

In first-class cities how long will these "permanent teachers" be allowed to continue to earn a living by teaching?

80 % will still be in service at age 45.

40 % will still be in service at age 55.

20 % will still be in service at age 60.

So even in the large cities retirement direct from service seems to leave most life-long teachers without old age protection.

It might be noted that the school boards who let these teachers out in the forties and fifties, are mostly farmers and small town business men, who themselves expect to continue in their own work into the sixties or even later.

How long do teachers continue in the employment of one school district?

In the rural schools the median is 3 years.

In towns and cities of the third class the median is also 3 years.

In cities of the first class the median is 12 years.

For the state as a whole the median is 5 years.

It would seem that outside the large cities nothing but a state system can handle the situation; and the tenure in the large cities raises questions.

It seems proper to insert here some data on what teachers earn during this brief teaching life. We have now an official United States standard for minimum wages, set especially for the mill hands of the South. After much jewing down, Congress set a legal standard minimum wage, and also a temporary minimum wage.

Allowing for full time employment for mill hands and the usual school term for teachers, although many in both groups are not so fortunate, we find that:

About 25 Kansas teachers get less than \$300 per year.

The median salary of Kansas rural teachers is under \$500 per year.

The temporary minimum wages of mill hands is \$572 per year.

The standard minimum wages of mill hands is \$832 per year.

The median salary for Kansas school janitors is about \$850 per year.

The average salary of all Kansas teachers, including all administrators is \$886 per year.

Southern mill hands do not have to go to summer school, or even know how to read. Not all of them even wear shoes at their work. They already have old-age protection, and unemployment insurance.

The theory that the Kansas teacher is pretty well fixed financially and may not need any old-age protection such as railroad men and postal clerks have, seems from the facts to be a mirage.

How about the other theory that teachers have no one but themselves to support?

Our reports show that more than one-third of all women teachers regularly support dependents. If we omit the very young girl teachers, it may be assumed that more than half of all permanent women teachers regularly support dependents. Of course nearly all permanent men teachers have families.

The median age of all Kansas teachers and administrators is age 30.

Median age of permanent teachers and administrators is age 43.

The median age of Kansas school janitors is about age 52.