

APR 10 1939

LIBRARY
UNIV. OF MICH.
MEDICAL ROOM

NATIONAL EDUCATION ASSOCIATION RESEARCH BULLETIN

VOL. XVII · No. 2

MARCH · 1939

Salaries of School Employees, 1938-39

Published by the RESEARCH DIVISION of the
NATIONAL EDUCATION ASSOCIATION
of the UNITED STATES

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

RESEARCH BULLETIN OF THE

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

NATIONAL
EDUCATION
ASSOCIATION

President, REUBEN T. SHAW

Executive Secretary, WILLARD E. GIVENS

Director of Research: William G. Carr; Associate Director: Frank W. Hubbard
Assistant Directors: Richard R. Foster, Ivan A. Booker, Hazel Davis, Charles R. Tupper
Research Assistants and Section Heads: Frances G. Bradley, Louise B. Sease, Helen H. Cox, Anna
Haddow, Madaline K. Remmlein, Mildred Wharton, and Theo C. Hartman

Executive and Editorial Offices . . . 1201 Sixteenth Street, N. W., Washington, D. C.

Copyright, 1939, by the National Education Association of the United States

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.

Subscriptions

The payment of the \$5 membership fee of the National Education Association entitles one to receive for one year the Research Bulletin, the Journal, the Annual Volume of Addresses and Proceedings, and certain other publications of the Association. One dollar of each \$5 membership fee is for a year's subscription to the Research Bulletin.

The Research Bulletin may be received regularly thru a special subscription at \$1 per year. Many of the early issues of the Research Bulletin are already out of print. The special subscription at \$1 per year offers an opportunity to maintain a complete file of future Research Bulletins.

Those entitled to receive the Research Bulletin regularly are asked to report at once any change of residence, giving old as well as new address.

Purchasing Copies

Additional copies of this issue of the Research Bulletin may be obtained at the

following prices, postpaid if remittance accompanies order:

Single copies, 25¢.

2 to 9 copies—10% reduction.

10 to 99 copies—25% reduction.

100 or more copies—33⅓% reduction.

Orders for Research Bulletins not accompanied by remittance are subject to transportation charges. Make checks payable to National Education Association.

Reproduction of Material in Research Bulletins

Material appearing in the Research Bulletin is copyrighted. However, departments and regularly affiliated organizations of the National Education Association may reproduce parts of these bulletins for the advancement of education. These departments and organizations need no authority other than this notice previous to such reproduction. In other cases application for the release of materials is required. Address communications to the Research Division, National Education Association, 1201 Sixteenth Street, N. W., Washington, D. C.

CONTENTS

	Page
FOREWORD	68
INTRODUCTION	69
TRENDS IN SALARIES, 1930-31 TO 1938-39	70
THE RANGE AND DISTRIBUTION OF SALARIES IN 1938-39	76
COMPARISONS BETWEEN POSITIONS AND LEVELS	86
INTERCITY COMPARISONS	88
SUPPLEMENT—CERTAIN DATA ON RURAL TEACHERS' SALARIES	91
FORMS AND DEFINITIONS USED IN COLLECTING DATA	95

List of Tables

	Page
1. Number of School Systems Included in Study	69
2. Trends in Salaries Paid Employees in School Systems in Cities over 100,000 in Population	70
3. Trends in Salaries Paid Employees in School Systems in Cities 30,000 to 100,000 in Population	71
4. Trends in Salaries Paid Employees in School Systems in Cities 10,000 to 30,000 in Population	72
5. Trends in Salaries Paid Employees in School Systems in Cities 5,000 to 10,000 in Population	73
6. Trends in Salaries Paid Employees in School Systems in Cities 2,500 to 5,000 in Population	74
7. Distribution of Salaries Paid Teachers in Cities over 30,000 in Population in 1938-39	76
8. Distribution of Salaries Paid Teachers in Cities under 30,000 in Population in 1938-39	77
9. Distribution of Salaries Paid Principals in Cities over 30,000 in Population in 1938-39	78
10. Distribution of Salaries Paid Principals in Cities under 30,000 in Population in 1938-39	79
11. Distribution of Salaries Paid Certain Administrative and Supervisory Officers in Cities over 30,000 in Population in 1938-39	80
12. Distribution of Salaries Paid Certain Administrative and Supervisory Officers in Cities under 30,000 in Population in 1938-39	81
13. Distribution of Salaries Paid Secretarial and Clerical Employees in 1938-39	84
14. Distribution of Salaries Paid Other School Employees in Cities over 30,000 in Population in 1938-39	85
15. Distribution of Salaries Paid Other School Employees in Cities under 30,000 in Population in 1938-39	85
16. Median Salaries Paid and Index Relationships in Cities over 30,000 in Population, 1930-31 and 1938-39	86
17. Median Salaries Paid and Index Relationships in Cities under 30,000 in Population, 1930-31 and 1938-39	87
18. Median and Arithmetic Mean Salaries Paid Kindergarten and Elementary-School Teachers by Cities over 100,000 in Population in 1938-39	88
19. Median and Arithmetic Mean Salaries Paid Junior and Senior High-School Teachers by Cities over 100,000 in Population in 1938-39	89
20. Sample Table from the Special Salary Tabulations	90
21. Salaries Paid Rural Teachers by States	91

FOREWORD

WITH the help of more than 1,800 superintendents of schools, the Research Division has been able to complete its ninth biennial survey of the salaries of city school employees. All of those who have helped to bring this survey to successful completion deserve the genuine thanks of the profession. These data will be the primary source of information on teachers' salaries for the next two years.

The general conclusion to be drawn from the present survey is that average salaries for most types of positions continue to move toward the point which they held prior to the depression. If present trends continue, the next biennial survey in 1940-41 should show general salary levels equal to or possibly even better than those prevailing a decade ago.

The greatest lag in 1938-39, as in 1936-37, continues to be in the smaller communities. For example, in the cities of 2,500-5,000 population the average salary of elementary-school teachers is nearly 6 percent below that of 1930-31; secondary-school teachers' salaries in this city-size group are on the average about 9 percent retarded. Yet, even in these smaller towns and cities, the situation in general is greatly improved over 1936-37.

The data supplied by state departments with regard to rural teachers' salaries, as well as the report of the Committee on the Economic Status of the Rural Teacher, remind us of the deplorable conditions existing in many rural areas. These facts should be placed before state legislatures, school-boards, and lay organizations with the expectation that appropriate improvements will be forthcoming.

We are tolerating conditions which no nation should long endure. Recent population studies show that the nation is replacing its human resources largely thru the children born in rural areas. Yet a large proportion of these children will receive their early schooling from teachers who receive a mere subsistence wage. In some states conditions can be improved thru better district organization and more efficient plans of financial support. Many states, however, will be able to establish acceptable educational standards only with the financial assistance of the federal government. Let us here highly resolve that in our generation all of America's children will have their rightful educational opportunity.

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, 1938-39.

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 1938-39
Range and distribution of salaries in 1938-39
Comparisons between positions and levels
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 work of the Committee on the Economic Status of the Rural Teacher. In cooperation with the Research Division, the Committee has issued a report, "The Rural Teacher's Economic Status" (*Research Bulletin*, January 1939). The complete report covering the status of 10,000 rural teachers will be available in April 1939.

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, 1938. Reference to this questionnaire as illustrated on page 95 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 practice 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 1,850 cities is included in the salary survey for this year. This represents 59 percent of all city school systems and 92 percent of the school systems in cities with more than 30,000 population. It is estimated that 82 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 390,897.

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	88	94.62
II.....	30,000 to 100,000	232	212	91.38
III.....	10,000 to 30,000	670	442	65.97
IV.....	5,000 to 10,000	859	491	57.16
V.....	2,500 to 5,000	1,301	617	47.43
Total.....		3,155	1,850	58.64

Trends in Salaries, 1930-31 to 1938-39

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, and in Figure I, page 75.

Table 2 gives median¹ salaries paid the

various types of school employees in cities over 100,000 in population in the five 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

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 1938-39**

Type of school employee	Median salary paid in					Percent of change		
	1930-31	1932-33	1934-35	1936-37	1938-39	1931-1939	1935-1939	1937-1939
1	2	3	4	5	6	7	8	9
<i>Classroom teachers:</i>								
Kindergarten.....	\$2,077	\$1,909	\$1,926	\$2,045	\$2,208	+ 6.31	+14.64	+ 7.97
Elementary school.....	2,118	1,947	1,922	2,027	2,217	+ 4.67	+15.35	+ 9.37
Atypical classes.....	2,372	2,100	1,996	2,182	2,393	+ 0.89	+19.89	+ 9.67
Junior high school.....	2,348	2,204	2,078	2,303	2,450	+ 4.34	+17.90	+ 6.38
High school.....	2,731	2,479	2,436	2,551	2,672	+ 2.16	+ 9.69	+ 4.74
Part-time or continuation school.....	2,695	2,793	2,693	2,886	2,198	-18.44	-18.38	-23.84
Heads of departments in high school.....	3,436	3,008	2,913	3,288	3,512	+ 2.21	+20.56	+ 6.81
<i>Deans:</i>								
Junior high school.....	3,092	2,730	2,539	2,888	3,107	+ 0.49	+22.37	+ 7.58
High school.....	2,942	2,667	2,268	2,464	2,669	- 9.28	+17.68	+ 8.32
<i>Principals:</i>								
Elementary school								
Assistant principals.....	4,280	4,614	4,042	4,245	4,647	+ 8.57	+14.97	+ 9.47
Teaching principals.....	2,436	2,184	2,135	2,207	2,633	+ 8.09	+23.33	+19.30
Supervising principals.....	3,519	3,102	3,016	3,225	3,339	- 5.12	+10.71	+ 3.53
Junior high school								
Assistant principals.....	3,496	2,899	2,850	3,106	3,318	- 5.09	+16.42	+ 6.83
Principals.....	4,500	3,961	3,718	4,064	4,359	- 3.13	+17.24	+ 7.26
High school								
Assistant principals.....	5,544	3,647	3,453	3,569	3,992	-27.99	+15.61	+11.85
Principals.....	5,100	4,468	4,252	4,473	4,758	- 6.71	+11.90	+ 6.37
Part-time or continuation school								
Principals.....	4,111	3,700	4,125	5,125	3,900	- 5.13	- 5.45	-23.90
<i>Administrative and supervisory staff:</i>								
Superintendents of schools.....	10,000	8,267	7,288	7,825	8,286	-17.14	+13.69	+ 5.89
Associate, assistant, or deputy superintendents.....	6,527	5,672	5,578	5,645	5,971	- 8.52	+ 7.05	+ 5.78
Business managers.....	5,361	4,500	4,186	4,543	4,571	-14.74	+ 9.20	+ 0.62
Directors, assistant directors, or supervisors of:								
Research, tests, and measurements.....	3,400	3,010	2,925	3,020	3,417	+ 0.50	+16.82	+13.15
Vocational education.....	3,550	3,380	3,075	3,187	3,825	+ 7.75	+24.39	+20.02
Physical education.....	3,100	3,123	2,909	2,989	3,152	+ 1.68	+ 8.35	+ 5.45
Health.....	3,167	2,500	2,800	2,175	3,350	+ 5.78	+19.64	+54.02
Evening schools.....	3,325	3,000	2,700	2,875	2,875	.....	+ 4.17	+ 6.48
Americanization classes.....	3,240	3,033	2,750	2,950	2,950	- 8.95	+ 7.27	0.00
Art.....	2,867	2,744	2,687	2,860	3,000	+ 4.64	+11.65	+ 4.90
Music.....	2,909	2,825	2,569	2,813	2,896	- 0.45	+12.73	+ 2.95
Penmanship.....	2,933	2,789	2,727	2,907	2,889	- 1.50	+ 5.94	- 0.62
Manual training or industrial arts.....	3,450	3,308	3,278	3,136	3,137	- 9.07	- 4.30	+ 0.03
Home economics.....	3,219	2,967	2,818	3,040	3,240	+ 0.65	+14.98	+ 6.58
Visual education.....	.....	.....	.....	.....	3,167	.....	.....	.....
<i>Other school employees:</i>								
Secretarial and clerical employees:								
Secretaries to superintendents of schools.....	2,329	1,978	1,779	1,918	2,075	-10.91	+16.64	+ 8.19
Secretaries of boards of education.....	4,450	3,700	3,333	3,767	3,825	-14.04	+14.76	+ 1.54
Clerks in principals' offices.....	1,281	1,133	1,147	1,218	1,299	+ 1.41	+13.25	+ 6.65
Clerks in other administrative and supervisory offices.....	1,581	1,442	1,450	1,528	1,590	+ 0.57	+ 9.66	+ 4.06
Superintendents of buildings and grounds.....	4,267	3,400	3,109	3,156	3,850	- 9.77	+23.83	+21.99
Head janitors.....	2,500	2,000	1,564	2,657	2,063	-17.48	+31.91	-22.36
Janitors.....	1,541	1,265	1,211	1,297	1,429	- 7.27	+18.00	+10.18
Head nurses.....	2,138	2,029	1,875	1,943	2,000	- 6.45	+ 6.67	+ 2.93
Nurses.....	1,715	1,611	1,512	1,706	1,739	+ 1.40	+15.01	+ 1.93
Chief attendance officers.....	3,125	2,783	2,530	2,767	2,788	-10.78	+10.20	+ 0.76
Attendance officers.....	2,078	1,971	1,888	2,063	2,219	+ 6.79	+17.53	+ 7.56

1936-37, and in 1938-39, salaries show an upward trend. In practically every type of position in cities of this size the 1938-39 salaries are higher than those of 1936-37, and in most cases they exceed those of 1932-33.

Tables 3 to 6 give similar data for cities of the other population groups. These tables also show an upward trend for 1938-39. But the salaries continue, in most cases, to be lower than 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 reveals 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 1938-39 the median was 6 percent above that for 1930-31. Median salaries of elementary teachers apparently reached their lowest point in 1934-35. These salaries lagged behind the recovery of kindergarten salaries in 1936-37 but by 1938-39 the median is 4.7 percent above the 1930-31 level. In 1938-39 the median

TABLE 3.—TRENDS IN SALARIES PAID EMPLOYEES IN SCHOOL SYSTEMS IN CITIES 30,000 TO 100,000 IN POPULATION 1930-31 TO 1938-39

Type of school employee	Median salary paid in					Percent of change		
	1930-31	1932-33	1934-35	1936-37	1938-39	1931-1939	1935-1939	1937-1939
1	2	3	4	5	6	7	8	9
Classroom teachers:								
Kindergarten.....	\$1,609	\$1,557	\$1,469	\$1,566	\$1,647	+ 2.36	+12.12	+ 5.17
Elementary school.....	1,609	1,526	1,412	1,501	1,584	- 1.55	+12.18	+ 5.53
Atypical classes.....	1,850	1,747	1,611	1,708	1,771	- 4.27	+ 9.93	+ 3.69
Junior high school.....	1,860	1,761	1,612	1,747	1,843	- 0.91	+14.33	+ 5.50
High school.....	2,111	1,994	1,834	1,954	2,029	- 3.88	+10.63	+ 3.84
Part-time or continuation school.....	2,166	2,017	1,902	2,071	2,065	- 4.66	+ 8.57	- 0.29
Heads of departments in high school.....	2,575	2,482	2,412	2,552	2,604	+ 1.13	+ 7.96	+ 2.04
Deans:								
Junior high school.....	2,367	2,308	2,150	2,325	2,317	- 2.11	+ 7.77	- 0.34
High school.....	2,523	2,294	2,270	2,350	2,503	- 0.79	+10.26	+ 6.51
Principals:								
Elementary school.....								
Assistant principals.....	2,756	2,471	2,300	2,236	2,200	-20.17	- 4.35	- 1.61
Teaching principals.....	2,011	1,872	1,738	1,876	1,966	- 2.24	+13.12	+ 4.80
Supervising principals.....	2,646	2,569	2,364	2,527	2,467	- 6.76	+ 4.36	- 2.37
Junior high school.....								
Assistant principals.....	2,743	2,508	2,563	2,500	2,650	- 3.39	+ 3.39	+ 6.00
Principals.....	3,353	3,037	2,833	3,012	3,215	- 4.12	+13.48	+ 6.74
High school.....								
Assistant principals.....	3,053	2,975	2,850	3,017	3,069	+ 0.52	+ 7.68	+ 1.72
Principals.....	4,281	3,885	3,635	3,839	4,055	- 5.28	+11.55	+ 5.63
Part-time or continuation school.....								
Principals.....	3,050	2,900	2,800	3,188	3,050	0.00	+ 8.93	- 4.33
Administrative and supervisory staff:								
Superintendents of schools.....	6,758	6,090	5,517	6,006	6,125	- 9.37	+11.02	+ 1.98
Associate, assistant, or deputy superintendents.....	4,587	4,267	4,033	4,160	4,350	- 5.17	+ 7.86	+ 4.57
Business managers.....	3,690	3,220	3,060	3,075	3,500	- 5.15	+14.38	+13.82
Directors, assistant directors, or supervisors of:								
Research, tests, and measurements.....	2,450	2,467	2,100	2,267	2,580	+ 5.31	+22.86	+13.81
Vocational education.....	3,200	3,075	2,675	3,100	3,186	- 0.44	+19.10	+ 2.77
Physical education.....	2,479	2,553	2,288	2,431	2,600	+ 4.88	+13.64	+ 6.95
Health.....	2,125	2,367	1,850	2,500	2,525	+18.82	+36.49	+ 1.00
Evening schools.....	1,033	-1,000	1,325	1,100	-1,000			
Americanization classes.....	2,933	2,150	1,875	2,075	2,325	-20.73	+24.00	+12.05
Art.....	2,324	2,219	2,096	2,213	2,325	+ 0.04	+10.93	+ 5.06
Music.....	2,375	2,342	2,071	2,238	2,341	- 1.43	+13.04	+ 4.60
Penmanship.....	2,300	2,300	2,275	2,417	2,488	+ 8.17	+ 9.36	+ 2.94
Manual training or industrial arts.....	2,892	2,650	2,445	2,788	2,792	- 3.46	+14.19	+ 0.14
Home economics.....	2,300	2,233	1,953	2,294	2,289	- 0.48	+17.20	- 0.22
Visual education.....					2,550			
Other school employees:								
Secretarial and clerical employees:								
Secretaries to superintendents of schools.....	1,815	1,622	1,508	1,604	1,668	- 8.10	+10.61	+ 3.99
Secretaries of boards of education.....	2,514	2,357	2,143	2,508	2,350	- 6.52	+ 9.66	- 6.30
Clerks in principals' offices.....	1,046	-1,000	-1,000	-1,000	-1,000			
Clerks in other administrative and supervisory offices.....	1,268	1,180	1,105	1,201	1,247	- 1.66	+12.85	+ 3.83
Superintendents of buildings and grounds.....	2,700	2,513	2,313	2,438	2,581	- 4.41	+11.59	+ 5.87
Head janitors.....	1,978	1,916	1,700	1,882	1,968	- 0.51	+15.76	+ 4.57
Janitors.....	1,444	1,287	1,233	1,298	1,377	- 4.64	+11.68	+ 6.09
Head nurses.....	1,973	1,787	1,660	1,733	1,809	- 8.31	+ 8.98	+ 4.99
Nurses.....	1,651	1,558	1,454	1,573	1,649	- 0.12	+13.41	+ 4.83
Chief attendance officers.....	2,033	1,911	1,838	1,905	1,919	- 5.61	+ 4.41	+ 0.73
Attendance officers.....	1,736	1,617	1,450	1,557	1,569	- 9.62	+ 8.21	+ 0.77

salaries of junior high-school teachers are 4.34 percent above, and the median salaries of senior high-school teachers are 2.16 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: 5.12 percent for supervising elementary-school principals; 3.13 percent for junior high principals; 6.71 percent for senior high principals; and 17.14 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 1936-37, however, salaries had begun to recover. Recovery continued into 1938-39 altho only the median for kindergarten teachers rose above 1930-31 levels.

The other median salaries are less than those of the highest year by the following percents: elementary-school teachers, 1.55 percent; junior high-school teachers, 0.91 percent; high-school teachers, 3.88 percent; supervising elementary-school principals, 6.76 percent; junior high-school principals, 4.12 percent; high-school principals, 5.28 percent; and superintendents of schools, 9.37 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 had set in, altho there had been no apparent gain in some cases. For example, the median salary of business managers reported for 1936-37 was below that of 1934-35. This condition was also true for directors of research, for supervisors of physical education, penmanship, and manual training, and for secretaries of boards of education. In

TABLE 4.—TRENDS IN SALARIES PAID EMPLOYEES IN SCHOOL SYSTEMS IN CITIES 10,000 TO 30,000 IN POPULATION 1930-31 TO 1938-39

Type of school employee	Median salary paid in					Percent of change		
	1930-31	1932-33	1934-35	1936-37	1938-39	1931-1939	1935-1939	1937-1939
1	2	3	4	5	6	7	8	9
<i>Classroom teachers:</i>								
Elementary school ¹	\$1,428	\$1,360	\$1,231	\$1,297	\$1,405	- 1.61	+14.13	+ 8.33
Junior high school.....	1,619	1,525	1,390	1,456	1,589	- 1.85	+14.32	+ 9.13
High school.....	1,876	1,747	1,603	1,668	1,779	- 5.17	+10.98	+ 6.65
Part-time or continuation school.....	1,864	1,741	1,550	1,070	1,736	- 6.87	+12.00	+62.24
<i>Principals:</i>								
Teaching elementary school.....	1,742	1,648	1,476	1,561	1,676	- 3.79	+13.55	+ 7.37
Supervising elementary school.....	2,349	2,252	2,119	2,183	2,231	- 5.02	+ 5.29	+ 2.20
Junior high school.....	2,763	2,493	2,307	2,471	2,667	- 3.47	+15.60	+ 7.93
High school.....	3,613	3,300	3,010	3,061	3,309	- 8.41	+ 9.93	+ 8.10
<i>Administrative and supervisory staff:</i>								
Superintendents of schools.....	5,149	4,600	4,242	4,419	4,700	- 8.72	+10.80	+ 6.36
Assistant superintendents.....	2,950	2,800	2,750	3,175	2,875	- 2.54	+ 4.55	- 9.45
Business managers.....	3,200	2,788	2,575	2,550	2,650	-17.19	+ 2.91	+ 3.92
Directors, assistant directors, or supervisors of:								
Research, tests, and measurements.....	2,150	2,075	1,950	1,836	2,267	+ 5.44	+16.26	+23.47
Vocational education.....	3,017	2,450	2,413	2,475	2,481	-17.77	+ 2.82	+ 0.24
Physical education.....	2,009	1,924	1,885	1,870	2,058	+ 2.44	+ 9.18	+10.05
Health.....	1,767	1,579	1,388	1,650	1,700	- 3.79	+22.48	+ 3.03
Evening schools.....	-500	-500	-500	-500	1,400			
Americanization classes.....	625	-500	900	-500	550	-12.00	-38.89	
Art.....	1,826	1,786	1,654	1,710	1,854	+ 1.53	+12.09	+ 8.42
Music.....	1,943	1,842	1,685	1,744	1,895	- 2.47	+12.46	+ 8.66
Penmanship.....	1,888	1,830	1,883	1,817	1,733	- 8.21	- 7.97	- 4.62
Manual training or industrial arts.....	2,194	2,081	1,879	1,860	2,010	- 8.39	+ 6.97	+ 8.06
Home economics.....	1,718	1,688	1,575	1,605	1,647	- 4.13	+ 4.57	+ 2.62
<i>Other employees:</i>								
<i>Secretarial and clerical employees:</i>								
Secretaries to superintendents of schools.....	1,453	1,297	1,202	1,254	1,357	- 6.61	+12.90	+ 8.21
Secretaries of boards of education.....	1,250	1,070	1,229	1,175	1,286	+ 2.88	+ 4.64	+ 9.45
Clerks in principals' offices.....	966	836	787	820	862	-10.77	+ 9.53	+ 5.12
Clerks in other administrative or supervisory offices.....	1,113	1,074	940	1,022	1,067	- 4.13	+13.51	+ 4.40
Superintendents of buildings and grounds.....	2,175	2,007	1,930	1,979	2,069	- 4.87	+ 7.20	+ 4.55
Janitors.....	1,360	1,267	1,192	1,231	1,315	- 3.31	+10.32	+ 6.82
Nurses.....	1,762	1,598	1,467	1,493	1,578	-10.44	+ 7.57	+ 5.69
Attendance officers.....	1,195	1,190	1,080	996	1,269	+ 6.19	+17.50	+27.41

¹ Includes kindergarten teachers.

1938-39 all but one of the median salaries reported exceed the 1934-35 level, and with two exceptions they exceed the 1936-37 level. The median salaries for almost all types of positions are still below those for the school year 1930-31.

In Table 5 are given the median salaries between 1930-31 and 1938-39 for cities of 5,000 to 10,000 population. Like 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 and 1936-37. There is, however, considerable lag as compared with 1930-31. For example, the median for elementary-school teachers is down 3.99 percent; junior high-school teachers, 7.16 percent; and high-school teachers, 5.02 percent. Principals' salaries also have not recovered: supervising elementary-school principals, 9.42 percent; junior high-school principals, 7.28 percent; and high-school principals, 8.07 percent. The median salary of superintendents is still 9.74 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 surveys of 1934-35 and 1936-37. 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.

In the 1936-37 summary the statement was made that teachers' salaries in the small cities were apparently recovering more slowly than in the large cities. This fact may be illustrated by reviewing the percents that the median salaries of 1936-37 were below the 1930-31 level. In order of city size the median salaries of elementary-school teachers were 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 showed 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.

TABLE 5.—TRENDS IN SALARIES PAID EMPLOYEES IN SCHOOL SYSTEMS IN CITIES 5,000 TO 10,000 IN POPULATION 1930-31 TO 1938-39

Type of school employee	Median salary paid in					Percent of change		
	1930-31	1932-33	1934-35	1936-37	1938-39	1931-1939	1935-1939	1937-1939
1	2	3	4	5	6	7	8	9
<i>Classroom teachers:</i>								
Elementary school ¹	\$1,303	\$1,217	\$1,050	\$1,150	\$1,251	- 3.99	+19.14	+ 8.78
Junior high school	1,494	1,376	1,208	1,330	1,387	- 7.16	+14.82	+ 4.29
High school	1,692	1,575	1,379	1,490	1,607	- 5.02	+16.53	+ 7.85
Part-time or continuation school	1,454	1,500	838	900	1,475	+ 1.44	+76.01	+63.89
<i>Principals:</i>								
Teaching elementary school	1,583	1,465	1,246	1,398	1,481	- 6.44	+18.86	+ 5.94
Supervising elementary school	2,239	2,314	1,962	2,061	2,028	- 9.42	+ 3.36	- 1.60
Junior high school	2,184	1,956	1,669	1,871	2,025	- 7.28	+21.33	+ 8.23
High school	2,825	2,603	2,235	2,517	2,597	- 8.07	+16.20	+ 3.18
<i>Administrative and supervisory staff:</i>								
Superintendents of schools	4,188	3,818	3,440	3,643	3,780	- 9.74	+ 9.88	+ 3.76
Assistant superintendents	3,300		2,650	2,283	2,600	-21.21	- 1.89	+13.89
Business managers	2,500		2,163	1,700	2,175	-13.00	+ 0.55	+27.94
Directors, assistant directors, or supervisors of:								
Research, tests, and measurements	2,425		2,250	2,225	1,850	-23.71	-17.78	-16.85
Vocational education	2,350	2,225	1,833	2,013	2,093	-10.94	+14.18	+ 3.97
Physical education	1,884	1,719	1,585	1,663	1,710	- 9.24	+ 7.89	+ 2.83
Health	1,588	1,000	1,250	1,750	1,550	- 2.39	+24.00	-11.43
Art	1,688	1,563	1,406	1,525	1,590	- 5.81	+13.09	+ 4.26
Music	1,729	1,573	1,415	1,518	1,567	- 9.37	+10.74	+ 3.23
Penmanship	1,579	1,325	975	1,050	1,350	-14.50	+38.46	+28.57
Manual training or industrial arts	2,041	1,853	1,593	1,732	1,708	-16.32	+ 7.22	- 1.39
Home economics	1,613	1,460	1,277	1,384	1,435	-11.04	+12.37	+ 3.68
<i>Other employees:</i>								
Secretaries to superintendents of schools	1,192	1,079	946	1,037	1,092	- 8.39	+15.43	+ 5.30
Secretaries to boards of education	558	547	532	627	658	+17.92	+23.68	+ 4.94
Clerks in principals' offices	800	783	687	732	783	- 2.13	+13.97	+ 6.97
Clerks in other administrative or supervisory offices	1,057	953	856	980	958	- 9.37	+11.92	- 2.24
Superintendents of buildings and grounds	1,900	1,860	1,767	1,838	2,100	+10.53	+18.85	+14.25
Janitors	1,275	1,144	969	1,068	1,170	- 8.24	+20.74	+ 9.55
Nurses	1,641	1,494	1,329	1,431	1,490	- 9.20	+12.11	+ 4.12
Attendance officers	-600	-600	-600	-600	-600			

¹ Includes kindergarten teachers.

In 1938-39 we find that salary recovery continues to proceed most rapidly in the largest cities. The median salary of elementary-school teachers in cities over 100,000 population is 4.7 percent higher than it was in 1930-31 before the depression. The medians for all other city sizes and for high-school teachers continue to

be lower than in 1930-31. However, the percent that these are behind the high point of 1930-31 is in most cases about half of what it was two years ago. In other words, if present trends continue, by 1940-41 median salaries for most types of city school positions will equal or exceed the medians reported in 1930-31.

TABLE 6.—TRENDS IN SALARIES PAID EMPLOYEES IN SCHOOL SYSTEMS IN CITIES 2,500 TO 5,000 IN POPULATION 1930-31 TO 1938-39

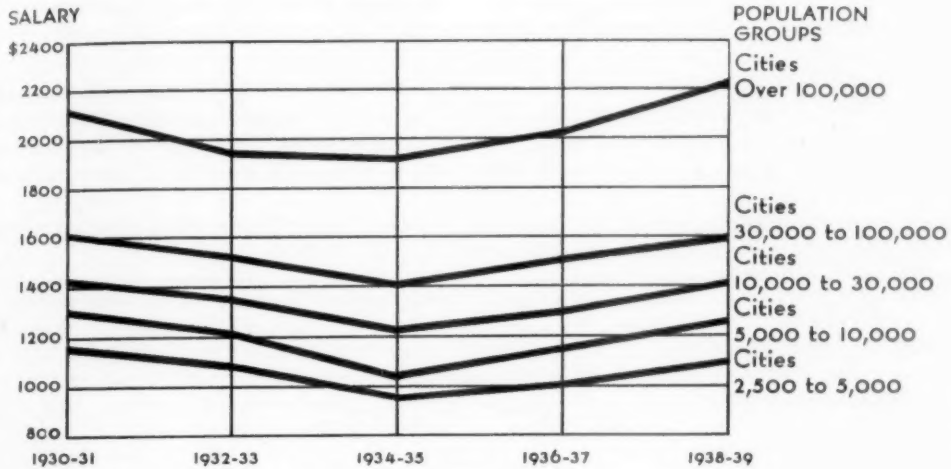
Type of school employee	Median salary paid in					Percent of change		
	1930-31	1932-33	1934-35	1936-37	1938-39	1931-1939	1935-1939	1937-1939
1	2	3	4	5	6	7	8	9
<i>Classroom teachers:</i>								
Elementary school ¹	\$1,162	\$1,089	\$961	\$1,008	\$1,096	- 5.68	+14.05	+ 8.73
Junior high school.....	1,360	1,270	1,125	1,183	1,283	- 5.66	+14.04	+ 8.45
High school.....	1,547	1,429	1,260	1,316	1,410	- 8.86	+11.90	+ 7.14
Part-time or continuation school.....	700	950	-600	-600	1,150	+64.29	.....	.....
<i>Principals:</i>								
Teaching elementary school.....	1,409	1,353	1,181	1,233	1,301	- 7.67	+10.16	+ 5.52
Supervising elementary school.....	2,175	2,000	2,038	1,950	1,928	-11.36	- 5.40	- 1.13
Junior high school.....	1,775	1,536	1,433	1,508	1,579	-11.04	+10.19	+ 4.71
High school.....	2,403	2,134	1,851	1,986	2,156	-10.28	+16.48	+ 8.56
<i>Administrative and supervisory staff:</i>								
Superintendents of schools.....	3,565	3,216	2,850	3,044	3,244	- 9.00	+13.82	+ 6.57
Business managers.....	.....	1,400	1,850	2,050	2,050	.....	+10.81	0.00
Directors, assistant directors, or supervisors of:								
Vocational education.....	2,500	2,175	1,617	1,750	2,057	-17.72	+27.21	+17.54
Physical education.....	1,756	1,714	1,559	1,492	1,550	-11.73	- 0.58	+ 3.89
Health.....	1,300	950	1,050	1,350	1,150	-11.54	+ 9.52	-14.81
Art.....	1,450	1,427	1,419	1,438	1,469	+ 1.31	+ 3.52	+ 2.16
Music.....	1,439	1,374	1,266	1,338	1,415	- 1.67	+11.77	+ 5.75
Penmanship.....	1,275	1,350	1,350	950	950	-25.49	-29.63	0.00
Manual training or industrial arts.....	1,867	1,731	1,554	1,625	1,688	- 9.59	+ 8.62	+ 3.88
Home economics.....	1,526	1,384	1,250	1,330	1,298	-14.94	+ 3.84	- 2.41
<i>Other employees:</i>								
Secretaries to superintendents of schools.....	885	833	790	846	921	+ 4.07	+16.58	+ 8.87
Secretaries of boards of education.....	-500	-500	-500	-500	-500	.....	.....	.....
Clerks in principals' offices.....	781	710	656	675	709	- 9.22	+ 8.08	+ 5.04
Clerks in other administrative or supervisory offices.....	764	739	663	775	759	- 0.65	+14.48	- 2.06
Superintendents of buildings and grounds.....	2,150	1,750	1,550	1,600	1,800	-16.28	+16.13	+12.50
Janitors.....	1,190	1,045	946	1,023	1,131	- 4.96	+19.56	+10.56
Nurses.....	1,546	1,354	1,140	1,216	1,360	-12.03	+19.30	+11.84
Attendance officers.....	-600	-600	-600	-600	-600	.....	.....	.....

¹ Includes kindergarten teachers.

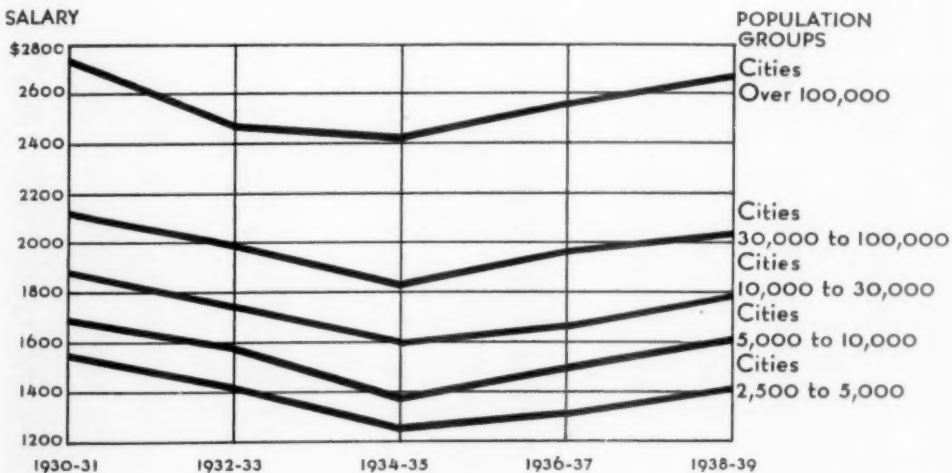
EVEN FROM a purely selfish standpoint, every individual is personally affected by the education afforded children. The schools determine in no small measure the character of the community in which the individual lives, and they are mainly responsible for the fact that the people with whom he mingles daily are decent, healthy, cleanly, literate, and alert. Moreover, universal suffrage will soon give the children of today power at the polls, where one man's vote counts just as heavily as another's. Each man's welfare is thus dependent to a large extent upon the schooling given his neighbor's children. Teachers' salaries, then—in so far as they affect the actual instruction of the younger generation—are not merely an academic problem, but a matter of deep and vast significance to every citizen.—Willard S. Elsbree, *Teachers' Salaries* (1931), p. 2-3.

FIGURE I

TRENDS IN ELEMENTARY-SCHOOL TEACHERS' SALARIES, 1930-31 TO 1938-39



TRENDS IN HIGH-SCHOOL TEACHERS' SALARIES, 1930-31 TO 1938-39



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 1938-39

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

TABLE 7.—DISTRIBUTION OF SALARIES PAID TEACHERS IN CITIES OVER 30,000 IN POPULATION IN 1938-39

Salary groups	Elementary-school teachers		Junior high-school teachers		High-school teachers	
	Group I ¹	Group II ¹	Group I	Group II	Group I	Group II
1	2	3	4	5	6	7
\$4,800 and over.....					8	1
4,700-4,799.....						
4,600-4,699.....					108	
4,500-4,599.....					3,825	
4,400-4,499.....					387	
4,300-4,399.....						
4,200-4,299.....					57	
4,100-4,199.....					349	3
4,000-4,099.....	9		76	73	622	121
3,900-3,999.....	1			20	331	19
3,800-3,899.....	2,808		2,686	37	728	51
3,700-3,799.....	5		14	28	126	35
3,600-3,699.....	486		144	34	932	74
3,500-3,599.....	9	1	121	21	205	57
3,400-3,499.....	188	2	122	26	829	82
3,300-3,399.....	9,404	32	29	14	347	52
3,200-3,299.....	387	24	187	31	2,422	147
3,100-3,199.....	950	74	88	28	716	132
3,000-3,099.....	309	211	570	54	1,566	136
2,900-2,999.....	1,143	115	1,167	64	2,602	204
2,800-2,899.....	1,867	125	3,347	170	2,311	342
2,700-2,799.....	1,592	156	437	290	1,572	594
2,600-2,699.....	1,882	178	761	254	2,867	389
2,500-2,599.....	2,210	367	1,166	319	1,675	642
2,400-2,499.....	4,076	358	1,468	328	2,422	780
2,300-2,399.....	5,354	409	1,183	486	1,810	774
2,200-2,299.....	8,810	818	783	803	1,908	1,135
2,100-2,199.....	4,392	912	1,406	558	1,912	888
2,000-2,099.....	4,649	885	851	713	1,598	1,062
1,900-1,999.....	4,283	1,562	1,037	877	1,272	1,133
1,800-1,899.....	4,173	3,361	1,103	1,145	1,352	1,230
1,700-1,799.....	3,447	2,134	907	914	1,066	954
1,600-1,699.....	3,817	2,704	856	1,017	979	905
1,500-1,599.....	3,787	2,646	625	814	618	749
1,400-1,499.....	2,948	2,436	635	678	577	440
1,300-1,399.....	2,266	2,893	552	687	509	609
1,200-1,299.....	1,851	2,485	382	495	457	439
1,100-1,199.....	1,343	1,818	361	381	301	357
1,000-1,099.....	966	1,332	175	195	196	163
900-999.....	385	1,093	37	159	59	96
800-899.....	120	389	4	47	24	25
Below \$800.....	48	163	13	9	22	12
Total.....	79,965	29,683	23,293	11,769	41,667	14,832
Median.....	\$2,217	\$1,584	\$2,450	\$1,843	\$2,672	\$2,029
Arithmetic mean.....	\$2,277	\$1,622	\$2,477	\$1,905	\$2,784	\$2,084

¹ For population ranges, see Table 1, page 69.

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 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 82 and 83 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 \$233 higher than that of elementary-school teachers, and the salary of high-school teachers is \$222 higher than that of junior high-school teachers. Yet in spite of these differences there exists a growing trend toward salary schedules based upon preparation rather than upon school position. Of 180 new schedules (adopted in 1936, 1937, and 1938) 55 percent were of the

TABLE 8.—DISTRIBUTION OF SALARIES PAID TEACHERS IN CITIES UNDER 30,000 IN POPULATION IN 1938-39

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
\$3,600 and over.....		19		3	8		37	35	3
3,500-3,599.....		3		1			28	5	2
3,400-3,499.....		9		4	1		31	10	4
3,300-3,399.....	1	14	1	4			27	15	2
3,200-3,299.....	4	5	1	13	1		58	12	7
3,100-3,199.....	5	10	6	11	1	2	61	10	16
3,000-3,099.....	5	11		10	3	3	102	34	10
2,900-2,999.....	6	8	6	18		3	100	28	16
2,800-2,899.....	27	17	3	23	4	3	136	61	24
2,700-2,799.....	31	7	17	45	7	3	207	77	22
2,600-2,699.....	60	18	17	70	9	5	297	70	40
2,500-2,599.....	143	23	36	84	17	4	369	132	63
2,400-2,499.....	143	23	22	140	19	5	387	167	75
2,300-2,399.....	149	48	24	138	13	8	480	172	71
2,200-2,299.....	206	56	22	189	11	10	703	253	94
2,100-2,199.....	372	86	37	211	34	14	615	266	129
2,000-2,099.....	551	208	75	330	59	20	901	398	209
1,900-1,999.....	842	168	60	390	85	40	965	450	259
1,800-1,899.....	1,078	285	123	573	137	45	1,333	626	429
1,700-1,799.....	1,552	430	260	525	113	66	1,241	615	388
1,600-1,699.....	1,771	601	390	780	224	106	1,363	910	459
1,500-1,599.....	2,631	953	478	776	262	152	1,151	812	617
1,400-1,499.....	3,236	1,661	627	683	272	189	941	719	723
1,300-1,399.....	2,865	1,396	728	715	368	256	934	792	926
1,200-1,299.....	2,377	1,336	1,027	548	323	275	640	647	860
1,100-1,199.....	2,515	1,265	1,159	387	215	246	504	473	644
1,000-1,099.....	2,292	1,562	1,366	319	205	186	316	355	395
900-999.....	1,486	1,570	1,822	208	167	170	190	292	401
800-899.....	582	1,046	775	42	55	54	43	68	149
700-799.....	225	385	689	32	28	59	13	36	112
600-699.....	106	118	385	16	13	20	10	14	29
500-599.....	27	85	163	1	2	17	1	2	4
Below \$500.....	5	13	30	1	1	2	1	4	1
Total.....	25,293	13,439	10,349	7,290	2,657	1,964	14,185	8,560	7,183
Median.....	\$1,405	\$1,251	\$1,096	\$1,589	\$1,387	\$1,283	\$1,779	\$1,607	\$1,410
Arithmetic mean..	\$1,431	\$1,286	\$1,161	\$1,637	\$1,441	\$1,322	\$1,837	\$1,665	\$1,488

¹ For population ranges, see Table 1, page 69.

preparation or single salary type as compared with 31 percent of the schedules adopted between 1928 and 1934. For further details on salary schedules consult the Educational Research Service Circulars No. 1, January 1939 and No. 3, March 1939.

In 1928 the Committee on Standards of the Department of Elementary School Principals proposed a salary schedule ranging from \$2,000 to \$7,000 for supervising elementary principals. According to Tables 9 and 10, only 226 principals out of 6,650 have reached or exceeded this proposed maximum. At least 989 supervis-

ing elementary principals receive less than \$2,000 in 1938-39. Stated another way, 1 in 7 supervising elementary-school principals receives less than \$2,000 a year in salary; only 1 in 6 receives \$4,000 or more. Teaching elementary-school principals' (teaching half-time or more) salaries range from over \$5,000 to less than \$700. One in 9 teaching principals receives \$2,500 or more per year; nearly 1 in 5 are paid less than \$1,300 annually.

In the five city groups there are 1,617 junior high-school principals. One in 4 receives \$4,000 or more per year; 1 in 7 receives less

TABLE 9.—DISTRIBUTION OF SALARIES PAID PRINCIPALS IN CITIES OVER 30,000 IN POPULATION IN 1938-39

Salary groups	Elementary-school principals				Junior high-school principals		High-school principals	
	Teaching		Supervising					
	Group I ¹	Group II ¹	Group I	Group II	Group I	Group II	Group I	Group II
1	2	3	4	5	6	7	8	9
\$10,000-10,999.....							52	
9,000-9,999.....							6	1
8,000-8,999.....							11	1
7,500-7,999.....			1		79		2	2
7,000-7,499.....			225		4		1	1
6,500-6,999.....			34			3	20	4
6,000-6,499.....			20	3	19	1	27	4
5,500-5,999.....			38	2	18	5	50	9
5,000-5,499.....	1		127	13	57	6	96	15
4,800-4,999.....			39	7	41		39	7
4,600-4,799.....			26	3	38	4	40	16
4,400-4,599.....	1		62	13	32	6	50	27
4,200-4,399.....	30		27	18	44	16	38	29
4,000-4,199.....	9		311	29	34	31	41	47
3,800-3,999.....	34		202	28	36	26	44	21
3,600-3,799.....	7		291	61	39	40	27	24
3,400-3,599.....	29		271	48	32	39	28	20
3,200-3,399.....	22	9	383	89	38	34	27	16
3,100-3,199.....	10	3	135	48	7	23	5	4
3,000-3,099.....	19	1	192	87	20	38	5	9
2,900-2,999.....	26	5	148	39	14	16	4	1
2,800-2,899.....	47	2	145	42	9	19	6	7
2,700-2,799.....	26	12	172	78	9	26	1	7
2,600-2,699.....	38	13	143	66	4	14		12
2,500-2,599.....	30	30	160	67	13	24	1	
2,400-2,499.....	32	41	92	103	1	12	3	3
2,300-2,399.....	23	41	89	92	2	7		2
2,200-2,299.....	29	46	89	85	2	11	1	3
2,100-2,199.....	29	52	38	114	1	6		1
2,000-2,099.....	42	71	35	125		3		5
1,900-1,999.....	39	90	33	101		3		1
1,800-1,899.....	12	80	26	70		2		1
1,700-1,799.....	6	51	8	30		2		
1,600-1,699.....	12	64	6	32				
1,500-1,599.....	16	45	10	26	1			
1,400-1,499.....	3	26	1	12				
1,300-1,399.....	1	14		17				
Below \$1,300.....		18	2	1				
Total.....	573	714	3,581	1,549	594	417	625	300
Median.....	\$2,633	\$1,966	\$3,339	\$2,467	\$4,359	\$3,215	\$4,758	\$4,055
Arithmetic mean.....	\$2,726	\$2,004	\$3,631	\$2,637	\$4,665	\$3,330	\$5,254	\$4,047

¹ For population ranges, see Table 1, page 69.

than \$2,000. Of the 2,243 high-school principals, 1 in 3 receives \$4,000 or more per year; 1 in 10 receives less than \$2,000 annually.

The Research Division presents, in Tables 11 to 15, the detailed distributions for the salaries of superintendents, assistant superintendents, directors, supervisors, and various types of nonprofessional school employees.

In studying these tables it should be kept in mind that city organization for school administration and supervision varies widely. It might be inferred that few cities provide for a particular function when such is not the case. For example, assistant and associate superin-

tendents often exercise a wide range of functions. In some instances these officials may have been reported in terms of their major assignments such as "director of research" or "director of physical education." The present summary omits a number of the salaries reported for various types of supervisors, directors, and assistants. For these details with regard to specific cities attention is called to the *Special Salary Tabulations* mentioned on pages 88-90 of the present bulletin. For salary schedule provisions consult the Educational Research Service Circulars No. 1, January 1939 and No. 3, March 1939.

TABLE 10.—DISTRIBUTION OF SALARIES PAID PRINCIPALS IN CITIES UNDER 30,000 IN POPULATION IN 1938-39

Salary groups	Elementary-school principals						Junior high-school principals			High-school principals		
	Teaching			Supervising								
	Group III ¹	Group IV ¹	Group V ¹	Group III	Group IV	Group V	Group III	Group IV	Group V	Group III	Group IV	Group V
1	2	3	4	5	6	7	8	9	10	11	12	13
\$6,000 and over.....							1			3		2
5,500-5,999.....										5		
5,000-5,499.....				3	1		2	1		13	4	
4,800-4,999.....										4		
4,600-4,799.....				4		5				11	1	
4,400-4,599.....				3	1		5			17	4	
4,200-4,399.....	1			1	1	1	4			15	5	
4,000-4,199.....				11	1		4			28	8	2
3,800-3,999.....				8	1		6			31	6	
3,600-3,799.....				23	3	1	12	2		37	17	2
3,400-3,599.....	1			28	9	2	20	3		40	17	5
3,200-3,399.....	2			20	10		16	2	1	47	28	9
3,100-3,199.....		1		13	2		9	1		14	12	2
3,000-3,099.....	6	7		31	5	7	24	3		34	24	20
2,900-2,999.....	6	1		19	4		10		2	17	13	12
2,800-2,899.....			2	31	7	2	19	3		19	18	8
2,700-2,799.....	13	1	2	34	3	4	19	2		15	28	20
2,600-2,699.....	15	3		44	12	7	15	3	1	17	23	15
2,500-2,599.....	16	12	3	79	8	7	25	5	1	20	48	26
2,400-2,499.....	18	4	4	92	15	6	27	9	2	12	38	20
2,300-2,399.....	19	8	4	34	15	6	15	5	2	5	12	32
2,200-2,299.....	29	11	6	76	19	6	17	9	4	9	23	34
2,100-2,199.....	32	19	6	56	18	6	14	11	5	11	22	34
2,000-2,099.....	110	40	14	68	18	15	12	16	9	6	22	44
1,900-1,999.....	108	35	9	71	15	9	4	10	8	7	6	26
1,800-1,899.....	131	62	25	96	31	13	11	10	16	2	24	36
1,700-1,799.....	142	88	28	57	20	10	3	7	7	4	1	21
1,600-1,699.....	181	113	34	43	26	13	8	7	10	4	4	13
1,500-1,599.....	167	133	61	42	23	7	6	10	19		1	23
1,400-1,499.....	133	126	60	33	12	9	2	8	8	2	5	14
1,300-1,399.....	103	143	72	20	5	9		4	17	1		14
1,200-1,299.....	70	103	80	20	7	5	2	5	11		2	7
1,100-1,199.....	51	73	83	1	1	3		2	9	1		4
1,000-1,099.....	25	79	62		3	5		4	8		2	2
900-999.....	11	45	57			3			5		1	
800-899.....	1	4	31			2			3			1
700-799.....	1	7	10									
Below \$700.....		5	6									
Total.....	1,400	1,123	659	1,061	296	163	312	142	152	451	419	448
Median.....	\$1,676	\$1,481	\$1,301	\$2,231	\$2,028	\$1,928	\$2,667	\$2,025	\$1,579	\$3,309	\$2,597	\$2,156
Arithmetic mean....	\$1,724	\$1,514	\$1,355	\$2,317	\$2,159	\$2,055	\$2,757	\$2,073	\$1,651	\$3,373	\$2,724	\$2,211

¹ For population ranges, see Table 1, page 69.

TABLE 11.—DISTRIBUTION OF SALARIES PAID CERTAIN ADMINISTRATIVE AND SUPERVISORY OFFICERS IN CITIES
OVER 30,000 IN POPULATION IN 1938-39

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	Group II	Group I	Group II	Group I	Group II	Group I	Group II	Group I	Group II	Group I	Group II	Group I	Group II
\$15,000 and over	3	2	9	.....	.....	.....	.....	.....	1	.....	.....	.....	.....	.....
12,000-14,999	7	.....	34	.....	.....	.....	.....	.....	1	.....	.....	.....	.....	.....
10,000-11,999	11	6	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
9,000-9,999	12	4	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
8,000-8,999	14	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
7,500-7,999	14	11	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
7,000-7,499	7	19	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
6,500-6,999	7	28	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
6,000-6,499	6	34	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
5,500-5,999	1	26	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
5,000-5,499	.....	45	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
4,800-4,999	4	7	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
4,600-4,799	.....	5	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
4,400-4,599	.....	7	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
4,200-4,399	.....	3	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
4,000-4,199	4	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
3,800-3,999	.....	1	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
3,600-3,799	.....	2	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
3,400-3,599	.....	1	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
3,200-3,399	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
3,000-3,199	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
2,800-2,999	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
2,600-2,799	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
2,400-2,599	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
2,200-2,399	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
2,000-2,199	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
1,800-1,999	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
1,600-1,799	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
1,400-1,599	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
1,200-1,399	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
1,000-1,199	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Below \$1,000	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Total	86	213	221	65	71	107	64	89	100	127	236	272	190	174
Median	\$8,286	\$6,125	\$5,971	\$4,350	\$3,825	\$2,350	\$4,571	\$3,500	\$3,850	\$2,581	\$2,896	\$2,341	\$3,152	\$2,600
Arithmetic mean	\$9,061	\$6,380	\$6,820	\$4,423	\$4,049	\$2,406	\$4,927	\$3,640	\$4,410	\$2,738	\$3,124	\$2,464	\$3,472	\$2,623

¹ For population ranges, see Table 1, page 69.

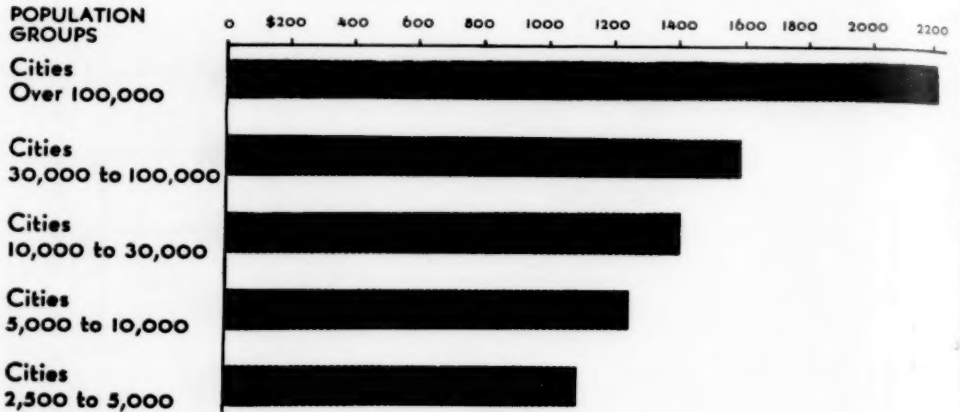
TABLE 12.—DISTRIBUTION OF SALARIES PAID CERTAIN ADMINISTRATIVE AND SUPERVISORY OFFICERS IN CITIES UNDER 30,000 IN POPULATION IN 1938-39

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	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	Group III	Group IV	Group V	Group VI	Group VII
\$7,000 and over.....	25	7	3																						
6,500-6,999.....	22	5	1																						
6,000-6,499.....	27	11	2																						
5,500-5,999.....	36	12	8																						
5,000-5,499.....	78	38	11																						
4,800-4,999.....	17	15	6																						
4,600-4,799.....	28	9	7																						
4,400-4,599.....	55	31	22	1																					
4,200-4,399.....	27	19	14	1																					
4,000-4,199.....	40	57	31	1																					
3,800-3,999.....	21	32	29	2																					
3,600-3,799.....	27	64	52	3																					
3,400-3,599.....	11	41	88	6																					
3,200-3,399.....	10	43	10	10																					
3,000-3,199.....		8	3	3																					
2,800-2,999.....	2	10	31	4																					
2,700-2,799.....	2	3	15	4																					
2,600-2,699.....		4	38	4																					
2,500-2,599.....		2	24	7																					
2,400-2,499.....		2	9	2																					
2,300-2,399.....		2	8	7																					
2,200-2,199.....		1	6	9																					
2,100-2,099.....	1	2	4	5																					
2,000-2,099.....			2	4																					
1,900-1,999.....			6	7																					
1,800-1,899.....			2	4																					
1,700-1,799.....			2	4																					
1,600-1,699.....			1	2																					
1,500-1,599.....			2	1																					
1,400-1,499.....			2	1																					
1,300-1,399.....			2	1																					
1,200-1,299.....			2	1																					
1,100-1,199.....			1	1																					
1,000-1,099.....			1	1																					
900-999.....			1	1																					
800-899.....			1	1																					
700-799.....			1	1																					
600-699.....			1	1																					
500-599.....			1	1																					
Below \$500.....			1	1																					
Total.....	438	485	590	214	207	196	127	46	26	430	278	204	287	190	133										
Median.....	\$4,700	\$3,780	\$3,244	\$1,286	\$658	\$-500	\$2,069	\$2,100	\$1,800	\$1,895	\$1,567	\$1,415	\$2,058	\$1,710	\$1,550										
Arithmetic mean.....	\$4,959	\$4,009	\$3,366	\$1,512	\$843	\$502	\$2,177	\$2,090	\$1,765	\$1,947	\$1,621	\$1,449	\$2,184	\$1,762	\$1,670										

¹ For population ranges, see Table 1, page 69.

FIGURE II

MEDIAN SALARIES PAID ELEMENTARY-SCHOOL TEACHERS IN CITIES, 1938-39

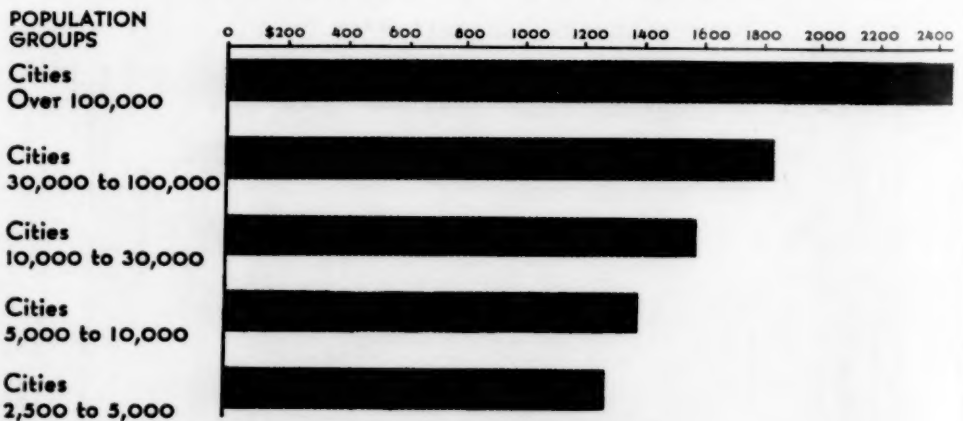


Research Division, National Education Association

For details consult Table 7 and Table 8.

FIGURE III

MEDIAN SALARIES PAID JUNIOR HIGH-SCHOOL TEACHERS IN CITIES, 1938-39

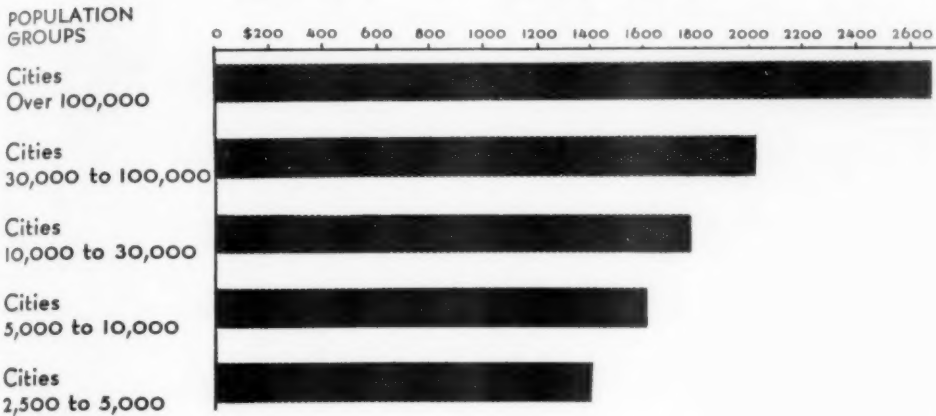


Research Division, National Education Association

For details consult Table 7 and Table 8.

FIGURE IV

MEDIAN SALARIES PAID HIGH-SCHOOL TEACHERS IN CITIES, 1938-39

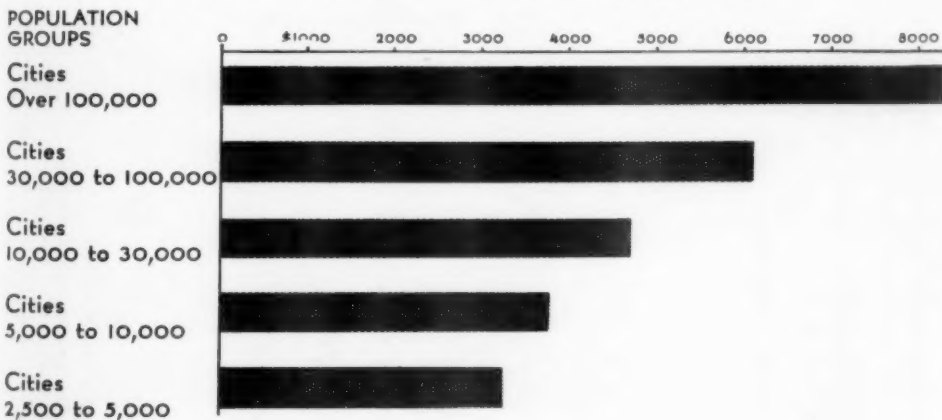


Research Division, National Education Association

For details consult Table 7 and Table 8.

FIGURE V

MEDIAN SALARIES PAID SUPERINTENDENTS OF SCHOOLS IN CITIES, 1938-39



Research Division, National Education Association

For details consult Table 11 and Table 12.

TABLE 13.—DISTRIBUTION OF SALARIES PAID SECRETARIAL AND CLERICAL EMPLOYEES IN 1938-39

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 ¹	Group II ¹	Group III ¹	Group IV ¹	Group V ¹	Group I ¹	Group II ¹	Group III ¹	Group IV ¹	Group V ¹
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
\$4,800 and over	2					19									
4,600-4,799	1					7									
4,400-4,599						18									
4,200-4,399	1					33									
4,000-4,199	1					58									
3,800-3,999	1					24									
3,600-3,799	4					120									
3,400-3,599	1					7									
3,200-3,399	3					13									
3,000-3,199	2					37									
2,800-2,999	2					282									
2,600-2,799	1					144									
2,400-2,599	1					83									
2,200-2,399	2					136									
2,000-2,199	4					160									
1,800-1,999	6					197									
1,600-1,799	9					298									
1,400-1,599	7					315									
1,200-1,399	2					255									
1,000-1,199	1					102									
900-999	1					79									
800-899	1					146									
700-799	1					259									
600-699	2					151									
500-599	1					92									
Below \$500						26									
Total	96	215	422	388	338	3,490	887	471	145	106	5,379	1,558	994	348	185
Median	\$2,075	\$1,668	\$1,357	\$1,092	\$921	\$1,590	\$1,247	\$1,067	\$958	\$759	\$1,299	\$966	\$862	\$783	\$709
Arithmetic mean	\$2,332	\$1,708	\$1,413	\$1,151	\$946	\$1,720	\$1,287	\$1,137	\$1,017	\$842	\$1,476	\$1,062	\$917	\$836	\$804

¹ For population ranges, see Table 1, page 69.

² For population groups I and II the figures given in this salary group are for salaries below \$800.

TABLE 14.—DISTRIBUTION OF SALARIES PAID OTHER SCHOOL EMPLOYEES
IN CITIES OVER 30,000 IN POPULATION IN 1938-39

Salary groups	Chief attend- ance 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.....	16		49						11		50	
3,800-3,999.....		1	1			1			5		15	
3,600-3,799.....	1	1			1				2	2	17	
3,400-3,599.....	4	1	1								15	
3,200-3,399.....	2	2	8					3	6		28	
3,000-3,199.....	5	7	230	1	3			8	7	4	72	2
2,900-2,999.....	5							7	1		13	
2,800-2,899.....	2	3	64		1	1		3	2	1	67	
2,700-2,799.....	4	6	7	1	1	1	2		3	2	84	
2,600-2,699.....	1	5	8	2	1	1					85	10
2,500-2,599.....		4	33	6			3		8	5	148	8
2,400-2,499.....	2	7	27	1	5	4	5	3	5	6	140	20
2,300-2,399.....	7	2	53	2	3	2	35	5	3	14	77	16
2,200-2,299.....	3	9	54				10	13	4	9	186	42
2,100-2,199.....	4	6	38	6	1	2	77	50	10	15	277	76
2,000-2,099.....	2	9	117	14	3	4	62	24	4	14	354	115
1,900-1,999.....	3	8	77	5	2	6	191	31	10	25	723	185
1,800-1,899.....	3	17	62	11	4	11	115	57	13	15	847	427
1,700-1,799.....		7	37	6	2	6	141	44	24	14	455	386
1,600-1,699.....	3	8	38	4	5	7	101	44	10	10	892	684
1,500-1,599.....	2	9	46	8	2	7	90	48	6	7	1,344	785
1,400-1,499.....	1	6	23	12	1	2	40	36	1	1	1,080	507
1,300-1,399.....	1	4	18	13	2	5	68	44	1	10	991	614
1,200-1,299.....		5	25	8	1	3	109	71	1	2	1,117	816
1,100-1,199.....		3	16	6			48	18			547	284
1,000-1,099.....		2	13	6		1	61	10		1	1,005	416
Below \$1,000.....		7	4	11		1	15	23		3	2,683	1,410
Total.....	71	139	1,049	123	38	66	1,173	543	137	160	13,312	6,803
Median.....	\$2,788	\$1,919	\$2,219	\$1,569	\$2,000	\$1,809	\$1,739	\$1,649	\$2,063	\$1,968	\$1,429	\$1,377
Arithmetic mean..	\$3,257	\$2,005	\$2,369	\$1,644	\$2,116	\$1,845	\$1,688	\$1,684	\$2,466	\$1,995	\$1,467	\$1,366

¹ For population ranges, see Table 1, page 69.

TABLE 15.—DISTRIBUTION OF SALARIES PAID OTHER SCHOOL EMPLOYEES
IN CITIES UNDER 30,000 IN POPULATION IN 1938-39

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	1		3		2
2,900-2,999.....	1				1		1	2	
2,800-2,899.....				1		1	3	1	2
2,700-2,799.....			1	2	1		4	1	
2,600-2,699.....	1			2			5	1	1
2,500-2,599.....				4	2		7	2	2
2,400-2,499.....	2			4	2	1	12	5	6
2,300-2,399.....	4			3	1	2	12	5	5
2,200-2,299.....	5			8	3	1	28	9	4
2,100-2,199.....	7			15	6		58	18	18
2,000-2,099.....	11	3		26	9	6	77	20	16
1,900-1,999.....	5	1		18	11	8	106	36	20
1,800-1,899.....	21	2		43	22	9	259	97	67
1,700-1,799.....	11	3	1	51	14	12	204	62	35
1,600-1,699.....	14	4	2	61	34	21	431	117	85
1,500-1,599.....	19	6	2	72	39	20	664	230	152
1,400-1,499.....	18	3	2	56	40	16	500	175	78
1,300-1,399.....	10	7	2	37	28	20	706	274	187
1,200-1,299.....	18	8	8	32	25	29	694	360	276
1,100-1,199.....	15	2		22	15	5	316	165	137
1,000-1,099.....	23	5	4	15	17	15	486	280	199
900-999.....	17	12	3	9	10	11	269	212	164
800-899.....	4	5	5	4	2	6	171	128	101
700-799.....	16	7	5	3	7	8	164	166	95
600-699.....	13	12	8	7	1	7	158	113	103
500-599.....	10	17	7	4		4	155	66	105
Below \$500.....	25	102	101	9	4	9	462	385	241
Total.....	271	199	152	509	295	212	5,955	2,930	2,101
Median.....	\$1,269	\$-500	\$-500	\$1,578	\$1,496	\$1,360	\$1,315	\$1,170	\$1,131
Arithmetic mean.....	\$1,301	\$745	\$652	\$1,573	\$1,505	\$1,351	\$1,274	\$1,135	\$1,119

¹ For population ranges, see Table 1, page 69.

Comparisons between Positions and Levels

Tables 16 and 17 present comparisons between median salaries on the basis of index numbers. In each city-size group the median salary of the elementary-school teacher group is taken as 100. Indexes have been computed for 1930-31 (the year when salaries were generally at their highest point) and for the current year 1938-39.

These indexes are most significant in the case of teaching and administrative positions found in a majority of school systems. Types of positions which occur only in the more finan-

cially able school systems are likely to show a high median salary as compared with other positions common to all school systems. In Group I we find that, taking the median salary of elementary-school teachers as 100, the ratio of other medians is as follows: junior high-school teachers, 111; senior high-school teachers, 121; elementary principals, 151; junior high-school principals, 197; senior high-school principals, 215; and superintendents of schools, 374. Other similar comparisons can be made in Table 16 and in Table 17.

TABLE 16.—MEDIAN SALARIES PAID AND INDEX RELATIONSHIPS IN CITIES OVER 30,000 IN POPULATION, 1930-31 AND 1938-39

Positions	Median salaries				Index of relationship, elementary teachers' salary=100			
	Group I		Group II		Group I		Group II	
	1930-31	1938-39	1930-31	1938-39	1930-31	1938-39	1930-31	1938-39
1	2	3	4	5	6	7	8	9
<i>Classroom teachers:</i>								
Kindergarten.....	\$2,077	\$2,208	\$1,609	\$1,647	98	100	100	104
Elementary school.....	2,118	2,217	1,609	1,584	100	100	100	100
Atypical classes.....	2,372	2,393	1,850	1,771	112	108	115	112
Junior high school.....	2,348	2,450	1,860	1,843	111	111	116	116
High school.....	2,731	2,672	2,111	2,029	129	121	131	128
Part-time or continuation school.....	2,695	2,198	2,166	2,065	127	99	135	130
Heads of departments in high school.....	3,436	3,512	2,575	2,604	162	158	160	164
<i>Deans:</i>								
Junior high school.....	3,092	3,107	2,367	2,317	146	140	147	146
High school.....	2,942	2,669	2,523	2,503	139	120	157	158
<i>Principals:</i>								
Elementary school								
Assistant principals.....	4,280	4,647	2,756	2,200	202	210	171	139
Teaching principals.....	2,436	2,633	2,011	1,966	115	119	125	124
Supervising principals.....	3,519	3,339	2,646	2,467	166	151	164	156
Junior high school								
Assistant principals.....	3,496	3,318	2,743	2,650	165	150	170	167
Principals.....	4,500	4,359	3,353	3,215	212	197	208	203
High school								
Assistant principals.....	5,544	3,992	3,053	3,069	262	180	190	194
Principals.....	5,100	4,758	4,281	4,055	241	215	266	256
Part-time or continuation school								
Principals.....	4,111	3,900	3,050	3,050	194	176	190	193
<i>Administrative and supervisory staff:</i>								
Superintendents of schools.....	10,000	8,286	6,758	6,125	472	374	420	387
Associate, assistant, or deputy superintendents..	6,527	5,971	4,587	4,350	308	269	285	275
Business managers.....	5,361	4,571	3,690	3,500	253	206	229	221
Directors, assistant directors, or supervisors of:								
Research, tests, and measurements.....	3,400	3,417	2,450	2,580	161	154	152	163
Vocational education.....	3,550	3,825	3,200	3,186	168	173	199	201
Physical education.....	3,100	3,152	2,479	2,600	146	142	154	164
Health.....	3,167	3,350	2,125	2,525	150	151	132	159
Evening schools.....	.....	2,875	1,033	-1,000	.....	130	64	-63
Americanization classes.....	3,240	2,950	2,933	2,325	153	133	182	147
Art.....	2,867	3,000	2,324	2,325	135	135	144	147
Music.....	2,909	2,896	2,375	2,341	137	131	148	148
Penmanship.....	2,933	2,889	2,300	2,488	138	130	143	157
Manual training or industrial arts.....	3,450	3,137	2,892	2,792	163	141	180	176
Home economics.....	3,219	3,240	2,300	2,289	152	146	143	145
Visual education.....	.....	3,167	.....	2,550	.....	143	.....	161
<i>Other school employees:</i>								
Secretarial and clerical employees:								
Secretaries to superintendents of schools....	2,329	2,075	1,815	1,668	110	94	113	105
Secretaries of boards of education.....	4,450	3,825	2,514	2,350	210	173	156	148
Clerks in principals' offices.....	1,281	1,299	1,046	-1,000	60	59	65	-63
Clerks in other administrative and supervisory offices.....	1,581	1,590	1,268	1,247	75	72	79	79
Superintendents of buildings and grounds.....	4,267	3,850	2,700	2,581	201	174	168	163
Head janitors.....	2,500	2,063	1,978	1,968	118	93	123	124
Janitors.....	1,541	1,429	1,444	1,377	73	64	90	87
Head nurses.....	2,138	2,000	1,973	1,809	101	90	123	114
Nurses.....	1,715	1,739	1,651	1,649	81	78	103	104
Chief attendance officers.....	3,125	2,788	2,033	1,919	148	126	126	121
Attendance officers.....	2,078	2,219	1,736	1,569	98	100	108	99

TABLE 17.—MEDIAN SALARIES PAID AND INDEX RELATIONSHIPS IN CITIES UNDER 30,000 IN POPULATION, 1930-31
AND 1938-39

Positions	Index of relationship, elementary teachers' salary=100															
	Median salaries				Group V				Group III				Group IV			
	1930-31	1938-39	1930-31	1938-39	1930-31	1938-39	1930-31	1938-39	1930-31	1938-39	1930-31	1938-39	1930-31	1938-39	1930-31	1938-39
1	2	3	4	5	6	7	8	9	10	11	12	13				
<i>Classroom teachers:</i>																
Elementary school ¹	\$1,428	\$1,405	\$1,303	\$1,251	\$1,162	\$1,096	100	100	100	100	100	100	100	100	100	100
Junior high school.....	1,619	1,589	1,494	1,387	1,360	1,283	113	113	115	111	117	117	117	117	117	117
High school.....	1,876	1,779	1,692	1,607	1,547	1,410	131	127	130	128	133	129	133	129	133	129
Part-time or continuation school.....	1,864	1,736	1,454	1,475	700	1,150	131	124	112	118	60	105	118	60	105	105
<i>Principals:</i>																
Teaching elementary school.....	1,742	1,676	1,583	1,481	1,409	1,301	122	119	121	118	121	119	118	121	119	119
Supervising elementary school.....	2,349	2,231	2,239	2,028	2,175	1,928	164	159	172	162	187	176	162	187	176	176
Junior high school.....	2,763	2,667	2,184	2,025	1,775	1,579	193	190	168	162	153	144	162	153	144	144
High school.....	3,613	3,309	2,825	2,597	2,403	2,156	253	236	217	208	207	197	208	207	207	197
<i>Administrative and supervisory staff:</i>																
Superintendents of schools.....	5,149	4,700	4,188	3,780	3,565	3,244	361	335	321	302	307	296	302	307	296	296
Assistant superintendents.....	2,950	2,875	3,300	2,600	.....	.....	224	207	208	208	.....	187	208	.....	.....	187
Business managers.....	3,200	2,650	2,500	2,175	.....	2,050	.....	189	192	174	.....	.....	174	.....	.....	.....
Directors, assistant directors, or supervisors of:																
Research, tests, and measurements.....	2,150	2,267	2,435	1,850	2,500	2,057	151	161	186	148	.....	.....	148	.....	.....	.....
Vocational education.....	3,017	2,481	2,350	2,093	1,756	1,550	211	177	180	167	215	188	180	167	215	188
Physical education.....	2,097	2,058	1,884	1,710	1,300	1,150	141	146	145	137	151	141	145	137	151	141
Health.....	1,767	1,700	1,588	1,550	1,300	1,150	124	121	122	124	127	125	122	124	127	125
Art.....	1,826	1,854	1,688	1,590	1,469	1,336	128	132	130	127	125	134	130	127	125	134
Music.....	1,943	1,895	1,729	1,567	1,439	1,415	136	135	133	125	124	129	125	124	129	129
Penmanship.....	1,888	1,733	1,579	1,350	1,275	950	132	123	121	108	110	87	121	108	110	87
Manual training or industrial arts.....	2,194	2,010	2,041	1,708	1,275	1,087	154	143	157	137	161	154	157	137	161	154
Home economics.....	1,718	1,647	1,613	1,435	1,526	1,298	124	117	124	115	131	118	124	115	131	118
<i>Other employees:</i>																
Secretaries to superintendents of schools.....	1,433	1,357	1,192	1,092	885	921	102	97	91	87	76	84	91	87	76	84
Secretaries of boards of education.....	1,250	1,286	558	658	500	500	88	92	43	53	45	46	43	53	45	46
Clerks in principals' offices.....	1,105	1,092	1,057	983	811	789	78	71	81	67	67	69	81	67	67	69
Clerks in other administrative or supervisory offices.....	1,113	1,092	1,057	983	811	789	78	71	81	67	67	69	81	67	67	69
Superintendents of buildings and grounds.....	2,175	2,069	1,900	2,100	1,800	1,552	147	147	146	168	185	164	146	168	185	164
Janitors.....	1,360	1,315	1,275	1,170	1,190	1,131	95	94	98	94	102	103	98	94	102	103
Nurses.....	1,762	1,578	1,641	1,490	1,546	1,360	123	112	126	119	133	124	126	119	133	124
Attendance officers.....	1,195	1,269	600	600	600	600	84	90	46	48	52	55	46	48	52	55

¹ Includes kindergarten teachers.

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 1938-39 will become available during April and May of 1939. 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 1938-39

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.			\$1,494	\$1,479	Camden, N. J.	\$1,805	\$1,805	\$1,919	\$1,802
Long Beach, Calif.	\$2,401	\$2,212	2,401	2,400	Elizabeth, N. J.	2,100	1,926	1,968	1,860
Los Angeles, Calif.	2,309	2,134	2,329	2,233	Jersey City, N. J.	1,550	1,650	2,162	2,263
Oakland, Calif.	2,448	2,400	2,458	2,392	Newark, N. J.	3,068	2,919	2,729	2,721
San Diego, Calif.	2,163	2,193	2,168	2,177	Peterson, N. J.	3,000	2,778	2,528	2,306
San Francisco, Calif.	2,025	2,091	2,527	2,342	Trenton, N. J.	2,050	1,986	2,042	1,940
Denver, Colo.	2,550	2,425	2,620	2,418	Albany, N. Y.	1,963	1,966	2,017	2,046
Bridgeport, Conn.	1,725	1,774	2,030	1,953	Buffalo, N. Y.	2,200	2,200	2,200	2,179
Hartford, Conn.	2,217	2,070	2,269	2,163	New York, N. Y.	3,326	3,063	3,336	3,214
New Haven, Conn.	1,824	1,712	1,855	1,819	Rochester, N. Y.	2,205	2,213	2,161	2,127
Wilmington, Del.	1,600	1,583	2,100	1,849	Syracuse, N. Y.	2,000	2,000	2,048	2,006
Washington, D. C.	2,246	2,194	2,233	2,136	Utica, N. Y.	2,000	2,000	2,054	2,064
Jacksonville, Fla.			1,280	1,263	Yonkers, N. Y.	2,890	2,915	3,082	3,032
Miami, Fla. ^a			1,539	1,485	Akron, Ohio			1,900 ^b	1,770
Atlanta, Ga.	1,767	1,693	1,925	1,790	Canton, Ohio			1,715	1,520
Peoria, Ill.	1,700	1,546	1,723	1,575	Cincinnati, Ohio	2,183	2,199	2,412	2,311
Evansville, Ind.	1,600	1,404	1,848	1,770	Cleveland, Ohio	2,368	2,110	2,480	2,377
Fort Wayne, Ind.	1,820	1,750	1,811	1,758	Columbus, Ohio			1,800	1,773
Gary, Ind.	1,693	1,756	1,672	1,659	Dayton, Ohio ^c			1,817	1,688
Indianapolis, Ind.			1,895	1,839	Toledo, Ohio	2,125	2,078	2,103	1,992
South Bend, Ind.	1,757	1,628	1,769	1,740	Youngstown, Ohio			1,907	1,768
Des Moines, Iowa	1,844	1,810	1,744	1,732	Oklahoma City, Okla.	1,440	1,512	1,438	1,504
Kansas City, Kans.	1,417	1,412	1,715	1,583	Tulsa, Okla.	1,607	1,554	1,812	1,735
Wichita, Kans.	1,457	1,475	1,762	1,685	Portland, Ore.	1,600	1,633	1,966	1,962
Louisville, Ky.	1,671	1,646	1,603	1,556	Erie, Pa.	1,881	1,817	1,882	1,839
New Orleans, La.	1,617	1,593	1,649	1,670	Philadelphia, Pa.	d	d	2,200 ^d	2,144 ^d
Baltimore, Md.	1,908	1,875	1,814	1,790	Pittsburgh, Pa.	2,242	2,167	2,237	2,139
Boston, Mass.	1,959	1,956	2,339	2,307	Reading, Pa.	2,013	1,812	2,054	1,985
Fall River, Mass.	1,405	1,261	1,452	1,451	Scranton, Pa.	1,867	1,843	1,937	1,878
Lowell, Mass.	1,446	1,443	1,555	1,570	Providence, R. I.	2,202	1,763	2,040	1,811
Lynn, Mass.			1,925	1,801	Knoxville, Tenn.			1,409	1,321
New Bedford, Mass.	1,543	1,481	1,543	1,498	Nashville, Tenn.			1,273	1,285
Somerville, Mass.	1,775	1,700	2,010	1,859	Dallas, Texas			1,744	1,680
Springfield, Mass.	2,069	2,016	2,061	2,009	El Paso, Texas.	1,300	1,330	1,365	1,350
Worcester, Mass.	2,035	1,871	2,050	1,942	Fort Worth, Texas.			1,612	1,454
Detroit, Mich.	2,400	2,169	2,412	2,204	Houston, Texas.	1,613	1,468	1,869	1,806
Flint, Mich.	1,288	1,330	1,449	1,433	San Antonio, Texas.			1,552	1,521
Grand Rapids, Mich.	1,638	1,568	1,657	1,601	Salt Lake City, Utah	1,530	1,466	1,728	1,633
Duluth, Minn.	1,629	1,665	1,696	1,728	Norfolk, Va.			1,371	1,257
Minneapolis, Minn.	2,102	1,949	2,139	2,097	Richmond, Va.			1,800	1,725
St. Paul, Minn.	1,655	1,682	1,652	1,665	Seattle, Wash.	d	d	2,335 ^e	2,325 ^e
Kansas City, Mo.	1,689	1,640	1,695	1,671	Spokane, Wash.			1,980	1,959
St. Louis, Mo.	2,700	2,543	2,700	2,309	Tacoma, Wash.			1,864	1,833
Omaha, Nebr.	1,523	1,419	1,519	1,424	Milwaukee, Wis.	2,437	2,313	2,450	2,365

^a Dade County including Miami.

^b Excludes teachers engaged in special services.

^c Figured on the basis of a nine months' school term.

^d Kindergarten teachers are included in elementary teachers.

^e Includes kindergarten and atypical teachers.

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, 1937, and 1939; (c) the median salary paid in 1939; (d) the number of employees in each type of position; and (e) a distribution of salaries paid in 1939.

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

TABLE 19.—MEDIAN AND ARITHMETIC MEAN SALARIES PAID JUNIOR AND SENIOR HIGH-SCHOOL TEACHERS BY CITIES OVER 100,000 IN POPULATION IN 1938-39

City	Junior high-school teachers		Senior high-school teachers*		City	Junior high-school teachers		Senior high-school teachers*	
	Median	Mean	Median	Mean		Median	Mean	Median	Mean
1	2	3	4	5	6	7	8	9	10
Birmingham, Ala.			\$1,793	\$1,687	Camden, N. J.	\$2,233	\$2,080	\$2,485	\$2,301
Long Beach, Calif.	\$2,910	\$2,865	2,910	2,831	Elizabeth, N. J.	2,167	2,183	2,600	2,513
Los Angeles, Calif.	2,813	2,621	2,907	2,671	Jersey City, N. J.			3,355	3,073
Oakland, Calif.	2,819	2,631	2,833	2,640	Newark, N. J.	2,172	2,654	3,240	3,260
San Diego, Calif.	2,516	2,417	2,807 ^a	2,552 ^a	Paterson, N. J.			3,050	2,927
San Francisco, Calif.	2,389	2,383	3,204	2,892	Trenton, N. J.	2,244	2,242	3,100	2,933
Denver, Colo.	2,825	2,532	2,843	2,636	Albany, N. Y.	2,369	2,359	2,404	2,370
Bridgeport, Conn.	2,200	2,088	2,356	2,266	Buffalo, N. Y.			2,619	2,452
Hartford, Conn.	2,300	2,243	3,256	3,140	New York, N. Y.	3,830	3,618	4,455	3,908
New Haven, Conn.	2,100	2,053	2,461	2,506	Rochester, N. Y.	d	d	2,687 ^d	2,678 ^d
Wilmington, Del.	1,856	1,811	2,050	2,058	Syracuse, N. Y.	2,400	2,349	2,400	2,400
Washington, D. C.	2,451 ^b	2,412 ^b	2,841	2,792	Utica, N. Y.			2,440	2,418
Jacksonville, Fla.	1,364	1,339	1,302	1,305	Yonkers, N. Y.	3,619	3,300	3,876	3,460
Miami, Fla. ^c	1,616	1,557	1,612	1,562	Akron, Ohio			1,976 ^e	2,010 ^e
Atlanta, Ga.	2,402	2,313	2,457	2,332	Canton, Ohio	d	d	2,209 ^d	2,012 ^d
Peoria, Ill.					Cincinnati, Ohio	2,528	2,411	2,823	2,672
Evansville, Ind.	1,721	1,652	2,065	2,082	Cleveland, Ohio	2,738	2,408	3,191	3,019
Fort Wayne, Ind.			2,221	2,107	Columbus, Ohio	2,331	2,180	2,337	2,217
Gary, Ind.			2,463	2,374	Dayton, Ohio ^b	2,042	1,957	2,439 ⁱ	2,338 ⁱ
Indianapolis, Ind.			2,140	2,053	Toledo, Ohio	2,271	2,143	2,439	2,360
			2,185	2,136	Youngstown, Ohio	2,429	2,415	2,943 ^a	2,698 ^a
South Bend, Ind.	1,863	1,878	2,320	2,231	Oklahoma City, Okla.	1,398	1,493	1,925	1,874
Des Moines, Iowa	1,807	1,836	1,987	1,947	Tulsa, Okla.	1,824	1,822	1,861	1,952
Kansas City, Kans.	1,905	1,747	2,100	2,053	Portland, Ore.			2,124	1,976
Wichita, Kans.	1,837	1,791	1,857	1,792	Erie, Pa.	2,150	2,095	2,311	2,264
Louisville, Ky.	1,810	1,763	2,267	2,191	Philadelphia, Pa.	2,800	2,723	3,251 ^j	3,189 ^j
New Orleans, La.			2,230	1,943	Pittsburgh, Pa.	2,832	2,722	3,271 ^b	3,269 ^b
Baltimore, Md.	2,057	1,995	2,737	2,588	Reading, Pa.	2,304	2,233	2,539	2,494
Boston, Mass.	2,443	2,423	3,055	3,082	Scranton, Pa.	2,229	2,088	2,175	2,082
Fall River, Mass.	1,745	1,725	1,904	1,778	Providence, R. I.	2,402	2,072	2,661	2,427
Lowell, Mass.	1,854	1,881	1,971	2,144	Knoxville, Tenn.	1,533	1,509	1,675	1,668
Lynn, Mass.	2,150	2,170	2,367	2,447	Nashville, Tenn.	1,352	1,364	1,746	1,742
New Bedford, Mass.	1,908	1,867	2,232	2,231	Dallas, Texas	1,858	1,808	2,314	2,221
Somerville, Mass.	2,102	2,016	2,156	2,131	El Paso, Texas			1,529	1,542
Springfield, Mass.	2,399	2,378	2,972	2,849	Fort Worth, Texas	1,473	1,456	1,900	1,684
Worcester, Mass.	2,516	2,285	2,768	2,767	Houston, Texas	1,825	1,793	2,163	1,991
Detroit, Mich.	2,868	2,871	2,870	2,842	San Antonio, Texas	1,636	1,627	1,678	1,704
Flint, Mich.	1,596 ^b	1,602 ^b	1,683	1,691	Salt Lake City, Utah			1,989	1,786
Grand Rapids, Mich.	d	d	2,189 ^d	2,148 ^d	Norfolk, Va.	1,548	1,526	1,500	1,503
Duluth, Minn.	1,957	1,903	2,194	2,058	Richmond, Va.	2,103	2,013	2,224	2,137
Minneapolis, Minn.	2,148	2,118	2,501 ^a	2,272 ^a	Seattle, Wash.	2,647	2,467	2,676	2,511
St. Paul, Minn.	2,222	2,121	2,237	2,200	Spokane, Wash.	2,117	2,067	2,209	2,204
Kansas City, Mo.	1,941	1,972	2,199 ^a	2,177 ^a	Tacoma, Wash.	1,988	1,863	2,005	1,933
St. Louis, Mo.	1,600	2,035	3,691 ^b	3,313 ^b	Milwaukee, Wis.	2,424 ^a	2,247 ^a	2,655 ⁱ	2,614 ⁱ
Omaha, Nebr.			1,800 ^f	1,660 ^f					

* Excludes vocational school teachers unless otherwise noted.

^a Includes junior-senior high-school teachers.

^b Includes vocational school teachers.

^c Dade County including Miami.

^d Junior high-school teachers are included in high-school teachers.

^e Includes junior college and teachers college.

^f Includes heads of departments.

^g Excludes teachers engaged in special services.

^h Figured on the basis of a nine months' school term.

ⁱ Includes cooperative high-school teachers who teach 11 months.

^j Includes normal school teachers.

^k Includes junior trade school teachers.

^l Includes boys and girls technical schools and junior-senior high-school teachers.

I-B Supervisory officers. Shows the salary paid in 1939 to each administrative and supervisory school officer in cities over 100,000 population.

Table 20 illustrates the type of information carried by these tabulations. Tabulations for earlier years may also be obtained by those wishing to study trends in particular cities.

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

State and District	1950										1951										1952										1953										1954										1955										1956										1957										1958										1959										1960										1961										1962										1963										1964										1965										1966										1967										1968										1969										1970										1971										1972										1973										1974										1975										1976										1977										1978										1979										1980										1981										1982										1983										1984										1985										1986										1987										1988										1989										1990										1991										1992										1993										1994										1995										1996										1997										1998										1999										2000										2001										2002										2003										2004										2005										2006										2007										2008										2009										2010										2011										2012										2013										2014										2015										2016										2017										2018										2019										2020										2021										2022										2023										2024										2025										2026										2027										2028										2029										2030										2031										2032										2033										2034										2035										2036										2037										2038										2039										2040										2041										2042										2043										2044										2045										2046										2047										2048										2049										2050										2051										2052										2053										2054										2055										2056										2057										2058										2059										2060										2061										2062										2063										2064										2065										2066										2067										2068										2069										2070										2071										2072										2073										2074										2075										2076										2077										2078										2079										2080										2081										2082										2083										2084										2085										2086										2087										2088										2089										2090										2091										2092										2093										2094										2095										2096										2097										2098										2099										2100										2101										2102										2103										2104										2105										2106										2107										2108										2109										2110										2111										2112										2113										2114										2115										2116										2117										2118										2119										2120										2121										2122										2123										2124										2125										2126										2127										2128										2129										2130										2131										2132										2133										2134										2135										2136										2137										2138										2139										2140										2141										2142										2143										2144										2145										2146										2147										2148										2149										2150										2151										2152										2153										2154										2155										2156										2157										2158										2159										2160										2161										2162										2163										2164										2165										2166										2167										2168										2169										2170										2171										2172										2173										2174										2175										2176										2177										2178										2179										2180										2181										2182										2183										2184										2185										2186										2187										2188										2189										2190										2191										2192										2193										2194										2195										2196										2197										2198										2199										2200										2201										2202										2203										2204										2205										2206										2207										2208										2209										2210										2211										2212										2213										2214										2215										2216										2217										2218										2219										2220										2221										2222										2223										2224										2225										2226										2227										2228										2229										2230										2231										2232										2233										2234										2235										2236										2237										2238										2239										2240									
--------------------	------	--	--	--	--	--	--	--	--	--	------	--	--	--	--	--	--	--	--	--	------	--	--	--	--	--	--	--	--	--	------	--	--	--	--	--	--	--	--	--	------	--	--	--	--	--	--	--	--	--	------	--	--	--	--	--	--	--	--	--	------	--	--	--	--	--	--	--	--	--	------	--	--	--	--	--	--	--	--	--	------	--	--	--	--	--	--	--	--	--	------	--	--	--	--	--	--	--	--	--	------	--	--	--	--	--	--	--	--	--	------	--	--	--	--	--	--	--	--	--	------	--	--	--	--	--	--	--	--	--	------	--	--	--	--	--	--	--	--	--	------	--	--	--	--	--	--	--	--	--	------	--	--	--	--	--	--	--	--	--	------	--	--	--	--	--	--	--	--	--	------	--	--	--	--	--	--	--	--	--	------	--	--	--	--	--	--	--	--	--	------	--	--	--	--	--	--	--	--	--	------	--	--	--	--	--	--	--	--	--	------	--	--	--	--	--	--	--	--	--	------	--	--	--	--	--	--	--	--	--	------	--	--	--	--	--	--	--	--	--	------	--	--	--	--	--	--	--	--	--	------	--	--	--	--	--	--	--	--	--	------	--	--	--	--	--	--	--	--	--	------	--	--	--	--	--	--	--	--	--	------	--	--	--	--	--	--	--	--	--	------	--	--	--	--	--	--	--	--	--	------	--	--	--	--	--	--	--	--	--	------	--	--	--	--	--	--	--	--	--	------	--	--	--	--	--	--	--	--	--	------	--	--	--	--	--	--	--	--	--	------	--	--	--	--	--	--	--	--	--	------	--	--	--	--	--	--	--	--	--	------	--	--	--	--	--	--	--	--	--	------	--	--	--	--	--	--	--	--	--	------	--	--	--	--	--	--	--	--	--	------	--	--	--	--	--	--	--	--	--	------	--	--	--	--	--	--	--	--	--	------	--	--	--	--	--	--	--	--	--	------	--	--	--	--	--	--	--	--	--	------	--	--	--	--	--	--	--	--	--	------	--	--	--	--	--	--	--	--	--	------	--	--	--	--	--	--	--	--	--	------	--	--	--	--	--	--	--	--	--	------	--	--	--	--	--	--	--	--	--	------	--	--	--	--	--	--	--	--	--	------	--	--	--	--	--	--	--	--	--	------	--	--	--	--	--	--	--	--	--	------	--	--	--	--	--	--	--	--	--	------	--	--	--	--	--	--	--	--	--	------	--	--	--	--	--	--	--	--	--	------	--	--	--	--	--	--	--	--	--	------	--	--	--	--	--	--	--	--	--	------	--	--	--	--	--	--	--	--	--	------	--	--	--	--	--	--	--	--	--	------	--	--	--	--	--	--	--	--	--	------	--	--	--	--	--	--	--	--	--	------	--	--	--	--	--	--	--	--	--	------	--	--	--	--	--	--	--	--	--	------	--	--	--	--	--	--	--	--	--	------	--	--	--	--	--	--	--	--	--	------	--	--	--	--	--	--	--	--	--	------	--	--	--	--	--	--	--	--	--	------	--	--	--	--	--	--	--	--	--	------	--	--	--	--	--	--	--	--	--	------	--	--	--	--	--	--	--	--	--	------	--	--	--	--	--	--	--	--	--	------	--	--	--	--	--	--	--	--	--	------	--	--	--	--	--	--	--	--	--	------	--	--	--	--	--	--	--	--	--	------	--	--	--	--	--	--	--	--	--	------	--	--	--	--	--	--	--	--	--	------	--	--	--	--	--	--	--	--	--	------	--	--	--	--	--	--	--	--	--	------	--	--	--	--	--	--	--	--	--	------	--	--	--	--	--	--	--	--	--	------	--	--	--	--	--	--	--	--	--	------	--	--	--	--	--	--	--	--	--	------	--	--	--	--	--	--	--	--	--	------	--	--	--	--	--	--	--	--	--	------	--	--	--	--	--	--	--	--	--	------	--	--	--	--	--	--	--	--	--	------	--	--	--	--	--	--	--	--	--	------	--	--	--	--	--	--	--	--	--	------	--	--	--	--	--	--	--	--	--	------	--	--	--	--	--	--	--	--	--	------	--	--	--	--	--	--	--	--	--	------	--	--	--	--	--	--	--	--	--	------	--	--	--	--	--	--	--	--	--	------	--	--	--	--	--	--	--	--	--	------	--	--	--	--	--	--	--	--	--	------	--	--	--	--	--	--	--	--	--	------	--	--	--	--	--	--	--	--	--	------	--	--	--	--	--	--	--	--	--	------	--	--	--	--	--	--	--	--	--	------	--	--	--	--	--	--	--	--	--	------	--	--	--	--	--	--	--	--	--	------	--	--	--	--	--	--	--	--	--	------	--	--	--	--	--	--	--	--	--	------	--	--	--	--	--	--	--	--	--	------	--	--	--	--	--	--	--	--	--	------	--	--	--	--	--	--	--	--	--	------	--	--	--	--	--	--	--	--	--	------	--	--	--	--	--	--	--	--	--	------	--	--	--	--	--	--	--	--	--	------	--	--	--	--	--	--	--	--	--	------	--	--	--	--	--	--	--	--	--	------	--	--	--	--	--	--	--	--	--	------	--	--	--	--	--	--	--	--	--	------	--	--	--	--	--	--	--	--	--	------	--	--	--	--	--	--	--	--	--	------	--	--	--	--	--	--	--	--	--	------	--	--	--	--	--	--	--	--	--	------	--	--	--	--	--	--	--	--	--	------	--	--	--	--	--	--	--	--	--	------	--	--	--	--	--	--	--	--	--	------	--	--	--	--	--	--	--	--	--	------	--	--	--	--	--	--	--	--	--	------	--	--	--	--	--	--	--	--	--	------	--	--	--	--	--	--	--	--	--	------	--	--	--	--	--	--	--	--	--	------	--	--	--	--	--	--	--	--	--	------	--	--	--	--	--	--	--	--	--	------	--	--	--	--	--	--	--	--	--	------	--	--	--	--	--	--	--	--	--	------	--	--	--	--	--	--	--	--	--	------	--	--	--	--	--	--	--	--	--	------	--	--	--	--	--	--	--	--	--	------	--	--	--	--	--	--	--	--	--	------	--	--	--	--	--	--	--	--	--	------	--	--	--	--	--	--	--	--	--	------	--	--	--	--	--	--	--	--	--	------	--	--	--	--	--	--	--	--	--	------	--	--	--	--	--	--	--	--	--	------	--	--	--	--	--	--	--	--	--	------	--	--	--	--	--	--	--	--	--	------	--	--	--	--	--	--	--	--	--	------	--	--	--	--	--	--	--	--	--	------	--	--	--	--	--	--	--	--	--	------	--	--	--	--	--	--	--	--	--	------	--	--	--	--	--	--	--	--	--	------	--	--	--	--	--	--	--	--	--	------	--	--	--	--	--	--	--	--	--	------	--	--	--	--	--	--	--	--	--	------	--	--	--	--	--	--	--	--	--	------	--	--	--	--	--	--	--	--	--	------	--	--	--	--	--	--	--	--	--	------	--	--	--	--	--	--	--	--	--	------	--	--	--	--	--	--	--	--	--	------	--	--	--	--	--	--	--	--	--	------	--	--	--	--	--	--	--	--	--	------	--	--	--	--	--	--	--	--	--	------	--	--	--	--	--	--	--	--	--	------	--	--	--	--	--	--	--	--	--	------	--	--	--	--	--	--	--	--	--	------	--	--	--	--	--	--	--	--	--	------	--	--	--	--	--	--	--	--	--	------	--	--	--	--	--	--	--	--	--	------	--	--	--	--	--	--	--	--	--	------	--	--	--	--	--	--	--	--	--	------	--	--	--	--	--	--	--	--	--	------	--	--	--	--	--	--	--	--	--	------	--	--	--	--	--	--	--	--	--	------	--	--	--	--	--	--	--	--	--	------	--	--	--	--	--	--	--	--	--	------	--	--	--	--	--	--	--	--	--	------	--	--	--	--	--	--	--	--	--	------	--	--	--	--	--	--	--	--	--	------	--	--	--	--	--	--	--	--	--	------	--	--	--	--	--	--	--	--	--	------	--	--	--	--	--	--	--	--	--	------	--	--	--	--	--	--	--	--	--	------	--	--	--	--	--	--	--	--	--	------	--	--	--	--	--	--	--	--	--	------	--	--	--	--	--	--	--	--	--	------	--	--	--	--	--	--	--	--	--	------	--	--	--	--	--	--	--	--	--	------	--	--	--	--	--	--	--	--	--	------	--	--	--	--	--	--	--	--	--	------	--	--	--	--	--	--	--	--	--	------	--	--	--	--	--	--	--	--	--	------	--	--	--	--	--	--	--	--	--	------	--	--	--	--	--	--	--	--	--	------	--	--	--	--	--	--	--	--	--	------	--	--	--	--	--	--	--	--	--	------	--	--	--	--	--	--	--	--	--	------	--	--	--	--	--	--	--	--	--	------	--	--	--	--	--	--	--	--	--	------	--	--	--	--	--	--	--	--	--	------	--	--	--	--	--	--	--	--	--	------	--	--	--	--	--	--	--	--	--	------	--	--	--	--	--	--	--	--	--	------	--	--	--	--	--	--	--	--	--	------	--	--	--	--	--	--	--	--	--	------	--	--	--	--	--	--	--	--	--	------	--	--	--	--	--	--	--	--	--	------	--	--	--	--	--	--	--	--	--	------	--	--	--	--	--	--	--	--	--	------	--	--	--	--	--	--	--	--	--	------	--	--	--	--	--	--	--	--	--	------	--	--	--	--	--	--	--	--	--	------	--	--	--	--	--	--	--	--	--	------	--	--	--	--	--	--	--	--	--	------	--	--	--	--	--	--	--	--	--	------	--	--	--	--	--	--	--	--	--	------	--	--	--	--	--	--	--	--	--	------	--	--	--	--	--	--	--	--	--	------	--	--	--	--	--	--	--	--	--	------	--	--	--	--	--	--	--	--	--	------	--	--	--	--	--	--	--	--	--	------	--	--	--	--	--	--	--	--	--	------	--	--	--	--	--	--	--	--	--	------	--	--	--	--	--	--	--	--	--	------	--	--	--	--	--	--	--	--	--	------	--	--	--	--	--	--	--	--	--	------	--	--	--	--	--	--	--	--	--	------	--	--	--	--	--	--	--	--	--	------	--	--	--	--	--	--	--	--	--	------	--	--	--	--	--	--	--	--	--	------	--	--	--	--	--	--	--	--	--	------	--	--	--	--	--	--	--	--	--	------	--	--	--	--	--	--	--	--	--	------	--	--	--	--	--	--	--	--	--	------	--	--	--	--	--	--	--	--	--	------	--	--	--	--	--	--	--	--	--	------	--	--	--	--	--	--	--	--	--	------	--	--	--	--	--	--	--	--	--	------	--	--	--	--	--	--	--	--	--	------	--	--	--	--	--	--	--	--	--	------	--	--	--	--	--	--	--	--	--	------	--	--	--	--	--	--	--	--	--	------	--	--	--	--	--	--	--	--	--	------	--	--	--	--	--	--	--	--	--	------	--	--	--	--	--	--	--	--	--	------	--	--	--	--	--	--	--	--	--	------	--	--	--	--	--	--	--	--	--	------	--	--	--	--	--	--	--	--	--	------	--	--	--	--	--	--	--	--	--	------	--	--	--	--	--	--	--	--	--	------	--	--	--	--	--	--	--	--	--	------	--	--	--	--	--	--	--	--	--	------	--	--	--	--	--	--	--	--	--	------	--	--	--	--	--	--	--	--	--	------	--	--	--	--	--	--	--	--	--	------	--	--	--	--	--	--	--	--	--	------	--	--	--	--	--	--	--	--	--	------	--	--	--	--	--	--	--	--	--	------	--	--	--	--	--	--	--	--	--	------	--	--	--	--	--	--	--	--	--	------	--	--	--	--	--	--	--	--	--	------	--	--	--	--	--	--	--	--	--	------	--	--	--	--	--	--	--	--	--	------	--	--	--	--	--	--	--	--	--	------	--	--	--	--	--	--	--	--	--	------	--	--	--	--	--	--	--	--	--	------	--	--	--	--	--	--	--	--	--	------	--	--	--	--	--	--	--	--	--	------	--	--	--	--	--	--	--	--	--	------	--	--	--	--	--	--	--	--	--	------	--	--	--	--	--	--	--	--	--	------	--	--	--	--	--	--	--	--	--	------	--	--	--	--	--	--	--	--	--	------	--	--	--	--	--	--	--	--	--	------	--	--	--	--	--	--	--	--	--	------	--	--	--	--	--	--	--	--	--	------	--	--	--	--	--	--	--	--	--	------	--	--	--	--	--	--	--	--	--	------	--	--	--	--	--	--	--	--	--	------	--	--	--	--	--	--	--	--	--	------	--	--	--	--	--	--	--	--	--	------	--	--	--	--	--	--	--	--	--	------	--	--	--	--	--	--	--	--	--	------	--	--	--	--	--	--	--	--	--	------	--	--	--	--	--	--	--	--	--	------	--	--	--	--	--	--	--	--	--	------	--	--	--	--	--	--	--	--	--	------	--	--	--	--	--	--	--	--	--	------	--	--	--	--	--	--	--	--	--	------	--	--	--	--	--	--	--	--	--	------	--	--	--	--	--	--	--	--	--	------	--	--	--	--	--	--	--	--	--	------	--	--	--	--	--	--	--	--	--	------	--	--	--	--	--	--	--	--	--	------	--	--	--	--	--	--	--	--	--	------	--	--	--	--	--	--	--	--	--	------	--	--	--	--	--	--	--	--	--	------	--	--	--	--	--	--	--	--	--	------	--	--	--	--	--	--	--	--	--

Supplement—Certain Data on Rural Teachers' Salaries

The data presented in the first six columns of Table 21 were supplied by state departments of education. Comparisons between states can be made only within the limits imposed by

columns 2, 3, 4, and 5. Column 7 of this table was taken from *Statistics of State School Systems, 1935-36*, prepared by the federal Office of Education.

TABLE 21.—SALARIES PAID RURAL TEACHERS BY STATES

State	Year	Definition of rural ^a	Groups of teachers	Type of measure	Annual salary	Average annual salary of rural supervisors, principals, and teachers in 1935-36 as reported by federal Office of Education
1	2	3	4	5	6	7
Alabama	1934-35	According to census ^a	Elementary White Negro High school White Negro All teachers White Negro	Mean " " " " " " "	\$531.00 225.00 823.00 443.00 621.00 249.00	\$526
Arizona						1,375
Arkansas	1935-36	According to census ^a	Elementary Men white Women white Men negro Women negro High school Men white Women white Men negro Women negro	Mean " " " " " " " " "	422.00 429.00 325.00 240.00 694.00 533.00 666.00 360.00	430
California						1,240
Colorado						916
Connecticut	1936-37	According to census ^a	Elementary Men Women All teachers Junior high Men Women All teachers High school Men Women All teachers	Mean " " " " " " " " " " " "	1,108.50 1,096.34 1,096.57 1,550.00 1,550.00 1,446.48 1,319.75 1,360.24	1,494
Delaware	1937-38	Towns under 2,000 population	Elementary White Negro High school White Negro All teachers White Negro	Mean " " " " " " "	1,277.00 1,224.00 1,493.00 1,679.00 1,347.00 1,238.00	1,360
Florida	1937-38	Counties having no cities with 2,500 or more population	White teachers Negro teachers	Mean "	862.01 ^b 443.90 ^b	905
Georgia	1935-36	According to census ^a	Elementary White Negro High school White Negro	Mean " " " "	605.19 246.03 1,008.74 605.95	480
Idaho						834
Illinois						936
Indiana	1935-36	Township	All rural teachers	Median	912.69	1,080
Iowa	1936-37	Open country—non-high-school districts	All rural teachers	"	516.00	689

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

1	2	3	4	5	6	7
Kansas.....	1936-37	Not reported	One-teacher elementary schools			\$675
			Men	Mean	\$492.00	
			Women	"	469.00	
			Two-or-more-teacher schools (elementary only)			
			Men	"	699.00	
			Women	"	655.00	
			Two-or-more-teacher schools (both elementary and high schools)			
			Men (elementary)	"	734.00	
			Women	"	700.00	
			Men (jr. high school)	"	970.00	
			Women	"	804.00	
			Men (high school)	"	1,081.00	
			Women	"	885.00	
			Rural high schools			
			Men	"	1,095.00	
			Women	"	919.00	
Kentucky.....	1937-38	According to census*	Elementary			629
			Men white	Median	558.00	
			Women white	"	587.00	
			Men negro	"	627.00	
			Women negro	"	622.00	
			High school			
			Men white	"	1,011.00	
			Women white	"	848.00	
			Men negro	"	929.00	
			Women negro	"	810.00	
Louisiana.....	1936-37	According to census*	Elementary			716
			White	Median	854.00	
			Negro	"	322.00	
			High school			
			White	"	1,273.00	
			Negro	"	607.00	
			All rural schools			
			White	"	990.00	
			Negro	"	340.00	
Maine.....	1937-38	One-room schools	All teachers	"	530.00 ^c	612
Maryland.....	1936-37	All schools under county superintendents ^d	Elementary—White			1,188
			One-teacher schools	Mean	1,098.00	
			Two-teacher schools	"	1,170.00	
			Three-or-more-teacher schools	"	1,282.00	
			All elementary white	"	1,248.00	
			Elementary—negro	"	646.00	
			High school			
			White	"	1,474.00	
			Negro	"	812.00	
Massachusetts....	1938	Towns of less than 2,500 ^e population not maintaining high schools	Elementary and junior-high school teachers ^b	Mean	1,145.00 ^d	968
Michigan.....	1936-37	According to census*	Communities 500 to 1,000			908
			Men	Mean	1,269.14	
			Women	"	983.33	
			All teachers	"	1,069.83	
			Communities 1,000 to 2,500			
			Men	"	1,217.80	
			Women	"	1,068.24	
			All teachers	"	1,111.71	
Minnesota.....	1937-38	According to census*	Elementary			691
			Ungraded	Median	608 ^a	
			Graded	"	855 ^c	
			High school	"	1,049 ^c	
Mississippi.....	1936-37	According to census*	All teachers			520
			White	Mean	458.00	
			Negro	"	150.00	
Missouri.....	1938-39	Rural districts not maintaining high school	Men white	Mean	648.00	664
			Women white	"	614.00	
			Men negro	"	520.00	
			Women negro	"	500.00	
Montana.....	1937-38	Districts with less than 1,000 population	One-teacher elementary schools	Mean	680.00	935
			Two-teacher elementary schools	"	800.00	
			Three-or-more-teacher elementary and high schools	"	900.00	
Nebraska.....	1937-38	One-and-two-teacher schools	All teachers			\$615
			Men	Mean	\$513.61	
			Women	"	493.12	
Nevada.....	1938-39	One-and-two-teacher schools	All teachers	"	1,131.00	1,407
New Hampshire...	1937-38	One-room schools	All teachers	Median	871.00 ^a	1,001

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

1	2	3	4	5	6	7
New Jersey.....	1935-36	Not reported	One-room rural schools Men Women	Mean " 1,153.00 997.00		1,341
			Two-room rural schools Men Women	" " 1,106.00 1,093.00		
New Mexico.....	1936-37	According to census*	White teachers Men Women	Mean " 790.00 785.00		903
New York.....	1936-37	Towns under 4,500 popu- lation	All teachers	Mean 1,347.18		1,337
North Carolina....	1936-37	Counties having no city administrative units	Elementary White Negro Both races	Mean " 761.98 519.73 684.58		708
			High school White Negro Both races	" " 798.91 616.02 774.05		
			All teachers White Negro Both races	" " 769.92 527.83 700.46		
North Dakota....	1935-36	Not reported	One-room rural Graded and consolidated in open country Graded and consolidated in towns	Mean " 454.53 ^b 611.25 ⁱ 800.22 ^j		593
Ohio.....	1936	Districts under 3,000 population	All teachers	Mean 1,046.68		1,179
Oklahoma.....						603
Oregon.....						884
Pennsylvania.....	1937-38	Districts under 5,000 population	Elementary High school All teachers	Median " 907.00 1,255.00 977.00		1,118
Rhode Island.....	1936-37	According to census*	Elementary High school	Mean " 1,037.23 ^k 1,225.38 ^k		1,418
South Carolina.....						561
South Dakota.....	1937-38	All unincorporated areas	All men All women	Mean " 595.00 532.00		634
Tennessee.....	1937-38	According to census*	Elementary Men white Women white Men negro Women negro All elementary High school Men white Women white Men negro Women negro All high school	Mean " 646.40 ^l 620.16 ^m 585.76 ⁿ 511.28 ^o 613.52 ^p " 1,036.96 ^q 840.00 ^r 691.92 ^s 540.40 ^t 911.12 ^u		611
Texas.....	1936-37	According to census*	Elementary Men white Women white All white Men negro Women negro All negro Junior high Men white Women white All white Men negro Women negro All negro High school Men white Women white All white Men negro Women negro All negro	Mean " 821.00 893.00 885.00 564.00 549.00 551.00 " 1,376.00 1,386.00 1,384.00 1,057.00 1,114.00 1,096.00 " 1,226.00 1,172.00 1,196.00 824.00 760.00 794.00		751
Utah.....	1937-38	County school districts ^v	Elementary Men Women Junior high Men Women High school Men Women	Mean " 1,053.15 ^k 941.58 ^k " 1,300.28 ^k 1,121.44 ^k " 1,487.96 ^k 1,176.18 ^k		1,038

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

1	2	3	4	5	6	7
Vermont.....	1938-39	One-and-two-teacher schools	Elementary Men Women All teachers	Mean " "	679.81 665.25 665.91	789
Virginia.....	1936-37	All areas not chartered cities*	Elementary White Negro Both races High school White Negro Both races All teachers White Negro Both races	Mean " " " " " " " " " " " "	617.00 394.00 557.00 846.00 554.00 815.00 676.00 405.00 613.00	642
Washington.....	1937-38	According to census*	All teachers Men Women	Mean "	1,080.17 1,091.19	1,045
West Virginia.....	1936-37	Towns under 5,000 population	All teachers	Mean	1,027.00	1,091
Wisconsin.....	1936-37	All schools under county superintendents	One-teacher schools Men Women Two-or-more-teacher schools (elementary only) Men Women County high school including Elementary grades Men Women High-school grades Men Women	Median " " " " " " " " " " " " "	738.00 ^a 711.00 ^a 963.00 ^a 810.00 ^a 981.00 ^a 900.00 ^a 1,323.00 ^a 1,071.00 ^a	917
Wyoming.....	1935-36	One-and-two-teacher schools	All teachers	Mean	630.91	865

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

^b Includes principals and supervisors.

^c Computed from distribution of salaries reported.

^d 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.

^e Includes about 5 towns over 2,500.

^f Estimated.

^g Median salary reported \$74 per month for those with nine months' school term and \$66 per month for those with eight months' term. Annual salary derived by multiplying the monthly median salaries by the length of term by the number of teachers and obtaining an average.

^h Mean salary reported \$55.43 per month. Annual salary derived by multiplying the average length of school term, approximately 8.2 months in 1935-36.

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

^j Mean salary reported \$89.41 per month. Annual salary derived by multiplying the average length of school term, approximately 8.95 months in 1935-36.

^k Computed from mean salaries of individual districts and the number of teachers.

^l Mean salary reported \$80.80 per month. Annual salary derived by multiplying the average length of school term of 8 months in 1937-38.

^m Mean salary reported \$77.52 per month. Annual salary derived by multiplying the average length of school term of 8 months in 1937-38.

ⁿ Mean salary reported \$73.22 per month. Annual salary derived by multiplying the average length of school term of 8 months in 1937-38.

^o Mean salary reported \$63.91 per month. Annual salary derived by multiplying the average length of school term of 8 months in 1937-38.

^p Mean salary reported \$76.69 per month. Annual salary derived by multiplying the average length of school term of 8 months in 1937-38.

^q Mean salary reported \$129.62 per month. Annual salary derived by multiplying the average length of school term of 8 months in 1937-38.

^r Mean salary reported \$105.00 per month. Annual salary derived by multiplying the average length of school term of 8 months in 1937-38.

^s Mean salary reported \$86.49 per month. Annual salary derived by multiplying the average length of school term of 8 months in 1937-38.

^t Mean salary reported \$67.55 per month. Annual salary derived by multiplying the average length of school term of 8 months in 1937-38.

^u Mean salary reported \$113.89 per month. Annual salary derived by multiplying the average length of school term of 8 months in 1937-38.

^v Includes a few communities over 2,500.

^w Includes 17 towns over 2,500.

^x Computed from distribution of monthly salaries reported. Annual salary derived by multiplying by a school term of 9 months which applied in most cases.

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 1938-39. Deduct all direct or indirect losses arising from the 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.

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					
Salary Groups	CLASSROOM TEACHERS							OTHER SCHOOL EMPLOYEES					
	Kindergarten teachers. See note (a) below	Elementary teachers, grades 1, 2, 3, 4, 5 and 6 and where separate junior high schools are not maintained grades 7 and 8 also. See note (b) below	Teachers of atypical classes. See note (c) below	Junior high school teachers, grades 7 and 8, or 7, 8 and 9, where junior high school is maintained, otherwise grades 9, 10, 11, and 12. 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 principal's 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 \$800.....													
800-899.....													
900-999.....													
4700-4799.....													
4800 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 those 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 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).
- 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).

TEACHING should pay enough—

To attract young persons of the highest personal and professional qualifications.

To hold in teaching those who, beginning with first-class qualities, continue to improve themselves thru experience, travel, and further study.

To permit those who remain in teaching to live with the material and the cultural surroundings commensurate with their responsibilities to youth and to the state.

To provide savings whereby those incapacitated by age or disability may retire in decency, making way for a new generation of teachers.
