

A STUDY OF THE TRAINING AND SALARIES OF HIGH  
SCHOOL TEACHERS, PRINCIPALS AND SUPERIN-  
TENDENTS IN KANSAS

by

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## INTRODUCTION

The writer has used official reports from all of the administrators in Kansas for the year 1930-31. These High School Principal's Reports are filled out by the administrators themselves and filed at the State Superintendent's office in Topeka, Kansas. These reports are divided into two divisions, into the north half and the south half, and are kept on file by their supervisors.

It has been the general plan of this study to give an accurate presentation of the original data collected and classified into statistical tables. An analysis and discussion accompanies each table. In the tables the medians are used as the measures of central tendencies.

The purpose of this survey is to find out the relation of the training and salaries of the high school teachers in Kansas. Do the teachers with a Master's degree receive higher salaries than those with Bachelor's degrees? This was a question in the mind of the writer when this study was being made. The writer desired to carry on a careful investigation of the training and salaries of the present high school teaching force in Kansas, and to present this analysis of the status of Kansas high school teachers in

such a clear and forceful way that school boards and administrators could understand the present trends and shape their efforts to bring about an equitable salary schedule. The fact that inexperienced teachers with no particular merit in one school are paid much more than those of the same capacity in another school is significant. This unfair variation in salary also leads talented teachers into the habit of moving from position to position, thus decreasing their effectiveness. We all know that a teacher is much more valuable in a position a second year than the first year. Accordingly, the writer of this thesis has made an effort to put the facts with regard to salaries before the public in the hope that there may eventually result a greater degree of uniformity. It was also the writer's purpose to discover the approximate value of each degree so that those who are preparing themselves may have facts to guide them in the selection of their courses.

The data for this thesis were secured by several personal visits to the office of the state superintendent of public instruction in Topeka, Kansas. The data were tabulated from the official records; careful charts were made of the degrees and salaries of the teachers in 592 high schools, which is a large portion of the public high schools of Kansas.

Five hundred seventy-two of these schools were studied

with reference to the kinds of subjects taught in addition to the study of the salaries received by the different sexes. These results are shown in the tables.

### The General Trends

The latest statistics show no slacking up in the growth of secondary enrollment, the training of high school teachers and the erection of magnificent buildings. The leaders in education are now trying to find out what that equality of opportunity implies. The consciousness of our need for a common basic theory of American education has grown perceptibly in recent years. We observe recent changes in the educational systems of other countries. The reorganization of the high school curriculum which has for more than a decade been a subject not only of theoretical discussion but is a central problem in the secondary field.

The new teaching methods involve teaching and learning-units of subject matter more "comprehensive and significant" than the former. It has usually been recognized that the inexperienced teacher fresh from the training school is no more prepared for actual classroom practices than the newly graduated doctor is for medical practice. Both have received in the past some further training on the job through supervision. It is now being discovered not only that the

efficiency of the experienced teacher can be indefinitely increased by training in service but that if new materials and methods are to be introduced effectively into the schools it must be done by adequately prepared teachers and supervision. The high school principal is becoming more conscious of his growing problems. In smaller schools he is asking for a lighter teaching load in order that he may have more time for administrative, supervisory and guidance functions. In the larger schools more duties of various kinds are being delegated to his assistants while he retains general directions in all fields. This indicates that the high school principals of Kansas are "working on the problems of their schools" and are preparing themselves better to meet their old and new responsibilities and duties.

This study is somewhat limited by the fact that not all of the administrators had sent in their reports at the time the data were being collected and the 1930-31 Educational Directory was not yet in print.

### Definition of Terms

In the course of this study the writer has been careful to interpret the word teachers to mean class room teachers only and has excluded the administrators when it came to the

final analyses of training and salaries.

Communities offering a four year high school course are grouped according to the classification found in the Kansas Educational Directory for 1929-30 into Class A, Class B, Class C, and Class D schools.

The writer has used M.S. to designate the Master of Science degree; A.M. to designate the Master of Arts degree; A.B. or B.A. to designate the Bachelor of Arts degree; B.S. to designate the Bachelor of Science degree; B.M. to designate the Bachelor of Music degree; B.Ph. to designate the Bachelor of Pedagogy degree; and Ph.D. to designate the Doctor of Philosophy degree.

In this investigation the word tenure is used to mean the term of holding a position. This was figured in terms of years in each instance. Where a half year was given in the report it was not counted, as there were only a few of these and they would not have affected the findings to any considerable degree.

The median salary has been found by carefully arranging the salaries in descending order and selecting the mid point salary as the median.

DISTRIBUTION OF KANSAS HIGH SCHOOL TEACHERS  
ACCORDING TO DEGREE AND SALARY

It was found during the course of this study that the degrees of high school teachers in Kansas could be arranged in the following catagories: M.S., A.M., B.M., A.B., B.S., B.Ph. L.L.B., B.Pd., and No degree reported.

In Table I we find a thorough tabulation of all salaries paid in the 592 high schools studied. The first vertical column indicates the salary ranges. Under each degree is given the number of persons holding that degree who receive the salary indicated in the first column.

Table I. Training and Salaries of Kansas High School Teachers, Principals and Superintendents Teaching Two or More High School Subjects.

Salary	M.S.	A.M.	B.M.	A.B.	B.S.	B.Ph.	L.L.B.	B.Pd.	No degree reported	Total
\$1000 1099				5	7				9	21
1100 1199		4	5	43	45				20	117
1200 1299	2	3	13	140	124				38	320
1300 1399	3	9	37	531	454	1			83	1118
1400 1499	4	18	15	291	275	2			49	654
1500 1599	4	15	10	295	215	6		1	32	578
1600 1699	2	24	3	121	142	4			13	309
1700 1799	3	14	3	75	78				6	179
1800 1899	4	23	4	68	138	1	1		16	255
1900 1999	2	13	2	46	58	1			10	132
2000 2099	10	28	3	92	113		1	1	13	261
2100 2199	1	12	2	53	63	2	1		8	142
2200 2299	5	24	2	78	78	1		1	11	200
2300 2399	9	25	1	38	43				1	117
2400 2499	5	22	1	38	50	1			4	121
2500 2599	11	16		34	38	1	1		6	107
2600 2699	3	8		13	12	1			4	41
2700 2799	2	13		12	20				3	50
2800 2899	6	3	1	11	7	2				30
2900 2999		1		1	1				5	8
3000 3099	4	8		2	6			1	5	26
3100 3199		4		1	2					7
3200 3299	2	2			2					6
3300 3399		3		3						6
3400 3499	1				2		1			4
3500 3599		1		3	1					5
3600 3699	1	6	1	1	1					10
3700 3799		2								2
3800 3899				2						2
3900 3999		4								4
4000 4099		1		1						2
4700 4799				1						1
5400 5499	1									1
Totals	85	306	103	1999	1975	24	5	4	336	4836

The table which follows gives a careful summary of the facts concerning teachers, principals, and superintendents teaching two or more high school subjects.

Table II.  
A Summary of Table I

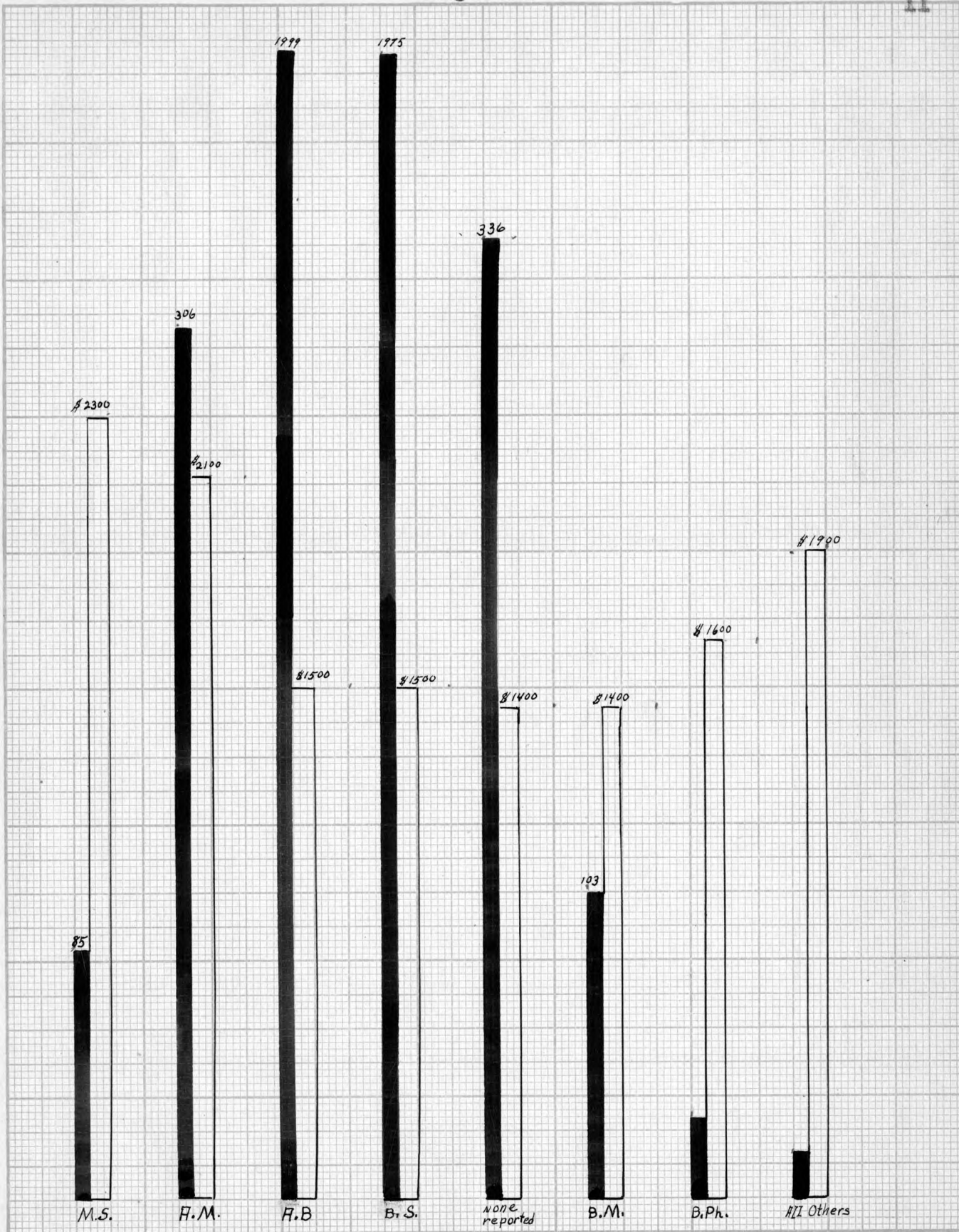
Degrees	Per cent	Number	Median salary	Lowest salary	Highest salary
M.S.	2	85	\$2300-\$2399	\$1200-\$1299	\$3600-\$3699
A.M.	6	306	\$2100-\$2199	\$1100-\$1199	\$5400-\$5499
A.B.	41.1	1999	\$1500-\$1599	\$1000-\$1099	\$4700-\$4799
B.S.	41	1975	\$1500-\$1599	\$1000-\$1099	\$3600-\$3699
B.M.	2.1	103	\$1400-\$1499	\$1100-\$1199	\$3600-\$3699
Ph.B	.5	23	\$1600-\$1699	\$1300-\$1399	\$2300-\$2899
B.Pd.	.1	4	\$2000-\$2099	\$1500-\$1599	\$3000-\$3099
Ph.D.	.005	1	\$1800		
L.L.B.	.1	5	\$1900-\$1999	\$1800-\$1899	\$3400-\$3499
Degrees not given	.7	336	\$1400-\$1499	\$1000-\$1099	\$3000-\$3099
Total		4836	\$1700-\$1799	\$1100-\$1199	\$5400-\$5499

Figure 1 was devised for the purpose of showing the relation of the number of teachers, principals and superintendents as studied in the group of Tables I and II with different degrees and the median salaries.

The dark columns represent the number of teachers, principals and superintendents holding each degree and the light columns represent the salaries received. Each unit in the dark columns indicates twelve people. In the salary columns each unit represents \$100. Thus we find recorded: 85 M.S. degrees with a median salary of \$2300; 306 A.M. degrees with a median salary of \$2100; 1999 A.B. degrees with a median salary of \$1500; 1975 B.S. degrees with a median salary of \$1500; 366 no degree people with a median salary of \$1400; 103 B.M. degrees with a median salary of \$1400. The median salary for the Ph.B. is \$1600. The median salary for all others is \$1900.

A more extended study of the first class city superintendents and those of the second class who do not teach two or more high school subjects would show a range in salary from \$1200 to \$8400 per year. It was found that 100% of the superintendents and principals of the first class cities studied have the Master's degree. The prevailing degree held by high school principals and superintendents in cities of the first and second class is the Master's degree.

Figure 1



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The Relation of the People Studied in Tables I and II and Median Salaries.

In cities of the second class, third class and rural and community high schools the principals and superintendents receive a median salary of \$2600. There were 46.5% holding Master's degrees, i.e., they were Master of Science, Master of Art or the equivalent. There were 52.25% in the Bachelor's degree group, which consisted of the Bachelor of Science, Bachelor of Art and similar degrees, while 1.25% of the superintendents did not have degrees reported.

As to the salaries, the writer found the first class city superintendents ranged from \$4200 to \$8400, with a median salary of \$5000. The principals of first class cities received a salary of \$3200 to \$4700 and a median salary of \$3600. Further information as to superintendents' and principals' salaries is given in Table III.

Table III. Salaries of Principals and Superintendents

Salaries	1st class cities		2nd class cities		3rd class cities		Community high schools
	Supt.	Prin.	Supt.	Prin.	Supt.	Prin.	
\$1000-\$1099						1	
\$1100-\$1199						1	
\$1200-\$1299				1	2	2	
\$1300-\$1399					2	22	
\$1400-\$1499			1			10	
\$1500-\$1599					6	25	
\$1600-\$1699			1		2	14	
\$1700-\$1799						24	
\$1800-\$1899				4	15	45	
\$1900-\$1999				1	4	21	1
\$2000-\$2099			1	8	19	51	
\$2100-\$2199			1	7	17	22	1
\$2200-\$2299				1	21	49	2
\$2300-\$2399				5	10	24	1
\$2400-\$2499				3	20	21	
\$2500-\$2599		1	2	3	13	15	1
\$2600-\$2699			2	2	7	5	2
\$2700-\$2799			6	5	9	7	4
\$2800-\$2899			3	3	6	5	
\$2900-\$2999			1	1			1
\$3000-\$3099			6		8	1	3

Table III (Continued)

\$3100-\$3199			2	2			1
\$3200-\$3299		1	5			1	1
\$3300-\$3399		3	2	1	1	1	2
\$3400-\$3499			3	1	2		1
\$3500-\$3599				2			
\$3600-\$3699		4	5		1		
\$3700-\$3799		2	2	1			
\$3800-\$3899					1		
\$3900-\$3999			1				
\$4000-\$4099		1	4				1
\$4100-\$4199			1				
\$4200-\$4299	2	1	2				
\$4500-\$4599		1	2	2			
\$4600-\$4699		1					
\$4700-\$4799		1	2				
\$4800-\$4899	1						
\$5000-\$5099	3						
\$5500-\$5599	1						
\$6000-\$6099	1						
\$6500-\$6599	2						
\$8400-\$8499	1						

Of the 592 high schools studied there were 214 Class A schools, 207 Class B schools, 120 Class C schools, and 51 Class D schools.

There were 10 schools in cities of the first class, sixty-five in cities of the second class, twenty-one community high schools and 496 schools in cities of the third class and other places. In these schools were 4,836 teachers and administrators. High school teachers do not fare so badly, if they have no dependents. However, it is surprising to note the number of dependents if one includes the superintendents. In the study the average high school teacher in Kansas gets \$1700, i.e., the woman gets around \$1600 and the man around \$1800. Seven per cent of high school teachers have had less than four years of college training. Two per cent possess Master's degrees. The untrained teacher is losing ground. He must take further training, whether he remains on the same job or whether he changes. A "winning way with the children", a sweet smile and a pull with the chairman of the board do not usually suffice. To inspire young people to acquire the highest social virtues is the greatest and most important work of the teacher. These social virtues are the material out of which character is built. One's character is his integrated attitude and ideals.

one and one half years in his present position and eleven and one half years of experience.

The A.B. and B.S. degrees run almost parallel in the matters of salaries and tenure. For instance a lady with an A.B. degree teaches English with no experience for \$1000 and a married woman with no experience is teaching English, science and clothing for \$1012. The median of the A.B. salaries is received by a domestic science teacher with five years in the present system and eight years' teaching experience. This median salary is \$1500. The median B.S. salary is also \$1500 and is received by a teacher with fifteen years' experience in the same school system. We find an example of a Latin teacher with an A.B. degree teaching for \$1500 who has sixteen years of experience. We have one superintendent receiving as high as \$3600 in each the B.S. and A.B. degree lists. These men have sixteen years of experience elsewhere and two years in their present positions.

The highest paid music teacher receives \$3600 and has a B.M. degree, has taught two years in the present position and completed twelve years of experience.

The writer could give many examples to show that the teachers who remain in a large system for a term of many years receive a much larger salary than those who teach in the small school systems and move from one place to another.

Accordingly the writer would conclude by saying tenure has a great deal to do with the salary paid. This of course means that if the tenure is long the teacher puts time and effort in outside of the school hours to make himself a better teacher. While teaching school he is always attending school. In order to be a good teacher he must ever be a good student. If he plans his work carefully he may in the course of time receive advanced degrees and salaries. If he grows stale as a student he grows stale as a teacher. In order that the streams of knowledge may be kept fresh and refreshing for his pupils he must ever be drinking at the fountain. In order to do this the teacher must have adequate salaries for the maintenance of cultural standards, good training, and reasonably permanent tenure. The teacher must have the proper professional spirit.

The school of tomorrow will demand teachers of greater skill and training than the school of today. Candidates for teaching positions will be selected more carefully. The training will be longer and more thorough. Salaries will be higher and will be based on skill rather than on the age of the children taught. Tenure will be more secure. Educational effectiveness could be improved if the nation would select and train its teachers.

### Summary

1. The degrees of Kansas high school teachers may be arranged in the following categories: M.S., A.M., A.B., B.S., B.M., Ph.B., B.Pd., L.L.B. and Degree not given.

2. Two per cent of all the teachers in Kansas high schools hold the M.S. degree.

3. Six per cent of all the teachers in Kansas high schools hold the A.M. degree.

4. Forty-one and one tenth per cent of all Kansas high school teachers hold the A.B. degree.

5. Forty-one per cent of all Kansas high school teachers hold the B.S. degree.

6. Two and one tenth per cent of all Kansas high school teachers hold the B.M. degree.

7. Five tenths per cent of all Kansas high school teachers hold the degree of Bachelor of Philosophy.

8. One tenth of one per cent of all Kansas high school teachers hold the degree of Bachelor of Pedagogy.

9. Five one thousandths of one per cent of all Kansas high school teachers hold the degree of Doctor of Philosophy.

10. One tenth of one per cent of all Kansas high school teachers hold the degree of Bachelor of Law.

11. Seven per cent of all Kansas high school teachers

have no degree given.

12. The prevailing degree held by high school principals and superintendents in cities of the first and second class is the Master's degree.

#### THE DISTRIBUTION OF SALARIES PAID KANSAS HIGH SCHOOL TEACHERS ACCORDING TO SEX

We have heard for years that teaching was a woman's job; but facts have made plain that it is also a man's job.

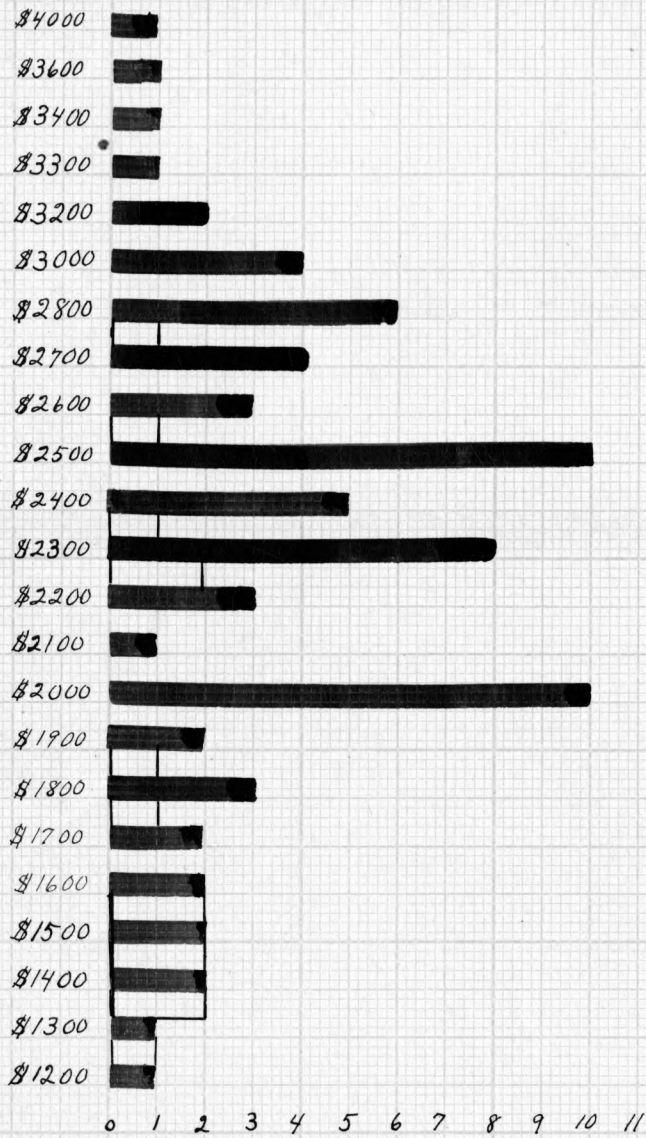
In this study of the high school teachers of Kansas the writer has found that there are really many more men in the profession than one would naturally expect to find there.

The graphs which follow make the facts in the case clearly available.

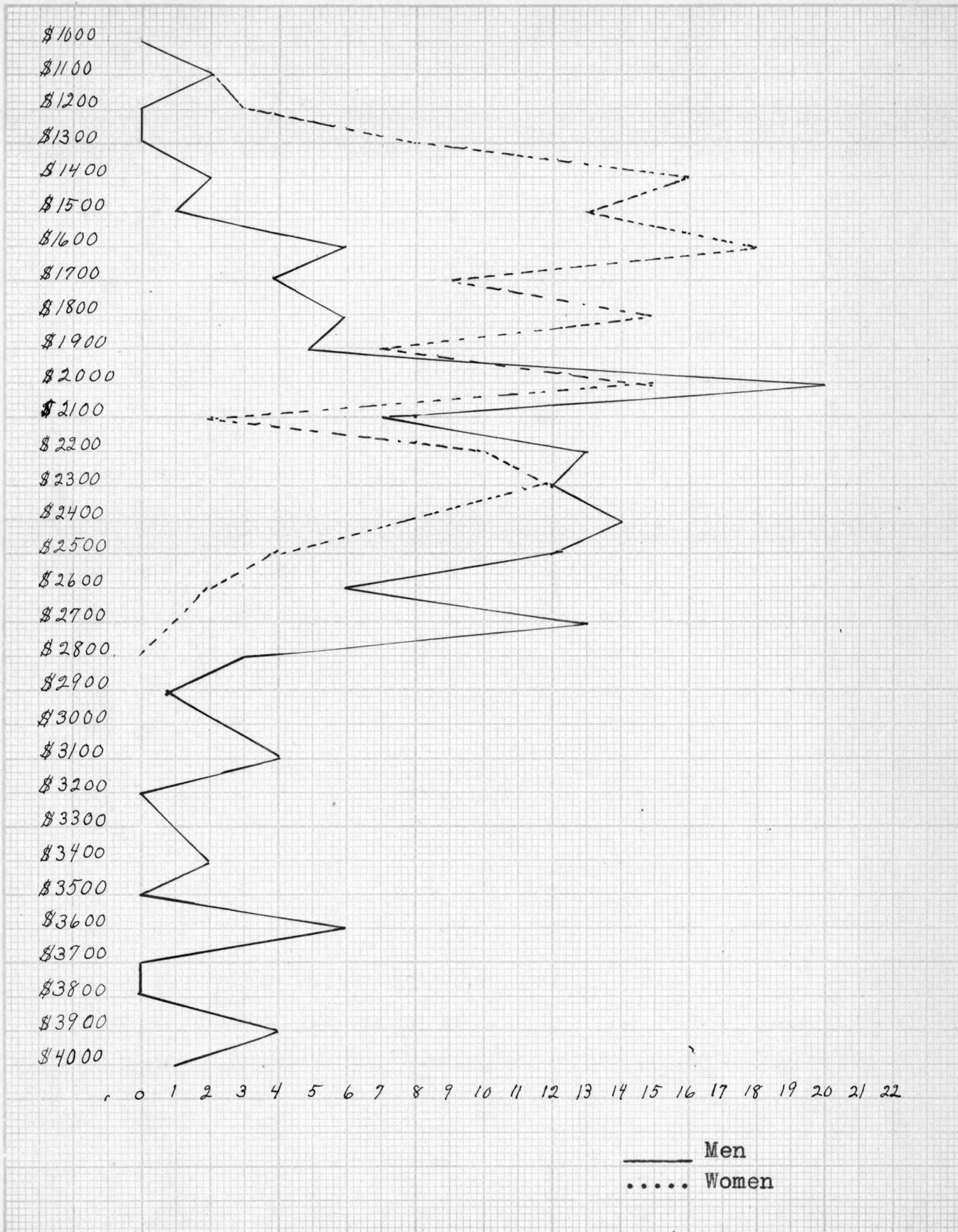
Figure 2 shows the relationship between the number of men and women having the M.S. degree. The black columns represent the men and the light columns the women. The figures along the left hand margin indicate the salaries paid and those across the bottom of the graph represent the number of teachers in each group. One can see from a glance at this graph that the men with M.S. degrees greatly outnumber the women.

Figure 3 shows the distribution of men and women in the A.M. degree group. The continuous lines represent the men

Figure 2



□ Women  
 ■ Men

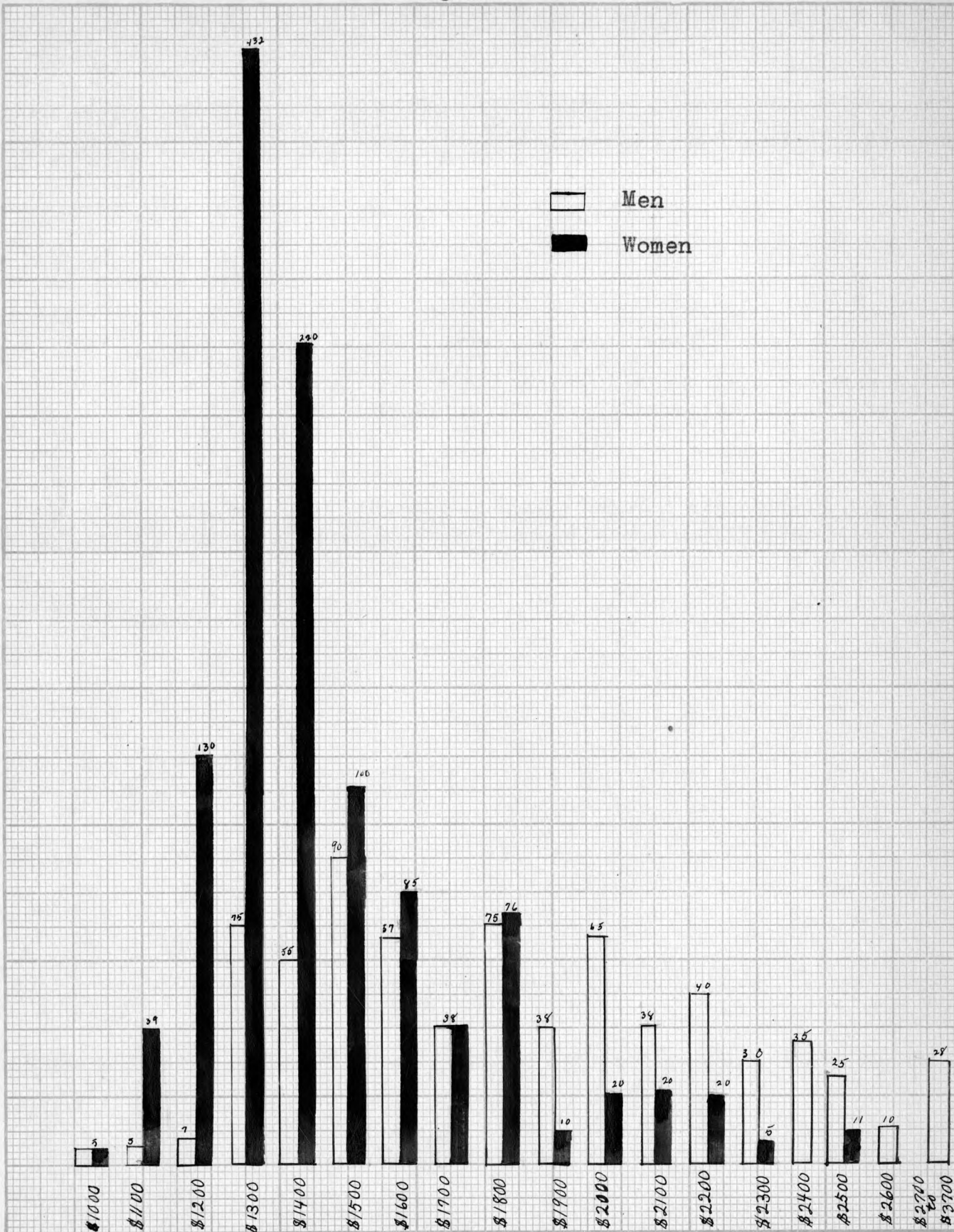


and the dotted lines represent the women. The salaries are arranged vertically and the numbers horizontally. It is interesting to note that the majority of the men in this group receive a salary in the neighborhood of \$2000 and the women about \$1600.

Figure 4 is a graphic representation of the teachers holding A.B. degrees. The dark lines indicate the women and the light lines the men. Here we find a vastly greater number of women than men. The salary for these women piles up about a salary of \$1300. The salary range for men is more widely distributed but it reaches an apex at \$1500. The number of teachers is given vertically and the salaries are arranged horizontally across the page.

Figure 5, which gives a graphic representation of the B.S. degrees, does not show a very different aspect from that showing A.B. degrees. Here again the women greatly outnumber the men and the majority of these women receive a salary of \$1300. The apex for the men rests on the \$1800 mark but there is quite an even distribution. Consequently one might conclude that a B.S. degree in general is worth a little more to a man than it is to a woman. This is probably due to the fact that the Smith Hughes agriculture men come under this category. Since they have a year around job, naturally they draw a much higher salary. In this graph the horizontal figures indicate salary and the

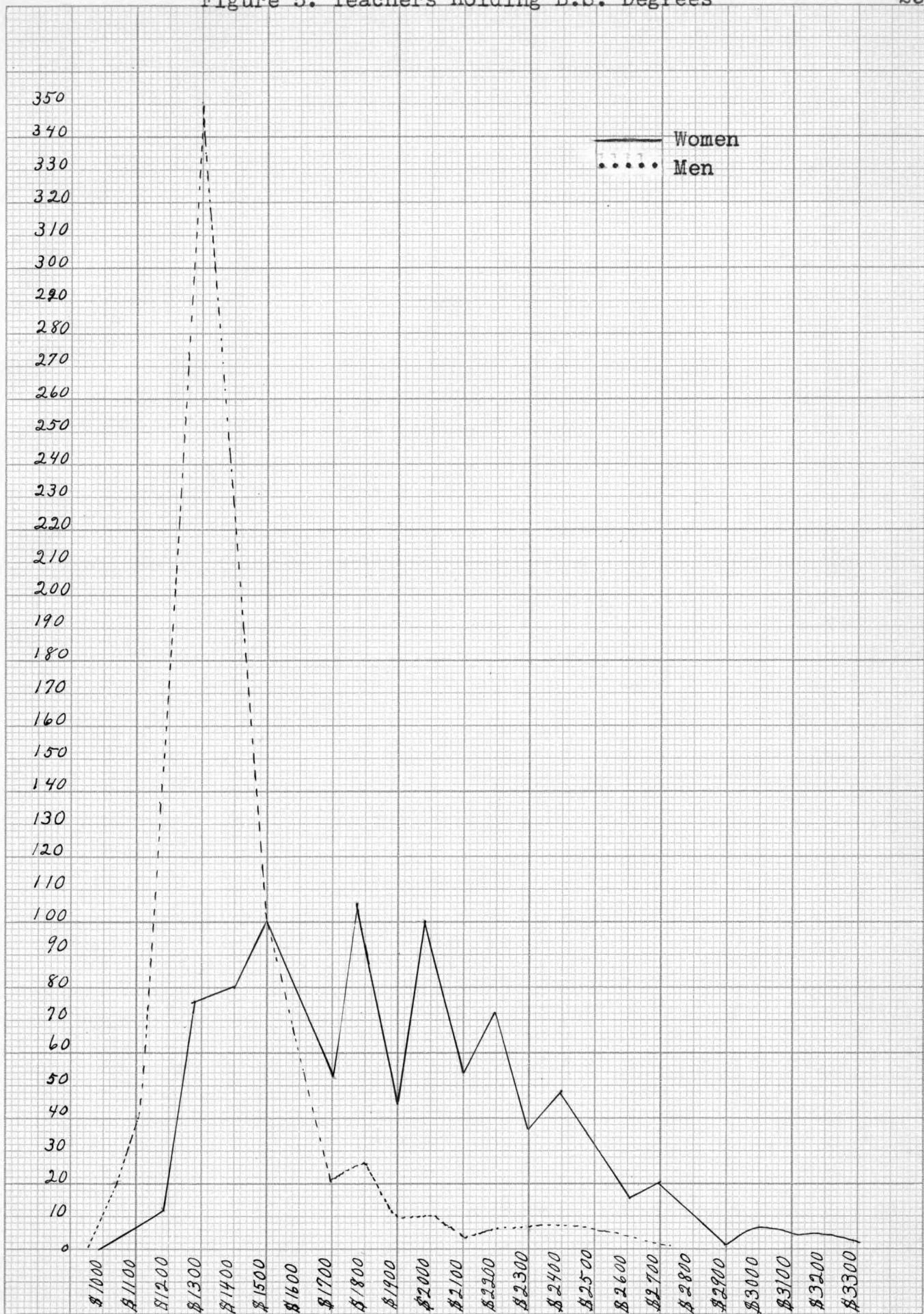
Figure 4



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Teachers Holding A.B. Degrees.

Figure 5. Teachers Holding B.S. Degrees



vertical column indicates the number distribution. The dotted lines represent women and continuous lines represent the men.

Figure 6 consists of music supervisors without degrees. In this graph each unit represents one person. Here again the women greatly outnumber the men.

Figure 7 shows the teachers with B.M. degrees. There are two focal high points for the men in this group. These focal points are \$1500 and \$2000. The focal point for women centers about \$1300. Each small unit vertically represents one person.

Figure 8 shows the L.L.B. degrees. The four focal high points are \$1800, \$2000, \$2500 and \$3400.

Figure 9 shows the distribution of teachers with B.Ph. degrees. The median point for women is \$1600. The median point for men is \$2800.

Figure 10 represents the group of teachers for whom no degree is given. The apex for women is \$1300. For men this point is \$1300 and \$1800.

In general one finds that the number of women teaching in Kansas high schools is far greater than the number of men.

Figure 6

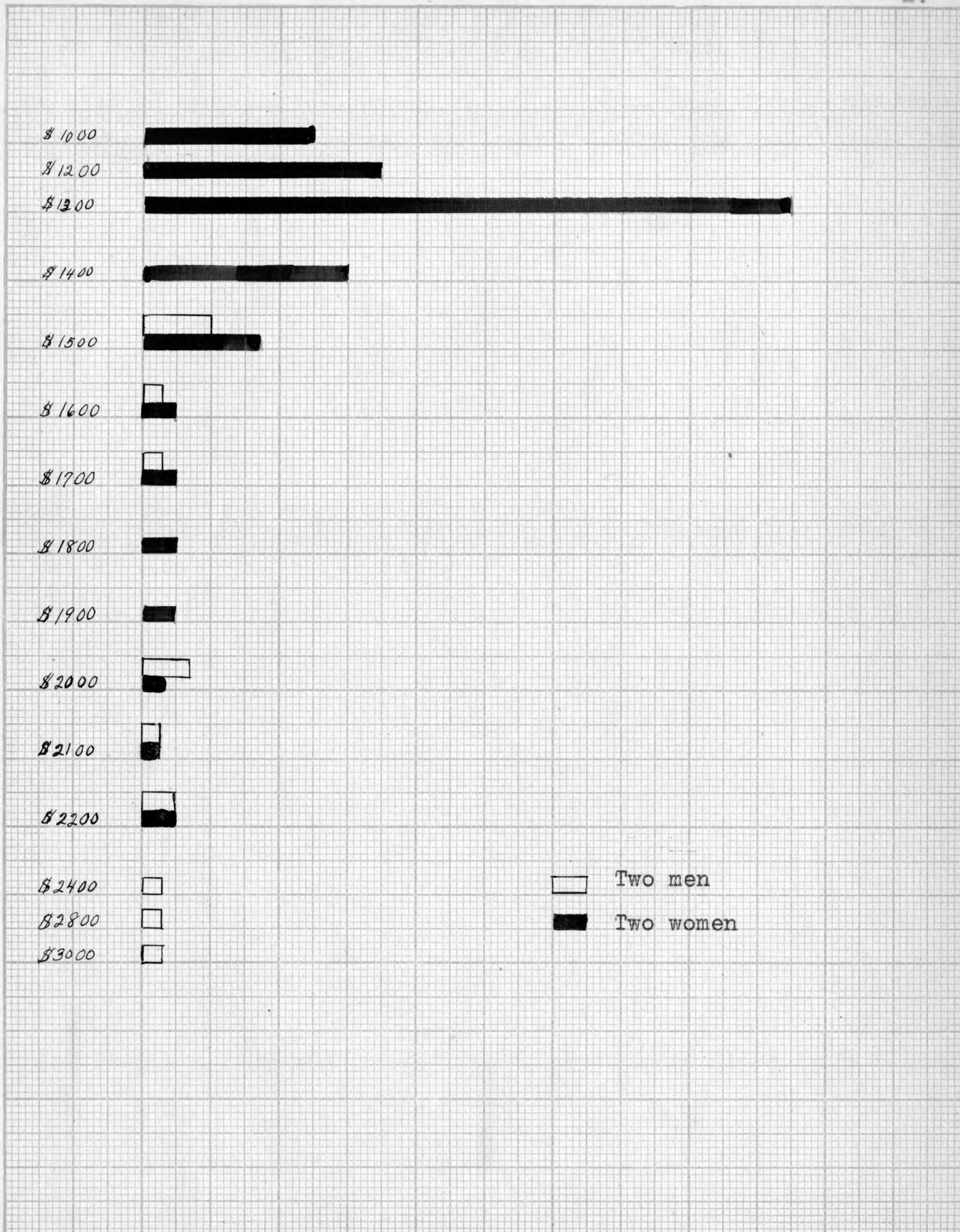
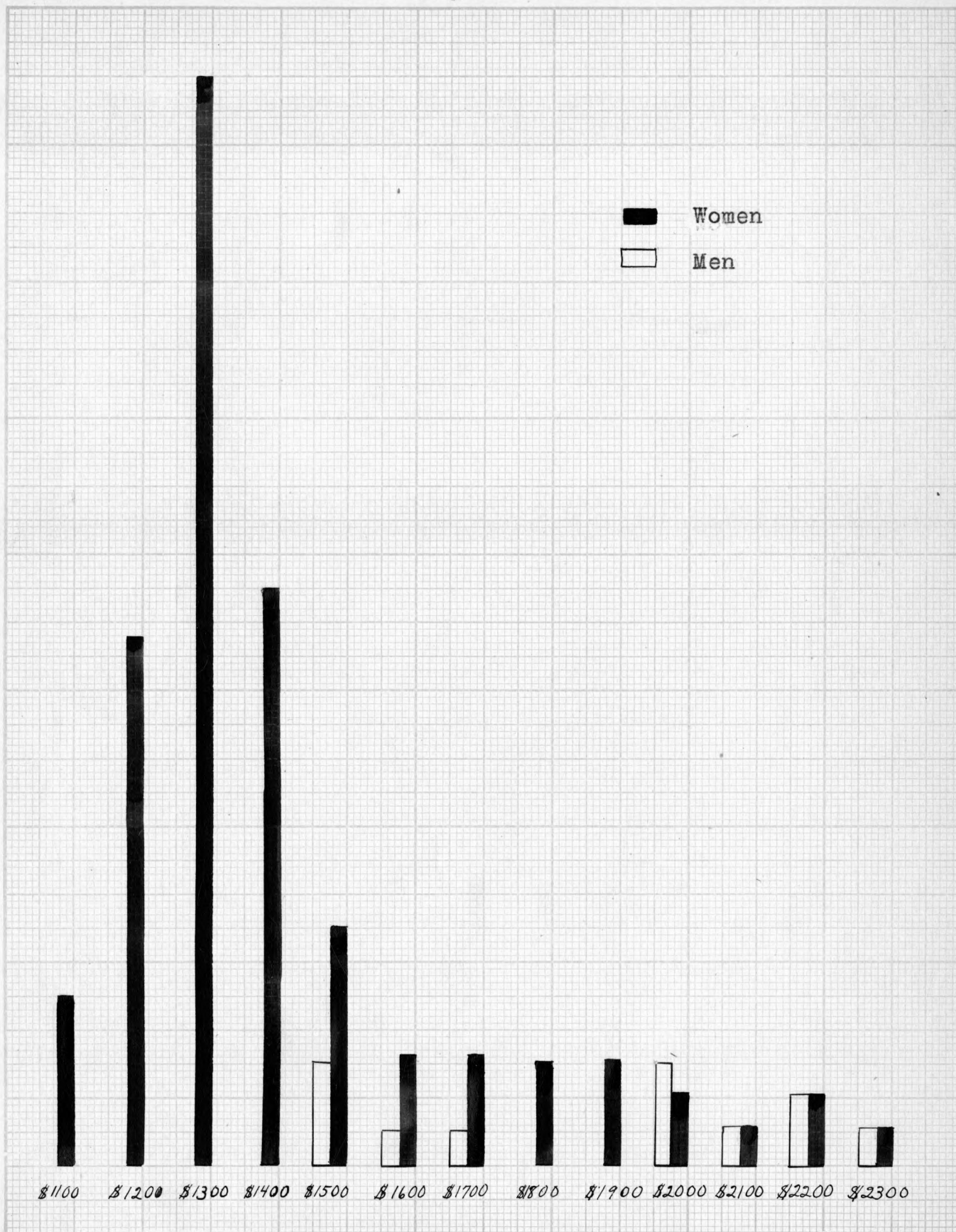


Figure 7



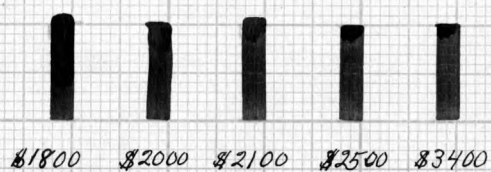


Figure 8. L.L.B. Group.

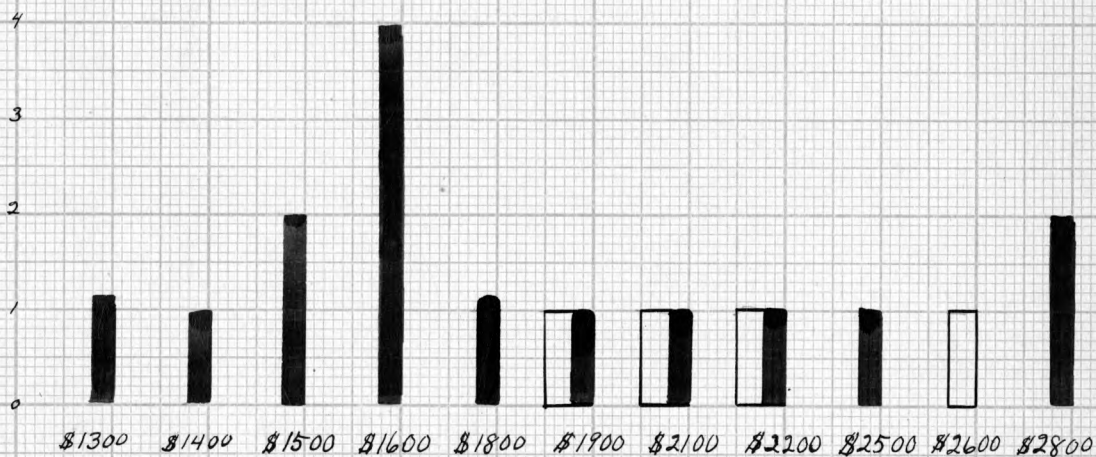


Figure 9. Bachelor of Pedagogy Group.



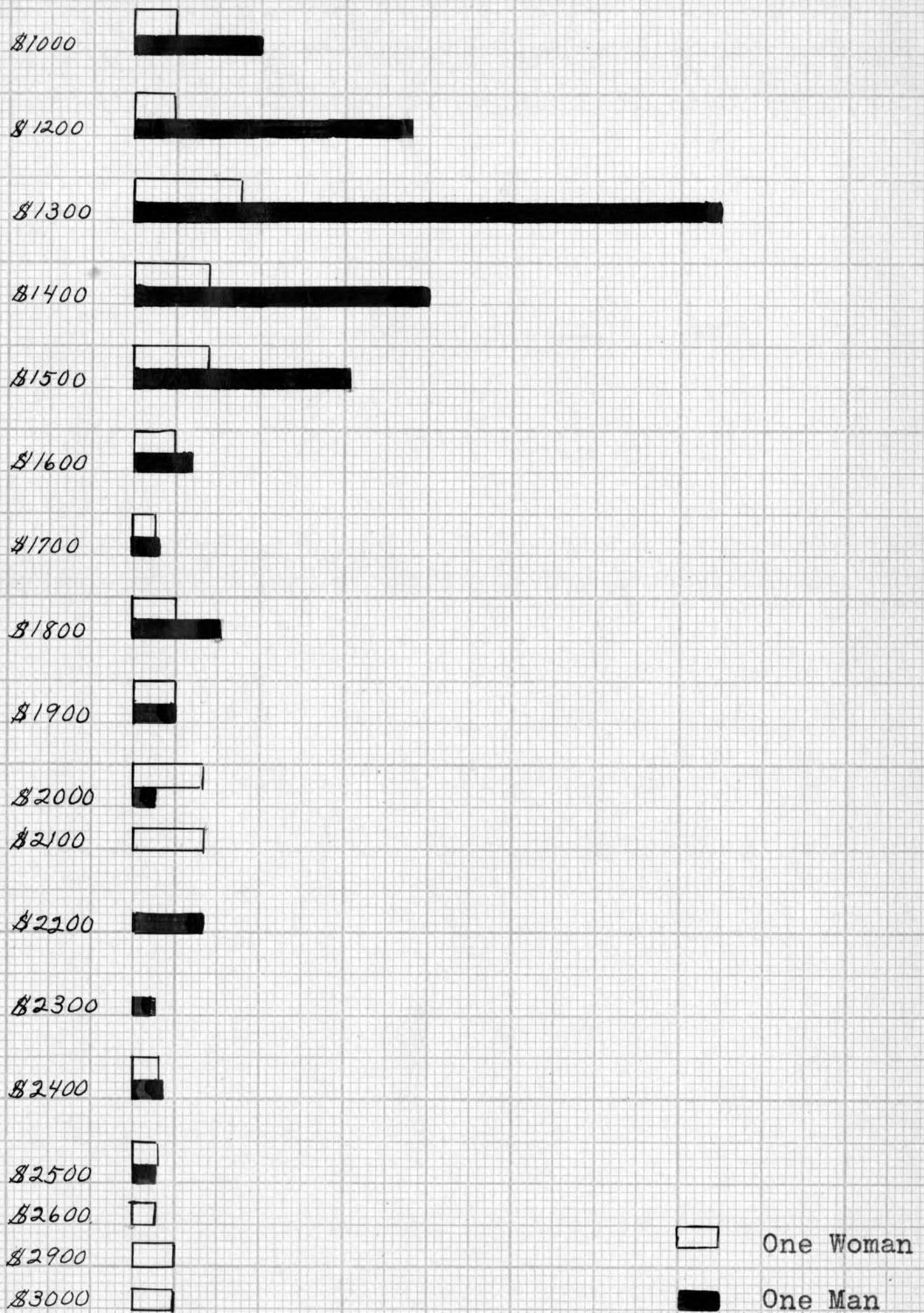
 Men  
 Women

Figure 10



### Summary

1. There are many more men than women with Master's degrees teaching in Kansas high schools.

2. The median salary of the men with Master's degrees teaching in Kansas high schools is \$2000.

3. The median salary of the women with Master's degrees teaching in Kansas high schools is \$1650.

4. The women with Bachelor's degrees teaching in the high schools of Kansas greatly out number the men with that same degree.

5. The median salary for the women with Bachelor's degree in the high schools of Kansas is \$1300.

6. The median salary for the men with Bachelor's degrees teaching in the high schools of Kansas is \$1650.

7. The median salary for women teaching in Kansas high schools on the degree of Bachelor of Music is \$1300.

8. The median salary for men teaching in Kansas high schools on the degree of Bachelor of Music is \$1750.

9. The median salary for women teaching in Kansas high schools for whom no degree is given is \$1200.

10. The median salary for men teaching in Kansas high schools for whom no degree is given is \$1400.

11. The median salary for men teaching in Kansas high schools on the B.Pd. degree is \$2800.

12. The median salary for women teaching in Kansas high schools on the B. Ph. degree is \$1600.

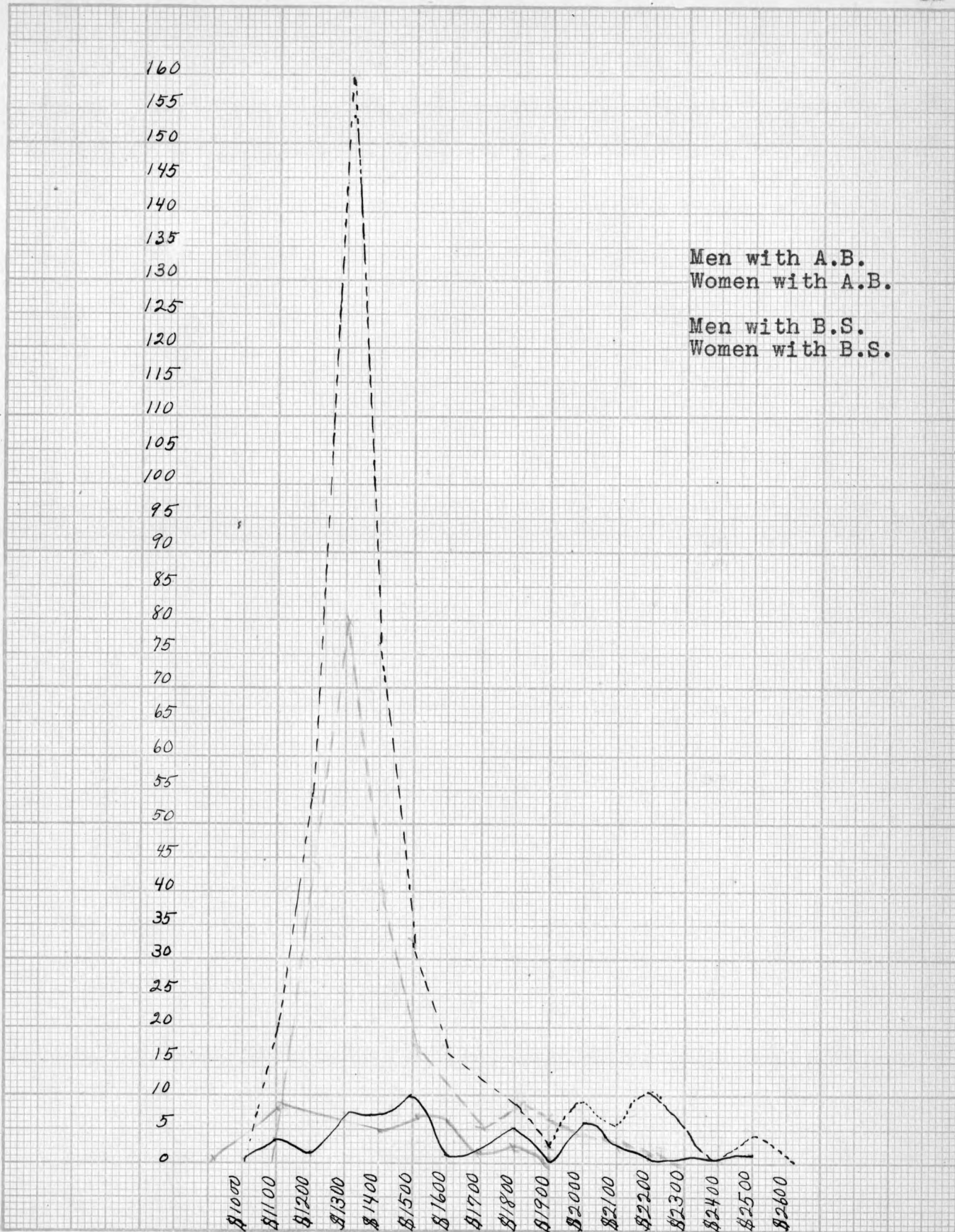
THE DISTRIBUTION OF SALARIES PAID TO KANSAS TEACHERS  
ACCORDING TO THE SUBJECTS TAUGHT

This was a hard matter for investigation because in the smaller high schools, especially, the writer found that in many cases the teacher was teaching three or four different subjects. The best that could be done in this matter was to assign the teacher to the subject group where most of the classes were. In plotting the graphs for this part of the study the writer tried to take into consideration the matters of: Subject, Men, Women, Salary, Number Distribution, and Degree.

The first subject considered was English, since the writer felt that the English teacher was an important factor in running a successful high school.

Figure 11 deals with the English teachers who have A.B. or B.S. degrees. The black marks indicate the A.B. degree and the red marks indicate the B.S. degree. The dotted lines indicate women teachers and the continuous lines indicate the men. It is apparent that there are approximately twice as many A.B. degree women as there are B.S. degree women. This wide variation does not exist between the A.B. and B.S. degree men. The women in the field of English

Figure 11



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English Teachers with Bachelor's Degrees

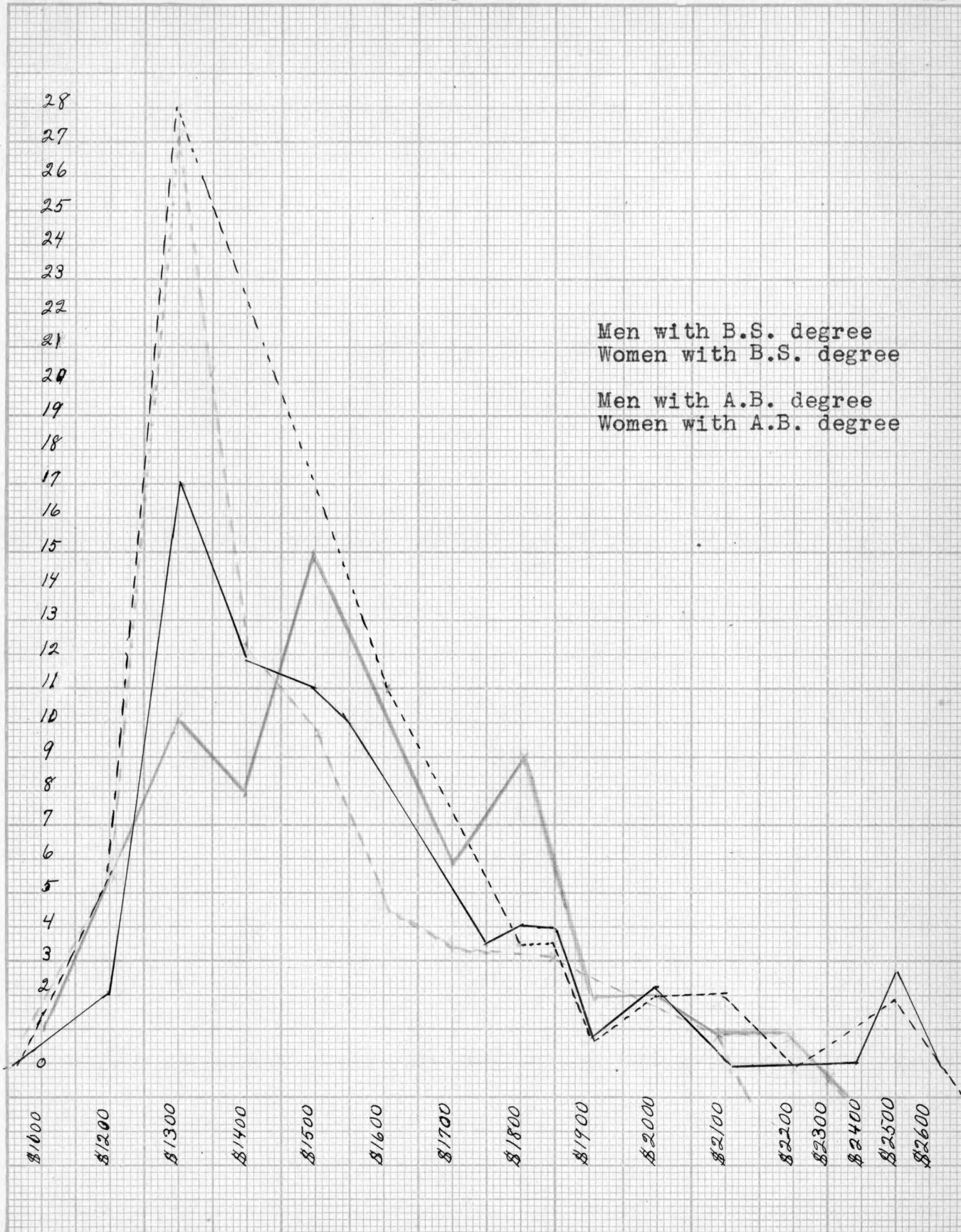
teaching greatly outnumber the men. In fact the teaching of English appeals to women very strongly because of their innate desire for refinement. This does not mean that there are not excellent men English teachers. Some of the very best English teachers of our state are men. The median salary for the Kansas English teacher is \$1300. The lowest salary for the Kansas English teacher is \$1000 and the highest is \$2600.

The men with M.S. degrees teaching English receive salaries as follows: one received \$1800 and one \$2000. In the same line of work one woman got \$1100, one \$1300, and one \$1400.

The men with Master of Art degrees teaching English fare as follows from the standpoint of salary: one received \$1400, one \$1600, two \$2000, one \$2500, one \$2600. The ladies with the Master of Art degrees receive salaries as follows: one \$1100, one \$1200, three \$1300, one \$1400, three \$1700, two \$1900, two \$2000, one \$2200, two \$2300, one \$2400, and one \$2700.

Mathematics teachers next crowd to a place in the foreground. It is difficult to get away from the old idea of school as a medium for the teaching of reading, writing, and arithmetic. Again in Figure 12 we have the red lines representing the Bachelor of Science degree and the black lines

Figure 12



representing the Bachelor of Arts degree. The number distributed is arranged vertically and the salary distribution is arranged horizontally. The high point for the women with B.S. degrees is exactly identical with the high point of those with A.B. degrees. The men with the A.B. degree receive a slightly higher salary, and the general average for the men with the Bachelor of Science degree is better.

It is interesting to note particularly the mathematics teachers with the M.S. degree. Of these one man received \$1200, one \$1400, and one \$2300. One woman received \$1900 and one received \$2200.

Whenever one is considering the Master of Science degree the consideration of the Master of Art degree becomes comparatively interesting. In these days of materialism people want to know exactly which degree is the most valuable.

It is apparent that the teachers with the A.M. degree have a decided advantage over those with M.S. degrees. There were six men with A.M. degrees. Their salaries were as follows: one \$2000, one \$2100, one \$2300, two \$2400, and one \$2700. The women with the same degree ranged in the following order: one \$1200, one \$1300, one \$1500, one \$1600, one \$1800, one \$1900, one \$2000, one \$2300, one \$2500, and one \$2600.

The nineteen teachers with M.A. degrees ranged in salaries from \$1200 to \$2700 while the five teachers of mathematics with M.S. degrees ranged from \$1200 to \$2400.

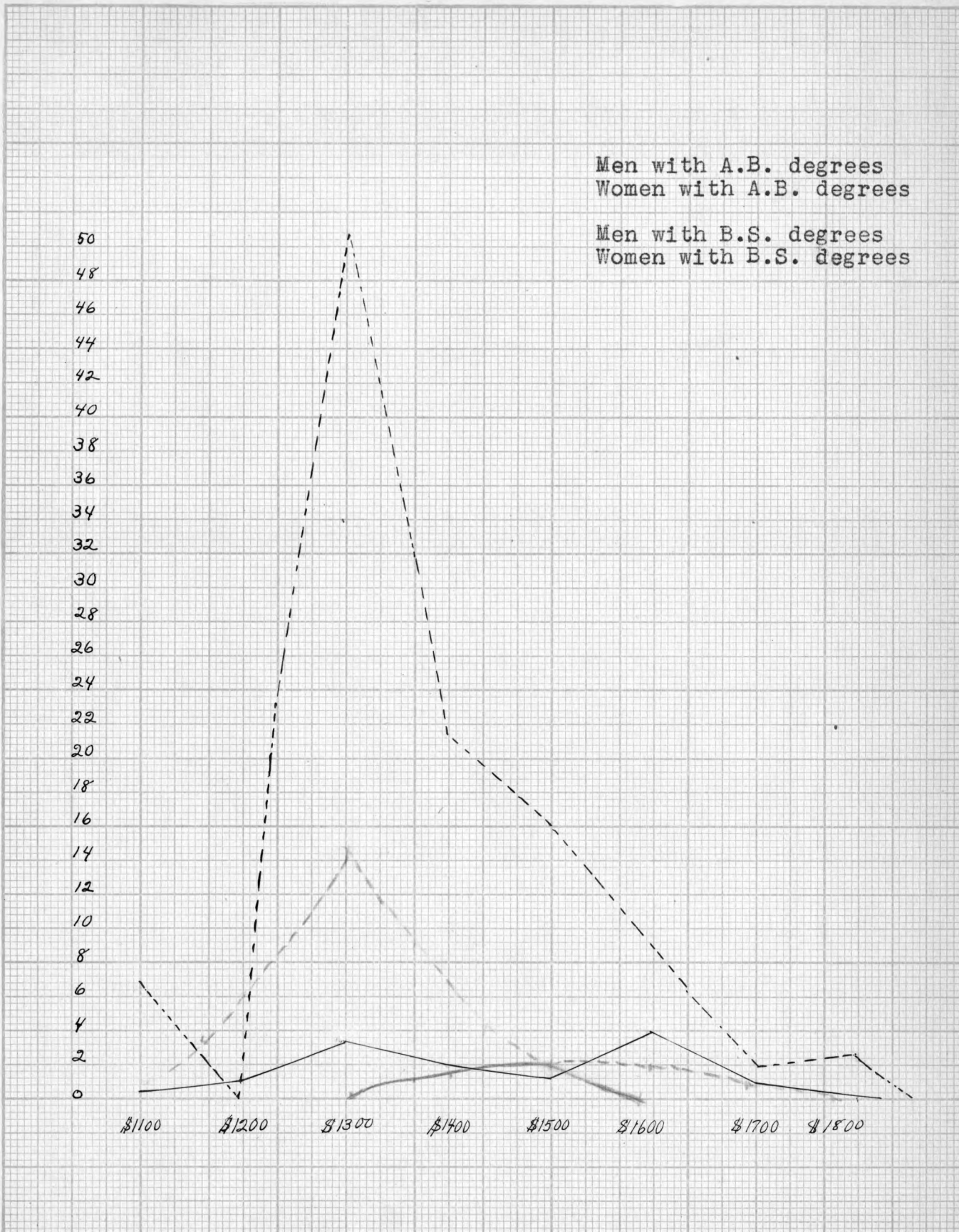
The writer next took up the study of the Latin teacher in the high schools of Kansas. Figure 13 shows that the Latin teachers with A.B. degrees greatly outnumber the Latin teachers with B.S. degrees. It also shows that there are relatively few men teaching Latin. The average Latin teacher with a Bachelor's degree receives a salary of \$1300.

The teachers of Latin with Master's degrees in the Kansas high schools present an interesting study.

It seems that the women with A.M. degrees who are teaching Latin have the ascendancy over the men when it comes to salary and also to numbers. Not a great deal can be said about the Latin teachers with M.S. degrees because there are so few of them.

Closely allied to Latin teachers we find those who teach the modern languages. Many times the Latin in the school is taught by the modern language teacher. Accordingly it is pertinent to take time to examine the status of the modern language teachers.

It is rather significant that we find only two modern language teachers with M.S. degrees. This would naturally lead one to the conclusion that modern language teachers who take advanced work should work toward an A.M. rather than



toward an M.S. degree.

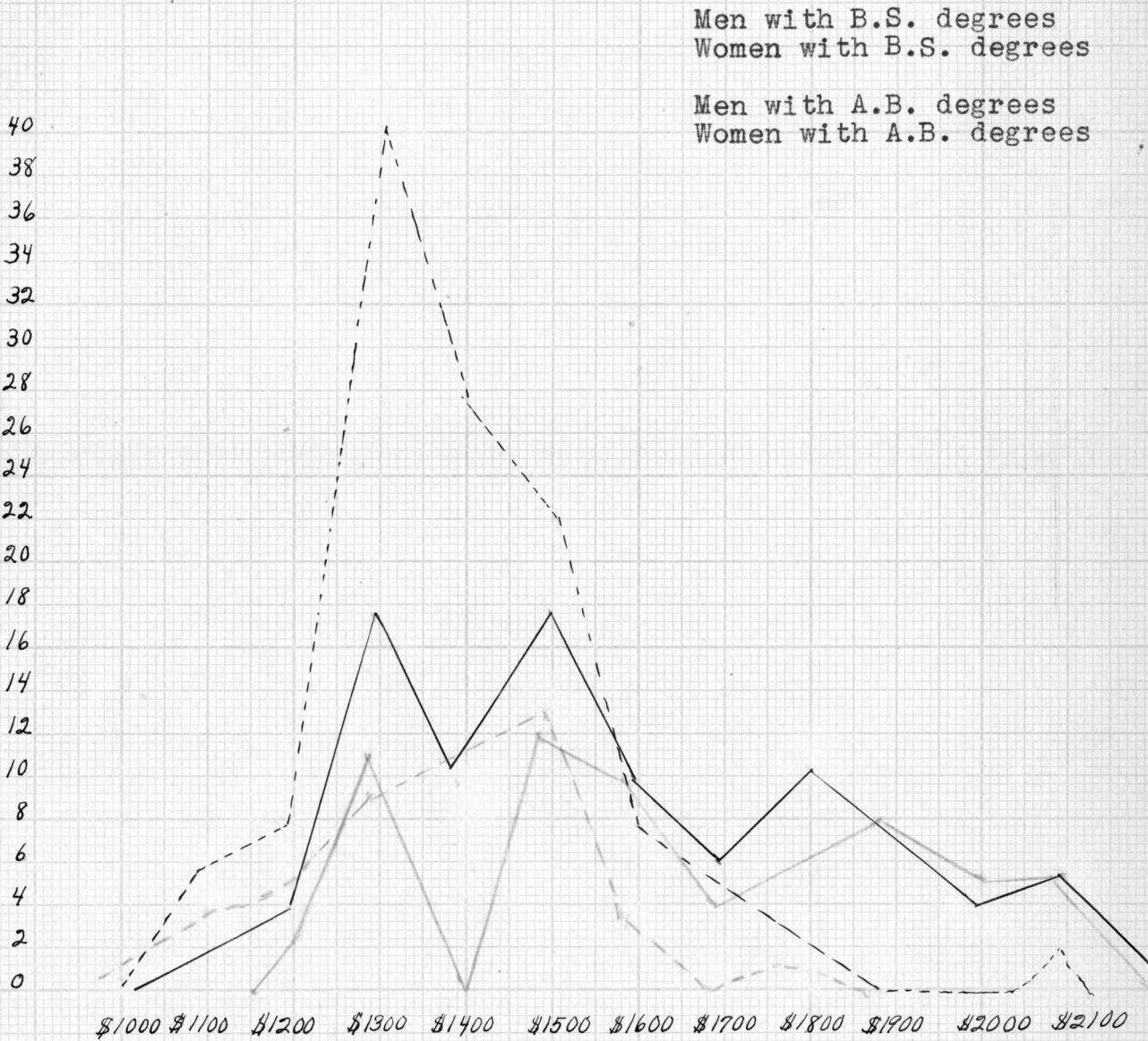
Let us next direct our attention to the status of the history teachers in Kansas high schools. Figure 14 shows the status of the teachers of history who have A.B. and B.S. degrees. The black lines on the graph indicate the A.B. degree and the red lines the B.S. The men are indicated by continuous lines and the women by dotted lines. We find that the A.B. people are in the ascending as far as numbers are concerned, but they fall down when it comes to salary. The median salary for a woman with an A.B. degree teaching history in the state of Kansas this year is \$1300. The median for a man is about \$1400. The median for a woman is \$1500. The median for a man with an A.B. degree is about \$1530.

At best there are not many M.S. history teachers, but judging from the few that were found the writer observed that the men are well paid and the women do not fare so well. In fact it seems that in some cases they are not receiving any higher salaries than they would have received with only a Bachelor's degree.

There is a history teacher with a Doctor of Pedagogy degree teaching for \$2300 per year.

The writer has found that men are holding sway in the field of history teachers with the A.M. degree in Kansas. A Master's degree is not a great financial advantage in many

Figure 14



instances. However, in case a teacher is located in a large system where there is a definite salary schedule there is definite financial recognition given to this degree. Nevertheless, the writer feels sure that the time is not far distant when the standards for teachers will be raised so as to make the Master's degree a necessity in the senior high school. The United States Commissioner of Education, Honorable John Cooper, is conducting a thorough study of the qualifications of teachers now in the high schools all over the United States. He is doing this by sending a questionnaire to all of the administrators to be filled out by each and every high school teacher. One can easily understand his motive after reading the letter with which he heads his questionnaire. I shall quote the letter verbatim:

United States Department of Interior  
Office of Education  
Washington

January 12, 1931

To Teachers, Supervisors, and Administrators:

The present unemployment of many experienced and trained teachers led the Seventy-first Congress, at the request of professional organizations, to provide for a nation-wide survey of the demand for and education of teachers, supervisors, administrators and other specialists in the public school systems of the United States. You may have answered similar questions for local studies. However, to secure data comparable between states, all teachers and other professional employees are asked to reply to the same set of questions.

This study is solely for the improvement of American education. Since the questions are few in number and easily answered, please respond promptly. Mail answers in the official envelope which requires no stamp. Your answers are confidential. They will be used for group studies only.

Cordially yours,

Hon. John Cooper

Commissioner of Education.

This is a move in the right direction. The findings when systematized, organized, and published doubtless will do much toward improving the present deplorable condition of injustice and inequality. Teachers' salaries need to be put on a scientific basis so that teachers and prospective teachers can know exactly where they stand.

The writer felt a special interest in the effect of the Master's degree upon salary and therefore attention has been given to that phase of the study. The table which follows was worked out for the teachers holding the M.S. degree.



In this study the writer has put under the head of no degree all of those persons who did not have a degree given in the official report, which is on file in the state superintendent's office at Topeka. Some of these may have special proficiency certificates in art, physical education, industrial, or other work; but there was no way of finding this fact.

There were ten superintendents in this group. One received \$1600, one \$2100, three \$2200, one \$2300, one \$2400, two \$2600, and one \$2900.

Among the commercial teachers there were the following belonging to this no degree group: one man receiving \$1100, three \$1300, two \$1500, three \$1600, one \$1700, two \$1800, one \$2300, one \$2500, one \$2900, and five \$3000. Among the lady teachers of this group the writer found the following: one \$600, one \$900, six \$1100, eight \$1200, eleven \$1300, fourteen \$1400, four \$1500, and two \$1600. Even yet special training courses for commercial teachers have been only very meagerly developed. Except in stenography and typewriting, commercial teachers frequently represent no special equipment whatever.

Other teachers such as those who teach physical education for boys and girls, keep study halls, have charge of the library, teach art and related sciences are as follows: one \$600, one \$900, one \$1000, one \$1100, four \$1200, five

\$1300, six \$1400, six \$1500, two \$1600, one \$1700, four \$1800, two \$2300, one \$2500, and one \$2700. The women of this group were as follows: two \$600, two \$4700, one \$800, one \$900, four \$1000, twelve \$1200, twenty-three \$1300, fifteen \$1300, eight \$1500, three \$1600, two \$1700, three \$1800, one \$1900, two \$2000, one \$2400, and one \$2500.

Among the music teachers of this group the writer found the following salaries: The salaries for men were: one \$800, one \$4900, two \$1000, four \$1300, two \$1400, one \$1500, five \$1800, two \$1900, two \$2000, one \$2100, one \$2200, one \$2500, and two \$2600. The salaries for the women were: one \$500, one \$600, one \$700, nine \$900, two \$1600, three \$1100, thirteen \$1200, thirty-three \$1300, ten \$1400, ten \$1500, one \$1700, one \$1800, two \$1900, and two \$2200.

Among the superintendents of this group were found: two receiving \$1800, two \$2000, two \$2200, two \$2300, eight \$2500, two \$2800, three \$3000, one \$3200, one \$3300, and one \$3600.

Table V. Teachers Having No Degree Given in Administrator's State Report.

Salaries	Commerce		Mathematics		Other Subjects	Home Econ.	Supt.
	Men	Women	Men	Women	Men	Women	Men
\$1000-\$1099				2	6	2	12
\$1100-\$1199	1	6		1	4	2	2
\$1200-\$1299		8		1			3
\$1300-\$1399	3	111		4	12		13
\$1400-\$1499		14		5	23	4	33
\$1500-\$1599	2	4		6	15	2	10
\$1600-\$1699	3	2	1	6	8	1	10
\$1700-\$1799	1			2	3		
\$1800-\$1899	2		2	1	2		1
\$1900-\$1999				4	3	5	1
\$2000-\$2099			2	2	1	2	2
\$2100-\$2199			1	5	2	2	3
\$2200-\$2299			5	5		1	1
\$2300-\$2399	1		6	3		1	2
\$2400-\$2499			1	2			
\$2500-\$2599	1		8		1		
\$2600-\$2699			2	1	1	1	
\$2700-\$2799			2	1		2	
\$2800-\$2899			1				
\$2900-\$2999	1		3				
\$3000-\$3099	5						
\$3100-\$3199			1				
\$3200-\$3299			1				
\$3300-\$3399			1				

The men who teach vocational agriculture form an important part of our Kansas high schools. These men together with the commercial teachers do a great deal to link our high schools to real life situations. That accounts for the difference in the salaries paid these men in preference to teachers of some other academic subjects.

In the L.L.B. degree the writer found one man teaching agriculture for \$1400, one teaching history and other subjects for \$1800, two teaching commerce and allied subjects for \$2000, and one teaching history and civics for \$2100.

The 171 agriculture men receive a median salary of \$2100. These men are hired by the year and are given four weeks of vacation during the year. Their time during the summer months is given over to the supervision of farm projects. Some of the more progressive agriculture teachers take short unit courses and evening classes during the summer along with their project work. In addition to his regular salary the vocational agriculture teacher receives the actual expenses for traveling when visiting projects. The writer added these superintendents, principals, and agriculture men in with the great mass of high school teachers in computing the median salary paid. Consequently, it looms up considerably higher than one would ordinarily expect.

The agriculture men with A.M. degrees get nearly as good salaries as some of the best superintendents. The writer found one receiving \$1600, one \$2000, four \$2300, and two \$2700. The manual training teachers of this group receive salaries as follows: two \$1400, one \$2400, one \$2700, one \$2600, and one \$2900.

It is interesting to study these two important groups intensively; hence, the writer has reduced the facts in regard to these two subjects into a definite tabulation.

Table VI shows the exact status of the teachers of agriculture, manual training, and allied subjects. The median salary for all agriculture men is \$1900 and \$2000. The median salary for agriculture men with M.S. degrees is \$2500. The median for agriculture men with A.M. degrees is \$2300. The median for agriculture men with B.S. degrees is \$1800. The median for agriculture men with A.B. degrees is \$1600.

Table VII shows the relation of salaries to degrees of the commerce teachers. The A.M. median is \$2200, the M.S. median \$2300, the median for women with B.S. degrees \$1499, the median for men with B.S. degrees \$1500, median for all commerce teachers with B.S. degrees \$1400, median for men with A.B. degrees \$1599, median for women with A.B. degrees \$1300, and the median for both men and women in the A.B. group \$1400.

Table VI. Relation of Salaries to Degrees of Teachers of Agriculture, Manual Training, and Allied Subjects.

Salaries	M.S.	A.M.	No Degree	B.S.	A.B.
\$1100-\$1199	3			2	1
\$1300-\$1399	31			27	4
\$1400-\$1499	46			35	11
\$1500-\$1599	61	1		40	20
\$1600-\$1699	47	1	1	33	12
\$1700-\$1799	32			23	9
\$1800-\$1899	49			38	11
\$1900-\$1999	19			17	2
\$2000-\$2099	39	2	1	32	1
\$2100-\$2199	24			19	5
\$2200-\$2299	36			31	5
\$2300-\$2399	19		4	14	1
\$2400-\$2499	32	4		24	4
\$2500-\$2599	8	1		7	2
\$2600-\$2699	8	1	1	4	2
\$2700-\$2799	9	1	2	6	
\$2800-\$2899	1				1
\$2900-\$2999					
\$3000-\$3099	1	1			
\$3400-\$3499	1	1			

Table VII. Relation of Salaries to Degrees of Commerce Teachers

Salaries	M.A.	M.S.	B.S. Men	B.S. Women	A.B. Men	A.B. Women	No Degree	
							Men	Women
\$1100-\$1199				6		2	1	6
\$1200-\$1299			3	14	1	12		8
\$1300-\$1399			7	57	10	38	3	11
\$1400-\$1499		1	9	28	5	15		14
\$1500-\$1599	1		12	18	8	5	3	4
\$1600-\$1699			5	8	2	1	3	2
\$1700-\$1799			3	3	3	3	1	
\$1800-\$1899	2		6	6	6	1	2	
\$1900-\$1999			1		4		1	2
\$2000-\$2099	3		5	1		2		
\$2100-\$2199	2		6	1	2	2	1	
\$2200-\$2299	2		4	1	3	1		
\$2300-\$2399		2	1			1		
\$2400-\$2499	1				2			
\$2500-\$2599	2	1	1		1		1	
\$2600-\$2699	2							
\$2900-\$2999	1							

The home economics group is closely allied to the two subject groups which have just been discussed. The writer found that there are 483 home economics teachers in Kansas this year. The median salary is \$1300 to \$1399. Table VIII shows the salary and degree distribution of these 483 teachers.

Table VIII. Degrees and Salaries of Home Economics Teachers

Degree	\$1000 1099	\$1100 1199	\$1200 1299	\$1300 1399	\$1400 1499	\$1500 1599	\$1600 1699	\$1700 1799	\$1800 1899	\$1900 1999	\$2000 2099	\$2200 2299	\$2400 2499
M.S.						1	1	1	1				
A.M.						1	1						1
B.S.	1	13	36	111	65	30	18	1	5	1	3	3	1
A.B.		6	29	84	36	10	6	4	2	1		2	
Totals	1	19	65	196	101	42	26	6	8	2	3	5	2

The number of men in high schools is increasing. The women outnumber the men two to one. In 1931 there were about twice as many women teachers as men in the high schools of Kansas, a ratio which has held for years.

In one hundred ten high schools in Kansas there are one hundred thirty-eight married women teaching. Thirty-seven or more are superintendent's wives; eleven have their husbands, who are not superintendents, also teaching in the same school system. The salaries for these women range from \$600 to \$1800. Some teach music, but many teach a large variety of subjects.

In the larger cities, such as first and second class cities, we find most of the teachers teaching the subjects that they majored in while in school. However, in the third class and village schools we find many teachers teaching a wide range of subjects, some of which they have not studied since they were in high school. One teacher had a music degree and she was teaching American history, algebra, French, Latin, and English.

In this study the writer attempted to place the teachers of English, Latin, history, home economics, agriculture and shops, mathematics, foreign language, and superintendents in the group where they were teaching the majority of classes. Hence, it is apparent that one could not definitely say that certain teachers are English teachers and

certain others are history teachers. They may be teaching both subjects at the same time. Nevertheless, one can get a general idea of the popularity of subjects and the trend of salaries.

### Summary

1. The median salary for high school English teachers who hold either a B.S. or an A.B. degree is between \$1300 and \$1400.

2. The median salary for the high school English teachers who have Master's degrees is \$1850.

3. The median salary for the high school mathematics teacher with a Master's degree is \$2050.

4. The median salary for the high school mathematics teacher with a B.S. or A.B. degree is \$1300 and \$1400.

5. The median salary for the high school Latin teacher with a B.S. or A.B. degree is \$1300.

6. The median salary for the high school Latin teacher with a Master's degree is \$1800.

7. The median salary for an A.B. or B.S. degree history teacher is \$1350.

8. The median salary for a M.S. or A.M. history teacher is \$1850.

9. The median salary for high school teachers for whom no degree is listed is \$1300.

10. The median salary for the high school agriculture teacher having an A.B. or B.S. degree is \$1700.

11. The median salary for the agriculture teacher holding a Master's degree is \$2400.

12. The median salary for the commerce teacher having a B.S. or an A.B. degree is \$1400.

13. The median salary for the commerce teacher having a Master's degree is \$2250.

14. The median salary for the home economics teacher having a B.S. or an A.B. degree is \$1300.

15. The median salary for the home economics teacher having a Master's degree is \$1900.

#### THE DISTRIBUTION OF SALARIES PAID TO KANSAS TEACHERS ACCORDING TO TENURE AND SALARY

It is an interesting study to search out the salary range of the beginning teacher. There is a tendency on the part of those who are teaching for the first time to feel jealous of salaries paid to older and more efficient teachers. Hence, a frank facing of facts should be beneficial to everyone concerned. About 62% of all the teachers included in this study were inexperienced. It is interesting to note that there is one person with a Master of Science degree teaching for the first time. It was surprising to note that the teachers having Master of Arts degrees were only

receiving salaries of \$1125, \$1400, and \$2200 per school year. There were 123 teachers with Bachelor of Arts degrees in comparison with 101 teachers with Bachelor of Science degrees who had never taught school before. It is significant that the median salary for both Art and Science Bachelors was identical. The median is \$1350. The lowest salary received was \$1000 and the highest \$2300. There were high school teachers who were teaching for the first time and apparently had no degree. These teachers ranged in salary from \$1000 to \$1600.

From a careful tabulation of all the experienced teachers who were teaching their first year in a new position the writer found that there were 562, or 13.2% of the total number of Kansas high school teachers, in this group. When we add to this the inexperienced teachers who entered the profession and remember that for every new teacher that enters the field there must be an old teacher leave the profession, we see that each spring in the State of Kansas there is a decided teacher turn over. A fair minded person cannot help being aware of the fact that not all of this turn over is due to a deficiency on the part of the teachers that are turned over. Some teachers, it is true, prefer to teach in different communities rather than live under the stagnating atmosphere of one small community. On the other hand, many communities habitually change teachers from year

to year without the slightest thought of the loss to the community. It is a loss. It takes the major portion of one year for a teacher to learn the best methods for work in that certain community. Accordingly, common sense teaches that she will be far more valuable during her second year than her first.

First, the writer studied the salary situation from the standpoint of the Bachelor's degree. Table IX shows the value of each year of teaching experience to the teacher that has been in last spring's turn over. We find sixteen teachers who have one year of experience previous to the present year. The median salary for this group is \$1350. There are 128 of these teachers with two years of teaching experience previous to the present year. The median salary for this two year group is \$1399. In this instance we conclude that one year's teaching increased the value of the teacher approximately \$49. The writer has found that there are 106 teachers with Bachelor's degrees who have three years of teaching experience outside of the present year. The median salary for these three year people is \$1450. This gives the teacher of three years' teaching experience a \$51.00 lead over the teacher with two years of experience. There were seventy-four teachers in this turn over who had four years of teaching experience. These folks were out of luck and received the same median salary as the three year

Table IX. Teachers with Bachelor's Degrees Who Shifted Positions in the Spring of 1930.

Salaries	1 year	2 year	3 year	4 year	5 year	10 year
\$1000-\$1099		2		1	2	
\$1100-\$1199	1	3		4	4	1
\$1200-\$1299	3	12	11	4	2	2
\$1300-\$1399	12	48	33	20	36	3
\$1400-\$1499	5	23	25	14	23	6
\$1500-\$1599	3	17	8	13	18	4
\$1600-\$1699	1	7	6	6	4	2
\$1700-\$1799	1	3	8	2	6	
\$1800-\$1899		4	6	3	7	1
\$1900-\$1999		2	1	2	3	2
\$2000-\$2099		2	2	2	7	2
\$2100-\$2199		3	1		2	1
\$2200-\$2299		1	3	1	2	
\$2300-\$2399		1	1	1	2	
\$2400-\$2499			1		2	1
\$2500-\$2599						1
\$2600-\$2699						1
Total	26	128	106	74	120	27
Median	\$1350	\$1399	\$1450	\$1450	\$1498	\$1530

people. However, the high mark salaries were higher and the distribution range much more varied. There were 120 teachers who had from five to nine years of teaching experience previous to the present year. The median salary for these teachers was \$1498. This was a \$48 increase over the four year group. There were 27 teachers in this turn over who had more than ten years of teaching experience. The median salary for this group was \$1530. This amounted to a \$35 increase over the preceding group.

Table IX was concerned with the Bachelor's degree. In contrast, Table X has been devised for the sake of studying the Master's degree and no degree groups. There was one teacher in the one year group. This means that there was one Master's degree teacher who had one year of teaching experience previous to the present year. The salary for that teacher was \$1440. There were three Master's degree teachers in the two year group. The median salary for these teachers was \$1750. There were nine with three to four years of experience. The median salary for these was \$1799. There were ten Master's degree teachers in the five to nine year group. The median salary for these teachers was \$1850. The writer found that there were 13 Master's degree teachers who were in last spring's turn over. Their median salary was \$2200.

Table X. Teachers with Master's Degrees and No Degrees Who Shifted in the Spring of 1930.

Salaries	Master's Degree					No Degree			
	1st year	2nd year	3rd year	4th year	10th year	2nd year	3rd year	4th year	10th year
\$1200-\$1299						2			2
\$1300-\$1399					1	3	4	1	1
\$1400-\$1499	1			2	1				
\$1500-\$1599			1	1		1			2
\$1600-\$1699		1	1						1
\$1700-\$1799		1	3	1					
\$1800-\$1899				2	1	1			1
\$1900-\$1999			1	1	1			1	1
\$2000-\$2099				2					
\$2100-\$2199			1		1				
\$2200-\$2299		1			4				
\$2300-\$2399					1				
\$2400-\$2499			2	1					
\$2500-\$2599					1				
\$2700-\$2799					1				
\$2800-\$2899					1				
Total	1	3	9	10	13	7	4	2	8
Median	\$1440	\$1750	\$1799	\$1850	\$2200	\$1300	\$1350	\$1600	\$1440

The no degree group who participated in the 1930 turn over is interesting. There were seven with two years' experience, four with three years, two with four years, eight with five to nine years, and one with ten years of experience. Their median salaries were: \$1300, \$1350, \$1600, \$1440, and \$2500 respectively.

Another interesting phase of study in the consideration of salary and tenure is to tabulate the teachers who are teaching their second year in their present positions. The facts concerning these teachers are given in Table XI. The writer has taken up the Bachelor's degree group first. The writer found that with two years in the present position and one year elsewhere the median salary is \$1300. The median salary for two years in the present position and two elsewhere is \$1400. There are 203 teachers in Kansas that belong in this group. The median salary for two years in the present position and four years elsewhere is \$1498. The median salary for two years in the present position and five to nine years elsewhere is \$1530. The median salary for the teacher with two years in the present position and ten or more years elsewhere is \$1800.

The writer has next considered the Master's degree group; with a Master's degree, two years in the present position, and one or two years in other schools, the median salary is \$1600. The median for two years in the present

Table XI. Salaries of Teachers Who Have Been Two Years in the Present Position and Have Had Other Experience.

Experience Elsewhere	Bachelor's Degrees						Master's Degrees			No Degree Given
	1 year	2 years	3 years	4 years	5-9 years	10 years	1-2 years	3-4 years	5 years	1 or more years
Up to \$1099		1		1						2
\$1100-\$1199		4	1	3	1					4
\$1200-\$1299	2	22	4	2						7
\$1300-\$1399	9	76	26	22	18	3	1	1		16
\$1400-\$1499	1	41	19	20	28	1		1		4
\$1500-\$1599		23	7	18	8	5	1			2
\$1600-\$1699		8	6	9	10	1	1			1
\$1700-\$1799	1	4	4	3	5					
\$1800-\$1899		15	3	3	3	2	1	2	1	3
\$1900-\$1999		4	1	1	4		1		1	2
\$2000-\$2099		3	1	4	5	1		1	4	1
\$2100-\$2199		6			3	2			2	
\$2200-\$2299		3			10	4				1
\$2300-\$2399		1			1			1	5	
\$2400-\$2499		2	1						3	
\$2500-\$2599					2	3			2	
\$2600-\$2699			1			1				
\$2800-\$2799						1				
\$2900-\$2999								1		1
Total	13	203	74	86	98	23	5	7	18	44
Median	\$1300	\$1400	\$1460	\$1498	\$1530	\$1800	\$1600	\$1800	\$2300	\$1300

position and three or four years elsewhere is \$1800. The median for two years in the present position and five or more elsewhere is \$2300. The median for the no degree group is \$1300.

The writer has been curious to know just what were the financial results of moving from one system to another. Accordingly, a comparative study has been devised for the teachers who shifted in the spring of 1930. Table XII makes it clear to the reader that a move may mean a temporary gain but, in the end, the teacher gains most who remains in the same school. Temporary gains are deceitful.

### Summary

1. The median salary for beginning Kansas high school teachers holding a Master's degree is \$1840.
2. The median salary for beginning Kansas high school teachers holding Bachelor's degrees is \$1305.
3. The median salary for beginning Kansas high school teachers holding the Bachelor of Music degree is \$1350.
4. The median salary for beginning Kansas high school teachers for whom no degree is given is \$1250.
5. Five hundred sixty-two experienced teachers shifted positions in the spring of 1930.
6. The median salary for the B.S. teacher who has one year of experience in another school is \$1350.

Table XII. The Comparative Shift of Teachers in the Spring of 1930.

Degree	Years in present position	Years of previous teaching	Total teaching experience	Median salary
B.S.	1	1	2	\$1350
B.S.	1	2	3	1399
B.S.	1	3	4	1450
B.S.	1	4	5	1450
B.S.	1	5-10	6-11	1498
B.S.	1	10	11	1530
Master's	1	1	2	1440
"	1	2	3	1750
"	1	3-4	4-5	1799
"	1	5-9	6-10	1850
"	1	10	11	2200
None	1	2	3	1300
"	1	3	4	1350
"	1	4	5	1600
"	1	5-9	6-10	1440
"	1	10	11	2500
Master's	2			1300
"	2	1	3	1400
"	2	2	4	1460
"	2	3	5	1498
"	2	4	6	1530
"	2	5-9	7-11	1800
"	2	10	12	
None	2	1-2	3-4	1600
"	2	3-4	5-6	1800
"	2	5	7	2300
"	2			1300

7. The median salary for the B.S. teacher who has two years of experience elsewhere is \$1399.

8. The median salary of the B.S. teacher with three years of experience elsewhere is \$1450.

9. The median salary for the B.S. teacher with five to nine years elsewhere is \$1498.

10. The median salary for the B.S. teacher with ten or more years elsewhere is \$1800.

11. The Master's degree teacher with experience elsewhere receives salaries which range in their medians from \$1440 to \$2200.

12. The financial gain in the long run is greatest if teachers remain in one position through a term of years.

#### SUMMARY AND CONCLUSION

In conclusion of this study it is quite pertinent to summarize the findings in regard to degrees and salaries. Table XIII shows the degrees and salaries of 4166 high school teachers, not including the superintendents teaching during the school year of 1930-31 included in this study.

This investigation has as its main objective the study of the training and salaries of Kansas high school teachers. Since actual teaching experience is a valuable part in the training of teachers it has been necessary to consider tenure as an integral part of the study. The purpose of

Table XIII. A Summary of Degrees and Salaries of High School Teachers of Kansas.

Salaries	M.S.	A.M.	B.M.	A.B.	B.S.	B.Ph.	L.L.B.	None	Total
\$1000-\$1099				5	6			9	20
\$1100-\$1199		3	5	45	43			18	114
\$1200-\$1299	1	3	13	137	120			37	311
\$1300-\$1399	3	7	37	506	420	1		79	1053
\$1400-\$1499	4	18	15	277	252	2		47	615
\$1500-\$1599	4	14	10	372	190	6		30	626
\$1600-\$1699	2	24	3	114	129	4		11	287
\$1700-\$1799	3	13	3	65	68			5	157
\$1800-\$1899	2	20	4	73	104			15	218
\$1900-\$1999	2	11	2	24	39	1		10	89
\$2000-\$2099	8	33	3	52	60		2	10	168
\$2100-\$2199	1	8	2	27	39	2	1	7	87
\$2200-\$2299	3	21	2	44	43	1		9	123
\$2300-\$2399	4	23		19	27			1	74
\$2400-\$2499	4	15	1	18	28	1		4	71
\$2500-\$2599	4	13		20	28	1	1	6	73
\$2600-\$2699	2	8		4	4	1		2	21
\$2700-\$3500	9	19	2	16	2			11	59
Total	56	253	102	1818	1603	20	4	310	4166
Median	\$2000	\$2000	\$1300	\$1400	\$1400	\$1600	\$2000	\$1300	

this investigation was to present a clear, concise, and accurate analysis of the status of Kansas high school teachers, so that school officials may recognize present dangers resulting from a flagrant lack of uniformity and may recognize the wisdom of working out some sort of an equitable salary schedule for Kansas high schools. Undue moving about from position to position cuts down efficiency. The writer feels that if an equitable standardized salary could be worked out that much of this moving about would be eliminated. Teaching school is too lofty a profession to be reduced to the level of barter and trade. Teachers ought not to be allowed to underbid each other. It is not professional or ethical, and yet it will not stop until the whole realm of salaries is systematized. A standardized salary schedule would also protect the members of school boards from the censure which their constituencies so often give them for paying this or that teacher too much money. And then, again, a system of standardization will have a tendency to make and keep teachers contented and happy in their work.

The information gathered for this study came from the "High School Principals' Reports" which are filled out by the administrators themselves and filed at the state superintendent's office at Topeka, Kansas. This information is secured at the state superintendent's office at the beginning of each school year. These data were taken from the reports

for the current year of 1930-31.

The scope of this study includes all of the public high school teachers from 592 Kansas high schools.

The writer wishes to suggest as an outgrowth of this study that serious thought be given to the working out of an equitable salary schedule.

The facts gained from this investigation point to Table XIV as a possible working basis.

Table XIV. Suggestions for a Salary Schedule

Salary	Bachelor's Degree						Master's Degree				
	1 year	2 year	3 year	4 year	5 year	6 year	1 year	2 year	3 year	4 year	5 year
\$1100-\$1199	X										
\$1200-\$1299		X									
\$1300-\$1399			X								
\$1400-\$1499				X							
\$1500-\$1599					X						
\$1600-\$1699						X					
\$1700-\$1799											
\$1800-\$1899							X				
\$1900-\$1999								X			
\$2000-\$2099									X		
\$2100-\$2199										X	
\$2200-\$2299											X

The X's suggest approximate median salaries. There ought to be a \$20 increase for exceptionally good work and a \$20 yearly decrease for inferior work.

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