

The subjects named in this table are defined so as to include the various divisions which may come under each. For example, English will include journalism and speech; industrial arts, all shop work; music, all instruction in band, orchestra, vocal courses, etc. Teachers of two or more subjects are classified in this table under the one first named. Those whose teaching subjects were not indicated are grouped here under "not classified". This table does not include teachers reported as junior college instructors, but it includes junior high school teachers in a few schools in which they were not distinguishable from senior high school instructors.

A median salary of \$164.00 is reported for the (929) high school teachers in part (B) of Table III. This is fifteen dollars per month less than is reported for the (1083) teachers in part (A) of this table. A rather marked difference between the two groups applies to all the subjects listed excepting only commerce. Art teachers and physical education teachers either are not found in schools included in part (B) of the table or else are reported secondary to another subject as, English and physical education or music and art.

It may be helpful to analyze the typical salary of a high school teacher. Even if a teacher is to be paid \$180.00 per month (\$1620 per year), he probably actually receives -- after the usual deductions explained previously -- approximately \$1400.00 per year. And this is probably equivalent in purchasing value to about \$1120.00 as of 1938. Should this teacher be paid the indicated monthly salary for each of twelve months, he would nominally receive \$2160.00; he would actually receive about \$1825.00; with a purchasing value equivalent to perhaps \$1450.00 in 1938.

One of the better administered school systems in the State, which has a salary level well above the average, provides an amendment to its salary schedule -- which reads, "A \$50.00 bonus for all regular teachers who complete year 1943-44". If there is merit in this idea, it may be proposed and defended that in schools in general the monthly pay on a nine month basis be continued for twelve months, if teachers obligate themselves to remain in the school the succeeding year. The effect of this proposal would be to add one-third to the yearly salary, and it is not at all equivalent to paying a nine-months salary in twelve installments.

With teaching salaries as they have been, there is little to encourage elementary teachers in graded schools, and still less those in one-teacher schools, to expect more of financial reward for more years of teaching experience. The situation is shown rather clearly in Table IV, which includes data from all counties (9) which provided the information involved.