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CONTENTS

	PAGE
Foreword	44
Introduction	45
Method of Making Survey	45
Adequacy of Sample	45
Trend of Salaries Paid, 1931 to 1933	45
Sources of Further Information	46
Median Salaries Paid School Employees	48
Interstate Comparisons in Median Salaries	51
Forms and Definitions Used in Collecting Data	55
Order Blank for Salary Tabulations	back cover

LIST OF TABLES

TABLE

1. Number of School Systems Included in Study	45
2. Salaries Paid in 1930-31 and 1932-33	46
3. Sample Table from the <i>Special Salary Tabulations</i>	47
4. Median Salaries Paid Teachers and Principals in 1932-33	48
5. Median Salaries Paid Deans, Department Heads, and Vice-Principals	48
6. Median Salaries Paid Administrative and Supervisory Officers and Their Assistants	49
7. Median Salaries Paid Secretarial and Custodial Staffs	50
8. Median Salaries Paid Teachers, by States, in Cities over 30,000 in Population	51
9. Median Salaries Paid Teachers, by States, in Cities under 30,000 in Population	52
10. Median Salaries Paid Principals, Deans, and Department Heads, by States, in Cities over 30,000 in Population	53
11. Median Salaries Paid Principals, Deans, and Department Heads, by States, in Cities under 30,000 in Population	54

FOREWORD

IN THIS BULLETIN are presented the findings of the largest investigation yet completed by our Research Division. The number of cities reporting this year on the regular biennial salary survey reaches a high point of 1910 cities, including nearly three-fifths of all cities in the country and practically every one of the larger cities. Almost four hundred thousand school employees are represented in this study. It will become the standard source of information of teachers' salaries for the next two years.

The results of the study this year have been awaited with unusual interest. A steady stream of letters has been received at headquarters, calling for these findings at the earliest possible moment. We are particularly happy, therefore, to be able to make this investigation available several weeks earlier than usual.

Findings of this year's study, as compared with the one made two years ago, show a definite decrease in the salaries paid in most city school systems. Average decreases ranging from 5 to 9 percent are reported in the various classifications of school work. Some cities have imposed further reductions since the reports were filed so that the actual decreases are even greater than these figures would indicate. The average figures do not, of course, reveal those places where high standards have been maintained in the face of difficult conditions nor those less fortunate communities where teachers' salaries have been cut to nothing. Clearly, however, the teaching profession although never a highly paid occupation has absorbed a significant share of the retrenchments which have characterized the past few years.

Those familiar with the salary study reports of previous years will notice a decrease in the size of the *Research Bulletin*. This decrease has been unavoidable, due to lack of funds for carrying on the usual program of the Research Division and of the National Education Association in general. Furthermore, the fact that many schools are closing early, combined with the shortage of funds, may make it necessary to omit the May *Research Bulletin* entirely. We are still hoping, however, that the revenues of the Association and the condition of education throughout the country will pick up sufficiently to enable us to publish a *Research Bulletin* in May.

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

Introduction

This *Research Bulletin* presents findings from the Research Division's regular biennial survey of salaries paid in city school systems. Data were collected from superintendents of schools for the school year 1932-33. In order to facilitate use of the bulletin a description of the way in which its contents are organized is offered at this point.

This introduction deals with the way in which the survey was made, the number and proportion of cities and school employees included, the trend in salaries since the previous report for 1930-31, and ways in which additional or more detailed information may be secured.

After these introductory explanations, the bulletin is divided into two major parts, reporting respectively on (1) the median¹ salaries paid to different classes of school employees, and (2) comparisons among states with respect to median salaries paid.

Method of Making Survey

The procedure followed was similar to that used in previous years. Questionnaires addressed to the superintendent of schools were mailed on September 21, 1932. These questionnaires are explained and illustrated at the end of this bulletin. Reference to these questionnaires will often aid in interpreting data presented. Various follow-up letters and telegrams were sent to secure the best sampling possible. Correspondence with individual cities was carried forward when there appeared to be reasonable doubt concerning the meaning and

accuracy of the report received. All computations have been carefully checked.

Adequacy of Sample

In reporting the findings of this survey, the usual practice of grouping cities according to size is followed. Table 1 shows the classification used, the number of cities in the group, and the number and percent submitting usable replies.

The five population groups shown in Table 1 are followed consistently throughout this bulletin, and are referred to by number to conserve space and avoid cumbersome repetitions.

Table 1 shows that a total of 1910 cities is included in the salary survey for this year. It represents nearly three-fifths of all the city school systems in the country and over nine-tenths of the school systems over 30,000 in population. This remarkably complete sampling makes the median salaries reported unusually reliable for questionnaire studies of this type. The number of school employees of all classes included in this survey is 385,937.

Trend of Salaries Paid, 1930-31 to 1932-33

Citizens interested in maintaining the morale and standards of the teaching profession, no less than teachers themselves, are interested in the trend of salaries since the previous survey was made in 1930-31. Table 2 gives the essential facts for the three largest groups of employees. Similar comparisons for other groups may be readily made by comparing data in this bulletin with that presented two years previously.²

TABLE 1.—NUMBER OF SCHOOL SYSTEMS INCLUDED IN STUDY.

Group number	Population range	Number of city school systems grouped according to 1930 census	Number of city school systems reporting	Percent replying
1	2	3	4	5
I.....	Over 100,000	93	88	94.62
II.....	30,000 to 100,000	233	209	89.70
III.....	10,000 to 30,000	684	457	66.81
IV.....	5,000 to 10,000	884	308	57.47
V.....	2,500 to 5,000	1,412	648	45.89
Total.....		3,306	1,910	57.77

¹ Those not familiar with the term *median* may look upon it as having, for ordinary purposes, the same general 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.

² National Education Association, Research Division. "Salaries in City School Systems, 1930-31." *Research Bulletin* 9: 162-228; May, 1931. Washington, D. C.: the Association.

All types of school employees have suffered reductions in salaries. This is true both in the smaller cities and in the larger cities. There appears to be no clearly defined trend with respect to such reductions. The smallest reduction, both in percentage and in total amount, occurs among elementary-school teachers in the cities of Group III. The heaviest reduction occurs among high-school teachers in the cities of Group I. In general, the cities of Groups II and III seem to have consistently sustained lighter salary reductions than in the very largest or very smallest school systems. Elementary-school teachers have sustained the lightest reductions except in the cities of Group I. High-school teachers have sustained the heaviest reductions except in the cities of Group IV. These percents of decrease are probably slightly below the actual figures, since a few cities have further reduced teachers' salaries for the current year after filing their report.

Sources of Further Information

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 may need one or more of the *Special Salary Tabulations*. These tabulations reveal detailed information which cannot be included in summary tables. They give the following items for each group of school employees in each city: (1) median salaries paid in 1929, 1931, and 1933; (2) minimum salary, maximum salary, and number of increments provided by the regular salary schedule; (3) number of employees reported; and (4) distribution of salaries paid. The *Special 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 the larger cities, and similar information not disclosed by the tables of this bulletin. To illustrate the type of information carried by these tabulations, Table 3 of this bulletin reproduces one of the detailed tables from one of the tabulations. Tabulations for 1928-29 and 1930-31 may also be obtained by those wishing to study trends in the salary situation in particular cities.

The cost of preparing and publishing this bulletin is carried out of the general funds of the National Education Association. For the *Special Salary Tabulations*, however, it is necessary to fix a charge of \$5 each to cover the cost of preparation and publication. The outside back cover of this bulletin further describes the contents of the various tabulations and constitutes an order blank for them.

Those conducting salary investigations may 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 p. 50c.

Salaries in City School Systems, 1926-1927. Vol. V, No. 2, March, 1927. 64 p. 25c.

The Scheduling of Teachers' Salaries. Vol. V, No. 3, May, 1927. 64 p. 25c.

Practices Affecting Teacher Personnel. Vol. VI, No. 4, September, 1928. 52 p. 25c.

Salary Scales in City School Systems, 1928-29. Vol. VII, No. 3, May, 1929. 68 p. 25c.

Salaries in City School Systems, 1930-31. Vol. IX, No. 3, May, 1931. 64 p. 25c.

Administrative Practices Affecting Classroom Teachers. Part I. The Selection and Appointment of Teachers; Part II. The Retention, Promotion, and Improvement of Teachers. Vol. X, Nos. 1 and 2, January and March, 1932. 32 p. and 44 p. 25c each.

TABLE 2.—SALARIES PAID IN 1930-31 AND 1932-33.

Population group ¹	Median salary paid elementary school teachers ²				Median salary paid junior high-school teachers				Median salary paid high-school teachers			
	1931	1933	De-crease	Percent of de-crease	1931	1933	De-crease	Percent of de-crease	1931	1933	De-crease	Percent of de-crease
1	2	3	4	5	6	7	8	9	10	11	12	13
I...	\$2,118	\$1,947	171	8.07	\$2,348	\$2,204	144	6.13	\$2,731	\$2,479	252	\$9.23
II...	1,609	1,526	83	5.16	1,860	1,761	99	5.32	2,111	1,994	117	5.54
III...	1,428	1,360	68	4.76	1,619	1,525	94	5.81	1,876	1,747	129	6.88
IV...	1,303	1,217	86	6.60	1,494	1,376	118	7.90	1,692	1,575	117	6.92
V...	1,162	1,089	73	6.28	1,360	1,270	90	6.62	1,547	1,429	118	7.63

¹ For population ranges, see Table 1, page 45.

² Includes kindergarten teachers in Groups III, IV, and V.

Estimating Changes in Teachers' Cost of Living.
Circular No. 1, January, 1933. Washington, D. C.:
Department of Superintendence and Research Divi-
sion (Subscription Service). 15 p.

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.

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Median Salaries Paid School Employees

The tables in this bulletin are largely self-explanatory. Considered in connection with the definitions and forms used in collecting the data, as described at the end of this bulletin, they give a summary of the present salary status of the staffs of city school systems.¹

Tables 4, 5, 6, and 7 give, for the various population groups, the median salaries paid to teachers and principals (Table 4), deans and department heads (Table 5), administrative and supervisory officers (Table 6), and custodial and secretarial employees (Table 7).

Table 4 covers teachers and principals, the largest single groups of employees. A perfectly consistent tendency for average salaries to vary directly with average size of the school systems is evident. Part of this differential between salaries paid in small and large cities is doubtless offset by differences in cost of living in these types of communities. How much of the difference is thus compensated for is a question which awaits more extensive information than at present is available on relative costs and standards of living.

¹ Median salaries are computed for all school employees of each classification concerned except that in a few cities salary schedules for white and colored teachers were reported separately. In these cases only the salaries paid white teachers are included. Salaries paid colored teachers in cities maintaining separate salary schedules for white and colored teachers are fully reported in *Special Salary Tabulations C* which may be ordered from the blank printed on the outside back cover of this bulletin. A minus sign (—) before a median figure means that an exact median cannot be calculated from the information given, but is somewhat below the sum following the minus sign.

TABLE 4.—MEDIAN SALARIES PAID TEACHERS AND PRINCIPALS IN 1932-33.

Population groups ¹	Kindergarten teachers	Teachers of atypical classes	Elementary schools			Junior high schools		High schools		Part-time or continuation schools	
			Teachers ²	Principals		Teachers	Principals	Teachers	Principals	Teachers	Principals
				Super- vising	Teach- ing						
1	2	3	4	5	6	7	8	9	10	11	12
I.....	\$1,909	\$2,100	\$1,947	\$3,102	\$2,184	\$2,204	\$3,961	\$2,479	\$4,468	\$2,793	\$3,700
II.....	1,557	1,747	1,526	2,569	1,872	1,761	3,037	1,994	3,885	2,017	2,900
III.....			1,360	2,252	1,648	1,525	2,493	1,747	3,300	1,741	2,400
IV.....			1,217	2,314	1,465	1,376	1,956	1,575	2,603	1,500	
V.....			1,089	2,000	1,353	1,270	1,536	1,429	2,134	950	

¹ For population ranges see Table 1, page 45.

² Includes kindergarten teachers in Groups III, IV, and V.

TABLE 5.—MEDIAN SALARIES PAID DEANS, DEPARTMENT HEADS, AND VICE-PRINCIPALS IN 1932-33.

Population groups ¹	Vice-principals of elementary schools	Junior high schools		High schools		
		Deans	Vice-principals	Deans	Department heads	Vice-principals
1	2	3	4	5	6	7
I.....	\$4,614	\$2,730	\$2,899	\$2,667	\$3,008	\$3,647
II.....	2,471	2,308	2,508	2,294	2,482	2,975

¹ For population ranges see Table 1, page 45.

TABLE 6.—MEDIAN SALARIES PAID TO ADMINISTRATIVE AND SUPERVISORY OFFICERS AND THEIR ASSISTANTS IN 1932-33.

Population groups ¹	Superintendents of schools	Assistant or associate superintendents		Business managers	Attendance officers		Nurses		Research, tests and measurements		Vocational education		Physical education		Health		Directors or super- visors of eve- ning schools	Directors or super- visors of Ameri- canization classes
		First assistant superin- tendents ²	Other assistant superin- tendents ²		Chief attend- ance officers	Attend- ance officers	Head nurses	School nurses	Directors or super- visors ²	Assistant directors or super- visors ²	Directors or super- visors ²	Assistant directors or super- visors ²	Directors or super- visors ²	Assistant directors or super- visors ²				
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19
I	\$8,267	\$5,268	\$5,797	\$4,600	\$2,783	\$1,971	\$2,029	\$1,611	\$3,433	\$2,900	\$3,663	\$3,086	\$3,489	\$2,906	\$3,543	\$1,890	\$3,825	\$3,033
II	6,000	4,200	4,200	3,220	1,911	1,617	1,787	1,558	2,557	2,075	2,700	2,407	2,807	2,088	2,533	1,700	1,000	2,167
III	4,600	2,800	2,800	2,788	1,273	910	1,632	1,571	2,075	1,700	2,280	1,905	2,234	1,598	1,650	1,450	500	—500
IV	3,818	1,438	1,438	1,400	1,562	500	1,562	1,300	1,300	1,300	2,175	1,856	1,905	1,455	1,075	1,150	—	—
V	3,216	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—

TABLE 6—Continued

Population groups	Art		Music		Penmanship		Manual training		Home economics		Kindergarten		Primary grades		Inter- mediate grammar grades		Junior high schools	
	Directors or super- visors ²	Assistant directors or super- visors ²	Directors or super- visors ²	Assistant directors or super- visors ²	Directors or super- visors ²	Assistant directors or super- visors ²	Directors or super- visors ²	Assistant directors or super- visors ²	Directors or super- visors ²	Assistant directors or super- visors ²	Directors or super- visors ²	Assistant directors or super- visors ²	Directors or super- visors ²	Assistant directors or super- visors ²	Directors or super- visors ²	Assistant directors or super- visors ²	Directors or super- visors ²	Assistant directors or super- visors ²
20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36	37	38
I	\$3,100	\$2,609	\$3,240	\$2,643	\$2,767	\$2,800	\$3,350	\$3,300	\$2,975	\$2,950	\$3,350	\$2,450	\$2,975	\$2,600	\$3,233	\$3,550	\$2,350	\$3,550
II	2,308	2,017	2,514	2,075	2,300	2,300	2,933	1,973	2,354	1,814	2,700	2,325	2,575	2,213	2,650	3,100	2,650	3,100
III	1,797	1,713	1,913	1,700	1,838	1,838	2,246	1,843	1,750	1,625	2,325	2,000	2,213	2,033	2,450	2,450	2,450	2,450
IV	1,562	1,562	1,608	1,440	1,325	1,325	1,881	1,583	1,494	1,279	1,200	1,200	2,033	2,033	2,033	2,033	2,033	2,033
V	1,427	1,427	1,390	1,300	1,350	1,350	1,756	1,583	1,376	1,376	1,150	1,150	2,033	2,033	2,033	2,033	2,033	2,033

1 For population ranges, see Table 1, page 45.

2 Salaries on which the medians in this column are based are for the highest paid officer of the class indicated; one being included for each city reporting.

3 Salaries on which the medians in this column are based are for officers of the class indicated other than the one receiving the highest salary in each city.

¹ For population ranges, see Table 1, page 45.

² Salaries on which the medians in this column are based are for the highest paid officer of the class indicated; one being included for each city reporting.

³ Salaries on which the medians in this column are based are for officers of the class indicated other than the one receiving the highest salary in each city.

TABLE 7.—MEDIAN SALARIES PAID CERTAIN SECRETARIAL AND CUSTODIAL EMPLOYEES IN 1932-33.

Population groups ¹	Secretarial and clerical employees:					Superintendents of buildings and grounds	Assistant superintendents of buildings and grounds	Head janitors	Assistant head janitors	School janitors
	Secretary to the superintendent	Assistant secretary to the superintendent	Secretary to the board of education	School clerks in principals' offices	Clerks in all other administrative and supervisory offices					
1	2	3	4	5	6	7	8	9	10	11
I.....	\$2,023	\$1,650	\$3,700	\$1,133	\$1,442	\$3,611	\$2,500	\$2,600	-\$1,600	\$1,265
II.....	1,648	1,367	2,333	-1,000	1,180	2,554	2,140	1,962	1,877	1,287
III.....	1,297		1,070	836	1,074	2,007		1,845		1,256
IV.....	1,079		547	783	953	1,860		1,608		1,110
V.....	833		-500	710	739	1,750		1,400		1,020

¹ For population ranges, see Table 1, page 45.

ONE OF THE most unfortunate features of our present economic situation is the effect on education. I read of several hundred district schools being closed altogether in one region of what usually is a prosperous state. In other places, according to information that reaches me, the school year has been shortened from eight months or nine months to seven or even six months. Some boards of education have reduced salaries so drastically that the really good teachers have gone elsewhere, leaving only the inexperienced and the incompetent. In certain cities teachers have gone without pay for months at a time, so that their morale has been greatly lowered. The result of all these things is, to put it plainly and bluntly, that our boys and girls are not being as well educated as they were, that they are not being prepared for everyday work as they ought to be, and that they are not being trained as effectively as is necessary for the trying days that are bound to come in the future.

I recognize that the cost of education, like the cost of everything else, has had to come down. . . . But education is one of our most important concerns. We ought to try to keep it as nearly up to standard as we can. We ought to sacrifice some other things before we sacrifice our schools. I hear of local officials, holders of political offices, who are unwilling to take any cut in salaries and who insist instead that the schools shall bear the entire burden. This is unfair to the taxpayers, unfair to the children, unfair to future America.—Senator Arthur Capper, of Kansas.

Interstate Comparisons

Tables 8, 9, 10, and 11 compare the median salaries paid by states.¹ Teachers' salaries are covered in Tables 8 and 9; principals' salaries, in Tables 10 and 11. Tables 8 and 10 deal with cities over 30,000 in population, while Tables 9 and 11 deal with smaller school systems. Certain supplementary data are also in-

cluded. Thus Table 9 includes, for comparative purposes, the average salary paid all teachers, principals, and supervisors as reported by the U. S. Office of Education. Table 10 shows the average salaries paid to principals of all rural schools for whites.

¹ In certain cases data were insufficient to make it worthwhile to calculate medians for certain sizes of cities and groups of employees. In these cases medians are omitted. The general rules for reporting medians followed in this bulletin and in the *Special Salary Tabulations* are as follows: when as many as ten cities of a given population group in a single state report, or when 50 percent or more of all cities of a given size in a state report, a median is calculated. *Except:* when the number of individual employees reported is less than five, a median is not calculated.

TABLE 8.—MEDIAN SALARIES PAID TEACHERS BY STATES IN CITIES OVER 30,000 IN POPULATION IN 1932-33.

States	Median salaries paid in city school systems to:											
	Kindergarten teachers		Elementary-school teachers		Teachers of atypical classes		Junior high-school teachers		High-school teachers		Part-time school teachers	
	Group I ¹	Group II ¹	Group I	Group II	Group I	Group II	Group I	Group II	Group I	Group II	Group I	Group II
I	2	3	4	5	6	7	8	9	10	11	12	13
United States..	1,909	1,557	1,947	1,526	2,100	1,747	2,204	1,761	2,479	1,994	2,793	2,017
Alabama.....			1,290	1,202	1,375	1,500			1,670	1,678		
Arizona.....		1,550		1,645				1,709		2,110		
Arkansas.....				1,163				1,445		1,615		
California.....	2,013	1,818	2,174	1,863	2,388	1,958	2,460	2,251	2,600	2,526	2,638	2,511
Colorado.....	2,029	1,650	2,073	1,540	2,300		2,503	1,821	2,538	1,907	2,515	
Connecticut.....	1,748	1,638	1,830	1,698	2,022	1,700	2,120	2,475	2,475	2,242		
Delaware.....	1,700		2,103	2,050			2,085	1,725	2,300			
District of Col.	2,237		2,220	2,216			2,397		2,834			
Georgia.....	1,389	1,000	1,467	1,253	1,706	1,150	2,038	1,424	2,069	1,600	1,475	
Illinois.....	2,218	1,412	2,219	1,388	2,259	1,600	2,505	1,472	3,080	1,995	3,648	
Indiana.....	1,482	1,280	1,726	1,327	1,777	1,450	1,845	1,560	2,178	1,655		1,688
Iowa.....	1,755	1,453	1,670	1,487	1,617	1,620	1,836	1,758	2,083	1,871		1,800
Kansas.....	1,433	1,550	1,641	1,716	1,788	1,730	1,785	1,696	2,067	2,029		
Kentucky.....	1,255	1,286	1,197	1,415	1,300		1,345	1,545	1,785	1,781		
Louisiana.....	1,150		1,424	1,520	1,550			1,171	1,939	1,329		
Maine.....		1,433		1,437		1,425		1,555		1,745		
Maryland.....			1,576	1,209	1,835		1,826	1,346	2,373	1,527	1,675	
Massachusetts..	1,905	1,617	1,854	1,625	1,999	1,703	2,107	1,828	2,594	2,060	2,383	1,833
Michigan.....	1,539	1,348	1,566	1,437	1,935	1,663	2,103	1,700	2,162	1,883	2,214	1,833
Minnesota.....	1,550		1,638		1,647		1,820		2,054			
Missouri.....	2,138		1,857	1,475	1,933	1,275	2,200	1,145	2,585	1,449		
Montana.....				1,414						1,729		
Nebraska.....	1,813	1,450	1,825	1,537	1,367	1,450		1,591	2,123	1,700		
New Hampshire..		1,520	1,537	1,500				1,620		2,045		
New Jersey.....	2,246	2,145	2,113	2,149	2,503	2,475	2,418	2,617	3,126	2,838	2,688	2,675
New York.....	3,113	1,812	2,950	1,875	3,848	1,982	3,810	2,052	3,651	2,238	3,465	2,200
North Carolina..				1,137		1,220		1,238		1,292		
Ohio.....	1,748	1,600	1,729	1,321	2,012	1,525	2,164	1,598	2,239	2,010	2,222	
Oklahoma.....	1,363		1,458	1,108	1,600		1,625		2,014	1,350		
Oregon.....	1,074		1,649		1,637		1,300		1,803		1,000	
Pennsylvania....	1,550	1,800	1,984	1,802	2,534	1,885	2,440	1,959	3,056	2,223	2,800	1,971
Rhode Island....	1,832	1,350	1,636	1,523	1,938	1,625	2,025	1,643	2,440	1,886		
South Carolina..				1,079		1,025		1,320		1,435		
South Dakota....		1,200	1,304					1,300		1,705		
Tennessee.....			1,269				1,379		1,758		1,800	
Texas.....	1,000	1,250	1,259	1,105	1,233	1,450	1,502	1,246	1,506	1,506	1,225	
Utah.....	1,000		1,454	1,119	1,700		1,641	1,493	1,824	1,664		
Virginia.....	1,619	1,317	1,344	1,229	1,731	1,175	1,743	1,324	1,863	1,589		
Washington.....	1,890		1,810	1,323	1,900	1,433	1,777	1,410	1,983	1,648	2,050	
West Virginia...		1,163	1,240		1,400			1,456		1,751		
Wisconsin.....	2,101	1,415	2,115	1,528	2,115	1,725	1,878	1,760	2,335	1,917		2,050

¹ For population ranges, see Table I, page 45.

TABLE 9.—MEDIAN SALARIES PAID TEACHERS IN CITIES UNDER 30,000 IN POPULATION IN 1932-33.

State	Average salary paid all teachers, principals, and supervisors, 1929-30 ¹	Median salaries paid in city school systems to:									Part-time school teachers		
		Elementary and kindergarten teachers			Junior high-school teachers			High school teachers					
		Group III ²	Group IV ²	Group V ²	Group III ²	Group IV ²	Group V ²	Group III ²	Group IV ²	Group V ²	Group III ²	Group IV ²	Group V ²
1	2	3	4	5	6	7	8	9	10	11	12	13	14
United States.....	\$1,420	\$1,360	\$1,217	\$1,089	\$1,525	\$1,376	\$1,270	\$1,747	\$1,575	\$1,429	\$1,741	\$1,500	\$950
Alabama.....	792												
Arizona.....	1,637		1,353	1,383		1,514			1,811	1,758			
Arkansas.....	673												
California.....	2,123	1,639	1,538	1,464	1,879	1,813	1,590	2,243	2,120	2,045	2,125	1,700	
Colorado.....	1,453	1,305	1,196	1,172	1,411	1,355	1,341	1,600	1,543	1,460			
Connecticut.....	1,812	1,464	1,281	1,201	1,595	1,500	1,400	1,921	1,533	1,500			
Delaware.....	1,570												
Florida.....	876												
Georgia.....	684												
Idaho.....	1,200	1,346	1,138		1,470	1,223		1,758	1,391				
Illinois.....	1,630	1,201	1,088	985	1,298	1,300	1,128	1,564	1,526	1,488			
Indiana.....	1,466	1,276	1,088	1,073	1,446	1,234	1,292	1,641	1,439	1,358			
Iowa.....	1,094	1,237	1,045	1,009	1,357	1,104	1,131	1,595	1,395	1,366			
Kansas.....	1,159	1,154	1,080	971	1,385	1,341	1,147	1,600	1,433	1,353			
Kentucky.....	896	895		787	1,010		900	1,285		1,163			
Louisiana.....	941												
Maine.....	942	1,175		826	1,300		967	1,545		1,253			
Maryland.....	1,518												
Massachusetts.....	1,875	1,487	1,292	1,226	1,596	1,473	1,478	1,848	1,680	1,585	1,775		
Michigan.....	1,534	1,280	1,143	1,151	1,555	1,360	1,303	1,670	1,477	1,460			1,200
Minnesota.....	1,251	1,386	1,157	1,063	1,644	1,413	1,239	1,764	1,417	1,372			750
Mississippi.....	620												
Missouri.....	1,235	1,004	873	814	1,135	1,139	1,010	1,370	1,244	1,185			
Montana.....	1,215	1,438	1,358		1,600	1,456		1,807	1,433				
Nebraska.....	1,077	1,226	1,087		1,479	1,236		1,600	1,473				
Nevada.....	1,483		1,750	1,507			1,600		2,080	1,900			
New Hampshire.....	1,254	1,196	1,020		1,423	1,250		1,700	1,290				
New Jersey.....	2,113	1,616	1,548	1,489	2,019	1,870	1,700	2,079	1,987	1,838	1,750		
New Mexico.....	1,113	1,408	1,144	1,048	1,471	1,325	1,050	1,743	1,400	1,359			
New York.....	2,493	1,755	1,736	1,616	1,942	1,930	1,657	2,095	1,991	1,820	2,150		
North Carolina.....	873												
North Dakota.....	900	1,362		1,067	1,459			1,758		1,355			
Ohio.....	1,665	1,123	1,077	1,036	1,333	1,350	1,157	1,557	1,491	1,428			
Oklahoma.....	1,072	983	814	763	1,159	925	889	1,327	1,098	1,060			
Oregon.....	1,612	1,235	1,140	1,109	1,279	1,225	1,267	1,380	1,379	1,274			
Pennsylvania.....	1,620	1,443	1,415	1,118	1,579	1,491	1,336	1,753	1,664	1,470	1,700	1,500	
Rhode Island.....	1,437	1,369		1,193	1,515		1,350	1,969		1,583			
South Carolina.....	788												
South Dakota.....	956	1,205	1,286	1,150	1,448	1,525	1,250	1,563	1,810	1,460			
Tennessee.....	902		758			771		1,122					
Texas.....	924	928	883	820	976	1,024	1,027	1,293	1,198	1,159			
Utah.....	1,330	817			1,171			1,425					
Vermont.....	963	1,308			1,550			1,767					
Virginia.....	861		879			1,070			1,085				
Washington.....	1,556	1,278	1,171	1,138	1,577	1,217	1,394	1,549	1,421	1,391			
West Virginia.....	1,023	1,000			1,214			1,584					
Wisconsin.....	1,399	1,300	1,184	1,129	1,594	1,350	1,308	1,782	1,587	1,488	1,750	1,700	
Wyoming.....	1,239	1,619	1,423	1,402	1,688	1,567		1,920	1,883	1,820			

¹ Figures in column 2 from U. S. Office of Education, *Statistics of State School Systems, 1929-30*.

² For population ranges, see Table I, page 45.

TABLE 10.—MEDIAN SALARIES PAID PRINCIPALS BY STATES IN CITIES OVER 30,000 IN POPULATION IN 1932-33.

States	Average salaries paid principals of all rural schools for whites in 1929-30 ¹	Median salaries paid in city school systems to principals of:									
		Elementary schools				Junior high schools		High schools		Part-time schools	
		Teaching		Supervising							
		Group I	Group II	Group I	Group II	Group I	Group II	Group I	Group II	Group I	Group II
1	2	3	4	5	6	7	8	9	10	11	12
United States.....	\$1,979	\$2,184	\$1,872	\$3,102	\$2,569	\$3,961	\$3,037	\$4,468	\$3,885	\$3,700	\$2,900
Alabama.....	1,645			2,550	1,850			3,150			
Arizona.....	1,827		1,800		2,282						
Arkansas.....	2,918				2,350						
California.....	2,540	2,521	2,650	3,273	2,930	4,290	3,600	4,750	4,467	4,350	3,000
Colorado.....	2,142			3,170	2,350	4,067	3,050	4,875			
Connecticut.....	2,204	2,271	1,894	3,081	2,767	4,100	3,300	5,375	4,033		
Delaware.....	1,626			2,850							
Dist. of Columbia.....		2,725		3,227		3,975		4,467			
Florida.....	2,016										
Georgia.....	1,483	1,850	1,843	2,567	1,885	3,300		3,050			
Idaho.....	1,695										
Illinois.....	2,125		1,824	4,212	2,265	4,488	2,500	4,871	4,000		
Indiana.....	1,976	2,170	1,695	2,736	2,163		2,450	3,600	3,700		
Iowa.....	1,772		1,786	2,486	2,489	3,350	3,050	4,300			
Kansas.....	1,910	1,914	2,167	2,067		3,100	2,550	3,350			
Kentucky.....	1,597	1,375		2,150	1,950	2,525		3,350			
Louisiana.....	1,936		1,550	2,191	1,350			2,480			
Maine.....	1,576				2,550						
Maryland.....	2,906		1,814	2,883		2,980		4,650	3,050		
Massachusetts.....	2,054	2,488	1,855	2,864	2,585	4,167	3,363	5,050	4,275	3,400	
Michigan.....	1,887		2,009	2,473	2,044	3,571	2,750	4,467	3,800		
Minnesota.....	1,939	2,200		2,618		3,130		3,900			
Mississippi.....	1,610										
Missouri.....	1,519	2,161	1,443	3,564	1,925	4,100	2,225	4,400	3,067		
Montana.....	2,217		1,883		2,150						
Nebraska.....	1,748		1,950	2,454	2,270			4,250	2,450		
Nevada.....	3,163										
New Hampshire.....	1,940		1,563		2,425						
New Jersey.....	2,516	2,350		3,948	3,967	4,525	5,750	5,500	5,450	4,100	
New Mexico.....	1,472										
New York.....	2,607		2,417	6,385	3,064	7,671	3,950	9,667	4,550	6,375	3,500
North Carolina.....	1,874		1,475		2,018		3,050		3,300		
North Dakota.....	1,580										
Ohio.....	2,095	1,900	1,595	2,707	2,450	3,559	2,636	3,929	3,600		
Oklahoma.....	1,579	1,750	1,833	2,717		3,233		4,300			
Oregon.....	1,693	1,850		2,676				3,283			
Pennsylvania.....	2,133	2,033	2,200	3,738	2,831	4,770	3,525	4,747	4,325	4,500	
Rhode Island.....		2,150	1,815	2,725	1,860	3,867	2,283	4,300			
South Carolina.....	2,104				2,850						
South Dakota.....	1,772				1,744						
Tennessee.....	1,673	1,625		2,021		2,558		3,300			
Texas.....	1,303	1,950	1,583	2,550	2,000	2,940	2,350	3,600	3,300		
Utah.....	1,680			2,950	2,375	3,250					
Vermont.....	2,213										
Virginia.....	1,576	1,667		2,754	1,885	3,600	2,725	3,100			
Washington.....	2,366	2,100	1,875	3,131	1,970	2,750		4,133			
West Virginia.....	1,694				2,125		2,530		3,200		
Wisconsin.....	2,130	2,588	2,275	3,545	2,694	4,000	3,150	4,625	4,025		
Wyoming.....	2,077										

¹ Figures of column 2 from U. S. Office of Education, *Status of Teachers and Principals Employed in Rural Schools of the United States*

² For population ranges, see Table 1, page 45.

TABLE 11.—MEDIAN SALARIES PAID PRINCIPALS, BY STATES, IN CITIES UNDER 30,000 IN POPULATION, IN 1932-33.

States	Median salaries paid in city school systems to principals of:											
	Elementary schools						Junior high schools			High schools		
	Teaching			Supervising								
	Group III ¹	Group IV ¹	Group V ¹	Group III	Group IV	Group V	Group III	Group IV	Group V	Group III	Group IV	Group V
1	2	3	4	5	6	7	8	9	10	11	12	13
United States.....	\$1,648	\$1,465	\$1,353	\$2,252	\$2,314	\$2,000	\$2,493	\$1,956	\$1,536	\$3,300	\$2,603	\$2,134
Alabama.....												
Arizona.....		1,683	1,700		2,100						2,950	
Arkansas.....												
California.....	2,145	1,888	1,900	2,238	2,733		2,975			4,225	3,900	3,500
Colorado.....	1,613	1,525	1,470	1,975				2,150			2,750	2,325
Connecticut.....	1,880	1,690	1,725	2,375	2,000		2,700			3,575	3,000	2,800
Delaware.....												
Florida.....												
Georgia.....												
Idaho.....	1,820	1,410										
Illinois.....	1,565	1,327	1,264	2,217	2,200		2,225	1,838	1,275	3,150	2,600	2,550
Indiana.....	1,647	1,369	1,267	2,017			2,350	1,650		3,060	2,440	2,125
Iowa.....	1,585	1,259	1,142	1,800			2,220	1,550	1,350	3,267	2,325	1,880
Kansas.....	1,627	1,439	1,225	1,483			2,750		1,383	3,225	2,725	2,075
Kentucky.....	1,425		1,133	1,600						2,475		1,700
Louisiana.....												
Maine.....	1,383		1,050									2,150
Maryland.....												
Massachusetts.....	1,669	1,634	1,450	2,389	2,450		2,763	2,150		3,733	3,064	3,000
Michigan.....	1,660	1,378	1,419	2,550	1,600	2,050	2,450	1,750	1,567	3,300	2,450	2,250
Minnesota.....	1,672	1,292	1,283	2,325	1,875		2,350		1,450	3,050	2,500	1,890
Mississippi.....												
Missouri.....	1,236	1,025	1,044	1,767			1,850			2,350	2,275	1,850
Montana.....	1,840	1,575		2,200								
Nebraska.....	1,575	1,280									2,550	
Nevada.....												
New Hampshire.....	1,413	1,225		1,780						3,600		
New Jersey.....	2,025	2,125	2,063	2,886	2,810	2,400	3,800			4,225	3,567	2,850
New Mexico.....		1,617	1,413	2,175								2,050
New York.....	2,142	1,920	1,830	2,664	2,750	2,600	3,500	2,650		4,017	3,333	3,467
North Carolina.....												
North Dakota.....	1,575			1,883			2,733					
Ohio.....	1,531	1,368	1,363	2,175			2,192	2,225	1,750	3,100	2,425	2,113
Oklahoma.....	1,261	1,063	—1,000	2,125				1,500		3,050	2,067	1,650
Oregon.....	1,650	1,550	1,375				1,850				2,333	2,175
Pennsylvania.....	1,620	1,603	1,392	2,180	1,888	2,750	2,500	2,400	1,800	3,200	2,608	2,180
Rhode Island.....	1,669			1,850						3,150		
South Carolina.....												
South Dakota.....	1,483	1,475	1,400	2,150			2,450			3,075		
Tennessee.....		1,025										
Texas.....	1,380	1,289	1,175	1,333			2,200			2,500	2,110	1,864
Utah.....	1,675											
Vermont.....	1,158											
Virginia.....											2,150	
Washington.....	1,675	1,663	1,533	2,150					2,050	3,125		2,025
West Virginia.....	1,350			2,100			2,250			3,150		
Wisconsin.....	1,725	1,390	1,390	2,050	1,650		2,725			3,733	2,825	2,750
Wyoming.....	1,938	1,750	1,500	2,444								

¹ For population ranges, see Table 1, page 45.

Forms and Definitions Used in Collecting Data

To illustrate the method by which the study was made, part of one of the forms used in collecting figures is shown below. On request, the Research Division will send a complete set of forms used. The form reproduced below was sent to cities over 30,000 in population. This questionnaire also called for similar information on principals and all other school employees.

Teaching principals were defined as those doing some regular classroom teaching, while supervising principals were those giving full time to administration and supervision. Vice-principals, assistant principals, and deans were

to be reported under these classifications only if the persons concerned devoted half-time or more to administrative or supervisory duties.

The form sent to cities under 30,000 in population is similar to the one reproduced below except that the classification for elementary teachers was expanded to include kindergarten teachers, teachers of atypical classes, and teachers rated as assistant or vice-principals in elementary schools. Similarly, the classifications of junior high-school teachers and high-school teachers were expanded to include teachers rated as heads of departments, and assistant principals or vice-principals in these schools.

SPECIAL DIRECTIONS: On pages 2, 3, and 4 report the salaries you expect to pay for the school year 1932-33. Deduct all direct or indirect losses arising from salary reductions, teaching part of the year without pay, voluntary return of a portion of salaries to the school board, and other similar losses.

DIRECTIONS: In answering this inquiry give figures **ONLY** for individuals employed for **FULL TIME**. Read notes (a) to (k) at foot of this page **BEFORE** filling out this section.

Salary Groups All salaries should be in terms of yearly salary	Give the number of teachers whose salaries fall in each of the salary groups indicated below							Give the number of employees whose salaries fall in each of the salary groups indicated below				
	CLASSROOM TEACHERS							OTHER SCHOOL EMPLOYEES				
	Kindergarten teachers. See note (a) below	Elementary teachers, grades 1, 2, 3, 4, 5 and 6 and where separate junior high schools are not maintained grades 7 and 8 also. See note (b) below	Teachers of atypical classes. See note (c) below	Junior high school teachers, grades 7 and 8, or 7, 8 and 9, where maintained as a separate school organization. See note (d) below	High School teachers, grades 10, 11 and 12, where junior high school is maintained, otherwise grades 9, 10, 11 and 12. See note (e) below	High school department heads	Teachers in part-time or continuation schools. See note (f) below	School nurses. See note (g) below	Attendance officers. See note (h) below	School janitors. See note (i) below	School clerks in principals' offices. See note (j) below	Clerks in offices of administrative and supervisory officers. See note (k) below
1	2	3	4	5	6	7	8	9	10	11	12	13
Below \$1000												
1000-1500												
1500 and over												
Totals												

Notes:

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

Order Blank for Salary Tabulations 1932-33

(This blank may be copied if it is desired to save the cover of this bulletin)

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

Kindly send Special Salary Tabulations for 1932-33 as checked below. Payment to the amount of \$_____ is inclosed.

Name _____ Official Position _____

Address _____ City _____ State _____

Tabulations I-A. Salaries Paid Teachers, Principals and Certain Other
School Employees, 1932-33, Cities over 100,000 in Population. \$5.00 _____

Tabulations II-A. Salaries Paid Teachers, Principals and Certain Other
School Employees, 1932-33, Cities 30,000 to 100,000 in Population. \$5.00 _____

Tabulations III-A. Salaries Paid Teachers, Principals and Certain Other
School Employees, 1932-33, Cities 10,000 to 30,000 in Population. \$5.00 _____

Tabulations IV-A. Salaries Paid Teachers, Principals and Certain Other
School Employees, 1932-33, Cities 5,000 to 10,000 in Population. \$5.00 _____

Tabulations V-A. Salaries Paid Teachers, Principals and Certain Other
School Employees, 1932-33, Cities 2,500 to 5,000 in Population. \$5.00 _____

Tabulations I-B. Salaries Paid Administrative and Supervisory Officers,
1932-33, Cities over 100,000 in Population. \$5.00 _____

Tabulations II-B. Salaries Paid Administrative and Supervisory Officers,
1932-33, Cities from 30,000 to 100,000 in population. \$5.00 _____

Tabulations III-B. Salaries Paid Administrative and Supervisory Officers,
1932-33, Cities from 10,000 to 30,000 in Population. \$5.00 _____

Tabulations IV-B. Salaries Paid Administrative and Supervisory Officers,
1932-33, Cities from 5,000 to 10,000 in Population. \$5.00 _____

Tabulations V-B. Salaries Paid Administrative and Supervisory Officers,
1932-33, Cities from 2,500 to 5,000 in Population. \$5.00 _____

Tabulations C. Salaries Paid Colored Teachers in Cities Having Separate
Salary Schedules for These Employees. \$5.00 _____