

A COMPARISON OF THE SALARIES OF KANSAS TEACHERS
WITH SALARIES PAID IN THE BUSINESS WORLD

by

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INTRODUCTION

The importance of this study can hardly be over-estimated. There are 800,000 teachers in the United States to which 20,000,000 school children are committed (7) .

Results show that there is a definite relation between salaries and training. States that pay better salaries receive higher education ranking.

Investigators who have made a study of the salary situation are agreed that teachers' salaries in general are too low.

In Kansas the average monthly salary for the year 1935-36 on a twelve month basis was approximately \$37.00 per month for one room school teachers.

The United States as a whole shows a similar condition. In 1924-25, 12 per cent of rural school teachers were paid less than \$500.00. Thirty per cent received less than \$700.00 and 70 per cent less than \$1000.00. In Mississippi 25 per cent of rural teachers received less than \$300.00 and 58 per cent less than \$550.00. In Georgia and Alabama 62 per cent received less than \$500.00.

Great inequality is shown between rural and urban schools. Usually the larger the community the greater the salary (2).

Salary surveys show that few cities during the past few years have paid any attention to salary schedules (8) .

In a study made by the N. E. A. (9) salaries in all classes of schools from 1931-35 declined from five to nine per cent. The trend from 1930 to 1933 was definitely down. This study includes approximately two thousand cities located in various sections of the United States (9) .

During recent years teachers' salaries are being looked upon as a matter of general concern. The immediate welfare of the children and the future welfare of the whole community are involved. Progressive school systems are more and more recognizing the importance of requiring carefully trained teachers (10) .

In this study the salary trend of teachers for a period of twenty years was determined.

Trends in teachers' salaries were compared to salary trends in the business world and with the trend of commodity prices.

OBJECTIVES

1. To determine the trend of teachers' salaries for a period of twenty years.
 - a. Salary trend of one room teachers.
 - b. Salary trend of third-class cities.
 - c. Salary trend of first and second-class cities.
2. To make a comparison of male and female teachers' salaries in first and second-class cities.
 - a. Comparison of male and female teachers' salaries in the senior high school.
 - b. Comparison of male and female teachers' salaries in the grade school.
3. To determine in what section of the state high and low salaries are paid.
4. To compare teachers' salaries with the total amount of tax levied in Kansas each year for a period of twenty years.
5. To compare teachers' salaries with the price index for agricultural commodities and the price index for all commodities.
6. To study trend of teachers' salaries in connection with the cost of living and the trends of salaries of factory workers.

7. To compare the farm price index with the index for teachers' salaries.

METHOD OF INVESTIGATION

An intensive study of twenty counties representing all sections of the state and all first and second-class cities was conducted. The following counties were included in the study.

<u>Name of County</u>	:	<u>Part of State in Which Located</u>
Allen	:	Southeast
Butler	:	South-central
Coffey	:	Southeast
Doniphan	:	Extreme Northeast
Graham	:	Northwest
Haskell	:	Southwest
Jewell	:	North-central
Marion	:	Central
Rice	:	Central
Washington	:	North-central

One Teacher Schools

Anderson	:	East
Cherokee	:	Extreme Southeast
Edwards	:	South
Ellsworth	:	Central
Jefferson	:	Northeast
Morris	:	East-central
Ness	:	West-central
Rooks	:	North-central
Sedgwick	:	South-central
Thomas	:	Northwest

This study consisted of ascertaining the average salary of all teachers in the counties and cities studied each year for a period of twenty years starting with the year 1915.

The data for the teachers' salaries used in this study was secured from the biennial reports of teachers' wages which are compiled at the office of the State Superintendent of Education at Topeka Kansas. The average monthly salary for all teachers reported in each county or city was included in the study.

In order to make a fair comparison the weighted average salary was computed and used as a basis for determining the average monthly salary for a given year. Salaries of the various groups of teachers were later placed on an index basis and comparisons made with Kansas taxes, cost of living, weekly earnings of factory workers, agricultural commodities and all commodities.

METHOD AND PLACE OF SECURING DATA ON TEACHERS'
SALARIES AND NUMBER OF TEACHERS INCLUDED
IN THE STUDY

All data in regard to teachers' salaries and number of teachers included in the study were secured from the biennial reports published by the State Department of Public Instruction Topeka, Kansas.

These data are secured by the State Department of Education from the offices of the county superintendents of the state.

Each school in a given county reports to the county superintendent the monthly salary paid each teacher. The county superintendent computes the average salary paid in the given county and sends this report to the office of the State Superintendent.

The following page shows the number of the report, the years included in the report, and the table number for all data concerning teachers' salaries and number of teachers included in the study.

Tables from Biennial Reports Giving Data
on Teachers' Salaries and Number of
Teachers Included in the Study

Year	: : One : Teacher : Schools :	: Third Class : Cities : Two or more : Teacher : Schools	: Cities of : First and : Second : Class :	: : Number : of : Report :
	: Table No.	: Table No.	: Table No.	:
1915	: 12	: 13	: 14	: 20th
1916	: 12	: 13	: 14	: 20th
1917	: 12	: 13	: 14	: 21st
1918	: 12	: 13	: 14	: 21st
1919	: 12	: 13	: 14	: 22nd
1920	: 12	: 13	: 14	: 22nd
1921	: 12	: 13	: 14	: 23rd
1922	: 12	: 13	: 14	: 23rd
1923	: 12	: 13	: 14	: 24th
1924	: 12	: 13	: 14	: 24th
1925	: 12	: 13	: 14	: 25th
1926	: 12	: 13	: 14	: 25th
1927	: 12	: 13	: 14-C	: 26th
1928	: 12	: 13	: 14-C	: 26th
1929	: 12	: 13	: 14-C	: 27th
1930	: 12	: 13	: 14-C	: 27th
1931	: 12	: 13-13A	: 14	: 28th
1932	: 12	: 13-13A	: 14	: 28th
1933	: Page 116 to : 119	: Page 120 to : 124	: Page 129 to : 132	: 29th : 29th
1934	: Page 292 : Page 306	: Page 351 : Page 369	: Page 427 : Page 449	: 29th :

ONE TEACHER SCHOOLS

Tables 1 and 2 and Graph 1 show the trend of teachers' salaries in one room schools from the year 1915 to 1934 inclusive.

According to these data teachers of this class were receiving a salary of \$54.00 per month in 1915. By the year 1921 salaries had increased 68 per cent. This level was practically maintained until the year 1931 when a drastic decline occurred. This decline in salary reduced teachers' wages of this class to \$52.00 per month in 1934 which was \$2.00 per month lower than the monthly salary paid in 1915.

One room school teachers suffered a more drastic decline in salary than any of the other groups studied. This was the only group of teachers that received a lower salary in 1934 than in any previous year back as far as the year 1915. Average monthly salary for the twenty year period was \$77.00 per month.

CITIES OF THE THIRD-CLASS

Tables 3 and 4 and Graph 2 show teachers' salary trends of third-class city schools and two or more teacher grade schools.

Table 1. - Average Monthly Salary by Counties. One Teacher Schools. Female.

County	Number of Teachers	1915	1916	1917	1918	1919	1920	1921	1922	1923	1924	1925	1926	1927	1928	1929	1930	1931	1932	1933	1934
Anderson	T *	67	62	66	1	79	71	65	69	62	67	70	79	64	65	72	70	72	69	67	65
	S **	49	53	53	61	66	67	87	86	100	81	80	86	80	83	83	82	85	85	62	45
Cherokee	T	74	67	73	77	83	79	79	79	78	73	79	79	79	78	78	78	63	74	73	71
	S	50	49	51	52	59	70	85	84	83	82	81	77	84	85	82	88	93	77	51	57
Edwards	T	39	36	39	36	1	35	30	1	33	32	32	--	38	31	26	23	21	24	23	--
	S	59	61	62	70	70	75	81	109	109	90	101	--	101	107	112	112	112	104	83	--
Ellsworth	T	55	56	51	57	62	60	62	66	55	58	60	59	60	59	58	62	59	59	57	59
	S	54	55	55	58	62	67	92	93	89	87	88	87	89	87	90	90	91	88	74	56
Jefferson	T	57	56	62	68	74	66	65	64	64	68	70	68	67	68	69	69	69	116	118	64
	S	55	55	55	56	62	68	85	85	77	80	49	82	83	86	84	86	87	76	56	50
Morris	T	67	72	68	73	74	72	70	71	70	72	70	65	65	68	69	72	70	72	70	11
	S	53	56	53	59	71	70	100	95	89	91	87	88	90	90	88	91	92	87	73	56
Ness	T	57	59	56	59	65	56	56	52	48	49	49	46	51	49	54	52	49	46	48	48
	S	53	52	53	57	65	77	90	107	99	94	100	75	95	92	92	84	90	81	73	51
Rooks	T	80	83	85	82	1	1	83	79	75	80	75	71	72	74	74	80	78	79	78	75
	S	50	53	60	62	65	73	91	90	84	81	79	79	82	77	79	78	79	73	56	41
Sedgwick	T	116	114	108	116	116	110	108	112	99	96	93	89	86	90	90	85	90	85	85	88
	S	55	56	57	60	70	85	90	90	98	96	90	87	97	97	99	98	101	92	79	67
Thomas	T	45	46	56	63	28	57	41	35	40	36	36	37	34	35	38	38	36	36	36	--
	S	52	55	55	57	51	70	40	96	97	98	94	97	95	96	96	97	95	92	75	--
Total Number of Teachers		662	681	664	631	611	606	659	637	630	631	633	593	606	617	628	629	606	660	653	591
Weighted Average Female		54	53	55	59	64	73	90	90	89	87	86	86	89	88	88	89	91	83	65	52
Weighted Average Male and Female		54	55	57	59	64	73	91	91	90	88	87	86	90	89	89	90	91	84	65	52

* Number of Teachers
 ** Salary

Table 2. - Average Monthly Salary by Counties. One Teacher Schools. Male.

County	Number of Teachers *	1915	1916	1917	1918	1919	1920	1921	1922	1923	1924	1925	1926	1927	1928	1929	1930	1931	1932	1933	1934
Anderson	T *	13	18	14	11	1	7	12	8	14	11	8	12	14	12	9	9	6	9	11	12
	S **	56	57	53	56	70	68	99	100	88	88	79	90	79	87	87	85	88	80	64	53
Cherokee	T	8	15	9	8	2	4	4	3	4	8	3	2	2	4	4	3	5	7	9	10
	S	59	54	60	60	71	80	90	88	88	83	84	80	96	85	85	85	82	84	79	56
Edwards	T	7	8	5	4	1	2	1	--	--	--	--	--	3	1	--	1	3	3	13	13
	S	60	64	72	80	78	124	150	--	--	--	--	--	106	125	--	90	96	80	76	55
Ellsworth	T	11	10	13	8	6	6	1	6	6	6	6	6	5	6	6	3	4	3	15	4
	S	61	61	60	66	70	78	93	105	91	96	96	87	95	98	98	92	81	80	65	56
Jefferson	T	28	29	22	15	8	12	13	14	18	12	9	11	12	11	8	9	7	8	15	11
	S	62	63	67	70	75	72	90	88	83	84	90	91	81	94	101	96	98	72	65	48
Morris	T	14	9	10	5	4	5	7	7	9	6	7	12	12	8	6	5	7	5	5	3
	S	58	60	57	62	70	75	104	98	92	94	89	89	95	86	93	87	91	89	69	65
Ness	T	12	11	13	10	3	8	8	11	16	17	17	20	14	16	11	12	14	18	13	17
	S	52	55	56	60	65	82	109	104	104	100	105	80	102	102	108	113	100	97	68	56
Rooks	T	15	10	11	15	1	--	5	7	11	7	11	11	9	9	9	7	7	6	8	10
	S	52	65	75	67	65	--	99	96	91	93	91	91	90	80	80	80	81	78	53	41
Sedgwick	T	16	18	21	8	7	12	11	9	8	8	9	8	11	3	1	2	2	7	6	5
	S	63	65	66	70	75	105	110	110	110	105	110	111	100	104	115	103	98	105	86	77
Thomas	T	10	11	1	1	1	2	1	7	4	5	5	3	5	4	3	3	4	2	2	--
	S	53	50	50	55	70	82	100	108	106	103	100	105	107	108	108	103	109	100	80	--
Total Number of Teachers		134	127	119	85	31	58	63	71	90	80	75	85	87	74	57	54	59	65	97	72
Weighted Average Male		58	64	64	65	73	83	101	100	94	94	96	90	93	93	95	83	94	92	69	53
Weighted Average Male and Female		54	55	57	59	64	73	91	91	90	88	87	86	90	89	89	90	91	84	65	52

* Number of Teachers
 ** Salary

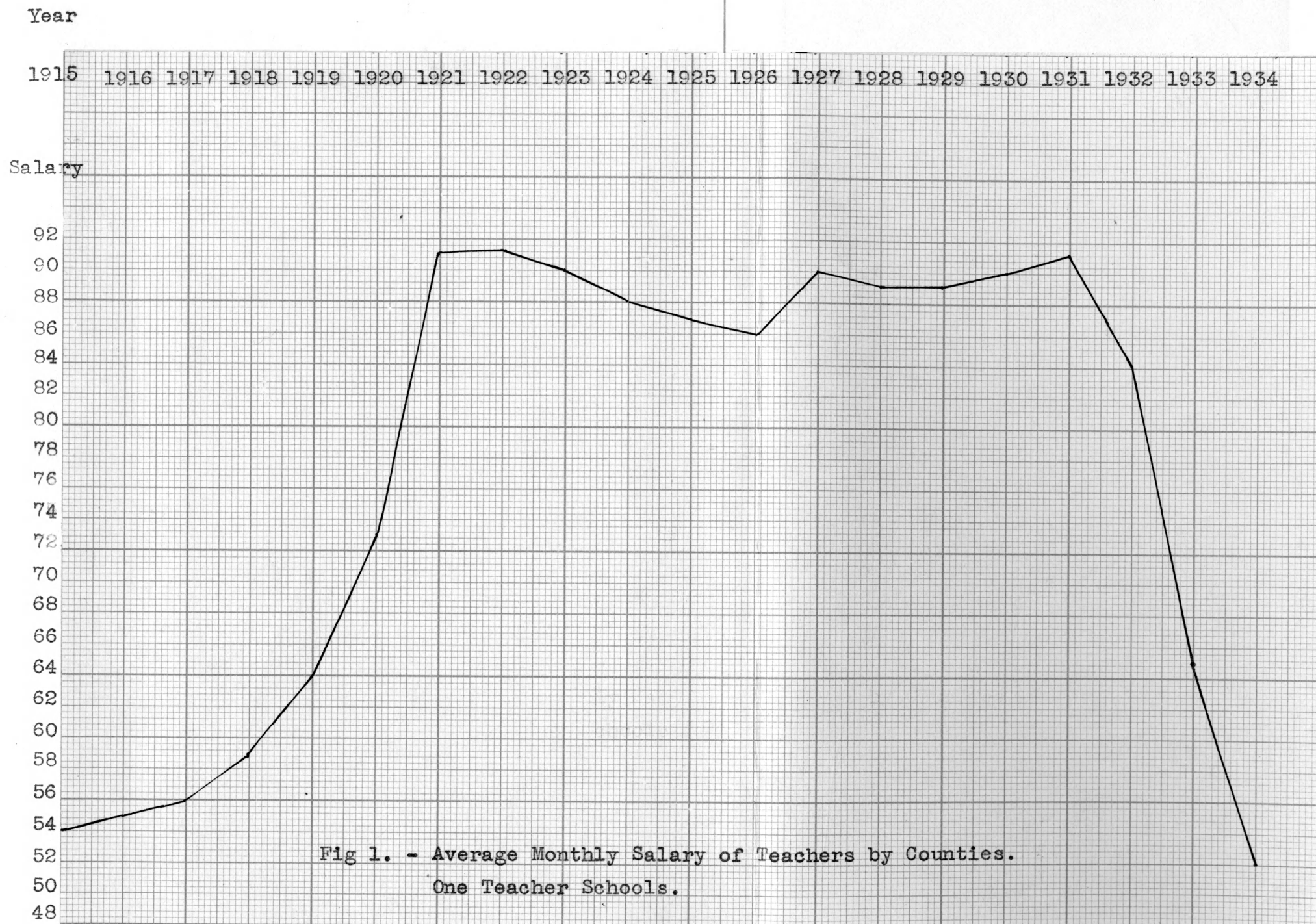


Table 3. - Average Salary of High-school Teachers in Third-class Cities by Counties.
 Also Average Salary of Teachers in Two (or more) Teacher Grade Schools,
 Except Cities of First and Second-Class. Male.

County	Number of Teachers * Salary **	1915		1916		1917		1918		1919		1920		1921		1922		1923		1924	
		G.S.	H.S.	G.S.	H.S.	G.S.	H.S.	G.S.	H.S.	G.S.	H.S.	G.S.	H.S.	G.S.	H.S.	G.S.	H.S.	G.S.	H.S.	G.S.	H.S.
		:	:	:	:	:	:	:	:	:	:	:	:	:	:	:	:	:	:	:	:
Allen	T *	2	5	2	1	2	5	1	5	3	5	2	7	1	6	3	8	6	7	4	6
	S **	55	89	57	85	65	92	67	101	62	138	82	156	135	200	115	150	118	200	115	216
Butler	T	5	20	7	18	6	16	4	14	2	11	8	16	8	11	6	20	15	21	14	25
	S	70	95	70	90	75	90	102	110	100	125	110	120	130	175	150	216	119	217	117	163
Coffey	T	2	6	3	4	1	5	3	3	3	4	2	5	1	5	-	7	1	7	1	9
	S	55	103	57	101	60	107	58	114	85	131	76	128	90	190	-	200	100	201	91	104
Doniphan	T	4	12	4	12	4	5	2	12	1	8	-	10	3	12	4	14	3	15	7	21
	S	68	104	67	104	68	105	75	115	90	145	-	152	137	216	126	181	117	201	117	200
Graham	T	1	3	2	4	2	5	2	3	1	7	1	2	1	3	2	7	3	7	5	8
	S	70	91	80	95	75	100	70	108	100	125	100	150	125	167	137	206	137	206	120	170
Haskell	T	1	1	2	-	2	2	-	2	1	1	-	1	1	4	2	2	1	4	1	3
	S	55	82	80	-	75	100	-	105	80	125	-	133	125	178	112	260	125	223	125	192
Jewell	T	3	10	3	11	2	14	4	13	1	9	4	14	6	16	7	22	7	24	12	23
	S	60	75	67	75	75	85	71	114	82	144	90	161	120	180	136	189	115	204	114	197
Marion	T	6	15	7	18	7	19	4	17	4	12	1	12	7	16	7	22	7	16	8	20
	S	80	110	78	108	96	116	88	108	90	120	87	160	125	150	125	150	123	152	121	150
Rice	T	6	2	8	7	8	11	7	2	2	8	5	9	3	12	6	14	5	19	6	14
	S	72	107	83	101	74	101	74	106	77	128	89	155	130	198	130	203	137	200	127	201
Washington	T	4	2	4	12	6	4	3	12	-	9	4	12	3	14	4	21	5	14	5	13
	S	60	95	65	105	69	109	60	120	-	125	82	135	131	202	104	202	101	195	105	196
Total Number of Teachers		34	83	40	87	40	90	30	79	18	74	27	88	33	99	41	135	53	129	63	142
Weighted Average		68	88	75	97	76	102	76	117	83	130	93	148	130	179	129	191	123	197	116	179
Weighted Average Male and Female		57	83	62	83	58	89	61	94	72	102	79	120	106	164	107	169	104	172	103	164

* Number of Teachers
 ** Salary

Table 3. (Con't.)

County	:Number of :Teachers * :Salary **	1925		1926		1927		1928		1929		1930		1931		1932		1933		1934	
		G.S.	H.S.	G.S.	H.S.	G.S.	H.S.	G.S.	H.S.	G.S.	H.S.	G.S.	H.S.	G.S.	H.S.	G.S.	H.S.	G.S.	H.S.	G.S.	H.S.
		:	:	:	:	:	:	:	:	:	:	:	:	:	:	:	:	:	:	:	:
Allen	T *	4	7	-	-	3	7	3	3	1	10	6	7	8	8	7	7	5	8	-	-
	S **	95	147	-	-	100	125	105	140	103	145	105	160	100	136	97	125	83	131	-	-
Butler	T	17	27	22	30	19	35	22	28	1	31	21	31	20	33	21	29	8	22	5	8
	S	135	175	140	180	175	196	175	196	135	196	135	196	152	196	140	190	105	165	86	105
Coffey	T	3	9	3	9	4	11	3	2	3	11	19	17	2	10	2	13	1	8	-	3
	S	112	223	113	234	105	202	107	199	96	194	115	210	98	184	90	171	100	125	-	98
Doniphan	T	4	19	4	19	7	19	6	19	6	22	6	22	8	23	8	24	1	1	1	-
	S	120	199	118	200	125	218	120	213	105	203	111	197	100	203	107	143	100	220	75	-
Graham	S	100	160	100	185	107	180	107	175	108	175	130	175	130	175	92	175	-	-	-	-
	T	4	7	3	6	5	8	5	2	5	7	5	10	4	10	4	10	-	-	-	-
Haskell	T	3	4	1	5	1	2	2	2	3	5	2	5	2	6	2	6	6	1	-	-
	S	108	200	110	183	125	200	128	210	138	160	142	173	150	176	150	188	100	110	-	-
Jewell	T	10	25	12	24	12	26	12	44	10	25	9	30	11	27	11	26	9	13	5	4
	S	117	198	118	202	115	199	114	193	119	178	126	188	126	181	112	176	98	129	90	120
Marion	T	8	22	21	31	36	32	23	26	22	23	22	18	46	28	-	-	-	17	3	14
	S	125	150	130	155	130	180	135	185	156	184	130	210	126	200	-	-	-	158	76	93
Rice	T	6	14	8	15	8	15	6	15	7	16	8	17	6	17	7	16	-	8	-	1
	S	132	209	140	208	147	177	112	157	145	213	148	203	150	206	143	203	-	120	-	108
Washington	T	5	16	8	20	9	8	8	20	8	20	7	22	7	22	7	23	-	-	-	6
	S	102	194	110	194	107	192	110	192	113	200	117	199	121	206	113	189	-	-	-	111
Total Number of Teachers		64	150	82	159	93	156	93	155	86	170	95	179	114	184	69	154	31	78	14	36
Weighted Average		120	186	127	182	133	192	130	175	131	186	138	195	127	186	120	174	100	131	85	103
Weighted Average Male And Female		104	167	107	168	124	171	123	169	118	166	115	169	119	167	104	159	90	122	74	99

* Number of Teachers
** Salary

Table 4. - Average Salary of High School Teachers in Third-class Cities by Counties.
 Also Average Salary of Teachers in Two (or more) Teacher Grade Schools
 Except Cities of the First and Second-class. Female

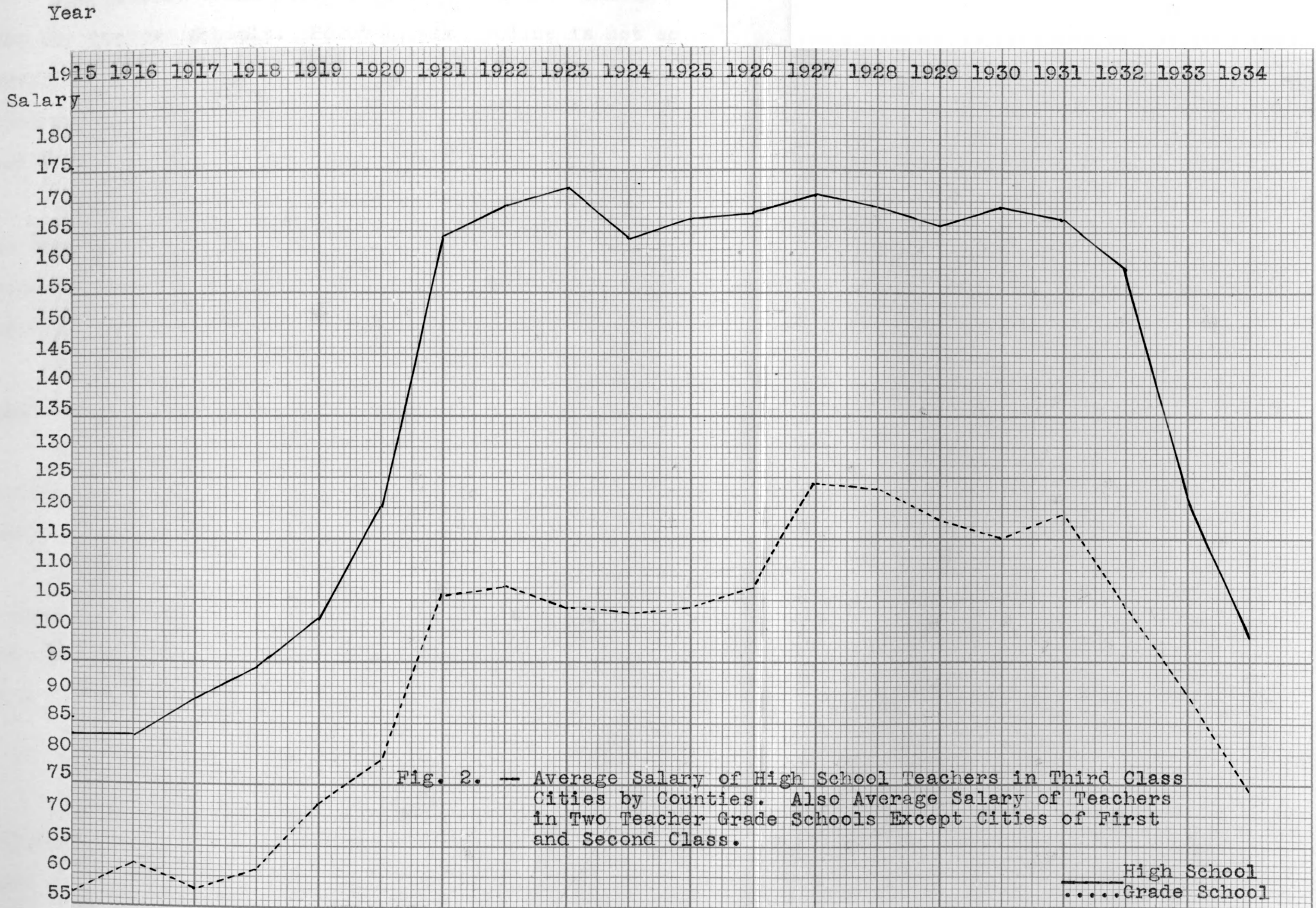
		1915	1916	1917	1918	1919	1920	1921	1922	1923	1924										
County	Number of Teachers *	G.S.	H.S.	G.S.	H.S.	G.S.	H.S.	G.S.	H.S.	G.S.	H.S.										
	Salary **																				
Allen	T *	16	7	16	1	17	7	19	10	25	10	25	12	2	10	24	7	19	10	23	9
	S **	54	77	53	77	55	76	58	73	66	92	72	106	90	150	100	125	100	150	110	147
Butler	T	47	17	47	19	40	21	15	24	85	28	90	25	24	30	111	34	110	38	109	34
	S	55	75	58	70	60	85	68	75	76	85	80	115	117	150	118	154	105	156	117	163
Coffey	T	20	11	20	11	19	10	17	13	17	12	19	11	20	11	1	11	19	12	21	12
	S	56	80	55	70	55	75	58	82	61	98	68	116	91	157	92	154	88	155	100	154
Doniphan	T	44	13	47	14	51	13	52	18	55	25	1	24	50	21	51	22	47	24	41	23
	S	58	75	56	75	59	76	59	81	63	98	78	107	84	156	93	162	85	153	98	159
Graham	T	6	7	2	6	9	4	7	5	10	8	12	6	16	9	15	6	14	8	16	11
	S	58	74	58	78	51	78	64	74	70	88	84	112	93	138	98	176	87	176	98	162
Haskell	T	3	1	3	4	4	2	1	2	4	1	1	1	4	3	5	2	6	4	6	2
	S	60	68	60	75	50	60	70	90	84	90	91	90	103	133	102	175	104	154	110	160
Jewell	T	31	20	34	22	33	18	33	21	37	27	35	27	32	63	36	30	36	21	35	33
	S	55	72	55	65	57	73	60	85	68	90	71	109	98	195	97	157	94	161	93	161
Marion	T	1	13	56	11	64	7	67	14	70	21	64	24	92	21	30	24	84	20	69	23
	S	76	95	74	93	62	85	56	98	70	85	83	104	110	133	108	130	118	139	82	137
Rice	T	27	2	85	8	26	7	28	2	33	11	29	12	30	13	29	15	29	14	28	15
	S	59	81	61	68	63	73	65	75	84	84	82	103	109	157	108	160	108	158	105	155
Washington	T	36	11	34	14	33	2	36	22	1	24	35	25	36	26	36	36	33	20	18	36
	S	57	73	56	75	56	73	57	80	58	85	73	107	91	138	91	138	90	148	88	146
Total Number of Teachers		231	102	283	110	292	91	275	131	337	167	311	167	376	180	398	187	397	172	365	198
Weighted Average		55	77	60	73	56	77	59	81	71	89	78	108	103	156	104	154	101	152	101	153
Weighted Average Male and Female		57	83	62	83	58	89	61	94	72	102	79	120	106	164	107	169	104	172	103	164

* Number of Teachers
 ** Salary

Table 4. (Con't.)

		1925		1926		1927		1928		1929		1930		1931		1932		1933		1934	
County	Number of	G.S.	H.S.	G.S.	H.S.	G.S.	H.S.	G.S.	H.S.	G.S.	H.S.	G.S.	H.S.	G.S.	H.S.	G.S.	H.S.	G.S.	H.S.	G.S.	H.S.
	Teachers *																				
	Salary **																				
Allen	T*	24	11	--	--	21	11	25	5	12	22	22	11	20	10	12	11	10	10	10	9
	S**	95	147	--	--	90	120	95	140	100	149	93	140	94	120	90	120	77	103	61	86
Butler	T	109	31	110	33	118	40	100	39	116	39	109	39	100	42	75	40	33	28	33	25
	S	135	160	130	160	165	165	165	165	125	165	125	165	135	160	125	150	94	120	79	104
Coffey	T	19	12	19	13	18	12	19	1	13	16	22	26	20	17	22	14	11	10	9	9
	S	96	144	94	147	91	149	94	150	93	141	106	150	96	149	90	138	82	117	73	90
Doniphan	T	49	27	48	27	48	28	53	28	51	29	52	30	51	20	52	25	3	2	4	2
	S	94	159	94	180	98	151	100	153	98	145	99	155	97	155	93	143	89	140	75	120
Graham	T	16	11	16	11	16	12	13	2	14	11	14	10	16	9	16	9	--	--	--	--
	S	90	150	90	160	97	169	100	155	100	155	95	140	95	140	70	156	--	--	--	--
Haskell	T	4	3	6	2	3	2	7	2	20	6	9	6	8	6	11	6	--	1	--	--
	S	109	156	100	175	100	155	111	160	121	106	120	160	125	159	121	155	--	90	--	--
Jewell	T	35	29	33	34	33	24	32	35	31	34	32	37	31	34	34	31	15	10	4	10
	S	96	161	93	160	93	157	90	155	96	152	96	151	97	172	93	148	76	112	69	92
Marion	T	76	35	95	28	94	35	32	24	73	32	94	50	131	49	--	---	28	19	23	18
	S	84	138	86	145	125	155	125	155	142	163	125	175	120	160	--	---	90	113	73	93
Rice	T	28	19	29	19	28	20	30	28	31	18	30	19	31	20	31	18	13	11	11	1
	S	106	151	103	150	108	148	154	212	112	156	113	120	117	150	108	177	90	127	73	103
Washington	T	36	15	33	24	33	11	1	20	34	33	36	32	36	33	35	32	--	---	15	13
	S	90	148	93	153	95	149	96	150	95	148	97	145	99	149	98	144	--	---	67	102
Total Number of Teachers		396	193	389	191	412	195	362	184	404	250	420	260	444	310	331	186	102	91	109	87
Weighted Average		101	152	102	158	122	154	125	161	116	152	113	151	114	156	101	148	87	116	73	97
Weighted Average Male and Female		104	167	107	168	124	171	123	169	118	166	115	169	119	167	104	159	90	122	74	99

* Number of Teachers
 ** Salary



The general trend here is practically the same as for one teacher schools. However, the decline is not so drastic from the year 1931 to 1934. This study indicates that salaries of teachers in the larger communities were not affected as were those in the smaller communities.

During the period studied grade school teachers show an increase of 117 per cent at the time highest salaries were paid while high school teachers' salaries increased only 107 per cent at the time highest salaries were paid.

The average monthly salary paid grade teachers for the twenty year period was \$94.00, for high school \$140.00.

According to these figures high school teachers received \$46.00 per month more than during the twenty year period grade teacher.

At the extreme high, high school teachers' salaries increased \$88.00 per month over 1915, while grade teachers' salaries increased only \$68.00 per month over 1915.

CITIES OF THE SECOND-CLASS GRADE SCHOOL

Table 5 and Graph 3 show teachers' salary trends of second-class city grade schools. Average monthly salary paid for the twenty year period is, females \$99.00, males \$119.00.

Table 5. - Cities of First and Second-class.
Average Monthly Salary Except Superintendent and Principal.

Year	Grade				High School				Junior High	
	Male		Female		Male		Female		First- class City	Second- class City
	First- class City	Second- class City	First- class City	Second- class City	First- class City	Second- class City	First- class City	Second- class City		
1915	85.44	16.02	68.37	58.19	108.33	87.86	95.40	79.30		
1916	83.06	76.77	74.27	59.36	110.03	89.56	99.46	80.90		
1917	81.99	79.51	72.52	60.46	111.70	92.96	99.87	81.39		
1918	93.38	86.07	79.12	64.74	121.31	103.50	107.89	86.59		
1919	98.69	103.14	89.17	75.80	139.73	123.32	116.58	97.95		
1920	132.30	118.64	98.25	84.11	162.11	142.06	130.97	112.59		
1921	158.80	149.98	134.41	108.90	202.78	185.85	167.46	147.70		
1922	173.58	152.33	136.76	112.40	219.60	195.56	174.40	155.02		
1923	162.00	148.77	136.00	115.16	212.00	190.00	166.00	153.59		
1924	148.86	143.20	136.42	112.05	219.97	197.18	178.75	155.65	158.89	139.90
1925	140.46	134.94	133.62	112.38	212.84	196.72	178.60	156.64	163.97	134.22
1926	142.31	135.38	134.65	112.32	219.09	196.85	176.94	157.54	177.47	136.67
1927	147.62	125.77	136.57	114.39	234.00	198.49	216.00	158.81	162.68	141.00
1928	148.90	126.40	137.93	125.91	225.73	209.52	180.14	158.67	163.58	141.39
1929	145.45	135.81	139.72	114.97	226.77	177.64	183.58	136.13	171.01	141.84
1930	154.33	104.13	155.58	121.06	205.63	205.95	162.65	163.19	181.00	158.00
1931	156.39	159.96	159.61	128.49	227.74	202.79	202.12	123.09	184.00	160.00
1932	147.26	120.59	146.89	110.98	212.35	185.45	179.77	129.30	169.00	140.00
1933	132.00	118.00	120.00	103.00	202.00	168.00	160.00	137.00	155.00	125.00
1934	142.00	95.00	139.50	99.00	187.00	156.00	165.00	120.00	157.00	134.00



By comparing with similar data in Table Number 1 and 2, we find that grade teachers in second-class cities receive a higher salary than either in one room school districts or in cities of the third-class.

Table Number 2 shows that males in second-class city grade schools receive an average salary of \$20.00 per month more than do females over a twenty year period.

In only two years out of twenty were the salaries of females higher than males.

The general salary trend of grade teachers in second-class cities is quite similar to the other two groups already discussed. Salaries increase rapidly until the year 1921 and remain somewhat stationary until 1931 after which there is a rapid decline. The increase of the extreme high period was 114 per cent.

CITIES OF THE FIRST-CLASS GRADE SCHOOL

Table Number 5 and Graph Number 4 show that cities of the first-class pay the highest average monthly salary to grade school teachers. By comparing with other similar groups we find that salaries in first-class city grade schools are 62 per cent higher than in one room districts, 33 per cent higher than in cities of the second-class.

Year

Salary

1915 1916 1917 1918 1919 1920 1921 1922 1923 1924 1925 1926 1927 1928 1929 1930 1931 1932 1933 1934

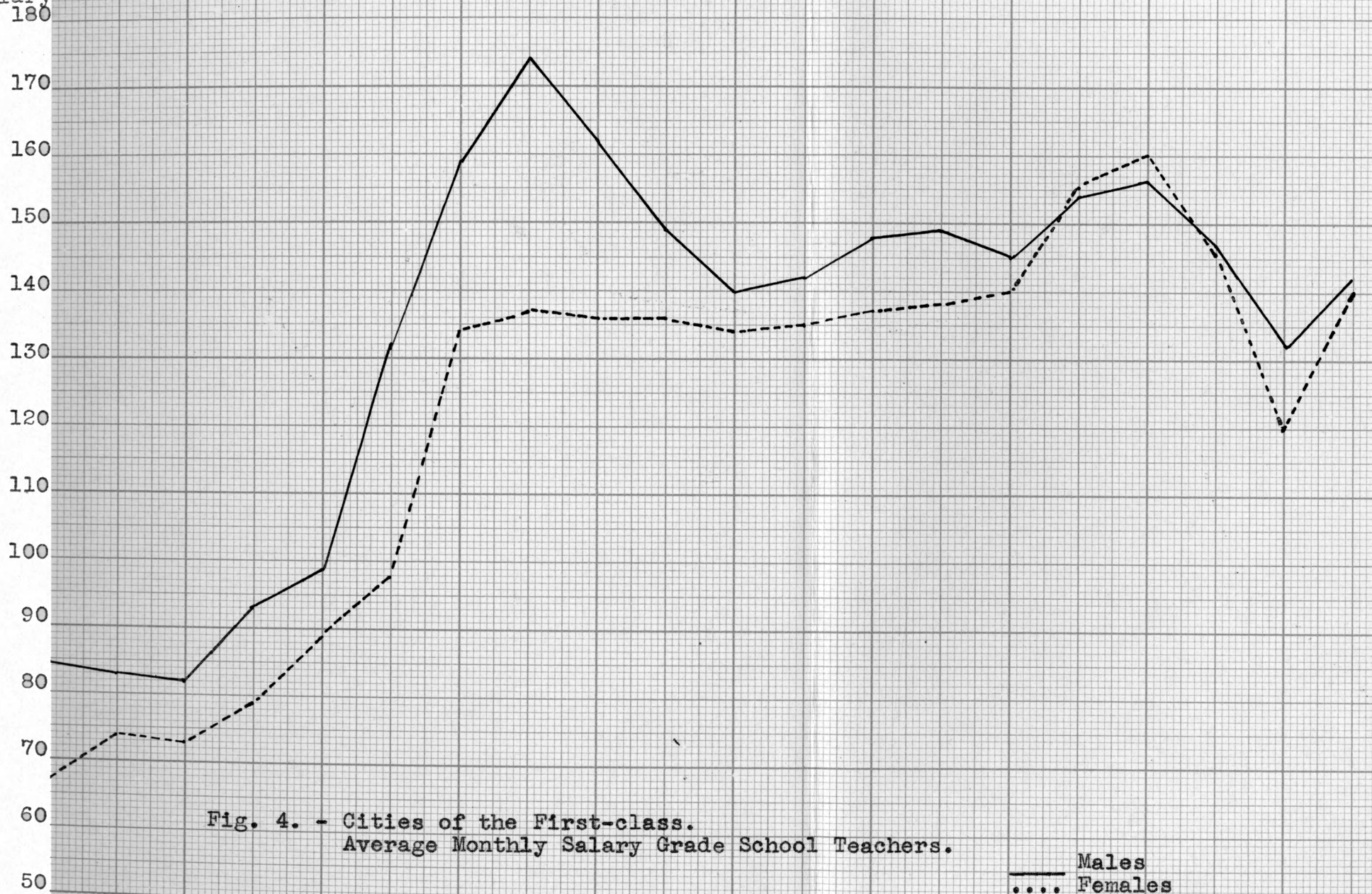


Fig. 4. - Cities of the First-class.
Average Monthly Salary Grade School Teachers.

— Males
- - - Females

Table Number 4 indicates that in first-class cities male teachers receive an average salary of \$17.00 per month more than do female teachers over a period of twenty years.

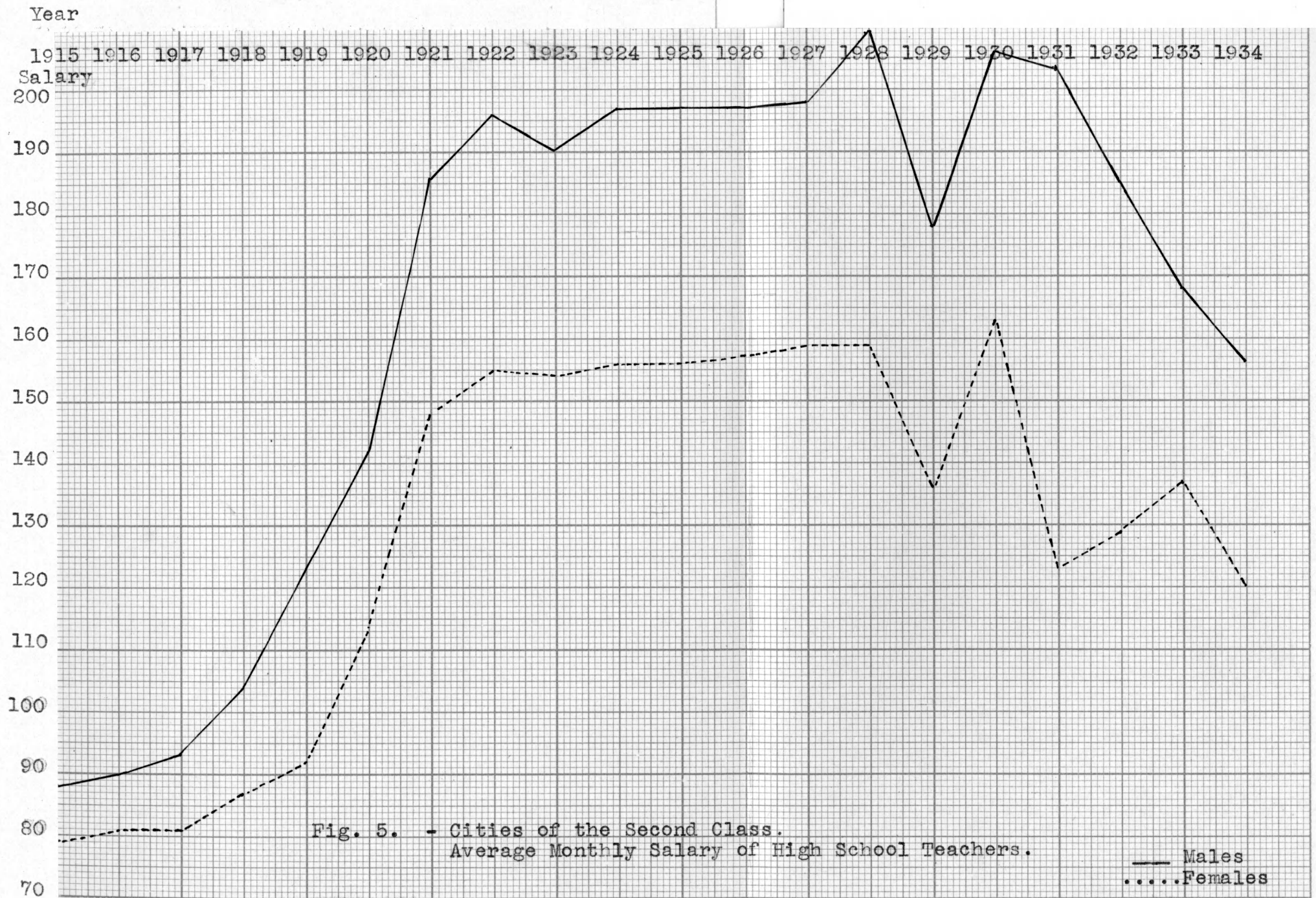
The general salary trend in grade schools of first-class cities is somewhat similar to the other groups studied. However, salaries in first-class cities show a smaller decline during the past few years than in any of the other groups studied. In cities of the first-class only do we find an increase in teachers' salaries in 1934 over the year 1933. Grade school teachers' salaries in first-class cities show an increase of about eight per cent in 1934 over 1933.

Average monthly salaries for teachers of this class over a period of twenty years are males \$133.00 per month, females \$116.00 per month.

CITIES OF THE SECOND-CLASS HIGH SCHOOL

The usual upward tendency of teachers' salaries is shown by Table Number 5 and Graph Number 5. However, the extreme high for high school teachers in cities of the second-class was not reached until the year 1928 for males and 1930 for females. Most of the increase, however, took place before the year 1922.

These data show a wide variation between male and



female teachers' salaries. The average difference for the twenty year period is \$36.00 per month in favor of the males.

Salaries of this group are 65 per cent higher in 1934 than in 1915. This also goes to show that salaries in the larger communities were not affected as much by the recent economic depression as those in the smaller communities.

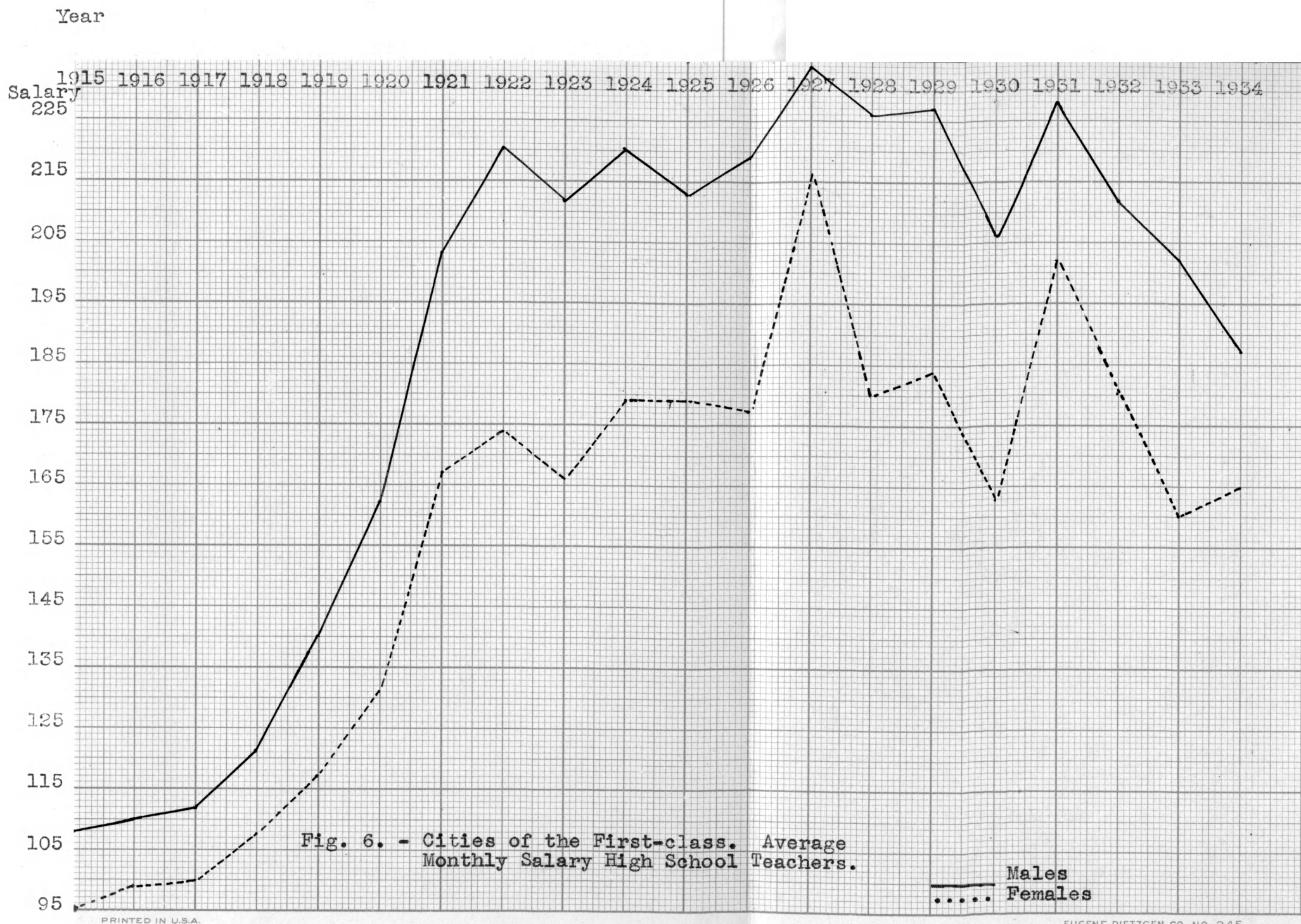
Over a period of twenty years the average monthly salary of high school teachers in second-class cities is only seven dollars per month higher than for high school teachers in third-class cities.

In general as the salary for this group of teachers increases the spread between male and female teachers' salaries widens.

Average monthly salaries for teachers of this group over a period of twenty years are males \$165.00 per month, females \$129.00 per month.

CITIES OF FIRST-CLASS HIGH SCHOOL

According to Table Number 5 and Graph Number 6 high school teachers in cities of the first-class receive better salaries than any of the other group studied.



Average monthly salary for male teachers in this group over the twenty year period is \$188.00; for female teachers, \$157.00. This shows an average difference in salary between males and females of \$31.00 per month over a period of twenty years.

The general upward tendency continued until the year 1927. Most of the increase occurred, however, by the year 1922. After the year 1927 there is a general decline until the year 1931 which shows a sharp advance for both male and female teachers. After 1931 the general tendency is down.

Over a period of twenty years the average monthly salary of teachers in this group is \$26.00 per month higher than for a similar group in second-class cities.

Salaries of this group are 74 per cent higher in 1934 than in 1915. This is another example to show that the larger the community the less was the salary reduction brought about by the recent economic depression.

Salaries of one room teachers were three per cent lower in 1934 than in 1915.

DISTRIBUTION OF HIGH AND LOW SALARIES
IN VARIOUS SECTIONS OF THE STATE

Tables 6, 7 and 8 show the extreme high and low salary paid each year in various cities and counties of the state.

Low salaries appear most often in the southeastern section of the state.

With the exception of first and second-class cities extreme high salaries appear to be somewhat evenly distributed over various sections of the state. As regards first and second-class cities, Wichita, Topeka and Kansas City usually pay the highest salaries.

COMPARISON OF KANSAS STATE TAX WITH SALARIES
OF ONE ROOM SCHOOL TEACHERS

Table 9 and Graph 7 show that total State taxes levied in Kansas increased from 33 million dollars levied in 1915 to 89 million dollars levied in 1929. This represents an increase of taxes levied of 170 per cent.

During a similar period one room teachers' wages increased from an average of \$55.00 per month to an average of \$89.00 per month. This represents an increase of 62 per cent.

Table 6. - Highest and Lowest Average Salary Paid by Any County in Kansas From the Years 1915-34 inc., One Teacher Schools.

County	High	Low	Year
Marion	65.		
Hodgeman	--	41.	1915
Pratt	68.	40.62	
Montgomery	--	--	1916
Pratt	65.66	--	
Gove	--	41.93	1917
Edwards	70.00	--	
Crawford	--	52.	1918
Sheridan	--	55.50	
Marion	85.	--	1919
Gove	--	59.90	
Sherman	115.	--	1920
Leavenworth	113.44	--	
Shawnee	---	71.	1921
Pratt	121.07	--	
Crawford	---	68.	1922
Reno	116.	--	
Crawford	---	72	1923
Ford	110.	--	
Marion	---	71	1924
Rush	114.90	--	
Osborn	---	70.46	1925
Comanche	111.	--	
Woodson	---	58.	1926
Sherman	103.58	--	
Neosho	---	70.00	1927
Barton	112.87	--	
Labette	---	74.15	1928
Ford	138.75	--	
Norton	---	71.	1929
Clark	117.	--	
Woodson	---	70	1930
Pawnee	112.25	--	
Smith	---	73.80	1931
Gray	108.00	--	
Crawford	---	70.00	1932
Comanche	92.00	--	
Ellis	--	45.46	1933
Wyandotte	93.75	--	
Rooks	--	40.75	1934

Table 7. - Highest and Lowest Average Salary of High School Teachers and Two (or more) Teachers Grade School, Except Cities of the First and Second-Class by Counties.

County	Grade		County	High School		Year
	High	Low		High	Low	
Marion	76.00		Chautauqua	96.00		
Osage		49.77	Brown		62.50	1915
Greeley	75.00		Marion	93.00		
Montgomery		50.00	Bourbon		60.00	1916
Greeley	85.00		Edwards	106.35		
Cherokee		51.67	Haskell		60.00	1917
Geary	80.00		Stanton	100.00		
Neosho		51.00	Finney		70.00	1918
Cherokee		55.00	Sheridan		80.00	
Chautauqua	90.00		Gray	177.00		1919
Decatur		62.00	Haskell & Lyon		90.00	
Sherman	125.00		Franklin	152.81		1920
Doniphan		84.00	Ellis		116.00	
Stanton	155.00		Stanton	175.00		1921
Neosho		81.03	Bourbon		95.00	
Greeley	169.00		Logan	237.00		1922
Stanton	164.00		Kearney	200.00		
Cheyenne		78.39	Scott		111.00	1923
Stanton	131.88		Geary	210.00		
Marion		82.00	Nemaha		112.13	1924
Atchinson	138.41		Geary	210.00		
Cherokee		83.07	Cloud		120.48	1925
Butler	130.00		Stanton	185.00		
Neosho		78.54	Reno		103.13	1926
Neosho		79.10	Geary	180.00		
Logan	125.00		Johnson		110.00	1927
Neosho		82.00	Rice	212.00		
Reno	140.30		Wichita		88.88	1928
Johnson	150.00		Kearney	175.00		
Neosho		84.50	Haskell		106.10	1929
Lane	152.00		Marshall	193.09		
Neosho		82.21	Neosho		112.10	1930
Butler	135.00		Rawlins	173.00		
Neosho		80.00	Neosho		107.31	1931
Wyandotte	126.00		Saline	208.50		
Graham		70.00	Neosho		116.78	1932
Johnson	111.25		Ellis	148.00		
Pottawatomie		58.75	Hamilton		90.00	1933
Ellis	119.60		Ellis	136.20		
Morton		44.75	Bourbon		62.50	1934

Table 8. - Highest and Lowest Average Monthly Salaries of all First and Second-class Cities Studied.

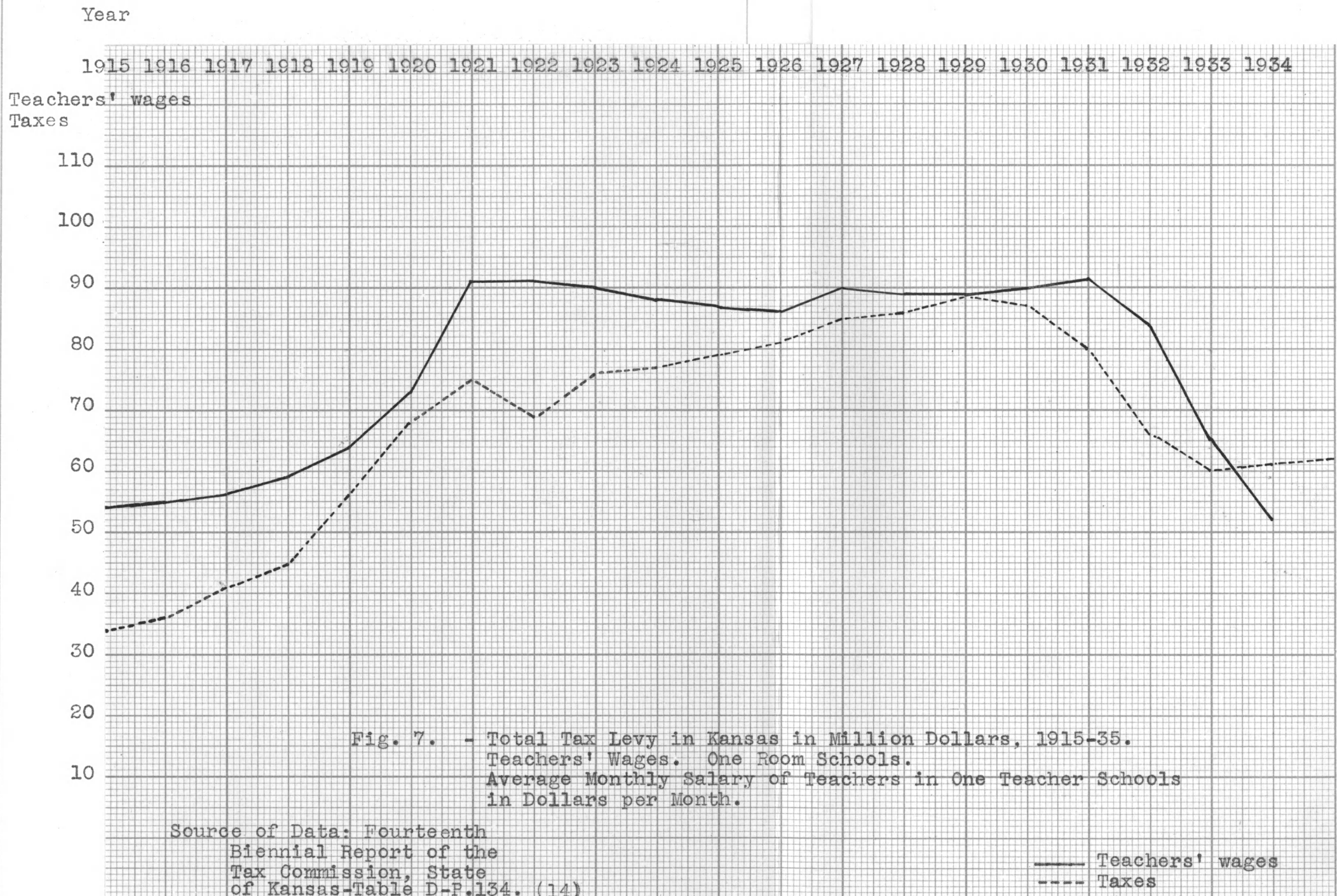
City	Grade	Highest		City	Grade	Lowest		Year
		Junior High School	Senior High School			Junior High School	Senior High School	
Kansas City	78.33			Weir	45.20			
Kansas City			136.20	Chetopa			60.00	1915
Topeka	84.73			Galena	44.11			
Kansas City			119.00	Scammon			53.00	1916
Topeka	87.56			Weir	45.00			
Kansas City			119.00	Weir			50.00	1917
Topeka	96.12			Chetopa	50.00			
Kansas City			135.00	Weir			51.87	1918
Independence	102.00			La Harpe	57.28			
Topeka			130.41	Scammon			70.00	1919
Topeka	115.22			Galena	62.14			
Hutchinson			155.30	Scammon			75.00	1920
Hutchinson	163.70			Galena	70.00			
Wichita			220.00	Weir			100.00	1921
Wichita	188.00			Weir	80.00			
Wichita			208.00	Weir			110.00	1922
Topeka			185.00	Larned			116.00	
Hutchinson	159.00			Mulberry	80.00			1923
Wichita			230.00	Osborn			118.00	
Wichita		190.00		Olathe		101.66		
Osborne	167.59			Galena	77.94			1924
Wichita			221.22	Olathe			124.27	
Salina		203.11		Galena		97.85		
Wichita	169.55			Chetopa	80.00			1925
Wichita			229.00	Weir			125.00	
Neosho		183.94		Baxter Sp.		95.00		
Wichita	180.80			Galena	75.83			1926
Independence			216.00	Baxter Sp.		95.00		
Wichita	184.50			Weir			128.00	
Gerand		205.35		Mulberry	76.25			1927
Wichita	187.40			Winfield			122.07	
Wichita		213.00		Baxter Sp.		92.50		
Wichita			224.00	Mulberry	78.83			1928
Wichita			236.00	Weir			125.00	
Wichita		219.00		Mulberry		85.00		
Wichita	191.00			Mulberry	76.00			1929
Wichita			244.25	Frontenac			120.00	
Wichita		223.80		Frontenac		75.00		
Wichita	196.22			Frontenac	71.00			1930
Wichita			264.50	Mulberry			118.33	
Wichita		230.32		Scammon		105.00		
Wichita	208.88			Weir	78.28			1931
Wichita			246.00	Ottawa			110.08	
Wichita		229.30		Galena		90.00		
Wichita	206.80			Galena	78.06			1932
Wichita			244.00	Mulberry			90.00	
Wichita		207.00		Frontenac		81.00		
Topeka	169.00			Weir	72.14			1933
Topeka			203.20	Chetopa			66.66	
Topeka		176.40		Mulberry		45.35		
Topeka	172.70			Chetopa	44.25			1934

Table 9. - Total Tax Levy for the State of Kansas
1915 to 1935.

Year	Million Dollars	Index Number 1915 = 100
1915	34	100
1916	36	106
1917	41	120
1918	45	132
1919	56	165
1920	68	200
1921	75	220
1922	69	202
1923	76	223
1924	77	226
1925	79	232
1926	81	238
1927	85	250
1928	86	253
1929	89	261
1930	87	256
1931	80	235
1932	66	194
1933	60	176
1934	61	179
1935	62	182

Source of Data:

Fourteenth Biennial Report
of the Tax Commission of
The State of Kansas.
Table D, p. 134. (14)



From the year 1921 to 1929 inclusive teachers' wages in one room schools declined 2.2 per cent. During the same period taxes increased 19 per cent.

In 1934 salaries of this group of teachers were 25 per cent lower than in 1933. During a similar period state taxes were almost two per cent higher.

The above facts would indicate that this group of teachers' salaries have very little to do with the total state tax levy.

Since salary fluctuation of all classes of teachers follow a similar trend the above conclusion may be applied to salaries of all teachers.

COMPARISON OF INDEX OF KANSAS TAXES WITH INDEX OF TEACHERS' WAGES

Graph Number 8 gives a comparison of Kansas state taxes with teachers' wages on an index basis.

Taking the year 1915 as a base with an index of 100 we find that taxes reach an index of 261 in 1929. This represents the highest tax levy during the twenty year period studied.

The highest index reached by grade teachers in third-class cities during the same period was 217 in 1927. The highest index reached by grade teachers in

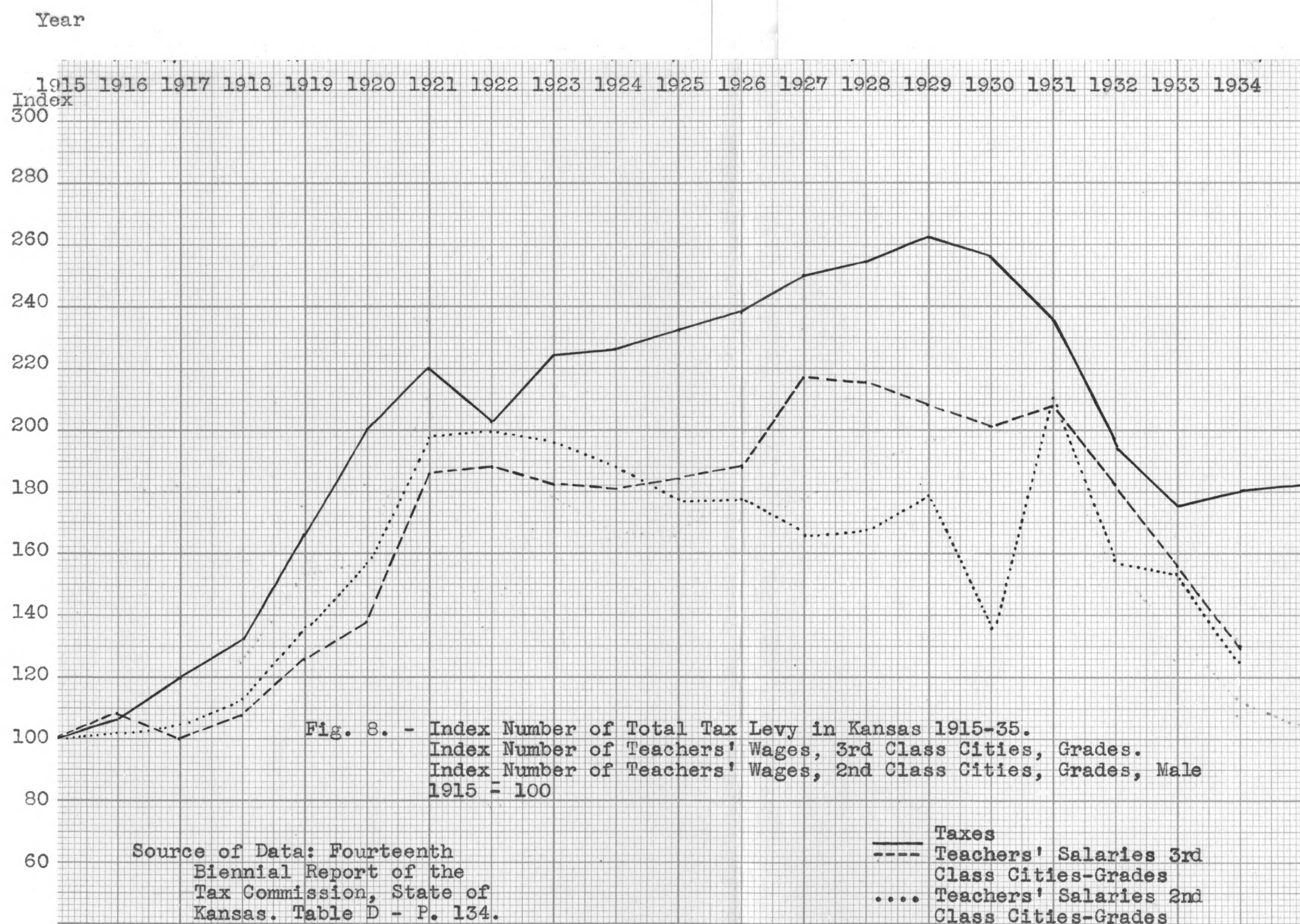


Fig. 8. - Index Number of Total Tax Levy in Kansas 1915-35.
 Index Number of Teachers' Wages, 3rd Class Cities, Grades.
 Index Number of Teachers' Wages, 2nd Class Cities, Grades, Male
 1915 = 100

Source of Data: Fourteenth
 Biennial Report of the
 Tax Commission, State of
 Kansas. Table D - P. 134.

— Taxes
 - - - Teachers' Salaries 3rd
 Class Cities-Grades
 Teachers' Salaries 2nd
 Class Cities-Grades

second-class cities was 210 in 1931.

These facts show that teachers' wages did not increase to as great an extent as did state taxes. At no time during the 20 year period studied was the index number for teachers' wages as high as the index number for state taxes. Furthermore during the period from 1929 to 1931 when teachers' wages were extremely high there is a greater spread between teachers' wages and state taxes than at any other period. Correlation of state taxes and grade school teachers' salaries in second-class cities is .77 according to graph Number 8.

During the year 1934 the spread between teachers' wages and state taxes is as great as at any time during the 20 year period studied. This indicates that wages in 1934 are too low in comparison with state taxes.

The above facts illustrate the evident small percentage of state tax money that is used for educational purposes.

COMPARISON OF PRICE OF AGRICULTURAL COM-
MODITIES AND ALL COMMODITIES WITH
SALARIES OF ONE ROOM TEACHERS

Graph Number 9 shows the index number for agricultural commodities, all commodities and teachers' wages

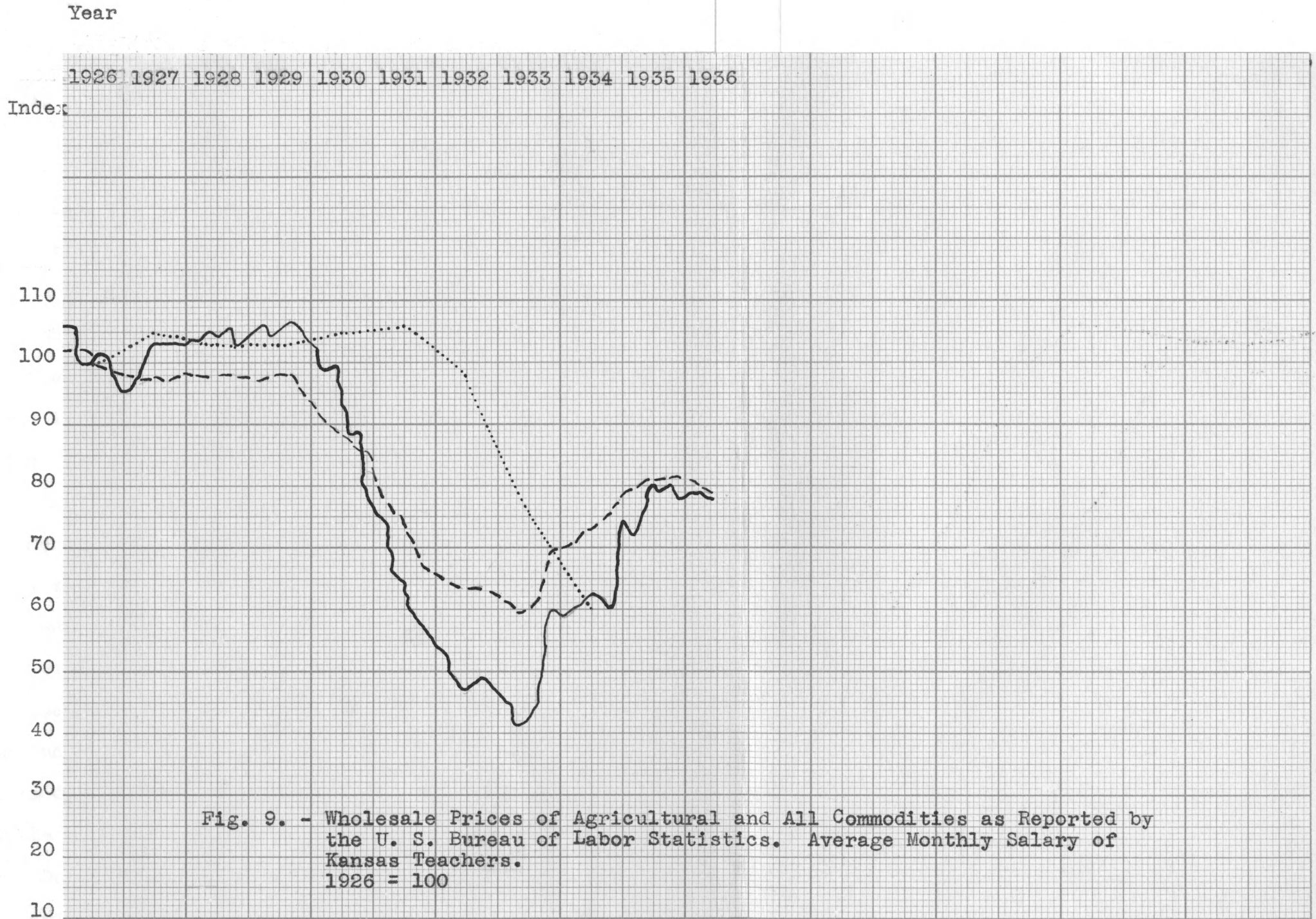
Fig. 9. - Wholesale Prices of Agricultural and All Commodities as Reported by the U.S. Bureau of Labor Statistics. Average Monthly Salary of Kansas Teachers.
1926 = 100

Source of Data:

U. S. Department of Labor. Bureau of Labor Statistics. Wholesale Prices March 1936. Serial Number R. 382.(15)

Legend:

- Yearly Average: Monthly Salary of Teachers in one Room Schools.
- _____ Monthly Average price of Agricultural Commodities.
- - - - - Monthly Average price of All Commodities.



According to this graph teachers' wages do not drop as quickly as do the prices for commodities when we enter a financial depression. Commodities start to decline in 1929 while teachers' wages do not decline until three years later. The low for commodities was reached during the first half of 1933 while teachers' wages continue to decline through the year 1934. The graph indicates that teachers' wages follow the trend of commodity prices, except that similar trends in teachers' wages occur about two years later. In 1934 the index number for teachers' wages is approximately 15 per cent lower than the index number for the price of all commodities. Therefore, proper adjustment from the 1915 base would mean an increase in teachers' wages over those paid in 1934.

Graph Number 10 shows a similar trend between teachers' wages, weekly earnings of factory workers and cost of living. However, the decline of teachers' wages does not occur until about two years after that of the other two indexes shown on the chart. The index of teachers' wages drops far below that of cost of living and almost equals the low of weekly earnings of factory workers.

During the latter half of 1933 and the year 1934 cost of living and weekly earnings of factory workers show a

Fig. 10. - Index of Average Weekly Earnings of Employed Factory Workers and Cost of Living. Average Monthly Salary of Kansas Teachers. 1923 = 100

Source of Data:

From 1926 to 1931 inclusive.
 Annual Supplement 1932 Survey of Current Business, United States Department of Commerce, Bureau of Foreign and Domestic Commerce, Washington, D. C. (16)
 Page 22-23, Cost of Living.
 Page 68-69, Weekly Earnings

Data from 1931: Survey of Current Business, United States Department of Commerce, Bureau of Foreign and Domestic Commerce, Washington, D. C. (16)

Data for	Cost of Living				Weekly Earnings	
1932: Feb 1933	Vol.13	No.2	Page	5	Page	29
1933 " 1934	" 14	" 2	"	5	"	29
1934 " 1935	" 15	" 2	"	5	"	30
1935 Mar 1936	" 16	" 3	"	5	"	31

Legend: _____ Monthly Average: Weekly Earnings
 ----- Monthly Average: Cost of Living
 Yearly Average: Monthly Average of High School Teachers, 3rd. Class Cities

Year

1926 1927 1928 1929 1930 1931 1932 1933 1934 1935 1936

Index

110
100
90
80
70
60
50

Fig. 10. - Index of Average Weekly Earnings of Employed Factory Workers
and Cost of Living. Average Monthly Salary of Kansas Teachers.
1923 = 100

rapid increase while teachers' wages continue to decline.

In 1934 the index of teachers' wages is approximately 20 per cent below that of cost of living and weekly earnings of factory workers. This indicates an urgent necessity for an increase of teachers' salaries over that paid in 1934 if our schools are to maintain or improve their present standards.

Graphs Number 9 and 10 would indicate that teachers' wages follow slowly the trend of prices and wages in the business world.

Graph Number 11 gives a 20 year comparison on an index basis of the index of farm prices and high school teachers' wages in first and second-class cities.

Since the State of Kansas derives a large per cent of her income from agricultural products this is a very practical comparison of teachers' income with the income of other groups of people in the state.

The graph illustrates the situation quite well. Since 1929 the farm price index has suffered drastic declines. Price of land, together with price of farm products has been sharply reduced (12) .

Since 1921 the index of teachers' wages has been above the farm price index. In 1934 the farm price index was 110 while the index of teachers' wages in high schools

Fig. 11. - Index of Farm Prices Received by Farmers.
 Monthly Salaries of High School Teachers
 August 1909 to July 1914 = 100.

Source of Data:

From 1915 to 1933.

Economic Basis for the Agricultural Adjust-
 ment Act. United States Department of Agri-
 culture. Figure 4, p.7. Washington - 1933.

Data for 1933-34:

Survey of Current Business, United States
 Department of Commerce, Bureau of Domestic and
 Foreign Commerce, Washington, D. C.

Data for 1933 - Feb. issue 1934, Volume 14, Number 2, p.23
 " " 1934 - " issue 1935, " 15, " 2, p.23

Legend:

———— High School Teachers Monthly Salaries.
 ——— First-class Cities. Males.
 ----- Farm Price Index
 High School Teachers Monthly Salaries.
 Second-class Cities. Males.

Year

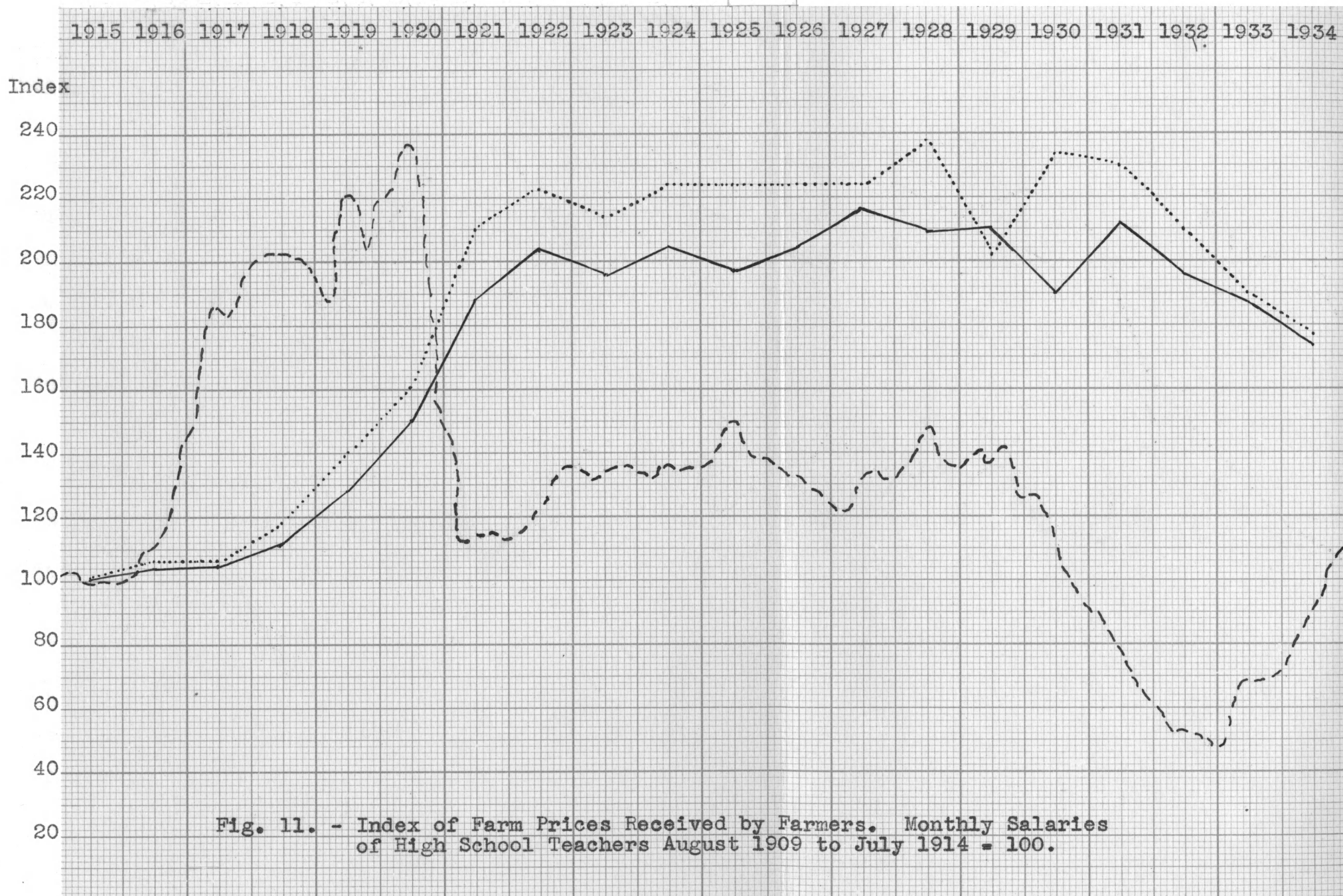


Fig. 11. - Index of Farm Prices Received by Farmers. Monthly Salaries of High School Teachers August 1909 to July 1914 = 100.

of second-class cities was 173. This would indicate that teachers' wages in comparison with the farm price index are not too low. However, the important factor to consider here is the fact that the farm price index and the relative purchasing power of the farmer is far below what it should be (12) .

Therefore, the fact that the index of teachers' wages is above the farm price index does not justify present existing low teachers' salaries.

CONCLUSIONS

1. Salaries of all classes of teachers studied show a definite upward trend from the year 1915 to about the year 1927.

2. The peak salary for practically all classes of teachers was reached sometime between the years 1927 and 1931.

3. A sharp downward tendency occurred in 1931 and continued through the year 1934.

4. In cities of the first-class salaries of female high school teachers show a slight upward tendency for the year 1934. In cities of the first-class grade school teachers' salaries show an increase for the year 1934. The salaries of all other classes of teachers continue down for the year 1934.

5. Salaries of one room teachers are lower in 1934 than in 1915. Salaries of all other classes of teachers are higher in 1934 than in 1915.

6. Salaries of teachers in first and second-class cities were not affected as much by the recent economic depression as were those of the smaller towns and the rural districts.

7. In first and second-class cities salaries of male teachers average higher than salaries of female teachers. This statement is true for both grade school and high school.

8. In general salaries appear to be lowest in the southeastern part of the state.

9. With the exception of first and second-class cities extreme high salaries appear to be somewhat evenly distributed over various sections of the state.

10. Results of this study indicate that Wichita, Topeka and Kansas City usually pay the highest salaries for teachers.

11. Using the year 1915 as a basis for comparison teachers' salaries do not reach as high an index as does the total amount of taxes levied in Kansas.

12. Prices for agricultural commodities and for all commodities start to decline during the year 1929.

Teachers' salaries do not decline until the year 1931. Teachers' salaries continue to decline through the year 1933 and 1934 while commodity prices are on an upward trend during this period.

13. In general teachers' salaries follow the trend of cost of living and weekly earnings of factory workers until the year 1933. At this time factory wages and cost of living are increasing while teachers' salaries continue down.

14. Salaries of high school teachers in first and second-class cities do not follow the trend of farm index prices.

15. Results of the study indicate that current teachers' salaries are too low in comparison with present existing conditions in the business world.

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