

A STUDY OF THE PROFESSIONAL AND ECONOMIC STATUS  
OF THE RURAL AND GRADED SCHOOL TEACHERS OF SALINE  
AND LYON COUNTIES OF KANSAS

A THESIS

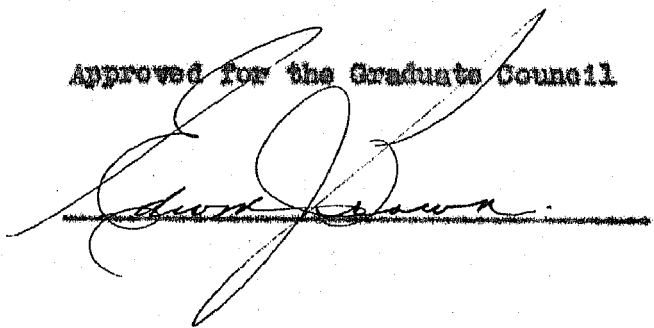
SUBMITTED TO THE DEPARTMENT OF  
EDUCATION AND THE GRADUATE COUNCIL OF THE KANSAS STATE  
TEACHERS COLLEGE OF EMPORIA IN PARTIAL FULFILLMENT OF  
THE REQUIREMENTS FOR THE DEGREE OF  
MASTER OF SCIENCE

BY  
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JULY 1930

Approved for the Major Department

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Approved for the Graduate Council



A handwritten signature in cursive script, appearing to read "Edward J. Brown", is written over a horizontal line.

### ACKNOWLEDGMENT

Sincere appreciation is extended to Dr. Edwin J. Brown, Director of the Graduate Division of the Kansas State Teachers College of Emporia, who suggested the study, and to Dr. H. E. Sahrman, Director of the Bureau of Educational Measurements of the Kansas State Teachers College of Emporia, whose friendly counsels and constructive criticisms have aided materially in the preparation and writing of this thesis.

The writer wishes also to express his appreciation to Miss Mary R. Williams, county superintendent of Lyon county, to Mr. S. L. Sondergard, County Superintendent of Saline county, and to the many teachers in Lyon and Saline counties for their general assistance in securing the data for this study.

To my wife, Rosa Lee R. Garrett, for the encouragement and assistance received, and also to my sons, Fred and John, who were constant incentives throughout the entire study, the writer is truly grateful.

F. A. G.

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## CHAPTER I

### INTRODUCTION

#### THE NATURE OF THE STUDY

The main objective of this investigation is to compare the professional status of the rural and graded school teachers of Saline and Lyon counties of Kansas with those of the state and to determine, if possible, the economic status of these teachers as a partial measure of the actual economic condition of the rural and graded school teachers of the entire state.

#### THE PROBLEM

statement of the problem. The purpose of this study is (1) to compare the preparation and experience of the rural and graded school teachers of Saline and Lyon counties of Kansas with those in similar positions of the entire state; (2) to analyze the general economic status of the rural and graded school teachers of Saline and Lyon county by showing the many essential expenditures of the teaching profession; and if possible (3) to show how they are able to maintain a living on the present salary schedule throughout the calendar year.

Need of this study. If the status of the rural and graded teachers in our state is to be improved, it is important that the general public understand the economic situation of those in this service. Kansas imposes upon its districts the task of maintaining

public schools eight months of the year.<sup>1</sup> The task is imposed without any mention of their taxable resources and with only a small assistance offered by the state. Most of the schools during the depression found their revenues were greatly diminished from delinquent taxes caused by the declining market prices and lowering of property value. In order to comply with the Kansas Cash Basis Law<sup>2</sup> the wages of the teachers were reduced to a shameful level.

Teachers salaries have not been raised as rapidly as they were reduced. Teachers have from three to four months during the year in which their expenses continue after their incomes have ceased, and therefore the salaries of teachers must be figured on an annual basis in order to fairly determine the proper relation to expenses. It is commonly thought that teachers are well paid because the general public considers only the monthly salary of the teachers when forming this opinion.

The general public has very little chance to learn of the many essential expenditures which a teacher must meet during the entire year. A careful study of these expenditures and the economic status of the teachers is needed in order that the facts may be plainly presented to the taxpayers and boards of education as evidence that they should be more liberal in paying their teachers.

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<sup>1</sup> W. T. Markham, Editor, Kansas School Laws, (Revised) 1933, Kansas State Printing Plant, Topeka, 1933, p. 100.

<sup>2</sup> Kansas State Teachers Association, Pamphlet, "Four Important Legislative Measures Affecting Schools of Kansas." Kansas Printing Plant, 1933.

## SIMILAR STUDIES

Few researches have been reported for the economic status of typical rural teachers. Most of the surveys have been made in the larger cities and towns.

Mead<sup>3</sup> surveyed the rural teachers in Florida in 1934-35. He used the questionnaire method of gathering data and grouped the counties according to their economic similarity in drawing his comparisons.

Gaumnitz<sup>4</sup> made a survey of all the major sections in the United States except the Rocky Mountains and far Western regions. Only rural school teachers were considered and data were gathered by the questionnaire method. The data considered teachers in their positions during the year 1934-35.

Maul<sup>5</sup> made a survey of the Certification of teachers in Kansas in 1937-38. He grouped the teachers according to the type of schools in which they were employed.

The findings of these investigations will be used in comparison to the findings of this study.

## SCOPE OF THE STUDY

The scope of this investigation includes all of the rural and

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<sup>3</sup> A. R. Mead and Committee, "The Economic Status of White Teachers of Florida," Unpublished Manuscript, Florida Education Association and Department of Classroom Teacher, 1934-35, University of Florida, Tallahassee, 1935.

<sup>4</sup> Walter H. Gaumnitz, Economic Status of Rural Teachers, Bulletin No. 15, 1937, Department of Education, U. S. Government Printing Office, Washington, D. C. 1939.

<sup>5</sup> Ray C. Maul, "The Certification of Teachers in Kansas", A Research Bulletin of the State Department of Education, 1938, Kansas State Printing Plant, Topeka.

graded school teachers under the supervision of the county superintendent of Saline county and Lyon county.

#### METHOD OF PROCEDURE

The method of procedure in this study was first to make a careful study of the various investigations that were similar to determine the most important items to consider in making an inquiry blank to find the economic status of teachers. After suitable questions had been selected a questionnaire blank was made.<sup>6</sup> The county superintendent of the two counties furnished the addresses of the teachers. A questionnaire accompanied by a letter of introduction signed by Dr. H. E. Schrammel was sent to each of the eighty-five rural and graded school teachers in Saline county and to the one hundred twenty-seven rural and graded school teachers in Lyon county. A self addressed and stamped envelope for return was also enclosed.

The teachers participated voluntarily and were not asked for their names or locations.

#### SOURCES OF DATA

The teachers furnished the data on a questionnaire form blank. Some of the teachers used what they termed "a fair estimate" where exact figures were not certain. Other information concerning the professional status of the teacher and the size of the rural school was gathered from the records of the teachers reports on file in the county superintendent's office. The data for this study were for those teachers employed in the year 1938-39.

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<sup>6</sup> See appendix for form.

## TYPE OF DATA COLLECTED

The questionnaire used for this study was prepared by the writer and contained questions of general items of expense, personal and educational data, and sources of current income. The form was arranged so that the information asked for could be given in a column at the right of the page in order to simplify answering and to facilitate checking the results. The teachers participated voluntarily and were not asked for their names or locations. Most of the forms returned were completely filled out and showed seriousness on the part of the teachers returning them. It is the writers belief that the information received, even though the percentage is not as large as was hoped for, is a fair sampling and that the data presented by this study are sufficiently accurate to provide a good index of the actual situation.

## DEFINITION OF TERMS

The term Rural used in this study refers to those teachers that are teaching in a one room school located in the open country.

The term graded used in this study refers to those teachers that are teaching in small towns where the system has more than one teacher and the grades are divided.

The term All teachers in county is to be interpreted as the total in this survey.

## PRESENTATION OF DATA

The second chapter gives data collected, classified, and presented in statistical tables about the professional standing of the teachers in

the rural and graded schools in Saline and Lyon counties of Kansas. Chapter III gives the data collected and presented in statistical tables about the economic status of the teacher in the same counties.

All central tendencies are given in averages and medians for comparative purposes. A brief discussion accompanies each table.

## CHAPTER II

### THE TEACHING LOAD, PROFESSIONAL PREPARATION, EXPERIENCE, AND SALARIES OF THE RURAL AND GRADED SCHOOL TEACHERS IN SALINE AND LYON COUNTIES IN KANSAS

There are many factors that influence the wage earner and especially is this true in the teaching profession. Some of the factors that influence wages are location, occupation, financial conditions, and the general living cost. The value for a service should be determined by the magnitude of the duties, the cost and amount of preparational training required for the position, and the amount of successful experience of the candidate.

It is the purpose of this chapter to show the teaching load, the professional preparation, and the salaries of the rural and graded school teachers in Saline and Lyon counties for the year 1938-39. Table I shows the number of teachers included in this study.

TABLE I

NUMBER OF TEACHERS IN SALINE AND LYON COUNTIES

	Number of teachers		
	Saline	Lyon	Total
Rural teachers	59	97	156
Graded teachers	26	50	76
Total	85	147	232

Read table thus: There are 59 rural teachers in Saline and 26 graded teachers. The total for both counties is 232.



There were fifty-nine rural teachers in saline county and ninety-seven in Lyon county, which is a total of 156. Saline county has twenty-six and Lyon county thirty graded teachers, which is a total of fifty-six. The total number of teachers is 212, with nearly three times as many rural teachers as there are graded teachers.

The results of the questionnaire by counties is shown in table II.

TABLE II  
NUMBER AND PERCENTAGE OF TEACHERS IN EACH COUNTY THAT ANSWERED THE INQUIRY

	No. of teachers	Forms Returned	Percentage
Saline county	85	21	24.7
Lyon county	127	34	26.8
Together	212	55	26.0

Read table thus: Of the 85 teachers in saline county, 21 returned forms, which is a percentage of 24.7.

Saline county returned twenty-one of the eighty-five forms sent which is 24.7 percent. Lyon county has one hundred twenty-seven teachers with thirty-four returns which is a percentage of 26.8. For both counties taken together the percentage is twenty-six.

ENROLLMENT AND SALARIES FOR THE RURAL SCHOOLS IN SALINE COUNTY

There are twenty-four of the fifty-nine rural teachers in saline county teaching for a salary between \$65 and \$75.<sup>1</sup> The enrollment for

<sup>1</sup> Cf. post. p. 22.

the same group ranges from twenty-four to three, as indicated by table III. There are two teachers that receive a salary between \$45 and \$55, with an enrollment of five pupils, and four teachers that receive between \$75 and \$85 with the same enrollment. This indicates that there is no consideration in salary for the teaching load. The highest salary

TABLE III

DISTRIBUTION OF  
ENROLLMENT AND SALARY OF TEACHERS IN RURAL SCHOOLS  
IN SALINE COUNTY

Enrollment	Salary					Total
	\$45-54	\$55-64	\$65-74	\$75-84	\$85-94	
22-30						
22-27						
22-24			1			1
18-21			1			1
16-18			1	2		3
15-18			6	5	2	11
10-12			8	7	1	16
7-9			7	5	1	13
4-6	2	7	3	4		16
1-3		1	5	1		7
Total	2	8	24	20	4	58

Read table thus: One teacher had an enrollment between 22-24 and received between \$65-74 per month. The largest group of teachers received between \$65-74. The largest group of teachers had between 4-6 pupils. One teacher received more than \$95 and two under \$55.

of \$95 is paid to a teacher that has an enrollment of six pupils. In Lyon county the highest salary is paid to a teacher that has an enrollment of twenty as shown in Table IV. There are seventeen schools in Saline county with an enrollment between four and six pupils while in Lyon county there are only ten schools with this enrollment. The median enrollment for Saline county is 9.04, and the average is 9.67. The range for the county is twenty-one.

ENROLLMENT AND SALARIES OF THE RURAL SCHOOLS OF LYON COUNTY

Table IV shows the enrollment, salary, and the frequency of the different salaries in the different size schools in Lyon county.

TABLE IV  
DISTRIBUTION OF  
ENROLLMENT AND SALARY OF TEACHERS IN RURAL SCHOOLS  
IN LYON COUNTY

Enrollment	Salary						TOTAL
	\$41-54	\$55-64	\$65-74	\$75-84	\$85-94	\$95-104	
25-27				1			1
22-24	1		2	3			6
19-21		2	1			1	4
16-18		5	3	2	1		11
13-15	1	7	3	3	1		16
10-12	2	9	3	3	1		24
7-9	5	9	1	1			16
4-6	2	4	2	1			9
1-3	1						1
Total	14	34	22	17	5	1	97

Read table thus: One teacher had an enrollment between 25-27 and received a salary between \$75 and \$84. The largest group of teachers received between \$55-64. The largest group has between 10-12 students. One teacher received over \$95 and 14 less than \$35.

There are more teachers receiving between \$65 and \$65 than any other group.<sup>2</sup> The enrollment for this group ranges from five to twenty pupils. Again it will be observed, as was pointed out for Saline county, that there is no great consideration in salary made for the size of the school. Twenty-four of the ninety-seven schools have an enrollment between ten and twelve pupils.

It is interesting to note that there are only five teachers in

<sup>2</sup> Of. post. p. 22.

saline county and four in Lyon county that receives a salary of \$85 to \$100. It must be remembered that these are eight month schools. There are two teachers in saline county that receives from \$45 to \$55 per month as compared to fourteen in Lyon county. This indicates that salaries are higher in saline county. The median enrollment for Lyon county is 11.6 and the average is 13.76.

These data show that the rural teachers of Lyon county are receiving less salary and teaching larger schools than the rural teachers of saline county.

#### EXPERIENCE AND SALARY OF RURAL AND GRADED TEACHERS

##### IN SALINE COUNTY

Table V shows the distribution of the experience and salary of the rural and graded teachers in saline county. The percentage of teachers by years of experience is shown in a separate column.

There are thirteen of the eighty-five Saline county teachers, or 15.3 percent, with only one year teaching experience and ranging in salary from \$55 to \$70 per month. Twelve teachers, or 14.1 percent, are teaching their second term with a salary between \$50 and \$85. There are two teachers receiving \$50 per month, one has two years experience and the other twenty-one years experience. Table V agrees with Table III by showing the most teachers receive \$70 per month.

TABLE V  
 DISTRIBUTION OF  
 EXPERIENCE AND SALARY OF RURAL AND GRADED  
 TEACHERS IN SALINE COUNTY

Salaries per month														Total	Per cent.		
Exp.	45	50	55	60	65	70	75	80	85	90	95	100	105			110	115
1			1	3	4	4									13	13.3	
2		1	2	2	1	4	1	1							12	14.1	
3					5	1	2							1	9	10.6	
4			1	2			2					1			7	8.2	
5							2	1							3	3.5	
6				1	3	1			1	1					6	7.0	
7			1	1					1						3	3.5	
8				1				2	1	1					5	5.8	
9					1	1	1	1							5	5.8	
10					1	1	1	1	1						5	5.8	
11				1					1	1					3	3.5	
12					1					1	2	1			5	5.8	
13								1	1						2	2.3	
14						1									1	1.2	
15									2						2	2.3	
16								2							2	2.3	
17														1	1	1.2	
18															0	---	
19															0	---	
20							1								1	1.2	
21		1													1	1.2	
22															0	---	
23								1							1	1.2	
Total	0	2	1	7	12	15	12	14	7	7	5	2	0	1	2	85	100.

Read table thus: Two teachers received \$50 per month. One had two years experience and the other twenty-one years experience.

TABLE VI  
 DISTRIBUTION OF  
 EXPERIENCE AND SALARY PAID FOR RURAL AND GRADED  
 TEACHERS IN LYON COUNTY

Exp.	Salaries per month													Total	Percent		
	45	50	55	60	65	70	75	80	85	90	95	100	105			110	115
1	1	1	1		3	1	1	1	2							11	8.6
2	1	2	4	6	1	1	2	1								24	18.9
3		1	4	6	2		1	1								15	11.8
4		1		2	2	3	2		1							11	8.6
5				1	2	2	1	1	1		1					9	7
6			2	2	2		2	1	1							10	7.9
7						1	1	2		1						5	3.9
8				1	1		1	1				1				5	3.9
9						1	2	2	1							6	4.7
10		1	2			1						1				5	3.9
11				2	2	1										5	3.9
12					1	1	1									3	2.3
13						1										1	.8
14					1				1	1						3	2.3
15						1					1					2	1.6
16																0	---
17							1			1						2	1.6
18				1			2									3	2.3
19																0	---
20			1													1	.8
21																0	---
22																0	---
23						1	1									2	1.6
24																0	---
25																0	---
26																0	---
27										1						1	.8
28																0	---
29																0	---
30											1					1	.8
31																0	---
32																0	---
33				1				1								2	1.6
Total	2	12	14	22	17	15	15	11	9	4	0	4	1	0	0	127	100.

Read table thus: There is one teacher with one year of experience receiving \$45, eight teachers with two years experience receiving \$50.

EXPERIENCE AND SALARY PAID RURAL AND GRADED TEACHERS IN  
LYON COUNTY

Table VI shows the distribution of the experience and salary of the rural and graded teachers in Lyon county, with the percentages by years of experience. Eleven of the 127 teachers, or 8.6 per cent, are teaching their first term. Eighteen and nine-tenths per cent are teaching their second term. The writer calls attention to the large number that have four or less years of experience. Saline county has 48.2 per cent in this group and Lyon county has 47.9 per cent. These data show that nearly half of the schools in each county have a new corps of teachers every four years.

Saline county has 15.4 per cent of the teachers that have more than 12 years experience as compared to 14.2 per cent for Lyon county. Lyon county has two teachers in the rural schools with 33 years experience as compared to one in Saline county with 23 years experience and the most in county.

There are more teachers in Lyon county rural schools receiving \$60 per month than any other group.

Figures I and II illustrates the distribution of percentages of experiences of the teachers in Saline and in Lyon counties. From these figures it is very evident that there is a gradual decrease in the percentages of teachers that remain in the rural schools more than four or five years. Many of the teachers that drop out of rural teaching do so to accept more attractive positions.

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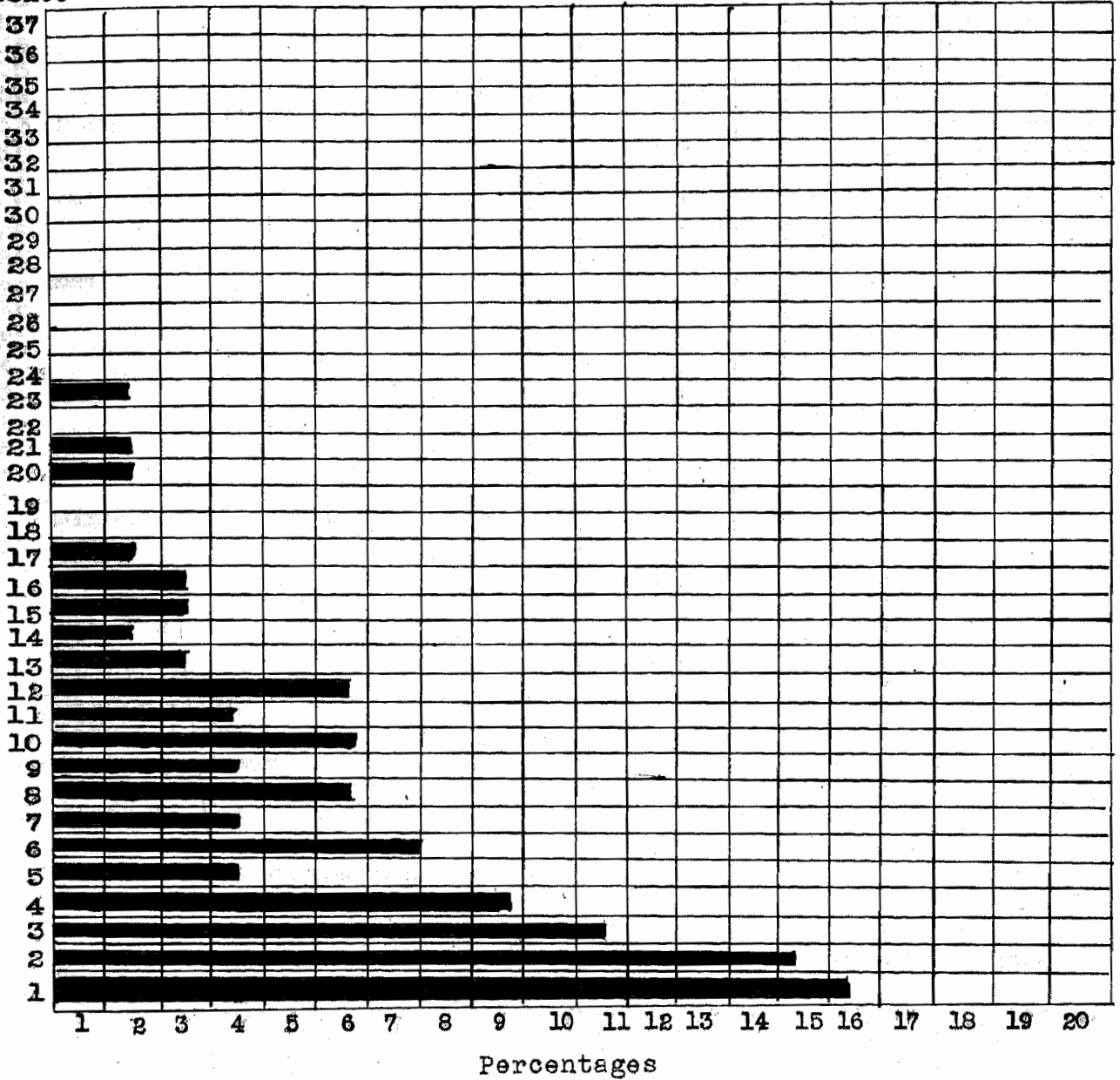
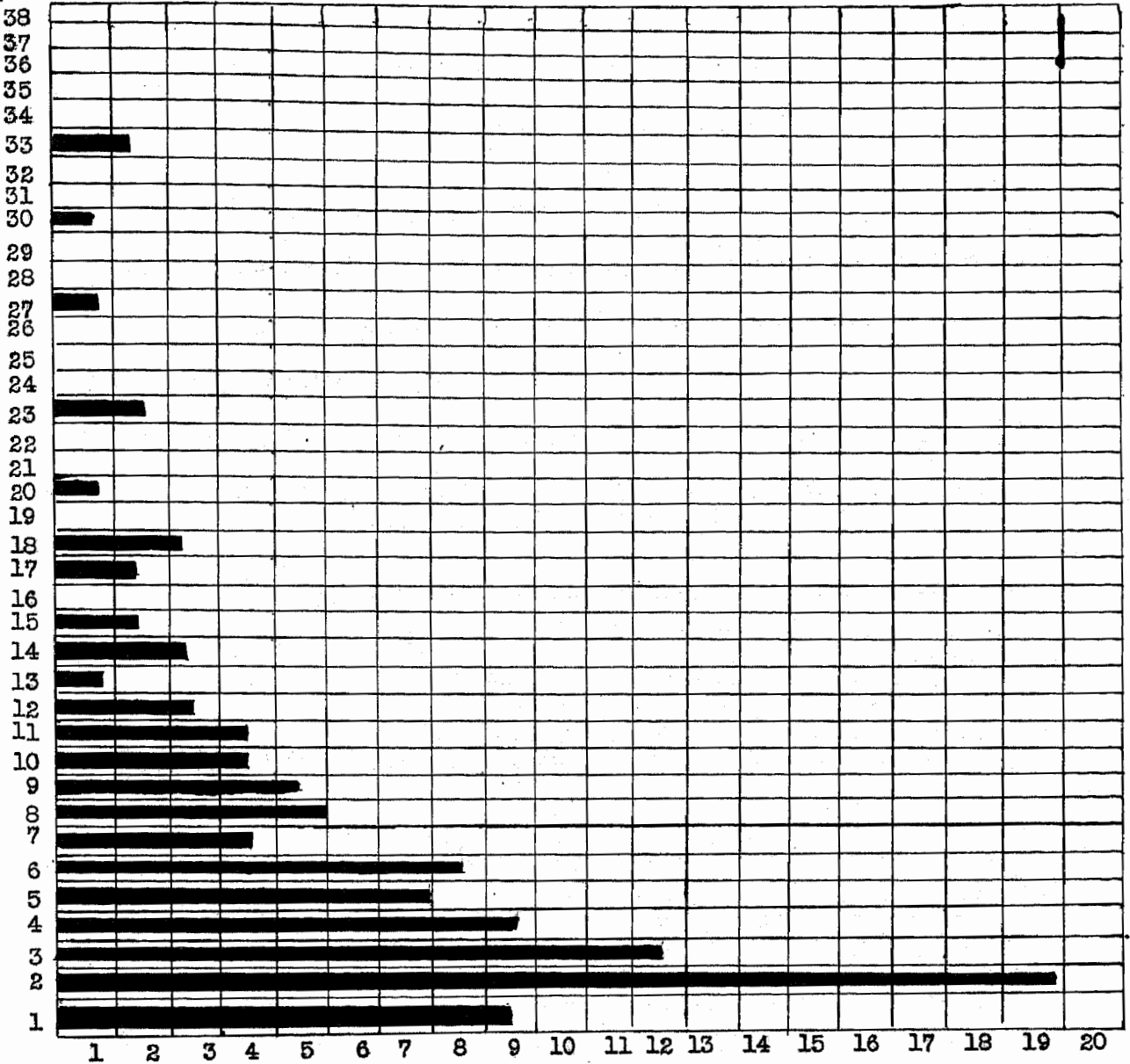


FIGURE 1

DISTRIBUTION OF PERCENTAGES OF EXPERIENCE OF RURAL  
AND GRADED TEACHERS IN SALINE COUNTY



Years of Experience



Percentages

FIGURE 2

DISTRIBUTION OF PERCENTAGES OF EXPERIENCE OF RURAL AND GRADED TEACHERS IN LYON COUNTY

FURTHER COMPARISON OF SALINE AND LYON COUNTIES IN  
RESPECT TO EXPERIENCE OF TEACHERS

Data for comparing the experience of the teachers of Saline and Lyon counties are shown in Table VII. This table differs from Table V and VI in that it includes the graded teachers, and shows the statistical data for the entire group.

TABLE VII

COMPARATIVE STUDY OF THE EXPERIENCE OF RURAL AND GRADED  
TEACHERS IN SALINE AND LYON COUNTIES

	Experience of teachers					
	Rural		Graded		All teachers in county	
	Saline	Lyon	Saline	Lyon	Saline	Lyon
Number of teachers	58	97	26	30	86	127
Highest	23	33	23	30	23	33
Lowest	1	1	1	1	1	1
Range	22	32	22	29	22	32
Average	5.5	6.4	5.9	8.5	6.6	7.0
Median	5.9	4.6	10.0	7.3	5.8	5.3

Read table thus: The highest number of years that any teacher in the rural schools of Saline county has taught is 23. The highest number of years any teacher in the rural schools in Lyon county has taught is 33 years.

The highest number of years teaching experience is found in Lyon county with a teacher that has 33 years experience and in Saline county the highest is 23 years. Both counties have teachers with one year of experience. The average experience of the rural teachers in Lyon county is 7.0 years and in saline county it is 6.6 years. The median in saline county is 5.8 years and in Lyon county it is 5.3 years. The

fact that a few have exceptionally long years of experience is the reason the averages are higher than the medians.

PROFESSIONAL PREPARATION OF THE RURAL AND GRADED  
TEACHERS IN SALINE AND LYON COUNTIES OF KANSAS

The next factor to investigate is that of the professional preparation of the rural and graded teachers of Saline and Lyon counties. Table VIII shows the amount of college hours, number of teachers in each group, and percentage of the total in each county.

Seven teachers in Saline county, or 8.5 per cent, have a college degree, and nine teachers, or 7.1 per cent, in Lyon county that hold a degree from college. There are two teachers, or 2.3 per cent, that do not have any college training in Saline county as compared to nine teachers, or 7.0 per cent, in Lyon county.

It is interesting to note that in both counties the largest percentage hold the Life certificate which requires sixty or more hours of college credit. In Saline county there are 28.5 per cent of the teachers in this group and 26.7 per cent in Lyon county. The next largest group in each county has thirty or more hours college credit or a Three Year state certificate. Saline county has 15.3 per cent in this group and Lyon county has 17.4 per cent.

Maul<sup>5</sup> found in a survey the preceding year that there were nine teachers in Saline county and six teachers in Lyon county that held

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<sup>5</sup> Ray C. Maul, "The Certification of Teachers in Kansas", A Research Bulletin of the state Department of Education, 1938. Kansas State Printing Plant, Topeka, 1938, pp. 29-30.

degrees. Likewise he found six teachers in Saline county and fourteen in Lyon county that did not have any college work. He further reports<sup>4</sup> that 6.6 per cent of the rural teachers of the state hold the Three Year state certificate and 24.6 per cent hold a State Life certificate, while 65.2 per cent hold certificates that requires no college work and 3.5 per cent hold a college degree.

In comparison to the data reported by Maul, it can be pointed out that these counties stand very high in the percentages of preparation to that of the entire state.

In Figure III is illustrated the comparisons of the percentages of the two counties. The Three Year State Certificate and Life Certificate groups are very outstanding.

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<sup>4</sup> Ibid., p. 18.

TABLE VIII

PROFESSIONAL PREPARATION OF RURAL AND GRADED TEACHERS  
IN SALINE AND LYON COUNTIES

Preparation of rural and graded teachers in saline and Lyon counties				
College hours	saline county		Lyon county	
	Number	Percent	Number	Percent
120-or more	7	8.5	9	7.1
110-119	2	2.5	2	1.6
100-109	0	0	0	0
90-99	1	1.2	6	4.7
80-89	7	8.5	7	5.5
70-79	7	8.5	8	6.3
60-69	25	29.5	34	26.9
50-59	5	5.5	5	3.7
40-49	5	5.5	6	4.5
30-39	15	18.5	22	17.4
20-29	3	3.5	3	2.3
10-19	6	7.0	7	5.5
1-9	6	7.0	5	3.7
0	2	2.5	2	1.6
Total	85	100.00	126*	100.00

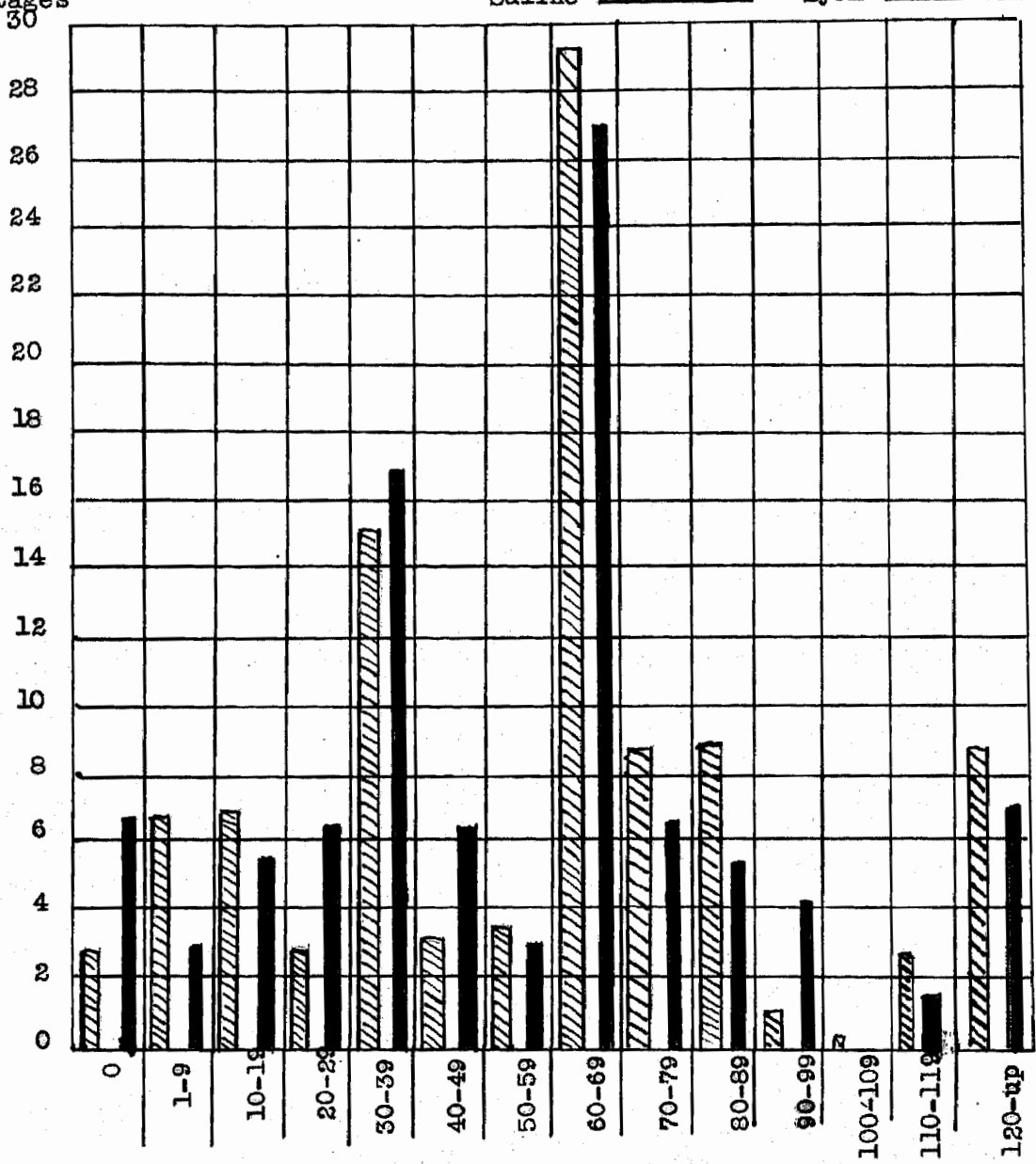
\* One teacher only part time employed and not included.  
Read table thus: There are seven teachers or 8.5 per cent of  
the Saline county teachers that have 120 hours credit. There  
are nine or 7.1 per cent of the teachers in Lyon county with  
120 or more hours credit.

Percentages

Saline



Lyon



Credit in College Hours.

FIGURE 3

COMPARISON OF COLLEGE HOURS AND PERCENTAGES OF TEACHERS IN SALINE AND LYON COUNTIES

MONTHLY SALARY OF RURAL AND GRADED TEACHERS IN SALINE  
AND LYON COUNTIES

The salaries for the rural and graded teachers of Saline and Lyon counties are given in tables IX and X.

TABLE IX

MONTHLY SALARY DISTRIBUTION OF RURAL AND GRADED  
TEACHERS IN SALINE COUNTY

	Monthly salary of teachers		
	Rural	Graded	All teachers in county
Number in County	59	26	85
Highest	\$95.00	\$115.00	\$115.00
Lowest	50.00	65.00	50.00
Range	45.00	50.00	65.00
Average	73.65	89.58	78.70
Median	73.22	90.00	77.29

Read table thus: The highest salary paid to a rural teacher per month is \$95.00. The lowest is \$50.00. The average is \$73.65.

TABLE X

MONTHLY SALARY DISTRIBUTION OF RURAL AND GRADED  
TEACHERS IN LYON COUNTY

	Monthly salary of teachers		
	Rural	Graded	All teachers in county
Number in county	97	50	147
Highest	\$100.00	\$107.00	\$107.00
Lowest	45.00	60.00	45.00
Range	55.00	47.00	62.00
Average	66.40	68.65	70.40
Median	64.68	65.87	68.98

Read table thus: The highest salary paid in a rural school is \$100.00. The lowest is \$45.00. The average is \$66.40.

The highest salary paid to any rural teacher in Saline county is \$95 and the highest salary for any graded teacher is \$115. The lowest salary in the county is \$50. This makes a wide range. The average for the rural school teachers is \$75.65 and the median is \$75.29. For the graded teachers the average is \$89.38 and the median is \$90.00. The average for the county as a whole is \$78.70 and the median is \$77.29.<sup>5</sup>

Table X shows the monthly salaries of the rural and graded teachers in Lyon county. The highest salary is \$107.00 in a graded school and the highest in the rural school is \$100.00. The lowest is \$45.00 in the rural schools and \$60.00 in the graded. The average rural teacher receives \$66.40 and the median is \$64.88. The average for the entire group is \$70.40 and the median is \$68.94.

Table XI is a summary of Tables IX and X. Saline county paid the most in the graded school with a salary of \$115 per month while Lyon county paid the highest in the rural school with a salary of \$100. Lyon county paid the least in both rural and graded schools. The average rural teacher in Saline county receives \$78.70 as compared to \$70.40 in Lyon county. The median salary in Saline county is \$77.29 and in Lyon county \$68.22.

There is no evidence why there should be such a wide difference in medians. Both counties are similar in location, industry and economic status.

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<sup>5</sup> Cf. ante. p. 9.



TABLE XI

COMPARATIVE STUDY OF MONTHLY SALARIES OF RURAL  
AND GRADED TEACHERS IN SALINE AND LYON COUNTIES

Number in county	Monthly salaries of teachers					
	Rural		Graded		All teachers in county	
	Saline	Lyon	Saline	Lyon	Saline	Lyon
	59	97	27	30	86	127
Highest	\$96.00	\$100.00	\$115.00	\$107.00	\$115.00	\$107.00
Lowest	50.00	45.00	55.00	60.00	50.00	45.00
Range	46.00	55.00	50.00	47.00	65.00	62.00
Average	73.65	66.40	79.32	66.65	73.70	70.40
Median	73.29	64.53	90.00	53.37	77.39	65.22

Read table thus: The highest salary paid any teacher in the rural school in saline county is \$96.00. The highest salary paid any teacher in the rural school in Lyon county is \$100.00.

ANNUAL SALARY PAID RURAL AND GRADED TEACHERS

IN SALINE AND LYON COUNTIES

In order to determine the annual income of the teachers in saline county, Table XII has been made to show the salary of the rural and graded schools separately and also taken as a county unit. It is to be remembered that the rural teachers are paid only eight months and the graded teachers nine months of the year. Table XII shows the highest annual amount any teacher of the rural school in saline receives is \$768.00 and the lowest is \$400.00. The highest for the graded school is \$1,035.00 and the lowest is \$525.00. The average rural teacher receives an income of \$575.85 and the average graded teacher receives \$739.00. The annual average for the entire county is \$643.50, and the median is \$601.53.

TABLE XII

ANNUAL SALARY DISTRIBUTION OF THE RURAL AND  
GRADED TEACHERS IN SALINE COUNTY

	Annual salary of teachers		
	Rural	Graded	All teachers in county
Number in county	59	26	85
Highest	\$760.00	\$1035.00	\$1035.00
Lowest	400.00	535.00	400.00
Range	360.00	500.00	635.00
Average	575.85	798.00	645.50
Median	569.00	800.00	601.88

Read table thus: The highest salary paid to a rural teacher in saline county is \$760.00. The lowest is \$400.00. The average is \$575.85.

TABLE XIII

ANNUAL SALARY DISTRIBUTION OF THE RURAL AND  
GRADED TEACHERS IN LYON COUNTY

	Annual salary of teachers		
	Rural	Graded	All teachers in county
Number in county	97	30	127
Highest	\$800.00	\$935.00	\$935.00
Lowest	360.00	540.00	360.00
Range	440.00	395.00	503.00
Average	519.00	745.00	575.50
Median	504.41	745.85	504.58

Read table thus: The highest salary paid to a rural teacher in Lyon county is \$800.00. The lowest is \$360.00. The average is \$519.00.

Table XIII shows the annual salary of the rural and graded teachers in Lyon county. The highest annual salary in a graded school is \$963.00 and the lowest is \$540.00. The highest annual salary in a rural school is \$800.00 and the lowest is \$360.00. Again attention is drawn to the fact that the rural schools have only eight months terms. The annual average rural salary is \$519.00 and the median is \$504.41. The annual average graded school salary is \$743.00 and the median is \$742.65. The average annual salary for the entire county is \$673.50 and the median is \$504.58.

COMPARATIVE STUDY OF ANNUAL SALARIES OF RURAL AND  
GRADED TEACHERS IN SALINE AND LYON COUNTIES

Table XIV gives a summary of the Tables XII and XIII in order that comparisons may be made more readily.

TABLE XIV

COMPARATIVE STUDY OF ANNUAL SALARIES OF RURAL AND  
GRADED TEACHERS IN SALINE AND LYON COUNTIES

	Annual salaries of teachers					
	Rural		Graded		All teachers in county	
	Saline	Lyon	Saline	Lyon	Saline	Lyon
Number in county	59	87	87	30	85	127
Highest	\$760.00	\$800.00	\$1035.00	\$963.00	\$1035.00	\$963.00
Lowest	400.00	360.00	585.00	540.00	400.00	360.00
Range	360.00	440.00	450.00	423.00	635.00	603.00
Average	573.50	519.00	798.00	743.00	643.50	573.50
Median	569.00	504.41	600.00	742.65	601.68	504.58

Read table thus: The highest annual salary paid to any teacher in the rural school in Saline county is \$760.00. The highest annual salary paid to any rural teacher in Lyon county is \$800.00.

An examination of Table XIV shows that the salaries in Saline county are considerable higher than in Lyon county. Attention is called to the medians of the two counties. If a candidate goes into Saline county to teach he could expect to receive an annual salary of \$601.88 or in terms of a twelve months basis this would amount to a fraction above \$50.00 per month. If the candidate should seek employment in the Lyon county rural or graded schools he should expect an annual salary of only \$504.88 or about \$42.00 per month for the entire year.

Gaumnitz<sup>6</sup> in 1934-35 found the median salaries for one teacher schools in various states to be as follows: Illinois, \$557.00; Maryland, \$604.00; Oklahoma, \$606.00; Texas, \$588.00; Wisconsin, \$645.00; Tennessee, \$457.00.

According to these data, the median salary of Saline and Lyon counties are much below those found in other states during the worst of the financial depression. Only one state, that of Tennessee, was below the median of these counties.

Mead<sup>7</sup> found the teachers of Florida received salaries according to the economic condition of the counties. He reported a range in salary from the weakest county to the strongest as paying salaries from \$511 to \$272. The survey was made in 1934-35.

Again the writer wishes to point out that the salaries in Saline

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<sup>6</sup> Walter H. Gaumnitz, Economic Status of Rural Teachers, Bulletin No. 15, 1937, United States Government Printing Office, Washington, D.C. 1939, pp. 27-28.

<sup>7</sup> A. R. Mead, "The Economic Status of White Teachers of Florida," Unpublished Manuscript, Florida Education Association and Department of Classroom Teacher, 1934-35. University of Florida, Tallahassee, p. 18.

county at the present time are not much higher than the salaries were in the lowest paid counties of Florida during the depression. The salaries in Lyon county at the present time are below the lowest salary in Florida during the depression.

Engelhardt makes the following comment on salaries for teachers:<sup>6</sup>

There is growing belief that the facts ascertained from an analysis of what may be considered the typical or average economic needs of the teacher should not be the criterion on which salary schedules should be based. The living standards of a person and his capacity for service are not positively correlated, and hence the determinants of the compensation to be paid for work should be in terms of the kind of service desired and of the qualifications essential to performance. Obviously, intelligent boards of education do recognize that the salaries in public schools will have to be adequate if those who adopt education as a profession are to live comfortably.

These data show that the qualifications of the teachers in Saline and Lyon counties are much above those of the entire state and the salaries are below those paid in various parts of the country during the depression of 1934-35. If the better qualified teachers are to be drawn into the rural teaching field and retained, it is evident that salaries will have to raise to meet this standard.

#### SUMMARY

1. The median enrollment in the rural schools in Saline county is 9.04 and in Lyon county it is 11.6.
2. The median salary for the rural schools in Saline county is \$73.29 and in Lyon county it is \$64.88. The median for all teachers in Saline county is \$77.29 as compared to \$68.22 in Lyon county.
3. There is no evidence of increased salary with larger enrollments.

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<sup>6</sup> Fred Engelhardt, Public School Organization and Administration, Boston: Ginn and Company, 1931, p. 210-211.

4. More teachers have one and two years teaching experience in both counties than any other group. The average experience in Saline county is 6.6 years and in Lyon county it is 7.0 years. A few exceptionally large teaching experiences raise the averages in both counties.
5. Teachers holding Life Certificates form the largest group in each county. Teachers having the Three Year State Certificate based on thirty hours of college work rank second in number in each county.
6. Only two teachers in Saline county and nine in Lyon are teaching without any college work.
7. There are seven teachers in Saline county and nine in Lyon county that hold degrees from colleges.
8. In comparison to other investigations made, the salaries in the counties studied are less than the salaries paid in other states during the depression years of 1934-35.
9. The qualifications of the county teachers rank above those of the entire state in percentage of college hours of preparation of the teachers. This probably is influenced by the existence of the State Teachers College in Lyon county and the Wesleyan University in Saline County.
10. This study indicates that the typical rural teacher is teaching about ten students and receiving a salary \$600.00. The average salary would, in terms of annual income, amount to about \$12.50 per week.

## CHAPTER III

### ECONOMIC STATUS OF RURAL AND GRADED TEACHERS IN SALINE AND LYON COUNTIES IN KANSAS

The economic status of teachers must investigate more than just the salaries and professional training. The cost of the basic essentials, namely board and room, clothing, health, and transportation will vary in different locations and in different sections of the country. These and other items of expense must be considered. The teacher in any community is looked to by the patrons as a leader and the demands made on teachers are often overlooked. Qualifications for teaching are gradually being raised. This is in itself a good step, but on the other hand salaries should likewise be increased to justify the time and cost of this training. Teaching has always been a low paid profession compared to other fields. This is especially true in the rural schools. Mead<sup>1</sup> makes the following statement:

"throughout all history the teacher of our youth has lived in an economic condition much lower, as measured by money values, than the professional soldier, the lawyer, the physician; and in more recent times, lower than the engineer, the dentist, the ordinarily successful business man, political officials, and many others."

The influence that teachers have on the youth of our country cannot be overestimated. Again the writer wishes to quote from Mead:<sup>2</sup>

"However, a teacher who can instruct the youth by direct teaching

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<sup>1</sup> A. R. Mead, "The Economic Status of White Teachers of Florida," Unpublished Manuscript, Florida Education Association and Department of Classroom Teacher, 1934-35, University of Florida, Tallahassee, p. 1.

<sup>2</sup> Loc. cit., p. 1.

and by example, who can guide and inspire our youth to worthy ideals and achievements, is worth more than society can pay in money."

### SOME MAJOR ANNUAL EXPENSES OF TEACHERS IN SALINE AND LYON COUNTIES IN KANSAS

It is the purpose of this chapter to relate some of the expenses of the average teacher and present these data in statistical tables. An explanatory note precedes each item in order that the reader may know the extent of the item considered. The data were collected from approximately 25 per cent of the teachers<sup>3</sup> from each county. Only general items of expense that apply to the group of teachers as a whole have been considered, as it is not practical to include items for each individual case. The conclusion and summary is based on the results of this survey.

#### ANNUAL EXPENSE OF ROOM AND BOARD

The first item of general expense to any teacher is that of room and board. No attempt was made to separate these items as most of the teachers reported this expense in one sum. Table XV shows the expense of eighteen single teachers in each county. In a separate column is given the data for the whole county in order to determine the average for all teachers.

There were eighteen single teachers in each county that made returns on the questionnaire. Only three married teachers were reported

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<sup>3</sup> Cf. ante., p. 8.



from the twenty-one returns received from Saline county and six married teachers from the thirty-four returns received from Lyon county.

TABLE XV

DISTRIBUTION OF ANNUAL EXPENSE OF BOARD AND ROOM OF THE SINGLE TEACHERS OF SALINE AND LYON COUNTIES

Number of cases reported	Board and room Expense		
	Saline	Lyon	Taken together
	18	25	43
Highest	\$264.00	\$220.00	\$220.00
Lowest	50.00	.00	.00
Range	214.00	220.00	220.00
Average	175.00	170.50	175.00
Median	175.00	175.00	177.50

Read table thus: The highest amount paid for room and board by any single teacher in Saline county is \$264.00. The lowest is \$50.00. Average is \$175.00 and the median is \$175.00.

The highest expense for board and room was reported from Lyon county. This teacher reported an annual expense of \$220.00. The highest in Saline county is \$264.00. All teachers in Saline county reported some expense during the school term, while two teachers in Lyon county reported that they did not pay for room and board during the entire year. The median for Saline county is \$175.00 and the median for Lyon county is \$177.50.

Other interesting information obtained from the reports was as follows: Five of the eighteen single teachers from Saline county, or 27.7 per cent, and six of the twenty-five single teachers from Lyon county, or 24.0 per cent reported that they stayed at home and taught the local school. In both counties they paid their parents an average of \$15.00 per month for their board and room during the school term.

Those that did not stay at home and teach paid an average of \$20.00 per month for board and room.

Ten of the eighteen teachers reporting from Saline county, or 55.6 per cent and fourteen of the twenty-five from Lyon county, or 56.0 per cent, stayed at home during the summer and did not pay any room and board to their parents. Four of the eighteen teachers from Saline county, or 22.2 per cent, and seven of the twenty-five Lyon county teachers or 28.0 per cent paid their parents during the time they were at home during the summer.

single teachers reports were reliable as they could state definitely their expense for the item. Only a few married teachers made reports for this item and their amounts were only estimates. The highest amount reported by a married teacher with four dependents was \$450.00 in Saline county and the highest for a married teacher in Lyon county was \$400.00. The lowest was \$330.00 and \$150.00 respectively.

#### ANNUAL EXPENSE OF CLOTHING

Under the expense of clothing is included the purchase, repair, cleaning, and laundry. Table XVI shows the expense for each county and for the group as a whole.

TABLE XVI  
DISTRIBUTION OF ANNUAL EXPENSE OF CLOTHING

Number of cases reported	Clothing expense		
	Saline	Lyon	Both counties
	21	34	55
Highest	\$250.00	\$500.00	\$250.00
Lowest	25.00	15.00	15.00
Range	225.00	485.00	235.00
Average	124.75	99.75	103.50
Median	111.25	80.55	91.25

Read table thus: The highest expense reported by a teacher in Saline county for clothing is \$250.00. The lowest is \$25.00.

The highest amount reported in Saline county is \$250.00 and the lowest is \$25.00. This is higher than any reports from Lyon county. The lowest in Lyon county is \$15.00. The average for both counties is \$103.50 and the median is \$91.25.

The exceptionally low expense in some cases are probably due to girls that stayed at home and had their laundry done at no expense. The wide range of \$225.00 made a considerable difference between the average and the median for the entire group.

#### ANNUAL EXPENSE FOR HEALTH

Health as used in this study includes doctor and nurse service, medicine, drugs, and dental attention. Table XVII shows the amounts paid for health in Saline and Lyon counties.

TABLE XVII  
DISTRIBUTION OF ANNUAL EXPENSE ON HEALTH

	Health expense		
	Saline	Lyon	Both counties
Number of cases reported	21	34	55
Highest	\$45.00	\$45.00	\$45.00
Lowest	2.00	1.00	1.00
Range	43.00	44.00	44.00
Average	18.79	19.40	17.17
Median	11.70	15.00	14.25

Read table thus: The highest amount reported by a Saline county teacher for health expense is \$45.00. The lowest is \$2.00. The average is \$18.79.

The highest amount in each county is \$45.00. The lowest in Saline county is \$2.00 and the lowest in Lyon county is \$1.00. The average for the fifty-five teachers reporting is \$17.17 and the median is \$14.25.

Since the teachers as a whole are young and in good health this item of expense would naturally be low. Physical fitness is generally considered in the selection of teachers and persons in poor health do not obtain positions.

It is to be remembered that some of the teachers have unpaid hospitals bills that are not included in this table as it was to include only amounts paid during the year on health accounts.

#### ANNUAL EXPENSE FOR TRANSPORTATION

The teachers reported a wide range in expense for transportation due to the various situations. This item asked for a good estimate of the cost of transportation chargeable to the school work.

Table XVIII shows the expense of the teachers in Saline and Lyon counties and also the number that reported no cost of transportation.

TABLE XVIII

## DISTRIBUTION OF ANNUAL EXPENSE OF TRANSPORTATION

Number of cases reported	Transportation Expense		
	Saline	Lyon	Both counties
Highest	\$100.00	\$100.00	\$100.00
Lowest	0.00	0.00	0.00
Range	100.00	100.00	100.00
Average	\$37.85	\$1.81	\$4.35
Median	\$7.50	\$3.00	\$3.91
Percent reporting no cost	19	6	10

Read table thus: The highest amount reported in Saline county for transportation is \$100.00. The lowest is \$0.00. The average is \$37.85.

The highest expense reported in each county is \$100.00. Both counties reported cases of no expense. The average for both counties is \$4.35 and the median is \$3.91. There were nineteen per cent of those reporting from Saline county that did not have any expense and in Lyon county there were six per cent with no expense. The table shows that ten per cent of the teachers do not have this expense.

The writer assumes that the teachers who reported no expense for transportation must have had some gratis means of attending teachers meeting and other incidental travel.

## ANNUAL EXPENSE FOR EDUCATIONAL PURPOSES

The expense for education includes summer school, extension courses, institute, and private lessons. Table XIX shows the annual educational expenses of the teachers in each county and of the group as a whole.

TABLE XIX

## DISTRIBUTION OF ANNUAL EXPENSE OF EDUCATION

	Educational expense		
	Saline	Lyon	Both counties
Number of cases reported	21	24	25
Highest	\$125.00	\$100.00	\$125.00
Lowest	5.00	5.00	5.00
Range	120.00	95.00	120.00
Average	32.20	37.70	37.70
Median	23.50	30.00	27.25

read table thus: The highest amount reported for educational expense in saline county is \$125.00. The lowest \$5.00. The average is \$32.20.

saline county reported the highest expense of \$125.00 as compared to \$100.00 in Lyon county. Both counties reported \$5.00 as the lowest. The average teacher in both counties spends \$37.70 per year for education. It is to be remembered that board and room and transportation are chargeable in another account.

Teachers with the highest expense reported that they had attended summer school.

## ANNUAL PROFESSIONAL EXPENSES

The meaning of professional expense as used in this study applies

to the cost of books, magazines, membership dues in professional organizations, and cost of attending professional meetings. Table XI shows the cost of the teachers in Saline and Lyon county.

TABLE XI  
DISTRIBUTION OF ANNUAL PROFESSIONAL EXPENSE

	Annual Professional expense		
	Saline	Lyon	Both counties
Number cases reported	21	54	55
Highest	\$50.00	\$50.00	\$50.00
Lowest	5.00	5.00	5.00
Range	45.00	45.00	45.00
Average	23.00	17.50	19.60
Median	19.17	15.59	16.59

Read table thus: The highest amount reported in Saline county is \$50.00. The lowest is \$5.00. The average is \$23.00.

The highest in each county is \$50.00 and the lowest is \$5.00. The average teacher spends \$19.60 per year on this item. The median is \$16.59 for all teachers.

It is interesting to note that both counties have medians that are reasonably alike which would indicate that the total median is a good estimate of this annual expense of all teachers.

#### ANNUAL EXPENSE FOR DUES IN CIVIC ORGANIZATIONS

Teachers are generally expected to participate in the community organizations. These organizations include such memberships as P.T.A., social clubs, local organizations, lodges, and literary clubs. Table XXI shows the annual expense of teachers in Saline and Lyon counties in such organizations.

TABLE XXI

## DISTRIBUTION OF ANNUAL DUES IN CIVIC ORGANIZATIONS

	Annual dues in civic organizations		
	Saline	Lyon	Both counties
Number of cases reported	81	54	55
Highest	\$10.00	\$10.00	\$10.00
Lowest	0.00	0.00	0.00
Range	10.00	10.00	10.00
Average	\$3.50	\$3.09	\$3.25
Median	\$3.13	\$2.44	\$2.62

Read table thus: The highest amount reported in the two counties is \$10.00. The lowest is \$0.00. The average is \$3.50 in Saline and \$3.09 in Lyon county.

The highest for both counties is \$10.00 and both counties have teachers that do not spend anything for dues in civic organizations. The average teacher spends \$3.25 per year in dues to civic organizations. The median for all reporting is \$2.62.

This table indicates that apparently some teachers do not take part in the social activities of their community. The financial handicap limits many to the bare necessities and this item is probably one in which many of the teachers choose to economize.

## ANNUAL EXPENSE FOR CONTRIBUTION AND DONATIONS

The teachers are looked upon by the community as a socially spirited group and more or less expected to contribute to the many organizations of a worthy nature. This includes churches, charitable institutions, poor relief, salvation Army, Red Cross, Christmas seals and others. Table XXII shows the annual expense of the Saline and Lyon



county teachers to these organizations.

TABLE XXII

## DISTRIBUTION OF ANNUAL DONATIONS

Number of cases reported	Annual Donations		
	Saline	Lyon	Both counties
	\$1	\$2	\$5
Highest	\$50.00	\$52.00	\$52.00
Lowest	1.00	1.00	1.00
Range	49.00	51.00	51.00
Average	18.45	15.95	15.70
Median	15.21	11.65	12.54

Head table thus: The highest amount contributed in Saline county is \$50.00. The lowest is \$1.00. The average is \$18.45.

The highest amount reported is \$52.00 by a teacher in Lyon county as compared to \$50.00 by a teacher in Saline county. The lowest amount of \$1.00 was reported in Lyon county and \$2.00 in Saline county.

The table shows that some teachers contribute as much as one dollar a week throughout the entire year while others contribute very little. The support that teachers give to such organizations is generally proportional to their income. The average of the group is \$15.70 and the median is \$12.54.

## ANNUAL EXPENSE FOR RECREATION

Recreation includes newspapers, music, theaters, concerts, sports, vacation and picnics. Any form of activity that is used for rest or relaxation should be included in this item. Table XXIII shows the expenses of the teachers in Saline and Lyon counties for recreation.

TABLE XXIII

## DISTRIBUTION OF ANNUAL EXPENSE FOR RECREATION

	Recreational expense		
	Saline	Lyon	Both counties
Number of cases reported	21	34	55
Highest	\$50.00	\$50.00	\$50.00
Lowest	5.00	5.00	5.00
Range	45.00	47.00	47.00
Average	25.10	21.80	22.60
Median	19.17	20.25	20.55

Read table thus: The highest amount reported in Saline county for recreation is \$50.00. The lowest is \$5.00. The average is \$25.10.

The highest amount reported for both counties is \$50.00. The lowest amount of \$5.00 is in Lyon county as compared to \$5.00 in Saline county. The average for both counties is \$22.60 and the median is \$20.55. Many of the rural and graded teachers are staying at home and the data indicate that some have many of their recreational items provided for by others with very little expense to themselves.

## ANNUAL INSURANCE PREMIUM PAYMENTS

Insurance in this study includes all types such as life insurance, car and property damage insurance, sick and accident insurance or other kinds. Table XXIV show the annual payments made by those teachers that carry insurance.

TABLE XXIV

## DISTRIBUTION OF ANNUAL INSURANCE PREMIUM PAYMENTS

Number of cases reported	Annual insurance payments		
	Saline	Lyon	Both counties
Highest	\$100.00	\$72.00	\$100.00
Lowest	5.00	3.00	3.00
Range	95.00	69.00	97.00
Average (those insured)*	42.70	33.12	40.60
Median (those insured)*	35.00	39.50	35.55

\*Note: The score on this distribution was computed only on those who are paying on premiums.

Read table thus: the highest amount in Saline county is \$100.00, the lowest is \$5.00, the average is \$42.70.

Only the teachers that were carrying insurance are used in making the above table. The largest annual insurance premium paid is \$100.00 by a teacher in Saline county as compared to the largest of \$72.00 by a Lyon county teacher. The lowest is \$5.00 and \$3.00 respectively. It is interesting to note that only nine of the twenty-one reports from Saline county, or 43 per cent, carry insurance, as compared to twenty-three of the thirty-four reporting from Lyon county, or 67.6 per cent. For both counties only thirty-two of the fifty-five reporting, or 58 per cent, carry insurance. The average premium is \$40.60 and the median is \$35.55.

## ANNUAL EXPENSE FOR MISCELLANEOUS AND INCIDENTAL ITEMS

Under this heading is included such items as barber or beauty shop service, cosmetics, tobacco, moving expense, presents and gifts, ink, pencils, stationery and stamps. Table XXV shows the annual expense

for the Saline and Lyon county teachers.

TABLE XIV

DISTRIBUTION OF ANNUAL EXPENSE OF MISCELLANEOUS AND  
INCIDENTAL ITEMS

Number of cases reported	Annual expense of miscellaneous and incidentals		
	Saline	Lyon	Both counties
	21	34	55
Highest	\$60.00	\$60.00	\$60.00
Lowest	10.00	5.00	5.00
Range	50.00	55.00	55.00
Average	31.80	25.00	25.60
Median	24.57	22.00	23.05

Read table thus: The highest amount spent for miscellaneous in Saline county is \$60.00. The lowest is \$10.00. The average is \$31.80.

The highest for both counties is \$60.00. The lowest for Lyon county is \$5.00 as compared to \$10.00 for Saline county. The average for all teachers is \$25.60 and the median is \$23.05.

It is evident that some teachers do not have a great deal to spend on this item. It is the writers assumption that if annual incomes were increased that teachers would normally spend more for this item.

ANNUAL PAYMENTS ON CAR AND HOUSEHOLD GOODS

Table XVI shows the number of teachers in each county making payments on a car or household goods and also the percentage of the total reporting.

TABLE XXVI

## ANNUAL PAYMENTS MADE ON CAR AND HOUSEHOLD GOODS

	Annual payments on property		
	Saline	Lyon	Both counties
Number cases reported	21	34	55
Number making payments	5	15	20
Percentage making payments	24	44	37
Average payments	\$100.00	\$100.00	\$100.00
Median payments	100.00	100.00	100.00

Read table thus: Of the twenty-one reported cases in Saline county, five were making payments on property, or twenty-four per cent of the cases were making payments. They averaged \$100.00 annually.

There were five of the twenty-one reporting from Saline county that were making payments on a car or household goods. In Lyon county there were fifteen of the thirty-four reporting making such payments. The percentage in Saline county is twenty-four as compared to forty-four in Lyon county. The average and medians are the same in both counties.

It was found that teachers that are buying cars or household goods spend \$100.00 per year for this item. In the two counties which this survey included it was found that thirty-seven per cent of the teachers make payments on this item.

## ANNUAL AMOUNTS MADE ON PAYMENTS OF INDEBTEDNESS

Table XXVII shows the amounts the teachers in Lyon and Saline counties made on payments of outstanding indebtedness for the year. Scores were computed only on the number of teachers reporting debts.

TABLE XXVII

## DISTRIBUTION OF AMOUNTS PAID ON DEBTS

Number of cases	Annual reduction of debts		
	Saline	Lyon	Both counties
	11	27	38
Highest	\$100.00	\$110.00	\$110.00
Lowest	20.00	10.00	10.00
Range	80.00	100.00	100.00
Average	55.00	65.00	63.52
Median	50.50	70.00	62.50

Read table thus: The largest amount paid on debts of any teacher in saline county was \$100.00. The lowest \$20.00. The average for both counties is \$63.52, and median is \$62.50.

Only eleven of the twenty-one teachers in saline county reported any indebtedness or fifty-two per cent, as compared to twenty-seven of the thirty-four reporting from Lyon county which is seventy-nine per cent. The highest amount paid on debts is \$110.00 in Lyon county and \$100.00 in saline county. The average teacher that has debts makes annual payments of \$63.52 and the median for the group is \$62.50. Other interesting data found in the survey indicated that the saline county teachers are not as a whole indebted as much as the Lyon county teachers. However sixty-eight per cent of the total reported some debts.

## REMARKS FROM TEACHERS

The writer included in the questionnaire a space for Remarks from the teachers. The following are sample statements received. All are specific cases.

## Saline County:

1. A girl teacher, single, age--under 25, annual salary \$600.00  
"I found it impossible to save anything in the two years I have taught. In fact I went in debt the second summer due to sickness."
2. A girl teacher, single, age--under 25, annual salary \$500.00  
"The hospital bill is still unpaid". (This teacher reported a hospital debt of \$200.00 with some payments made during year.)
3. A girl teacher, single, age--under 25, annual salary \$640.00.  
"If I hadn't worked in an office during the summer, I'd have needed to borrow money before school started in the fall."  
(This teacher reported summer earnings of \$185.00.)

## Lyon County:

1. A girl teacher, single, age-19, annual salary \$400.00. "I have changed schools because I could get \$80.00 per month more, and have a much more nicely equipped building. \$20.00 and \$60.00 a month is a very inadequate salary for a teacher."
2. A girl teacher, age--under 25, annual salary \$774.00. "I was dependent on my father during the summer, therefore, my expenses were low." (This teacher reported a low expense.)
3. A girl teacher, age--25-30, annual salary \$520.00. "ordinarily I would have spent a great deal more for clothing and gifts than I have the past year. I am trying to save money to pay off a \$1000.00 mortgage. However, I doubt if I'll ever get it saved."
4. A girl teacher, single, age--under 25, annual salary \$765.00.  
"My debt is from a loan obtained for going to school during the winter of 1937-38." (This teacher reported a debt of \$250.00 from bank. Small payments made during the year.)
5. A girl teacher, single, age--25-30, annual salary \$765.00. "I am attending summer school with the balance of my salary."  
(This teacher states that she stayed at home while teaching with no board and room expense.)
6. A girl teacher, single, age--under 25, annual salary \$440.00.  
"Need higher salaries." (This teacher stayed at home while teaching with no board and room expense. Borrowed \$65.00 from her parents during the year.)
7. Married woman, age--over 40, annual salary--not stated. "The

insecurity of employment from year to year is the greatest problem for a great many teachers." (This teacher has no position for next year.)

8. Married man, age--25-30, annual salary \$740.00. "I am still in debt but still have hopes."
9. Married man, age--30-35, annual salary \$765.00. "Maintained home during school term. Batched during attendance in summer school while wife lived with her parents."

In the survey made by Mead<sup>4</sup> of the teachers in Florida he gives the replies of various teachers. A few from his report are given here as a comparison to the ones in this survey.

1. A man teacher, salary \$820.00. "I have wanted to go back to school for a year, but find it impossible. I have to borrow money every summer to get by on, each year I start off in debt from borrowing money during the four months vacation."
2. A man teacher made this statement: "Due to insufficient income I have been unable to go to summer school for the last two years, in fact, I have been unable to obtain many things that are needed for my profession."
3. A girl reports: "The item of clothes is one that especially embarrasses me, when comparing to other professions. On the salary I receive I can't dress decently."
4. A girl reports: "The teacher is supposed to be a leader in her community. How can we 'lead' when we are ashamed to face the public in our rags?"
5. A girl: "A year 'round salary would enable me to attend summer school."
6. A woman: "The salary is so small that after payment for professional advancement, charity, church, recreation, only the barest living is possible. One cannot save to pay expenses through years of possible unemployment due to age."

There is very little difference in the medians of the separate items of expense for Galine County and Lyon county. This indicates that

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<sup>4</sup> Ibid., p. 35.



the rural and graded teachers of the two counties studied have about the same amount of expense and their living conditions are very similar.

The remarks made by the different teachers in these counties are about like those made by teachers in similar positions in other sections of the country.

It is evident that the rural and graded teachers must economize to the limit on all expenses in order to maintain a living. Teachers cannot be progressive and be of the best service to their community if they are handicapped by insecurity, and a salary that is just meeting the immediate expenses without any financial reserve. These are the facts that the public and boards of education should recognize if we are to see any improvement in the rural and graded school situation.

#### SUMMARY

1. There is a large range in the amount paid for room and board by the teachers in both counties. However, the median for all is about the same as the median for each county separately.
2. The data indicate that about one-fourth of the teachers are local girls living at home while teaching and over one-half of these teachers are at home throughout the entire year.
3. Teachers living at home do not pay as much for their room and board as those not living in their own homes.
4. Many of the teachers that stay at home do not have the expense of laundry and cleaning as it is probably done with the family laundry at no cost to the teacher.
5. The teachers as a group are very healthy as indicated by the low amount spent for health per annum.
6. Many of the teachers reported that they did not belong to any civic organizations, which indicates that they did not participate as leaders in forwarding any community activities.

7. The teachers that reported no expense for transportation evidently must have had some gratis means of attending teachers meetings and various other places. In many cases teachers ride with other members of the family or with friends at no cost to themselves.
8. The data presented in table XIII indicates that many teachers have many items of recreation furnished them without cost to themselves.
9. More than one-half of the teachers have debts. These debts were incurred by attending summer school, and purchase of car or household goods.
10. A large percentage of the teachers do not carry any insurance. This is probably due to the fact that a majority of the teachers are teaching their first or second year and have not found it financially possible to start an insurance program.
11. The investigation shows that the teachers of both counties spend about the same amount for the items of expense in the survey as shown by the low range for the separate items in the separate counties.
12. Teachers remarks in these counties are similar to the remarks of other teachers found by other investigators.

## CHAPTER IV

### RELATIONSHIP BETWEEN ANNUAL INCOME AND ANNUAL EXPENSE OF THE RURAL AND GRADED TEACHERS OF SALINE AND LYON COUNTIES OF KANSAS

The purpose of this study is to compare the preparation, experience, and salary of the rural and graded teachers of Saline and Lyon counties with those in similar positions; to analyze the general economic status of these teachers by showing their many expenses; and to show how they are able to maintain a living throughout the entire year.

The data for Chapter II are taken from the teachers reports provided by the county superintendent of each county. The results show that the teachers rank above the state as a whole in preparation, and that their salaries are lower now than those other teachers in like positions were receiving in 1934-35. Annual incomes will be used in this chapter to show the economic status of the two counties.

The data for Chapter III are taken from the returns of the questionnaire sent to the individual teachers. The results of the chapter will be used to show the status of the teachers.

This last chapter will use the results of the previous chapters to show the relationship between the annual income and the annual expense of the teachers in Saline and Lyon counties as a partial measure of the actual economic condition of all the rural and graded teachers of our state.

In order to determine the relationship between the annual income and annual expense, all figures will be given on the annual basis. Since the median is perhaps the most reliable central tendency, it

will be used in this comparison.

In chapter II it was found that the annual median salary for both rural and graded teachers in Saline county is \$601.98, and in Lyon county \$504.58.

The median for the separate items of expense in chapter III were shown for all teachers reporting from each county with no attempt made to separate the rural from the graded teachers. In every expense item, the last column in each table represents the score for all teachers reporting in both counties, in order to establish a median for all teachers.

Table XVIII shows the list of expenses considered in this survey, with the averages and medians for each county and also the average and median for all teachers reporting. All figures are given for the entire year.

The total for the averages of all items for Saline county is \$689.54 and for Lyon county, \$635.92. The total of all medians for Saline county is \$631.33 as compared to \$604.91 for Lyon county. When both groups are taken together to determine an average and median for all teachers, the total average is \$661.59 and the total median is \$607.76.

The item of expense for payment of car and household goods should probably not be included herewith the average teacher because it appears to be more of a personal expense instead of general expense for all teachers. Considering this to be the case and all the others as general expenses for all teachers, the total average becomes \$661.59 and the total median is \$607.76.

TABLE XXVII

ANNUAL AVERAGE AND MEDIAN OF EXPENSE ITEMS FOR THE RURAL  
AND GRADED TEACHERS OF SALINE AND LYON COUNTY TEACHERS

Expense Items	Medians and Averages of Expense Items					
	Saline		Lyon		Together	
	Average	Median	Average	Median	Average	Median
Board and room	\$175.00	\$175.00	\$175.00	\$175.00	\$175.00	\$177.50
Clothing	126.75	111.25	88.75	80.55	103.50	91.25
Health	18.79	11.70	19.40	15.00	17.17	14.25
Transportation	37.25	37.50	31.21	22.00	34.35	23.91
Educational Expense	32.20	23.50	37.70	30.00	37.70	27.25
Professional Exp.	23.00	19.17	17.50	15.05	19.00	16.59
Civic Org. Dues	3.50	3.15	3.00	2.44	3.25	2.62
Donations	13.45	13.21	13.95	11.66	15.70	12.34
Recreation	25.10	19.17	21.20	20.25	22.60	20.55
Insurance	42.70	35.00	33.12	29.50	40.60	35.55
Miscellaneous	31.50	24.37	25.00	22.00	23.60	23.05
Car and Household.	100.00	100.00	100.00	100.00	100.00	100.00
Debts	<u>55.00</u>	<u>58.25</u>	<u>65.00</u>	<u>70.00</u>	<u>63.52</u>	<u>62.50</u>
Totals	689.54	651.53	655.92	604.91	661.59	607.76

Read table thus: The average expense for board and room for Saline county rural and graded teachers is \$175.00. The median expense is \$175.00. Other items are read in like manner. The last column is for all teachers reporting in both counties.

The difference between annual income and annual expense for all teachers of Saline and Lyon counties as taken from the results of this survey is shown to be thus:

	Saline county	Lyon county
Median annual income	\$601.98	\$504.58
Median annual expense	<u>507.76</u>	<u>507.76</u>
Balance	94.12	(minus) 3.18

The results show that the Saline county teachers will have a balance of \$94.12 and the Lyon county teachers will have a debt of \$3.18.

Another interesting comparison may be shown by using \$507.76 as the median expense for all teachers and the median salary of the rural and graded teachers separately as found in Table XIV. This shows the status of both the rural and graded teachers in both counties thus:

	SALINE		LYON	
	Rural	Graded	Rural	Graded
Median salary	\$569.00	\$600.00	\$504.41	\$742.88
Median expense	<u>507.76</u>	<u>507.76</u>	<u>507.76</u>	<u>507.76</u>
	61.24	52.24	(-) 3.35	135.02

It is very noticeable that the graded teachers are better paid than the rural teachers and that when the group are taken together as above the balances become smaller. The reader's attention is again called to the fact that the graded teachers receive one more months pay than do the rural teachers.

TABLE XXIX

## PERCENTAGE OF ANNUAL EXPENSE TO ANNUAL INCOME BY COUNTIES

Items of expense	Median Salary	Saline \$601.88	Lyon \$504.88
	Annual median expense	Percent annual salary	Percent annual salary
Board and room	\$177.50	29.4	35.0
Clothing	91.85	15.1	18.1
Health	14.85	2.0	2.8
Transportation	23.91	3.9	4.7
Educational Expense	27.85	4.6	5.5
Professional Expenses	16.59	2.7	3.2
Civic organization Dues	2.68	.4	.5
Donations	12.34	2.0	2.4
Recreation	20.55	3.3	4.0
Insurance	35.65	5.9	7.0
Miscellaneous	23.05	3.8	4.5
Car and Household goods	100.00	16.6	19.8
Debts	62.50	10.3	12.3

Read table thus: The annual median expense of \$177.50 for board and room is 29.4 per cent of the median salary in saline county. Read other items the same.

Table XXIX shows the per cent of the median salary that is spent for the items of expense in this survey. Lyon county teachers spend 35.0 per cent of their salary for room and board, as compared to 29.4 per cent

in Saline county. Clothing is the next highest item with 15.1 per cent in Saline county and 18.1 in Lyon county. It will be noticed that those that do not pay on cars will have their percentages to apply on other things or use as a savings.

These data indicate that the average teacher in Saline and Lyon counties spend approximately all their income for the items considered in this survey, with little or no reserve to be used in a personal way.

The results of this survey compare favorably with the results found by other investigators. Gaumnitz<sup>1</sup> found the median expenses for rural and graded teachers in Illinois to be similar to the Saline and Lyon county teachers. He found the median for board and room to be \$206.00; clothing \$82.00; health, \$51.00; transportation, \$62.00; education, and recreation, \$56.00; debt payments, \$77.00. Mead<sup>2</sup> found similar results in his 1934-35 survey of the teachers in Florida. His comment is:

"In Flagler county, the average salary was \$688.00. The cost of food, clothing, housing, professional and civic activities, benevolences and medical care was \$611.00. This left \$47.00 of the salary to distribute over support of dependents, auto upkeep, recreation, payments of debts, miscellaneous items, and saving for a reserve. How this can be done without additional sources of income and without diverting the teachers' services to non-teaching activity is not known".

Teachers in the rural sections do not pay as much for room and board as in the city systems. Gaumnitz<sup>3</sup> makes the following remarks

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<sup>1</sup> Ibid., p. 13.

<sup>2</sup> Ibid., p. 9.

<sup>3</sup> Ibid., p. 16.



in relation to the expense of room and board in the rural area:

"A well-known fact that the teachers of the one-teacher schools in which the lowest salaries are paid usually pay comparatively little for room and board, but it is also well known that the services these lower expenditures provide are on the whole also very limited in character. Farm homes do not always have modern conveniences, the teacher often does not have a suitable place in which to work."

This survey shows the many essential expenditures which a teacher must meet and the inadequacy of the present salaries. It is obvious that the status of the rural and graded teachers in Saline and Lyon counties of Kansas, as well as those of the entire country, deserves the attention of the public.

If the rural and graded schools are to secure and hold the better qualified and more efficient teachers, it is evident that better salaries must be offered to attract the best personnel into this type of work.

The public needs to be educated to the fact that it is necessary to place the teaching profession at least on a par financially with professions of similar preparation in order that teachers will be able to maintain the high social standard of living in a community that is expected, and should be expected, of them.

It is hoped that this study will in some measure yield valuable material for influencing boards of education to be more liberal in paying their teachers, for the results show without a doubt that those who are teaching in the rural and graded schools on such meager salaries certainly must possess the "spirit of service".

## SUMMARY

1. Board and room expense amounts to about one-third of the total income of teachers.
2. In both counties the teachers are very conservative and live within their income by showing few who are in debt.
3. Salaries affect the degree to which the teachers can be expected to participate in civic activities.
4. Teachers in the two counties studied obviously have some assistance from home in the means of transportation.
5. Comparatively few teachers have payments on cars or household goods and these are paying as high as 20 per cent of their salary on payments.
6. A large per cent of the teachers do not carry an insurance program.
7. Teachers that report a large debt state that it was incurred by attending summer school or by sickness.
8. The survey indicated that teachers as a whole are very healthy.
9. The results show that the teachers with the highest salaries have the most expenditures indicating that as the salary increases the standard of living of the teacher increases.

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APPENDIX

ECONOMIC STATUS INQUIRY BLANK

Please fill in your answers at once and mail this blank to Frank A. Garrett, Y. M. C. A., Emporia, Kansas.

Distribution of Expenditures

(Record in appropriate spaces all expenditures during the year June 1, 1938 to May 31, 1939. If there were no expenditures under a given head, write zero (0) in the space. If exact figures are not available give best estimate for each)

	Total
1. Food	
a. Board per school month _____ * No. of Months _____	_____
b. Board per summer months _____ * No. of months _____	_____
c. Groceries * * * * *	_____
2. Housing	
a. Rent per school month _____ * No. of months _____	_____
b. Rent per summer month _____ * No. of months _____	_____
c. If in own home, include taxes, repair, fire insurance _____	_____
3. Clothing (purchase, repair, cleaning, laundry) * * * * *	_____
4. Health (doctor and nurse service, medicine, drugs, dentist) _____	_____
5. Transportation (a good estimate of cost chargeable to work) _____	_____
6. Education (summer school, extension, institute, private lessons) _____	_____
7. Professional Expense (books, magazines, memberships, cost of attending meetings and travel) * * * * *	_____
8. Dues in associations other than professional (membership in P.T.A., social, civic, lodges, or other organizations) _____	_____
9. Donations (church, charity, poor, Red Cross, etc.) * * _____	_____
10. Recreation (newspaper, theater, concerts, sports, vacation) _____	_____
11. Insurance premiums (life insurance, car and property insur.) _____	_____
12. Total payments on debts incurred in previous years * * _____	_____
13. Miscellaneous or incidentals (include such expense as barber or beauty shop service, cosmetics, tobacco, moving expense, presents and gifts, ink, pencils, stationery) . _____	_____
14. Total payments on car * * * * * _____	_____
15. Total payments on furniture and household goods * * * * * _____	_____
16. Amount contributed to help support parents or relatives _____	_____
17. Amount of salary paid for help hire (maid, care of children, etc.) * * * * * _____	_____

Personal and Educational Data

1. Male \_\_\_\_\_ Female \_\_\_\_\_
2. How many years' experience in teaching \* \* \* \* \* \_\_\_\_\_

3. How many persons depend on your income . . . . . \_\_\_\_\_
4. Do you live with parents during summer months (yes or no) \_\_\_\_\_
5. If married, is your husband or wife employed . . . . . \_\_\_\_\_
6. Are you teaching the same school next year . . . . . \_\_\_\_\_
7. Salary for next year (raised, lowered, same) . . . . . \_\_\_\_\_
8. Single (Check the item that applies)
- a. Lived with parents while teaching . . . . . \_\_\_\_\_
- b. Did not live with parents or relative while teaching. . . . . \_\_\_\_\_

**Married**

- a. Lived with parents or relative while teaching . . . . . \_\_\_\_\_
- b. Maintained home of own while teaching . . . . . \_\_\_\_\_
9. Age (Underscore correct group)
- Under 25    25-29    30-34    35-39    40-44    Over 45

Sources of Current Income

- | 1. Salary per month                                                                                            | No. of months | _____ |
|----------------------------------------------------------------------------------------------------------------|---------------|-------|
| 2. Earnings from private lessons, tutoring, secretary work                                                     |               | _____ |
| 3. Earnings from work other than teaching. (Income from work during summer, as clerk, salesman, farming, maid) |               | _____ |
| 4. All other current income                                                                                    |               |       |
| a. Gifts and inheritance . . . . .                                                                             |               | _____ |
| b. Interest and dividends . . . . .                                                                            |               | _____ |
| 5. Money borrowed for summer expense:                                                                          |               |       |
| a. amount from bank or loan company . . . . .                                                                  |               | _____ |
| b. amount from parents or relatives . . . . .                                                                  |               | _____ |
| c. amount from life insurance . . . . .                                                                        |               | _____ |

Remarks:

(COPY)

Emporia, Kansas

June 13, 1939

Dear friend:

The enclosed form was prepared by Mr. Frank A. Garrett who is making an intensive study of the economic status of elementary teachers in this state. As the project is being done under my personal direction and supervision, I assure you that it will be handled with the intelligence and professional dignity that it merits.

I wish further to suggest that your county superintendent has been consulted concerning the feasibility of asking your cooperation and that this office endorses the study and cooperates in its promotion.

If the status of rural and elementary teaching is to be improved in our state, it is imperative that the public understand the economic situation of its teachers. It is our firm belief that a thorough study of the actual economic conditions would yield valuable material for influencing board of education to be more liberal in paying their teachers. Unaware of the many essential expenditures which a teacher must meet, and of the inadequacy of the present salaries, the patrons and employers have done little to improve conditions.

The enclosed form has been provided to gather information which when properly compiled and presented will show the true facts. Will you kindly cooperate in this study by filling in the data concerning yourself and mailing it at once? Your prompt cooperation will be greatly appreciated.

Please note that the data asked for are to cover the year from June 1, 1938 to May 31, 1939.

We are not asking you to sign the blank so that you may be sure we shall make no personal use of the data furnished us. We hope, however, that you will give us as accurate data as you possibly can.

Yours very sincerely,

HES:en  
Enc.H.E. Schrammel, Director,  
Bureau of Educational Measurements. *HE*

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