

UNIVERSITY OF KANSAS  
School of Education

REPORT ON SCHOOL SALARIES IN KANSAS FOR THE YEAR 1944-1945

Salaries of more than eight thousand school employees have been tabulated for this report. Many of these have been tabulated several times, in relation to amount of salary, type of service, length of service and amount of academic or professional preparation. Separate information is reported with reference to different types of elementary and high schools, also with reference to school principals, superintendents, nurses, custodians, coaches, etcetera. It has been possible by means of separate tabulations to compare the salaries paid in the western half of the state with those in the eastern half.

Sixty-two county superintendents provided for use in this report the teacher-lists, classifications, and salaries, (or some part of these) pertaining to their counties, although sixteen of these teacher-directories lacked information on salaries or arrived too late to be included in this study. In a similar way fifty-nine superintendents of first or second class cities in the state cooperated in providing salary information. So did close to two hundred principals of rural high schools and superintendents of smaller cities.

As in preceding years, the analyses presented in this report are made by the University School of Education as a service to school officials in the state and to all other interested persons. It is assumed that definite knowledge of prevailing practices and trends is necessary for intelligent planning and administration.

It should be kept clearly in mind in reading this report that teachers do not actually receive the salaries stated. The contract salary is in a sense only a nominal salary, for, after deductions have been made for income taxes and for the teacher retirement annuity fund, the monthly compensation is considerably reduced. While the reduction varies according to family status, etcetera, it may exceed twenty percent of the reported salary for some individuals and be much less for others. Such reductions are compulsory and defensible, but it must be noted that a portion of the stated monthly salary does not come into the hands of the employee for his immediate and personal use.

One may also find it desirable to recognize that salary increases, as compared with the preceding year, have in many instances been accompanied by probable deterioration in teaching personnel. In one county (which pays notably low salaries to its teachers) 87 per cent of its fifty-four teachers in one-room schools are teaching this year on an emergency (44) or normal training (3) certificate. This situation is unusual only in