

losing an important battle on the home front. The situation with reference to restless and underpaid teachers is reported to be most acute in the Middlewest. "Thousands are leaving the (teaching) profession and their positions are left vacant, eliminated, or filled by persons with less than standard qualifications."

Perhaps the worst feature of the situation is that it is so usual in some of its aspects as not to be very startling. According to the source quoted above, "twenty-two states this year will pay some teachers below \$600" for a year of teaching service. Kansas is one of these states. Nearly one-fifth of its teachers in rural elementary schools were paid less than that amount in 1942-43, but the number is considerably reduced this year. The percentage in smaller graded elementary schools, which was seven per cent a year ago, approaches zero this year. Last year, two states paid all of their teachers \$1200 or more, and it is probable that three or four times as many states will be in this classification for 1943-44, but Kansas is certainly not one of these states.

The teachers in Kansas who nominally receive \$1200 or more this year constitute less than three per cent (2.7) of rural elementary teachers; twenty-seven per cent in two-or-more teacher elementary schools; and sixty-two per cent in city elementary schools (if the sampling in this report is representative). But actually, due to tax and retirement deductions, very few in the first two groups and perhaps only twenty-five per cent in the third group receive that much salary. And many full-time high school teachers in both second and third class cities receive a salary of less than \$1200 after these deductions are made.

One must bear in mind that deductions for withholding and victory taxes and for teacher retirement may cause \$150 to shrink to not more than \$125. per month, or \$125 to \$105 per month. This means that however justifiable the deductions, a teacher in even a moderate salary group may actually receive two hundred dollars a year less than the salary indicated -- for such deductions are not available to him to use in paying for food, shelter, clothes, medical service, insurance needs, or church support. And a teacher's former salary may have been reduced twenty-five per cent in cities due to increases in cost of living since 1939, according to a U. S. Department of Labor report.

Also, one should remember as a factor in appraising teacher salaries that frequently in the same community much higher compensation than teachers receive is paid to persons having a much smaller investment in their occupational preparation. It is not reasonable to expect teachers to make all the sacrifice involved here simply by appealing to their loyalty as teachers or to their recognition of the importance of such service. There is an urgent obligation upon state, district,