

APR 10 1935

RESEARCH BULLETIN

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OF THE NATIONAL
EDUCATION
ASSOCIATION

VOL. XIII · No. 2
MARCH · 1935

Salaries of School Employees, 1934-35

Published by the RESEARCH DIVISION of the
NATIONAL EDUCATION ASSOCIATION

1201 Sixteenth Street, N. W., Washington, D. C.

RESEARCH BULLETIN OF THE NATIONAL EDUCATION ASSOCIATION

Published five times each year
in January, March, May,
September, and November

President, HENRY LESTER SMITH

Secretary, WILLARD E. GIVENS

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Entered as second-class matter February 10, 1923, at the Post Office at Washington, D. C., under Act of August 24, 1912. Acceptance for mailing at special rate of postage provided for in Section 1103, Act of October 3, 1917, authorized February 10, 1923.

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FOREWORD

THIS BULLETIN presents the findings of the seventh biennial survey of city teachers' salaries conducted by the Research Division. The number of cities reporting this year sets a new record. This bulletin presents data on school employees in 1989 cities, which means that nearly three-fifths of all cities in the country and practically every one of the nation's larger cities are included. Almost 400,000 school employees are represented in the study. It will become the standard source of information on 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 calling for these findings at the earliest possible moment. We are particularly happy, therefore, to be able to complete this investigation several weeks ahead of the usual schedule.

Findings of this year's study as compared with those of two and four years ago, show a continuing decrease in the salaries paid in most city school systems. However, as explained more fully in the bulletin itself, there is reason to believe that teachers' salaries have already reached their lowest point and are now slowly returning to somewhat more normal levels.

Requests have been received that the Association extend its salary studies to rural areas. At the present time the expense involved in such an extension of service is all but prohibitive. However, an attempt has been made in this bulletin to present concisely certain important figures on a state-by-state basis concerning the salaries paid teachers in rural schools. This should be a worthwhile addition to the bulletin and should make it more widely useful.

Parents and other citizens interested in maintaining a high morale and standards in the public schools are interested no less than teachers themselves in the facts revealed by this survey. It seems probable that in the next few years the whole question of adequate and equitable salary schedules for teachers and other public employees will receive unusually keen attention. It is hoped, therefore, that this bulletin will have a wide distribution. The facts in it form the basis for careful state and local studies to develop such salary schedules for school employees as will command and reward the lifetime services of a skilful, devoted, and cultured teacher for every child.

WILLARD E. GIVENS, *Secretary,*
National Education Association.

Introduction

This bulletin deals primarily with the findings from the Research Division's regular biennial survey of the salaries paid in city school systems. The data cover the school year 1934-35.

This introduction deals with the way in which the survey was made, the number and proportion of all cities and school employees included, the trend in salaries since 1930-31, and how additional information may be secured. The rest of the bulletin is divided into four major parts, reporting respectively on (1) the median salaries paid to different classes of school employees; (2) comparisons among states with respect to the median salaries paid; (3) the range and distribution of teachers' salaries; and (4) certain data on the salary schedules in larger cities.

A supplement presents certain data by states on salaries paid in rural schools. The expense of conducting a rural salary study comparable in detail to that for city schools, makes such an undertaking impossible at present. As a temporary substitute, data on rural salaries were collected from the various state departments of education. In this connection, it should be added that the United States Office of Education expects to issue its quinquennial report on rural salaries late in 1935. This study will contain data for the school year 1933-34.

Method of Making Survey

The procedure in making the study was similar to that followed in previous years. The inquiry forms were mailed to superintendents of schools on September 21, 1934. Reference to these questionnaires as illustrated at the end

of this bulletin will often help to interpret the data presented. Various follow-up letters and telegrams were sent to secure the largest possible sampling. Correspondence with individual cities was carried forward whenever a reasonable doubt occurred concerning the meaning or accuracy of the report received.

Size of Sample

In reporting this study the usual practise of grouping city school systems according to the population of the city is followed. Table 1 shows the classification used, the number of cities in each of the five population groups, and the number and percent of such cities submitting usable replies.

The five population groups as defined in columns 1 and 2 of Table 1 are followed consistently thruout this bulletin and are referred to by number hereafter, both in text and in tables, so as to conserve space and avoid cumbersome repetitions.

A total of 1989 cities is included in the salary survey for this year. This represents nearly two-thirds of all city school systems in the country and nine-tenths of the school systems in cities with more than 30,000 population. This is a remarkably complete coverage for questionnaire studies of this type. The Research Division and all others interested in the teachers' salary question are grateful to the superintendents and other school officials who have submitted detailed reports on this and on previous biennial surveys. The number of school employees of all classes included in this survey is 386,376.

TABLE 1.—NUMBER OF SCHOOL SYSTEMS INCLUDED IN STUDY

Group number	Population ranges	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	90	96.77
II.....	30,000 to 100,000	233	196	84.12
III.....	10,000 to 30,000	670	460	68.66
IV.....	5,000 to 10,000	859	549	63.91
V.....	2,500 to 5,000	1,301	694	53.34
Total.....		3,156	1,989	63.02

Trends of Salaries Since 1930-31

It is well known that teachers' salaries have suffered reductions during the economic depression. Table 2 shows this trend for the teachers in elementary schools as revealed by the biennial surveys of 1930-31, 1932-33, 1934-35. Table 3 gives the same data for teachers in high schools. Similar comparisons for other groups may be readily made by comparing data in this bulletin with those presented two years and four years previously.¹

In reviewing the figures presented in Tables 2 and 3, it should be remembered that probably the lowest point reached by teachers' salaries is not revealed in these tables. Nationwide estimates, as compiled from state depart-

ments of education, indicate that the 1933-34 average salary of all teachers was approximately 7 percent below that of 1932-33, and about one-third of 1 percent below that of 1934-35. Since no separate survey of city teachers' salaries was made in 1933-34 it is impossible to say how closely these nationwide trends are reflected in the trends for city teachers. It is probable also that the salaries reported for 1932-33 are somewhat higher than the amounts actually paid, since some cities imposed further reductions after their salary reports were filed.

Tables 2 and 3 bring out the usual tendency for salaries to increase with the size of the city. As a general rule, the differential between cities in Groups I and II is larger than that between Groups II and III, and so on down to the smallest groups. There is also shown the usual tendency to pay higher salaries to teachers giving instruction to older children. The median salary of teachers in the junior high schools in the larger cities is approximately \$150 higher than that of elementary-school teachers, and the salary of senior high-school teachers in the same group is approximately \$350 higher than that of junior high-school teachers.²

Column 5 in Table 2 and columns 5 and 10 in Table 3 show that teachers in the cities in Group IV, that is, cities between 5,000 and 10,000 in population, have suffered the most severe proportionate salary reductions. This is true whether one calculates the decrease below 1931 or below 1933 salaries. Teachers in the cities of Group I have suffered the smallest percentage decreases. These, and other comparisons and trends, are shown graphically in Figures I, II, and III.

¹ National Education Association, Research Division. "Salaries in City School Systems, 1930-31." *Research Bulletin* 9: 162-227; May 1931 and "Salaries in City School Systems, 1932-33." *Research Bulletin* 11: 43-55; March 1933.

² 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.

TABLE 2.—SALARIES PAID ELEMENTARY-SCHOOL TEACHERS IN 1930-31, 1932-33, and 1934-35.

Population groups ¹	Median salary paid elementary-school teachers ²				
	1931	1933	1935	Percent decrease	
				1931-1935	1933-1935
1	2	3	4	5	6
I.....	\$2,118	\$1,947	\$1,922	9.25	1.28
II.....	1,609	1,526	1,412	12.24	7.47
III.....	1,428	1,360	1,231	13.80	9.49
IV.....	1,303	1,217	1,050	19.42	13.72
V.....	1,162	1,089	961	17.30	11.75

¹ For population ranges, see Table 1, page 5.

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

TABLE 3.—SALARIES PAID HIGH-SCHOOL TEACHERS IN 1930-31, 1932-33, and 1934-35

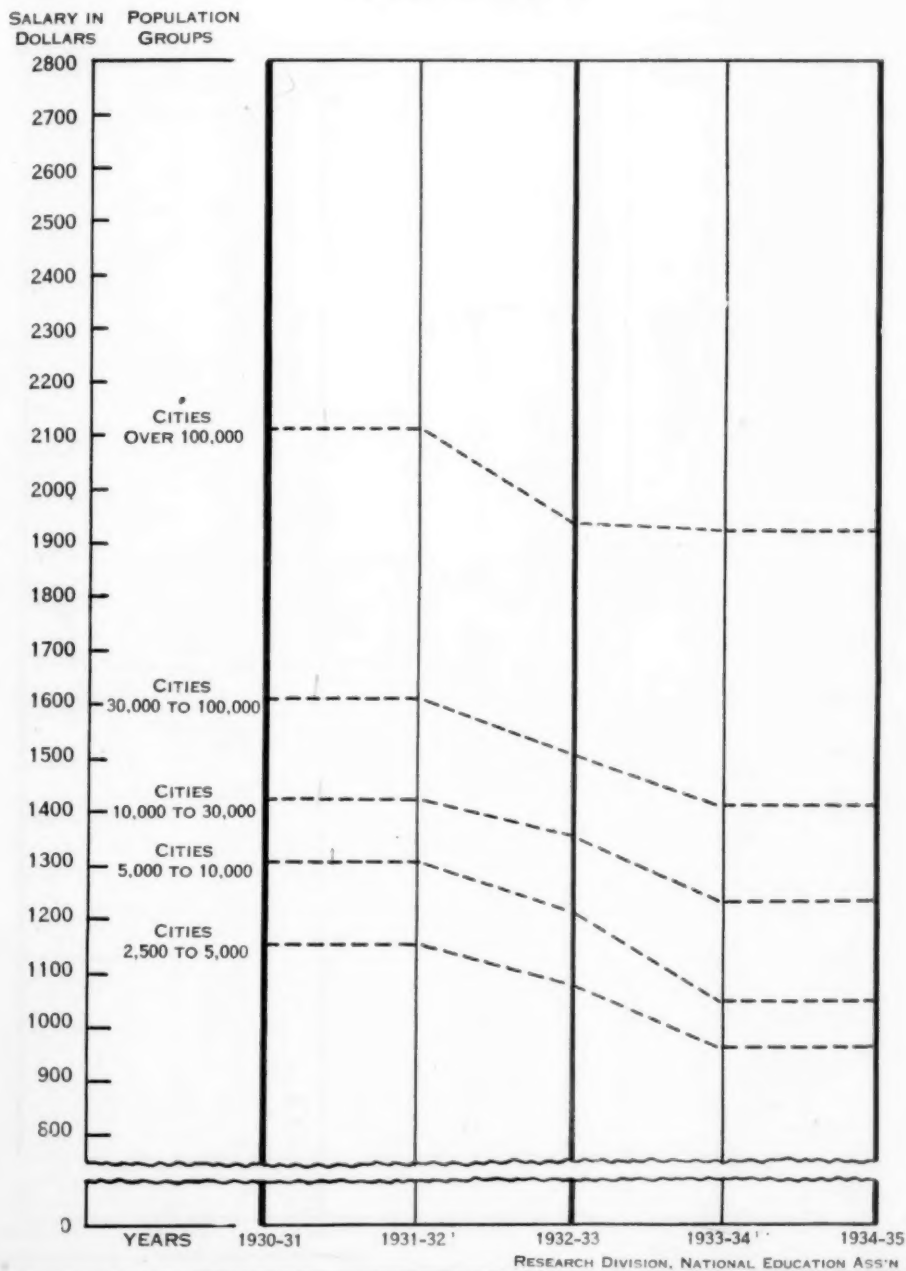
Population groups ¹	Median salary paid junior high-school teachers					Median salary paid high-school teachers				
	1931	1933	1935	Percent decrease		1931	1933	1935	Percent decrease	
				1931-1935	1933-1935				1931-1935	1933-1935
1	2	3	4	5	6	7	8	9	10	11
I.....	\$2,348	\$2,204	\$2,078	11.50	5.72	\$2,731	\$2,479	\$2,436	10.80	1.73
II.....	1,860	1,761	1,612	13.33	8.46	2,111	1,924	1,834	13.12	8.02
III.....	1,619	1,525	1,390	14.14	8.85	1,876	1,747	1,603	14.55	8.24
IV.....	1,494	1,376	1,208	19.14	12.21	1,692	1,575	1,379	18.50	12.44
V.....	1,360	1,270	1,125	17.28	11.42	1,547	1,429	1,260	18.55	11.83

¹ For population ranges see Table 1, page 5.

FIGURE I

TRENDS IN ELEMENTARY-SCHOOL TEACHERS' SALARIES

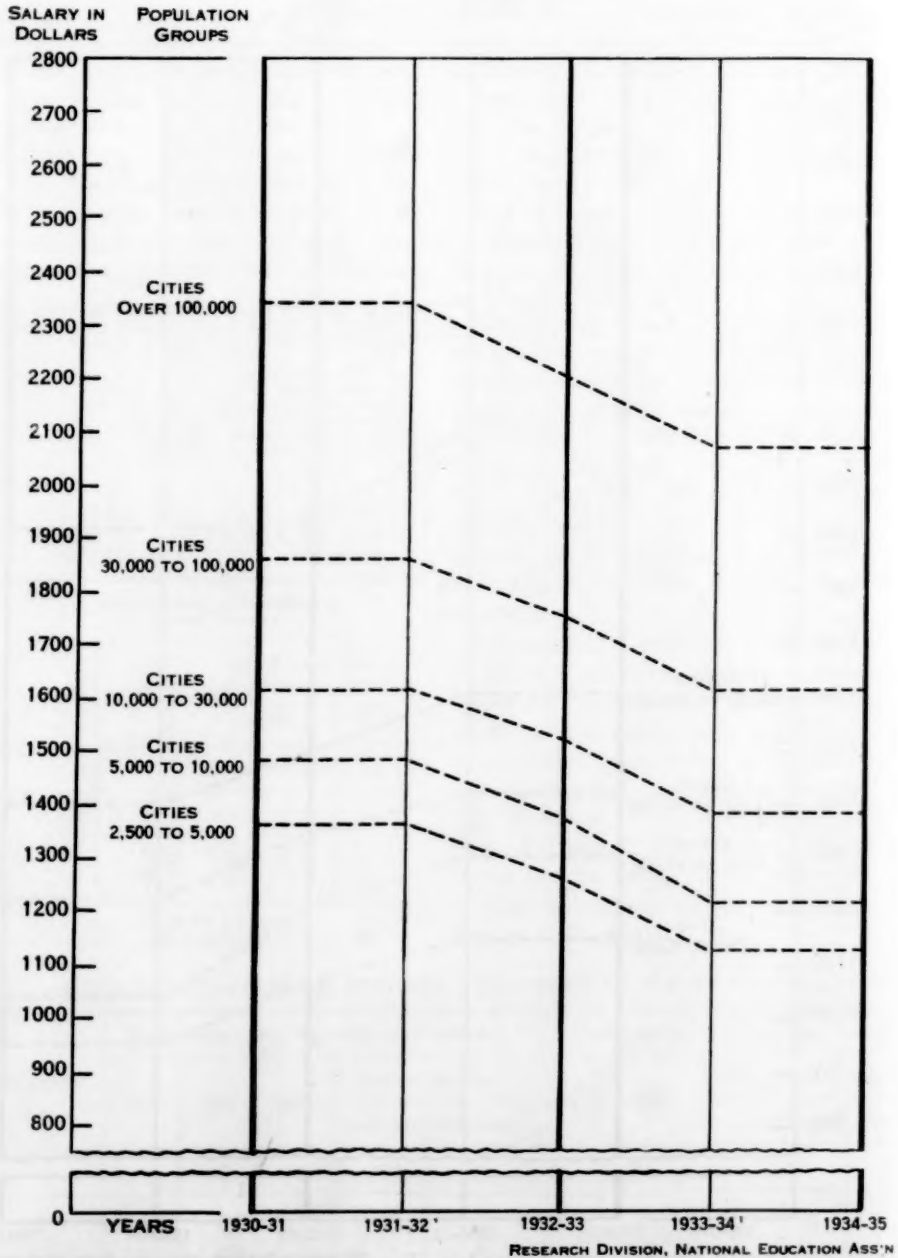
1930-31 to 1934-35



¹ Trends for this year based on estimates for all teachers, principals, and supervisors in the United States as a whole.

FIGURE II

TRENDS IN JUNIOR HIGH-SCHOOL TEACHERS' SALARIES 1930-31 to 1934-35

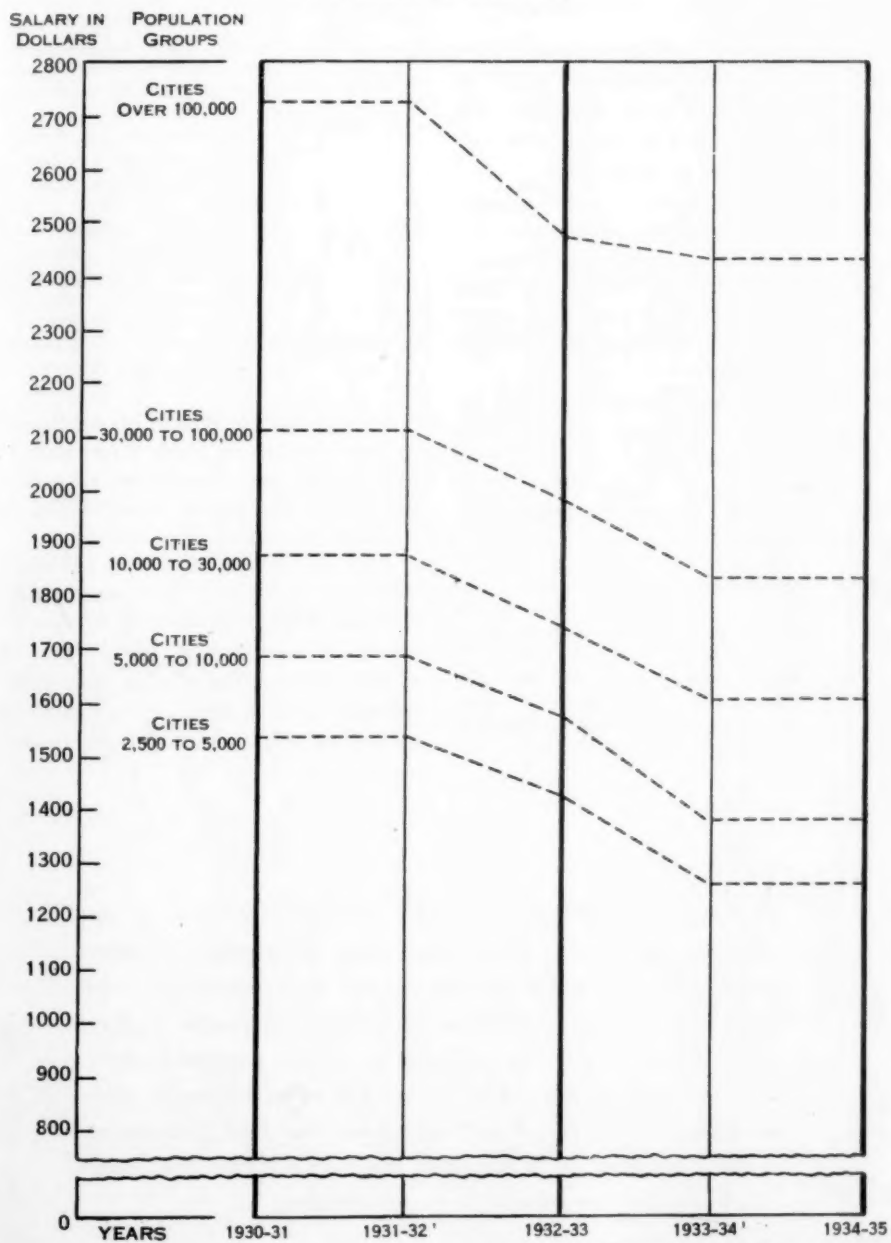


¹ Trends for this year based on estimates for all teachers, principals, and supervisors in the United States as a whole.

FIGURE III

TRENDS IN SENIOR HIGH-SCHOOL TEACHERS' SALARIES

1930-31 to 1934-35



¹ Trends for this year based on estimates for all teachers, principals, and supervisors in the United States as a whole.

In making such comparisons it must be remembered that national averages are useful for describing national trends and conditions. However, such averages must always be considered in the light of local conditions.

Sources of Further Information

Altho for most purposes the summary tables contained in this bulletin will be sufficient, the Research Division stands ready to supply additional information needed by those conducting intensive salary studies or campaigns.

For example, 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 give detailed information which cannot be included in the *Research Bulletin* for general circulation.

The *Special Salary Tabulations* for the school year 1934-35 will become available during March, April, and May of 1935. Five different tabulations will be published. The key number of each tabulation together with a brief description of it follows:

Tabulation —Salaries paid teachers, principals, and certain other school employees in cities over 100,000 population. Shows for various groups of school employees, and for each city individually: (a) population of city; (b) the number of employees in each type of position; (c) the median sal-

ary paid in 1925, 1927, 1929, 1931, 1933, 1935; and (d) a distribution of salaries paid in 1935.

Tabulation II-A —Same as tabulation I-A except that it includes cities of 30,000 to 100,000.

Tabulations— (Bound together in one cover) Salaries paid elementary, junior high, and senior high-school teachers in cities of 2,500 to 30,000 in population. The tabulations are arranged so that cities of approximately the same population are placed together. Shows for each city: (a) its population; (b) the number of teachers employed in each of the three groups; and (c) the median salary paid in 1925, 1927, 1929, 1931, 1933, 1935.

Tabulation I-B —Salaries paid administrative and supervisory officers. Shows the salary paid in 1935 to each administrative and supervisory school officer in cities over 100,000 population.

Tabulation II-B —Same as tabulation I-B except that it includes cities from 30,000 to 100,000.

To illustrate the type of information carried by these tabulations, Table 4 reproduces a page from one of them. Tabulations for earlier years may also be obtained by those wishing to study trends in particular cities.

The cost of preparing and publishing this bulletin is paid out of the general funds of the National Education Association thru the Research Division budget. For each of the five *Special Salary Tabulations*, however, it is necessary to fix a special charge of \$5 to cover the cost of preparation and publication.

SALARY CUTS for school employees since 1929 have been almost universal. At only a few places were salary schedules maintained. However, within the past six months a number of cities which had previously cut salaries have taken steps to restore all or part of the reduction. The total number of cities reported by forty states is 318. In addition, there are many counties and smaller communities.—*Major Trends in Public Education*, Joint Commission on the Emergency in Education of the National Education Association and the Department of Superintendence.

Outline States
California
Long Beach
Los Angeles
Oakland
San Diego
San Francisco
Colorado
Denver
Connecticut
New Haven
Illinois
Chicago
Indiana
Indianapolis
Iowa
Des Moines
Kansas
Topeka
Kentucky
Louisville
Louisiana
New Orleans
Maryland
Baltimore
Massachusetts
Boston
Michigan
Detroit
Minnesota
St. Paul
Missouri
St. Louis
Montana
Butte
Nebraska
Omaha
Nevada
Las Vegas
New Jersey
Newark
New York
Albany
Buffalo
New York
Rochester
Rhode Island
Providence
South Carolina
Columbia
Tennessee
Memphis
Texas
Dallas
Fort Worth
Utah
Salt Lake City
Virginia
Richmond
Washington
Seattle
Wisconsin
Milwaukee
Wyoming
Cheyenne

TABLE 4.—SAMPLE TABLE FROM THE SPECIAL SALARY TABULATIONS

SALARIES PAID KINDERGARTEN TEACHERS IN 1936-1937

CITIES OVER 100,000 IN POPULATION

State	1930 Popu- lation	Number teachers reported	Median Salaries Paid										Distribution of Salaries																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																						
			1928	1927	1929	1931	1932	1933	1934	1935	1936	1937	1938	1939	1940	1941	1942	1943	1944	1945	1946	1947	1948	1949	1950	1951	1952	1953	1954	1955	1956	1957	1958	1959	1960	1961	1962	1963	1964	1965	1966	1967	1968	1969	1970	1971	1972	1973	1974	1975	1976	1977	1978	1979	1980	1981	1982	1983	1984	1985	1986	1987	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025	2026	2027	2028	2029	2030	2031	2032	2033	2034	2035	2036	2037	2038	2039	2040	2041	2042	2043	2044	2045	2046	2047	2048	2049	2050	2051	2052	2053	2054	2055	2056	2057	2058	2059	2060	2061	2062	2063	2064	2065	2066	2067	2068	2069	2070	2071	2072	2073	2074	2075	2076	2077	2078	2079	2080	2081	2082	2083	2084	2085	2086	2087	2088	2089	2090	2091	2092	2093	2094	2095	2096	2097	2098	2099	2100	2101	2102	2103	2104	2105	2106	2107	2108	2109	2110	2111	2112	2113	2114	2115	2116	2117	2118	2119	2120	2121	2122	2123	2124	2125	2126	2127	2128	2129	2130	2131	2132	2133	2134	2135	2136	2137	2138	2139	2140	2141	2142	2143	2144	2145	2146	2147	2148	2149	2150	2151	2152	2153	2154	2155	2156	2157	2158	2159	2160	2161	2162	2163	2164	2165	2166	2167	2168	2169	2170	2171	2172	2173	2174	2175	2176	2177	2178	2179	2180	2181	2182	2183	2184	2185	2186	2187	2188	2189	2190	2191	2192	2193	2194	2195	2196	2197	2198	2199	2200	2201	2202	2203	2204	2205	2206	2207	2208	2209	2210	2211	2212	2213	2214	2215	2216	2217	2218	2219	2220	2221	2222	2223	2224	2225	2226	2227	2228	2229	2230	2231	2232	2233	2234	2235	2236	2237	2238	2239	2240	2241	2242	2243	2244	2245	2246	2247	2248	2249	2250	2251	2252	2253	2254	2255	2256	2257	2258	2259	2260	2261	2262	2263	2264	2265	2266	2267	2268	2269	2270	2271	2272	2273	2274	2275	2276	2277	2278	2279	2280	2281	2282	2283	2284	2285	2286	2287	2288	2289	2290	2291	2292	2293	2294	2295	2296	2297	2298	2299	2300	2301	2302	2303	2304	2305	2306	2307	2308	2309	2310	2311	2312	2313	2314	2315	2316	2317	2318	2319	2320	2321	2322	2323	2324	2325	2326	2327	2328	2329	2330	2331	2332	2333	2334	2335	2336	2337	2338	2339	2340	2341	2342	2343	2344	2345	2346	2347	2348	2349	2350	2351	2352	2353	2354	2355	2356	2357	2358	2359	2360	2361	2362	2363	2364	2365	2366	2367	2368	2369	2370	2371	2372	2373	2374	2375	2376	2377	2378	2379	2380	2381	2382	2383	2384	2385	2386	2387	2388	2389	2390	2391	2392	2393	2394	2395	2396	2397	2398	2399	2400	2401	2402	2403	2404	2405	2406	2407	2408	2409	2410	2411	2412	2413	2414	2415	2416	2417	2418	2419	2420	2421	2422	2423	2424	2425	2426	2427	2428	2429	2430	2431	2432	2433	2434	2435	2436	2437	2438	2439	2440	2441	2442	2443	2444	2445	2446	2447	2448	2449	2450	2451	2452	2453	2454	2455	2456	2457	2458	2459	2460	2461	2462	2463	2464	2465	2466	2467	2468	2469	2470	2471	2472	2473	2474	2475	2476	2477	2478	2479	2480	2481	2482	2483	2484	2485	2486	2487	2488	2489	2490	2491	2492	2493	2494	2495	2496	2497	2498	2499	2500	2501	2502	2503	2504	2505	2506	2507	2508	2509	2510	2511	2512	2513	2514	2515	2516	2517	2518	2519	2520	2521	2522	2523	2524	2525	2526	2527	2528	2529	2530	2531	2532	2533	2534	2535	2536	2537	2538	2539	2540	2541	2542	2543	2544	2545	2546	2547	2548	2549	2550	2551	2552	2553	2554	2555	2556	2557	2558	2559	2560	2561	2562	2563	2564	2565	2566	2567	2568	2569	2570	2571	2572	2573	2574	2575	2576	2577	2578	2579	2580	2581	2582	2583	2584	2585	2586	2587	2588	2589	2590	2591	2592	2593	2594	2595	2596	2597	2598	2599	2600	2601	2602	2603	2604	2605	2606	2607	2608	2609	2610	2611	2612	2613	2614	2615	2616	2617	2618	2619	2620	2621	2622	2623	2624	2625	2626	2627	2628	2629	2630	2631	2632	2633	2634	2635	2636	2637	2638	2639	2640	2641	2642	2643	2644	2645	2646	2647	2648	2649	2650	2651	2652	2653	2654	2655	2656	2657	2658	2659	2660	2661	2662	2663	2664	2665	2666	2667	2668	2669	2670	2671	2672	2673	2674	2675	2676	2677	2678	2679	2680	2681	2682	2683	2684	2685	2686	2687	2688	2689	2690	2691	2692	2693	2694	2695	2696	2697	2698	2699	2700	2701	2702	2703	2704	2705	2706	2707	2708	2709	2710	2711	2712	2713	2714	2715	2716	2717	2718	2719	2720	2721	2722	2723	2724	2725	2726	2727	2728	2729	2730	2731	2732	2733	2734	2735	2736	2737	2738	2739	2740	2741	2742	2743	2744	2745	2746	2747	2748	2749	2750	2751	2752	2753	2754	2755	2756	2757	2758	2759	2760	2761	2762	2763	2764	2765	2766	2767	2768	2769	2770	2771	2772	2773	2774	2775	2776	2777	2778	2779	2780	2781	2782	2783	2784	2785	2786	2787	2788	2789	2790	2791	2792	2793	2794	2795	2796	2797	2798	2799	2800	2801	2802	2803	2804	2805	2806	2807	2808	2809	2810	2811	2812	2813	2814	2815	2816	2817	2818	2819	2820	2821	2822	2823	2824	2825	2826	2827	2828	2829	2830	2831	2832	2833	2834	2835	2836	2837	2838	2839	2840	2841	2842	2843	2844	2845	2846	2847	2848	2849	2850	2851	2852	2853	2854	2855	2856	2857	2858	2859	2860	2861	2862	2863	2864	2865	2866	2867	2868	2869	2870	2871	2872	2873	2874	2875	2876	2877	2878	2879	2880	2881	2882	2883	2884	2885	2886	2887	2888	2889	2890	2891	2892	2893	2894	2895	2896	2897	2898	2899	2900	2901	2902	2903	2904	2905	2906	2907	2908	2909	2910	2911	2912	2913	2914	2915	2916	2917	2918	2919	2920	2921	2922	2923	2924	2925	2926	2927	2928	2929	2930	2931	2932	2933	2934	2935	2936	2937	2938	2939	2940	2941	2942	2943	2944	2945	2946	2947	2948	2949	2950	2951	2952	2953	2954	2955	2956	2957	2958	2959	2960	2961	2962	2963	2964	2965	2966	2967	2968	2969	2970	2971	2972	2973	2974	2975	2976	2977	2978	2979	2980	2981	2982	2983	2984	2985	2986	2987	2988	2989	2990	2991	2992	2993	2994	2995	2996	2997	2998	2999	3000
			1926	1927	1928	1929	1930	1931	1932	1933	1934	1935	1936	1937	1938	1939	1940	1941	1942	1943	1944	1945	1946	1947	1948	1949	1950	1951	1952	1953	1954	1955	1956	1957	1958	1959	1960	1961	1962	1963	1964	1965	1966	1967	1968	1969	1970	1971	1972	1973	1974	1975	1976	1977	1978	1979	1980	1981	1982	1983	1984	1985	1986	1987	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025	2026	2027	2028	2029	2030	2031	2032	2033	2034	2035	2036	2037	2038	2039	2040	2041	2042	2043	2044	2045	2046	2047	2048	2049	2050	2051	2052	2053	2054	2055	2056	2057	2058	2059	2060	2061	2062	2063	2064	2065	2066	2067	2068	2069	2070	2071	2072	2073	2074	2075	2076	2077	2078	2079	2080	2081	2082	2083	2084	2085	2086	2087	2088	2089	2090	2091	2092	2093	2094	2095	2096	2097	2098	2099	2100	2101	2102	2103	2104	2105	2106	2107	2108	2109	2110	2111	2112	2113	2114	2115	2116	2117	2118	2119	2120	2121	2122	2123	2124	2125	2126	2127	2128	2129	2130	2131	2132	2133	2134	2135	2136	2137	2138	2139	2140	2141	2142	2143	2144	2145	2146	2147	2148	2149	2150	2151	2152	2153	2154	2155	2156	2157	2158	2159	2160	2161	2162	2163	2164	2165	2166	2167	2168	2169	2170	2171	2172	2173	2174	2175	2176	2177	2178	2179	2180	2181	2182	2183	2184	2185	2186	2187	2188	2189	2190	2191	2192	2193	2194	2195	2196	2197	2198	2199	2200	2201	2202	2203	2204	2205	2206	2207	2208	2209	2210	2211	2212	2213	2214	2215	2216	2217	2218	2219</																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																											

Explanation of Table.

Column 1. Cities reporting are arranged alphabetically by state.

Column 2. Gross population of city in 1936 Census.

Column 3. Gross number of kindergarten teachers reported in 1936-1937. The number given for the state is the total for the cities that reported. The number of kindergarten teachers given for the

United States is the total of the state figures. Column 4 is in every case the 1935-1936 salary data. When no median is given, city did not report for the year indicated. National and state median

are not given in these columns because the reclassification of cities following the 1930 census invalidates comparisons between these years and later years.

Column 5. Median given is the median of the 1935-1936 Salary Study. See Research Bulletin, vol. 21, No. 2. The State and National median are based on data from cities reporting in 1935-1936.

Column 6. Median given is based on the 1935-1936 Salary Study. See Research Bulletin, vol. 21, No. 2. The State and National median are based on data from cities reporting in 1935-1936.

Column 7. Median given is based on the 1935-1936 Salary Study. See Research Bulletin, vol. 21, No. 2. The State and National median are based on data from cities reporting in 1935-1936.

Column 8. Median given is based on the 1935-1936 Salary Study. See Research Bulletin, vol. 21, No. 2. The State and National median are based on data from cities reporting in 1935-1936.

Column 9. Median given is based on the 1935-1936 Salary Study. See Research Bulletin, vol. 21, No. 2. The State and National median are based on data from cities reporting in 1935-1936.

Column 10. Median given is based on the 1935-1936 Salary Study. See Research Bulletin, vol. 21, No. 2. The State and National median are based on data from cities reporting in 1935-1936.

Column 11. Median given is based on the 1935-1936 Salary Study. See Research Bulletin, vol. 21, No. 2. The State and National median are based on data from cities reporting in 1935-1936.

Column 12. Median given is based on the 1935-1936 Salary Study. See Research Bulletin, vol. 21, No. 2. The State and National median are based on data from cities reporting in 1935-1936.

Column 13. Median given is based on the 1935-1936 Salary Study. See Research Bulletin, vol. 21, No. 2. The State and National median are based on data from cities reporting in 1935-1936.

Column 14. Median given is based on the 1935-1936 Salary Study. See Research Bulletin, vol. 21, No. 2. The State and National median are based on data from cities reporting in 1935-1936.

Column 15. Median given is based on the 1935-1936 Salary Study. See Research Bulletin, vol. 21, No. 2. The State and National median are based on data from cities reporting in 1935-1936.

Column 16. Median given is based on the 1935-1936 Salary Study. See Research Bulletin, vol. 21, No. 2. The State and National median are based on data from cities reporting in 1935-1936.

Column 17. Median given is based on the 1935-1936 Salary Study. See Research Bulletin, vol. 21, No. 2. The State and National median are based on data from cities reporting in 1935-1936.

Column 18. Median given is based on the 1935-1936 Salary Study. See Research Bulletin, vol. 21, No. 2. The State and National median are based on data from cities reporting in 1935-1936.

Column 19. Median given is based on the 1935-1936 Salary Study. See Research Bulletin, vol. 21, No. 2. The State and National median are based on data from cities reporting in 1935-1936.

Column 20. Median given is based on the 1935-1936 Salary Study. See Research Bulletin, vol. 21, No. 2. The State and National median are based on data from cities reporting in 1935-1936.

Column 21. Median given is based on the 1935-1936 Salary Study. See Research Bulletin, vol. 21, No. 2. The State and National median are based on data from cities reporting in 1935-1936.

Column 22. Median given is based on the 1935-1936 Salary Study. See Research Bulletin, vol. 21, No. 2. The State and National median are based on data from cities reporting in 1935-1936.

Column 23. Median given is based on the 1935-1936 Salary Study. See Research Bulletin, vol. 21, No. 2. The State and National median are based on data from cities reporting in 1935-1936.

Column 24. Median given is based on the 1935-1936 Salary Study. See Research Bulletin, vol. 21, No. 2. The State and National median are based on data from cities reporting in 1935-1936.

Column 25. Median given is based on the 1935-1936 Salary Study. See Research Bulletin, vol. 21, No. 2. The State and National median are based on data from cities reporting in 1935-1936.

Column 26. Median given is based on the 1935-1936 Salary Study. See Research Bulletin, vol. 21, No. 2. The State and National median are based on data from cities reporting in 1935-1936.

Column 27. Median given is based on the 1935-1936 Salary Study. See Research Bulletin, vol. 21, No. 2. The State and National median are based on data from cities reporting in 1935-1936.

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Column 31. Median given is based on the 1935-1936 Salary Study. See Research Bulletin, vol. 21, No. 2. The State and National median are based on data from cities reporting in 1935-1936.

Column 32. Median given is based on the 1935-1936 Salary Study. See Research Bulletin, vol. 21, No. 2. The State and National median are based on data from cities reporting in 1935-1936.

Column 33. Median given is based on the 1935-1936 Salary Study. See Research Bulletin, vol. 21, No. 2. The State and National median are based on data from cities reporting in 1935-1936.

Column 34. Median given is based on the 1935-1936 Salary Study. See Research Bulletin, vol. 21, No. 2. The State and National median are based on data from cities reporting in 1935-1936.

Column 35. Median given is based on the 1935-1936 Salary Study. See Research Bulletin, vol. 21, No. 2. The State and National median are based on data from cities reporting in 1935-1936.

Column 36. Median given is based on the 1935-1936 Salary Study. See Research Bulletin, vol. 21, No. 2. The State and National median are based on data from cities reporting in 1935-1936.

Column 37. Median given is based on the 1935-1936 Salary Study. See Research Bulletin, vol. 21, No. 2. The State and National median are based on data from cities reporting in 1935-1936.

Column 38. Median given is based on the 1935-1936 Salary Study. See Research Bulletin, vol. 21, No. 2. The State and National median are based on data from cities reporting in 1935-1936.

Column 39. Median given is based on the 1935-1936 Salary Study. See Research Bulletin, vol. 21, No. 2. The State and National median are based on data from cities reporting in 1935-1936.

Column 40. Median given is based on the 1935-1936 Salary Study. See Research Bulletin, vol. 21, No. 2. The State and National median are based on data from cities reporting in 1935-1936.

Column 41. Median given is based on the 1935-1936 Salary Study. See Research Bulletin, vol. 21, No. 2. The State and National median are based on data from cities reporting in 1935-1936.

Column 42. Median given is based on the 1935-1936 Salary Study. See Research Bulletin, vol. 21, No. 2. The State and National median are based on data from cities reporting in 1935-1936.

Column 43. Median given is based on the 1935-1936 Salary Study. See Research Bulletin, vol. 21, No. 2. The State and National median are based on data from cities reporting in 1935-1936.

Column 44. Median given is based on the 1935-1936 Salary Study. See Research Bulletin, vol. 21, No. 2. The State and National median are based on data from cities reporting in 1935-1936.

Column 45. Median given is based on the 1935-1936 Salary Study. See Research Bulletin, vol. 21, No. 2. The State and National median are based on data from cities reporting in 1935-1936.

Median Salaries Paid School Employees

The following tables 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.³

Tables 5, 6, 7, and 8 give, for the various population groups, the median salaries paid to teachers and principals (Table 5), vice-

principals, deans, and department heads (Table 6), administrative and supervisory officers (Table 7), and custodial and secretarial employees (Table 8).

Table 9 shows the median salaries now being paid to kindergarten, elementary, junior high and senior high-school teachers in the larger cities.

³ Median salaries are computed for all school employees of each classification concerned except in a few cities where 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 tabulated and available for reference on request. 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 5.—MEDIAN SALARIES PAID TEACHERS AND PRINCIPALS IN 1934-35

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.....	\$1,926	\$1,996	\$1,922	\$3,016	\$2,135	\$2,078	\$3,718	\$2,436	\$4,252	\$2,693	\$4,125
II.....	1,469	1,611	1,412	2,364	1,738	1,612	2,833	1,834	3,635	1,902	2,800
III.....			1,231	2,119	1,476	1,390	2,307	1,603	3,010	1,550	3,150
IV.....			1,050	1,962	1,246	1,208	1,669	1,379	2,235	838	
V.....			961	2,038	1,181	1,125	1,433	1,260	1,851	— 600	

¹ For population ranges, see Table 1, page 5.

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

TABLE 6.—MEDIAN SALARIES PAID DEANS, DEPARTMENT HEADS, AND VICE-PRINCIPALS IN 1934-35

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.....	\$4,042	\$2,539	\$2,850	\$2,268	\$2,913	\$3,453
II.....	2,300	2,150	2,563	2,270	2,412	2,850

¹ For population ranges, see Table 1, page 5.

TABLE 7.—MEDIAN SALARIES PAID TO ADMINISTRATIVE AND SUPERVISORY OFFICERS AND THEIR ASSISTANTS IN 1934-35

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 supervisors of nonpublic schools		Directors or supervisors of Americanization classes	
	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19				
I.....	\$7,288	\$5,029	\$5,917	\$4,367	\$2,467	\$1,888	\$1,900	\$1,512	\$3,090	\$2,750	\$3,240	\$2,956	\$3,138	\$2,833	\$3,250	\$1,771	\$3,250	\$2,825				
II.....	5,517	4,013	4,350	3,067	1,822	1,450	1,645	1,454	2,217	1,800	2,790	2,350	2,500	1,783	2,450	1,525	1,267	1,875				
III.....	4,242	2,750	2,575	2,075	1,170	986	1,452	1,484	1,950	1,600	2,438	2,017	2,194	1,530	1,830	800	1,483	900				
IV.....	3,440	2,650	2,163	1,850	518	—600	1,341	1,319	2,250	1,683	1,425	1,250	1,688	1,283	1,250	.....	700	283				
V.....	2,850	2,350	.....	1,850	250	—600	1,264	1,058	.....	.....	.....	.....	1,625	1,294	1,000	.....	183	183				

TABLE 7—Continued

Population groups ¹	Art		Music		Penmanship		Manual training		Home economics		Kindergarten		Primary grades		Intermediate and grammar grades		Junior high schools	
	Directors or super- visors ²	Assistant directors or super- visors ³	Directors or super- visors ²	Assistant directors or super- visors ³	Directors or super- visors ²	Assistant directors or super- visors ³	Directors or super- visors ²	Assistant directors or super- visors ³	Directors or super- visors ²	Assistant directors or super- visors ³	Directors or super- visors ²	Assistant directors or super- visors ³	Directors or super- visors ²	Assistant directors or super- visors ³	Directors or super- visors ²	Assistant directors or super- visors ³	Directors or super- visors ²	Assistant directors or super- visors ³
20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36	37	
I.....	\$2,838	\$2,638	\$2,917	\$2,492	\$2,736	\$2,786	\$3,367	\$3,150	\$2,770	\$2,850	\$3,125	\$2,900	\$2,858	\$2,817	\$2,850	\$3,400	\$2,117	
II.....	2,138	1,860	2,196	1,922	2,250	.....	2,563	1,950	2,108	1,471	2,517	.....	2,300	1,875	2,350	2,700	.....	
III.....	1,683	1,540	1,786	1,420	1,867	.....	2,075	1,678	1,642	1,420	2,163	.....	2,075	.....	2,270	.....	.....	
IV.....	1,413	1,300	1,458	1,217	1,350	.....	1,892	1,550	1,513	1,358	1,060	.....	1,750	.....	2,050	.....	.....	
V.....	1,423	1,175	1,289	1,142	1,350	.....	1,568	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	

¹ For population ranges, see Table 1, page 5.

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 8.—MEDIAN SALARIES PAID CERTAIN SECRETARIAL AND CUSTODIAL EMPLOYEES IN 1934-35

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.....	\$1,850	\$1,600	\$3,400	\$1,147	\$1,450	\$3,550	\$2,750	\$2,333	\$1,545	\$1,211
II.....	1,550	1,217	2,160	—1,000	1,105	2,277	2,300	1,867	1,533	1,233
III.....	1,207	1,050	1,233	787	940	1,930	.....	1,348	.....	1,182
IV.....	948	850	532	687	856	1,767	.....	1,365	1,525	949
V.....	790	.....	316	656	663	1,550	.....	1,362	1,817	922

¹ For population ranges, see Table 1, page 5.

TABLE 9.—MEDIAN SALARIES PAID KINDERGARTEN, ELEMENTARY, JUNIOR HIGH, AND SENIOR HIGH TEACHERS IN THE LARGER CITIES IN 1934-35

City	Kindergarten teachers	Elementary-school teachers	Junior high-school ¹ teachers	Senior high-school ² teachers	City	Kindergarten teachers	Elementary-school teachers	Junior high-school ¹ teachers	Senior high-school ² teachers
1	2	3	4	5	6	7	8	9	10
Birmingham, Ala.....	.....	\$1,282	.....	\$1,653	Camden, N. J.....	\$1,900	\$1,719	\$2,025	\$2,165
Long Beach, Calif.....	\$2,000	2,025	\$2,427	2,429	Elizabeth, N. J.....	1,700	1,693	1,906	2,219
Los Angeles, Calif.....	2,050	2,172	2,391	2,498	Jersey City, N. J.....	1,433	1,763	2,870	2,843
Oakland, Calif.....	2,152	2,161	2,424	2,443	Newark, N. J.....	2,486	2,314	2,850	2,886
San Diego, Calif.....	1,758	1,748	1,926	2,118	Paterson, N. J.....	3,000	2,554	2,975	3,260
San Francisco, Calif.....	1,950	2,408	2,515	2,928	Trenton, N. J.....	1,833	1,781	2,086	2,650
Denver, Colo.....	1,858	1,986	2,318	2,349	Albany, N. Y.....	1,946	1,947	2,335	2,379
Hartford, Conn.....	1,589	1,804	1,920	2,635	Buffalo, N. Y.....	2,000	2,046	.....	2,463
New Haven, Conn.....	1,821	1,848	2,100	2,450	New York, N. Y.....	3,021	3,015	3,433	3,840
Wilmington, Del.....	1,400	1,810	1,770	1,957	Rochester, N. Y.....	1,896	1,854	.....	2,327
Washington, D. C.....	2,046	2,034	2,237	2,645	Syracuse, N. Y.....	1,800	1,843	2,133	2,120
Jacksonville, Fla.....	.....	—1,000	1,174	1,200	Utica, N. Y.....	2,000	2,045	.....	2,458
Tampa, Fla.....	.....	—1,000	—1,000	.....	Yonkers, N. Y.....	2,850	2,827	3,439	3,511
Atlanta, Ga.....	1,300	1,377	1,791	1,797	Akron, Ohio.....	.....	1,526	.....	1,661
Chicago, Ill.....	1,913	1,935	.....	2,902	Canton, Ohio.....	.....	1,312	.....	1,713
Peoria, Ill.....	1,528	1,538	1,592	1,963	Cincinnati, Ohio.....	1,992	2,338	2,464	2,764
Evansville, Ind.....	1,350	1,414	.....	1,802	Cleveland, Ohio.....	1,625	1,873	1,923	2,308
Fort Wayne, Ind.....	1,620	1,626	.....	2,130	Columbus, Ohio.....	.....	1,736	2,222	2,242
Gary, Ind.....	1,357	1,333	.....	1,804	Dayton, Ohio.....	.....	1,385	1,754	2,025
Indianapolis, Ind.....	.....	1,682	.....	2,061	Toledo, Ohio.....	1,120	1,114	1,278	1,329
South Bend, Ind.....	1,538	1,518	1,735	1,961	Youngstown, Ohio.....	.....	1,434	1,715	2,428
Des Moines, Iowa.....	1,627	1,515	1,680	1,863	Oklahoma City, Okla.....	1,140	1,218	1,250	1,804
Kansas City, Kans.....	.....	1,409	1,535	1,887	Tulsa, Okla.....	1,475	1,658	1,739	1,907
Wichita, Kans.....	1,155	1,439	1,519	1,550	Portland, Oregon.....	1,100	1,752	1,283	1,916
Louisville, Ky.....	1,330	1,249	1,379	1,877	Erie, Pa.....	1,521	1,537	1,752	1,916
New Orleans, La.....	1,070	1,402	.....	1,749	Philadelphia, Pa.....	.....	2,110	2,511	2,848
Baltimore, Md.....	1,715	1,669	1,925	2,343	Pittsburgh, Pa.....	.....	1,930	2,532	2,846
Boston, Mass.....	1,627	1,923	2,036	2,513	Reading, Pa.....	.....	1,825	1,954	2,238
Cambridge, Mass.....	1,696	1,848	.....	2,261	Scranton, Pa.....	1,654	1,736	1,851	1,807
Fall River, Mass.....	1,317	1,352	1,654	1,830	Providence, R. I.....	1,828	1,737	2,092	2,368
Lowell, Mass.....	1,318	1,441	1,648	1,870	Chattanooga, Tenn.....	.....	—1,000	1,008	1,255
Lynn, Mass.....	.....	1,897	2,137	2,357	Knoxville, Tenn.....	.....	1,037	1,400	1,525
New Bedford, Mass.....	1,520	1,548	1,938	2,242	Nashville, Tenn.....	.....	1,283	1,354	1,737
Somerville, Mass.....	1,250	1,661	1,656	1,735	Dallas, Texas.....	.....	1,600	1,660	2,107
Springfield, Mass.....	1,815	1,818	2,063	2,552	El Paso, Texas.....	—1,000	1,021	.....	1,196
Worcester, Mass.....	2,030	2,051	2,507	2,774	Fort Worth, Texas.....	1,700	1,701	1,756	2,032
Detroit, Mich.....	1,860	1,930	2,525	2,536	Houston, Texas.....	1,263	1,537	1,553	1,839
Flint, Mich.....	1,394	1,412	1,561	1,758	San Antonio, Texas.....	.....	1,344	1,444	1,551
Grand Rapids, Mich.....	1,324	1,334	1,491	1,526	Salt Lake City, Utah.....	1,250	1,493	1,624	1,776
Duluth, Minn.....	1,350	1,385	1,650	2,009	Norfolk, Va.....	.....	1,119	1,278	1,513
Minneapolis, Minn.....	1,617	1,809	1,808	1,935	Richmond, Va.....	1,719	1,610	1,834	2,024
St. Paul, Minn.....	1,547	1,544	2,057	2,115	Seattle, Wash.....	1,633	1,666	1,798	1,929
Kansas City, Mo.....	1,563	1,573	1,846	2,083	Spokane, Wash.....	.....	1,536	1,691	1,765
St. Louis, Mo.....	2,430	2,405	.....	2,832	Tacoma, Wash.....	.....	1,435	1,480	1,537
Omaha, Nebr.....	1,518	1,530	.....	1,824	Milwaukee, Wis.....	2,228	2,225	2,200	2,464

¹ Excludes teachers in pre-vocational schools.

² Excludes teachers in vocational schools.

Interstate Comparisons

Tables 10, 11, 12, and 13 compare the median salaries paid by states.⁴ Teachers' salaries are covered in Tables 10 and 11; principals' salaries, in Tables 12 and 13. Tables 10 and 12 deal with cities over 30,000 in population, while Tables 11 and 13 deal with smaller

school systems. Table 11 includes, for comparative purposes, the average salary paid all teachers, principals, and supervisors as reported by the United States Office of Education for 1931-32.

⁴ 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. When the use of a calculated median makes the state median larger than the maximum salary actually received by teachers in the cities within the state, the maximum paid rather than the computed median is reported.

TABLE 10.—MEDIAN SALARIES PAID TEACHERS IN CITIES OVER 30,000 IN POPULATION IN 1934-35

States	Median salaries paid in city school systems to:											
	Kindergarten teachers		Elementary-school teachers		Teachers of atypical classes		Junior high-school teachers ²		High-school teachers ³		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
1	2	3	4	5	6	7	8	9	10	11	12	13
United States.....	\$1,926	\$1,469	\$1,922	\$1,412	\$1,996	\$1,611	\$2,078	\$1,612	\$2,436	\$1,834	\$2,693	\$1,902
Alabama.....			1,282	-1,000	1,300			1,031	1,653	1,275		
Arizona.....		1,350		1,378				1,545		2,000		
Arkansas.....				-1,000				1,209		1,417		
California.....	2,050	1,823	2,156	1,856	2,175	1,880	2,396	2,140	2,470	2,407	2,471	2,367
Colorado.....	1,858	1,400	1,986	1,389	2,367	1,425	2,318	1,600	2,349	1,700		
Connecticut.....	1,800	1,558	1,839	1,646	2,004	1,675	2,106	1,505	2,470	2,052		
Delaware.....	1,400		1,810		1,810		1,770		1,957			
District of Col.....	2,046		2,034		2,043		2,237		2,645			
Florida.....			-1,000		1,063		1,041		1,071		-1,000	
Georgia.....	1,300	-1,000	1,377	1,129	1,491		1,791	1,241	1,797	1,553	1,475	
Illinois.....	1,913	1,292	1,932	1,328	1,930	1,428	1,592	1,441	2,796	1,802	3,412	
Indiana.....	1,438	1,167	1,549	1,265	1,577	1,313	1,735	1,444	1,991	1,617	1,350	
Iowa.....	1,627	1,224	1,515	1,228	1,471	1,375	1,680	1,465	1,863	1,570		
Kansas.....	1,155	1,500	1,418	1,608	1,463	1,617	1,527	1,631	1,632	1,919		
Kentucky.....	1,330	1,333	1,249	1,444	1,450	1,500	1,379	1,544	1,877	1,838		
Louisiana.....	1,070		1,402		1,436				1,739			
Maine.....		1,321		1,346		1,342		1,465		1,659		
Maryland.....	1,715		1,669	1,096	1,759		1,906	1,181	2,278	1,319		
Massachusetts.....	1,635	1,619	1,834	1,551	1,782	1,641	2,007	1,726	2,351	2,000	2,144	1,825
Michigan.....	1,756	1,241	1,844	1,328	2,301	1,461	2,460	1,534	2,450	1,693	2,512	1,583
Minnesota.....	1,538		1,577		1,715		1,825		2,062			
Mississippi.....				-1,000				1,004		1,055		
Missouri.....	2,269		1,810	-1,000	1,739	-1,000	1,846	1,074	2,448	1,315		
Montana.....			1,401	1,401						1,672		
Nebraska.....	1,518	1,058	1,530	1,128	1,267			1,227	1,824	1,278		
New Hampshire.....		1,517		1,540				1,609		2,030		
New Jersey.....	2,156	1,986	1,912	1,975	2,300	2,239	2,076	2,336	2,731	2,516	2,550	
New York.....	2,854	1,814	2,818	1,822	3,404	1,919	3,425	2,044	3,418	2,225	3,420	2,093
Ohio.....	1,607	1,900	1,624	1,193	1,760	1,500	2,011	1,449	2,043	1,702	2,100	
Oklahoma.....	1,405		1,454	-1,000	1,275		1,550	1,130	1,825	1,244		
Oregon.....	1,100		1,752	1,752		1,283			1,916		-1,000	
Pennsylvania.....	1,577	1,458	1,931	1,482	2,365	1,506	2,434	1,624	2,831	1,833	2,600	1,725
Rhode Island.....	1,828	1,350	1,737	1,533	1,956	1,617	2,092	1,631	2,321	1,905		
South Carolina.....				1,035		1,083		1,067		1,366		
South Dakota.....		1,050		1,097				1,106		1,413		
Tennessee.....			1,064				1,302		1,701		1,650	
Texas.....	1,228	1,125	1,385	1,066	1,309		1,532	1,181	1,801	1,443	-1,000	
Utah.....	1,250		1,493	1,012			1,624	1,339	1,776	1,575		
Virginia.....	1,719	1,311	1,185	1,185	1,713	1,175	1,656	1,222	1,800	1,482		
Washington.....	1,611		1,586	1,308	1,675	1,340	1,571	1,325	1,830	1,615	1,875	
Wisconsin.....	2,228	1,268	2,225	1,433	2,235	1,458	2,200	1,659	2,464	1,773		1,713

¹ For population ranges, see Table 1, page 5.

² Includes teachers in pre-vocational schools.

³ Includes teachers in vocational schools.

TABLE 11.—MEDIAN SALARIES PAID TEACHERS IN CITIES UNDER 30,000 IN POPULATION IN 1934-35

States	Average salary paid all teachers, principals, and supervisors, 1931-32 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	Group IV	Group V
		Group III ²	Group IV ²	Group V ²	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	14
United States.....	\$1,417	\$1,231	\$1,050	\$961	\$1,390	\$1,208	\$1,125	\$1,603	\$1,379	\$1,260	\$1,550	\$838	-\$600
Alabama.....	710			661			753			784			
Arizona.....	1,605		1,184	1,213		1,383			1,569	1,630			
Arkansas.....	593		-600	-600		640	667		797	767			
California.....	2,189	1,579	1,473	1,422	1,810	1,594	1,583	2,093	2,035	1,949	1,775		
Colorado.....	1,386	1,225	1,045	1,051	1,290	1,204	1,190	1,440	1,270	1,298			
Connecticut.....	1,970		1,218						1,333				
Delaware.....	1,631												
District of Columbia.....	2,340												
Florida.....	867			621			785			853			
Georgia.....	690	773			755			1,088					
Idaho.....	1,166	1,293		949			985			1,194			
Illinois.....	1,598	1,056	986	969	1,155	1,092	1,070	1,675	1,448	1,362		-600	
Indiana.....	1,497	1,137	986	982	1,290	1,081	1,178	1,500	1,249	1,250			
Iowa.....	1,096	1,095	886	876	1,189	1,005	973	1,416	1,192	1,156			
Kansas.....	1,123	990	980	846	1,228	1,209	991	1,375	1,284	1,137			
Kentucky.....	835	902		788	953		900	1,143		1,045			
Louisiana.....	895							1,355					
Maine.....	952	1,026			1,109								
Maryland.....	1,523	1,061		1,042	1,350			1,150	1,278		1,196		
Massachusetts.....	1,845	1,425	1,272	1,267	1,539	1,408	1,600	1,792	1,589	1,518			
Michigan.....	1,522	1,151	968	958	1,416	1,088	1,090	1,530	1,249	1,213			
Minnesota.....	1,305	1,244	1,076	975	1,448	1,225	1,134	1,591	1,315	1,237			
Mississippi.....	655		868	797		950	829		1,000	937			
Missouri.....	1,230	993	851	777	1,086	943	872	1,348	1,113	1,079			
Montana.....	1,184		1,312	1,191		1,407	1,300		1,388	1,347			
Nebraska.....	1,051	1,030	920		1,242	1,029		1,403	1,214				
Nevada.....	1,483	1,425		1,461	1,652		1,514	1,782		1,913			
New Hampshire.....	1,258	1,155	1,052	955	1,380	1,225	1,050	1,590	1,500	1,250			
New Jersey.....	2,192	1,457	1,438	1,313	1,757	1,809	1,456	1,859	1,821	1,454			
New Mexico.....	1,096	1,261	1,075	978	1,309	1,229		1,567	1,420	1,213			
New York.....	2,494	1,701	1,658	1,519	1,847	1,796	1,666	2,017	1,918	1,702	2,200		
North Carolina.....	799												
North Dakota.....	900	1,118	940	688	1,267	1,059		1,434	1,279	950			
Ohio.....	1,573	1,034	1,025	990	1,275	1,239	1,246	1,463	1,465	1,367			
Oklahoma.....	1,102	932	736	759	1,146	900	880	1,237	969	942			
Oregon.....	1,439	1,063	1,089	922	1,145	1,139	1,056	1,270	1,304	1,110			
Pennsylvania.....	1,630	1,269	1,239	972	1,399	1,304	1,204	1,594	1,462	1,283			
Rhode Island.....	1,599	1,344		1,175	1,417		1,300	1,871					
South Carolina.....	668												
South Dakota.....	944	1,076	1,085	1,027	1,266	1,538	1,108	1,357	1,586	1,286			
Tennessee.....	826	827	733		1,008	719		1,206	1,050				
Texas.....	912		795	790		965	873		1,154	1,044			
Utah.....	1,239	869	765	789	1,086	1,150	1,089	1,150	1,275	1,324			
Vermont.....	931	1,175	1,018	900	1,475	1,340		1,713	1,436	1,100			
Virginia.....	859	1,094	731		1,231			1,381	1,023				
Washington.....	1,553	1,166	1,084	1,061	1,244	1,136	1,156	1,452	1,313	1,298			
West Virginia.....	1,085												
Wisconsin.....	1,388	1,196	1,066	1,059	1,415	1,171	1,197	1,658	1,414	1,343	1,558	1,150	
Wyoming.....	1,250	1,489	1,307	1,200	1,610	1,475		1,684	1,714	1,494			

¹ Figures in column 2 from U. S. Office of Education, *Statistics of State School Systems, 1931-32*.

² For population ranges, see Table 1, page 5.

TABLE 12.—MEDIAN SALARIES PAID PRINCIPALS BY STATES IN CITIES OVER 30,000 IN POPULATION IN 1934-35

States	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 ¹	Group II ¹	Group I	Group II						
1	2	3	4	5	6	7	8	9	10	11
United States.....	\$2,135	\$1,738	\$3,016	\$2,364	\$3,718	\$2,833	\$4,252	\$3,635	\$4,125	\$2,800
Alabama.....			2,575	1,461			3,075			
Arizona.....		1,950		2,250						
Arkansas.....		1,388		2,050						
California.....	2,463	2,483	3,171	2,807	4,047	3,343	4,668	4,133	3,700	2,750
Colorado.....			2,940	2,017	3,467	2,750	4,275			
Connecticut.....	2,283	2,050	2,900	2,742	3,900	3,150	5,625	3,975		
Delaware.....			2,700							
District of Columbia.....	2,614		3,049		3,800		4,275			
Florida.....	1,200		1,530		1,875		2,717			
Georgia.....	1,700	1,550	2,189	2,050	2,800					
Illinois.....		1,917	3,603	2,069		2,667	4,259	3,700		
Indiana.....	2,025	1,758	2,503	2,000		2,450	3,400	3,350		
Iowa.....		1,608	2,283	1,955	2,825	2,433		3,667		
Kansas.....	1,670	2,125	1,970		2,288	2,450	3,050			
Kentucky.....	1,450		2,238	2,033	2,700		3,550			
Louisiana.....			2,048				2,280			
Maine.....				2,350						
Maryland.....	2,450	1,530	2,844		3,100	2,450	4,100	2,575		
Massachusetts.....	2,522	1,663	2,786	2,444	4,027	3,143	4,540	4,133	3,400	
Michigan.....		1,863	3,213	1,938	4,886	2,700	5,596	3,400	4,150	
Minnesota.....	2,150		2,562		3,130		3,820			
Mississippi.....		1,258		1,400						
Missouri.....	2,083	1,340	3,354	1,710		2,025	4,500	2,700		
Montana.....				1,890						
Nebraska.....	1,842	1,563	2,200	1,779			3,250	1,850		
New Hampshire.....				2,375						
New Jersey.....			3,567	3,542	4,075	4,900	5,083	5,000		
New York.....		3,125	5,316	3,046	6,202	4,033	6,333	4,440	5,750	
Ohio.....	2,511	1,462	2,459	2,083	3,464	2,333	3,650	3,125		
Oklahoma.....	1,500		2,443	1,750	2,993		3,900			
Oregon.....	1,970		2,831				3,471			
Pennsylvania.....	3,571	1,797	3,674	2,294	4,481	3,025	4,914	3,708		
Rhode Island.....	2,158	1,812	2,725	1,783	3,886	2,283				
South Carolina.....				2,290						
South Dakota.....				1,544						
Tennessee.....	1,617		1,725		2,350					
Texas.....	1,650	1,825	2,573	1,850	3,117	2,825	3,533	3,250		
Utah.....			2,744	2,400	3,030					
Virginia.....	1,450		2,450	1,786	3,460	2,250				
Washington.....	1,958	1,825	2,633	1,975	2,500		3,560			
Wisconsin.....	2,625	1,900	3,733	2,393	4,660	2,925	4,900	3,400		

¹ For population ranges, see Table 1, page 5.

TABLE 13.—MEDIAN SALARIES PAID PRINCIPALS BY STATES IN CITIES UNDER 30,000 IN POPULATION IN 1934-35

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.....	\$1,476	\$1,246	\$1,181	\$2,119	\$1,962	\$2,038	\$2,307	\$1,669	\$1,433	\$3,010	\$2,235	\$1,851
Arizona.....		1,550	1,350		1,900						2,850	
Arkansas.....		-1,000	-1,000									1,200
California.....	2,042	1,853	1,763	2,163	2,375		2,925	2,250		3,867	3,000	2,950
Colorado.....	1,500	1,330	1,300							2,750	2,150	1,950
Connecticut.....		1,383										
Florida.....			-1,000									
Georgia.....	1,083									2,150		
Idaho.....	1,675		1,190						1,300			1,650
Illinois.....	1,358	1,343	1,071	1,675	1,875		1,850	1,750		2,950	2,400	1,975
Indiana.....	1,456	1,188	1,229	1,873			2,125	1,550		2,833	2,170	1,925
Iowa.....	1,376	1,021	1,047	1,600			1,875	1,350	1,263	2,900	1,833	1,700
Kansas.....	1,371	1,213	1,000	1,400			2,175		1,317	2,813	2,233	1,725
Kentucky.....	1,050		-1,000	1,570						2,175		1,550
Maine.....	1,195									3,050		
Maryland.....	1,525		1,317							1,800		2,050
Massachusetts.....	1,619	1,564	1,800	2,307	1,838		2,575	1,850		3,475	3,017	
Michigan.....	1,450	1,125	1,120	2,450			2,625	1,450	1,350	2,800	2,150	1,883
Minnesota.....	1,487	1,133	1,113	1,650	2,125		2,067	1,650	1,550	2,867	2,325	1,725
Mississippi.....			-1,000									1,300
Missouri.....	1,170	-1,000	-1,000	2,550	3,150		1,750			2,433	1,900	1,650
Montana.....		1,600										
Nebraska.....	1,280	1,100						1,600		2,450	2,050	
Nevada.....	1,650											
New Hampshire.....	1,250			1,750						3,700		
New Jersey.....	1,883	1,917	1,750	2,539	2,483	2,550	3,400	2,500		3,633	3,200	2,600
New Mexico.....		1,400	1,375	1,975								
New York.....	2,035	1,800	1,740	2,579	2,567	2,550	3,500	2,450		3,975	3,188	2,850
North Dakota.....	1,525	1,100		1,633			2,050				1,875	
Ohio.....	1,363	1,314	1,283	2,050			2,150	1,400	1,725	2,592	2,375	2,067
Oklahoma.....	1,313	-1,000	1,075	1,710				1,225		3,000	1,775	1,625
Oregon.....	1,433	1,270	1,283				1,550		1,567		2,150	1,850
Pennsylvania.....	1,523	1,422	1,383	2,000	1,750	2,725	2,650	2,025	1,475	2,975	2,406	1,895
Rhode Island.....	1,663									3,000		
South Dakota.....	1,343	1,350	1,310				2,200			2,925		1,950
Tennessee.....		-1,000		1,350								
Texas.....		1,188	1,140						1,450		1,950	1,663
Utah.....	1,575	1,081	1,223						1,550			2,240
Vermont.....	1,170	1,129									2,750	
Virginia.....		1,013		1,736	1,450					3,150	1,515	
Washington.....	1,642	1,450	1,375	1,750			2,100			2,850		1,875
Wisconsin.....	1,611	1,229	1,294	2,263		1,650	2,475	1,850		3,400	2,400	2,200
Wyoming.....	1,738	1,700	1,400	2,029								

¹ For population ranges, see Table 1, page 5.

The Range and Distribution of Teachers' Salaries

The median salaries reported in the preceding pages of this bulletin summarize as well as is possible in any single figure the general status of teachers' salaries. It is important, however, to know how the salaries are distributed above and below the median figure. Table 14 presents this information for the three main groups of teachers in cities over 30,000 in population, and Table 15 gives this same information for cities under 30,000 in population. Tables 16 and 17 show the distribution of salaries for the four main groups of principals in cities over 30,000 and in cities under 30,000 in population, respectively. These tables also show the total number of such employees reported by the cities covered in the survey.

Figure IV shows the percent distribution of all elementary-school teachers reported in cities

of the five population groups. This figure should be read thus: Following the plain black line which is the symbol for cities over 100,000 in population, we find that the salaries paid elementary-school teachers range from approximately \$700 to \$3,600. Slightly more than 2 percent of the teachers receive salaries between \$1,000 and \$1,099; 3.2 percent receive between \$1,100 and \$1,199; 3.6 percent, between \$1,200 and \$1,299, etc. The peak of this curve is between \$1,900 and \$1,999, with over 12 percent of the teachers' salaries falling in this salary interval. Similarly interpret the curves for cities in the other population groups.

This graph brings out clearly the relative position of the median salaries in the different population groups and the extent to which the distributions themselves overlap. Figures V and

TABLE 14.—DISTRIBUTION OF SALARIES PAID TEACHERS IN CITIES OVER 30,000 IN POPULATION IN 1934-35

Salary groups	Elementary-school teachers		Junior high-school teachers		High-school teachers	
	Group I ¹	Group II ¹	Group I	Group II	Group I	Group II
1	2	3	4	5	6	7
\$4,000 and over			7		203	4
3,800-3,999			21		3,749	7
3,700-3,799			10		27	27
3,600-3,699	5	1	28	8	255	31
3,500-3,599	3	1	10	9	49	31
3,400-3,499	2,702		2,131	16	413	99
3,300-3,399	25	2	37	22	267	59
3,200-3,299	347	2	149	23	859	51
3,100-3,199	216	2	193	37	524	143
3,000-3,099	7,756	26	30	44	576	118
2,900-2,999	214	46	194	31	2,844	91
2,800-2,899	1,487	96	194	76	1,970	156
2,700-2,799	138	65	742	57	2,310	246
2,600-2,699	1,271	249	439	115	1,690	173
2,500-2,599	1,821	265	1,668	208	1,564	372
2,400-2,499	2,000	217	1,117	305	2,845	577
2,300-2,399	1,724	289	666	196	1,327	455
2,200-2,299	4,697	540	1,547	266	1,934	625
2,100-2,199	6,309	586	1,416	337	1,983	518
2,000-2,099	6,183	760	1,475	411	1,981	625
1,900-1,999	11,169	929	1,281	548	1,993	967
1,800-1,899	6,979	1,568	1,585	839	1,933	932
1,700-1,799	5,348	1,786	1,179	825	1,421	964
1,600-1,699	5,056	2,294	957	931	1,229	924
1,500-1,599	6,259	2,282	1,031	922	1,108	917
1,400-1,499	4,240	2,537	748	1,034	697	789
1,300-1,399	4,174	2,727	921	917	956	610
1,200-1,299	3,279	2,510	709	688	556	553
1,100-1,199	2,922	2,701	544	625	315	327
1,000-1,099	2,047	2,288	402	425	307	228
Below 1,000	2,837	3,697	410	465	339	358
Total	91,208	28,466	21,841	10,380	38,224	11,977
Median	\$1,922	\$1,412	\$2,078	\$1,612	\$2,436	\$1,834

¹ For population ranges, see Table 1, page 5.

VI give the same information for junior and senior high-school teachers, respectively.

Each of these figures shows that, altho the median salary of various groups of teachers increases with the size of the city in which the teacher is employed, there is a considerable amount of overlapping in the distributions of the salaries. There are some of the teachers in the larger cities which receive lower salaries than some of the teachers in the smaller cities. Differences in the experience and training of the teachers involved, the salary schedules of the cities, and variations in living costs are among the factors which account for this overlapping. It will be seen that the larger cities, in general, show a wider spread of salaries than the smaller cities. The percentage distribution curves for the smaller cities tend to be more pointed and less rambling.

In all of the three figures there is an unusual peak in the distribution curve at the higher salary levels in cities over 100,000 in popula-

tion. This peak is due primarily to the salaries paid teachers in New York City and in a few New Jersey and New York state cities in its vicinity.

While space does not permit a complete summation of all the facts revealed by these distributions, the following gives an example of some of the interesting data disclosed:

Among the elementary-school teachers in cities of Group I, more than 16 percent receive salaries below the median for cities in Group II; more than 8 percent below the median for cities in Group III; and more than 3 percent below the median for cities in Group IV.

Conversely the distribution of the salaries of teachers in the smaller cities of Group V is such that more than 30 percent receive salaries above the median for cities in Group IV; more than 17 percent above the median for cities in Group III; more than 8 percent above the median for cities in Group II; and more than 1 percent above the median for cities in Group I.

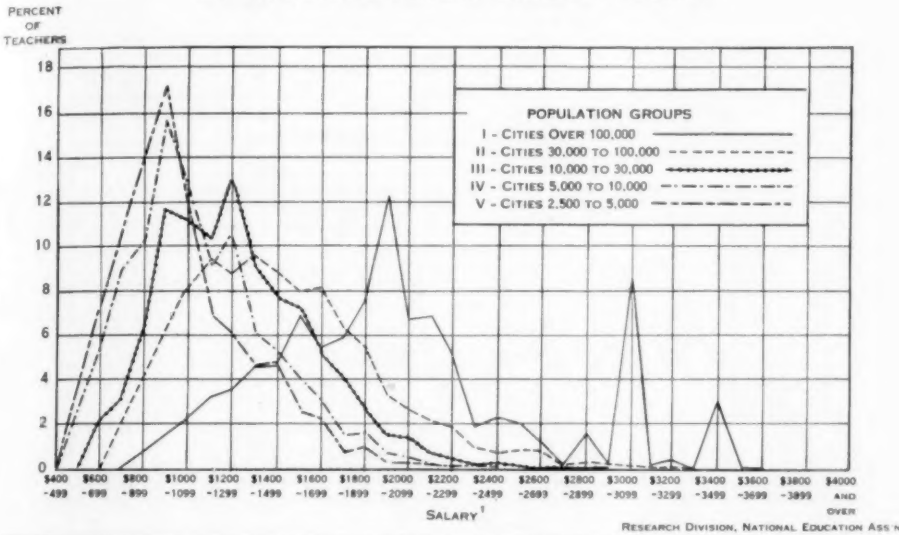
TABLE 15.—DISTRIBUTION OF SALARIES PAID TEACHERS IN CITIES UNDER 30,000 IN POPULATION IN 1934-35

Salary groups	Elementary and kindergarten teachers			Junior high-school teachers			High-school teachers		
	Group III ¹	Group IV ¹	Group V ¹	Group III	Group IV	Group V	Group III	Group IV	Group V
1	2	3	4	5	6	7	8	9	10
\$3,100 and over.....		1	1	2	2	2	78	43	10
3,000-3,099.....		2	1	7	2		41	16	7
2,900-2,999.....	1	10		2	6		35	11	7
2,800-2,899.....	6	5	6	14	8	1	77	31	23
2,700-2,799.....	11	6	1	24	5	6	102	42	25
2,600-2,699.....	8	5	7	16	7	7	94	34	21
2,500-2,599.....	27	14	8	33	7	4	190	53	16
2,400-2,499.....	59	18	14	39	16	8	228	103	42
2,300-2,399.....	58	25	20	50	5	7	299	67	28
2,200-2,299.....	115	43	23	132	25	6	461	139	72
2,100-2,199.....	167	37	30	164	30	25	455	153	105
2,000-2,099.....	346	92	46	180	40	15	643	211	139
1,900-1,999.....	404	100	56	236	53	23	641	243	163
1,800-1,899.....	693	258	122	389	93	35	852	437	224
1,700-1,799.....	1,045	243	120	295	91	23	921	382	271
1,600-1,699.....	1,317	463	300	451	123	66	1,230	549	341
1,500-1,599.....	1,823	619	339	605	152	73	1,019	631	420
1,400-1,499.....	1,966	820	609	620	234	105	1,310	793	537
1,300-1,399.....	2,317	934	602	755	204	140	1,169	754	814
1,200-1,299.....	3,252	1,621	805	767	350	201	1,007	988	907
1,100-1,199.....	2,626	1,401	879	642	299	291	681	870	1,042
1,000-1,099.....	2,864	1,979	1,603	597	430	325	582	682	888
900-999.....	2,953	2,414	2,225	405	340	232	289	428	559
800-899.....	1,617	1,588	1,820	128	144	127	83	281	251
700-799.....	814	1,387	1,404	84	99	120	87	173	190
600-699.....	541	850	923	27	64	57	35	52	91
Below 600.....	159	472	942	6	18	29	19	27	70
Total.....	25,189	15,407	12,906	6,670	2,847	1,928	12,628	8,193	7,263
Median.....	\$1,231	\$1,050	\$961	\$1,390	\$1,208	\$1,125	\$1,603	\$1,379	\$1,260

¹ For population ranges, see Table 1, page 5.

FIGURE IV

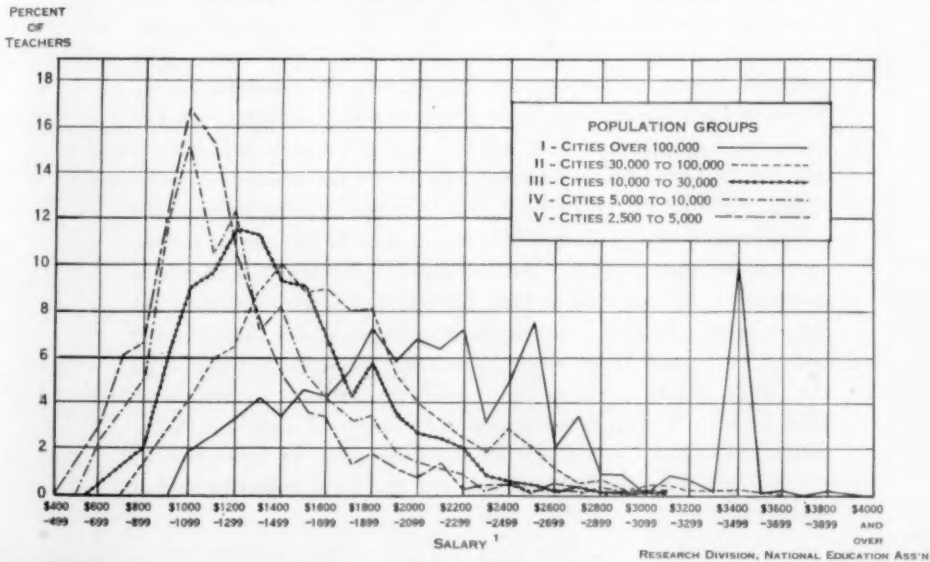
DISTRIBUTION OF SALARIES PAID ELEMENTARY-SCHOOL TEACHERS IN FIVE POPULATION GROUPS - 1934-35



¹For Groups I and II the distribution of salaries below \$1,000 is estimated. For Groups III, IV and V, the distribution below \$600 is estimated.

FIGURE V

DISTRIBUTION OF SALARIES PAID JUNIOR HIGH-SCHOOL TEACHERS IN FIVE POPULATION GROUPS - 1934-35

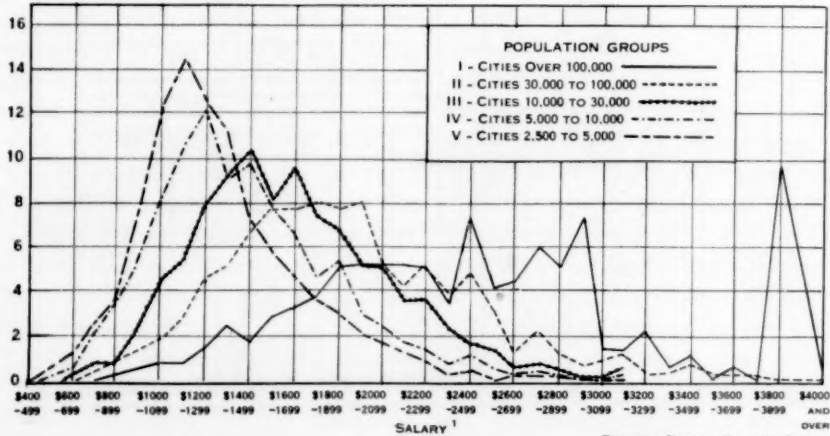


¹For Groups I and II the distribution of salaries below \$1,000 is estimated. For Groups III, IV and V, the distribution below \$600 is estimated.

FIGURE VI

DISTRIBUTION OF SALARIES PAID SENIOR HIGH-SCHOOL TEACHERS IN FIVE POPULATION GROUPS - 1934-35

PERCENT
OF
TEACHERS



¹ For Groups I and II the distribution of salaries below \$1,000 is estimated. For Groups III, IV and V, the distribution below \$600 is estimated.

WHILE there are encouraging signs, many teachers still work for extremely small salaries. Reports from 27 states, plus a knowledge of state minimum salary laws, make possible an estimate of the number of teachers receiving less than \$750 and \$450 yearly. The sum of \$750 is a yearly salary roughly equal to the minimum hourly wages of the "blanket code" for a "factory or mechanical worker or artisan." The sum of \$450 may be used as the code minimum if one distributes the teacher's annual salary over the school term only, rather than over the entire year. Of the entire teaching force of the nation, nearly one in three receives less than \$750; one in sixteen receives less than \$450 per year. About 250,000 teachers to whom is entrusted the education of some 7,000,000 children receive annual wages below the minimum for factory hands under the "blanket code." This estimate leaves out of consideration the fact that even the meager salaries fixed in many teachers' contracts are unpaid or paid in heavily discounted warrants.—*Major Trends in Public Education*, Joint Commission on the Emergency in Education of the National Education Association and the Department of Superintendence.

TABLE 16.—DISTRIBUTION OF SALARIES PAID PRINCIPALS IN CITIES OVER 30,000 IN POPULATION IN 1934-35

Salary groups	Elementary-school principals				Junior high-school principals		High-school principals	
	Teaching		Supervising		Group I	Group II	Group I	Group II
	Group I ¹	Group II ¹	Group I	Group II				
1	2	3	4	5	6	7	8	9
\$8,000-8,999.....							37	
7,500-7,999.....							2	1
7,000-7,499.....							1	
6,500-6,999.....					1		5	2
6,000-6,499.....			2		63	1	6	1
5,500-5,999.....			275	6	4	2	22	6
5,000-5,499.....			104	2	22	1	43	9
4,800-4,999.....			19	7	9	7	38	5
4,600-4,799.....			16	2	9		46	4
4,400-4,599.....			100	11	32	5	27	11
4,200-4,399.....			20	8	11	1	73	12
4,000-4,199.....			154	7	78	10	34	28
3,800-3,999.....	39		96	21	37	10	35	28
3,600-3,799.....	14		473	39	34	12	46	31
3,400-3,599.....	9		178	44	48	27	40	18
3,200-3,399.....	6	8	261	56	30	31	32	22
3,100-3,199.....	5	2	70	23	29	26	6	11
3,000-3,099.....	9	12	250	53	32	14	11	13
2,900-2,999.....	22	6	239	28	16	15	10	6
2,800-2,899.....	9	15	158	59	21	27	7	6
2,700-2,799.....	15	6	207	55	18	18	14	9
2,600-2,699.....	28	4	183	45	14	13	5	6
2,500-2,599.....	68	11	201	74	12	18	7	4
2,400-2,499.....	36	15	147	64	6	21	4	3
2,300-2,399.....	13	12	138	60	2	13	3	2
2,200-2,299.....	28	18	153	72	10	28	7	4
2,100-2,199.....	42	51	130	62	6	14	1	2
2,000-2,099.....	49	71	85	72	6	19		3
1,900-1,999.....	33	71	83	91	3	5		5
1,800-1,899.....	42	92	64	77	7	5		3
1,700-1,799.....	53	82	74	77		2		4
1,600-1,699.....	57	93	24	60		6		2
1,500-1,599.....	51	106	21	33		7		
1,400-1,499.....	16	61	10	25		1		
1,300-1,399.....	1	44	10	9				1
1,200-1,299.....	3	55	9	5		1		
Below 1,200.....	12	55	4	4				3
Total.....	663	890	3,958	1,251	560	360	562	265
Median.....	\$2,135	\$1,738	\$3,016	\$2,364	\$3,718	\$2,833	\$4,252	\$3,635

¹ For population ranges, see Table 1, page 5.

ECONOMY in governmental expenditures—national, state, and local—should be constructive in nature, not adding needlessly to unemployment, nor forcing the elimination of services essential to the public welfare.—Report of Special Committee on Tax Policy to Aid Economic Recovery and Permanent Prosperity, Tax Policy League.

TABLE 17.—DISTRIBUTION OF SALARIES PAID PRINCIPALS IN CITIES UNDER 30,000 IN POPULATION IN 1934-35

Salary groups	Elementary-school principals						Junior high-school principals			High-school principals		
	Teaching			Supervising			Group III	Group IV	Group V	Group III	Group IV	Group V
	Group III ¹	Group IV ¹	Group V ¹	Group III	Group IV	Group V						
1	2	3	4	5	6	7	8	9	10	11	12	13
\$6,000 and over.....										3		
5,500-5,999.....										1	1	1
5,000-5,499.....							1			4	1	
4,800-4,999.....										5		
4,600-4,799.....										6	1	1
4,400-4,599.....				2	1		4			13	1	
4,200-4,399.....				1		1				6	2	
4,000-4,199.....				3	1	4	3			23	5	2
3,800-3,999.....				3		2	3	1		24	3	2
3,600-3,799.....				12	1	1	4			22	11	1
3,400-3,599.....				16	3	1	11	1		32	9	2
3,200-3,399.....				13	3	3	11	1		34	12	7
3,100-3,199.....		2		12	1		8	2		16	12	1
3,000-3,099.....			1	17	4	6	9	1		36	19	8
2,900-2,999.....				14	4	1	6	1		9	11	4
2,800-2,899.....	9	1		13	11	2	4	2		28	12	7
2,700-2,799.....	7	5		23	5	2	18	4		24	21	13
2,600-2,699.....	8	5		24	4	3	13	1	2	19	15	8
2,500-2,599.....	20	1	1	44	7	5	12	2		22	30	5
2,400-2,499.....	26	5	3	37	7	2	23	1		30	37	12
2,300-2,399.....	19	7	1	35	8	1	15	4	2	11	20	7
2,200-2,299.....	20	18	4	52	6	2	26	14	7	17	42	30
2,100-2,199.....	50	18	8	63	7	7	20	6	1	7	31	17
2,000-2,099.....	49	33	12	51	9	13	21	9	4	8	41	43
1,900-1,999.....	66	30	18	51	13	3	12	12	6	4	20	31
1,800-1,899.....	91	67	20	55	14	12	20	17	9	10	46	69
1,700-1,799.....	79	43	22	54	5	4	10	8	10	5	18	34
1,600-1,699.....	133	85	33	48	6	6	4	16	12	2	13	41
1,500-1,599.....	172	78	48	33	13	3	13	18	18	6	31	29
1,400-1,499.....	157	119	65	18	7	1	8	11	12	2	11	22
1,300-1,399.....	224	168	88	28	13	3	8	18	20	3	5	18
1,200-1,299.....	159	187	112	12	5	2	3	13	19	8	11	15
1,100-1,199.....	124	187	113	3	6	1	1	9	11	1	4	16
1,000-1,099.....	92	186	129	6	4	5		1	11	1	2	18
Below 1,000.....	67	326	236	1	6	6		11	14	1	3	8
Total.....	1,572	1,571	914	744	174	102	294	184	158	443	501	472
Median.....	\$1,476	\$1,246	\$1,181	\$2,119	\$1,962	\$2,038	\$2,307	\$1,669	\$1,433	\$3,010	\$2,235	\$1,851

¹ For population ranges, see Table 1, page 5.

Salary Schedules in Larger Cities

In the salary surveys of the past few years little attention has been given to salary schedules since relatively few school systems are actually following the schedules at the present time. Table 18 gives a summary of the minimum salaries provided in the basic salary schedules of seventy-six cities over 100,000 in population. Fifteen of these are of the single salary schedule type—that is, they provide the same salaries for teachers who possess similar qualifications at any level of the school system. The other sixty-one of these schedules differentiate the salaries provided for the elementary- and secondary-school teachers. The

median minimum salary has been computed for each of the groups of teachers. Thus it may be said that the central tendency for single salary schedules for this group of large cities is to pay beginning teachers with two years of training (beyond high school) \$1,200 per year; beginning teachers with three years of training \$1,300 per year; and beginning teachers with a bachelor's degree \$1,383 per year. Table 19 gives similar information with respect to *maximum* salaries.

Additional data on salary schedules, together with loan collections of schedules actually in effect, are available from the Research Division.

TABLE 18.—MINIMUM SALARIES IN BASIC SALARY SCHEDULES OF THE LARGER CITIES, 1934-35

Salary groups	Minimum salaries—number of schedules providing teachers' salaries indicated						
	Preparation (single salary) schedules				Position and combination schedules		
	2 yrs. tr.	3 yrs. tr.	Bach. deg.	5 yrs. tr.	Elem.	Jr. high	Sr. high
1	2	3	4	5	6	7	8
Blanks.....	5	9		5		19	
\$ 600- 699.....					1		1
700- 799.....					1		1
800- 899.....					6	2	1
900- 999.....			1	1	15	2	3
1,000- 1,099.....	4						
1,100- 1,199.....	1		1		10	2	
1,200- 1,299.....	2	3	3	2	19	7	8
1,300- 1,399.....	2	1	3	2	3	7	1
1,400- 1,499.....	1		3		3	7	11
1,500- 1,599.....		1	1	1	2	5	15
1,600- 1,699.....			3	1	2	4	8
1,700- 1,799.....				3			1
1,800- 1,899.....						4	4
1,900- 1,999.....						1	1
2,000- 2,099.....						1	3
2,100- 2,199.....							1
2,200- 2,299.....							2
Total.....	10	6	15	10	61	42	61
Median.....	\$1,200	\$1,300	\$1,383	\$1,450	\$1,175	\$1,414	\$1,530

TABLE 19.—MAXIMUM SALARIES IN BASIC SALARY SCHEDULES OF THE LARGER CITIES, 1934-35

Salary groups	Maximum salaries—number of schedules providing teachers' salaries indicated						
	Preparation (single salary) schedules				Position and combination schedules		
	2 yrs. tr.	3 yrs. tr.	Bach. deg.	5 yrs. tr.	Elem.	Jr. high	Sr. high
1	2	3	4	5	6	7	8
Blanks.....	5	8		3	1	19	1
\$1,200-1,299.....					2		
1,300-1,399.....					2	1	1
1,400-1,499.....							1
1,500-1,599.....			1		3		1
1,600-1,699.....	1				4		
1,700-1,799.....	1	1		1	4	1	2
1,800-1,899.....	3				4	3	1
1,900-1,999.....			2		4	2	
2,000-2,099.....	3		1	2	11	1	2
2,100-2,199.....	1	2			3	2	
2,200-2,299.....		2	1	1	6	1	4
2,300-2,399.....		1			2	4	4
2,400-2,499.....	1				4	5	6
2,500-2,599.....		1	3			6	7
2,600-2,699.....			2		2	2	2
2,700-2,799.....				2	2	1	5
2,800-2,899.....			2	1	1	4	2
2,900-2,999.....				1			2
3,000-3,099.....			1	3	1	3	2
3,100-3,199.....					1	1	1
3,200-3,299.....			1			2	2
3,300-3,399.....							3
3,400-3,499.....					1		
3,500-3,599.....				1			1
3,600-3,699.....					1		2
3,700-3,799.....							
3,800-3,899.....					1	1	2
3,900-3,999.....							1
4,000-4,099.....					1	2	2
4,100-4,199.....							
4,200-4,299.....							1
4,300-4,399.....							
4,400-4,499.....							
4,500-4,599.....							2
4,600-4,699.....							1
Total.....	10	7	15	12	60	42	60
Median.....	\$1,950	\$2,225	\$2,550	\$2,800	\$2,065	\$2,517	\$2,650

Supplement—Certain Data on Rural Teachers' Salaries

Table 20 shows for a number of states the salaries paid to rural teachers. These data are comparable only to the extent indicated by the various columns in the Table. These data were supplied and checked by state departments of

education.

Some further general comparisons on a state-by-state basis may be made between urban and rural salaries by comparing Table 20 with Tables 9, 10, and 11.

TABLE 20.—SALARIES PAID RURAL TEACHERS IN 32 STATES

State	Year	Definition of rural(*)	Groups of teachers	Type of measure	Annual salary
1	2	3	4	5	6
Alabama.....	1933-34	County schools	Elementary White	Median	\$476.00(c)
			High-school White(b)	"	637.00(d)
			Elementary and high schools Negro(b)	"	378.00(e)
Arkansas.....	1932-33	According to census(*)	Elementary White	Average	384.00
			High-school Negro	"	244.00
			High-school White	"	636.00
California.....	1934-35	8 high-school districts with less than 50 pupils in A. D. A.	High-school teachers Men	"	533.00
		30 high-school districts with 50 to 99 pupils in A. D. A.	High-school teachers Women	"	1,709.00
Connecticut.....	1933-34	According to census(*)	Elementary Men	"	1,635.00
			Junior and senior high-school Women	Median	1,793.00
Delaware	1933-34	According to census(*)	Elementary	"	1,624.00
			High-school White	Average	1,010.61
			High-school Negro	"	1,297.72
Florida.....	1933-34	Not reported	Rural teachers White	"	1,140.00
			White	"	1,126.00
			Negro	"	1,407.00
			Both races	"	848.58
Illinois.....	1934	One-room schools	Elementary teachers	Not reported	404.17
		According to census(*)	Elementary teachers in two or more room schools	Not reported	743.31
		According to census(*)	High-school teachers	Not reported	565.00
Indiana.....	1933-34	Township(*)	Elementary	Median	720.00
			High-school	"	1,020.00
Iowa.....	1933-34	Towns, 2,000-2,499	High-school Men	"	800.00
			High-school Women	"	1,067.92
			Junior high-school Men	"	1,194.00
			Junior high-school Women	"	963.00
			Elementary-grade Teachers of special subjects	"	875.00
			High-school Men	"	834.00
			High-school Women	"	806.00
		Towns, 1,000-1,999	Elementary-grade Teachers of special subjects	"	910.00
			High-school Men	"	910.00
			High-school Women	"	1,049.00
			Junior high-school Men	"	953.00
			Junior high-school Women	"	915.00
			Elementary-grade Teachers of special subjects	"	836.00
			Elementary-grade Teachers of special subjects	"	742.00
			Elementary-grade Teachers of special subjects	"	934.00

TABLE 20.—SALARIES PAID RURAL TEACHERS IN 32 STATES—Continued

State	Year	Definition of rural(*)	Groups of teachers	Type of measure	Annual salary
1	2	3	4	5	6
Kentucky.....	1934-35 1932-33	Towns, 500-999	High-school Men	"	923.00
			High-school Women	"	849.00
			Junior high-school Men	"	700.00
			Junior high-school Women	"	708.00
			Elementary-grade Teachers of special subjects	"	672.00
			High-school	"	831.00
			High-school Men	"	829.00
			High-school Women	"	720.00
		Towns under 500	Junior high-school Men	"	625.00
			Junior high-school Women	"	575.00
			Elementary-grade Teachers of special subjects	"	588.00
			High-school	"	669.00
			High-school Men	"	946.00
			High-school Women	"	866.00
			Junior high-school Men	"	830.00
			Junior high-school Women	"	773.00
		Consolidated districts with a town over 500	Elementary-grade Teachers of special subjects	"	674.00
			High-school	"	811.00
			High-school Men	"	813.00
			High-school Women	"	729.00
			Junior high-school Men	"	680.00
			Junior high-school Women	"	625.00
			Elementary-grade Teachers of special subjects	"	604.00
			High-school	"	633.00
		Consolidated districts in the open country	High-school Men	"	917.00
			High-school Women	"	689.00
			Elementary-grade	"	595.00
			Elementary	"	465.00
			Elementary	Average	459.40
			High-school	"	861.59
			All teachers	"	513.05
			Elementary	"	513.05
Louisiana.....	Not reported	According to census(*)	Elementary	Median	711.97
			High-school	"	349.14
Maine.....	1934-35	Towns under 5,000	High-school White	"	1,054.06
			High-school Negro	"	427.67
Maryland.....	1933-34	Indicated by size of school	Elementary	Average	586.55
			High-school	"	1,019.54
			Elementary one-teacher schools	Median	1,000.00
			Elementary two-teacher schools	"	1,000.00
			Elementary White	"	1,050.00
			Elementary Negro	"	540.00
			High-school White	"	1,200.00
			High-school Negro	"	700.00
Massachusetts....	1933-34	Towns under 5,000	Teaching staffs ^(b) in all public day schools	"	1,253.04
Michigan.....	1932-33	School districts, 1,000-2,500	All teachers	"	967.24
		School districts under 1,000 with 6 or more teachers	"	"	915.64
		School districts under 1,000 with less than 6 teachers	"	"	662.65
			"	"	501.00 ⁽ⁱ⁾
Minnesota.....	1934-35	According to census(*)	Ungraded-elementary	Median	750.00
Montana.....	1933-34	Not reported	Rural elementary	Median	900.00
			Rural high school	"	457.42
Nebraska.....	1933-34	According to census(*)	Rural teachers	Average	1,305.39
New Jersey.....	1933-34	According to census(*)	All rural teachers	Average	731.00
New Mexico.....	1933-34	All schools under county superintendents	All teachers	"	731.00
New York.....	1932-33	Supervisory districts under district superintendents	Teachers in one-teacher schools	Median	980.00
			Teachers in two- three- and four-teacher schools	"	1,152.00
			Teachers in five- and above teacher schools	"	1,424.00
			Elementary	"	1,533.00
			High-school	"	1,533.00

TABLE 20.—SALARIES PAID RURAL TEACHERS IN 32 STATES—Continued

State	Year	Definition of rural ^(a)	Groups of teachers	Type of measure	Annual salary
1	2	3	4	5	6
North Dakota....	1933-34	According to census ^(a)	Elementary	Average	\$461.00 ⁽ⁱ⁾
			Country graded school	"	570.88 ^(h)
			Town graded school	"	927.34 ⁽ⁱ⁾
Oklahoma.....	1933-34	According to census ^(a)	White teachers	Average	1,025.00
			Men	"	755.00
			Women	"	831.00
			All	"	
			Negro teachers	"	757.00
			Men	"	669.00
			Women	"	693.00
			All	"	
			White and Negro teachers	"	1,004.00
			Men	"	749.00
			Women	"	821.00
			All	"	
Pennsylvania.....	1932-33	Fourth-class districts	Elementary	Median	884.00
			Junior high-school	"	1,351.00
			All other high schools ^(m)	"	1,329.00
Rhode Island.....	1932-33	According to census ^(a)	Elementary	Range of averages	689.00 to 1,406.25
South Carolina....	1933-34	According to census ^(a)	White elementary ⁽ⁿ⁾	Range	420-560
			White high school ⁽ⁿ⁾	"	510-620
			Negro elementary and high school ⁽ⁿ⁾	"	210-342
South Dakota.....	1932-33	Common-school districts	All teachers	Average	627.70
Tennessee.....	1932-33	Areas having schools under county board of education as distinguished from those having city or special school systems.	Elementary ^(b)	Median	603.12
			White men	"	577.08
			White women	"	483.33
			Negro men	"	506.25
			Negro women	"	
			Teachers in two-year high schools	"	808.33
			White men	"	706.25
			White women	"	462.50
			Negro men	"	587.50
			Negro women	"	
			Teachers in four-year high schools	"	1,091.66
			White men	"	904.16
			White women	"	662.50
			Negro men	"	675.00
			Negro women	"	
Utah.....	1933-34	Not reported	Elementary	Average	817.69
			Men	"	668.05
			Women	"	
			Junior high-school	"	1,068.38
			Men	"	935.74
			Women	"	
			Senior high-school	"	1,251.71
			Men	"	1,000.34
			Women	"	573.00
Vermont.....	1934-35	According to census ^(a)	Elementary	"	549.00
Virginia ^(c)	1933-34	According to census ^(a)	Elementary	"	337.00
			White	"	489.00
			Negro	"	
			All	"	
			High-school	"	765.00
			White	"	289.00
			Negro	"	723.00
			All	"	
Washington.....	1933-34	Indicated by size of school	Teachers in one-teacher schools	Median	654.29

(^a) The United States census classifies as *rural* communities with a population of less than 2,500. The term *rural* as used in this table is not in every instance defined in strict accordance with the census classification.

(^b) Includes principals.

(^c) Median salary reported, \$68 per month. Annual salary derived by multiplying this sum by average length of rural school term, approximately 7 months in 1931-32.

(^d) Median salary reported, \$91 per month. See footnote (^c) for method of deriving annual salary.

(^e) Median salary reported, \$54 per month. See footnote (^c) for method of deriving annual salary.

(^f) Includes supervisors and principals.

(^g) All school corporations not chartered as city or town schools are classed as township schools. They are, therefore, all rural schools.

(^h) Includes kindergarten, elementary, and junior and senior high-school teachers.

(ⁱ) Based on 8,251 teachers.

(^j) Average salary reported, \$56.22 per month. Annual salary derived by multiplying by average length of rural school term, approximately 8.2 months in 1931-32.

(^k) Average salary reported, \$69.62 per month. See footnote (ⁱ) for method of deriving annual salary.

(^l) Average salary reported, \$113.09 per month. See footnote (ⁱ) for method of deriving annual salary.

(^m) Refers to all high schools other than junior high schools including four-year and six-year senior high schools.

(ⁿ) Includes teaching principals.

(^o) From: Virginia. Annual Report of the Superintendent of Public Instruction. Richmond: State Board of Education 1934. p. 157, 161.

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 1934-35. 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. **DO NOT** include school employees paid out of Federal or State WORK-RELIEF FUNDS.

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

Salary Groups All salaries should be in terms of yearly salary	Give the number of teachers whose salaries fall in each of the salary groups indicated below							Give the number of employees whose salaries fall in each of the salary groups indicated below				
	CLASSROOM TEACHERS							OTHER SCHOOL EMPLOYEES				
	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, when maintained as a separate school organization. See note (d) below	High school teachers, grades 10, 11 and 12, where junior high school is maintained, otherwise grades 9, 10, 11 and 12. See note (e) below	High school department heads	Teachers in part-time or continuation schools. See note (f) below	School nurses. See note (g) below	Attendance officers. See note (h) below	School janitors. See note (i) below	School clerks in principals' offices. See note (j) below	Clerks in offices of administrative and supervisory officers. See note (k) below
1	2	3	4	5	6	7	8	9	10	11	12	13
Below \$1000.....												
1000-1099.....												
1100-1199.....												
1200-1299.....												
1300-1399.....												
1400-1499.....												
1500-1599.....												
1600-1699.....												
1700-1799.....												
1800-1899.....												
1900-1999.....												
2000 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 8 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 3 on page 4).

N. E. A. PUBLICATIONS ON THE ECONOMIC STATUS OF TEACHERS

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• Administrative Practices Affecting Classroom Teachers

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THE QUESTION of vocational efficiency concerns not only the worker, but also his employers, and his clients as well. When the worker is below his normal effectiveness, his employers or his clients are receiving less than they have a right to expect, and frequently less than they pay for. School teachers have both clients and employers. The children in the schools are their clients, and the school authorities and society in general are their employers. When a teacher falls below normal efficiency, the pupils suffer and society is wasting money. To the extent that economic dependence or the threat of dependence reduces the vocational efficiency of workers, it is a matter of serious concern to employers and clients. To the extent that financial independence contributes to high personal morale and working efficiency, it should be encouraged and stimulated by those who pay the bill and expect a high type of service in return.—Sixth Yearbook, Department of Classroom Teachers, p. 13.
