

SALARY STATUS OF PUBLIC SECONDARY SCHOOL COUNSELORS IN KANSAS
FOR THE YEAR 1960-1961

by

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INTRODUCTION

The need for constructive personal guidance in our high schools has been increasing steadily. The curriculum is more complicated than ever before and the diversity of higher education bewildering. About one-third of all high school graduates now enter college. For those who don't go, many more vocations are open today than a generation ago. Expert guidance is essential for youngsters who generally can't get it from their parents.

Moreover, with a large number of U. S. students dropping out of high school each year, there is a huge waste of our human resources. Yet, as Irwin (1) pointed out, at least 40 percent of our secondary schools have no guidance counselor at all. And many of the existing guidance men and women are inadequately trained.

Spurred by the National Defense Education Act of 1958, schools all over the country began launching counseling programs and expanding the programs they already had in operation. It was estimated that 25,000 new school counselors would be employed within the next ten to twenty years. Thousands more counselors would be needed in the other areas of work.

It is true that few counselors acquire wealth. It is also true that the work is emotionally and, often, physically exhausting, that some students and other clients may be incredibly defensive and exasperating, that counselors face many frustrations in sensing their own inadequacies and in the lack

of comprehension upon the part of others. Yet, the rewards of the profession are many and wonderful. Counselors do constructive work with human lives and many times can see tangible results. Most clients have respect and warm affection for counselors, and some take pains to let them know it. The duties are usually interesting, always varied--as interesting and varied as people are. The hours are as reasonable as in any profession, the working conditions good, and in institutional service there are extra benefits like pensions and health protection plans. A counselor enjoys stature in the community as a specialist. A great educator once said that a counselor is a person with a sense of immortality, for to leave a vestige of oneself in the development of another is a touch of immortality. Through this we find an impelling and sufficient reason for living. Through this we live far beyond our span of years.

STATEMENT OF PROBLEM

The purpose of this study was to ascertain the salary status of persons assigned time in Kansas public secondary schools for guidance and counseling for the year 1960-1961. The problem was handled and subsequently answered in relation to four distinct aspects; (1) qualifications of counselor, (2) size of school, (3) salary differential east and west of U. S. Highway 81, (4) time allotted for counseling.

DEFINITION OF TERMS

In accordance with the state of Kansas Certificate Handbook (7), dated January 1, 1959, the writer defined standard and minimum qualifications as follows:

Standard qualifications

The counselor shall:

- (1) hold degree certificate for teaching at the level in which he was to serve as a counselor,
- (2) have had at least three years successful teaching or counseling experience in an accredited elementary or secondary school,
- (3) present evidence of twenty-four months of cumulative work experience at a wage earning job other than teaching, and
- (4) hold a master's degree, including sixteen semester hours of graduate* credit in professional guidance courses with credit in the Basic Course and in each of the areas as follows: Analysis of the individual, occupational information, counseling techniques, supervised practice in guidance services, and administrative relationships of the guidance program.

Minimum qualifications

The counselor shall:

- (1) hold degree certificate for teaching at the level in which he was to serve as counselor,
- (2) have had at least two years successful teaching or counseling experience in an accredited elementary or secondary school,
- (3) present evidence of twelve months of cumulative work experience at a wage earning job other than teaching, and

* Up to three semester hours undergraduate credit in the Basic Course was accepted here.

- (4) have had at least twelve semester hours of graduate* credit in professional guidance with credit in the Basic Course and in at least three of the areas as follows: Analysis of the individual, occupational information, counseling techniques, supervised practice in guidance services, administrative relationships of the guidance program.

Secondary schools

For purposes of this thesis, all public secondary schools accredited by the Kansas State Department of Public Instruction were included, four year, junior high, senior high, and six year schools. All such schools listed on the Report of Guidance Service Programs in Kansas Secondary Schools¹ were included in this study. Attention is drawn to the fact that this was not all of the public secondary schools in Kansas in 1961, but only those which reported having assigned guidance time allotted to some member of the school staff.

Counselor

Counselor was so defined as to mean any school staff member with assigned guidance time as reported on the Report of Guidance Service Programs in Kansas Secondary Schools.

PROCEDURE

Data used in this report were secured from the Kansas State Department of Public Instruction located in Topeka. The two specific sources were the High School Principal's Organization Report² and the Report of Guidance Service Programs in Kansas

¹See Appendix B

²See Appendix A

Secondary Schools. Duplicates of both are to be found as appendices of this thesis. The writer spent several days in Topeka collecting the data. Once the data had been obtained, the writer bisected the state using U. S. Highway 81 as the dividing line. With the exception of Wichita, all towns located on U. S. Highway 81 were considered to be west of U. S. Highway 81. As for Wichita, the writer talked with residents of Wichita in order to ascertain on which side of U. S. Highway 81 each particular school was located, and they were grouped accordingly. It was felt that the salaries of these schools would be large enough to have a significant effect on the overall picture of counselor salary status in Kansas. Further delineation was processed by size of school as well as specific classification of school personnel as to qualification. Once this had been done, the procedure was then to arrive at an hourly pay schedule of the specific personnel. On the basis of information obtained from the Report of Guidance Service Programs in Kansas Secondary Schools, the writer divided the total salary reported on the High School Principal's Organization Report by six, since a full time counselor was given credit for counseling six hours per day. The tables in this thesis report both the mean hourly pay and the mean annual pay of guidance personnel in the state of Kansas for the school year 1960-1961.

REVIEW OF LITERATURE

In reviewing the related literature, the writer was somewhat surprised to find so little written directly related to the subject. Much had been put on paper regarding the classroom teacher's salary, but so very little written as regards the counselor's salary. Authorative literature included the cost of operating the guidance service program but neglected to mention the most obvious cost, the counselor's salary.

Perhaps to recall some of the principles of salary scheduling in search of inherent connotations regarding a salary differential between classroom teachers and personnel other than classroom teachers would be beneficial. The N.E.A. Research Division (2) presented such a set of principles in a leaflet entitled The Local Association Works on Salaries. The principles were postulated as follows:

1. Minimum salaries should be high enough to attract well-educated, promising young people to the teaching profession.
2. Maximum salaries should be high enough to retain highly competent and professionally ambitious men and women in classroom teaching.
3. Equity of treatment of classroom teachers of like qualifications and experience is essential.
4. Annual increments should provide an orderly progress to the maximum salary.
5. The salary schedule should offer professional stimulation through incentives in recognition of professional qualifications.
6. Salary schedules should be adjusted periodically with due considerations for trends in earnings in other professional occupations and for changes in the cost of living.
7. Salaries of professional school personnel other than classroom teachers should be scheduled in accordance with the principles that apply to classroom teachers, with suitable recognition of responsibilities and

- preparation for leadership.
8. There should be professional participation by classroom teachers in the development and administration of salary policies.

Principle number seven seemed to satisfy our search. It stated that personnel other than classroom teachers should be financially rewarded in accordance with responsibilities and preparation. This seemed to justify a salary differential between classroom teachers and personnel other than classroom teachers, counselors.

Stevens and Hoppock (4,5) reported data from one university's placement department on the number and kinds of positions that exist in the field of counseling. School counselors were paid on a sliding scale related to training and experience and were given an increment beyond the teacher's scale. Purcell (3) showed that school counselors on Long Island were in a salary bracket above that indicated by Stevens and Hoppock's surveys.

In a preliminary report of the project on guidance in American schools. C. Gilbert Wren (8) reported as follows:

1. The high school counselor is likely to be male (64 and 51 percent), the elementary counselor to be female (69 percent). The average age is slightly above 40, and a substantial majority possess a master's degree (89, 70, and 60 percent respectively). High school counselors are likely to be employed for a 10 month's school term for they receive a median salary somewhat in excess of \$6,000.

In a pamphlet reprint of an article that appeared in Coronet magazine, Theodore Irwin (1) states that guidance counselors are frequently drawn from the ranks of superior teachers. Their official title may be dean of discipline as well as of career planning. Many, known simply as guidance counselors, spend part of

the day teaching. Salaries range about \$300 to \$500 above that of regular teachers, and sometimes not at all higher.

Another pamphlet yielded some information regarding the school counselor's salary. C. Gilbert Wren (9) said,

A master's degree or one year's graduate work in psychology, sociology and education, plus teaching experience, are usually required in order to be a school counselor. Salaries may range from \$4,000 to \$9,000 or \$10,000. Administrators of large counseling programs get more.

In February 1961, the Commission on Teacher Education and Professional Standards of the Kansas Teachers Association (6) published a report on teacher's standards, recruitment, supply and salaries. The report indicated that guidance personnel in first class cities received an average salary of \$6,523, personnel in second class cities received an average of \$5,692 and that third class cities and county averages were \$6,218.

FINDINGS

Salary Status of Persons Assigned Time for Guidance and Counseling in Kansas Public Secondary Schools for the Year 1960-1961.

Table 1, which follows, presents in summary form the salary status of all persons assigned time for guidance and counseling in Kansas public secondary schools for the school year 1960-1961, as reported on the High School Principal's Organization Report and the Report of Guidance Service Programs in Kansas Secondary Schools. Figures at the extreme lower right-hand corner of Table 1 report that 586 persons of all categories were assigned time for guidance and counseling and were paid a mean annual salary of \$5737.90. The

figure at the bottom of the column headed "A" shows that all administrators with assigned time for guidance and counseling, but without counseling qualifications, were paid a mean annual salary of \$5912.94. The figure at the bottom of the column headed "AS" indicates that all administrators with assigned time for guidance and counseling who met standard counselor qualifications were paid a mean annual salary of \$6131.76, and the figure at the bottom of the column headed "AM" shows a mean annual salary of \$6190.32 for similar administrators who met minimum counselor qualifications.

In the column headed "CS" in Table 1, the figure at the bottom reports that all guidance counselors (non-administrators) who met standard qualifications were paid a mean annual salary of \$6313.92. The next column to the right shows that all guidance counselors who met minimum qualifications were paid a mean annual salary of \$6109.92. Similar data are presented in the last three columns of Table 1, for teacher counselors who met standard qualifications, minimum qualifications, or no counselor qualification standards, respectively.

Each line of Table 1 presents counselor salary data grouped according to the pupil enrollment of the school.

The number in parenthesis above each salary mean indicates the number of persons included in determining that mean.

Except for the bottom line of the table, salaries are reported for one period of a six-period day, the basis used by

the Kansas State Department of Public Instruction in determining reimbursement under Title V(a) of the National Defense Education Act of 1958.

Table 1. Salary status of persons assigned time for guidance and counseling in Kansas public secondary schools for the year 1960-1961.

| Enrollment of school | A | AS | AM | CS | CM | TCS | TCM | T |
|--|------------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|--------------------|
| 0 to 50 | (52) 909.65 | (1) 866.66 | (1) 883.33 | (3) 869.44 | none | (1) 683.33 | (4) 749.99 | (24) 733.74 |
| 51 to 100 | (75) 984.73 | (5) 986.66 | (4) 1016.65 | (4) 864.58 | none | (2) 825.00 | (9) 725.00 | (23) 745.64 |
| 101 to 200 | (40) 1039.24 | none | (6) 1021.52 | (2) 829.16 | none | (5) 746.66 | (20) 800.34 | (33) 812.66 |
| 201 to 300 | (9) 1041.66 | (2) 1041.66 | (1) 1000.00 | (3) 968.51 | (1) 866.66 | (15) 830.55 | (4) 854.16 | (14) 884.57 |
| 301 to 400 | (1) 1083.33 | none | none | (4) 1083.33 | (1) 1191.66 | (3) 980.55 | (6) 855.55 | (4) 951.87 |
| 401 to 500 | none | none | none | (5) 1005.00 | none | (5) 966.53 | (6) 930.69 | (6) 899.99 |
| 501 to 600 | (1) 1091.66 | none | (1) 1333.33 | (5) 1011.33 | (5) 1013.39 | (5) 821.66 | (6) 851.05 | (12) 969.84 |
| 601 to 1000 | (3) 1366.16 | (1) 1116.66 | none | (32) 1043.28 | (11) 1021.10 | (7) 935.23 | (8) 908.32 | (13) 928.17 |
| over 1000 | none | (2) 1120.83 | none | (37) 1122.72 | (14) 1016.36 | (5) 946.82 | (2) 1033.33 | (12) 1013.11 |
| Column totals (Mean annual salary) | (181) 5912.94 | (11) 6131.76 | (13) 6190.32 | (95) 6313.92 | (32) 6109.92 | (48) 5211.00 | (65) 4993.92 | (141) 5490.60 |
| Table total | | | | | | | | (586) \$5737.90 |

Salary Status of Persons East of U. S. Highway 81 Assigned
Time for Guidance and Counseling in Public Secondary
Schools of Kansas in 1960-1961.

Counselor data according to the classification used in Table 1 but limited to public secondary schools of Kansas east of U. S. Highway 81 is presented in Table 2, which follows. Figures at the extreme lower right-hand corner of Table 2 report that 335 persons of all categories were assigned time for guidance and counseling and were paid a mean annual salary of \$5658.76. The figure at the bottom of the column headed "A" shows that all administrators with assigned time for guidance and counseling, but without counselor qualifications, were paid a mean annual salary of \$5808.72. The figure at the bottom of the column headed "AS" indicates that all administrators with assigned time for guidance and counseling who met standard counselor qualifications were paid a mean annual salary of \$6250.20, and the figure at the bottom of the column headed "AM" shows a mean annual salary of \$6283.26 for similar administrators who met minimum qualifications.

In the column headed "CS" in Table 2, the figure at the bottom reports that all guidance counselors (non-administrators) who met standard qualifications were paid a mean annual salary of \$6449.16. The next column to the right shows that all guidance counselors who met minimum qualifications were paid a mean annual salary of \$6222.72. Similar data are presented in the last three columns of Table 2 for teacher counselors who met standard qualifications, minimum qualifications, or no counselor qualifications, respectively.

Table 2. Salary status of persons east of U. S. Highway 81 assigned time for guidance and counseling in public secondary schools of Kansas in 1960-1961.

| Enrollment of school | A | AS | AM | CS | CM | TCS | TCM | T |
|--|-----------------|----------------|----------------|-----------------|-----------------|-----------------|--------------------|-----------------|
| 0 to 50 | (24) 900.69 | (1) 866.66 | (1) 883.33 | none | none | (1) 683.33 | (3) 761.10 | (12) 694.44 |
| 51 to 100 | (41) 958.12 | (3) 1011.11 | (2) 983.30 | (1) 883.33 | none | none | (3) 722.22 | (12) 743.05 |
| 101 to 200 | (23) 1003.77 | none | (2) 1050.00 | (1) 883.33 | none | (3) 638.89 | (10) 793.69 | (20) 777.10 |
| 201 to 300 | (4) 1006.25 | (1) 1083.33 | none | none | (1) 866.66 | (7) 857.73 | (1) 850.00 | (5) 847.93 |
| 301 to 400 | (1) 1083.33 | none | none | (2) 1050.00 | (1) 1191.66 | (3) 980.55 | (5) 846.66 | (3) 952.50 |
| 401 to 500 | none | none | none | (2) 1008.33 | none | (5) 966.53 | (4) 964.79 | (2) 1020.83 |
| 501 to 600 | (1) 1091.66 | none | (1) 1333.33 | (3) 1068.89 | (3) 1091.77 | (3) 813.89 | (4) 835.42 | (7) 1004.40 |
| 601 to 1000 | (2) 1377.08 | (1) 1116.66 | none | (20) 1032.28 | (10) 1018.21 | (3) 994.72 | (5) 956.66 | (9) 892.88 |
| over 1000 | none | (2) 1120.83 | none | (26) 1130.07 | (10) 1041.24 | (2) 977.08 | (2) 1033.33 | (11) 1006.35 |
| Column totals (Mean annual salary) | (96) 5808.72 | (8) 6250.20 | (6) 6283.26 | (55) 6449.16 | (25) 6222.72 | (27) 5279.64 | (37) 5111.46 | (81) 5041.98 |
| Table total | | | | | | | (335) \$5658.76 | |

Salary Status of Persons West of U. S. Highway 81 Assigned
Time for Guidance and Counseling in Public Secondary
Schools of Kansas in 1960-1961.

Table 3 presents data according to the classification used in Table 1 but limited to public secondary schools of Kansas west of U. S. Highway 81. Figures at the extreme lower right-hand corner of Table 3 report that 251 persons of all categories were assigned time for guidance and counseling and were paid a mean annual salary of \$5461.12. The figure at the bottom of the column headed "A" shows that all administrators with assigned time for guidance and counseling, but without counselor qualifications, were paid a mean annual salary of \$6030.90. The figure at the bottom of the column headed "AS" indicates that all administrators with assigned time for guidance and counseling who met standard counselor qualifications were paid a mean annual salary of \$5799.96, and the figure at the bottom of the column headed "AM" shows a mean annual salary of \$6110.70 for similar administrators who met minimum qualifications.

In the column headed "CS" in Table 3, the figure at the bottom reports that all guidance counselors (non-administrators) who met standard qualifications were paid a mean annual salary of \$6128.10. The next column to the right shows that all guidance counselors who met minimum qualifications were paid a mean annual salary of \$5707.14. Similar data are presented in the last three columns of Table 3 for teacher counselors who met standard qualifications, minimum qualifications, or no counselor qualifications, respectively.

Table 3. Salary status of persons west of U. S. Highway 81 assigned time for guidance and counseling in public secondary schools of Kansas in 1960-1961.

| Enrollment of school | A | AS | AM | CS | CM | TCS | TCM | T | |
|--|-----------------|----------------|----------------|-----------------|----------------|-----------------|-----------------|----------------------|-----------|
| 0 to 50 | (28) 917.34 | none | none | (3) 869.44 | none | none | (1) 716.66 | (12) 773.05 | |
| 51 to 100 | (34) 1016.91 | (2) 950.00 | (2) 1050.00 | (3) 858.33 | none | (2) 825.00 | (6) 726.39 | (11) 748.48 | |
| 101 to 200 | (17) 1087.25 | none | (4) 1007.29 | (1) 775.00 | none | (2) 908.33 | (10) 807.00 | (13) 867.37 | |
| 201 to 300 | (5) 1069.99 | (1) 1000.00 | (1) 1000.00 | (3) 968.51 | none | (8) 806.77 | (3) 855.55 | (9) 904.94 | |
| 301 to 400 | none | none | none | (2) 1116.67 | none | none | (1) 900.00 | (1) 950.00 | |
| 401 to 500 | none | none | none | (3) 1002.78 | none | none | (2) 862.50 | (4) 839.58 | |
| 501 to 600 | none | none | none | (2) 925.00 | (2) 895.83 | (2) 833.33 | (2) 882.33 | (5) 921.46 | |
| 601 to 1000 | (1) 1344.33 | none | none | (12) 1061.63 | (1) 1050.00 | (4) 890.62 | (3) 827.77 | (4) 1007.58 | |
| over 1000 | none | none | none | (11) 1105.37 | (4) 954.17 | (3) 926.66 | none | (1) 1087.50 | |
| Column totals (Mean annual salary) | (85) 6030.90 | (3) 5799.96 | (7) 6110.70 | (40) 6128.10 | (7) 5707.14 | (21) 5122.80 | (28) 4839.54 | (60) 5096.34 | |
| | | | | | | | | (251) Table total | \$5461.12 |

Salary Status of Guidance Counselors in Public Secondary
Schools of Kansas 1960-1961 According to Allotted Time
for Guidance and Counseling.

Salary status as related to allotted guidance and counseling time given counselors in public secondary schools of Kansas 1960-1961 is presented in Table 4. The figure at the bottom of the column headed "Full time", indicating a counselor who was given six hours credit for guidance and counseling time on the Report of Guidance Service Programs in Kansas Secondary Schools, reports that full time counselors in public secondary schools of Kansas in 1960-1961 were paid a mean annual salary of \$6416.94. The figure at the bottom of the column headed "Half time or more but less than full time", indicating a counselor who was given credit for any fraction of three, four, or five hours of guidance and counseling time on the aforementioned report, shows that half time or more but less than full time counselors were paid a mean annual salary of \$5547.42. The figure at the bottom of the column headed "Less than half time", indicating a counselor who was given credit for any fraction of one or two hours of guidance and counseling time on the report, reports that less than half time counselors were paid a mean annual salary of \$5419.50.

Table 4. Salary status of guidance counselors in public secondary schools of Kansas in 1960-1961 according to allotted time for guidance and counseling.

| Enrollment of school | Full time | Half time or more but less than full time | Less than half time |
|---------------------------------------|------------------|---|------------------------|
| 0 to 50 | none | none | (93) 850.42 |
| 51 to 100 | none | (5) 829.99 | (110) 919.57 |
| 101 to 200 | (1) 1133.33 | (17) 888.63 | (88) 905.39 |
| 201 to 300 | none | (20) 903.74 | (30) 907.69 |
| 301 to 400 | (3) 1130.27 | (11) 969.69 | (5) 858.33 |
| 401 to 500 | (5) 1004.97 | (8) 955.30 | (9) 912.88 |
| 501 to 600 | (8) 1001.91 | (10) 883.33 | (16) 966.31 |
| 601 to 1000 | (41) 1037.15 | (19) 958.81 | (12) 1009.83 |
| over 1000 | (54) 1105.48 | (18) 953.48 | (3) 1122.11 |
| Column totals (Mean annual salary) | (112) 6416.94 | (108) 5547.42 | (366) 5419.50 |

Salary Status of Guidance Counselors in Public Secondary Schools East of U. S. Highway 81 According to Allotted Time for Guidance and Counseling.

The salary status of guidance counselors in public secondary schools east of U. S. Highway 81 according to allotted time for guidance and counseling is presented in Table 5. As shown by the figure at the bottom of the column headed "Full time", indicating a counselor who was credit on the Report of Guidance Service Programs in Kansas Secondary Schools for having six hours guidance and counseling time, full time counselors in schools east of U. S. Highway 81 were paid a mean annual salary of \$6440.46. Presented at the bottom of the column headed "Half time or more but less than full time", indicating a counselor who was given credit for any fraction of either three, four, or five hours for guidance and counseling time on the above mentioned report, is the figure which indicated that half time or more but less than full time counselors in schools east of U. S. Highway 81 were paid a mean annual salary of \$5634.60. The figure at the bottom of the column headed "Less than half time", indicating a counselor who was given credit for any fraction of either one or two hours guidance and counseling time on the mentioned report, shows that less than half time counselors in schools east of U. S. Highway 81 were paid a mean annual salary of \$5356.62.

Table 5. Salary status of guidance counselors in public secondary schools east of U. S. Highway 81 according to allotted time for guidance and counseling.

| Enrollment of school | Full time | Half time or more but less than full time | Less than half time |
|---------------------------------------|-----------------|---|------------------------|
| 0 to 50 | none | none | (44) 828.09 |
| 51 to 100 | none | none | (59) 905.72 |
| 101 to 200 | (1) 1133.33 | (9) 860.57 | (49) 869.11 |
| 201 to 300 | none | (5) 896.66 | (14) 888.84 |
| 301 to 400 | (2) 1095.41 | (9) 970.37 | (5) 858.33 |
| 401 to 500 | (2) 1008.33 | (5) 1015.16 | (6) 949.89 |
| 501 to 600 | (5) 1058.06 | (7) 879.76 | (9) 1020.09 |
| 601 to 1000 | (29) 1022.14 | (13) 981.15 | (7) 1077.39 |
| over 1000 | (41) 1112.20 | (12) 949.60 | (3) 1122.11 |
| Column totals (Mean annual salary) | (80) 6440.46 | (60) 5634.60 | (196) 5356.62 |

Salary Status of Guidance Counselors in Public Secondary Schools West of U. S. Highway 81 According to Allotted Time for Guidance and Counseling.

Table 6 reports the salary status of guidance counselors in public secondary schools west of U. S. Highway 81 according to allotted time for guidance and counseling. As shown by the figure at the bottom of the column headed "Full time", indicating counselors who were given credit for having six hours guidance and counseling time on the Report of Guidance Service Programs in Kansas Secondary Schools, full time counselors in schools west of U. S. Highway 81 were paid a mean annual salary of \$6358.14. The figure at the bottom of the column headed "Half time or more but less than full time", indicating counselors who were given credit on the above report for any fraction of either three, four, or five hours guidance and counseling time, reports that half time or more but less than full time counselors in schools west of U. S. Highway 81 were paid a mean annual salary of \$5438.46. The figure at the bottom of the column headed "Less than half time", indicating counselors were given credit for any fraction of either one or two hours guidance and counseling time on the aforementioned report, shows that less than half time counselors in schools west of U. S. Highway 81 were paid a mean annual salary of \$5509.68.

Table 6. Salary status of guidance counselors in public secondary schools west of U. S. Highway 81 according to allotted time for guidance and counseling.

| Enrollment of school | Full time | Half time or more but less than full time | Less than half time |
|---------------------------------------|-----------------|---|------------------------|
| 0 to 50 | none | none | (49) 870.48 |
| 51 to 100 | none | (5) 829.99 | (51) 935.61 |
| 101 to 200 | none | (8) 920.20 | (39) 950.98 |
| 201 to 300 | none | (15) 906.10 | (16) 924.20 |
| 301 to 400 | (1) 1200.00 | (2) 966.66 | none |
| 401 to 500 | (3) 1002.74 | (3) 855.55 | (3) 838.88 |
| 501 to 600 | (3) 908.33 | (3) 891.66 | (7) 897.17 |
| 601 to 1000 | (12) 1073.43 | (6) 910.41 | (5) 1013.26 |
| over 1000 | (13) 1084.29 | (6) 961.25 | none |
| Column totals (Mean annual salary) | (32) 6358.14 | (48) 5438.46 | (170) 5509.68 |

SUMMARY AND CONCLUSIONS

All persons with assigned time for guidance and counseling in the public secondary schools of Kansas in 1960-1961 were paid a mean salary of \$5737.90 for the year. Those who met the standard counselor qualifications were paid a mean annual salary of \$6075.49, those who met minimum counselor qualifications were paid a mean annual salary of \$5164.51, and those who met neither standard nor minimum qualifications were paid a mean annual salary of \$5731.10. The reader might question the higher salary for lower qualifications reported by the last salary mentioned. This is explained by the fact that 181 administrators who met neither standard nor minimum qualifications were included in the derivation of this salary.

Administrators with assigned time for counseling were paid on the average \$313.58 per year more than non-administrators who were assigned time for guidance and counseling. Administrators who met standard counselor qualifications were paid \$182.16 per year less than full time counselors who met standard qualifications. This seemed to be due to the large number of full time counselors, 69 in all, employed in schools with enrollment above 601 students. Full time counselors who met standard qualifications were paid \$1102.92 more per year than teacher counselors who met standard qualifications. Administrators who met minimum counselor qualifications were paid \$80.40 more than full time counselors who met minimum qualifications. Full time counselors who met minimum qualifications were paid \$1116.00

more per year than teacher counselors who met minimum qualifications.

Counselors who met either standard or minimum qualifications and were employed by Kansas public secondary schools with enrollment of between 301 and 1000 students were paid a mean annual salary of \$5536.26 while those of similar qualifications employed by schools with enrollment less than 300 students were paid a mean annual salary of \$5092.38. There was an annual salary differential between the two of \$443.88 favoring counselors in schools with enrollment of between 301 and 1000 students. Counselors meeting standard or minimum qualifications in schools with enrollment of over 1000 students were paid a mean annual salary of \$6481.20, some \$944.94 more per year than counselors with similar qualifications in schools with enrollment of between 301 and 1000 students.

Qualified counselors in Kansas public secondary schools west of U. S. Highway 81 in 1960-1961 were paid a mean annual salary of \$5521.05 while qualified counselors in Kansas public secondary schools east of U. S. Highway 81 were paid a mean annual salary of \$5883.84. A mean annual salary differential of \$362.79 was noted in favor of the eastern schools. This seemed to be due to the fact that more qualified counselors were employed by the larger schools and there were more larger schools east of U. S. Highway 81.

ACKNOWLEDGMENTS

Sincere appreciation is expressed to Dr. H. Leigh Baker, Professor of Education and Consultant in Guidance Services, Kansas State University, for his guidance and valuable assistance in the completion of this thesis.

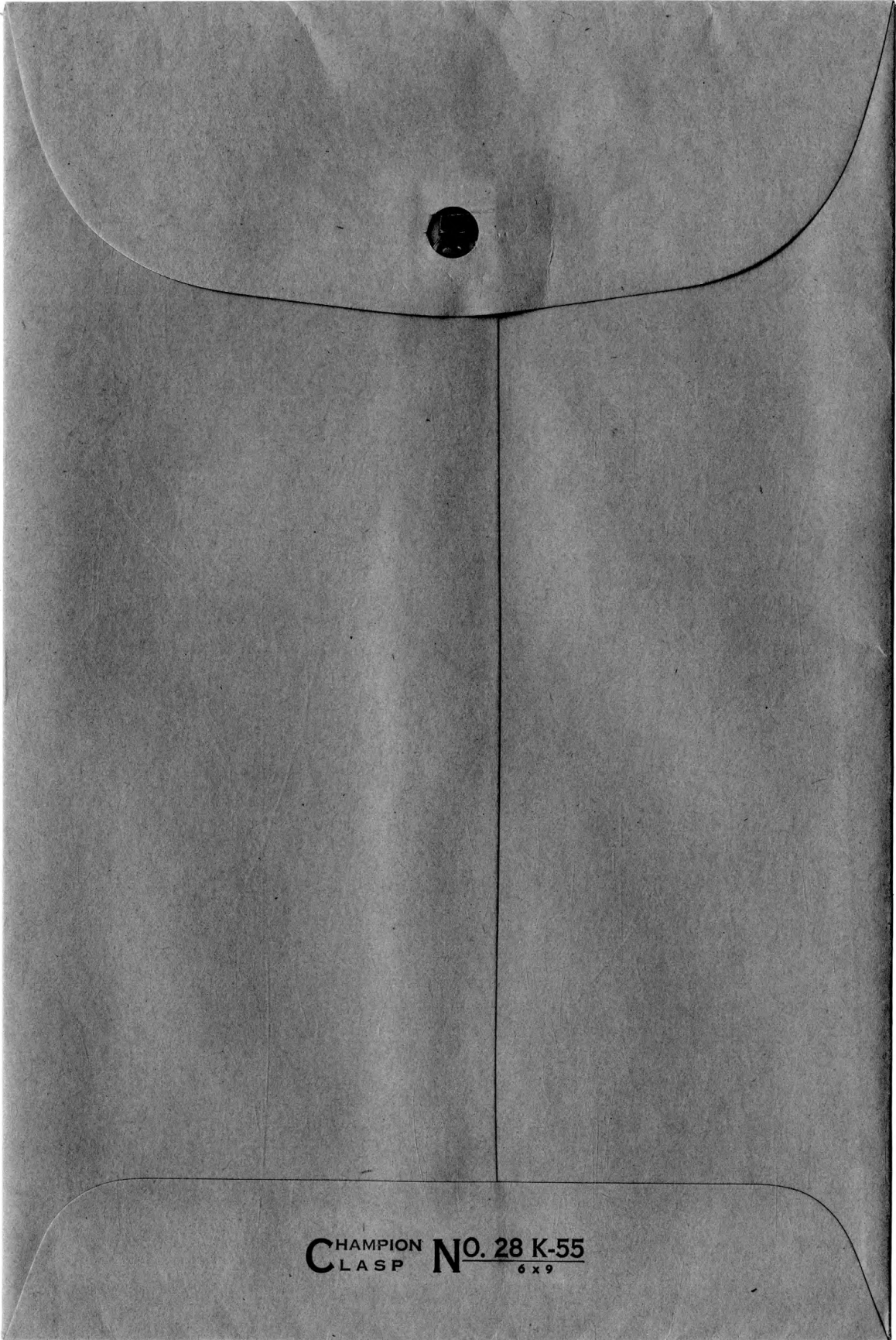
The writer also wishes to express appreciation for the help of Mr. Charles Watkins, State Director of Guidance, and his entire staff for assistance in collecting the data used in this thesis.

Special thanks is expressed to the writer's wife, Karen, without whose patience, clerical ability and time consuming efforts the completion of this thesis could never have been realized.

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APPENDIX A



CHAMPION
CLASP NO. 28 K-55
6 x 9

City _____
School _____
County _____

STATE OF KANSAS
DEPARTMENT OF PUBLIC INSTRUCTION
ADEL F. THROCKMORTON, State Superintendent

School Year 196____-196____
Date Received _____
Classification 1959-1960_____
(CP-ST-AP) or (A-B-C-M)

HIGH SCHOOL PRINCIPAL'S ORGANIZATION REPORT
DUE AT THE OFFICE OF STATE SUPERINTENDENT OF PUBLIC INSTRUCTION OCTOBER 15, EACH YEAR

ADMINISTRATION

District No. _____ School Telephone _____
Street Address _____
Superintendent _____
Principal _____

School Board (list all members)

President _____
Clerk _____
Treasurer _____

Are meetings of board held regularly? _____
Formal minutes kept? _____ By whom? _____
If school is CSD, or RHS, or Community, are copies of minutes sent to County Superintendent as required by law? _____
Do you have regular faculty meetings? _____
Do you have written Board policies? _____
Describe recent problems or studies _____

Check: Type of Organization: of High School.
6 year _____ 4 year _____ 3 year _____
Legal Organization: CSD _____ RHS _____ Com. _____
Non-Public _____ City 1 _____ City 2 _____

On what basis do you admit students from other schools to advanced standing in your school? _____

Does your school operate a summer program? _____
Are all your textbooks Kansas approved? _____

Name exceptions _____
Do you use the textbook rental system? _____ What %? _____
Date of opening of school this year _____
Scheduled date for closing _____
Total days to be taught this year _____
(Statutory requirement is 180 days.)

Accreditation: (By September 1961 all schools are expected to meet increased requirements outlined in the 1959 KANSAS SECONDARY SCHOOL HANDBOOK. However, any school may elect to come under the new program this year by complying with the revised standards.)

Is it the intention of your school to be classified under the new standards this year? _____

Have you evaluated your school carefully according to the new standards? _____

If so, what classification (Comprehensive, Standard, Approved) have you determined is appropriate for your school? _____

SCHOOL ENROLLMENT

| YEAR | *7 | *8 | 9 | 10 | 11 | 12 | P.G. | Total |
|-----------------|----|----|---|----|----|----|------|-------|
| Boys | | | | | | | | |
| Girls | | | | | | | | |
| Total | | | | | | | | |

* (For 6-year high schools)

RECORDS

Are school records kept in fireproof safe or vault? _____
Do you have a complete inventory of all equipment? _____
Are accurate, complete, and cumulative records kept for each student? _____
Check the items recorded on individual pupil permanent record cards:
School marks _____; Intelligence test scores _____; standardized test results _____; health, character, personality _____; attendance record _____; record after leaving school _____
Are original attendance and driver education records kept for convenient state finance audit? _____
What type of report is made to parents on pupil progress? _____
How often? _____
Is an accounting system used for your High School Activities? _____
Who is responsible for the accounting of the activities finances? _____

Does the person responsible have surety bond? _____
Do you issue serially numbered duplicate receipts for all money received? _____
Do you pay out money only by serially numbered checks? _____
Do you make periodic and annual summary reports to your school board? _____
Do you maintain a columnar account book? _____
Do you have a regular audit? _____

BUILDING—EQUIPMENT

How large is the school ground? _____
When was the building erected? _____
Are buildings and equipment adequately insured? _____
Does the school comply with the regulations of the state board of health and the state fire marshal? _____
Is the building well lighted? _____
Are classrooms sufficient in size and number for the needs of the school? _____
Does each room have equipment suitable for the purpose for which it is used? _____
Do you have suitable furniture and equipment for Home Economics? _____ Shop? _____
Bookkeeping? _____ Typewriting? _____
Is your laboratory equipped with suitable laboratory furniture? _____
Check the subjects for which the science equipment is adequate: General Science _____
Agriculture _____ Biology _____
Physics _____ Chemistry _____
Is provision made for decoration and repair of building? _____

TRANSPORTATION

How many buses are owned by the district? _____ Contracted? _____
 How many pupils are served by the buses? _____
 If both (1) secondary pupils and (2) elementary pupils are conveyed,
 how many of each? (1) _____ (2) _____
 Cost per pupil for the year? _____
 How many pupils are transported by other means? _____
 Cost per pupil? _____
 How many miles are traveled daily by the buses? _____
 How many miles in the longest route? _____
 What is the longest time any one pupil is on bus? _____
 Is adequate liability insurance provided? _____

HEALTH, SAFETY, AND PHYSICAL EDUCATION

Does your school have the services of a school nurse or county health nurse? _____
 Is your school providing dental and visual screenings as required by law? _____
 Is special effort made to integrate safety education as a part of the school program? _____
 Do you have school lunch service? If so, is it sponsored locally or with federal funds? _____
 How many pupils are served daily? _____
 How many semesters of physical education do you require of boys? _____; for girls? _____ Is health instruction offered? _____
 Do you have an organized and functioning intramural program for boys? _____; for girls? _____

DIRECTOR OF PHYSICAL EDUCATION

a. For boys _____
 b. For girls _____
 Athletic Coach(es) for boys: _____

GUIDANCE AND PUPIL PERSONNEL SERVICES

If you have a planned guidance program, name persons with regularly assigned guidance duties, assigned time, and graduate hours in guidance.

| NAME | Clock Hours Per Day | Graduate Hours in Guidance |
|------|---------------------|----------------------------|
| | | |
| | | |
| | | |
| | | |
| | | |
| | | |

SURVEY OF ACTIVITIES OF 1960 GRADUATES

| | | | |
|--|-------|-------|-------|
| | Boys | Girls | Total |
| A. Number of 1960 graduates | _____ | _____ | _____ |
| B. Number presently engaged in each of the following activities: | | | |
| 1. Employed full time | _____ | _____ | _____ |
| 2. Attending junior college | _____ | _____ | _____ |
| 3. Attending senior college or university | _____ | _____ | _____ |
| 4. Attending business or trade school | _____ | _____ | _____ |
| 5. Miscellaneous | _____ | _____ | _____ |
| Totals of item B | _____ | _____ | _____ |

(Must agree with A above).

C. Number 1960 graduates listed In-state Out-state
 in Nos. 2, 3, 4, above:

Attending junior college _____
 Senior college or university _____
 Business or trade school _____
 TOTAL (Must agree with totals of B 2, 3, 4) _____

THE STAFF

Do all teachers have proper certificates? _____
 Number of equivalent full-time high school teachers, including principals _____
 Number of new staff members _____
 Number inexperienced _____
 Does the board of education elect and dismiss teachers on recommendation of the administrative head of the school system? _____
 Do you have a systematic salary schedule? _____
 If so, does it encourage added teacher preparation and growth? _____
 Is there a continuous, systematic program for in-service growth of all teachers? _____
 Does the school maintain a professional library of books, periodicals and pamphlets for teachers? _____
 Is an official transcript for each teacher kept on file? _____
 Have these official records been used as the basis for indicating each teacher's preparation on this report? _____
 Are official transcripts checked before employing and assigning teachers? _____

THE PROGRAM OF STUDIES

Does the daily schedule provide a minimum of 55 minutes in the clear for all laboratory-type courses? _____
 What is the normal class load for any student? _____
 How many units are required for graduation? _____
 List any credits provided through supervised correspondence: _____

 List subjects added this year: _____

 Subjects dropped: _____

 Subjects alternated but not offered this year: _____

ADULT EDUCATION

How many courses are offered? _____
 Total enrollment in these courses _____
 If high school credit is given, are regularly qualified high school teachers employed? _____
 When are classes held? _____
 How is adult education financed? _____

COURSES TAUGHT THIS YEAR FOR CREDIT TOWARD GRADUATION, GRADES 9-12

| | | GRADE IN WHICH SUBJECT IS OFFERED THIS YEAR | | UNITS OF CREDIT | | | GRADE IN WHICH SUBJECT IS OFFERED THIS YEAR | | UNITS OF CREDIT |
|---|--------------------------|---|----------|------------------------------|--|--------------------------------|---|--------------------------|-----------------|
| | | 1ST SEM. | 2ND SEM. | | | | 1ST SEM. | 2ND SEM. | |
| Group I English, Language, Arts. | English I..... | | | | Group VI Business Education. | Business Mathematics.. | | | |
| | English II..... | | | | | Bookkeeping I..... | | | |
| | English III..... | | | | | Bookkeeping II..... | | | |
| | English IV..... | | | | | Business English..... | | | |
| | Debate..... | | | | | Shorthand I..... | | | |
| | Speech..... | | | | | Shorthand II..... | | | |
| | Dramatics..... | | | | | Typewriting I..... | | | |
| | Forensics..... | | | | | Typewriting II..... | | | |
| Journalism..... | | | | Office Practice..... | | | | | |
| Group II Mathematics. | General Mathematics.. | | | | Group VII Practical Arts and Vocational Education. | Home Economics I().. | | | |
| | Algebra I..... | | | | | Home Economics II() | | | |
| | Algebra II..... | | | | | Home Economics III() | | | |
| | Plane Geometry..... | | | | | (Check vocational) (✓) | | | |
| | Solid Geometry..... | | | | | Woodwork I..... | | | |
| | Trigonometry..... | | | | | Woodwork II..... | | | |
| Group III Social Studies. | Citizenship..... | | | | Group VIII Fine Arts. | Mechanical Drawing... | | | |
| | Vocations..... | | | | | General Shop..... | | | |
| | World History..... | | | | | Auto Mechanics..... | | | |
| | World Geography..... | | | | | Printing..... | | | |
| | American History..... | | | | | Voc. Agriculture I..... | | | |
| | American Government | | | | | Voc. Agriculture II.... | | | |
| | Economics..... | | | | | Voc. Agriculture III... | | | |
| | Sociology..... | | | | | | | | |
| | International Relations | | | | | | | | |
| | Driver Education..... | | | | | | | | |
| Family Living..... | | | | | | | | | |
| Group IV Sciences. | General Science..... | | | | Group IX Physical Education. | Chorus..... | | | |
| | Earth Science..... | | | | | Glee Club (girls)..... | | | |
| | Practical Lab. Science.. | | | | | Glee Club (boys)..... | | | |
| | Biology..... | | | | | Orchestra..... | | | |
| | Physics..... | | | | | Band..... | | | |
| | Chemistry..... | | | | | Music Appreciation... | | | |
| | Aeronautics..... | | | | | Art..... | | | |
| | | | | Crafts..... | | | | | |
| Group V Foreign Languages. | Latin I..... | | | | Physical Education.... | | | | |
| | Latin II..... | | | | Health..... | | | | |
| | Latin III..... | | | | Safety..... | | | | |
| | Spanish I..... | | | | TOTAL UNITS OF CREDIT THIS YEAR..... | | | | |
| | Spanish II..... | | | | Six-Year High Schools Will Check Here Those Courses Offered in Grades 7 and 8 | | | | |
| | French I..... | | | | 7th Grade English..... | <input type="checkbox"/> | 7th Grade Science..... | <input type="checkbox"/> | |
| | French II..... | | | | 8th Grade English..... | <input type="checkbox"/> | 8th Grade Science..... | <input type="checkbox"/> | |
| German I..... | | | | 7th Grade Social Studies.... | <input type="checkbox"/> | 7th Grade Industrial Arts..... | <input type="checkbox"/> | | |
| German II..... | | | | 8th Grade Social Studies.... | <input type="checkbox"/> | 8th Grade Industrial Arts..... | <input type="checkbox"/> | | |
| | | | | 7th Grade Mathematics..... | <input type="checkbox"/> | 7th Grade Music..... | <input type="checkbox"/> | | |
| | | | | 8th Grade Mathematics..... | <input type="checkbox"/> | 8th Grade Music..... | <input type="checkbox"/> | | |
| | | | | 7th Grade Home Economics.. | <input type="checkbox"/> | Foreign Languages..... | <input type="checkbox"/> | | |
| | | | | 8th Grade Home Economics.. | <input type="checkbox"/> | Physical Education..... | <input type="checkbox"/> | | |

Indicate only those subjects which are offered this year

Indicate only those subjects which are offered this year

LIBRARIES

List Magazines and Newspapers (If more convenient attach list).

Name of Librarian(s) _____

Number of semester hours in Library Science _____

Number of years experience _____

Is your library under the supervision of (check):

Full-time librarian _____ If teacher-librarian is in charge,

Teacher-librarian _____ how many school hours a day are

Study Room Supervisor _____ allotted for library service _____

Appropriation this school year for high school: (excluding multiple textbooks, encyclopedias and dictionaries) _____

Do you use the Standard Catalog for High School Libraries? _____

Reader's Guide to Periodical Literature? _____ Abridged? _____

Dewey Decimal System of Classification? _____

Do you maintain an information file (pamphlets, clippings, pictures, etc.) _____

Is there instruction given in the use of the library? _____

Is there a public library in your community? _____

Other sources of obtaining books for general reading: _____

Name of the most recently acquired set of encyclopedia _____

Date of copyright _____

Latest unabridged dictionary _____

Date of copyright _____

Is the "Readers' Guide to Periodical Literature" in your library? _____

Abridged? _____

Distribution of Volumes in Library: (excluding multiple textbooks)

| CLASSIFICATION | Number of volumes on hand last report | Number of volumes added since last report | Number of volumes discarded since last report | Total number of volumes now on hand |
|-------------------------------|---------------------------------------|---|---|-------------------------------------|
| 000 Reference | | | | |
| 100 Philosophy | | | | |
| 200 Religion | | | | |
| 300 Social Science | | | | |
| 400 Philology | | | | |
| 500 Natural Science | | | | |
| 600 Useful Arts | | | | |
| 700 Fine Arts | | | | |
| 800 Literature | | | | |
| 900 History | | | | |
| Travel | | | | |
| Biography | | | | |
| Fiction | | | | |
| Totals | | | | |

SPECIAL EDUCATION

Name of Director _____

Programs: (check those offered)

Mentally Retarded _____ Home, Hospital or Orthopedic _____

Speech Correction _____ Intellectually Gifted _____

Visually Handicapped _____ Psychological and Social Work _____

Are qualified special teachers employed? _____

Is high school credit given for special classes? _____

ORGANIZATIONS OR ACTIVITIES

| Names of literary, debating, athletic, music, or other pupils' organizations, clubs and activities worthy of favorable comment | Approximate membership | Number of meetings in year | Name of supervising teacher | Is school credit given for satisfactory work and, if so, how much? |
|--|------------------------|----------------------------|-----------------------------|--|
| 1. _____ | | | | |
| 2. _____ | | | | |
| 3. _____ | | | | |
| 4. _____ | | | | |
| 5. _____ | | | | |
| 6. _____ | | | | |
| 7. _____ | | | | |
| 8. _____ | | | | |
| 9. _____ | | | | |
| 10. _____ | | | | |

CHANGES OR ADDITIONS SINCE SEPTEMBER 15 OF LAST YEAR

Building and grounds?

Equipment?

Business Education?

Home Economics?

Laboratory?

Shop?

Library?

SUPPLEMENTARY REMARKS

It is exceedingly desirable and highly recommended that this report be discussed fully in school board meetings, so that the school board members may become familiar with the school organization, procedure, and requirements.

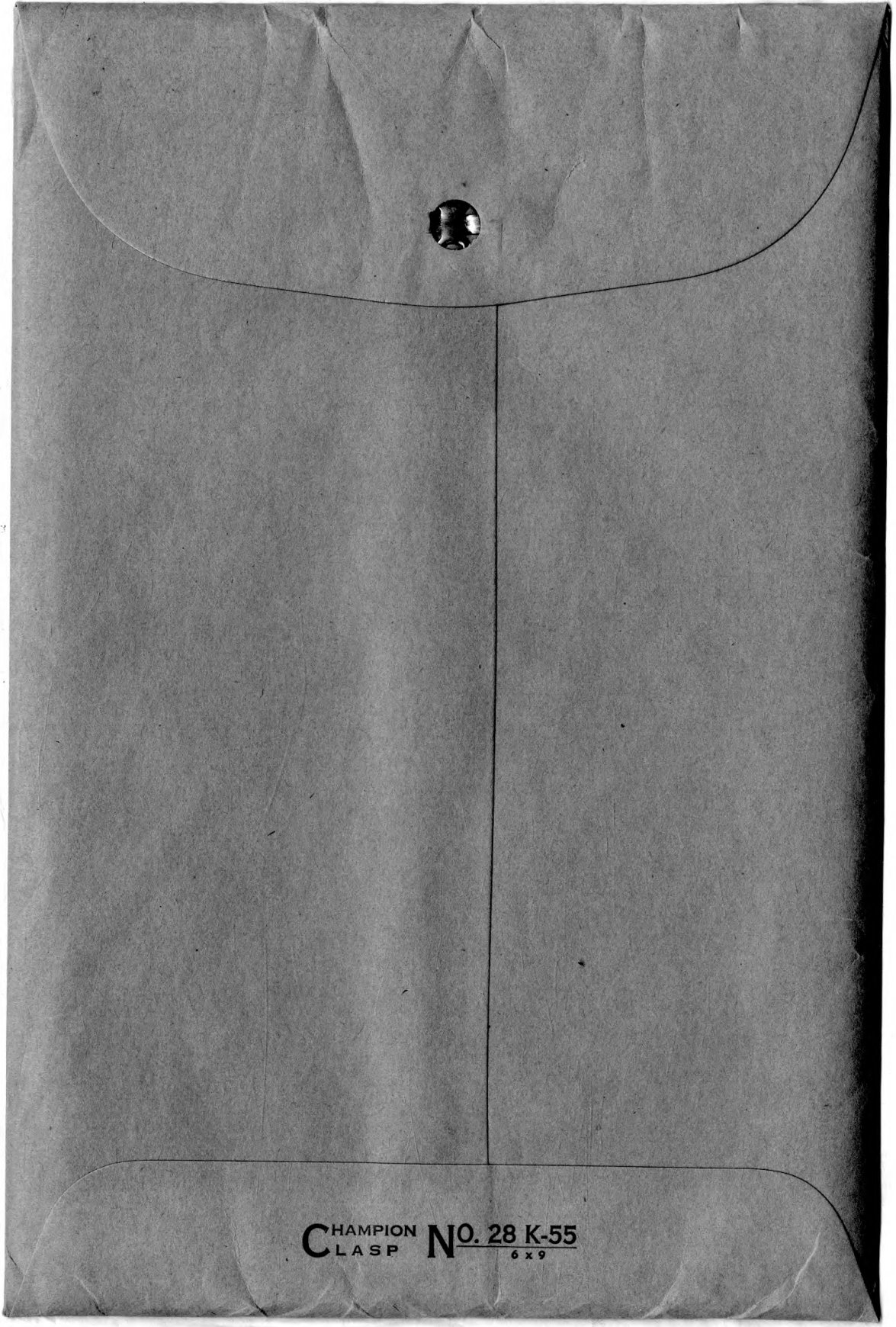
Before signing this report please look it over and see that every item has received proper attention.

Signed: _____ Prin. or Supt.

Clerk of Board



APPENDIX B



CHAMPION **NO. 28 K-55**
CLASP 6 x 9

REPORT OF GUIDANCE SERVICE PROGRAMS IN
KANSAS SECONDARY SCHOOLS

As Reported on Principal's Organization Report and
Applications for Reimbursement under Title V(a)

1960-61

| School | Enrollment | Counselor | Pos. | Hrs. Per day |
|-------------------------------|------------|---------------------|------|-----------------|
| * Abilene | 460 | Robert D. Michal | TC-S | 4 1/4 |
| Ada | 31 | H. E. Stone | A | 2 |
| * Agenda | 50 | L. R. Berner | AM | 1 1/2 |
| Agra | 60 | Mark D. Ramsey | A | 2 |
| Alden | 63 | C. T. Thomas | A | 1 |
| Allen (Northern Heights) | 94 | Annesley A. Hopkins | A | 2 |
| Alma | 117 | Esmer Verbal | T | 2 |
| * Almaena | 82 | Maxine A. Sebelius | TC-M | 1 3/4 |
| * Altamont (Labette Co. Com.) | 796 | Eldon W. Huffman | CS | 6 |
| Alta Vista | 71 | Lewis Butler | A | 1 1/4 |
| Alton | 39 | Roy McCracken | A | 2 |
| | | Bill L. Wood | T | 2 |
| | | Joan Ann Ryan | T | 2 |
| Americus | 76 | Thomas John Richard | A | 2 1/2 |
| Andover | 178 | Harold McCreight | A | 3 |
| Argonia | 87 | Clifford Reed | A | 2 |
| * Anthony High School | 240 | Lloyd D. Coon | TC-S | 4 |
| | | Jackson Winter | AS | 1 1/2 |
| Anthony Jr. High | 108 | J. R. Renner | A | 1 |
| Arcadia (Crawford Co. Com.) | 71 | A. F. Bowlus | A | 2 |
| * Arkansas City High School | 686 | Paul Reid | CS | 6 |
| " " - Jr. High | 835 | Eugene E. Snyder | T | 2 |
| Arlington | 66 | W. M. Jones | A | 1 |
| Arma (Crawford Co. Com.) | 138 | Raymond Rowland | A | 2 |
| Ashland | 119 | J. E. Humphreys | A | 1 |
| | | Harold W. Case | A | 1 |

Explanation of Symbols:

Hrs. per day: Assigned counseling hours per day

Pos.: Qualifications under Title V(a), NDEA

A - indicates administrative personnel

AS - indicates administrator who meets standard qualifications

AM - indicates administrator who meets minimum qualifications

CS - indicates full time counselor who meets standard qualifications

CM - indicates full time counselor who meets minimum qualifications

TC-S - indicates part time counselor who meets standard qualifications

TC-M - indicates part time counselor who meets minimum qualifications

T - indicates counselor is not qualified under Title V(a)

NOTE - Counselors classified as CM or CS who do not have 6 hours of counseling time listed here have group guidance activities or serve another school the remaining time.

* - indicates school has an approved guidance program under Title V(a), NDEA

| School | Enrollment | Counselor | Pos. | Hrs. per day |
|-------------------------------|------------|----------------------------|------|--------------|
| Assaria | 70 | James Buxton | A | 1 |
| * Atchison High School (6-yr) | 942 | Armin E. Soph | CS | 6 |
| | | C. E. Thompson | T | 6 |
| " - Maur Hill | 215 | Jack Reichart | CS | 6 |
| | | Rev. Edwin P. Watson | A | 3 |
| | | Guy P. Galley | T | 2 3/4 |
| | | Rev. Martin Taylor | T | 2 |
| | | Rev. Wilfred Fangman | T | 1 |
| " - Mt. St. Scholastica | 234 | Sister Theophane | A | 2 |
| Atlanta | 39 | W. S. Sharp | A | 1 |
| | | Joseph Jackson | T | 1 |
| * Atwood (Rawlins Co. Com.) | 205 | Keith Ross | TC-M | 2 3/4 |
| * Augusta High School | 533 | Robert Hudson | TC-S | 4 |
| " - Junior High | 433 | V. W. Hayes | A | 2 |
| Aurora | 32 | Sister M. Valeria Devonkel | A | 1 |
| | | Sister M. Daniel | T | 1 |
| Axtell | 84 | Robert W. Thomas | A | 2 |
| Baileyville | 84 | Sister M. David McFarland | A | 2 |
| * Baldwin | 188 | Fred L. Webb | AM | 1 1/4 |
| * Basehor | 94 | Charles D. Belk | CS | 1 1/4 |
| * Baxter Springs (6-yr) | 513 | Muriel George | TC-S | 3 |
| * Bazine | 51 | Eldor Wambsganss | AS | 1 1/2 |
| Beeler | 40 | Emmett L. Garrett | A | 2 |
| Belleville | 214 | Jack Tillman | T | 2 1/2 |
| * Beloit | 222 | Don Davis | TC-S | 3 3/4 |
| Bentley | 38 | Walter E. Tieszen | A | 1 |
| Berryton | 26 | A. E. Clausen | A | 1 |
| Bethel | | | | |
| * " - Washington High | 1,046 | Wesley Beck, Jr. | CM | 6 |
| | | Rita Roach | CS | 6 |
| | | Mahlon Porter | CS | 6 |
| " - Arrowhead Jr. High | 640 | Karl Cunningham | T | 6 |
| * " - Coronado Jr. High | 980 | Loren P. Anderson | CM | 6 |
| | | Helen G. Smith | CS | 6 |
| Beverly | 31 | James M. Mettner | A | 1 |
| * Bird City | 90 | Thomas D. Johnsten | TC-M | 1 1/4 |
| Bison | 44 | Ira Frank Randel | A | 1 1/2 |
| | | Pearl Romeiser | T | 1/2 |
| Bloom | 38 | George W. Cole | A | 2 |
| Bluff City | 41 | J. E. Rankin | A | 2 |
| Bogue | 22 | James B. Charles | A | 1 |
| * Bonner Springs | 456 | Edwin A. Gorsky | CS | 6 |
| * Brewster | 62 | Willis E. Crabtree | TC-M | 1 1/2 |

| School | Enrollment | Counselor | Pos. | Hrs. per day |
|--------------------------------|------------|-------------------------|------|--------------|
| Bronson | 49 | Claud Kice | A | 1 |
| Brookville | 44 | Mike Brungardt | T | 1 |
| Bucklin | 83 | Charles Wolfe | A | 1 |
| Bucyrus (Wea High School) | 44 | Sister Mary Anna | A | 3 |
| | | John R. Wempe | T | 1 |
| * Buhler | 409 | Jesse J. Harder | CS | 6 |
| Burden | 68 | Edward V. Hudson | A | 2 |
| Burdett | 55 | Charles Little | A | 1 |
| Burlingame | 113 | Richard Weiser | T | 2 |
| | | John Davies | T | 1 |
| Burlington | 221 | Francis Kiene | T | 1 |
| * Burr Oak | 76 | Orville Hafner | TC-M | 1 3/4 |
| Burrton | 87 | Harold Voth | A | 1 |
| * Bushton | 66 | Mary Alice Peters | CS | 2 1/4 |
| Caldwell | 152 | D. W. Shannon | A | 1 |
| Cambridge | 12 | Boyd Roderick | A | 1 |
| Caney (6-yr) | 373 | W. W. Lee | A | 3 1/2 |
| Canton | 77 | Melvin W. Torrey | A | 1 |
| Carbondale | 101 | Paul C. Loveless | A | 1 1/2 |
| Cassoday | 22 | Robert A. Shaw | A | 1 |
| Cawker City | 94 | William F. Janssen | A | 2 |
| | | Dorothy G. Baldwin | T | 2 |
| | | Jack Denison | T | 1 |
| * Cedar Vale | 105 | Clarence Monholland | TC-S | 2 |
| Centralia | 88 | Fred M. Priestley | A | 1 |
| * Chanute High School | 514 | Robert Geiger | CS | 5 |
| | | W. H. McMurray | T | 1 |
| | | Elizabeth Pieper | T | 1 |
| * " - Royster Jr. High | 600 | Ray Zumalt | CS | 6 |
| " - St. Patrick's Jr. High | 69 | Sister M. Paula LaForge | A | 1 |
| * Chapman (Dickinson Co. Com.) | 400 | Dale Relihan | TC-S | 3 1/4 |
| * Chase | 109 | Mary Alice Peters | CS | 2 1/2 |
| Cheney | 150 | Bill Ledgerwood | T | 1 |
| * Cherryvale High School | 146 | Margaret Raines | TC-M | 1 1/4 |
| * Cherryvale Jr. High | 187 | Margaret Raines | TC-M | 1 3/4 |
| | | Alva Welkinson | A | 3 |
| Chetopa | 95 | Verl Shufelt | A | 2 |
| * Cimarron | 109 | Lloyd Stone | TC-M | 3 3/4 |
| | | Norman Baldwin | A | 1 |
| Claflin | 128 | James Terrell | T | 1 3/4 |
| * Clay Center (Clay Co. Com.) | 478 | August Bohm | TC-S | 4 3/4 |
| * Clifton | 102 | Harold W. Kennedy | TC-M | 3 |
| Clyde | 135 | Margaret Christian | T | 1 |
| | | Eleanor Curry | T | 1 |
| | | Lloyd Welborn | T | 1 |
| | | Ed Buller | T | 1 |

| School | Enrollment | Counselor | Pos. | Hrs. per day |
|-------------------------------------|------------|----------------------------|------|--------------|
| * Coffeyville High School | 864 | Marie Diggs | CM | 6 |
| | | K. A. McClure | T | 3 |
| * " - Junior High School | 967 | James LeClere | CS | 6 |
| | | William Lamson | T | 3 |
| | | Clifford D. Long | A | 2 |
| * Colby High School | 292 | Walter Friesen | CS | 2 1/2 |
| * " Junior High | 210 | Walter Friesen | CS | 2 |
| Coldwater (6-yr) | 228 | Frances Gregg | T | 2 |
| Collyer | 40 | George S. Brown | A | 1 |
| * Columbus | 547 | Chester Hurd | TC-M | 5 |
| | | Brice Durbin | AM | 2 |
| * Concordia (6-yr) | 602 | Arley Bryant | TC-S | 4 1/4 |
| " - Catholic High | 81 | Reverend Merlin | T | 1 |
| " - Nazareth High | 53 | Sister Alexine Marie Fiffe | T | 3 |
| | | Sister James Marie | T | 1 |
| Conway Springs | 134 | Horton Flaming | T | 2 |
| | | Harold Parkison | A | 3 |
| Coolidge | 27 | Ray McMurtry | A | 1 |
| Copeland | 44 | James Irwin | T | 1 |
| * Cottonwood Falls (Chase Co. Com.) | 92 | Muriel Stephenson | TC-M | 2 1/2 |
| Council Grove | 214 | Una Funk | T | 1 1/2 |
| Cullison | 32 | Daniel Mattox, Jr. | A | 2 |
| Culver | 57 | John W. Breckenridge | A | 1/2 |
| Damar | 58 | Sister Assisium | T | 2 |
| | | Alcide Balthazor | A | 2 |
| Deerfield | 50 | James Johnson | T | 1 |
| Delia | 35 | Frank Rosser | A | 1 |
| Delphos | 60 | C. L. Vogelgesang | A | 2 |
| Denison | 40 | Mildred Baker | T | 1 |
| | | Herbert Barkley | A | 1 |
| * Derby High School | 596 | Donald Black | CM | 6 |
| | | Donald Wakeling | T | 1 |
| * " - Carlton Jr. High | 462 | Wilbur Stegman | CS | 6 |
| * " - Junior High | 562 | James Parker | CS | 6 |
| DeSoto | 224 | Floyd Talley | A | 2 |
| * Dodge City High School | 552 | Elwood Crawford | CS | 5 |
| " " - Junior High | 739 | Elwood Crawford | CS | 1 |
| " " - St. Mary of Plains | 228 | Rev. A. J. Felling | T | 1 |
| | | Sister M. Victorine | A | 2 |
| Douglass | 128 | Paul Welter | TC-M | 3 1/4 |
| | | B. Schreiner | AM | 1 3/4 |
| Durham | 50 | Myron Goering | T | 1 |
| | | Gladys Negley | T | 1 |

| School | Enrollment | Counselor | Pos. | Hrs. per day |
|---------------------------------|------------|----------------------|------|--------------|
| Edson | 30 | Ernest A. Hoopes | A | 1/2 |
| * Effingham (Atchison Co. Com.) | 372 | James D. Courtney | TC-M | 5 |
| * El Dorado High | 601 | Harold Hamlin | CS | 6 |
| " " - Junior High | 806 | James Copeland | TC-M | 3 |
| Elk City | 116 | Thelma Smith | T | 1 |
| Elkhart | 158 | Gordon Pekarek | A | 2 |
| * Ellinwood | 227 | Robert Ashlock | CS | 4 1/4 |
| | | Florence Peak | T | 2 |
| Ellis | 414 | Lester J. Knoll | TC-M | 3 1/4 |
| Ellsworth | 242 | Marvin E. Ryden | A | 2 |
| | | Joel N. Martin | A | 1 |
| * Elmdale | 33 | Robert E. Trendel | TC-M | 2 |
| * Emporia High School | 595 | Mary Jane Fowler | TC-S | 3 3/4 |
| | | J. Warren Williams | TC-M | 3 3/4 |
| * " - Junior High | 696 | Robert Greenlee | TC-S | 3 3/4 |
| | | Betty Bell | T | 3 |
| " - Roosevelt High School(6-yr) | 181 | Fred A. Markowitz | T | 4 |
| | | Mrs. Marjorie Kelly | T | 1 |
| Englewood | 34 | Leroy H. Green | A | 1 |
| Ensign | 49 | Norris Sayre | T | 2 |
| Enterprise High School | 70 | L. G. McLaughlin | A | 1 |
| " - Academy | 88 | L. C. Brand | T | 1 |
| Esbon | 57 | Elmer W. Ward | A | 1 |
| * Eskridge | 70 | Lloyd C. Smith | AS | 1 1/4 |
| Eudora | 160 | Eula Faye Hairston | T | 2 |
| * Eureka High School | 299 | Louis Mattioda | CM | 6 |
| " - Tonovay High School | 38 | Marguerite Diebolt | TC-M | 1 |
| Everest | 59 | Robert N. Jones | A | 1 |
| Fairview | 80 | Gerald I. Cotnoir | A | 2 |
| Fontana | 63 | Howard R. Curry | A | 1 |
| Ford | 65 | Gary Jones | T | 1 |
| | | Margaret Snook | T | 1 |
| | | E. F. McRill | A | 2 |
| * Fort Scott | 441 | R. V. Price | TC-M | 2 3/4 |
| Fowler | 77 | Odes Sapp | A | 1 |
| * Fredonia High School | 238 | Reba Mitchell | TC-S | 1 1/4 |
| * " - Junior High | 240 | Reba Mitchell | TC-S | 1 1/4 |
| Galena | 290 | Gene Russell | A | 1 1/2 |
| Galesburg | 43 | Evelyn Eileen Little | T | 2 |
| * Garden City High School | 555 | George Bauer | TC-S | 5 |
| | | Berneice Fry | TC-M | 2 3/4 |
| " " - Junior High | 690 | Abe Hubert | A | 2 |
| | | Dale Marine | T | 1 |
| | | Claudine Lindner | T | 1 |

| School | Enrollment | Counselor | Pos. | Hrs. per day |
|-----------------------------------|------------|---------------------------|------|--------------|
| *Gardner | 171 | Clarence Blackman | TC-M | 3 1/4 |
| *Garfield | 49 | James Busenbark | CS | 2 |
| *Garnett | 281 | Emmanuel Carter | TC-S | 2 3/4 |
| Geuda Springs | 60 | A. C. Holder | A | 2 |
| *Girard | 266 | Robert S. Wolff | TC-M | 3 1/4 |
| *Glasco | 83 | Eli Boucher | AM | 1 |
| Glen Elder | 56 | Earl G. Richter | A | 4 |
| Goddard | 179 | Mrs. Mary Donaldson | T | 2 1/2 |
| *Goodland (Sherman Co. Com. High) | 331 | George Lyon | CS | 3 3/4 |
| Grainfield | 57 | James Stewart | A | 1 |
| *Great Bend High School | 670 | Byrl Kessinger | CS | 6 |
| | | Verner Williams | T | 4 |
| | | Nadine Stallard | TC-M | 4 1/2 |
| " " - Harrison Junior High | 467 | Johnny L. Swafford | T | 3 |
| | | Bettie Nebergall | T | 1/2 |
| " " - Roosevelt Junior High | 460 | Johnny L. Swafford | T | 2 |
| | | David Simpson | T | 1 |
| " " - Immaculate Conception | 72 | Sister Marcella Landioehr | A | 1 |
| Greeley | 64 | E. M. Long | T | 1 |
| | | Audrey Campbell | T | 1 |
| | | James Morgan | A | 1 |
| *Greensburg | 282 | Guy C. More | TC-M | 3 |
| Grenola | 50 | Vernon O. Weakley | A | 1 |
| Gypsum | 70 | P. E. Rhine | A | 1 |
| Halstead | 145 | H. E. Gaeddert | A | 1 |
| *Hamilton | 67 | Richard A. Valyer | AM | 1 1/2 |
| Hamlin | 40 | J. W. Monfross | A | 2 |
| *Harper | 198 | Milton E. Brooks | AM | 2 |
| *Hartford | 51 | Kenneth Swanson | AS | 1 1/4 |
| | | Virginia Wimer | T | 1 |
| Harveyville | 72 | Owen Modeland | A | 1 |
| *Haven | 216 | James Hudson | TC-S | 2 3/4 |
| *Hays (6-yr) | 652 | Kenneth Wilson | TC-M | 5 |
| | | Marjorie Simons | TC-S | 2 3/4 |
| " - St. Joseph's Academy | 360 | Rev. Anselm Martin | A | 3 |
| | | Rev. Thomas Janecek | T | 3 |
| Hazelton | 53 | Jack L. Klick | A | 1 |
| Herndon | 45 | Paul Blalock | A | 1 |
| Hesston Academy | 125 | Thomas Yoder | T | 3 |
| | | Bertha Bendar | T | 3 |
| Hiawatha High School | 234 | John A. Putnam | A | 3 |
| " - Junior High | 140 | John A. Putnam | A | 1 |
| Highland | 115 | R. D. Rorabaugh | A | 4 |
| *Hill City | 183 | Don J. Gleason | TC-M | 3 1/4 |
| *Hillsboro | 211 | Allen Grunau | TC-M | 4 1/4 |

| School | Enrollment | Counselor | Pos. | Hrs. per day |
|----------------------------------|------------|----------------------|------|--------------|
| *Hoisington | 374 | Kelso Deer | CS | 6 |
| Holcomb | 91 | David I. Williams | A | 1 |
| Hollenberg | 28 | Claude Reynolds | A | 1 |
| *Holton | 226 | Lyle Welch | TC-S | 2 1/2 |
| | | Robert Clemons | A | 1 |
| Holyrood | 86 | Ronald T. Ramsey | A | 2 |
| Hope | 84 | Jack Sloan | A | 1 1/4 |
| Horton | 209 | Marilyn Martin | T | 3/4 |
| Howard | 128 | William Johnson | T | 1 1/2 |
| *Hoxie (Sheridan Co. Com. High) | 153 | Robert C. Downing | TC-M | 2 1/2 |
| Hoyt | 53 | C. W. Leezy | A | 1 |
| Hudson | 62 | Silbert Lanman | A | 1 |
| Hugoton | 273 | Earl Ricksecker | T | 3 1/2 |
| *Humboldt (6-yr) | 326 | Jerry Hamm | TC-M | 2 3/4 |
| Hunter | 37 | Claude Summers | A | 1 |
| *Hutchinson High School | 1,299 | Mary Petty | TC-S | 5 |
| | | Lewis Gilbreath | CS | 6 |
| | | Garland Longhofer | TC-S | 5 |
| | | Homer Grimes | TC-S | 5 |
| * " - Central Junior High | 860 | Morton Ewing | CS | 6 |
| * " - Liberty Junior High | 424 | Eugene Powell | TC-M | 3 1/2 |
| * " - Sherman Junior High | 535 | Larry Barrow | CM | 6 |
| | | Gertrude Oswald | TC-M | 5 |
| * Independence High School | 381 | Boyd Talley | TC-S | 2 1/4 |
| | | Joyce Welch | TC-M | 1 1/4 |
| * " - Junior High | 897 | Richard Chase | TC-S | 3 3/4 |
| | | Genevieve Dexter | TC-M | 3 |
| *Ingalls | 56 | Jones M. Mason | AS | 1 1/4 |
| Iola High School | 375 | George Caldwell | T | 3 |
| * " - Junior High | 423 | Horace M. Mason | TC-M | 5 |
| " - St. John's Junior High | 50 | Sister M. de Sales | A | 1 |
| *Isabel | 43 | Velma Joyce Fielding | TC-M | 1 |
| Jamestown | 54 | Danzell B. Ekey | A | 1 |
| Jetmore (Hodgeman Co. Com. High) | 109 | Galen Munsinger | A | 1 |
| Jewell | 69 | Leo L. Bass | A | 1 |
| * Junction City High School | 643 | Paul Kasper | CS | 6 |
| " " - Junior High | 1,015 | Dale Stinson | T | 5 |
| *Kanopolis | 61 | Cleda McCullough | TC-S | 1 1/2 |
| Kansas City: | | | | |
| * Argentine High School (6-yr) | 1,147 | Harold Hoyt | CS | 6 |
| | | Phyllis Kraft | TC-S | 4 3/4 |
| | | Guy Bradford | TC-M | 1 |
| Rosedale High School (6-yr) | 1,045 | Bill Todd | T | 6 |
| | | Shirley Murray | T | 4 |
| | | Helen Fosmire | T | 3 |
| | | Rollin Wanamaker | T | 3 |

| School | Enrollment | Counselor | Pos. | Hrs. per day |
|------------------------------|------------|--------------------------|------|--------------|
| Kansas City: (Cont'd) | | | | |
| * Sumner High School | 766 | Eugene Banks | CM | 6 |
| | | Beatrice Penman | CM | 6 |
| * Wyandotte High School | 1,888 | Golda Cosner | CS | 6 |
| | | David Kendall | CS | 6 |
| * Central Junior High | 1,151 | Robert Tompkins | CM | 6 |
| | | Ruth Potts | T | 4 |
| * Northeast Junior High | 1,006 | Jackson C. VanTrece | CM | 6 |
| | | Josephine C. Vandiver | TC-M | 3 1/4 |
| * Northwest Junior High | 1,176 | Walter McGregor | CS | 6 |
| West Junior High | 637 | Harry Falgren | T | 6 |
| Bishop Miege High School | 716 | Raymond Moritz | T | 2 |
| | | Sister M. Georgetta Marx | T | 1/2 |
| School for the Blind | 53 | Ernest Parmer | T | 1 |
| Ward High School | 923 | Rev. Frances Maher | A | 3 |
| | | Sister Mary Clarence | T | 3 |
| | | Sister Charles | T | 2 |
| | | Sister M. Dismas | T | 1 |
| | | Sister M. Cecilia | T | 2 |
| | | Rose Lee Davis | T | 1 |
| | | Bernard E. Campbell | T | 1 |
| Kelly | 52 | Sister Annette Bechler | A | 1 |
| Kendall | 35 | Leonard L. Love | T | 2 |
| Kincaid | 69 | N. J. Mahy | A | 1 |
| * Kingman | 412 | A. K. Nelson | S | 5 |
| * Kinsley | 196 | Gerald W. Sibley | TC-S | 4 1/4 |
| * Kiowa (6-yr) | 215 | Paul E. Nelson | AM | 1 1/2 |
| Kirwin | 42 | D. Lee Hull | A | 1 |
| LaCrosse | 163 | Martin Turner | T | 2 |
| | | Calvin Winter | T | 1 |
| Lakin | 165 | Hugh Cowan | A | 1 |
| * Lansing | 158 | Charles D. Belk | CS | 1 3/4 |
| Larned High School | 273 | James Burnham | T | 2 |
| | | Ray W. Rose | A | 1 |
| " - Junior High | 297 | James Burnham | T | 1/2 |
| | | Alvah A. Turner | A | 1 |
| * " - Zook High School | 29 | James P. Busenbark | CS | 2 |
| Latham | 19 | Ernest F. McCue | A | 1 |
| * Lawrence High School | 1,070 | H. C. Stuart | AS | 4 |
| | | Max Stalcup | CS | 6 |
| | | Beulah Brown | CS | 6 |
| * " - Central Junior High | 819 | Helen Cornwell | CS | 6 |
| | | Archie Wolcott | CS | 6 |
| * " - West Junior High | 483 | Paul Hull | CS | 6 |
| " - Haskell Institute | 398 | Clarence W. Winston | T | 6 |
| | | Peter W. Shepherd | T | 6 |
| | | Enola M. Pipes | T | 6 |

| School | Enrollment | Counselor | Pos. | Hrs. per day |
|--------------------------------|------------|-------------------------|------|--------------|
| *Leavenworth High School | 860 | Mildred McCollum | CS | 6 |
| | | Frohman Meeker | CM | 5 |
| * " - Junior High | 680 | James R. Kelsey | TC-S | 4 |
| | | Louise Head | CM | 2 1/2 |
| " - Immaculata | 362 | Rev. John Rossiter | T | 1 |
| | | Sister Mary Dolorine | A | 2 |
| Lecompton | 106 | Chas. H. Garrison | A | 1 |
| Lehigh | 41 | William Juhnke | A | 1 |
| Lenora | 92 | LeRoy Hipkins | A | 1 |
| *Leon | 149 | Robert Lewis, Jr. | TC-M | 2 3/4 |
| *Leoti (Wichita Co. Com. High) | 174 | W. H. Townsend | TC-M | 2 1/2 |
| Leoville | 40 | Sister Josepha McKinney | A | 1 |
| LeRoy | 85 | Leslie Weaver | A | 1 |
| Lewis | 107 | Warren C. Conner | A | 1 |
| *Liberal | 763 | Harold Adams | CS | 4 1/2 |
| *Lincoln | 157 | Martin Isaacson | TC-M | 2 3/4 |
| *Lindsborg | 207 | Henry A. Uppendahl | TC-S | 3 3/4 |
| Linn | 135 | Elmer Y. Hart | A | 2 |
| *Logan | 97 | Raymond Archer | TC-S | 3 |
| Longford | 40 | A. Vernon Allison | A | 1 |
| Long Island | 35 | John E. Cole | A | 1 |
| Longton | 46 | H. E. Rader | A | 1 |
| *Lorraine | 31 | Mary Alice Peters | CS | 1 1/4 |
| Louisburg | 172 | Charles Mader | T | 3 |
| Luray | 43 | Leo E. Anschutz | A | 1 |
| Lyons | 307 | Richard McKee | T | 3 |
| Macksville | 70 | Ira F. Eberhart | A | 1 |
| *Madison | 106 | Keith Hanna | TC-M | 3 3/4 |
| Mahaska | 34 | L. R. Deaver | T | 1 |
| *Maize | 172 | Mary Lee Koewing | TC-M | 2 1/2 |
| *Manhattan High School | 722 | Bryce Todd | CM | 6 |
| | | Ralph Rogers | AS | 2 |
| | | Louise Langford | TC-M | 4 |
| * " - Junior High | 895 | Delbert Donnell | TC-M | 5 |
| | | Daisy Hills | CS | 6 |
| " - Luckey High School | 145 | Sister Agnes de Sales | A | 2 |
| | | Sister Agneta | T | 1 |
| | | Sister Lucilla | T | 1 |
| | | Francis Brungardt | T | 1 |
| Maple Hill | 39 | John P. Sanborn | T | 1 |
| | | Jack L. Wilson | A | 1 |
| Marion | 197 | Bill Bingham | T | 2 1/2 |
| *Marysville | 397 | Donald F. Williams | CS | 5 |
| Matfield Green | 36 | Marvin E. Grandstaff | AS | 2 |

| School | Enrollment | Counselor | Pos. | Hrs. per day |
|---------------------------------|------------|------------------------|------|--------------|
| McCune | 93 | James Comer | T | 2 1/2 |
| McDonald | 60 | Thomas McAllister | A | 1 |
| McLouth | 80 | Walter Meyer | A | 1 |
| * McPherson High School | 649 | Eskil Anderson | CS | 6 |
| * " - Junior High | 518 | Elvin E. Brown | CM | 6 |
| " - Central College High School | 60 | Bruce L. Kline | T | 2 |
| Meade Bible Academy | 42 | Orrin Berg | T | 1 1/2 |
| Medicine Lodge | 266 | Duncan Circle | TC-S | 3 1/2 |
| Menlo | 23 | Marvin A. Hardy | A | 1 |
| Meriden | 94 | Raymond Shaw | A | 1 |
| Miltonvale | 89 | Richard W. Liss | A | 1 |
| " - Wesleyan Academy | 72 | E. Stanley Banker, Jr. | A | 1 |
| Minneapolis | 129 | W. W. Musick | A | 1 |
| * Moline | 68 | Ronald L. Adkins | TC-M | 2 |
| Montrose | 39 | Harry B. Olson | A | 1 |
| | | Irene Mollhagen | T | 1 |
| | | Florence Hutchcraft | T | 1 |
| Morland | 70 | Lois Ward | T | 1 |
| | | Victor Ward | A | 1 |
| Morrill | 44 | Linn McKim | A | 1 |
| Morrowville | 61 | Don Fischer | T | 1 |
| Mound City | 98 | Don Hoppes | T | 2 |
| Moundridge | 187 | Richard Wooton | T | 2 |
| Mount Hope | 67 | Mervin A. Fichtner | A | 3 |
| Mulvane | 315 | Jack J. Miller | T | 3 |
| Munden | 16 | Veryl Young | A | 1 |
| Narka | 29 | Roland Griffin | A | 1 |
| * Neodesha (6-yr) | 512 | Darrell Donnelly | TC-M | 3 |
| * Ness City | 185 | Lyle Goff | AM | 1 |
| * Netawaka | 48 | Corrinne Richard | TC-S | 1 1/4 |
| * Newton | 650 | Alden Allbaugh | CS | 6 |
| * Nickerson | 288 | Eldon T. Morti | TC-S | 4 1/2 |
| Norcatur | 52 | Forrest D. Stern | A | 1 |
| Norwich | 65 | James R. Strange | A | 1 |
| * Oakley | 209 | LeRoy Watkins | TC-M | 3 1/4 |
| * Oberlin (Decatur Co. Com.) | 244 | Arris Johnson | TC-S | 5 |
| Odin | 42 | Garrol Becker | T | 1 1/2 |
| Offerle | 36 | Alfred Birdsell | A | 1 |
| Olathe High School | 436 | Eugene Kasper | TC-S | 4 |
| * " - Junior High | 593 | Norman Tibbetts | CM | 6 |
| Olivet | 24 | H. S. Lippert | A | 1 |
| * Olpe | 82 | Stanley Inwood | AS | 1 1/2 |
| Onaga | 126 | F. L. Sparks | A | 1 |
| | | Jay Fankhauser | T | 1 |

| School | Enrollment | Counselor | Pos. | Hrs. per day |
|---|------------|------------------------|------|--------------|
| *Osawatomie | 347 | Olin Church | TC-S | 5 1/4 |
| *Osborne | 143 | Leroy Eugene Talbot | TC-S | 3 1/2 |
| Oskaloosa | 111 | H. L. Streater | A | 1 |
| Oswego | 110 | Geraldine Milliken | T | 1 |
| Otis | 130 | Carl M. Smith | A | 1 |
| *Ottawa High School (6-yr) (Jr.-Sr. High) | 968 | Richard R. Connell | A | 1 |
| | | Bonnie Hughson | CM | 6 |
| | | P. K. Worley | CM | 6 |
| Overland Park | | | | |
| " - K. C. College and Bible School | 44 | Kenneth Swearingen | A | 1 |
| *Oxford | 140 | Vernon D. Edwards | TC-S | 3 1/2 |
| Ozawkie | 32 | C. C. Forrest | A | 1 |
| *Paola (6-yr) | 519 | Walter Diehl | CS | 6 |
| " - Ursuline Academy | 125 | Mother Cecilia Koehler | T | 6 |
| | | Sister M. Patrice | A | 3 |
| | | Sister M. Eugene | T | 2 |
| Paradise | 48 | Claron L. Riley | A | 1 |
| Park | 44 | Sister Frederic | T | 1 |
| Parker | 117 | Dale D. Lemon | A | 1 |
| Parsons | 417 | Paul Komatz | T | 3 |
| " - St. Patricks | 109 | Father Smithhisler | T | 3 |
| | | Sister M. Edwina | A | 3 |
| Partridge | 107 | Kenneth W. Brown | A | 1 |
| Pawnee Rock | 82 | Clair W. Rucker | A | 2 |
| Peabody | 129 | Charles Kerr | A | 1 |
| | | John Nettleton | A | 1 |
| Perry | 131 | Thomas D. Hotchkiss | A | 1 |
| Piedmont | 32 | Paul M. Maxwell | A | 1 1/2 |
| *Piper | 92 | Charles Belk | CS | 1 1/4 |
| *Pittsburg High School | 525 | Charles Yoos | CM | 5 |
| | | Lawrence Zillner | TC-M | 1 |
| * " - Lakeside Junior High | 305 | Lawrence Zillner | TC-M | 2 1/4 |
| * " - Roosevelt Junior High | 387 | Charles Yoos | CM | 5 |
| | | Dorothy Jordan | TC-M | 1 |
| " - College High School (6-yr) | 259 | Marion Stromquist | T | 2 |
| *Plainville | 246 | Vernon Ray Kurtz | TC-S | 3 1/4 |
| *Plevna (Fairfield North High) | 57 | Leo W. Frazier | TC-M | 1 1/4 |
| *Pomona | 80 | Mary Hudelson | TC-M | 1 3/4 |
| " - Appanoose High School | 66 | Laurin Y. Gaddis | A | 1 |
| Portis | 36 | H. D. Hampton | T | 1 |
| Potwin | 65 | R. D. Allen | A | 1 |
| Pratt High School | 238 | Dan Woodward | T | 1 |
| " - Junior High | 560 | Milton Senti | T | 1 3/4 |
| | | Darius Miller | T | 1 3/4 |
| Pretty Prairie | 120 | George Highfill | A | 1 |
| | | Neal Phelps | T | 1 |
| Protection | 79 | Russell Duer | T | 2 |
| | | Winifred C. Jones | A | 1 |

| School | Enrollment | Counselor | Pos. | Hrs. per day |
|-------------------------------|------------|------------------------|------|--------------|
| Quinter | 106 | Ethel Jamison | T | 2 |
| Ransom | 87 | R. L. Arnold | A | 1 |
| | | Earl Schwartzkopf | T | 5 |
| * Rantoul | 39 | John Perkins | TC-M | 1 |
| * Riley (Riley Co. Cons.) | 146 | Cynthia Jean Ovenstone | TC-M | 2 3/4 |
| * Riverton | 205 | John A. Barnett | TC-S | 2 3/4 |
| Robinson | 70 | Ralph Abplanalp | A | 1 |
| * Rolla | 78 | Gene Atwood | AM | 2 |
| Rose Hill | 122 | James Stringer | T | 1 3/4 |
| Rossville | 109 | H. D. Richardson | A | 6 |
| | | John Kratzer | T | 1 |
| * Rozel | 59 | James P. Busenbark | CS | 2 |
| * Russell | 461 | Robert Williams | CS | 6 |
| Sabetha | 193 | Joseph Towne | T | 2 1/2 |
| | | Alice Myers | T | 2 |
| | | Stanley Beans | A | 1 |
| Saffordville | 27 | D. H. Minner | A | 1 |
| * Salina High School | 1,332 | Arthur E. Miller | CS | 6 |
| | | Dean Oberhelman | CM | 3 |
| * " - Junior High South | 708 | Marie Davis | TC-M | 3 1/2 |
| " - Roosevelt | | | | |
| " - Lincoln Junior High | 1,257 | Dean Oberhelman | CM | 3 |
| | | Iva Zimmerman | T | 3 |
| | | Edith Brodine | T | 3 |
| " - Sacred Heart | 287 | Rev. Donald Weber | A | 1 |
| " - St. John's Military | 125 | H. E. Nuss | AM | 3 |
| Satanta | 132 | Robert Faurot | T | 2 3/4 |
| * St. Francis | 179 | Deryl Leaming | TC-M | 2 1/2 |
| St. George | 84 | Lee A. Scott | A | 1 |
| " " - Flush High School | 26 | Sister Gervase Judge | T | 1 1/2 |
| * St. John (6-yr) | 267 | Cleo Bartlett | TC-S | 3 1/2 |
| St. Marys | 122 | Thomas J. Burke | A | 1 |
| St. Paul | 104 | Vincent T. Laudick | A | 1 |
| Scandia | 58 | Grace Robison | T | 1 |
| * Scott City (Scott Co. Com.) | 330 | Gerald Bretz | TC-M | 3 1/2 |
| Scranton | 62 | Donovan W. Rees | A | 1 |
| * Sedan | 187 | Clarence Monholland | TC-S | 3 |
| Sedgwick | 110 | Peter Retzlaff | T | 2 |
| Seneca | 66 | Hal Brown | T | 1 |
| | | John Paden | A | 2 |
| | | Mary R. Williams | T | 1 |
| | | Delvis Bradshaw | T | 1 |
| " - Sts. Peter and Paul | 134 | Sister Therese Marie | A | 3 |
| | | Rev. Fidelio Forrester | T | 3 |

| School | Enrollment | Counselor | Pos. | Hrs. per day |
|-------------------------------------|------------|--------------------------|------|--------------|
| Severy | 108 | Carl Tyler | A | 1 |
| Sharon | 53 | James C. Sanders | A | 1 |
| * Sharon Springs (Wallace Co. Com.) | 109 | William F. Seigle | AM | 1 |
| Shawnee | | | | |
| " - St. Joseph High | 343 | Rev. Harold Wickey | T | 3 |
| | | Sister Liguori Sullivan | T | 2 |
| Shawnee-Mission | | | | |
| " - Bishop Miege High | 716 | Raymond Moritz | T | 2 |
| | | Sister M. Georgetta Marx | T | 1/2 |
| * Shawnee-Mission East High | 1,968 | Donna Adcock | CS | 6 |
| | | Paul Arnold | CS | 6 |
| * Shawnee-Mission North High | 2,179 | A. Palmer Snodgrass | CS | 6 |
| | | R. Elvin Miller | CS | 6 |
| | | Florence Huber | CS | 6 |
| * " - Broadmoor Jr. High | 976 | Leland E. Wallace | T | 6 |
| | | Terry D. Ballard | CS | 6 |
| * " - Hocker Grove Jr. High | 1,056 | Boyd Hauser | CS | 6 |
| | | Philip Larson | CS | 6 |
| * " - Indian Hills Jr. High | 1,104 | Robert Lewis | CM | 6 |
| | | Wagoner Fox | CM | 6 |
| | | Darrell Kellams | AM | 2 |
| * " - Meadowbrook Jr. High | 1,115 | Paul Gooch | CS | 6 |
| | | J. H. Vernon | AM | 2 |
| | | William Studyvin | CM | 6 |
| * " - Milburn Jr. High | 938 | Ralph E. Chalender | A | 2 |
| | | Faye Morrow | CM | 6 |
| | | Melvin Smith | CS | 6 |
| * " - Old Mission Jr. High | 920 | Walter L. Way | CS | 6 |
| | | Richard Trast | CS | 6 |
| * Silver Lake | 121 | Maxine Trimble | TC-M | 1 3/4 |
| Smith Center | 179 | Lee Smith | AM | 1 1/2 |
| Solomon | 119 | Clyde Venneberg | T | 1 |
| South Haven | 107 | L. M. Foster | A | 1 |
| | | Vester E. Holman | T | 1 |
| Spearville | 75 | Lee D. Combs | T | 1 1/2 |
| " - Windthorst High School | 56 | J. A. Stremel | A | 2 |
| | | Sister Edmina | T | 1 |
| Stafford High School | 138 | B. L. Sears | T | 3 1/4 |
| Stafford Junior High | 132 | B. L. Sears | T | 1 3/4 |
| Stark | 93 | G. E. Bloomcamp | T | 3 |
| * Sterling | 168 | G. Haldane Crooks | TC-M | 2 1/2 |
| Stillwell | 52 | Lawrence E. Blair | A | 1 |
| * Stockton | 160 | Bessie O'Connor | TC-M | 2 3/4 |
| Strong City | 37 | Merald M. Carter | A | 1 |
| Sublette | 103 | Claron Adams | C | 1 |
| Summerfield | 47 | Carl D. O'Hair | T | 1 |
| | | R. B. Thornton | A | 1 |
| Sylvan Grove | 55 | Don R. Borthwick | A | 1 |
| Sylvia | 56 | John W. Harper | A | 2 |
| Syracuse (6-yr) | 276 | Darryl Woodson | A | 3 |

| School | Enrollment | Counselor | Pos. | Hrs. per day |
|---------------------------------|------------|------------------------|------|--------------|
| Tampa | 33 | Wm. Oborny | T | 2 |
| | | Helen Costello | T | 1 |
| | | Larry Quickel | T | 1 |
| | | Alta Collin | T | 1 |
| Thayer | 103 | Jay Dutton | A | 1 |
| Topeka High School | 2,286 | Kenneth Meyers | CS | 6 |
| | | Annabel Pringle | T | 6 |
| | | Phyllis Aley | T | 6 |
| | | Otto Bodenhausen | T | 6 |
| " - Hayden High School | 754 | Rev. Raymond J. Davern | T | 4 |
| | | Rev. Thomas Santa | T | 4 |
| | | Catherine Cavanaugh | T | 5 |
| " - Highland Park High School | 1,069 | Lyndon Herrman | CS | 6 |
| | | Curtis Stoll | AS | 2 |
| | | Virginia Cleland | T | 2 |
| * " - Seaman High School | 470 | Margaret Epps | TC-S | 2 3/4 |
| | | David L. Shirk | T | 1 3/4 |
| * " - Washburn High School | 524 | Mary Colaw | CS | 6 |
| " - Boswell Junior High | 618 | Tunie Curyea | T | 1 |
| | | Paul Fink | T | 1 |
| " - Capper Junior High | 789 | Marc Penny | TC-M | 3 |
| | | Gene Smith | TC-M | 1 |
| " - Crane Junior High | 442 | Manie Minford | TC-M | 3 |
| " - Curtis Junior High | 299 | Marie Olson | T | 2 |
| " - East Topeka Junior High | 552 | Roy Berry | T | 2 |
| | | Lester Dittimore | T | 1 |
| | | Esther Herr | T | 1 |
| | | Martha Shaler | T | 1 |
| " - Highland Park Junior High | 441 | Bill Jones | TC-M | 2 |
| " - Holliday Junior High | 411 | Sharp Smith | TC-M | 2 |
| " - Roosevelt Junior High | 548 | Howard Anderson | T | 2 |
| | | Ruth Shaler | T | 2 |
| " - Southwest Avondale Jr. High | 253 | Jerold Reichart | T | 1 |
| Tribune (Greeley Co. Com. High) | 145 | Kenneth Hartman | T | 2 |
| | | Harry Trigg | A | 2 |
| Troy | 133 | O. F. Barnard | T | 2 |
| *Turner | 1,028 | Gene Bell | CS | 3 1/2 |
| | | Martha Eisele | CS | 6 |
| *Turon (Fairfield South) | 86 | Leo Frazier | TC-M | 1 1/4 |
| *Udall | 98 | Vernon Edwards | TC-S | 2 1/2 |
| Ulysses | 273 | Jay McGaughey | T | 3 |
| Valley Center | 532 | Lyle Couch | T | 2 |
| Valley Falls | 154 | Virgil A. Volland | A | 1 |

| School | Enrollment | Counselor | Pos. | Hrs. per day |
|--------------------------------|------------|-----------------------|------|--------------|
| Victoria | 170 | Peter Patrick O'Brien | TC-M | 2 1/2 |
| Viola | 27 | Jack L. Jarrett | A | 1 |
| WaKeeney (Trego Co. Com. High) | 261 | W. H. Elliott | T | 4 |
| Waldo | 24 | V. M. Rogers | A | 1 |
| Walton | 57 | Orville P. Kliever | A | 1 |
| * Wamego | 254 | Vera Pletcher | TC-S | 3 1/2 |
| | | Glenn F. Martin | AS | 1 1/4 |
| Waterville (6-yr) | 124 | John L. Penney | A | 2 |
| * Waverly | 95 | K. H. Poppe | AM | 1 3/4 |
| Weir | 63 | R. J. Schenherr | A | 1 |
| * Wellington High School | 627 | Roy Norris | TC-S | 3 1/2 |
| Wellington Junior High | 568 | Roy Norris | TC-S | 1/2 |
| Wellsville | 194 | W. E. Peterson | A | 2 |
| Weskan | 33 | John Deckert | A | 1 |
| West Mineral | 57 | T. William Goodwin | A | 1 |
| Westmoreland | 66 | Chester Sargent | A | 1 |
| Wetmore | 64 | Harry Longberg | T | 1 |
| White Water | 90 | James E. Harris | A | 1 |
| | | Harry Tiller | T | 1 |
| Whiting | 54 | Lowell A. Martin | A | 1 |
| Wichita | | | | |
| * " - Campus High School | 969 | Harlan Bowman | CS | 6 |
| | | Arthur Johnson | CS | 6 |
| * Wichita East High | 2,690 | Richard Elving | CS | 6 |
| | | Harriet Hardy | CS | 6 |
| | | Edith Worthington | CM | 6 |
| | | Eleanor King | CM | 6 |
| | | Samuel Parzybok | CS | 6 |
| * Wichita High North | 1,875 | Ann Andrews | CS | 6 |
| | | Richard Chase | CM | 6 |
| | | Robert Wright | CS | 6 |
| * Wichita High South | 1,377 | Dorth Hibbs | CM | 6 |
| | | Gerald Morrison | CS | 6 |
| | | Lorene Stone | CS | 6 |
| * Wichita Southeast High | 1,857 | Corwin E. Bare | CS | 6 |
| | | Fanny C. Thompson | CS | 6 |
| | | June B. Turner | CS | 6 |
| * Wichita High West | 1,370 | Clarice June Beaver | CS | 6 |
| | | Harold J. Froning | CS | 6 |
| | | Victor Wilmoth | CS | 6 |
| * " - Allison Junior High | 670 | Russell Peck | CS | 6 |
| * " - Brooks Junior High | 628 | Thelma Gatley | CS | 6 |
| * " - Central Junior High | 366 | Gerald Riley | CS | 6 |
| * " - Curtis Junior High | 1,228 | Wilbur Eugene Turner | CS | 6 |
| | | Dorris Gossen | CS | 6 |

| School | Enrollment | Counselor | Pos. | Hrs. per day |
|----------------------------------|------------|-----------------------|------|--------------|
| Wichita (Cont'd) | | | | |
| * " - Hadley Junior High | 830 | Robert O'Rourke | CS | 6 |
| * " - Hamilton Junior High | 920 | Joe C. King | CS | 6 |
| * " - Jardine Junior High | 789 | Edna S. Voth | CS | 6 |
| * " - Horace Mann Junior High | 703 | William Brookhouser | CM | 6 |
| * " - John Marshall Junior High | 826 | Jeanette Garton | CS | 6 |
| * " - Mathewson Junior High | 621 | Norman Wilson | CS | 6 |
| * " - L. W. Mayberry Junior High | 882 | Paul J. Foster | CS | 6 |
| * " - Mead Junior High | 866 | Roger Lee Kroth | CS | 6 |
| * " - Robinson Junior High | 990 | John C. Caskey | CS | 6 |
| * " - Roosevelt Junior High | 902 | William H. Nichols | CS | 6 |
| * " - Truesdell Junior High | 1,041 | Robert Buckner | CS | 6 |
| | | Mildred Chamberlin | CS | 6 |
| " - Chaplain Kapaun High | 650 | Rev. Louis Mattione | T | 2 |
| | | Rev. James Sunderland | T | 2 |
| | | Rev. Robert DeRouen | T | 2 |
| | | Rev. Eugene Kelly | T | 2 |
| " - Mount Carmel Academy | 276 | Sister Mary Emerita | T | 2 |
| " - St. Mary High School | 229 | Sister Agnes Joseph | T | 2 |
| Williamsburg | 73 | Frances Warner | T | 1 |
| Wilsey | 57 | Wayne Goldsmith | A | 1 |
| Winchester | 84 | E. L. Farr | A | 2 |
| Windom | 58 | Robert Burkholder | A | 1/2 |
| * Winfield (6-yr) | 1,214 | C. Richard Wall | TC-S | 5 |
| | | Norman E. Baker | CM | 4 |
| | | Annela Dix | T | 3 1/2 |
| Woodbine | 22 | Frank A. Jilka | A | 1 |
| Woodston | 49 | Irvin H. Myers | A | 1 |
| * Yates Center | 237 | Ted Richardson | CM | 5 |

SALARY STATUS OF PUBLIC SECONDARY SCHOOL COUNSELORS IN KANSAS
FOR THE YEAR 1960-1961

by

MARK RAYMOND FLYNN

B. A., St. Benedict's College, 1959

AN ABSTRACT OF A MASTER'S THESIS

submitted in partial fulfillment of the

requirements for the degree

MASTER OF SCIENCE

Department of Education

KANSAS STATE UNIVERSITY
Manhattan, Kansas

1961

The purpose of this study was to ascertain the salary status of guidance counselors in Kansas public secondary schools for the year 1960-1961. The problem was handled and subsequently answered in relation to four distinct aspects; (1) qualifications of counselor, (2) size of school, (3) salary differential east and west of U. S. Highway 81, (4) time allotted for counseling.

Data were secured from the High School Principal's Organization Report and the Report of Guidance Service Programs in Kansas Secondary Schools through the office of the Director of Guidance and Pupil Personnel Services in the Kansas State Department of Public Instruction. The writer bisected the state using U. S. Highway 81 as the dividing line. The procedure was then to determine the mean hourly salary of counselors east and west of U. S. Highway 81. By mean hourly salary was meant the counselors total salary divided by six, since a full-time counselor was given credit for six hours counseling time per day.

On the basis of tabulated data, the following conclusions were warranted.

All persons with assigned time for guidance and counseling in the public secondary schools of Kansas in 1960-1961 were paid a mean salary of \$5737.90 for the year. Those who met the standard counselor qualifications were paid a mean annual salary of \$6075.49, those who met minimum counselor qualifications were paid a mean annual salary of \$5164.51, and those who met neither standard nor minimum qualifications were paid a mean annual salary of \$5731.10. The reader might question the higher

salary for lower qualifications reported by the last salary mentioned. This is explained by the fact that 181 administrators who met neither standard nor minimum qualifications were included in the derivation of this salary.

Administrators with assigned time for counseling were paid on the average \$313.58 per year more than non-administrators who were assigned time for guidance and counseling. Administrators who met standard counselor qualifications were paid \$182.16 per year less than full-time counselors who met standard qualifications. This seemed to be due to the fact that 69 full-time counselors were employed in schools with enrollment above 601 students. Full-time counselors who met standard qualifications were paid \$1102.92 more per year than teacher counselors who met standard qualifications. Administrators who met minimum counselor qualifications were paid \$80.40 more than full-time counselors who met minimum qualifications. Full-time counselors who met minimum qualifications were paid \$1116.00 more per year than teacher counselors who met minimum qualifications.

Counselors who met either standard or minimum qualifications and were employed by Kansas public secondary schools with enrollment of between 301 and 1000 students were paid a mean annual salary of \$5536.26 while those of similar qualifications employed by schools with enrollment less than 300 students were paid a mean annual salary of \$5092.38. There was an annual salary differential between the two of \$443.88 favoring counselors in schools with enrollment of between 301 and 1000 stu-

dents. Counselors meeting standard or minimum qualifications in schools with enrollment of over 1000 students were paid a mean annual salary of \$6481.20, some \$944.94 more per year than counselors with similiar qualifications in schools with enrollment of between 301 and 1000 students.

Qualified counselors in Kansas public secondary schools west of U. S. Highway 81 in 1960-1961 were paid a mean annual salary of \$5521.05 while qualified counselors in Kansas public secondary schools east of U. S. Highway 81 were paid a mean annual salary of \$5883.84. A mean annual salary differential of \$362.79 was noted in favor of the eastern schools. This seemed to be due to the fact that more qualified counselors were employed by the larger schools and there were more larger schools east of U. S. Highway 81.