                    |                                 |                                   |                                                    |         |
| 8,500 to 8,999    | 11                        |                                             |                                             |                        |                                  |                                |                                                      |                                                                 |                             |                                   |                                        |                          |               |                    |                                 |                                   |                                                    |         |
| 8,000 to 8,499    | 7                         |                                             |                                             |                        |                                  |                                |                                                      |                                                                 |                             |                                   |                                        |                          |               |                    |                                 |                                   |                                                    |         |
| 7,500 to 7,999    | 25                        | 2                                           |                                             |                        |                                  | 1                              |                                                      |                                                                 |                             |                                   |                                        |                          |               |                    |                                 |                                   |                                                    |         |
| 7,000 to 7,499    | 20                        | 4                                           |                                             |                        |                                  | 1                              |                                                      |                                                                 |                             |                                   |                                        |                          |               |                    |                                 |                                   |                                                    |         |
| 6,500 to 6,999    | 37                        | 7                                           |                                             |                        |                                  | 3                              |                                                      |                                                                 |                             |                                   |                                        |                          |               |                    |                                 |                                   |                                                    |         |
| 6,000 to 6,499    | 37                        | 4                                           | 2                                           |                        |                                  | 2                              |                                                      |                                                                 |                             |                                   |                                        |                          |               |                    |                                 |                                   |                                                    |         |
| 5,500 to 5,999    | 18                        | 2                                           | 3                                           | 1                      |                                  | 11                             | 2                                                    |                                                                 |                             |                                   |                                        |                          |               |                    | 4                               |                                   | 2                                                  |         |
| 5,000 to 5,499    | 21                        | 10                                          |                                             | 2                      |                                  |                                |                                                      |                                                                 |                             |                                   |                                        |                          |               |                    |                                 |                                   |                                                    |         |
| 4,500 to 4,999    | 4                         | 1                                           |                                             | 1                      |                                  |                                |                                                      |                                                                 |                             |                                   |                                        |                          |               |                    |                                 |                                   | 1                                                  |         |
| 4,000 to 4,799    | 1                         |                                             |                                             |                        |                                  | 1                              |                                                      |                                                                 |                             |                                   |                                        |                          |               |                    |                                 |                                   |                                                    |         |
| 4,000 to 4,399    | 1                         | 6                                           | 2                                           |                        |                                  | 4                              | 2                                                    |                                                                 |                             |                                   |                                        |                          |               |                    |                                 |                                   |                                                    |         |
| 4,000 to 4,199    | 2                         | 4                                           |                                             |                        |                                  | 11                             | 5                                                    |                                                                 |                             |                                   |                                        |                          |               |                    | 2                               |                                   | 3                                                  |         |
| 3,800 to 3,999    |                           | 1                                           | 1                                           |                        |                                  | 10                             | 10                                                   |                                                                 |                             |                                   | 3                                      |                          | 1             |                    | 1                               |                                   |                                                    |         |
| 3,600 to 3,799    |                           | 3                                           |                                             |                        |                                  | 5                              | 7                                                    |                                                                 |                             |                                   | 3                                      |                          | 1             |                    | 5                               |                                   |                                                    |         |
| 3,400 to 3,599    | 1                         | 1                                           | 1                                           |                        |                                  | 2                              | 10                                                   |                                                                 |                             |                                   | 1                                      |                          | 1             |                    | 2                               |                                   |                                                    |         |
| 3,200 to 3,399    |                           | 1                                           |                                             | 5                      | 2                                | 7                              | 10                                                   |                                                                 |                             |                                   | 8                                      |                          | 7             |                    | 2                               |                                   |                                                    |         |
| 3,000 to 3,199    |                           | 2                                           |                                             | 8                      |                                  | 3                              | 11                                                   |                                                                 |                             |                                   | 3                                      |                          | 5             |                    | 4                               |                                   |                                                    |         |
| 2,800 to 2,999    |                           | 1                                           |                                             | 4                      |                                  | 2                              | 11                                                   |                                                                 |                             |                                   | 13                                     |                          | 5             |                    | 5                               |                                   |                                                    |         |
| 2,600 to 2,799    |                           | 2                                           |                                             | 9                      |                                  | 4                              | 23                                                   |                                                                 |                             |                                   | 18                                     |                          | 6             |                    | 4                               |                                   |                                                    |         |
| 2,400 to 2,599    |                           | 1                                           |                                             | 5                      |                                  | 1                              | 4                                                    |                                                                 |                             |                                   | 14                                     |                          | 7             |                    | 4                               |                                   |                                                    |         |
| 2,200 to 2,399    |                           | 1                                           |                                             | 8                      |                                  | 1                              | 8                                                    |                                                                 |                             |                                   | 25                                     |                          | 16            |                    | 2                               |                                   |                                                    |         |
| 2,000 to 2,199    |                           | 1                                           |                                             | 6                      |                                  | 2                              | 5                                                    |                                                                 |                             |                                   | 13                                     |                          | 16            |                    | 2                               |                                   |                                                    |         |
| 1,800 to 1,999    |                           |                                             |                                             | 4                      |                                  | 2                              |                                                      |                                                                 |                             |                                   | 16                                     |                          | 4             |                    | 5                               |                                   |                                                    |         |
| 1,600 to 1,799    |                           |                                             |                                             | 2                      |                                  |                                |                                                      |                                                                 |                             |                                   | 9                                      |                          | 3             |                    | 1                               |                                   |                                                    |         |
| 1,400 to 1,599    |                           |                                             |                                             | 2                      |                                  | 2                              |                                                      |                                                                 |                             |                                   | 10                                     |                          | 3             |                    | 2                               |                                   |                                                    |         |
| 1,200 to 1,399    |                           |                                             |                                             | 2                      |                                  |                                |                                                      |                                                                 |                             |                                   | 3                                      |                          | 1             |                    | 1                               |                                   |                                                    |         |
| 1,000 to 1,199    |                           |                                             |                                             | 1                      |                                  |                                |                                                      |                                                                 |                             |                                   | 2                                      |                          |               |                    |                                 |                                   |                                                    |         |
| Below \$1,000     |                           |                                             |                                             | 14                     | 1                                |                                |                                                      |                                                                 |                             |                                   | 9                                      |                          |               |                    |                                 |                                   |                                                    |         |
| Total             | 204                       | 65                                          | 10                                          | 104                    | 10                               | 85                             | 108                                                  | 17                                                              | 174                         | 15                                | 161 <sup>15</sup>                      | 78                       | 627           | 397                | 51                              | 14                                | 62                                                 | 10      |
| Median            | \$6,758                   | \$4,583 <sup>16</sup>                       | \$5,050 <sup>17</sup>                       | \$2,600                | \$2,000                          | \$3,690                        | \$2,857                                              | \$2,456                                                         | \$1,855                     | \$1,420                           | \$2,033                                | \$1,973                  | \$2,114       | \$1,906            | \$2,620                         | \$1,900                           | \$2,280                                            | \$1,400 |

Read table as follows: Out of 204 superintendents of schools in cities 30,000 to 100,000 in population for which data were reported, 15 receive salaries of \$10,000 and over, 2 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 \$6,758. Similarly read figures for other groups of officers.

<sup>1</sup> 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. The 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.

<sup>2</sup> Salaries reported paid administrative officers other than those listed in previous columns, are given in columns 18 and 19. <sup>3</sup> Six assistant business managers are included in this column. The salaries paid these assistant business managers fall in the salary groups \$3,200 to \$3,399, \$2,800 to \$2,999, \$2,799, \$1,800 to \$1,999, and \$1,200 to \$1,399.

<sup>4</sup> Three chief attendance officers are included in this column. The salaries paid these chief attendance officers fall in groups \$2,000 to \$2,199, and \$1,800 to \$1,999. <sup>5</sup> The salary paid the head nurse falls in group \$2,600 to \$2,799.

<sup>6</sup> Excludes all salaries reported for the head nurse. <sup>7</sup> Excludes all salaries 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. In accordance with the practice followed in tabulating salaries listed in this table, as explained in notes 1 and 2 above, the salaries of these officers, with the exception of one, are included in column 4.

TABLE 55.—DISTRIBUTION OF SALARIES PAID DIRECTORS, ASSISTANT DIRECTORS, SUPERVISORS, AND ASSISTANT SUPERVISORS  
IN 204 CITIES 30,000 TO 100,000 IN POPULATION, IN 1930-1931

| Salaries paid    | Kindergarten                    |                                              | Primary grades                  |                                              | Intermediate grades             |                                              | Directors or super-<br>visors of high schools | High schools                    |                                              | Continuation schools            |                                              | Evening schools                 |                                              | Americanization classes         |                                              | Vocational education            |                                              |
|------------------|---------------------------------|----------------------------------------------|---------------------------------|----------------------------------------------|---------------------------------|----------------------------------------------|-----------------------------------------------|---------------------------------|----------------------------------------------|---------------------------------|----------------------------------------------|---------------------------------|----------------------------------------------|---------------------------------|----------------------------------------------|---------------------------------|----------------------------------------------|
|                  | Directors or super-<br>visors 1 | Assistant<br>directors or super-<br>visors 1 | Directors or super-<br>visors 1 | Assistant<br>directors or super-<br>visors 1 | Directors or super-<br>visors 1 | Assistant<br>directors or super-<br>visors 1 |                                               | Directors or super-<br>visors 1 | Assistant<br>directors or super-<br>visors 1 | Directors or super-<br>visors 1 | Assistant<br>directors or super-<br>visors 1 | Directors or super-<br>visors 1 | Assistant<br>directors or super-<br>visors 1 | Directors or super-<br>visors 1 | Assistant<br>directors or super-<br>visors 1 | Directors or super-<br>visors 1 | Assistant<br>directors or super-<br>visors 1 |
| 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 |                                 |                                              |                                 |                                              |                                 |                                              |                                               | 1                               |                                              |                                 |                                              | 1                               |                                              |                                 |                                              | 1                               |                                              |
| 4,800 to 4,999   |                                 |                                              |                                 |                                              |                                 |                                              |                                               |                                 |                                              |                                 |                                              |                                 |                                              |                                 |                                              |                                 |                                              |
| 4,600 to 4,799   |                                 |                                              |                                 |                                              |                                 |                                              |                                               |                                 |                                              |                                 |                                              |                                 |                                              |                                 |                                              |                                 |                                              |
| 4,400 to 4,599   |                                 |                                              |                                 |                                              |                                 |                                              |                                               |                                 |                                              |                                 |                                              |                                 |                                              |                                 |                                              |                                 |                                              |
| 4,200 to 4,399   |                                 |                                              |                                 |                                              |                                 |                                              |                                               |                                 |                                              |                                 |                                              |                                 |                                              |                                 |                                              |                                 |                                              |
| 4,000 to 4,199   |                                 |                                              |                                 |                                              |                                 |                                              |                                               |                                 |                                              |                                 |                                              |                                 |                                              |                                 |                                              |                                 |                                              |
| 3,800 to 3,999   | 5                               |                                              |                                 |                                              |                                 |                                              |                                               |                                 |                                              |                                 |                                              |                                 |                                              |                                 |                                              |                                 |                                              |
| 3,600 to 3,799   | 1                               |                                              |                                 |                                              |                                 |                                              |                                               |                                 |                                              |                                 |                                              |                                 |                                              |                                 |                                              |                                 |                                              |
| 3,400 to 3,599   | 2                               |                                              |                                 |                                              |                                 |                                              |                                               |                                 |                                              |                                 |                                              |                                 |                                              |                                 |                                              |                                 |                                              |
| 3,200 to 3,399   | 6                               |                                              |                                 |                                              |                                 |                                              |                                               |                                 |                                              |                                 |                                              |                                 |                                              |                                 |                                              |                                 |                                              |
| 3,000 to 3,199   | 4                               |                                              |                                 |                                              |                                 |                                              |                                               |                                 |                                              |                                 |                                              |                                 |                                              |                                 |                                              |                                 |                                              |
| 2,800 to 2,999   | 3                               |                                              |                                 |                                              |                                 |                                              |                                               |                                 |                                              |                                 |                                              |                                 |                                              |                                 |                                              |                                 |                                              |
| 2,600 to 2,799   | 3                               |                                              |                                 |                                              |                                 |                                              |                                               |                                 |                                              |                                 |                                              |                                 |                                              |                                 |                                              |                                 |                                              |
| 2,400 to 2,599   | 5                               | 1                                            |                                 |                                              |                                 |                                              |                                               |                                 |                                              |                                 |                                              |                                 |                                              |                                 |                                              |                                 |                                              |
| 2,200 to 2,399   | 6                               |                                              |                                 |                                              |                                 |                                              |                                               |                                 |                                              |                                 |                                              |                                 |                                              |                                 |                                              |                                 |                                              |
| 2,000 to 2,199   | 3                               |                                              |                                 |                                              |                                 |                                              |                                               |                                 |                                              |                                 |                                              |                                 |                                              |                                 |                                              |                                 |                                              |
| 1,800 to 1,999   | 2                               |                                              |                                 |                                              |                                 |                                              |                                               |                                 |                                              |                                 |                                              |                                 |                                              |                                 |                                              |                                 |                                              |
| 1,600 to 1,799   | 4                               |                                              |                                 |                                              |                                 |                                              |                                               |                                 |                                              |                                 |                                              |                                 |                                              |                                 |                                              |                                 |                                              |
| 1,400 to 1,599   | 2                               | 1                                            |                                 |                                              |                                 |                                              |                                               |                                 |                                              |                                 |                                              |                                 |                                              |                                 |                                              |                                 |                                              |
| 1,200 to 1,399   |                                 |                                              |                                 |                                              |                                 |                                              |                                               |                                 |                                              |                                 |                                              |                                 |                                              |                                 |                                              |                                 |                                              |
| 1,000 to 1,199   |                                 |                                              |                                 |                                              |                                 |                                              |                                               |                                 |                                              |                                 |                                              |                                 |                                              |                                 |                                              |                                 |                                              |
| Below \$1,000    |                                 |                                              |                                 |                                              |                                 |                                              |                                               |                                 |                                              |                                 |                                              |                                 |                                              |                                 |                                              |                                 |                                              |
| Total            | 47                              | 3                                            | 82                              | 10                                           | 43                              | 5                                            | 5                                             | 6                               | 2                                            | 21                              | 2                                            | 46 <sup>a</sup>                 | 17 <sup>a</sup>                              | 28 <sup>a</sup>                 | 18                                           | 61                              | 13                                           |
| Median           | \$2,780                         |                                              | \$2,800                         | \$2,800                                      | \$2,900 <sup>b</sup>            | \$3,100 <sup>b</sup>                         | \$3,150                                       | \$3,600                         |                                              | \$2,700                         |                                              | Below<br>\$1,000 <sup>b</sup>   | \$2,458 <sup>c</sup>                         | \$2,200 <sup>c</sup>            | \$4,288 <sup>c</sup>                         | \$3,413                         | \$2,750                                      |

TABLE 55.—Continued

| Salaries paid         | Manual training                            |                                                         | Home economics                             |                                                         | Health                                     |                                                         | Physical education                         |                                                         | Art                                        |                                                         | Music                                      |                                                         | Penmanship                                 |                                                         | Miscellaneous supervisory officers <sup>3</sup> |                                                         |
|-----------------------|--------------------------------------------|---------------------------------------------------------|--------------------------------------------|---------------------------------------------------------|--------------------------------------------|---------------------------------------------------------|--------------------------------------------|---------------------------------------------------------|--------------------------------------------|---------------------------------------------------------|--------------------------------------------|---------------------------------------------------------|--------------------------------------------|---------------------------------------------------------|-------------------------------------------------|---------------------------------------------------------|
|                       | Directors or super-<br>visors <sup>1</sup> | Assistant<br>Directors or super-<br>visors <sup>1</sup> | Directors or super-<br>visors <sup>1</sup> | Assistant<br>Directors or super-<br>visors <sup>1</sup> | Directors or super-<br>visors <sup>1</sup> | Assistant<br>Directors or super-<br>visors <sup>1</sup> | Directors or super-<br>visors <sup>1</sup> | Assistant<br>Directors or super-<br>visors <sup>1</sup> | Directors or super-<br>visors <sup>1</sup> | Assistant<br>Directors or super-<br>visors <sup>1</sup> | Directors or super-<br>visors <sup>1</sup> | Assistant<br>Directors or super-<br>visors <sup>1</sup> | Directors or super-<br>visors <sup>1</sup> | Assistant<br>Directors or super-<br>visors <sup>1</sup> | Directors or super-<br>visors <sup>1</sup>      | Assistant<br>Directors or super-<br>visors <sup>1</sup> |
| 19                    | 20                                         | 21                                                      | 22                                         | 23                                                      | 24                                         | 25                                                      | 26                                         | 27                                                      | 28                                         | 29                                                      | 30                                         | 31                                                      | 32                                         | 33                                                      | 34                                              | 35                                                      |
| \$5,500 and over..... | .....                                      | .....                                                   | .....                                      | .....                                                   | .....                                      | .....                                                   | .....                                      | .....                                                   | .....                                      | .....                                                   | .....                                      | .....                                                   | .....                                      | .....                                                   | .....                                           | .....                                                   |
| 5,000 to \$5,499..... | .....                                      | .....                                                   | .....                                      | .....                                                   | .....                                      | .....                                                   | .....                                      | .....                                                   | .....                                      | .....                                                   | .....                                      | .....                                                   | .....                                      | .....                                                   | .....                                           | .....                                                   |
| 4,800 to 4,999.....   | .....                                      | .....                                                   | .....                                      | .....                                                   | .....                                      | .....                                                   | .....                                      | .....                                                   | .....                                      | .....                                                   | .....                                      | .....                                                   | .....                                      | .....                                                   | .....                                           | .....                                                   |
| 4,600 to 4,799.....   | .....                                      | .....                                                   | .....                                      | .....                                                   | .....                                      | .....                                                   | .....                                      | .....                                                   | .....                                      | .....                                                   | .....                                      | .....                                                   | .....                                      | .....                                                   | .....                                           | .....                                                   |
| 4,400 to 4,599.....   | .....                                      | .....                                                   | .....                                      | .....                                                   | .....                                      | .....                                                   | .....                                      | .....                                                   | .....                                      | .....                                                   | .....                                      | .....                                                   | .....                                      | .....                                                   | .....                                           | .....                                                   |
| 4,200 to 4,399.....   | .....                                      | .....                                                   | .....                                      | .....                                                   | .....                                      | .....                                                   | .....                                      | .....                                                   | .....                                      | .....                                                   | .....                                      | .....                                                   | .....                                      | .....                                                   | .....                                           | .....                                                   |
| 4,000 to 4,199.....   | .....                                      | .....                                                   | .....                                      | .....                                                   | .....                                      | .....                                                   | .....                                      | .....                                                   | .....                                      | .....                                                   | .....                                      | .....                                                   | .....                                      | .....                                                   | .....                                           | .....                                                   |
| 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.....            | 78                                         | 36                                                      | 97                                         | 46                                                      | 58                                         | 30                                                      | 152                                        | 109                                                     | 165                                        | 49                                                      | 190                                        | 134                                                     | 70                                         | 1                                                       | 199                                             | 55                                                      |
| Median.....           | \$3,050                                    | \$2,200                                                 | \$2,485                                    | \$1,833                                                 | \$2,520                                    | \$1,267                                                 | \$2,933                                    | \$2,083                                                 | \$2,395                                    | \$2,117                                                 | \$2,693                                    | \$2,100                                                 | \$2,320                                    | .....                                                   | \$2,307                                         | \$1,315                                                 |

Read table as follows: Out of 47 kindergarten directors in cities 30,000 to 100,000 in population for which data were reported, 5 receive 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 kindergarten directors in cities 30,000 to 100,000 in population is \$2,780. Similarly read figures for other groups of officers. The medians given in this table are figured according to method described on page 170. The blank form used in collecting these data is reproduced on page 222. 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 special tabulations referred to on page 226.

<sup>1</sup>Salaries listed in this column are for the highest paid officer 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.

<sup>2</sup>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.

<sup>3</sup>Excludes all officers whose salaries were reported paid on a monthly or daily basis.

<sup>4</sup>The median salary paid directors or supervisors of intermediate grades as given in column 6 is lower than that paid assistant directors or supervisors. This is due to the fact that the larger cities, paying the higher salaries, have a greater number of directors or supervisors of intermediate grades. In accordance with the practice followed in tabulating salaries listed in this table, as explained in notes 1 and 2 above, the salaries of these officers, with the exception of one, are included in column 5.

<sup>5</sup>The median salary paid directors or supervisors of evening schools as given in column 13 is lower than that paid assistant directors or supervisors. This is due to the fact that the larger cities, paying the higher salaries, have a greater number of directors or supervisors of evening schools. In accordance with the practice followed in tabulating salaries listed in this table, as explained in notes 1 and 2 above, the salaries of these officers with the exception of one, are included in column 14.

<sup>6</sup>The median salary paid directors or supervisors of Americanization classes as given in column 15 is lower than that paid assistant directors or supervisors. This is due to the reason explained in note 6 above.

TABLE 56.—DISTRIBUTION OF SALARIES PAID DIRECTORS, ASSISTANT DIRECTORS, SUPERVISORS, AND ASSISTANT SUPERVISORS  
IN 449 CITIES 10,000 TO 30,000 IN POPULATION, IN 1930-1931

| Salaries paid         | Directors or super-<br>visors of<br>kindergarten |         | Directors or super-<br>visors of<br>primary<br>grades |   | Intermediate<br>grades |   | Directors or super-<br>visors of<br>junior<br>high<br>schools |   | Continuation<br>schools |                | Evening<br>schools |    | Americanization<br>classes |    | Vocational<br>education |         | Manual<br>training |  |
|-----------------------|--------------------------------------------------|---------|-------------------------------------------------------|---|------------------------|---|---------------------------------------------------------------|---|-------------------------|----------------|--------------------|----|----------------------------|----|-------------------------|---------|--------------------|--|
|                       | 2                                                | 3       | 4                                                     | 5 | 6                      | 7 | 8                                                             | 9 | 10                      | 11             | 12                 | 13 | 14                         | 15 | 16                      | 17      |                    |  |
| \$3,100 and over..... | 10                                               | 7       | 4                                                     |   | 1                      | 2 | 4                                                             |   | 2                       |                |                    |    | 19                         |    | 18                      |         |                    |  |
| 3,000 to 3,099.....   | 3                                                | 4       |                                                       |   | 1                      |   |                                                               |   |                         |                |                    |    | 6                          |    | 3                       | 2       |                    |  |
| 2,900 to 2,999.....   | 2                                                | 2       | 1                                                     |   |                        |   | 1                                                             |   |                         |                |                    |    | 3                          |    | 6                       |         |                    |  |
| 2,800 to 2,899.....   | 2                                                | 3       | 3                                                     |   |                        | 2 |                                                               |   |                         |                | 1                  |    |                            |    | 5                       | 2       |                    |  |
| 2,700 to 2,799.....   | 2                                                | 4       |                                                       | 1 | 1                      |   |                                                               |   |                         |                |                    |    | 2                          |    | 3                       | 2       |                    |  |
| 2,600 to 2,699.....   |                                                  | 4       | 2                                                     |   |                        |   |                                                               |   |                         |                | 2                  |    | 2                          |    | 7                       | 3       |                    |  |
| 2,500 to 2,599.....   | 4                                                | 3       | 3                                                     |   |                        |   |                                                               |   |                         |                |                    |    | 4                          |    | 15                      | 1       |                    |  |
| 2,400 to 2,499.....   | 2                                                | 6       |                                                       |   | 1                      |   |                                                               |   |                         |                |                    |    | 3                          |    | 14                      | 4       |                    |  |
| 2,300 to 2,399.....   |                                                  | 3       |                                                       |   |                        |   | 1                                                             |   |                         |                | 1                  |    | 1                          |    | 10                      | 4       |                    |  |
| 2,200 to 2,299.....   |                                                  | 3       | 2                                                     |   |                        |   | 2                                                             |   |                         |                |                    |    | 2                          |    | 16                      | 9       |                    |  |
| 2,100 to 2,199.....   | 2                                                | 4       | 1                                                     |   |                        |   | 1                                                             |   | 1                       |                |                    |    | 3                          |    | 14                      | 8       |                    |  |
| 2,000 to 2,099.....   | 4                                                | 7       | 2                                                     |   |                        |   |                                                               |   |                         |                |                    |    | 2                          |    | 17                      | 7       |                    |  |
| 1,900 to 1,999.....   | 2                                                | 5       |                                                       | 1 |                        |   | 1                                                             |   |                         |                |                    |    |                            |    | 11                      |         |                    |  |
| 1,800 to 1,899.....   | 2                                                | 9       | 3                                                     |   |                        |   | 1                                                             |   |                         |                |                    |    |                            |    | 14                      | 15      |                    |  |
| 1,700 to 1,799.....   |                                                  | 5       |                                                       |   |                        |   | 4                                                             |   |                         |                | 1                  |    |                            | 1  | 3                       | 10      |                    |  |
| 1,600 to 1,699.....   | 2                                                | 5       | 1                                                     |   |                        |   | 2                                                             |   |                         |                |                    |    |                            |    | 7                       | 5       |                    |  |
| 1,500 to 1,599.....   | 1                                                | 1       |                                                       |   |                        |   | 3                                                             |   |                         |                | 1                  |    |                            |    | 1                       | 1       |                    |  |
| 1,400 to 1,499.....   | 1                                                | 1       |                                                       |   |                        |   | 1                                                             |   | 1                       |                |                    |    |                            |    | 2                       | 3       |                    |  |
| 1,300 to 1,399.....   | 1                                                |         | 1                                                     |   |                        |   |                                                               |   |                         |                |                    |    |                            |    | 1                       | 1       |                    |  |
| 1,200 to 1,299.....   | 1                                                |         |                                                       |   |                        |   |                                                               |   |                         |                |                    |    |                            |    |                         |         |                    |  |
| 1,100 to 1,199.....   | 1                                                |         |                                                       |   |                        |   |                                                               |   |                         |                |                    |    |                            |    |                         |         |                    |  |
| 1,000 to 1,099.....   |                                                  |         |                                                       |   |                        |   |                                                               |   |                         |                |                    |    |                            |    |                         |         |                    |  |
| 900 to 999.....       |                                                  |         |                                                       |   |                        |   |                                                               |   |                         |                |                    |    |                            |    |                         |         |                    |  |
| 800 to 899.....       |                                                  |         |                                                       |   |                        |   |                                                               |   |                         |                |                    |    |                            |    |                         |         |                    |  |
| 700 to 799.....       |                                                  |         |                                                       |   |                        |   |                                                               |   |                         |                |                    |    |                            |    |                         |         |                    |  |
| 600 to 699.....       |                                                  |         |                                                       |   |                        |   |                                                               |   | 4                       |                |                    |    |                            |    |                         |         |                    |  |
| 500 to 599.....       |                                                  |         |                                                       |   |                        |   |                                                               |   | 2                       |                |                    |    |                            |    |                         |         |                    |  |
| Below \$500.....      |                                                  |         |                                                       |   |                        |   |                                                               |   | 30                      |                |                    |    |                            |    |                         |         |                    |  |
| Total.....            | 45                                               | 77      | 23                                                    | 3 | 4                      | 4 | 24                                                            | 1 | 44                      | 17             | 25                 | 4  | 47                         | 1  | 155                     | 107     |                    |  |
| Median.....           | \$2,513                                          | \$2,217 | \$2,550                                               |   |                        |   | \$1,800                                                       |   | Below<br>\$500          | Below<br>\$500 | \$1,050            |    | \$3,025                    |    | \$2,365                 | \$1,923 |                    |  |

TABLE 56.—Continued

| Salaries paid         | Home economics                             |                                                      | Health                                     |                                                      | Physical education                         |                                                      | Art                                        |                                                      | Music                                      |                                                      | Penmanship                                 |                                                      | Miscellaneous supervisory officers <sup>a</sup> |                                                      |
|-----------------------|--------------------------------------------|------------------------------------------------------|--------------------------------------------|------------------------------------------------------|--------------------------------------------|------------------------------------------------------|--------------------------------------------|------------------------------------------------------|--------------------------------------------|------------------------------------------------------|--------------------------------------------|------------------------------------------------------|-------------------------------------------------|------------------------------------------------------|
|                       | Directors or super-<br>visors <sup>b</sup> | Assistant directors or super-<br>visors <sup>b</sup> | Directors or super-<br>visors <sup>b</sup> | Assistant directors or super-<br>visors <sup>b</sup> | Directors or super-<br>visors <sup>b</sup> | Assistant directors or super-<br>visors <sup>b</sup> | Directors or super-<br>visors <sup>b</sup> | Assistant directors or super-<br>visors <sup>b</sup> | Directors or super-<br>visors <sup>b</sup> | Assistant directors or super-<br>visors <sup>b</sup> | Directors or super-<br>visors <sup>b</sup> | Assistant directors or super-<br>visors <sup>b</sup> | Directors or super-<br>visors <sup>b</sup>      | Assistant directors or super-<br>visors <sup>b</sup> |
| 18                    | 19                                         | 20                                                   | 21                                         | 22                                                   | 23                                         | 24                                                   | 25                                         | 26                                                   | 27                                         | 28                                                   | 29                                         | 30                                                   | 31                                              | 32                                                   |
| \$3,100 and over..... | 6                                          | .....                                                | 4                                          | 1                                                    | 41                                         | 2                                                    | 8                                          | .....                                                | 15                                         | 2                                                    | 1                                          | .....                                                | 16                                              | .....                                                |
| 3,000 to 3,099.....   | 2                                          | .....                                                | 4                                          | .....                                                | 14                                         | .....                                                | 2                                          | .....                                                | 13                                         | .....                                                | 2                                          | .....                                                | 3                                               | .....                                                |
| 2,900 to 2,999.....   | .....                                      | .....                                                | .....                                      | .....                                                | 2                                          | .....                                                | .....                                      | 1                                                    | 14                                         | .....                                                | .....                                      | .....                                                | .....                                           | .....                                                |
| 2,800 to 2,899.....   | .....                                      | .....                                                | 3                                          | .....                                                | 10                                         | .....                                                | 4                                          | .....                                                | 13                                         | 4                                                    | 1                                          | .....                                                | 2                                               | .....                                                |
| 2,700 to 2,799.....   | 4                                          | .....                                                | 3                                          | .....                                                | 15                                         | .....                                                | 1                                          | .....                                                | 8                                          | .....                                                | 2                                          | .....                                                | 4                                               | .....                                                |
| 2,600 to 2,699.....   | 2                                          | .....                                                | 2                                          | .....                                                | 10                                         | .....                                                | 4                                          | .....                                                | 9                                          | .....                                                | .....                                      | .....                                                | 3                                               | .....                                                |
| 2,500 to 2,599.....   | 1                                          | .....                                                | .....                                      | .....                                                | 23                                         | .....                                                | 10                                         | .....                                                | 21                                         | .....                                                | 2                                          | .....                                                | 3                                               | .....                                                |
| 2,400 to 2,499.....   | 5                                          | .....                                                | 3                                          | .....                                                | 19                                         | .....                                                | 7                                          | .....                                                | 15                                         | .....                                                | 4                                          | .....                                                | 7                                               | .....                                                |
| 2,300 to 2,399.....   | 4                                          | .....                                                | .....                                      | .....                                                | 9                                          | .....                                                | 10                                         | .....                                                | 16                                         | .....                                                | 4                                          | .....                                                | 4                                               | .....                                                |
| 2,200 to 2,299.....   | 8                                          | .....                                                | 2                                          | .....                                                | 21                                         | .....                                                | 19                                         | .....                                                | 20                                         | .....                                                | 3                                          | .....                                                | 5                                               | .....                                                |
| 2,100 to 2,199.....   | 10                                         | .....                                                | 2                                          | .....                                                | 15                                         | .....                                                | 22                                         | .....                                                | 15                                         | .....                                                | 5                                          | .....                                                | .....                                           | .....                                                |
| 2,000 to 2,099.....   | 11                                         | .....                                                | 4                                          | .....                                                | 18                                         | .....                                                | 36                                         | .....                                                | 34                                         | .....                                                | 2                                          | .....                                                | 13                                              | .....                                                |
| 1,900 to 1,999.....   | 18                                         | .....                                                | 1                                          | .....                                                | 10                                         | .....                                                | 16                                         | .....                                                | 22                                         | .....                                                | 2                                          | .....                                                | 1                                               | .....                                                |
| 1,800 to 1,899.....   | 14                                         | .....                                                | 4                                          | .....                                                | 19                                         | .....                                                | 28                                         | .....                                                | 17                                         | .....                                                | 10                                         | .....                                                | 5                                               | .....                                                |
| 1,700 to 1,799.....   | 12                                         | .....                                                | 2                                          | .....                                                | 6                                          | .....                                                | 36                                         | .....                                                | 33                                         | .....                                                | 12                                         | .....                                                | 11                                              | .....                                                |
| 1,600 to 1,699.....   | 23                                         | .....                                                | 2                                          | .....                                                | 12                                         | .....                                                | 30                                         | .....                                                | 26                                         | .....                                                | 5                                          | .....                                                | 10                                              | .....                                                |
| 1,500 to 1,599.....   | 17                                         | .....                                                | 4                                          | .....                                                | 13                                         | .....                                                | 28                                         | .....                                                | 22                                         | .....                                                | 14                                         | .....                                                | 8                                               | .....                                                |
| 1,400 to 1,499.....   | 10                                         | .....                                                | 2                                          | .....                                                | 9                                          | .....                                                | 24                                         | .....                                                | 31                                         | .....                                                | 7                                          | .....                                                | 7                                               | .....                                                |
| 1,300 to 1,399.....   | 5                                          | .....                                                | .....                                      | .....                                                | 3                                          | .....                                                | 13                                         | .....                                                | 18                                         | .....                                                | 6                                          | .....                                                | 9                                               | .....                                                |
| 1,200 to 1,299.....   | 6                                          | .....                                                | 5                                          | .....                                                | 5                                          | .....                                                | 15                                         | .....                                                | 8                                          | .....                                                | 1                                          | .....                                                | 11                                              | .....                                                |
| 1,100 to 1,199.....   | 2                                          | .....                                                | .....                                      | .....                                                | 1                                          | .....                                                | 8                                          | .....                                                | 5                                          | .....                                                | 2                                          | .....                                                | 12                                              | .....                                                |
| 1,000 to 1,099.....   | 2                                          | .....                                                | 3                                          | .....                                                | 1                                          | .....                                                | 2                                          | .....                                                | 3                                          | .....                                                | 3                                          | .....                                                | 9                                               | .....                                                |
| 900 to 999.....       | .....                                      | .....                                                | .....                                      | .....                                                | .....                                      | .....                                                | .....                                      | 1                                                    | 2                                          | .....                                                | 1                                          | .....                                                | 7                                               | .....                                                |
| 800 to 899.....       | .....                                      | .....                                                | .....                                      | .....                                                | .....                                      | .....                                                | .....                                      | .....                                                | .....                                      | .....                                                | .....                                      | .....                                                | 4                                               | .....                                                |
| 700 to 799.....       | .....                                      | .....                                                | 1                                          | .....                                                | .....                                      | .....                                                | .....                                      | .....                                                | 1                                          | .....                                                | 4                                          | .....                                                | 3                                               | .....                                                |
| 600 to 699.....       | .....                                      | 1                                                    | .....                                      | .....                                                | .....                                      | .....                                                | .....                                      | .....                                                | .....                                      | .....                                                | .....                                      | .....                                                | 6                                               | .....                                                |
| 500 to 599.....       | .....                                      | .....                                                | 2                                          | .....                                                | 1                                          | .....                                                | .....                                      | .....                                                | .....                                      | .....                                                | .....                                      | .....                                                | 3                                               | .....                                                |
| Below \$500.....      | 1                                          | .....                                                | 2                                          | .....                                                | .....                                      | .....                                                | .....                                      | .....                                                | .....                                      | .....                                                | .....                                      | .....                                                | 7                                               | .....                                                |
| Total.....            | 165                                        | 100                                                  | 52                                         | 10                                                   | 278                                        | 197                                                  | 306                                        | 74                                                   | 375                                        | 145                                                  | 107                                        | 4                                                    | 189                                             | 24                                                   |
| Median.....           | \$1,832                                    | \$1,613                                              | \$1,875                                    | \$1,533                                              | \$2,344                                    | \$1,698                                              | \$1,875                                    | \$1,609                                              | \$2,043                                    | \$1,696                                              | \$1,888                                    | .....                                                | \$1,681                                         | \$1,350                                              |

Read table as follows: Out of 45 kindergarten directors or supervisors in cities 10,000 to 30,000 in population for which data were reported, 10 receive a salary of \$3,100 and over, 3 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 \$2,513. Similarly read figures for other groups of officers.

The medians given in this table are figured according to the method described on page 170. The blank form used in collecting these data is reproduced on page 222. 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 226.

<sup>a</sup> 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.

<sup>b</sup> 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.

<sup>c</sup> Salaries reported paid supervisory officers other than those listed in previous columns are given in columns 31 and 32.

## 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 3104 officers were reported by the 449 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 449 CITIES 10,000 TO 30,000 IN POPULATION IN 1930-1931**

| Salaries paid    | Superintendent of schools | Assistant or associate superintendents | Secretary to board | Business managers | Superintendent of buildings and grounds | Secretary to superintendent | Chief attendance officers | Head nurses | Head janitors | Director of research, tests and measurements | Miscellaneous administrative officers <sup>1</sup> | Assistant administrative officers <sup>2</sup> |
|------------------|---------------------------|----------------------------------------|--------------------|-------------------|-----------------------------------------|-----------------------------|---------------------------|-------------|---------------|----------------------------------------------|----------------------------------------------------|------------------------------------------------|
| 1                | 2                         | 3                                      | 4                  | 5                 | 6                                       | 7                           | 8                         | 9           | 10            | 11                                           | 12                                                 | 13                                             |
| \$7,000 and over | 40                        |                                        |                    |                   |                                         |                             |                           |             | 1             |                                              |                                                    |                                                |
| 6,000 to \$6,999 | 63                        |                                        | 1                  |                   |                                         |                             |                           |             |               |                                              |                                                    |                                                |
| 5,500 to 5,999   | 47                        |                                        |                    |                   |                                         |                             |                           |             |               |                                              |                                                    |                                                |
| 5,000 to 5,499   | 104                       |                                        |                    |                   |                                         |                             |                           |             |               |                                              |                                                    |                                                |
| 4,800 to 4,999   | 26                        |                                        |                    |                   |                                         |                             |                           |             |               |                                              |                                                    |                                                |
| 4,600 to 4,799   | 18                        |                                        |                    | 1                 |                                         |                             |                           |             |               |                                              | 1                                                  |                                                |
| 4,400 to 4,599   | 54                        | 1                                      | 2                  |                   | 1                                       |                             |                           |             |               | 1                                            |                                                    |                                                |
| 4,200 to 4,399   | 22                        |                                        |                    | 2                 | 2                                       |                             |                           |             |               |                                              |                                                    |                                                |
| 4,000 to 4,199   | 32                        | 2                                      | 1                  | 3                 | 2                                       |                             |                           |             |               | 1                                            |                                                    |                                                |
| 3,800 to 3,999   | 14                        | 2                                      |                    | 2                 |                                         | 1                           |                           |             |               |                                              |                                                    |                                                |
| 3,600 to 3,799   | 12                        | 1                                      | 1                  | 7                 | 3                                       |                             |                           |             | 1             |                                              |                                                    |                                                |
| 3,400 to 3,599   | 6                         |                                        | 2                  | 2                 | 1                                       |                             |                           |             |               | 1                                            |                                                    |                                                |
| 3,200 to 3,399   | 2                         | 2                                      | 6                  | 7                 | 3                                       |                             | 2                         |             | 2             | 1                                            |                                                    |                                                |
| 3,100 to 3,199   | 1                         |                                        |                    | 1                 | 1                                       |                             |                           |             | 2             |                                              |                                                    |                                                |
| 3,000 to 3,099   | 3                         | 5                                      | 9                  | 6                 | 4                                       |                             | 1                         |             | 3             | 4                                            |                                                    |                                                |
| 2,900 to 2,999   |                           |                                        | 1                  | 1                 |                                         | 1                           |                           |             |               | 2                                            |                                                    |                                                |
| 2,800 to 2,899   |                           | 1                                      | 3                  | 5                 | 2                                       | 1                           | 1                         |             | 1             |                                              |                                                    | 2                                              |
| 2,700 to 2,799   |                           | 2                                      | 4                  | 1                 | 6                                       |                             | 1                         | 1           | 3             |                                              |                                                    | 1                                              |
| 2,600 to 2,699   |                           | 2                                      | 1                  | 1                 | 4                                       | 3                           |                           |             | 2             | 1                                            |                                                    |                                                |
| 2,500 to 2,599   |                           | 2                                      | 3                  | 1                 | 5                                       | 3                           | 3                         | 5           | 5             | 2                                            |                                                    |                                                |
| 2,400 to 2,499   | 1                         | 1                                      | 4                  | 1                 | 11                                      | 7                           | 3                         | 6           | 6             | 6                                            | 2                                                  | 1                                              |
| 2,300 to 2,399   |                           |                                        |                    | 1                 | 7                                       | 2                           | 1                         | 1           | 4             |                                              |                                                    | 1                                              |
| 2,200 to 2,299   |                           | 2                                      | 9                  |                   | 7                                       | 6                           | 5                         | 11          | 7             |                                              | 1                                                  | 2                                              |
| 2,100 to 2,199   |                           |                                        | 9                  |                   | 8                                       | 6                           | 6                         | 12          | 21            | 4                                            |                                                    | 4                                              |
| 2,000 to 2,099   | 1                         |                                        | 5                  | 2                 | 10                                      | 8                           | 11                        | 20          | 13            | 3                                            |                                                    | 1                                              |
| 1,900 to 1,999   |                           |                                        | 9                  |                   | 7                                       | 6                           | 3                         | 10          | 8             | 1                                            | 3                                                  | 1                                              |
| 1,800 to 1,899   |                           | 1                                      | 16                 | 2                 | 14                                      | 31                          | 15                        | 34          | 31            | 2                                            | 3                                                  | 6                                              |
| 1,700 to 1,799   |                           |                                        | 4                  | 1                 |                                         | 17                          | 5                         | 19          | 6             | 5                                            | 1                                                  | 1                                              |
| 1,600 to 1,699   |                           |                                        | 4                  |                   | 6                                       | 39                          | 9                         | 28          | 10            | 1                                            | 3                                                  | 6                                              |
| 1,500 to 1,599   |                           |                                        | 11                 | 1                 | 6                                       | 48                          | 21                        | 28          | 14            | 1                                            |                                                    | 2                                              |
| 1,400 to 1,499   |                           |                                        |                    |                   |                                         | 33                          | 9                         | 14          | 3             | 3                                            |                                                    |                                                |
| 1,300 to 1,399   |                           |                                        | 7                  |                   | 1                                       | 40                          | 8                         | 16          | 4             |                                              |                                                    | 4                                              |
| 1,200 to 1,299   |                           |                                        | 17                 |                   | 1                                       | 39                          | 17                        | 15          | 8             | 1                                            | 2                                                  |                                                |
| 1,100 to 1,199   |                           | 1                                      | 1                  |                   |                                         | 12                          | 6                         | 1           | 1             |                                              |                                                    | 1                                              |
| 1,000 to 1,099   |                           |                                        | 9                  |                   |                                         | 31                          | 20                        | 3           | 2             | 1                                            | 1                                                  | 4                                              |
| 900 to 999       |                           | 1                                      | 19                 |                   |                                         | 28                          | 15                        | 5           | 2             |                                              | 3                                                  |                                                |
| 800 to 899       |                           |                                        | 3                  |                   | 1                                       | 11                          | 6                         | 2           | 2             |                                              | 1                                                  | 2                                              |
| 700 to 799       |                           |                                        | 7                  |                   |                                         | 7                           | 12                        | 1           | 1             | 1                                            | 2                                                  | 4                                              |
| 600 to 699       |                           |                                        | 28                 | 1                 | 1                                       | 3                           | 11                        |             |               | 1                                            |                                                    | 3                                              |
| 500 to 599       |                           |                                        | 10                 |                   |                                         | 2                           | 8                         |             |               |                                              | 1                                                  | 2                                              |
| Below \$500      |                           |                                        | 42                 |                   | 1                                       | 2                           | 38                        | 1           |               |                                              | 10                                                 | 2                                              |
| Total            | 446                       | 26                                     | 255                | 52                | 110                                     | 385                         | 237                       | 234         | 163           | 44                                           | 37                                                 | 50                                             |
| Median           | \$5,149                   | \$2,950                                | \$1,250            | \$3,200           | \$2,175                                 | \$1,453                     | \$1,215                   | \$1,716     | \$1,892       | \$2,150                                      | \$1,225                                            |                                                |

Read table as follows: Out of 446 superintendents of schools in cities 10,000 to 30,000 in population for which data were reported, 40 receive a salary of \$7,000 and over, 63 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 \$5,149. Similarly read figures for other groups of officers.

The medians given in this table are figured according to the method described on page 170. The blank form used in collecting these data is reproduced on page 222. 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 226.

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

<sup>2</sup> 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 3104 officers were reported by the 451 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 451 CITIES 5,000 TO 10,000 IN POPULATION IN 1930-1931

| Salaries paid         | Superintendent of schools | Assistant or associate superintendents | Secretary to board | Business managers | Superintendent of buildings and grounds | Secretary to superintendent | Chief attendance officers | Head nurses      | Head janitors | Director of research, tests and measurements | Miscellaneous administrative officers <sup>1</sup> | Assistant administrative officers <sup>2</sup> |
|-----------------------|---------------------------|----------------------------------------|--------------------|-------------------|-----------------------------------------|-----------------------------|---------------------------|------------------|---------------|----------------------------------------------|----------------------------------------------------|------------------------------------------------|
| 1                     | 2                         | 3                                      | 4                  | 5                 | 6                                       | 7                           | 8                         | 9                | 10            | 11                                           | 12                                                 | 13                                             |
| \$6,000 and over..... | 29                        |                                        |                    | 1                 |                                         |                             |                           |                  |               |                                              |                                                    |                                                |
| 5,500 to 5,999.....   | 20                        |                                        |                    |                   |                                         |                             |                           |                  |               |                                              |                                                    |                                                |
| 5,000 to 5,499.....   | 47                        |                                        |                    | 2                 |                                         |                             |                           |                  |               |                                              |                                                    |                                                |
| 4,800 to 4,999.....   | 10                        |                                        |                    |                   |                                         |                             |                           |                  |               |                                              |                                                    |                                                |
| 4,600 to 4,799.....   | 19                        |                                        |                    |                   |                                         |                             |                           |                  |               |                                              |                                                    |                                                |
| 4,400 to 4,599.....   | 50                        |                                        |                    |                   |                                         |                             |                           |                  |               |                                              |                                                    |                                                |
| 4,200 to 4,399.....   | 39                        | 1                                      |                    |                   |                                         |                             |                           |                  |               |                                              |                                                    |                                                |
| 4,000 to 4,199.....   | 65                        | 1                                      |                    |                   |                                         |                             |                           |                  |               |                                              |                                                    |                                                |
| 3,800 to 3,999.....   | 22                        |                                        |                    | 1                 |                                         | 1                           |                           |                  | 1             | 1                                            |                                                    |                                                |
| 3,600 to 3,799.....   | 53                        |                                        |                    |                   | 1                                       | 1                           |                           |                  | 1             | 1                                            | 1                                                  |                                                |
| 3,400 to 3,599.....   | 32                        | 1                                      |                    |                   |                                         |                             |                           |                  | 1             | 1                                            |                                                    |                                                |
| 3,200 to 3,399.....   | 22                        | 1                                      |                    | 1                 |                                         |                             |                           |                  | 1             |                                              | 1                                                  |                                                |
| 3,000 to 3,199.....   | 13                        |                                        | 3                  | 1                 | 2                                       | 1                           |                           |                  | 4             |                                              |                                                    |                                                |
| 2,900 to 2,999.....   | 1                         |                                        |                    |                   |                                         |                             |                           | 1                | 1             |                                              |                                                    |                                                |
| 2,800 to 2,899.....   | 1                         |                                        |                    |                   |                                         |                             | 1                         |                  | 2             |                                              |                                                    |                                                |
| 2,700 to 2,799.....   | 5                         |                                        |                    |                   | 2                                       |                             |                           |                  | 1             |                                              |                                                    |                                                |
| 2,600 to 2,699.....   |                           |                                        | 1                  |                   | 1                                       |                             |                           | 1                | 1             |                                              |                                                    |                                                |
| 2,500 to 2,599.....   | 2                         |                                        | 2                  | 1                 | 1                                       |                             | 2                         | 2                | 6             |                                              |                                                    |                                                |
| 2,400 to 2,499.....   |                           | 1                                      | 3                  | 2                 | 1                                       | 2                           | 2                         | 2                | 5             |                                              | 1                                                  |                                                |
| 2,300 to 2,399.....   |                           |                                        | 1                  |                   |                                         |                             |                           |                  |               | 1                                            |                                                    |                                                |
| 2,200 to 2,299.....   |                           |                                        | 3                  |                   |                                         |                             |                           |                  |               | 1                                            |                                                    |                                                |
| 2,100 to 2,199.....   | 2                         |                                        | 1                  | 1                 | 3                                       | 3                           | 3                         | 4                | 11            |                                              | 1                                                  |                                                |
| 2,000 to 2,099.....   | 1                         |                                        |                    |                   | 4                                       | 2                           | 1                         | 5                | 7             | 2                                            | 3                                                  |                                                |
| 1,900 to 1,999.....   |                           | 1                                      |                    |                   | 7                                       | 7                           | 2                         | 6                | 7             |                                              |                                                    |                                                |
| 1,800 to 1,899.....   | 1                         |                                        | 9                  | 1                 | 7                                       | 10                          | 3                         | 23               | 19            |                                              |                                                    | 1                                              |
| 1,700 to 1,799.....   |                           |                                        |                    |                   |                                         | 10                          |                           | 8                | 3             |                                              |                                                    |                                                |
| 1,600 to 1,699.....   |                           |                                        |                    |                   | 2                                       | 19                          | 6                         | 14               | 18            |                                              |                                                    | 1                                              |
| 1,500 to 1,599.....   | 2                         |                                        | 4                  |                   | 2                                       | 25                          | 3                         | 21               | 22            |                                              | 1                                                  |                                                |
| 1,400 to 1,499.....   |                           |                                        |                    |                   |                                         | 15                          | 1                         | 14               | 4             |                                              | 1                                                  |                                                |
| 1,300 to 1,399.....   |                           |                                        | 5                  |                   | 1                                       | 25                          | 2                         | 9                | 9             |                                              |                                                    |                                                |
| 1,200 to 1,299.....   |                           |                                        | 12                 |                   | 1                                       | 44                          | 9                         | 5                | 10            |                                              |                                                    |                                                |
| 1,100 to 1,199.....   |                           |                                        | 1                  |                   |                                         | 19                          | 2                         | 4                | 3             |                                              |                                                    |                                                |
| 1,000 to 1,099.....   |                           |                                        | 7                  |                   |                                         | 37                          | 3                         | 2                | 2             | 1                                            |                                                    | 1                                              |
| 900 to 999.....       |                           |                                        | 15                 |                   |                                         | 32                          | 8                         | 3                | 4             |                                              | 1                                                  | 1                                              |
| 800 to 899.....       |                           |                                        | 3                  |                   |                                         | 16                          | 5                         |                  | 1             |                                              |                                                    |                                                |
| 700 to 799.....       |                           | 1                                      | 6                  |                   | 1                                       | 28                          | 5                         | 1                | 1             |                                              |                                                    | 1                                              |
| 600 to 699.....       |                           |                                        | 22                 | 1                 |                                         | 15                          | 7                         | 3                | 2             |                                              | 1                                                  | 1                                              |
| 500 to 599.....       |                           |                                        | 13                 | 1                 |                                         | 14                          | 6                         |                  | 1             |                                              | 1                                                  |                                                |
| Below \$500.....      |                           |                                        | 97                 | 1                 | 3                                       | 8                           | 73                        | 2                |               |                                              | 8                                                  | 11                                             |
| Total.....            | 436                       | 7                                      | 209                | 14                | 34                                      | 335                         | 145 <sup>3</sup>          | 139 <sup>3</sup> | 151           | 11                                           | 20                                                 | 17                                             |
| Median.....           | \$4,188                   | \$3,300                                | \$558              | \$2,500           | \$1,900                                 | \$1,192                     | Below \$500               | \$1,639          | \$1,692       | \$2,425                                      | \$800                                              | Below \$500                                    |

Read table as follows: Out of 436 superintendents of schools in cities 5,000 to 10,000 in population for which data were reported 29 receive a salary of \$6,000 and over, 20 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 \$4,188. Similarly read figures for other groups of officers.

The medians given in this table are figured according to the method described on page 170. The blank form used in collecting these data is reproduced on page 222. 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 226.

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

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

<sup>3</sup> Excludes all officers whose salaries were reported paid on a monthly or daily basis.

TABLE 59.—DISTRIBUTION OF SALARIES PAID DIRECTORS, ASSISTANT DIRECTORS, SUPERVISORS, AND ASSISTANT SUPERVISORS  
IN 451 CITIES 5,000 TO 10,000 IN POPULATION, IN 1930-1931

| Salaries paid         | Kindergarten                       |                                                 | Primary grades                     |                                                 | Directors or super-<br>visors of<br>inter-<br>mediate<br>grades | Directors or super-<br>visors of<br>junior<br>high<br>schools | Directors or super-<br>visors of<br>high<br>schools | Directors or super-<br>visors of<br>continua-<br>tion<br>schools | Evening schools                    |                                                 | Americanization<br>classes         |                                                 | Vocational<br>education            |                                                 |
|-----------------------|------------------------------------|-------------------------------------------------|------------------------------------|-------------------------------------------------|-----------------------------------------------------------------|---------------------------------------------------------------|-----------------------------------------------------|------------------------------------------------------------------|------------------------------------|-------------------------------------------------|------------------------------------|-------------------------------------------------|------------------------------------|-------------------------------------------------|
|                       | Directors<br>or super-<br>visors 1 | Assistant<br>directors<br>or super-<br>visors 2 | Directors<br>or super-<br>visors 1 | Assistant<br>directors<br>or super-<br>visors 2 | 6                                                               | 7                                                             | 8                                                   | 9                                                                | Directors<br>or super-<br>visors 1 | Assistant<br>directors<br>or super-<br>visors 2 | Directors<br>or super-<br>visors 1 | Assistant<br>directors<br>or super-<br>visors 2 | Directors<br>or super-<br>visors 1 | Assistant<br>directors<br>or super-<br>visors 2 |
| 1                     | 2                                  | 3                                               | 4                                  | 5                                               |                                                                 |                                                               |                                                     |                                                                  | 10                                 | 11                                              | 12                                 | 13                                              | 14                                 | 15                                              |
| \$3,100 and over..... | 1                                  |                                                 |                                    |                                                 |                                                                 | 1                                                             | 3                                                   |                                                                  | 1                                  |                                                 |                                    |                                                 | 4                                  |                                                 |
| 3,000 to \$3,099..... |                                    |                                                 | 1                                  |                                                 |                                                                 |                                                               | 2                                                   |                                                                  |                                    |                                                 |                                    |                                                 | 2                                  |                                                 |
| 2,800 to 2,799.....   |                                    |                                                 |                                    |                                                 |                                                                 | 1                                                             | 1                                                   |                                                                  |                                    |                                                 |                                    |                                                 |                                    |                                                 |
| 2,700 to 2,699.....   | 1                                  |                                                 |                                    |                                                 |                                                                 |                                                               |                                                     |                                                                  |                                    |                                                 |                                    |                                                 |                                    |                                                 |
| 2,600 to 2,599.....   |                                    |                                                 | 1                                  |                                                 |                                                                 |                                                               |                                                     |                                                                  |                                    |                                                 |                                    |                                                 | 4                                  |                                                 |
| 2,500 to 2,499.....   |                                    |                                                 | 1                                  |                                                 | 2                                                               |                                                               |                                                     |                                                                  |                                    |                                                 |                                    |                                                 | 2                                  |                                                 |
| 2,400 to 2,399.....   |                                    |                                                 | 1                                  |                                                 |                                                                 |                                                               | 1                                                   |                                                                  |                                    |                                                 |                                    |                                                 | 4                                  |                                                 |
| 2,300 to 2,299.....   |                                    |                                                 | 1                                  |                                                 |                                                                 |                                                               |                                                     |                                                                  |                                    |                                                 |                                    |                                                 | 2                                  |                                                 |
| 2,200 to 2,199.....   | 1                                  |                                                 | 1                                  |                                                 | 1                                                               |                                                               |                                                     |                                                                  |                                    |                                                 |                                    |                                                 |                                    |                                                 |
| 2,100 to 2,099.....   | 2                                  |                                                 |                                    |                                                 | 2                                                               | 2                                                             |                                                     |                                                                  |                                    |                                                 |                                    |                                                 | 1                                  | 1                                               |
| 2,000 to 1,999.....   | 1                                  | 1                                               |                                    |                                                 | 1                                                               |                                                               |                                                     | 1                                                                |                                    |                                                 |                                    |                                                 | 4                                  |                                                 |
| 1,900 to 1,899.....   | 3                                  | 2                                               |                                    |                                                 |                                                                 |                                                               |                                                     | 2                                                                |                                    |                                                 |                                    |                                                 | 3                                  | 1                                               |
| 1,800 to 1,799.....   |                                    | 1                                               | 3                                  |                                                 |                                                                 |                                                               |                                                     |                                                                  |                                    |                                                 |                                    |                                                 | 2                                  |                                                 |
| 1,700 to 1,699.....   | 1                                  | 1                                               | 1                                  |                                                 |                                                                 |                                                               |                                                     |                                                                  |                                    |                                                 |                                    |                                                 | 1                                  |                                                 |
| 1,600 to 1,599.....   |                                    |                                                 |                                    |                                                 |                                                                 |                                                               |                                                     |                                                                  |                                    |                                                 | 1                                  |                                                 |                                    |                                                 |
| 1,500 to 1,499.....   | 1                                  | 1                                               | 1                                  |                                                 | 1                                                               |                                                               |                                                     | 1                                                                |                                    |                                                 |                                    |                                                 |                                    | 1                                               |
| 1,400 to 1,399.....   | 3                                  | 3                                               | 1                                  | 3                                               |                                                                 |                                                               |                                                     | 2                                                                |                                    |                                                 |                                    |                                                 |                                    |                                                 |
| 1,300 to 1,299.....   | 4                                  |                                                 |                                    |                                                 | 1                                                               |                                                               |                                                     | 1                                                                |                                    |                                                 | 1                                  |                                                 |                                    |                                                 |
| 1,200 to 1,199.....   | 5                                  | 2                                               |                                    | 2                                               |                                                                 |                                                               |                                                     |                                                                  |                                    |                                                 |                                    |                                                 |                                    |                                                 |
| 1,100 to 1,099.....   | 1                                  | 1                                               | 1                                  |                                                 |                                                                 |                                                               |                                                     |                                                                  |                                    |                                                 |                                    |                                                 |                                    |                                                 |
| 1,000 to 999.....     |                                    |                                                 |                                    |                                                 |                                                                 |                                                               |                                                     |                                                                  |                                    |                                                 |                                    |                                                 |                                    |                                                 |
| 900 to 899.....       |                                    | 1                                               |                                    |                                                 |                                                                 |                                                               |                                                     |                                                                  |                                    |                                                 |                                    |                                                 |                                    |                                                 |
| 800 to 799.....       |                                    |                                                 |                                    |                                                 |                                                                 |                                                               |                                                     |                                                                  | 1                                  |                                                 |                                    |                                                 |                                    |                                                 |
| 700 to 699.....       |                                    |                                                 |                                    |                                                 |                                                                 | 1                                                             |                                                     |                                                                  |                                    |                                                 |                                    |                                                 |                                    |                                                 |
| 600 to 599.....       |                                    |                                                 |                                    |                                                 |                                                                 |                                                               |                                                     |                                                                  |                                    |                                                 |                                    |                                                 |                                    |                                                 |
| 500 to 499.....       |                                    |                                                 |                                    |                                                 |                                                                 |                                                               |                                                     |                                                                  |                                    |                                                 |                                    |                                                 |                                    |                                                 |
| Below \$500.....      |                                    |                                                 |                                    |                                                 |                                                                 |                                                               |                                                     |                                                                  | 11                                 | 6                                               | 13                                 | 12                                              |                                    |                                                 |
| Total.....            | 24                                 | 16                                              | 18                                 | 5                                               | 8                                                               | 5                                                             | 8                                                   | 7                                                                | 13 <sup>a</sup>                    | 6 <sup>a</sup>                                  | 16 <sup>a</sup>                    | 17 <sup>a</sup>                                 | 32                                 | 6                                               |
| Median.....           | \$1,367 <sup>a</sup>               | \$1,400 <sup>a</sup>                            | \$1,950                            | \$1,317                                         | \$2,150                                                         | \$2,075                                                       | \$3,050                                             | \$1,550                                                          | Below<br>\$500                     | Below<br>\$500                                  | Below<br>\$500                     | Below<br>\$500                                  | \$2,600                            | \$2,000                                         |

TABLE 59.—Continued

| Salaries paid         | Manual training                            |                                                         | Home economics                             |                                                         | Health                                     |                                                         | Physical education                         |                                                         | Art                                        |                                                         | Music                                      |                                                         | Penmanship                                 |                                                         | Miscellaneous supervisory officers <sup>2</sup> |                                                         |
|-----------------------|--------------------------------------------|---------------------------------------------------------|--------------------------------------------|---------------------------------------------------------|--------------------------------------------|---------------------------------------------------------|--------------------------------------------|---------------------------------------------------------|--------------------------------------------|---------------------------------------------------------|--------------------------------------------|---------------------------------------------------------|--------------------------------------------|---------------------------------------------------------|-------------------------------------------------|---------------------------------------------------------|
|                       | Directors or super-<br>visors <sup>1</sup> | Assistant<br>directors or super-<br>visors <sup>1</sup> | Directors or super-<br>visors <sup>1</sup> | Assistant<br>directors or super-<br>visors <sup>1</sup> | Directors or super-<br>visors <sup>1</sup> | Assistant<br>directors or super-<br>visors <sup>1</sup> | Directors or super-<br>visors <sup>1</sup> | Assistant<br>directors or super-<br>visors <sup>1</sup> | Directors or super-<br>visors <sup>1</sup> | Assistant<br>directors or super-<br>visors <sup>1</sup> | Directors or super-<br>visors <sup>1</sup> | Assistant<br>directors or super-<br>visors <sup>1</sup> | Directors or super-<br>visors <sup>1</sup> | Assistant<br>directors or super-<br>visors <sup>1</sup> | Directors or super-<br>visors <sup>1</sup>      | Assistant<br>directors or super-<br>visors <sup>1</sup> |
| 16                    | 17                                         | 18                                                      | 19                                         | 20                                                      | 21                                         | 22                                                      | 23                                         | 24                                                      | 25                                         | 26                                                      | 27                                         | 28                                                      | 29                                         | 30                                                      | 31                                              | 32                                                      |
| \$3,100 and over..... | 5                                          |                                                         |                                            |                                                         |                                            |                                                         | 0                                          |                                                         | 1                                          |                                                         | 2                                          |                                                         |                                            |                                                         | 4                                               |                                                         |
| 3,000 to \$3,099..... | 2                                          |                                                         |                                            |                                                         |                                            |                                                         | 3                                          |                                                         | 1                                          |                                                         | 2                                          |                                                         |                                            |                                                         | 1                                               |                                                         |
| 2,900 to 2,899.....   |                                            |                                                         |                                            |                                                         |                                            |                                                         | 3                                          |                                                         | 1                                          |                                                         | 2                                          |                                                         |                                            |                                                         | 1                                               |                                                         |
| 2,800 to 2,799.....   | 5                                          | 4                                                       |                                            |                                                         |                                            |                                                         | 5                                          |                                                         |                                            |                                                         | 1                                          |                                                         |                                            |                                                         | 1                                               |                                                         |
| 2,700 to 2,699.....   | 5                                          | 2                                                       |                                            |                                                         |                                            |                                                         | 10                                         |                                                         |                                            |                                                         | 5                                          |                                                         |                                            |                                                         | 1                                               |                                                         |
| 2,600 to 2,599.....   | 5                                          | 1                                                       |                                            |                                                         | 1                                          |                                                         | 10                                         | 1                                                       |                                            |                                                         | 4                                          |                                                         | 1                                          |                                                         |                                                 |                                                         |
| 2,500 to 2,499.....   | 5                                          |                                                         |                                            |                                                         |                                            |                                                         | 17                                         | 3                                                       |                                            |                                                         | 4                                          |                                                         |                                            |                                                         |                                                 |                                                         |
| 2,400 to 2,399.....   | 13                                         |                                                         | 1                                          |                                                         |                                            |                                                         | 18                                         |                                                         | 5                                          |                                                         | 7                                          |                                                         |                                            |                                                         | 1                                               |                                                         |
| 2,300 to 2,299.....   | 10                                         |                                                         | 2                                          |                                                         |                                            |                                                         | 13                                         | 2                                                       | 5                                          | 2                                                       | 7                                          |                                                         | 1                                          |                                                         | 1                                               |                                                         |
| 2,200 to 2,199.....   | 8                                          | 1                                                       | 3                                          |                                                         |                                            |                                                         | 7                                          | 1                                                       | 1                                          |                                                         | 11                                         |                                                         | 1                                          |                                                         |                                                 |                                                         |
| 2,100 to 2,099.....   | 16                                         | 1                                                       | 6                                          |                                                         | 2                                          |                                                         | 9                                          | 5                                                       | 11                                         |                                                         | 11                                         |                                                         | 4                                          |                                                         | 5                                               |                                                         |
| 2,000 to 1,999.....   | 12                                         | 4                                                       | 15                                         |                                                         | 6                                          |                                                         | 16                                         | 7                                                       | 16                                         | 1                                                       | 22                                         |                                                         | 3                                          |                                                         |                                                 |                                                         |
| 1,900 to 1,899.....   | 17                                         | 5                                                       | 21                                         | 1                                                       | 3                                          |                                                         | 9                                          | 8                                                       | 24                                         |                                                         | 2                                          |                                                         | 1                                          |                                                         | 1                                               |                                                         |
| 1,800 to 1,799.....   | 7                                          | 6                                                       | 9                                          | 2                                                       | 3                                          |                                                         | 17                                         | 10                                                      | 31                                         |                                                         | 36                                         |                                                         | 3                                          |                                                         |                                                 |                                                         |
| 1,700 to 1,699.....   | 11                                         |                                                         | 21                                         | 5                                                       | 1                                          |                                                         | 10                                         | 3                                                       | 1                                          |                                                         | 16                                         |                                                         | 4                                          |                                                         | 1                                               |                                                         |
| 1,600 to 1,599.....   | 9                                          | 2                                                       | 9                                          | 5                                                       | 2                                          |                                                         | 9                                          | 12                                                      | 23                                         | 1                                                       | 5                                          |                                                         | 2                                          |                                                         | 4                                               |                                                         |
| 1,500 to 1,499.....   | 4                                          | 3                                                       | 16                                         | 3                                                       | 3                                          |                                                         | 6                                          | 24                                                      | 2                                          |                                                         | 22                                         |                                                         | 3                                          |                                                         | 5                                               |                                                         |
| 1,400 to 1,399.....   | 2                                          |                                                         | 19                                         | 10                                                      | 1                                          |                                                         | 3                                          | 12                                                      | 24                                         | 1                                                       | 19                                         |                                                         | 2                                          |                                                         | 2                                               |                                                         |
| 1,300 to 1,299.....   |                                            |                                                         | 14                                         | 6                                                       | 1                                          | 2                                                       | 8                                          | 7                                                       | 2                                          | 1                                                       | 15                                         |                                                         | 1                                          |                                                         |                                                 |                                                         |
| 1,200 to 1,199.....   |                                            |                                                         | 6                                          | 1                                                       |                                            |                                                         | 3                                          | 3                                                       | 3                                          | 3                                                       | 1                                          |                                                         | 2                                          |                                                         | 2                                               | 1                                                       |
| 1,100 to 1,099.....   |                                            |                                                         | 2                                          | 1                                                       |                                            | 1                                                       | 3                                          |                                                         | 1                                          |                                                         | 5                                          |                                                         | 1                                          |                                                         | 3                                               | 1                                                       |
| 1,000 to 999.....     |                                            |                                                         | 1                                          | 1                                                       | 3                                          |                                                         | 1                                          | 1                                                       |                                            |                                                         | 4                                          |                                                         |                                            |                                                         | 4                                               |                                                         |
| 800 to 799.....       |                                            |                                                         |                                            |                                                         | 1                                          |                                                         | 1                                          |                                                         | 3                                          |                                                         |                                            |                                                         |                                            |                                                         |                                                 |                                                         |
| 700 to 699.....       |                                            |                                                         |                                            |                                                         |                                            |                                                         |                                            |                                                         |                                            |                                                         |                                            |                                                         | 1                                          |                                                         | 5                                               |                                                         |
| 600 to 599.....       |                                            |                                                         | 1                                          |                                                         | 2                                          |                                                         |                                            | 1                                                       |                                            | 1                                                       | 1                                          |                                                         | 2                                          |                                                         | 1                                               |                                                         |
| 500 to 499.....       |                                            |                                                         |                                            |                                                         | 2                                          |                                                         |                                            | 1                                                       |                                            |                                                         | 2                                          |                                                         | 4                                          |                                                         | 3                                               | 2                                                       |
| Below \$500.....      |                                            |                                                         |                                            |                                                         | 1                                          |                                                         |                                            |                                                         | 1                                          |                                                         | 1                                          |                                                         |                                            |                                                         |                                                 |                                                         |
| Total.....            | 147                                        | 36                                                      | 155                                        | 40                                                      | 32                                         | 5                                                       | 195                                        | 127                                                     | 212                                        | 14                                                      | 287 <sup>4</sup>                           | 51                                                      | 42                                         | 1                                                       | 57                                              | 4                                                       |
| Median.....           | \$2,103                                    | \$1,880                                                 | \$1,650                                    | \$1,420                                                 | \$1,700                                    | \$1,325                                                 | \$2,172                                    | \$1,577                                                 | \$1,696                                    | \$1,500                                                 | \$1,772                                    | \$1,594                                                 | \$1,586                                    |                                                         | \$1,590                                         |                                                         |

Read table as follows: Out of 24 kindergarten directors in cities 5,000 to 10,000 in population for which data were reported, 1 receives a salary of \$3,100 and over, 1 receives a salary of between \$2,700 and \$2,799, etc. The median salary paid kindergarten directors in cities 5,000 to 10,000 in population is \$1,567. Similarly read figures for other groups of officers. The medians given in this table are figured according to the method described on page 170. The blank form used in collecting these data is reproduced on page 222. 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 sets of salary tabulations referred to on page 226.

<sup>1</sup> 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.

<sup>2</sup> 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.

<sup>3</sup> Salaries reported paid supervisory officers other than those listed in previous columns are given in columns 31 and 32.

<sup>4</sup> The median salary paid kindergarten directors in cities 5,000 to 10,000 in population is \$1,567. This is lower than that paid assistant directors or supervisors. This is due to the fact that the larger cities, paying the higher salaries, have a greater number of directors or supervisors of kindergartens. In accordance with the practice followed in tabulating salaries listed in this table, as explained in notes 1 and 2 above, the salaries of these officers, with the exception of one, are listed in column 3.

## 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 1933 officers were reported by the 440 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 440 CITIES 2,500 TO 5,000 IN POPULATION IN 1930-1931**

| Salaries paid         | Superintendent of schools <sup>1</sup> | Assistant or associate superintendents | Secretary of board | Business managers | Superintendent of buildings and grounds | Secretary to superintendent | Chief attendance officers | Head nurses    | Head janitors  | Director of research, tests and measurements | Miscellaneous administrative officers <sup>2</sup> | Assistant administrative officers <sup>3</sup> |
|-----------------------|----------------------------------------|----------------------------------------|--------------------|-------------------|-----------------------------------------|-----------------------------|---------------------------|----------------|----------------|----------------------------------------------|----------------------------------------------------|------------------------------------------------|
| 1                     | 2                                      | 3                                      | 4                  | 5                 | 6                                       | 7                           | 8                         | 9              | 10             | 11                                           | 12                                                 | 13                                             |
| \$6,000 and over..... | 6                                      |                                        |                    |                   |                                         |                             |                           |                |                |                                              |                                                    |                                                |
| 5,500 to \$5,999..... | 6                                      |                                        |                    |                   |                                         |                             |                           |                |                |                                              |                                                    |                                                |
| 5,000 to 5,499.....   | 15                                     |                                        |                    |                   |                                         |                             |                           |                |                |                                              |                                                    |                                                |
| 4,800 to 4,999.....   | 5                                      |                                        |                    |                   |                                         |                             |                           |                |                |                                              |                                                    |                                                |
| 4,600 to 4,799.....   | 10                                     |                                        |                    |                   |                                         |                             |                           |                |                |                                              |                                                    |                                                |
| 4,400 to 4,599.....   | 8                                      |                                        |                    |                   |                                         |                             |                           |                |                |                                              |                                                    |                                                |
| 4,200 to 4,399.....   | 17                                     |                                        |                    |                   |                                         |                             |                           |                |                |                                              |                                                    |                                                |
| 4,000 to 4,199.....   | 37                                     |                                        |                    |                   |                                         |                             |                           |                |                |                                              |                                                    |                                                |
| 3,800 to 3,999.....   | 24                                     |                                        |                    |                   |                                         |                             |                           |                | 1              |                                              |                                                    |                                                |
| 3,600 to 3,799.....   | 71                                     | 1                                      |                    |                   |                                         |                             |                           |                | 2              |                                              |                                                    |                                                |
| 3,400 to 3,599.....   | 43                                     |                                        |                    |                   |                                         |                             |                           |                |                |                                              |                                                    |                                                |
| 3,200 to 3,399.....   | 54                                     |                                        |                    |                   |                                         |                             |                           |                |                |                                              | 1                                                  |                                                |
| 3,100 to 3,199.....   | 12                                     |                                        |                    |                   |                                         |                             |                           |                |                |                                              |                                                    |                                                |
| 3,000 to 3,099.....   | 37                                     |                                        |                    |                   | 1                                       |                             |                           |                |                |                                              |                                                    |                                                |
| 2,900 to 2,999.....   | 7                                      |                                        |                    |                   |                                         |                             |                           |                |                |                                              | 1                                                  |                                                |
| 2,800 to 2,899.....   | 12                                     |                                        |                    |                   |                                         |                             |                           |                |                |                                              |                                                    |                                                |
| 2,700 to 2,799.....   | 20                                     |                                        |                    |                   | 1                                       |                             |                           |                |                |                                              | 1                                                  |                                                |
| 2,600 to 2,699.....   | 2                                      |                                        |                    |                   |                                         |                             |                           |                |                |                                              |                                                    |                                                |
| 2,500 to 2,599.....   | 6                                      |                                        |                    |                   |                                         |                             | 1                         |                |                |                                              |                                                    |                                                |
| 2,400 to 2,499.....   | 6                                      |                                        |                    |                   | 2                                       |                             |                           |                | 1              |                                              |                                                    |                                                |
| 2,300 to 2,399.....   | 1                                      |                                        |                    |                   |                                         |                             |                           |                | 1              | 1                                            | 1                                                  |                                                |
| 2,200 to 2,299.....   | 3                                      |                                        |                    |                   | 2                                       | 1                           |                           |                | 1              |                                              |                                                    |                                                |
| 2,100 to 2,199.....   |                                        |                                        |                    |                   | 1                                       |                             | 1                         |                | 2              |                                              |                                                    |                                                |
| 2,000 to 2,099.....   | 1                                      |                                        |                    |                   |                                         |                             |                           |                | 3              |                                              |                                                    |                                                |
| 1,900 to 1,999.....   | 1                                      | 1                                      | 1                  |                   | 1                                       | 3                           |                           | 1              | 5              |                                              |                                                    |                                                |
| 1,800 to 1,899.....   | 2                                      |                                        | 1                  |                   | 1                                       | 2                           | 1                         | 4              | 22             |                                              | 1                                                  | 2                                              |
| 1,700 to 1,799.....   | 1                                      |                                        |                    |                   | 1                                       |                             | 1                         | 5              | 2              |                                              |                                                    |                                                |
| 1,600 to 1,699.....   |                                        | 1                                      |                    |                   |                                         | 9                           |                           | 10             | 9              |                                              | 1                                                  | 1                                              |
| 1,500 to 1,599.....   | 1                                      | 2                                      | 3                  |                   | 1                                       | 4                           |                           | 6              | 15             |                                              |                                                    | 1                                              |
| 1,400 to 1,499.....   | 1                                      |                                        |                    |                   |                                         | 5                           |                           | 4              | 4              |                                              |                                                    |                                                |
| 1,300 to 1,399.....   |                                        |                                        | 1                  |                   | 1                                       | 11                          | 1                         | 9              | 9              |                                              |                                                    |                                                |
| 1,200 to 1,299.....   |                                        |                                        | 2                  |                   |                                         | 13                          | 1                         | 1              | 16             | 1                                            |                                                    |                                                |
| 1,100 to 1,199.....   |                                        |                                        |                    |                   |                                         | 12                          |                           |                | 3              |                                              |                                                    | 1                                              |
| 1,000 to 1,099.....   |                                        |                                        | 3                  |                   |                                         | 21                          |                           |                | 5              |                                              |                                                    |                                                |
| 900 to 999.....       |                                        |                                        | 2                  |                   |                                         | 18                          | 1                         | 1              | 2              |                                              |                                                    |                                                |
| 800 to 899.....       |                                        |                                        | 3                  |                   |                                         | 17                          |                           | 1              | 1              |                                              |                                                    |                                                |
| 700 to 799.....       |                                        | 1                                      | 7                  |                   |                                         | 25                          |                           | 3              | 2              | 1                                            |                                                    |                                                |
| 600 to 699.....       | 1                                      | 1                                      | 13                 | 1                 |                                         | 22                          | 4                         | 2              | 4              |                                              | 1                                                  | 1                                              |
| 500 to 599.....       |                                        |                                        | 10                 |                   |                                         | 14                          | 5                         | 4              |                |                                              |                                                    |                                                |
| Below \$500.....      | 3                                      |                                        | 141                |                   |                                         | 26                          | 57                        | 3              | 1              |                                              | 5                                                  | 11                                             |
| <b>Total.....</b>     | <b>413</b>                             | <b>7</b>                               | <b>187</b>         | <b>2</b>          | <b>13</b>                               | <b>203<sup>4</sup></b>      | <b>73</b>                 | <b>60</b>      | <b>116</b>     | <b>4</b>                                     | <b>12</b>                                          | <b>18</b>                                      |
| <b>Median.....</b>    | <b>\$3,565</b>                         | <b>\$1,575</b>                         | <b>Below \$500</b> |                   | <b>\$2,150</b>                          | <b>\$885</b>                | <b>Below \$500</b>        | <b>\$1,533</b> | <b>\$1,573</b> |                                              | <b>\$1,150</b>                                     | <b>Below \$500</b>                             |

Read table as follows: Out of 413 superintendents of schools in cities 2,500 to 5,000 in population for which data were reported, 6 receive a salary of \$6,000 or over, 6 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 \$3,565. Similarly read figures for other groups of officers.

The medians given in this table are figured according to the method described on page 170. The blank form used in collecting these data is reproduced on page 222. 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 226.

<sup>1</sup> 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.

<sup>2</sup> Salaries reported paid administrative officers other than those listed in previous columns are given in column 12.

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

<sup>4</sup> Excludes all officers whose salaries were reported paid on a monthly or daily basis.

TABLE 61.—DISTRIBUTION OF SALARIES PAID DIRECTORS, ASSISTANT DIRECTORS, SUPERVISORS, AND ASSISTANT SUPERVISORS IN 440 CITIES 2,500 TO 5,000 IN POPULATION, IN 1930-1931

| Salaries paid           | Directors or supervisors of kindergarten |         | Directors or supervisors of primary grades |         | Directors or supervisors of intermediate grades |   | Directors or supervisors of junior high schools |          | Directors or supervisors of high evening schools |         | Directors or supervisors of vocational education classes |         | Directors or supervisors of manual training |                  | Directors or supervisors of home economics |                 | Directors or supervisors of health |         | Physical education |  | Music |  | Miscellaneous supervisors of office | Assistant supervisors of cers <sup>5</sup> |
|-------------------------|------------------------------------------|---------|--------------------------------------------|---------|-------------------------------------------------|---|-------------------------------------------------|----------|--------------------------------------------------|---------|----------------------------------------------------------|---------|---------------------------------------------|------------------|--------------------------------------------|-----------------|------------------------------------|---------|--------------------|--|-------|--|-------------------------------------|--------------------------------------------|
|                         | 2                                        | 3       | 4                                          | 5       | 6                                               | 7 | 8                                               | 9        | 10                                               | 11      | 12                                                       | 13      | 14                                          | 15               | 16                                         | 17              | 18                                 | 19      | 20                 |  |       |  |                                     |                                            |
| <i>I</i>                |                                          |         |                                            |         |                                                 |   |                                                 |          |                                                  |         |                                                          |         |                                             |                  |                                            |                 |                                    |         |                    |  |       |  |                                     |                                            |
| \$2,500 and over.....   | 24                                       | 8       | 5                                          | 6       | 8                                               | 1 | 1 <sup>1</sup>                                  | 14       | 78                                               | 102     | 14                                                       | 114     | 44                                          | 100 <sup>5</sup> | 181 <sup>5</sup>                           | 36 <sup>5</sup> | 21                                 | 27      | 41                 |  |       |  |                                     |                                            |
| \$2,400 to \$2,499..... |                                          |         |                                            |         |                                                 |   |                                                 |          |                                                  |         |                                                          |         |                                             |                  |                                            |                 |                                    |         |                    |  |       |  |                                     |                                            |
| 2,300 to 2,399.....     |                                          |         |                                            |         |                                                 |   |                                                 |          |                                                  |         |                                                          |         |                                             |                  |                                            |                 |                                    |         |                    |  |       |  |                                     |                                            |
| 2,200 to 2,299.....     |                                          |         |                                            |         |                                                 |   |                                                 |          |                                                  |         |                                                          |         |                                             |                  |                                            |                 |                                    |         |                    |  |       |  |                                     |                                            |
| 2,100 to 2,199.....     |                                          |         |                                            |         |                                                 |   |                                                 |          |                                                  |         |                                                          |         |                                             |                  |                                            |                 |                                    |         |                    |  |       |  |                                     |                                            |
| 2,000 to 2,099.....     |                                          |         |                                            |         |                                                 |   |                                                 |          |                                                  |         |                                                          |         |                                             |                  |                                            |                 |                                    |         |                    |  |       |  |                                     |                                            |
| 1,900 to 1,999.....     |                                          |         |                                            |         |                                                 |   |                                                 |          |                                                  |         |                                                          |         |                                             |                  |                                            |                 |                                    |         |                    |  |       |  |                                     |                                            |
| 1,800 to 1,899.....     |                                          |         |                                            |         |                                                 |   |                                                 |          |                                                  |         |                                                          |         |                                             |                  |                                            |                 |                                    |         |                    |  |       |  |                                     |                                            |
| 1,700 to 1,799.....     |                                          |         |                                            |         |                                                 |   |                                                 |          |                                                  |         |                                                          |         |                                             |                  |                                            |                 |                                    |         |                    |  |       |  |                                     |                                            |
| 1,600 to 1,699.....     |                                          |         |                                            |         |                                                 |   |                                                 |          |                                                  |         |                                                          |         |                                             |                  |                                            |                 |                                    |         |                    |  |       |  |                                     |                                            |
| 1,500 to 1,599.....     |                                          |         |                                            |         |                                                 |   |                                                 |          |                                                  |         |                                                          |         |                                             |                  |                                            |                 |                                    |         |                    |  |       |  |                                     |                                            |
| 1,400 to 1,499.....     |                                          |         |                                            |         |                                                 |   |                                                 |          |                                                  |         |                                                          |         |                                             |                  |                                            |                 |                                    |         |                    |  |       |  |                                     |                                            |
| 1,300 to 1,399.....     |                                          |         |                                            |         |                                                 |   |                                                 |          |                                                  |         |                                                          |         |                                             |                  |                                            |                 |                                    |         |                    |  |       |  |                                     |                                            |
| 1,200 to 1,299.....     |                                          |         |                                            |         |                                                 |   |                                                 |          |                                                  |         |                                                          |         |                                             |                  |                                            |                 |                                    |         |                    |  |       |  |                                     |                                            |
| 1,100 to 1,199.....     |                                          |         |                                            |         |                                                 |   |                                                 |          |                                                  |         |                                                          |         |                                             |                  |                                            |                 |                                    |         |                    |  |       |  |                                     |                                            |
| 1,000 to 1,099.....     |                                          |         |                                            |         |                                                 |   |                                                 |          |                                                  |         |                                                          |         |                                             |                  |                                            |                 |                                    |         |                    |  |       |  |                                     |                                            |
| 900 to 999.....         |                                          |         |                                            |         |                                                 |   |                                                 |          |                                                  |         |                                                          |         |                                             |                  |                                            |                 |                                    |         |                    |  |       |  |                                     |                                            |
| 800 to 899.....         |                                          |         |                                            |         |                                                 |   |                                                 |          |                                                  |         |                                                          |         |                                             |                  |                                            |                 |                                    |         |                    |  |       |  |                                     |                                            |
| 700 to 799.....         |                                          |         |                                            |         |                                                 |   |                                                 |          |                                                  |         |                                                          |         |                                             |                  |                                            |                 |                                    |         |                    |  |       |  |                                     |                                            |
| 600 to 699.....         |                                          |         |                                            |         |                                                 |   |                                                 |          |                                                  |         |                                                          |         |                                             |                  |                                            |                 |                                    |         |                    |  |       |  |                                     |                                            |
| 500 to 599.....         |                                          |         |                                            |         |                                                 |   |                                                 |          |                                                  |         |                                                          |         |                                             |                  |                                            |                 |                                    |         |                    |  |       |  |                                     |                                            |
| Below \$500.....        |                                          |         |                                            |         |                                                 |   |                                                 |          |                                                  |         |                                                          |         |                                             |                  |                                            |                 |                                    |         |                    |  |       |  |                                     |                                            |
| Total.....              | 24                                       | 8       | 5                                          | 6       | 8                                               | 1 | 1 <sup>1</sup>                                  | 14       | 78                                               | 102     | 14                                                       | 114     | 44                                          | 100 <sup>5</sup> | 181 <sup>5</sup>                           | 36 <sup>5</sup> | 21                                 | 27      | 41                 |  |       |  |                                     |                                            |
| Median.....             | \$1,200                                  | \$1,500 | \$1,150                                    | \$1,350 | \$2,200                                         |   |                                                 | \$2,500  | \$1,867                                          | \$1,526 | \$1,300                                                  | \$1,850 | \$1,514                                     | \$1,450          | \$1,460                                    | \$1,323         | \$1,275                            | \$1,750 | \$1,538            |  |       |  |                                     |                                            |
|                         |                                          |         |                                            |         |                                                 |   |                                                 | and over |                                                  |         |                                                          |         |                                             |                  |                                            |                 |                                    |         |                    |  |       |  |                                     |                                            |

Read table as follows: Out of 24 kindergarten directors in cities 2,500 to 5,000 in population for which data were reported, 1 receives a salary of between \$1,700 and \$1,799, 3 receive a salary of between \$1,600 and \$1,699, etc. The median salary paid kindergarten directors in cities 2,500 to 5,000 in population is \$1,200. The medians given in this table are figured according to the method described on page 171 of the report. The data are taken from the report on page 222. In some cases an officer listed in a particular column also has to do double duty as a supervisor. Detailed annotations covering such combinations of supervisory authority in one official are given in the sets of salary tabulations referred to on page 226.

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

<sup>2</sup> Salaries listed in this column are for supervisors other than those listed in previous columns are given in column 19.

<sup>3</sup> Salaries reported paid chief supervisory officers other than those listed in previous columns are given in column 19.

<sup>4</sup> Salaries reported paid assistant 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.

<sup>5</sup> Excludes all officers whose salaries were reported paid on a monthly or daily basis.

## Form Used in Collecting Salary Data

On this and the three subsequent pages are reproduced the form sent in September, 1930, by the National Education Association to Superintendents of Schools in cities over 30,000 in population.

On pages 224 and 225 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 222 and 223, 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, 1930-31

**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<br><small>All salaries should be in terms of yearly salary</small> | 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                                                                        |                                                        |                                                    |                                                                         |                                                                                                 |    |
|                                                                                  | <small>Kindergarten teachers. See note (a) below</small>                                     | <small>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</small> | <small>Teachers of atypical classes. See note (c) below</small> | <small>Junior high school teachers, grades 7 and 8, or 7, 8 and 9, when maintained as a separate school organization. See note (d) below</small> | <small>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</small> | <small>High school department heads</small> | <small>Teachers in part-time or continuation schools. See note (f) below</small> | <small>School nurses. See note (g) below</small>                                              | <small>Attendance officers. See note (h) below</small> | <small>School janitors. See note (i) below</small> | <small>School clerks in principal's offices. See note (j) below</small> | <small>Clerks in offices of administrative and supervisory officers. See note (k) below</small> |    |
|                                                                                  | 1                                                                                            | 2                                                                                                                                                                | 3                                                               | 4                                                                                                                                                | 5                                                                                                                                                        | 6                                           | 7                                                                                | 8                                                                                             | 9                                                      | 10                                                 | 11                                                                      | 12                                                                                              | 13 |
| Below \$1000.....                                                                |                                                                                              |                                                                                                                                                                  |                                                                 |                                                                                                                                                  |                                                                                                                                                          |                                             |                                                                                  |                                                                                               |                                                        |                                                    |                                                                         |                                                                                                 |    |
| 1000-1099.....                                                                   |                                                                                              |                                                                                                                                                                  |                                                                 |                                                                                                                                                  |                                                                                                                                                          |                                             |                                                                                  |                                                                                               |                                                        |                                                    |                                                                         |                                                                                                 |    |
| 1100-1199.....                                                                   |                                                                                              |                                                                                                                                                                  |                                                                 |                                                                                                                                                  |                                                                                                                                                          |                                             |                                                                                  |                                                                                               |                                                        |                                                    |                                                                         |                                                                                                 |    |
| 1200-1299.....                                                                   |                                                                                              |                                                                                                                                                                  |                                                                 |                                                                                                                                                  |                                                                                                                                                          |                                             |                                                                                  |                                                                                               |                                                        |                                                    |                                                                         |                                                                                                 |    |
| 1300-1399.....                                                                   |                                                                                              |                                                                                                                                                                  |                                                                 |                                                                                                                                                  |                                                                                                                                                          |                                             |                                                                                  |                                                                                               |                                                        |                                                    |                                                                         |                                                                                                 |    |
| .....                                                                            |                                                                                              |                                                                                                                                                                  |                                                                 |                                                                                                                                                  |                                                                                                                                                          |                                             |                                                                                  |                                                                                               |                                                        |                                                    |                                                                         |                                                                                                 |    |
| 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.....                                                                   |                                                                                              |                                                                                                                                                                  |                                                                 |                                                                                                                                                  |                                                                                                                                                          |                                             |                                                                                  |                                                                                               |                                                        |                                                    |                                                                         |                                                                                                 |    |
| 4000 and over.....                                                               |                                                                                              |                                                                                                                                                                  |                                                                 |                                                                                                                                                  |                                                                                                                                                          |                                             |                                                                                  |                                                                                               |                                                        |                                                    |                                                                         |                                                                                                 |    |
| Totals.....                                                                      |                                                                                              |                                                                                                                                                                  |                                                                 |                                                                                                                                                  |                                                                                                                                                          |                                             |                                                                                  |                                                                                               |                                                        |                                                    |                                                                         |                                                                                                 |    |

**Notes:**

- (a) In column 2 include regular kindergarten teachers in full charge of a kindergarten room. If kindergarten teachers teach a section of the first grade in addition to kindergarten class, include them in this column.
- (b) In column 3 in addition to regular elementary classroom teachers, include elementary teachers rated as assistant or vice-principals who devote more than half time to classroom teaching; also include teachers of vocational and special subjects in regular elementary schools.
- (c) In column 4 include teachers of ungraded rooms, sub-normal groups, open air classes, cardiac classes, and other special or atypical groups.
- (d) 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.
- (e) 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.
- (f) In column 8 include teachers of schools for employed children who attend part time only.
- (g) Do not include head nurse in column 9 (See line 8 on page 3).
- (h) Do not include chief attendance officer in column 10 (See line 7 on page 3).
- (i) 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).
- (j) In column 12 include only regular, full-time clerks assigned to principals' offices for clerical duty.
- (k) 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, 1930-31—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<br><small>All salaries should be in terms of yearly salary.</small> | Give the number of principals whose salaries fall in each of the salary groups indicated below |                                                                              |                                                                                              |                                                  |       |                                                                         |                               |                                           |       |                                                                  |                        |                                                                              |  |
|-----------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------|--------------------------------------------------|-------|-------------------------------------------------------------------------|-------------------------------|-------------------------------------------|-------|------------------------------------------------------------------|------------------------|------------------------------------------------------------------------------|--|
|                                                                                   | ELEMENTARY SCHOOL PRINCIPALS (a)                                                               |                                                                              |                                                                                              | JUNIOR HIGH SCHOOL PRINCIPALS (a)                |       |                                                                         |                               | HIGH SCHOOL PRINCIPALS (a)                |       |                                                                  |                        | Principals of part time or continuation schools. See notes (a) and (c) below |  |
|                                                                                   | Assistant or vice-principals of elementary schools. See note (b) 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 (b) below |       | Assistant or vice-principals of junior high schools. See note (b) below | Junior high school principals | Deans in high schools. See note (b) below |       | Assistant or vice-principals of high schools. See note (b) below | High school principals |                                                                              |  |
|                                                                                   |                                                                                                |                                                                              |                                                                                              | Men                                              | Women |                                                                         |                               | Men                                       | Women |                                                                  |                        |                                                                              |  |
| 1                                                                                 | 2                                                                                              | 3                                                                            | 4                                                                                            | 5                                                | 6     | 7                                                                       | 8                             | 9                                         | 10    | 11                                                               | 12                     | 13                                                                           |  |
| Below \$1200.....                                                                 |                                                                                                |                                                                              |                                                                                              |                                                  |       |                                                                         |                               |                                           |       |                                                                  |                        |                                                                              |  |
| 1200-1299.....                                                                    |                                                                                                |                                                                              |                                                                                              |                                                  |       |                                                                         |                               |                                           |       |                                                                  |                        |                                                                              |  |
| 1300-1399.....                                                                    |                                                                                                |                                                                              |                                                                                              |                                                  |       |                                                                         |                               |                                           |       |                                                                  |                        |                                                                              |  |
| 1400-1499.....                                                                    |                                                                                                |                                                                              |                                                                                              |                                                  |       |                                                                         |                               |                                           |       |                                                                  |                        |                                                                              |  |
| 1500-1599.....                                                                    |                                                                                                |                                                                              |                                                                                              |                                                  |       |                                                                         |                               |                                           |       |                                                                  |                        |                                                                              |  |
| 1600-1699.....                                                                    |                                                                                                |                                                                              |                                                                                              |                                                  |       |                                                                         |                               |                                           |       |                                                                  |                        |                                                                              |  |
| 1700-1799.....                                                                    |                                                                                                |                                                                              |                                                                                              |                                                  |       |                                                                         |                               |                                           |       |                                                                  |                        |                                                                              |  |
| 1800-1899.....                                                                    |                                                                                                |                                                                              |                                                                                              |                                                  |       |                                                                         |                               |                                           |       |                                                                  |                        |                                                                              |  |
| 1900-1999.....                                                                    |                                                                                                |                                                                              |                                                                                              |                                                  |       |                                                                         |                               |                                           |       |                                                                  |                        |                                                                              |  |
| 2000-2099.....                                                                    |                                                                                                |                                                                              |                                                                                              |                                                  |       |                                                                         |                               |                                           |       |                                                                  |                        |                                                                              |  |
| 2100-2199.....                                                                    |                                                                                                |                                                                              |                                                                                              |                                                  |       |                                                                         |                               |                                           |       |                                                                  |                        |                                                                              |  |
| 2200-2299.....                                                                    |                                                                                                |                                                                              |                                                                                              |                                                  |       |                                                                         |                               |                                           |       |                                                                  |                        |                                                                              |  |
| 2300-2399.....                                                                    |                                                                                                |                                                                              |                                                                                              |                                                  |       |                                                                         |                               |                                           |       |                                                                  |                        |                                                                              |  |
| 2400-2499.....                                                                    |                                                                                                |                                                                              |                                                                                              |                                                  |       |                                                                         |                               |                                           |       |                                                                  |                        |                                                                              |  |
| 2500-2599.....                                                                    |                                                                                                |                                                                              |                                                                                              |                                                  |       |                                                                         |                               |                                           |       |                                                                  |                        |                                                                              |  |
| 2600-2699.....                                                                    |                                                                                                |                                                                              |                                                                                              |                                                  |       |                                                                         |                               |                                           |       |                                                                  |                        |                                                                              |  |
| 2700-2799.....                                                                    |                                                                                                |                                                                              |                                                                                              |                                                  |       |                                                                         |                               |                                           |       |                                                                  |                        |                                                                              |  |
| 2800-2899.....                                                                    |                                                                                                |                                                                              |                                                                                              |                                                  |       |                                                                         |                               |                                           |       |                                                                  |                        |                                                                              |  |
| 2900-2999.....                                                                    |                                                                                                |                                                                              |                                                                                              |                                                  |       |                                                                         |                               |                                           |       |                                                                  |                        |                                                                              |  |
| 3000-3099.....                                                                    |                                                                                                |                                                                              |                                                                                              |                                                  |       |                                                                         |                               |                                           |       |                                                                  |                        |                                                                              |  |
| 3100-3199.....                                                                    |                                                                                                |                                                                              |                                                                                              |                                                  |       |                                                                         |                               |                                           |       |                                                                  |                        |                                                                              |  |
| 3200-3299.....                                                                    |                                                                                                |                                                                              |                                                                                              |                                                  |       |                                                                         |                               |                                           |       |                                                                  |                        |                                                                              |  |
| 3300-3399.....                                                                    |                                                                                                |                                                                              |                                                                                              |                                                  |       |                                                                         |                               |                                           |       |                                                                  |                        |                                                                              |  |
| 3400-3499.....                                                                    |                                                                                                |                                                                              |                                                                                              |                                                  |       |                                                                         |                               |                                           |       |                                                                  |                        |                                                                              |  |
| 3500-3599.....                                                                    |                                                                                                |                                                                              |                                                                                              |                                                  |       |                                                                         |                               |                                           |       |                                                                  |                        |                                                                              |  |
| 3600-3699.....                                                                    |                                                                                                |                                                                              |                                                                                              |                                                  |       |                                                                         |                               |                                           |       |                                                                  |                        |                                                                              |  |
| 3700-3799.....                                                                    |                                                                                                |                                                                              |                                                                                              |                                                  |       |                                                                         |                               |                                           |       |                                                                  |                        |                                                                              |  |
| 3800-3899.....                                                                    |                                                                                                |                                                                              |                                                                                              |                                                  |       |                                                                         |                               |                                           |       |                                                                  |                        |                                                                              |  |
| 3900-3999.....                                                                    |                                                                                                |                                                                              |                                                                                              |                                                  |       |                                                                         |                               |                                           |       |                                                                  |                        |                                                                              |  |
| 4000-4099.....                                                                    |                                                                                                |                                                                              |                                                                                              |                                                  |       |                                                                         |                               |                                           |       |                                                                  |                        |                                                                              |  |
| 4100-4199.....                                                                    |                                                                                                |                                                                              |                                                                                              |                                                  |       |                                                                         |                               |                                           |       |                                                                  |                        |                                                                              |  |
| 4200-4299.....                                                                    |                                                                                                |                                                                              |                                                                                              |                                                  |       |                                                                         |                               |                                           |       |                                                                  |                        |                                                                              |  |
| 4300-4399.....                                                                    |                                                                                                |                                                                              |                                                                                              |                                                  |       |                                                                         |                               |                                           |       |                                                                  |                        |                                                                              |  |
| 4400-4499.....                                                                    |                                                                                                |                                                                              |                                                                                              |                                                  |       |                                                                         |                               |                                           |       |                                                                  |                        |                                                                              |  |
| 4500-4599.....                                                                    |                                                                                                |                                                                              |                                                                                              |                                                  |       |                                                                         |                               |                                           |       |                                                                  |                        |                                                                              |  |
| 4600-4699.....                                                                    |                                                                                                |                                                                              |                                                                                              |                                                  |       |                                                                         |                               |                                           |       |                                                                  |                        |                                                                              |  |
| 4700-4799.....                                                                    |                                                                                                |                                                                              |                                                                                              |                                                  |       |                                                                         |                               |                                           |       |                                                                  |                        |                                                                              |  |
| 4800-4899.....                                                                    |                                                                                                |                                                                              |                                                                                              |                                                  |       |                                                                         |                               |                                           |       |                                                                  |                        |                                                                              |  |
| 4900-4999.....                                                                    |                                                                                                |                                                                              |                                                                                              |                                                  |       |                                                                         |                               |                                           |       |                                                                  |                        |                                                                              |  |
| 5000-5099.....                                                                    |                                                                                                |                                                                              |                                                                                              |                                                  |       |                                                                         |                               |                                           |       |                                                                  |                        |                                                                              |  |
| 5100-5199.....                                                                    |                                                                                                |                                                                              |                                                                                              |                                                  |       |                                                                         |                               |                                           |       |                                                                  |                        |                                                                              |  |
| 5200-5299.....                                                                    |                                                                                                |                                                                              |                                                                                              |                                                  |       |                                                                         |                               |                                           |       |                                                                  |                        |                                                                              |  |
| 5300-5399.....                                                                    |                                                                                                |                                                                              |                                                                                              |                                                  |       |                                                                         |                               |                                           |       |                                                                  |                        |                                                                              |  |
| 5400-5499.....                                                                    |                                                                                                |                                                                              |                                                                                              |                                                  |       |                                                                         |                               |                                           |       |                                                                  |                        |                                                                              |  |
| 5500-5599.....                                                                    |                                                                                                |                                                                              |                                                                                              |                                                  |       |                                                                         |                               |                                           |       |                                                                  |                        |                                                                              |  |
| 5600-5699.....                                                                    |                                                                                                |                                                                              |                                                                                              |                                                  |       |                                                                         |                               |                                           |       |                                                                  |                        |                                                                              |  |
| 5700-5799.....                                                                    |                                                                                                |                                                                              |                                                                                              |                                                  |       |                                                                         |                               |                                           |       |                                                                  |                        |                                                                              |  |
| 5800-5899.....                                                                    |                                                                                                |                                                                              |                                                                                              |                                                  |       |                                                                         |                               |                                           |       |                                                                  |                        |                                                                              |  |
| 5900-5999.....                                                                    |                                                                                                |                                                                              |                                                                                              |                                                  |       |                                                                         |                               |                                           |       |                                                                  |                        |                                                                              |  |
| 6000-6099.....                                                                    |                                                                                                |                                                                              |                                                                                              |                                                  |       |                                                                         |                               |                                           |       |                                                                  |                        |                                                                              |  |
| 6100-6199.....                                                                    |                                                                                                |                                                                              |                                                                                              |                                                  |       |                                                                         |                               |                                           |       |                                                                  |                        |                                                                              |  |
| 6200-6299.....                                                                    |                                                                                                |                                                                              |                                                                                              |                                                  |       |                                                                         |                               |                                           |       |                                                                  |                        |                                                                              |  |
| 6300-6399.....                                                                    |                                                                                                |                                                                              |                                                                                              |                                                  |       |                                                                         |                               |                                           |       |                                                                  |                        |                                                                              |  |
| 6400-6499.....                                                                    |                                                                                                |                                                                              |                                                                                              |                                                  |       |                                                                         |                               |                                           |       |                                                                  |                        |                                                                              |  |
| 6500-6599.....                                                                    |                                                                                                |                                                                              |                                                                                              |                                                  |       |                                                                         |                               |                                           |       |                                                                  |                        |                                                                              |  |
| 6600-6699.....                                                                    |                                                                                                |                                                                              |                                                                                              |                                                  |       |                                                                         |                               |                                           |       |                                                                  |                        |                                                                              |  |
| 6700-6799.....                                                                    |                                                                                                |                                                                              |                                                                                              |                                                  |       |                                                                         |                               |                                           |       |                                                                  |                        |                                                                              |  |
| 6800-6899.....                                                                    |                                                                                                |                                                                              |                                                                                              |                                                  |       |                                                                         |                               |                                           |       |                                                                  |                        |                                                                              |  |
| 6900-6999.....                                                                    |                                                                                                |                                                                              |                                                                                              |                                                  |       |                                                                         |                               |                                           |       |                                                                  |                        |                                                                              |  |
| 7000-7099.....                                                                    |                                                                                                |                                                                              |                                                                                              |                                                  |       |                                                                         |                               |                                           |       |                                                                  |                        |                                                                              |  |
| 7100-7199.....                                                                    |                                                                                                |                                                                              |                                                                                              |                                                  |       |                                                                         |                               |                                           |       |                                                                  |                        |                                                                              |  |
| 7200-7299.....                                                                    |                                                                                                |                                                                              |                                                                                              |                                                  |       |                                                                         |                               |                                           |       |                                                                  |                        |                                                                              |  |
| 7300-7399.....                                                                    |                                                                                                |                                                                              |                                                                                              |                                                  |       |                                                                         |                               |                                           |       |                                                                  |                        |                                                                              |  |
| 7400-7499.....                                                                    |                                                                                                |                                                                              |                                                                                              |                                                  |       |                                                                         |                               |                                           |       |                                                                  |                        |                                                                              |  |
| 7500-7599.....                                                                    |                                                                                                |                                                                              |                                                                                              |                                                  |       |                                                                         |                               |                                           |       |                                                                  |                        |                                                                              |  |
| 7600-7699.....                                                                    |                                                                                                |                                                                              |                                                                                              |                                                  |       |                                                                         |                               |                                           |       |                                                                  |                        |                                                                              |  |
| 7700-7799.....                                                                    |                                                                                                |                                                                              |                                                                                              |                                                  |       |                                                                         |                               |                                           |       |                                                                  |                        |                                                                              |  |
| 7800-7899.....                                                                    |                                                                                                |                                                                              |                                                                                              |                                                  |       |                                                                         |                               |                                           |       |                                                                  |                        |                                                                              |  |
| 7900-7999.....                                                                    |                                                                                                |                                                                              |                                                                                              |                                                  |       |                                                                         |                               |                                           |       |                                                                  |                        |                                                                              |  |
| 8000-8099.....                                                                    |                                                                                                |                                                                              |                                                                                              |                                                  |       |                                                                         |                               |                                           |       |                                                                  |                        |                                                                              |  |
| 8100-8199.....                                                                    |                                                                                                |                                                                              |                                                                                              |                                                  |       |                                                                         |                               |                                           |       |                                                                  |                        |                                                                              |  |
| 8200-8299.....                                                                    |                                                                                                |                                                                              |                                                                                              |                                                  |       |                                                                         |                               |                                           |       |                                                                  |                        |                                                                              |  |
| 8300-8399.....                                                                    |                                                                                                |                                                                              |                                                                                              |                                                  |       |                                                                         |                               |                                           |       |                                                                  |                        |                                                                              |  |
| 8400-8499.....                                                                    |                                                                                                |                                                                              |                                                                                              |                                                  |       |                                                                         |                               |                                           |       |                                                                  |                        |                                                                              |  |
| 8500-8599.....                                                                    |                                                                                                |                                                                              |                                                                                              |                                                  |       |                                                                         |                               |                                           |       |                                                                  |                        |                                                                              |  |
| 8600-8699.....                                                                    |                                                                                                |                                                                              |                                                                                              |                                                  |       |                                                                         |                               |                                           |       |                                                                  |                        |                                                                              |  |
| 8700-8799.....                                                                    |                                                                                                |                                                                              |                                                                                              |                                                  |       |                                                                         |                               |                                           |       |                                                                  |                        |                                                                              |  |
| 8800-8899.....                                                                    |                                                                                                |                                                                              |                                                                                              |                                                  |       |                                                                         |                               |                                           |       |                                                                  |                        |                                                                              |  |
| 8900-8999.....                                                                    |                                                                                                |                                                                              |                                                                                              |                                                  |       |                                                                         |                               |                                           |       |                                                                  |                        |                                                                              |  |
| 9000-9099.....                                                                    |                                                                                                |                                                                              |                                                                                              |                                                  |       |                                                                         |                               |                                           |       |                                                                  |                        |                                                                              |  |
| 9100-9199.....                                                                    |                                                                                                |                                                                              |                                                                                              |                                                  |       |                                                                         |                               |                                           |       |                                                                  |                        |                                                                              |  |
| 9200-9299.....                                                                    |                                                                                                |                                                                              |                                                                                              |                                                  |       |                                                                         |                               |                                           |       |                                                                  |                        |                                                                              |  |
| 9300-9399.....                                                                    |                                                                                                |                                                                              |                                                                                              |                                                  |       |                                                                         |                               |                                           |       |                                                                  |                        |                                                                              |  |
| 9400-9499.....                                                                    |                                                                                                |                                                                              |                                                                                              |                                                  |       |                                                                         |                               |                                           |       |                                                                  |                        |                                                                              |  |
| 9500-9599.....                                                                    |                                                                                                |                                                                              |                                                                                              |                                                  |       |                                                                         |                               |                                           |       |                                                                  |                        |                                                                              |  |
| 9600-9699.....                                                                    |                                                                                                |                                                                              |                                                                                              |                                                  |       |                                                                         |                               |                                           |       |                                                                  |                        |                                                                              |  |
| 9700-9799.....                                                                    |                                                                                                |                                                                              |                                                                                              |                                                  |       |                                                                         |                               |                                           |       |                                                                  |                        |                                                                              |  |
| 9800-9899.....                                                                    |                                                                                                |                                                                              |                                                                                              |                                                  |       |                                                                         |                               |                                           |       |                                                                  |                        |                                                                              |  |
| 9900-9999.....                                                                    |                                                                                                |                                                                              |                                                                                              |                                                  |       |                                                                         |                               |                                           |       |                                                                  |                        |                                                                              |  |
| 10,000 and over.....                                                              |                                                                                                |                                                                              |                                                                                              |                                                  |       |                                                                         |                               |                                           |       |                                                                  |                        |                                                                              |  |
| Totals.....                                                                       |                                                                                                |                                                                              |                                                                                              |                                                  |       |                                                                         |                               |                                           |       |                                                                  |                        |                                                                              |  |

Notes:

- When 50 percent or more of the cases in any one column (columns 2 to 13) fall above \$4000 and in the same salary group (in column 1) please indicate by footnotes the exact salary received by each of these individuals. (For example: If there are eight cases reported in column 12 and six of these fall in the salary group (column 1) \$4600-4799, the exact salaries of these six persons should be reported in a footnote.)
- In this column include only assistant or vice-principals, deans, etc., who devote half time or more to administrative or supervisory duties.
- In this column include principals of schools for employed children who attend part time only.

# **PART I.—SALARIES PAID, 1930-31—Continued**

Administrative and Supervisory Officers 1930-31

**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<br>(See note (b) below) | ACTUAL ANNUAL SALARIES PAID<br>(Include Full-Time Officers only)<br>(Also see note (c) below) |   |   |   |   |   |   |    |    |  |
|---------------------------------------------------|-----------------------------------------|-----------------------------------------------------------------------------------------------|---|---|---|---|---|---|----|----|--|
|                                                   |                                         | 3                                                                                             | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 |  |
| 1. SUPERINTENDENT.....                            | 1                                       |                                                                                               |   |   |   |   |   |   |    |    |  |
| 2. SECRETARY TO THE SUPERINTENDENT.....           |                                         |                                                                                               |   |   |   |   |   |   |    |    |  |
| 3. ASSOCIATE, ASST. OR DEPUTY SUPTS.....          |                                         |                                                                                               |   |   |   |   |   |   |    |    |  |
| 4. BUSINESS MANAGERS.....                         |                                         |                                                                                               |   |   |   |   |   |   |    |    |  |
| 5. SECRETARY OF BOARD OF EDUCATION.....           |                                         |                                                                                               |   |   |   |   |   |   |    |    |  |
| 6. SUPTS. OF BUILDINGS AND GROUNDS.....           |                                         |                                                                                               |   |   |   |   |   |   |    |    |  |
| 7. CHIEF ATTENDANCE OFFICER.....                  |                                         |                                                                                               |   |   |   |   |   |   |    |    |  |
| 8. 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. ....<br>(See note (a) )                       |                                         |                                                                                               |   |   |   |   |   |   |    |    |  |
| 28. ....                                          |                                         |                                                                                               |   |   |   |   |   |   |    |    |  |
| 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 column 3 to 6, inclusive.

[ 3 ]

## PART II. SALARY SCHEDULE. 1930-31

**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<br>SCHEDULE<br>PROVISIONS<br><br>(See note (b) below) |          | CLASSROOM TEACHERS<br><br>(See note (a) below)                        |                                                                                                                                                                |                                                                      |                                                                                                                                                    |                                                                                                                                                      |                                            |                                                                                | OTHER SCHOOL EMPLOYEES                             |                                                          |                                                      |                                               |                                                                            |  |
|--------------------------------------------------------------|----------|-----------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------|--------------------------------------------------------------------------------|----------------------------------------------------|----------------------------------------------------------|------------------------------------------------------|-----------------------------------------------|----------------------------------------------------------------------------|--|
|                                                              |          | Regular<br>kindergarten<br>teachers<br>(see note<br>(a) on<br>page 1) | Elementary<br>teachers<br>Grades, 1,<br>2, 3, 4, 5, 6,<br>and where<br>separate<br>junior high<br>schools are<br>not main-<br>tained<br>grades 7<br>and 8 also | Teachers<br>of atypical<br>classes<br>(see note<br>(c) on page<br>1) | Junior high<br>school<br>teachers<br>Grades, 7,<br>and 8 or 7,<br>8, and 9<br>when main-<br>tained as a<br>separate<br>school<br>organiza-<br>tion | High school<br>teachers<br>Grades 10,<br>11, 12<br>where junior<br>high schools<br>are main-<br>tained<br>otherwise<br>grades 9,<br>10, 11 and<br>12 | High<br>school<br>depart-<br>ment<br>heads | Part-time<br>or continua-<br>tion<br>schools<br>(see note<br>(f) on<br>page 1) | School<br>nurses<br>(see note<br>(g) on<br>page 1) | Attendance<br>officers<br>(See note<br>(h) on<br>page 1) | School<br>janitors<br>(See note<br>(i) on<br>page 1) | School<br>clerks in<br>principals'<br>offices | Clerks<br>offices of<br>adminis-<br>trative and<br>supervisory<br>officers |  |
|                                                              |          |                                                                       |                                                                                                                                                                |                                                                      |                                                                                                                                                    |                                                                                                                                                      |                                            |                                                                                |                                                    |                                                          |                                                      |                                               |                                                                            |  |
| 1                                                            |          | 2                                                                     | 3                                                                                                                                                              | 4                                                                    | 5                                                                                                                                                  | 6                                                                                                                                                    | 7                                          | 8                                                                              | 9                                                  | 10                                                       | 11                                                   | 12                                            | 13                                                                         |  |
| MINIMUM<br>SALARY                                            | Women... |                                                                       |                                                                                                                                                                |                                                                      |                                                                                                                                                    |                                                                                                                                                      |                                            |                                                                                |                                                    |                                                          |                                                      |                                               |                                                                            |  |
|                                                              | Men...   |                                                                       |                                                                                                                                                                |                                                                      |                                                                                                                                                    |                                                                                                                                                      |                                            |                                                                                |                                                    |                                                          |                                                      |                                               |                                                                            |  |
| ANNUAL<br>INCREASES                                          | Women... |                                                                       |                                                                                                                                                                |                                                                      |                                                                                                                                                    |                                                                                                                                                      |                                            |                                                                                |                                                    |                                                          |                                                      |                                               |                                                                            |  |
|                                                              | Men...   |                                                                       |                                                                                                                                                                |                                                                      |                                                                                                                                                    |                                                                                                                                                      |                                            |                                                                                |                                                    |                                                          |                                                      |                                               |                                                                            |  |
| NUMBER OF<br>INCREASES                                       | Women... |                                                                       |                                                                                                                                                                |                                                                      |                                                                                                                                                    |                                                                                                                                                      |                                            |                                                                                |                                                    |                                                          |                                                      |                                               |                                                                            |  |
|                                                              | Men...   |                                                                       |                                                                                                                                                                |                                                                      |                                                                                                                                                    |                                                                                                                                                      |                                            |                                                                                |                                                    |                                                          |                                                      |                                               |                                                                            |  |
| MAXIMUM<br>SALARY                                            | Women... |                                                                       |                                                                                                                                                                |                                                                      |                                                                                                                                                    |                                                                                                                                                      |                                            |                                                                                |                                                    |                                                          |                                                      |                                               |                                                                            |  |
|                                                              | Men...   |                                                                       |                                                                                                                                                                |                                                                      |                                                                                                                                                    |                                                                                                                                                      |                                            |                                                                                |                                                    |                                                          |                                                      |                                               |                                                                            |  |
| SUPER<br>MAXIMUM                                             | Women... |                                                                       |                                                                                                                                                                |                                                                      |                                                                                                                                                    |                                                                                                                                                      |                                            |                                                                                |                                                    |                                                          |                                                      |                                               |                                                                            |  |
|                                                              | Men...   |                                                                       |                                                                                                                                                                |                                                                      |                                                                                                                                                    |                                                                                                                                                      |                                            |                                                                                |                                                    |                                                          |                                                      |                                               |                                                                            |  |

| SALARY<br>SCHEDULE<br>PROVISIONS<br><br>(See note (b) below) |       | ELEMENTARY<br>PRINCIPALS<br><br>(See notes (a) and (c) below) |                                                                                                |                                                                                                                     | JUNIOR HIGH SCHOOL<br>PRINCIPALS<br><br>(See notes (a) and (c) below) |                                                              |                                     | HIGH SCHOOL<br>PRINCIPALS<br><br>(See notes (a) and (c) below) |                                                    |                           | Principals of<br>part-time or<br>continuation<br>schools<br>(See note<br>(b) on<br>page 2) |
|--------------------------------------------------------------|-------|---------------------------------------------------------------|------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------|--------------------------------------------------------------|-------------------------------------|----------------------------------------------------------------|----------------------------------------------------|---------------------------|--------------------------------------------------------------------------------------------|
|                                                              |       | Assistant or<br>vice-principals<br>of elementary<br>schools   | Teaching<br>elementary<br>principals<br>(those doing<br>some regular<br>classroom<br>teaching) | Supervising<br>elementary<br>principals<br>(those giving<br>full time to<br>administra-<br>tion and<br>supervision) | Deans in<br>junior high<br>schools                                    | Assistant or<br>vice-principals<br>of junior<br>high schools | Junior high<br>school<br>principals | Deans in<br>senior<br>high schools                             | Assistant or<br>vice-principals<br>of high schools | High school<br>principals |                                                                                            |
|                                                              |       |                                                               |                                                                                                |                                                                                                                     |                                                                       |                                                              |                                     |                                                                |                                                    |                           |                                                                                            |
| 14                                                           |       | 15                                                            | 16                                                                                             | 17                                                                                                                  | 18                                                                    | 19                                                           | 20                                  | 21                                                             | 22                                                 | 23                        | 24                                                                                         |
| MINIMUM<br>SALARY                                            | Women |                                                               |                                                                                                |                                                                                                                     |                                                                       |                                                              |                                     |                                                                |                                                    |                           |                                                                                            |
|                                                              | Men   |                                                               |                                                                                                |                                                                                                                     |                                                                       |                                                              |                                     |                                                                |                                                    |                           |                                                                                            |
| ANNUAL<br>INCREASES                                          | Women |                                                               |                                                                                                |                                                                                                                     |                                                                       |                                                              |                                     |                                                                |                                                    |                           |                                                                                            |
|                                                              | Men   |                                                               |                                                                                                |                                                                                                                     |                                                                       |                                                              |                                     |                                                                |                                                    |                           |                                                                                            |
| NUMBER OF<br>INCREASES                                       | Women |                                                               |                                                                                                |                                                                                                                     |                                                                       |                                                              |                                     |                                                                |                                                    |                           |                                                                                            |
|                                                              | Men   |                                                               |                                                                                                |                                                                                                                     |                                                                       |                                                              |                                     |                                                                |                                                    |                           |                                                                                            |
| MAXIMUM<br>SALARY                                            | Women |                                                               |                                                                                                |                                                                                                                     |                                                                       |                                                              |                                     |                                                                |                                                    |                           |                                                                                            |
|                                                              | Men   |                                                               |                                                                                                |                                                                                                                     |                                                                       |                                                              |                                     |                                                                |                                                    |                           |                                                                                            |
| SUPER<br>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, 1930-31

**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<br>All salaries should be<br>in terms of yearly<br>salary | Give the number of teachers whose salaries fall<br>in each of the salary groups indicated below                                                                                                                |                                                                                                                                                                           |                                                                                                                                                                                  |                                                                                  | Give the number of employees whose salaries<br>fall in each of the salary groups indicated below |                                                  |                                              |                                                                         |                                                                                                         |
|-------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------|--------------------------------------------------|----------------------------------------------|-------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------|
|                                                                         | CLASSROOM TEACHERS                                                                                                                                                                                             |                                                                                                                                                                           |                                                                                                                                                                                  |                                                                                  | OTHER SCHOOL EMPLOYEES                                                                           |                                                  |                                              |                                                                         |                                                                                                         |
|                                                                         | Elementary<br>teachers—<br>kindergarten<br>and grades 1,<br>2, 3, 4, 5 and<br>6 and where<br>separate<br>junior high<br>schools are<br>not main-<br>tained<br>grades 7<br>and 8 also.<br>See note<br>(a) below | Junior high<br>school<br>teachers—<br>grades 7<br>and 8, or 7,<br>8 and 9,<br>when main-<br>tained as a<br>separate<br>school or-<br>ganization.<br>See note<br>(b) below | High school<br>teachers—<br>grades 10,<br>11 and 12,<br>where<br>junior high<br>school is<br>maintained,<br>otherwise<br>grades 9,<br>10, 11 and<br>12. See<br>note (c)<br>below | Teachers in<br>part-time or<br>continuation<br>schools.<br>See note<br>(d) below | School<br>nurses.<br>See note<br>(e) below                                                       | Attendance<br>officers.<br>See note<br>(f) below | School<br>janitors.<br>See note<br>(g) below | School<br>clerks in<br>principals'<br>offices.<br>See note<br>(h) below | Clerks in<br>offices of<br>administra-<br>tive and<br>supervisory<br>officers.<br>See note<br>(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:**

- (a) 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.  
 (b) 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.  
 (c) 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.  
 (d) In column 5 include teachers of schools for employed children who attend part time only.  
 (e) Do not include head nurse in column 6 (See line 8 on page 3).  
 (f) Do not include chief attendance officer in column 7 (See line 7 on page 3).  
 (g) 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).  
 (h) In column 9 include only regular, full-time clerks assigned to principals' offices for clerical duty.  
 (i) 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 3 on page 3).

# **PART I. SALARIES PAID, 1930-31--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<br><small>All salaries should be in terms of yearly salary.</small> | Give the number of principals whose salaries fall in each of the salary groups indicated below |                                                                                              |                               |                        |                                                                     |
|-----------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------|-------------------------------|------------------------|---------------------------------------------------------------------|
|                                                                                   | PRINCIPALS                                                                                     |                                                                                              |                               |                        |                                                                     |
|                                                                                   | Teaching elementary principals (those doing some regular class room 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 \$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.....                                                                    |                                                                                                |                                                                                              |                               |                        |                                                                     |
| 3400-3599.....                                                                    |                                                                                                |                                                                                              |                               |                        |                                                                     |
| 3600-3799.....                                                                    |                                                                                                |                                                                                              |                               |                        |                                                                     |
| 3800-3999.....                                                                    |                                                                                                |                                                                                              |                               |                        |                                                                     |
| 4000-4199.....                                                                    |                                                                                                |                                                                                              |                               |                        |                                                                     |
| 4200-4399.....                                                                    |                                                                                                |                                                                                              |                               |                        |                                                                     |
| 4400-4599.....                                                                    |                                                                                                |                                                                                              |                               |                        |                                                                     |
| 4600-4799.....                                                                    |                                                                                                |                                                                                              |                               |                        |                                                                     |
| 4800-4999.....                                                                    |                                                                                                |                                                                                              |                               |                        |                                                                     |
| 5000 and over.....                                                                |                                                                                                |                                                                                              |                               |                        |                                                                     |
| <b>Totals.....</b>                                                                |                                                                                                |                                                                                              |                               |                        |                                                                     |

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

[ 2 ]

See second paragraph on page 220 which explains pages 3 and 4 of this form

## Salary Tabulations, 1930-31

The tables of this Bulletin present in summarized form the data given in detail in the 1930-31 Salary Tabulations listed on the opposite page. These tabulations are based on replies from 1632 school systems in cities over 2500 in population, which reported using the forms reproduced on pages 220 to 225. 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 city school systems 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 groups   | Number of city school systems grouped according to 1930 Census | Number of city school systems replying | Percent replying |
|---------------------|----------------------------------------------------------------|----------------------------------------|------------------|
| Over 100,000.....   | 93                                                             | 88                                     | 94.6             |
| 30,000 to 100,000.. | 224                                                            | 204                                    | 91.1             |
| 10,000 to 30,000..  | 663                                                            | 449                                    | 67.7             |
| 5,000 to 10,000..   | 886                                                            | 451                                    | 50.9             |
| 2,500 to 5,000..    | 1467                                                           | 440                                    | 30.0             |
| Total.....          | 3333                                                           | 1632                                   | 49.0             |

The table indicates that 49 percent of the school systems in cities over 2500 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 2500 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 1927, 1929 and 1931; (2) minimum salaries, maximum salary, and number of increments provided by salary schedule of 1930-31; (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 1928-29, similar to those listed on the opposite page for 1930-31, are still available and may be obtained by those wishing to compare the salary situation in a particular city in 1928-29 and 1930-31. Those conducting salary investigations should also consult the following previous issues of the Research Bulletin:

*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.

*Salary Scales in City School Systems, 1928-9.* Vol 7, No. 3, May, 1929. 68 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 1930-31

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 1930-31 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, 1930-31, Cities over 100,000 in Population. \$5.00\* -----

Tabulations II-A. Salaries Paid Teachers, Principals and Certain Other  
School Employees, 1930-31, Cities from 30,000 to 100,000 in Population.  
\$5.00\* -----

Tabulations III-A. Salaries Paid Teachers, Principals and Certain Other  
School Employees, 1930-31, Cities from 10,000 to 30,000 in Population.  
\$5.00\* -----

Tabulations IV-A. Salaries Paid Teachers, Principals and Certain Other  
School Employees, 1930-31, Cities from 5,000 to 10,000 in Population.  
\$5.00\*\* -----

Tabulations V-A. Salaries Paid Teachers, Principals and Certain Other  
School Employees, 1930-31, Cities from 2,500 to 5,000 in Population.  
\$5.00\*\* -----

Tabulations I-B. Salaries Paid Administrative and Supervisory Officers,  
1930-31, Cities over 100,000 in Population. \$5.00\* -----

Tabulations II-B. Salaries Paid Administrative and Supervisory Officers,  
1930-31, Cities from 30,000 to 100,000 in Population. \$5.00\* -----

Tabulations III-B. Salaries Paid Administrative and Supervisory Officers,  
1930-31, Cities from 10,000 to 30,000 in Population. \$5.00\*\* -----

Tabulations IV-B. Salaries Paid Administrative and Supervisory Officers,  
1930-31, Cities from 5,000 to 10,000 in Population. \$5.00\*\*\* -----

Tabulations V-B. Salaries Paid Administrative and Supervisory Officers,  
1930-31, Cities from 2,500 to 5,000 in Population. \$5.00\*\*\* -----

\* Available about July 1, 1931.  
\*\* Available about September 1, 1931.  
\*\*\* Available about October 1, 1931.



COMMON JUSTICE demands that income reductions should not be exacted from those least able to bear the loss. Teaching has always been an underpaid profession. Increases in teachers' salaries have always been accompanied by higher standards of preparation, requiring large investments of time and money in professional education. The quality of teaching largely determines the future of childhood. Teaching is already at an economic disadvantage; to increase that disadvantage is to strike the schools at their most vulnerable point and to weaken the one institution which can contribute most to the recovery of prosperity.—*Statement issued by the Officers of the National Education Association, and its nineteen Departments, Feb. 1, 1931.*