

The extra earning years allowed the janitor is quite an item. Teaching in Kansas does not seem to be relatively lucrative.

Mention was made above to a possible probation period before young teachers would be admitted to membership in the retirement system. How many such young teachers are there?

About 25 % of all Kansas teachers have served 3 years or less.

About 40 % of all Kansas teachers have served 5 years or less.

About 50 % of all Kansas teachers have served 8 years or less.

About 60 % of all Kansas teachers have served 10 years or less.

We now turn to a few figures and comparisons which may have no special significance:

About 20 % of Kansas teachers are men, administrators included.

About 70 % of the administrators are men.

Of the teachers aged 60 or more—

More than one-fourth are men. The number is about 65.

Less than three-fourths are women. The number is about 235.

Retirement on a service basis would affect the sexes about alike.

Some medians in total years of service:

All teachers in cities of first class, 17 years

All teachers in larger cities of second class, 13 years

All teachers in smaller cities second class, 10 years

All teachers in towns, 8 years

All teachers in rural schools, 4 years

All men teachers and administrators, 9 years

All women teachers and administrators, 7 years

Office clerks (almost all women), 4 years

Janitors (including 9 women reported), 8 years

All permanent teachers, as defined above, 20 years or thereabout

What of teachers with a service record in other states?

There may be some 3,000 such teachers in the state. Their median of service outside Kansas is about three years. Less than 10 % of them have taught over ten years outside of Kansas so they do not seem to present any serious problem. Figures for colored teachers run much the same as for white teachers.

Reports on the present financial condition of ex-teachers are not complete enough to warrant conclusions. But only half of those reported are in even comfortable circumstances.

Doubt has been expressed as to the accuracy of ages as reported by the teachers. At least the ages reported tally pretty well with the number of years taught. And women report themselves almost as old as the men do.

A TENTATIVE PLAN TO FIT KANSAS

The Legislative Committee of the Kansas State Teachers Association has had these school retirement plans worked out by a sub-committee for the consideration of the school people of the state. This had been requested by resolutions of the Regional Delegate Assemblies, of the State Delegate Assembly, of the Board of Directors of the Kansas State Teachers Association, and of various local groups of teachers.

The existence of a vast and comprehensive retirement program in America does not mean that there is a standardized, ready-made plan for Kansas schools to adopt, or any one single law which will meet our situation in toto. School retirement plans that may work very well in large cities and industrialized states, may not fit the facts on the