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CONTENTS

	Page
FOREWORD	60
INTRODUCTION	61
Method of Making Survey	61
Size of Sample	61
TRENDS IN SALARIES, 1930-31 TO 1936-37	62
THE RANGE AND DISTRIBUTION OF SALARIES IN 1936-37	68
INTERSTATE COMPARISONS	78
INTERCITY COMPARISONS	80
Sources of Further Information	80
SUPPLEMENT—CERTAIN DATA ON RURAL TEACHERS' SALARIES	83
FORMS AND DEFINITIONS USED IN COLLECTING DATA	86

List of Tables

	Page
1. Number of School Systems Included in Study	61
2. Trends in Salaries Paid Employees in School Systems in Cities over 100,000 in Population	62
3. Trends in Salaries Paid Employees in School Systems in Cities 30,000 to 100,000 in Population	63
4. Trends in Salaries Paid Employees in School Systems in Cities 10,000 to 30,000 in Population	64
5. Trends in Salaries Paid Employees in School Systems in Cities 5,000 to 10,000 in Population	65
6. Trends in Salaries Paid Employees in School Systems in Cities 2,500 to 5,000 in Population	66
7. Distribution of Salaries Paid Teachers in Cities over 30,000 in Population in 1936-37	68
8. Distribution of Salaries Paid Teachers in Cities under 30,000 in Population in 1936-37	69
9. Distribution of Salaries Paid Principals in Cities over 30,000 in Population in 1936-37	70
10. Distribution of Salaries Paid Principals in Cities under 30,000 in Population in 1936-37	71
11. Distribution of Salaries Paid Certain Administrative and Supervisory Officers in Cities over 30,000 in Population in 1936-37	72
12. Distribution of Salaries Paid Certain Administrative and Supervisory Officers in Cities under 30,000 in Population in 1936-37	73
13. Distribution of Salaries Paid Secretarial and Clerical Employees in 1936-37	76
14. Distribution of Salaries Paid Other School Employees in Cities over 30,000 in Population in 1936-37	77
15. Distribution of Salaries Paid Other School Employees in Cities under 30,000 in Population in 1936-37	77
16. Median Salaries Paid Teachers in Cities over 30,000 in Population by States in 1936-37	78
17. Median Salaries Paid Teachers in Cities under 30,000 in Population by States in 1936-37	79
18. Median and Arithmetic Mean Salaries Paid Kindergarten and Elementary-School Teachers by Cities over 100,000 in Population in 1936-37	80
19. Median and Arithmetic Mean Salaries Paid Junior and Senior High-School Teachers by Cities over 100,000 in Population in 1936-37	81
20. Sample Table from the Special Salary Tabulations	82
21. Salaries Paid Rural Teachers in 33 States	83

FOREWORD

THIS BULLETIN of the Research Division summarizes the eighth biennial survey of the salaries of school employees. The pertinence and completeness of the data are due largely to the excellent cooperation of local and state superintendents of schools and their staffs. The completion of the questionnaires meant in many instances the devotion of considerable time and energy. All who use this information will appreciate the extent and the success of this cooperative effort.

One encouraging fact revealed by this survey is that salaries are beginning to return to pre-depression levels. The report made two years ago estimated that salaries reached their lowest point between 1932-33 and 1934-35. As compared with 1930-31, salaries in 1934-35 were lower by 10 to 20 percent, depending on the size of city, the largest reductions being in the cities under 10,000 population. With the school year 1936-37 an upward trend has become apparent. This improvement is particularly noticeable in the cities over 100,000 in population where the medians generally exceed those of 1932-33. However, even in these larger cities, salaries are still below those of 1930-31.

In cities of less than 100,000 population the restoration of salaries continues to lag. Here, where salary cuts were most drastic the medians are, in most cases, lower than in the school year 1932-33. The few indications of an upward turn give hope of better things to come.

The most depressing facts are to be found in the supplement dealing with salaries in rural areas. Again and again the data show teachers working for an income which condemns them to a bare subsistence level. The National Education Association is deeply interested in this situation. Thru the Committee on the Economic Status of the Rural Teacher detailed study is being made of rural conditions. Strenuous efforts are also being made to obtain federal aid for the states thru the passage of the Harrison-Black-Fletcher Bill. It is important that all teachers lend their active support to the advancement of these two activities.

Laymen, as well as members of the profession, are interested in providing a reasonable income for school employees. Adequate salaries for teachers are an investment in the future of America. The members of the National Education Association believe that America can afford to place in every classroom a well-paid and competent teacher. As an important contribution toward that end the present bulletin deserves widespread distribution and study.

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

Introduction

Biennially, since 1922-23 the Research Division of the National Education Association has conducted surveys of the salaries paid in city school systems. This *Research Bulletin* presents a summary of the salaries paid city school employees for the current school year, 1936-37.

This introduction deals with the way in which the survey was made, and the number and proportion of cities and school employees included. The rest of the bulletin is divided into the following four major parts:

- Trends in salaries, 1930-31 to 1936-37
- Range and distribution of salaries in 1936-37
- Interstate comparisons
- Intercity comparisons

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 state departments of education. That the National Education Association is deeply interested in the rural situation is shown by the plans of the Committee on the Economic Status of the Rural Teacher. Within the next two months 30,000 questionnaires will be distributed to rural teachers thru selected county superintendents or other rural supervisory officers in twenty representative states. The report of this study will be looked forward to with considerable interest.

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, 1936. Reference to this questionnaire as illustrated on page 86 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 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 Roman numbers hereafter, both in text and in tables, so as to conserve space and avoid cumbersome repetitions.

A total of 1895 cities is included in the salary survey for this year. This represents three-fifths of all city school systems and 92 percent of the school systems in cities with more than 30,000 population. It is estimated that 85 percent of all employees in city school systems in the United States are included in the tabulations. This is a remarkably complete coverage for questionnaire studies of this type. The Research Division and all others interested in teachers' salaries are grateful to the superintendents and other school officials who have submitted detailed reports. The number of school employees of all classes included in this study is 407,557.

TABLE 1.—NUMBER OF SCHOOL SYSTEMS INCLUDED IN STUDY

Group number	Population ranges	Number of city school systems according to 1930 census	Number of city school systems reporting	Percent replying
1	2	3	4	5
I.....	Over 100,000	93	91	97.85
II.....	30,000 to 100,000	232	207	89.22
III.....	10,000 to 30,000	670	468	69.85
IV.....	5,000 to 10,000	859	488	56.81
V.....	2,500 to 5,000	1,301	641	49.27
Total.....		3,155	1,895	60.06

Trends in Salaries, 1930-31 to 1936-37

That salaries of school employees were greatly reduced during the economic depression is a well-known fact. How far they have recovered is shown in the tables in this section of the bulletin.

Table 2 gives median¹ salaries paid the various types of school employees in cities over

100,000 in population in the four biennial periods since 1930-31. From inspection of this table we find that median salaries paid all types of employees decreased from 1930-31 to 1932-33, and decreased still further in 1934-35. In 1936-37, salaries show an upward trend. In practically every type of position in cities of

¹ Those not familiar with the term "median" may look upon it as having, for ordinary purposes, the same general significance as the familiar "arithmetic mean" or "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.

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 2.—TRENDS IN SALARIES PAID EMPLOYEES IN SCHOOL SYSTEMS IN CITIES OVER 100,000 IN POPULATION 1930-31 TO 1936-37

Type of school employee	Median salary paid in				Percent of change		
	1930-31	1932-33	1934-35	1936-37	1931-1937	1933-1937	1935-1937
1	2	3	4	5	6	7	8
<i>Classroom teachers:</i>							
Kindergarten.....	\$2,077	\$1,909	\$1,926	\$2,045	- 1.54	+ 7.12	+ 6.18
Elementary school.....	2,118	1,947	1,922	2,027	- 4.30	+ 4.11	+ 5.46
Atypical classes.....	2,372	2,100	1,996	2,182	- 8.01	+ 3.90	+ 9.32
Junior high school.....	2,348	2,204	2,078	2,303	- 1.92	+ 4.49	+10.83
High school.....	2,731	2,479	2,436	2,551	- 6.59	+ 2.90	+ 4.72
Part-time or continuation school.....	2,695	2,793	2,693	2,886	+ 7.09	+ 3.33	+ 7.17
Heads of departments in high school.....	3,436	3,008	2,913	3,288	- 4.31	+ 9.31	+12.87
<i>Deans:</i>							
Junior high school.....	3,092	2,730	2,539	2,888	- 6.60	+ 5.79	+13.75
High school.....	2,942	2,667	2,268	2,464	-16.25	- 7.61	+ 8.64
<i>Principals:</i>							
Elementary school							
Assistant principals.....	4,280	4,614	4,042	4,245	- 0.82	- 8.00	+ 5.02
Teaching principals.....	2,436	2,184	2,135	2,207	- 9.40	+ 1.05	+ 3.37
Supervising principals.....	3,519	3,102	3,016	3,225	- 8.35	+ 3.97	+ 6.93
Junior high school							
Assistant principals.....	3,496	2,899	2,850	3,106	-11.16	+ 7.14	+ 8.98
Principals.....	4,500	3,961	3,718	4,064	- 9.69	+ 2.60	+ 9.31
High school							
Assistant principals.....	5,544	3,647	3,453	3,569	-35.62	- 2.14	+ 3.36
Principals.....	5,100	4,468	4,252	4,473	-12.29	+ 0.11	+ 5.20
Part-time or continuation school							
Principals.....	4,111	3,700	4,125	5,125	+24.67	+38.51	+24.24
<i>Administrative and supervisory staff:</i>							
Superintendents.....	10,000	8,267	7,288	7,825	-21.75	- 5.35	+ 7.37
Associate, assistant, or deputy superintendents.....	6,527	5,672	5,578	5,645	-13.51	- 0.48	+ 1.20
Business managers.....	5,361	4,500	4,186	4,543	-15.26	+ 0.96	+ 8.53
Directors, assistant directors, or supervisors of:							
Research, tests, and measurements.....	3,400	3,010	2,925	3,020	-11.18	+ 0.33	+ 3.25
Vocational education.....	3,550	3,380	3,075	3,187	-10.23	- 5.71	+ 3.64
Physical education.....	3,100	3,123	2,909	2,989	- 3.58	- 4.29	+ 2.75
Health.....	3,167	2,500	2,800	2,175	-31.32	-13.00	-22.32
Evening schools.....		3,325	3,000	2,700		-18.80	-10.00
Americanization classes.....	3,240	3,033	2,750	2,950	- 8.95	- 2.74	+ 7.27
Art.....	2,867	2,744	2,687	2,860	- 0.24	+ 4.23	+ 6.44
Music.....	2,909	2,825	2,569	2,813	- 3.30	- 0.42	+ 9.50
Penmanship.....	2,933	2,789	2,727	2,907	- 0.89	+ 4.23	+ 6.00
Manual training or industrial arts.....	3,450	3,308	3,278	3,136	- 0.10	- 5.20	- 4.33
Home economics.....	3,219	2,967	2,818	3,040	- 5.56	+ 2.46	+ 7.88
<i>Other school employees:</i>							
Secretarial and clerical employees:							
Secretaries to superintendents.....	2,329	1,978	1,779	1,918	-17.65	- 3.03	+ 7.81
Secretaries of boards of education.....	4,450	3,700	3,333	3,767	-15.35	+ 1.81	+13.02
Clerks in principals' offices.....	1,281	1,133	1,147	1,218	- 4.92	+ 7.50	+ 6.19
Clerks in other administrative and supervisory offices.....	1,581	1,442	1,450	1,528	- 3.35	+ 5.96	+ 5.38
Superintendents of buildings and grounds.....	4,267	3,400	3,109	3,156	-26.04	- 7.18	+ 1.51
Head janitors.....	2,500	2,000	1,564	2,657	+ 6.28	+32.85	+69.88
Janitors.....	1,541	1,265	1,211	1,297	-15.83	+ 2.53	+ 7.10
Head nurses.....	2,138	2,029	1,875	1,943	- 9.12	- 4.24	+ 3.63
Nurses.....	1,715	1,611	1,512	1,706	- 0.52	+ 5.90	+12.83
Chief attendance officers.....	3,125	2,783	2,530	2,767	-11.46	- 0.57	+ 9.37
Attendance officers.....	2,078	1,971	1,888	2,063	- 0.72	+ 4.67	+ 9.27

this size the 1936-37 salaries are higher than those of 1934-35, and in most cases they exceed those of 1932-33. However, salaries are still considerably lower than those for 1930-31.

Tables 3 to 6 give similar data for cities of the other population groups. These tables also show an upward trend for 1936-37. But the salaries are, in most cases, still lower than those for 1932-33 as well as those for 1930-31. While salaries in cities under 100,000 in population have increased somewhat, the recovery has been much less rapid than in the large cities.

A study of the details of Tables 2 to 6 re-

veals a number of interesting facts. Table 2 shows the trends in cities over 100,000 in population. The median salaries of kindergarten teachers reached the lowest point in 1932-33; in 1934-35 there was some improvement; and by 1936-37 the medians were only 1.5 percent below the 1930-31 level. Median salaries of elementary teachers apparently reached their lowest point in 1934-35. These salaries have lagged behind the recovery of kindergarten salaries as shown by the fact that they are still 4.3 percent below 1930-31. Median salaries of junior high-school teachers are 1.92 percent behind, and the median salaries of senior high-

TABLE 3.—TRENDS IN SALARIES PAID EMPLOYEES IN SCHOOL SYSTEMS IN CITIES 30,000 TO 100,000 IN POPULATION 1930-31 TO 1936-37

Type of school employee	Median salary paid in				Percent of change		
	1930-31	1932-33	1934-35	1936-37	1931-1937	1933-1937	1935-1937
1	2	3	4	5	6	7	8
<i>Classroom teachers:</i>							
Kindergarten.....	\$1,609	\$1,557	\$1,469	\$1,566	- 2.67	+ 0.58	+ 6.60
Elementary school.....	1,609	1,526	1,412	1,501	- 6.71	- 1.64	+ 6.30
Atypical classes.....	1,850	1,747	1,611	1,708	- 7.68	- 2.23	+ 6.02
Junior high school.....	1,860	1,761	1,612	1,747	- 6.08	- 0.80	+ 8.37
High school.....	2,111	1,994	1,834	1,954	- 7.44	- 2.01	+ 6.54
Part-time or continuation school.....	2,166	2,017	1,902	2,071	- 4.39	+ 2.68	+ 8.89
Heads of departments in high schools.....	2,575	2,482	2,412	2,552	- 0.89	+ 2.82	+ 5.80
<i>Deans:</i>							
Junior high school.....	2,367	2,308	2,150	2,325	- 1.77	+ 0.74	+ 8.14
High school.....	2,523	2,294	2,270	2,350	- 6.86	+ 2.44	+ 3.52
<i>Principals:</i>							
Elementary school							
Assistant principals.....	2,756	2,471	2,300	2,236	-18.87	- 9.51	- 2.78
Teaching principals.....	2,011	1,872	1,738	1,876	- 6.71	+ 0.21	+ 7.94
Supervising principals.....	2,646	2,569	2,364	2,527	- 4.50	- 1.63	+ 6.90
Junior high school							
Assistant principals.....	2,743	2,508	2,563	2,500	- 8.86	- 0.32	- 2.46
Principals.....	3,353	3,037	2,833	3,012	-10.17	- 0.82	+ 6.32
High school							
Assistant principals.....	3,053	2,975	2,850	3,017	- 1.18	+ 1.41	+ 5.86
Principals.....	4,281	3,885	3,635	3,839	-10.32	- 1.18	+ 5.61
Part-time or continuation school							
Principals.....	3,050	2,900	2,800	3,188	+ 4.52	+ 9.93	+13.86
<i>Administrative and supervisory staff:</i>							
Superintendents of schools.....	6,758	6,090	5,517	6,006	-11.13	- 1.38	+ 8.86
Associate, assistant, or deputy superintendents.....	4,587	4,267	4,033	4,160	- 9.31	- 2.51	+ 3.15
Business managers.....	3,690	3,220	3,060	3,075	-16.67	- 4.50	+ 0.49
Directors, assistant directors, or supervisors of:							
Research, tests, and measurements.....	2,450	2,467	2,100	2,267	- 7.47	- 8.11	+ 7.95
Vocational education.....	3,200	3,075	2,675	3,100	- 3.13	+ 0.81	+15.89
Physical education.....	2,479	2,553	2,288	2,431	- 1.94	+ 4.78	+ 6.25
Health.....	2,125	2,367	1,850	2,500	+17.65	+ 5.62	+35.14
Evening schools.....	1,033	-1,000	1,325	1,100	+ 6.49	.....	-16.98
Americanization classes.....	2,933	2,150	1,875	2,075	-29.25	- 3.49	+10.67
Art.....	2,324	2,219	2,096	2,213	- 4.78	- 0.27	+ 5.58
Music.....	2,375	2,342	2,071	2,238	- 5.77	- 4.44	+ 8.06
Penmanship.....	2,300	2,300	2,275	2,417	+ 5.09	+ 5.09	+ 6.24
Manual training or industrial arts.....	2,892	2,650	2,445	2,788	- 3.60	+ 5.21	+14.03
Home economics.....	2,300	2,233	1,953	2,294	- 0.26	+ 2.73	+17.46
<i>Other school employees:</i>							
Secretarial and clerical employees							
Secretaries to superintendents of schools.....	1,815	1,622	1,508	1,604	-11.63	- 1.11	+ 6.37
Secretaries of boards of education.....	2,514	2,357	2,143	2,508	- 0.24	+ 6.41	+17.03
Clerks in principals' offices.....	1,046	-1,000	-1,000	-1,000	.....	.....	.....
Clerks in other administrative and supervisory offices.....	1,268	1,180	1,105	1,201	- 5.28	+ 1.78	+ 8.69
Superintendents of buildings and grounds.....	2,700	2,513	2,313	2,438	- 9.70	- 2.98	+ 5.40
Head janitors.....	1,978	1,916	1,700	1,882	- 4.85	- 1.77	+10.71
Janitors.....	1,444	1,287	1,233	1,298	-10.11	+ 0.85	+ 5.27
Head nurses.....	1,973	1,787	1,660	1,733	-12.16	- 3.02	+ 4.40
Nurses.....	1,651	1,558	1,454	1,573	- 4.72	+ 0.96	+ 8.18
Chief attendance officers.....	2,033	1,911	1,838	1,905	- 6.30	- 0.31	+ 3.65
Attendance officers.....	1,736	1,617	1,450	1,557	-10.31	- 3.71	+ 7.38

school teachers are still 6.59 below those paid in 1930-31. Principals and superintendents have apparently recovered less rapidly than any of the preceding classroom groups. As compared with the high point of 1930-31, their median salaries are still below: 8.35 percent for supervising elementary-school principals; 9.69 percent for junior high principals; 12.29 percent for senior high principals; and 21.75 percent for superintendents of schools.

In cities between 30,000 and 100,000 in population similar facts may be pointed out. According to Table 3 the median salaries of kindergarten teachers reached the lowest point in 1934-35. This trend was also true of teachers' salaries in elementary, junior high, and senior high schools. During the current year, however, salaries have begun to recover, altho all are below the 1930-31 level. The median salaries are less than those of the highest year by the following percents: kindergarten teachers, 2.67 percent; elementary-school teachers, 6.71 percent; junior high-school teachers, 6.08 percent; high-school teachers, 7.44 percent;

supervising elementary-school principals, 4.50 percent; junior high-school principals, 10.17 percent; high-school principals, 10.32 percent; and superintendents of schools, 11.13 percent.

Table 4 shows the salary trends in cities between 10,000 and 30,000 in population. As in cities in Group I and Group II, median salaries reached their lowest levels in 1934-35. In many types of positions the medians for 1936-37 show that recovery has set in, altho there has been no apparent gain in some cases. For example, the median salary of business managers reported for 1936-37 is below that of 1934-35. This condition is also true for directors of research, for supervisors of physical education, penmanship, and manual training, and for secretaries of boards of education. Even for the positions where salaries are improving, the medians are below the 1930-31 level: elementary-school teachers, 9.17 percent; junior high-school teachers, 10.07 percent; high-school teachers, 11.09 percent; supervising elementary-school principals, 7.07 percent; junior high-school principals, 10.57 percent; high-

TABLE 4.—TRENDS IN SALARIES PAID EMPLOYEES IN SCHOOL SYSTEMS IN CITIES 10,000 TO 30,000 IN POPULATION 1930-31 TO 1936-37

Type of school employee	Median salary paid in				Percent of change		
	1930-31	1932-33	1934-35	1936-37	1931-1937	1933-1937	1935-1937
1	2	3	4	5	6	7	8
<i>Classroom teachers:</i>							
Elementary school ¹	\$1,428	\$1,360	\$1,231	\$1,297	- 9.17	- 4.63	+ 5.36
Junior high school.....	1,619	1,525	1,390	1,456	-10.07	- 4.52	+ 4.75
High school.....	1,876	1,747	1,603	1,668	-11.09	- 4.52	+ 4.05
Part-time or continuation schools.....	1,864	1,741	1,550	1,070	-42.60	-38.54	-30.97
<i>Principals:</i>							
Teaching elementary school.....	1,742	1,648	1,476	1,561	-10.39	- 5.28	+ 5.76
Supervising elementary school.....	2,349	2,252	2,119	2,183	- 7.07	- 3.06	+ 3.02
Junior high school.....	2,763	2,493	2,307	2,471	-10.57	- 0.88	+ 7.11
High school.....	3,613	3,300	3,010	3,061	-15.28	- 7.24	+ 1.69
<i>Administrative and supervisory staff:</i>							
Superintendents.....	5,149	4,600	4,242	4,419	-14.18	- 3.93	+ 4.17
Assistant superintendents.....	2,950	2,800	2,750	3,175	+ 7.63	+13.39	+15.45
Business managers.....	3,200	2,788	2,575	2,550	-20.31	- 8.54	- 0.97
Directors, assistant directors, or supervisors of:							
Research, tests, and measurements.....	2,150	2,075	1,950	1,836	-14.60	-11.52	- 5.85
Vocational education.....	3,017	2,450	2,413	2,475	-17.96	+ 1.02	+ 2.57
Physical education.....	2,009	1,924	1,885	1,870	- 6.92	- 2.81	- 0.80
Health.....	1,767	1,579	1,388	1,650	- 6.62	+ 4.50	+18.88
Evening schools.....	-500	-500	-500	-500	.....	.....	.....
Americanization classes.....	625	-500	900	-500	.....	.....	.....
Art.....	1,826	1,786	1,654	1,710	- 6.35	- 4.26	+ 3.39
Music.....	1,943	1,842	1,685	1,744	-10.24	- 5.32	+ 3.50
Penmanship.....	1,888	1,830	1,883	1,817	- 3.76	- 0.71	- 3.51
Manual training or industrial arts.....	2,194	2,081	1,879	1,860	-15.22	-10.62	- 1.01
Home economics.....	1,718	1,688	1,575	1,605	- 6.58	- 4.92	+ 1.90
<i>Other employees:</i>							
Secretaries to superintendents.....	1,453	1,297	1,202	1,254	-13.70	- 3.32	+ 4.33
Secretaries of boards of education.....	1,250	1,070	1,229	1,175	- 6.00	+ 9.81	- 4.39
Clerks in principals' offices.....	966	836	787	820	-15.11	- 1.91	+ 4.19
Clerks in other administrative or supervisory offices.....	1,113	1,074	940	1,022	- 8.18	- 4.84	+ 8.72
Superintendents of buildings and grounds.....	2,175	2,007	1,930	1,979	- 9.01	- 1.40	+ 2.54
Janitors.....	1,360	1,267	1,192	1,231	- 9.49	- 2.84	+ 3.27
Nurses.....	1,762	1,598	1,467	1,493	-15.27	- 6.57	+ 1.77
Attendance officers.....	1,195	1,190	1,080	996	-16.65	-16.30	- 7.78

¹ Includes kindergarten teachers.

school principals, 15.28 percent; and superintendents of schools, 14.18 percent.

In Table 5 are given the median salaries between 1930-31 and 1936-37 for cities of 5,000 to 10,000 population. Unlike the cities of Group III (10,000-30,000) the medians reported are almost all consistently higher for the current year than they were in 1934-35. There is, however, considerable lag as compared with 1930-31. For example, the median for elementary-school teachers is down 11.74 percent; junior high-school teachers, 10.98 percent; and high-school teachers, 11.94 percent. Principals' salaries also have not recovered: supervising elementary-school principals, 7.95 percent; junior high-school principals, 14.33 percent; and high-school principals, 10.90 percent. The median salary of superintendents is still 13.01 percent behind the 1930-31 median.

Finally, we may examine Table 6 for the trends in cities 2,500 to 5,000 in population. Here also are many signs of improvements as compared with the survey of 1934-35. Comparisons with 1930-31, however, reveal the same conditions pointed out in connection with

the larger cities. Median salaries are generally below those of 1930-31.

Earlier in this section the statement was made that teachers' salaries in the small cities are apparently recovering more slowly than in the large cities. This fact may be illustrated by reviewing the percentages that the median salaries of 1936-37 are below the 1930-31 level. In order of city size the median salaries of elementary-school teachers are lagging as follows: Group I, 4.30 percent; Group II, 6.71 percent; Group III, 9.17 percent; Group IV, 11.74 percent; and Group V, 13.25 percent. The lag of high-school teachers' salaries also shows the influence of city size: Group I, 6.59 percent; Group II, 7.44 percent; Group III, 11.09 percent; Group IV, 11.94 percent; and Group V, 14.93 percent. It may also be shown that in the largest cities the median salaries for 1936-37 have passed the 1932-33 level for most types of positions. This statement cannot be made for the smaller cities, even tho 1936-37 salaries show some improvement over 1934-35. These facts are shown graphically in Figure I, page 67.

TABLE 5.—TRENDS IN SALARIES PAID EMPLOYEES IN SCHOOL SYSTEMS IN CITIES 5,000 TO 10,000 IN POPULATION 1930-31 TO 1936-37

Type of school employee	Median salary paid in				Percent of change		
	1930-31	1932-33	1934-35	1936-37	1931-1937	1933-1937	1935-1937
1	2	3	4	5	6	7	8
<i>Classroom teachers:</i>							
Elementary school ¹	\$1,303	\$1,217	\$1,050	\$1,150	-11.74	- 5.51	+ 9.52
Junior high-school.....	1,494	1,376	1,208	1,330	-10.98	- 3.34	+10.10
High-school.....	1,692	1,575	1,379	1,490	-11.94	- 5.40	+ 8.05
Part-time or continuation school.....	1,454	1,500	838	900	-38.10	-40.00	+ 7.40
<i>Principals:</i>							
Teaching elementary school.....	1,583	1,465	1,246	1,398	-11.69	- 4.57	+12.20
Supervising elementary school.....	2,239	2,314	1,962	2,061	- 7.95	-10.93	+ 5.05
Junior high-school.....	2,184	1,956	1,669	1,871	-14.33	- 4.35	+12.10
High-school.....	2,825	2,603	2,235	2,517	-10.90	- 3.30	+12.62
<i>Administrative and supervisory staff:</i>							
Superintendents.....	4,188	3,818	3,440	3,643	-13.01	- 4.58	+ 5.90
Assistant superintendents.....	3,300	.....	2,650	2,283	-30.82	.....	-13.85
Business managers.....	2,500	.....	2,163	1,700	-32.00	.....	-21.41
Directors, assistant directors, or supervisors of:							
Research, tests, and measurements.....	2,425	.....	2,250	2,225	- 8.25	.....	- 1.11
Vocational education.....	2,350	2,225	1,833	2,013	-14.34	- 9.53	+ 9.82
Physical education.....	1,884	1,719	1,585	1,663	-11.73	- 3.26	+ 4.92
Health.....	1,588	1,000	1,250	1,750	+10.20	+75.00	+40.00
Art.....	1,688	1,563	1,406	1,525	- 9.66	- 2.43	+ 8.46
Music.....	1,729	1,573	1,415	1,518	-12.20	- 3.50	+ 7.28
Penmanship.....	1,579	1,325	975	1,050	-33.50	-20.75	+ 7.69
Manual training or industrial arts.....	2,041	1,853	1,593	1,732	-15.14	- 6.53	+ 8.73
Home economics.....	1,613	1,460	1,277	1,384	-14.20	- 5.21	+ 8.38
<i>Other employees:</i>							
Secretaries to superintendents.....	1,192	1,079	946	1,037	-13.00	- 3.89	+ 9.62
Secretaries of boards of education.....	558	547	532	627	+12.37	+14.63	+17.86
Clerks in principals' offices.....	800	783	687	732	- 8.50	- 6.51	+ 6.55
Clerks in other administrative or supervisory offices.....	1,057	953	856	980	- 7.28	+ 2.83	+14.49
Superintendents of buildings and grounds.....	1,900	1,860	1,767	1,838	- 3.26	- 1.18	+ 4.02
Janitors.....	1,275	1,144	969	1,068	-16.24	- 6.64	+10.22
Nurses.....	1,641	1,494	1,329	1,431	-12.80	- 4.22	+ 7.67
Attendance officers.....	-600	-600	-600	-600	.....	.....	.....

¹ Includes kindergarten teachers.

TABLE 6.—TRENDS IN SALARIES PAID EMPLOYEES IN SCHOOL SYSTEMS
IN CITIES 2,500 TO 5,000 IN POPULATION 1930-31 TO 1936-37

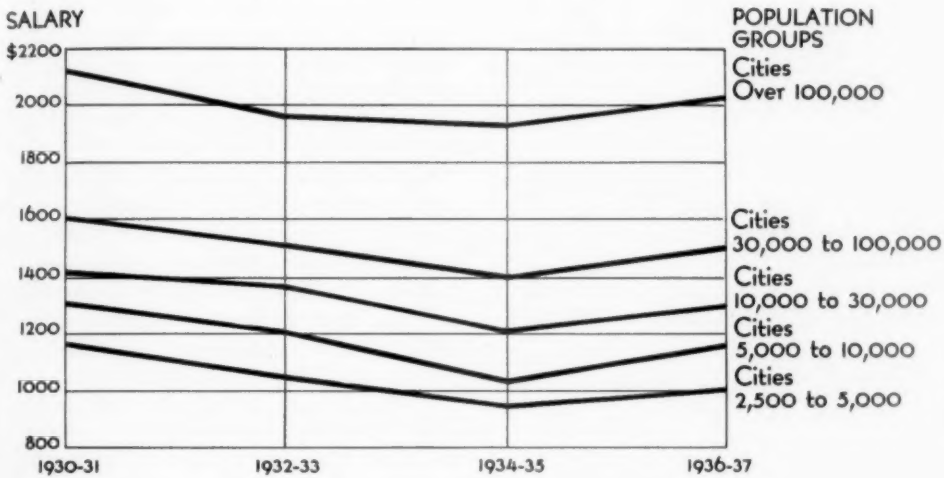
Type of school employee	Median salary paid in				Percent of change		
	1930-31	1932-33	1934-35	1936-37	1931-1937	1933-1937	1935-1937
1	2	3	4	5	6	7	8
<i>Classroom teachers:</i>							
Elementary school ¹	\$1,162	\$1,089	\$961	\$1,008	-13.25	- 7.44	+ 4.89
Junior high school.....	1,360	1,270	1,125	1,183	-13.01	- 6.85	+ 5.16
High school.....	1,547	1,429	1,260	1,316	-14.93	- 7.91	+ 4.44
Part-time or continuation school.....	700	950	-600	-600	.....	.....	.....
<i>Principals:</i>							
Teaching elementary school.....	1,409	1,353	1,181	1,233	-12.49	- 8.87	+ 4.40
Supervising elementary school.....	2,175	2,000	2,038	1,950	-10.34	- 2.50	+ 4.32
Junior high school.....	1,775	1,536	1,433	1,508	-15.04	- 1.82	+ 5.25
High school.....	2,403	2,134	1,851	1,986	-17.35	- 6.94	+ 7.29
<i>Administrative and supervisory staff:</i>							
Superintendents.....	3,565	3,216	2,850	3,044	-14.61	- 5.35	+ 6.81
Business managers.....	.....	1,400	1,850	2,050	.....	+46.43	+10.81
<i>Directors, assistant directors, or supervisors of:</i>							
Vocational education.....	2,500	2,175	1,617	1,750	-30.00	-19.54	+ 8.23
Physical education.....	1,756	1,714	1,559	1,492	-15.03	-12.95	+ 4.30
Health.....	1,300	950	1,050	1,350	+ 3.85	+42.11	+28.57
Art.....	1,450	1,427	1,419	1,438	- 0.83	+ 0.77	+ 1.34
Music.....	1,439	1,374	1,266	1,338	- 7.02	- 2.62	+ 5.69
Penmanship.....	1,275	1,350	1,350	950	-25.49	-29.63	-29.63
Manual training or industrial arts.....	1,867	1,731	1,554	1,625	-12.96	- 6.12	+ 4.57
Home economics.....	1,526	1,384	1,250	1,330	-12.84	- 3.90	+ 6.40
<i>Other employees:</i>							
Secretaries to superintendents.....	885	833	790	846	- 4.41	+ 1.56	+ 7.09
Secretaries of boards of education.....	-500	-500	-500	-500	.....	.....	.....
Clerks in principals' offices.....	781	710	656	675	-13.57	- 4.93	+ 2.90
Clerks in other administrative or supervisory offices.....	764	739	663	775	+ 1.44	+ 4.87	+16.89
Superintendents of buildings and grounds.....	2,150	1,750	1,550	1,600	-25.58	- 8.57	+ 3.23
Janitors.....	1,190	1,045	946	1,023	-14.03	- 2.11	+ 8.14
Nurses.....	1,546	1,354	1,140	1,216	-21.35	-10.19	+ 6.67
Attendance officers.....	-600	-600	-600	-600	.....	.....	.....

¹ Includes kindergarten teachers.

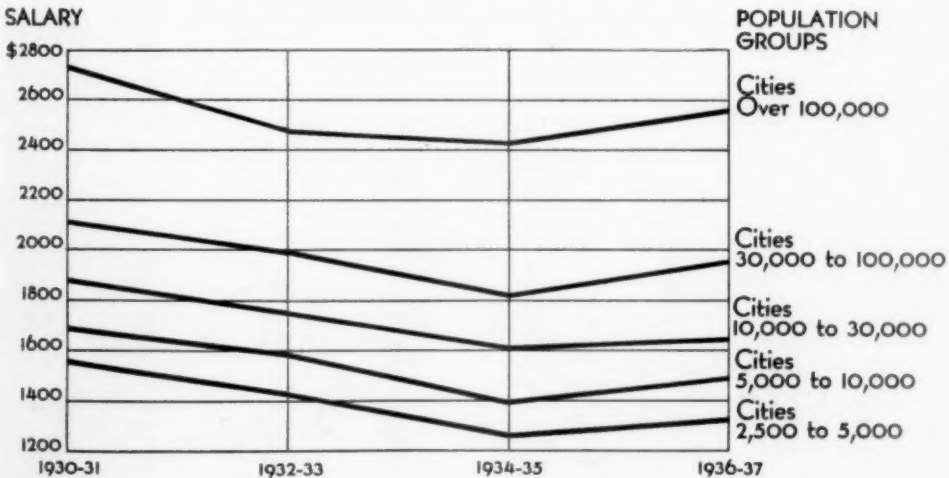
THE ECONOMIC STATUS of any teacher is naturally of major personal concern to that teacher. The economic status of teachers as a group is, or should be, a matter of fundamental professional concern to all educators and to parents and citizens generally. From the purely personal point of view, a satisfactory economic status is important because it means having the necessities of life in sufficient amounts for one's self and dependents; a reasonable amount for giving to worthy causes outside one's own household; ample opportunity for wholesome recreation and for cultural and professional growth; and a chance to make adequate provision for future emergencies and for retirement. From the strictly professional point of view, these things are important because they help to maintain the morale of teachers and to improve generally the efficiency of our schools. The profession of education may well give even more careful consideration than in the past, to the economic conditions and problems of its members and to ways of getting other citizens to do the same. This is essential to the well-being of one of society's most potentially valuable groups, and hence essential to the effectiveness of the work which society expects this group to do.—*The Teacher's Economic Position*, Research Division, National Education Association, 1935.

FIGURE I

TRENDS IN ELEMENTARY-SCHOOL TEACHERS' SALARIES, 1930-31 TO 1936-37



TRENDS IN HIGH-SCHOOL TEACHERS' SALARIES, 1930-31 TO 1936-37



Research Division, National Education Association

For the exact amounts upon which these graphs are based consult Tables 2 thru 6.

The Range and Distribution of Salaries in 1936-37

The median salaries reported in the preceding section summarize as well as is possible in any single figure the general status of city teachers' salaries. It is important, however, to know how the salaries are distributed above and below the median figure. Table 7 presents this information for the three main groups of teachers in cities over 30,000 in population, and Table 8 gives this same information for cities under 30,000 in population.

Tables 9 and 10 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. Tables 11 and 12 give these data for certain administrative and supervisory officers.

Table 13 presents the distribution of salaries paid to secretarial and clerical employees, while Tables 14 and 15 show this information for attendance officers, nurses, and janitors.

The tables in this section bring out clearly

the relative position of the median salaries in the different population groups and the extent to which the distributions themselves overlap. They show 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 types of positions in the larger cities in which many individuals receive lower salaries than some persons in like positions in the smaller cities.

Differences in the experience and training of the individuals 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 distributions for the smaller cities tend to spread less.

Tables 7 to 15 also give the total number of

TABLE 7.—DISTRIBUTION OF SALARIES PAID TEACHERS IN CITIES OVER 30,000 IN POPULATION IN 1936-37

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.....	2	.....	34	.....	3,791	5
3,800-3,999.....	23	.....	58	33	616	79
3,700-3,799.....	22	1	12	22	647	70
3,600-3,699.....	149	.....	35	17	506	39
3,500-3,599.....	2,709	1	2,512	27	532	34
3,400-3,499.....	226	.....	160	35	551	52
3,300-3,399.....	63	2	27	24	348	33
3,200-3,299.....	423	49	235	59	2,199	52
3,100-3,199.....	8,402	4	41	24	206	97
3,000-3,099.....	391	45	324	64	1,549	182
2,900-2,999.....	1,057	205	165	50	2,806	130
2,800-2,899.....	363	109	2,459	81	2,984	149
2,700-2,799.....	1,115	188	911	149	1,560	524
2,600-2,699.....	1,972	151	942	217	2,040	372
2,500-2,599.....	2,348	201	1,104	315	1,870	509
2,400-2,499.....	3,806	283	1,640	280	3,227	545
2,300-2,399.....	3,258	351	979	324	1,631	639
2,200-2,299.....	9,698	663	1,096	689	2,645	1,039
2,100-2,199.....	4,385	879	1,488	439	1,874	624
2,000-2,099.....	6,905	1,013	956	614	1,534	879
1,900-1,999.....	9,687	1,540	1,078	659	1,882	1,077
1,800-1,899.....	4,669	2,831	1,047	1,072	1,755	947
1,700-1,799.....	4,736	2,022	947	899	1,270	803
1,600-1,699.....	3,988	2,337	840	930	971	1,011
1,500-1,599.....	5,292	2,230	825	993	857	890
1,400-1,499.....	3,498	2,778	736	887	507	584
1,300-1,399.....	3,719	2,556	778	635	646	467
1,200-1,299.....	2,699	2,978	647	726	547	473
1,100-1,199.....	2,007	2,270	493	406	445	296
1,000-1,099.....	1,649	2,032	456	337	292	257
Below 1,000.....	1,641	2,468	187	332	229	244
Total.....	90,902	30,187	23,212	11,339	42,517	13,102
Median.....	\$2,027	\$1,501	\$2,303	\$1,747	\$2,551	\$1,954
Arithmetic mean.....	\$2,099	\$1,558	\$2,315	\$1,808	\$2,615	\$2,005

¹ For population ranges, see Table 1, page 61.

the various employees reported by the cities covered in this survey and the median and arithmetic mean for each type and city size.

Tables 7 and 8 bring out the usual tendency for salaries to increase with the size of the city. Figures II to V on pages 74 and 75 show median salaries paid the main classes of school employees in cities in the various population groups.

The tendency to pay higher salaries to teachers giving instruction to older children is also evident from the figures of these tables. The median salary of teachers in the junior high schools in cities over 100,000 in population is approximately \$275 higher than that of elementary-school teachers, and the salary of high-school teachers is nearly \$250 higher than that of junior high-school teachers.

Another comparison between median salaries, paid for various positions in cities over 100,000 population, may be made by index numbers. Taking the median salary of elemen-

tary-school teachers (Table 7, col. 2) as 100, the index numbers of other positions are: junior high-school teachers, 113.6; high-school teachers, 125.9; teaching elementary-school principals, 108.9; and supervising elementary-school principals, 159.1. Altho not presented in this bulletin, similar comparisons may be made for the other city groups.

In 1928 the Committee on Standards of the Department of Elementary School Principals proposed a salary schedule ranging from \$2000 to \$7000 for supervising elementary principals. According to Tables 9 and 10, not more than 14 principals out of 6500 have approached anywhere near this proposed maximum. At least 935 supervising elementary principals received less than \$2000 in 1936-37.

For the first time since the 1928-29 survey, the Research Division presents, in Tables 12 to 15, the detailed distributions for the salaries of superintendents, assistant superintendents, directors, supervisors, and various types of non-professional school employees.

TABLE 8.—DISTRIBUTION OF SALARIES PAID TEACHERS IN CITIES UNDER 30,000 IN POPULATION IN 1936-37

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
\$1,100 and over.....	5	39	3	9	24	.....	127	61	28
3,000-3,099.....	3	12	4	4	6	.....	43	16	6
2,900-2,999.....	4	9	4	7	8	.....	73	18	15
2,800-2,899.....	5	9	2	20	4	.....	90	45	9
2,700-2,799.....	24	13	14	18	5	.....	126	43	12
2,600-2,699.....	35	14	10	25	5	.....	128	68	17
2,500-2,599.....	51	14	28	68	13	.....	225	91	21
2,400-2,499.....	109	19	18	60	10	.....	361	101	51
2,300-2,399.....	106	26	23	123	17	.....	406	121	43
2,200-2,299.....	135	51	26	115	24	.....	450	162	95
2,100-2,199.....	188	53	26	209	30	.....	609	169	87
2,000-2,099.....	324	123	56	219	35	.....	757	263	129
1,900-1,999.....	565	159	56	301	60	.....	814	339	175
1,800-1,899.....	927	263	102	374	94	.....	1,086	480	296
1,700-1,799.....	1,280	259	134	422	100	.....	1,071	517	284
1,600-1,699.....	1,600	539	336	706	152	.....	1,397	762	368
1,500-1,599.....	1,872	650	395	650	173	.....	1,151	696	551
1,400-1,499.....	3,291	1,417	541	750	270	.....	1,119	726	582
1,300-1,399.....	2,419	1,091	545	851	292	.....	1,258	818	904
1,200-1,299.....	2,883	1,312	801	768	324	.....	932	858	999
1,100-1,199.....	2,768	1,461	1,085	557	242	.....	578	543	859
1,000-1,099.....	3,043	1,673	1,558	515	230	.....	448	432	549
900-999.....	2,367	1,898	2,142	311	227	.....	237	455	462
800-899.....	997	1,241	1,137	110	51	.....	82	129	195
700-799.....	684	781	919	102	46	.....	32	69	221
600-699.....	286	338	576	18	18	.....	15	58	79
Below 600.....	82	137	734	3	7	.....	7	3	28
Total.....	26,053	13,601	11,275	7,315	2,467	1,983	13,622	8,043	7,065
Median.....	\$1,297	\$1,150	\$1,008	\$1,456	\$1,330	\$1,183	\$1,668	\$1,490	\$1,316
Arithmetic mean..	\$1,331	\$1,206	\$1,071	\$1,510	\$1,398	\$1,240	\$1,724	\$1,552	\$1,382

¹ For population ranges, see Table 1, page 61.

TABLE 9.—DISTRIBUTION OF SALARIES PAID PRINCIPALS IN CITIES OVER 30,000 IN POPULATION IN 1936-37

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 and over.....							43	1
7,500-7,999.....							3	
7,000-7,499.....			1		2		2	1
6,500-6,999.....			13		71		18	3
6,000-6,499.....			238	1	15	3	7	2
5,500-5,999.....			75	7	12	4	47	8
5,000-5,499.....			35	10	41	6	79	15
4,800-4,999.....			22	5	45		31	9
4,600-4,799.....			93	7	12	4	35	10
4,400-4,599.....			58	7	22	3	77	13
4,200-4,399.....			69	13	44	6	43	21
4,000-4,199.....			308	12	39	20	35	44
3,800-3,999.....			123	37	46	17	43	23
3,600-3,799.....	12		425	38	27	32	32	26
3,400-3,599.....	3		243	62	43	40	40	21
3,200-3,399.....	11	1	341	69	28	22	20	26
3,100-3,199.....	1	7	118	45	29	23	21	4
3,000-3,099.....	6	15	280	84	16	13	13	14
2,900-2,999.....	9	2	198	42	15	17	3	2
2,800-2,899.....	34	3	150	49	13	20	10	8
2,700-2,799.....	9	13	155	76	18	23	4	5
2,600-2,699.....	40	9	219	68	15	23	1	3
2,500-2,599.....	48	23	158	83	5	18	4	6
2,400-2,499.....	52	19	138	84	3	25	1	3
2,300-2,399.....	34	25	86	52	2	16	9	5
2,200-2,299.....	37	43	120	64	7	20	3	4
2,100-2,199.....	27	61	101	73	6	3	2	2
2,000-2,099.....	41	94	55	87	3	10	2	4
1,900-1,999.....	42	105	57	100	1	2		1
1,800-1,899.....	57	106	55	60		6		4
1,700-1,799.....	47	102	27	57	1	2		
1,600-1,699.....	15	58	24	38		5		2
1,500-1,599.....	21	52	13	18				
1,400-1,499.....	14	62	2	29				
1,300-1,399.....	12	24		5				
1,200-1,299.....	8	19	3	3				
Below 1,200.....	7	48	1					1
Total.....	587	891	4,004	1,385	581	383	628	291
Median.....	\$2,207	\$1,876	\$3,225	\$2,527	\$4,064	\$3,012	\$4,473	\$3,839
Arithmetic mean.....	\$2,220	\$1,893	\$3,423	\$2,629	\$4,291	\$3,127	\$4,746	\$3,829

¹ For population ranges, see Table 1, page 61.

WHERE adequate minimum-salary standards are lacking some communities may set salaries so low that the selection of teachers, regardless of their qualifications, is limited either to those who are willing to live at very low levels or to those who can depend on relatives for part of their living expenses. A salary law which eliminates competition for appointment below a certain salary level places a premium on superior qualifications and competence, and thus tends to improve the teaching service.—*Minimum-Salary Laws for Teachers*, NEA Committee on Tenure, 1937.

TABLE 10.—DISTRIBUTION OF SALARIES PAID PRINCIPALS IN CITIES
UNDER 30,000 IN POPULATION IN 1936-37

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.....										2		
5,500- 5,999.....										1		2
5,000- 5,499.....							1			10	2	
4,800- 4,999.....				2						1		
4,600- 4,799.....				1		3	4			9	2	
4,400- 4,599.....				1		1	3			15	1	
4,200- 4,399.....	1			2	2	1		1		10	6	1
4,000- 4,199.....				3	1	1	3			23	4	1
3,800- 3,999.....				9	2		5			28	7	1
3,600- 3,799.....				12	3		7	1		28	12	1
3,400- 3,599.....	1			15	2	1	17	1		31	12	5
3,200- 3,399.....				20	7	1	10	5		45	24	6
3,100- 3,199.....		2		7	6		10	1		17	8	3
3,000- 3,099.....	1	2		20	7	4	17	3	1	41	24	10
2,900- 2,999.....	3			18	2		8	2		25	11	3
2,800- 2,899.....	6			25	6	3	9		1	26	16	8
2,700- 2,799.....	7	7		31	5	1	19	3		25	30	11
2,600- 2,699.....	6	3		25	7	4	19	4	1	25	25	12
2,500- 2,599.....	27	2	3	41	2	3	22	3	3	24	41	18
2,400- 2,499.....	21	10	5	59	11	1	21	4	5	17	26	24
2,300- 2,399.....	27	11	2	50	7	8	20	7	4	9	17	17
2,200- 2,299.....	31	15	3	55	7	4	23	9	6	13	27	21
2,100- 2,199.....	47	27	5	61	13	4	19	9	7	8	26	32
2,000- 2,099.....	74	31	16	55	14	9	17	9	5	11	28	53
1,900- 1,999.....	93	28	8	64	9	6	14	9	2	5	19	36
1,800- 1,899.....	126	64	29	56	16	11	8	19	6	13	16	44
1,700- 1,799.....	142	75	29	39	11	4	8	7	13	4	9	26
1,600- 1,699.....	170	91	47	50	16	8	8	12	9	2	15	32
1,500- 1,599.....	189	152	60	35	7	3	13	19	18		10	25
1,400- 1,499.....	221	138	69	16	6	6	7	7	13	2	7	15
1,300- 1,399.....	207	146	84	15	12	3	2	8	14	1	4	21
1,200- 1,299.....	121	149	80	17	1	1	3	6	17		3	16
1,100- 1,199.....	99	140	94	6	5	1	2	2	14		4	6
1,000- 1,099.....	50	121	91	3	3	7	1		10	1		7
Below 1,000.....	44	108	203		1	5		2	10	1		11
Total.....	1,714	1,322	828	813	191	104	320	153	159	472	436	468
Median.....	\$1,561	\$1,398	\$1,233	\$2,183	\$2,061	\$1,950	\$2,471	\$1,871	\$1,508	\$3,061	\$2,517	\$1,986
Arithmetic mean....	\$1,681	\$1,448	\$1,299	\$2,262	\$2,187	\$2,087	\$2,545	\$1,986	\$1,586	\$3,170	\$2,554	\$2,033

¹ For population ranges, see Table 1, page 61.

THE COMMITTEE is of the firm and deep conviction that in the proper operation of salary schedules lies the possibility of obtaining better and superior teaching in the public schools. To gain this high objective however, the schools must have forceful and intelligent leadership. In short, superior teaching is predicated upon superior leadership. The Committee, therefore, places great stress upon having strong outstanding principals. Thus, it recommends such salary changes for principals as will attract and hold the highest types of persons, with outstanding educational and teaching leadership.—*Pittsburgh Citizens' Committee on Teachers' Salaries*, 1928.

TABLE 11.—DISTRIBUTION OF SALARIES PAID CERTAIN ADMINISTRATIVE AND SUPERVISORY OFFICERS IN CITIES
OVER 30,000 IN POPULATION IN 1936-37

Salary groups	Superintendents of schools		Assistant, associate, or deputy superintendents		Secretaries of boards of education		Business managers		Superintendents of buildings and grounds		Directors, assistant directors, or supervisors of music		Directors, assistant directors, or supervisors of physical education	
	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	Group I	Group II
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
\$15,000 and over	5	1	.....	.....	.....	.....	.....	.....	1	.....	.....	.....	.....	.....
12,000-\$14,999	2	2	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
10,000-11,999	15	1	13	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
9,000-9,999	8	3	36	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
8,000-8,999	12	14	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
7,500-7,999	10	10	13	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
7,000-7,499	11	13	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
6,500-6,999	10	20	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
6,000-6,499	9	41	15	2	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
5,500-5,999	2	25	31	7	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
5,000-5,499	7	42	28	8	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
4,800-4,999	.....	.....	16	1	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
4,600-4,799	.....	.....	14	4	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
4,400-4,599	.....	11	12	6	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
4,200-4,399	.....	5	10	5	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
4,000-4,199	.....	4	.....	5	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
3,800-3,999	.....	.....	9	4	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
3,600-3,799	.....	2	5	8	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
3,400-3,599	.....	2	2	3	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
3,200-3,399	.....	2	2	4	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
3,000-3,199	.....	1	.....	7	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
2,800-2,999	.....	.....	2	5	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
2,600-2,799	.....	.....	1	1	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
2,400-2,599	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
2,200-2,399	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
2,000-2,199	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
1,800-1,999	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
1,600-1,799	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
1,400-1,599	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
1,200-1,399	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
1,000-1,199	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Below \$1,000	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Total	91	209	244	74	75	113	62	64	139	131	258	234	194	169
Median	\$7,825	\$6,006	\$5,645	\$4,160	\$3,767	\$2,508	\$4,543	\$3,075	\$3,156	\$2,438	\$2,813	\$2,238	\$2,989	\$2,431
Arithmetic mean	\$8,591	\$6,098	\$6,250	\$4,296	\$4,115	\$2,585	\$4,996	\$3,317	\$3,532	\$2,521	\$2,937	\$2,379	\$3,287	\$2,540

¹ For population ranges, see Table 1, page 61.

TABLE 12.—DISTRIBUTION OF SALARIES PAID CERTAIN ADMINISTRATIVE AND SUPERVISORY OFFICERS IN CITIES UNDER 30,000 IN POPULATION IN 1936-37

Salary groups	Superintendents of schools					Secretaries of boards of education					Superintendents of buildings and grounds					Directors, assistant directors, or supervisors of music					Directors, assistant directors, or supervisors of physical education				
	Group III ¹	Group IV ¹	Group V 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	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	14	15	16										
\$6,000 and over	54	16	6																						
5,500-\$5,999	29	10	8																						
5,000-5,499	63	29	10																						
4,800-4,799	24	11	8																						
4,600-4,599	16	9	5																						
4,400-4,399	52	18	11																						
4,200-4,199	44	25	9																						
4,000-3,999	53	48	25																						
3,800-3,799	21	25	12																						
3,600-3,599	38	63	53																						
3,400-3,399	28	52	30																						
3,200-3,199	18	57	69																						
3,000-2,999	16	59	91																						
2,900-2,899	1	6	18																						
2,800-2,800	1	11	35																						
2,700-2,799	4	17	34																						
2,600-2,699	1	3	30																						
2,500-2,599	2	6	38																						
2,400-2,399	1	6	35																						
2,300-2,299			11																						
2,200-2,199			14																						
2,100-2,099			15																						
2,000-2,009			16																						
1,900-1,909			2																						
1,800-1,899			9																						
1,700-1,799																									
1,600-1,699			5																						
1,500-1,599			1																						
1,400-1,499																									
1,300-1,399																									
1,200-1,299																									
1,100-1,199																									
1,000-1,099																									
900-999																									
800-899																									
700-799																									
600-699																									
500-599																									
Below \$500																									
Total	466	481	609	213	228	248	127	47	26	428	290	196	313	222	124										
Median	\$4,419	\$3,643	\$3,044	\$1,175	\$627	-\$500	\$1,979	\$1,838	\$1,600	\$1,744	\$1,518	\$1,338	\$1,870	\$1,663	\$1,492										
Arithmetic mean	\$4,631	\$3,800	\$3,147	\$1,321	\$869	-\$500	\$2,005	\$1,862	\$1,602	\$1,785	\$1,574	\$1,386	\$2,010	\$1,749	\$1,622										

¹ For population ranges, see Table 1, page 61.

¹ For population ranges, see Table 1, page 61.

FIGURE II

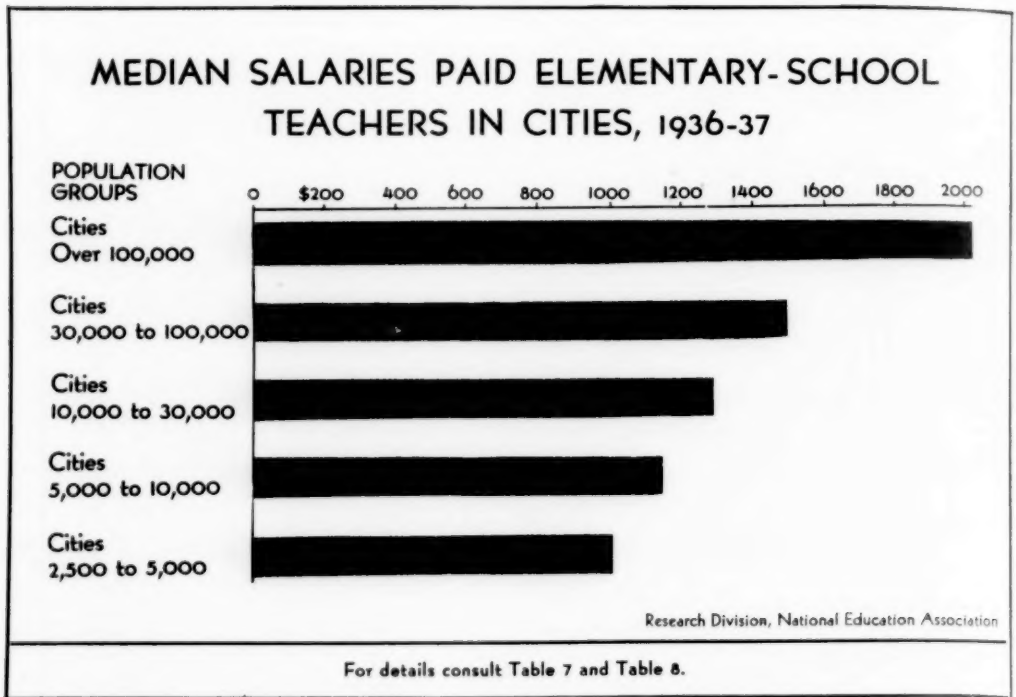


FIGURE III

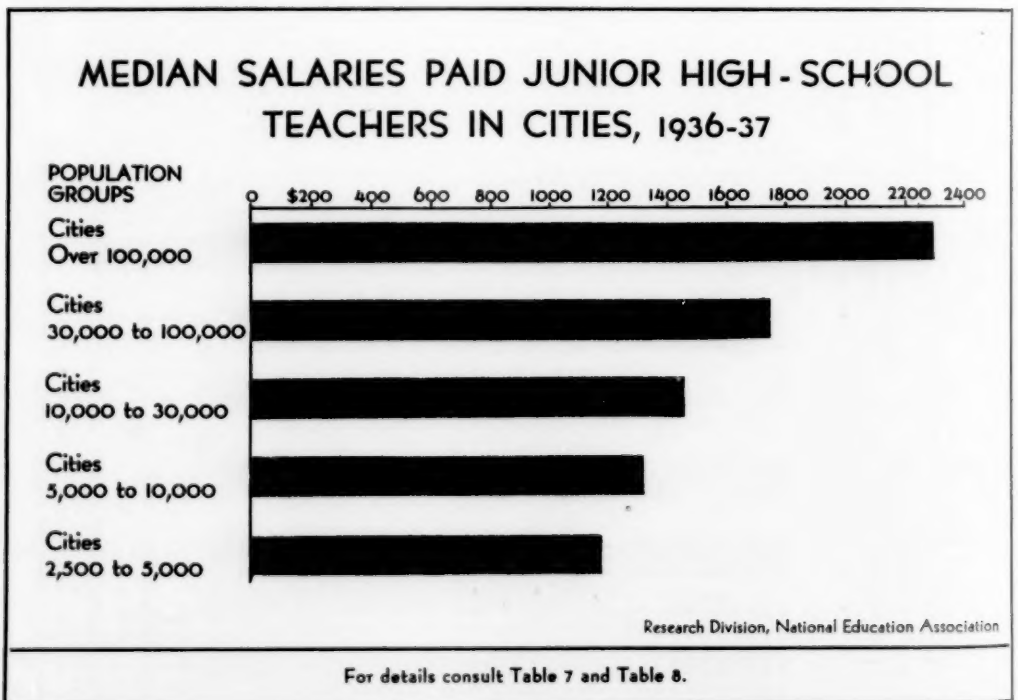


FIGURE IV

MEDIAN SALARIES PAID HIGH - SCHOOL TEACHERS IN CITIES, 1936-37



Research Division, National Education Association

For details consult Table 7 and Table 8.

FIGURE V

MEDIAN SALARIES PAID SUPERINTENDENTS OF SCHOOLS IN CITIES, 1936-37



Research Division, National Education Association

For details consult Table 11 and Table 12.

TABLE 13.—DISTRIBUTION OF SALARIES PAID SECRETARIAL AND CLERICAL EMPLOYEES IN 1936-37

Salary groups	Secretaries to superintendents										Clerks in administrative and supervisory offices										Clerks in principals' offices					
	Group I ¹	Group II ¹	Group III ¹	Group III ¹	Group IV ¹	Group V ¹	Group I	Group II	Group III	Group IV	Group V	Group I	Group II	Group III	Group IV	Group V	Group I	Group II	Group III	Group IV	Group V	Group I	Group II	Group III	Group IV	Group V
	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	12	13	14	15	16	12	13	14	15	16
\$4,000 and over.....		4					37																			
3,800-3,999.....	1						3																			
3,600-3,799.....	1			1			24																			
3,400-3,599.....	1	1	2				42																			
3,200-3,399.....	3	1					71																			
3,000-3,199.....	2	1	1				18																			
2,800-2,999.....	2	1	1				27	2	1								213									
2,600-2,799.....	1	4					130	9	1	1							27	1								
2,400-2,599.....	8	10	2		4		71	9	2	1							13	2								
2,200-2,399.....	10	8	5				116	2	3								753	3								1
2,000-2,199.....	11	16	13	2			475	16	8								165	15	2						2	
1,800-1,999.....	11	31	24	13			373	47	9	6							142	27	9	1	1				4	
1,600-1,799.....	22	28	39	17			414	54	12	4							259	44	12	4	4				12	
1,400-1,599.....	10	32	61	31			967	95	34	9							546	95	32	14	3				32	
1,200-1,399.....	7	29	102	61			504	184	76	18							1,073	162	84	18	14				18	
1,000-1,199.....	3	25	88	85			498	162	60	37							1,143	269	129	32	12				55	
800-999.....		14	71	71			407	253	84	18							1,724	758	215	55	26				92	
600-799.....			29	72			77		78	36									280	92	33				107	
Below \$600.....				3	26	71			25	27									165	107	70					
Total.....	97	201	442	442	382	322	4,177	833	393	158	117	6,058	1,376	928	525	164										
Median.....	\$1,918	\$1,604	\$1,254	\$1,037	\$846	\$846	\$1,528	\$1,201	\$1,022	\$980	\$775	\$1,218	—\$1,000	\$820	\$732	\$675										
Arithmetic mean.....	\$2,184	\$1,656	\$1,307	\$1,080	\$889	\$889	\$1,677	\$1,282	\$1,098	\$995	\$879	\$1,411	—\$1,000	\$884	\$817	\$799										

¹ For population ranges, see Table 1, page 61.

² For population groups I and II the figures given in this salary group are for salaries below \$1,000.

TABLE 14.—DISTRIBUTION OF SALARIES PAID OTHER SCHOOL EMPLOYEES
IN CITIES OVER 30,000 IN POPULATION IN 1936-37

Salary groups	Chief attendance officers		Attendance officers		Head nurses		Nurses		Head janitors		Janitors	
	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
\$4,000 and over.....	14	1	39						2		50	
3,800-3,999.....			1						1		15	
3,600-3,799.....	4	2							7	1	12	
3,400-3,599.....	3		7						1	1	17	
3,200-3,399.....	6	1	1		1	1			4	1	28	
3,000-3,199.....	4	5	2		1				6	1	60	3
2,800-2,999.....	6	7	282	1					1	3	66	
2,600-2,799.....	6	3	24	9	2	2			7	2	134	
2,400-2,599.....	4	12	58	5	2	3		13	4	2	183	34
2,200-2,399.....	9	16	49	10	4	4	9	8	4	13	299	80
2,000-2,199.....	5	10	176	14	5	5	64	46	10	19	585	133
1,800-1,999.....	4	21	175	13	7	15	294	67	4	39	1,374	468
1,600-1,799.....	6	9	97	14	6	15	304	88	2	19	1,517	792
1,400-1,599.....	2	16	136	13	5	13	189	95	1	16	2,720	1,209
1,200-1,399.....	1	18	82	27	2	7	201	94		12	3,306	1,387
1,000-1,199.....	2	7	52	11		2	116	55			3,133	922
Below \$1,000.....		6	12	21		3	28	19		3	3,160	1,734
Total.....	76	134	1,193	138	36	70	1,206	494	54	132	16,659	6,763
Median.....	\$2,767	\$1,905	\$2,063	\$1,557	\$1,943	\$1,733	\$1,706	\$1,573	\$2,657	\$1,882	\$1,297	\$1,298
Arithmetic mean..	\$3,053	\$1,961	\$2,157	\$1,630	\$2,039	\$1,763	\$1,607	\$1,613	\$2,773	\$1,903	\$1,408	\$1,337

¹ For population ranges, see Table 1, page 61.

TABLE 15.—DISTRIBUTION OF SALARIES PAID OTHER SCHOOL EMPLOYEES
IN CITIES UNDER 30,000 IN POPULATION IN 1936-37

Salary groups	Attendance officers			Nurses			Janitors		
	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
\$3,000 and over.....			1	1	1		7	2	1
2,900-2,999.....					1				
2,800-2,899.....					1	1			1
2,700-2,799.....	1	1	1	2		1	2	3	1
2,600-2,699.....	1	1	1	1		1	3	1	1
2,500-2,599.....				4	3		6	4	3
2,400-2,499.....	5			2	1		12	6	7
2,300-2,399.....	2			5	1	2	14	2	5
2,200-2,299.....	4		1	8	3		19	8	4
2,100-2,199.....	6	1		10	1		20	14	9
2,000-2,099.....	5	3		18	10	3	33	20	17
1,900-1,999.....	8			17	6	4	56	24	14
1,800-1,899.....	12	1	2	33	17	9	147	65	58
1,700-1,799.....	6	3	1	33	18	9	178	73	26
1,600-1,699.....	12	3	2	59	24	13	312	114	73
1,500-1,599.....	18	4	3	42	29	18	471	153	103
1,400-1,499.....	13	5	1	61	29	17	402	146	78
1,300-1,399.....	21	9	1	52	27	20	590	217	113
1,200-1,299.....	16	14	8	49	24	19	795	329	188
1,100-1,199.....	10	7	5	29	23	24	364	158	101
1,000-1,099.....	15	8	6	23	21	22	460	274	235
900-999.....	23	13	6	11	14	26	492	314	240
800-899.....	18	11	1	5	1	4	244	135	128
700-799.....	18	14	3	3	7	8	219	147	123
600-699.....	12	9	7	6	4	7	223	139	93
Below \$600.....	86	130	121	6	6	20	567	504	348
Total.....	312	237	171	482	272	228	5,636	2,852	1,970
Median.....	\$996	—\$600	—\$600	\$1,493	\$1,431	\$1,216	\$1,231	\$1,068	\$1,023
Arithmetic mean.....	\$1,124	—\$600	—\$600	\$1,523	\$1,442	\$1,247	\$1,202	\$1,098	\$1,074

¹ For population ranges, see Table 1, page 61.

Interstate Comparisons

Tables 16 and 17 compare the median salaries paid by states.¹ Table 16 gives figures on teachers' salaries by states for cities over 30,000 in population, while Table 16 gives similar data for cities under 30,000 in population.

Table 17 includes, for comparative purposes, the average salary paid all teachers, principals, and supervisors as reported by the United States Office of Education for 1933-34, the latest year for which these figures are available.

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. 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 16.—MEDIAN SALARIES PAID TEACHERS IN CITIES OVER 30,000 IN POPULATION BY STATES IN 1936-37

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
Continental U. S.	\$2,045	\$1,566	\$2,027	\$1,501	\$2,182	\$1,708	\$2,303	\$1,747	\$2,551	\$1,954	\$2,886	\$2,071
Alabama			1,485	1,026	1,475	1,300		-1,000	1,809	1,418		
Arizona		1,413		1,421				1,565		1,925		
Arkansas				-1,000				1,179		1,385		
California	2,194	1,908	2,225	1,941	2,366	2,046	2,596	2,285	2,640	2,511	2,750	2,546
Colorado	2,096	1,550	2,238	1,490	2,538		2,524	1,700	2,540	1,882	2,543	
Connecticut	1,802	1,675	1,845	1,758	1,891	1,806	2,109	1,790	2,454	2,144		
Delaware	1,500		1,912		1,910		1,800		1,991			
Dist. of Columbia	2,246		2,234		2,251		2,444		2,826			
Florida			1,200		1,150		1,265		1,354		1,280	
Georgia	1,314	-1,000	1,398	1,187	1,526	1,150	1,756	1,405	1,798	1,425	1,488	1,020
Illinois	1,942	1,360	1,932	1,399	1,926	1,477	1,594	1,580	2,781	1,854	3,225	
Indiana	1,491	1,317	1,713	1,429	1,763	1,550	1,756	1,618	2,142	1,821		
Iowa	1,777	1,381	1,732	1,412	1,710	1,469	1,827	1,643	1,987	1,709		1,350
Kansas	1,330	1,400	1,553	1,603	1,800	1,630	1,741	1,627	1,831	1,908		
Kentucky	1,642		1,431	1,496	1,694	1,425	1,658	1,654	2,109	1,738		
Louisiana	1,210		1,344	-1,000	1,517			1,156	1,834	1,179		
Maine		1,335		1,354		1,342		1,455		1,667		
Maryland	1,692		1,615	1,203	1,650		1,886	1,321	2,255	1,519		
Massachusetts	1,942	1,825	2,018	1,631	2,056	1,719	2,308	1,852	2,762	2,064	2,404	2,100
Michigan	2,076	1,435	2,161	1,529	2,606	1,657	2,818	1,733	2,813	1,892	2,769	1,783
Minnesota	1,573		1,709		1,795		1,992		2,143			
Mississippi				-1,000				1,041		1,200		
Missouri	2,250		1,892	-1,000	1,771	1,025	1,980	1,281	2,591	1,407		
Montana				1,704		1,650				2,015		
Nebraska	1,528	1,133	1,523	1,180	1,333	1,350		1,295	1,800	1,371		
New Hampshire		1,525		1,537				1,608		2,021		
New Jersey	2,135	2,025	1,975	1,984	2,290	2,250	2,082	2,320	2,593	2,429	2,350	2,050
New York	3,101	1,888	3,102	1,904	3,524	1,980	3,528	2,099	3,470	2,283	3,713	2,060
North Carolina				1,107		1,250		1,107		1,081		
Ohio	1,971	2,083	1,853	1,394	2,008	1,595	2,238	1,682	2,294	1,998	2,550	
Oklahoma	1,425		1,593	-1,000	1,375		1,588		1,894	1,250		
Oregon	1,092		1,760		1,748				1,921			
Pennsylvania	2,075	1,767	2,218	1,818	2,407	1,855	2,746	1,980	3,241	2,226		
Rhode Island	2,013	1,500	1,840		2,029	1,600	2,298	1,668	2,485	1,928		
South Carolina				1,146		1,167		1,115		1,371		
South Dakota		1,100		1,214						1,425		
Tennessee			1,254				1,342		1,723			
Texas	1,192	1,138	1,462	1,220	1,400	1,850	1,612	1,330	1,775	1,572		
Utah	1,367		1,610	1,139	1,700			1,450	1,839	1,715		
Virginia		1,340	1,398	1,219	1,438	1,100	1,879	1,342	2,172	1,487		
Washington	1,964		1,979	1,615	2,088	1,625	2,043	1,667	2,305	1,923	2,300	
West Virginia				1,090				1,228		1,389		
Wisconsin	2,426	1,415	2,440	1,566	2,435	1,617	2,435	1,812	2,646	1,969		2,175

¹ For population ranges, see Table 1, page 61.

² Includes teachers in pre-vocational schools.

³ Includes teachers in vocational schools.

In Tables 16 and 17, the states of New York and Arkansas occupy the extremes of the range in median salaries. In cities of Group I in New York, the median of elementary teachers' salaries is \$3102; junior high-school teachers, \$3528; and high-school teachers, \$3470. Group

V cities in Arkansas supply the lowest medians: elementary-school teachers, less than \$600 (Tennessee also reports \$600); junior high-school teachers, \$654; and high-school teachers, \$776. Other comparisons, particularly with the national medians, will be of interest.

TABLE 17.—MEDIAN SALARIES PAID TEACHERS IN CITIES UNDER 30,000 IN POPULATION BY STATES IN 1936-37

States	Average salaries paid all teachers, principals, and supervisors, 1933-34 ¹	Median salaries paid in city school systems to								
		Elementary and kindergarten teachers			Junior high-school teachers			High-school teachers		
		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
Continental United States.....	\$1,227	\$1,297	\$1,150	\$1,008	\$1,456	\$1,330	\$1,183	\$1,668	\$1,490	\$1,316
Alabama.....	625		826	732		890	775		905	932
Arizona.....	1,309		1,230	1,277		1,467			1,713	1,670
Arkansas.....	465	684	-600	-600	838	670	654	1,019	859	776
California.....	1,899	1,664	1,489	1,461	1,868	1,544	1,629	2,189	2,155	2,087
Colorado.....	1,172	1,353	1,160	1,081	1,458	1,271	1,232	1,614	1,399	1,332
Connecticut.....	1,607	1,510	1,239		1,567	1,460		1,930	1,409	
Delaware.....	1,484									
District of Columbia.....	2,004									
Florida.....	806									
Georgia.....	640	791			786			1,130		
Idaho.....	794	1,328	1,237	1,021	1,384	1,350	1,043	1,655	1,507	1,318
Illinois.....	1,397	1,125	1,096	952	1,236	1,192	1,028	1,543	1,503	1,414
Indiana.....	1,127	1,166	1,061	1,026	1,379	1,244	1,132	1,573	1,338	1,299
Iowa.....	834	1,168	981	936	1,323	1,138	1,037	1,530	1,296	1,211
Kansas.....	858	1,068	986	875	1,319	1,207	1,003	1,450	1,351	1,170
Kentucky.....	676	981	843	810	1,026	1,270	967	1,284	1,135	1,018
Louisiana.....	725	844						1,166		
Maine.....	803	1,141	769	660		892		1,571	1,050	950
Maryland.....	1,409	1,173		1,099	1,367			1,356		1,277
Massachusetts.....	1,730	1,491	1,327	1,293	1,596	1,531	1,588	1,832	1,630	1,500
Michigan.....	1,162	1,303	1,233	1,152	1,620	1,362	1,269	1,770	1,511	1,401
Minnesota.....	1,006	1,266	1,125	979	1,453	1,262	1,162	1,588	1,349	1,276
Mississippi.....	474	936	970		944	983		1,082	1,175	
Missouri.....	1,175	1,035	880	821	1,089	993	950	1,399	1,117	1,166
Montana.....	957	1,557	1,307	1,326	1,629	1,357	1,367	1,877	1,533	1,439
Nebraska.....	749	1,109	975		1,290	1,091		1,422	1,263	
Nevada.....	1,317			1,559			1,650			1,883
New Hampshire.....	1,182	1,137	1,005	1,023	1,273	1,217	1,083	1,554	1,213	1,314
New Jersey.....	1,873	1,482	1,448	1,375	1,790	1,705	1,489	1,864	1,855	1,625
New Mexico.....	994	1,222	1,133	1,027	1,261	1,095	1,070	1,517	1,500	1,260
New York.....	2,361	1,775	1,722	1,575	1,940	1,939	1,687	2,082	2,007	1,767
North Carolina.....	576									
North Dakota.....	621	1,170	991		1,391	1,047		1,509	1,331	
Ohio.....	1,420	1,205	1,131	1,090	1,508	1,435	1,273	1,654	1,623	1,446
Oklahoma.....	815	1,040	858	916	1,215	949	932	1,438	1,098	1,012
Oregon.....	921	1,217	1,194	996	1,333	1,243	1,233	1,430	1,391	1,284
Pennsylvania.....	1,531	1,444	1,430	1,024	1,591	1,486	1,282	1,685	1,641	1,361
Rhode Island.....	1,509	1,335		1,150	1,388		1,317	1,671		
South Carolina.....	599									
South Dakota.....	614	1,080	1,093	1,083	1,329	1,533	1,122	1,445	1,575	1,315
Tennessee.....	725	814	719	-600	980	750	790	1,183	1,090	838
Texas.....	849	986	883	840	1,086	1,106	964	1,388	1,216	1,124
Utah.....	1,094	1,025		961	1,272		1,198	1,325		1,433
Vermont.....	770	1,204			1,425			1,671		
Virginia.....	779	1,159	906		1,247			1,339	1,087	
Washington.....	1,217	1,343	1,231	1,186	1,483	1,325	1,275	1,641	1,529	1,447
West Virginia.....	913		1,009			1,039			1,144	
Wisconsin.....	1,211	1,267	1,084	1,067	1,600	1,256	1,158	1,760	1,432	1,359
Wyoming.....	967	1,598			1,770			1,900		

¹ Figures in column 2 from U. S. Office of Education, *Statistics of State School Systems, 1933-34*.

² For population ranges, see Table 1, page 61.

Intercity Comparisons

Tables 18 and 19 compare the median and average (arithmetic mean) salaries paid kindergarten, elementary-school, junior high-school, and high-school teachers in the various cities over 100,000 population.

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 1936-37 will become available during April and May of 1937. Five different tabulations will be published. The key number

TABLE 18.—MEDIAN AND ARITHMETIC MEAN SALARIES PAID KINDERGARTEN AND ELEMENTARY-SCHOOL TEACHERS BY CITIES OVER 100,000 IN POPULATION IN 1936-37

City	Kindergarten teachers		Elementary-school teachers		City	Kindergarten teachers		Elementary-school teachers	
	Median	Mean	Median	Mean		Median	Mean	Median	Mean
1	2	3	4	5	6	7	8	9	10
Birmingham, Ala.			\$1,485	\$1,483	Omaha, Nebr.	\$1,528	\$1,441	\$1,523	\$1,429
Long Beach, Calif.	\$1,975	\$1,941	2,107	2,055	Camden, N. J.	1,615	1,610	1,720	1,624
Los Angeles, Calif.	2,202	2,031	2,219	2,118	Elizabeth, N. J.	1,975	1,820	1,845	1,769
Oakland, Calif.	2,345	2,264	2,363	2,330	Jersey City, N. J.	1,350	1,440	1,884	2,020
San Diego, Calif.	1,945	1,850	1,969	1,964	Newark, N. J.	2,769	2,677	2,566	2,548
San Francisco, Calif.	2,225	2,121	2,527	2,357	Paterson, N. J.	2,100	2,050	1,875	1,766
Denver, Colo.	2,096	2,154	2,238	2,160	Trenton, N. J.	1,683	1,646	1,753	1,638
Bridgeport, Conn.	1,442	1,505	1,630	1,610	Albany, N. Y.	1,957	1,936	1,989	2,016
Hartford, Conn.	1,888	1,752	1,930	1,832	Buffalo, N. Y.	2,000	1,954	2,052	2,036
New Haven, Conn.	1,822	1,739	1,858	1,832	New York, N. Y.	3,124	2,918	3,127	2,967
Wilmington, Del.	1,500	1,483	1,912	1,688	Rochester, N. Y.	2,182	2,181	2,097	2,081
Washington, D. C.	2,246	2,225	2,234	2,156	Syracuse, N. Y.	2,000	2,000	2,000	1,986
Jacksonville, Fla.			1,038	1,053	Utica, N. Y.	2,000	2,000	2,000	2,000
Miami, Fla.			1,350	1,362	Yonkers, N. Y.	2,879	2,803	2,892	2,799
Tampa, Fla.			1,203	1,169	Akron, Ohio			1,780	1,630
Atlanta, Ga.	1,314	1,326	1,398	1,361	Canton, Ohio			1,516	1,373
Chicago, Ill.	1,913	1,913	1,913	1,864	Cincinnati, Ohio	2,129	2,116	2,329	2,228
Peoria, Ill.	1,500	1,415	1,500	1,480	Cleveland, Ohio	2,046	1,828	2,138	2,058
Evansville, Ind.	1,400	1,346	1,739	1,670	Columbus, Ohio			1,735	1,663
Fort Wayne, Ind.	1,550	1,605	1,701	1,577	Dayton, Ohio			1,481	1,421
Gary, Ind.	1,480	1,525	1,429	1,446	Toledo, Ohio	1,943	1,901	1,922	1,793
Indianapolis, Ind.			1,839	1,790	Youngstown, Ohio			1,731	1,617
South Bend, Ind.	1,525	1,382	1,603	1,542	Oklahoma City, Okla.	1,364	1,503	1,387	1,507
Des Moines, Iowa	1,777	1,763	1,732	1,728	Tulsa, Okla.	1,550	1,535	1,783	1,709
Kansas City, Kans.	1,350	1,350	1,520	1,428	Portland, Ore.	1,092	1,296	1,760	1,770
Wichita, Kans.	1,310	1,358	1,676	1,616	Erie, Pa.	1,850	1,758	1,851	1,766
Louisville, Ky.	1,642	1,538	1,431	1,435	Philadelphia, Pa.			2,200	2,117
New Orleans, La.	1,210	1,200	1,344	1,316	Pittsburgh, Pa.	2,236	2,129	2,233	2,125
Baltimore, Md.	1,692	1,708	1,615	1,641	Reading, Pa.	1,400	1,500	1,929	1,819
Boston, Mass.	1,943	1,920	2,331	2,229	Scranton, Pa.	1,640	1,586	1,864	1,875
Fall River, Mass.			1,351	1,346	Providence, R. I.	2,013	1,687	1,840	1,649
Lowell, Mass.	1,500	1,482	1,700	1,700	Knoxville, Tenn.			1,023	1,124
Lynn, Mass.			1,900	1,811	Memphis, Tenn.			1,370	1,318
New Bedford, Mass.	1,533	1,456	1,547	1,535	Nashville, Tenn.			1,266	1,271
Somerville, Mass.	1,600	1,620	1,982	1,824	Dallas, Texas			1,668	1,558
Springfield, Mass.	2,079	1,956	2,032	1,895	El Paso, Texas	1,067	1,100	1,106	1,128
Worcester, Mass.	2,000	1,971	2,053	2,035	Fort Worth, Texas	1,350	1,255	1,405	1,276
Detroit, Mich.	2,281	2,138	2,344	2,171	Houston, Texas	1,533	1,469	1,838	1,795
Flint, Mich.	1,469	1,470	1,453	1,424	San Antonio, Texas			1,473	1,463
Grand Rapids, Mich.	1,530	1,433	1,533	1,463	Salt Lake City, Utah	1,367	1,327	1,610	1,501
Duluth, Minn.	1,343	1,386	1,389	1,428	Norfolk, Va.			1,302	1,197
Minneapolis, Minn.	1,963	1,857	2,118	1,998	Richmond, Va.			1,800	1,715
St. Paul, Minn.	1,544	1,532	1,544	1,521	Seattle, Wash.	1,993	1,954	2,093	2,050
Kansas City, Mo.	1,630	1,599	1,670	1,672	Spokane, Wash.			1,790	1,767
St. Louis, Mo.	2,538	2,429	2,514	2,196	Tacoma, Wash.			1,800	1,769
					Milwaukee, Wis.	2,426	2,273	2,440	2,373

of each tabulation together with a brief description of it follows:

Tabulation—Salaries paid teachers, principals, and I-A certain other school employees in cities over 100,000 in population. Shows for various groups of school employees, and for each city individually: (a) population of city; (b) arithmetic mean salary paid in 1927, 1931, 1935, and 1937; (c) the median salary paid in 1937; (d) the number of employees in each type of position; and (e) a distribution of salaries paid in 1937.

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

Tabulations—(Bound together in one cover) Salaries paid elementary, junior high-, III-A and high-school teachers in cities IV-A and 2,500 to 30,000 in population. The V-A 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 in 1937; (c) the arithmetic mean salary paid in 1927, 1931, 1935, and 1937; and (d) the median salary paid in 1937.

TABLE 19.—MEDIAN AND ARITHMETIC MEAN SALARIES PAID JUNIOR AND SENIOR HIGH-SCHOOL TEACHERS BY CITIES OVER 100,000 IN POPULATION IN 1936-37

City	Junior high-school teachers ¹		Senior high-school teachers ²		City	Junior high-school teachers ¹		Senior high-school teachers ²	
	Median	Mean	Median	Mean		Median	Mean	Median	Mean
1	2	3	4	5	6	7	8	9	10
Birmingham, Ala.			\$1,811	\$1,716	Omaha, Nebr.			\$1,800	\$1,653
Long Beach, Calif.	\$2,525	\$2,441	2,521	2,401	Camden, N. J.	\$2,000	\$1,898	2,238	2,154
Los Angeles, Calif.	2,675	2,569	2,773	2,591	Elizabeth, N. J.	2,027	2,050	2,400	2,394
Oakland, Calif.	2,623	2,485	2,638	2,509	Jersey City, N. J.	3,163	2,465	2,983	2,627
San Diego, Calif.			2,341	2,217	Newark, N. J.	2,192	2,520	3,055	3,064
San Francisco, Calif.	2,405	2,378	3,204	2,919	Paterson, N. J.			2,250	2,113
Denver, Colo.	2,524	2,320	2,540	2,358	Trenton, N. J.	1,996	1,931	2,572	2,458
Bridgeport, Conn.	1,906	1,752	1,950	1,874	Albany, N. Y.	2,376	2,384	2,400	2,400
Hartford, Conn.	1,994	1,966	2,963	2,881	Buffalo, N. Y.			2,459	2,365
New Haven, Conn.	2,100	2,074	2,462	2,495	New York, N. Y.	3,534	3,389	4,000+	3,627
Wilmington, Del.	1,800	1,666	1,991	1,998	Rochester, N. Y.			2,678	2,666
Washington, D. C.	2,444	2,403	2,841	2,785	Syracuse, N. Y.	2,400	2,330	2,400	2,400
Jacksonville, Fla.	1,184	1,194	1,293	1,283	Utica, N. Y.	2,093	2,086	2,444	2,373
Miami, Fla.	1,390	1,401	1,535	1,521	Yonkers, N. Y.	3,479	3,196	3,740	3,378
Tampa, Fla.	1,225	1,204	1,280	1,261	Akron, Ohio			1,883	1,834
Atlanta, Ga.	1,756	1,648	1,798	1,719	Canton, Ohio			1,958	1,809
Chicago, Ill.			2,813	2,649	Cincinnati, Ohio	2,492	2,319	2,661	2,590
Peoria, Ill.	1,594	1,581	1,968	2,000	Cleveland, Ohio	2,386	2,164	2,863	2,651
Evansville, Ind.			2,123	2,026	Columbus, Ohio	2,234	2,118	2,240	2,160
Fort Wayne, Ind.			2,176	2,143	Dayton, Ohio	1,725	1,656	2,117	1,928
Gary, Ind.			2,022	2,019	Toledo, Ohio	2,074	2,072	2,340	2,247
Indianapolis, Ind.			2,332	2,154	Youngstown, Ohio	2,093	2,136	2,679	2,481
South Bend, Ind.	1,756	1,682	2,069	1,992	Oklahoma City, Okla.	1,353	1,476	1,892	1,813
Des Moines, Iowa	1,827	1,829	1,987	1,982	Tulsa, Okla.	1,825	1,824	1,895	1,941
Kansas City, Kans.	1,723	1,655	2,138	2,020	Portland, Ore.			1,930	1,847
Wichita, Kans.	1,746	1,717	1,759	1,692	Erie, Pa.	2,125	2,063	2,282	2,244
Louisville, Ky.	1,658	1,661	2,109	2,089	Philadelphia, Pa.	2,800	2,721	3,246	3,147
New Orleans, La.			1,843	1,712	Pittsburgh, Pa.	2,732	2,671	3,278	3,331
Baltimore, Md.	1,886	1,807	2,347	2,294	Reading, Pa.	2,097	2,059	2,335	2,309
Boston, Mass.	2,446	2,434	3,074	3,140	Scranton, Pa.	2,200	2,020	2,200	2,031
Fall River, Mass.	1,652	1,673	1,819	1,749	Providence, R. I.	2,298	1,973	2,545	2,246
Lowell, Mass.			2,258	2,321	Knoxville, Tenn.	1,281	1,305	1,522	1,511
Lynn, Mass.	2,141	2,123	2,367	2,429	Memphis, Tenn.	1,423	1,354	1,719	1,652
New Bedford, Mass.	1,908	1,908	2,242	2,183	Nashville, Tenn.	1,346	1,345	1,700	1,700
Somerville, Mass.	1,994	1,893	2,138	2,113	Dallas, Texas	1,723	1,662	2,227	2,119
Springfield, Mass.	2,299	2,238	2,794	2,712	El Paso, Texas			1,238	1,279
Worcester, Mass.	2,519	2,432	2,772	2,841	Fort Worth, Texas	1,405	1,350	1,716	1,570
Detroit, Mich.	2,849	2,822	2,857	2,815	Houston, Texas	1,817	1,766	2,169	2,016
Flint, Mich.	1,583	1,587	1,759	1,734	San Antonio, Texas	1,608	1,562	1,659	1,662
Grand Rapids, Mich.	1,832	1,773	1,858	1,842	Salt Lake City, Utah			1,839	1,681
Duluth, Minn.	1,712	1,668	1,912	1,741	Norfolk, Va.	1,445	1,405	1,683	1,609
Minneapolis, Minn.	2,113	2,010	2,306	2,154	Richmond, Va.	2,103	2,019	2,224	2,141
St. Paul, Minn.	2,088	1,969	2,115	2,037	Seattle, Wash.	2,337	2,243	2,381	2,283
Kansas City, Mo.	1,980	1,954	2,185	2,190	Spokane, Wash.	1,956	1,893	2,009	1,959
St. Louis, Mo.			3,161	3,062	Tacoma, Wash.	1,931	1,817	2,005	1,921
					Milwaukee, Wis.	2,435	2,330	2,646	2,652

¹ Excludes teachers in pre-vocational schools.

² Excludes teachers in vocational schools.

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.

Table 20 illustrates the type of information carried by these tabulations. Tabulations for

TABLE 20.—SAMPLE TABLE FROM THE SPECIAL SALARY TABULATIONS

SELECTED DATA ELEMENTS—CONTINUED, 1950-1990																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																													
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State and office		Population 1980	Agriculture 1980					Percent of population employed in agriculture	Distribution of marine																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																				
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State	Office	1980	1975	1970	1965	1960	1955	1950	1945	1940	1935	1930	1925	1920	1915	1910	1905	1900	1895	1890	1885	1880	1875	1870	1865	1860	1855	1850	1845	1840	1835	1830	1825	1820	1815	1810	1805	1800	1795	1790	1785	1780	1775	1770	1765	1760	1755	1750	1745	1740	1735	1730	1725	1720	1715	1710	1705	1700	1695	1690	1685	1680	1675	1670	1665	1660	1655	1650	1645	1640	1635	1630	1625	1620	1615	1610	1605	1600	1595	1590	1585	1580	1575	1570	1565	1560	1555	1550	1545	1540	1535	1530	1525	1520	1515	1510	1505	1500	1495	1490	1485	1480	1475	1470	1465	1460	1455	1450	1445	1440	1435	1430	1425	1420	1415	1410	1405	1400	1395	1390	1385	1380	1375	1370	1365	1360	1355	1350	1345	1340	1335	1330	1325	1320	1315	1310	1305	1300	1295	1290	1285	1280	1275	1270	1265	1260	1255	1250	1245	1240	1235	1230	1225	1220	1215	1210	1205	1200	1195	1190	1185	1180	1175	1170	1165	1160	1155	1150	1145	1140	1135	1130	1125	1120	1115	1110	1105	1100	1095	1090	1085	1080	1075	1070	1065	1060	1055	1050	1045	1040	1035	1030	1025	1020	1015	1010	1005	1000	995	990	985	980	975	970	965	960	955	950	945	940	935	930	925	920	915	910	905	900	895	890	885	880	875	870	865	860	855	850	845	840	835	830	825	820	815	810	805	800	795	790	785	780	775	770	765	760	755	750	745	740	735	730	725	720	715	710	705	700	695	690	685	680	675	670	665	660	655	650	645	640	635	630	625	620	615	610	605	600	595	590	585	580	575	570	565	560	555	550	545	540	535	530	525	520	515	510	505	500	495	490	485	480	475	470	465	460	455	450	445	440	435	430	425	420	415	410	405	400	395	390	385	380	375	370	365	360	355	350	345	340	335	330	325	320	315	310	305	300	295	290	285	280	275	270	265	260	255	250	245	240	235	230	225	220	215	210	205	200	195	190	185	180	175	170	165	160	155	150	145	140	135	130	125	120	115	110	105	100	95																																																																																																																																		
Alaska	...	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979	1979

Supplement—Certain Data on Rural Teachers' Salaries

The expense of conducting a rural salary study comparable in detail to that given for cities in the preceding sections, makes such an undertaking impossible at present. As a temporary substitute, this supplement presents certain figures on rural salaries. The data of Table 21 were supplied by state departments of educa-

tion and are comparable only to the extent indicated by the various columns in the table.

Some further general comparisons on a state-by-state basis may be made between urban and rural salaries by comparing Table 21 with Tables 16, 17, 18, and 19. Consult also the *Research Bulletin* for March 1935, p. 27.

TABLE 21.—SALARIES PAID RURAL TEACHERS IN 33 STATES

State	Year	Definition of rural ^(a)	Groups of teachers	Type of measure	Annual salary
1	2	3	4	5	6
Alabama.....	1934-35	According to census ^(a)	Elementary		
			White	Mean	531.00
			Negro	"	225.00
			High school		
			White	"	823.00
			Negro	"	443.00
			All teachers		
			White	"	621.00
			Negro	"	249.00
Arkansas.....	1935-36	According to census ^(a)	Elementary		
			Men white	"	422.00
			Women white	"	429.00
			Men negro	"	325.00
			Women negro	"	240.00
			High School		
			Men white	"	694.00
			Women white	"	533.00
			Men negro	"	666.00
			Women negro	"	360.00
Connecticut.....	1936-37	According to census ^(a)	Elementary		
			Men	Mean	\$1,109.00
			Women	"	1,103.00
			High school		
			Men	"	1,456.00
			Women	"	1,344.00
Delaware.....	1936-37	According to census ^(a)	Elementary		
			White	Median	1,225.00
			Negro	"	1,178.00
			Both races	"	1,218.00
			Secondary		
			White	"	1,445.00
			Negro	"	1,250.00
			Both races	"	1,440.00
			All teachers		
			White	"	1,280.00
			Negro	"	1,190.00
			Both races	"	1,267.00
Georgia.....	1935-36	According to census ^(a)	Elementary		
			White	Mean	605.19
			Negro	"	246.03
			High school		
			White	"	1,008.74
			Negro	"	605.95
Indiana.....	1935-36	Township	All rural teachers	Median	912.69
Iowa.....	1936-37	Open country—non-high-school districts	All teachers of one-two- and three-room schools	Median	516.00
Kansas.....	1934-35	Not reported	One-teacher elementary schools		
			Men	Mean	463.00
			Women	"	452.00
			Two or more teacher schools (elementary only)		
			Men	"	654.00
			Women	"	628.00
			Two or more teacher schools (both elementary and high schools)		
			Men (elementary)	"	720.00
			Women	"	667.00
			Men (jr. high school)	"	832.00
			Women	"	711.00
			Men (high school)	"	1,003.00
			Women	"	877.00
			Rural high schools		
			Men	"	1,011.00
			Women	"	863.00

TABLE 21.—SALARIES PAID RURAL TEACHERS IN 33 STATES—(Continued)

State	Year	Definition of rural ^(a)	Groups of teachers	Type of measure	Annual salary
1	2	3	4	5	6
Louisiana.....	1935-36	According to census ^(a)	Elementary White Negro High schools White Negro	Median " " " "	755 67 288 59 1,127 07 536 67
Maryland.....	1936-37	All schools under county superintendents ^(b)	Elementary-White One-teacher schools Two-teacher schools Three or more teacher schools All elementary Elementary-Negro High schools White Negro	Mean " " " " " " "	1,098 00 1,170 00 1,282 00 1,248 00 646 00 1,474 00 812 00
Massachusetts.....	1936	Towns under 5,000 population non-high schools	Elementary ^(c) Men Women Junior high school ^(c) Men Women	Mean " " " "	1,356 00 1,112 00 1,897 00 1,393 00
Michigan.....	1934-35	According to census ^(a)	All teachers	Mean	670 54
Minnesota.....	1935-36	Open country—one- and two-teacher schools	All teachers Men Women All	Median " "	536 00 488 00 488 00
Mississippi.....	1936-37	According to census ^(a)	All teachers White Negro	Mean "	458 00 150 00
Missouri.....	1935-36	Not reported	Rural Men white Women " Men negro Women " Elementary (town districts) Men white Women " Men negro Women " High school Men white Women " Men negro Women "	Mean " " " " " " " " " " " " "	496 00 456 00 379 00 348 00 706 00 587 00 627 00 513 00 948 00 775 00 812 00 729 00
Nebraska.....	1936-37	Open country—non-high-school districts	One- and two-teacher schools	Median	479 78
Nevada.....	1936-37	One- or two-teacher schools	All teachers	Mean	1,117 00
New Hampshire....	1935-36	One-room schools	All teachers	Range of medians	750 00 to 849 00
New Jersey.....	1935-36	Not reported	One-room rural schools Men Women Two-room rural schools Men Women	Mean " " " "	1,153 00 997 00 1,106 00 1,093 00
New Mexico.....	1935-36	All unincorporated villages	All teachers	Mean	779 00
New York.....	1934-35	Towns under 4,500 population	All teachers	"	1,309 43
North Dakota.....	1935-36	Not reported	One-room rural Graded and consolidated in open country Graded and consolidated in towns	Mean " "	454 53 ⁽⁴⁾ 611 25 ⁽⁴⁾ 800 22 ⁽¹⁾
Ohio.....	1936	Districts under 3,000 population	All teachers	Mean	1,046 68
Pennsylvania.....	1935-36	Towns under 5,000 population	Elementary Junior high schools All other high schools All teachers	Median " " "	886 00 1,260 00 1,215 00 932 00
South Dakota.....	1935-36	All unincorporated towns	Elementary Men Women	Mean " "	511 77 473 45

TABLE 21.—SALARIES PAID RURAL TEACHERS IN 33 STATES—(Concluded)

State	Year	Definition of rural ^(*)	Groups of teachers	Type of measure	Annual salary
1	2	3	4	5	6
Tennessee.....	1935-36	County school system	Elementary		
			Men white	Mean	571.04 ^(*)
			Women "	"	571.20 ^(b)
			Men negro	"	408.73 ^(c)
			Women "	"	333.41 ^(d)
			High school		
			Men white	"	1,014.00 ^(k)
			Women "	"	824.88 ^(l)
			Men negro	"	627.52 ^(m)
			Women "	"	495.04 ⁽ⁿ⁾
Texas.....	1935-36	According to census ^(*)	All schools		
			Men white	Mean	893.00
			Women "	"	743.00
			Men negro	"	569.00
			Women "	"	435.00
Vermont.....	1936-37	One- and two-teacher schools	Rural teachers	Mean	645.00
			Elementary teachers	"	946.49
			High-school teachers	"	1,286.62
			All teachers	"	918.91
Virginia.....	1935-36	County school systems ^(o)	Elementary		
			White	Mean	592.00
			Negro	"	378.00
			Both races	"	535.00
			High school		
			White	"	818.00
			Negro	"	523.00
			Both races	"	788.00
			All teachers		
			White	"	649.00
			Negro	"	391.00
			Both races	"	588.00
Washington.....	1936-37	One-room schools	Elementary		
			Men	Mean	790.06
			Women	"	774.92
West Virginia.....	1936-37	Towns under 5,000 population	All teachers	Mean	1,027.00
Wisconsin.....	1935-36	One-teacher schools	All teachers	Median	671.77
Wyoming.....	1935-36	One- and two-teacher schools	All teachers	Mean	630.91

(*) 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) Altho there are cities in some of the counties, the salary schedule prevails thruout each county for all schools whether in cities or rural territory.

(c) Includes principals and supervisors.

(d) Mean salary recorded \$55.43 per month. Annual salary derived by multiplying the average length of school term, approximately 8.2 months in 1935-36.

(e) Mean salary recorded \$69.46 per month. Annual salary derived by multiplying the average length of school term, approximately 8.8 months in 1935-36.

(f) Mean salary recorded \$89.41 per month. Annual salary derived by multiplying the average length of school term, approximately 8.95 months in 1935-36.

(g) Mean salary recorded \$71.38 per month. Annual salary derived by multiplying the average length of school term, approximately 8 months in 1935-36.

(h) Mean salary recorded \$71.40 per month. See footnote (*) for method of deriving annual salary.

(i) Mean salary recorded \$58.39 per month. Annual salary derived by multiplying the average length of school term, approximately 7 months in 1935-36.

(j) Mean salary recorded \$47.63 per month. See footnote (i) for method of deriving annual salary.

(k) Mean salary recorded \$126.75 per month. See footnote (*) for method of deriving annual salary.

(l) Mean salary recorded \$103.11 per month. See footnote (*) for method of deriving annual salary.

(m) Mean salary recorded \$78.44 per month. See footnote (*) for method of deriving annual salary.

(n) Mean salary recorded \$61.88 per month. See footnote (*) for method of deriving annual salary.

(o) Includes non-towns 2,956 to 6,226 in population.

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.

FIGURE VI.—SAMPLE SECTION FROM QUESTIONNAIRE FORM

SPECIAL DIRECTIONS: On pages 2, 3 and 4 report the salaries you expect to pay for the school year 1936-37. 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 (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, when maintained as a separate school organization. See note (d) below	High school teachers, grades 10, 11 and 12, where junior high school in school is maintained, otherwise grades 9, 10, 11 and 12. See note (e) below	High school department heads	Teachers in part-time or continuous 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 5 on page 4).

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

- **Salaries of School Employees, 1934-35**

A report of the median salaries paid in city school systems during the school year 1934-35. March 1935. 32 p. 25¢. (Similar reports available for 1928-29, 1930-31, and 1932-33.)

- **The Teacher's Economic Position**

A report, by the Committee on the Economic Status of the Teacher, of the financial resources and current expenditures of teachers in certain school systems. September 1935. 104 p. 50¢.

- **The Preparation of Teachers' Salary Schedules:**

- Part I: Administrative and Fact-Finding Procedures**

A discussion of administrative and statistical procedures in the preparation of teachers' salary schedules in city school systems, based upon opinions of 222 city superintendents and an analysis of 22 local salary studies. January 1936. 48 p. 25¢.

- **The Preparation of Teachers' Salary Schedules:**

- Part II: Drafting the Schedule**

Calls attention to questions which arise in making decisions on detailed provisions of salary schedules and presents a list of items for consideration at successive stages of schedule-making process. March 1936. 48 p. 25¢.

- **Minimum-Salary Laws for Teachers**

A presentation of the varying types of minimum-salary laws for teachers found in twenty states and something of their operation. A report of the Committee on Tenure, January 1937. 38 p. 25¢.

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IN OUR OWN COUNTRY, where many paths, all brilliant with the trophies of opulence and renown, allure the youth of the land, there is no other way to secure a fair proportion of the genius and erudition of the community for the department of teaching, than to requite its services with a fair share of all the honors and emoluments which society has to confer. And never, until this is done, shall we see the teacher in possession of his rights, and education fully invested with its high prerogatives.—Horace Mann, *Common School Journal*, 1884.
