

the size of the percentage. Emergency teachers are also employed in city schools, both elementary and high schools. Many cities are using emergency appointees who would doubtless **not** qualify for teaching according to usually approved standards. Certainly one may speculate on the probability that more adequate salaries would have enabled schools to retain many of the experienced and competent teachers which they have lost. The school systems which pay their teachers above the present average are not the ones which employ emergency teachers or have depleted staffs. Reasonably competent men and women are not compelled now to submit to grave underpayment for school service because of the absence of other economically better opportunities.

Table I. Teachers' Salaries in Elementary Schools of Kansas, 1944-45

Groups based on types of school	Number of teachers	Median salary per month	Middle fifty per- cent of monthly salaries
One-teacher (8 month basis)	2127	\$125.00	\$107.00--\$134.00
Two-or-more-teacher (9 month basis)	1223	139.00	126.00-- 152.00
City schools (9 month basis)	1274	166.00	146.00-- 187.00

In Table I, 'city schools' means those in cities of the first or second class. Two-or-more teacher schools are inclusive of those in cities of the third class. The median (expressed to nearest dollar) is used as the average or typical salary for each group of teachers. The median salaries for this year are \$20.00, \$14.00, and \$22.00 higher than in the year 1943-44 for the respective groups as listed in Table I.

There is an obvious contrast between the typical (median) salaries in the three groups of teachers as indicated. But more striking contrasts exist between different schools of the same type in the same county or between the median salaries in neighboring counties. As for example, in two counties in the southeastern part of the state, the median salary of teachers in one room schools is \$25.00 higher in one than in the other county. In the northwestern portion of the state, less than five percent of the rural teachers in one county are paid as much as \$120.00 per month this year (some as low as \$80.00). In a near-by county, all but five percent of the rural teachers receive \$120.00 or more (up to \$210.00 per month). Some small graded schools are paying no teacher less than \$185.00 per month; others pay no teacher more than \$100.00. In city elementary schools, eighteen teachers are paid less than \$105.00 per month this year -- sixteen of these are in one city of the second class.

Perhaps there are definite advantages in designating individual school systems in the state which have a commendable policy and practice relative to school salaries (and there are some). Also, counties or communities which pay very inferior salaries might be named. But it is not the purpose of this study to identify schools in relation to salaries paid nor to explain the situation found, but to disclose what are the prevailing practices.