

RESEARCH BULLETIN

OF THE NATIONAL
EDUCATION
ASSOCIATION

VOL. XV · No. 2
MARCH · 1937

Salaries of School Employees, 1936-37

Published by the RESEARCH DIVISION of the
NATIONAL EDUCATION ASSOCIATION

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

RESEARCH BULLETIN OF THE NATIONAL EDUCATION ASSOCIATION

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

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

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FOREWORD

THIS BULLETIN 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	+ 6.60
Manual training or industrial arts.....	3,450	3,308	3,278	3,136	— 9.10	— 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
<i>Directors, assistant directors, or supervisors of:</i>							
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

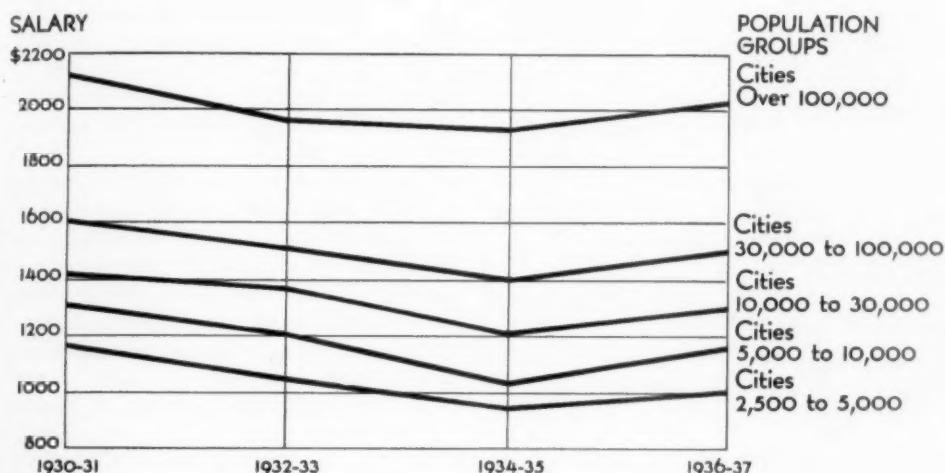
Type of school employee	Median salary paid in				Percent of change		
	1930-31	1932-33	1934-35	1936-37	1931-1937	1933-1937	1935-1937
1	2	3	4	5	6	7	8
<i>Classroom teachers:</i>							
Elementary school ¹	\$1,162	\$1,089	\$961	\$1,008	-13.25	- 7.44	+ 4.89
Junior high school.....	1,360	1,270	1,125	1,183	-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	+ 5.23
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
Directors, assistant directors, or supervisors of:							
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.

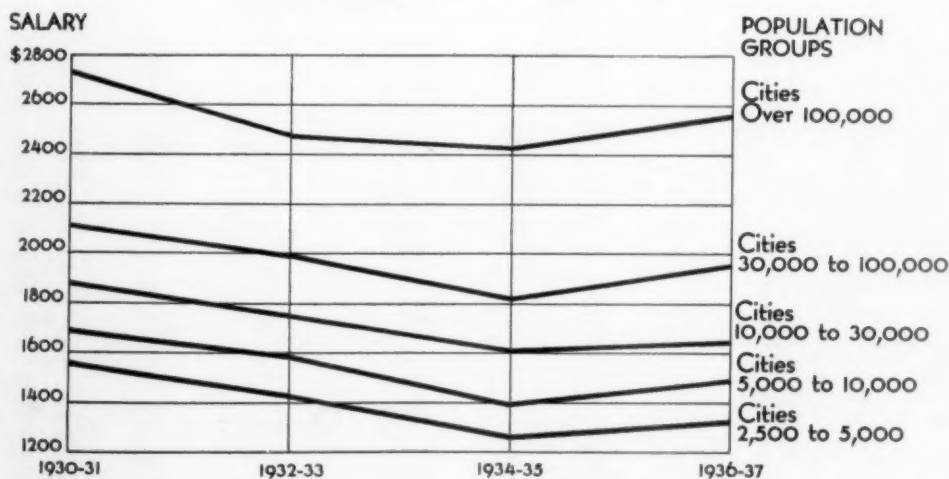
THE ECONOMIC STATUS of any teacher is naturally of major personal concern to that teacher. The economic status of teachers as a group is, or should be, a matter of fundamental professional concern to all educators and to parents and citizens generally. From the purely personal point of view, a satisfactory 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
I	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	\$2,003

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
\$3,100 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	3	73	18	15
2,800-2,899.....	5	9	2	20	4	4	90	45	9
2,700-2,799.....	24	13	14	18	5	5	126	43	12
2,600-2,699.....	35	14	10	25	5	8	128	68	17
2,500-2,599.....	51	14	28	68	13	3	225	91	21
2,400-2,499.....	109	19	18	60	10	5	361	101	51
2,300-2,399.....	106	26	23	123	17	6	406	121	43
2,200-2,299.....	135	51	26	115	24	9	450	162	95
2,100-2,199.....	188	53	26	209	30	16	609	169	87
2,000-2,099.....	324	123	56	219	35	17	757	263	129
1,900-1,999.....	565	159	56	301	60	21	814	339	175
1,800-1,899.....	927	263	102	374	94	27	1,086	480	296
1,700-1,799.....	1,280	259	134	422	100	52	1,071	517	284
1,600-1,699.....	1,600	539	336	706	152	77	1,397	762	368
1,500-1,599.....	1,872	650	395	650	173	105	1,151	696	551
1,400-1,499.....	3,291	1,417	541	750	270	114	1,119	726	582
1,300-1,399.....	2,419	1,091	545	851	292	189	1,258	818	904
1,200-1,299.....	2,883	1,312	801	768	324	272	932	858	999
1,100-1,199.....	2,768	1,461	1,085	557	242	335	578	543	859
1,000-1,099.....	3,043	1,673	1,558	515	230	254	448	432	549
900-999.....	2,367	1,898	2,142	311	227	247	237	455	462
800-899.....	997	1,241	1,137	110	51	80	82	129	195
700-799.....	684	781	919	102	46	78	32	69	221
600-699.....	286	338	576	18	18	43	15	58	79
Below 600.....	82	137	734	3	7	13	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 I, 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.....				9	1	1	3			23	4	1
3,800-3,999.....					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		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	23	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		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												
12,000-\$14,999		2												
10,000-11,999		15		13										
9,000-9,999		8		36		1								
8,000-8,999		12		2		2								
7,500-7,999		10		13		1								
7,000-7,499		11		9		3								
6,500-6,999		10		12		1								
6,000-6,499		9		13		2								
5,500-5,999		2		38		3								
5,000-5,499		7		28		4								
4,800-4,999				16		4								
4,600-4,799				14		3								
4,400-4,599				12		2								
4,200-4,399				10		2								
4,000-4,199				5		3								
3,800-3,999				9		4								
3,600-3,799				5		3								
3,400-3,599				2		4								
3,200-3,399				4		3								
3,000-3,199				2		2								
2,800-2,999				4		4								
2,600-2,799				1		3								
2,400-2,599				1		5								
2,200-2,399				2		3								
2,000-2,199				2		5								
1,800-1,999						2								
1,600-1,799						5								
1,400-1,599						1								
1,200-1,399						2								
1,000-1,199						4								
Below \$1,000						1								
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.

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 VI ¹	Group VII ¹	Group III	Group IV	Group V	Group VI	Group VII	Group III	Group IV	Group V	Group VI	Group VII	Group III	Group IV	Group V	Group VI	Group VII	Group III	Group IV	Group V	Group VI	Group VII					
2	3	4	5	6	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20					
\$6,000 and over	54	16	6																										
5,500-\$5,999	29	10	8																										
5,000-5,499	63	29	10																										
4,500-4,999	24	11	8																										
4,000-4,499	16	12	8																										
3,500-3,999	32	18	11																										
3,000-3,499	40	25	15																										
2,500-2,999	53	48	25																										
2,000-2,499	21	25	12																										
1,500-1,999	38	63	53																										
1,000-1,499	28	52	30																										
900-999	18	57	69																										
800-899	16	59	91																										
700-799	1	6	18																										
600-699	1	11	35																										
500-599	1	17	34																										
Below \$500	1	6	35																										
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	\$1,690	\$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.

FIGURE II

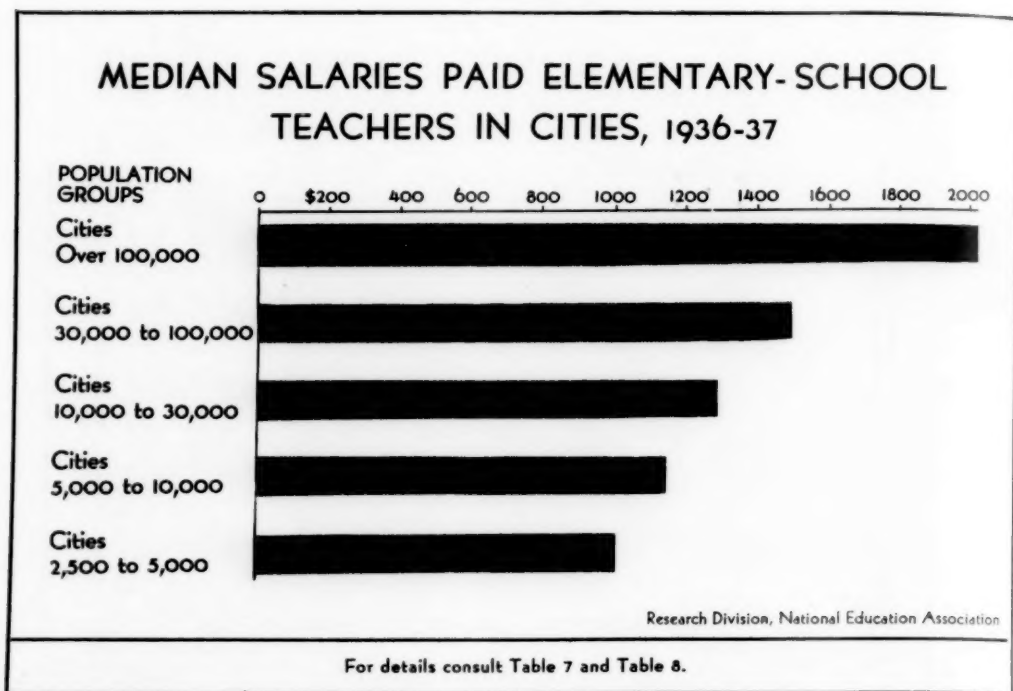


FIGURE III

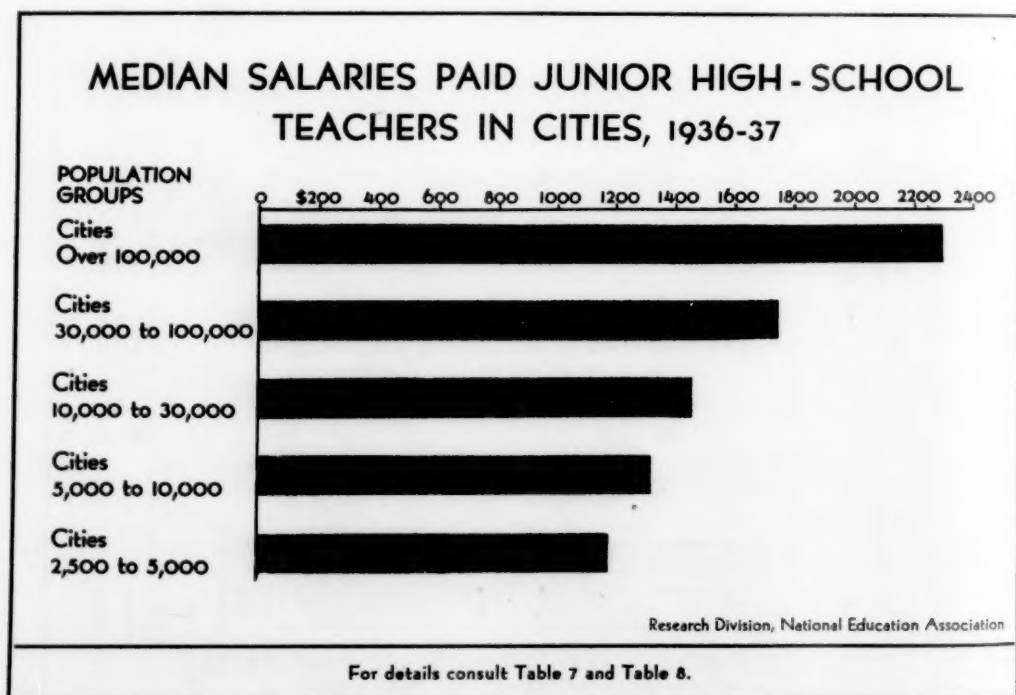


FIGURE IV

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

POPULATION
GROUPS

Cities
Over 100,000

Cities
30,000 to 100,000

Cities
10,000 to 30,000

Cities
5,000 to 10,000

Cities
2,500 to 5,000

0 \$200 400 600 800 1000 1200 1400 1600 1800 2000 2200 2400 2600



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

POPULATION
GROUPS

Cities
Over 100,000

Cities
30,000 to 100,000

Cities
10,000 to 30,000

Cities
5,000 to 10,000

Cities
2,500 to 5,000

0 \$1000 2000 3000 4000 5000 6000 7000 8000



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 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
1	2	3	4	5	6	7	8	9	10	11	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	1	71	9	2	1	.....	13	2	.....	.....	.....
2,200- 2,399.....	10	8	5	.....	.....	116	2	3	.....	1	753	3	.....	.....	1
2,000- 2,199.....	11	16	13	2	.....	475	16	8	1	.....	165	15	2	.....	.....
1,800- 1,999.....	11	31	24	13	3	373	47	9	6	2	142	27	9	1	1
1,600- 1,799.....	22	28	39	17	5	414	54	12	4	3	259	44	12	4	4
1,400- 1,599.....	10	32	61	31	17	967	95	34	9	5	546	95	32	14	3
1,200- 1,399.....	7	29	102	61	32	504	184	76	18	6	1,073	162	84	14	14
1,000- 1,199.....	3	25	88	85	46	498	162	60	37	16	1,143	269	129	32	12
800- 999 ².....	.....	14	71	71	69	407	253	84	18	22	1,724	758	215	55	26
600- 799.....	.....	.....	29	72	77	.....	.....	78	36	33	.....	.....	280	92	33
Below \$600.....	.....	.....	3	26	71	.....	.....	25	27	29	.....	.....	165	107	70
Total.....	97	201	442	382	372	4,177	833	393	158	117	6,038	1,376	928	325	164
Median.....	\$1,918	\$1,604	\$1,254	\$1,037	\$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	\$1,677	\$1,282	\$1,098	\$995	\$879	\$1,411	-\$1,000	\$884	\$817	\$799

¹ For population ranges, see Table I, 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			4	1	3	66	1
2,600-2,799.....	6	3	24	9	2	2		13	7	2	134	
2,400-2,599.....	9	12	58	5	2	3	1	4	4	2	183	34
2,200-2,399.....	5	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 I, 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			2	3	1
2,600-2,699.....	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	35	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	7	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 I, 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	1,343	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	1,661
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	1,835
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	1,934	2,093	2,080
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 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 includes cities of 30,000 to 100,000.

III-A
IV-A
and
V-A
Tabulations—(Bound together in one cover) Salaries paid elementary, junior high-, and high-school teachers in cities 2,500 to 30,000 in population. The tabulations are arranged so that cities of approximately the same population are placed together. Shows for each city: (a) its population; (b) the number of teachers employed in each of the three groups 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.	1,399	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.

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

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.

Salaries Paid Elementary-School Teachers in 1936-1937

Shades and cities	Popu- lation 1980	Agriculture, 1980					Popu- lation 1987	Number of cows 1987	Distribution of milking cows by breed																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																															
		1927	1931	1935	1937	1937			1927	1930	1935	1940	1945	1950	1955	1960	1965	1970	1975	1980	1985	1990	1995	2000	2005	2010	2015	2020	2025	2030	2035	2040	2045	2050	2055	2060	2065	2070	2075	2080	2085	2090	2095	2100	2105	2110	2115	2120	2125	2130	2135	2140	2145	2150	2155	2160	2165	2170	2175	2180	2185	2190	2195	2200	2205	2210	2215	2220	2225	2230	2235	2240	2245	2250	2255	2260	2265	2270	2275	2280	2285	2290	2295	2300	2305	2310	2315	2320	2325	2330	2335	2340	2345	2350	2355	2360	2365	2370	2375	2380	2385	2390	2395	2400	2405	2410	2415	2420	2425	2430	2435	2440	2445	2450	2455	2460	2465	2470	2475	2480	2485	2490	2495	2500	2505	2510	2515	2520	2525	2530	2535	2540	2545	2550	2555	2560	2565	2570	2575	2580	2585	2590	2595	2600	2605	2610	2615	2620	2625	2630	2635	2640	2645	2650	2655	2660	2665	2670	2675	2680	2685	2690	2695	2700	2705	2710	2715	2720	2725	2730	2735	2740	2745	2750	2755	2760	2765	2770	2775	2780	2785	2790	2795	2800	2805	2810	2815	2820	2825	2830	2835	2840	2845	2850	2855	2860	2865	2870	2875	2880	2885	2890	2895	2900	2905	2910	2915	2920	2925	2930	2935	2940	2945	2950	2955	2960	2965	2970	2975	2980	2985	2990	2995	3000	3005	3010	3015	3020	3025	3030	3035	3040	3045	3050	3055	3060	3065	3070	3075	3080	3085	3090	3095	3100	3105	3110	3115	3120	3125	3130	3135	3140	3145	3150	3155	3160	3165	3170	3175	3180	3185	3190	3195	3200	3205	3210	3215	3220	3225	3230	3235	3240	3245	3250	3255	3260	3265	3270	3275	3280	3285	3290	3295	3300	3305	3310	3315	3320	3325	3330	3335	3340	3345	3350	3355	3360	3365	3370	3375	3380	3385	3390	3395	3400	3405	3410	3415	3420	3425	3430	3435	3440	3445	3450	3455	3460	3465	3470	3475	3480	3485	3490	3495	3500	3505	3510	3515	3520	3525	3530	3535	3540	3545	3550	3555	3560	3565	3570	3575	3580	3585	3590	3595	3600	3605	3610	3615	3620	3625	3630	3635	3640	3645	3650	3655	3660	3665	3670	3675	3680	3685	3690	3695	3700	3705	3710	3715	3720	3725	3730	3735	3740	3745	3750	3755	3760	3765	3770	3775	3780	3785	3790	3795	3800	3805	3810	3815	3820	3825	3830	3835	3840	3845	3850	3855	3860	3865	3870	3875	3880	3885	3890	3895	3900	3905	3910	3915	3920	3925	3930	3935	3940	3945	3950	3955	3960	3965	3970	3975	3980	3985	3990	3995	4000	4005	4010	4015	4020	4025	4030	4035	4040	4045	4050	4055	4060	4065	4070	4075	4080	4085	4090	4095	4100																																																																																																																																																																												
United States	233	63170	19775	30209	40027	50102	13613	16497	20077	24893	32482	39147	47893	64687	84197	103743	124361	146939	171626	200417	232568	268417	311113	362113	422113	494113	578113	674113	784113	908113	1048113	1204113	1376113	1564113	1768113	1998113	2254113	2536113	2844113	3184113	3554113	3954113	4384113	4844113	5344113	5844113	6344113	6844113	7344113	7844113	8344113	8844113	9344113	9844113	10344113	10844113	11344113	11844113	12344113	12844113	13344113	13844113	14344113	14844113	15344113	15844113	16344113	16844113	17344113	17844113	18344113	18844113	19344113	19844113	20344113	20844113	21344113	21844113	22344113	22844113	23344113	23844113	24344113	24844113	25344113	25844113	26344113	26844113	27344113	27844113	28344113	28844113	29344113	29844113	30344113	30844113	31344113	31844113	32344113	32844113	33344113	33844113	34344113	34844113	35344113	35844113	36344113	36844113	37344113	37844113	38344113	38844113	39344113	39844113	40344113	40844113	41344113	41844113	42344113	42844113	43344113	43844113	44344113	44844113	45344113	45844113	46344113	46844113	47344113	47844113	48344113	48844113	49344113	49844113	50344113	50844113	51344113	51844113	52344113	52844113	53344113	53844113	54344113	54844113	55344113	55844113	56344113	56844113	57344113	57844113	58344113	58844113	59344113	59844113	60344113	60844113	61344113	61844113	62344113	62844113	63344113	63844113	64344113	64844113	65344113	65844113	66344113	66844113	67344113	67844113	68344113	68844113	69344113	69844113	70344113	70844113	71344113	71844113	72344113	72844113	73344113	73844113	74344113	74844113	75344113	75844113	76344113	76844113	77344113	77844113	78344113	78844113	79344113	79844113	80344113	80844113	81344113	81844113	82344113	82844113	83344113	83844113	84344113	84844113	85344113	85844113	86344113	86844113	87344113	87844113	88344113	88844113	89344113	89844113	90344113	90844113	91344113	91844113	92344113	92844113	93344113	93844113	94344113	94844113	95344113	95844113	96344113	96844113	97344113	97844113	98344113	98844113	99344113	99844113	100344113	100844113	101344113	101844113	102344113	102844113	103344113	103844113	104344113	104844113	105344113	105844113	106344113	106844113	107344113	107844113	108344113	108844113	109344113	109844113	110344113	110844113	111344113	111844113	112344113	112844113	113344113	113844113	114344113	114844113	115344113	115844113	116344113	116844113	117344113	117844113	118344113	118844113	119344113	119844113	120344113	120844113	121344113	121844113	122344113	122844113	123344113	123844113	124344113	124844113	125344113	125844113	126344113	126844113	127344113	127844113	128344113	128844113	129344113	129844113	130344113	130844113	131344113	131844113	132344113	132844113	133344113	133844113	134344113	134844113	135344113	135844113	136344113	136844113	137344113	137844113	138344113	138844113	139344113	139844113	140344113	140844113	141344113	141844113	142344113	142844113	143344113	143844113	144344113	144844113	145344113	145844113	146344113	146844113	147344113	147844113	148344113	148844113	149344113	149844113	150344113	150844113	151344113	151844113	152344113	152844113	153344113	153844113	154344113	154844113	155344113	155844113	156344113	156844113	157344113	157844113	158344113	158844113	159344113	159844113	160344113	160844113	161344113	161844113	162344113	162844113	163344113	163844113	164344113	164844113	165344113	165844113	166344113	166844113	167344113	167844113	168344113	168844113	169344113	169844113	170344113	170844113	171344113	171844113	172344113	172844113	173344113	173844113	174344113	174844113	175344113	175844113	176344113	176844113	177344113	177844113	178344113	178844113	179344113	179844113	180344113	180844113	181344113	181844113	182344113	182844113	183344113	183844113	184344113	184844113	185344113	185844113	186344113	186844113	187344113	187844113	188344113	188844113	189344113	189844113	190344113	190844113	191344113	191844113	192344113	192844113	193344113	193844113	194344113	194844113	195344113	195844113	196344113	196844113	197344113	197844113	198344113	198844113	199344113	199844113	200344113	200844113	201344113	201844113	202344113	202844113	203344113	203844113	204344113	204844113	205344113	205844113	206344113	206844113	207344113	207844113	208344113	208844113	209344113	209844113	210344113	210844113	211344113	211844113	212344113	212844113	213344113	213844113	214344113	214844113	215344113	215844113	216344113	216844113	217344113	217844113	218344113	218844113	219344113	219844113	220344113	220844113	221344113	221844113	222344113	222844113	223344113	223844113	224344113	224844113	225344113	225844113	226344113	226844113	227344113	227844113	228344113	228844113	229344113	229844113	230344113	230844113	231344113	231844113	232344113	232844113	233344113	233844113	234344113	234844113	235344113	235844113	236344113	236844113	237344113	237844113	238344113	238844113	239344113	239844113	240344113	240844113	241344113	241844113	242344113	242844113	243344113	243844113	244344113	244844113	245344113	245844113	246344113	246844113	247344113	247844113	248344113	248844113	24934411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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(*)	Groups of teachers	Type of measure	Annual salary
1	2	3	4	5	6
Alabama	1934-35	According to census(*)	Elementary	Mean	531.00
			White	"	225.00
			Negro	"	823.00
			High school	"	443.00
			White	"	621.00
			Negro	"	249.00
			All teachers	"	
			White	"	
			Negro	"	
Arkansas	1935-36	According to census(*)	Elementary	"	422.00
			Men white	"	429.00
			Women white	"	325.00
			Men negro	"	240.00
			Women negro	"	
			High School	"	694.00
			Men white	"	533.00
			Women white	"	666.00
			Men negro	"	360.00
			Women negro	"	
Connecticut	1936-37	According to census(*)	Elementary	Mean	\$1,109.00
			Men	"	1,103.00
			Women	"	
			High school	"	1,456.00
			Men	"	1,344.00
			Women	"	
Delaware	1936-37	According to census(*)	Elementary	Median	1,225.00
			White	"	1,178.00
			Negro	"	1,218.00
			Both races	"	
			Secondary	"	1,445.00
			White	"	1,250.00
			Negro	"	1,440.00
			Both races	"	
			All teachers	"	1,280.00
			White	"	1,190.00
			Negro	"	1,267.00
			Both races	"	
Georgia	1935-36	According to census(*)	Elementary	Mean	605.19
			White	"	246.03
			Negro	"	
			High school	"	1,008.74
			White	"	605.95
			Negro	"	
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	Mean	463.00
			Men	"	452.00
			Women	"	
			Two or more teacher schools (elementary only)	"	654.00
			Men	"	628.00
			Women	"	
			Two or more teacher schools (both elementary and high schools)	"	720.00
			Men (elementary)	"	667.00
			Women	"	832.00
			Men (jr. high school)	"	711.00
			Women	"	1,003.00
			Men (high school)	"	877.00
			Women	"	
			Rural high schools	"	1,011.00
			Men	"	863.00
			Women	"	

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 ^(d) 611.25 ^(e) 800.22 ^(f)
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 ^(a)	Groups of teachers	Type of measure	Annual salary
1	2	3	4	5	6
Tennessee.....	1935-36	County school system	Elementary	Mean	571.04 ^(a)
			Men white		571.20 ^(b)
			Women "		408.73 ^(c)
			Men negro		333.41 ^(d)
			Women "		
			High school		1,014.00 ^(e)
			Men white		824.88 ^(f)
			Women "		627.52 ^(g)
			Men negro		495.04 ^(h)
			Women "		
Texas.....	1935-36	According to census ^(a)	All schools	Mean	893.00
			Men white		743.00
			Women "		569.00
			Men negro		435.00
			Women "		
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 ^(a)	Elementary	Mean	592.00
			White		378.00
			Negro		535.00
			Both races		
			High school		818.00
			White		523.00
			Negro		788.00
			Both races		
			All teachers		649.00
			White		391.00
			Negro		588.00
			Both races		
Washington.....	1936-37	One-room schools	Elementary	Mean	790.06
			Men		774.92
			Women		
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

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

^(b) 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 ^(a) 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 ^(a) for method of deriving annual salary.

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

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

⁽ⁿ⁾ Mean salary recorded \$61.88 per month. See footnote ^(a) 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 and 9, when maintained as a separate school organization. See note (d) below	High school teachers, grades 10, 11 and 12, where junior high school is maintained, otherwise grades 9, 10, 11 and 12. See note (e) below	High school department heads	Teachers in part-time or 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.....												
1000-1999.....												
2000-2999.....												
3000-3999.....												
4000 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).

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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.
