UNITED STATES BUREAU OF EDUCATION
BULLETIN, 1915, NO. 31 - - - - - - - - WHOLE NUMBER 658

A COMPARATIVE STUDY OF THE SALARIES OF TEACHERS AND SCHOOL OFFICERS

WASHINGTON
GOVERNMENT PRINTING OFFICE
1915

ADDITIONAL COPIES

OF THIS PUBLICATION MAY BE PROCURED FROM
THE SUPERINTENDENT OF DOCUMENTS
GOVERNMENT PRINTING OFFICE
WASHINGTON, D. C.
AT
15 CENTS PER COPY

CONTENTS.

	Page.
Letter of transmittal	5
Prefatory statement	7
I.—Introduction and summary	9
Previous investigations of teachers' salaries	9
The increased cost of living	11
Cost of room and board in different cities	12
Earnings of school workers compared with earnings in other occupations	13
Salaries of county officials	16
Rural teachers, farm laborers, and rural mail carriers	18
Teachers' salaries compared with other school expenses	19
Maximum and minimum salaries	24
Methods in salary campaigns	26
II.—Statistics of salaries for 1914–15	28
Table 1.—Salaries of officers and of high and elementary school-teachers in cities having between 2,500 and 5,000 population	28
Table 2.—Salaries of rural-school teachers in certain counties	83
Table 3.—Salaries of county superintendents	87
III.—A study of salaries of elementary teachers	87
Table 4.—Average and median salaries and per cent of variability	91
Table 5.—Frequency of different salaries of elementary-school teachers in cities having over 5,000 inhabitants	103
Salaries of elementary-school teachers in 1903–4 and 1912–13	109
Number and per cent of elementary-school teachers in 1912–13 receiving salaries as high or higher than the median, lower quartile, and upper quartile salaries of 1903–4	117

LETTER OF TRANSMITTAL.

DEPARTMENT OF THE INTERIOR,
BUREAU OF EDUCATION,
Washington, July 14, 1915.

SIR: The problem of teachers' salaries is one in which compilations of exact data are peculiarly important. School superintendents, members of boards of education, teachers, and the general public need to have constantly at their disposal accurate up-to-date information with regard to the economic returns of the teaching profession in their own and other communities. The accompanying manuscript contains information of this definite character; it continues the data presented in Bulletin, 1914, No. 16, including salary figures for cities and towns between 2,500 and 5,000 population for the year 1914–15; it shows the amount paid for teachers' salaries as compared with other items of school expenditure for certain city school systems; it gives salaries of rural-school teachers in typical counties, with the school term in days, and salaries of county superintendents in the several States; it seeks to analyze and interpret certain of the 1912–13 figures, previously published; and it institutes useful comparisons between the remuneration of school workers and persons in other occupations.

The report herewith presented is made possible by a cooperative arrangement between the Bureau of Education and the National Education Association Committee on Teachers' Salaries and Cost of Living. The statistical work, which makes up the bulk of this report, was in charge of Miss Roberta King, one of the authors of "The Tangible Rewards of Teaching." The interpretative comment for the comparative tables (Part III) was furnished by Dr. Harlan Updegraff, professor of school administration in the University of Pennsylvania. Acknowledgment is also due to Dr. Joseph Swain, chairman of the Committee on Teachers' Salaries, for helpful suggestions in the preparation of the report.

I recommend that this manuscript be published as a bulletin of the Bureau of Education.

Respectfully submitted.

P. P. CLAXTON,
Commissioner.

THE SECRETARY OF THE INTERIOR.

PREFATORY STATEMENT.

The Committee on Teachers' Salaries and Cost of Living presented its first report to the National Education Association in January, 1913. This report, prepared by Dr. Robert C. Brooks, professor of political science in Swarthmore College, the executive secretary to the committee, was published by the National Education Association, and copies may still be purchased from the secretary, Durand W. Springer, Ann Arbor, Mich. This report treats of the attempts that have been made to measure the cost of living and its probable causes, and presents the economic and social condition of teachers in five typical cities as obtained through a detailed questionnaire answered by over 1,600 teachers. The last section is devoted to a presentation of salary schedules, tenure, and pensions in States and cities throughout the United States.

The following year, through the cooperation of the United States Bureau of Education, the committee was able to present to the association the actual salaries paid in 1912–13 to all teachers in practically every city in the country having a population of 5,000 or more. This volume, published as a bulletin of the Bureau of Education (1914, No. 16), also contained the salary schedules of certain city school systems in that year and in previous years, thus showing their historical development. Other important features of the compilation were salaries paid in universities, colleges, State normal schools, and other State educational institutions, and the laws relating to salaries in the various States of the Union.

At the same meeting of the association in St. Paul in 1914 the committee also presented to the association a paper prepared by Dr. Scott Nearing, associate professor of economics in the University of Pennsylvania, which dealt with the problem of determining what is a reasonable standard of living for teachers and whether present salaries are adequate to maintain teachers upon that standard. This paper is published in the Proceedings for that year.

In the present report the committee is able to carry out in part one of the purposes which it has had in mind from the beginning of its labors, namely, a comparison of salaries paid in 1903–4—as recorded in the report of the committee of the National Education Association on salaries, tenure, and pensions—and salaries paid in 1912–13. Elementary school teachers have been chosen first for comparison because

they constitute the largest number of teachers and receive the lowest salaries.

The other features of the present report help to keep the information regarding salaries up to date and to present material which is valuable in the consideration of local questions regarding salaries. Their character may be easily seen from the table of contents.

JOSEPH SWAIN,
Chairman of the committee [1] of the National Education Association on teachers' salaries and cost of living.

[1] The members of the committee in addition to the chairman are: Ernest C. Moore, professor of education, Harvard University; Grace C. Strachan, district superintendent of schools, New York, N. Y.; David B. Johnson, president of Winthrop Normal and Industrial College, Rock Hill, S. C.; Harlan Updegraff, professor of educational administration, University of Pennsylvania; Margaret Haley, Chicago, Ill.; and James Ferguson, San Francisco, Cal.

A COMPARATIVE STUDY OF THE SALARIES OF TEACHERS AND SCHOOL OFFICERS.

I. INTRODUCTION AND SUMMARY.

PREVIOUS INVESTIGATIONS OF TEACHERS' SALARIES.

To understand the present status of teachers' salaries investigations, it is necessary to bear particularly in mind. three previous studies: (1) Report of the Committee on Salaries, Tenure, and Pensions of the National Education Association, 1905; (2) Report of the Committee on Teachers' Salaries and Cost of Living of the National Education Association, 1913; (3) continued report of the same committee, published as Bulletin, 1914, No. 16, of the Bureau of Education. The present study is a continuation, in one form or another, of the data presented in all three of these reports.

(1). At a meeting of the council of the National Education Association, July 8, 1903, a committee was appointed to "inquire into and report upon the salaries, tenure of office, and pension provisions of teachers in the public schools of the United States." The committee consisted of Carroll D. Wright (chairman), Franklin H. Giddings, E. G. Cooley, Catherine Goggin, R. H. Halsey, William McAndrew, and Anna Tolman Smith. The committee selected Charles H. Verrill, an expert statistician, to supervise the compilation of the data. The final report, published in 1905, is a document of 466 pages. It gives the following information for the year 1903–4: Actual salaries of teachers in practically all cities and towns of 8,000 or more population; similar data from typical towns of less than 8,000 population; salary schedules from typical cities; a study of the funds from which teachers' salaries are paid; earnings in teaching as compared with wages of other workers—municipal, unskilled laborers, and machinists; purchasing power of salaries in different localities; length of teaching service in certain cities; teachers' pensions. The detailed tables show: I. Number and minimum, maximum, and average yearly salaries of principals and teachers in high and elementary schools and kindergartens. II. Salaries of teachers in high schools, classified by amounts. III. Salaries of principals of elementary schools, classified by amounts; salaries of teachers in elementary schools, classified by amounts.

The information in this report is specific, accurate, and well presented. Though its figures are now out of date, its methods are

highly suggestive, and whatever comparative statement of growth can now be made is based largely on the work of this committee.

(2) At the San Francisco meeting of the National Education Association in July, 1911, the following resolution on salaries, tenure, and pensions of teachers was adopted:

> *Resolved*, That the president of the National Education Association be authorized to appoint a committee consisting of seven members, to consider and report to the association its findings and recommendations concerning salaries, tenure, and pensions of teachers, the committee to take into consideration, among other things, the increased cost of living, the increased professional demands upon the time, strength, and funds of teachers, and whether the increase in teachers' wages has kept pace with the increase in the wages of other workers, the increase in the cost of living, and the increased demands upon teachers.[1]

In January, 1913, a report was presented. The emphasis in this report was economic, rather than statistical. It summarized current economic data on the increased cost of living, the rise in wholesale prices; retail prices of food; causes of the increased cost of living; and opinions of economists on the increased cost of living in various sections of the country. The economic and social condition of teachers in five typical cities—Cincinnati and Hamilton, Ohio; Denver, Colo.; Atlanta, Ga.; and New Haven, Conn.—was then studied. Age and sex of teachers; number of children and others dependent upon teachers for support; home ownership and tenancy of married teachers; residence and amount paid for board and room of unmarried teachers; other sources of income of teachers; savings of teachers; life insurance carried by teachers; the teachers' working day; educational and professional training of teachers; teachers' salaries and salaries of other municipal employees—these and similar topics were treated. The report showed convincingly not only that teaching is poorly paid in comparison with other forms of service requiring far less ability and preparation, but that the rapidly depreciating value of money is making the economic situation of the teacher constantly more difficult.

(3) In the letter of transmittal for the report on teachers' salaries and cost of living it was stated that:

> The executive secretary, with the approval of the committee, has arranged in cooperation with the Bureau of Education for a study to be undertaken before the end of this school year of the actual salaries paid teachers in the cities and rural districts of the United States.

The material thus arranged for was published as Bulletin, 1914, No. 16, of the Bureau of Education. This bulletin gives the actual salaries of all teachers and school officers in cities of 5,000 population and over; salaries of officers, professors, and instructors in State-aided and other universities and colleges; salaries of officers,

[1] For the personnel of the committee, see prefatory statement, p. 7.

professors, and instructors in State normal schools; salaries of instructors in trade, manual training, and industrial schools; salaries of officers and instructors in schools for special classes of pupils; salaries of State superintendents, county superintendents, and rural-school teachers; and laws relating to teachers' and county superintendents' salaries.

The present report, taken in conjunction with the data in Bulletin, 1914, No. 16, makes available actual salary figures for superintendents, high-school teachers and principals, and elementary teachers and principals, in practically all cities of more than 2,500 population. As far as cities are concerned, therefore, it is now possible to get a real picture of teachers' salary conditions in the United States. For city teachers the task has become that of analysis, interpretation, and presentation; and in future salary investigations work such as has been undertaken in Part III of this report (p. 87) will be more and more desirable. For rural teachers, on the other hand, the preliminary work of compiling data has hardly begun.

THE INCREASED COST OF LIVING.

The salaries committee report of 1913 called attention to the fact that in 1911 wholesale prices were 44.1 per cent higher than in 1897, so that, measured by wholesale prices, a teacher whose salary had remained fixed at $1,000 since 1897 would have had no greater purchasing power in 1911 than $693.76 possessed in the earlier year. This upward trend of wholesale prices has continued. The teacher whose salary has remained at $1,000 since 1897 now has a purchasing power equivalent only to $663.57. To put it in another way, a teacher receiving a salary of $700 in 1897, and having had such increases that she is receiving $1,000 this year, is less well off than she was in 1897, on the basis of wholesale prices. If she is fortunate enough to have had increases in salary amounting to 50 per cent of her 1897 salary, she will now be economically in about the same condition as in 1897.

It is useful for the present purpose to make a comparison between 1903–4 and 1912–13, since these are the years for which salary comparisons have been worked out. The Bureau of Labor finds that in 1913 wholesale prices were 19.6 per cent higher than in 1904. Measured by wholesale prices, therefore, a teacher whose salary had remained at $1,000 since 1904 would have a purchasing power equivalent to $836.12 in 1913. In other words, a stationary salary for the nine years between 1904 and 1913 was the same as a net cut in salary of $163.88. In general there has been some improvement, however. Comparison between the figures for 1904 and 1913 (Table 10) shows that the average advance in salaries for the cities considered was

between 24 and 28 per cent. Salaries in these cities—they are the more favored localities, it should be noted—have therefore advanced at somewhat greater rate than the cost of living as measured by wholesale prices. No comparative data are available for cities and towns below 8,000 population.

It should never be lost sight of, however, that teachers are expected to live on a much better scale of living than other workers on similar wage, and that the living standard for teachers is constantly rising. As the 1905 report stated it:

> The salaried employee is always at a disadvantage at periods of prosperity and high prices, as salaries are much slower to advance than prices or wages. The salaried employee with a stationary income must not only pay the higher prices, but he almost of necessity follows his neighbor, more fortunate in an increased income from the prosperous times, in an indulgence in larger expenditures. Salaried employees must live according to the standard of those around them, and this is especially true of teachers. All their social life is in the public view, and the public has a peculiar interest in the maintenance of their social position.

COST OF BOARD AND ROOM.

In order to arrive at some idea of the relation of salaries to living conditions in different communities, superintendents of schools were asked this year to state, "For how much per *week* may teachers in your city obtain board and room?" More or less exact figures were obtained from 1,555 cities, as follows:

TABLE A.—*Estimated cost of board and room per week.*

Estimated cost of room and board per week (minimum).	Number of cities.	Per cent.
$3	4	0.25
$4	118	7.60
$5	603	38.78
$6	513	32.99
$7	219	14.08
$8	78	5.02
$9	10	0.64
$10	10	0.64
Total units reporting	1,555	100.00

Examination of these figures shows that the range is in reality surprisingly small. Five to seven dollars is the prevailing figure; 1,335 cities, or 86 per cent of those reporting, fall within these amounts as a minimum for board and room for teachers. Cities paying very high and very low salaries to teachers report the same figure for room and board. There is a curious lack of relation between teachers' salaries and cost of living in many communities. Board and room apparently cost as much in Eufaula, Ala., as in Nutley, N. J., though Eufaula pays her elementary teachers $495 and Nutley pays from $550 to $1,100. The estimate of $6 to $8 for Anaheim, Cal., may be compared with the figure for Stuttgart, Ark., which is $6. Anaheim pays elementary teachers $653 to $900; Stuttgart, $225 to $495.

The superintendents' figures give little comfort to the oft-heard theory that "while salaries may be low, living is cheaper," in the smaller towns than in the big cities. Birmingham, Ala.; Denver, Colo.; New Haven, Conn.; Louisville, Ky.; New Orelans, La.; Baltimore, Md.; Buffalo, N. Y.; Rochester, N. Y.; Pittsburgh, Pa.; and Providence, R. I., are among the cities where prices for room and board ranging from $5 to $7 are reported. The figures for Gadsden, Ala. (population 10,557 in 1910), and that for Philadelphia are the same—"$7 up." The highest paid teacher in Gadsden received $540 per year. Arizona reports a board and room rate averaging $9.50, but her teachers receive about the same salary as those of North Dakota, where board is reported as $7.50. In California, where the salaries average one-third higher than in most other States, the cost of room and board are seldom higher than in other parts of the United States. In Atlanta, Ga., teachers may obtain room and board for "any amount from $10 a month up." In Columbus, Ga., it is $7 a week, "without coal." Detroit, Mich., reports $6 to $15. In Albany, N. Y., board and room for teachers is "any amount they can pay." For Archbald, Pa., which had a population of 7,194 in 1910, the superintendent reported no estimate, because "all live with parents except 4 married."

EARNINGS OF SCHOOL WORKERS COMPARED WITH EARNINGS IN OTHER OCCUPATIONS.

The various studies of teachers' salaries have generally made some attempt to show the inadequacy of the school workers' pay as compared with the pay in other fields. The following table presents for 11 typical cities the average yearly salaries of elementary school teachers compared with wages of workmen in building trades in 1913. It should be noted that the figures given for workmen are actual average earnings, while those for teachers are subject to reduction for sickness, absence, or other causes. Few cities pay teachers as much as they do the workers who build the schoolhouses in which the teachers carry on their duties. In Kansas City, Kans., apparently the teacher gets $678 a year, whereas bricklayers get $1,247, carpenters $930, painters $1,066, plasterers $1,331, and plumbers $1,373. Cleveland, Ohio, and Dallas, Tex., offer equally striking examples. Teachers are the last to begrudge these deserving workers their well-earned pay; but can not the public be educated up to the point of paying at least as much to those who mold their children's lives as to those who paint houses or wipe joints? The world to-day demands good service in every field; it seeks, as never before, for workers specially trained—for painters who know how to paint; for plumbers who know their business; for printers who are experts; for men and women in every line who have mastered their occupation. Will it not also pay for teachers who can teach?

TABLE B.—*Average yearly salaries of elementary school teachers compared with salaries of workmen in building trades for certain cities, 1913.*[1]

Cities.	Teachers.	Bricklayers.	Carpenters.	Machinists.	Molders.	Painters.	Plasterers.	Plumbers.
San Francisco, Cal.	$1,124	$1,390	$964	$944	$1,120	$1,081	$1,309	$1,540
Denver, Colo.	986	1,053	900	1,023	967	779	1,082	1,054
Chicago, Ill.	1,034	1,293	1,139	884	942	1,232	1,326	1,394
Kansas City, Kans.	678	1,247	930	956	931	1,006	1,331	1,373
Baltimore, Md.	692	1,057	908	824	941	767	1,161	1,101
Boston, Mass.	1,001	1,244	1,026	1,074	980	957	1,201	1,320
Minneapolis, Minn.	937	1,197	1,030	958	927	921	1,201	1,044
New York, N. Y.	1,197	1,078	1,076	934	986	833	1,142	1,245
Cleveland, Ohio	791	1,192	992	875	945	1,003	1,132	1,219
Dallas, Tex.	670	1,460	1,035	1,080	.....	902	1,365	1,321
Seattle, Wash.	1,021	1,174	948	896	.....	975	1,259	1,017

[1] Salaries for workmen are actual average earnings. (Bureau of Railway Economics. "Earnings and cost of living of skilled workmen in the East and in the West." Washington, D. C., September, 1914. Exhibit No. 39.)

While comparison with trade workers is important, it is still more to the point to be able to show salaries of elementary teachers compared with other types of municipal workers, such as policemen and firemen. In every one of the 58 cities selected at random policemen and firemen are paid higher salaries than teachers—often nearly twice as much. It is not that the policemen and firemen are paid too much, but simply that the public has only begun to awake to the need for adequate pay for all trained workers.

TABLE C.—*Average yearly salaries of elementary teachers compared with salaries of policemen and firemen in certain cities.*

Cities.	Teachers.	Policemen.	Firemen.
Selma, Ala.	$552	$840	$660
Fort Smith, Ark.	516	900	780
San Francisco, Cal.	1,124	1,464	.....
Colorado Springs, Colo.	871	960	1,020
Denver, Colo.	552	1,050	1,050
Trinidad, Colo.	741	1,080	1,080
New Britain, Conn.	605	1,080	950
Washington, D. C.	982	1,165	1,062
Tampa, Fla.	441	990	840
Atlanta, Ga.	623	990	990
Belleville, Ill.	641	870	900
Rockford, Ill.	544	1,050	.....
Indianapolis, Ind.	761	1,080	1,080
Dubuque, Iowa	518	840	840
Kansas City, Kans.	678	840	960
Lawrence, Kans.	533	780	.....
Newport, Ky.	630	840	840
Monroe, La.	517	879	.....
Bangor, Me.	597	967	874
Baltimore, Md.	692	900	1,020
Boston, Mass.	1,001	1,316	1,272
Fall River, Mass.	646	945	990
Malden, Mass.	679	1,200	1,095
Kalamazoo, Mich.	635	1,118	978
Duluth, Minn.	724	960	960
Minneapolis, Minn.	937	980	1,124
Winona, Minn.	577	840	840
Meridian, Miss.	478	960	900
Sedalia, Mo.	457	733	795
Grand Island, Nebr.	521	840	840
Lincoln, Nebr.	738	780	780
Reno, Nev.	865	1,140	1,140
Albuquerque, N. Mex.	677	1,080	990
Elmira, N. Y.	549	872	871
Niagara Falls, N. Y.	657	978	981

TABLE C.—*Average yearly salaries of elementary teachers compared with salaries of policemen and firemen in certain cities*—Continued.

Cities.	Teachers.	Policemen.	Firemen.
New York, N. Y.	$1,197	.....	$1,257
Charlotte, N. C.	426	$840	876
Fargo, N. Dak.	683	900	780
Cleveland, Ohio	791	1,177	1,081
Dayton, Ohio	654	960	960
Portsmouth, Ohio	507	900	900
Tulsa, Okla.	604	900	995
Portland, Oreg.	1,006	1,080	1,080
Easton, Pa.	546	840	840
Chester, Pa.	506	780	.....
York, Pa.	483	780	.....
Columbia, S. C.	530	900	900
Sioux Falls, S. Dak.	673	840	820
El Paso, Tex.	687	1,020	960
Marshall, Tex.	459	900	.....
Ogden, Utah	638	1,080	960
Portsmouth, Va.	489	900	840
Richmond, Va.	578	1,080	957
Everett, Wash.	858	1,000	840
Seattle, Wash.	1,021	1,140	.....
Madison, Wis.	634	900	960
Racine, Wis.	631	900	900
Cheyenne, Wyo.	829	960	960

The growing importance of the administrative side of education makes it desirable to compare, where possible, the salary of the superintendent of schools and his assistants with certain other public officials. This information is given for certain cities in Table D. It is worth noting that salaries compare much more favorably for the heads of the school system than for the teachers. At Fort Smith, Ark., the superintendent of schools receives a salary of $3,200, which is about on a par with the salary of the city postmaster; the chief of police receives $1,800, and the fire chief $1,320. In Baltimore, Md., where individual policemen and firemen receive several hundred dollars a year more than teachers, the superintendent of schools receives $5,000, while the police chief receives but $2,750, and the fire chief $3,400. Boston pays $10,000 to her superintendent of schools, but $6,000 to a chief of police, and $5,000 to a fire chief. The Minneapolis figures are still more surprising—$8,000 for the head of the school system, and $3,600 and $1,824, respectively, for the heads of police and fire departments. In all but two of the cities here listed, the salary of the superintendent of schools exceeds that of the chief of fire or police. In Washington, D. C., the superintendent of schools is the highest-paid salaried official, receiving more than the district commissioners. So far as the 1914–15 figures are available, they show that 32 superintendents receive salaries of $5,000 or more.

TABLE D.—*Salaries of city school officers compared with salaries of other public officers for certain cities, 1914–15.*

Cities.	Superintendent of schools.	Assistant superintendent of schools.	Postmaster.	Assistant postmaster.	Chief of police.	Chief of fire department.
Selma, Ala	$2,700	.....	$1,100	$1,500	$1,500	$1,500
Fort Smith, Ark	3,200	.....	3,400	1,700	1,800	1,320
San Francisco, Cal	4,000	$3,000	6,000	3,000	4,000	5,000
Denver, Colo	6,000	.....	6,000	3,000	3,600	3,600
Trinidad, Colo	2,600	.....	2,900	1,400	1,500	1,800
New Britain, Conn	4,000	.....	3,500	1,700	1,600	1,500
Washington, D. C	6,000	3,000	6,000	3,000	4,000	3,500
Tampa, Fla	3,600	.....	3,600	1,800	2,400	2,400
Rockford, Ill	*2,650	.....	3,000	1,800	2,000	2,000
Indianapolis, Ind	5,600	3,000	6,000	3,000	4,000	3,300
Kansas City, Kans	3,500	.....	3,000	1,800	1,800	1,800
Newport, Ky	2,250	.....	3,200	1,600	3,000	1,200
Bangor, Me	*2,200	.....	3,500	1,700	1,350	1,200
Baltimore, Md	5,000	2,700	6,000	3,000	2,750	3,400
Boston, Mass	10,000	5,496	8,000	4,000	6,000	5,000
Fall River, Mass	3,500	2,400	3,500	1,700	2,000	2,500
Kalamazoo, Mich	3,600	.....	3,600	1,800	1,800	1,800
Duluth, Minn	*4,500	.....	3,900	1,900	2,500	2,500
Minneapolis, Minn	8,000	4,000	6,000	3,000	3,600	1,824
Winona, Minn	2,500	.....	3,300	1,600	1,350	1,320
Meridian, Miss	2,750	.....	3,300	1,600	1,800	1,800
Sedalia, Mo	2,400	.....	3,200	1,600	1,200	1,200
Grand Island, Nebr	2,100	.....	3,100	1,500	1,200	1,080
Lincoln, Nebr	*3,300	.....	3,900	1,900	1,800	1,800
Albuquerque, N. Mex	2,500	.....	3,200	1,600	1,740	1,440
Elmira, N. Y	4,000	850	3,500	1,700	2,400	1,620
New York, N. Y	12,000	6,500	8,000	4,000	7,500	7,500
Niagara Falls, N. Y	3,300	.....	3,500	1,700	1,600	1,600
Charlotte, N. C	2,600	2,100	3,500	1,700	1,500	1,200
Fargo, N. Dak	*3,000	.....	3,500	1,700	1,500	1,500
Cleveland, Ohio	6,000	3,750	6,000	3,000	4,000	4,000
Dayton, Ohio	5,000	.....	6,000	3,000	2,500	2,500
Tulsa, Okla	3,400	.....	3,400	1,700	1,800	1,200
Easton, Pa	*3,000	*1,500	3,400	1,700	1,200	1,380
York, Pa	*2,400	.....	[illegible]400	1,700	900	1,200
Sioux Falls, S. Dak	3,300	.....	[illegible]00	1,700	1,200	1,200
El Paso, Tex	3,600	.....	[illegible],500	1,700	2,400	2,400
Marshall, Tex	2,500	.....	2,700	1,300	1,080	1,230
Ogden, Utah	4,000	.....	3,300	1,600	2,400	2,100
Richmond, Va	5,000	3,000	6,000	3,000	2,520	2,200
Everett, Wash	4,000	.....	3,200	1,600	1,200	1,800
Seattle, Wash	7,500	3,300	6,000	3,000	3,600	.....
Madison, Wis	2,500	1,700	3,600	1,800	1,500	1,500
Cheyenne, Wyo	2,600	.....	3,100	1,500	1,200	1,200

* Figures for 1912-13.

SALARIES OF COUNTY OFFICIALS.

Comparison of salaries of county school officials with other county officers is not so satisfactory, but it has been attempted in Table E. It should be noticed that States paying the lowest salaries to county superintendents are not given in this list, so that the actual conditions are worse than here indicated. The figures given for the New England States are the average salaries of district and union superintendents, whose function is similar to that of the county superintendent in other States.

TABLE E.—*Salaries of county school officials compared with salaries of other county officers, 1914–15.*

States and counties.	Superintendent of schools.	Sheriff.	Treasurer.	Recorder.	Attorney.	Assessor.	Auditor.	Clerk of the court.	Clerk.	Judge.
Arizona:										
Cochise	$2,400	$1,000	$3,000	$2,400	$3,000	$2,400	.....	$2,700	.....	$2,000
Navajo	1,400	2,400	1,800	1,500	1,500	1,200	.....	.....	.....	.....
California:										
Marin	2,400	4,500	3,000	2,500	2,400	4,000	$2,400	.....	$2,500	.....
Orange	2,250	2,500	.....	.....	.....	.....	2,000	1,200	.....	.....
Colorado:										
Adams	1,100	2,300	2,100	.....	.....	1,800	.....	.....	2,100	1,800
Boulder	2,000	3,000	3,000	.....	.....	2,750	.....	2,000	2,750	3,000
Delaware:										
Sussex	1,200	2,000	800	1,500	.....	.....	.....	1,800	1,500	.....
Idaho:										
Boise	1,000	1,600	1,200	.....	1,200	1,000	1,600	.....	.....	1,100
Bonneville	1,200	1,800	1,200	.....	1,500	1,500	.....	.....	1,800	1,200
Illinois:										
Boone	1,500	1,000	1,000	.....	1,500	.....	.....	.....	1,500	1,200
Kane	2,750	2,300	2,700	2,500	5,000	.....	2,000	.....	2,600	2,250
Woodford	1,800	1,800	1,800	.....	2,500	.....	.....	.....	1,800	1,500
Iowa:										
Delaware	1,500	1,800	1,500	1,400	.....	.....	1,600	.....	1,550	.....
Kossuth	1,250	1,800	1,500	1,400	1,000	.....	1,600	.....	1,400	.....
Kansas:										
Clay	1,200	1,600	1,400	1,500	1,200	.....	.....	1,200	1,400	1,200
Maine:										
Cumberland	*1,332	4,000	[1] 2,100	1,500	1,700	.....	.....	.....	.....	3,000
Oxford	*1,332	1,200	600	.....	900	.....	.....	1,600	.....	1,000
Massachusetts:										
Berkshire	*1,776	2,000	1,500	.....	.....	.....	.....	.....	.....	.....
Minnesota:										
Winona	*1,429	1,600	2,500	.....	.....	.....	2,500	2,000	.....	.....
Montana:										
Madison	1,200	2,250	2,000	.....	1,500	1,500	.....	1,800	2,000	.....
Nebraska:										
Phelps	1,300	1,200	2,000	.....	800	.....	.....	.....	1,600	.....
Stanton	1,300	.....	2,000	.....	800	.....	.....	.....	1,650	.....
New Hampshire:										
Grafton	*1,764	600	300	.....	.....	.....	.....	1,200	.....	1,000
New Jersey:										
Middlesex	3,000	5,500	.....	.....	.....	.....	.....	.....	5,500	6,000
New Mexico:										
Otero	*1,650	2,700	2,200	.....	.....	2,200	.....	.....	2,200	.....
North Dakota:										
Bowman	1,400	1,500	1,600	1,600	.....	.....	1,600	1,000	.....	1,800
Steele	1,000	1,750	1,800	1,600	1,200	.....	1,800	1,200	.....	1,500
Ohio:										
Meigs	1,800	1,525	2,150	1,400	.....	.....	2,150	1,875	.....	2,150
Oklahoma:										
Kiowa	1,400	2,175	1,975	.....	2,175	3,000	.....	1,975	1,975	2,175
Woodward	1,200	1,800	1,600	.....	1,800	3,100	.....	1,600	1,600	1,800
Oregon:										
Union	1,650	2,500	1,200	1,500	.....	1,500	.....	.....	1,800	1,200
Pennsylvania:										
Clinton	1,500	.....	.....	.....	800	.....	.....	.....	.....	.....
South Dakota:										
Fall River	*1,224	.....	1,500	1,200	.....	.....	1,200	.....	.....	.....
Grant	*1,224	.....	1,500	1,200	.....	.....	1,800	1,200	.....	.....
Utah:										
Box Elder	*2,200	1,200	1,100	900	900	850	.....	.....	1,100	.....
Vermont:										
Orleans	[2] 1,800	800	50	.....	.....	.....	.....	.....	1,500	1,000
Windsor	[3] 1,500	1,400	50	.....	.....	.....	.....	.....	2,400	.....
Virginia:										
Warren	*957	.....	2,000	.....	500	.....	.....	.....	.....	.....
Washington:										
Snohomish	1,800	1,900	2,000	720	1,900	1,500	1,900	.....	1,900	1,200
Walla Walla	1,200	1,600	1,800	.....	1,600	1,200	1,600	.....	1,500	.....
Wisconsin:										
Manitowoc	1,500	.....	1,400	1,500	1,800	.....	.....	1,500	1,800	2,500
Richland	1,200	.....	800	.....	800	.....	.....	.....	1,000	1,500
Wyoming:										
Converse	750	1,500	1,500	.....	1,200	1,500	.....	1,200	1,800	.....

* Average salary for the entire State.
[1] Includes salary of 1 assistant.
[2] Salary for superintendent of Newport (county seat).
[3] Salary for superintendent of Woodstock (county seat).

RURAL TEACHERS, FARM LABORERS, AND RURAL MAIL CARRIERS.

The average annual wage of farm laborers in 1913 was $257. The average for rural school teachers appears to range only slightly higher—exact figures are not obtainable. It is interesting to compare with these two classes of workers the rural mail carriers, who receive an average salary of $1,115. In Alabama the figure for male farm laborers was $173 in 1913, while rural mail carriers received $1,052; the average salary for all teachers in the State for 1914—including teachers in the large cities—was $446 for male and $369 for female, while for rural teachers in two counties selected at random it was $310. In Arkansas the counties selected reported $273 as the average annual salary of teachers; male farm laborers average $204, and mail carriers on rural routes $1,043. California, one of the best-paying States for teachers, shows $804 for teachers in two counties, as compared with $421 for farm laborers and $1,046 for rural carriers. Colorado pays $309 to farm laborers, $1,060 to rural mail carriers, and $306 to teachers in independent districts. The rural counties in Connecticut pay an average of $449—not quite half the pay of the mail men. Iowa pays her rural teachers in at least two counties less than farm laborers—$326 as compared with $368; rural mail carriers in this State average $1,081. Massachusetts averages $455 to rural teachers for four counties; male farm laborers receive $306, and rural mail carriers $1,031. North Carolina (26 counties) paid her rural teachers an average of $160, as compared with $191 for farm labor, and $1,034 for rural mail carriers. In Oregon, on the other hand, teachers are paid an average of $605 (two counties), as compared with $372 for male farm labor and $1,056 for rural mail carriers. In Pennsylvania the average teacher's salary for the entire State is $744 for males and $550 for females, as compared with $1,057 for rural mail carriers. In Tennessee (46 counties) the average salary for rural teachers was $223, as compared with $190 for male farm laborers, and $1,051 for rural mail carriers.

So far as figures are available, the economic return from rural school teaching has improved but little over the condition depicted by Dr. Dabney in 1901:[1]

> There is, of course, small opportunity in the country for the professional teacher, or even the habitual teacher. Who is going to prepare himself to teach for the pitiful salary of from $23 to $31 a month for the five months only in the year; or who that can do anything else is going to continue at this very long? Of what use are normal schools until teachers are paid living salaries? The result is that the country schools have to employ "makeshift" teachers, the majority of them inexperienced young people who have had no training beyond what these schools themselves give

[1] Report of the Commissioner of Education, 1901, vol. 1, p. 1015.

and who use the school only as a stepping-stone to something better. The young man wants to earn a little money to pay his way at a business college; the girl to earn something to support her in seminary for a few months. Too often the teacher is some director's dependent sister-in-law or aunt, or some male ne'er-do-well who must be kept out of the poorhouse. The best teachers are the farmers' boys and girls who teach during the fall and winter and work during the spring and summer. There is, of course, no prospect of improving this condition until better salaries are provided.

TEACHERS' SALARIES COMPARED WITH OTHER SCHOOL EXPENSES.

A practical question of real importance is the proper proportion of expenditures that should go for salaries of teachers. In cities of 100,000 population and over the percentage ranges all the way from 74.50 in New Orleans, La., to 54 per cent in Pittsburgh, Pa., the average being 65.25 per cent and the median 65.56.

For cities between 25,000 and 100,000 population the range is apparently greater. Columbia, S. C., spends 79.54 per cent of the total for schools in teachers' salaries, while at the other extreme Amsterdam, N. Y., spends but 45 per cent for salaries. The average for this group is 62.60 and the median 63.06 per cent. The figure of 30.63 per cent for Warwick, R. I., is probably due in part to exclusion of all salaries in positions for which any administrative or supervisory functions enter—the item "salaries and expenses of principals" (19.43 per cent) is unusually high, it should be noted.

Tables F and G show the conditions in cities over 100,000 and between 25,000 and 100,000 population, respectively.

Table F.—*Teachers' salaries in comparison with other items of total school expenditures in cities having over 100,000 inhabitants, 1913–14.*

[Figures indicate per cent distribution.]

Cities.	Salaries of teachers.	Board of education and business offices.	Superintendent's office.	Salaries and expenses of supervisors.	Salaries and expenses of principals.	Textbooks.	Stationery, supplies, and other instruction expenses.	Wages of janitors and other employees.	Fuel.	Water, power, light, janitors' supplies, etc.	Maintenance—repairs, replacement of equipment, etc.	Libraries.	Promotion of health.	Transportation of pupils.	Payment to other schools, pensions, rents, etc.
Birmingham, Ala.	66.60	0.70	2.10	1.80	8.19	3.26	1.16	5.39	1.95	2.56	4.49	0.07	0.83	.....	0.88
Los Angeles, Cal.	70.13	3.46	1.18	7.94	1.78	.....	2.97	4.41	.07	1.54	4.10	.92	.83	.....	.06
Oakland, Cal.	60.10	1.02	.95	2.45	8.08	.....	3.86	4.82	.81	2.05	6.09	1.06	1.04	0.03	.44
Denver, Colo.	69.45	1.41	1.06	1.02	8.27	.84	3.25	5.35	3.45	1.04	3.24	.....	.....	.18	.84
Bridgeport, Conn.	66.68	.91	1.07	8.77	2.26	2.84	2.89	6.16	3.03	1.13	4.56	.....	.....	.....	.....
Washington, D. C.	72.01	.64	1.01	1.51	4.39	1.44	2.44	5.57	3.12	1.05	4.60	.33	.29	.....	.16
Atlanta, Ga.	71.73	(1)	[2]5.14	1.38	8.95	.14	1.15	3.30	1.43	.65	3.59	.....	1.11	.....	1.43
Chicago, Ill.	67.79	1.38	1.79	6.50	.31	.11	2.73	9.13	3.01	1.22	4.11	.45	.08	.16	1.23
Indianapolis, Ind.	59.54	2.52	1.59	3.41	5.00	.80	3.54	6.28	3.25	1.34	4.98	5.92	.....	.....	1.82
Louisville, Ky.	62.28	4.42	3.99	7.70	.....	.29	4.18	6.79	2.04	1.11	5.73	.15	.....	.....	1.31
New Orleans, La.	74.50	1.72	1.[illegible]	6.63	.63	.15	.....	4.84	1.11	3.62	3.73	.....	.....	.....	1.79
Baltimore, Md.	69.62	.85	1.92	.43	7.80	2.90	2.88	7.44	3.15	1.08	1.46	.....	.....	.....	.45
Boston, Mass.	64.41	3.33	1.95	1.55	5.80	1.33	2.74	6.02	2.31	1.17	6.73	.....	.59	.07	1.99
Cambridge, Mass.	69.12	1.45	2.76	.69	9.15	1.33	2.10	8.46	3.61	.15	1.11	.....	.....	.06	.....
Fall River, Mass.	59.04	.87	1.80	1.90	11.28	1.69	3.41	9.51	3.77	.....	5.87	.35	.37	.12	.....
Lowell, Mass.	56.31	.98	1.54	1.24	12.27	3.14	1.33	13.18	4.35	1.77	1.39	.....	.65	.06	1.10
Detroit, Mich.	67.38	1.22	.24	8.08	1.65	1.84	2.99	9.37	2.69	.35	3.87	.....	.....	.18	.15
Grand Rapids, Mich.	62.82	1.71	1.99	.98	7.18	.52	3.39	6.44	2.93	1.54	9.06	.34	.....	.12	.99
Minneapolis, Minn.	65.56	1.15	.83	5.95	1.21	2.45	3.98	5.90	3.44	1.32	7.11	.....	1.09	.....	(3)
St. Paul, Minn.	66.75	.74	1.08	1.03	7.29	.....	1.98	7.43	5.29	1.19	6.17	.....	.99	.....	.07
Kansas City, Mo.	61.[illegible]1	3.94	2.05	1.09	8.13	1.60	2.34	5.28	3.29	1.30	1.88	6.07	.....	.07	1.64
St. Louis, Mo.	57.30	4.68	1.98	6.70	1.62	.95	2.61	6.46	1.09	1.71	12.22	.....	.....	.....	2.68
Omaha, Nebr.	56.89	3.53	1.45	1.48	7.74	1.66	2.53	7.60	4.38	1.81	8.36	.....	(3)	.07	2.49
Jersey City, N. J.	65.45	1.00	2.50	1.06	7.83	2.25	3.16	6.25	2.67	1.60	3.54	.....	1.11	.....	1.58
Newark, N. J.	67.59	2.22	1.91	1.50	7.34	1.88	3.97	5.72	1.81	1.84	1.73	.04	1.08	.04	1.32
Paterson, N. J.	68.21	1.08	2.05	8.55	1.48	2.16	2.30	6.83	2.24	1.06	1.89	.04	.20	.....	1.85
Albany, N. Y.	60.81	1.44	1.76	1.34	10.34	3.38	3.55	5.38	4.55	1.36	4.54	.44	.50	.....	.60
Buffalo, N. Y.	62.25	.69	1.48	6.50	1.26	1.99	4.03	6.35	3.00	2.42	8.34	.30	.10	.....	1.27
New York, N. Y.	67.85	1.26	.90	.27	11.02	.....	5.39	4.36	1.72	.28	3.25	.....	.....	.28	3.43
Rochester, N. Y.	66.73	2.36	1.14	6.40	3.20	.70	1.56	5.67	4.29	1.79	4.02	1.02	.....	(3)	1.11
Syracuse, N. Y.	56.53	1.12	1.19	3.53	7.69	1.18	2.49	6.13	2.92	.41	5.25	.35	.82	.....	10.38
Cleveland, Ohio	69.24	9.11	1.72	.....	1.27	.44	1.82	8.46	2.89	.75	1.49	.....	1.06	.21	1.54
Columbus, Ohio	64.66	.65	.86	1.06	7.54	.92	2.61	9.01	.88	2.98	6.74	1.25	.40	.13	.31
Dayton, Ohio	60.64	1.69	1.31	1.76	6.90	3.20	2.72	6.08	4.31	1.28	8.59	.....	.51	.....	1.01
Toledo, Ohio	65.39	2.47	1.47	1.41	6.35	2.66	3.39	5.90	3.29	1.62	4.74	.04	.97	.....	.18
Portland, Oreg.	70.63	3.28	1.63	2.27	6.36	(3)	2.01	5.23	2.93	1.93	3.54	.14	.....	.....	.45
Philadelphia, Pa.	64.80	2.89	1.91	.74	7.12	2.59	2.39	6.88	2.47	.35	4.61	.10	1.00	.02	1.21
Pittsburgh, Pa.	54.00	4.89	2.15	2.58	7.73	1.52	4.05	8.14	2.58	2.75	7.98	.09	.53	.....	1.01
Scranton, Pa.	63.68	1.66	3.39	.....	.....	.98	4.56	9.75	2.64	.88	3.92	.....	1.07	.....	7.46
Providence, R. I.	60.18	2.21	1.16	1.34	6.16	1.82	2.61	7.17	5.70	1.08	8.90	.....	1.04	.....	.60
Memphis, Tenn.	67.92	2.25	1.67	2.25	10.55	.....	1.46	7.82	1.77	1.49	2.52	.07	.....	.....	.23
Nashville, Tenn.	64.49	2.14	1.40	2.43	7.52	7.31	1.16	4.79	.91	1.40	5.07	.04	1.01	.....	.34
Richmond, Va.	65.95	1.58	1.33	.77	8.80	2.39	2.62	5.55	1.86	1.59	3.11	.09	1.34	.....	1.02
Seattle, Wash.	74.34	1.22	1.55	.71	.28	1.68	3.67	.68	2.36	1.78	3.45	.....	.27	.12	2.85
Spokane, Wash.	65.66	.85	1.32	6.26	1.19	2.27	3.61	6.83	3.93	4.02	3.02	.35	.45	.07	.15
Milwaukee, Wis.	71.09	1.02	1.84	7.94	.82	.10	2.57	5.75	2.89	3.69	.....	.20	1.19	.15	.70

[1] Included under superintendent's office.
[2] Includes board of education and business offices.
[3] Less than one-hundredth of 1 per cent.

TABLE G.—*Teachers' salaries in comparison with other items of total school expenditures in cities having 25,000 and fewer than 100,000 inhabitants, 1913–14.*

[Figures indicate per cent distribution.]

Cities.	Salaries of teachers.	Board of education and business offices.	Superintendent's office.	Salaries and expenses of supervisors.	Salaries and expenses of principals.	Textbooks.	Stationery, supplies, and other instruction expenses.	Wages of janitors and other employes.	Fuel.	Water, power, light, janitors' supplies, etc.	Maintenance—repairs, replacement of equipment, etc.	Libraries.	Promotion of health.	Transportation of pupils.	Payment to other schools, pensions, rents, etc.
Montgomery, Ala.	78.67	.....	4.82	2.01	1.23	.....	1.73	5.56	2.22	0.55	1.93	.....	0.50	.....	0.78
Berkeley, Cal.	71.48	1.67	1.04	5.50	1.98	.....	3.58	5.37	1.14	1.76	4.74	0.50	.50	.....	.75
Pasadena, Cal.	71.11	2.50	1.25	5.96	.48	.....	6.25	6.37	.67	1.11	2.47	.....	.....	0.02	1.81
Sacramento, Cal.	66.70	.61	.97	6.95	6.21	.....	3.28	6.17	.80	2.38	4.39	.77	.67	.....	.....
San Diego, Cal.	66.88	2.12	1.00	4.31	2.53	.....	3.57	7.80	.68	1.94	6.79	.19	1.29	.....	.92
San Jose, Cal.	71.62	.....	2.65	7.34	3.52	0.54	2.44	5.10	.80	1.75	3.98	.70	.50	.....	.....
Colorado Springs, Colo.	64.44	2.66	1.96	8.32	1.22	.91	2.83	6.43	3.28	1.98	5.30	.....	.....	.....	.65
Pueblo, Colo.	58.07	2.17	3.06	6.06	3.00	1.86	4.62	9.04	3.98	4.42	3.71	.....	.....	.....	.....
Meriden, Conn.	54.01	.....	3.20	9.64	1.70	2.46	4.07	8.45	3.68	3.22	7.70	.52	.82	.52	.....
New Britain, Conn.	58.41	.72	1.92	5.47	4.15	1.04	4.07	4.99	.....	5.45	10.03	.61	.55	.06	1.71
Norwich, Conn.	61.13	.95	3.07	6.94	....	.39	2.07	6.13	.....	8.18	10.27	.....	.....	.74	.11
Stamford, Conn.	55.80	.18	3.38	4.22	9.21	1.25	4.46	5.64	[5] 4.47	(9)	7.66	.85	.81	1.08	.....
Waterbury, Conn.	64.60	.31	1.90	7.06	4.00	2.97	1.65	5.31	4.20	.62	6.52	.78	.....	.....	.....
Macon, Ga.	65.72	.71	4.19	13.58	1.16	.....	1.94	2.81	1.60	1.48	6.80	.....	.....	.....	.....
Aurora (east side), Ill.	54.47	.92	3.58	1.70	4.78	.....	3.67	7.45	5.23	1.69	15.03	.66	.81	.....	.....
Bloomington, Ill.	61.80	.74	3.81	1.49	3.37	.....	5.55	6.36	4.40	3.43	8.94	.07	.02	.....	.....
Elgin, Ill.	54.11	.67	2.90	16.20	.....	.....	5.85	8.00	.....	6.04	7.06	.12	.....	.....	.....
Peoria, Ill.	58.89	1.73	1.30	12.88	4.01	.55	2.39	6.10	2.32	1.68	4.65	.12	.15	.....	2.52
Quincy, Ill.	60.57	.....	2.20	.....	.....	.29	.44	7.67	2.91	.67	24.86	.11	.14	.....	.15
Rockford, Ill.	66.39	.70	1.59	1.27	3.62	.....	3.46	11.30	5.24	1.64	2.88	.40	1.34	.....	.....
Springfield, Ill.	67.50	4.56	1.91	6.67	1.00	.04	3.55	6.41	2.27	2.43	1.48	.14	.46	.....	.90
Evansville, Ind.	66.81	.87	1.95	5.61	2.85	.33	1.73	8.65	2.51	.80	4.15	.....	.....	.....	3.74
Fort Wayne, Ind.	59.21	.23	1.70	6.16	2.71	.21	1.82	7.30	3.95	3.66	6.00	3.28	1.54	.....	.14
Terre Haute, Ind.	59.01	3.32	1.29	1.44	7.42	.....	.79	6.90	2.63	6.24	6.95	3.69	.10	.....	.23
Cedar Rapids, Iowa	62.20	1.35	1.96	6.57	4.65	2.42	2.30	7.35	4.37	2.08	3.71	.19	.....	.....	.86
Clinton, Iowa	54.06	1.14	3.73	10.14	1.98	1.78	3.69	6.70	4.00	3.59	7.73	.....	.03	.08	.42
Davenport, Iowa	57.21	1.15	1.46	7.58	2.11	4.88	3.58	7.01	2.83	1.15	9.58	.68	.77	.....	.....
Des Moines, Iowa	60.64	1.11	.86	7.84	1.48	4.33	4.97	8.28	3.10	2.09	4.42	.05	.04	.21	.46
Sioux City, Iowa	60.70	2.90	1.70	9.07	3.48	.60	2.30	5.99	4.31	1.49	5.02	.....	.....	1.34	.10
Kansas City, Kans.	63.06	5.94	1.60	5.18	.76	.....	3.13	6.41	2.79	2.43	5.90	2.60	.....	.17	.....
Topeka, Kans.	64.21	1.13	2.15	8.57	.80	.19	2.79	6.14	3.44	2.43	4.37	.....	.....	.....	3.77
Wichita, Kans.	70.98	1.18	1.53	.89	1.06	.42	.67	8.55	2.52	3.86	8.22	.....	.13	.....	.....
Covington, Ky.	67.78	1.26	3.13	2.12	8.25	.18	1.71	6.73	1.90	1.68	3.28	.....	.43	.22	1.22
Shreveport, La.	56.90	.....	7.16	13.98	6.01	.....	1.43	7.06	1.39	.72	1.72	1.15	1.72	.64	.12
Lewiston, Me.	65.29	1.27	3.38	4.46	5.34	2.10	3.53	5.27	5.05	.58	3.47	.....	.20	.04	.....
Brockton, Mass.	67.78	.65	1.28	5.69	2.00	.26	2.13	6.81	[6] 6.79	(9)	6.14	.....	.46	.....	.....
Chelsea, Mass.	64.74	.....	1.90	6.69	3.17	2.55	2.77	9.26	3.13	.....	4.96	.05	.78	.....	.....
Chicopee, Mass.	63.78	.82	3.36	3.32	1.78	1.44	2.25	7.51	5.67	2.32	4.08	.....	.....	2.90	.75
Everett, Mass.	60.80	.....	2.92	8.30	1.94	2.51	3.24	7.62	5.28	1.58	3.99	.....	.76	.....	1.65
Fitchburg, Mass.	64.03	1.26	3.29	4.12	2.06	4.97	1.75	6.80	5.62	1.37	2.18	.24	1.01	1.22	.....
Haverhill, Mass.	67.81	.....	2.18	6.67	2.69	3.76	3.13	8.31	.....	2.21	.....	.....	.....	1.23	1.00
Holyoke, Mass.	60.30	1.54	1.91	8.53	2.64	1.81	3.10	7.35	5.09	2.02	4.38	.03	.40	.38	.51
Lynn, Mass.	62.10	2.00	2.06	6.37	1.69	3.45	2.99	8.51	4.80	.35	4.45	.....	.54	.15	.45
Malden, Mass.	64.14	.26	2.30	8.14	1.46	1.68	3.09	6.40	5.92	1.50	3.98	.....	.28	.....	.85
New Bedford, Mass.	63.63	1.26	2.35	8.60	1.04	2.07	2.88	8.43	4.50	1.57	2.17	.....	.53	.21	.77
Newton, Mass.	[4] 75.26	1.53	1.83	(9)	(9)	1.71	3.27	5.98	3.57	.56	4.55	.....	.90	.53	.32
Pittsfield, Mass.	63.38	.71	2.24	8.41	3.04	3.08	3.98	6.91	5.32	1.12	.....	.....	.66	1.14	.....
Quincy, Mass.	66.42	1.18	2.10	8.31	2.30	2.99	3.26	6.07	4.73	1.03	.30	.....	.....	.64	.45
Salem, Mass.	57.38	.85	2.93	5.72	2.00	3.01	2.96	8.92	5.32	.70	3.14	.....	.34	.15	6.46
Somerville, Mass.	65.89	.18	1.93	7.52	1.20	1.81	2.35	6.57	4.28	2.30	4.86	.....	.80	.....	.31
Springfield, Mass.	62.45	.77	2.30	5.24	1.36	2.42	7.01	7.58	3.24	2.03	3.22	.....	1.06	.25	1.09
Taunton, Mass.	64.73	1.44	2.27	4.76	1.48	1.87	2.36	6.56	5.93	.85	5.31	.31	.47	1.11	.54
Waltham, Mass.	58.34	1.11	2.41	4.51	3.61	1.89	3.11	5.81	3.45	1.79	10.78	.....	.91	.91	1.66
Battle Creek, Mich.	56.13	1.33	2.76	1.74	5.31	2.45	3.30	7.93	4.87	2.90	6.53	2.69	.34	.83	.73
Calumet, Mich.	66.12	1.13	2.30	6.14	1.22	.71	2.46	5.88	5.21	1.78	1.27	.36	.....	.11	5.29
Flint, Mich.	50.25	.....	1.48	.....	.....	.....	.....	4.53	4.39	.....	.....	3.15	.....	.....	[8] 21
Jackson, Mich.	63.76	4.22	1.68	2.69	2.95	.06	2.02	7.47	4.43	1.89	6.55	1.00	1.22	.....	.04
Kalamazoo, Mich.	61.77	3.94	2.96	6.17	2.79	.24	3.57	5.76	4.17	1.45	1.78	4.59	.73	.....	.08
Lansing, Mich.	57.67	1.13	2.07	1.89	3.20	7.17	3.82	7.07	3.59	5.32	2.48	4.57	.02	.....	.....
Saginaw (East side), Mich.	66.10	3.82	2.25	.....	.....	1.95	4.77	8.11	5.35	1.19	4.73	1.31	.42	.....	.....
Joplin, Mo.	54.70	.....	2.82	14.32	1.16	.37	3.62	11.17	2.92	.84	3.08	.....	.....	.....	.....
Springfield, Mo.	68.92	1.53	3.61	2.23	.....	.39	1.00	9.80	3.28	1.97	6.44	.34	.....	.....	.17
Lincoln, Nebr.	65.10	2.15	1.35	6.27	2.75	1.94	4.52	5.36	3.15	1.02	4.09	.....	.78	.25	1.25
Manchester, N. H.	69.73	.56	3.16	.....	3.40	2.23	2.68	6.49	8.00	2.39	.45	.16	.....	.65	.....
Camden, N. J.	60.51	2.26	1.86	6.84	1.31	2.72	3.68	6.84	3.00	1.08	6.76	.28	.90	.....	1.97
East Orange, N. J.	60.36	2.11	2.26	9.06	1.32	1.82	4.16	6.78	3.42	2.06	3.29	.11	.80	.05	2.37

[1] Includes water, etc.
[2] Included with fuel.
[3] Includes supervisors and principals.
[4] Included with teachers.

TABLE G.—*Teachers' salaries in comparison with other items of total school expenditures in cities having 25,000 and fewer than 100,000 inhabitants, 1913–14*—Continued.

Cities.	Salaries of teachers.	Board of education and business officers.	Superintendent's office.	Salaries and expenses of supervisors.	Salaries and expenses of principals.	Textbooks.	Stationery, supplies, and other instruction expenses.	Wages of janitors and other employees.	Fuel.	Water, power, light, janitors' supplies, etc.	Maintenance—repairs, replacement of equipment, etc.	Libraries.	Promotion of health.	Transportation of pupils.	Payment to other schools, pensions, rents, etc.
Hoboken, N. J.	72.47	1.12	.67	[1]		1.55	1.85	7.95	1.76	1.98	5.25			.55	3.96
Passaic, N. J.	67.47	1.87	3.16	6.30	2.40	2.43	2.92	5.00	2.89	2.08	2.40		.76		.31
Perth Amboy, N. J.	75.18	.63	2.58			1.78	3.32	6.89	3.50	.92	4.43	.02	.36		.42
Trenton, N. J.	78.04	1.52	1.81	(2)	(2)	2.26	2.71	5.14	1.72	.86	4.44	.04	1.11		2.34
West Hoboken, N. J.	70.28	.81	2.52	9.34		2.23	2.65	5.12	2.12	1.03	2.72	.06	.53		.54
Amsterdam, N. Y.	45.03	.98	3.12	13.62		.77	1.80	8.67	3.87	3.49	13.79	.42			3.33
Auburn, N. Y.	60.55	1.83	2.66	8.89	2.07	.71	2.54	8.26	3.64	1.50	6.73	.16	.44		
Binghamton, N. Y.	71.55	2.03	2.13		1.74	2.58	1.22	6.55	2.64	1.53	6.01		.88		.14
Elmira, N. Y.	60.82	1.46	3.02	10.30	3.43	.26	2.68	6.17	5.98	1.04	3.29	.61	.94		
Jamestown, N. Y.	60.66	1.74	1.80	5.71		2.32	4.32	6.11	4.48	3.03	6.55	.61	1.18		1.29
Kingston, N. Y.	56.92	1.18	3.39	10.60	2.35	2.52	5.78	4.79		5.21	5.05	.67	.96		
Mount Vernon, N. Y.	57.49	1.69	1.32	8.73	3.81	2.10		4.79	3.91	.49	9.08	4.53			2.07
Newburgh, N. Y.	51.01	.01	2.49	8.57	4.73	1.83	3.50	5.02	3.61	1.11	10.36	.22	.43		7.12
New Rochelle, N. Y.	63.82	1.22	2.70	6.80	1.62	1.88	3.24	7.34	3.43	3.65	4.99	.08	.20		
Niagara Falls, N. Y.	59.81	1.14	1.58	8.09	3.33	1.71	2.83	6.35	2.93	1.13	6.61	.08	.52		3.89
Poughkeepsie, N. Y.	54.49	1.38	2.84	7.85	3.34	2.76	3.65	4.83	3.93	.82	6.57		.94	.06	6.31
Schenectady, N. Y.	61.18	1.52	1.40	7.30	3.13	2.89	3.39	6.62	6.64		2.99	.56	2.38		
Troy, N. Y.	61.83	2.06	1.73	7.75	2.29	.42	1.45	8.35	5.71	2.28	3.97	.53	.73		.92
Utica, N. Y.	64.66	.75	1.71	6.12	2.01	1.10	2.62	6.20	3.90	2.58	7.51	.01	.85		
Watertown, N. Y.	57.36	.37	6.88	7.49	2.24	1.22	1.18	7.74	5.79	2.76	5.83	.07	.54		.53
Yonkers, N. Y.	66.27	1.67	2.18	5.64		2.19	4.28	5.73	4.84	1.29	4.74	.13	.51	.54	
Charlotte, N. C.	64.34	.71	5.25		11.25	.56	1.31	6.67	2.79	1.95	5.16				
Akron, Ohio	61.68	1.65	1.83	6.11		2.77	2.20	7.53	3.26	2.92	8.80		1.12		.15
Canton, Ohio	64.16	1.76	2.14	3.18	7.15	1.81	1.90	10.38	2.49	.87	3.90		.26		
Hamilton, Ohio	69.61	.85	2.93	5.61		.96	2.01	8.46	2.53	1.44	4.30	.33			1.08
Lorain, Ohio	58.66	2.12	2.60	3.42	8.28		1.28	7.58	3.24	1.75	8.13	.07	1.32		1.56
Newark, Ohio	62.18	1.04	3.81	4.05	4.46	.23	2.53	10.71		4.02	5.71				1.31
Springfield, Ohio	63.79	1.12	1.89	6.62		1.26	.17	9.55	3.21		1.91				10.79
Youngstown, Ohio	58.88	1.31	1.60	8.70	4.21	2.50	2.13	8.77	2.78	2.42	4.88		.62		1.23
Muskogee, Okla.	60.66	2.91	4.47	10.09	4.61	.14	2.93	7.55	1.50	2.30	2.51	.34			
Allentown, Pa.	61.62	2.51	2.04		1.32	6.08	.50	8.10	3.64	1.58	8.00	1.28	.52	.14	2.70
Altoona, Pa.	51.08	1.93	2.21	6.97	2.27	2.77	3.08	10.71	3.05	1.85	11.77	.19	.32		1.83
Chester, Pa.	56.63	1.52	2.56	1.98	1.74	3.01	4.67	9.10	4.47	4.98	8.33	.26	.37		.59
Easton, Pa.	57.63	1.87	3.99	2.46		3.17	4.71	7.70	3.00	2.71	3.83	7.87	.87		
Erie, Pa.	51.75	5.85	1.61	1.49	6.14	2.74	4.53	6.39	3.83	1.31	7.24	5.59	1.08		.44
Hazleton, Pa.	67.25	.90	3.64			2.56	4.58	6.88	3.59	.97	6.11	3.51			
Johnstown, Pa.	57.24	4.70	2.03	2.30	3.85	3.07	6.32	6.68	1.58	1.61	9.62		.94		.06
Lancaster, Pa.	67.01	.38	1.58	1.49	2.19	3.44	2.53	10.03	4.30	2.38	3.36	.63	.56		.14
McKeesport, Pa.	50.21	3.56	2.62	7.27	6.87	3.15	8.87	7.18	2.14	3.67	.88		1.27		2.30
New Castle, Pa.	55.69	4.53	1.87	8.46	1.67	2.54	2.62	7.67	2.97	2.38	8.83		.47		.29
Norristown, Pa.	65.06	4.63	3.88	2.00		3.86	3.07	6.23	1.41	3.71	3.46	1.11	1.59		
Reading, Pa.	67.15		4.16			2.44	6.78	9.14	3.09	1.03	3.75	.03	1.15		1.28
Wilkes-Barre, Pa.	63.15	2.00	1.57	.95	.92	3.76	3.02	8.65	4.19	5.78	5.04		.32		.66
Williamsport, Pa.	56.11	3.03	2.02	1.20	4.13	4.58	4.41	6.31	3.97	1.45	4.02		.76	.35	7.65
York, Pa.	61.75	.77	2.28	1.26	3.01	3.10	4.29	8.62	2.99	1.45	7.25	.63			2.58
Newport, R. I.	61.63		3.52	2.07	3.38	1.60	4.82	8.26	5.04	.60	7.73		.17	1.19	
Pawtucket, R. I.	67.29	.23	1.77	1.74		2.41	1.80	8.48	4.86	1.22	7.34	.16	.38		2.32
Warwick, R. I.	30.63	1.83	3.23	3.36	19.43	3.15	3.29	5.91	3.82	.54	11.28	1.29	.87		11.39
Woonsocket, R. I.	71.04	1.71	3.83	1.90			2.95	6.84	5.86	1.13	3.49		1.25		
Charleston, S. C.	63.10	1.01	2.92	12.32	1.24		1.23	2.60	1.38	1.32	3.37	.06	.03		8.33
Columbia, S. C.	79.54		3.41	1.23	1.50		1.71	4.55	2.49	2.18	3.32	.08			
Chattanooga, Tenn.	65.56	1.49	2.31	6.38	13.67		.18	5.84	1.90	.87	1.81				
Knoxville, Tenn.	66.03	.70	2.79	10.12	1.59		1.55	6.96	2.19	.78	6.88	.42			
Austin, Tex.	66.22	.50	3.60	1.70	10.17		.54	6.07	2.21	1.80	5.83	1.06	.20		
El Paso, Tex.	71.03	2.41	4.18	7.08	2.94	.15	1.14	5.32	2.27	1.06	2.42				
Houston, Tex.	72.51	.70	1.27	.81	3.26		.93	7.63	1.31	8.43	3.20	.05			
Waco, Tex.	66.51	1.82	1.80	1.80	10.56		2.33	3.97	1.64	1.91	7.32		.33		
Ogden, Utah	64.01	1.88	2.07	9.38	2.31	2.33	2.75	5.43	2.26	2.29	3.25		.21	.31	1.50
Salt Lake City, Utah	63.25	2.44	1.61	7.43	3.10	4.05	3.16	5.54	1.84	1.24	6.98	.05	.05		.17
Portsmouth, Va.	65.74	2.28	3.13	11.97	.69	.17	1.45	5.39	2.72	.68	2.37	.10	1.18		2.12
Roanoke, Va.	70.57	1.59	2.60	8.62			1.98	4.83		2.94	5.80	.15	.22		.70
Tacoma, Wash.	64.51	3.77	2.35	1.72	6.94	1.98	2.75	6.06	2.34	1.93	4.32		.11	.22	1.00
Green Bay, Wis.	58.79	1.29	2.87	10.32	2.14	.69	2.51	7.34	4.99	2.64	4.59	.15	.78		.91
La Crosse, Wis.	59.27	1.42	2.71	6.98	1.06	2.17	3.65	6.91	7.65	2.28	2.62	.20		.06	2.14
Madison, Wis.	57.86	.24	3.92	7.48	3.50	.27	2.28	6.51	6.44	2.35	7.27		.77		1.10
Oshkosh, Wis.	62.82	.15	2.97	9.34	2.48	1.30	3.42	6.60	5.12	2.86	2.00	.12		.01	.92
Racine, Wis.	61.71	1.09	2.88	8.55	2.97	.34	2.33	6.52	4.31	1.32	5.90	.37	.41	.31	1.00
Sheboygan, Wis.	58.76	.52	3.33	10.98	4.67	.24	1.55	6.01	6.21	.97	3.43	.90		.03	2.40
Superior, Wis.	58.97	1.18	2.73	6.36	2.36	2.05	2.11	9.56	3.74	.74	6.52	.42	.89		1.89

[1] Includes supervisors and principals.

[2] Included with teachers.

For the smaller cities the figures are hardly comparable without considerable modification. Methods of school bookkeeping vary widely, and administrative, supervisory, and instructional duties tend to fuse in these cities. Table H presents for certain cities of between 10,000 and 25,000 population information similar to that given in Tables F and G for larger cities. Table I presents similar information for cities under 10,000 population. Care needs to be exercised in using the teachers' salaries column to see whether it includes items usually entered elsewhere. Fort Smith, Ark., for example, reports 85.12 per cent for salaries of teachers, but apparently this figure covers all salaries in the entire system, not merely those of teachers.

TABLE H.—*Teachers' salaries in comparison with other items of total school expenditures in certain cities having 10,000 and fewer than 25,000 inhabitants, 1913–14.*

[Figures indicate per cent distribution.]

Cities.	Salaries of teachers.	Board of education and business offices.	Superintendent's office.	Salaries and expenses of supervisors.	Salaries and expenses of principals.	Textbooks.	Stationery, supplies, and other instruction expenses.	Wages of janitors and other employees.	Fuel.	Water, power, light, janitors' supplies, etc.	Maintenance, repairs, replacement of equipment, etc.	Libraries.	Promotion of health.	Transportation of pupils.	Payment to other schools, pensions, rents, etc.
Selma, Ala	69.73	1.30	8.11	.....	6.26	.....	0.24	3.53	.....	5.40	4.73	.....	.....	.....	0.63
Phoenix, Ariz	75.45	2.17	6.77	2.60	2.17	.....	.37	5.20	1.73	1.30	.87	0.87	.....	.....	.....
Fort Smith, Ark	85.12	.....	.....	.....	.....	.....	.....	.....	2.30	1.41	10.82	.34	.....	.....	.....
Fresno, Cal	72.44	1.04	1.56	6.17	2.07	.....	3.97	4.34	.93	2.51	2.09	.76	.....	.....	.13
Trinidad, Colo.*	52.53	1.03	2.74	5.93	8.50	.....	3.28	5.72	1.89	6.06	4.92	.....	.....	.....	.38
Norwalk, Conn	62.27	.68	3.96	6.03	.74	3.44	3.76	6.56	.....	2.10	3.80	.35	(1)	0.63	2.07
Columbus, Ga	73.63	1.43	3.28	.....	.00	2.58	4.80	3.97	[2] 2.23	[3] 1.61	2.51	3.10	.....	.....	.25
Boise, Idaho	60.66	1.76	2.54	1.62	6.39	1.13	4.31	.59	2.11	1.63	3.08	.09	0.78	.....	12.23
Galesburg, Ill	68.07	.13	3.39	.....	.....	[4] 4.53	(5)	11.16	7.57	(6)	4.37	.....	.47	.....	.....
Muncie, Ind	58.43	.46	2.04	6.33	3.32	.68	.82	3.94	4.15	10.30	8.23	.35	.20	.....	.74
Marshalltown, Iowa	58.85	1.54	2.80	1.68	4.28	3.17	.....	8.41	4.83	11.40	4.81	.34	.....	.45	.....
Leavenworth, Kans	83.50	.....	.....	.....	.....	.34	6.06	.....	3.25	.51	6.11	.22	.....	.....	.....
Owensboro, Ky	70.23	1.03	4.76	2.58	1.32	.....	5.40	8.63	2.43	.99	2.35	.26	.....	.....	.....
Baton Rouge, La	70.57	.....	.....	14.50	.....	.....	.35	5.15	1.63	2.16	3.44	.25	.....	1.94	.....
Bangor, Me	58.54	2.78	1.97	5.49	.....	4.45	2.87	5.70	6.31	(6)	11.45	.....	.....	.45	.....
Beverly, Mass	56.26	2.50	2.33	6.33	5.16	3.52	3.08	6.56	6.58	.59	4.01	.....	.24	2.29	.53
Muskegon, Mich	57.09	2.25	4.59	7.23	3.70	1.37	.36	5.85	3.90	2.30	5.58	.19	1.52	.05	.41
St. Cloud, Minn	59.04	3.62	5.73	.....	3.48	2.31	4.37	7.39	5.27	2.56	5.13	1.10	.....	.....	.....
Meridian, Miss	74.52	.....	4.65	6.64	2.05	.....	.82	6.19	2.16	1.43	.84	.01	.10	.....	.05
Sedalia, Mo	70.37	1.02	3.56	1.86	.....	.30	2.95	5.83	4.42	1.36	6.20	.06	.....	.33	1.65
Great Falls, Mont	54.13	3.37	2.27	8.85	5.76	.34	2.63	7.33	3.09	4.46	7.43	.31	.....	.....	.....
Grand Island, Nebr	63.16	.62	4.05	2.60	1.87	2.66	5.36	8.03	5.40	2.34	4.00	.....	.....	.....	.....
Reno, Nev.*	76.01	.50	6.05	.....	.....	.....	.96	5.41	4.90	4.97	.....	1.01	.....	.....	.....
Portsmouth, N. H	64.19	1.53	4.80	5.23	1.38	1.76	3.17	6.76	5.51	.88	4.70	.....	.....	.....	.....
Bloomfield, N. J	63.49	.55	2.79	5.86	2.30	3.32	5.87	5.53	4.26	1.79	2.84	.19	.51	.44	.22
Albuquerque, N. Mex	67.35	1.20	3.85	.....	5.84	.....	3.27	8.03	2.59	.90	6.43	.....	.....	.....	.54
Cortland, N. Y	58.90	.73	6.65	13.30	.....	.24	1.62	4.50	9.19	(6)	4.85	.....	.....	.....	.....
Durham, N. C	79.15	.38	3.75	.....	.....	.....	4.35	5.87	2.23	1.79	4.48	.....	.....	.....	.....
Fargo, N. Dak	59.93	1.89	3.33	1.84	8.37	2.97	.85	7.94	6.68	3.00	2.44	.28	.38	.....	.10
Alliance, Ohio	59.57	.....	7.00	1.75	3.56	.11	1.17	10.23	4.09	1.17	6.18	2.92	.....	.....	.15
Tulsa, Okla	78.78	1.80	4.00	4.45	3.25	.33	.....	1.39	.95	3.21	1.16	.....	.....	.....	.22
Salem, Oreg	70.74	.57	3.30	4.96	.....	.....	.34	6.84	2.28	3.42	5.70	1.37	.45	.....	.....
Uniontown, Pa	76.54	1.24	4.17	.....	2.69	2.90	1.24	5.46	1.99	.25	2.65	.....	.10	.....	.....
Central Falls, R. I	66.18	.....	5.24	.....	.....	2.41	2.27	7.25	.....	8.30	6.04	1.25	1.06	.....	.....
Spartanburg, S. C	85.30	.68	5.66	.....	.....	.....	1.28	2.76	1.59	.65	1.58	.36	.....	.....	.12
Sioux Falls, S. Dak	52.24	1.85	3.76	6.70	7.17	2.04	5.54	7.86	4.70	1.95	4.97	.88	.08	.26	.....
Jackson, Tenn.*	83.32	.60	.....	.....	.....	.....	1.61	5.24	.....	2.39	5.10	.....	.....	.....	1.73
Beaumont, Tex	68.60	.34	3.48	12.98	1.16	.....	1.99	5.39	1.60	.62	3.36	.46	.....	.....	.....
Burlington, Vt	69.58	.....	3.18	.....	.....	1.35	9.51	8.41	9.05	.66	3.05	.09	1.10	.....	.....
Staunton, Va	78.20	.....	8.63	.....	.....	.07	.....	5.28	2.80	5.00	.....	.....	.....	.....	.....
Everett, Wash	60.05	1.07	2.02	6.26	4.47	1.73	3.61	4.84	2.72	2.62	9.25	.....	.28	.29	.78
Charleston, W. Va	77.80	.94	2.96	.....	.....	.61	3.34	6.29	1.64	.60	3.39	1.69	.56	.....	.19
Kenosha, Wis	60.05	.78	4.61	6.68	3.05	.42	2.90	8.14	4.08	2.15	5.79	.....	.29	.....	.26
Cheyenne, Wyo	50.32	1.57	3.56	2.36	2.36	4.45	16.74	6.58	4.02	.28	3.08	.....	.....	.....	.....

* Statistics for the year 1912–13.
[1] Less than one-hundredth of 1 per cent.
[2] Includes light and power.
[3] Exclusive of light and power.
[4] Includes stationery, etc.
[5] Included with textbooks.
[6] Included with fuel.

TABLE I.—*Teachers' salaries in comparison with other items of total school expenditures in certain cities having under 10,000 inhabitants, 1913–14.*

[Figures indicate per cent distribution.]

Cities.	Salaries of teachers.*	Board of education and business offices.	Superintendent's office.	Salaries and expenses of supervisors.	Salaries and expenses of principals.	Textbooks.	Stationery, supplies, and other instruction expenses.	Wages of janitors and other employees.	Fuel.	Water, power, light, janitors' supplies, etc.	Maintenance—repairs, replacement of equipment, etc.	Libraries.	Promotion of health.	Transportation of pupils.	Payment to other schools, pensions, rents, etc.
New Decatur, Ala.	72.62	1.08	10.01	.....	.....	.....	1.26	3.61	2.44	3.10	5.89	.....	.....	.....	.....
Douglas, Ariz.	65.68	1.10	4.26	3.74	1.10	.....	4.03	5.33	1.32	1.47	11.00	0.37	0.61	.....	.....
Jonesboro, Ark.	70.78	2.76	9.20	.....	5.15	.....	.87	6.81	1.47	.73	2.21	.....	.....	.....	.....
Santa Rosa, Cal.	65.35	.79	6.20	3.20	2.47	0.51	3.08	5.69	1.55	6.28	3.42	.75	.39	0.11	0.20
Canon City, Colo.	64.08	1.36	8.38	.....	7.18	.....	1.28	6.20	2.90	2.96	3.01	.34	.95	.83	.53
Plainfield, Conn.	67.86	.29	6.34	.....	.....	3.91	2.18	5.14	4.61	.10	6.04	.69	.....	1.80	1.04
Lake City, Fla.*	67.60	.....	.....	.....	.....	.....	.....	2.63	1.24	1.29	27.24	.....	.....	.....	.....
La Grange, Ga.	79.58	.....	6.51	.....	.....	.....	6.48	2.09	1.30	1.27	1.92	.20	.....	.....	.66
Pocatello, Idaho	60.08	2.16	4.89	6.65	.....	.28	3.11	5.28	3.23	2.58	4.77	.23	2.28	3.60	.86
Centralia, Ill.	61.18	1.67	7.31	.....	2.35	.29	2.75	7.99	2.39	1.34	10.93	.58	.34	.....	.87
Clinton, Ind.	64.56	2.75	5.71	3.04	4.20	.....	1.97	7.60	2.86	3.55	2.87	.46	.12	.....	.30
Centerville, Iowa	63.22	.....	4.25	4.83	.....	.....	2.77	6.23	3.30	4.41	6.06	.....	.....	.....	4.02
Iola, Kans.	68.21	1.04	5.33	.....	.....	.26	3.60	7.07	3.73	1.04	9.39	.13	.18	.....	.....
Maysville, Ky.	53.90	.90	7.42	14.46	2.80	.54	.36	7.03	2.53	1.54	6.88	.72	.90	.....	.....
Houma, La.*	71.43	.....	.....	.....	12.60	.....	.....	4.20	1.26	.....	2.10	.....	.....	8.40	.....
Rumford, Me.	56.78	.33	5.54	3.92	1.64	3.17	4.32	7.77	7.89	3.07	3.29	.....	.....	2.26	.....
Milton, Mass.	60.22	1.11	3.70	6.71	.....	.93	4.50	8.76	4.55	2.82	2.59	.05	1.00	2.60	.45
Hancock, Mich.	57.44	2.22	5.78	3.14	4.05	.....	4.40	6.49	7.60	.78	6.14	.49	.....	.....	1.46
Eveleth, Minn.	46.39	1.40	8.19	1.80	7.41	2.43	5.56	11.35	5.97	3.20	6.05	1.14	1.65	2.44	(1)
Greenville, Miss.	54.22	.....	7.94	18.54	2.86	2.22	1.32	4.36	1.69	.....	4.02	2.65	.18	.....	.....
Fulton, Mo.	70.29	.74	7.21	.....	3.36	.....	.....	5.45	3.46	1.87	4.72	.89	.....	.....	2.57
Bozeman, Mont.	68.02	.85	5.88	.....	.....	.20	3.22	8.37	2.78	1.11	9.48	.10	.....	.....	.....
Hastings, Nebr.	46.32	4.62	.65	9.59	12.84	.36	5.11	8.22	4.70	2.31	4.55	.....	.54	.....	.19
Claremont, N. H.	50.90	.....	4.55	.....	4.79	2.21	2.85	5.44	6.70	.....	8.92	.....	.67	12.90	.....
Nutley, N. J.	62.03	1.72	4.81	.....	.....	2.91	4.27	6.17	3.29	1.66	10.01	.64	1.44	.....	1.03
Roswell, N. Mex.	68.58	1.27	5.95	3.72	3.90	.....	1.66	4.66	3.27	1.68	4.81	.....	.....	.....	.48
Oneida, N. Y.	53.49	.....	3.40	11.80	.....	.....	1.86	6.54	5.29	14.43	1.78	.47	.94	.....	.....
Goldsboro, N. C.	65.22	.....	7.83	7.01	.....	.....	2.82	4.37	3.67	.21	7.56	1.29	.....	.....	.....
Bismarck, N. Dak.	62.80	1.08	5.54	.....	.....	.87	.....	9.25	.....	.....	20.46	.....	.....	.....	.....
Niles, Ohio	52.03	1.34	6.32	3.29	5.95	6.23	2.21	7.60	2.67	9.43	.....	2.61	.....	.....	.33
Ardmore, Okla.	69.92	1.53	7.07	.....	3.81	.....	.25	8.26	2.80	3.81	2.29	.25	.....	.....	.....
Astoria, Oreg.	61.71	1.14	3.92	.....	5.37	.01	.21	7.48	2.17	2.57	12.95	.09	.....	.....	.55
Coaldale, Pa.	53.29	5.13	7.10	.....	.....	11.97	5.41	7.95	3.68	1.10	1.92	.51	1.92	.....	.....
Bristol, R. I.	68.87	1.37	4.40	.....	.....	5.63	.....	6.60	4.80	1.68	6.65	.....	.....	.....	.....
Newberry, S. C.	57.80	.....	7.81	.....	.....	1.65	.78	3.15	2.17	1.22	25.02	.39	.....	.....	.....
Mitchell, S. Dak.	61.05	1.95	4.92	4.72	1.97	.....	6.00	8.26	6.88	.91	2.98	.35	.....	.....	.....
Park City, Tenn.	77.36	.....	9.24	.....	.....	.....	1.63	3.67	3.21	.....	3.80	1.08	.....	.....	.....
Greenville, Tex.	71.11	.....	4.23	2.83	2.66	.....	(2)	5.28	3.17	(2)	(3)10.57	.....	.....	.....	.12
Provo, Utah	64.28	2.55	3.71	7.96	1.86	7.15	4.23	6.26	.....	1.15	.....	.45	.....	.39	.....
Montpelier, Vt.	59.49	.03	9.64	.....	.....	2.62	4.46	4.90	6.36	2.42	2.90	.....	.....	4.24	2.95
Bristol, Va.	76.04	.45	10.18	.....	.....	.39	2.38	3.84	1.14	.18	3.86	.41	.....	.....	1.14
Vancouver, Wash.	71.50	1.12	4.56	2.79	4.28	.....	.....	8.16	3.61	1.86	1.50	.61	.....	.....	.....
Fairmont, W. Va.	55.15	.66	4.05	8.13	2.90	.46	5.93	6.30	3.19	1.67	10.50	.32	.76	.....	.....
Menomonie, Wis.	51.79	1.59	5.78	3.56	.....	.....	8.10	6.92	10.82	1.02	6.84	.83	.37	1.50	.88
Laramie, Wyo.	54.58	.69	6.70	.....	4.16	2.94	.58	8.76	3.46	7.15	8.77	.....	.....	2.20	.....

* Statistics for the year 1912–13.
[1] Less than one-hundredth of 1 per cent.
[2] Included in maintenance.
[3] Includes stationery, water and light, etc.

MAXIMUM AND MINIMUM SALARIES.

The interpretative material in the present report involves the use of the median, upper, and lower quartiles for purposes of salary comparisons; maxima and minima; and especially the use of frequency tables. Some attempt has been made (Part III, p. 87) to explain the significance of these devices in salary investigations. With regard to the maximum and minimum, much care needs to be exercised to see that the figure given is a real maximum or minimum

salary. The maximum reported is apt to be that of a grammar-school principal,[1] and the minimum often a training-school girl in practice work; there is little uniformity in reporting these items. Some of the instances are relatively simple; others are complicated. The comparatively simple case of the building principal, who may be a principal in fact, shades off into the puzzling case of the "teacher in charge," who may teach all or part of the time. The intricacies involved in making just comparisons are clearly stated by Supt. G. J. Borst, of Danbury, Conn.:

> We pay $300 to women principals of small buildings and $760 to women whom we call "teachers in charge" of two or three room buildings.
>
> For a regular grade teacher who has no executive work or responsibility we pay $720 as a maximum. The city has a regular salary schedule which has been in effect some four or five years. Before that time the salaries of the grade teachers were much lower.
>
> I have given this question of salary considerable study and I feel sure from my study that we are paying above the average for Connecticut, if you can get all the facts clearly stated as I have given them for Danbury. There are some neighboring cities, for example, which have a maximum of $700, one or two $750, and only one or two $800, but some of these grant an extra salary or bonus for work done outside. For example, in one of the neighboring cities the maximum salary is $750, but if a teacher will do extension work in Columbia and keep going she can get an extra salary or bonus for improving herself. This may be continued until she can get $100 more than she otherwise would. The practice is, of course, very praiseworthy in itself, but all teachers can not do this work, and it is not supposed that all teachers will do it, and I think it hardly fair to quote it as a maximum for elementary teachers without some sort of explanation.

With regard to the minimum figure the abnormally low figure is often found to be the salary of a temporary teacher, a substitute, an assistant, a training-school girl in practice work, or a peculiarly exceptional case. In 1913 Cleveland, Ohio, reported $203 as a minimum, because Nottingham, a suburb, had just been annexed to the city system. At the present time the Cleveland minimum is $500. Any comparison based on an apparent fluctuation of from $203 to $500 would be erroneous as far as actual city conditions are concerned, however well it might show the striking inequalities that persist in the payment of teachers as between city and country, or even city and suburb. There are many such cases.

---

[1] This point was carefully considered in the 1905 report (p. 13): "As to the teachers and principals in elementary schools the case is much more complex. In several of the large cities a principal (sometimes called a supervising principal) has charge of a group of schools in a district, and an assistant or vice principal has charge of each building so far as discipline is concerned, but with no supervisory duties in regard to instruction. In other cities assistant superintendents may perform duties like the supervising principals above, and in many cities the principal has exactly the duties and responsibilities of the vice principals just referred to. In Washington, for example, principals of elementary schools teach a class and have nothing to do with the supervision of the instruction of other teachers. Not infrequently, and usually in the smaller cities, teachers in one of the higher grades serve also as principals, and the salaries of principals of the smaller buildings are less than the maximum paid teachers. The line between teachers and principal is not always distinct. When we undertake a comparison of city with city we find, just as in the case of high schools, that differences in methods of organization and supervision may require twice as many principals in one city as in another with the same number of teachers."

Frequently conditions quite defy comparison. Supt. Lawton B. Evans, Augusta, Ga., in explaining what appeared to be an abnormal change in the minimum salary reported for his city in different years, states his case as follows:

We have all sorts of minimum salaries, depending entirely upon the contract for the year and the school to be taught. For instance I have one contract now with a young lady who is teaching 12 children three hours a day and for that service is willing to accept $15 a month. This is the least salary we are now paying anybody, and it is an exceptional case. I have a few negroes in remote districts teaching a five-months' school for $25 a month, or $125 a year. I have assistant-kindergarten teachers who are partly in training who get $240 a year. As a matter of fact we have no definite schedule and never have had. We are paying according to the needs of the school and the ability of the individual, and it varies in every locality and in every school. It is possibly true that our minimum wage was $289, and another year was $248, and for this year it might be a totally different figure. We open all sorts of schools in all sorts of places and pay for all kinds of service.

In southern cities the minimum reported may be for white teachers or it may be for colored. No fair comparison between any two cities can be made unless it is clear that both are reporting on the same basis. Supt. Arthur F. Hannan, of Selma, Ala., in explaining the variation in the minimum reported for his city, writes:

Prior to the year 1909–10, teachers were employed on a basis of eight calendar months. Colored teachers were paid straight salaries of $35 and $40 a month for eight calendar months without regard to experience, efficiency, certification, or length of service in the local schools. White teachers were paid salaries ranging from $560 to $800 for work in the elementary schools and $840 for work in the high school.

Since the year 1909–10, white teachers have been employed on a basis of nine scholastic months on salaries ranging from $540 to $900 for work in elementary schools and from $810 to $1,600 in the high school. However, in the elementary schools, salaries do not go over $675 except for seventh grade and for principals who devote a part of their time to teaching. The maximum salary is attainable in five years, or less, in case of special efficiency on the part of the teacher. Also in employing experienced teachers we fix the salary at such place in the schedule as seems wise and just.

The small decrease in the minimum salary ($271) paid to colored teachers was made in the year 1909–10, when teachers were paid on the basis of nine scholastic months for the first time. More recently, colored teachers have been put under schedule ranging from $270 to $450 according to training, experience, length of service in the local schools, and general fitness for the work.

To sum up, while the minimum salary both for colored teachers and for white teachers is somewhat smaller than in the years prior to 1908, the maximum salaries are materially larger and the teachers receiving salaries between the minimum and maximum are better paid, much better paid, than formerly.

METHODS IN SALARY CAMPAIGNS.

By what legitimate methods may teachers' salaries be raised? The question has been frequently asked, and frequently well answered, notably in meetings of the National Education Association. It is unfortunate that so few of the plans for practical accomplishment in this field are generally known. One of the best of these was set forth by Supt. John W. Carr, of Bayonne, N. J., at the St. Paul

meeting of the National Education Association, July, 1914. There are at least five specific methods of procedure, according to Supt. Carr:

1. Keep down other expenses, so that there may be funds for increasing teachers' salaries. In making up the school budget, it usually happens that everything else is provided for before any provision is made for increasing teachers' salaries. Let us keep down the "miscellaneous expenses" and we shall have more money for teachers' salaries.

2. Standardize expenses, and in many localities there will be sufficient funds to pay reasonable salaries to teachers without increasing the burden of taxation to all. In a small city, the amount expended for books and educational supplies exceeded $17,000 per year. A careful estimate of the supplies actually needed was made and money appropriated accordingly. The result was that, although the attendance had increased more than 1,000, yet the annual decrease in expenditures for supplies was more than $2,000. By many small savings, the amount available for teachers' salaries may be materially increased.

3. Utilize the various teachers' organizations for the study of tax laws and the laws and practices for collecting and distributing school funds. Appoint active executive committees whose duties it shall be to see to it that the funds which are voted are really available for school purposes. In many localities if the tax dodgers and deadheads were made to pay up, there would be adequate funds for teachers' salaries.

4. Organize and maintain educational publicity committees—local, State, and National. The people want to know what the great body of teachers really need in the way of support in order that they, the teachers, may do their work most effectively. In most communities that is all that is required to secure the necessary legislation to provide minimum salary laws, permanent tenure, and adequate pensions.

5. Lastly, let us go to our homes, formulate a reasonable salary schedule for the particular locality in which we live, and then see if we can not get it adopted. Let teachers agree among themselves on a schedule which is reasonable, and in most communities it will be adopted.[1]

The point Supt. Carr makes in paragraph 4 of his program is of special importance. Too much emphasis can not be placed upon the fact that, once accurate data have been compiled, the salary campaign resolves itself into a campaign of publicity. It is frequently found to have been a safe assumption that the real reason for continued low salaries was lack of knowledge on the part of the public as to how low salaries really were. Publicity is urgent. In this connection the words of Payson Smith[2] are as applicable as they were in 1906. Speaking of the 1905 salaries report, he said:

If these reports are to be stored away on shelves to collect dust and to grow stale, or if they are to be reserved merely for the reading of teachers, they may as well not have been written. The important thing is to get the facts before the people. * * * This National report should be followed with State reports, wherever these have not already been made. But even this will not be enough. Every local community must do its own work. When reports are ready local communities should see to it that the local press, members of school boards, and town and city councils are provided with articles based on the reports. State reports and local committees may perhaps best be arranged at the direction of the State teachers' associations. Every

[1] National Education Association. Addresses and Proceedings, St. Paul, 1914, p. 92. John W. Carr, superintendent, Bayonne, N. J.

[2] Journal of Education, 64:214, 1906.

county institute and local teachers' meeting should provide place for the discussion of this question. Your city or town teachers' association may properly have a committee on economic advancement as a course of study. And further, where there is an association of citizens, a grange, a civic club, a parents' association, let this topic be presented. The second great work of spreading the facts is as highly important as the first great work of getting them, and it is a work in which we may all participate.

II. STATISTICS OF SALARIES FOR 1914-15.

Little actual change in teachers' salaries between 1912-13 and 1914-15 has taken place. Although the committee on teachers' salaries and cost of living, through the Bureau of Education, collected again the salaries for all city school systems, it seemed necessary only to print those not previously published. This section of the report therefore gives actual salaries for superintendents, high-school teachers and principals, and elementary teachers and principals in 713 of the 1,079 cities having between 2,500 and 5,000 population.

This information is given in Table 1.

It is not yet possible to collect salary statistics for rural school teachers with the same degree of completeness possible for city teachers, but conditions are improving in this respect. Table 2 (pp. 83 to 86) gives the 1914-15 salaries for rural teachers in certain counties, by State and term in days, as reported by the State and county school officers.

Table 3 (p. 87) gives the salaries of county superintendents for 1914-15 in certain States. This information was furnished by the State and county school officers. The growing importance of the county superintendent's position is apparent from the increasing number of good salaries paid.

TABLE 1.—*Salaries of officers and teachers in public schools of cities having 2,500 and fewer than 5,000 inhabitants—1914-15.*

[Figures in italic relate to men; the other figures to women.]

Cities.	Population, 1910.	Superintendent.	High schools.				Elementary schools.			
			Principals.		Teachers.		Principals.		Teachers.	
			Number.	Salary.	Number.	Salary.	Number.	Salary.	Number.	Salary.
Decatur, Ala.	4,228	*$1,500*			2	$675	*1*	[1] *$450*	1	$585
					1	585			3	540
					1	540			1	450
									1	405
									4	[1] 225
Eufaula, Ala.	4,259	*1,800*	*1*	*$900*	1	630			7	495
					1	585				
Girard, Ala.	4,214	*1,250*					*1*	*810*	1	540
							1	*527*	1	495
							1	*405*	1	473
									6	450
									1	270
									2	225

[1] Colored.

TABLE 1.—*Salaries of officers and teachers in public schools of cities having 2,500 and fewer than 5,000 inhabitants—1914-15*—Continued.

Cities.	Population.	Superintendent.	High schools.				Elementary schools.			
			Principals.		Teachers.		Principals.		Teachers.	
			Number.	Salary.	Number.	Salary.	Number.	Salary.	Number.	Salary.
Jasper, Ala.	2,500	$1,680					1	[1] $400	1	[2] $540
									3	495
									5	473
									1	240
Opelika, Ala.	4,734	1,900	[3]	$1,500	1	$765	1	[1] 400	1	630
					1	765			2	585
									1	563
									6	540
									2	[1] 220
									3	[1] 200
Phenix, Ala.	4,555						1	600	9	360
Sheffield, Ala.	4,865	1,600			1	720	1	[1] 360	7	540
					1	630			2	450
									3	[1] 270
Troy, Ala.	4,961	1,800							6	540
									3	495
									2	468
									1	450
									2	360
									2	270
									1	225
Tuscumbia, Ala.	3,324	1,500							2	630
									5	450
Arkadelphia, Ark.	2,745	2,000			5	520	1	1,200	12	480
Batesville, Ark.	3,399	1,620	1	675	1	540	1	765	11	450
Blytheville, Ark.	3,849	1,000			1	600			1	[3] 600
					1	600			11	400
					1	480				
					1	480				
Camden, Ark.	3,965	1,500	1	765	2	675	1	675	1	630
									2	495
									2	450
									1	315
Conway, Ark.	2,734	1,600			1	675	1	[4] 1,200	1	[5] 675
					1	575	1	[1] 450	1	540
					4	495			7	495
									1	[1] 270
									1	[1] 225
El Dorado, Ark.	4,202	1,600	1	1,000	1	1,000	1	675	13	540
					2	595	2	[1] 480	2	[1] 350
Fordyce, Ark.	2,794	1,500	1	675	1	675			1	585
									6	450
Hope, Ark.	3,639	1,100	1	675	1	630	1	608	2	495
					1	540	1	[1] 540	3	450
					1	300			3	428
					1	[6] 270			2	[7] 405
									1	[1] 360
									1	[1] 315
									1	[1] 270
Malvern, Ark.	2,778	1,500			1	540	1	810	1	600
									1	540
									5	450
Newport, Ark.	3,557	1,200	1	900	2	500	1	520	1	500
									1	520
									5	480
									1	480
									1	400
									1	320
									2	320
Prescott, Ark.	2,705	1,500			1	600	1	1,000	3	520
					2	520			3	440
					1	520				
Russellville, Ark.	2,936	1,500	1	1,100	1	600			1	480
					3	480			11	480
									2	400
Stuttgart, Ark.	2,740	1,600	1	720	1	675			9	495
					1	630			1	[8] 225
Van Buren, Ark.	3,878	1,350	1	1,125	1	675	1	900	12	450
					3	540	1	540		

[1] Colored.
[2] Supervisor of music and drawing.
[3] Primary supervisor.
[4] Supervisor of elementary work.
[5] Domestic science.
[6] Half time.
[7] One colored.
[8] Part time physical-culture teacher.

TABLE 1.—*Salaries of officers and teachers in public schools of cities having 2,500 and fewer than 5,000 inhabitants—1914–15*—Continued.

Cities.	Population.	Superintendent.	High schools.				Elementary schools.			
			Principals.		Teachers.		Principals.		Teachers.	
			Number.	Salary.	Number.	Salary.	Number.	Salary.	Number.	Salary.
Anaheim, Cal.	2,628	$1,600	1	$2,600	2	$1,500	1	$900	4	[1] $900
					1	1,450	2	810	12	765
					2	1,400			2	743
					1	1,300			2	698
					1	1,250			1	653
					1	1,200				
					1	1,200				
					2	1,150				
					2	1,100				
					1	1,000				
Coalinga, Cal.	4,199	1,350	1	2,000	1	1,400	1	990	3	900
			1	[2] 1,500	1	1,300	1	990	13	855
					1	1,200	1	900	2	810
							1	810	1	765
Colton, Cal.	3,980	2,220	1	1,452	1	1,404	3	900	3	855
					1	1,300			1	840
					2	1,300			2	824
					1	1,260			1	801
					3	1,200			2	790
									3	779
									1	765
									3	745
									1	722
									1	711
Corona, Cal.	3,540		1	2,200	1	1,395	2	1,215	21	765
					1	1,305				
					2	1,200				
					3	1,125				
					1	1,035				
					2	900				
Emeryville, Cal.	2,613						1	1,800	4	1,200
									2	1,020
									2	960
Hayward, Cal.	2,746	2,610			1	1,440			1	1,200
					5	1,200			2	1,080
									2	1,038
									2	999
									1	990
									3	960
									1	720
Lodi, Cal.	2,697	1,600					2	1,000	16	820
Merced, Cal.	3,102		1	1,800	2	1,200	1	1,800	20	675
					23	1,200	1	1,500		
							1	1,080		
							4	900		
							10	900		
Mill Valley, Cal.	2,551	2,400					3	1,080	8	960
Monterey, Cal.	4,923						1	1,680	3	900
									1	850
									5	800
									1	750
									1	650
									1	400
Nevada City, Cal.	2,689	2,000			1	1,300			1	1,000
					2	1,100			2	1,000
					3	1,000			1	950
									6	850
Ontario, Cal.	4,274	1,800			3	1,000			1	[3] 1,500
									1	[3] 1,400
									1	[3] 960
									1	[3] 960
									17	840
									1	800
									4	780
									1	750
									1	720
									5	660
									4	600
Orange, Cal.	2,920	1,700			1	1,100			1	[3] [illegible]
					2	900			1	[3] 1,000
									1	[3] 810
									3	765
									5	720
									3	675

[1] Special teachers. [2] Assistant. [3] Supervisors.

TABLE 1.—*Salaries of officers and teachers in public schools of cities having 2,500 and fewer than 5,000 inhabitants—1914–15*—Continued.

Cities.	Population.	Superintendent.	High schools.				Elementary schools.			
			Principals.		Teachers.		Princip.		Teachers.	
			Number.	Salary.	Number.	Salary.	Number.	Salary.	Number.	Salary.
Oxnard, Cal.	2,555	$2,400	1	$2,400	2	$1,500			1	$900
					2	1,400			2	850
					1	1,300			10	800
					1	1,200				
Palo Alto, Cal.	4,486	[1] 2,400	1	[2] 1,600	1	1,600	1	$1,600	1	1,200
					1	1,440	1	1,200	3	1,140
					2	1,440	1	1,080	1	1,080
					1	1,380			3	1,020
					1	1,380			8	960
					1	1,320			1	890
					3	1,320			1	[3] 660
					1	1,200				
					2	1,260				
					1	1,200				
Redding, Cal.	3,572	1,800	1	2,600	1	2,000	1	1,575	10	765
					1	1,800				
					1	1,600				
					1	1,400				
					1	1,360				
					2	1,100				
					2	1,050				
					1	1,000				
Redondo Beach, Cal.	2,935		1	2,500	2	1,500				
			1	[2] 1,600	1	1,450				
					1	1,400				
					1	1,350				
					1	1,250				
					1	1,200				
					1	1,100				
					1	[3] 600				
					1	[3] 550				
Salinas, Cal.	3,736	[1] 2,400	1	[2] 1,600	1	1,500	2	1,000	2	900
					1	1,400			3	850
					1	1,350			6	800
					1	1,250				
					3	1,200				
					1	950				
					1	[3] 550				
San Leandro, Cal.	3,471	2,000					1	1,440	1	1,200
									1	[4] 1,170
									5	1,020
									9	960
									1	[4] 840
									1	[4] 480
Santa Clara, Cal.	4,348						1	1,800	5	960
									5	930
									6	900
									1	600
									1	600
									1	480
South Pasadena, Cal.	4,649	3,000	1	2,000	2	1,400	1	1,300	1	1,200
					1	1,300	2	1,200	15	1,000
					1	1,300	1	1,100	6	900
					8	1,300			1	800
					4	1,200			1	700
									1	650
									1	500
Tulare, Cal.	2,758	2,400	1	1,600	1	1,500	1	1,800	1	[4] 1,000
					1	1,400	1	900	4	900
					1	1,300			3	850
					1	1,250			8	825
					1	1,150				
					4	1,100				
					1	[3] 900				
Watsonville, Cal.	4,446	2,500	1	[2] 1,500	1	1,600	1	1,200	5	850
					1	1,500			8	800
					2	1,350			12	800
					1	1,250			1	750
					1	1,200			1	650
					1	1,100				
					2	1,100				
					1	1,050				
					2	1,000				
					1	750				
					1	500				

[1] Also principal of high school.
[2] Assistant.
[3] Part time.
[4] Special teachers.
[5] Part time, special teachers.

TABLE 1.—*Salaries of officers and teachers in public schools of cities having 2,500 and fewer than 5,000 inhabitants—1914-15*—Continued.

Cities.	Population.	Superintendent.	High schools.				Elementary schools.			
			Principals.		Teachers.		Principals.		Teachers.	
			Number.	Salary.	Number.	Salary.	Number.	Salary.	Number.	Salary.
Whittier, Cal.	4,550	$2,000					1	$1,350	1	[1] $1,300
							1	1,150	1	950
									2	900
									5	[2] 900
									5	855
									6	810
									7	765
Woodland, Cal.	3,187	1,800							1	720
							1	1,200	4	900
							1	1,200	7	840
							1	1,100	1	[3] 804
Alamosa, Colo.	3,013	1,500	1	$1,000	2	$720	1	810	1	[3] 504
			1	[2] 810			1	720	1	[1] 720
Colorado City, Colo.	4,333	1,700	1	1,200	1	1,075	2	1,050	11	[illegible]
					1	1,075	2	950	3	810
					2	900			4	765
									2	745
									7	700
Durango, Colo.	4,680	2,500	1	1,425	1	1,200	1	968	1	[1] 675
					1	1,140	1	900	6	765
					1	1,045			3	720
					1	950			4	698
					2	950			5	[4] 675
					1	903				
					1	855				
					1	808				
Englewood, Colo.	2,983	1,200	1	800	1	650	1	750	2	650
					1	500			1	600
					1	[5] 375			3	500
					1	[5] 175			8	500
Florence, Colo.	2,712	1,560	1	1,000	1	855	2	720	4	675
					2	765			5	630
									6	585
Fort Morgan, Colo.	2,800				2	1,125			2	[4] 900
					1	1,100			2	810
					2	1,000			1	765
					2	900			4	720
					1	845			2	675
					2	845			7	630
					1	720			1	585
La Junta, Colo.	4,154	2,600					1	1,400	1	1,350
							1	1,300	1	[1] 1,260
							2	1,100	1	[1] 1,200
							1	1,000	1	1,100
							1	950	1	950
									2	900
									1	810
									1	[1] 810
									2	[1] 765
									13	720
									9	675
									5	630
									2	585
									3	585
									1	540
Lamar, Colo.	2,977	1,500	1	1,215	1	900			1	450
					2	900			1	900
					2	855			1	[1] 810
					1	810			1	765
					1	765			1	675
									7	630
									3	585
									3	540
Longmont, Colo.	4,256	2,000	1	1,710	3	1,215	1	1,045	1	[1] 1,100
					1	1,200	2	950	1	[1] 1,000
					1	1,000			2	[1] 900
					3	1,000			15	715
					2	950			4	665
					3	950			5	625
									1	[1] 600
									3	570

[1] Special teachers.
[2] Three special teachers.
[3] Part time, special teachers.
[4] One special teacher.
[5] Part time.

TABLE 1.—*Salaries of officers and teachers in public schools of cities having 2,500 and fewer than 5,000 inhabitants—1914–15*—Continued.

Cities.	Population.	Superintendent.	High schools.				Elementary schools.			
			Principals.		Teachers.		Principals.		Teachers.	
			Number.	Salary.	Number.	Salary.	Number.	Salary.	Number.	Salary.
Loveland, Colo.	3,651	$1,800	1	$1,800	1	$1,000	2	$1,000	1	[1] $1,125
					1	990	1	810	1	[1] 990
					1	945			1	[1] 900
					1	900			1	[1] 810
					1	855			5	720
					1	810			6	675
					1	540			8	630
									9	585
									5	540
Monte Vista, Colo.	2,544	2,800	1	1,800	1	900			1	[1] 1,000
					1	855			1	[1] 810
					2	720			2	720
									2	675
									6	630
									2	585
									1	450
Montrose, Colo.	3,254	2,800	2	1,800	3	1,000	1	1,800	1	[1] 1,800
			1	1,200	1	900	1	810	1	[1] 1,000
					3	900			15	[2] 810
					5	765			22	650
Rocky Ford, Colo.	3,230	2,000	1	1,450	1	1,000	1	1,150	1	[1] 900
					2	900	1	1,100	1	[1] 810
					3	900	1	810	1	765
					1	810			18	675
					1	765			4	630
									2	585
Salida, Colo.	4,425	1,800	1	1,800	1	1,125	2	810	1	[1] 765
			1	[3] 1,100	1	1,000			1	675
					2	1,000			1	610
					2	900			1	585
									1	540
Sterling, Colo.	3,044	3,000	1	1,100	3	1,250	1	1,000	2	[1] 855
					1	950	1	1,000	4	713
					2	900			20	665
					2	855				
Bethel, Conn.	3,792	1,400			1	700	1	600	8	480
					2	600	1	540	3	440
									4	400
									1	[4] 150
East Windsor, Conn.	3,362						1	814	1	481
									1	444
									3	407
Newtown, Conn.	3,012						1	1,000	2	600
									1	500
									1	500
									3	450
									5	250
Thompson, Conn.	4,804		1	1,800	1	900			1	494
					1	800			1	457
					1	700			1	418
					1	650			9	418
									1	399
									1	390
									1	380
									1	361
									1	342
Dover, Del.	3,720								1	[1] 1,000
									1	750
									1	650
									2	600
									3	550
									1	525
									2	475
									2	425
									2	400
Milford, Del.	2,603	1,200			2	540	1	595	1	[1] 540
					1	495			10	[5] 450
Apalachicola, Fla.	3,065		1	1,080	1	560			1	440
					1	480			5	400
Bartow, Fla.	2,662		1	1,500	1	800	1	600	1	520
					1	800			10	450
					1	680				
					1	680				

[1] Special teachers.
[2] Three special teachers.
[3] Assistant.
[4] Special teacher, part time.
[5] One special teacher.

TABLE 1.—*Salaries of officers and teachers in public schools of cities having 2,500 and fewer than 5,000 inhabitants—1914–15*—Continued.

Cities.	Population.	Superintendent.	High schools.				Elementary schools.			
			Principals.		Teachers.		Principals.		Teachers.	
			Number.	Salary.	Number.	Salary.	Number.	Salary.	Number.	Salary.
De Land, Fla	2,812	$1,800			1	$800			1	[1] $800
					1	720			1	[1] 720
									1	640
									5	600
									3	560
Fernandina, Fla	3,482	1,800					1	$1,200	6	480
Live Oak, Fla	3,450		1	$1,380	1	800			8	480
					1	560			1	400
					1	520				
Orlando, Fla	3,894	1,500	1	1,400	2	760	1	1,400	19	560
					3	640				
Quincy, Fla	3,204		1	1,800	1	1,125			1	810
					1	720			1	600
					1	720			6	540
Sanford, Fla	3,570	1,650	1	960	1	760	1	800	2	[2] 600
					3	600			1	520
									13	520
Bainbridge, Ga	4,217	1,800	1	1,000	1	720			10	540
					1	675				
Barnesville, Ga	3,068						1	750	8	500
Carrollton, Ga	3,297	1,900			1	1,000			15	550
					2	750				
Cartersville, Ga	4,067	1,800	1	900	2	720	1	585	10	495
Cedartown, Ga	3,551	2,000	1	1,000	1	810			2	585
					1	810			1	500
					1	585			9	450
Covington, Ga	2,697	1,500	1	900	1	540			7	540
Cuthbert, Ga	3,210	1,800					1	630	5	450
Dawson, Ga	3,927	1,500	1	1,000	1	675			1	585
			1	1,000	1	585			1	540
									5	495
									2	[1] 180
East Point, Ga	3,682	1,200				540				495
										450
Fort Valley, Ga	2,697				1	1,200			2	540
					2	675			6	450
Hawkinsville, Ga	3,420	1,600	1	1,275	1	1,200	1	[3] 500	2	600
									5	550
									2	[3] 250
									1	[3] 200
Monroe, Ga	3,039	1,800	1	1,000	2	585	1	540	6	450
							1	[3] 405	2	315
									1	[3] 270
									1	[3] 241
Moultrie, Ga	3,349	2,000	1	1,500	1	900	1	[3] 450	7	[4] 540
					1	810			1	[1] 595
					1	700			12	495
									4	[3] 225
Quitman, Ga	3,915	2,000	1	1,560	2	1,200				630
					1	675			2	585
									6	540
Washington, Ga	3,065	1,650			2	600	1	1,200	3	650
									3	500
Caldwell, Idaho	3,543	1,900	1	1,200	1	1,000			1	[5] 1,000
					1	960			1	[5] 763
					1	855			2	675
					5	765			2	630
					1	720				
Moscow, Idaho	3,670	2,000	1	1,150	2	900			9	[6] 675
			1	900	3	900			7	[6] 630
					1	855				
					1	810				
					1	810				
					1	765				
					5	[6] 705				
Sandpoint, Idaho	2,993	2,250	1	1,250	1	1,150			2	750
					2	950			23	760
					1	900				
					2	900				
Wallace, Idaho	3,000	2,500	1	1,500	3	1,250	1	1,000	1	1,000
			1	1,200	1	1,200	1	900	1	950
			1	925	1	1,200			3	925
					1	1,150			1	900
					1	1,100				
					1	1,050				

[1] Special teachers.
[2] One special teacher.
[3] Colored.
[4] Two special teachers.
[5] Supervisors.
[6] Average.

TABLE 1.—*Salaries of officers and teachers in public schools of cities having 2,500 and fewer than 5,000 inhabitants—1914-15*—Continued.

Cities.	Population.	Superintendent.	High schools.				Elementary schools.			
			Principals.		Teachers.		Principals.		Teachers.	
			Number.	Salary.	Number.	Salary.	Number.	Salary.	Number.	Salary.
Weiser, Idaho	2,600	$2,000	2	$1,000	1	$800	1	$765	2	$765
					1	810			4	720
					3	765			1	[1] 675
					1	740			2	660
									5	600
Anna, Ill.	2,809	1,275	1	800	3	600	2	700	2	650
									13	500
Batavia, Ill.	4,436		1	1,000	2	900	1	700	2	600
					6	750	2	650	10	575
					1	700			4	550
					2	650			2	525
									3	500
Benton, Ill.	2,675	1,550	3	680					2	510
									3	490
									2	467
									1	440
									9	403
Carmi, Ill.	2,833		1	1,065	1	958	1	595	1	499
					1	765	1	[2] 425	1	468
					1	680			1	413
					1	640			2	374
					1	[3] 438			6	351
									1	[3] 307
Carterville, Ill.	2,971	1,550	1	900	1	900			1	625
					1	800			1	525
									1	500
									2	450
									4	400
									1	325
									1	290
									3	215
Downers Grove, Ill.	2,601	2,100					1	1,000	1	900
									2	810
									2	810
									2	650
									2	630
									3	585
									1	570
									6	540
									1	450
East Moline, Ill.	2,605	1,800							1	765
									2	648
									1	630
									5	585
									7	495
									1	450
									1	[3] 350
									2	[3] 300
									1	[3] 315
Effingham, Ill.	3,898	1,550	1	900	1	675	2	720	9	405
					1	675				
					1	630				
					1	500				
Eldorado, Ill.	3,366	1,900							1	560
									3	480
									1	480
									2	440
									12	400
Fairbury, Ill.	2,505	2,000	1	[4] 765	4	723	1	765	1	[3] 850
									2	[3] 680
									2	575
									2	553
									1	532
									6	510
Flora, Ill.	2,704	1,065							1	810
									3	510
									4	468
									6	425
									1	383
Geneseo, Ill.	3,190	1,600					2	630	1	[3] 900
									3	[5] 585
									3	540
									5	495
									2	450

[1] Supervisors.
[2] Colored.
[3] Special teachers.
[4] Assistant.
[5] One special teacher.

TABLE 1.—*Salaries of officers and teachers in public schools of cities having 2,500 and fewer than 5,000 inhabitants—1914-15*—Continued.

Cities.	Population.	Superintendent.	High schools.				Elementary schools.			
			Principals.		Teachers.		Principals.		Teachers.	
			Number.	Salary.	Number.	Salary.	Number.	Salary.	Number.	Salary.
Greenville, Ill.	3,178	$1,500	1	$1,[illegible]	1	$788			2	$500
					1	744			1	525
					1	656			4	481
					1	525			5	438
									1	416
									3	394
Harvard, Ill.	3,008	1,800	1	1,000	4	800			1	700
					1	650			1	600
					1	600			1	575
									1	525
									1	500
									9	450
Havana, Ill.	3,526	1,800	1	810	1	850	2	$565	3	[1] 630
					1	675			2	565
					6	630			4	540
									10	[2] 495
									3	450
Highland, Ill.	2,675	1,800	1	[2] 855	1	810	1	540	1	518
					2	720			1	495
									3	450
									1	428
									1	[4] 405
									3	383
Highland Park, Ill.	4,209	2,500							1	[4] 575
									1	1,050
									1	1,000
									1	975
									1	[1] 950
									1	[1] 950
									1	925
									1	875
									3	850
									2	825
									2	800
									2	775
									1	750
									1	[4] 500
Hillsboro, Ill.	3,424	1,600	1	1,100	1	765	1	800	1	560
					1	680	1	600	7	[2] 480
					1	680			6	440
					1	600			7	400
Hoopeston, Ill.	4,098	2,400	1	1,500	1	855	2	765	1	[1] 720
					1	810	1	720	1	[1] 653
					2	720			4	565
					1	675			7	563
					2	675			6	540
									2	495
Jerseyville, Ill.	4,113	1,800	1	1,100	1	960			2	450
		[3] 1,100			1	900			1	[1] 600
					1	680			1	410
					1	350			3	440
									3	[5] 400
Johnston, Ill.	3,248	1,215	1	900	1	630	2	665	7	300
									2	495
									2	450
									2	428
									9	405
									4	378
									1	[4] 248
Lake Forest, Ill.	3,349	2,500							6	1,000
									4	975
									1	950
									1	925
									2	900
									3	875
									1	850
									1	[4] 800
									1	775
									1	[4] 740
									2	[2] 700
									1	675
									1	[4] 625
									1	575

[1] Special teachers.
[2] One special teacher.
[3] Assistant.
[4] Special teachers, part time.
[5] One colored.

TABLE 1.—*Salaries of officers and teachers in public schools of cities having 2,500 and fewer than 5,000 inhabitants—1914–15*—Continued.

Cities.	Population.	Superintendent.	High schools.				Elementary schools.			
			Principals.		Teachers.		Principals.		Teachers.	
			Number.	Salary.	Number.	Salary.	Number.	Salary.	Number.	Salary.
Lawrenceville, Ill.	[4]3,235	$1,800					3	$675	1	[1]$630
									2	695
									6	473
									10	405
									2	360
Marseilles, Ill.	3,291	1,000	1	$950	5	$650			3	600
									2	530
									8	800
Mendota, Ill.	3,806	1,600	1	1,800	1	800	2	750	1	680
					4	800			5	[2]600
									1	5[illegible]
									8	550
Morgan Park, Ill.	3,094		1	3,800	1	1,430			2	850
					1	1,430			3	830
					1	1,[illegible]			2	735
					1	1,265			2	900
					4	1,135			1	775
					1	1,100			2	750
					1	1,100			1	725
					1	1,000			3	700
							1		2	650
Morris, Ill.	4,503	2,000	1	1,800	1	800			1	[1]860
					1	765			1	[1]800
					1	750			1	[1]730
					3	720			1	[1]700
									6	585
									3	563
									1	540
									2	518
									2	470
									3	405
Mount Olive, Ill.	3,501	1,100	1	700					1	540
									1	495
									2	450
									3	428
									2	405
									2	383
									3	360
Naperville, Ill.	3,449	2,000	1	1,200	1	858			1	900
					1	855			7	665
					1	808			2	618
					1	760			2	570
					1	700			2	[1]475
Normal, Ill.	4,024	1,800	1	1,800	1	1,150			2	680
					1	1,000			5	585
					3	788			4	540
					3	675			2	[2]495
Paxton, Ill.	2,912	2,000	1	900	1	810			2	675
					2	765			2	540
					2	720			8	518
									1	[2]225
									1	[2]180
Petersburg, Ill.	2,587	1,500	1	1,000	1	810	2	595	1	[1]650
					1	675			2	540
					2	595			4	450
									4	405
									1	360
Pinckneyville, Ill.	2,722	935	1	600					1	450
			1	[4]480					1	450
									3	360
									1	340
									1	338
									4	320
Princeton, Ill.	4,121	1,800					3	665	1	[1]1,100
									1	[1]900
									1	[1]710
									14	630
									3	570
Robinson, Ill.	3,563						1	675	1	675
							1	630	1	585
									3	585
									1	540
									2	[2]540
									9	495

[1] Special teachers. [2] One special teacher. [3] Special teachers, part time. [4] Assistant.

TABLE 1.—*Salaries of officers and teachers in public schools of cities having 2,500 and fewer than 5,000 inhabitants—1914–15*—Continued.

Cities.	Population.	Superintendent.	High schools.				Elementary schools.			
			Principals.		Teachers.		Principals.		Teachers.	
			Number.	Salary.	Number.	Salary.	Number.	Salary.	Number.	Salary.
Rochelle, Ill.	2,732	$1,800	1	$1,050	1	$850			1	$700
					2	800			2	625
					3	750			1	600
									2	575
									2	550
									1	525
									1	450
Rock Falls, Ill.	2,657	1,500	1	675	1	630	1	$495	1	540
					1	595			3	495
									6	473
									1	450
Salem, Ill.	2,669	1,800	1	850	3	638			14	425
Sandwich, Ill.	2,557	1,500	1	902	1	855			1	713
					1	808			1	618
					1	760			2	570
					1	713			6	523
									1	[1] 333
Shelbyville, Ill.	3,590	1,800	1	1,200	1	900			1	[1] 675
					1	810			2	630
					2	675			2	540
					1	630			7	495
									2	450
Sullivan, Ill.	2,621	1,200	1	1,000	1	1,000			1	[1] 638
					1	850			4	480
					3	638			5	440
									3	400
Sycamore, Ill.	3,926	1,500	1	1,100	1	1,000			1	[1] 900
					1	900			2	700
					2	850			2	675
					1	800			4	600
									13	[2] 575
									1	[1] 500
Vandalia, Ill.	2,974	1,875	1	765	1	805	1	500	1	468
					1	680	1	468	5	425
					1	578	1	448	3	400
					1	558				
Venice, Ill.	3,718	1,500	1	630	1	630			4	630
									3	540
									1	495
									1	450
Virden, Ill.	4,000	1,600			1	765	1	765	1	500
					1	675	1	468	15	425
							1	446	1	383
Westville, Ill.	2,607	1,125	1	855	1	900			2	690
			1	[3] 675	1	810			4	540
									9	495
									3	450
Wheaton, Ill.	3,423				1	1,000			3	760
					1	1,000			1	713
					1	879			1	689
					1	831			1	665
					1	808			1	641
					1	784			2	570
					1	760			4	546
					3	665			1	523
									1	499
									2	[2] 475
Whiteball, Ill.	2,854	1,500	1	900	1	722			1	468
					1	680			5	440
					1	620			4	383
					2	520				
Wilmette, Ill.	4,943	2,500							1	950
									1	850
									1	800
									4	800
									8	750
									1	725
									5	700
									4	650
									2	600
									2	[2] 500
									1	250
									1	[1] 200

[1] Special teachers. [2] One special teacher. [3] Assistant.

TABLE 1.—*Salaries of officers and teachers in public schools of cities having 2,500 and fewer than 5,000 inhabitants—1914-15*—Continued.

Cities.	Population.	Superintendent.	High schools.				Elementary schools.			
			Principals.		Teachers.		Principals.		Teachers.	
			Number.	Salary.	Number.	Salary.	Number.	Salary.	Number.	Salary.
Winnetka, Ill.	3,168						1	$1,100	1	$1,500
									1	1,350
									1	1,200
									1	1,050
									1	1,000
									5	[1] 950
									2	900
									1	850
									1	[2] 800
									3	800
									7	[1] 750
									3	700
									1	500
									1	450
									1	250
									1	100
Angola, Ind.	2,610	$1,800	1	$900	1	$850			5	720
					1	825			4	525
					1	750				
					1	600				
					1	450				
Attica, Ind.	3,335	1,550	1	1,000	2	810			3	585
					1	810			4	563
					1	765			3	540
					3	720			2	518
					1	675			1	450
Auburn, Ind.	3,919	1,800	1	1,050	1	765	2	720	1	[3] 789
					4	765	1	720	7	675
					1	720			6	630
					1	675			3	585
									3	[3] 540
Bicknell, Ind.	2,794	1,500	1	800	1	720			1	499
					2	700			1	480
					1	675			1	460
					1	650			4	449
					1	650			10	400
					1	630			1	395
					1	600			2	395
									3	355
Bluffton, Ind.	4,987		1	1,200	1	900	1	900	1	[3] 1,100
					2	810	1	765	3	[3] 810
					4	810	1	675	4	720
									1	675
									1	630
									1	626
									1	623
									1	621
									2	619
									1	603
									1	522
									1	518
									1	517
									1	509
									1	504
									1	501
Boonville, Ind.	3,934	1,500	1	1,000	1	810			1	706
					2	765			1	704
					3	765			1	702
					2	720			1	701
									1	695
									1	685
									1	667
									1	630
									1	612
									1	608
									1	517
									1	515
									1	510
									1	507
									3	499
									1	492
									1	407

[1] Two special teachers. [2] Special teachers. [3] One special teacher.

TABLE 1.—*Salaries of officers and teachers in public schools of cities having 2,500 and fewer than 5,000 inhabitants—1914-15*—Continued.

Cities.	Population.	Superintendent.	High schools.				Elementary schools.			
			Principals.		Teachers.		Principals.		Teachers.	
			Number.	Salary.	Number.	Salary.	Number.	Salary.	Number.	Salary.
Columbia, Ind	3,448		1	$1,200	2	$900			1	$765
					1	855			1	725
					1	810			1	720
					1	810			2	711
					1	788			1	702
					1	720			2	653
					1	675			1	632
					1	585			1	630
									1	603
									2	540
Crown Point, Ind	2,526	$1,700	1	900	1	810	1	$810	1	[1] 900
					2	720			4	720
					1	675			2	650
									1	630
									2	585
Decatur, Ind	4,471	1,750	1	1,000	1	810	1	765	1	714
					3	765	1	743	1	713
					5	765	5	[1] 636	1	711
							1	549	1	709
									2	706
									1	703
									1	660
									1	622
									1	613
									1	534
									4	431
									1	407
									1	401
Fairmount, Ind	2,506	1,200	1	760	1	720			1	636
					1	720			1	600
					1	560			1	560
									1	480
									1	467
									1	456
									1	461
									1	443
									1	400
									2	350
Franklin, Ind	4,502	1,900	1	1,100	1	765			1	720
			1	[2] 900	1	765			1	700
					1	720			2	700
					5	720			2	696
					1	685			10	696
									3	650
Garrett, Ind	4,149	1,600	1	1,008	2	675			2	675
					2	675			1	[1] 675
									2	630
									3	621
									1	[1] 540
									2	522
									3	504
									1	450
									1	405
									1	387
Gas City, Ind	3,224	1,200	1	800	1	675	1	675	1	[1] 700
									1	675
									1	600
									1	[1] 550
									3	540
									2	525
									3	500
									1	400
Greencastle, Ind	3,790	2,000	1	1,200	1	900	1	855	1	[1] 1,000
					1	855	1	810	2	[1] 810
					2	810	1	810	1	[1] 765
					1	810			3	720
					1	765			5	[3] 675
									5	580

[1] Special teachers. [2] Assistant. [3] One special teacher.

TABLE 1.—*Salaries of officers and teachers in public schools of cities having 2,500 and fewer than 5,000 inhabitants—1914–15*—Continued.

Cities.	Population.	Superintendent.	High schools.				Elementary schools.			
			Principals.		Teachers.		Principals.		Teachers.	
			Number.	Salary.	Number.	Salary.	Number.	Salary.	Number.	Salary.
Kendallville, Ind	4,981	$2,000	1	$1,500	1	$1,050	1	$900	3	$675
					2	1,025	1	720	6	630
					1	855			1	608
					1	833			4	585
					2	810			1	563
					1	765			1	540
Mitchell, Ind	3,438	1,550	1	900	2	857	1	765	1	[1] 810
									1	[1] 720
									1	[1] 450
Montpelier, Ind	2,786	1,500	1	900	1	765	1	765	1	709
					1	720	1	698	1	698
									2	[2] 630
									1	621
									1	608
									3	540
									1	423
North Vernon, Ind	2,915	1,400	1	1,000	2	720			1	[1] 800
									1	[1] 765
									3	708
									1	701
									1	[1] 630
									1	623
									1	615
									4	611
									1	508
									1	497
									1	411
Plymouth, Ind	3,838	1,800	1	1,215	1	1,125			1	765
					1	1,000			2	675
					1	950			1	653
					1	900			7	630
					1	900			1	595
					1	765			3	595
					1	750				
					1	675				
Rochester, Ind	3,304	1,800	1	1,200	1	1,000	2	720	2	[1] 675
					1	900			14	558
					1	855				
					1	765				
					5	720				
Rockport, Ind	2,736	1,350	1	1,035	1	765			1	710
					1	720			1	730
					1	630			4	700
									1	630
									2	500
									1	[2] 432
									2	[3] 432
Rushville, Ind	4,925	1,800	1	1,200	1	945	3	698	2	[1] 810
			1	[4] 1,025	3	900			1	[1] 720
					1	855			7	675
					1	720			11	630
									1	630
Sullivan, Ind	4,115	1,600	1	1,200	3	810	3	765	2	[1] 810
					1	810			4	702
					4	720			5	685
									2	615
									3	[2] 540
									2	500
									1	405
Tell, Ind	3,360	1,200	1	1,000	1	765			2	720
					1	[5] 515			1	[1] 708
									1	[1] 702
									1	691
									1	675
									1	617
									1	585
									4	504
									1	500
Union, Ind	3,209	750					1	560	1	525
									2	275

[1] Special teachers.
[2] One special teacher.
[3] Special teachers, part time.
[4] Assistant.
[5] Colored.

TABLE 1.—*Salaries of officers and teachers in public schools of cities having 2,500 and fewer than 5,000 inhabitants—1914–15*—Continued.

Cities.	Population.	Superintendent.	High schools.				Elementary schools.			
			Principals.		Teachers.		Principals.		Teachers.	
			Number.	Salary.	Number.	Salary.	Number.	Salary.	Number.	Salary.
West Lafayette, Ind	3,867	$1,600	1	$1,100	3	$900			1	[1] $810
					2	900			5	720
					1	810			1	675
					1	765			3	630
									4	585
									1	[1] 225
West Terre Haute, Ind	3,083	1,800	1	810	2	675			3	630
					5	675			2	595
									6	540
									4	495
									4	450
Winchester, Ind	4,266	1,800	1	1,100	1	900	1	$810	1	[1] 810
					2	810			1	720
					1	810			1	[1] 720
					1	720			3	707
									1	703
									2	702
									1	[1] 675
									1	630
									1	625
									1	615
									2	603
									1	601
									1	600
									1	516
									1	513
									1	507
									1	503
									1	400
Albia, Iowa	4,969	1,500	1	900	2	765	1	585	1	585
					2	675	2	540	7	518
					1	675	1	473	3	495
					4	630			6	473
					1	585			3	450
Algona, Iowa	2,908	1,800	1	1,050	1	810			1	[1] 1,035
					1	810			1	743
					2	675			1	[1] 675
					2	630			1	653
					1	575			4	630
									1	[1] 575
									1	[1] 540
									6	518
									4	495
Ames, Iowa	4,223	1,900	1	1,300	1	1,100	3	630	1	[1] 1,080
							3	585	1	[1] 900
									1	765
									16	[2] 720
									2	698
									1	653
									3	[1] 630
									5	585
									5	518
									8	480
Anamosa, Iowa	2,983	1,600	1	900	1	675			2	540
					2	585			1	508
					1	540			1	503
									1	502
									1	492
									1	486
									2	456
									6	450
Atlantic, Iowa	4,560	2,100	1	1,000	2	900	3	585	4	585
					2	810			1	503
					1	743			6	540
					2	720			1	518
					2	675			11	495
					2	630				
Carroll, Iowa	3,546	1,700	1	1,125	1	810			2	585
					1	720			1	563
					3	675			4	552
					2	630			5	540

[1] Special teachers.

[2] Eight special teachers.

TABLE 1.—*Salaries of officers and teachers in public schools of cities having 2,500 and fewer than 5,000 inhabitants—1914–15*—Continued.

Cities.	Population.	Superintendent.	High schools.				Elementary schools.			
			Principals.		Teachers.		Principals.		Teachers.	
			Number.	Salary.	Number.	Salary.	Number.	Salary.	Number.	Salary.
Clarinda, Iowa	3,832	$1,800	1	$1,100	6	$675	1	$675	1	[1] $900
					2	630	1	675	2	675
					1	585			6	540
									12	495
Cresco, Iowa	2,658	1,400	1	950	1	720			1	[1] 540
					2	675			1	517
					1	652			2	495
					2	585			6	472
									1	450
									1	405
									1	[2] 315
Fairfield, Iowa	4,970		1	1,200	1	1,100			3	855
					2	1,000			1	585
					1	900			2	540
					1	900			3	550
					4	765			11	495
					1	720			1	475
					1	675			1	450
					4	630			4	450
									1	401
Hampton, Iowa	2,617	1,500	1	900						
Harlan, Iowa	2,570	1,800	1	1,000	1	765			1	[1] 810
					4	675			2	585
									3	[2] 540
									9	495
Independence, Iowa	3,517	1,800	1	900	2	855	1	585	1	540
					2	810	1	540	3	500
					2	720			13	495
					1	675				
					2	630				
					1	585				
Indianola, Iowa	3,283	1,900	1	765	1	765	1	585	2	585
			1	675	1	675	1	585	1	495
					2	653			8	495
					2	630			1	450
					2	585				
					3	540				
					1	[3] 305				
					1	360				
					1	[3] 315				
					1	[3] 270				
Le Mars, Iowa	4,157	2,100	1	1,000	1	1,000	1	608	1	[1] 945
					1	810	4	585	1	[1] 720
					2	765			1	630
					2	720			2	593
					1	675			7	540
					1	630			1	495
Manchester, Iowa	2,758	1,600	1	855	1	765			1	[1] 910
					1	720			3	[1] 630
					4	630			1	585
					1	585			1	540
									1	497
									2	495
									1	480
									2	459
									1	450
									1	422
									1	421
									1	360
Marion, Iowa	4,400	1,550	1	900	4	675	4	540	1	[1] 900
					1	540			1	[1] 775
					2	[4] 338			2	595
									1	545
									1	502
									1	495
									2	480
									1	477
									1	475
									2	[5] 450
									1	436
									1	420
									1	[2] 405

[1] Special teachers.
[2] Special teachers, part time.
[3] One special teacher.
[4] Assistant.
[5] Part time.
[6] One special teacher, part time.

TABLE 1.—*Salaries of officers and teachers in public schools of cities having 2,500 and fewer than 5,000 inhabitants—1914-15*—Continued.

Cities.	Population.	Superintendent.	High schools.				Elementary schools.			
			Principals.		Teachers.		Principals.		Teachers.	
			Number.	Salary.	Number.	Salary.	Number.	Salary.	Number.	Salary.
Mystic, Iowa	2,663	$1,050	1	$765					1	$763
			1	[2] 585						
Newton, Iowa	4,616	2,000	1	1,100	1	$1,300	2	$630	1	[1] 1,300
					1	1,000	2	585	1	[1] 1,000
					1	810			1	[1] 855
					6	765			1	[1] 720
					4	720			2	595
					2	675			8	540
									12	518
Pella, Iowa	3,021	1,550	1	765	2	720			1	630
					2	720			3	540
									8	495
Perry, Iowa	4,030	2,000	1	1,200	5	765	1	650	1	[1] 900
							2	650	1	[1] 765
									1	[1] 765
									21	540
Red Oak, Iowa	4,830	2,000	1	1,100	1	675	4	585	1	[1] 720
					8	675			2	[1] 630
									2	585
									4	540
Sheldon, Iowa	2,941	1,800	1	1,000	1	810			1	[1] 810
					3	720			1	[1] 810
					1	675			1	653
									3	630
									1	585
									1	[1] 540
									5	540
									2	518
									5	495
Shenandoah, Iowa	4,976	2,000	1	1,200	1	1,200	2	698	1	[1] 675
					1	1,050	1	653	1	653
					1	855	1	518	3	630
					1	810			2	[3] 585
					1	765			2	540
					1	698			4	518
					4	675			7	495
					3	630			1	491
									1	481
									1	459
Spencer, Iowa	3,005	1,800	1	1,100	1	810	1	765	1	[1] 1,000
					1	720			1	[1] 900
					3	630			1	[1] 630
									3	[4] 585
									3	563
									2	540
									1	518
									7	330
Valley Junction, Iowa	2,573	1,300	1	720	1	630			1	630
					1	585			1	580
					1	540			9	495
									4	459
Washington, Iowa	4,380	1,600	1	1,400	1	810	1	675	12	563
					1	765			2	540
					4	765			44	518
					1	720				
					3	675				
					3	630				
					1	585				
Winterset, Iowa	2,818	1,400	2	810	1	765	1	630	1	585
					2	675			10	500
					2	585				
Abilene, Kans.	4,118		1	1,150	1	810	1	900	1	675
					2	810			2	585
					2	765			2	540
					2	720			3	495
					1	675			3	473
									4	450
Beloit, Kans.	3,082	1,800	1	1,000	2	810	2	630	1	585
					2	765			13	495
					3	720				
					1	675				
					1	675				
					1	630				

[1] Special teachers. [2] Assistant. [3] One special teacher. [4] Two special teachers.

TABLE 1.—*Salaries of officers and teachers in public schools of cities having 2,500 and fewer than 5,000 inhabitants—1914-15*—Continued.

Cities.	Population	Superintendent.	High schools.				Elementary schools.			
			Principals.		Teachers.		Principals.		Teachers.	
			Number.	Salary.	Number.	Salary.	Number.	Salary.	Number.	Salary.
Caney, Kans.	3,397	$1,600	1	$1,170	3	$810	1	$720	1	$720
			1	900	1	765			1	675
					1	675			3	585
					1	585			1	540
					1	563			1	520
									10	518
									2	428
Cherryvale, Kans.	4,304	1,600	1	1,000	2	720	2	675	6	565
					2	675	2	630	11	535
					2	630				
Clay Center, Kans.	3,438	1,800					1	780	3	[1] 630
							1	720	11	540
									3	495
Columbus, Kans.	3,064	1,100					1	630	1	495
							1	630	1	450
Concordia, Kans.	4,413	1,600	1	1,185	1	810	1	585	1	[1] 1,000
					2	765			3	565
					1	720			4	540
					1	675			1	518
									5	495
									2	450
Council Grove, Kans.	2,545	1,550	1	945	2	675	1	585	2	[1] 630
			1	[2] 720	2	630	1	540	2	540
									2	518
									2	495
									1	473
									1	450
									1	428
Fredonia, Kans.	3,040	1,500	1	1,100	3	720	1	1,000	1	585
					8	675	1	675	2	540
					1	630			5	450
					1	630				
					1	608				
Great Bend, Kans.	4,622	2,000	1	1,800	1	900	1	655	1	[1] 810
					2	810	1	588	1	563
					1	810			4	540
					2	765			4	518
					1	720			4	495
					1	720			1	473
					1	675				
					1	585				
					1	540				
Herington, Kans.	3,273	1,550	1	900	1	810	3	585	1	675
					2	720			2	495
					1	675			1	473
									3	450
									3	428
Hiawatha, Kans.	2,974	1,800	2	910	1	743	1	810	1	405
					1	720			2	630
					1	675			5	540
					2	630			1	495
									2	450
									4	405
									1	360
Holton, Kans.	2,842	1,450	1	1,060	1	1,000	1	720	2	563
					1	765	1	675	3	518
					1	675			1	495
					3	585			3	473
									3	450
Horton, Kans.	3,600	1,800	1	1,050	2	743	1	810	1	900
					1	675	1	630	1	563
					2	630	1	563	6	540
									1	518
									1	495
									3	473
									2	450
Humboldt, Kans.	2,548	1,700	1	1,200	1	900	1	780	2	720
					2	810			1	675
					1	765			2	585
					1	720			4	540
									2	495
									2	450

[1] Special teachers. [2] Assistant.

TABLE 1.—*Salaries of officers and teachers in public schools of cities having 2,500 and fewer than 5,000 inhabitants—1914-15*—Continued.

Cities.	Population.	Superintendent.	High schools.				Elementary schools.			
			Principals.		Teachers.		Principals.		Teachers.	
			Number.	Salary.	Number.	Salary.	Number.	Salary.	Number.	Salary.
Kingman, Kans.	2,570	$1,300	1	$1,050	1	$810	1	$765	2	$720
					1	788			1	675
					2	765			1	675
									1	630
									11	585
Larned, Kans.	2,911	1,500	1	900	1	720	1	720	12	540
					3	720	1	585	1	[1] 360
McPherson, Kans.	3,546	1,600	1	1,100	1	900	1	720	1	[2] 720
					1	765			1	675
					1	765			1	585
					2	698			5	563
					1	653			5	540
					1	630			3	518
									2	495
Neodesha, Kans.	2,872	2,000	1	1,400	3	1,000	1	720	1	[2] 860
					1	1,000	1	675	1	765
					1	1,150	2	630	1	[2] 720
					2	900			2	630
					2	855			6	585
					2	765			2	563
					2	720			4	540
									1	495
Olathe, Kans.	3,272	.....	1	1,200	1	900	2	585	1	[2] 765
					2	865	1	[2] 540	6	540
					1	810			3	518
					3	675			1	500
					2	630			1	[3] 450
Paola, Kans.	3,207	1,800	1	1,500	2	945	1	720	1	[2] 765
					1	855	1	[2] 675	1	[2] 675
					2	810	1	675	8	540
					2	810	1	630	1	405
					1	720				
					1	630				
Central City, Ky.	2,545	1,000	1	675	2	540	.....	.....	2	450
									5	405
									4	360
Earlington, Ky.	3,931	1,500	1	600	1	540	.....	.....	1	540
									7	450
Franklin, Ky.	3,063	1,800	.....	.....	1	630	.....	.....	1	495
					1	540			3	450
									2	405
									2	360
Fulton, Ky.	2,575	1,350	1	800	.....	.....	2	600	2	500
									10	400
Georgetown, Ky.	4,533	1,800	.....	.....	3	700	.....	.....	10	600
Harrodsburg, Ky.	3,147	1,600	1	1,000	1	750	.....	.....	1	5[illegible]0
									8	550
Hickman, Ky.	2,736	1,800	.....	.....	1	675	.....	.....	12	510
					1	600			1	[1] 500
Ludlow, Ky.	4,163	1,400	1	1,100	2	825	.....	.....	15	600
									1	575
									2	550
									1	500
									2	425
Madisonville, Ky.	4,966	1,200	.....	.....	1	765	1	518	3	428
					1	585	1	495	1	405
					2	510			1	383
					1	450			1	361
									1	338
									3	318
Morganfield, Ky.	2,725	1,400	1	1,000	1	650	1	700	1	550
									1	500
									5	450
Mount Sterling, Ky.	3,932	1,650	1	1,000	1	1,000	.....	.....	1	[1] 750
					2	750			1	600
					1	600			8	550
									1	200
Nicholasville, Ky.	2,935	1,200	.....	.....	.....	.....	.....	.....	1	750
									1	750
									9	500
Princeton, Ky.	3,015	1,400	1	1,000	2	600	1	600	2	525
									4	500
									2	450
Shelbyville, Ky.	3,412	1,500	1	1,200	4	600	1	650	12	500

[1] Special teachers. [2] Special teachers, part time. [3] Colored.

TABLE 1.—*Salaries of officers and teachers in public schools of cities having 2,500 and fewer than 5,000 inhabitants—1914–15*—Continued.

Cities.	Population.	Superintendent.	High schools.				Elementary schools.			
			Principals.		Teachers.		Principals.		Teachers.	
			Number.	Salary.	Number.	Salary.	Number.	Salary.	Number.	Salary.
Covington, La	2,601	$1,500			1	$810			1	[1] $675
					1	720			1	540
					1	675			1	495
									5	450
Donaldsonville, La	4,090		1	$1,170	2	765			3	495
					2	630			4	450
Franklin, La	3,857	1,800	2	1,700			1	$1,125	29	900
			1	1,200			2	900	2	720
			1	[2] 720					3	675
									29	540
									27	450
									13	405
									2	360
Hammond, La	2,942	1,500			4	675			1	[1] 1,000
									1	[1] 630
									13	540
Jennings, La	3,925	1,800	1	1,600	1	720			1	[1] 675
			1	[2] 765	1	630			7	540
									7	520
Opelousas, La	4,623				2	585	1	1,350	2	[3] 585
							1	[2] 900	5	540
									5	495
Patterson, La	2,998		1	1,800	1	630			1	585
			1	[2] 720					1	540
									6	450
Plaquemine, La	4,955		1	1,815	1	585			1	585
					2	540			1	540
									1	405
Ruston, La	3,377	1,500							4	450
									1	810
									1	630
									2	585
Winnfield, La	2,925		1	1,600	1	810			11	540
					1	765			1	675
					1	675			2	[3] 630
					1	585			1	[1] 585
Madison, Mo	3,379		1	1,400	1	650			10	540
					4	600			1	[1] 1,100
									1	[1] 700
									2	[1] 650
									3	500
									2	475
									4	450
									7	400
Chestertown, Md	2,735	1,400	1	[2] 700	2	600			1	[1] 850
									1	[1] 650
									9	[3] 550
									2	500
Havre de Grace, Md	4,212	1,450	1	[2] 1,000	1	750			1	[1] 1,100
					1	700			9	550
					1	650			4	500
					1	600				
Westernport, Md	2,702		1	1,342	2	720			1	529
					1	649			2	500
					1	647			1	471
									1	450
									2	402
									1	300
Westminster, Md	3,295		1	1,200	1	900			1	[1] 700
			1	[2] 900	1	625			2	[3] 550
					1	600			1	500
									1	460
									3	450
									2	425
									1	420
									1	400
Alma, Mich	2,757	1,700	1	1,200	1	1,000	2	625	2	350
					1	900			1	[1] 850
					1	800			1	[1] 750
					1	750			1	[1] 700
					2	700			7	575
					1	650			2	550
									3	525
									2	500

[1] Special teachers. [2] Assistant. [3] One special teacher.

TABLE 1.—*Salaries of officers and teachers in public schools of cities having 2,500 and fewer than 5,000 inhabitants—1914-15*—Continued.

Cities.	Population.	Superintendent.	High schools.				Elementary schools.			
			Principals.		Teachers.		Principals.		Teachers.	
			Number.	Salary.	Number.	Salary.	Number.	Salary.	Number.	Salary.
Belding, Mich.	4,119		1	$1,000	1	$850			2	$600
					2	725			1	525
					2	625			10	500
									3	475
									2	450
Big Rapids, Mich.	4,519	$1,650	1	1,200	1	950			1	[1] 750
					1	850			2	[1] 650
					1	750			1	550
					2	700			5	500
					1	650			7	475
									3	450
East Jordan, Mich.	2,516	1,400	1	850	2	750	1	$575	2	[2] 600
					1	700			2	575
					1	600			2	550
									1	525
									8	450
Grand Ledge, Mich.	2,893	1,500	1	850	1	850			16	550
					1	750				
					1	700				
					2	650				
					1	600				
Hamtramck, Mich.	3,559	2,000					2	800	22	[2] 700
									5	650
Hastings, Mich.	4,383	2,500	1	1,300	1	900			1	[1] 800
					1	900	3	600	1	750
					3	850			1	[1] 700
					2	800			4	[2] 600
					1	800			2	550
					1	750			8	525
					1	700			2	500
Lapeer, Mich.	3,946	1,500	1	1,000	1	900			1	800
					1	900			1	[1] 750
					1	850			1	[1] 700
					3	700			5	575
									2	550
									2	500
									3	450
Marine City, Mich.	3,770	1,500	1	1,000	3	700			1	625
									2	525
									5	500
									3	475
									1	450
									1	400
Marshall, Mich.	4,236	1,900	1	1,400	1	1,200			1	750
					1	1,000			3	600
					3	700			6	550
					3	650			8	500
Midland, Mich.	2,527	1,200	1	1,000	1	800			1	[1] 950
					1	700			1	750
					1	650			1	[1] 650
					3	625			2	550
									4	500
									4	450
									2	425
Mount Pleasant, Mich.	3,972	1,700	1	1,150	1	950	1	700	1	650
					1	850	1	650	3	500
					2	725	1	500	3	475
					2	700			1	450
					1	675				
					1	650				
Munising, Mich.	2,952	1,700	1	1,200	1	900			1	[1] 800
					3	750			1	750
									4	[2] 700
									2	650
									6	600
Norway, Mich.	4,974	2,000	1	1,200	1	808	1	800	1	[1] 1,100
					1	760	1	665	1	[1] 760
					2	760	4	618	1	618
					3	743			3	594
									6	570
									5	546
									7	499
									1	475

[1] Special teachers.

[2] One special teacher.

TABLE 1.—*Salaries of officers and teachers in public schools of cities having 2,500 and fewer than 5,000 inhabitants—1914-15*—Continued.

Cities.	Population.	Superintendent.	High schools.				Elementary schools.			
			Principals.		Teachers.		Principals.		Teachers.	
			Number.	Salary.	Number.	Salary.	Number.	Salary.	Number.	Salary.
Onaway, Mich	2,702	$1,400	1	$800	1	$800			20	$500
Petoskey, Mich	4,778	2,500	1	1,400	1	1,400			1	675
					1	1,155			3	650
					1	925			2	630
					1	900			1	625
					1	900			1	600
					1	850			1	565
					2	800			2	550
					2	700			2	525
					1	675			5	495
					1	630			1	450
River Rouge, Mich	4,163	1,000	1	1,100	1	1,000	1	$1,000	1	[1] 850
					3	900			1	[1] 750
					1	750			1	[1] 700
					2	700			3	650
									1	600
									7	550
									2	500
St. Clair, Mich	2,633		1	1,000	2	750			1	650
					1	650			3	525
									3	500
									2	475
St. Johns, Mich	3,154	1,650	1	1,000	1	950			1	950
					1	850			2	[2] 600
					2	750			1	575
					1	725			7	[2] 550
					1	650			2	525
					1	600			5	[2] 500
South Haven, Mich	3,577	1,900	1	1,500	1	900			1	[1] 800
					1	800			1	[1] 750
					1	700			1	[1] 650
					2	675			1	600
					2	625			1	575
									4	550
									3	525
									2	500
									5	475
									3	450
Anoka, Minn	3,972	1,800	1	1,200	1	1,200	3	585	1	[1] 1,000
					1	900			1	[1] 855
					1	810			1	[1] 595
					1	788			1	563
					2	720			2	518
					1	675			8	495
					1	653				
					2	630				
Detroit, Minn	2,807		1	900	1	1,250			1	[1] 1,000
					1	810			1	[1] 630
					1	765			6	540
					2	675			1	518
					2	630			3	495
									4	473
									2	450
East Grand Forks, Minn.	2,533	2,000	1	1,125	1	1,500	1	720	1	[1] 945
					1	855	1	675	2	630
					1	855			3	610
					3	765			6	540
					2	720				
Ely, Minn	3,572	2,800	1	1,600	1	1,190	1	1,045	1	[1] 1,600
			1	[2] 1,003	1	855	1	971	1	[1] 1,000
					3	855	1	855	1	[1] 998
							1	808	1	[1] 900
							1	713	1	[1] 855
									1	808
									7	713
									2	689
									7	[3] 665
									1	656
									11	628
									3	570

[1] Special teacher. [2] One special teacher. [3] Assistant.

TABLE 1.—*Salaries of officers and teachers in public schools of cities having 2,500 and fewer than 5,000 inhabitants—1914–15*—Continued.

Cities.	Population.	Superintendent.	High schools.				Elementary schools.			
			Principals.		Teachers.		Principals.		Teachers.	
			Number.	Salary.	Number.	Salary.	Number.	Salary.	Number.	Salary.
Fairmont, Minn.	2,058	$1,800	1	$1,100	1	$900			1	[1] $750
					1	720			1	[1] 720
					2	687			1	[1] 630
					1	665			1	585
									1	563
									8	540
									2	518
									2	495
									2	490
Hastings, Minn.	3,263	1,700	1	1,000	4	1,400			1	[1] 1,000
					1	855			2	[2] 675
					1	800			3	585
					2	765			3	560
					3	720			2	530
									5	495
									1	450
Luverne, Minn.	2,540	2,000	1	900	3	855			1	720
					2	810			1	675
					2	720			1	630
									2	517
									10	495
Melrose, Minn.	2,591	1,800	1	810	1	1,080			1	[1] 675
					1	770			1	495
									2	473
									2	450
Moorhead, Minn.	4,840	2,100	1	1,150	1	1,000			1	720
					3	900			2	675
					2	810			2	630
					2	765			10	585
					1	585			3	563
Northfield, Minn.	3,265	2,000	1	1,050	1	1,800	1	$788	1	[1] 1,350
					1	850	1	765	1	[1] 900
					2	810	1	653	1	[1] 810
					2	788			1	[1] 675
					1	743			2	630
					1	720			1	585
					1	675			2	563
					1	630			5	540
									3	518
St. Peter, Minn.	4,176	1,900	1	900	1	1,050			1	[1] 675
					2	810			2	608
					1	766			1	563
					1	750			2	540
					1	698			3	518
									3	473
									2	450
South St. Paul, Minn.	4,310	2,050	1	990	1	1,400	1	900	1	[1] 900
					1	1,125	1	855	2	[1] 810
					1	900	1	743	1	720
					1	810	1	608	1	698
					1	788			2	675
					1	765			2	630
					4	720			6	585
									9	540
									9	495
									1	450
Staples, Minn.	2,558	1,800	1	810	1	765	1	900	1	[1] 765
					1	765	1	630	1	[1] 765
					1	675			1	630
									3	585
									1	563
									5	540
									1	518
									7	495
Two Harbors, Minn.	4,990	2,100	1	1,300	1	1,215	1	1,200	1	[1] 1,450
					1	1,000	1	1,100	1	[1] 1,400
					1	810	1	900	1	[1] 1,100
					2	810			1	[1] 1,000
									1	810
									1	[1] 720
									7	675
									2	630
									1	610
									12	585
									3	562

[1] Special teachers.

[2] One special teacher.

TABLE 1.—*Salaries of officers and teachers in public schools of cities having 2,500 and fewer than 5,000 inhabitants—1914–15*—Continued.

Cities.	Population.	Superintendent.	High schools.				Elementary schools.			
			Principals.		Teachers.		Principals.		Teachers.	
			Number.	Salary.	Number.	Salary.	Number.	Salary.	Number.	Salary.
Wabasha, Minn.	2,622	$1,700	1	$900	1	$675			1	[1] $960
					1	585			1	[2] 720
									1	[1] 675
									1	585
									2	540
									1	518
									3	495
									1	473
Waseca, Minn.	3,054	1,700	1	900	1	1,500			1	[1] 810
					1	810			3	[2] 630
					2	720			5	540
									4	517
									3	495
Willmar, Minn.	4,135	2,000	1	1,100	1	1,475			1	[1] 1,000
					1	855			1	[1] 715
					2	765			10	608
					1	720			3	585
					2	675			1	540
Aberdeen, Miss.	3,708	1,800					1	[3] 450	1	765
									1	630
									3	585
									5	495
									4	[3] 225
Clarksdale, Miss.	4,079	2,800			3	765	1	1,050	5	765
									7	720
Collins, Miss.	2,581	1,125			2	540			1	540
									1	450
Moss Point, Miss.	3,054	1,700	1	900	1	630	1	540	2	540
							1	[3] 495	2	495
									3	405
									3	[3] 225
Okolona, Miss.	2,584	1,650			1	630			1	540
					1	585			6	495
					1	585				
Water Valley, Miss.	4,273				1	585			1	540
									9	495
West Point, Miss.	4,864	1,800			1	765	1	720	12	450
					1	720	1	500		
					2	600				
Aurora, Mo.	4,148		1	1,000	1	750	1	780	7	450
					1	630	1	630	8	405
					1	600				
					2	600				
Boonville, Mo.	4,252	1,650	1	900	1	810	1	780	1	585
					1	765			1	585
					1	675			1	540
					3	630			2	540
									1	495
									5	450
									1	[3] 360
									2	[3] 315
									1	[4] 225
Butler, Mo.	2,894	1,380	1	1,000	1	750	1	630	1	[3] 450
					1	685	1	450	4	450
					5	630			4	405
Cameron, Mo.	2,980	1,400	1	810	4	750	1	630	9	495
					3	720			2	450
					1	630				
Carterville, Mo.	4,539	1,200	1	900	1	765	1	720	1	[1] 720
					1	720	1	585	3	495
					1	675			3	428
									3	383
									7	360
Caruthersville, Mo.	3,655	1,200	1	810	1	750	1	630	1	540
					3	585			1	540
									8	450
									1	[3] 405
									1	[3] 270
Charleston, Mo.	3,144	1,500	1	900	1	810	1	653	1	653
					1	765	1	495	1	585
					1	720			1	495
					1	675			1	473
									5	450
									2	405
									2	315

[1] Special teachers. [2] Two special teachers. [3] Colored. [4] Special teacher, part time.

TABLE 1.—*Salaries of officers and teachers in public schools of cities having 2,500 and fewer than 5,000 inhabitants—1914–15*—Continued.

Cities.	Population.	Superintendent.	High schools.				Elementary schools.			
			Principals.		Teachers.		Principals.		Teachers.	
			Number.	Salary.	Number.	Salary.	Number.	Salary.	Number.	Salary.
Clinton, Mo.	4,992	$1,920	1	$1,000	1	$750	2	$720	5	$570
					1	720	1	540	3	450
					1	675	1	[1] 495	3	428
					2	675			1	405
					1	630			2	360
					1	495			2	315
									2	293
De Soto, Mo.	4,721	1,400	1	900	1	765	1	495	3	405
					1	750	3	450	1	383
					1	675	1	[1] 405	11	[2] 360
					1	630				
					1	540				
Excelsior Springs, Mo.	3,900	1,500	1	1,000	1	1,100	2	720	2	585
					6	720			8	540
									1	[1] 495
									4	495
Farmington, Mo.	2,613	1,400	1	1,000	1	630	.....	.....	2	585
					2	585			1	[1] 540
									3	540
									5	[3] 495
Fayette, Mo.	2,586	1,500	1	810	1	765	1	[1] 540	1	495
					3	540			6	450
									2	[1] 270
Festus, Mo.	2,556	1,140	1	585	2	540	.....	.....	3	495
									4	450
Fredericktown, Mo.	2,632	1,450	1	765	1	630	1	540	1	[3] 765
					1	630	1	[1] 450	1	[2] 585
					1	585			1	540
									2	450
									4	405
									1	[1] 360
Higginsville, Mo.	2,628	.....	1	810	1	810	3	650	14	450
					3	630				
Kennett, Mo.	3,033	1,500	1	1,000	1	630	1	720	1	630
					2	540			2	[4] 540
					2	450			1	495
									9	450
Kirkwood, Mo.	4,171	2,400	1	1,300	1	900	1	[1] 750	1	[5] 1,050
					3	850			1	[2] 1,000
					6	850			1	[3] 850
									4	[4] 750
									11	700
									5	650
									1	[3] 600
									1	[1] 550
									2	[1] 500
									1	[1] 400
Liberty, Mo.	2,980	1,800	1	1,100	1	750	1	1,100	1	630
					2	675	1	[1] 585	2	595
					1	670			1	594
					1	630			8	540
					2	630			1	500
									2	[1] 405
									1	[5] 360
Louisiana, Mo.	4,454	1,350	1	1,000	1	630	1	720	2	630
					2	630	1	563	6	495
									6	450
									2	[1] 338
									1	[1] 270
Macon, Mo.	3,584	1,700	1	855	1	810	1	630	1	[2] 630
					1	765			11	450
					1	720			2	[1] 360
					1	630				
					1	630				
Marceline, Mo.	3,920	1,100	1	698	2	540	1	495	14	405
Marshall, Mo.	4,869	2,100	1	1,200	1	900	2	765	1	[1] 360
					1	810	1	[1] 630	1	[3] 540
					1	675			9	495
					8	675			6	450
					2	630			4	[1] 315

[1] Colored. [2] One colored. [3] Special teache[illegible] [4] One special teacher. [5] Part time.

TABLE 1.—*Salaries of officers and teachers in public schools of cities having 2,500 and fewer than 5,000 inhabitants—1914–15*—Continued.

Cities.	Population.	Superintendent.	High schools.				Elementary schools.			
			Principals.		Teachers.		Principals.		Teachers.	
			Number.	Salary.	Number.	Salary.	Number.	Salary.	Number.	Salary.
Maryville, Mo.	4,762	$1,500	1	$1,200	3	$765	3	$585	1	[1] $810
					1	720			1	630
					1	675			2	585
					1	630			2	540
					1	585			3	495
					1	540			1	450
									7	450
Monette, Mo.	4,177	1,800	1	1,000	1	750	1	700	4	400
					5	540	1	450	2	390
									9	360
Rich Hill, Mo.	2,755	1,200	1	720	3	540	1	630	4	405
							1	540	6	360
Richmond, Mo.	3,664	1,500	1	1,100	2	720	2	585	1	[1] 720
					2	720			1	[1] 540
					1	675			22	450
Sikeston, Mo.	3,327	1,500	1	1,125	1	810	1	810	1	540
					2	720			2	540
					1	585			3	495
									4	450
Slater, Mo.	3,238	1,200	1	720	4	540	1	540	10	405
Warrensburg, Mo.	4,689	1,600	1	1,000	1	675	4	675	1	[1] 472
					5	563	1	[2] 563	15	428
									2	[2] 332
Washington, Mo.	3,670	1,170	1	720	1	630	1	675	1	540
					2	540	1	495	4	495
West Plains, Mo.	2,914	1,500	1	720	1	900	1	540	7	332
					1	720	3	405	4	360
					1	675			1	[2] 288
					2	675				
					1	585				
Deer Lodge, Mont.	2,570	1,700	.....	.....	.....	.....	.....	.....	1	[1] 1,000
									4	810
									11	760
Havre, Mont.	3,624	2,250	1	1,400	1	1,300	3	1,100	1	[1] 1,000
					1	1,200			2	[1] 1,000
					2	1,100			15	960
Red Lodge, Mont.	4,860	2,222	.....	.....	.....	.....	2	878	1	[1] 1,237
							3	829	12	829
									13	[3] 780
Alliance, Nebr.	3,105	.....	1	1,200	1	1,200	1	810	1	[1] 765
					2	855	1	810	2	675
					1	810	1	720	1	653
					2	810	1	585	2	630
									7	585
									2	540
									1	495
Blair, Nebr.	2,584	1,800	1	1,600	1	1,200	1	608	1	[1] 810
					1	1,000	1	588	1	585
					1	810	1	518	1	562
					1	720			2	540
					2	653			2	518
					1	630			3	495
					1	540			1	472
									1	[4] 315
Falls City, Nebr.	2,258	1,400	1	1,000	1	765	1	608	1	[1] 675
					4	675	1	540	4	540
					1	653			10	495
					1	630			2	472
									2	450
Holdrege, Nebr.	3,030	1,500	1	900	1	1,000	1	630	2	600
					2	800	1	600	5	540
					1	720			2	500
					1	675			1	[1] 900
					2	630				
McCook, Nebr.	3,765	1,500	1	850	2	765	1	675	1	608
					3	720	1	653	2	585
					2	675	1	608	5	562
					1	550			4	540
									1	518
									1	495

[1] Special teachers. [2] Colored. [3] Three special teachers. [4] Special teacher, part time.

TABLE 1.—*Salaries of officers and teachers in public schools of cities having 2,500 and fewer than 5,000 inhabitants—1914-15*—Continued.

Cities.	Population.	Superintendent.	High schools.				Elementary schools.			
			Principals.		Teachers.		Principals.		Teachers.	
			Number.	Salary.	Number.	Salary.	Number.	Salary.	Number.	Salary.
North Platte, Nebr.	4,798	$1,800	1	$1,200	1	$1,000	3	$796	6	$675
					1	810			4	630
					1	780			1	608
					6	720			1	[1] 585
									2	585
									4	563
									2	540
									3	515
									1	495
Plattsmouth, Nebr.	4,287	1,800	1	1,050	1	675	1	495	1	540
					1	653	2	495	12	[2] 540
					2	630			3	473
					1	585			20	450
University Place, Nebr.	2,200	1,550	1	1,125	1	720	1	675	2	600
					1	675			1	585
					4	675			9	495
					2	630			1	450
					1	495				
Goldfield, Nev.	4,836	2,400	1	1,800	5	1,300	2	1,300	10	1,100
Sparks, Nev.	2,500	2,000			1	1,200			6	950
					2	1,150			3	900
Bordentown, N. J.	4,250	1,500			1	825			4	650
					1	775			1	550
					1	775			2	525
					1	725			1	500
									5	500
Boundbrook, N. J.	3,970	1,800	1	1,350	1	800			1	[3] 800
					1	800			1	800
					1	750			2	[4] 750
					2	700			1	700
									7	700
									9	650
									1	[3] 600
									3	600
									4	550
Carlstadt, N. J.	3,807						1	1,800	1	[1] 1,100
									1	1,000
									1	900
									1	850
									1	725
									2	650
									1	625
									1	[1] 600
									5	600
									1	575
									3	550
									2	525
									2	500
Cliffside Park, N. J.	3,394	1,700			2	1,100			1	[1] 1,200
					1	1,000			4	925
					1	900			1	800
					1	900			2	750
									2	725
									2	700
									1	680
									3	650
									2	625
									4	600
									3	550
East Rutherford, N. J.	4,275	2,000	1	1,000	1	1,100	1	950	1	900
					1	850	1	900	1	875
					1	600			1	850
									2	800
									1	[1] 750
									2	750
									2	700
									2	650
									3	600
									5	550
Flemington, N. J.	2,698	2,000			4	900	1	900	4	500
					1	850			7	625
					1	800			4	600
					1	800				

[1] Special teachers.
[2] Two special teachers.
[3] Special teacher, part time.
[4] One special teacher, part time.

TABLE 1.—*Salaries of officers and teachers in public schools of cities having 2,500 and fewer than 5,000 inhabitants—1914–15*—Continued.

Cities.	Population.	Superintendent.	High schools.				Elementary schools.			
			Principals.		Teachers.		Principals.		Teachers.	
			Number.	Salary.	Number.	Salary.	Number.	Salary.	Number.	Salary.
Fort Lee, N. J.	4,472	$1,400					1	$1,300	1	$900
							1	1,250	1	750
							1	1,050	1	700
							1	800	3	675
									2	650
									1	625
									4	600
									8	575
									8	550
Freehold, N. J.	3,233	1,800			1	$1,500			1	1,000
					1	1,500			2	800
					3	1,200			3	750
					2	1,200			3	700
					1	1,000			2	650
					2	900			3	600
					1	800			1	550
					1	600			2	500
Glen Ridge, N. J.	3,260	3,500	1	$2,000	3	1,600			2	[1] 1,600
					7	1,400			6	[2] 1,200
									6	1,000
Hackettstown, N. J.	2,715	1,600			1	1,100			1	750
					2	1,000			1	700
					2	750			11	500
Haddonfield, N. J.	4,142	2,000			2	1,000	1	800	1	[1] 900
					1	900	2	[3] 750	1	[1] 850
					1	850			1	[1] 750
					6	800			5	[4] 700
					2	750			5	650
									11	[2] 600
Little Ferry, N. J.	2,541						1	1,000	1	900
									3	675
									1	650
									1	600
									9	550
Lodi, N. J.	4,138	2,000					1	1,000	1	750
							1	775	1	725
							1	700	5	700
									7	650
									1	625
									2	600
									1	575
									6	550
									2	525
									4	500
Newton, N. J.	4,467				1	950	1	1,000	1	[1] 1,000
					2	900	1	850	2	[1] 800
					2	850			1	750
					1	800			9	625
					1	800			1	600
					1	750			2	600
					1	700			3	575
									1	550
									1	525
Pleasantville, N. J.	4,390	1,800			1	833			1	1,000
					1	825			2	785
					1	800			2	738
					1	750			1	737
									1	725
									5	[4] 700
									2	690
									1	688
									4	675
									2	[4] 666
									1	663
									1	650
									4	625
									2	600
Prospect Park, N. J.	2,719						1	1,500	1	825
									2	600
									1	575
									4	550
									2	525
									5	500
									1	400

[1] Special teachers. [2] Three special teachers. [3] One colored. [4] One special teacher.

TABLE 1.—*Salaries of officers and teachers in public schools of cities having 2,500 and fewer than 5,000 inhabitants—1914–15*—Continued.

Cities.	Population.	Superintendent.	High schools.				Elementary schools.			
			Principals.		Teachers.		Principals.		Teachers.	
			Number.	Salary.	Number.	Salary.	Number.	Salary.	Number.	Salary.
Roselle, N. J.	2,725	$2,300	1	$1,700	8	$1,300			1	$950
					1	1,100			1	[1] 900
					1	1,050			5	800
					1	950			5	750
					1	800			1	[1] 700
					1	900			3	700
									3	650
									2	600
									2	550
									1	450
Secaucus, N. J.	4,740	1,400					1	$1,250	1	900
							1	1,100	2	810
									3	740
									4	700
									2	620
									2	580
									1	545
									1	505
Wallington, N. J.	3,448	1,600							3	500
									2	725
									2	675
									2	650
									1	625
									1	600
									5	550
									3	525
Wharton, N. J.	2,983				1	850	1	1,575	3	500
					1	750			1	650
									2	625
									1	600
									1	575
									2	550
									2	500
Woodbury, N. J.	4,642	2,100			3	800			4	625
					1	775			4	600
					1	760			4	575
					3	750			7	550
					3	725			3	500
					3	700			1	475
					1	650			1	450
									1	425
Las Cruces, N. Mex.	3,826	1,800	1	810	2	810			1	[1] 700
					1	810			9	630
					2	675			9	540
Raton, N. Mex.	4,539	2,000	1	1,350	1	1,000	1	765	1	[1] 1,250
					1	900			1	[1] 1,100
					2	900			1	[1] 810
									1	765
									3	720
									8	675
									3	585
									6	540
Silver City, N. Mex.	3,217	1,800	1	900	1	1,000			1	900
					1	900			2	850
					1	850			2	780
									3	[2] 750
									1	700
									1	650
Babylon, N. Y.	2,600	1,800	1	825	2	700			3	650
					2	600			7	600
									2	550
Baldwinsville, N. Y.	3,099		1	1,500	6	650	1	800	1	850
									1	725
									1	[1] 650
									2	625
									2	550
									8	500
									1	400
Ballston Spa, N. Y.	4,138	1,600	1	800	2	650	2	575	1	[1] 700
					2	600			1	[1] 650
					1	550			3	500
									8	475
									1	450
									3	425
									1	400

[1] Special teachers.

[2] Two special teachers.

TABLE 1.—*Salaries of officers and teachers in public schools of cities having 2,500 and fewer than 5,000 inhabitants—1914-15*—Continued.

Cities.	Population.	Superintendent.	High schools.				Elementary schools.			
			Principals.		Teachers.		Principals.		Teachers.	
			Number.	Salary.	Number.	Salary.	Number.	Salary.	Number.	Salary.
Canastota, N. Y.	3,247	$1,700			1	$900	1	$625	1	[1] $650
					2	775			4	[2] 600
					1	725			1	575
									2	550
									1	520
									2	500
									4	475
									5	450
									2	[3] 350
Canton, N. Y.	2,701		1	$1,500	1	850	1	900	1	550
					1	700			1	[1] 525
					3	625			4	500
					3	500			5	425
Carthage, N. Y.	3,563	2,000	1	650	1	700	1	575	1	[1] 700
					1	600			1	[1] 650
					3	550			1	[1] 550
									3	500
									6	475
Clyde, N. Y.	2,695		1	1,800	1	850			1	[1] 750
					2	700			1	650
					2	650			1	600
									6	500
Cold Springs, N. Y.	2,549				1	625	1	1,425	5	600
									3	550
Cornwall, N. Y.	2,658				1	700	1	1,500	3	600
					1	650	1	[4] 800	2	575
					1	550			1	563
									2	[5] 550
									1	500
									1	[3] 360
									1	[3] 200
Dansville, N. Y.	3,938	2,000	1	1,100	1	900			1	[1] 700
					1	800			1	675
					2	650			2	550
					2	625			3	525
					1	600			1	500
Depew, N. Y.	3,921	1,700	1	800	3	700	2	700	7	600
					1	550			3	550
									3	450
Dobbs Ferry, N. Y.	3,455	2,100	1	1,150	1	1,150			1	[1] 1,100
					1	1,100			1	[1] 950
					1	1,000			2	875
									1	[1] 850
									4	775
									2	750
									2	700
									2	600
Ellenville, N. Y.	3,114	1,600	1	1,100	5	700			2	[1] 700
					1	625			1	550
					2	550			2	475
									8	450
Fairport, N. Y.	3,112	1,800	1	1,000	2	800			1	[1] 800
					1	775			1	600
					1	675			8	550
					1	650			4	525
									1	475
Fort Plain, N. Y.	2,762	1,500	1	900	1	800			1	700
					1	750			1	600
					2	700			2	538
									2	512
									5	500
Freeport, N. Y.	4,836	2,800	1	1,700	1	1,150	1	1,100	1	1,000
					1	950	1	1,000	1	[1] 930
					1	900	1	930	1	810
					1	900			2	800
					1	850			1	790
					1	825			1	775
					1	800			11	750
					1	775			1	738
					1	750			1	725
									1	[1] 720
									4	700
									1	660
									6	650
									2	600
									1	550

[1] Special teachers.
[2] Two special teachers.
[3] Special teachers, part time.
[4] Assistant.
[5] One special teacher.

TABLE 1.—*Salaries of officers and teachers in public schools of cities having 2,500 and fewer than 5,000 inhabitants—1914–15*—Continued.

Cities.	Population.	Superintendent.	High schools.				Elementary schools.			
			Principals.		Teachers.		Principals.		Teachers.	
			Number.	Salary.	Number.	Salary.	Number.	Salary.	Number.	Salary.
Goshen, N. Y.	3,081	*$1,875*	1	$800	2	$750	1	$700	1	[1] $750
					4	700	1	625	1	650
									3	625
									4	575
Gouverneur, N. Y.	4,128	*1,900*	*1*	*1,000*	2	800	2	575	1	700
					6	750			1	650
					2	700			3	600
					1	650			5	500
									9	475
									1	450
									1	425
Hempstead, N. Y.	4,964	*2,400*	*1*	*1,050*	1	1,000	1	1,000	*1*	[1] *1,100*
					2	950	1	950	1	[1] 950
					3	900			1	[1] 900
					1	875			3	875
					1	800			1	[1] 850
									1	825
									2	750
									11	[2] 700
									8	675
									4	[2] 650
									3	600
									1	550
Lancaster, N. Y.	4,364	*1,800*			1	800			*1*	[1] *900*
					2	700			2	[2] 650
					1	650			1	[1] 600
									3	550
									5	[2] 500
									2	480
									1	410
									1	400
Leroy, N. Y.	3,771	*1,800*			*2*	*1,000*			2	[1] 600
					2	775			1	650
					2	700			5	500
					2	650			5	475
Lowville, N. Y.	2,940	*2,100*			*1*	*1,000*			1	700
					1	*800*			1	[1] 650
					1	800			2	500
					2	650			4	475
					3	600				
Lyons, N. Y.	4,460	*2,000*			*1*	*1,000*			1	[1] 700
					1	900			2	600
					2	700			1	570
					1	675			3	550
					1	600			1	525
									10	500
Massena, N. Y.	2,951	*2,000*			*1*	*800*			1	700
					4	700			1	[1] 650
									1	[1] 600
									2	550
									10	500
									5	450
Mount Kisco, N. Y.	2,802	*2,000*			1	900			1	[1] 840
					2	750			2	750
					1	700			1	675
									5	650
									1	640
Owego, N. Y.	4,633	*1,800*	*1*	*1,800*	2	750			*1*	[1] *1,000*
					3	650			1	[1] 750
					1	600			1	[1] 700
									1	650
									2	[2] 550
									6	500
									9	475
Patchogue, N. Y.	3,824				1	850	*1*	*1,400*	1	650
					4	750	1	1,100	13	625
					4	700	1	750	9	600
					2	650	1	650	5	575
					1	600			2	550

[1] Special teachers.

[2] One special teacher.

TABLE 1.—*Salaries of officers and teachers in public schools of cities having 2,500 and fewer than 5,000 inhabitants—1914-15*—Continued.

Cities.	Population.	Superintendent.	High schools.				Elementary schools.			
			Principals.		Teachers.		Principals.		Teachers.	
			Number.	Salary.	Number.	Salary.	Number.	Salary.	Number.	Salary.
Penn Yan, N. Y.	4,597	$1,400	1	$1,900	1	$900			1	$600
					1	850			3	[1] 600
					3	800			2	550
					1	800			8	500
					2	750			1	490
					1	700				
					2	600				
Perry, N. Y.	4,388	2,000			1	1,500			1	[2] 900
					1	1,000			1	[2] 800
					1	750			1	[2] 700
					2	650			1	525
					2	600			13	500
Potsdam, N. Y.	4,036		1	1,100	1	600			3	600
									1	550
									2	500
Rockville Center, N. Y.	3,667	2,500	1	1,250	1	1,000			1	[2] 1,300
					1	1,000			1	900
					3	900			2	750
					1	800			1	725
					2	750			1	700
									1	675
									1	650
									6	625
									5	600
									3	550
Rye, N. Y.	3,964	2,500	1	1,600	2	950			1	[2] 950
					2	750			7	[3] 900
									1	825
									1	775
									3	750
									1	725
									1	675
									2	650
									1	625
Sag Harbor, N. Y.	3,408		1	1,600	1	1,000			1	750
					1	800			3	[1] 600
					1	800			7	550
					2	700			4	525
Saranac Lake, N. Y.	4,983	2,800	1	1,500	1	1,150	1	$725	1	675
					1	1,050	1	700	4	625
					1	1,000			5	600
					1	1,000			2	575
					1	950			6	550
					2	900				
					1	850				
					1	750				
					1	725				
					1	700				
Scotia, N. Y.	2,957	1,600			1	775	1	900	1	725
					2	700	1	875	1	700
					2	650	1	725	3	650
					2	600			1	625
									1	600
									3	600
									2	575
									4	550
									3	525
Sidney, N. Y.	2,507	1,875	1	750	6	650			1	645
									1	[2] 625
									1	600
									1	580
									6	555
									1	545
Silver Creek, N. Y.	2,512	1,600			1	850	1	700	1	650
					1	800			1	600
					1	700			1	550
					1	650			4	500
					1	600			2	450
									2	425
									1	400
Southampton, N. Y.	2,509	1,700	1	950	1	1,000			1	750
					1	750			1	700
					2	700			2	650
					1	600			1	625
									12	600

[1] One special teacher. [2] Special teachers. [3] Two special teachers.

TABLE 1.—*Salaries of officers and teachers in public schools of cities having 2,500 and fewer than 5,000 inhabitants—1914–15*—Continued.

Cities.	Population.	Superintendent.	High schools.				Elementary schools.			
			Principals.		Teachers.		Principals.		Teachers.	
			Number.	Salary.	Number.	Salary.	Number.	Salary.	Number.	Salary.
Suffern, N. Y.	2,663	*$1,000*			1	$1,000	1	$1,000	2	$800
					1	*850*			5	680
					1	850			1	610
					1	*800*			1	600
					2	800			3	560
Tuckahoe, N. Y.	2,722	*1,600*	1	$800	1	1,000	*1*	*1,400*	1	1,000
					1	800			1	850
					1	750			5	[1] 800
									3	750
									4	700
									2	650
Walden, N. Y.	4,004	*1,900*	1	800	2	750			1	[2] 800
					1	650			1	675
									1	650
									1	600
									5	575
									3	550
									4	525
									1	500
									1	475
Walton, N. Y.	3,103	*1,800*	*1*	*1,100*	*1*	*1,100*			1	[2] 750
					10	700			1	575
									8	525
									5	500
									1	[2] *250*
Wappingers Falls, N. Y.	3,195	*1,500*			1	600			1	550
									7	500
Warsaw, N. Y.	3,206	*1,000*			*1*	*900*			1	625
					1	900			2	575
					1	800			10	550
					3	730			4	500
					3	700				
Waterloo, N. Y.	3,931	*1,650*	*1*	*1,000*	2	725	1	700	*1*	[2] *900*
					1	700			3	[1] 600
					1	600			1	575
									2	500
									5	450
									1	425
									1	400
Waverly, N. Y.	4,855	*1,700*			*1*	*1,000*			*1*	[2] *1,000*
					1	950			1	[2] 850
					1	725			1	[2] 800
					1	700			1	[2] 750
					1	650			1	[2] 600
					1	600			3	575
									2	550
									5	500
									9	475
									1	450
Wellsville, N. Y.	4,382	*2,200*	*1*	*1,400*	*1*	*975*	1	700	*1*	[2] *1,200*
					6	750	3	600	*1*	[2] *900*
					1	650			2	[2] 750
									1	[2] 700
									3	600
									10	550
Westfield, N. Y.	2,985	*1,700*	*1*	*1,200*	*1*	*1,050*			2	600
					2	*800*			2	[2] 500
					2	800			4	475
					1	650			2	450
					1	400			1	420
									1	400
									1	380
									2	360
Whitehall, N. Y.	4,917	*1,800*	*1*	*1,050*	2	650			1	[2] 650
					2	600			1	600
									6	[3] 550
									12	500
Edenton, N. C.	2,789	*1,500*			2	450			7	450
Greenville, N. C.	4,101	*1,500*	*1*	*800*	1	608			3	540
					1	562			7	495
Hendersonville, N. C.	2,818	*1,800*			2	400	1	600	8	400

[1] Two special teachers. [2] Special teachers. [3] One special teacher.

TABLE 1.—*Salaries of officers and teachers in public schools of cities having 2,500 and fewer than 5,000 inhabitants—1914–15*—Continued.

Cities.	Population.	Superintendent.	High schools.				Elementary schools.			
			Principals.		Teachers.		Principals.		Teachers.	
			Number.	Salary.	Number.	Salary.	Number.	Salary.	Number.	Salary.
Monroe, N. C.	4,082	$1,500	1	$1,000	1	$595	1	[1] $450	1	$495
					3	540			1	450
									10	405
									3	360
									3	[1] 270
Oxford, N. C.	3,018	1,200	.....	.....	.....	.....	1	700	3	450
							1	[1] 360	5	405
									2	280
									1	[2] 225
									4	[1] 203
Dickinson, N. Dak.	3,678	2,500	1	1,125	1	1,045	.....	.....	1	[3] 810
					1	945			2	720
					2	945			9	675
					1	900			3	630
Jamestown, N. Dak.	4,358	2,100	1	1,194	1	900	1	810	1	720
			1	1,053	1	900			2	698
			1	945	1	810			1	675
					1	810			2	653
					1	765			5	630
					1	720			3	585
					2	630			1	563
					1	315				
Valley City, N. Dak.	4,606	.....	1	1,150	1	1,152	1	950	1	[3] 1,400
					2	1,100	1	855	1	[3] 855
					1	950			1	[3] 841
					1	902			1	712
					1	880			3	665
					1	760			1	641
									3	618
									4	594
									4	570
Williston, N. Dak.	3,124	2,000	1	1,200	1	1,100	1	810	1	765
			1	810	5	900			11	720
					2	855				
					1	720				
					1	675				
Berea, Ohio	2,609	1,800	1	1,200	2	900	.....	.....	1	675
					1	675			3	585
					3	630			2	540
									2	495
Bridgeport, Ohio	3,974	1,800	1	900	1	810	3	675	1	504
					1	743			1	504
					1	720			11	477
									1	441
									4	405
Bryan, Ohio	3,641	2,400	1	960	1	780	.....	.....	1	[3] 675
					4	675			1	540
									1	495
									8	450
									1	[3] 405
									5	405
									1	[3] 360
									1	360
Celina, Ohio	3,493	1,800	.....	.....	1	1,000	.....	.....	2	675
					1	900			1	630
					1	780			1	585
					1	720			1	540
					1	630			10	495
					2	585				
Cleveland Heights, Ohio.	2,955	.....	.....	.....	1	1,600	.....	.....	1	[3] 1,400
					1	1,500			1	[3] 1,250
					1	1,500			1	[3] 1,000
					1	1,400			3	[4] 900
					1	1,300			4	850
					2	1,200			3	800
					2	1,100			1	750
									3	700
									1	675
									3	650
									1	600
									1	[5] 500

[1] Colored. [2] Part time. [3] Special teachers. [4] One special teacher. [5] Special teachers, part time.

TABLE 1.—*Salaries of officers and teachers in public schools of cities having 2,500 and fewer than 5,000 inhabitants—1914-15*—Continued.

Cities.	Population.	Superintendent.	High schools.				Elementary schools.			
			Principals.		Teachers.		Principals.		Teachers.	
			Number.	Salary.	Number.	Salary.	Number.	Salary.	Number.	Salary.
Clyde, Ohio	2,815	$1,600	1	$990[2]	1	$675	.....	.....	1	$540
					1	630			1	520
					1	450			1	495
									1	480
									6	450
Crestline, Ohio	3,807	.....	1	1,200	1	855	.....	.....	1	[1] 680
					1	720			1	545
					2	630			1	[1] 540
									1	[1] 540
									1	450
									1	441
									1	432
									1	423
									1	414
									1	398
									1	396
Crooksville, Ohio	3,038	1,300	1	810	2	630	1	875	1	[1] 550
					1	540	1	450	15	405
Cuyahoga Falls, Ohio	4,020	1,800	1	1,180	1	900	1	740	.....	.....
					1	900	1	665		
					1	850				
					1	800				
					1	700				
Dennison, Ohio	4,008	1,800	1	1,000	1	720	.....	.....	1	[1] 675
					3	720			2	518
									2	473
									6	450
									8	428
East Palestine, Ohio	3,537	1,750	1	1,800	1	765	1	709	1	360
					2	630	1	663	1	540
									3	495
									4	473
									7	450
									6	428
East Youngstown, Ohio	4,972	1,500	.....	.....	.....	.....	1	900	1	[1] 405
							1	750	1	810
							1	640	1	650
									1	630
									1	540
									5	500
Elmwood Place, Ohio	3,423	1,600	.....	.....	.....	.....	.....	.....	7	400
									2	750
									3	700
									1	650
									3	600
									2	550
Franklin, Ohio	2,659	1,575	1	900	1	810	.....	.....	3	540
					1	720			1	[2] 500
					1	600			3	500
									2	475
									7	[3] 450
Geneva, Ohio	2,496	1,500	1	1,050	1	900	1	850	1	800
					2	830			1	[1] 715
					1	760			1	[1] 713
					1	665			6	618
									2	513
Girard, Ohio	3,736	2,000	1	1,407	1	855	1	810	1	765
					1	810	1	765	1	675
					1	720			1	650
					1	630			3	585
									2	540
									2	495
									7	450
									1	405
Greenfield, Ohio	4,228	1,800	1	1,350	1	765	.....	.....	1	[1] 360
					1	743			1	540
					2	675			1	540
									1	495
									4	473
									2	450
									3	428
									2	405
									2	383

[1] Special teachers. [2] Special teacher, part time. [3] One special teacher, part time.

TABLE 1.—*Salaries of officers and teachers in public schools of cities having 2,500 and fewer than 5,000 inhabitants—1914–15*—Continued.

Cities.	Population.	Superintendent.	High schools.				Elementary schools.			
			Principals.		Teachers.		Principals.		Teachers.	
			Number.	Salary.	Number.	Salary.	Number.	Salary.	Number.	Salary.
Hillsboro, Ohio	4,296	$1,500	1	$990	1	$855	1	$780	2	[1] $630
					2	765	1	655	1	[2] 563
					1	650			2	540
					1	[3] 190			1	495
									6	450
									1	428
									1	405
									1	380
Kent, Ohio	4,488	1,800	1	1,150	1	900	1	850	4	600
					1	800	1	800	2	550
					1	725			1	525
					1	700			2	500
									2	475
									1	[4] 300
Lestonia, Ohio	2,665	1,400	1	810	1	675			1	[2] 540
					1	585			1	518
					1	585			3	495
									3	486
									2	468
									6	450
Lisbon, Ohio	3,084	1,550	1	900	1	855	2	585	3	[1] 540
					2	720			12	450
					1	675				
					1	630				
Lockland, Ohio	3,439	2,050			2	1,000	1	[5] 800	5	800
					1	950			1	750
					1	800			1	700
									1	650
									3	[5] 575
									2	550
									1	500
									1	[4] 350
									1	[4] 340
									1	[4] 335
									1	[4] 250
									1	[4] 245
Logan, Ohio	4,850	1,800	1	1,200	1	900	3	540	2	585
					1	810			3	495
					1	675			13	450
					4	630				
Marysville, Ohio	3,576	1,700	1	1,100	1	720	1	675	1	630
					2	675			1	[2] 608
					2	630			1	[2] 585
									3	495
									10	450
Medina, Ohio	2,734	2,250	1	1,020	2	850	2	700	1	650
					3	850			7	600
					2	750			8	575
					1	700			1	550
Miamisburg, Ohio	4,271	2,350	1	1,100	1	925			1	[2] 705
					1	855			1	660
					1	720			1	585
					2	630			3	570
									1	[2] 550
									2	530
									4	500
									4	475
Mingo Junction, Ohio	4,049	1,800	1	1,100	1	808	1	713	2	[2] 760
					1	665	1	570	4	570
					1	665			1	508
									1	485
									1	437
									2	418
									4	399
Napoleon, Ohio	4,007	1,600	1	1,000	1	780			2	540
					2	750			12	520
					2	700			6	450
New Comerstown, Ohio	2,943	1,200	1	1,000	1	630	1	675	1	[2] 675
					2	585			2	495
									10	405

[1] One special teacher.
[2] Special teachers.
[3] Part time.
[4] Special teacher, part time.
[5] Colored.

TABLE 1.—*Salaries of officers and teachers in public schools of cities having 2,500 and fewer than 5,000 inhabitants—1914–15*—Continued.

Cities.	Population.	Superintendent.	High schools.				Elementary schools.			
			Principals.		Teachers.		Principals.		Teachers.	
			Number.	Salary.	Number.	Salary.	Number.	Salary.	Number.	Salary.
New Lexington, Ohio	2,359	$1,620	1	$810	1	$675			1	$675
					2	675			1	600
									1	550
									3	450
									1	405
									3	405
North Baltimore, Ohio	2,303	1,275			1	585	1	$675	1	495
					1	540			2	450
					1	495			1	428
									2	405
									2	383
Oberlin, Ohio	4,365	1,800	1	1,200	3	750	2	650	1	[1] 850
					5	600			2	[2] 600
					1	375			1	575
									7	550
									1	510
									2	500
									3	475
									1	450
									1	[1] 400
									1	360
									2	[1] 350
									1	[1] 100
Orrville, Ohio	3,101	1,800	1	1,155	2	720			3	585
					1	675			4	540
					1	675			2	495
									5	450
									2	400
Reading, Ohio	3,985	1,800							1	[1] 900
									1	850
									1	775
									1	750
									2	675
									1	600
									1	[1] 250
Shelby, Ohio	4,903		1	1,800	1	765			1	[1] 833
					1	765			1	[1] 800
					2	720			1	720
					2	630			1	630
									2	585
									1	540
									1	540
									4	495
									3	473
									2	450
									1	428
									5	405
Struthers, Ohio	3,370	1,700	1	1,800	2	720	1	810	4	585
							1	630	1	540
							1	630	9	[3] 540
									6	495
Toronto, Ohio	4,271	1,800	1	1,080			1	850		
							1	750		
							1	700		
Wadsworth, Ohio	3,073	1,800	1	945	1	700			1	600
					1	720			1	585
					2	700				
Wauseon, Ohio	2,650	1,350	1	1,000	1	770	1	580	1	540
					1	765			1	540
					2	765			2	473
					1	675			3	450
									3	405
									1	[3] 360
									1	[3] 360
									1	[3] 270
Wilmington, Ohio	4,491	1,700	1	1,000	1	720	2	750	11	526
					1	700	1	540	2	[2] 500
					2	700			1	475
					1	600			1	450
									2	405
Ada, Okla	4,349	1,600	1	990	1	810	1	900	3	575
					2	675	1	810	1	540
					1	630	1	675	3	540
					2	630			9	475
									5	450

[1] Special teachers. [2] One special teacher. [3] Special teachers, part time.

TABLE 1.—*Salaries of officers and teachers in public schools of cities having 2,500 and fewer than 5,000 inhabitants—1914–15*—Continued.

Cities.	Population.	Superintendent.	High schools.				Elementary schools.			
			Principals.		Teachers.		Principals.		Teachers.	
			Number.	Salary.	Number.	Salary.	Number.	Salary.	Number.	Salary.
Alva, Okla	3,688	$1,500	1	$1,200	1	$1,000	2	$810	3	$720
									13	540
Anadarko, Okla	3,439	1,400	1	1,000	1	810	[1] 1	810	2	630
					1	765	1	585	2	585
					1	720			10	540
					1	675			1	450
Blackwell, Okla	3,206	1,800	1	1,200	2	720	2	900	3	630
					4	720			13	600
Clinton, Okla	2,781	1,800	1	900	1	720			1	[1] 720
					3	720			1	[1] 720
									1	[1] 630
									11	540
Frederick, Okla	3,027	1,500	1	1,100	1	675	1	720	12	585
					6	675	3	720		
Hartshorne, Okla	2,903	900	1	675	2	585	1	585	2	585
									2	495
									5	450
Hugo, Okla	4,582	2,000	1	1,800	2	900	2	900	1	[1] 1,080
			1	910	2	810	1	810	1	[1] 675
					1	765	1	[2] 630	4	630
					1	765			12	540
					2	630			1	[2] 360
					1	585				
Kingfisher, Okla	2,538	1,800	1	720	1	675			1	675
					1	675			2	585
					1	630			5	540
									1	518
Mangum, Okla	3,067	1,800	1	1,100	1	900	1	810	1	[1] 810
					5	810			3	[2] 810
									1	700
									1	900
									2	720
									3	540
									10	495
									2	450
Miami, Okla	2,907	1,500	1	900	3	630	1	540	4	495
									4	450
									9	425
Pawhuska, Okla	2,776	1,800	1	1,125	1	720	1	720	3	585
					3	720	2	720	11	540
Perry, Okla	3,133	1,800			1	675			1	585
					2	675			6	495
									2	450
Ponca, Okla	2,521	1,800	1	1,000	2	810			1	675
					1	720			3	630
					1	630			1	500
									5	540
									1	567
									2	540
									2	450
Purcell, Okla	2,740	1,200	1	810	1	630	1	630	3	540
					2	585	1	[2] 540	8	450
									2	[2] 405
Stillwater, Okla	3,444	1,800	1	1,000	1	653			1	653
					6	630			1	630
									1	504
									2	502
									2	540
									2	518
									10	495
Sulphur, Okla	3,084		1	810	[1] 1	630	2	675	1	630
					2	585			2	540
									4	495
									8	450
Vinita, Okla	4,082	1,800	1	1,200	3	900			1	675
					1	720			4	671
					2	675			1	605
									4	540
									2	495
									4	450
Woodward, Okla	2,096	1,800	1	1,000	1	855			1	630
					1	810			5	630
					1	810			11	585
					1	640				

[1] Special teachers. [2] Colored. [3] One special teacher.

TABLE 1.—*Salaries of officers and teachers in public schools of cities having 2,500 and fewer than 5,000 inhabitants—1914–15*—Continued.

Cities.	Population.	Superintendent.	High schools.				Elementary schools.			
			Principals.		Teachers.		Principals.		Teachers.	
			Number.	Salary.	Number.	Salary.	Number.	Salary.	Number.	Salary.
Albany, Oreg.	4,275	$2,000	1	$1,300	1	$1,100	2	$900	3	$585
					1	900	1	630	1	[1] 540
					1	855	1	600	22	540
					1	810				
					6	720				
					1	700				
					1	675				
Corvallis, Oreg.	4,552	1,800	1	1,500	1	810	.....	.....	1	855
					1	765			1	810
					4	765			1	801
					1	720			1	[1] 765
					1	675			1	[1] 720
					1	585			17	630
									2	585
									1	[1] 360
Grants Pass, Oreg.	3,897	1,800	1	1,200	1	810	1	765	.....	.....
					1	810	2	765		
					1	765				
					1	765				
					1	720				
					3	675				
					1	450				
Klamath Falls, Oreg.	2,758	1,800	.....	.....	.....	.....	1	900	1	[1] 900
							1	810	2	[1] 900
							1	720	2	810
							1	720	1	765
									1	720
									1	720
									7	675
									7	630
La Grande, Oreg.	4,843	2,400	1	1,350	1	1,200	1	900	1	[1] 900
					2	1,125	1	810	1	[1] 765
					1	1,100	1	765	2	698
					4	1,000			4	675
					4	900			23	630
Pendleton, Oreg.	4,460	2,400	1	1,800	1	1,350	3	855	1	[1] 900
					1	1,100			21	675
					1	1,000				
					2	1,000				
					1	900				
					3	900				
					5	855				
St. Johns, Oreg.	4,872	1,950	1	1,400	1	1,000	1	1,050	4	[2] 900
					1	1,000	1	925	1	875
					1	950			1	850
					1	850			5	775
									2	750
									3	725
									1	700
									2	675
									2	625
									1	575
									1	550
									1	[3] 480
									1	[3] 300
The Dalles, Oreg.	4,880	.....	1	1,500	1	1,150	.....	.....	1	[1] 1,350
					1	1,100			1	950
					1	1,050			2	900
					1	1,000			2	[1] 850
					1	950			6	800
					1	900			9	750
									2	700
									3	650
Ambler, Pa.	2,649	1,350	.....	.....	2	850	.....	.....	6	675
					1	725			1	[1] 650
									1	[1] 625
Apollo, Pa.	3,006	1,200	1	1,125	1	675	.....	.....	7	550
					1	540			12	450
Athens, Pa.	3,790	1,700	1	1,000	1	810	2	540	1	[3] 300
					2	675			1	[1] 595
					1	630			1	[1] 540
									4	495
									11	450
									2	360

[1] Special teacher. [2] Two special teachers. [3] Special teachers, part time.

TABLE 1.—*Salaries of officers and teachers in public schools of cities having 2,500 and fewer than 5,000 inhabitants—1914-15*—Continued.

Cities.	Population.	Superintendent.	High schools.				Elementary schools.			
			Principals.		Teachers.		Principals.		Teachers.	
			Number.	Salary.	Number.	Salary.	Number.	Salary.	Number.	Salary.
Austin, Pa.	2,941						1	$1,000	2	$540
									6	450
Avoca, Pa.	4,634	$1,100			1	$540			1	540
					1	540			15	495
									1	405
Barnesboro, Pa.	3,535	1,200			1	765			2	585
					1	450			1	563
									1	540
									1	495
									3	495
									5	473
									3	450
Beaver, Pa.	3,456	2,400	1	$1,245	1	945			1	915
					5	900			1	720
					1	810			2	698
									1	675
									2	653
									1	636
									6	630
									1	608
									1	563
									4	540
									2	518
									2	495
Bellefonte, Pa.	4,145	1,800	1	1,100	2	810			1	540
					1	765			2	540
					1	765			6	495
					2	675			4	450
					1	630				
Birdsboro, Pa.	2,930	1,250			1	675			2	540
					2	675			1	540
									10	450
									1	[1] 200
Brackenridge, Pa.	3,134	1,000					1	720	3	505
							1	675	1	540
									9	495
									1	450
Bridgeport, Pa.	3,860	1,500			1	700			1	600
					1	650			9	550
									1	[2] 250
Brookville, Pa.	3,003	1,700	1	1,125	1	1,035			1	[1] 675
					1	765			1	675
					1	675			1	585
					1	563			1	563
									7	540
									2	495
Canonsburg, Pa.	3,891	1,800	2	1,185	1	945			1	[1] 900
					1	900			1	720
					1	855			2	675
					1	810			2	630
									1	563
									3	540
									4	518
									5	495
									4	473
									5	450
Clairton, Pa.	3,326	2,400			1	1,300			1	[1] 1,200
					1	1,150			1	965
					1	1,050			2	[3] 855
					1	1,000			1	802
									4	760
									7	713
									4	665
									1	618
									2	570
									1	[2] 523
									1	[2] 428
									1	[3] 190
Clarion, Pa.	2,612	1,500			1	765			1	630
					1	720			2	583
					1	675			3	495
									2	450

[1] Special teachers. [2] Special teachers, part time. [3] One Special teacher.

TABLE 1.—*Salaries of officers and teachers in public schools of cities having 2,500 and fewer than 5,000 inhabitants—1914–15*—Continued.

Cities.	Population.	Superintendent.	High schools.				Elementary schools.			
			Principals.		Teachers.		Principals.		Teachers.	
			Number.	Salary.	Number.	Salary.	Number.	Salary.	Number.	Salary.
Clifton Heights, Pa.	3,155				1	$950			1	$700
									2	600
									2	550
									1	500
									2	450
									1	400
									1	[1] 250
Coudersport, Pa.	3,100	$1,450	1	$1,000	1	630			13	[2] 540
					2	585				
					1	518				
Crafton, Pa.	4,583		1	2,100	1	1,112	1	$1,800	2	[3] 900
					1	1,100			1	810
					1	1,080			6	720
					1	1,035			5	675
					1	1,000			4	630
					2	855			3	585
					1	765				
					2	630				
Dorranceton, Pa.	4,046	2,000	1	810			3	700	1	[1] 605
									1	[1] 405
									1	[1] 405
Downingtown, Pa.	3,326	1,800			1	900			1	[1] 606
					1	765			1	563
					1	675			10	473
					1	600				
East Mauch Chunk, Pa.	3,548	1,250	1	855	1	618			1	810
									1	540
									8	450
East Stroudsburg, Pa.	3,330	1,125			1	900			1	630
					2	630			1	450
									10	450
									3	360
Edgewood, Pa.	2,596	2,250	1	1,600	1	1,170			1	[1] 900
					1	1,015			3	855
					1	900			2	[1] 810
									7	765
									1	720
									1	630
									1	[3] 400
									1	[3] 225
Ellwood City, Pa.	3,902	1,800	1	1,000	1	1,000			1	585
					1	765			1	585
					2	720			1	[1] 540
									10	540
									2	473
									4	450
Emaus, Pa.	3,501	1,125					1	750		648
Emporium, Pa.	2,916	1,125	1	675	2	585	1	540	14	500
Ephrata, Pa.	3,102	1,000			1	630			1	540
					3	630			1	540
					1	585			10	405
Exeter, Pa.	3,537				1	1,000	1	600	1	600
					1	690			1	555
					1	600			6	555
					1	510			1	510
									3	510
									1	[1] 375
Ford City, Pa.	4,850	2,100			1	1,200			1	[1] 900
					1	1,125			1	675
					1	750			1	675
					1	600			2	630
									1	608
									2	[2] 585
									1	565
									1	540
									4	540
Mackville, Pa.	[1] 3,118		1	1,200	1	765			1	585
					1	585			2	518
									11	450

[1] Special teachers. [2] One special teacher. [3] Special teacher, part time.

TABLE 1.—*Salaries of officers and teachers in public schools of cities having 2,500 and fewer than 5,000 inhabitants—1914–15*—Continued.

Cities.	Population.	Superintendent.	High schools.				Elementary schools.			
			Principals.		Teachers.		Principals.		Teachers.	
			Number.	Salary.	Number.	Salary.	Number.	Salary.	Number.	Salary.
Freedom, Pa.	3,060	$1,800	1	$1,000	1	$765			1	$720
					1	765			1	708
					1	585			2	630
					1	270			1	585
									2	540
									3	495
									3	450
									2	405
									1	[1] 360
Galeton, Pa.	4,027	1,500	1	630	1	585			2	[2] 540
					1	540			14	450
Gallitzin, Pa.	3,504	1,200	1	900	1	600			11	400
Gettysburg, Pa.	4,030	1,500			1	855	2	$518	1	[1] 810
					1	675			11	450
					1	585			1	383
					1	585			1	[3] 180
					1	540				
					1	[4] 225				
Grove City, Pa.	3,674	2,000	1	1,400	1	1,000	2	585	5	540
					5	765			1	518
					1	675			2	495
					1	630			3	473
					1	585			7	450
					1	450				
Honesdale, Pa.	2,945	1,800	1	1,200	1	1,200			1	720
					1	900			1	585
					2	563			5	540
					2	540			1	[1] 450
Jermyn, Pa.	3,158						1	1,200	1	540
							1	[5] 585	10	495
									2	405
Johnsonburg, Pa.	4,334	1,800			1	900			1	[1] 675
					1	765			1	585
					2	630			1	563
									1	540
									3	518
									2	495
									2	473
									6	450
									3	405
									1	378
									1	360
Kittanning, Pa.	4,311	2,000	1	1,750	3	1,200	2	900	6	630
					1	1,150			3	585
					1	1,000			14	540
					1	900			6	495
					2	850			2	450
					1	810				
					1	[4] 450				
Lansdale, Pa.	3,551	1,400	1	900	1	800			1	750
					1	750			1	700
					2	750			2	650
									9	550
									2	525
									1	[1] 470
Lansdowne, Pa.	4,000	2,800			1	1,400			1	[1] 1,200
					5	900			1	1,000
					3	850			1	750
					1	700			10	675
									5	650
									1	600
									1	550
									1	[1] 450
Leechburg, Pa.	3,624	1,000			1	810			1	[1] 585
					1	765			2	540
					2	675			13	495
									1	[3] 270
Lewisburg, Pa.	3,081	1,200	1	900	1	765	2	405	1	450
					1	585			7	450
					1	495				

[1] Special teachers.
[2] One special teacher.
[3] Special teachers, part time.
[4] Part time.
[5] Assistant.

TABLE 1.—*Salaries of officers and teachers in public schools of cities having 2,500 and fewer than 5,000 inhabitants—1914-15*—Continued.

Cities.	Population.	Superintendent.	High schools.				Elementary schools.			
			Principals.		Teachers.		Principals.		Teachers.	
			Number.	Salary.	Number.	Salary.	Number.	Salary.	Number.	Salary.
McDonald, Pa.	2,543	$1,515	1	$1,015	1	$825			1	$645
					1	780			1	623
					1	780			1	600
									1	578
									3	555
									3	533
									3	510
Mauch Chunk, Pa.	3,952	1,700	1	950	1	860	1	$800	1	[1] 600
					1	750			15	500
Mayfield, Pa.	3,662								1	[1] 250
							1	990	2	495
							1	630	10	450
Mechanicsburg, Pa.	4,469		1	1,100	2	675			3	360
					2	540			1	630
									2	540
									1	495
									10	473
Media, Pa.	3,562	1,800			1	800			1	[2] 450
					4	800			11	650
Meyersdale, Pa.	3,741	1,350	1	900	1	765	1	480	3	440
					1	675	1	420	1	420
					2	675			12	400
Monaca, Pa.	3,376	1,500	1	810	1	743			5	585
					1	630			1	540
									1	495
									2	473
Mount Union, Pa.	3,338	1,125			1	765			5	450
					1	720			1	[2] 480
Nazareth, Pa.	3,978	1,500	1	1,000	1	700	1	750	13	400
					2	650			11	550
									3	500
North East, Pa.	2,672	1,400	1	675	1	585			1	400
					1	495			9	473
					1	450			2	[2] 450
Northumberland, Pa.	3,517	1,350	1	900	1	675	1	540	2	540
					3	540			6	450
									3	360
Oakmont, Pa.	3,436	2,400	1	1,250	1	1,150	1	900	1	[2] 1,250
					2	1,000			1	[2] 1,000
					1	950			4	[2] 850
					1	850			8	800
									3	750
									4	700
									1	650
Parkesburg, Pa.	2,522	1,200			1	810			1	540
					1	585			7	495
					1	540			1	360
									2	[1] 180
Parnassus, Pa.	2,578	1,600	1	1,125	1	945			1	675
					1	810			1	653
					1	765			1	630
									7	540
									1	495
									1	473
Parsons, Pa.	4,338	1,500			2	630			3	450
					1	585			1	495
									7	495
Pen Argyl, Pa.	3,967	1,800	1	900	1	855	1	630	10	450
					1	810	1	585	1	495
									1	473
									13	473
									2	450
Perkasie, Pa.	2,779	900			1	855			2	[3] 200
					1	810			1	518
									2	495
									10	473
Phillipsburg, Pa.	3,585	1,500	1	1,150	1	950			1	[1] 360
					2	630			3	563
									2	[3] 540
									1	518
									5	473
									6	450

[1] Special teachers, part time. [2] Special teachers. [3] One special teacher.

TABLE 1.—*Salaries of officers and teachers in public schools of cities having 2,500 and fewer than 5,000 inhabitants—1914–15*—Continued.

Cities.	Population.	Superintendent.	High schools.				Elementary schools.			
			Principals.		Teachers.		Principals.		Teachers.	
			Number.	Salary.	Number.	Salary.	Number.	Salary.	Number.	Salary.
Pitcairn, Pa.	4,075	*$1,500*			1	$855	1	$810	1	$675
					1	*810*			3	630
					1	720			9	585
									6	[1] 540
									2	495
									2	450
Port Carbon, Pa.	2,678						*1*	*1,000*	1	585
									3	495
									1	450
									2	360
Portage, Pa.	2,954						*1*	*1,100*	*1*	*600*
									1	560
									2	480
									9	440
									4	360
Renova, Pa.	4,621	*1,500*	1	$810	1	720	1	720	1	[2] 675
					1	675	1	540	1	585
					2	630			4	540
									8	495
Reynoldsville, Pa.	3,189	*1,700*	*1*	*900*	1	765			1	[3] 585
					1	720				495
					1	*675*				450
					1	675				
Royersford, Pa.	3,073	*1,300*			*1*	*630*			1	540
					1	630			2	495
					1	595			1	477
					3	450			1	468
									3	450
									2	360
									1	[3] 225
Schuylkill Haven, Pa.	4,747	*1,200*			*1*	*675*			*1*	*540*
					1	*630*			1	540
					1	540			17	450
Sewickley, Pa.	4,479	*2,700*	*1*	*1,800*	3	1,250			*1*	[3] *1,000*
		[4] 1,140			*1*	*1,100*			*1*	[3] *950*
					1	1,100			1	[3] 950
					1	1,050			6	855
					1	*1,000*			3	827
					1	*665*			3	[5] 808
									1	784
									2	[3] 760
									1	675
									1	495
Sharpsville, Pa.	3,634	*1,425*	*1*	*855*	*1*	*675*	1	643	1	585
					2	675			1	540
									4	495
									5	450
									1	445
Slatington, Pa.	4,454	*1,700*	*1*	*1,000*	*3*	*675*			*2*	*540*
					1	630			16	[1] 450
									2	360
Somerset, Pa.	2,612	*1,500*	*1*	*1,085*	3	675			3	540
									1	518
									1	495
									3	478
									3	450
									1	405
									1	180
South Brownsville, Pa.	3,943	*1,500*			*1*	*810*			5	585
					1	810			9	540
					1	*765*			1	473
					1	765				
South Fork, Pa.	4,592	*1,000*	*1*	*840*	*1*	*520*			*1*	*520*
					1	520			3	440
									13	400
									1	330
									1	320
Spangler, Pa.	2,700	*1,080*	*1*	*810*	*1*	*540*			*1*	*630*
									1	585
									2	540
									3	495
									2	450
									2	405

[1] One special teacher. [2] Special teachers. [3] Special teachers, part time. [4] Assistant. [5] Two special teachers.

TABLE 1.—*Salaries of officers and teachers in public schools of cities having 2,500 and fewer than 5,000 inhabitants—1914–15*—Continued.

Cities.	Population.	Superintendent.	High schools.				Elementary schools.			
			Principals.		Teachers.		Principals.		Teachers.	
			Number.	Salary.	Number.	Salary.	Number.	Salary.	Number.	Salary.
Spring City, Pa.	2,880	*$1,450*	1	$783	1	$648			1	$495
					1	630			3	477
					1	*585*			2	468
					1	585			1	459
									4	[1] 450
									2	405
Stroudsburg, Pa.	4,379	*1,200*	*1*	*900*	*1*	*758*			*1*	[2] *515*
					2	720			1	[2] 756
					1	675			*1*	*675*
									1	675
									2	630
									2	540
									2	495
									12	[4] 450
Summit Hill, Pa.	1,209	*1,400*					*1*	*$950*	1	800
							1	800	*1*	*540*
									1	522
									9	477
									4	450
Susquehanna, Pa.	3,478	*1,400*	1	675	2	450	1	540	8	[5] 460
Towanda, Pa.	4,281	*1,500*			*1*	*900*			1	[2] 720
					1	*810*			9	495
					1	765			7	450
					1	675				
					1	630				
Turtle Creek, Pa.	4,995	*2,000*							*1*	[2] *1,200*
									2	765
									1	698
									5	675
									3	653
									2	[4] 630
									3	608
									5	595
									2	563
									1	540
									1	[2] *405*
									1	[2] 270
Union City, Pa.	3,684	*1,260*			2	720			*1*	*720*
					1	*675*			1	540
					2	630			1	495
									15	[4] 450
Vandergrift, Pa.	3,876	*2,400*	*1*	*1,350*	*1*	*1,200*			*1*	[2] *900*
					1	1,125			2	675
					1	*1,035*			3	630
					1	900			2	585
					1	765			1	563
					1	675			5	540
									5	495
									1	[2] *144*
Vandergrift Heights, Pa.	3,438	*800*	1	600	1	520			1	440
Varona, Pa.	2,849	*1,700*	*1*	*990*	2	720			16	400
		[6] 810			*1*	[7] *405*			2	675
									5	630
									4	585
									1	540
									1	[2] 270
Waynesburg, Pa.	3,545	*1,800*	*1*	*1,200*	*1*	*900*	*1*	*960*	*1*	[2] *400*
					1	720	1	600	15	500
					1	680				
					2	640				
Weatherly, Pa.	2,501	*1,200*					*1*	*675*	1	585
									4	495
									4	450
									1	405
Wellsboro, Pa.	3,183	*1,100*	1	900	*1*	*910*			2	540
					1	800			8	495
					1	*630*			1	450
					1	595				
West Hazleton, Pa.	4,715								1	765
									3	495
									8	450
									5	405

[1] One special teacher, part time. [2] Special teachers. [3] Two special teachers. [7] Part time.
[4] Special teachers, part time. [5] One special teacher. [6] Assistant.

TABLE 1.—*Salaries of officers and teachers in public schools of cities having 2,500 and fewer than 5,000 inhabitants—1914–15*—Continued.

Cities.	Population.	Superintendent.	High schools.				Elementary schools.			
			Principals.		Teachers.		Principals.		Teachers.	
			Number.	Salary.	Number.	Salary.	Number.	Salary.	Number.	Salary.
West Newton, Pa.	2,880	$1,500	1	$810	1	$757	1	$720	4	$585
					2	675			2	515
									2	495
									6	486
Wyoming, Pa.	3,010	1,200			1	600			1	555
					1	600			1	532
					1	555			3	510
									1	490
									3	465
									1	450
									1	420
									3	375
Abbeville, S. C.	4,459	1,200					1	[1] 248	5	450
									10	405
									1	[1] 315
									7	[1] 158
									2	[1] 100
Bennettsville, S. C.	2,646	1,500	1	765	1	675	1	675	1	[2] 1,000
					2	495			2	595
									3	495
									1	[2] 225
Camden, S. C.	3,569	1,215	1	675	2	473			1	495
									1	473
									5	450
Chester, S. C.	4,754	1,500	1	1,200	1	900	1	[1] 495	4	495
					1	675			9	450
					1	540			3	405
									7	[1] 220
Clinton, S. C.	3,272	1,350			1	518			1	540
					1	518			1	450
									4	405
									2	383
Darlington, S. C.	3,789	1,800	1	810	3	540			1	585
									3	5 0
									4	518
									1	450
									1	428
									1	360
Easley, S. C.	2,983	1,200	1	495	1	405	1	450	2	450
							1	[1] 360	2	405
									1	360
									3	360
									1	[1] 225
Gaffney, S. C.	4,767	1,250			4	450	1	675	4	450
							1	[1] 315	7	405
									7	360
Laurens, S. C.	4,818	1,500			2	540			1	540
					2	495			6	495
									3	450
									2	405
Marion, S. C.	3,844	2,000			1	810			1	[2] 1,000
					1	720			1	675
					2	630			8	540
Brookings, S. Dak.	2,971	1,800	1	1,100	2	810			1	[2] 900
			1	900	2	765			2	630
					3	720			3	563
					2	630			8	540
					1	585				
Deadwood, S. Dak.	3,653	2,000			1	1,200			1	[2] 1,000
					2	1,100			10	770
					4	900			4	720
Madison, S. Dak.	3,137	1,600			1	900			1	630
					2	810			3	585
					1	810			4	540
					1	765			2	495
					1	720				
					2	720				
					3	675				
Pierre, S. Dak.	3,656	2,200	1	1,500	1	900	3	765	1	[2] 900
			1	900	1	810			1	[2] 720
					6	765			5	630
					4	630			3	585
					1	585			1	540

[1] Colored. [2] Special teachers. [3] Part time.

TABLE 1.—*Salaries of officers and teachers in public schools of cities having 2,500 and fewer than 5,000 inhabitants—1914–15*—Continued.

Cities.	Population.	Superintendent.	High schools.				Elementary schools.			
			Principals.		Teachers.		Principals.		Teachers.	
			Number.	Salary.	Number.	Salary.	Number.	Salary.	Number.	Salary.
Redfield, S. Dak	3,060	$1,800	1	$1,700	1	$1,100			1	[1] $1,300
					1	810			1	[1] 810
					1	720			1	[1] 720
					1	675			5	675
									2	630
									5	540
Yankton, S. Dak	3,787	2,000	1	1,200	2	1,100	1	$743	1	743
					1	1,000			1	[1] 720
					1	878			1	[1] 698
					1	833			1	675
									2	653
									8	630
									5	608
Covington, Tenn	2,900	2,000	1	1,500	1	1,000	1	900	5	540
					1	765			3	450
Franklin, Tenn	2,924	1,000			3	450			9	360
Harriman, Tenn	3,001	1,200	1	855	2	450			1	450
									2	[2] 450
									8	405
La Follette, Tenn	2,816	1,050			1	720	1	900	1	540
					1	360	1	630	1	495
							1	450	1	495
									4	450
									1	[2] 315
Lebanon, Tenn	3,659	1,200					2	[4] 750	8	600
Morristown, Tenn	4,007	1,600			3	675	1	630	5	[2] 400
									3	608
									10	495
									2	360
Paris, Tenn	3,881	1,600					1	675	7	450
							1	510	1	405
							1	[2] 360	5	360
									5	315
									2	[2] 270
									2	[2] 225
Rockwood, Tenn	3,660	1,500					1	675	12	[6] 360
Tullahoma, Tenn	3,049	1,000					1	450	2	450
							1	[2] 550	6	360
									1	[2] 210
									1	[2] 175
Union City, Tenn	4,389	1,800	1	900	1	900	1	[2] 520	3	540
					1	675			4	495
					1	595			3	450
					1	495			1	[7] 280
					1	[5] 225			1	[2] 240
Ballinger, Tex	3,536	1,960	1	1,000	1	810	1	810	1	765
					1	810	1	765	7	585
					1	765	1	585	2	450
					1	765				
					2	675				
Belton, Tex	4,164	2,000							1	1,550
									1	1,100
									1	1,000
									1	765
									4	720
Big Springs, Tex	4,102		1	900	1	810	1	585	9	540
					1	765				
					1	720				
Bonham, Tex	4,844		1	1,200	4	760	1	760	1	595
					4	630	1	760	1	540
							1	670	7	495
									8	450
Bowie, Tex	2,874	1,500			3	675	1	900	5	585
							1	720	4	540
Brady, Tex	2,669	1,800	1	1,000	3	765	1	675	9	540
Brenham, Tex	4,718	2,100	1	[3] 585	1	1,200	1	675	2	605
					1	900	1	[2] 450	2	560
					2	900			3	540
					1	765			1	[2] 360
					2	765			5	[2] 360
					2	630				

[1] Special teachers. [2] One special teacher. [3] Colored. [4] One colored. [5] Part time. [6] Two special teachers. [7] One special, colored.

TABLE 1.—*Salaries of officers and teachers in public schools of cities having 2,500 and fewer than 5,000 inhabitants—1914–15*—Continued.

Cities.	Population.	Superintendent.	High schools.				Elementary schools.			
			Principals.		Teachers.		Principals.		Teachers.	
			Number.	Salary.	Number.	Salary.	Number.	Salary.	Number.	Salary.
Bryan, Tex.	4,132	$2,800	1	$1,350	1	$1,350	1	$1,050	1	[3] $1,800
					1	810	1	[1] 450	1	900
					1	765			1	765
									2	630
									7	585
									1	[1] 360
									2	[1] 315
Cameron, Tex.	3,263	2,000	1	1,125	2	855	1	900	1	675
					2	810	1	[1] 540	3	585
					1	750			2	540
									2	495
									4	450
									4	[1] 360
									1	[3] 200
Childress, Tex.	3,818	1,800	1	1,000	3	675	1	900	1	[3] 675
							1	675	4	540
									9	495
Coleman, Tex.	3,046	1,500	1	810	2	720	1	720	1	630
					1	720	1	675	2	585
					2	675			5	540
									1	450
Commerce, Tex.	2,818	.....	1	900	2	765	2	675	3	540
					1	675			13	495
Crockett, Tex.	3,947	1,800	1	1,000	4	720	1	675	1	630
									7	540
Cuero, Tex.	3,109	2,000	1	1,300	2	1,000	1	1,200	1	[3] 1,800
					3	810	1	[1] 630	1	[3] 1,000
									1	[3] 765
									1	720
									1	675
									8	585
									2	[1] 540
									1	540
									2	[1] 342
									1	[1] 225
Dalhart, Tex.	2,580	1,200	1	810	2	675	1	810	8	540
Denton, Tex.	4,732	1,500	.....	.....	3	900	1	945	3	600
					1	810	5	800	17	518
					3	720	1	[1] 500	2	[1] 405
					1	675				
					1	600				
					1	[4] 150				
Dublin, Tex.	2,551	1,560	1	900	1	900	1	585	1	540
					1	810			1	463
					2	720			8	450
Eagle Pass, Tex.	3,536	1,800	.....	.....	2	675	1	1,000	2	675
									3	540
									2	450
									2	[5] 405
									2	360
Georgetown, Tex.	3,096	1,500	1	1,000	4	630	.....	.....	1	630
									5	495
									5	473
									3	450
Gonzales, Tex.	3,139	1,800	1	1,200	1	900	.....	.....	1	675
					2	810			6	540
					2	720				
Jacksonville, Tex.	2,875	1,500	1	1,100	3	675	.....	.....	1	585
					1	567			2	[6] 585
									6	558
									2	531
									2	504
Lufkin, Tex.	2,749	1,800	1	1,000	5	810	1	675	5	540
							2	675	2	485
									12	495
Marlin, Tex.	3,878	2,300	1	1,700	1	1,700	.....	.....	.....	.....
					2	1,150				
					2	1,100				
					2	900				
					1	855				
					2	810				
Mart, Tex.	2,939	1,500	1	1,000	2	800	.....	.....	2	[1] 550
					3	800			9	450

[1] Colored.
[2] Special teachers.
[3] Special teachers, part time.
[4] Part time.
[5] One colored.
[6] One special teacher.

TABLE 1.—*Salaries of officers and teachers in public schools of cities having 2,500 and fewer than 5,000 inhabitants—1914-15*—Continued.

Cities.	Population.	Superintendent.	High schools.				Elementary schools.			
			Principals.		Teachers.		Principals.		Teachers.	
			Number.	Salary.	Number.	Salary.	Number.	Salary.	Number.	Salary.
Mexia, Tex.	2,094	$1,675	1	$1,125	1	$1,000	1	$1,000	1	$675
					1	945	1	[1] 540	6	572
					1	765			1	563
					1	630			3	540
									1	495
									1	[1] 260
									3	[1] 137
Mineral Wells, Tex.	3,950	2,200	1	1,250	2	900	1	1,125	1	810
					4	765	1	630	1	[2] 765
									1	720
									1	630
									5	585
									3	540
									4	450
Mount Pleasant, Tex.	3,137	1,800	1	810	1	720	1	765	2	540
					1	675	1	[1] 450	1	450
									9	450
									1	[1] 315
									1	[1] 225
Navasota, Tex.	3,284	2,000	1	1,250	1	1,000	.....	.....	1	[2] 1,250
					1	720			9	720
New Braunfels, Tex.	3,165	1,400	.....	.....	3	950	.....	.....	1	850
									1	750
									2	650
									2	600
San Marcos, Tex.	4,071	1,800	1	1,410	2	900	1	960	1	[2] 1,120
					1	765	1	680	2	595
					1	723	1	[1] 510	7	510
					3	680	1	465	1	463
									1	425
									3	383
									1	340
Seguin, Tex.	3,116	1,500	.....	.....	.....	.....	1	[1] 580	1	900
									1	855
									1	540
									1	495
									1	450
									1	[1] 360
									3	[1] 320
Smithville, Tex.	3,167	1,500	1	1,300	1	810	1	[1] 655	1	653
					1	780			2	630
					1	720			1	608
									6	540
									3	[1] 450
Stamford, Tex.	3,902	1,500	1	1,000	1	900	1	675	2	675
					1	900			1	630
					1	810			8	540
Stephenville, Tex.	2,561	1,800	1	900	1	780	1	[1] 495	1	540
					1	720			1	540
					1	675			1	496
									6	495
									1	[1] 270
Teague, Tex.	3,288	1,800	1	855	2	810	1	675	1	675
					1	630	1	675	1	675
							1	[1] 585	3	540
									1	495
									3	450
									3	360
Yoakum, Tex.	4,657	1,800	1	1,400	1	765	2	675	1	[1] 315
					1	765	1	630	1	630
					3	720			3	585
									12	540
									3	495
American Fork, Utah	2,797	1,700	.....	.....	2	1,200	1	850	1	[2] 1,400
					1	1,150	1	680	1	[2] 1,000
					1	1,075			1	810
					1	1,050			1	725
					1	950			1	638
					1	900			1	630
					1	900			1	565
									4	553
									3	531
									2	489
									3	465
									2	446
									1	425

[1] Colored. [2] Special teachers.

TABLE 1.—*Salaries of officers and teachers in public schools of cities having 2,500 and fewer than 5,000 inhabitants—1914–15*—Continued.

Cities.	Population.	Superintendent.	High schools.				Elementary schools.			
			Principals.		Teachers.		Principals.		Teachers.	
			Number.	Salary.	Number.	Salary.	Number.	Salary.	Number.	Salary.
Bingham, Utah	2,881	$1,700			1	$1,125			1	$765
					2	800			3	720
					2	900			5	675
					1	765			3	585
Murray, Utah	4,057	2,250					1	$1,350	1	[1] 1,800
							1	1,150	1	[1] 1,200
							1	950	3	900
									1	810
									6	810
									1	[1] 850
									1	720
									3	675
									1	653
									4	630
									3	585
									3	450
Nephi, Utah	2,759	1,800							1	[1] 1,800
									2	720
									2	708
									2	685
									1	[1] 675
									1	653
									1	630
									3	608
									1	585
									2	585
									2	563
									1	540
Park, Utah	3,439	2,000	1	$1,000	1	990	1	720	2	900
			1	1,000	2	900			14	630
					2	900			1	585
					1	720				
					1	720				
					1	675				
Richfield, Utah	2,559						1	1,000	1	600
									1	560
									4	560
									1	520
									1	500
									2	480
									2	440
									1	400
Bedford City, Va.	2,508						1	1,100	2	495
							1	[2] 350	7	400
									5	[2] 210
Big Stone Gap, Va.	2,590		1	1,350	1	990			1	585
					1	585			1	495
									7	450
Buena Vista, Va.	3,245	800					1	810	2	540
							1	[2] 450	1	450
									1	405
									7	360
									1	[2] 270
Farmville, Va.	2,971		1	1,500	1	900	1	[2] 245	4	540
					1	750			1	[2] 175
									3	[2] 155
Harrisonburg, Va.	4,879	1,750			1	[3] 1,800	1	[2] 400	1	1,200
					1	1,100			1	990
					1	1,080			1	810
					1	1,000			5	800
					1	720			1	750
									1	720
									1	675
									1	540
									4	495
									3	405
									2	[2] 360
									1	[2] 360
									3	[2] 320
									1	[2] 240
Lexington, Va.	2,931		1	1,800	1	630			1	473
					1	585			5	450
					1	540				
Pulaski, Va.	4,807		1	900	3	450	1	900	1	450
							1	[2] 240	9	405
									2	315
									3	[2] 210

[1] Special teachers. [2] Colored. [3] One special teacher.

TABLE 1.—*Salaries of officers and teachers in public schools of cities having 2,500 and fewer than 5,000 inhabitants—1914–15.*—Continued.

Cities.	Population.	Superintendent.	High schools.				Elementary schools.			
			Principals.		Teachers.		Principals.		Teachers.	
			Number.	Salary.	Number.	Salary.	Number.	Salary.	Number.	Salary.
Radford, Va	4,202	$1,800			2	$540	1	$195	2	$150
					2	450			13	395
									1	[1] 395
									3	[1] 325
Salem, Va	3,849	1,800	1	$765	4	585	1	720	1	585
							1	[1] 414	11	495
									1	450
									1	[2] 405
South Boston, Va	3,516				4	540	1	1,200	3	[1] 324
Williamsburg, Va	2,714	[3] 800					1	1,350	8	430
									7	485
									2	[1] 270
Wythevile, Va	3,054				1	675	1	1,100	1	[4] 500
					1	540			4	405
					1	495			6	378
					1	430				
Bremerton, Wash	2,993	1,800					1	1,100	8	800
									5	[5] 750
									1	700
									1	[6] 550
									1	[6] 350
Cle Elum, Wash	2,749	1,800	1	1,200	2	903	1	1,100	1	[4] 900
									3	[4] 855
									1	813
									6	760
									3	713
									6	665
Colfax, Wash	2,783	2,400	1	1,350	1	1,200	2	1,080	1	[4] 900
					1	1,080			1	[4] 900
					1	900			4	810
									6	765
									1	720
									2	675
Ellensburg, Wash	4,209	2,200	1	1,350	1	1,200	1	1,200	1	1,188
					1	1,000			5	760
					1	950			1	713
					1	855			8	665
					1	855				
					3	808				
					1	760				
					3	[1] 380				
Hillyard, Wash	3,276	1,600			1	1,045	2	950	8	713
					1	950			4	665
					1	950			3	618
					2	903				
					1	855				
					2	808				
Port Townsend, Wash	4,181	1,700	1	1,200	1	900	1	1,100	1	[4] 1,100
					1	850			1	[4] 900
					2	800			1	850
									1	750
									4	725
									5	675
									1	625
Puyallup, Wash	4,544	2,000	1	1,500	2	1,050	1	1,350	1	[4] 1,104
					1	990	1	1,146	1	[4] 990
					1	969	1	840	1	[4] 900
					1	870			4	900
					1	840			2	870
									1	840
									1	810
									12	720
									7	660
									6	600
Renton, Wash	2,749	2,004	1	1,680	1	1,176	1	1,200	1	[2] 1,000
					2	1,020	1	[4] 1,080	2	900
									5	870
									4	840
									2	750
									4	[5] 720
									1	600

[1] Colored.
[2] Special teacher, colored.
[3] Part time.
[4] Special teachers.
[5] One special teacher.
[6] Special teacher, part time.

TABLE 1.—*Salaries of officers and teachers in public schools of cities having 2,500 and fewer than 5,000 inhabitants—1914–15*—Continued.

Cities.	Population.	Superintendent.	High schools.				Elementary schools.			
			Principals.		Teachers.		Principals.		Teachers.	
			Number.	Salary.	Number.	Salary.	Number.	Salary.	Number.	Salary.
Roslyn, Wash.	3,126	$1,800	1	$1,000	1	$855	2	$810	1	$900
					1	810			1	810
									1	810
									1	[1] 750
									2	[2] 720
									1	700
									5	675
									6	630
Snohomish, Wash.	3,244	2,000	1	1,800	2	1,350	1	1,350	2	[1] 1,300
					1	1,100	1	1,100	1	[1] 1,200
					1	1,000			1	[1] 1,050
					1	1,000			1	[1] 1,050
					2	950			1	[1] 1,000
					1	900			2	[1] 950
									7	765
									11	720
South Bend, Wash.	3,028	1,750	1	1,000	1	1,000	1	810	1	[1] 900
					2	810	1	720	1	765
					1	765			5	720
									3	675
									3	630
									1	520
Charles Town, W. Va.	2,602	1,500	1	750	2	630	1	[3] 540	7	450
									3	[3] 405
									2	360
Chester, W. Va.	3,184	1,400	1	1,000	1	810			1	675
					2	720			1	575
									1	540
									1	530
									2	495
									1	465
									5	450
Davis, W. Va.	2,615	1,350			1	765			1	780
					1	720			1	518
					1	720			2	495
					1	675			3	473
									3	450
									1	[1] 360
Hinton, W. Va.	3,656	1,500	1	1,000	2	900	1	720	1	[1] 560
					1	850	1	590	1	[1] 540
					2	630			1	517
									7	400
									9	440
									4	420
									3	400
Keyser, W. Va.	3,705	1,500	1	1,000	2	675			1	[1] 645
					1	664			1	630
									1	[1] 620
									1	595
									1	540
									11	495
									5	450
									1	[4] 360
Mannington, W. Va.	2,672	1,800	1	1,800	1	900	1	780	1	[1] 510
					1	900			1	[1] 800
					1	855			1	[1] 765
					1	810			1	[1] 720
					1	765			1	[1] 675
					1	720			1	630
									5	585
									13	540
Princeton, W. Va.	3,027	1,800	1	900	1	675			4	480
					2	675			16	[4] 180
									1	610
									1	[3] 360
Richwood, W. Va.	3,061	1,350	1	1,000	1	810			1	495
					1	675			3	495
					1	540			8	450
									1	315
									2	315

[1] Special teachers.
[2] One special teacher.
[3] Colored.
[4] Special teachers, part time.
[5] One colored.

TABLE 1.—*Salaries of officers and teachers in public schools of cities having 2,500 and fewer than 5,000 inhabitants—1914–15*—Continued.

Cities.	Population.	Superintendent.	High schools.				Elementary schools.			
			Principals.		Teachers.		Principals.		Teachers.	
			Number.	Salary.	Number.	Salary.	Number.	Salary.	Number.	Salary.
Sistersville, W. Va.	2,684	$1,600	1	$1,200	1	$945			1	$585
					1	810			2	563
					2	720			1	540
									6	540
									1	518
									7	495
									1	450
Weisburg, W. Va.	4,189	1,550	1	1,100	1	900	1	$675	1	[2] 585
					2	720	1	612	1	540
							1	540	1	518
									7	495
									5	473
									5	450
									1	315
Williamson, W. Va.	3,561	2,080	1	945	1	855			3	675
					1	810			1	585
					2	765			5	[1] 585
									4	540
									1	513
									2	495
									1	477
									1	360
Berlin, Wis.	4,630	1,800			1	850			1	570
					1	808			1	618
					1	760			3	546
					5	713			5	523
									2	499
Columbus, Wis.	2,523	1,800			1	960			1	[2] 1,045
					1	831			3	[2] 784
					2	784			1	618
					1	713			4	546
									1	523
									3	475
									1	214
Cudahy, Wis.	3,601	1,550							1	850
									1	800
									7	750
									3	700
									1	650
									1	[3] 200
De Pere, Wis.	4,477								1	[3] 760
									1	[3] 665
									2	[3] 618
									1	570
									8	546
Edgerton, Wis.	2,513	2,200			1	945				
					1	765				
					1	765				
					4	630				
					1	595				
					1	572				
					1	540				
Hudson, Wis.	2,810	1,600			1	810			1	[3] 720
					1	720			1	621
					3	675			1	531
					1	648			2	522
					1	630			2	513
					1	585			3	495
									1	486
									1	468
Kaukauna, Wis.	4,717	2,000			1	900			2	700
					1	840			1	675
					1	800			2	650
					1	788			1	[3] 635
					1	735			2	600
					2	683			1	575
					1	650			3	550
									1	540
									4	525
									2	500

[1] One special teacher. [2] Special teachers. [3] Special teachers, part time.

TABLE 1.—*Salaries of officers and teachers in public schools of cities having 2,500 and fewer than 5,000 inhabitants—1914-15*—Continued.

Cities.	Population.	Superintendent.	High schools.				Elementary schools.			
			Principals.		Teachers.		Principals.		Teachers.	
			Number.	Salary.	Number.	Salary.	Number.	Salary.	Number.	Salary.
Lake Geneva, Wis.	3,079	$1,750	1	$945	1	$900	1	$585	1	[1] $1,080
					2	765			1	[1] 765
					3	720			1	[1] 720
									1	675
									1	630
									1	608
									1	585
									1	585
									7	540
									2	518
									2	495
									1	[1] 405
									1	360
Mineral Point, Wis.	2,925	1,700			1	855			1	[1] 808
					2	810			4	585
					1	765			5	360
					1	700				
					1	675				
					1	630				
Monroe, Wis.	4,410	1,850			1	1,000			1	[1] 1,125
					1	900			1	720
					1	720			2	[1] 675
					3	675			1	[1] 630
									1	585
									1	563
									2	540
									2	518
									3	495
									5	473
									4	450
New London, Wis.	3,383	1,600			1	810			1	[1] 1,000
					1	720			1	585
					2	630			1	563
					3	585			3	540
									2	495
									4	450
									2	[2] 225
Oconomowoc, Wis.	3,054	1,600			1	805			1	[1] 1,000
					5	760			2	[1] 675
									1	646
									11	518
									1	499
									1	475
Platteville, Wis.	4,482	2,000	1	900	1	990			1	[1] 900
					1	945			1	[1] 810
					1	900			1	[1] 700
					2	585			3	[3] 540
					1	540			7	518
									7	495
									2	360
Plymouth, Wis.	3,094	2,000	1	990	1	900			1	[1] 1,200
					2	720			1	[1] 720
					4	675			1	630
									2	540
									1	518
									5	495
									2	473
									1	450
									1	[2] 225
Reedsburg, Wis.	2,615	1,800			1	1,000			6	540
					1	910			7	450
					1	720				
					1	715				
					4	675				
Rice Lake, Wis.	3,068	1,800			2	900			1	[1] 800
					1	855			1	[1] 720
					2	720			1	585
					1	609			2	563
					1	653			1	518
					1	630			8	495
									7	473
									3	450

[1] Special teachers. [2] Assistants. [3] One special teacher.

TABLE 1.—*Salaries of officers and teachers in public schools of cities having 2,500 and fewer than 5,000 inhabitants—1914-15*—Continued.

Cities.	Population.	Superintendent.	High schools.				Elementary schools.			
			Principals.		Teachers.		Principals.		Teachers.	
			Number.	Salary.	Number.	Salary.	Number.	Salary.	Number.	Salary.
Richland Center, Wis.	2,652		1	$1,800	1	$900			2	$630
					1	820			1	600
					1	810			1	585
					1	765			7	540
					2	720			3	500
					3	675				
Ripon, Wis.	3,739	$1,925			1	1,100			1	665
					1	903			1	618
					1	855			4	570
					1	855			2	546
					1	850			7	475
					1	845			1	423
					1	570				
Shawano, Wis.	2,923	1,450			1	1,000	1	$850	5	518
					1	900			3	495
					1	810			1	472
					2	765			1	450
					2	745				
					1	720				
					1	675				
Sparta, Wis.	3,973	2,000			1	1,150			1	665
					1	1,100			1	[1] 637
					1	950			1	618
					1	903			6	570
					3	855			5	513
					1	808			4	495
					2	713			2	475
Stanley, Wis.	2,675	1,500			1	1,200	1	540	1	585
					1	765			1	518
					1	720			2	495
					1	675			1	490
					1	608			2	473
					1	585			6	450
					1	503				
Stoughton, Wis.	4,761				1	1,000	1	653	3	618
					7	945	1	540	2	585
					1	900			2	503
					1	900			5	495
					1	810			5	473
					4	810			4	450
					2	720				
					1	675				
					1	630				
					1	585				
Sturgeon Bay, Wis.	4,262	1,700			1	750	1	600	2	[2] 650
					1	750			1	550
					1	700			11	525
					5	700			2	500
					1	600				
Tomah, Wis.	3,419	2,000			1	1,080			2	720
					1	1,000			2	[3] 695
					1	945			3	685
					1	900			7	540
					1	810			1	505
					1	810				
					1	695				
Tomahawk, Wis.	2,907	1,600			1	855			3	518
					2	675			10	450
					1	653			1	405
					1	630			1	[4] 225
					1	608				
					2	585				
Washburn, Wis.	3,830	1,600			1	1,000			6	540
					2	900			12	495
					1	900				
					1	675				
Waupaca, Wis.	3,798	1,700			4	630				
					1	900			18	500
					7	650				

[1] Special teachers. [2] One special teacher. [3] Assistant.

TABLE 1.—*Salaries of officers and teachers in public schools of cities having 2,500 and fewer than 5,000 inhabitants—1914–15*—Continued.

Cities.	Population.	Superintendent.	High schools.				Elementary schools.			
			Principals.		Teachers.		Principals.		Teachers.	
			Number.	Salary.	Number.	Salary.	Number.	Salary.	Number.	Salary.
Waupun, Wis.	3,362	$1,500	1	$950	1	$855			1	$700
					1	855			4	570
					1	760			5	523
					2	736			1	475
					2	713			2	428
									1	[1] 285
Whitewater, Wis.	3,224	2,000			1	900	1	$1,150	1	[2] 709
					1	800			1	[2] 650
					2	750			5	600
					2	700			4	550
Casper, Wyo.	2,639	1,800			2	1,100	1	1,200	1	[3] 1,200
					4	1,100			1	[3] 1,100
									2	[3] 1,000
									20	800
Evanston, Wyo.	2,583	1,900	1	1,215	1	900	1	900	5	[3] 720
					1	810			7	630

[1] Assistant. [2] Special teachers. [3] One special teacher.

TABLE 2.—*Salaries of rural-school teachers in certain counties, by State and term in days, 1914–15.*

States and term in days.	One-teacher schools.						Two or more teacher schools.					
	Under $100.	$100 and under $200.	$200 and under $300.	$300 and under $400.	$400 and under $500.	$500 or more.	Under $300.	$300 and under $400.	$400 and under $500.	$500 and under $600.	$600 and under $700.	$700 or more.
Alabama:												
Under 100 days		1	1									
100 and under 110 days		6	20									
110 and under 120 days			9	1								
120 and under 130 days			29	7								
130 and under 140 days			1	11								
140 and under 150 days			4	12	4		1		1			
150 and under 160 days				1	1				1			
160 and under 170 days				1	2	3			1		1	
180 and under 190 days											2	2
Arkansas:												
Under 100 days	3	24	2	2			2					
100 and under 110 days		2	6	4			10					
110 and under 120 days			1			1	4	2				
120 and under 130 days		1	11	6		1	20	8	2			
130 and under 140 days									2			
140 and under 150 days			1	5								
160 and under 170 days				2	1	1	4			7		
180 and under 190 days				1					9			
200 days and over							4	2				
California:												
150 and under 160 days											3	2
160 and under 170 days						5					9	49
170 and under 180 days						14				2	17	106
180 and under 190 days						17						
190 and under 200 days						7						
Connecticut:												
170 and under 180 days				8	3			6	11			
180 and under 190 days				10	15	2			4			
190 and under 200 days					14	7				10	2	1
Florida:												
Under 100 days	1	2										
100 and under 110 days		3	3									
120 and under 130 days			36	7			6	5				
140 and under 150 days			1	7	1		2	4	4		9	
160 and under 170 days				1	1				4	26		

TABLE 2.—*Salaries of rural-school teachers in certain counties, by State and term in days, 1914–15*—Continued.

States and term in days.	One-teacher schools.						Two or more teacher schools.					
	Under $100.	$100 and under $200.	$200 and under $300.	$300 and under $400.	$400 and under $500.	$500 or more.	Under $300.	$300 and under $400.	$400 and under $500.	$500 and under $600.	$600 and under $700.	$700 or more.
Georgia:												
Under 100 days			1				2					
100 and under 110 days		5	36	2	2		51					
110 and under 120 days			1	1			2					
120 and under 130 days				6	1		4	9				
130 and under 140 days				1	1		2	2				
140 and under 150 days				1	1			7				
180 and under 190 days									3			
190 and under 200 days								6	6			
Indiana:												
110 and under 120 days			2	5				4				
120 and under 130 days			6	3	1		2	6				
130 and under 140 days			4	13	7			2	2			
140 and under 150 days				4				23	34	8		
150 and under 160 days				2	2				15	4		
160 and under 170 days					4				11	36		
180 and under 190 days						1						4
Iowa:												
Under 100 days	6	11										
100 and under 110 days		2	1									
110 and under 120 days			6	1								
120 and under 130 days			15									
130 and under 140 days			1	2								
140 and under 150 days			6	1								
150 and under 160 days			4	20								
160 and under 170 days			25	76								
170 and under 180 days		2	1	23	1							
180 and under 190 days		1		35	1				11	22		
190 and under 200 days		1										
200 days and over									2			
Kansas:												
140 and under 150 days			1	48	28	2						
150 and under 160 days					1	1						
160 and under 170 days				11	48	18			5	14	10	
170 and under 180 days										11	5	
180 and under 190 days											20	
Kentucky:												
110 and under 120 days		1	3	1								
120 and under 130 days			54	33		2		4	3			
140 and under 150 days						1		2				
150 and under 160 days				1					2			
160 and under 170 days											4	
180 and under 190 days									2			
Maine:												
Under 100 days	3											
150 and under 160 days		1	7									
160 and under 170 days		1	11	9	1							
170 and under 180 days				3	3							
180 and under 190 days			2	12	2	3		4	4	2		
190 and under 200 days			4	19	2							
Maryland:												
150 and under 160 days								2				
160 and under 170 days				83	19	1		25	17	8		
170 and under 180 days										7	15	
180 and under 190 days				26	7	1		17	10	32	9	
Massachusetts:												
160 and under 170 days				12			2					
170 and under 180 days				6	10	10			6			
180 and under 190 days				1	1	1			2			
190 and under 200 days					11			3	2		2	6
Michigan:												
100 and under 110 days			2									
120 and under 130 days			1	1								
130 and under 140 days			1									
140 and under 150 days			10	11								
170 and under 180 days				1		1						
180 and under 190 days				19	10							
190 and under 200 days					4	1				15	8	
200 days and over					2	10					15	2

TABLE 2.—*Salaries of rural-school teachers in certain counties, by State and term in days, 1914–15*—Continued.

States and term in days.	One-teacher schools.						Two or more teacher schools.					
	Under $100.	$100 and under $200.	$200 and under $300.	$300 and under $400.	$400 and under $500.	$500 or more.	Under $300.	$300 and under $400.	$400 and under $500.	$500 and under $600.	$600 and under $700.	$700 or more.
Minnesota:												
100 and under 110 days		2	2	1								
110 and under 120 days		1										
120 and under 130 days			5	4								
140 and under 150 days			22	7	1							
160 and under 170 days			4	47	43	1		4	2			
170 and under 180 days				1	1				2			
180 and under 190 days					31	2			10	4	2	
Mississippi:												
100 and under 110 days	1	3	25				58					
120 and under 130 days			20	9			21	9				
Missouri:												
100 and under 110 days				1								
120 and under 130 days		3	12	3								
130 and under 140 days				1								
140 and under 150 days			8	11	1							
160 and under 170 days			3	36	20				8			
180 and under 190 days					2	1				2		
Montana:												
Under 100 days		1	2	2	1							
100 and under 110 days				1								
110 and under 120 days				2								
120 and under 130 days					2							
130 and under 140 days					5	3						
140 and under 150 days					1	6						
150 and under 160 days						6					2	
160 and under 170 days						4					2	21
170 and under 180 days						5					2	5
Nebraska:												
100 and under 110 days			1	1								
110 and under 120 days			3	1								
120 and under 130 days			1	1								
130 and under 140 days			2	18	1							
140 and under 150 days				2								
150 and under 160 days				19	30					2		
160 and under 170 days			1	4	7							
170 and under 180 days				2	11	1				6		
180 and under 190 days					3	1						
New Hampshire:												
180 and under 100 days			4	18	11	3			2			8
New Jersey:												
160 and under 170 days				3	7				10			
170 and under 180 days				1	3				9			
180 and under 190 days					2	8				16	2	
190 and under 200 days						9	3			12	29	
New Mexico:												
Under 100 days			4	2								
100 and under 110 days		1	23	5								
110 and under 120 days			2		1							
120 and under 130 days			1	3	1							
130 and under 140 days						1						
140 and under 150 days				11	4	1						
150 and under 160 days					3	2						
160 and under 170 days					2	1			7	8		4
170 and under 180 days						3			11			2
180 and under 190 days						3						13
New York:												
180 and under 190 days				19	10				2			
190 and under 200 days				3								
200 days and over				3	5	1			2	6	30	16
North Dakota:												
Under 100 days		4	4									
110 and under 120 days				1								
120 and under 130 days				4								
140 and under 150 days				42	1							
160 and under 170 days					22							
180 and under 190 days					13	7					27	
Ohio:												
150 and under 160 days				18	78	11		3	17	1		
170 and under 180 days								7	12	1		

TABLE 2.—*Salaries of rural-school teachers in certain counties, by State and term in days, 1914–15*—Continued.

States and term in days.	One-teacher school.						Two or more teacher schools.					
	Under $100.	$100 and under $200.	$200 and under $300.	$300 and under $400.	$400 and under $500.	$500 or more.	Under $300.	$300 and under $400.	$400 and under $500.	$500 and under $600.	$600 and under $700.	$700 or more.
Oklahoma:												
Under 100 days		7	13	3			2	2				
100 and under 110 days			10	4	1							
110 and under 120 days			7	32	1							
120 and under 130 days			2	34			2	4				
130 and under 140 days			1	13	9	1		4	3			
140 and under 150 days				11	3			7	2			
150 and under 160 days					7				4	5		
160 and under 170 days					5	2			5	7	2	
170 and under 180 days						2				3		
180 and under 190 days					1					22	26	
Oregon:												
Under 100 days		1	1									
120 and under 130 days			2	14	4							
130 and under 140 days					1							
140 and under 150 days				6	15	2			3	1		
150 and under 160 days					2							
160 and under 170 days					27	22			10	4	4	2
170 and under 180 days						1						
180 and under 190 days					5	21			24	24	37	103
200 days and over												1
South Dakota:												
Under 100 days		3										
100 and under 110 days			1									
110 and under 120 days			3	6								
120 and under 130 days				2								
130 and under 140 days				30	6							
140 and under 150 days				11	1							
150 and under 160 days				17	31	1		2				
160 and under 170 days				5	5							
170 and under 180 days					10	4					2	
Utah:												
Under 100 days		1										
100 and under 110 days			1									
110 and under 120 days					1		2					
120 and under 130 days			1	1				3				
130 and under 140 days				1	1				4			
140 and under 150 days									7	6		
150 and under 160 days						1	6			9		
160 and under 170 days					4	9			53	36	19	13
Vermont:												
140 and under 150 days			13									
150 and under 160 days			3									
170 and under 180 days			8	18	2	1						
180 and under 190 days			2	7	2	1						
190 and under 200 days			2	3								
Virginia:												
100 and under 110 days		11										
120 and under 130 days		15	18				27					
140 and under 150 days							34					
160 and under 170 days			3					31	5			
170 and under 180 days									10			
180 and under 190 days									6			
Rhode Island:												
180 and under 190 days					5							
Washington:												
140 and under 150 days						1						
150 and under 160 days						3		2			4	
160 and under 170 days						6					4	
170 and under 180 days						25		2	4	4	36	28
180 and under 190 days						1						8
190 and under 200 days												6
West Virginia:												
Under 100 days		10					4					
100 and under 110 days		1										
110 and under 120 days		8	107	44		1	8	40				
160 and under 170 days									8			
Wisconsin:												
160 and under 170 days			31	66	9	1		1	1			
180 and under 190 days				17	40	22		2	24	26	27	
200 days and over					1	4			1		13	

TABLE 3.—*Number and yearly salaries of county superintendents in certain States, 1914–15.*

States.	Total number.	Under $500.	$500 and under $1,000.	$1,000 and under $1,500.	$1,500 and under $1,800.	$1,800 and under $2,000.	$2,000 and under $2,500.	$2,500 and under $3,000.	$3,000 and over.	Average salary.
Alabama	67	.....	7	32	11	7	6	.....	4	$1,522
Arkansas	20	.....	1	17	1	.....	1	.....	.....	1,348
California	58	3	5	4	12	9	16	4	5	1,631
Delaware	3	.....	.....	3	.....	.....	.....	.....	.....	1,200
Florida	50	.....	5	23	10	6	4	1	1	1,437
Illinois	102	.....	.....	9	31	15	35	11	1	1,807
Iowa	99	.....	.....	81	13	1	4	.....	.....	1,331
Maine [1]	79	1	7	48	17	2	4	.....	.....	1,332
Massachusetts [1]	74	.....	.....	.....	40	18	14	2	.....	1,776
Minnesota	84	.....	8	36	24	6	8	2	.....	1,429
Mississippi	80	.....	9	52	8	11	.....	.....	.....	1,271
Montana	41	.....	10	10	20	.....	1	.....	.....	1,208
Nebraska	82	.....	2	61	12	4	3	.....	.....	1,354
New Hampshire [1]	29	.....	.....	2	14	7	6	.....	.....	1,764
New Jersey	21	.....	.....	.....	.....	.....	.....	.....	21	3,000
North Carolina	99	14	35	29	13	4	4	.....	.....	1,032
North Dakota	49	.....	.....	7	31	4	7	.....	.....	1,671
Ohio	88	.....	.....	2	16	20	35	9	6	2,025
Oklahoma [3]	77	.....	.....	66	7	4	.....	.....	.....	1,351
Oregon	34	1	3	21	6	2	.....	1	.....	1,251
Pennsylvania	66	.....	.....	.....	9	3	23	12	19	2,646
South Carolina	43	.....	26	12	3	2	.....	.....	.....	974
South Dakota	61	2	11	26	22	.....	.....	.....	.....	1,224
Tennessee	95	12	60	14	6	.....	2	1	.....	843
Utah	28	11	7	3	1	3	3	.....	.....	865
Vermont [1]	59	.....	.....	22	21	11	5	.....	.....	1,564
Virginia [2]	100	17	39	34	6	2	1	.....	1	957
Washington	57	.....	15	34	.....	2	6	.....	.....	1,137
West Virginia	55	.....	10	41	2	2	.....	.....	.....	1,159
Wisconsin	72	1	12	51	6	1	1	.....	.....	1,128
Total	1,872	62	272	740	362	146	189	43	58	1,428

[1] Union superintendents. [2] District superintendents. [3] Division superintendents.

III. STUDY OF SALARIES OF ELEMENTARY TEACHERS.

AVERAGE, MEDIAN, AND QUARTILE SALARIES.

The purpose of this section is to work up that portion of the original material which dealt with salaries of teachers in elementary schools in such form as will make comparisons more easy of accomplishment, to indicate the manner in which further comparison may be made, and to point out certain general conclusions regarding salaries in cities in the United States.

It is believed that the most profitable use that can be made of the data collected is to study them from the viewpoint of salaries in a particular city and a comparison of them with salaries in other cities where conditions are fairly comparable. While the original material contained in United States Bureau of Education Bulletin, 1914, No. 16, "The Tangible Rewards of Teaching," is fundamental in such a study, the data given in the tables which follow will greatly facilitate such comparisons.

The 814 cities in Table 4, the basal table in this section, are arranged in the same order as in "Tangible Rewards of Teaching," grouped first by population, then by States, with the alphabetical arrange-

ment within each State. The average salary is the arithmetical mean. The median salary, given in column 5, is the middle salary in the list of salaries in which each teacher, no matter how many there may be of like amount, is put down separately and in numerical order. There are just as many salaries below the median as there are above it.[1] If there are 65 elementary teachers in a city, the thirty-third salary when they are arranged in order of their amounts is the median salary. Salaries from the thirtieth to the fortieth or within any other limits may all be the same in amount.

The median has several advantages over the average in a study of this sort. It is easier to compute; it is not affected so much by inaccuracies in statements of reporting officers; it is a salary actually paid; and it is not so greatly influenced by instances of extremely low or extremely high salaries. As regards the last point, it frequently happens that there are a few teachers drawing very high or very low salaries, the effect of which is to make the average higher or lower than the true central tendency. The middle salary reproduces the real situation more exactly in most cases than the arithmetic average. It shows exactly what pay the teacher in the exact middle of the corps gets when the salaries are arranged in numerical order. Teachers and school boards will find it convenient to make use of this statistical term.

The lower and upper quartile indicate two other points in the lists of salaries when arranged separately and in order of their amounts as in the case of the median. While the median is the middle point, the lower quartile is the point just one-fourth of the way through the list, and the upper quartile the point just three-fourths of the way through the list when the list begins with the lowest and ends with the highest salary. The three points divide the list into four quarters; the salaries between the lower and upper quartile compose the middle half or the middle 50 per cent, and the groups of salaries below the lower quartile and above the upper quartile each compose a quarter of the salaries which are outside the middle 50 per cent.

The median, like the average, is used in common practice, as the best single figure to stand for a whole list of salaries. Thus a full comparison of the salaries of the 879 elementary teachers in San Francisco and the 982 elementary teachers in Washington would require a consideration of each individual salary in each list. Obviously, however, it is impossible to carry all these in mind; therefore a determination of what is called the central tendency or drift of all salaries in each city is resorted to. With this single figure for each city it is easy to make a comparison. By using the median it is

[1] Except, of course, where there is an even number of items, in which case arbitrary selection must be made. In this bulletin the upper of the middle figures is taken as the median.

shown, for instance, that the central point of the salaries of elementary teachers in San Francisco is $414 higher than in Washington, while with the average the difference is $326.[1] (See p. 91.)

Comparison of averages or medians above a certain figure is obviously limited, however, and is altogether inadequate. A comparison of minimum salaries and of maximum salaries is desirable. But unusual care must be exercised in the use of such figures. Often unusual circumstances fix the amounts of salaries at the extremes. A teacher who teaches one-half of the time, one who has a small special class, or a pupil teacher will draw a lower salary than regular teachers and the peculiar conditions will perhaps not be set forth in the published reports of the city system nor explained on the schedule as filled. Likewise a teacher who has been long in the service or of unusual excellence or who performs some unusual service will get an unusually high salary and the facts not be stated. For this reason, as well as for some others, it is desirable to take into account also the salaries at the lower and upper quartile points. (See columns 6 and 7.) These figures include what the middle 50 per cent of the teachers receive. Figures which state the amount of the range are safer to deal with in comparing absolute amounts paid various teachers in various cities than are the maximum and minimum salaries when conditions are not fully known.[2]

It happens, too, that these lower and upper quartile points are very useful in making it possible to measure one other important quality in any series of amounts, namely, its variability. The median and average give the central tendency, but it is also important to know whether the various amounts are grouped closely about the central measure. In salary lists, if the variability is small, there is not much difference between the salary paid the beginning and the experienced teacher, between the amount paid the least competent and the most competent. Thus a large is better than a small variability, at least within certain limits; just what limits it is impossible from present knowledge to say. The amount of variability should vary, for example, with the difference in preparation, experience, and improvement of teachers in the various cities. If there are wide differences in the abilities of teachers and in the products of their teaching, there should be proportionately wider differences in variabilities of salaries.

The difference in the salaries at the lower and upper quartile points provides a good measure of variability. A glance at columns

[1] The average is low in San Francisco because 119 (14 per cent) of the teachers receive the lowest salary, and high in Washington because 173 teachers receive $980 and 39 teachers receive $1,040. This causes the large difference in the central tendencies. San Francisco is an excellent example of the underweight of large extremes in computing averages referred to above.

[2] For further comment on this point, see p. 24.

6 and 7 in the table will show wide differences in this respect. It is likewise apparent, however, that it is not fair to compare the absolute amounts of the differences. A range of $100 between the quartile points constitutes a wider variability in a city in which salaries are relatively low than in a city in which salaries run high. An increase of $25 in annual salary means more to the teacher who is drawing $500 a year than to one who is paid $900. In consequence, it seems best to express variability in terms of per cent of the median in each case. It is desirable also to note whether there is any difference in the variability upon the two sides of the median, although this is of much less consequence than the total variability. These per cents are given in columns 8, 9, and 10 of the table.

If the per cent of variability is much larger below the median than above, the salaries of teachers in the lower half differ from each other more widely than salaries of teachers in the upper half of the ranking. Whether this is good or bad could depend upon conditions in the peculiar city in question. Surely the holding of competent teachers until most of them are near the maximum is creditable, unless that maximum is itself low. On the other hand, a salary schedule providing increases over a long period of years is rightly considered creditable and the lack of such a schedule is unfortunate, but if the beginning amounts are low the situation is not as it should be. The efficiency of teachers and of teaching in the various cities must also be considered.

All of this serves to emphasize the fact that in making comparisons between particular salaries it is highly important that full knowledge of all factors entering into determination of salaries be taken into account. It is nevertheless clear that in such a study as the present one, where, because of the large number of cities involved, inequalities in one direction are set off by inequalities in the other direction, the conclusions seem fully justified and the standards set up for the groups of cities concerned may be accepted as having considerable value.

TABLE 4.—*Average and median salaries and per cent of variability from the median salary of elementary-school teachers in cities having over 5,000 inhabitants, 1912–13.*

Cities.	Population, 1910.	Number of teachers, 1912-13	Average salary.	Median salary.	Lower quartile.	Upper quartile.	Per cent of variability below median.	Per cent of variability above median.	Total per cent of variability.
1	2	3	4	5	6	7	8	9	10
Cities having more than 250,000 inhabitants.									
San Francisco, Cal.	416,912	879	$1,124	$1,164	$1,080	$1,224	7	5	12
Washington, D. C.	331,069	982	798	750	700	950	7	27	33
Chicago, Ill.	2,185,283	4,824	1,034	1,175	925	1,175	21	0	21
New Orleans, La.	339,075	887	655	650	600	750	8	15	23
Baltimore, Md.	558,485	1,303	692	700	600	800	14	14	29
Boston, Mass.	670,585	1,790	1,001	1,128	792	1,176	30	4	34
Minneapolis, Minn.	301,408	916	937	1,000	900	1,000	10	0	10
St. Louis, Mo.	687,029	1,274	993	1,032	972	1,032	6	0	6
Newark, N. J.	347,469	1,008	917	930	730	1,100	22	18	40
New York, N. Y.	4,766,883	14,130	1,197	1,140	804	1,500	29	32	61
Cincinnati, Ohio	363,591	809	949	1,000	850	1,000	15	0	15
Cleveland, Ohio	560,663	1,447	791	800	650	950	19	19	38
Philadelphia, Pa.	1,549,008	3,505	861	900	750	1,000	17	11	28
Milwaukee, Wis.	373,857	774	878	876	876	876	0	0	0
Cities having 100,000 and fewer than 250,000 inhabitants.									
Oakland, Cal.	150,174	431	1,145	1,200	1,080	1,200	10	0	10
Denver, Colo.	213,381	552	898	980	816	980	15	0	15
Atlanta, Ga.	154,839	404	623	613	578	722	6	18	23
Indianapolis, Ind.	233,650	652	761	875	600	925	31	6	37
Louisville, Ky.	223,928	534	631	650	550	700	15	8	23
Cambridge, Mass.	104,839	265	713	750	684	750	9	0	9
Fall River, Mass.	119,295	369	646	700	700	700	0	0	0
Lowell, Mass.	106,294	230	738	800	650	800	19	0	19
Worcester, Mass.	145,986	430	713	750	675	750	10	0	10
Grand Rapids, Mich.	112,571	314	727	800	700	800	13	0	13
St. Paul, Minn.	214,744	490	798	900	700	900	22	0	22
Paterson, N. J.	125,600	442	706	750	550	850	27	13	40
Albany, N. Y.	100,253	256	743	750	750	750	0	0	0
Rochester, N. Y.	218,149	645	768	800	700	850	13	6	19
Dayton, Ohio	116,577	267	654	700	625	700	11	0	11
Portland, Oreg.	207,214	637	1,006	1,050	1,000	1,050	5	0	5
Scranton, Pa.	129,867	415	613	660	550	660	17	0	17
Providence, R. I.	224,326	585	750	800	650	800	19	0	19
Memphis, Tenn.	131,105	344	803	720	600	900	17	25	42
Nashville, Tenn.	110,364	288	711	730	630	830	14	14	27
Richmond, Va.	127,628	328	578	595	460	720	23	21	44
Seattle, Wash.	237,194	675	1,021	1,050	990	1,050	6	0	6
Spokane, Wash.	104,402	354	948	1,000	850	1,000	15	0	15
Cities having 50,000 and fewer than 100,000 inhabitants.									
Waterbury, Conn.	73,141	207	684	700	600	800	14	14	29
Savannah, Ga.	65,064	140	560	540	405	675	8	25	33
East St. Louis, Ill.	58,547	156	636	650	550	700	15	8	23
Springfield, Ill.	51,678	154	731	800	700	800	13	0	13
Evansville, Ind.	69,647	192	683	750	650	750	13	0	13
Fort Wayne, Ind.	63,933	137	730	776	700	800	10	3	13
Terre Haute, Ind.	58,157	201	655	680	640	680	6	0	6
Des Moines, Iowa	86,368	417	773	800	700	850	13	6	19
Kansas City, Kans.	82,331	263	678	720	540	793	25	10	35
Wichita, Kans.	52,450	177	633	675	585	675	13	0	13
Covington, Ky.	53,270	118	699	750	600	750	20	0	20
Holyoke, Mass.	57,730	163	688	700	700	700	0	0	0
Lawrence, Mass.	85,892	182	713	750	750	750	0	0	0
Lynn, Mass.	89,336	260	667	700	700	700	0	0	0
New Bedford, Mass.	96,652	279	730	750	700	750	7	0	7
Somerville, Mass.	77,236	212	727	750	750	750	0	0	0
Springfield, Mass.	88,926	333	760	750	725	800	3	7	10
Saginaw, Mich.:									
East Side	50,510	90	547	600	450	600	25	0	25
West side		52	546	575	450	625	22	9	30
Duluth, Minn.	78,466	309	724	750	650	800	13	7	20
St. Joseph, Mo.	77,403	234	632	657	513	720	22	10	32
Manchester, N. H.	70,063	51	540	550	450	650	18	18	36
Bayonne, N. J.	55,545	164	850	920	720	950	22	3	25

TABLE 4.—*Average and median salaries and per cent of variability from the median salary of elementary-school teachers in cities having over 5,000 inhabitants, 1912–13*—Contd.

Cities.	Population, 1910.	Number of teachers, 1912–13.	Average salary.	Median salary.	Lower quartile.	Upper quartile.	Per cent of variability below median.	Per cent of variability above median.	Average variability.
1	2	3	4	5	6	7	8	9	10
Cities having 50,000 and fewer than 100,000 inhabitants—Continued.									
Elizabeth, N. J	73,409	195	$651	$675	$505	$775	25	15	40
Hoboken, N. J	70,324	214	988	1,104	792	1,200	28	9	37
Passaic, N. J	54,773	183	738	750	700	850	7	13	20
Trenton, N. J	96,815	318	678	680	520	840	24	24	47
Schenectady, N. Y	72,826	273	602	600	500	675	17	13	29
Troy, N. Y	76,813	155	635	650	650	650	0	0	0
Utica, N. Y	74,419	277	856	700	650	700	7	0	7
Canton, Ohio	50,217	177	607	700	625	750	39	7	46
Youngstown, Ohio	79,066	233	773	800	700	900	13	13	25
Allentown, Pa	51,913	159	476	508	479	512	6	1	6
Altoona, Pa	52,127	176	545	540	495	585	8	8	17
Harrisburg, Pa	64,186	200	572	570	499	641	12	12	25
Reading, Pa	96,071	293	533	510	510	550	0	8	8
Wilkes-Barre, Pa	67,105	200	600	600	500	700	17	17	33
Pawtucket, R. I	51,622	150	625	684	532	722	22	6	28
Charleston, S. C	58,833	103	536	572	473	630	17	10	27
Dallas, Tex	92,104	290	670	720	594	776	18	8	25
Houston, Tex	78,800	272	636	630	540	765	14	21	36
San Antonio, Tex	96,614	260	709	720	621	765	14	6	20
Salt Lake City, Utah	92,777	461	805	830	650	980	22	18	40
Tacoma, Wash	83,743	247	903	960	840	960	13	0	13
Cities having 25,000 and fewer than 50,000 inhabitants.									
Berkeley, Cal	40,434	132	1,126	1,140	1,020	1,200	11	5	16
Pasadena, Cal	30,291	148	1,037	1,100	1,000	1,100	9	0	9
Sacramento, Cal	44,696	172	1,137	1,080	1,080	1,200	0	11	11
San Diego, Cal	39,578	150	917	936	854	981	8	5	13
Colorado Springs, Colo	29,946	109	871	924	816	900	12	4	16
Pueblo, Colo., District No. 1	[1] 44,395	63	726	750	650	850	13	13	27
Meriden, Conn	32,066	81	677	720	640	720	11	0	11
New Britain, Conn	43,916	131	605	610	530	650	13	7	20
Tampa, Fla	37,782	99	441	471	471	471	0	0	0
Augusta, Ga	41,040	109	532	570	480	660	16	16	32
Macon, Ga	40,665	162	469	495	337	585	32	18	50
Aurora, Ill.: East Side	29,807	41	573	600	500	700	17	17	33
Aurora, Ill.: West side		24	605	600	550	700	8	17	25
Danville, Ill	27,871	108	599	620	550	635	11	2	14
Joliet, Ill	34,670	129	655	700	550	775	21	11	32
Rockford, Ill	45,401	151	544	600	500	600	17	0	17
Cedar Rapids, Iowa	32,811	124	590	630	495	675	21	7	29
Dubuque, Iowa	38,494	83	538	550	490	600	11	9	20
Sioux City, Iowa	47,828	190	611	600	585	640	8	7	9
Waterloo, Iowa	26,693	55	552	563	518	585	8	4	12
Topeka, Kans	43,684	170	700	720	585	855	19	19	38
Newport, Ky	30,309	75	630	750	500	750	33	0	33
Lewiston, Me	26,247	80	614	600	600	625	0	4	4
Chelsea, Mass	32,452	134	663	700	600	750	14	7	21
Everett, Mass	33,484	139	652	675	650	700	4	4	7
Haverhill, Mass	44,115	151	645	700	600	700	14	0	14
Malden, Mass	44,404	143	679	700	650	700	7	0	7
Newton, Mass	39,806	114	756	775	725	800	6	3	10
Pittsfield, Mass	32,121	155	615	680	520	720	24	6	29
Salem, Mass	43,697	105	617	650	600	650	8	0	8
Waltham, Mass	27,834	55	699	700	700	700	0	0	0
Battle Creek, Mich	25,267	91	583	600	550	650	8	8	17
Bay City, Mich	45,166	142	555	600	450	650	25	8	33
Calumet, Mich	32,845	186	642	700	550	700	21	0	21
Jackson, Mich	31,433	94	588	600	550	625	8	4	12
Kalamazoo, Mich	39,437	107	635	630	570	690	10	10	19
Lansing, Mich	31,229	88	535	600	600	600	0	0	0
Lincoln, Nebr	43,973	153	738	732	684	781	7	7	13
South Omaha, Nebr	26,259	115	662	665	618	713	7	7	14
Atlantic City, N. J	46,150	151	769	750	700	850	7	13	20
East Orange, N. J	34,371	126	802	800	700	900	13	13	25
Orange, N. J	29,630	88	755	800	700	800	13	0	13

[1] Population of entire city.

TABLE 4.—*Average and median salaries and per cent of variability from the median salary of elementary school teachers in cities having over 5,000 inhabitants, 1912–13*—Contd.

Cities.	Population, 1910.	Number of teachers, 1912–13.	Average salary.	Median salary.	Lower quartile.	Upper quartile.	Per cent of variability below median.	Per cent of variability above median.	Average variability.
1	2	3	4	5	6	7	8	9	10
Cities having 25,000 and fewer than 50,000 inhabitants—Continued.									
Perth Amboy, N. J.	32,121	117	$710	$710	$590	$830	17	17	34
West Hoboken, N. J.	35,403	112	858	836	716	1,016	14	22	36
Amsterdam, N. Y.	31,267	74	549	525	525	600	0	14	14
Auburn, N. Y.	34,668	94	584	600	555	600	8	0	8
Binghamton, N. Y.	48,443	150	490	500	500	500	0	0	0
Elmira, N. Y.	37,176	126	549	575	525	575	9	0	9
Jamestown, N. Y.	31,297	104	564	575	500	625	13	9	22
Kingston, N. Y.	25,908	78	622	650	600	650	8	0	8
Mount Vernon, N. Y.	30,919	128	846	800	720	1,040	10	30	40
New Rochelle, N. Y.	28,867	118	830	850	750	930	12	9	21
Niagara Falls, N. Y.	30,445	106	657	693	604	693	12	0	12
Poughkeepsie, N. Y.	27,936	70	569	550	550	600	0	9	9
Watertown, N. Y.	26,730	105	472	490	450	480	0	0	0
Charlotte, N. C.	34,014	101	426	450	360	495	20	10	30
Hamilton, Ohio	35,279	113	666	665	617	713	7	7	14
Lima, Ohio	30,538	99	534	570	475	618	17	8	25
Newark, Ohio	25,404	79	538	560	440	600	14	7	21
Zanesville, Ohio	28,026	72	582	600	600	600	0	0	0
Chester, Pa.	38,537	113	506	523	475	523	9	0	9
Easton, Pa.	28,523	89	546	550	500	600	9	9	18
Hazleton, Pa.	25,482	83	540	550	500	600	9	9	18
Lancaster, Pa.	47,227	130	574	550	550	575	0	5	5
McKeesport, Pa.	42,694	155	553	545	450	630	23	8	31
New Castle, Pa.	36,280	139	526	540	495	558	8	3	12
Shenandoah, Pa.	25,774	66	510	495	495	540	0	9	9
Williamsport, Pa.	31,860	100	542	510	465	600	9	18	26
York, Pa.	44,750	126	483	477	450	513	6	8	13
Newport, R. I.	27,149	63	578	600	532	600	11	0	11
Warwick, R. I.	26,629	77	523	560	500	560	11	0	11
Woonsocket, R. I.	38,125	76	574	600	500	600	17	0	17
Columbia, S. C.	26,319	49	530	594	396	594	33	0	33
Chattanooga, Tenn.	44,604	107	545	540	450	675	17	25	42
Knoxville, Tenn.	36,346	93	525	570	428	665	25	17	42
El Paso, Tex.	39,279	109	687	720	608	765	16	6	22
Ogden, Utah	25,580	129	638	635	525	728	17	15	32
Portsmouth, Va.	33,190	80	489	550	400	575	27	5	32
Wheeling, W. Va.	41,641	138	612	590	590	640	0	8	8
Green Bay, Wis.	25,236	77	529	520	500	600	4	15	19
La Crosse, Wis.	30,417	83	606	600	575	625	4	4	8
Madison, Wis.	25,531	69	634	625	600	650	4	4	8
Oshkosh, Wis.	33,062	89	542	550	500	575	9	5	14
Racine, Wis.	38,002	125	631	675	600	700	11	4	15
Sheboygan, Wis.	26,398	69	575	575	550	600	4	4	9
Superior, Wis.	40,384	129	670	713	618	760	13	7	20
Cities having 10,000 and fewer than 25,000 inhabitants.									
Anniston, Ala.	12,794	26	492	501	431	549	14	10	24
Selma, Ala.	13,649	23	552	675	315	675	53	0	53
Phoenix, Ariz.	11,134	57	796	810	765	810	6	0	6
Argenta, Ark.	11,138	30	550	550	550	550	0	0	0
Fort Smith, Ark.	23,975	79	546	585	450	630	23	8	31
Alameda, Cal.	23,383	74	1,051	1,110	1,020	1,140	8	3	11
Bakersfield, Cal.	12,727	58	844	810	810	900	0	11	11
Eureka, Cal.	11,845	37	833	850	810	850	5	0	5
Fresno, Cal.	24,892	132	955	950	900	1,050	5	11	16
Long Beach, Cal.	17,809	94	920	1,000	825	1,000	18	0	18
Pomona, Cal.	10,207	53	856	900	840	900	7	0	7
Redlands, Cal.	10,449	40	848	855	765	960	11	12	23
San Bernardino, Cal.	12,779	42	706	720	653	765	9	6	15
Santa Barbara, Cal.	11,659	35	887	900	850	950	6	6	11
Santa Cruz, Cal.	11,146	37	800	780	780	840	0	8	8
Stockton, Cal.	23,253	96	1,020	1,020	1,020	1,020	0	0	0
Vallejo, Cal.	11,340	35	965	980	900	1,077	8	12	18
Trinidad, Colo.	10,204	44	741	750	700	775	7	3	10
Ansonia, Conn.	15,152	49	699	700	700	700	0	0	0
Danbury, Conn.	23,502	53	642	640	613	667	4	4	8
Manchester, Conn.	13,641	21	488	494	456	494	8	0	8
Middletown, Conn.	11,651	31	566	580	530	615	9	6	15
Naugatuck, Conn.	12,722	41	548	575	475	600	17	4	22

TABLE 4.—*Average and median salaries and per cent of variability from the median salary of elementary-school teachers in cities having over 5,000 inhabitants, 1912–13*—Contd.

Cities.	Population, 1910.	Number of teachers, 1912–13.	Average salary.	Median salary.	Lower quartile.	Upper quartile.	Per cent of variability below median.	Per cent of variability above median.	Average variability.
1	2	3	4	5	6	7	8	9	10
Cities having 10,000 and fewer than 25,000 inhabitants—Continued.									
New London, Conn.	19,659	87	$553	$525	[illegible]75	$650	10	24	33
Wallingford, Conn.	11,153	41	551	575	525	600	9	4	13
Athens, Ga.	14,913	44	509	600	350	600	42	0	42
Columbus, Ga.	20,554	55	478	550	300	600	45	9	55
Rome, Ga.	12,099	29	512	495	495	545	0	18	18
Boise, Idaho	17,258	78	899	900	900	960	0	7	7
Alton, Ill.	17,528	66	535	575	450	600	22	4	26
Belleville, Ill.	21,122	48	641	650	600	700	8	8	15
Cairo, Ill.	14,548	41	451	450	383	518	15	15	30
Canton, Ill.	10,453	37	459	473	450	495	5	5	10
Champaign, Ill.	12,421	45	564	585	540	585	8	0	8
Chicago Heights, Ill.	14,525	45	604	625	575	650	8	4	12
Cicero, Ill.	14,557	54	706	700	600	850	14	21	36
Evanston, Ill.:									
District No. 75	24,978	73	788	800	750	825	6	3	9
District No. 76		40	858	850	775	950	9	12	21
Freeport, Ill.	17,567	48	524	550	425	600	23	9	32
Galesburg, Ill.	22,089	61	536	563	450	630	20	12	32
Jacksonville, Ill.	15,326	47	530	540	495	540	8	0	8
Kankakee, Ill.	13,996	36	486	540	450	540	17	0	17
La Salle, Ill.	11,537	22	686	700	700	700	0	0	0
Lincoln, Ill.	10,892	25	481	450	425	500	6	11	17
Mattoon, Ill.	11,456	44	493	495	450	562	9	14	23
Moline, Ill.	24,199	86	595	630	495	675	21	7	20
Oak Park, Ill.	19,444	99	780	750	700	850	7	13	20
Rock Island, Ill.	24,335	73	576	630	540	630	11	0	14
Waukegan, Ill.	16,169	47	627	650	500	700	23	8	31
East Chicago, Ind.	19,098	51	713	700	700	750	0	7	7
Gary, Ind.	16,802	83	786	800	750	850	6	6	13
Huntington, Ind.	10,272	31	650	653	653	653	0	0	0
Jeffersonville, Ind.	10,412	35	540	584	488	592	16	1	18
Kokomo, Ind.	17,010	57	574	611	515	618	16	1	17
Laporte, Ind.	10,525	34	647	646	646	675	0	4	4
Logansport, Ind.	19,050	61	570	630	540	630	14	0	14
Marion, Ind.	19,350	79	590	625	585	630	6	1	7
Mishawaka, Ind.	11,886	45	564	621	513	621	17	0	17
Muncie, Ind.	24,005	106	605	641	601	612	6	(1)	6
Peru, Ind.	10,910	31	573	612	510	621	17	1	18
Boone, Iowa	10,347	42	461	473	428	540	10	14	24
Burlington, Iowa	24,324	72	599	627	561	658	11	5	16
Fort Dodge, Iowa	15,543	47	561	563	540	585	4	4	8
Keokuk, Iowa	14,008	46	570	570	546	618	4	8	13
Marshalltown, Iowa	13,374	46	625	600	600	650	0	8	8
Mason City, Iowa	11,230	39	557	563	518	608	8	8	16
Muscatine, Iowa	16,178	58	574	600	550	600	8	0	8
Ottumwa, Iowa	22,012	107	516	523	428	665	18	27	45
Coffeyville, Kans.	12,687	59	548	540	540	585	0	8	8
Fort Scott, Kans.	10,463	34	585	585	585	585	0	0	0
Hutchinson, Kans.	16,364	65	567	503	540	608	4	8	12
Independence, Kans.	10,480	41	579	630	563	630	11	0	11
Lawrence, Kans.	12,374	39	533	540	518	585	4	8	12
Parsons, Kans.	12,463	43	534	531	489	574	8	8	16
Frankfort, Ky.	10,465	26	488	500	450	525	10	5	15
Henderson, Ky.	11,152	47	448	475	400	500	16	5	21
Owensboro, Ky.	16,011	82	434	428	406	495	5	16	21
Monroe, La.	10,209	19	517	540	495	585	8	8	17
Auburn, Me.	15,064	82	437	450	375	525	17	17	33
Augusta, Me.	18,211	29	461	475	425	525	11	11	21
Bangor, Me.	24,803	80	597	618	568	648	14	0	14
Arlington, Mass.	11,187	46	662	700	650	700	7	0	7
Attleboro, Mass.	16,215	53	584	600	550	625	8	4	12
Beverly, Mass.	18,550	89	648	700	600	700	14	0	14
Clinton, Mass.	13,075	45	618	605	605	605	0	0	0
Framingham, Mass.	12,948	46	602	650	600	650	8	0	8
Gardner, Mass.	14,099	40	507	518	518	518	0	0	0
Gloucester, Mass.	24,398	104	527	525	525	575	0	10	10
Greenfield, Mass.	10,427	29	535	500	500	600	0	20	20
Leominster, Mass.	17,580	46	547	570	494	589	13	3	17
Marlboro, Mass.	14,579	47	605	600	600	600	0	0	0
Medford, Mass.	23,150	87	678	700	700	700	0	0	0

[1] Less than 1 per cent.

TABLE 4.—*Average and median salaries and per cent of variability from the median salary of elementary-school teachers in cities having over 5,000 inhabitants, 1912–13*—Contd.

Cities.	Population, 1910.	Number of teachers, 1912-13.	Average salary.	Median salary.	Lower quartile.	Upper quartile.	Per cent of variability below median.	Per cent of variability above median.	Average variability.
1	2	3	4	5	6	7	8	9	10
Cities having 10,000 and fewer than 25,000 inhabitants—Continued.									
Melrose, Mass	15,715	77	$714	$650	$650	$750	0	15	15
Methuen, Mass	11,448	41	479	456	418	576	8	26	35
Milford, Mass	13,055	41	561	600	600	600	0	0	0
Newburyport, Mass	14,949	38	577	600	575	600	4	0	4
North Adams, Mass	22,019	75	532	560	494	570	12	2	14
Revere, Mass	18,219	92	598	600	550	625	8	4	13
Southbridge, Mass	12,592	21	484	480	480	480	0	0	0
Wakefield, Mass	11,404	52	607	625	575	650	8	4	12
Webster, Mass	11,509	25	539	540	540	580	0	7	7
Westfield, Mass	16,044	54	479	460	460	460	0	0	0
Weymouth, Mass	12,895	45	529	550	500	550	9	0	9
Woburn, Mass	15,308	46	616	600	600	650	0	8	8
Adrian, Mich	10,763	34	585	600	550	600	8	0	8
Alpena, Mich	12,706	34	516	540	500	540	7	0	7
Ann Arbor, Mich	14,817	44	666	700	650	700	7	0	7
Escanaba, Mich	13,194	43	520	550	450	625	18	14	32
Holland, Mich	10,490	40	509	500	475	550	5	10	15
Ironwood, Mich	12,821	47	568	600	600	650	0	8	8
Marquette, Mich	11,503	36	611	625	575	650	8	4	12
Menominee, Mich	10,507	48	559	570	546	594	4	4	8
Muskegon, Mich	24,062	77	551	650	450	650	31	0	31
Port Huron, Mich	18,863	62	465	450	425	525	6	17	22
Sault Ste. Marie, Mich	12,615	40	615	600	575	650	4	8	13
Mankato, Minn	10,385	25	510	518	473	540	9	4	13
St. Cloud, Minn	10,600	22	559	563	540	585	4	4	8
Winona, Minn	18,583	52	577	570	545	615	4	8	12
Hattiesburg, Miss	11,733	35	483	540	495	540	8	0	8
Meridian, Miss	23,285	74	478	518	450	585	13	13	26
Vicksburg, Miss	20,814	43	416	495	297	540	40	9	49
Hannibal, Mo	18,341	58	465	450	405	495	10	10	20
Sedalia, Mo	17,822	62	457	450	405	540	10	20	30
Webb, Mo	11,817	39	373	360	338	405	6	13	19
Great Falls, Mont	13,198	65	877	900	850	920	6	2	8
Missoula, Mont	12,869	51	1,022	1,080	940	1,080	11	0	11
Grand Island, Nebr	10,326	42	521	540	473	540	12	0	12
Reno, Nev	10,867	31	865	900	850	900	6	0	6
Dover, N. H	13,247	32	556	550	550	550	0	0	0
Keene, N. H	10,068	38	453	504	396	504	21	0	21
Laconia, N. H	10,183	35	439	425	396	468	7	10	17
Portsmouth, N. H	11,269	30	603	650	600	650	8	0	8
Asbury Park, N. J	10,150	50	741	775	700	800	10	3	13
Bridgeton, N. J	14,209	48	508	500	450	575	10	15	25
Hackensack, N. J	14,050	60	753	750	700	800	7	7	13
Harrison, N. J	14,498	27	745	750	600	900	20	20	40
Irvington, N. J	11,877	62	718	725	650	850	10	17	28
Kearny, N. J	18,659	76	748	750	700	800	7	7	13
Long Branch, N. J	13,298	58	724	725	650	770	10	6	17
Millville, N. J	12,451	44	461	475	400	525	16	11	26
Montclair, N. J	21,550	82	853	875	750	925	14	6	20
Morristown, N. J	12,507	33	754	775	750	775	3	0	3
New Brunswick, N. J	23,388	56	653	650	590	750	9	15	25
North Bergen, N. J	15,662	97	693	700	580	785	17	12	29
Plainfield, N. J	20,550	94	804	800	700	900	13	13	25
West New York, N. J	13,560	67	726	710	650	800	8	13	21
Albuquerque, N. Mex	11,020	39	677	650	650	750	0	15	15
Batavia, N. Y	11,613	40	495	525	450	550	14	5	19
Cohoes, N. Y	24,709	43	550	550	550	550	0	0	0
Corning, N. Y	13,730	19	587	588	550	600	6	2	9
Dunkirk, N. Y	17,221	47	568	600	550	600	8	0	8
Fulton, N. Y	10,480	33	510	500	500	550	0	10	10
Geneva, N. Y	12,446	37	620	600	600	650	0	8	8
Gloversville, N. Y	20,642	49	549	550	500	550	9	0	9
Hornell, N. Y	13,617	49	495	500	480	520	4	4	8
Hudson, N. Y	11,417	26	551	550	550	575	0	5	5
Ithaca, N. Y	14,802	43	579	550	525	625	5	14	18
Johnstown, N. Y	10,447	28	535	525	525	550	0	5	5
Lackawanna, N. Y	14,549	28	530	505	440	675	13	34	47
Little Falls, N. Y	12,273	25	577	600	600	600	0	0	0
Lockport, N. Y	17,970	57	477	466	452	505	3	8	11
Middletown, N. Y	15,313	48	627	650	575	650	12	0	12
North Tonawanda, N. Y	11,955	42	612	620	580	660	6	6	12
Olean, N. Y	14,743	51	544	550	525	575	5	5	9

TABLE 4.—*Average and median salaries and per cent of variability from the median salary of elementary-school teachers in cities having over 5,000 inhabitants, 1912–13*—Contd.

Cities.	Population, 1910.	Number of teachers, 1912–13.	Average salary.	Median salary.	Lower quartile.	Upper quartile.	Per cent of variability below median.	Per cent of variability above median.	Average variability.
1	2	3	4	5	6	7	8	9	10
Cities having 10,000 and fewer than 25,000 inhabitants—Continued.									
Peekskill, N. Y.:									
District No. 7	15,245	24	$603	$600	$550	$650	8	8	17
District No. 8		20	678	700	650	700	7	0	7
Port Chester, N. Y	12,809	55	796	800	700	900	13	13	25
Rensselaer, N. Y	10,711	40	553	540	540	540	0	0	0
Rome, N. Y	20,497	45	519	500	500	550	0	10	10
Saratoga Springs, N. Y	12,693	42	564	600	550	600	8	0	8
Asheville, N. C	18,762	59	470	450	400	550	11	22	33
Durham, N. C	18,241	67	414	400	300	500	25	25	50
Raleigh, N. C	19,218	65	399	420	315	500	25	19	44
Winston-Salem, N. C	17,167	78	367	405	298	450	26	11	38
Fargo, N. Dak	14,331	55	683	713	665	713	7	0	7
Alliance, Ohio	15,083	48	513	500	450	600	10	20	30
Bellaire, Ohio	12,946	39	508	525	420	595	20	13	33
Chillicothe, Ohio	14,508	52	513	500	500	550	0	10	10
Elyria, Ohio	14,829	54	588	600	550	600	8	0	8
Lancaster, Ohio	13,093	47	502	500	450	550	10	10	20
Middletown, Ohio	13,152	48	584	560	510	660	9	18	27
Norwood, Ohio	16,185	46	777	740	650	950	12	28	41
Piqua, Ohio	13,388	36	528	500	475	600	5	20	25
Portsmouth, Ohio	23,481	79	507	500	425	550	15	10	25
Sandusky, Ohio	19,989	50	605	675	525	675	22	0	22
Tiffin, Ohio	11,894	24	536	550	500	575	9	5	14
Chickasha, Okla	10,320	34	551	540	540	540	0	0	0
Enid, Okla	13,799	43	516	495	495	540	0	9	9
McAlester, Okla	12,954	34	503	518	450	585	13	13	26
Tulsa, Okla	18,182	84	604	608	563	630	7	4	11
Salem, Oreg	14,094	54	644	675	585	675	13	0	13
Beaver Falls, Pa	12,191	31	547	513	450	630	12	23	35
Braddock, Pa	19,357	49	592	630	495	675	21	7	29
Butler, Pa	20,728	59	498	495	450	560	9	13	22
Carlisle, Pa	10,303	27	504	490	490	490	0	0	0
Carnegie, Pa	10,009	33	632	585	585	653	0	12	12
Chambersburg, Pa	11,800	39	572	585	540	605	8	3	11
Coaldale, Pa	17,040	23	452	450	450	450	0	0	0
Dunmore, Pa	17,615	61	536	550	500	600	9	9	18
Greensburg, Pa	13,012	45	579	585	540	585	8	0	8
Lebanon, Pa	19,240	56	454	450	450	468	0	4	4
McKees Rocks, Pa	14,702	26	598	600	500	700	17	17	33
Mount Carmel, Pa	17,532	47	493	468	450	495	4	6	10
Nanticoke, Pa	18,877	57	489	500	400	520	20	4	24
Phoenixville, Pa	10,743	28	503	499	475	546	5	9	14
Pittston, Pa	16,267	57	506	475	475	570	0	20	20
Pottstown, Pa	15,599	65	501	500	500	500	0	0	0
Shamokin, Pa	19,588	60	429	428	428	428	0	0	0
Sharon, Pa	15,270	51	503	495	450	540	9	9	18
South Bethlehem, Pa	19,973	43	567	602	501	602	17	0	17
Sunbury, Pa	13,770	45	497	513	468	513	9	0	9
Uniontown, Pa	13,344	53	536	540	495	585	8	8	17
Washington, Pa	18,778	74	561	585	540	585	8	0	8
West Chester, Pa	11,767	26	608	600	550	650	8	8	17
Wilkinsburg, Pa	18,924	68	726	720	675	765	6	6	13
Central Falls, R. I	22,754	41	572	600	560	600	7	0	7
Spartanburg, S. C	17,517	54	407	495	240	495	52	0	52
Sioux Falls, S. Dak	14,094	59	673	700	650	700	7	0	7
Beaumont, Tex	20,640	60	540	540	450	630	17	17	33
Cleburne, Tex	10,364	36	480	450	450	540	0	20	20
Dennison, Tex	13,632	29	554	540	495	540	8	0	8
Marshall, Tex	11,452	33	459	495	360	518	27	5	32
Palestine, Tex	10,482	41	488	495	450	585	9	18	27
Temple, Tex	10,993	39	512	540	450	585	17	8	25
Burlington, Vt	20,468	74	456	500	375	625	25	5	30
Alexandria, Va	15,329	31	515	550	450	550	18	0	18
Danville, Va	19,020	64	484	540	330	605	39	12	51
Staunton, Va	10,604	24	411	405	315	495	22	22	44
Aberdeen, Wash	13,660	34	790	770	720	877	6	14	20
Everett, Wash	24,314	88	858	900	840	900	7	0	7
North Yakima, Wash	14,082	58	815	800	750	900	6	13	19
Bluefield, W. Va	11,128	42	533	540	540	540	0	0	0
Charleston, W. Va	22,996	113	513	522	468	567	10	9	19

TABLE 4.—*Average and median salaries and per cent of variability from the median salary of elementary-school teachers in cities having over 5,000 inhabitants, 1912–13*—Contd.

Cities.	Population, 1910.	Number of teachers, 1912–13.	Average salary.	Median salary.	Lower quartile.	Upper quartile.	Per cent of variability below median.	Per cent of variability above median.	Average variability.
1	2	3	4	5	6	7	8	9	10
Cities having 10,000 and fewer than 25,000 inhabitants—Continued.									
Appleton, Wis	16,773	49	$542	$540	$518	$563	4	4	8
Ashland, Wis	11,594	41	569	570	540	660	5	16	21
Beloit, Wis	15,125	46	559	570	494	570	13	0	13
Eau Claire, Wis	18,310	76	523	540	510	540	6	0	6
Fond du Lac, Wis	18,797	54	544	560	530	560	5	0	5
Janesville, Wis	13,894	47	565	575	525	600	9	4	13
Kenosha, Wis	21,371	66	580	570	523	618	8	8	17
Manitowoc, Wis	13,027	28	555	550	525	600	5	9	14
Marinette, Wis	14,610	41	522	525	498	525	5	0	5
Wausau, Wis	16,560	51	509	495	495	540	0	9	9
Cheyenne, Wyo	11,320	33	829	840	810	900	4	7	11
Cities having 5,000 and fewer than 10,000 inhabitants.									
Florence, Ala	6,689	17	374	396	360	432	9	9	18
Huntsville, Ala	7,611	20	391	505	270	505	47	0	47
New Decatur, Ala	6,118	22	415	405	405	450	0	11	11
Bisbee, Ariz	9,019	25	744	743	698	788	6	6	12
Douglas, Ariz	6,437	51	753	765	720	765	6	0	6
Prescott, Ariz	5,092	7	818	850	750	850	12	0	12
Helena, Ark	8,772	20	441	360	360	540	0	50	50
Paragould, Ark	5,248	12	427	440	400	440	9	0	9
Alhambra, Cal	5,021	28	1,001	998	998	1,045	0	5	5
Marysville, Cal	5,430	9	822	800	800	800	0	0	0
San Rafael, Cal	5,934	13	900	900	900	900	0	0	0
Santa Ana, Cal	8,429	35	743	743	743	743	0	0	0
Boulder, Colo	9,539	33	716	765	630	810	18	6	24
Canon City, Colo	5,162	23	667	675	630	675	7	0	7
Cripple Creek, Colo	6,206	51	757	744	696	840	6	13	19
Leadville, Colo	7,508	19	681	660	660	720	0	9	9
Branford, Conn	6,047	24	480	500	450	500	10	0	10
Derby, Conn	8,991	23	652	650	650	700	0	8	8
East Hartford, Conn	8,138	39	438	425	400	456	6	7	13
Fairfield, Conn	6,134	29	525	525	525	525	0	0	0
Groton, Conn	6,495	26	392	405	360	405	11	0	11
Huntington, Conn	6,545	26	539	550	475	575	14	5	18
Killingly, Conn	6,564	26	435	418	380	456	9	9	18
New Milford, Conn	5,010	9	467	450	450	500	0	11	11
Plainfield, Conn	6,719	23	414	419	419	419	0	0	0
Plymouth, Conn	5,021	26	420	420	420	420	0	0	0
Putnam, Conn	7,280	15	468	500	500	500	0	0	0
Southington, Conn	6,516	31	481	500	475	500	5	0	5
Stafford, Conn	5,233	27	376	370	296	444	20	20	40
Stonington, Conn	9,154	37	439	449	410	468	9	4	13
Stratford, Conn	5,712	30	535	550	500	600	9	9	18
Winchester, Conn	8,679	24	561	550	525	600	5	9	14
Albany, Ga	8,190	21	450	540	370	540	31	0	31
Americus, Ga	8,063	32	388	450	225	495	50	10	60
Dublin, Ga	5,795	18	495	495	495	495	0	0	0
Elberton, Ga	6,483	18	391	450	200	450	56	0	56
Fitzgerald, Ga	5,795	18	447	495	450	518	9	5	14
Gainesville, Ga	5,925	26	358	360	315	405	13	13	26
Marietta, Ga	5,949	12	495	495	495	495	0	0	0
Thomasville, Ga	6,727	20	422	475	450	500	5	5	11
Lewiston, Idaho	6,043	14	681	720	630	720	13	0	13
Pocatello, Idaho	9,110	29	738	720	720	749	0	4	4
Beardstown, Ill	6,107	24	490	495	450	495	9	0	9
Berwyn, Ill	5,841	26	710	700	650	775	7	11	18
Centralia, Ill	9,680	36	422	405	383	473	5	17	22
Charleston, Ill	5,884	21	469	450	405	518	10	15	25
Dekalb, Ill	8,102	27	586	600	525	650	13	8	21
Dixon, Ill	7,216	14	461	495	405	495	18	0	18
Edwardsville, Ill	5,014	20	488	495	450	540	9	9	18
Forest Park, Ill	6,594	25	598	600	550	625	8	4	12
Granite, Ill	9,903	38	528	540	450	585	17	8	25
Harvey, Ill	7,227	25	608	575	550	670	4	17	21
Herrin, Ill	6,861	30	378	340	340	404	0	19	19

TABLE 4.—*Average and median salaries and per cent of variability from the median salary of elementary-school teachers in cities having over 5,000 inhabitants, 1912–13*—Contd.

Cities.	Population, 1910.	Number of teachers, 1912–13.	Average salary.	Median salary.	Lower quartile.	Upper quartile.	Percent of variability below median.	Percent of variability above median.	Average variability.
1	2	3	4	5	6	7	8	9	10
Cities having 5,000 and fewer than 10,000 inhabitants—Continued.									
Kewanee, Ill	9,307	55	$533	$494	$451	$617	9	25	34
Monmouth, Ill	9,128	31	544	540	518	585	4	8	12
Mount Carmel, Ill	6,934	19	460	460	440	460	4	0	4
Murphysboro, Ill	7,485	23	419	420	420	440	0	5	5
Olney, Ill	5,011	17	387	360	360	405	0	13	13
Ottawa, Ill	9,535	32	622	625	625	625	0	0	0
Pana, Ill	6,055	4	563	563	563	563	0	0	0
Paris, Ill	7,664	26	483	495	450	540	9	9	18
Pekin, Ill	9,897	34	533	575	500	600	13	4	17
Peru, Ill	7,984	15	563	600	500	625	17	4	21
Spring Valley, Ill	7,035	16	363	360	360	360	0	0	0
Staunton, Ill	5,048	15	436	425	425	468	0	10	10
Sterling, Ill	7,467	12	558	600	550	650	8	8	17
Taylorville, Ill	5,446	11	511	495	495	495	0	0	0
Urbana, Ill	8,245	32	532	540	495	563	8	4	13
Bedford, Ind	8,716	35	544	612	503	630	17	3	20
Clinton, Ind	6,229	26	583	585	585	630	0	8	8
Columbus, Ind	8,813	28	570	585	513	630	12	8	20
Connersville, Ind	7,738	22	602	630	518	630	18	0	18
Crawfordsville, Ind	9,371	25	602	627	612	658	2	5	7
Frankfort, Ind	8,634	35	578	613	515	613	16	0	16
Goshen, Ind	8,514	29	596	618	585	630	5	2	7
Greensburg, Ind	5,420	20	609	630	612	630	3	0	3
Hartford, Ind	6,187	23	566	609	510	621	16	2	18
Lebanon, Ind	5,474	19	574	612	518	620	15	1	17
Linton, Ind	5,906	20	541	585	510	630	13	8	21
Madison, Ind	6,934	24	660	691	679	693	2	(1)	2
New Castle, Ind	9,440	34	606	612	612	630	0	3	3
Noblesville, Ind	5,073	17	597	630	531	632	16	(1)	16
Portland, Ind	5,130	14	582	614	515	630	16	3	19
Shelbyville, Ind	9,500	32	595	621	522	630	16	1	17
Wabash, Ind	8,687	34	587	614	530	625	14	2	15
Whiting, Ind	6,587	16	664	650	650	650	0	0	0
Cedar Falls, Iowa	5,012	13	595	585	585	585	0	0	0
Centerville, Iowa	6,936	30	449	441	432	495	2	12	14
Charles City, Iowa	5,892	22	531	500	490	540	2	12	14
Creston, Iowa	6,924	24	464	450	450	473	0	5	5
Fort Madison, Iowa	8,900	21	471	450	450	540	0	20	20
Grinnell, Iowa	5,030	17	518	518	495	540	4	4	9
Oelwein, Iowa	6,028	21	475	473	473	495	0	5	5
Oskaloosa, Iowa	9,466	39	534	540	540	540	0	0	0
Arkansas City, Kans	7,508	27	513	518	495	540	4	4	9
Chanute, Kans	9,272	7	511	540	450	585	17	8	25
Emporia, Kans	9,058	29	564	567	540	618	5	9	14
Galena, Kans	6,090	22	417	428	383	428	11	0	11
Iola, Kans	9,032	39	470	473	428	495	10	5	14
Junction City, Kans	5,508	20	534	540	495	585	8	8	17
Newton, Kans	7,862	20	486	495	473	495	4	0	4
Ottawa, Kans	7,650	26	565	585	540	585	8	0	8
Salina, Kans	9,688	42	558	540	495	630	8	17	25
Wellington, Kans	7,034	20	520	495	495	540	0	9	9
Ashland, Ky	8,688	28	459	495	405	495	18	0	18
Bellevue, Ky	6,683	24	597	600	550	675	8	13	21
Danville, Ky	5,420	12	540	540	540	540	0	0	0
Dayton, Ky	6,979	20	493	500	475	550	5	10	15
Hopkinsville, Ky	9,419	21	490	500	450	500	10	0	10
Mayfield, Ky	5,916	17	481	486	432	513	11	6	17
Maysville, Ky	6,141	19	503	500	400	600	20	20	40
Lafayette, La	6,392	24	531	540	540	585	0	8	8
Bath, Me	9,396	29	375	342	342	400	0	17	17
Brewer, Me	5,667	23	397	400	378	432	6	8	14
Brunswick, Me	6,621	13	373	364	324	400	11	10	21
Calais, Me	6,116	29	335	342	342	360	0	5	5
Gardiner, Me	5,311	26	416	432	360	468	17	8	25
Houlton, Me	5,845	27	445	432	414	468	4	8	12
Presque Isle, Me	5,179	32	442	432	432	468	0	8	8
Rockland, Me	8,174	29	471	475	450	500	5	6	11
Rumford, Me	6,777	35	442	450	396	486	12	8	20
Saco, Me	6,583	21	508	500	500	525	0	5	5
Sanford, Me	9,049	30	470	450	450	564	0	25	25

[1] Less than 1 per cent.

TABLE 4.—*Average and median salaries and per cent of variability from the median salary of elementary-school teachers in cities having over 5,000 inhabitants, 1912–13*—Contd.

Cities.	Population, 1910.	Number of teachers, 1912-13.	Average salary.	Median salary.	Lower quartile.	Upper quartile.	Percent of variability below median.	Percent of variability above median.	Average variability.
1	2	3	4	5	6	7	8	9	10
Cities having 5,000 and fewer than 10,000 inhabitants—Continued.									
South Portland, Me.	7,471	48	$459	$432	$396	$468	8	8	17
Annapolis, Md	8,609	16	425	400	350	500	13	25	38
Frostburg, Md	6,028	20	499	495	484	506	2	2	4
Abington, Mass	5,455	11	700	700	700	700	0	0	0
Amherst, Mass	5,112	19	514	500	500	525	0	5	5
Athol, Mass	8,536	29	446	456	418	456	8	0	8
Belmont, Mass	5,542	22	634	625	600	650	4	4	8
Bridgewater, Mass	7,688	12	650	650	650	650	0	0	0
Concord, Mass	6,421	23	620	650	600	650	8	0	8
Danvers, Mass	9,407	32	553	600	500	600	17	0	17
Easthampton, Mass	8,524	23	449	475	399	494	16	4	20
Easton, Mass	5,139	27	495	500	450	550	10	10	20
Franklin, Mass	5,841	25	505	513	475	513	7	0	7
Grafton, Mass	5,705	14	418	418	380	456	9	9	18
Great Barrington, Mass	5,926	23	509	532	494	532	7	0	7
Mansfield, Mass	5,183	19	479	500	450	500	10	0	10
Maynard, Mass	6,390	22	525	525	525	525	0	0	0
Middleboro, Mass	8,214	16	489	456	456	520	0	14	14
Montague, Mass	6,866	22	467	475	425	500	11	5	16
Natick, Mass	9,866	29	588	600	600	600	0	0	0
Needham, Mass	5,026	27	612	600	600	648	0	8	8
North Andover, Mass	5,529	22	533	551	513	551	7	0	7
North Attleboro, Mass	9,562	34	553	575	500	600	13	4	17
Northbridge, Mass	8,807	35	490	494	456	513	8	4	12
Norwood, Mass	8,014	39	619	660	550	675	15	4	19
Palmer, Mass	8,610	30	433	418	340	494	9	18	27
Reading, Mass	5,818	20	560	550	500	600	9	9	18
Rockland, Mass	6,928	23	637	650	600	700	8	8	15
Saugus, Mass	8,047	41	505	500	500	500	0	0	0
Spencer, Mass	6,740	16	490	494	494	494	0	0	0
Stoneham, Mass	7,090	23	574	575	575	600	0	4	4
Stoughton, Mass	6,316	20	536	551	513	551	7	0	7
Swampscott, Mass	6,204	24	634	650	650	650	0	0	0
Ware, Mass	8,774	21	546	500	500	600	0	20	20
West Springfield, Mass	9,324	37	483	490	475	500	3	2	5
Westboro, Mass	5,446	14	541	525	525	525	0	0	0
Winchendon, Mass	5,078	21	452	450	418	450	7	0	7
Winchester, Mass	9,309	26	677	700	675	700	4	0	4
Albion, Mich	5,833	24	504	500	475	500	5	0	5
Benton Harbor, Mich	9,185	30	469	473	450	475	5	(1)	5
Boyne, Mich	5,218	28	503	499	475	523	5	5	10
Cadillac, Mich	8,375	34	499	475	475	475	0	0	0
Cheboygan, Mich	6,859	24	505	499	499	521	0	4	4
Coldwater, Mich	5,945	20	519	500	500	550	0	10	10
Grand Haven, Mich	5,856	21	496	500	475	550	5	10	15
Houghton, Mich	5,113	45	586	600	550	650	8	8	17
Iron Mountain, Mich	9,216	50	633	650	600	650	8	0	8
Ludington, Mich	9,132	39	508	525	450	550	14	5	19
Monroe, Mich	6,893	19	499	475	475	525	0	11	11
Mount Clemens, Mich	7,707	17	553	550	475	600	14	9	23
Negaunee, Mich	8,460	29	507	500	450	550	10	10	20
Niles, Mich	5,156	22	526	525	505	550	4	5	9
Owosso, Mich	9,639	35	555	550	525	600	5	9	14
St. Joseph, Mich	5,936	21	519	500	500	550	0	10	10
Three Rivers, Mich	5,072	15	500	500	500	500	0	0	0
Wyandotte, Mich	8,287	21	526	525	475	600	10	14	24
Ypsilanti, Mich	6,230	21	563	550	525	600	5	9	14
Albert Lea, Minn	6,192	27	497	495	473	540	4	9	14
Austin, Minn	5,960	22	506	495	473	540	4	9	14
Chisholm, Minn	7,684	29	711	700	700	700	0	0	0
Cloquet, Minn	7,031	26	547	540	540	563	0	4	4
Crookston, Minn	7,559	35	590	563	563	630	0	12	12
Eveleth, Minn	7,036	43	694	700	650	725	7	4	11
Faribault, Minn	9,001	21	489	495	473	495	4	0	4
Hibbing, Minn	8,832	59	857	825	750	925	9	12	21
New Ulm, Minn	5,648	15	513	500	475	525	5	5	10
Owatonna, Minn	5,658	18	488	473	450	495	5	5	10
Columbus, Miss	8,988	33	536	640	640	640	0	0	0
Greenville, Miss	9,610	30	420	360	200	673	44	87	131
Greenwood, Miss	5,836	18	609	710	710	710	0	0	0

1 Less than 1 per cent.

TABLE 4.—*Average and median salaries and per cent of variability from the median salary of elementary-school teachers in cities having over 5,000 inhabitants, 1912–13*—Contd.

Cities.	Population, 1910.	Number of teachers, 1912–13.	Average salary.	Median salary.	Lower quartile.	Upper quartile.	Per cent of variability below median.	Per cent of variability above median.	Average variability.
1	2	3	4	5	6	7	8	9	10
Cities having 5,000 and fewer than 10,000 inhabitants—Continued.									
Laurel, Miss.	8,465	36	$446	$450	$248	$585	45	30	75
McComb, Miss.	6,237	23	450	450	450	450	0	0	0
Yazoo, Miss.	6,796	16	422	360	248	630	31	75	106
Flat River, Mo.	5,112	16	513	495	495	630	0	27	27
Independence, Mo.	9,859	41	516	540	450	630	17	17	33
Lexington, Mo.	5,242	20	421	450	405	450	10	0	10
Nevada, Mo.	7,176	26	436	450	383	473	15	5	20
Poplar Bluff, Mo.	6,916	28	469	495	450	495	9	0	9
Webster Groves, Mo.	7,080	31	599	594	570	618	4	4	8
Bozeman, Mont.	5,107	29	802	800	800	900	0	13	13
Livingston, Mont.	5,359	24	778	808	713	855	12	6	18
Beatrice, Nebr.	9,356	33	490	518	450	540	13	4	17
Fairbury, Nebr.	5,294	19	502	495	488	510	1	3	4
Fremont, Nebr.	8,718	33	519	495	450	518	9	5	14
Kearney, Nebr.	6,202	22	495	495	495	495	0	0	0
Norfolk, Nebr.	6,025	19	514	518	450	563	13	9	22
York, Nebr.	6,235	14	522	540	495	540	8	0	8
Derry, N. H.	5,123	20	386	396	360	432	9	9	18
Franklin, N. H.	6,132	13	446	468	432	468	8	0	8
Dover, N. J.	7,468	33	611	600	550	675	8	13	21
Englewood, N. J.	9,924	40	797	800	750	850	6	6	13
Hammonton, N. J.	5,088	21	640	650	600	650	8	0	8
Nutley, N. J.	6,009	33	728	700	650	800	7	14	21
Princeton, N. J.	5,136	12	654	650	600	750	8	15	23
Ridgewood, N. J.	5,410	33	694	675	650	750	4	11	15
Rutherford, N. J.	7,045	35	759	800	725	800	9	0	9
Salem, N. J.	6,614	24	481	500	475	500	5	0	5
South Amboy, N. J.	7,007	16	718	683	650	813	5	19	24
South Orange, N. J.	6,014	29	794	800	750	850	6	6	13
Vineland, N. J.	5,282	37	493	450	425	575	6	28	33
Santa Fe, N. Mex.	5,072	11	575	575	575	575	0	0	0
Albion, N. Y.	5,016	25	524	500	500	600	0	20	20
Catskill, N. Y.	5,296	17	518	500	500	500	0	0	0
Fredonia, N. Y.	5,285	16	444	450	420	460	7	2	9
Haverstraw, N. Y.	5,669	16	627	650	600	650	8	0	8
Hoosick Falls, N. Y.	5,532	16	516	500	500	500	0	0	0
Hudson Falls, N. Y.	5,189	27	515	500	500	520	0	4	4
Ilion, N. Y.	6,588	19	538	538	538	538	0	0	0
Malone, N. Y.	6,467	31	493	500	460	500	8	0	8
Mamaroneck, N. Y.	5,609	25	709	700	650	800	7	14	21
Matteawan, N. Y.	6,727	15	496	525	500	550	5	5	10
Mechanicsville, N. Y.	6,634	30	405	450	400	500	11	11	22
Medina, N. Y.	5,683	17	526	500	500	575	0	15	15
Newark, N. Y.	6,227	22	550	550	550	550	0	0	0
North Tarrytown, N. Y.	5,421	13	688	725	625	725	14	0	14
Norwich, N. Y.	7,422	40	463	400	400	500	0	25	25
Oneida, N. Y.	8,317	21	577	575	575	625	0	9	9
Salamanca, N. Y.	5,792	30	498	525	450	525	14	0	14
Seneca Falls, N. Y.	6,588	15	488	500	475	500	5	0	5
Solvay, N. Y.	5,139	27	626	600	550	750	8	25	33
Tarrytown, N. Y.	5,600	21	860	850	850	875	0	3	3
Tonawanda, N. Y.	8,290	27	593	600	550	600	8	0	8
Concord, N. C.	8,715	25	322	340	280	340	18	0	18
Elizabeth, N. C.	8,412	27	371	405	270	405	33	0	33
Gastonia, N. C.	5,759	28	357	360	360	400	0	11	11
Goldsboro, N. C.	6,107	29	400	405	315	475	22	17	40
Newbern, N. C.	9,961	24	391	440	276	444	37	1	38
Salisbury, N. C.	7,153	24	357	383	298	404	22	5	28
Washington, N. C.	6,211	23	329	360	260	360	28	0	28
Wilson, N. C.	6,717	24	393	420	315	450	25	7	32
Bismarck, N. Dak.	5,443	14	673	675	650	700	4	4	7
Devils Lake, N. Dak.	5,157	19	606	630	585	630	7	0	7
Minot, N. Dak.	6,188	22	640	630	630	630	0	0	0
Barberton, Ohio	9,410	32	544	563	480	630	15	12	27
Bowling Green, Ohio	5,222	18	501	504	459	540	9	7	16
Bucyrus, Ohio	8,122	25	494	523	409	570	22	9	31
Conneaut, Ohio	8,319	28	481	475	451	499	5	5	10
Coshocton, Ohio	9,603	40	466	458	387	495	16	8	24
Delphos, Ohio	5,038	14	486	473	450	518	5	10	14
East Cleveland, Ohio	9,179	45	764	750	750	800	0	7	7
Fostoria, Ohio	9,597	36	488	450	430	540	4	20	24

TABLE 4.—*Average and median salaries and per cent of variability from the medium salary of elementary-school teachers in cities having over 5,000 inhabitants, 1912–13*—Contd.

Cities.	Population, 1910.	Number of teachers, 1912–13.	Average salary.	Median salary.	Lower quartile.	Upper quartile.	Per cent of variability below median.	Per cent of variability above median.	Average variability.
1	2	3	4	5	6	7	8	9	10
Cities having 5,000 and fewer than 10,000 inhabitants—Continued.									
Gallipolis, Ohio	5,560	21	$414	$405	$400	$432	9	7	16
Greenville, Ohio	6,237	22	470	473	428	540	10	14	24
Jackson, Ohio	5,468	22	409	405	495	405	0	0	0
Martins Ferry, Ohio	9,133	35	505	540	495	540	8	0	8
Nelsonville, Ohio	6,082	26	377	360	360	405	0	13	13
New Philadelphia, Ohio	8,542	33	413	405	383	450	5	11	17
Niles, Ohio	8,361	32	485	505	414	563	18	12	30
Painesville, Ohio	5,501	21	577	575	540	600	6	4	10
Ravenna, Ohio	5,310	16	581	570	570	570	0	0	0
St. Marys, Ohio	5,732	20	455	450	450	495	0	10	10
Salem, Ohio	8,943	31	525	540	460	570	15	6	20
Sidney, Ohio	6,607	25	508	500	450	600	10	20	30
Troy, Ohio	6,122	18	537	525	500	575	5	10	14
Urbana, Ohio	7,739	18	546	570	522	570	8	0	8
Van Wert, Ohio	7,157	25	446	450	405	495	10	10	20
Washington C. H., Ohio	7,277	31	460	450	450	450	0	0	0
Wellston, Ohio	6,875	31	405	378	360	378	5	0	5
Wellsville, Ohio	7,769	26	477	473	450	495	5	5	10
Wooster, Ohio	6,136	25	514	500	500	525	0	5	5
Xenia, Ohio	8,706	31	545	575	500	600	13	4	17
Ardmore, Okla	8,618	26	508	495	450	585	9	18	27
Bartlesville, Okla	6,181	36	543	540	495	585	8	8	17
Durant, Okla	5,330	19	528	540	450	510	17	0	17
El Reno, Okla	7,872	29	495	495	495	495	0	0	0
Sapulpa, Okla	8,283	24	570	585	540	585	8	0	8
Ashland, Oreg	5,020	4	585	630	585	675	7	7	14
Astoria, Oreg	9,599	29	691	700	650	750	7	7	14
Baker, Oreg	6,742	29	666	675	675	675	0	0	0
Ambridge, Pa	5,205	15	548	540	495	563	8	4	13
Ashland, Pa	6,855	18	456	450	450	495	0	10	10
Ashley, Pa	5,601	21	566	540	540	540	0	0	0
Berwick, Pa	5,357	18	447	450	450	450	0	0	0
Bloomsburg, Pa	7,413	23	452	450	450	450	0	0	0
Bristol, Pa	9,256	23	500	500	500	500	0	0	0
Carrick, Pa	6,117	23	674	650	600	750	8	15	23
Catasauqua, Pa	5,250	19	561	560	500	600	11	7	18
Charleroi, Pa	9,615	39	490	495	450	585	9	18	27
Conshohocken, Pa	7,480	18	493	500	400	550	20	10	30
Cornopolis, Pa	5,252	22	599	585	585	585	0	0	0
Danville, Pa	7,517	27	497	465	465	510	0	10	10
Darby, Pa	6,305	25	485	500	425	525	15	5	20
Donora, Pa	8,174	33	521	517	450	563	13	9	22
Duryea, Pa	7,487	29	400	400	400	400	0	0	0
Forest City, Pa	5,739	17	434	450	450	450	0	0	0
Freeland, Pa	6,197	19	550	550	550	550	0	0	0
Glassport, Pa	5,540	27	540	540	450	585	17	8	25
Greenville, Pa	5,909	21	491	480	450	540	6	13	19
Hanover, Pa	7,057	24	441	450	450	473	0	5	5
Huntingdon, Pa	6,861	22	452	450	450	450	0	0	0
Indiana, Pa	5,749	17	495	495	495	495	0	0	0
Jersey Shore, Pa	5,381	19	459	450	450	450	0	0	0
Juniata, Pa	5,285	28	485	468	450	495	4	6	10
Kane, Pa	6,626	20	503	517	495	540	4	4	9
Kingston, Pa	9,449	26	474	473	450	505	5	7	12
Lansford, Pa	8,321	24	437	450	360	495	20	10	30
Lehighton, Pa	5,316	19	441	450	450	450	0	0	0
Lewistown, Pa	8,166	26	450	450	450	450	0	0	0
Lock Haven, Pa	7,772	23	440	450	450	450	0	0	0
Luzerne, Pa	5,426	16	491	540	495	540	8	0	8
Middletown, Pa	5,374	17	466	450	450	450	0	0	0
Milton, Pa	7,460	22	450	450	450	450	0	0	0
Minersville, Pa	7,240	22	458	450	360	495	20	10	30
Monongahela, Pa	7,598	31	543	540	473	608	12	13	25
Mount Pleasant, Pa	5,812	21	542	540	540	585	0	8	8
Munhall, Pa	5,185	17	717	720	720	720	0	0	0
New Brighton, Pa	8,329	31	507	495	450	563	9	14	23
New Kensington, Pa	7,707	38	572	560	560	560	0	0	0
Northampton, Pa	8,729	23	520	550	450	550	18	0	18
Punxsutawney, Pa	9,058	37	494	473	450	518	5	10	14
Ridgway, Pa	5,408	22	521	518	495	540	4	4	9
Rochester, Pa	5,903	21	523	495	450	630	9	27	36

TABLE 4.—*Average and median salaries and per cent of variability from the median salary of elementary-school teachers in cities having over 5,000 inhabitants, 1912–13*—Contd.

Cities.	Population, 1910.	Number of teachers, 1912-13.	Average salary.	Median salary.	Lower quartile.	Upper quartile.	Percent of variability below median.	Percent of variability above median.	Average variability.
1	2	3	4	5	6	7	8	9	10
Cities having 5,000 and fewer than 10,000 inhabitants—Continued.									
St. Marys, Pa	6,346	10	$508	$495	$495	$495	0	0	0
Sayre, Pa	6,426	26	476	450	450	495	0	10	10
Scottdale, Pa	5,456	18	548	540	513	549	5	2	7
Sharpsburg, Pa	8,153	15	485	495	405	540	18	9	27
Swissvale, Pa	7,381	27	563	585	495	675	15	15	31
Tarentum, Pa	7,414	27	514	495	495	563	0	14	14
Taylor, Pa	9,000	34	524	503	428	618	15	23	38
Throop, Pa	5,133	19	471	450	450	495	0	10	10
Titusville, Pa	8,533	30	532	523	523	523	0	0	0
Tyrone, Pa	7,176	28	467	450	450	495	0	10	10
West Berwick, Pa	5,512	20	457	450	450	450	0	0	0
Wilmerding, Pa	6,133	25	655	650	600	725	8	12	19
Bristol, R. I	8,505	23	504	500	425	525	15	5	20
Burrillville, R. I	7,878	29	452	450	400	500	11	11	22
Coventry, R. I	5,848	18	400	400	400	400	0	0	0
Johnston, R. I	5,935	13	423	429	410	429	4	0	4
North Providence, R. I	5,407	18	426	429	390	468	9	9	18
Warren, R. I	6,585	26	518	520	520	520	0	0	0
Anderson, S. C	9,654	29	392	450	270	450	40	0	40
Florence, S. C	7,057	31	422	450	315	450	30	0	30
Georgetown, S. C	5,530	18	378	450	270	495	40	10	50
Greenwood, S. C	6,614	27	417	405	383	495	5	22	28
Orangeburg, S. C	5,906	19	400	468	210	468	55	0	55
Huron, S. Dak	5,791	20	612	574	570	630	1	10	10
Lead, S. Dak	8,392	28	763	700	700	825	0	18	18
Mitchell, S. Dak	6,515	25	574	550	550	600	0	9	9
Watertown, S. Dak	7,010	24	579	563	540	608	4	8	12
Bristol, Tenn	7,148	23	387	405	360	450	11	11	22
Amarillo, Tex	9,957	27	619	675	540	675	20	0	20
Brownwood, Tex	6,907	21	536	585	585	630	0	8	8
Corpus Christi, Tex	8,222	30	517	520	480	520	8	0	8
Corsicana, Tex	9,769	37	505	540	405	576	25	7	32
Greenville, Tex	8,850	35	472	495	495	495	0	0	0
Hillsboro, Tex	6,115	27	471	518	450	563	13	9	22
Taylor, Tex	5,314	16	434	540	300	585	44	8	53
Texarkana, Tex	9,790	24	589	585	585	585	0	0	0
Weatherford, Tex	5,074	23	462	450	450	540	0	20	20
Wichita Falls, Tex	8,200	39	652	650	650	650	0	0	0
Brattleboro, Vt	7,541	21	542	550	525	600	5	9	14
Montpelier, Vt	7,856	18	571	600	550	600	8	0	8
St. Albans, Vt	6,381	20	434	425	380	500	11	18	28
St. Johnsbury, Vt	8,098	34	477	498	396	512	15	14	29
Bristol, Va	6,247	18	453	450	450	495	0	10	10
Clifton Forge, Va	5,748	17	385	360	360	428	0	19	19
Centralia, Wash	7,311	25	644	665	618	665	7	0	7
Hoquiam, Wash	8,171	27	775	775	775	775	0	0	0
Olympia, Wash	6,996	26	683	660	660	705	0	7	7
Vancouver, Wash	9,300	31	728	720	660	780	8	8	17
Clarksburg, W. Va	9,201	62	536	540	495	540	8	0	8
Elkins, W. Va	5,260	21	491	473	450	518	5	10	14
Grafton, W. Va	7,503	33	475	450	450	495	0	10	10
Morgantown, W. Va	9,150	38	534	540	540	540	0	0	0
Antigo, Wis	7,196	24	511	495	450	563	9	14	23
Baraboo, Wis	6,334	20	520	513	475	570	7	11	19
Beaver Dam, Wis	6,758	17	506	500	500	500	0	0	0
Grand Rapids, Wis	6,521	21	528	518	518	540	0	4	4
Marshfield, Wis	5,783	14	514	523	499	545	5	4	9
Menasha, Wis	6,081	25	524	500	500	600	0	20	20
Neenah, Wis	5,734	23	484	475	475	500	0	5	5
Oconto, Wis	5,629	20	461	450	450	540	0	20	20
Rhinelander, Wis	5,637	24	512	495	495	540	0	9	9
South Milwaukee, Wis	6,092	14	632	600	580	650	3	8	12
Stevens Point, Wis	8,692	27	562	570	499	570	12	0	12
Waukesha, Wis	8,740	24	508	525	500	525	5	0	5
West Allis, Wis	6,645	27	596	600	600	650	0	8	8
Laramie, Wyo	8,237	19	755	804	780	878	3	9	12
Rock Springs, Wyo	5,778	26	550	550	550	550	0	0	0
Sheridan, Wyo	8,408	15	740	770	670	820	13	6	19

The following tables of frequencies for the averages, medians, and variabilities, given in Table 4, columns 4, 5, 8, 9, and 10, not only facilitate comparisons of salaries in a limited number of cities, but lead to conclusions regarding salaries throughout the United States. The frequency tables are obtained by first arranging in order of amounts all of the figures in each particular group and then combining them into classes with an extent of $25 each. Thus, in all the 814 cities included there was one city that had an average salary somewhere between $300 and $324, two cities that had an average salary somewhere between $325 and $349, etc. Likewise, the average salaries are distributed for each group of cities into similar classes. The tables for median salaries and per cent of variabilities are arranged in the same manner.

TABLE 5.—*Frequency of different median salaries of elementary-school teachers in cities having over 5,000 inhabitants.*

Salaries.	Group I.[1]	Group II.	Group III.	Group IV.	Group V.	Group VI.	All cities.
Dollars.							
325–349						4	4
350–374					1	12	13
375–399						4	4
400–424					4	22	26
425–449					3	14	17
450–474				2	15	65	82
475–499				4	18	48	70
500–524			2	4	26	56	88
525–549			2	3	26	40	71
550–574			3	13	30	26	72
575–599		1	1	6	15	19	42
600–624		1	3	16	28	24	72
625–649			1	4	14	10	29
650–674	1	2	3	4	10	17	37
675–699			5	4	3	7	19
700–724	1	3	8	11	15	14	52
725–749		1		1	3	4	9
750–774	1	4	8	3	6	4	26
775–799			1	1	3	1	6
800–824	1	4	3	3	7	7	25
825–849			1	1	1	1	4
850–874				1	3	2	6
875–899	1	1			1		3
900–924	1	1	1	1	6	1	11
925–949	1			1			2
950–974		1	1		2		4
975–999						1	1
1,000–1,924	2	1			2		5
1,025–1,049	1						1
1,050–1,074		2					2
1,075–1,099				1	1		2
1,100–1,124			1	1	1		3
1,125–1,149	2			1			3
1,150–1,174	1						1
1,175–1,199	1						1
1,200–1,224		1					1
Total	14	23	41	81	244	403	814
Median	$975	$769	$707	$617	$576	$514	$561
Lower quartile	775	708	625	565	519	467	495
Upper quartile	1,125	900	768	709	658	589	664

[1] Groups indicate population division; see Table 4, p. 91.

TABLE 6.—*Frequency of different average salaries of elementary-school teachers in cities having over 5,000 inhabitants.*

Salaries.	Group I.[1]	Group II.	Group III.	Group IV.	Group V.	Group VI.	All cities.
Dollars.							
300-324						1	1
325-349						2	2
350-374					2	7	9
375-399					1	17	18
400-424					4	23	27
425-449				2	5	29	36
450-474				2	14	41	57
475-499			1	3	21	56	81
500-524				3	32	56	91
525-549			6	16	28	42	92
550-574			2	8	36	30	76
575-599		1		9	22	26	58
600-624		2	3	9	16	14	44
625-649		2	5	7	9	10	33
650-674	1	1	6	7	5	11	31
675-699	1		6	4	7	8	26
700-724		4	3	2	5	7	21
725-749		3	5	2	7	6	23
750-774		3	3	3	2	6	17
775-799	2	1			7	4	14
800-824		1	1	1	3	3	9
825-849				2	4		6
850-874	1		1	2	5	2	11
875-899	1	1			3		5
900-924	1		1	1	1	1	5
925-949	2	1					3
950-974					2		2
975-999	1		1				2
1,000-1,024	1	2			2	1	6
1,025-1,049	1			1			2
1,050-1,074					1		1
1,075-1,099							
1,100-1,124	1						1
1,125-1,149		1		2			3
1,150-1,174							
1,175-1,199	1						1
Total	14	23	41	86	244	403	814
Median	$925	$742	$671	$600	$560	$511	$548
Lower quartile	768	650	617	542	508	463	491
Upper quartile	1,000	800	730	668	631	573	639

[1] See note on p. 103.

TABLE 7.—*Frequency of different percentages of variability below the median salary of elementary teachers in cities having over 5,000 inhabitants.*

Per cent.	Group I.[1]	Group II.	Group III.	Group IV.	Group V.	Group VI.	All cities.
0	1	2	6	13	50	142	214
1						2	2
2						5	5
3			1	1	2	4	8
4				5	14	22	41
5		1			13	34	48
6	1	2	2	2	18	10	35
7	2		3	5	15	16	41
8	1		2	9	31	35	78
9		1		7	17	26	51
10	1	2	1	2	12	12	30
11		1		7	6	10	24
12			1	3	5	6	15
13		2	7	6	8	13	36
14	1	1	3	4	8	6	23
15	1	3	1		2	10	17
16				2	4	7	13
17	1	2	3	7	10	9	32
18			2		4	8	14
19	1	2		1			4
20			1	1	4	6	12
21	1			3	3		7
22	1	1	5		3	3	13
23		1		1	3		5
24			1	1			2

[1] See note on p. 103.

TABLE 7.—*Frequency of different percentages of variability below the median salary of elementary teachers in cities having over 5,000 inhabitants*—Continued.

Per cents.	Group I.[1]	Group II.	Group III.	Group IV.	Group V.	Group VI.	All cities.
25			3	2	3	2	10
26					1		1
27		1		1	1		3
28			1			1	2
29	1						1
30	1					1	2
31		1			1	2	4
32				1			1
33				2		1	3
37						1	1
39			1		1		2
40					1	2	3
42					1		1
44						2	2
45					1	1	2
47						1	1
50						1	1
52					1		1
53					1		1
55						1	1
56						1	1
Total	14	23	44	86	244	403	814
Median	15.0	14.0	13.9	10.5	8.8	5.8	8.2
Lower quartile	7.8	9.0	7.7	7.0	4.6	0.0	0.0
Upper quartile	21.0	19.0	22.0	16.0	13.0	10.5	13.5

[1] See note on p. 101.

TABLE 8.—*Frequency of different percentages of variability above the median salary of elementary-school teachers in cities having over 5,000 inhabitants.*

Per cents.	Group I.[1]	Group II.	Group III.	Group IV.	Group V.	Group VI.	All cities.
0	5	15	14	24	79	146	283
1			1		4	3	8
2				1	3	7	11
3			2	2	6	5	15
4	1			9	20	28	58
5	1			5	11	30	47
6		2	3	2	9	9	25
7			3	9	8	11	31
8		1	4	6	23	30	64
9			2	7	10	27	46
10			3	2	10	27	42
11	1			2	6	11	20
12			1		7	7	15
13		1	3	3	10	9	26
14	1	1	1	1	5	9	18
15	1		1	2	5	5	14
16				1	2		3
17			1	4	5	6	16
18	1	1	2	2	3	5	14
19	1			1	1	4	7
20					7	10	17
21		1	1		1		3
22				1	2	1	4
23					1	1	2
24			1		1		2
25		1	1	1	1	5	9
26					1		1
27	1				1	2	4
28					1	1	2
30				1		1	2
32	1						1
34					1		1
50						1	1
75						1	1
87						1	1
Total	14	23	44	86	244	403	814
Median	8.0	0.0	6.7	7.0	4.9	5.2	5.7
Lower quartile	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Upper quartile	18.0	8.0	13.0	9.9	11.0	10.2	10.5

[1] See note on p. 103.

TABLE 9.—*Frequency of different percentages of total variability from the median salary of elementary-school teachers in cities having over 5,000 inhabitants.*

Per cents.	Group I.[1]	Group II.	Group III.	Group IV.	Group V.	Group VI.	All cities.
0	1	2	5	6	23	73	110
2						1	1
3					1	3	4
4				1	3	13	17
5		1		1	5	17	24
6	1	1	2		4	2	10
7			2	2	13	14	31
8			1	6	27	27	61
9		1		7	8	16	32
10	1	2	1	1	7	24	35
11		1		4	9	9	23
12	1			3	9	10	23
13		1	5	5	15	12	38
14				6	8	23	37
15	1	2		1	7	6	17
16				2	4	5	11
17		1	1	3	13	17	35
18				2	9	20	31
19		3	1	2	4	10	20
20			4	4	8	18	34
21	1			4	7	10	22
22		1		2	4	7	14
23	1	2	1		2	5	11
24					3	6	9
25			5	3	7	10	25
26				1	4		5
27		1	1	1	2	6	11
28	1		1		1	4	7
29	1		2	2	3	1	9
30			1	1	4	6	12
31				1	3	3	7
32			1	4	4	2	11
33	1		2	4	6	4	17
34	1			1		1	3
35			1		2		3
36			2	1	1	1	5
37		1	1				2
38	1			1	1	3	6
40	1	1	2	1	1	4	10
41					1		1
42		1		2	1		4
44		1			2		3
45					1		1
46			1				1
47			1		1	1	3
49					1		1
50				1	1	2	4
51					1		1
52					1		1
53					1	1	2
55					1	1	2
56						1	1
60						1	1
61	1						1
75						1	1
106						1	1
131						1	1
Total	14	23	44	86	244	403	814
Median	23.0	17.9	23.0	16.0	13.9	12.2	13.7
Lower quartile	12.0	9.8	13.0	9.7	8.4	5.6	8.1
Upper quartile	34.0	23.5	32.0	25.7	21.9	20.0	21.7

[1] See note on p. 103.

These tables make it easy to determine the relative position of all cities and of each city under consideration among all cities of the same population group in all parts of the United States or among all cities in the United States. For example, it may be seen in this way that the median salaries of cities in California are very high as compared with cities of the same population groups in the United States

as a whole. Likewise the salaries of cities in Pennsylvania are low as compared with cities in the country as a whole. Increases in certain cities in Pennsylvania would not be warranted upon the basis of what is paid in the other cities in that State, but this condition would be altered by showing that the scale of salaries in the State as a whole is lower than in other States. It is also possible to show the exact location of any city in the group or in the Nation in any of the respects set forth in the frequency tables. For example, by referring to Table 4 it may be seen that the median salary for Waterbury, Conn., is $700.. In the frequency table for medians this amount is one of those in the step $700 to $724. The median of the medians of the group of cities to which Waterbury belongs, 50,000 and less than 100,000 population, is $707. The median salary of Waterbury is then close to the median salary for the cities of its class. Twenty of the 44 cities have a lower and 16 have a higher median. In popular language Waterbury is in this respect near the average for cities of like size. Compared with all cities in the United States, Waterbury has a high median salary, for the median for all cities is $561. Such a condition is to be expected, however, since the salaries in the smaller cities, of which there are a large number, are lower than in the largest cities. Such comparisons are much more striking when made with cities either extremely high or low in the list. Diagrams may be drawn to represent this fact.[1]

A study of these tables points out several interesting and important conclusions regarding salaries of teachers of elementary schools in cities in the United States.

1. There is a very wide range in the average and median salaries in each population group. This range is wider in the smaller than in the larger cities, the highest average and median salaries in the three groups of smaller cities, those having less than 50,000 population, being almost three times as great as the lowest, while in the larger population groups the largest median and average salaries are only approximately twice as great. These wide discrepancies in salaries paid in cities of approximately the same size can be but partly accounted for by differences in cost of living, supply of teachers, and other economic considerations. Within the same State or groups of States in which these conditions are approximately the same, there are wide differences in salaries paid. While undoubtedly there is a tendency, particularly in the Central and Western States, for the best teachers to gravitate to the high-salary cities and for cities paying higher salaries to hold their teachers longer in service, thus bringing about increased teaching efficiency in such cities, yet there

[1] For suggestions as to diagrams see: J. F. Bobbitt, "The school survey; finding standards of current practice with which to measure one's own schools." Elementary School Journal, Sept., 1914, pp. 41-54.

is no doubt that corresponding grades of efficiency are rewarded in far different measures in various cities where economic conditions are approximately the same.

2. Median and average salaries are highest in the cities of the largest population group and are lower in each succeeding group. In this way it may be said that the median and average salaries of the different groups of cities vary directly with the population of such groups.

3. The median salaries tend to be higher than the average salaries. This indicates that there are more very small salaries than very large ones. In those cases in which low salaries are due to part-time teaching, to the practice of paying pupil-teachers or cadets, the situation is not necessarily bad. Just to what extent this cause operates there is no exact means of proving, but there is reason to believe that it is a large factor.

4. The total variability, the variability below and the variability above the median, all tend to vary with the size of the city. This means that cities of larger population have a wider salary range than cities of smaller population. The reasons for this are apparent and need not be elaborated. It may be observed, however, that if smaller cities wish to retain their best teachers, substantial and systematic increases in salaries should be provided.

5. The variability below the median is in most cases larger than the variability above. There is apparently less variety among salaries of teachers longer in service, and this is due to the fact that there is a tendency in the country for experienced teachers to continue teaching for many years at the same salary.

6. The median, lower, and upper quartiles also give standards for the United States as a whole and for the groups of cities throughout the country—standards for median, average, and variability. While they are not of so much worth as standards for groups of cities in which conditions are more similar, yet they have their value. In either case the median given at the foot of each column is the best single standard for the group in question. It may fairly be said, however, that any city whose amounts lie within the middle 50 per cent, between the lower and upper quartile points, is normal unless some unusual condition exists. Likewise any city whose amount is less than the lower quartile or greater than the upper quartile is abnormal. At the same time the abnormality may be easily justified. Position outside of the middle 50 per cents has the effect of raising the question and of obliging those in authority to prove why their situation is as it is.

SALARIES PAID ELEMENTARY SCHOOL TEACHERS IN 1903–4 AND IN 1912–13.

It is of considerable importance to the teachers of the country to know to what extent salaries have advanced within a given period and whether such advance has kept pace with the higher cost of living. We are able here to answer the first question for the period from 1903–4 to 1912–13 as regards salaries of teachers in elementary schools in 524 cities.[1] Two methods have been used: First, comparing minimum and maximum salaries; second, showing the per cent of teachers in 1913 whose salaries exceed the salaries at the quartile points and the median of 1904.

Upon comparing the lists of cities in the reports of the Committee on Salaries, Tenure, and Pensions for 1904 with the list in the Tangible Rewards of Teaching prepared for the Committee on Salaries and Cost of Living, and giving data for the year 1912–13, it was found that comparison could be made in but 324 cities, all having a population of over 8,000 in 1903. Comparison is made in Table 14 of three items, average, minimum, and maximum salaries; and the per cents of increase based on the salaries for the earlier year are indicated. No distinction is made between salaries paid to teachers of different sex or race.

When the preliminary draft of the table was compiled it was noted that 72 cities showed decrease in either minimum or maximum salaries or both, notwithstanding that the salaries taken as a whole seemed to have increased. Letters were then sent to the superintendents of these cities asking for an explanation or correction of the data. Over 50 replies were received, on the basis of which changes have been made which make the figures more fairly comparable.[2] In every possible case the figures named by the superintendent were inserted instead of those contained in the reports above referred to.

It should be stated also that in determining the median and quartile salaries in 1904 it was necessary in the absence of actual salaries, the data being in the form of frequency tables, to consider all salaries in a given step or division at its middle point. Thus, if there were 23 teachers receiving from $550 to $600, all were considered as $575.

---

[1] For the second question, see p. 11 of this bulletin; also report of the Committee on Teachers' Salaries and Cost of Living, 1913, pp. 4–17; and National Education Association, Proceedings, St. Paul, 1914, pp. 78–92.

[2] See excerpts from letters, pp. 25–28. These letters came in response to the inquiry here mentioned.

TABLE 10.—*Increases in salaries of elementary school teachers between 1903–4 and 1912–13, in cities having over 5,000 inhabitants.*

[Figures in italic represent decrease.]

Cities.	Average salary, 1903–4.	Average salary, 1912–13.	Per cent of increase.	Minimum salary, 1903–4.	Minimum salary, 1912–13.	Per cent of increase.	Maximum salary, 1903–4.	Maximum salary, 1912–13.	Per cent of increase.
1	2	3	4	5	6	7	8	9	10
Cities having over 250,000 inhabitants.									
San Francisco, Cal	$926	$1,124	21	$600	$840	40	$1,500	$1,464	2
Washington, D. C	637	798	25	500	600	20	1,000	1,350	35
Chicago, Ill	823	1,034	26	550	650	18	1,150	1,225	7
New Orleans, La	479	655	37	315	400	27	585	1,200	105
Baltimore, Md	588	692	31	348	500	44	1,008	1,200	19
Boston, Mass	941	1,001	6	552	600	9	2,460	1,476	*40*
Minneapolis, Minn	699	937	34	450	600	33	800	1,000	25
St. Louis, Mo	654	993	52	420	640	52	948	1,300	37
Newark, N. J	711	917	29	450	580	29	1,200	1,300	8
New York, N. Y	906	1,197	20	540	720	33	2,400	2,400	0
Cincinnati, Ohio	726	949	31	400	450	13	1,500	1,600	7
Cleveland, Ohio	685	791	15	475	293	[1] *67*	850	1,100	29
Philadelphia, Pa	717	861	20	470	600	28	1,250	1,795	44
Milwaukee, Wis	632	876	39	400	876	119	900	900	0
Cities having 100,000 and fewer than 250,000 inhabitants.									
Oakland, Cal	800	1,145	32	660	900	36	912	1,200	32
Denver, Colo	762	896	18	635	600	*6*	1,010	1,150	14
Atlanta, Ga	517	623	21	250	300	20	650	1,000	54
Indianapolis, Ind	582	761	31	400	425	6	800	1,400	75
Louisville, Ky	504	631	25	350	400	14	625	1,000	60
Cambridge, Mass	680	713	5	450	510	13	700	804	15
Fall River, Mass	493	646	31	320	460	44	640	700	9
Lowell, Mass	595	738	24	500	650	30	600	800	33
Worcester, Mass	575	713	24	300	500	67	750	1,000	33
Grand Rapids, Mich	608	727	20	350	350	0	851	900	6
St. Paul, Minn	644	798	24	400	450	13	750	950	27
Paterson, N. J	580	706	22	410	475	16	725	1,050	45
Albany, N. Y	586	743	27	400	500	25	700	850	21
Rochester, N. Y	540	756	40	300	500	67	900	1,050	75
Dayton, Ohio	547	654	20	315	500	59	720	700	*3*
Portland, Oreg	684	1,006	47	550	725	32	750	1,100	47
Scranton, Pa	555	613	10	400	495	24	650	715	10
Providence, R. I	503	750	26	500	550	10	1,000	1,000	0
Memphis, Tenn	534	803	50	360	360	0	705	1,900	156
Nashville, Tenn	539	711	32	300	380	27	850	1,010	19
Richmond, Va	439	578	32	297	340	14	585	765	31
Seattle, Wash	755	1,021	35	550	750	36	800	1,050	31
Spokane, Wash	646	948	47	360	600	67	720	1,000	39
Cities having 50,000 and fewer than 100,000 inhabitants.									
Waterbury, Conn	551	684	24	400	450	13	700	850	21
Savannah, Ga	523	560	7	400	405	1	725	765	6
East St. Louis, Ill	558	636	14	400	450	13	700	800	14
Springfield, Ill	510	731	43	300	450	50	600	800	33
Evansville, Ind	548	683	25	350	435	24	650	800	23
Fort Wayne, Ind	500	730	46	383	455	19	600	800	33
Terre Haute, Ind	522	655	25	410	540	32	650	800	23
Kansas City, Kans	486	678	40	360	540	50	513	793	55
Wichita, Kans	419	633	51	315	450	43	495	675	36
Covington, Ky	570	699	23	[1] 450	500	11	650	750	15
Holyoke, Mass	607	688	13	450	500	11	700	800	14
Lawrence, Mass	501	713	42	400	450	13	600	900	50
Lynn, Mass	586	667	14	450	351	*22*	625	775	24
New Bedford, Mass	611	730	19	475	550	16	750	875	17
Somerville, Mass	647	727	12	425	500	18	725	775	7
Springfield, Mass	596	760	28	375	450	20	800	1,500	88
Saginaw, Mich	457	546	19	300	350	17	600	650	8
Duluth, Minn	594	724	22	400	500	25	725	850	17
St. Joseph, Mo	477	632	32	315	450	43	540	810	50
Manchester, N. H	522	543	4	350	400	14	575	700	22
Bayonne, N. J	582	850	46	400	600	50	800	1,200	50
Elizabeth, N. J	550	651	16	400	450	13	1,000	1,000	0
Hoboken, N. J	639	988	55	480	600	25	1,200	1,500	25
Passaic, N. J	572	748	31	425	500	18	700	900	29

[1] See p. 25.

[2] Figure for 1907.

TABLE 10.—*Increases in salaries of elementary school teachers between 1903–4 and 1912–13, in cities having over 5,000 inhabitants*—Continued.

Cities.	Average salary, 1903–4.	Average salary, 1912–13.	Per cent of increase.	Minimum salary, 1903–4.	Minimum salary, 1912–13.	Per cent of increase.	Maximum salary, 1903–4.	Maximum salary, 1912–13.	Per cent of increase.
1	2	3	4	5	6	7	8	9	10
Cities having 50,000 and fewer than 100,000 inhabitants—Continued.									
Trenton, N. J.	$507	$678	34	$375	$440	17	$700	$900	41
Schenectady, N. Y.	503	602	20	375	500	33	600	775	29
Troy, N. Y.	495	635	32	350	650	86	600	700	17
Utica, N. Y.	499	656	31	350	450	29	550	700	27
Canton, Ohio	536	607	13	(1)	(1)	(1)	618	800	29
Youngstown, Ohio	474	773	63	300	400	33	650	900	38
Allentown, Pa.	486	476	2	380	346	9	630	823	17
Altoona, Pa.	443	545	23	333	405	22	675	1,035	53
Harrisburg, Pa.	459	572	25	345	380	10	665	760	14
Reading, Pa.	483	535	11	350	400	14	670	700	4
Wilkes-Barre, Pa.	504	609	21	360	400	11	600	750	25
Pawtucket, R. I.	525	625	19	360	418	16	600	722	20
Charleston, S. C.	(2)	536	(2)	300	405	35	540	630	17
Dallas, Tex.	(2)	670	(2)	450	495	10	608	810	33
Houston, Tex.	(2)	636	(2)	360	360	0	630	800	27
San Antonio, Tex.	579	709	22	360	450	25	720	972	35
Salt Lake City, Utah	502	805	43	315	480	52	720	1,020	42
Tacoma, Wash.	607	903	35	500	600	20	750	1,140	52
Cities having 25,000 and fewer than 50,000 inhabitants.									
Berkeley, Cal.	735	1,126	53	704	720	2	770	1,710	122
Pasadena, Cal.	678	1,037	53	675	800	19	720	1,100	53
Sacramento, Cal.	764	1,137	49	700	1,080	54	1,000	1,200	20
San Diego, Cal.	604	917	32	500	696	39	750	1,152	54
Colorado Springs, Colo.	730	871	19	540	600	11	780	960	23
Pueblo, Colo.	605	726	20	380	500	32	(1)	(1)	(1)
Meriden, Conn.	490	677	38	350	480	37	700	720	3
New Britain, Conn.	451	605	34	380	400	5	625	1,350	116
Augusta, Ga.	450	532	18	289	248	14	675	900	33
Aurora, Ill.	532	585	10	350	350	0	750	750	0
Danville, Ill.	416	599	44	380	390	8	495	875	77
Joliet, Ill.	433	655	51	338	400	18	523	900	72
Rockford, Ill.	417	544	30	300	400	33	500	750	50
Cedar Rapids, Iowa	429	590	38	225	360	60	630	675	7
Dubuque, Iowa	455	538	18	250	350	40	600	650	8
Sioux City, Iowa	450	611	36	360	540	50	540	675	25
Waterloo, Iowa	454	552	22	450	450	0	495	630	27
Topeka, Kans.	495	700	41	300	405	13	540	855	58
Lewiston, Me.	419	614	47	300	600	100	500	650	30
Chelsea, Mass.	552	663	20	400	500	25	650	800	23
Everett, Mass.	528	652	23	400	450	13	600	700	17
Haverhill, Mass.	528	645	22	300	400	33	600	750	25
Malden, Mass.	585	679	16	300	400	33	650	750	15
Newton, Mass.	659	756	15	350	550	57	750	900	20
Pittsfield, Mass.	429	615	43	320	400	25	460	760	65
Salem, Mass.	570	617	8	500	500	0	600	700	17
Waltham, Mass.	504	699	18	500	550	10	700	800	14
Battle Creek, Mich.	447	583	30	300	400	33	525	700	33
Bay City, Mich.	418	535	33	300	350	17	550	800	45
Jackson, Mich.	473	588	24	400	500	25	600	650	8
Kalamazoo, Mich.	410	633	55	340	420	24	525	900	71
Lansing, Mich.	404	585	45	300	400	33	500	600	20
Lincoln, Nebr.	561	738	32	309	516	40	617	830	35
South Omaha, Nebr.	516	662	21	428	475	11	630	808	28
Atlantic City, N. J.	484	709	59	447	550	23	550	975	77
East Orange, N. J.	660	802	22	575	625	9	800	1,350	56
Orange, N. J.	(2)	755	(2)	450	500	11	650	1,200	85
Perth Amboy, N. J.	459	710	55	420	500	19	700	960	36
West Hoboken, N. J.	502	858	71	315	550	75	945	1,198	27
Amsterdam, N. Y.	513	549	1	500	450	10	650	700	8
Auburn, N. Y.	419	584	39	300	440	47	750	1,100	47
Binghamton, N. Y.	(2)	496	(2)	300	430	11	500	525	5
Elmira, N. Y.	423	549	30	300	400	33	500	600	20
Jamestown, N. Y.	410	564	28	325	450	38	600	700	17
Kingston, N. Y.	438	622	28	450	500	11	600	700	17
New Rochelle, N. Y.	676	830	23	450	600	33	900	1,300	44
Niagara Falls, N. Y.	413	657	48	300	450	50	500	809	62
Poughkeepsie, N. Y.	474	569	20	425	500	18	700	700	0
Watertown, N. Y.	373	473	27	320	440	38	600	480	20

[1] Apparently not correctly reported. [2] Not reported. [3] For district No. 1 only.

TABLE 10.—*Increases in salaries of elementary school teachers between 1903–4 and 1912–13, in cities having over 5,000 inhabitants*—Continued.

Cities.	Average salary, 1903–4.	Average salary, 1912–13.	Per cent of increase.	Minimum salary, 1903–4.	Minimum salary, 1912–13.	Per cent of increase.	Maximum salary, 1903–4.	Maximum salary, 1912–13.	Per cent of increase.
1	2	3	4	5	6	7	8	9	10
Cities having 25,000 and fewer than 50,000 inhabitants—Continued.									
Hamilton, Ohio	$483	$666	38	$380	$380	0	$713	$1,100	54
Lima, Ohio	393	534	36	285	380	33	523	618	18
Newark, Ohio	430	538	25	400	400	0	550	640	16
Zanesville, Ohio	525	582	11	525	400	*24*	525	600	14
Chester, Pa	437	506	16	285	380	33	570	618	8
Easton, Pa	439	546	24	375	400	7	625	850	36
Hazleton, Pa	432	540	25	315	400	27	495	600	21
Lancaster, Pa	419	574	37	350	400	14	525	750	43
McKeesport, Pa	502	553	10	405	360	*11*	540	720	33
New Castle, Pa	420	526	25	270	414	53	630	630	0
Shenandoah, Pa	398	510	28	315	450	43	540	675	25
Williamsport, Pa	448	542	21	405	375	7	630	690	10
York, Pa	391	483	24	315	360	14	585	675	15
Newport, R. I	531	578	9	300	440	47	800	800	0
Warwick, R. I	429	523	22	360	450	25	550	560	2
Woonsocket, R. I	453	574	27	325	400	23	525	725	38
Columbia, S. C	360	530	47	270	297	10	585	644	10
Chattanooga, Tenn	387	545	41	270	270	0	504	855	70
Knoxville, Tenn	390	525	35	400	238	*41*	513	605	30
El Paso, Tex	712	687	*4*	450	450	0	825	810	*2*
Ogden, Utah	418	638	53	270	500	85	563	950	69
Portsmouth, Va	409	489	20	250	250	0	550	650	18
Wheeling, W. Va	473	612	29	441	495	12	570	850	49
Green Bay, Wis	459	529	15	400	450	13	575	650	13
La Crosse, Wis	477	606	27	400	500	25	600	700	17
Madison, Wis	448	634	42	370	575	55	555	750	35
Oshkosh, Wis	479	542	13	375	400	7	600	650	8
Racine, Wis	494	631	28	325	450	38	650	700	8
Sheboygan, Wis	458	575	26	400	475	19	600	700	17
Superior, Wis	555	670	21	323	475	47	665	760	14
Cities having 10,000 and fewer than 25,000 inhabitants.									
Anniston, Ala	397	492	24	270	225	*17*	450	702	56
Selma, Ala	496	552	11	280	271	*3*	800	855	7
Fort Smith, Ark	468	546	17	315	360	14	585	675	15
Alameda, Cal	785	1,051	34	715	600	*16*	847	1,140	35
Fresno, Cal	723	955	32	713	750	5	1,045	1,100	5
Stockton, Cal	751	1,020	36	500	1,020	104	850	1,020	20
Ansonia, Conn	551	699	27	525	650	24	600	750	25
Danbury, Conn	(1)	642	(1)	340	600	76	(2)	(2)	(2)
Middletown, Conn	441	566	28	380	420	11	480	740	54
Naugatuck, Conn	498	546	10	400	400	0	650	800	23
New London, Conn	481	553	15	300	400	33	800	900	13
Athens, Ga	497	509	2	390	350	*10*	630	600	*5*
Columbus, Ga	515	478	*7*	(2)	(2)	(2)	540	675	25
Alton, Ill	481	535	11	400	400	0	600	700	17
Belleville, Ill	458	641	40	350	500	43	650	800	23
Cairo, Ill	397	451	14	270	296	10	585	675	15
Champaign, Ill	450	564	27	450	495	10	450	630	40
Evanston, Ill	716	813	14	625	650	40	950	1,100	16
Freeport, Ill	440	524	19	350	400	14	500	600	20
Galesburg, Ill	468	536	15	360	405	*5*	585	630	8
Jacksonville, Ill	495	530	7	450	495	10	585	630	8
Kankakee, Ill	389	486	25	360	450	25	450	585	30
La Salle, Ill	557	686	23	550	600	9	600	700	17
Lincoln, Ill	451	481	7	425	425	0	600	650	8
Mattoon, Ill	397	493	24	340	360	6	550	630	15
Rock Island, Ill	456	576	26	315	360	14	675	675	0
Waukegan, Ill	468	627	34	300	400	33	600	1,000	67
Huntington, Ind	538	650	21	500	608	22	600	675	13
Kokomo, Ind	458	574	21	225	497	121	675	675	0
Logansport, Ind	470	570	21	395	405	3	495	630	27
Marion, Ind	525	590	12	450	407	*10*	540	675	25
Muncie, Ind	495	605	22	410	506	23	540	740	37
Peru, Ind	487	573	23	350	403	15	495	720	45
Boone, Iowa	425	461	8	360	450	28	518	540	4
Burlington, Iowa	474	599	26	285	361	27	570	710	25
Fort Dodge, Iowa	441	561	27	372	495	33	518	630	22
Keokuk, Iowa	464	570	23	315	428	36	630	760	21

[1] Not reported.

[2] Apparently not correctly reported; see p. 25.

TABLE 10.—*Increases in salaries of elementary school teachers between 1903–4 and 1912–13, in cities having over 5,000 inhabitants*—Continued.

Cities.	Average salary, 1903–4.	Average salary, 1912–13.	Per cent of increase.	Minimum salary, 1903–4.	Minimum salary, 1912–13.	Per cent of increase.	Maximum salary, 1903–4.	Maximum salary, 1912–13.	Per cent of increase.
1	2	3	4	5	6	7	8	9	10
Cities having 10,000 and fewer than 25,000 inhabitants—Continued.									
Marshalltown, Iowa	$462	$625	35	$360	$600	67	$608	$800	15
Muscatine, Iowa	433	574	27	300	400	33	500	650	30
Ottumwa, Iowa	422	516	22	285	380	25	549	713	30
Fort Scott, Kans	400	585	46	400	585	46	400	585	46
Hutchinson, Kans	413	567	37	387	473	22	540	653	21
Lawrence, Kans	425	533	25	350	405	16	500	608	22
Frankfort, Ky	405	488	20	350	350	0	500	650	30
Henderson, Ky	399	448	12	300	300	0	550	550	0
Owensboro, Ky	374	434	16	360	360	0	383	495	29
Auburn, Me	320	437	37	252	275	9	468	525	12
Bangor, Me	413	597	45	252	432	71	504	675	34
Arlington, Mass	608	662	9	600	530	8	750	900	20
Attleboro, Mass	448	584	26	361	475	32	520	670	29
Beverly, Mass	486	648	33	350	500	43	560	700	40
Clinton, Mass	463	618	33	450	605	34	600	745	24
Framingham, Mass	467	602	29	400	400	0	550	700	27
Gardner, Mass	371	507	37	222	463	109	444	574	29
Gloucester, Mass	398	527	36	300	375	25	525	650	24
Leominster, Mass	443	547	40	320	418	31	551	700	27
Marlboro, Mass	500	605	21	418	600	44	600	675	13
Medford, Mass	583	678	16	450	450	0	600	750	25
Melrose, Mass	523	714	37	400	450	13	600	1,500	150
Milford, Mass	392	561	43	324	400	23	450	600	33
Newburyport, Mass	409	577	41	300	350	17	500	650	30
North Adams, Mass	460	532	16	380	400	5	570	600	5
Revere, Mass	499	598	18	350	475	36	600	725	21
Southbridge, Mass	384	484	26	320	480	50	460	520	13
Wakefield, Mass	469	607	29	380	450	18	600	700	17
Webster, Mass	452	539	19	400	400	0	500	580	4
Westfield, Mass	464	479	3	390	460	18	560	580	4
Weymouth, Mass	521	529	2	375	450	20	475	550	16
Woburn, Mass	498	616	24	300	450	50	550	650	18
Adrian, Mich	411	585	42	350	500	43	475	750	58
Ann Arbor, Mich	446	666	49	325	500	54	500	775	55
Escanaba, Mich	466	520	12	450	250	44	550	700	27
Ironwood, Mich	523	568	9	450	600	33	550	700	27
Marquette, Mich	496	611	23	400	450	13	600	850	42
Muskegon, Minn	417	551	32	300	350	17	500	700	27
Port Huron, Mich	392	465	19	280	375	34	525	575	10
Sault Ste. Marie, Mich	500	615	23	425	550	29	600	700	17
Mankato, Minn	447	510	14	360	450	25	[1] 495	[1] 630	27
St. Cloud, Minn	(2)	559	(2)	360	495	38	540	608	13
Winona, Minn	485	577	19	400	470	18	650	690	6
Meridian, Miss	(2)	478	(2)	383	431	13	425	630	48
Hannibal, Mo	375	465	24	270	360	33	495	630	27
Sedalia, Mo	361	457	27	248	360	45	450	540	20
Webb, Mo	338	373	6	338	315	7	540	495	8
Great Falls, Mont	719	877	17	713	780	9	760	980	29
Dover, N. H	444	556	25	290	400	38	460	1,000	117
Keene, N. H	313	453	45	208	288	38	396	720	82
Laconia, N. H	385	439	14	360	360	0	540	850	57
Portsmouth, N. H	470	603	28	300	400	33	550	650	18
Bridgeton, N. J	386	508	32	350	350	0	450	725	61
Harrison, N. J	653	745	14	510	500	2	1,000	1,000	0
Kearny, N. J	520	748	44	400	600	50	700	900	29
Long Branch, N. J	555	724	30	450	600	33	700	1,050	50
Montclair, N. J	654	853	30	550	600	9	900	1,250	39
Morristown, N. J	577	754	31	525	600	14	625	825	32
New Brunswick, N. J	460	653	42	425	550	29	550	750	36
Plainfield, N. J	567	804	42	475	600	26	650	1,000	5
Batavia, N. Y	440	495	13	350	375	7	500	625	2
Cohoes, N. Y	472	550	17	472	550	17	472	550	17
Corning, N. Y	473	587	24	400	525	31	600	650	8
Dunkirk, N. Y	446	568	27	390	400	3	500	650	30
Geneva, N. Y	480	620	29	360	500	39	500	750	50
Gloversville, N. Y	424	549	29	400	450	13	525	750	43
Hudson, N. Y	459	551	20	425	525	24	575	600	4
Ithaca, N. Y	471	579	23	350	450	29	600	850	42
Johnstown, N. Y	424	535	26	400	475	19	550	625	14

[1] Estimated by present superintendent. [2] Not reported.

TABLE 10.—*Increases in salaries of elementary school teachers between 1903–4 and 1912–13, in cities having over 5,000 inhabitants*—Continued.

Cities.	Average salary, 1903–4.	Average salary, 1912–13.	Per cent of increase.	Minimum salary, 1903–4.	Minimum salary, 1912–13.	Per cent of increase.	Maximum salary, 1903–4.	Maximum salary, 1912–13.	Per cent of increase.
1	2	3	4	5	6	7	8	9	10
Cities having 10,000 and fewer than 25,000 inhabitants—Continued.									
Little Falls, N. Y	$483	$577	19	$450	$450	0	$550	$600	9
Lockport, N. Y	425	477	12	300	428	43	500	600	20
Middletown, N. Y	454	637	38	400	500	25	650	725	12
North Tonawanda, N. Y	462	612	32	360	500	39	550	700	27
Olean, N. Y	442	544	23	375	450	20	600	600	0
Peekskill, N. Y	461	637	38	400	500	25	525	700	33
Rome, N. Y	419	519	24	300	450	50	500	650	30
Saratoga Springs, N. Y	466	564	21	400	400	0	575	650	13
Asheville, N. C	354	470	33	225	275	22	450	650	44
Alliance, Ohio	452	513	13	300	400	33	650	675	4
Chillicothe, Ohio	417	513	23	350	400	14	500	600	20
Elyria, Ohio	423	568	33	325	500	54	550	650	18
Middletown, Ohio	(1)	594	(1)	350	500	43	500	685	37
Portsmouth, Ohio	404	507	25	250	400	60	600	700	17
Sandusky, Ohio	430	605	41	300	450	50	575	675	17
Tiffin, Ohio	426	536	26	325	400	23	475	650	37
Braddock, Pa	491	592	21	360	360	0	630	810	29
Butler, Pa	411	498	21	315	360	14	670	650	3
Carlisle, Pa	406	504	24	300	490	63	550	585	6
Chambersburg, Pa	341	572	68	315	495	57	405	675	67
Lebanon, Pa	346	454	31	262	360	37	460	540	17
Mount Carmel, Pa	311	493	59	252	360	43	405	1,080	167
Phoenixville, Pa	405	503	24	333	428	29	428	546	28
Pottstown, Pa	383	501	31	350	400	14	500	560	12
Shamokin, Pa	381	429	13	252	428	70	450	495	10
Sharon, Pa	434	503	16	405	360	11	585	630	8
Sunbury, Pa	423	497	17	315	270	14	585	603	3
West Chester, Pa	535	608	14	500	550	10	650	750	15
Wilkinsburg, Pa	580	726	25	450	540	20	675	900	33
Central Falls, R. I	450	572	27	360	480	33	640	600	6
Spartanburg, S. C	339	407	20	315	420	33	360	495	38
Beaumont, Tex	517	540	4	405	405	0	585	675	15
Burlington, Vt	422	456	8	216	180	17	600	700	17
Danville, Va	351	484	38	270	275	2	675	635	10
Charleston, W. Va	375	513	37	180	360	100	540	675	25
Appleton, Wis	418	542	30	270	450	67	600	675	13
Ashland, Wis	530	569	7	475	480	1	570	780	37
Beloit, Wis	425	559	32	380	428	13	523	800	53
Eau Claire, Wis	400	523	28	315	450	43	450	540	20
Fond du Lac, Wis	428	544	27	375	475	27	500	560	12
Janesville, Wis	382	565	48	315	425	35	522	750	44
Manitowoc, Wis	441	555	26	400	475	19	575	625	9
Marinette, Wis	422	522	24	360	428	19	510	617	14
Wausau, Wis	410	509	24	315	450	43	540	585	8
Cheyenne, Wyo	648	829	28	601	660	10	694	900	30
Cities having 5,000 and fewer than 10,000 inhabitants.									
Huntsville, Ala	360	391	9	360	270	25	360	540	50
Cripple Creek, Colo	736	757	3	600	648	8	810	840	4
Kewanee, Ill	(1)	533	(1)	270	351	30	495	807	63
Columbus, Ind	505	570	13	405	450	11	720	675	6
Wabash, Ind	495	587	19	495	511	3	495	625	26
Fort Madison, Iowa	394	471	20	270	360	33	450	585	30
Oskaloosa, Iowa	418	534	28	360	450	25	450	563	25
Emporia, Kans	465	564	21	450	450	0	495	630	27
Rockland, Me	363	471	30	275	450	64	400	500	25
Annapolis, Md	308	425	42	300	350	17	300	500	67
Danvers, Mass	437	553	27	300	400	33	500	600	20
Natick, Mass	414	588	42	360	500	39	432	600	39
Ware, Mass	444	546	23	360	400	11	850	1,000	18
Iron Mountain, Mich	502	633	26	428	550	29	570	750	32
Owosso, Mich	391	555	42	320	450	41	400	600	50
Newbern, N. C	277	371	41	240	240	0	300	660	120
Wellston, Ohio	349	406	16	315	360	14	650	675	4
Xenia, Ohio	438	545	24	400	425	6	500	600	20
Astoria, Oreg	487	691	42	375	600	60	585	850	45
Danville, Pa	377	497	32	315	465	48	540	600	11
Titusville, Pa	428	532	24	428	523	22	428	665	55
Corsicana, Tex	495	505	2	387	495	28	585	594	2

[1] Not reported.

Use may be made of the following table of frequencies for comparing increases in salaries precisely as indicated previously (p. 107) for comparison of salaries paid in different cities.

TABLE 11.—*Frequency of different percentages of increase between 1903-4 and 1912-13 of average salary of elementary-school teachers in cities having over 5,000 inhabitants.*

Per cents.	Group I.[1]	Group II.	Group III.	Group IV.	Group V.	Group VI.	All cities.
Under 5			2	2	6	2	12
5-9	1	1	1	2	7	1	13
10-14		1	6	4	16	1	28
15-19	1	1	4	8	16	2	32
20-24	3	7	7	16	30	5	68
25-29	3	3	4	12	28	3	33
30-34	3	5	5	7	16	2	38
35-39	2	1	1	8	12		24
40-44		1	4	5	9	5	24
45-49		1	2	5	5		13
50-54	1	2	1	4			8
55-59			1	2	1		5
60-64			1				1
65-69					1		1
70-74				1			1
Not reported			3	2	4	1	10
Total	14	23	42	79	151	22	331
Median	28.3	26.7	24.3	27.5	24.3	24.0	27.0
Lower quartile	21.7	21.4	15.0	20.9	17.2	17.5	17.0
Upper quartile	33.3	34.0	35.0	32.2	32.2	32.5	32.0

[1] See note on p. 103.

TABLE 12.—*Frequency of different percentages of increase between 1903-4 and 1912-13 of minimum salaries of elementary-school teachers in cities having over 5,000 inhabitants.*

Per cents.	Group I.[1]	Group II.	Group III.	Group IV.	Group V.	Group VI.	All cities.
Under 5	1	3	4	15	32	4	59
5-9	1	1		5	8	2	17
10-14	1	5	11	13	18	3	51
15-19	1	1	7	6	11	1	27
20-24	1	2	4	3	11	1	22
25-29	3	2	4	6	14	3	32
30-34	2	2	3	10	16	3	36
35-39		2	1	5	9	1	18
40-44	2	1	2	3	10	1	19
45-49				3	2	1	6
50-54	1		4	4	7		16
55-59		1		2	1		4
60-64				1	2	2	5
65-69		3	1		2		6
70-74					2		2
75-79				1	1		2
85-89				1			1
100-104				1	2		3
105-109					1		1
115-119	1						1
120-124					1		1
Not reported			1		1		2
Total	14	23	42	79	151	22	331
Median	26.7	27.5	18.6	21.7	22.7	25.0	22.3
Lower quartile	15.0	11.0	12.7	10.4	8.3	7.5	11.5
Upper quartile	40.0	37.5	30.0	36.0	36.1	33.3	35.4

[1] See note on p. 103.

TABLE 13.—*Frequency of different percentages of increase between 1903–4 and 1912–13 of maximum salaries of elementary-school teachers in cities having over 5,000 inhabitants.*

Per cents.	Group I.[1]	Group II.	Group III.	Group IV.	Group V.	Group VI.	All cities.
Under 5	4	2	3	8	16	4	37
5–9	3	2	3	8	13		29
10–14		2	3	6	15	1	27
15–19	1	2	5	11	20	1	40
20–24		1	6	7	16	2	32
25–29	2	1	7	6	23	4	43
30–34		5	3	5	13	2	28
35–39	2	1	3	5	8	1	20
40–44	1		2	2	7		12
45–49		2		3	3	1	9
50–54		1	5	4	5	2	17
55–59			1	2	4	1	8
60–64		1		1	1	1	4
65–69				2	2	1	5
70–74				3			3
75–79		2		2			4
80–84					1		1
85–89			1	1			2
105–109	1						1
115–119				1	1		2
120–124				1		1	2
150–154					1		1
155–159		1					1
165–169					1		1
Not reported				1	1		2
Total	14	23	42	79	151	22	331
Median	12.5	31.0	25.7	21.3	23.4	28.8	24.4
Lower quartile	0.0	12.5	10.0	12.5	9.2	15.0	12.4
Upper quartile	35.0	47.5	38.3	46.7	33.5	50.0	42.0

[1] See note on p. 103.

A study of these frequency tables establishes the following conclusions:

1. The per cent of increase in average salaries of elementary teachers in cities of approximately 10,000 population or over from 1904 to 1913 ranges from none at all in 4 cities to over 70 per cent, the half of the increases lying in the middle of the entire distribution from 0 to 70 fall between 25 per cent and 29 per cent, and the central tendency or general weight of all of them is at the point 27 per cent.

2. The increase in average salaries is approximately the same in cities of all sizes. This is due in part to the general recognition of the fact that salaries should be increased, but among other factors increasing length in periods of service in cities also operates.

3. Minimum salaries have increased least in cities of the middle population groups—25,000 to 100,000 population in 1910.

4. Minimum salaries have increased more than the maximum in cities having a population over 250,000, but the reverse is true of all other groups of cities. This may be due in part to the earlier development of salary schedules in the largest cities, which gave increases over a long period of time and to teachers who had already reached the higher stages in 1904.

5. Of the 331 cities, 50 have apparently not increased their minimum while 23 have not increased their maximum salaries. That there is need for revision of salary schedules in such cities and in certain others where increases have been slight is established by the

general opinion of boards of education in cities of all sizes all over the country.

Whether increased efficiency has resulted from increase in salaries there is as yet no means of ascertaining. With increased ability to measure the educational product, which is one prominent feature of educational development just now, the question can be answered more satisfactorily. But it does seem that in all normal situations such a result must have followed from the decrease in anxiety over financial matters and the appreciation of services indicated by the increase granted. It must be said, too, that school boards have a right to expect increased efficiency to follow increased salaries, even though higher pay be warranted as a matter of simple justice.

The second method of comparing changes in salary emphasizes throughout the salary of each individual teacher, and for this reason is considered superior to the comparison of averages in which the individual is lost in the mass.

The salaries paid elementary teachers in 1904, as given in the committee report for that year, were arranged in order, and the median lower and upper quartile points determined. Then the salaries paid the same group of teachers in 1913, as given in "The Tangible Rewards of Teaching," were examined, and an attempt was made to find how many teachers in each city were receiving in 1913 salaries at least as high as the salaries at these points in 1904. The per cent that each of these numbers of teachers is of the total number of teachers in that city in 1913 was determined. This information is brought together in Table 14.

TABLE 14.—*Number and per cent of elementary-school teachers in 1912–13 that were receiving salaries as high or higher than median, lower quartile, and upper quartile salaries of 1903–4.*

Cities.	Number of teachers, 1912–13.	Median salary, 1903–4.	Teachers receiving in 1913 median salary of 1904 or above.	Per cent of total number of teachers.	Lower quartile salary, 1903–4.	Teachers receiving in 1913 lower quartile salary of 1904 or above.	Per cent of total number of teachers.	Upper quartile salary, 1903–4.	Teachers receiving in 1913 upper quartile salary of 1904 or above.	Per cent of total number of teachers.
1	2	3	4	5	6	7	8	9	10	11
Cities having over 250,000 inhabitants.										
San Francisco, Cal.	879	$925	717	81.6	$825	879	100.0	$975	689	78.4
Washington, D. C.	982	625	932	94.9	575	982	100.0	725	602	61.3
Chicago, Ill.	4,824	875	3,807	78.9	825	3,940	81.7	875	3,807	78.9
New Orleans, La.	887	475	859	96.8	425	878	99.0	525	776	87.5
Baltimore, Md.	1,303	525	1,206	92.6	525	1,206	92.6	625	941	72.2
Boston, Mass.	1,790	925	1,150	64.2	775	1,401	78.3	925	1,150	64.2
Minneapolis, Minn.	916	775	818	89.3	675	896	97.8	775	818	89.3
St. Louis, Mo.	1,274	675	1,222	95.9	575	1,274	100.0	675	1,222	95.9
Newark, N. J.	1,098	775	777	70.8	625	1,020	92.9	775	777	70.8
New York, N. Y.	14,130	925	9,887	66.4	775	11,377	80.5	1,250	6,318	44.7
Cincinnati, Ohio	809	725	702	86.8	725	702	86.8	775	669	82.7
Cleveland, Ohio	1,447	725	913	63.1	625	1,201	83.0	725	913	63.1
Philadelphia, Pa.	3,505	775	2,550	72.8	625	3,287	93.8	775	2,550	72.8
Milwaukee, Wis.	774	675	774	100.0	625	774	100.0	675	774	100.0

TABLE 14.—*Number and per cent of elementary-school teachers in 1912-13 that were receiving salaries as high or higher than median, lower quartile, and upper quartile salaries of 1903-4*—Continued.

Cities.	Number of teachers, 1912-13.	Median salary, 1903-4.	Teachers receiving in 1913 median salary of 1904 or above.	Per cent of total number of teachers.	Lower quartile salary, 1903-4.	Teachers receiving in 1913 lower quartile salary of 1904 or above.	Per cent of total number of teachers.	Upper quartile salary, 1903-4.	Teachers receiving in 1913 upper quartile salary of 1904 or above.	Per cent of total number of teachers.
1	2	3	4	5	6	7	8	9	10	11
Cities having 100,000 and fewer than 500,000 inhabitants.										
Oakland, Cal.	431	$925	426	98.8	$825	431	100.0	$925	426	98.8
Denver, Colo.	552	775	433	78.8	775	433	78.8	775	433	78.8
Atlanta, Ga.	404	525	334	82.7	525	334	82.7	625	196	48.5
Indianapolis, Ind.	652	625	474	72.7	575	508	77.9	675	474	72.7
Louisville, Ky.	534	525	424	79.4	425	499	93.4	575	367	68.7
Cambridge, Mass.	265	725	197	74.3	675	208	78.5	725	197	74.3
Fall River, Mass.	369	525	282	76.4	525	282	76.4	525	282	76.4
Lowell, Mass.	230	625	230	100.0	625	230	100.0	625	230	100.0
Worcester, Mass.	430	625	371	86.3	575	388	90.2	625	371	86.2
Grand Rapids, Mich.	314	625	251	79.9	575	261	83.1	675	239	76.1
St. Paul, Minn.	490	725	354	72.2	575	424	86.5	775	324	66.1
Paterson, N. J.	442	575	313	70.8	575	313	70.8	675	251	56.8
Albany, N. Y.	256	625	229	89.5	625	229	89.5	625	229	89.5
Rochester, N. Y.	645	625	551	85.4	525	615	95.3	625	551	85.4
Dayton, Ohio	267	575	226	84.6	475	267	100.0	575	226	84.6
Portland, Oreg.	637	725	637	100.0	675	637	100.0	725	637	100.0
Scranton, Pa.	415	625	226	54.5	525	327	78.8	625	226	54.5
Providence, R. I.	585	625	464	79.3	575	513	87.7	625	464	79.3
Memphis, Tenn.	344	575	292	84.9	475	325	88.7	575	292	84.9
Nashville, Tenn.	288	525	252	87.5	475	279	96.9	625	226	78.5
Richmond, Va.	328	475	233	71.0	425	259	79.0	475	233	71.0
Seattle, Wash.	675	825	664	98.4	725	675	100.0	825	664	98.4
Spokane, Wash.	354	675	351	99.2	625	351	99.2	725	340	96.0
Cities having 50,000 and fewer than 100,000 inhabitants.										
Waterbury, Conn.	207	625	121	58.5	475	205	99.5	625	121	58.5
Savannah, Ga.	146	525	86	58.9	475	110	75.3	675	53	36.3
East St. Louis, Ill.	156	575	113	72.4	525	129	82.7	625	92	59.0
Springfield, Ill.	154	525	140	90.9	475	142	92.2	625	126	81.8
Evansville, Ind.	192	575	162	84.4	575	162	84.4	575	162	84.4
Fort Wayne, Ind.	137	525	129	94.2	475	130	94.9	525	129	94.2
Terre Haute, Ind.	201	525	201	100.0	525	201	100.0	575	187	93.0
Kansas City, Kans.	263	525	263	100.0	525	263	100.0	525	263	100.0
Wichita, Kans.	177	475	163	92.1	350	177	100.0	475	163	92.1
Covington, Ky.	118	575	106	89.8	575	106	89.8	625	86	72.9
Holyoke, Mass.	163	625	140	85.9	625	140	85.9	625	140	85.9
Lawrence, Mass.	182	525	172	94.5	475	180	98.9	525	172	94.5
Lynn, Mass.	260	625	223	85.8	625	223	85.8	625	223	85.8
New Bedford, Mass.	279	625	255	91.4	625	255	91.4	625	255	91.4
Somerville, Mass.	212	675	187	88.2	675	187	88.2	675	187	88.2
Springfield, Mass.	333	625	314	94.3	625	314	94.3	625	314	94.3
Saginaw, Mich.	142	575	98	69.0	425	127	89.4	525	98	69.0
Duluth, Minn.	309	625	202	64.8	525	305	98.7	675	223	72.2
St. Joseph, Mo.	234	525	171	73.1	425	234	100.0	525	171	73.1
Manchester, N. H.	51	575	20	39.2	575	20	39.2	575	20	39.2
Bayonne, N. J.	194	575	194	100.0	525	194	100.0	625	177	91.2
Elizabeth, N. J.	196	575	120	61.5	525	129	66.2	575	120	61.5
Hoboken, N. J.	214	625	205	95.8	525	214	100.0	725	180	84.1
Passaic, N. J.	183	575	161	88.0	525	169	92.3	675	139	76.0
Trenton, N. J.	318	525	217	68.2	475	285	89.6	625	184	57.9
Schenectady, N. Y.	273	525	194	71.1	525	194	71.1	575	160	58.6
Troy, N. Y.	156	525	155	100.0	525	155	100.0	525	156	100.0
Utica, N. Y.	277	525	245	88.4	525	245	88.4	525	245	88.4
Canton, Ohio	177	525	104	58.8	525	104	58.8	525	104	58.8
Youngstown, Ohio	233	675	225	96.6	425	227	97.4	575	205	88.0
Allentown, Pa.	159	475	129	81.1	425	129	81.1	525	0	0.0
Altoona, Pa.	176	425	165	93.8	375	176	100.0	475	138	78.4
Harrisburg, Pa.	200	475	175	87.5	425	176	88.0	475	175	87.5
Reading, Pa.	293	525	98	33.4	375	293	100.0	525	98	33.4
Wilkes-Barre, Pa.	200	525	146	73.0	475	183	91.5	625	96	48.0
Pawtucket, R. I.	150	575	98	65.3	475	132	88.0	575	98	65.3
Salt Lake City, Utah	461	575	399	86.6	475	461	100.0	675	331	71.8
San Antonio, Tex.	260	625	190	73.1	525	259	99.6	625	190	73.1
Tacoma, Wash.	247	725	221	89.5	675	239	96.8	725	221	89.5

TABLE 14.—*Number and per cent of elementary-school teachers in 1912–13 that were receiving salaries as high or higher than median, lower quartile, and upper quartile salaries of 1903–4*—Continued.

Cities.	Number of teachers, 1912–13.	Median salary, 1903–4.	Teachers receiving in 1913 median salary of 1904 or above.	Per cent of total number of teachers.	Lower quartile salary, 1903–4.	Teachers receiving in 1913 lower quartile salary of 1904 or above.	Per cent of total number of teachers.	Upper quartile salary, 1903–4.	Teachers receiving in 1913 upper quartile salary of 1904 or above.	Per cent of total number of teachers
1	2	3	4	5	6	7	8	9	10	11
Cities having 25,000 and fewer than 50,000 inhabitants.										
Berkeley, Cal.	132	$725	130	98.5	$725	130	98.5	$775	130	98.5
Pasadena, Cal.	148	675	147	99.3	675	147	99.3	675	147	99.3
Sacramento, Cal.	172	775	172	100.0	725	172	100.0	825	172	100.0
San Diego, Cal.	150	725	136	90.7	675	150	100.0	725	136	90.7
Colorado Springs, Colo.	109	775	84	77.1	675	98	89.9	775	84	77.1
Pueblo, Colo.	63	625	47	74.6	475	63	100.0	675	41	65.1
Meriden, Conn.	81	475	81	100.0	475	81	100.0	575	71	87.7
New Britain, Conn.	131	475	103	78.6	425	126	96.2	475	103	78.6
Augusta, Ga.	109	425	82	75.2	375	82	75.2	575	49	45.0
Aurora, Ill.	65	525	47	72.3	425	57	87.7	625	20	30.8
Danville, Ill.	108	425	106	98.1	375	108	100.0	475	102	94.4
Joliet, Ill.	129	475	123	95.3	375	129	100.0	475	123	95.3
Rockford, Ill.	151	425	133	88.1	375	151	100.0	475	120	79.5
Cedar Rapids, Iowa	124	475	103	83.1	375	118	95.2	475	103	83.1
Dubuque, Iowa	83	475	63	75.9	425	74	89.2	525	59	71.1
Sioux City, Iowa	190	475	190	100.0	425	190	100.0	475	190	100.0
Waterloo, Iowa	55	475	53	96.4	475	53	96.4	475	53	96.4
Topeka, Kans.	170	525	146	85.9	475	166	97.6	525	146	85.9
Lewiston, Me.	30	425	30	100.0	425	30	100.0	475	30	100.0
Chelsea, Mass.	134	625	99	73.9	575	106	79.1	625	99	73.9
Everett, Mass.	136	575	121	87.1	525	132	95.0	575	121	87.1
Haverhill, Mass.	151	575	116	76.8	525	124	82.1	575	116	76.8
Malden, Mass.	143	625	134	93.7	625	134	93.7	625	134	93.7
Newton, Mass.	114	675	97	85.1	675	97	85.1	675	97	85.1
Pittsfield, Mass.	155	475	138	89.6	425	147	94.8	475	138	89.6
Salem, Mass.	105	625	61	58.1	525	94	89.5	625	61	58.1
Waltham, Mass.	55	625	53	96.4	625	53	96.4	625	53	96.4
Battle Creek, Mich.	91	475	80	87.9	475	80	87.9	525	79	86.8
Bay City, Mich.	142	425	110	77.5	375	116	81.7	475	101	71.1
Jackson, Mich.	94	475	94	100.0	475	94	100.0	475	94	100.0
Kalamazoo, Mich.	107	425	105	98.1	375	107	100.0	425	105	98.1
Lincoln, Nebr.	158	575	156	98.7	525	157	99.4	575	156	98.7
South Omaha, Nebr.	115	525	101	87.8	525	101	87.8	525	101	87.8
Atlantic City, N. J.	151	475	151	100.0	475	151	100.0	525	151	100.0
East Orange, N. J.	126	675	104	82.5	625	118	93.7	675	104	82.5
Perth Amboy, N. J.	117	475	117	100.0	475	117	100.0	475	117	100.0
West Hoboken, N. J.	112	475	112	100.0	375	112	100.0	575	104	92.9
Amsterdam, N. Y.	74	575	26	35.1	525	55	74.3	575	26	35.1
Auburn, N. Y.	94	425	94	100.0	375	94	100.0	525	75	79.8
Elmira, N. Y.	126	425	123	97.6	375	126	100.0	475	116	92.1
Jamestown, N. Y.	104	425	104	100.0	375	104	100.0	525	69	66.3
Kingston, N. Y.	78	475	78	100.0	475	78	100.0	525	76	97.4
New Rochelle, N. Y.	118	725	102	86.4	625	112	94.9	775	79	66.9
Niagara Falls, N. Y.	106	475	102	96.2	425	106	100.0	525	102	96.2
Poughkeepsie, N. Y.	70	475	70	100.0	475	70	100.0	475	70	100.0
Watertown, N. Y.	105	375	105	100.0	375	105	100.0	375	105	100.0
Hamilton, Ohio	113	475	106	93.8	475	106	93.8	525	100	88.5
Lima, Ohio	99	375	99	100.0	350	99	100.0	425	82	82.8
Newark, Ohio	79	425	73	92.4	425	73	92.4	425	73	92.4
Zanesville, Ohio	72	525	64	88.9	525	64	88.9	525	64	88.9
Chester, Pa.	113	475	96	85.0	375	113	100.0	475	96	85.0
Easton, Pa.	89	425	79	88.8	375	89	100.0	525	58	65.2
Hazleton, Pa.	83	475	71	85.5	375	83	100.0	475	71	85.5
Lancaster, Pa.	130	425	126	96.9	425	126	96.9	425	126	96.9
McKeesport, Pa.	155	525	108	69.7	475	114	73.5	525	108	69.7
New Castle, Pa.	139	425	138	99.3	375	139	100.0	475	124	89.2
Shenandoah, Pa.	66	425	66	100.0	375	66	100.0	475	52	78.8
Williamsport, Pa.	100	425	91	91.0	425	91	91.0	475	72	72.0
York, Pa.	126	375	125	99.2	350	126	100.0	425	122	96.8
Newport, R. I.	63	575	38	60.3	475	55	87.3	575	38	60.3
Warwick, R. I.	77	425	77	100.0	425	77	100.0	425	77	100.0
Woonsocket, R. I.	76	525	56	73.7	425	64	84.2	525	56	73.7
Columbia, S. C.	49	425	34	69.4	350	45	91.8	425	34	69.4
Chattanooga, Tenn.	107	375	95	88.8	350	100	93.5	425	94	87.9
Knoxville, Tenn.	93	375	79	84.9	350	79	84.9	475	64	68.8
El Paso, Tex.	109	775	20	18.3	675	74	67.9	775	20	18.3

TABLE 14.—*Number and per cent of elementary-school teachers in 1912–13 that were receiving salaries as high or higher than median, lower quartile, and upper quartile salaries of 1903–4*—Continued.

Cities.	Number of teachers, 1912–13.	Median salary, 1903–4.	Teachers receiving in 1913 median salary of 1904 or above.	Per cent of total number of teachers.	Lower quartile salary, 1903–4.	Teachers receiving in 1913 lower quartile salary of 1904 or above.	Per cent of total number of teachers.	Upper quartile salary, 1903–4.	Teachers receiving in 1913 upper quartile salary of 1904 or above.	Per cent of total number of teachers.
1	2	3	4	5	6	7	8	9	10	11
Cities having 25,000 and fewer than 50,000 inhabitants—Continued.										
Ogden, Utah	129	$425	129	100.0	$375	129	100.0	$475	129	100.0
Portsmouth, Va	80	425	59	73.8	375	62	77.5	475	51	63.8
Wheeling, W. Va	138	475	138	100.0	425	138	100.0	475	138	100.0
Green Bay, Wis	77	475	61	79.2	425	76	98.7	525	36	46.8
La Crosse, Wis	83	475	83	100.0	425	83	100.0	525	77	92.8
Madison, Wis	69	425	69	100.0	425	69	100.0	475	69	100.0
Oshkosh, Wis	89	475	86	96.6	475	86	96.6	525	61	68.5
Sheboygan, Wis	69	475	69	100.0	475	69	100.0	475	69	100.0
Superior, Wis	129	575	97	75.2	525	109	84.5	625	82	63.6
Racine, Wis	125	525	112	89.6	425	125	100.0	575	97	77.6
Cities having 10,000 and fewer than 25,000 inhabitants.										
Anniston, Ala	26	475	15	57.7	375	24	92.3	475	15	57.7
Selma, Ala	23	525	14	60.9	350	16	69.6	625	12	52.2
Fort Smith, Ark	79	475	52	65.8	425	72	91.1	525	46	58.2
Alameda, Cal	74	775	73	98.6	725	73	98.6	825	69	93.2
Fresno, Cal	132	725	132	100.0	725	132	100.0	725	132	100.0
Stockton, Cal	96	775	96	100.0	725	96	100.0	825	96	100.0
Ansonia, Conn	49	575	49	100.0	525	49	100.0	575	49	100.0
Middletown, Conn	31	475	25	80.6	425	30	96.8	475	25	80.6
Naugatuck, Conn	41	475	32	78.0	475	32	78.0	525	27	65.9
New London, Conn	87	475	67	77.0	425	80	92.0	575	35	40.2
Athens, Ga	44	525	28	63.6	375	28	63.6	525	28	63.6
Columbus, Ga	55	525	26	47.3	525	26	47.3	525	26	47.3
Alton, Ill	66	475	46	69.7	425	55	83.3	575	33	50.0
Belleville, Ill	48	475	48	100.0	375	48	100.0	525	45	93.8
Cairo, Ill	41	375	30	73.2	350	33	80.5	475	16	39.0
Champaign, Ill	45	475	45	100.0	475	45	100.0	475	45	100.0
Evanston, Ill	113	725	96	85.0	675	109	96.5	775	77	68.1
Freeport, Ill	48	475	32	66.7	425	42	87.5	525	31	64.6
Galesburg, Ill	61	475	44	72.1	475	44	72.1	525	36	59.0
Jacksonville, Ill	47	475	47	100.0	475	47	100.0	475	47	100.0
Kankakee	36	375	33	91.7	375	33	91.7	425	30	83.3
La Salle, Ill	22	575	22	100.0	575	22	100.0	575	22	100.0
Lincoln, Ill	25	425	25	100.0	425	25	100.0	475	11	44.0
Mattoon, Ill	44	375	43	97.7	375	43	97.7	375	43	97.7
Rock Island, Ill	151	475	136	90.1	475	136	90.1	475	136	90.1
Waukegan, Ill	47	475	40	85.1	425	41	87.2	525	33	70.2
Huntington, Ind	31	525	31	100.0	575	31	100.0	525	31	100.0
Kokomo, Ind	57	475	57	100.0	475	57	100.0	475	57	100.0
Marion, Ind	79	525	62	78.5	525	62	78.5	525	62	78.5
Muncie, Ind	105	475	98	93.3	475	98	93.3	475	98	93.3
Peru, Ind	31	475	28	90.3	375	28	90.3	475	28	90.3
Richmond, Ind	59	525	59	100.0	525	59	100.0	525	59	100.0
Burlington, Iowa	72	525	59	81.9	425	68	94.4	525	59	81.9
Fort Dodge, Iowa	47	425	47	100.0	425	47	100.0	475	47	100.0
Keokuk, Iowa	46	475	42	91.3	425	46	100.0	475	42	91.3
Marshalltown, Iowa	46	475	46	100.0	425	46	100.0	475	46	100.0
Muscatine, Iowa	58	525	48	82.8	425	57	98.3	525	48	82.8
Ottumwa, Iowa	107	425	80	74.8	350	90	84.1	475	66	61.7
Fort Scott, Kans	34	425	34	100.0	425	34	100.0	425	34	100.0
Hutchinson, Kans	65	425	65	100.0	375	65	100.0	475	64	98.5
Lawrence, Kans	39	425	35	89.7	425	35	89.7	475	32	82.1
Leavenworth, Kans	24	475	24	100.0	375	24	100.0	525	24	100.0
Frankfort, Ky	26	425	22	84.6	375	25	96.2	425	22	84.6
Henderson, Ky	47	425	29	61.7	375	37	78.7	475	25	53.2
Owensboro, Ky	51	375	44	86.3	375	44	86.3	375	44	86.3
Auburn, Me	52	350	45	86.5	350	45	86.5	375	40	76.9
Bangor, Me	80	425	80	100.0	375	80	100.0	475	75	93.8
Arlington, Mass	46	625	38	82.6	625	38	82.6	625	38	82.6
Attleboro, Mass	53	475	53	100.0	425	53	100.0	475	53	100.0
Beverly, Mass	89	525	86	96.6	525	86	96.6	525	86	96.6
Clinton, Mass	45	475	45	100.0	475	45	100.0	475	45	100.0
Framingham, Mass	46	475	39	84.8	475	39	84.8	475	39	84.8

TABLE 14.—*Number and per cent of elementary-school teachers in 1912–13 that were receiving salaries as high or higher than median, lower quartile, and upper quartile salaries of 1903–4*—Continued.

Cities.	Number of teachers, 1912–13.	Median salary, 1903–4.	Teachers receiving in 1913 median salary of 1904 or above.	Per cent of total number of teachers.	Lower quartile salary, 1903–4.	Teachers receiving in 1913 lower quartile salary of 1904 or above.	Per cent of total number of teachers.	Upper quartile salary, 1903–4.	Teachers receiving in 1913 upper quartile salary of 1904 or above.	Per cent of total number of teachers.
1	2	3	4	5	6	7	8	9	10	11
Cities having 10,000 and fewer than 25,000 inhabitants—Continued.										
Gardner, Mass	40	$375	39	97.5	$375	39	97.5	$375	39	97.5
Gloucester, Mass	104	425	97	93.3	375	104	100.0	425	97	93.3
Leominster, Mass	46	475	36	78.3	350	46	100.0	525	32	69.6
Marlboro, Mass	47	525	47	100.0	525	47	100.0	525	47	100.0
Medford, Mass	87	625	75	86.2	625	75	86.2	625	75	86.2
Melrose, Mass	77	575	71	92.2	525	74	96.1	575	71	92.2
Milford, Mass	41	425	39	95.1	350	41	100.0	425	39	95.1
Newburyport, Mass	38	425	37	97.4	375	37	97.4	475	36	94.7
North Adams, Mass	75	475	62	82.7	475	62	82.7	475	62	82.7
Revere, Mass	92	525	81	88.0	525	81	88.0	575	65	70.7
Southbridge, Mass	21	425	21	100.0	375	21	100.0	425	21	100.0
Wakefield, Mass	52	475	50	96.2	425	50	96.2	525	48	92.3
Webster, Mass	25	425	22	88.0	425	22	88.0	475	22	88.0
Westfield, Mass	54	475	10	18.5	425	54	100.0	475	10	18.5
Weymouth, Mass	45	525	32	71.1	475	39	86.7	625	0	0.0
Woburn, Mass	46	525	44	95.7	525	44	95.7	575	42	91.3
Adrian, Mich	34	425	34	100.0	425	34	100.0	425	34	100.0
Ann Arbor, Mich	44	525	43	97.7	375	44	100.0	525	43	97.7
Escanaba, Mich	43	475	28	65.1	475	28	64.1	525	22	51.2
Ironwood, Mich	47	525	39	83.0	525	39	83.0	575	39	83.0
Marquette, Mich	36	475	35	97.2	475	35	97.2	525	30	83.3
Menominee, Mich	48	425	48	100.0	425	48	100.0	425	48	100.0
Muskegon, Mich	77	425	57	74.0	375	64	83.1	475	53	68.8
Sault Ste. Marie, Mich	40	525	40	100.0	475	40	100.0	525	40	100.0
Mankato, Minn	25	475	16	64.0	425	25	100.0	475	16	64.0
Winona, Minn	52	475	51	98.1	475	51	98.1	525	43	82.7
Hannibal, Mo	58	375	48	82.8	350	58	100.0	425	39	67.2
Sedalia, Mo	62	375	58	93.5	350	62	100.0	375	58	93.5
Webb, Mo	39	425	7	17.9	350	27	69.2	475	2	5.1
Great Falls, Mont	65	775	63	96.9	775	63	96.9	775	63	96.9
Dover, N. H	32	475	29	90.6	475	29	90.6	475	29	90.6
Keene, N. H	38	350	31	81.6	350	31	81.6	350	31	81.6
Laconia, N. H	35	375	27	77.1	375	27	77.1	375	27	77.1
Portsmouth, N. H	30	575	24	80.0	425	29	96.7	575	24	80.0
Bridgeton, N. J	48	375	47	97.9	375	47	97.9	425	42	87.5
Harrison, N. J	27	625	19	70.4	525	26	96.3	675	17	63.0
Kearny, N. J	76	525	76	100.0	525	76	100.0	525	76	100.0
Long Branch, N. J	58	575	58	100.0	525	58	100.0	625	51	87.9
Montclair, N. J	82	675	79	96.3	625	81	98.8	675	79	96.3
Morristown, N. J	33	575	33	100.0	575	33	100.0	625	32	97.0
New Brunswick, N. J	56	475	56	100.0	425	56	100.0	475	56	100.0
Plainfield, N. J	94	575	93	98.9	525	93	98.9	625	85	90.4
Batavia, N. Y	40	475	26	65.0	425	34	85.0	475	26	65.0
Corning, N. Y	19	475	19	100.0	475	19	100.0	525	19	100.0
Cohoes, N. Y	43	475	43	100.0	475	43	100.0	475	43	100.0
Dunkirk, N. Y	47	475	44	93.6	475	44	93.6	475	44	93.6
Geneva, N. Y	37	525	35	94.6	525	35	94.6	525	35	94.6
Gloversville, N. Y	49	425	49	100.0	425	49	100.0	475	46	93.9
Hornell, N. Y	49	425	45	91.8	375	49	100.0	425	45	91.8
Ithaca, N. Y	45	475	42	93.3	475	42	93.3	525	38	84.4
Johnstown, N. Y	28	425	28	100.0	425	28	100.0	425	28	100.0
Little Falls, N. Y	25	425	24	96.0	475	24	96.0	525	22	88.0
Lockport, N. Y	57	475	26	45.6	375	57	100.0	475	26	45.6
Middletown, N. Y	48	475	48	100.0	425	48	100.0	525	45	93.8
North Tonawanda, N. Y	42	475	42	100.0	425	42	100.0	525	40	95.2
Peekskill, N. Y	44	475	44	100.0	425	44	100.0	525	43	97.7
Rome, N. Y	45	425	45	100.0	425	45	100.0	425	45	100.0
Saratoga Springs, N. Y	42	475	36	85.7	475	36	85.7	475	36	85.7
Asheville, N. C	59	375	51	86.4	350	54	91.5	425	41	69.5
Chillicothe, Ohio	53	425	48	92.3	425	48	92.3	475	47	90.4
Elyria, Ohio	54	425	54	100.0	375	54	100.0	475	54	100.0
Portsmouth, Ohio	79	425	61	77.2	350	79	100.0	475	51	64.6
Sandusky, Ohio	50	475	46	92.0	375	50	100.0	525	39	78.0
Tiffin, Ohio	24	475	22	91.7	425	23	95.8	475	22	91.7
Beaver Falls, Pa	31	425	30	96.8	375	31	100.0	475	22	67.7

TABLE 14.—*Number and per cent of elementary-school teachers in 1912–13 that were receiving salaries as high or higher than median, lower quartile, and upper quartile salaries of 1903–4*—Continued.

Cities.	Number of teachers, 1912–13.	Median salary, 1903–4.	Teachers receiving in 1913 median salary of 1904 or above.	Per cent of total number of teachers.	Lower quartile salary, 1903–4.	Teachers receiving in 1913 lower quartile salary of 1904 or above.	Per cent of total number of teachers.	Upper quartile salary, 1903–4.	Teachers receiving in 1913 upper quartile salary of 1904 or above.	Per cent of total number of teachers.
1	2	3	4	5	6	7	8	9	10	11
Cities having 10,000 and fewer than 25,000 inhabitants—Continued.										
Braddock, Pa	49	$475	37	75.5	$475	37	75.5	$475	37	75.5
Butler, Pa	59	425	47	79.7	375	50	84.7	475	31	52.5
Carlisle, Pa	27	425	27	100.0	350	27	100.0	475	27	100.0
Chambersburg, Pa	39	350	39	100.0	350	39	100.0	425	39	100.0
Lebanon, Pa	56	350	56	100.0	350	56	100.0	375	53	94.6
Mahanoy City, Pa	51	475	27	52.9	425	51	100.0	475	27	52.9
Mount Carmel, Pa	47	350	47	100.0	350	47	100.0	350	47	100.0
Phoenixville, Pa	28	425	28	100.0	375	28	100.0	425	28	100.0
Pottstown, Pa	65	375	65	100.0	375	65	100.0	425	60	92.3
Sharon, Pa	51	425	45	88.2	425	45	88.2	475	37	72.5
Sunbury, Pa	45	425	44	97.8	425	44	97.8	475	24	53.3
West Chester, Pa	26	525	26	100.0	525	26	100.0	575	18	69.2
Central Falls, R. I	41	425	41	100.0	425	41	100.0	475	41	100.0
Spartanburg, S. C	54	375	39	72.2	350	39	72.2	375	39	72.2
Beaumont, Tex	60	525	30	50.0	475	40	66.7	525	30	50.0
Burlington, Vt	74	475	43	58.1	425	49	66.2	475	43	58.1
Danville, Va	64	375	45	70.3	350	46	71.9	425	45	70.3
Charleston, W. Va	113	375	110	97.3	375	110	97.3	425	104	92.0
Appleton, Wis	49	425	49	100.0	375	49	100.0	475	43	87.8
Ashland, Wis	41	525	31	75.6	475	36	87.8	575	19	46.3
Beloit, Wis	46	425	46	100.0	375	46	100.0	475	42	91.3
Eau Claire, Wis	76	425	76	100.0	375	76	100.0	475	66	86.8
Fond du Lac, Wis	51	425	51	100.0	425	51	100.0	425	51	100.0
Janesville, Wis	47	375	47	100.0	350	47	100.0	425	47	100.0
Manitowoc, Wis	28	425	28	100.0	425	28	100.0	475	28	100.0
Marinette, Wis	41	425	41	100.0	425	41	100.0	475	37	90.2
Wausau, Wis	51	425	51	100.0	375	51	100.0	475	38	74.5
Cheyenne, Wyo	33	625	33	100.0	625	33	100.0	625	33	100.0
Cities having 5,000 and fewer than 10,000 inhabitants.										
Huntsville, Ala	20	375	10	50.0	375	10	50.0	375	10	50.0
Cripple Creek, Colo	51	725	32	62.7	675	45	88.2	825	17	33.3
Leadville, Colo	19	675	9	47.4	625	18	94.7	725	2	10.5
Ottawa, Ill	32	525	32	100.0	525	32	100.0	575	31	96.9
Oskaloosa, Iowa	39	425	39	100.0	425	39	100.0	425	39	100.0
Emporia, Kans	29	475	26	89.7	475	26	89.7	475	26	89.7
Bath, Me	29	350	13	44.8	350	13	44.8	425	5	17.2
Rockland, Me	29	375	29	100.0	375	29	100.0	425	29	100.0
Annapolis, Md	16	350	16	100.0	350	16	100.0	350	16	100.0
Danvers, Mass	32	475	25	78.1	475	25	78.1	475	25	78.1
Natick, Mass	29	425	29	100.0	375	29	100.0	425	29	100.0
Ware, Mass	24	425	23	95.8	425	23	95.8	525	9	37.5
Iron Mountain, Mich	50	525	50	100.0	475	50	100.0	525	50	100.0
Owosso, Mich	35	425	35	100.0	425	35	100.0	425	35	100.0
Newbern, N. C	24	350	16	66.7	350	16	66.7	350	16	66.7
Wellston, Ohio	31	350	31	100.0	350	31	100.0	375	22	71.0
Danville, Pa	27	375	27	100.0	375	27	100.0	375	27	100.0
Titusville, Pa	30	425	30	100.0	425	30	100.0	425	30	100.0
Corsicana, Tex	37	525	20	54.1	475	26	70.3	525	20	54.1

Had there been no increases in salary, each city in 1913 would theoretically still have 75 per cent of its teachers receiving more than the salaries at the lower quartile point of 1904, 50 per cent more than at the median, and 25 per cent more than at the upper quartile. In the manner in which these points often fall, however, the median is almost invariably a salary which has several more of the same

amounts, some above and some below in the list, so that these per cents would naturally be increased, especially the median; for our statement lists salaries that are as great or greater, including some that, in the original serial arrangement of salaries, are below the points in question. Just how much these per cents should be increased because of this peculiar condition there is no means of knowing, but a liberal approximation would not exceed 10 per cent in case of the median and 2 per cent in case of the quartile points. In other words, if salaries had not changed, we might expect to find in each city not over 77 per cent of the teachers getting in 1913 as much or more than the salary at the lower quartile point in 1904, not over 60 per cent getting the median salary of 1904 or better, and not over 27 per cent getting salaries equal to or better than the salary at the upper quartile in the earlier year. Just what per cent of teachers in each city get as much or more in each of the respects is shown more clearly in the following tables of frequencies:

TABLE 15.—*Frequency of different percentages of total number of elementary-school teachers receiving in 1912–13 salaries as high or higher than the lower quartile salaries of 1903–4, in cities having over 5,000 inhabitants.*

Per cents.	Group I.[1]	Group II.	Group III.	Group IV	Group V.	Group VI.	All cities.
39			1				1
44						1	1
47					1		1
50						1	1
58			1				1
63					1		1
65					1		1
66			1		2	1	4
67				1			1
69					2		2
70		1				1	2
71			1		1		2
72					2		2
73				1			1
74				1			1
75			1	1	1		3
76		1					1
77		1		1	1		3
78	1	3			3	1	8
79		1		1			2
80	1				1		2
81	1		1	1	1		4
82		1	1	1	2		5
83	1	1			3		5
84			1	3	3		7
85			2	1	2		5
86	1	1			4		6
87		1		4	3		8
88		1	4	1	3	1	10
89		1	3	3	1	1	9
90		1			3		4
91			2	2	3		7
92	2		2	1	3		8
93	1	1		4	3		9
94			2	2	2	1	7
95		1		2	2	1	6
96		1	1	5	10		17
97	1		1	1	7		10
98			2	2	5		9
99	1	1	1	2			5
100	4	5	11	35	60	10	124
Total	14	23	39	76	145	19	316
Median	93.0	88.0	92.0	96.5	96.2	78.0	97.0
Lower quartile	83.0	78.7	85.5	89.7	85.7	100.0	87.8
Upper quartile	100.0	99.0	100.0	100.0	100.0	100.0	100.0

[1] See note on p. 103.

TABLE 16.—*Frequency of different percentages of total number of elementary-school teachers receiving in 1912–13 salaries as high or higher than the median salaries of 1903–4, in cities having over 5,000 inhabitants.*

Per cents.	Group I.[1]	Group II.	Group III.	Group IV.	Group V.	Group VI.	All cities.
17					1		1
18				1	1		2
33			1				1
35				1			1
39			1				1
44						1	1
45					1		1
47					1	1	2
50					1	1	2
52					1		1
54		1				1	2
57					1		1
58			3	1	1		5
60				1	1		2
61			1		1		2
62						1	1
63	1				1		2
64	1				1		2
65			1		3		4
66	1				1	1	3
68			1				1
69			1	2	1		4
70	1	1			2		4
71		1	1		1		3
72	1	2	1	1	2		7
73			3	3	1		7
74		1		1	2		4
75				3	2		5
76		1		1			2
77				2	3		5
78	1	1		1	3	1	7
79		3		1	1		5
80					2		2
81	1		1		2		4
82		1		1	4		6
83				1	1		2
84		2	2	1	2		7
85		1	2	4	3		10
86	1	1	1	1	4		8
87		1	1	3			5
88			3	4	3		10
89	1	1	2	2	1	1	8
90			1	1	3		5
91			1	1	4		6
92	1		1		3		5
93			1	3	5		9
94			3		1		5
95	1		1	1	2	1	6
96	1		1	5	6		13
97				1	8		9
98		2		4	3		9
99		1		3			4
100	1	2	4	21	54	10	92
Total	14	23	39	76	145	19	316
Median	84	82	86	93	95	62	91
Lower quartile	70	74	71	82	81	100	78
Upper quartile	94	89	93	100	100	100	100

[1] See note on p. 103.

TABLE 17.—*Frequency of different percentages of total number of elementary-school teachers receiving in 1912–13 salaries as high or higher than the upper quartile salaries of 1903–4, in cities having over 5,000 inhabitants.*

Per cents.	Group I.[1]	Group II.	Group III.	Group IV.	Group V.	Group VI.	All cities.
0			1		1		2
5					1		1
10						1	1
17						1	1
18				1	1		2
30				1			1
33			1			1	2
35				1			1
36			1				1
37						1	1
39			1		1		2
40					1		1
44	1				1		2
45				1	1		2
46				1	1		2
47					1		1
48		1	1				2
50					2	1	3
51					1		1
52					3		3
53					2		2
54		1				1	2
56		1					1
57			1		1		2
58			3	1	2		6
59			1		1		2
60				1			1
61	1		1		1		3
63	1			2	2		5
64	1				3		4
65			1	2	2		5
66		1		2		1	4
67					2		2
68		1		2	2		5
69			1	2	3		6
70	1				3		4
71		1	1	2		1	5
72	2	1	2	1	2		8
73			2	2			4
74		1			1		2
75					1		1
76		2	1	1	1		5
77				2	1		3
78	2	2	1	2	2	1	10
79		1		2			3
80					2		2
81			1		2		3
82	1			2	5		8
83				1	3		4
84		2	2		3		7
85		1	2	4	1		8
86		1		1	3		5
87	1		1	4	3		9
88			3	2	2		7
89	1	1	1	2		1	6
90				1	6		7
91			2		5		7
92			1	4	4		9
93			1	1	7		9
94			3	1	4		8
95	1			1	3		5
96		1		5	3	1	10
97				1	5		6
98		2		3	1		6
99				1			1
100	1	2	2	13	36	8	62
Total	14	23	39	76	145	19	316
Median	75	79	78	87	90	89	86
Lower quartile	64	71	59	72	70	50	70
Upper quartile	87	89	89	97	98	100	97

[1] See note on p. 103.

A study of these tables reveals the following facts:

1. The salaries of individual teachers have decreased remarkably in a number of cities. Measured by the standard of 77 per cent of teachers' salaries above the lower quartile point, 29 of the 316 cities are found to have a lower percentage. In 4 of these cities the number of teachers is 50 per cent or lower. Measured by the standard of 60 per cent above the median, 23 cities are found to have a lower percentage; and by the standard of 27 per cent above the upper quartile point, 7 cities show a decrease in individual teachers' salaries.

2. On the other hand, there are more cities which show a gratifying increase. In 134, or 42 per cent of the 316 cities, all of the teachers received higher salaries in 1913 than were paid to the teacher at the lowest quartile points 9 years previous; in 92, or 29 per cent, the entire body of elementary teachers receive higher than the teacher at the median at that time; and in 62, or 20 per cent, of the cities, every teacher gets more than the teacher three-fourths of the way up in the scale received in 1904. The following table gives the data for each group of cities as well as for the entire country:

TABLE 18.—*Per cent of cities in each group in which 100 per cent of the teachers were receiving in 1913 as much or more than the lower quartile, median, and upper quartile in 1904, respectively.*

	Group 1.	Group 2.	Group 3.	Group 4.	Group 5.	Group 6.	Total.
Lower quartile	29	22	28	46	48	53	42
Median	7	9	10	28	37	53	29
Upper quartile	7	9	5	17	25	42	20

3. In one-half of the cities, 97 per cent of the teachers or more received in 1913 salaries above the salary at the lower quartile point in 1904; 91 per cent received salaries above the median; and 85 per cent above the upper quartile point. This method may be still further amplified by consulting the median, lower, and upper quartiles in the tables of frequencies.

4. The groups of cities in which the largest number of increases occur are those having 10,000 to 25,000 and from 25,000 to 50,000 population. The group with the poorest record is that having 5,000 to 10,000 population.

BULLETIN OF THE BUREAU OF EDUCATION.

[NOTE.—With the exceptions indicated, the documents named below will be sent free of charge upon application to the Commissioner of Education, Washington, D. C. Those marked with an asterisk (*) are no longer available for free distribution, but may be had of the Superintendent of Documents, Government Printing Office, Washington, D. C., upon payment of the prices stated. Remittances should be made in coin, currency, or money order. Stamps are not accepted. Numbers omitted are out of print.]

1906.

*No. 3. State school systems: Legislation and judicial decisions relating to public education, Oct. 1, 1904, to Oct. 1, 1906. Edward C. Elliott. 15 cts.

1908.

*No. 5. Education in Formosa. Julean H. Arnold. 10 cts.
*No. 6. The apprenticeship system in its relation to industrial education. Carroll D. Wright. 15 cts.

1909.

*No. 1. Facilities for study and research in the offices of the United States Government in Washington. Arthur T. Hadley. 10 cts.
*No. 2. Admission of Chinese students to American colleges. John Fryer. 25 cts.
*No. 3. Daily meals of school children. Caroline L. Hunt. 10 cts.
No. 5. Statistics of public, society, and school libraries in 1908.
*No. 6. Instruction in the fine and manual arts in the United States. A statistical monograph. Henry T. Bailey. 15 cts.
No. 7. Index to the Reports of the Commissioner of Education, 1867–1907.
*No. 8. A teacher's professional library. Classified list of 100 titles. 5 cts.
*No. 9. Bibliography of education for 1908–9. 10 cts.
No. 10. Education for efficiency in railroad service. J. Shirley Eaton.
*No. 11. Statistics of State universities and other institutions of higher education partially supported by the State, 1908–9. 5 cts.

1910.

*No. 1. The movement for reform in the teaching of religion in the public schools of Saxony. Arley B. Show. 5 cts.
No. 2. State school systems: III. Legislation and judicial decisions relating to public education, Oct. 1, 1908, to Oct. 1, 1909. Edward C. Elliott.
*No. 5. American schoolhouses. Fletcher B. Dresslar. 75 cts.

1911.

*No. 1. Bibliography of science teaching. 5 cts.
*No. 2. Opportunities for graduate study in agriculture in the United States. A. C. Monohan. 5 cts.
*No. 3. Agencies for the improvement of teachers in service. William C. Ruediger. 15 cts.
*No. 4. Report of the commission appointed to study the system of education in the public schools of Baltimore. 10 cts.
*No. 5. Age and grade census of schools and colleges. George D. Strayer. 10 cts.
*No. 6. Graduate work in mathematics in universities and in other institutions of like grade in the United States. 5 cts.
No. 9. Mathematics in the technological schools of collegiate grade in the United States.
*No. 13. Mathematics in the elementary schools of the United States. 15 cts.
*No. 14. Provision for exceptional children in the public schools. J. H. Van Sickle, Lightner Witmer, and Leonard P. Ayres. 10 cts.
*No. 16. Educational system of China as recently reconstructed. Harry E. King. 10 cts.
No. 19. Statistics of State universities and other institutions of higher education partially supported by the State, 1910–11.

1912.

*No. 1. A course of study for the preparation of rural-school teachers. F. Mutchler and W. J. Craig. 5 cts.
*No. 3. Report of committee on uniform records and reports. 5 cts.
*No. 4. Mathematics in technical secondary schools in the United States. 5 cts.
*No. 5. A study of expenses of city school systems. Harlan Updegraff. 10 cts.
*No. 6. Agricultural education in secondary schools. 10 cts.
*No. 7. Educational status of nursing. M. Adelaide Nutting. 10 cts.
*No. 8. Peace day. Fannie Fern Andrews. 5 cts. [Later publication, 1913, No. 12.]

*No. 9. Country schools for city boys. William S. Myers. 10 cts.
*No. 13. Influences tending to improve the work of the teacher of mathematics. 5 cts.
*No. 14. Report of the American commissioners of the international commission on the teaching of mathematics. 10 cts.
*No. 17. The Montessori system of education. Anna T. Smith. 5 cts.
*No. 18. Teaching language through agriculture and domestic science. M. A. Leiper. 5 cts.
*No. 19. Professional distribution of college and university graduates. Bailey B. Burritt. 10 cts.
No. 22. Public and private high schools.
*No. 23. Special collections in libraries in the United States. W. Dawson Johnston and Isadore G. Mudge. 10 cts.
No. 27. History of public-school education in Arkansas. Stephen B. Weeks.
*No. 28. Cultivating school grounds in Wake County, N. C. Zebulon Judd. 5 cts.
No. 29. Bibliography of the teaching of mathematics, 1900-1912. D. E. Smith and Chas. Goldziher.
No. 30. Latin-American universities and special schools. Edgar E. Brandon.

1913.

No. 1. Monthly record of current educational publications, January, 1913.
*No. 2. Training courses for rural teachers. A. C. Monahan and R. H. Wright. 5 cts.
*No. 3. The teaching of modern languages in the United States. Charles H. Handschin. 15 cts.
*No. 4. Present standards of higher education in the United States. George E. MacLean. 20 cts.
*No. 6. Agricultural instruction in high schools. C. H. Robison and F. B. Jenks. 10 cts.
*No. 7. College entrance requirements. Clarence D. Kingsley. 15 cts.
*No. 8. The status of rural education in the United States. A. C. Monahan. 15 cts.
*No. 12. The promotion of peace. Fannie Fern Andrews. 10 cts.
*No. 13. Standards and tests for measuring the efficiency of schools or systems of schools. 5 cts.
*No. 16. Bibliography of medical inspection and health supervision. 15 cts.
*No. 18. The fifteenth international congress on hygiene and demography. Fletcher B. Dressler. 10 cts.
*No. 19. German industrial education and its lessons for the United States. Holmes Beckwith. 15 cts.
*No. 20. Illiteracy in the United States. 10 cts.
*No. 22. Bibliography of industrial, vocational, and trade education. 10 cts.
*No. 23. The Georgia club at the State Normal School, Athens, Ga., for the study of rural sociology. E. C. Branson. 10 cts.
*No. 24. A comparison of public education in Germany and in the United States. Georg Kerschensteiner. 5 cts.
*No. 25. Industrial education in Columbus, Ga. Roland B. Daniel. 5 cts.
*No. 26. Good roads arbor day. Susan B. Sipe. 10 cts.
*No. 28. Expressions on education by American statesmen and publicists. 5 cts.
*No. 29. Accredited secondary schools in the United States. Kendric C. Babcock. 10 cts.
*No. 30. Education in the South. 10 cts.
*No. 31. Special features in city school systems. 10 cts.
No. 32. Educational survey of Montgomery County, Md.
*No. 34. Pension systems in Great Britain. Raymond W. Sies. 10 cts.
*No. 35. A list of books suited to a high-school library. 15 cts.
*No. 36. Report on the work of the Bureau of Education for the natives of Alaska, 1911-12. 10 cts.
No. 37. Monthly record of current educational publications, October, 1913.
*No. 38. Economy of time in education. 10 cts.
No. 39. Elementary industrial school of Cleveland, Ohio. W. N. Hallmann.
*No. 40. The reorganized school playground. Henry S. Curtis. 10 cts.
No. 41. The reorganization of secondary education.
No. 42. An experimental rural school at Winthrop College. H. S. Browne.
*No. 43. Agriculture and rural-life day; material for its observance. Eugene C. Brooks. 10 cts.
*No. 44. Organized health work in schools. E. B. Hoag. 10 cts.
No. 45. Monthly record of current educational publications, November, 1913.
*No. 46. Educational directory, 1913. 15 cts.
*No. 47. Teaching material in Government publications. F. K. Noyes. 10 cts.
*No. 48. School hygiene. W. Carson Ryan, jr. 15 cts.
No. 49. The Farragut School, a Tennessee country-life high school. A. C. Monahan and Adams Phillips.
No. 50. The Fitchburg plan of cooperative industrial education. M. R. McCann.
*No. 51. Education of the immigrant. 10 cts.
*No. 52. Sanitary schoolhouses. Legal requirements in Indiana and Ohio. 5 cts.
No. 53. Monthly record of current educational publications, December, 1913.
No. 54. Consular reports on industrial education in Germany.
No. 55. Legislation and judicial decisions relating to education, Oct. 1, 1909, to Oct. 1, 1912. James C. Boykin and William R. Hood.
No. 58. Educational system of rural Denmark. Harold W. Foght.
No. 59. Bibliography of education for 1910-11.
No. 60. Statistics of State universities and other institutions of higher education partially supported by the State, 1912-13.

1914.

*No. 1. Monthly record of current educational publications, January, 1914. 5 cts.
No. 2. Compulsory school attendance.
*No. 3. Monthly record of current educational publications, February, 1914. 5 cts.
No. 4. The school and the start in life. Meyer Bloomfield.
No. 5. The folk high schools of Denmark. L. L. Friend.
No. 6. Kindergartens in the United States.
No. 7. Monthly record of current educational publications, March, 1914.
*No. 8. The Massachusetts home-project plan of vocational agricultural education. R. W. Stimson. 15 cts.
No. 9. Monthly record of current educational publications, April, 1914.
*No. 10. Physical growth and school progress. B. T. Baldwin. 25 cts.
*No. 11. Monthly record of current educational publications, May, 1914. 5 cts.
*No. 12. Rural schoolhouses and grounds. F. B. Dresslar. 50 cts.
No. 13. Present status of drawing and art in the elementary and secondary schools of the United States. Royal B. Farnum.
No. 14. Vocational guidance.
No. 15. Monthly record of current educational publications. Index.
No. 16. The tangible rewards of teaching. James C. Boykin and Roberta King.
No. 17. Sanitary survey of the schools of Orange County, Va. Roy K. Flannagan.
No. 18. The public school system of Gary, Ind. William P. Burris.
No. 19. University extension in the United States. Louis E. Reber.
No. 20. The rural school and hookworm disease. J. A. Ferrell.
No. 21. Monthly record of current educational publications, September, 1914.
No. 22. The Danish folk high schools. H. W. Foght.
No. 23. Some trade schools in Europe. Frank L. Glynn.
No. 24. Danish elementary rural schools. H. W. Foght.
No. 25. Important features in rural school improvement. W. T. Hodges.
No. 26. Monthly record of current educational publications, October, 1914.
*No. 27. Agricultural teaching. 15 cts.
No. 28. The Montessori method and the kindergarten. Elizabeth Harrison.
No. 29. The kindergarten in benevolent institutions.
*No. 30. Consolidation of rural schools and transportation of pupils at public expense. A. C. Monahan. 25 cts.
*No. 31. Report on the work of the Bureau of Education for the natives of Alaska. 25 cts.
No. 32. Bibliography of the relation of secondary schools to higher education. R. I. Walkley.
No. 33. Music in the public schools. Will Earhart.
No. 34. Library instruction in universities, colleges, and normal schools. Henry R. Evans.
No. 35. The training of teachers in England, Scotland, and Germany. Charles H. Judd.
*No. 36. Education for the home—Part I. General statement. B. R. Andrews. 10 cts.
*No. 37. Education for the home—Part II. State action, schools, agencies. B. R. Andrews. 30 cts.
No. 38. Education for the home—Part III. Colleges and universities. Benjamin R. Andrews.
No. 39. Education for the home—Part IV. Bibliography, list of schools. Benjamin R. Andrews.
No. 40. Care of the health of boys in Girard College, Philadelphia, Pa.
No. 41. Monthly record of current educational publications, November, 1914.
No. 42. Monthly record of current educational publications, December, 1914.
No. 43. Educational directory, 1914-15.
No. 44. County-unit organization for the administration of rural schools. A. C. Monahan.
No. 45. Curricula in mathematics. J. C. Brown.
No. 46. School savings banks. Mrs. Sara L. Oberholtzer.
No. 47. City training schools for teachers. Frank A. Manny.
No. 48. The educational museum of the St. Louis public schools. C. G. Rathman.
No. 49. Efficiency and preparation of rural-school teachers. H. W. Foght.
No. 50. Statistics of State universities and State colleges.

1915.

No. 1. Cooking in the vocational school. Iris P. O'Leary.
No. 2. Monthly record of current educational publications, January, 1915.
No. 3. Monthly record of current educational publications, February, 1915.
No. 4. The health of school children. W. H. Heck.
No. 5. Organization of State departments of education. A. C. Monahan.
No. 6. A study of colleges and high schools.
No. 7. Accredited secondary schools in the United States. Samuel P. Capen.
No. 8. Present status of the honor system in colleges and universities. Bird T. Baldwin.
No. 9. Monthly record of current educational publications. March, 1915.
No. 10. Monthly record of current educational publications. April, 1915.
No. 11. A statistical study of the public school systems of the southern Appalachian Mountains. Norman Frost.

No. 12. History of public school education in Alabama. Stephen B. Weeks.
No. 13. The schoolhouse as the polling place. E. J. Ward.
No. 14. Monthly record of current educational publications, May, 1915.
No. 15. Monthly record of current educational publications. Index, Feb., 1914—Jan., 1915.
No. 16. Monthly record of current educational publications, June, 1915.
No. 17. Civic education in elementary schools as illustrated in Indianapolis. A. W. Dunn.
No. 18. Legal education in Great Britain. H. S. Richards.
No. 19. Statistics of agricultural, manual training, and industrial schools, 1913-14.
No. 20. The rural school system of Minnesota. H. W. Foght.
No. 21. Schoolhouse sanitation. William A. Cook.
No. 22. State versus local control of elementary education. T. L. MacDowell.
No. 23. The teaching of community civics.
No. 24. Adjustment between kindergarten and first grade. Lucila A. Palmer.
No. 25. Public, society, and school libraries.
No. 26. Secondary schools in the States of Central America, South America, and the West Indies. Anna T. Smith.
No. 27. Opportunities for foreign students at colleges and universities in the United States. Samuel P. Capen.
No. 28. The extension of public education. Clarence A. Perry.
No. 29. The truant problem and the parental school. James S. Hiatt.
No. 30. Bibliography of education for 1911-12.