

Among the (95) elementary teachers who have no college degree are various stages of preparation. Some of these individuals claim as much as 117 hours of college credit. The average salary of this group is \$146.00, which is eight dollars per month less than the average salary paid to 179 teachers in the same schools who have a baccalaureate degree. Possession of a master's degree by 118 high school teachers is accompanied by \$27.00 higher average salary per month than is paid to 149 teachers in the same schools who are credited with only a bachelor's degree.

Partial comparisons can be made with the teacher salary situation as reported for Kansas a year ago. There is evidence of a definite change in the right direction. The average monthly salary of elementary teachers this year is \$17.00 higher in one-teacher schools and \$25.00 higher in two-or-more teacher schools than in 1942-43. For high school teachers in third class cities and rural high schools the average pay per month appears to be \$30.00 higher. On a twelve-month basis the monthly compensation of high school principals is equivalent to what was reported a year ago on a ten-month basis. This means a twenty per cent addition to the stated salary of 1942-43. These increases apply to gravely inadequate teaching salaries of a year ago.

Facts are not available for this comparison of the salaries of either elementary or high school teachers in cities of first and second class in the two years indicated. Nor can comparisons be made relative to the other positions as reported in Table II of this report.

As the schools represent those purposes which make a global war seem justifiable, and as "worldwide depression and worldwide war have revealed the need for a far more comprehensive program of education in the future," society must be made more aware of the great importance attached to the preparation, selection and compensation of its teachers. Many teachers seem to achieve the impossible on very meager salaries, but no one recommends this as a desirable formula for maintaining either high teaching morale or quality of opportunity for that large fraction of our population enrolled in public schools.

³Teachers Salaries and the Public Welfare. N.E.A. Research Bulletin, December, 1943.