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SALARIES OF ADMINISTRATIVE OFFICERS  
AND THEIR ASSISTANTS IN SCHOOL SYSTEMS  
OF CITIES OF 25,000 INHABITANTS  
OR MORE

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## SALARIES OF ADMINISTRATIVE OFFICERS AND THEIR ASSISTANTS IN SCHOOL SYSTEMS OF CITIES OF 25,000 INHABITANTS OR MORE.

### INTRODUCTION.

By P. P. CLAXTON

Only a few years ago the public schools of most of the largest cities of the United States were constantly "in politics." Superintendents and their assistants all too frequently came and went with changing administrations of city affairs. Individual members of boards, aldermen, or city councils, through political pull, obtained the appointment of some teachers and the dismissal of others, thus paying political debts and squaring political animosities. Boards of education, usually very large, made up chiefly of ward politicians, more or less under the control of the "bosses" of the wards from which they were appointed or elected and the representatives of which they understood themselves to be, were uncertain both as to their rights and their powers, servilely yielding or stubbornly antagonizing mayors and boards of aldermen that constantly interfered, sometimes domineeringly, with their duties.

They in turn interfered, both as boards and as individuals, without regard to any sound principles of administration, with the duties of the superintendent of schools and his assistants. Too often there was apparent reason for such interference because of the inefficiency of low-salaried superintendents and the failure of boards to provide the office of the superintendent with a sufficient number of competent and adequately paid administrative assistants. Boards, too large to function effectively as a whole, were subdivided into many standing and special committees which attempted to do, but ineffectively and wastefully, a wide range of things that should have been left wholly to the superintendent and his assistants.

When they did not thus interfere harmfully, school boards required of the superintendents of schools and their small corps of low-paid assistants, where there were any, a wide range of tasks, which were, because of their variety, number, and size, utterly beyond the ability of educators trained for the schoolroom and interested chiefly in courses of study and methods of teaching. The superintendent was too often expected, with the help only of an inadequate corps of inexperienced and inefficient clerks, to direct the details of expenditures

of hundreds of thousands or even millions of dollars, look after the erection of buildings, purchase all fuel and supplies, keep accounts of all receipts and expenditures, employ janitors and supervise their work, serve as sanitary and health inspector, examine teachers, make reports, statistical and other, and look after a thousand and one details of organization and administration—all of which took so much of his time and strength that the important function of directing wisely the educational work of the schools, for which the superintendent was fitted by disposition and training and for which all else in the school system exists, had to be neglected. In attempting to save thousands of dollars in the salaries of superintendents and their offices, tens and hundreds of thousands were lost through the lack of definite and effective administration, business management, and accounting.

Sometimes there was actual antagonism between the board and the superintendent of schools, or at least a total lack of any feeling of authority on the one side or of responsibility on the other. Frequently the superintendent could not be held responsible for the work of the schools because he was given little or no authority. Still more frequently the board could not be held responsible for the efficiency and success of the schools because, although given apparent authority, it had little real authority, not being able to control its budget. The board complained of the superintendent, the people complained of both, and the schools failed of their purpose because neither the board nor the superintendent was given the means or the freedom and authority necessary to all good and successful work.

Conditions are still far from perfect, but they are much better than they were only a decade or two ago, and are improving. There is a much better understanding of the powers, functions, responsibilities, and methods of procedure, both of boards and of superintendents. They are beginning to understand each other better, to differentiate their functions more clearly, and to respect more the authority and responsibility, each of the other. The people and their representatives in legislative bodies and administrative offices have gained a higher conception of the work of the schools and are therefore inclined to interfere less and to help more by recognizing more fully the authority, the responsibility, and the rights both of school boards and school superintendents, and by voting and appropriating more adequate funds for the equipment and support of the schools.

For any large city, and in most respects for any small city or town as well, the ideal would probably be somewhat as follows; at least this is what is recommended by the Bureau of Education:

I. A small board of five or seven members elected by the people on a nonpartisan ticket from the city at large, or appointed by the mayor and confirmed by the city council. Election by the people is more

democratic and, in most cases, better than appointment. If the board is appointed, it should be made as nearly as possible nonpartisan by stipulating that not more than three out of five or four out of seven members may be of any one political party. The term of office should be for as many years as there are members of the board; the term of one member expiring each year. On an appointive board, no person having served two terms in succession should be eligible for reappointment. Members of the board should be removable only by a majority vote at a properly constituted election or upon conviction of crime or gross neglect of duty. There should be no means by which the whole or a part of the board could be removed for sinister purpose by the mayor, the city council, or any other political or semi-political body.

Members of boards should not be paid a salary. Salaried members of boards are in danger of the temptation of wanting to earn their salaries by administrative activities that should be left to the superintendent and other employees of the board. The board should regard itself as a legislative and policy-making body like unto the boards of directors of a bank or any other business or industry. Its members should remember that they have no more individual authority than have the members of any other legislative body and that when the board is not in session they are only ordinary citizens, subject like all other citizens to the rules and policies of the board itself. No member should ever assume to make promises for the board or to speak for it except when duly authorized to do so. The number of standing and special committees should be reduced to a minimum. A small board with a competent superintendent and administrative staff should have little need of standing committees. The board should elect its own chairman annually and employ a competent secretary from outside its own membership. It should hold open meetings at stated times, not too frequent, should require attendance of its members, and not do business without a quorum actually present. All action should be taken by formal vote and should be duly and accurately recorded. The records of the board should be open for the inspection of the public and all important actions affecting the policy should be published promptly in the public prints. The superintendent of schools should be expected to attend all meetings of the board except when his own election, his salary, or other matters pertaining to his own interests are being voted on.

Under the provisions of the charter of the city, the constitution of the State, and the acts of the legislature, the board of education should have entire control of the schools, be held responsible for their success, and should be given such power as necessarily accompanies such responsibility. Among the powers of the board should be the

making of its budget without review by any other body, determining and carrying out its own program of building, repairing and equipping schoolhouses, including their location and the purchasing of sites, and within limits prescribed by law levying taxes and issuing and selling bonds for school purposes.

II. As its administrative agent the school board should employ a competent superintendent of schools. To assist in assuring his competency, the salary should be made large enough and the conditions of employment such as to attract men of first-rate ability, preparation, and successful experience. No man worthy of the position of superintendent of schools works for pay alone or thinks of salary first, but in America, where we have put everything on a money basis and have eliminated to a large extent at least patronage, favoritism, and special privilege, we should not expect such service as is required of a superintendent of schools in a city of any size for much less pay than a man of equal ability might earn elsewhere for services requiring as much effort and responsibility and no more risk or uncertainty. No superintendent whose heart is in his work will want the difference between his own salary and the salary of his assistants and the teachers to be so great as to create discontent or result in giving to a competent head incompetent assistants. Yet since the value of all the work of all connected with the school system depends on the wisdom, energy, tact, and executive ability of the superintendent, it is utmost folly for a board to attempt to save money by skimping his salary. This is coming to be understood and is recognized more and more, as is shown by a comparison of salaries of superintendents given in this bulletin with the salaries of superintendents in the same cities 10 or 20 years ago.

In every large city the superintendent of schools should have the assistance of a competent business manager and assistant superintendent for each important division of the school work, and should have under his direction a competent corps of directors or supervisors of special subjects. There should also be under his direction an efficient bureau of research or investigation and statistics. There should also be sufficient clerical and office help to relieve the superintendent and all his assistants from time and energy consuming details and leave freedom for larger and more important tasks. Through these, under the general authority of the board of education and in harmony with its larger policies, the administration of the schools should be such as to bring out and utilize to the fullest possible extent all the latent energies of all administrative and supervising officers and all teachers and students. Everywhere there should be such definiteness of purpose, combined with such freedom of initiative, as will inspire the heartiest and most effective coopera-



tion for the fullest attainment of the great work of the schools, the right education of all the children, and the inspiration of the entire community with higher ideals, inspiring purposes, and clearer conceptions of the duties and responsibilities of patriotic American citizens.

In Bulletin, 1917, No. 8, was given an analysis of the constitution and powers of the boards of education in these cities.

In Bulletin, 1917, No. 46, the report of the survey of the schools of San Francisco, pages 83-88, is a clear and comprehensive statement of the functions of the board of education and the superintendent of schools on the basis of analogy with the business corporation. Readers of this bulletin are referred to these two bulletins.

In this bulletin are given the salaries paid administrative and supervisory officers in cities having a population of 25,000 or over, also the salaries paid all employees connected with the school administrative offices in cities having a population of over 100,000. Unfortunately some of the superintendents in this group of cities did not report with the same degree of fullness of detail, as the request for information was not interpreted in the same way by all to whom it was sent. But, upon the whole, the data are sufficiently complete to furnish valuable information to boards of education and others making a study of the salaries of superintendents, supervisors, and other persons connected with the various administrative offices.

SALARIES OF ADMINISTRATIVE OFFICERS.

Salaries of certain officers in city school departments of education in cities of over 100,000 population.

[Note.—Blank spaces do not necessarily indicate that the school system does not have certain positions, but that the city did not report the positions or reported in such way that the data could not be tabulated. For example, some superintendents gave the salaries of supervisors without stating for what subject or purpose the supervisors are employed. Where there are several assistant or associate superintendents, the highest salary is given.]

Cities.	Supervisors or directors.																
	Super-intendent of schools.	Assist. super-intendent of schools.	Super-intendent of buildings.	Business manager of superintendent's supplies.	Secretary to school board.	Chief attendance officer.	Art.	Music.	Membership.	Kindergarten.	Primary grades.	Home economics.	Manual training.	Physical education.	Health.	Special classes.	Federal meal tickets and research.
Average.....	\$7,336	\$4,664	\$3,676	\$4,720	\$3,831	\$2,756	\$2,971	\$3,036	\$2,639	\$2,918	\$2,927	\$2,740	\$1,305	\$2,987	\$3,134	\$1,017	\$4,187
Akron, Ohio.....	9,000	5,500	4,000	5,500	2,500	2,000	2,000	2,000	2,000	2,000	2,000	2,000	2,000	2,000	2,000	2,000	2,000
Albany, N. Y.....	6,000	3,000	2,000	3,000	2,000	1,000	1,000	1,000	1,000	1,000	1,000	1,000	1,000	1,000	1,000	1,000	1,000
Atlanta, Ga.....	5,000	3,000	2,000	3,000	2,000	1,000	1,000	1,000	1,000	1,000	1,000	1,000	1,000	1,000	1,000	1,000	1,000
Baltimore, Md.....	8,000	6,000	2,000	2,000	2,000	2,000	2,000	2,000	2,000	2,000	2,000	2,000	2,000	2,000	2,000	2,000	2,000
Birmingham, Ala.....	7,500	5,000	2,000	2,000	2,000	2,000	2,000	2,000	2,000	2,000	2,000	2,000	2,000	2,000	2,000	2,000	2,000
Boston, Mass.....	10,000	5,000	3,000	4,740	4,740	2,840	2,840	2,840	2,840	2,840	2,840	2,840	2,840	2,840	2,840	2,840	2,840
Bridgewater, Conn.....	6,000	4,000	3,000	2,400	3,000	2,000	2,000	2,000	2,000	2,000	2,000	2,000	2,000	2,000	2,000	2,000	2,000
Buffalo, N. Y.....	10,000	4,000	2,000	3,000	3,000	1,000	1,000	1,000	1,000	1,000	1,000	1,000	1,000	1,000	1,000	1,000	1,000
Cambridge, Mass.....	6,000	4,000	2,000	3,000	3,000	1,000	1,000	1,000	1,000	1,000	1,000	1,000	1,000	1,000	1,000	1,000	1,000
Chicago, Ill.....	12,000	8,100	8,000	10,000	5,000	5,000	5,000	5,000	5,000	5,000	5,000	5,000	5,000	5,000	5,000	5,000	5,000
Cincinnati, Ohio.....	10,000	5,000	4,500	5,000	4,000	4,000	4,000	4,000	4,000	4,000	4,000	4,000	4,000	4,000	4,000	4,000	4,000
Cleveland, Ohio.....	10,000	6,500	3,000	3,000	3,000	3,000	3,000	3,000	3,000	3,000	3,000	3,000	3,000	3,000	3,000	3,000	3,000
Columbus, Ohio.....	7,500	4,000	2,000	2,000	2,000	2,000	2,000	2,000	2,000	2,000	2,000	2,000	2,000	2,000	2,000	2,000	2,000
Dallas, Tex.....	6,100	6,000	2,000	2,000	2,000	2,000	2,000	2,000	2,000	2,000	2,000	2,000	2,000	2,000	2,000	2,000	2,000
Dayton, Ohio.....	8,000	5,000	2,000	2,000	2,000	2,000	2,000	2,000	2,000	2,000	2,000	2,000	2,000	2,000	2,000	2,000	2,000
Denver, Colo.....	7,500	4,000	3,500	5,000	4,000	2,000	2,000	2,000	2,000	2,000	2,000	2,000	2,000	2,000	2,000	2,000	2,000
Des Moines, Iowa.....	9,000	4,000	3,500	5,000	4,000	2,000	2,000	2,000	2,000	2,000	2,000	2,000	2,000	2,000	2,000	2,000	2,000
Detroit, Mich.....	9,000	4,000	3,500	5,000	4,000	2,000	2,000	2,000	2,000	2,000	2,000	2,000	2,000	2,000	2,000	2,000	2,000
Fall River, Mass.....	5,000	3,400	3,000	3,000	3,000	1,000	1,000	1,000	1,000	1,000	1,000	1,000	1,000	1,000	1,000	1,000	1,000
Houston, Tex.....	6,000	3,400	3,000	3,000	3,000	2,000	2,000	2,000	2,000	2,000	2,000	2,000	2,000	2,000	2,000	2,000	2,000
Indianapolis, Ind.....	8,000	4,500	3,500	6,000	4,250	3,000	3,000	3,000	3,000	3,000	3,000	3,000	3,000	3,000	3,000	3,000	3,000
Jersey City, N. J.....	10,500	5,400	2,500	3,000	3,000	2,000	2,000	2,000	2,000	2,000	2,000	2,000	2,000	2,000	2,000	2,000	2,000
Kansas City, Kans.....	5,000	4,000	3,000	3,000	3,000	3,000	3,000	3,000	3,000	3,000	3,000	3,000	3,000	3,000	3,000	3,000	3,000
Kansas City, Mo.....	7,500	4,740	3,000	3,000	3,000	3,000	3,000	3,000	3,000	3,000	3,000	3,000	3,000	3,000	3,000	3,000	3,000
Lowell, Mass.....	5,000	4,000	3,000	3,000	3,000	3,000	3,000	3,000	3,000	3,000	3,000	3,000	3,000	3,000	3,000	3,000	3,000
Los Angeles, Calif.....	8,000	4,800	3,000	3,000	3,000	3,000	3,000	3,000	3,000	3,000	3,000	3,000	3,000	3,000	3,000	3,000	3,000
Los Angeles, Tex.....	5,000	4,000	3,000	3,000	3,000	3,000	3,000	3,000	3,000	3,000	3,000	3,000	3,000	3,000	3,000	3,000	3,000
Memphis, Tenn.....	5,000	4,000	3,000	3,000	3,000	3,000	3,000	3,000	3,000	3,000	3,000	3,000	3,000	3,000	3,000	3,000	3,000
Milwaukee, Wis.....	9,000	4,000	3,000	3,000	3,000	3,000	3,000	3,000	3,000	3,000	3,000	3,000	3,000	3,000	3,000	3,000	3,000
Minneapolis, Minn.....	8,000	4,500	3,000	3,000	3,000	3,000	3,000	3,000	3,000	3,000	3,000	3,000	3,000	3,000	3,000	3,000	3,000



SALARIES OF ADMINISTRATIVE OFFICERS.

Nashville, Tenn.	4,500	3,000	1,700	2,100	2,900	3,900	1,200
Newark, N. J.	10,000	3,000	1,700	2,100	2,900	3,900	3,900
New Bedford, Mass.	5,300	3,000	1,700	2,100	2,900	3,900	2,500
New Haven, Conn.	8,000	3,250	1,700	2,100	2,900	3,900	2,100
New Orleans, La.	12,000	8,250	1,700	2,100	2,900	3,900	2,400
New York, N. Y.	10,000	4,000	1,700	2,100	2,900	3,900	2,400
Norfolk, Va.	10,000	4,500	1,700	2,100	2,900	3,900	2,400
Oakland, Calif.	10,000	4,500	1,700	2,100	2,900	3,900	2,400
Omaha, Nebr.	10,000	4,500	1,700	2,100	2,900	3,900	2,400
Philadelphia, Pa.	12,000	6,000	1,700	2,100	2,900	3,900	2,400
Phoenix, N. J.	12,000	6,000	1,700	2,100	2,900	3,900	2,400
Portland, Me.	12,000	6,000	1,700	2,100	2,900	3,900	2,400
Providence, R. I.	6,000	4,500	1,700	2,100	2,900	3,900	2,400
Reading, Pa.	4,700	2,350	1,700	2,100	2,900	3,900	2,400
Richmond, N. Y.	8,000	3,500	1,700	2,100	2,900	3,900	2,400
Rochester, N. Y.	8,000	3,500	1,700	2,100	2,900	3,900	2,400
Salt Lake City, Utah	6,000	4,500	1,700	2,100	2,900	3,900	2,400
San Antonio, Tex.	6,000	3,554	1,700	2,100	2,900	3,900	2,400
San Francisco, Calif.	4,000	3,000	1,700	2,100	2,900	3,900	2,400
Scranton, Pa.	6,000	3,600	1,700	2,100	2,900	3,900	2,400
Seattle, Wash.	10,000	5,100	1,700	2,100	2,900	3,900	2,400
Spokane, Wash.	5,800	2,800	1,700	2,100	2,900	3,900	2,400
Springfield, Mass.	5,800	3,500	1,700	2,100	2,900	3,900	2,400
St. Paul, Minn.	8,000	6,000	1,700	2,100	2,900	3,900	2,400
St. Paul, N. Y.	8,000	2,600	1,700	2,100	2,900	3,900	2,400
Sturbridge, N. Y.	6,000	2,600	1,700	2,100	2,900	3,900	2,400
Tulsa, Okla.	2,000	4,000	1,700	2,100	2,900	3,900	2,400
Trenton, N. J.	2,000	3,500	1,700	2,100	2,900	3,900	2,400
Washington, D. C.	6,000	2,125	1,700	2,100	2,900	3,900	2,400
Wilmington, Del.	6,000	2,100	1,700	2,100	2,900	3,900	2,400
Worcester, Mass.	6,000	2,125	1,700	2,100	2,900	3,900	2,400
Youngstown, Ohio	6,000	4,500	1,700	2,100	2,900	3,900	2,400

Part time.

Primary-Kindergarten.

SALARIES OF ADMINISTRATIVE OFFICERS.

Salaries of administrative and supervisory officers in cities of 25,000 to 100,000 population

City	Supervisors of directors																								
	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	
	Superintendent of schools	Assistant superintendent of schools	Secretary of school board	Business manager	Superintendent of buildings	Chief attendance officer	Kindergartens	Kindergarten - primary grades	Primary grades	Intermediate and grammar grades	Music	Art	Manual training	Home economics	Play	Physical education	Educational tests and measurements	Psychological tests	Vocational education	Continuation schools	Evening schools	Special classes	Medical inspector		
Montgomery, Ala.	\$1,200										\$1,215														
Phoenix, Ariz.	6,000		\$1,000																						
Fort Smith, Ark.	1,500		\$2,100																						
Little Rock, Ark.	4,000		2,000																						
Alameda, Calif.	4,500		\$3,000																						
Berkeley, Calif.	6,000	\$1,000	2,100	3,800	3,000	1,800																			
Long Beach, Calif.	6,000		\$3,300																						
Sacramento, Calif.	5,400	2,700																							
San Diego, Calif.	6,000	3,700																							
San Jose, Calif.	6,000	2,300																							
Sacramento, Calif.	4,480	3,060																							
Colorado Springs, Colo.	5,500		3,000																						
Public Schools No. 20, District No. 12, Meriden, Conn.	6,000		900																						
New Britain, Conn.	5,000		2,800																						
Norwalk, Conn.	6,000		1,300																						
Norwich, Conn.	3,000		250																						
Waterbury, Conn.	1,200		400																						
Waterbury, Conn.	6,300		2,100																						
Pensacola, Fla.	3,400	1,200																							
Tampa, Fla.	4,200																								
Augusta, Ga.	6,000																								
Aurora, Ill.	5,500		600																						
Aurora, Ill. (west side)	4,200		440																						
Champaign, Ill.	2,700	4,000	1,700	3,000																					
Chicago, Ill.	7,100		500	3,300																					
East St. Louis, Ill.	6,000	4,000	2,600	2,500																					
Elgin, Ill.	6,000		2,600																						
Decatur, Ill.	2,000		1,000																						

SALARIES OF ADMINISTRATIVE OFFICERS.

Evansville, Ill. (Dist. No. 76).....	4,500	4,000	2,500	2,750	1,500	2,000	2,000	1,000	1,000	2,000	1,500	2,000	2,000	1,500	2,000	1,500
Evansville, Ill. (Dist. No. 76).....	7,000	3,500	1,000	2,500	1,250	1,500	2,500	1,500	1,500	1,500	1,500	2,000	1,500	1,500	1,500	1,500
Joliet, Ill. ....	5,400	1,000	2,500	1,000	2,500	1,500	2,500	1,500	1,500	1,500	1,500	2,000	1,500	1,500	1,500	1,500
Moline, Ill. ....	5,500	1,000	2,500	1,000	2,500	1,500	2,500	1,500	1,500	1,500	1,500	2,000	1,500	1,500	1,500	1,500
Oak Park, Ill. ....	5,500	1,000	2,500	1,000	2,500	1,500	2,500	1,500	1,500	1,500	1,500	2,000	1,500	1,500	1,500	1,500
Peoria, Ill. ....	5,500	1,000	2,500	1,000	2,500	1,500	2,500	1,500	1,500	1,500	1,500	2,000	1,500	1,500	1,500	1,500
Quincy, Ill. ....	7,000	1,000	2,500	1,000	2,500	1,500	2,500	1,500	1,500	1,500	1,500	2,000	1,500	1,500	1,500	1,500
Rockford, Ill. ....	6,000	1,000	2,500	1,000	2,500	1,500	2,500	1,500	1,500	1,500	1,500	2,000	1,500	1,500	1,500	1,500
Rock Island, Ill. ....	6,000	1,000	2,500	1,000	2,500	1,500	2,500	1,500	1,500	1,500	1,500	2,000	1,500	1,500	1,500	1,500
Springfield, Ill. ....	6,000	1,000	2,500	1,000	2,500	1,500	2,500	1,500	1,500	1,500	1,500	2,000	1,500	1,500	1,500	1,500
Anderson, Ind. ....	4,400	1,320	1,320	2,400	2,400	2,400	2,400	2,400	2,400	2,400	2,400	2,400	2,400	2,400	2,400	2,400
Fort Wayne, Ind. ....	6,000	3,400	4,000	2,500	2,500	2,500	2,500	2,500	2,500	2,500	2,500	2,500	2,500	2,500	2,500	2,500
Gary, Ind. ....	10,000	5,300	3,000	3,000	3,000	3,000	3,000	3,000	3,000	3,000	3,000	3,000	3,000	3,000	3,000	3,000
Hammond, Ind. ....	4,500	1,000	1,000	1,000	1,000	1,000	1,000	1,000	1,000	1,000	1,000	1,000	1,000	1,000	1,000	1,000
Indianapolis, Ind. ....	4,400	1,000	2,000	2,000	2,000	2,000	2,000	2,000	2,000	2,000	2,000	2,000	2,000	2,000	2,000	2,000
Madison, Ind. ....	4,000	1,000	2,000	2,000	2,000	2,000	2,000	2,000	2,000	2,000	2,000	2,000	2,000	2,000	2,000	2,000
South Bend, Ind. ....	2,400	2,100	3,000	1,650	1,650	1,650	1,650	1,650	1,650	1,650	1,650	1,650	1,650	1,650	1,650	1,650
Terre Haute, Ind. ....	4,000	2,750	3,000	1,600	1,600	1,600	1,600	1,600	1,600	1,600	1,600	1,600	1,600	1,600	1,600	1,600
Wabash, Ind. ....	4,000	2,000	2,000	1,600	1,600	1,600	1,600	1,600	1,600	1,600	1,600	1,600	1,600	1,600	1,600	1,600
Cedar Rapids, Iowa. ....	5,500	3,750	3,000	2,500	2,500	2,500	2,500	2,500	2,500	2,500	2,500	2,500	2,500	2,500	2,500	2,500
Council Bluffs, Iowa. ....	4,250	2,500	2,500	2,500	2,500	2,500	2,500	2,500	2,500	2,500	2,500	2,500	2,500	2,500	2,500	2,500
Davenport, Iowa. ....	4,500	3,500	3,000	2,500	2,500	2,500	2,500	2,500	2,500	2,500	2,500	2,500	2,500	2,500	2,500	2,500
Dubuque, Iowa. ....	7,500	3,500	3,000	2,500	2,500	2,500	2,500	2,500	2,500	2,500	2,500	2,500	2,500	2,500	2,500	2,500
St. Louis, Mo. ....	5,000	3,000	3,000	2,500	2,500	2,500	2,500	2,500	2,500	2,500	2,500	2,500	2,500	2,500	2,500	2,500
St. Paul, Minn. ....	5,100	3,000	3,000	2,500	2,500	2,500	2,500	2,500	2,500	2,500	2,500	2,500	2,500	2,500	2,500	2,500
Wichita, Kans. ....	6,300	3,450	3,000	2,500	2,500	2,500	2,500	2,500	2,500	2,500	2,500	2,500	2,500	2,500	2,500	2,500
Covington, Ky. ....	4,200	2,500	2,500	2,500	2,500	2,500	2,500	2,500	2,500	2,500	2,500	2,500	2,500	2,500	2,500	2,500
Lexington, Ky. ....	4,200	2,500	2,500	2,500	2,500	2,500	2,500	2,500	2,500	2,500	2,500	2,500	2,500	2,500	2,500	2,500
Lewport, Mo. ....	2,500	2,500	2,500	2,500	2,500	2,500	2,500	2,500	2,500	2,500	2,500	2,500	2,500	2,500	2,500	2,500
St. Louis, Mo. ....	3,000	1,500	2,500	2,500	2,500	2,500	2,500	2,500	2,500	2,500	2,500	2,500	2,500	2,500	2,500	2,500
St. Paul, Minn. ....	3,000	1,500	2,500	2,500	2,500	2,500	2,500	2,500	2,500	2,500	2,500	2,500	2,500	2,500	2,500	2,500
Portland, Me. ....	3,000	2,000	2,000	2,000	2,000	2,000	2,000	2,000	2,000	2,000	2,000	2,000	2,000	2,000	2,000	2,000
Hagerstown, Md. ....	4,000	2,000	2,000	2,000	2,000	2,000	2,000	2,000	2,000	2,000	2,000	2,000	2,000	2,000	2,000	2,000
Brockton, Mass. ....	5,000	2,000	2,000	2,000	2,000	2,000	2,000	2,000	2,000	2,000	2,000	2,000	2,000	2,000	2,000	2,000
Brockton, Mass. ....	6,000	2,000	2,000	2,000	2,000	2,000	2,000	2,000	2,000	2,000	2,000	2,000	2,000	2,000	2,000	2,000
Brookline, Mass. ....	4,000	1,500	2,500	2,500	2,500	2,500	2,500	2,500	2,500	2,500	2,500	2,500	2,500	2,500	2,500	2,500
Chelsea, Mass. ....	4,000	1,500	2,500	2,500	2,500	2,500	2,500	2,500	2,500	2,500	2,500	2,500	2,500	2,500	2,500	2,500
Everett, Mass. ....	4,500	1,500	2,500	2,500	2,500	2,500	2,500	2,500	2,500	2,500	2,500	2,500	2,500	2,500	2,500	2,500

1 Superintendent acts.  
 2 Also one director of nature study at \$2,100.  
 3 Same as director of physical tests.  
 4 Director of educational tests.  
 5 Secretary of board, business manager, and superintendent of buildings, one person.  
 6 Director of nature study.  
 7 Director of psychological tests.  
 8 The assistant superintendent of schools.  
 9 Elementary grades.  
 10 Primary supervisor.  
 11 Director of vocational education.  
 12 Principal of high school.  
 13 Secretary of board.  
 14 Supervising of art.  
 15 Director of continuation schools.  
 16 Paid by township.  
 17 School nurse.  
 18 Three directors: Head, \$2,050; supervisor, \$1,900; high school, girls, \$1,750.  
 19 Business manager.  
 20 Also supervisor of intermediate.  
 21 Also director of science study, at \$1,200.  
 22 Also director of manual training.  
 23 Supervisor of manual training.  
 24 Also one director of mathematics, at \$2,445.  
 25 Also teachers in high school.





SALARIES OF ADMINISTRATIVE OFFICERS.

Manchester, N. H.	1,500	3,000	600	1,800	2,750	2,700	2,300	1,500	2,200	1,000	2,800	2,100	2,300	2,000	2,500	2,000	2,500
Atlantic City, N. J.	1,500	3,000	3,600	1,500	2,750	2,700	2,300	2,400	2,400	2,400	2,800	2,100	2,400	2,400	2,400	2,400	2,400
Bayonne, N. J.	1,500	3,000	3,600	1,500	2,750	2,700	2,300	2,400	2,400	2,400	2,800	2,100	2,400	2,400	2,400	2,400	2,400
Camden, N. J.	1,500	3,000	3,600	1,500	2,750	2,700	2,300	2,400	2,400	2,400	2,800	2,100	2,400	2,400	2,400	2,400	2,400
East Orange, N. J.	1,500	3,000	3,600	1,500	2,750	2,700	2,300	2,400	2,400	2,400	2,800	2,100	2,400	2,400	2,400	2,400	2,400
Irvington, N. J.	1,500	3,000	3,600	1,500	2,750	2,700	2,300	2,400	2,400	2,400	2,800	2,100	2,400	2,400	2,400	2,400	2,400
Kearny, N. J.	1,500	3,000	3,600	1,500	2,750	2,700	2,300	2,400	2,400	2,400	2,800	2,100	2,400	2,400	2,400	2,400	2,400
New Brunswick, N. J.	1,500	3,000	3,600	1,500	2,750	2,700	2,300	2,400	2,400	2,400	2,800	2,100	2,400	2,400	2,400	2,400	2,400
Orange, N. J.	1,500	3,000	3,600	1,500	2,750	2,700	2,300	2,400	2,400	2,400	2,800	2,100	2,400	2,400	2,400	2,400	2,400
Passaic, N. J.	1,500	3,000	3,600	1,500	2,750	2,700	2,300	2,400	2,400	2,400	2,800	2,100	2,400	2,400	2,400	2,400	2,400
Perth Amboy, N. J.	1,500	3,000	3,600	1,500	2,750	2,700	2,300	2,400	2,400	2,400	2,800	2,100	2,400	2,400	2,400	2,400	2,400
West Hoboken, N. J.	1,500	3,000	3,600	1,500	2,750	2,700	2,300	2,400	2,400	2,400	2,800	2,100	2,400	2,400	2,400	2,400	2,400
West New York, N. J.	1,500	3,000	3,600	1,500	2,750	2,700	2,300	2,400	2,400	2,400	2,800	2,100	2,400	2,400	2,400	2,400	2,400
Albourn, N. Y.	1,500	3,000	3,600	1,500	2,750	2,700	2,300	2,400	2,400	2,400	2,800	2,100	2,400	2,400	2,400	2,400	2,400
Amsterdam, N. Y.	1,500	3,000	3,600	1,500	2,750	2,700	2,300	2,400	2,400	2,400	2,800	2,100	2,400	2,400	2,400	2,400	2,400
Binghamton, N. Y.	1,500	3,000	3,600	1,500	2,750	2,700	2,300	2,400	2,400	2,400	2,800	2,100	2,400	2,400	2,400	2,400	2,400
Kingston, N. Y.	1,500	3,000	3,600	1,500	2,750	2,700	2,300	2,400	2,400	2,400	2,800	2,100	2,400	2,400	2,400	2,400	2,400
Manhasset, N. Y.	1,500	3,000	3,600	1,500	2,750	2,700	2,300	2,400	2,400	2,400	2,800	2,100	2,400	2,400	2,400	2,400	2,400
Niagara Falls, N. Y.	1,500	3,000	3,600	1,500	2,750	2,700	2,300	2,400	2,400	2,400	2,800	2,100	2,400	2,400	2,400	2,400	2,400
Mount Vernon, N. Y.	1,500	3,000	3,600	1,500	2,750	2,700	2,300	2,400	2,400	2,400	2,800	2,100	2,400	2,400	2,400	2,400	2,400
Poughkeepsie, N. Y.	1,500	3,000	3,600	1,500	2,750	2,700	2,300	2,400	2,400	2,400	2,800	2,100	2,400	2,400	2,400	2,400	2,400
Rome, N. Y.	1,500	3,000	3,600	1,500	2,750	2,700	2,300	2,400	2,400	2,400	2,800	2,100	2,400	2,400	2,400	2,400	2,400
Schenectady, N. Y.	1,500	3,000	3,600	1,500	2,750	2,700	2,300	2,400	2,400	2,400	2,800	2,100	2,400	2,400	2,400	2,400	2,400
Troy, N. Y.	1,500	3,000	3,600	1,500	2,750	2,700	2,300	2,400	2,400	2,400	2,800	2,100	2,400	2,400	2,400	2,400	2,400
Tulsa, N. Y.	1,500	3,000	3,600	1,500	2,750	2,700	2,300	2,400	2,400	2,400	2,800	2,100	2,400	2,400	2,400	2,400	2,400
Yonkers, N. Y.	1,500	3,000	3,600	1,500	2,750	2,700	2,300	2,400	2,400	2,400	2,800	2,100	2,400	2,400	2,400	2,400	2,400
Charlotte, N. C.	1,500	3,000	3,600	1,500	2,750	2,700	2,300	2,400	2,400	2,400	2,800	2,100	2,400	2,400	2,400	2,400	2,400
Wilmington, N. C.	1,500	3,000	3,600	1,500	2,750	2,700	2,300	2,400	2,400	2,400	2,800	2,100	2,400	2,400	2,400	2,400	2,400
Winston-Salem, N. C.	1,500	3,000	3,600	1,500	2,750	2,700	2,300	2,400	2,400	2,400	2,800	2,100	2,400	2,400	2,400	2,400	2,400
Winton, O.	1,500	3,000	3,600	1,500	2,750	2,700	2,300	2,400	2,400	2,400	2,800	2,100	2,400	2,400	2,400	2,400	2,400
Winton, O.	1,500	3,000	3,600	1,500	2,750	2,700	2,300	2,400	2,400	2,400	2,800	2,100	2,400	2,400	2,400	2,400	2,400
Lakewood, Ohio	1,500	3,000	3,600	1,500	2,750	2,700	2,300	2,400	2,400	2,400	2,800	2,100	2,400	2,400	2,400	2,400	2,400
Lima, Ohio	1,500	3,000	3,600	1,500	2,750	2,700	2,300	2,400	2,400	2,400	2,800	2,100	2,400	2,400	2,400	2,400	2,400
Lorain, Ohio	1,500	3,000	3,600	1,500	2,750	2,700	2,300	2,400	2,400	2,400	2,800	2,100	2,400	2,400	2,400	2,400	2,400
Mansfield, Ohio	1,500	3,000	3,600	1,500	2,750	2,700	2,300	2,400	2,400	2,400	2,800	2,100	2,400	2,400	2,400	2,400	2,400
Marion, Ohio	1,500	3,000	3,600	1,500	2,750	2,700	2,300	2,400	2,400	2,400	2,800	2,100	2,400	2,400	2,400	2,400	2,400
Newark, Ohio	1,500	3,000	3,600	1,500	2,750	2,700	2,300	2,400	2,400	2,400	2,800	2,100	2,400	2,400	2,400	2,400	2,400
Newark, Ohio	1,500	3,000	3,600	1,500	2,750	2,700	2,300	2,400	2,400	2,400	2,800	2,100	2,400	2,400	2,400	2,400	2,400
Springfield, Ohio	1,500	3,000	3,600	1,500	2,750	2,700	2,300	2,400	2,400	2,400	2,800	2,100	2,400	2,400	2,400	2,400	2,400
Zanesville, Ohio	1,500	3,000	3,600	1,500	2,750	2,700	2,300	2,400	2,400	2,400	2,800	2,100	2,400	2,400	2,400	2,400	2,400
Oklahoma City, Okla.	1,500	3,000	3,600	1,500	2,750	2,700	2,300	2,400	2,400	2,400	2,800	2,100	2,400	2,400	2,400	2,400	2,400
Tulsa, Okla.	1,500	3,000	3,600	1,500	2,750	2,700	2,300	2,400	2,400	2,400	2,800	2,100	2,400	2,400	2,400	2,400	2,400

1 Superintendent of schools.  
 2 Same as director of play.  
 3 Director of educational tests.  
 4 Secretary of board, business manager, and superintendent of buildings, one person.  
 5 Director of nature study.  
 6 Director of psychological tests.  
 7 The assistant superintendent of schools.  
 8 Primary supervisor.  
 9 Director of vocational education.  
 10 Superintendent of board.  
 11 Director of continuation schools.  
 12 Business manager.  
 13 A. R. \$2,250; science, \$2,250.  
 14 Supervisor of manual training.  
 15 Clothing, \$1,850; sewing, \$1,850.  
 16 Half of his time is given to Americanization.  
 17 Also supervisor of secondary schools.  
 18 Superintendent of buildings.



SALARIES OF ADMINISTRATIVE OFFICERS.

Salaries of administrative and supervisory officers in cities of 25,000 to 100,000 population—Continued.

Cities.	Supervisors or directors.																					
	1	2	3	4	5	6	7	8	9	10												
Allentown, Pa.	Supervisor of schools.	Secretary of school board.	Business manager.	Superintendent of buildings.	Chief attendance officer.	Kindergartens.	Kindergarten - primary grades.	Primary grades.	Intermediate and grammar grades.	Music.	Art.	Manual training.	Home economics.	Play.	Physical education.	Educational tests and measurements.	Psychological tests.	Vocational education.	Continuation schools.	Evening schools.	Special classes.	Medical inspector.
Allentown, Pa.	\$5,000	\$3,000	\$2,500	\$3,000	\$1,400	\$2,250	\$1,700	\$1,700	\$2,000	\$1,800	\$1,500	\$1,500	\$1,500	\$1,500	\$2,200	\$2,000	\$2,000	\$2,000	\$2,000	\$2,000	\$1,800	\$1,200
Altoona, Pa.	5,000	2,700	2,500	2,500	1,200	2,000	1,800	1,800	2,000	2,500	2,500	2,500	2,000	2,000	1,800	1,800	1,800	1,800	1,800	1,800	1,800	1,800
Bethlehem, Pa.	5,000	2,500	2,500	2,500	1,600	2,000	1,800	1,800	2,000	2,500	2,500	2,500	2,000	2,000	1,800	1,800	1,800	1,800	1,800	1,800	1,800	1,800
Chester, Pa.	5,000	2,500	2,500	2,500	1,600	2,000	1,800	1,800	2,000	2,500	2,500	2,500	2,000	2,000	1,800	1,800	1,800	1,800	1,800	1,800	1,800	1,800
Easton, Pa.	5,000	2,500	2,500	2,500	1,600	2,000	1,800	1,800	2,000	2,500	2,500	2,500	2,000	2,000	1,800	1,800	1,800	1,800	1,800	1,800	1,800	1,800
Harrisburg, Pa.	5,000	2,500	2,500	2,500	1,600	2,000	1,800	1,800	2,000	2,500	2,500	2,500	2,000	2,000	1,800	1,800	1,800	1,800	1,800	1,800	1,800	1,800
Johnstown, Pa.	5,000	2,500	2,500	2,500	1,600	2,000	1,800	1,800	2,000	2,500	2,500	2,500	2,000	2,000	1,800	1,800	1,800	1,800	1,800	1,800	1,800	1,800
Lebanon, Pa.	5,000	2,500	2,500	2,500	1,600	2,000	1,800	1,800	2,000	2,500	2,500	2,500	2,000	2,000	1,800	1,800	1,800	1,800	1,800	1,800	1,800	1,800
McKeesport, Pa.	5,000	2,500	2,500	2,500	1,600	2,000	1,800	1,800	2,000	2,500	2,500	2,500	2,000	2,000	1,800	1,800	1,800	1,800	1,800	1,800	1,800	1,800
New Castle, Pa.	5,000	2,500	2,500	2,500	1,600	2,000	1,800	1,800	2,000	2,500	2,500	2,500	2,000	2,000	1,800	1,800	1,800	1,800	1,800	1,800	1,800	1,800
Wilkesbarre, Pa.	5,000	2,500	2,500	2,500	1,600	2,000	1,800	1,800	2,000	2,500	2,500	2,500	2,000	2,000	1,800	1,800	1,800	1,800	1,800	1,800	1,800	1,800
Williamsport, Pa.	5,000	2,500	2,500	2,500	1,600	2,000	1,800	1,800	2,000	2,500	2,500	2,500	2,000	2,000	1,800	1,800	1,800	1,800	1,800	1,800	1,800	1,800
York, Pa.	5,000	2,500	2,500	2,500	1,600	2,000	1,800	1,800	2,000	2,500	2,500	2,500	2,000	2,000	1,800	1,800	1,800	1,800	1,800	1,800	1,800	1,800
Newport, R. I.	5,000	2,500	2,500	2,500	1,600	2,000	1,800	1,800	2,000	2,500	2,500	2,500	2,000	2,000	1,800	1,800	1,800	1,800	1,800	1,800	1,800	1,800
Newark, N. J.	5,000	2,500	2,500	2,500	1,600	2,000	1,800	1,800	2,000	2,500	2,500	2,500	2,000	2,000	1,800	1,800	1,800	1,800	1,800	1,800	1,800	1,800
Waukesha, Wis.	5,000	2,500	2,500	2,500	1,600	2,000	1,800	1,800	2,000	2,500	2,500	2,500	2,000	2,000	1,800	1,800	1,800	1,800	1,800	1,800	1,800	1,800
Worcester, Mass.	5,000	2,500	2,500	2,500	1,600	2,000	1,800	1,800	2,000	2,500	2,500	2,500	2,000	2,000	1,800	1,800	1,800	1,800	1,800	1,800	1,800	1,800
Chattanooga, Tenn.	5,000	2,500	2,500	2,500	1,600	2,000	1,800	1,800	2,000	2,500	2,500	2,500	2,000	2,000	1,800	1,800	1,800	1,800	1,800	1,800	1,800	1,800
Chickasha, Okla.	5,000	2,500	2,500	2,500	1,600	2,000	1,800	1,800	2,000	2,500	2,500	2,500	2,000	2,000	1,800	1,800	1,800	1,800	1,800	1,800	1,800	1,800
Shreveport, La.	5,000	2,500	2,500	2,500	1,600	2,000	1,800	1,800	2,000	2,500	2,500	2,500	2,000	2,000	1,800	1,800	1,800	1,800	1,800	1,800	1,800	1,800
St. Paul, Minn.	5,000	2,500	2,500	2,500	1,600	2,000	1,800	1,800	2,000	2,500	2,500	2,500	2,000	2,000	1,800	1,800	1,800	1,800	1,800	1,800	1,800	1,800
Knoxville, Tenn.	5,000	2,500	2,500	2,500	1,600	2,000	1,800	1,800	2,000	2,500	2,500	2,500	2,000	2,000	1,800	1,800	1,800	1,800	1,800	1,800	1,800	1,800
Beaumont, Tex.	5,000	2,500	2,500	2,500	1,600	2,000	1,800	1,800	2,000	2,500	2,500	2,500	2,000	2,000	1,800	1,800	1,800	1,800	1,800	1,800	1,800	1,800
El Paso, Tex.	5,000	2,500	2,500	2,500	1,600	2,000	1,800	1,800	2,000	2,500	2,500	2,500	2,000	2,000	1,800	1,800	1,800	1,800	1,800	1,800	1,800	1,800
Galveston, Tex.	5,000	2,500	2,500	2,500	1,600	2,000	1,800	1,800	2,000	2,500	2,500	2,500	2,000	2,000	1,800	1,800	1,800	1,800	1,800	1,800	1,800	1,800
Ogden, Utah	5,000	2,500	2,500	2,500	1,600	2,000	1,800	1,800	2,000	2,500	2,500	2,500	2,000	2,000	1,800	1,800	1,800	1,800	1,800	1,800	1,800	1,800
Salt Lake City, Utah	5,000	2,500	2,500	2,500	1,600	2,000	1,800	1,800	2,000	2,500	2,500	2,500	2,000	2,000	1,800	1,800	1,800	1,800	1,800	1,800	1,800	1,800
Newport News, Va.	5,000	2,500	2,500	2,500	1,600	2,000	1,800	1,800	2,000	2,500	2,500	2,500	2,000	2,000	1,800	1,800	1,800	1,800	1,800	1,800	1,800	1,800
Ferrisburgh, Va.	5,000	2,500	2,500	2,500	1,600	2,000	1,800	1,800	2,000	2,500	2,500	2,500	2,000	2,000	1,800	1,800	1,800	1,800	1,800	1,800	1,800	1,800
Petersburg, Va.	5,000	2,500	2,500	2,500	1,600	2,000	1,800	1,800	2,000	2,500	2,500	2,500	2,000	2,000	1,800	1,800	1,800	1,800	1,800	1,800	1,800	1,800
Roanoke, Va.	5,000	2,500	2,500	2,500	1,600	2,000	1,800	1,800	2,000	2,500	2,500	2,500	2,000	2,000	1,800	1,800	1,800	1,800	1,800	1,800	1,800	1,800
Bedford, Wash.	5,000	2,500	2,500	2,500	1,600	2,000	1,800	1,800	2,000	2,500	2,500	2,500	2,000	2,000	1,800	1,800	1,800	1,800	1,800	1,800	1,800	1,800
Everett, Wash.	5,000	2,500	2,500	2,500	1,600	2,000	1,800	1,800	2,000	2,500	2,500	2,500	2,000	2,000	1,800	1,800	1,800	1,800	1,800	1,800	1,800	1,800



Tacoma, Wash.....	6,120	4,320 <sup>(1)</sup>	3,120	1,500	2,640	2,520	2,820	2,640	2,670	(1)	2,250	3,600
Clarkburg, W. Va.....	5,000	700	3,000	1,000	2,050	1,800	1,900	1,650	2,500	(1)	2,250	1,000
Huntington, W. Va.....	6,000	720	2,000	1,700	2,100	2,100	2,750	2,100	2,750	(1)	2,500	2,000
Wheeling, W. Va.....	5,000	2,000	1,700	1,600	2,100	2,000	2,500	2,100	2,500	(1)	2,500	2,000
Green Bay, Wis.....	3,700	3,700	2,300	1,000	1,400	2,100	2,100	2,000	2,500	(1)	2,500	1,200
La Crosse, Wis.....	6,000	3,100	2,250	2,300	(1)	2,100	2,100	3,000	2,100	(1)	2,500	1,200
Madison, Wis.....	6,000	3,000	2,400	1,600	(1)	2,100	2,100	2,000	2,100	(1)	2,500	1,200
Cedar Rapids, Wis.....	4,000	2,300	1,600	1,900	(1)	1,900	1,900	2,900	3,000	(1)	3,000	2,500
Rockford, Wis.....	6,000	2,500	2,000	2,250	(1)	2,250	2,250	2,250	2,250	(1)	2,250	2,000
Sheboygan, Wis.....	4,000	2,500	2,000	2,300	(1)	2,300	1,900	1,900	2,200	(1)	2,200	1,600
Superior, Wis.....	4,000	3,500	1,200	2,000	(1)	2,400	2,400	3,000	1,600	(1)	1,600	1,200

<sup>1</sup> Superintendent acts.  
<sup>2</sup> Same as director of play.  
<sup>3</sup> The assistant superintendent of schools.  
<sup>4</sup> Primary supervisor.  
<sup>5</sup> Director of vocational education.  
<sup>6</sup> Secretary of board.  
<sup>7</sup> Director of continuation schools.  
<sup>8</sup> Supervisor of manual training.  
<sup>9</sup> Director of high school and vocational department combined, \$2,400; elementary department, \$1,750.

SALARIES OF ADMINISTRATIVE OFFICERS.

Cities of 25,000 to 49,999 population.

Officers.	Minimum.	Lower quartile.	Median.	Upper quartile.	Maximum.
Superintendent of schools	\$2,500	\$4,200	\$5,000	\$5,500	\$7,100
Assistant superintendent	1,200	2,400	3,050	3,600	5,500
Secretary to school board	100	1,150	2,000	2,800	4,500
Business manager	2,100	2,325	2,500	3,325	3,600
Superintendent of buildings	800	1,800	2,000	2,500	4,500
Chief attendance officer	500	1,200	1,400	1,700	2,500
Medical inspector	300	850	1,200	2,000	3,000
Supervisors:					
Kindergarten	900	1,250	1,635	1,850	2,400
Primary	1,500	1,900	2,275	2,500	3,000
Intermediate and grammar	1,400	1,700	2,200	2,700	3,100
Music	1,215	1,725	1,925	2,300	3,600
Art	1,000	1,650	1,900	2,150	3,550
Manual training	1,500	2,000	2,250	2,600	3,600
Home economics	1,300	1,650	1,850	2,200	4,635
Play	1,200	1,600	1,700	1,700	3,000
Physical education	1,350	1,800	2,100	2,500	3,900
Educational tests	1,500	1,500	1,900	2,400	2,500
Vocational education	1,500	2,200	3,000	3,400	4,400
Continuation schools	1,500	1,700	2,100	2,650	3,400
Evening schools	300	400	1,500	2,100	3,400
Special classes	1,500	1,600	1,900	2,000	2,600

Cities of 50,000 to 100,000 population.

Officers.	Minimum.	Lower quartile.	Median.	Upper quartile.	Maximum.
Superintendent of schools	\$3,450	\$5,000	\$6,000	\$6,250	\$10,000
Assistant superintendent	2,000	2,670	3,450	4,000	5,500
Secretary of school board	350	2,100	3,000	3,600	5,000
Business manager	2,000	2,200	3,000	3,800	4,200
Superintendent of buildings	1,200	2,350	2,780	3,000	4,200
Chief attendance officer	1,000	1,400	1,700	2,000	2,900
Medical inspector	300	1,000	1,800	2,000	4,392
Supervisors:					
Kindergarten	1,250	2,150	2,285	2,500	2,820
Kindergarten-primary	1,400	2,250	2,500	2,900	3,300
Primary grades	1,650	1,960	2,250	2,700	3,300
Intermediate and grammar	1,900	2,300	2,500	3,000	3,300
Music	1,440	2,100	2,400	2,600	3,600
Art	1,500	2,000	2,300	2,600	3,600
Manual training	1,000	2,400	2,700	3,000	4,000
Home economics	1,305	2,000	2,200	2,600	3,290
Play	900	2,268	2,550	3,200	4,250
Physical education	1,200	1,800	2,500	2,800	5,000
Education and psychological tests	1,000	2,100	2,350	2,860	3,380
Vocational education	1,320	2,600	3,000	3,600	4,800
Continuation schools	1,080	2,000	2,550	3,000	4,000
Evening schools	240	540	1,440	2,700	3,000
Special classes	1,200	1,600	1,850	2,200	2,650

Salaries in detail for cities of over 100,000 population.

AKRON, OHIO.	AKRON, OHIO—continued.
Superintendent of schools	Supervisor of—
Superintendent emeritus	Vocal music
Assistant superintendent	Instrumental music
Business manager	Art
Superintendent of maintenance	Physical education
Director of—	Two superintendent's secretaries, each
Research	Pay roll clerk
Trade extension	Clerk of sinking fund
Americanization	Stock clerk
Chief architect	Stenographer
Head of attendance	Typist

## Salaries in detail for cities of over 100,000 population—Continued.

## AKRON, OHIO—continued.

Warehouse clerk	\$1,500
Assistant superintendent's secretary	1,200
Clerk in—	
Maintenance department	1,500
Attendance department	1,500
Americanization department	1,620
Bureau of research	1,080
Architect's office	1,200

## ALBANY, N. Y.

Superintendent of schools	6,000
Superintendent of school buildings	3,050
Clerk of board	2,500
Principal at large	3,200
Requisition clerk	1,625
Three attendance officers, each	1,550
Supervisor of—	
Drawing	3,200
Music	3,050
Special classes	3,200
Kindergarten	2,500
Handwork	2,500
Primary grades	2,500
English	2,560
Penmanship	2,500
Americanization	2,000
Director of—	
Physical education	3,400
Vocational education	3,400
Assistant supervisor of—	
Special classes	2,000
Vocational education	2,000
Physical education	1,800
Division of library, textbooks and records:	
Head of division	2,200
One assistant	1,900
Three assistants, each	1,475
One assistant	1,400
One assistant	1,175
Two clerks (\$3.50 a day), each about	1,092
Teacher-clerk, physical education dept.	1,100

## ATLANTA, GA.

Superintendent	5,000
Asst. superintendent and business manager	3,600
Supervisor (first year)	1,726
Supervisor (second year)	1,986
Supervisor (third year)	2,186
Assistant supervisor (first year)	1,536
Assistant supervisor (second year)	1,596
Assistant supervisor (third year)	1,636
Compulsory attendance officer	1,080
Superintendent of repairs	2,400
Stenographers, each	1,200
Clerks, each	1,200

## BALTIMORE, MD.

General administration:	
Departmental secretary	2,750
Principal account clerk	2,100
Senior stenographer	1,900
Junior typist	1,100
Supervisor of school buildings	2,300
Janitor	1,000
Stenographer	1,200

## BALTIMORE, MD.—continued.

Administrative:	
Superintendent	\$8,000
First assistant superintendent	6,000
Assistant superintendent	6,000
Assistant superintendent	5,500
Senior clerk	1,500
Junior clerk	1,100
Senior stenographer	1,300
Three junior clerks, each	1,200
Telephone clerk and typist	900
Statistician	1,800
Supervisor of—	
Manual training and teachers	2,900
Music	2,500
Drawing	2,000
Sewing	2,000
Physical culture	2,000
Kindergarten-primary	2,100
Chief attendance officer	1,500
Fourteen assistant attendance officers, each	1,000
Junior typist	1,200
Four supervisors of elementary grades, each	2,000
One assistant supervisor of music	1,700
Three assistant supervisors of music, each	1,550
Two assistant supervisors of music, each	1,450
Four assistant supervisors of music, each	1,350
Two assistant attendance officers, each	950
Substitute attendance officer	500

## BIRMINGHAM, ALA.

Superintendent of public schools	7,500
Assistant superintendent	5,000
Secretary, board of education	2,700
Auditor and statistician	1,500
Bookkeeper	1,000
Stenographer to secretary	1,440
Stenographer to supt.	1,500
Assistant stenographer and filing clerk	1,200
Supervisor, attendance department	2,000
Assistant supervisor, attendance department	1,200
Supervisor of music	2,500
Assistant supervisor of music	1,800
Supervisor of—	
Drawing	2,200
Home economics	2,500
Manual arts	2,400
Physical training	2,700
Penmanship	2,000
Primary work	2,200
Parental school	2,100
Director, vocational department	3,400
Medical inspector	2,700
Superintendent of buildings	2,400
Superintendent, warehouse and repair shop	1,800

## BOSTON, MASS.

Superintendent	10,000
Thirty assistants to superintendent	28,572

## Salaries in detail for cities of over 100,000 population—Continued.

## BOSTON, MASS.—continued.

Five assistant superintendents	\$27,480
Secretary	4,740
Assistant secretary	2,700
Seven assistants to secretary	7,908
Business agent	4,740
Chief accountant, 22 assistants and 2 chauffeurs to business agent	34,392
Schoolhouse custodian	3,000
Clerk to schoolhouse custodian	1,116
City treasurer, custodian of the retirement fund	1,500
Telephone operator	720
Substitute telephone operator	300
Officers, clerks, assistants, and stenographers	132,309
Chief attendance officer	2,880
Twenty-four attendance officers	39,278
Director of—	
Department of manual arts	3,540
Dept. of household science and arts	2,820
Department of music	3,540
Evening schools	3,697
Kindergartens	2,740
Special classes	2,260
Salesmanship	2,100
Penmanship	2,004
Vocational guidance	2,292
Chief examiner, educational investigation and measurement	3,510
Director of medical inspection	3,000
Supervising nurse	1,620
Director of physical training	3,340
Director of extended use of public schools	3,000

## BRIDGEPORT, CONN.

Superintendent	6,000
Assistant superintendent	4,000
Second assistant superintendent	4,000
Superintendent's secretary	1,600
Assistant secretary of board	2,600
Agent of board	2,400
Purchasing agent	1,400
Bookkeeper	1,450
Pay-roll clerk	1,300
Stenographer	980
Stenographer	800
Stenographer	900
Switchboard operator	800
High-school principal's secretary	1,500
Stenographer for high school	700
Stenographer for high school	650
Supervisor of—	
Art	2,300
Art	1,970
Penmanship	1,950
Music	2,500
Music	2,300
Physical education	2,60
Grades	2,900

## BUFFALO, N. Y.

Superintendent	10,000
Three deputy superintendents, each	4,800
Secretary to superintendent	3,600

## BUFFALO, N. Y.—continued.

General supervisor	\$3,200
Secretary, board of education	3,000
Superintendent, janitorial service	2,500
Supply clerk	1,800
Chief clerk	2,000
Three clerks, each	1,200
Clerk (part-time school)	1,500
Manager, stenographic department	1,900
Stenographer to superintendent	1,700
Stenographer to board of education	1,500
Two stenographer clerks, each	1,500
Two stenographer clerks, each	1,200
Storekeeper	1,500
Assistant storekeeper	1,200
Chauffeur	1,200
Three helpers in storeroom, each	800
Switchboard operator	1,100
Messenger	520
Chief attendance officer	1,800
Thirteen attendance officers, each	1,600
Two attendance officers, each	1,000
Inspector, trades law	1,700
Psychological examiner	1,600

## CAMBRIDGE, MASS.

Superintendent	6,000
Business agent	3,000
Superintendent of buildings and grounds	2,500
Secretary to school committee, per week	22.90
Assistant superintendent, director of continuation and evening schools	4,220
Supervisor of—	
Primary schools	2,460
Kindergartens and special classes	2,460
Director of art education	2,220
Assistant director of art education	1,598
Director of music	2,220
Two assistants, each	1,598
Director of physical education	2,460
Assistant	1,824
Secretary to superintendent, per week	28.50
Clerk, per week	28.50
Temporary clerk, certificate division, per week	15.00
Seven attendance officers, each	1,800
Two clerks, each per week	28.50
One clerk, per week	21.00
Porter	1,200

## CHICAGO, ILL.

Superintendent of schools	12,000
First assistant	8,100
Three assistants, each	7,200
Secretary to board of examiners	7,200
Examiner	6,000
Ten district superintendents, each	6,000
Supervisor of—	
Music	3,750
Art	3,750
Blind	3,500
Household arts	4,500
Technical work in high schools	4,800
Commercial work in high schools	4,300
Physical education in elementary schools	4,800

SALARIES OF ADMINISTRATIVE OFFICERS.

Salaries in detail for cities of over 100,000 population—Continued.

CHICAGO, ILL.—continued.		CINCINNATI, OHIO—continued.	
Director of—		General clerk	\$1,000
School extension	\$5,000	Clerk-stenographer	1,350
Special schools	5,000	General clerk-stenographer	1,350
Elementary manual training	5,000	Stenographer	950
Child study	4,900	Clerk-typist	950
Vocational guidance	5,000	Stores bookkeeper	1,400
Chief compulsory officer	5,300	Assistant stores bookkeeper	1,400
Principal continuation school	6,120	Custodian	1,500
Business manager	10,000	Assistant custodian	1,400
Architect	8,000	Visiting engineer	2,700
One hundred and seventy-four clerks from \$900 to \$3,000.		Assistant stores keeper	1,300
		Assistant stores keeper	1,200
		Telephone operator	800
CINCINNATI, OHIO. <sup>1</sup>		CLEVELAND, OHIO:	
Superintendent	10,000	Superintendent of schools	10,000
Assistant superintendent	5,000	Three assistant superintendents, each	6,500
Assistant superintendent	3,500	Two assistant superintendents, each	5,500
Director of—		One assistant superintendent	5,000
Kindergartens	3,000	Director of—	
Vocational education	3,100	French and Spanish	4,000
Continuation schools	3,100	English	4,250
Household arts	3,200	Mathematics	
Industrial arts	3,500	Secretary to superintendent	4,000
Art	3,600	Supervisor of substitute teachers	2,000
Music	3,600	Supervisor of appointments	2,750
Penmanship	3,600	Two assistant supervisors of appointments, each	1,600
Physical education	3,600	Director of school housing	4,500
Civil and vocational league	2,200	Assistant director of school housing	3,500
Executive secretary	1,500	Assistant director of school housing	2,750
Superintendent's secretary	1,500	Director of reference and research	4,500
Stenographer	1,200	Assistant director of reference and research	2,400
Two stenographers, each	1,000	Assistant director of reference and research	2,200
Stenographer	900	Supervisor of evening schools	3,850
Office attendant and telephone operator	900	Assistant supervisor of evening schools	2,750
Assistant director in charge of attendance department	1,500	Supervisor of community centers	3,370
Court attendance officer	1,500	Assistant supervisor of community centers	2,750
Attendance officer	1,800	Supervisor of school gardens	3,300
Two attendance officers, each	1,600	Supervisor of medical inspection	3,300
Attendance officer	1,500	Assistant supervisor of medical inspection	2,500
Attendance officer	1,200	Twenty-three school doctors, each	1,252
Attendance officer	1,300	Assistant supervisor of school nurses	2,500
Stenographer	900	Two school nurses, each	1,440
Assistant director of vocation bureau	2,200	Three school nurses, each	1,670
Two psychological laboratory assistants, each	1,400	Two school nurses, each	1,610
Two psychological laboratory assistants, each	1,200	Three school nurses, each	1,320
Social investigator	1,300	One school nurse	1,382
Placement secretary	1,900	Five school nurses, each	1,550
Employment certificate assistant	1,600	Seven school nurses, each	1,730
Placement assistant	1,500	One school nurse	1,370
Placement assistant	1,400	Three school nurses, each	1,490
Two stenographers, each	1,200	Three school nurses, each	1,200
Stenographer	780	One school nurse	1,210
Clerk	3,500	Assistant supervisor of dental clinics	2,000
Deputy clerk	2,200	Nine school dentists, each	1,425
Stenographer	1,200	Four school dentists, each	2,650
Stenographer	1,100	Seven dental nurses, each	700
Business manager	5,000	One dental nurse	950
Clerk	3,500	Assistant supervisor, orthopedics	2,475
		Director of publications	4,000

<sup>1</sup> Chief medical inspector, in charge of medical, dental, and nursing service in the schools, is paid by board of health.



## SALARIES OF ADMINISTRATIVE OFFICERS.

Salaries in detail for cities of over 100,000 population—Continued.

## CLEVELAND, OHIO—continued.

Assistant director of publications.....	\$1,000
Director of attendance, census, and vocational guidance.....	1,000
Assistant director of attendance, census, and vocational guidance.....	3,000
Assistant director of attendance, census, and vocational guidance.....	2,100
One attendance officer.....	3,035
Two attendance officers, each.....	2,500
Three attendance officers, each.....	2,000
Three attendance officers, each.....	1,900
Two attendance officers, each.....	1,700
Twenty attendance officers, each.....	1,500
General supervisor, elementary schools.....	3,680
General supervisor, elementary schools.....	3,560
General supervisor, elementary schools.....	3,200
General supervisor, elementary schools.....	3,000
General supervisor, elementary schools.....	3,000
Supervisor of music.....	3,680
Four assistant supervisors of music, each.....	2,500
Supervisor of chorus music.....	3,000
Supervisor of art.....	3,560
Five assistant supervisors of art, each.....	2,500
One assistant supervisor of art.....	1,350
Supervisor of writing.....	3,560
Three assistant supervisors of writing, each.....	2,500
Supervisor of kindergartens.....	3,000
Supervisor of physical training.....	3,560
Three assistant supervisors of physical training, each.....	2,705
Supervisor exceptional classes.....	3,000
Assistant supervisor exceptional classes.....	2,045
Assistant supervisor exceptional classes.....	1,200
Assistant supervisor psychological clinics.....	2,675
Assistant supervisor psychological clinics.....	1,800
Assistant supervisor psychological clinics.....	1,350
Assistant supervisor psychological clinics.....	1,320
Assistant supervisor speech defects.....	2,170
Supervisor of manual training.....	3,680
Supervisor of home economics.....	3,560
Assistant supervisor of home economics.....	1,800
Supervisor of lunch rooms.....	3,020
Supervisor of blind classes (1/2 time).....	3,680
Assistant supervisor of blind classes (1/2 time).....	2,500
Director of board of examiners.....	3,500
Assistant secretary to Supt.....	2,400
Clerk to superintendent.....	2,040
Stenographer.....	1,600
Thirteen stenographers, each.....	1,425
Nine stenographers, each.....	1,350
Two clerks, each.....	1,080
One clerk.....	1,470
Ten clerks, each.....	1,300
One clerk.....	960
One Braille steno typer.....	1,050
Two Braille steno typers, each.....	1,488

## COLUMBUS, OHIO.

Executive department:	
Superintendent.....	7,500
Assistant superintendent.....	4,500
Assistant superintendent.....	4,000
Secretary.....	1,300

## COLUMBUS, OHIO—continued.

Executive department—Continued.	
Clerk.....	\$1,200
Clerk.....	1,080
Business department:	
Clerk (ex officio treasurer).....	4,000
Assistant clerk.....	2,500
Assistant clerk.....	2,000
Assistant clerk.....	1,560
Stenographer.....	1,080
Storekeeper.....	1,600
Assistant storekeeper.....	1,560
Architect's office:	
Architect.....	2,880
Two draftsmen, each.....	3,000
Two draftsmen, each.....	2,400
One draftsman.....	2,700
Building supervisor.....	3,000
Building supervisor.....	2,400
Electrical engineer.....	2,400
Heating engineer.....	3,600
Building and repair department:	
Superintendent of buildings.....	3,000
Foreman painter.....	2,160
Shopman.....	1,704
Electrician.....	1,704
Three carpenters, each.....	1,704
Public school library:	
Librarian.....	2,280
Two assistant librarians, each.....	1,600
Two assistant librarians, each.....	1,200
Three high-school librarians, each.....	1,600
Two high-school librarians, each.....	1,500
Attendance department:	
One attendance officer.....	1,560
One attendance officer.....	1,900
Two attendance officers, each.....	1,380
Board of examiners:	
Three examiners, each.....	200
Supervisors:	
Manual training.....	2,250
Assistant supervisor, home economics.....	1,875
Three assistant supervisors, of music, each.....	1,875
Assistant supervisor, physical education.....	1,875
Americanisation.....	2,187
Art.....	2,025
Assistant supervisor, art.....	2,125
Kindergarten.....	2,125
Nature study.....	2,187
Journalism.....	2,086
School physician.....	3,600
Two nurses, each.....	1,300
Three nurses, each.....	1,100

## DALLAS, TEX.

Superintendent of schools.....	7,800
Assistant superintendent of schools.....	6,000
Private secretary.....	2,000
Supervisor of—	
High-school instruction.....	6,000
Intermediate grades.....	3,600
Primary work.....	3,000



## Salaries in detail for cities of over 100,000 population—Continued.

DALLAS, TEX.—continued.		DENVER, COLO.—continued.	
Supervisor of—Continued.		Superintendent's office—Continued.	
Music.....	\$3,000	Chief clerk.....	\$2,400
Drawing and writing.....	3,000	Clerk.....	1,800
Assistant supervisor of music.....	2,000	Three clerks, each.....	1,600
Assistant supervisor of drawing and writing.....	2,000	Clerk.....	1,500
Supervisor of physical training, primary.....	2,000	Clerk.....	1,040
Stenographer.....	1,200	Clerk.....	780
Statistical clerk.....	1,200	Telephone:	
Business administration:		Operator.....	1,020
Secretary of board of education (business manager).....	4,800	Operator.....	980
Purchasing agent.....	3,000	Business office:	
Supervisor of buildings.....	3,000	Chief engineer.....	5,000
Teller.....	1,800	Chief clerk.....	2,400
Bookkeeper.....	1,800	Clerk.....	1,600
Stenographer.....	1,500	Clerk.....	1,300
Clerk.....	900	Clerk.....	1,300
		Clerk.....	1,180
		Two clerks, each.....	1,100
		Storehouse:	
		Storekeeper.....	2,000
		Clerk.....	1,300
		Clerk, part-time.....	300
		Clerk.....	1,200
		Expressman.....	2,200
		Departments:	
		Director, measurements and standards.....	3,240
		Special teacher, speech.....	1,980
		Special teacher, speech.....	1,740
		Special teacher, special schools.....	1,640
		Director, penmanship.....	2,640
		Special teacher, penmanship.....	1,980
		Girls' handicraft director.....	2,540
		Special teacher, girls' handicraft.....	1,980
		Director of art education.....	2,680
		Special teacher, art education.....	1,440
		Special teacher, art education.....	1,980
		Director of—	
		City gardens.....	2,440
		Manual training.....	2,940
		Physical education.....	2,540
		Lunch rooms.....	2,540
		Domestic science.....	2,740
		Cadet corps.....	1,970
		Two special teachers, cadet corps, each.....	1,400
		Director of music.....	3,500
		Special teacher, music.....	1,840
		Two special teachers, music, each.....	1,440
		Special teacher, music.....	1,300
		Special teacher, music.....	1,200
		Director of playgrounds.....	1,840
		Special teacher, playgrounds.....	1,500
		Director of attendance.....	2,400
		Four attendance officers, each.....	1,400
		DES MOINES, IOWA.	
		Superintendent of schools.....	7,500
		Director of—	
		Elementary education.....	4,000
		Kindergartens.....	2,412

<sup>1</sup> This work is now under the charge of the city department of health. The board pays \$100 per month for the services of five district physicians, part-time.

<sup>2</sup> The board has no business manager. The financial matters are taken care of by the clerk, who is also treasurer of the board. Clerk of board of education, construction department, stock clerk, and purchasing department are responsible directly to board of education.

## SALARIES OF ADMINISTRATIVE OFFICERS.

Salaries in detail for cities of over 100,000 population—Continued.

## DES MOINES, IOWA—continued.

Director of—Continued.	
Industrial education.....	\$3,400
Business education.....	3,400
Extension activities and Americanisa- tion work.....	2,100
Research.....	2,500
Exceptional children.....	2,000
Supervisor of—	
Primary grades.....	3,000
Home economics.....	2,340
Art.....	2,412
Assistant.....	2,000
Music.....	2,700
Two assistants, each.....	1,540
Penmanship.....	2,167
Director, department of health (half time).....	1,758
School dentist (half time).....	1,758
Oral hygienist.....	1,780
Clerk.....	1,080
Supervisor, physical education.....	2,527
Supervisor, school nurses.....	2,500
Secretary to superintendent.....	2,400
Clerk.....	1,380
Four stenographers from \$900 to \$1,500.....	-
Information clerk.....	980
Director, attendance and employment.....	3,500
Two attendance officers, each.....	2,400
Chief clerk.....	1,400
Assistant clerk.....	1,300
Secretary and business manager.....	4,200
Bookkeeper.....	2,000
Two clerks from \$1,200 to \$1,320.....	-
Stenographer.....	1,320
Superintendent, buildings and grounds.....	3,500
Clerk.....	1,800
DETROIT, MICH.	
Superintendent.....	8,000
Deputy superintendent.....	7,680
Two assistant superintendents, each.....	6,600
Director of—	
Ins. normal tr. and research.....	6,000
Education expenditures.....	6,000
Statistics.....	5,100
Special education.....	3,060
Intermediate school.....	4,000
Assistant director of—	
Industrial art.....	5,000
Physical education.....	3,000
Educational research.....	4,800
Inspector, teachers.....	4,500
Asst. supr., statistics and reference.....	3,000
Asst. supr., educational research.....	3,000
Supervisor of—	
Arithmetic.....	4,000
Comp. education.....	4,000
Music.....	4,000
Elementary music.....	3,500
Art.....	4,000
Penmanship.....	4,000
Geography.....	4,000
English.....	4,000
Kindergarten primary grades.....	4,000
Visual education.....	3,600
Special education.....	4,800

## DETROIT, MICH.—continued.

Supervisor of—Continued.	
Ungraded classes.....	\$4,000
Girls' activities.....	4,000
Mech. drawing and man. tr.....	4,000
Domestic arts.....	4,000
Domestic science.....	4,000
Industrial training.....	4,000
Phy. education high sch.....	4,000
Boys' athletics.....	4,000
Seven asst. supr. physical ed., each.....	2,500
Two asst. supr. music, each.....	2,500
Four asst. supr. art, each.....	2,500
Two asst. supr. penmanship, each.....	2,500
Four asst. supr. English, each.....	2,500
Three asst. supr. kindergarten, each.....	2,500
Four asst. supr. special ed., each.....	2,500
Two dist. attendance officers, each.....	3,000
Two dist. attendance officers, each.....	2,500
Attendance officer.....	1,700
Business manager.....	5,199
Two clerks (chief clerks), each.....	3,000
One clerk (chief clerk).....	2,400
One clerk (chief clerk).....	1,920
Two clerks (chief clerks), each.....	1,640
One clerk.....	2,000
One clerk.....	2,100
Two clerks, each.....	1,710
One clerk.....	1,620
Seven clerks, each.....	1,560
Seven clerks, each.....	1,500
Five clerks, each.....	1,440
One clerk.....	1,380
Three clerks, each.....	1,320
Two clerks, each.....	1,260
Two clerks, each.....	1,040
One clerk.....	1,020
One stenographer.....	2,040
Two stenographers, each.....	1,800
Five stenographers, each.....	1,680
Two stenographers, each.....	1,560
Two stenographers, each.....	1,440
Two stenographers, each.....	1,320
FALL RIVER, MASS.	
Superintendent.....	5,000
Assistant superintendent.....	3,400
Primary supervisor.....	2,160
Primary supervisor.....	2,280
Supervisor of—	
Household arts.....	2,120
Drawing.....	2,840
Assistant.....	2,000
Reading.....	2,400
Physical training.....	2,400
Assistant.....	1,520
Music.....	2,880
Secretary.....	2,200
Seven attendance officers, each.....	1,800
Supply clerk.....	1,900
Stenographer.....	1,600
Stenographer.....	1,100
Stenographer.....	900
Clerk.....	1,200
Clerk.....	1,100

SALARIES OF ADMINISTRATIVE OFFICERS.

Salaries in detail for cities of over 100,000 population—Continued.

HOUSTON, TEX.		JERSEY CITY, N. J.	
Superintendent.....	95,000	Superintendent of schools.....	\$10,500
Superintendent of hygiene.....	4,200	Assistant superintendents of schools.....	5,400
Business representative/school board.....	3,600	Secretary.....	3,400
Superintendent of—		Clerk.....	2,300
Music.....	2,400	Clerk.....	1,900
Intermediate grades.....	2,700	Clerk.....	1,850
Primary grades.....	2,700	Supervisor of methods in primary dept.....	3,900
Penmanship.....	2,500	Supervisor of methods in grammar dept.....	3,600
Art.....	2,600	Assist. supt., grammar and primary dept.....	3,100
Manual training.....	2,700	Director of vocal music.....	3,800
Domestic science.....	2,100	Assistant directors of vocal music.....	3,100
Secretary to superintendent.....	1,600	Superintendent of—	
Secretary to business representative.....	1,600	Classes for pupils mentally defective.....	2,300
Secretary to manual training director.....	1,600	Drawing.....	4,100
Assistant in superintendent's office.....	870	Physical training.....	3,800
Manager of free textbooks.....	2,180	Instruction of pupils defective in speech.....	2,600
Four nurses, each.....	1,200	Director, manual tr. and domestic sc.....	4,100
(Ten other nurses employed, but salary paid by the city or by private organizations.)		Chief attendance officer.....	2,800
		Assistant attendance officer.....	2,800
		Sixteen assistant attendance officers, each.....	1,800
		Three assistant attendance officers, each.....	1,600
		Chief clerk attendance department.....	1,800
		Two clerks, each.....	1,800
		Director, medical inspection.....	2,500
		Fourteen assistant medical inspectors, each.....	900
		Fourteen nurses, medical department, each.....	1,320
		Woman medical inspector.....	1,300
		Medical department clerk.....	2,000
		Medical department clerk.....	1,800
		Director of dental hygiene.....	2,240
		Five dentists, each.....	1,200
		Six dental nurses, each.....	1,430
		Dental department clerk.....	1,600
		Secretary of board of education.....	4,280
		Clerk, office of secretary.....	2,000
		Clerk, office of secretary.....	1,800
		Four clerks, office of secretary, each.....	1,500
		Inspector of repairs.....	2,700
		Clerk to inspector of repairs.....	1,500
		Inspector of buildings.....	2,500
		Three inspectors of buildings, each.....	2,300
		KANSAS CITY, KANS.	
		Superintendent of schools.....	5,000
		Director, continuation schools.....	4,000
		Four district supervisors, each.....	2,750
		One special supervisor.....	2,328
		Four special supervisors, each.....	2,208
		Two stenographers, each.....	1,800
		One stenographer.....	1,140
		One attendance officer.....	1,580
		Three attendance officers, each.....	1,125
		Clerk, board of education.....	3,000
		Bookkeeper.....	1,800
		Switchboard operator.....	1,320
		Stenographer.....	1,020
		Superintendent, buildings and grounds.....	3,000
		Purchasing agent.....	2,400
		Chief engineer.....	2,100
		Bookkeeper.....	1,680
		Supply clerk.....	1,580

INDIANAPOLIS, IND.

Superintendent of schools.....	8,000
Assistant to superintendent.....	4,500
Director, dept. of ref. and research.....	3,600
Director, vocational education.....	5,000
High school principal.....	4,300
High school principal.....	4,500
High school principal.....	4,800
Principal, normal training school.....	3,200
Five district superintendents, each.....	3,600
One district superintendent.....	4,000
One district superintendent.....	3,000
Director of—	
Manual training.....	3,500
Music.....	3,500
Physical educs. and school hygiene.....	3,800
Art instruction.....	3,600
School lunches.....	3,000
Handwriting.....	3,000
Supervisor of sewing.....	2,300
Supervisor of cooking.....	2,200
Director of attendance department.....	3,000
Four attendance officers, each.....	1,500
One attendance officer.....	1,400
Two attendance officers, each.....	1,000
One attendance officer.....	1,780
One attendance officer.....	1,870
Director, business department.....	6,000
Assistant, business director.....	5,000
Superintendent of supply.....	2,400
Superintendent, buildings and grounds.....	3,800
Attorney.....	2,500
Deputy auditor.....	2,100
County treasurer—by city.....	1,500
Secretary to supt.....	1,800
Two stenographers, each.....	1,300
One stenographer.....	1,100
One clerk to superintendent.....	1,800
One clerk.....	1,400
One clerk.....	1,300

## SALARIES OF ADMINISTRATIVE OFFICERS.

Salaries in detail for cities of over 100,000 population—Continued.

## KANSAS CITY, KANS.—Continued.

Stenographer.....	\$1,500
Architect.....	1,200

## KANSAS CITY, MO.

Superintendent.....	7,500
Assistant superintendent.....	4,760
Assistant superintendent.....	4,020
District superintendent.....	3,790
District superintendent.....	3,720
Director of—	
Vocational education.....	4,740
Research.....	1,980
Primary-kindergarten.....	3,800
Assistant director of research.....	2,680
Psychologist.....	3,800
Secretary to superintendent.....	2,100
Clerk, compulsory education.....	2,160
Pay-roll clerk.....	1,800
One stenographer and clerk.....	1,440
One stenographer and clerk.....	1,320
Three stenographers and clerks, each.....	1,200

## LOS ANGELES, CALIF.

Superintendent.....	8,000
Deputy superintendent.....	4,800
First assistant superintendent.....	4,000
Second assistant superintendent.....	4,000
Third assistant superintendent.....	4,300
Fourth assistant superintendent.....	4,200
Assistant to superintendent.....	2,400
Assignment secretary.....	2,225
Two clerks, each.....	1,500
One clerk.....	1,440
Two clerks, each.....	1,320
Three stenographers, each.....	1,320
Junior clerk.....	1,025
Chauffeur.....	1,500
Chief telephone operator.....	1,280
Three assistant telephone operators, each.....	1,140
Evening telephone operator.....	360

## Business Manager's Department.

Business manager's office:	
Business manager.....	5,000
Clerk.....	2,220
Clerk.....	2,100
Stenographer.....	1,320
Clerk.....	1,320
Chauffeur.....	1,500
Supply department:	
Supply clerk.....	2,220
Assistant to supply clerk.....	1,680
Requisition clerk.....	1,500
Head stock and record clerk.....	1,500
Stenographer and clerk.....	1,440
Clerk.....	1,200
Stenographer and clerk.....	1,200
Stenographer and clerk.....	1,080
Filing clerk.....	1,080
Two stock record clerks, each.....	1,200
Receiving clerk.....	1,560
Shipping clerk.....	1,560
Six stock clerks, each.....	1,200
Janitor.....	1,320

## LOS ANGELES, CALIF.—Continued.

Purchasing department:	
Chief clerk.....	\$1,920
Stenographer and clerk.....	1,320
Stenographer and clerk.....	1,320
Clerk.....	1,200
Stenographer and clerk.....	1,200
Telephone operator.....	1,280
Military equipment division:	
Stock clerk.....	1,280
Helper.....	1,040
Clerk.....	2,100
Shop department:	
Clerk.....	2,380
Four district foremen, each.....	2,160
Yard foreman.....	2,160
Chief electrician.....	2,160
Stenographer.....	1,320
Night watchman.....	1,320
Five truck drivers, each.....	1,440
Clock and bell foreman.....	1,920
Secretary's office:—	
Secretary.....	3,840
Assistant secretary.....	2,160
Chief clerk.....	2,160
Bookkeeper.....	1,680
Two minute clerks, each.....	1,500
Correspondence clerk.....	1,500
Five stenographers and clerks, each.....	1,320
Clerk.....	1,140
Auditor's office:	
Auditor.....	3,900
Deputy auditor.....	2,220
Assistant to deputy auditor.....	1,680
Five senior bookkeepers, each.....	1,680
Two junior bookkeepers, each.....	1,380
Four assistant bookkeepers, each.....	1,200
Senior stenographer.....	1,320
Two junior stenographers, each.....	1,200
Demand clerk.....	1,320
Counter clerk.....	1,280
Timekeeper.....	1,280
Bookkeeping machine operator.....	1,025
Messenger and typist.....	900
Compulsory education and child-welfare department:	
Director.....	3,600
Assistant director.....	2,400
Division supervisor.....	4,040
Chief attendance officer.....	2,000
Twelve attendance officers, each.....	920
Clerk.....	1,380
Clerk.....	1,140
Two clerks, each.....	1,020
Department of psychology and educational research:	
Director.....	3,000
Assistant director.....	2,964
Secretary.....	1,320
Clerk.....	1,200
Health and development department:	
Director.....	3,900
Nine physicians, each.....	2,640
Four dentists, each.....	2,640

SALARIES OF ADMINISTRATIVE OFFICERS.

Salaries in detail for cities of over 100,000 population—Continued.

LOS ANGELES, CALIF.—continued.

Health and development department—con.	
Eleven senior nurses, each	\$1,440
Three junior nurses, each	1,320
Clerk	1,200
Matron	1,200
Dental assistant	980
Dental assistant	1,020
Department of part-time instruction:	
Director	3,600
Two coordinators, each	3,300
Elementary school library:	
Supervising librarian	2,400
Two assistant librarians, each	1,500
Assistant librarian	1,020
Clerk	980
Clerk	720
Supervisor of—	
Home economics	3,840
Drawing	3,840
Physical training	3,840
Vocational training	3,840
Immigration	3,840
Kindergarten	3,840
Manual arts (sloyd)	3,840
Music	3,840
Orchestra	3,840
Nature study	3,840
Penmanship	3,840
Modern languages	3,840
Agriculture	3,840
Cardboard construction	3,600
Primary manual arts	3,600
Forty-three assistant supervisors, each	2,964
Five clerks, each	1,200

LOUISVILLE, KY.

Superintendent	5,000
Secretary to superintendent	2,400
Stenographer	1,000
Stenographer	936
Librarian	1,140
Telephone operator	1,020

LOWELL, MASS.

Superintendent of schools	5,000
Clerk	1,400
Clerk	1,000
Attendance officer	3,000
Attendance officer	2,400
Attendance officer	2,000
Attendance officer	1,800
Clerk, attendance office	1,200
Business agent	3,100
Clerk, business agent's office	1,200
Stock clerk	1,600

MEMPHIS, TENN.

Superintendent	5,000
Supervisors, each	1,980
Attendance officers, each	1,320
Secretary to school board	3,000
Secretary to superintendent of schools	1,620
Clerks (average salary)	1,200

MILWAUKEE, WIS.

Superintendent of schools	60,000
Asst. supt. of schools	5,000
Asst. supt. of schools (primary dept.)	4,500
Assistant to superintendent	3,840
Supervisor of—	
Industrial education	5,500
Street trades	2,700
Attendance	3,840
Director of—	
Drawing	3,840
Elementary manual training	3,840
Household arts	3,840
Music	3,840
Special classes	3,400
Social centers	2,700
Supervisor of physical training	3,840
Secretary-business manager	7,200
Auditor	3,840
Supply clerk	3,840
Asst. to supt. (extension dept.)	4,200
Athletic director	2,700

MINNEAPOLIS, MINN.

Superintendent of schools	8,000
Assistant superintendent (instructional)	4,500
Assistant superintendent (instructional)	4,000
Assistant superintendent (industrial)	4,500
Assistant superintendent (business)	5,000
Assistant superintendent (office)	3,600
Supervisor of—	
Evening and summer schools	2,800
Domestic science and lunch room	2,500
Drawing	2,750
Music	3,200
Manual training	3,300
Penmanship	2,200
Subnormals-mental examinations	2,300
Blind	1,850
Physical education	3,300
Director, attendance and guidance	3,000
Director, Americanization	2,700
Special teacher of—	
Drawing	2,333
Home economics	2,283
Physical education	2,500
Physical education	2,083
General department	
Secretary to superintendent	2,400
Asst. secretary, board of education	2,400
Librarian	1,800
Mail and supply clerk	900
Telephone operator	1,500
Telephone operator (assistant)	840
Civil service record clerk	1,500
Information clerk	1,000
Page	810
Page	720
Educational department (instructional division):	
Stenographer to superintendent	1,680
Stenographer to supervisors	1,080
Stenographer-clerk	900
Chief clerk	1,920



## Salaries in detail for cities of over 100,000 population.

## MINNEAPOLIS, MINN.—continued.

Educational department (instructional division)—Continued.	
Records of substitute teachers.....	\$1,440
Special activities clerk.....	1,200
Clerk, teachers' applications.....	1,200
Clerk, hygiene and physical education..	1,380
Clerk, files.....	960
Attendance and guidance division:	
Supervising attendance officer.....	1,700
Two attendance officers, each.....	1,400
Two attendance officers, each.....	1,350
Vocational guidance.....	2,658
Vocational guidance.....	2,040
Vocational guidance.....	1,560
Vocational guidance.....	1,320
Supervising census clerk.....	1,440
Census clerk.....	1,260
Census clerk.....	1,200
Census clerk.....	1,140
Two census clerks, each.....	1,080
Absentee desk.....	1,200
Absentee desk.....	1,140
Statistician.....	1,900
Stenographer.....	1,080
Stenographer (guidance).....	1,320
Stenographer (physical education and hygiene).....	1,020
Finance department:	
Auditor.....	3,300
Two accountants, each.....	1,680
Pay rolls clerk.....	1,920
Pay rolls clerk (assistant).....	1,020
Stenographer.....	1,380
Business department:	
Assistant business superintendent.....	2,460
Secretary to business superintendent....	1,500
Statistical eng., real est., ins.....	2,100
Purchase requisition clerk.....	2,100
Bookkeeper.....	1,260
Bookkeeper (lunch rooms).....	1,500
Stenographer (purchase requisitions)..	1,320
Stenographer (work orders).....	1,200
Stenographer.....	1,260
Textbook clerk.....	1,200
Textbook clerk.....	1,140
Invoice clerk.....	1,980
Invoice clerk.....	1,440
Invoice clerk.....	1,140
Cost records clerk.....	1,260
Stock record clerk.....	1,140
Stock adjustment clerk.....	1,380
File clerk.....	1,080
One clerk.....	1,140
Three clerks, each.....	1,020
One clerk (lunch rooms).....	960
Bureau of buildings division:	
Building inspector.....	2,220
Architectural engineer.....	3,600
Architectural designer.....	2,700
Senior architectural draftsman.....	2,700
Three architectural draftsmen, each....	2,040
Two architectural draftsmen, each.....	1,980
One architectural draftsman.....	1,920
One architectural draftsman.....	1,680
One architectural draftsman.....	1,620

## MINNEAPOLIS, MINN.—continued.

Bureau of buildings division—Continued.	
One architectural draftsman.....	\$1,340
Mechanical engineer.....	3,600
Two mechanical draftsmen, each.....	1,920
Structural draftsman.....	2,220
Structural draftsman.....	1,980
Structural draftsman.....	1,860
Stenographer.....	1,380
Buildings and repair division:	
Operating engineer.....	2,700
Supervisor of buildings.....	3,600
Foreman of grounds.....	2,220
Service investigator.....	1,500
Service inspector.....	1,920
Accountant.....	1,680
Pay rolls clerk.....	1,260
Stenographer.....	1,320
Stenographer.....	960
Telephone operator.....	900
Clerk.....	1,080
File clerk.....	1,080
Supply division:	
Stores keeper.....	2,400
Assistant stores keeper.....	1,440
Stenographer.....	1,140
Typist.....	960
Two clerks, each.....	1,020
Stock clerk.....	1,200
Utility man.....	1,200

## NASHVILLE, TENN.

Superintendent of schools.....	4,800
Supervisor of vocal music.....	1,700
Supervisor of writing and drawing.....	1,700
Two academic supervisors, each.....	1,500
Assistant supervisor, writing and drawing.	1,100
Supervisor, grade work (colored).....	1,200
Business manager.....	3,000
Clerk and stenographer.....	1,440
Clerk and stenographer.....	960
Clerk and telephone operator.....	900
Custodian of supplies.....	1,020
Janitor.....	540
Truck driver.....	720
Chief medical inspector.....	1,250
Two assistant medical inspectors, each..	1,100
Assistant medical inspector (colored)....	450
Attendance officer.....	1,440

## NEWARK, N. J.

Superintendent.....	10,000
Three assistant superintendents, each....	4,900
One assistant superintendent.....	4,700
One assistant superintendent.....	4,500
Clerk to superintendent.....	4,200
Director of manual arts.....	3,900
Supervisor of—	
Manual training (grammar).....	2,700
Manual training (primary).....	2,600
Drawing.....	2,900
Drawing (alternating schools).....	2,500
Domestic art.....	2,900
Domestic science.....	2,900
Music (alternating schools).....	2,700



SALARIES OF ADMINISTRATIVE OFFICERS.

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Salaries in detail for cities of over 100,000 population.

NEWARK, N. J.—continued.

Supervisor of— Continued.	
Physical education.....	\$3,900
Athletics (high and elementary schools)	3,000
Penmanship.....	2,900
Binet schools and classes.....	2,900
General supervisor.....	3,200
Director of music.....	3,200
Assistant supervisor of—	
Drawing.....	2,400
Drawing.....	2,000
Domestic art.....	2,600
Domestic art.....	2,400
Music.....	2,600
Music.....	2,000
Music.....	1,800
Physical training, 2 each.....	2,800
Physical training, 2 each.....	2,600
One clerk.....	1,920
One clerk.....	1,740
Two clerks, each.....	1,440
Three clerks, each.....	1,140
Two clerks, each.....	1,020
One clerk.....	900
One clerk.....	900
Two clerks, each.....	840
One clerk.....	690
One clerk.....	480
Supervisor of attendance.....	4,020
Assistant supervisor of attendance.....	3,000
Attendance officers:	
One officer.....	2,000
Four officers, each.....	1,700
One officer.....	1,640
Four officers, each.....	1,400
Seven officers, each.....	1,400
One officer.....	1,340
Three officers, each.....	1,280
Two officers, each.....	1,200
One officer.....	1,080
One clerk.....	1,020
One clerk.....	900
Two clerks, each.....	840
Supervisor of medical inspection.....	3,000
Assistant supervisor of medical inspection.....	1,700
Psychologist.....	3,500
Assistant psychologist.....	1,680
Assistant psychologist.....	1,000
Assistant ophthalmologist.....	1,140
Two dentists, each.....	1,020
Seven medical inspectors, each.....	750
Sanitary inspector.....	1,440
Fifteen nurses, each.....	1,720
One nurse.....	1,660
One nurse.....	1,600
Four nurses, each.....	1,480
Three nurses, each.....	1,420
Three nurses, each.....	1,360
Two clerks, each.....	1,020
One clerk.....	840
Business manager's department:	
Business manager.....	9,000
Assistant business manager.....	3,600
Secretary to business manager.....	3,000
Building inspector.....	3,000

NEWARK, N. J.—continued.

Business manager's department—Contd.	
Clerk.....	\$1,500
Clerk.....	900
Clerk.....	420
Stenographer.....	1,198
Two drivers, each.....	1,240
Supply department:	
Superintendent of supplies.....	4,800
Assistant superintendent of supplies.....	3,000
Supervisor of equipment.....	2,600
One clerk.....	2,000
Two clerks, each.....	1,920
One clerk.....	1,500
One clerk.....	1,440
One clerk.....	1,400
Two clerks, each.....	1,140
Three clerks, each.....	1,020
One clerk.....	1,000
Two clerks, each.....	900
One clerk.....	840
One clerk.....	420
Secretary's office:	
Secretary, board of education.....	6,000
Assistant secretary.....	3,600
Counsel.....	4,000
One clerk.....	2,100
One clerk.....	1,920
One clerk.....	1,320
One clerk.....	1,020
Two clerks, each.....	960
Two clerks, each.....	780
One clerk.....	540
One clerk.....	420
Telephone operator.....	1,320
NEW BEDFORD, MASS.	
Superintendent of schools.....	5,500
Secretary to superintendent.....	1,716
Two clerks to superintendent, each.....	1,300
One clerk to superintendent.....	936
One clerk to superintendent.....	780
Assistant superintendent of schools.....	3,600
Grade supervisor.....	2,850
Supervisor of—	
Instrumental music.....	3,200
Vocal music.....	2,975
Two assistants, each.....	1,800
Drawing.....	2,975
Two assistants, each.....	1,800
Manual training.....	2,850
Three assistants, each.....	1,700
Cooking.....	1,850
Two assistants, each.....	1,700
Sewing.....	1,850
Five assistants, each.....	1,700
Physical training.....	2,600
Assistant.....	1,700
School nurses.....	1,664
Three assistants, each.....	1,660
Americanization (part-time).....	2,200
Department mechanic.....	2,080
Director of Americanization (part time).....	400
Director of continuation schools.....	3,000
Three clerks, each.....	780

## SALARIES OF ADMINISTRATIVE OFFICERS.

Salaries in detail for cities of over 100,000 population—Continued.

NEW BEDFORD, MASS.—continued		NEW ORLEANS, LA.—continued.	
Specialist for eyesight classes (part time)...	\$1,000	Attendance officer.....	\$2,700
Director of community centers.....	4,000	Assistant attendance officer.....	1,680
Two supervisors, each.....	2,250	Assistant attendance officer.....	1,500
One assistant supervisor.....	1,800	Physical training supervisor.....	3,240
One assistant supervisor.....	1,000	Assistant.....	2,640
Clerk.....	780	Assistant.....	2,160
NEW HAVEN, CONN.		Clerks and stenographers, \$1,080 to \$1,680.....	
Superintendent.....	5,000	Secretary.....	5,400
Three assistant superintendents, each.....	3,950	Inspector.....	3,900
Supervisor of—		Bookkeeper.....	3,600
Music.....	2,650	Assistant inspector.....	2,520
Assistant.....	1,650	Clerks and stenographers, \$900 to \$1,980.....	
Assistant.....	1,525		
Drawing.....	2,750	NEW YORK, N. Y.	
Assistant.....	1,650	Supervising force:	
Penmanship.....	2,650	Superintendent.....	12,000
Kindergarten.....	2,100	Eight associate superintendents, each.....	8,250
Sewing.....	1,850	District superintendent.....	7,500
Two assistants, each.....	1,760	Twenty-six district superintendents, each.....	6,600
Two assistants, each.....	1,500	Seven examiners, each.....	7,700
One assistant.....	1,250	Director of—	
One assistant.....	1,150	Reference, research, and statistics.....	7,000
Physical training.....	2,440	Attendance.....	7,700
Elementary science (part time).....	500	Assistant.....	5,500
Subnormal department.....	2,100	Lectures.....	6,600
Cooking.....	1,500	Assistant.....	4,500
Cooking, two at.....	1,600	Art.....	5,500
Cooking, three at.....	1,250	Drawing.....	5,500
Cooking, two at.....	1,050	Speech improvement.....	5,000
Shopwork, four at.....	1,900	Music.....	5,500
Shopwork, one at.....	1,700	Assistant.....	4,275
Shopwork, one at.....	1,650	Kindergartens.....	5,000
Shopwork, two at.....	1,600	Two assistants, each.....	3,780
Two truant officers (paid by police dept.)		Sewing, two each.....	5,000
Health inspectors, nurses, dentists, etc.		Cooking.....	5,000
(paid by health dept.)		Assistant.....	3,780
Supply clerk.....	2,750	Physical training.....	5,500
Stenographer.....	1,000	One assistant.....	5,500
Clerk.....	900	Three assistants, each.....	4,500
Superintendent of buildings.....	3,250	Recreational activities.....	7,000
Stenographer and clerk.....	900	Vocational activities.....	7,500
Secretary.....	3,550	Evening and continuation schools.....	7,000
Assistant secretary.....	2,000	Modern languages in high schools.....	5,500
Stenographer and clerk.....	1,500	High-school organization.....	5,500
Bookkeeper.....	1,500	Assistant director of manual training.....	4,500
Pay-roll clerk.....	1,400	Five inspectors of public-school ath-	
Bill clerk.....	1,400	letics, each.....	3,300
Telephone operator.....	1,000	Superintendent of libraries.....	5,000
Office boy.....	600	Library assistant.....	2,100
Superintendent's clerks:		Two physicians to examine teaching	
Secretary.....	2,100	applicants, each.....	2,600
Stenographer and clerk.....	1,200	Two assistant directors of educational	
Clerk.....	900	hygiene, each.....	4,500
NEW ORLEANS, LA.		Inspector of playgrounds and recreation	
Superintendent.....	8,000	centers.....	2,760
First assistant.....	4,500	Inspector of ungraded classes.....	5,000
Second assistant.....	4,000	Two assistants, each.....	3,780
Medical inspector.....	2,400	Two medical inspectors of ungraded	
Assistant medical inspector.....	1,920	classes, each.....	3,600
Nurse.....	1,500	Inspector of classes for the blind.....	3,780
Nurse.....	1,920	Two supervisors of continuation classes,	
		each.....	3,360

\* Officers and employees directly responsible to board of education.

SALARIES OF ADMINISTRATIVE OFFICERS.

Salaries in detail for cities of over 100,000 population—Continued.

NEW YORK, N. Y.—continued.

Office of superintendent of schools:	
Chief clerk.....	\$4,500
One clerk.....	5,500
Two clerks, each.....	4,800
One clerk.....	3,312
Seven clerks, each.....	2,820
Ten clerks, each.....	2,640
Clerk.....	2,262
Clerk.....	2,106
Clerk.....	1,950
Three clerks, each.....	1,482
Five clerks, each.....	1,326
Clerk.....	1,170
Three clerks, each.....	1,014
Clerk.....	858
Three clerks, each.....	702
Four stenographers, each.....	2,820
Two stenographers, each.....	2,640
Three stenographers, each.....	2,262
Three stenographers, each.....	2,106
Three stenographers, each.....	1,950
Three stenographers, each.....	1,794
Eighteen stenographers, each.....	1,482
Twelve stenographers, each.....	1,326
One stenographer.....	1,170
Typewriter copyists, each.....	1,326
One typewriter copyist.....	1,014
Mechanical draftsman.....	2,106
Printer for the blind.....	2,106
Board of examiners:	
Clerk.....	3,000
Clerk.....	2,640
Clerk.....	2,262
Two clerks, each.....	2,106
Two clerks, each.....	1,950
Six clerks, each.....	1,326
Clerk.....	702
Two stenographers, each.....	2,820
Stenographer.....	2,640
Stenographer.....	2,262
Stenographer.....	1,950
Stenographer.....	1,794
Two stenographers, each.....	1,326
Bureau of reference, research, and statistics:	
Clerk.....	8,528
Two clerks, each.....	2,640
Two clerks, each.....	2,106
Clerk.....	1,950
Clerk.....	1,794
Clerk.....	1,638
Three clerks, each.....	1,482
Four clerks, each.....	1,326
Clerk.....	1,014
Three clerks, each.....	858
Clerk.....	702
Stenographer.....	1,950
Stenographer.....	1,794
Stenographer.....	1,482
Stenographer.....	1,326
Stenographer.....	1,170
Typewriter copyist.....	1,170
Typewriter copyist.....	1,014
Statistician.....	3,312
Statistician.....	2,820

NEW YORK, N. Y.—continued.

Bureau of reference, research, and statistics—Continued.	
Statistician.....	\$2,262
Six tabulating-machine operators, each.....	1,482
Tabulating-machine operator.....	1,170
Bureau of attendance:	
Chief attendance officer.....	4,752
Two division supervising attendance officers, each.....	3,672
Twenty-five district attendance officers, each.....	2,808
One district attendance officer.....	2,480
Seventy-nine attendance officers, each.....	1,690
Fifty-one attendance officers, each.....	1,820
Twelve attendance officers, each.....	1,950
Eight attendance officers, each.....	2,080
Four attendance officers, each.....	2,210
Ninety-nine attendance officers, each.....	2,340
One clerk.....	2,640
Four clerks, each.....	2,106
Two clerks, each.....	1,950
Five clerks, each.....	1,794
Eight clerks, each.....	1,482
Twenty-nine clerks, each.....	1,326
Three clerks, each.....	1,170
Ten clerks, each.....	1,014
One clerk.....	858
Thirty-nine clerks, each.....	702
Stenographer.....	2,820
Stenographer.....	1,794
Stenographer.....	1,482
Stenographer.....	1,326
Telephone switchboard operator.....	1,482
Offices of district superintendents:	
Three clerks, each.....	2,106
Six stenographers, each.....	1,950
Twelve stenographers, each.....	1,794
One stenographer.....	1,482
One stenographer.....	1,170
Teachers' council: Clerk.....	2,106
Bureau of buildings:	
Superintendent of buildings.....	11,000
Five deputy superintendents of buildings, each.....	6,500
One deputy superintendent of building.....	5,500
Sanitary assistant.....	5,500
Assistant chief, sanitary division.....	4,000
Chief of electrical division.....	5,500
Assistant chief, electrical division.....	4,200
Chief of furniture division.....	4,500
Assistant chief, furniture division.....	4,000
Engineer.....	3,528
Assistant engineer.....	4,000
Assistant engineer.....	4,200
One clerk.....	5,500
One clerk.....	3,528
One clerk.....	2,620
Two clerks, each.....	2,640
Two clerks, each.....	2,262
One clerk.....	2,106
One clerk.....	1,326
One clerk.....	1,170
One clerk.....	1,014
Six clerks, each.....	702

## SALARIES OF ADMINISTRATIVE OFFICERS.

Salaries in detail for cities of over 100,000 population—Continued.

## NEW YORK, N. Y.—continued.

## Bureau of buildings—Continued.

One stenographer.....	\$2,520
Two stenographers, each.....	2,640
Five stenographers, each.....	2,262
One stenographer.....	2,106
One stenographer.....	1,950
Three stenographers, each.....	1,794
Four stenographers, each.....	1,482
One stenographer.....	1,326
Typewriting copyist.....	1,326
Telephone switchboard operator.....	1,482
Telephone switchboard operator.....	1,326
Messenger.....	2,262
One architectural draftsman.....	4,000
Nine architectural draftsmen, each.....	3,528
Seven architectural draftsmen, each.....	3,312
Forty-four architectural draftsmen, each.....	2,820
Four architectural draftsmen, each.....	2,640
Eleven architectural draftsmen, each.....	2,470
Two architectural draftsmen, each.....	2,106
Nineteen architectural draftsmen, each.....	1,638
One mechanical draftsman.....	2,820
One mechanical draftsman.....	2,470
Two mechanical draftsmen, each.....	2,262
Nine structural steel draftsmen, each.....	2,820
Five structural steel draftsmen, each.....	2,470
Eleven junior draftsmen, each.....	1,794
One junior draftsman.....	1,482
Eighteen junior draftsmen, each.....	1,170
Six general inspectors, each.....	3,528
Three general inspectors, repairs, each.....	3,528
One general inspector, repairs.....	3,096
One inspector, iron and steel construction.....	3,528
One inspector, carpentry.....	2,820
Seven electrical inspectors, each.....	2,820
Two electrical inspectors, each.....	1,950
One inspector of electrical conductors.....	2,820
Two furniture inspectors, each.....	2,820
Four inspectors of masonry, each.....	2,820
Thirty-four inspectors of masonry and carpentry, each.....	2,820
One inspector of masonry and carpentry.....	2,262
One inspector of masonry and carpentry.....	1,950
Two inspectors of masonry and carpentry, each.....	942
One inspector of painting.....	2,820
Four inspectors of repairs, each.....	2,820
Two inspectors of repairs, each.....	2,470
Eleven sanitary inspectors, each.....	2,820
One sanitary inspector.....	2,470
One sanitary inspector.....	1,950
Laborer.....	1,794
Photographer.....	2,262
Expert blue printer.....	2,262
Autotruck driver.....	1,794
Bureau of supplies:	
Superintendent of supplies.....	9,000
Deputy superintendent of supplies.....	4,000
Two clerks, each.....	4,000
Four clerks, each.....	3,312

## NEW YORK, N. Y.—continued.

## Bureau of supplies—Continued.

Five clerks, each.....	\$2,820
Ten clerks, each.....	2,640
Two clerks, each.....	2,262
Four clerks, each.....	2,106
Three clerks, each.....	1,950
Nineteen clerks, each.....	1,794
One clerk.....	1,638
Two clerks, each.....	1,482
Twenty clerks, each.....	1,326
Two clerks, each.....	1,170
Twenty-five clerks, each.....	1,014
Three clerks, each.....	858
One clerk.....	702
One stenographer.....	2,820
One stenographer.....	2,640
Two stenographers, each.....	2,262
Three stenographers, each.....	2,106
Two stenographers, each.....	1,794
Five stenographers, each.....	1,326
One stenographer.....	1,014
Moon-Hopkins machine operator.....	1,170
Moon-Hopkins machine operator.....	1,014
Chemist.....	2,820
Orderly.....	2,262
Orderly.....	1,326
Toolman.....	1,950
One storekeeper's helper.....	1,794
Four storekeeper's helpers, each.....	1,950
Fourteen storekeeper's helpers, each.....	1,482
One storekeeper's helper.....	1,326
One laborer.....	1,794
Nine laborers, each.....	1,482
Two laborers, each.....	1,326
One laborer.....	858
Nineteen cleaners, each.....	1,482
Attendant.....	1,482
Gymnasium attendant.....	2,820
Four autotruck drivers, each.....	1,794
Automobile engineman.....	2,106
Licensed steam boiler fireman.....	2,106
Fuel engineer.....	4,500
One fuel inspector.....	2,820
Ten fuel inspectors, each.....	2,640
Bureau of finance:	
Auditor.....	7,500
Deputy auditor.....	6,000
Two clerks, each.....	4,200
One clerk.....	4,000
Two clerks, each.....	3,312
Three clerks, each.....	2,820
Three clerks, each.....	2,640
Six clerks, each.....	2,262
Seven clerks, each.....	2,106
Five clerks, each.....	1,794
One clerk.....	1,638
Five clerks, each.....	1,482
Forty-five clerks, each.....	1,326
Four clerks, each.....	1,170
One clerk.....	1,014
One clerk.....	858
Five clerks, each.....	702
Bookkeeper.....	4,200
Four examiners of claims, each.....	3,312

SALARIES OF ADMINISTRATIVE OFFICERS.

Salaries in detail for cities of over 100,000 population—Continued.

NEW YORK, N. Y.—continued.

Bureau of finance—Continued.	
Stenographer.....	\$2,820
Stenographer.....	1,326
One typewriting copyist.....	1,950
Two typewriting copyists, each.....	1,326
Three tabulating-machine operators, each.....	1,326
Typewriter accountant.....	1,482
Office of the secretary, board of education:	
Secretary.....	6,500
Assistant secretary.....	5,000
Chief clerk.....	4,000
Clerk.....	3,960
Clerk.....	3,312
Two clerks, each.....	2,820
Clerk.....	1,950
Clerk.....	1,482
Clerk.....	1,326
Two clerks, each.....	1,014
Clerk.....	858
Three stenographers, each.....	3,312
Stenographer.....	2,820
Two stenographers, each.....	1,794
Stenographer.....	1,482
Typewriting copyist.....	2,640
Typewriting copyist.....	1,794
Telephone-switchboard operator.....	1,170
Three telephone-switchboard operators, each.....	1,482
Messenger.....	2,262
Chauffeur.....	2,820
Chauffeur.....	1,482
Confidential secretary.....	3,312
Confidential secretary.....	2,760
Confidential secretary.....	2,470
Bureau of plant operation:	
Superintendent of plant operation.....	7,500
Chief of heating and ventilating div.....	5,500
Asst. chief of heating and ventilating div.....	4,200
Supervisor of janitors.....	3,600
Three assistant supervisors of janitors, each.....	3,528
Clerk.....	4,500
Two clerks, each.....	2,640
Clerk.....	1,794
Clerk.....	1,170
Clerk.....	624
Stenographer.....	2,106
Three stenographers, each.....	1,326
Assistant engineer.....	3,600
Assistant engineer.....	3,528
Mechanical engineer.....	3,528
Mechanical draftsman.....	3,528
Three mechanical draftsmen, each.....	2,820
Four mechanical draftsmen, each.....	2,640
Architectural draftsman.....	2,820
Architectural draftsmen.....	2,640
Junior draftsman.....	2,262
Junior draftsman.....	2,106
Three junior draftsmen, each.....	1,794
Heating and ventilating inspector.....	3,312

NEW YORK, N. Y.—continued.

Bureau of plant operation—Continued.	
Eleven heating and ventilating inspectors, each.....	\$2,820
Inspector of boiler-pipe covering.....	2,640
Bureau of lectures:	
Stenographer.....	2,262
Two stenographers, each.....	2,106
Stenographer.....	1,950
Stenographer.....	1,482
Two stenographers, each.....	1,326
Clerk.....	1,014
Clerk.....	702
Librarian.....	1,950

NORFOLK, VA.

Division superintendent.....	5,000
Supervisor of instruction.....	4,000
Primary-kindergarten supervisor.....	4,500
Secretary, school board.....	1,800
Auditor, school board.....	2,500
Stenographer, school board office.....	1,320
Superintendent of buildings.....	3,000
Vocational director.....	3,300
Assistant vocational director.....	1,725
Supervisor of—	
Art department.....	1,625
Penmanship.....	1,550
Music department.....	1,675
Special classes.....	1,800
Director, physical training department.....	2,200
Attendance officers:	
White.....	1,000
Colored.....	550

OAKLAND, CALIF.

Superintendent of schools.....	10,000
Two assistant superintendents of schools, each.....	5,500
Secretary to superintendent.....	2,400
Secretary-business manager.....	4,500
Assistant business manager.....	2,750
Auditor.....	3,300
Astronomer.....	3,080
Detention home instructor.....	2,040
Supervising storekeeper.....	2,700
Supervising custodian.....	2,400
Supervising librarian.....	2,508
Supervisor of—	
Reports and information.....	2,040
Speech defects.....	2,820
Two assistant supervisors of music, each.....	2,820
Supervisor of—	
Bands and orchestra (1).....	680
Physical education.....	2,840
Two assistants, each.....	2,820
Penmanship.....	2,820
Kindergarten and primary education.....	2,820
Supervisor and director, patriotic activities.....	2,880
Assistant supervisor of manual training.....	2,820
Two assistant supervisors of drawing, each.....	2,820



Salaries in detail for cities of over 100,000 population—Continued.

OAKLAND, CALIF.—continued.

Director of—	
Health and sanitation.....	\$3,744
Assistant.....	2,760
Citizenship.....	3,240
Science (4).....	1,980
Assistant.....	1,440
Boys' vocational work.....	3,900
Assistant (1).....	1,572
Social studies (4).....	1,620
Home economics (\$40 for evening).....	3,228
Assistant (4).....	1,620
Agriculture (2).....	1,425
Physical education (4).....	975
Art.....	3,000
Music.....	3,600
Research and guidance (4).....	4,000
Four assistants, each.....	2,820
Attendance (\$350 included as auto expense).....	3,410
Chief attendance officer (\$350 for auto).....	2,750
Four assistant attendance officers (\$350 for auto), each.....	2,030
Accountant.....	2,400
Two assistant accountants, each.....	2,040
Pay-roll clerk.....	2,400
Bookkeeper.....	1,620
Warrant clerk.....	1,620
Six secretarial stenographers, each.....	1,620
Nine junior stenographers, each.....	1,320
Statistical clerk.....	1,620
Census file clerk.....	1,320
Duplicator operator.....	1,320
File clerk.....	1,320
Telephone operator.....	1,320
Three senior clerks, each.....	1,800
Four junior clerks, each.....	1,320

OMAHA, NEBR.

Superintendent of schools.....	10,000
Assistant superintendent.....	4,200
Assistant superintendent.....	3,500
Assistant superintendent.....	3,300
Secretary.....	4,800
Superintendent of buildings.....	4,800
Assistant superintendent of buildings.....	3,000
Supervisor of—	
Kindergartens.....	2,600
Drawing.....	2,200
Physical education.....	2,200
Writing.....	2,400
Music.....	2,500
Manual training.....	2,700
Nurses.....	2,700
Assistant supervisor of drawing.....	2,000
Assistant supervisor of physical education.....	1,500
Director of vocational guidance and department of child labor.....	2,000
Attendance officer.....	2,200
Assistant attendance officer.....	1,800
Assistant attendance officer.....	1,800
Supervisor of—	
Music in high schools (part time).....	1,440

\* Plus \$200 bonus.

OMAHA, NEBR.—continued.

Supervisor of—Continued.	
Night schools.....	\$2,100
Speech correction.....	1,600
Director of department of health supervision (part time).....	2,000
School dentist.....	2,400
One clerk.....	2,100
One clerk.....	1,650
Two clerks, each.....	1,500
One clerk.....	1,350
One clerk.....	1,275
Two clerks, each.....	1,200
Two clerks, each.....	1,080
Four clerks, each.....	960

PATERSON, N. J.

Superintendent of schools.....	6,000
General supervisor.....	4,900
Supervisor of—	
Drawing.....	2,200
Assistant.....	1,800
Music.....	2,000
Cooking.....	2,300
Sewing.....	2,200
Mentally defective children.....	2,100
Manual training.....	2,900
School hygiene.....	5,000
Eight medical inspectors, each.....	500
Chief attendance officer.....	2,050
Three attendance officers, each.....	1,650
One attendance officer.....	1,500
Stenographer.....	1,700
Stenographer.....	1,550
Secretary, board of education.....	3,500
Assistant secretary.....	3,000
Accountant.....	2,100
Stenographer.....	1,450
Clerk.....	1,300
Clerk.....	1,150

PHILADELPHIA, PA.

Superintendent of schools.....	12,000
Four associate superintendents, each.....	5,060
Eight district superintendents, each.....	4,070
Director of—	
Music.....	5,060
Art education.....	4,510
Kindergartens.....	3,410
Practical arts and vocational education.....	4,510
Examinations.....	4,510
Compulsory education.....	4,510
Medical inspection.....	4,510
Supervisor of special education for handicapped children.....	3,410
	Min. Max.
Eighteen assts. to dir. of music, each.....	\$1,240 * 2,040
Ten assts. to dir. of art education, each.....	1,240 * 2,040
One asst. to dir. of kindergartens.....	1,240 * 2,040
Twenty-five assts. to dir. of physical ed., each.....	1,240 * 2,040

\* Ten years.



Salaries in detail for cities of over 100,000 population—Continued.

PHILADELPHIA, PA.—Continued.

	Min.	Max.
Five assts. to dir. of prac. arts and voca. ed., each	\$1,240	\$2,040
Nine attendance supervisors, each	1,240	* 2,040
One employment supervisor	1,240	* 2,040
Sixty-two attendance officers—		
Class A, each	1,200	* 1,500
Class B, each	1,600	* 2,000
Eight medical supervisors, each	1,240	* 2,040
Seventy-four medical inspectors, each	1,000	* 1,200
Head nurse	1,240	* 2,040
Forty school nurses, each	1,000	* 1,400
Librarian, pedagogical library	1,240	* 2,540
Assistant librarian, pedagogical library	900	* 1,325
Six clerical assts. to supt. and assoc. supts., Class C-D	1,375	* 2,000
Eight clerical assts. to supt. and assoc. supts., Class A-B	900	* 1,325
Eight clerical assts. to dist. supts., Class C-D	1,375	* 2,000
Clerical asst. to dir. of compulsory ed., Class C-D	1,375	* 2,000
Eight clerical assts. to dir. of compulsory ed., Class C	1,375	* 1,615
Twenty clerical assts. to dir. of compulsory ed., Class A-B	900	* 1,325
Eight clerical assts. to other directors, Class C-D	1,375	* 2,000
Ten clerical assts. to other directors, Class A-B	900	* 1,325
Secretary's office:		
Secretary	6,500	
Asst. secretary and asst. solicitor	4,500	
One clerk	3,000	
Two clerks, each	2,600	
Two clerks, each	1,800	
One clerk	1,600	
One clerk	1,500	
Two clerks, each	1,200	
Three notice servers, each	1,400	
Clerical assistant	2,000	
Clerical assistant	1,495	
Clerical assistant	1,325	
Clerical assistant	1,325	
Two clerical assistants, each	1,225	
Two clerical assistants, each	1,125	
Office boy	480	

Buildings:

Superintendent	6,000
Assistant superintendent	4,000
Chief draftsman	4,000
Assistant draftsman	3,000
Structural engineer	3,500
Mechanical engineer	2,500
Electrical engineer	2,200
Mechanical assistant	2,000
Mechanical assistant	1,500
Detail draftsman	2,500
Two general draftsmen, each	2,000
General draftsman	1,800
Two general draftsmen, each	1,800

\* Ten years.

\* Five years.

PHILADELPHIA, PA.—Continued.

Buildings—Continued.	
Photographer	\$1,500
Five inspectors, each	2,100
Clerical assistant	1,495
Clerical assistant	1,325
Clerical assistant	945
School treasurer:	
Chief clerk	1,000
Three clerks, each	1,330
Clerk	307
School controller:	
School controller	4,000
Chief accountant	1,000
Chief tax auditor	1,000
Four clerks, each	1,900
One clerk	1,495
One clerk	1,330
Eleven clerks, each	330
Receiver of taxes:	
Chief clerk	1,000
One clerk	1,430
Nine clerks, each	1,320
Eleven clerks, each	1,210
Extra services	1,000
Supplies:	
Superintendent	4,000
Assistant superintendent	2,400
Clerk	2,000
Clerk	1,900
Clerk	1,700
Two clerical assistants, each	1,495
Three clerical assistants, each	1,325
One clerical assistant	1,225
Storehouse:	
Foreman	2,000
Assistant foreman	1,800
One packer and shipper	1,400
Three packers and shippers, each	1,300
Three packer and shippers, each	1,200
Clerical assistant	1,035
Warehouse:	
Custodian	1,450
Two chauffeurs, each	1,300
Janitor	850
Outside force:	
Four inspectors, each	1,800
Piano tuner	1,300

PITTSBURGH, PA.

Superintendent of schools	12,000
Four associate superintendents, each	5,000
Executive secretary for superintendent	2,800
Stenographer for superintendent	1,440
Stenographer for superintendent	1,200
Three stenographers for assoc. supts., each	1,200
Two stenographers for assoc. supts., each	1,440
Clerk for superintendent	1,200
Director of—	
Special schools and extension work	4,000
Art	4,000
Kindergartens	4,000
Hygiene	6,000

\* Fifteen years.

## Salaries in detail for cities of over 100,000 population—Continued.

## PITTSBURGH, PA.—continued.

Director of—Continued.	
Music.....	\$4,000
Research and measurement.....	4,000
Primary supervision.....	4,000
Nature study and school gardens.....	4,000
Writing and commercial work.....	4,000
Household economy.....	4,000
Compulsory attendance.....	4,000
Vocational guidance. (Filled by high-school principal.)	
Clerks to directors:	
Secy. to director of special schools.....	1,440.00
Two clerks to other directors, each.....	1,113.62
Clerk to other directors.....	918.75
Two clerks to other directors, each.....	750.00
Clerk to other directors.....	1,000.00
Clerk to other directors.....	1,500.00
Clerk to other directors.....	2,500.00
Clerk to other directors.....	1,500.00
One supervisor of art.....	1,950
Two supervisors of art, each.....	2,300
Nine supervisors of art, each.....	2,400
One supervisor of kindergartens.....	2,300
One supervisor of hygiene.....	2,100
One supervisor of hygiene.....	2,200
Four supervisors of hygiene, each.....	2,400
One supervisor of hygiene.....	2,450
Five supervisors of hygiene, each.....	2,600
Payment to city of Pittsburgh, department of health, for inspectors' service and nurses.....	34,903
Eight dental operators, each.....	1,000
Eight dental clinic assistants, each.....	520
Medical examiner (new child-labor law).....	3,000
Chief, psychological clinic.....	3,000
Assistant, psychological clinic.....	1,440
Matron and clerk, clinics.....	1,020
Chief, tuberculosis X-ray clinic.....	2,400
Laboratory assistant.....	900
One supervisor of music.....	2,100
One supervisor of music.....	2,200
Seven supervisors of music, each.....	2,400
Three supervisors of music, each.....	2,600
Supervisor of writing and commercial work.....	2,000
Supervisor of writing and commercial work.....	2,100
Supervisor of writing and commercial work.....	2,300
Six supervisors of writing and commercial work, each.....	2,400
Four supervisors of household economy, each.....	2,400
Supervisor of manual training.....	3,600
Supervisor of manual training.....	3,410
Supervisor of manual training.....	3,100
Vocational guidance:	
Field secretary (man).....	2,600
Field secretary (man).....	2,300
Field secretary (woman).....	2,000
Field secretary (woman).....	1,500
Two assistant placement secretaries, each.....	1,350
Eleven high-school counsellors for Saturday work, each.....	300
Twenty-six truant officers, each.....	1,300
Six truant-officer supervisors, each.....	1,420

## PITTSBURGH, PA.—continued.

Secretary's office:	
Secretary.....	\$5,000
Chief clerk and paymaster.....	2,970
Stenographer, board.....	1,440
Stenographer and cashier.....	1,584
Assistant secretary.....	2,970
Chief accountant and statistician.....	4,000
General accountant.....	1,650
Cost accountant.....	1,650
Accountant for disbursements.....	2,640
Chief voucher and pay roll clerk.....	1,416
Stenographer and clerk.....	1,140
Statistical clerk.....	1,224
Stenographer and clerk.....	1,015
Stores-distribution clerk.....	1,286
Machine operator for individual pay checks.....	1,125
Retirement system bookkeeper, shop clerk.....	1,296
Shop clerk.....	1,125
Accountant for retirement system.....	2,100
Controller's department:	
School controller.....	4,000
Auditor.....	3,600
Bond clerk.....	2,200
Auditing clerk.....	1,800
Retirement clerk.....	1,500
Legal department:	
Solicitor.....	5,000
Building department:	
Superintendent of buildings.....	6,000
Chief clerk.....	2,500
Stenographer and clerk (superintendent's).....	1,500
Assistant superintendent.....	4,500
Building supervisor.....	3,300
Assistant to building supervisor.....	2,400
Engineer clerk.....	1,000
Draftsman.....	1,800
Draftsman.....	2,040
Engineer.....	2,400
Chief draftsman.....	3,000
Chief inspector.....	2,400
Chief clerk.....	2,000
Stenographer and clerk.....	1,500
Clerk.....	960
Supply department:	
Superintendent of supplies.....	6,000
Assistant superintendent.....	3,000
Inspector, supplies and services.....	1,500
Chief clerk.....	2,000
Clerk.....	1,224
Clerk.....	1,296
Clerk.....	1,206
Typist and clerk.....	1,125
Stenographer and file clerk.....	1,125
Clerk.....	1,224
Storekeeper.....	1,932
Assistant, storeroom.....	1,500
Two assistants, storeroom, each.....	1,200
Assistant, shop storeroom.....	1,300
Three truck drivers, each.....	1,352

SALARIES OF ADMINISTRATIVE OFFICERS.

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Salaries in detail for cities of over 100,000 population—Continued.

PORTLAND, OREG.

Superintendent.....	\$7,000
Assistant superintendent.....	4,450
Assistant superintendent.....	4,200
Secretary.....	1,400
Record clerk.....	1,500
Stenographer.....	1,320
Stenographer.....	900
Garden supervisor.....	1,250
Physical training.....	3,900
Attendance officer.....	2,500
Assistant attendance officer.....	2,040
Assistant attendance officer.....	1,800
Assistant attendance officer.....	1,080
Attendance clerk.....	1,260
Business department:	
School clerk and business manager.....	4,750
Assistant clerk.....	2,100
Cashier.....	1,980
Secretary.....	1,800
Statistician.....	1,620
Bookkeeper.....	1,500
Assistant bookkeeper.....	1,500
Assistant bookkeeper.....	1,260
Bill clerk.....	1,080
Timekeeper.....	1,200
Stenographer.....	1,440
Stenographer.....	1,380
Assistant bookkeeper.....	1,080
Stenographer.....	1,200
Telephone operator.....	1,080
Operation department:	
Purchasing agent.....	1,800
Assistant purchasing agent.....	1,380
Two stenographers, each.....	1,080
Superintendent of properties.....	4,200
General foreman.....	2,700
Supervisor of operation.....	2,400
Supervisor of grounds.....	2,280
Secretary.....	1,380
Stenographer.....	1,080
Storekeeper.....	1,800
Assistant storekeeper.....	1,320
Two bookkeepers, each.....	1,500
Clerk.....	1,320
Clerk.....	1,350
Truck driver.....	1,440
Truck helper.....	1,200
Two watchmen, each.....	1,380

PROVIDENCE, R. I.

Superintendent of schools.....	6,000
First assistant superintendent of schools.....	4,500
Second assistant superintendent of schools.....	3,250
Third assistant superintendent of schools.....	2,750
Supervisor of—	
Primary schools.....	2,500
Special schools.....	2,500
Director of—	
Kindergartens.....	2,500
Industrial education and drawing.....	4,000
Five assistants, each.....	2,000
Music.....	3,500
Three assistants, each.....	2,000

PROVIDENCE, R. I.—continued.

Director of—Continued.	
Penmanship.....	\$2,000
Physical education.....	3,700
Two assistants, each.....	2,000
Vocational guidance.....	3,120
Assistant.....	2,200
Instructor in military training.....	2,000
Secretary of school committee.....	4,600
Purchasing agent (books and supplies).....	2,550
Truant officer.....	2,700
Supt., school property, including janitors.....	2,600
Assistant superintendent of school property.....	1,872
Bookkeeper (secretary school committee office).....	2,100
Bookkeeper, assistant.....	1,400
Indexing and recording clerk.....	1,600
Stock clerk.....	2,080
Stock clerk.....	1,400
Stenographer (superintendent of schools).....	1,800
Two stenographers, each.....	1,100
One stenographer.....	676
One clerk.....	1,600
Two clerks, each.....	1,300
Two clerks, each.....	1,200
One clerk.....	1,000

READING, PA.

City superintendent of public schools.....	4,700
General supervisor (administrative).....	2,700
Supervisor of—	
Kindergartens and primary grades.....	1,700
Intermediate and grammar grades.....	1,700
Director of—	
Visual education.....	3,200
Practical arts.....	2,050
Physical education.....	2,350
Medical inspection.....	1,150
Medical inspection.....	1,150
One assistant.....	600
Three assistants, each (3 months).....	240
Dentist.....	800
Four nurses, each.....	970
Music.....	2,000
Supervisor of—	
Drawing.....	1,850
Writing.....	1,250
Home economics.....	1,500
Child welfare.....	1,850
Special teacher in music.....	1,650
Special teacher in music.....	1,250
Special teacher in physics training.....	1,300
Special teacher in drawing.....	1,900
Special teacher.....	1,500
Special teacher.....	1,450
Special teacher.....	1,300
Special teacher in sewing.....	1,300
Special teacher in sewing.....	1,080
Special teacher in cooking.....	1,250
Two special teachers in cooking, each.....	1,200
Two attendance officers, each.....	1,475
Superintendent of buildings.....	2,000
Superintendent of supplies.....	1,325
Stenographer.....	980

SALARIES OF ADMINISTRATIVE OFFICERS.

Salaries in detail for cities of over 100,000 population—Continued.

RICHMOND, VA.		ROCHESTER, N. Y.—continued.	
Superintendent of schools.....	86,500	Chief draftsman.....	83,000
Assistant superintendent.....	3,980	Examination board (part-time), 2 mem- bers, each.....	250
Director of—		Two chauffeurs, each.....	1,300
Night schools.....	1,240	Four attendance officers, each.....	1,030
Manual arts.....	2,420	Attendance officer (part-time).....	408
Music.....	2,420	One clerk.....	1,040
Physical education.....	2,420	One clerk.....	1,314
Penmanship.....	2,420	One clerk.....	1,300
Medical inspection.....	3,000	One clerk.....	1,240
Supervisor of—		Two clerks, each.....	1,300
Primary schools.....	2,240	One clerk.....	1,162
Kindergarten (first-grade supervisor).....	2,240	One clerk.....	988
Drawing.....	1,793	Two clerks, each.....	840
Household arts.....	1,793	Telephone operator.....	1,326
Truant officer.....	1,240	Secretary.....	1,040
Clerk and supervisor of buildings.....	3,500	Secretary.....	1,240
Assistant clerk.....	2,200	One stenographer.....	1,240
Supply clerk.....	1,480	One stenographer.....	1,140
Messenger.....	528	Two stenographers, each.....	1,020
Two stenographers, each.....	1,500	One stenographer.....	940
One stenographer.....	1,440	Two messengers, each.....	1,200
One stenographer.....	1,168	One messenger.....	1,040
One stenographer.....	1,080	Two messengers, each.....	540
		One messenger.....	540
		Thirteen messengers, each.....	780
		Twelve messengers, each.....	600
ROCHESTER, N. Y.		SALT LAKE CITY, UTAH.	
Superintendent of schools.....	6,000	Superintendent.....	6,000
Two assistant superintendents of schools.....	5,500	Assistant superintendent of high schools.....	4,350
Director of—		Assistant superintendent of grade schools.....	3,100
Lunch rooms.....	3,200	Secretary.....	2,040
Commercial work.....	3,400	Statistician.....	1,320
Junior high schools.....	4,500	Stenographer.....	1,320
Manual training.....	3,400	Purchasing agent and clerk.....	4,500
Art instruction.....	3,900	Bookkeeper.....	2,220
Child study department.....	3,100	Secretary.....	2,040
Music.....	4,100	Stenographer.....	1,500
Penmanship.....	4,100	Assistant.....	780
Physical education.....	4,000	Superintendent, buildings and grounds.....	4,200
Special classes.....	3,800	Office engineer.....	2,700
Elementary grades and kindergartens.....	3,300	Assistant engineer.....	2,640
Home economics.....	3,000	Office clerk.....	1,600
Employment and certification of teachers.....	3,500	Stenographer.....	1,200
Supervisor of—		Attendance officer.....	2,000
Art instruction.....	3,200	Assistant attendance officer.....	2,000
Bands and orchestras.....	3,000	Assistant attendance officer.....	1,500
Home economics.....	2,500	Stenographer.....	950
Physical education.....	2,450	Supervisor of—	
Boys' clubs.....	2,300	Primary grades.....	3,500
High-school music.....	3,000	Exceptional children.....	2,500
Elementary grades and kindergartens.....	2,050	Art.....	2,800
Supervising teacher of—		Physical education.....	2,500
Penmanship.....	2,050	Art and handwork.....	2,000
Penmanship.....	2,300	Domestic art.....	2,000
Special classes.....	2,100	Writing.....	2,400
Music.....	2,350	Industrial arts.....	2,600
Music.....	2,000	Home economics.....	2,000
Music.....	2,350	Music.....	2,550
Music.....	2,300	Assistant.....	1,600
Art instruction.....	2,200	Instrumental music.....	1,500
Home economics.....	2,500	English.....	2,500
Special classes.....	2,150	Modern languages.....	2,500
Domestic art.....	2,500	Part-time.....	2,350
Child study.....	2,000	Health direction.....	2,000
Visiting teacher.....	2,800		
Superintendent of buildings.....	3,500		
Chief engineer.....	3,000		

SALARIES OF ADMINISTRATIVE OFFICERS.

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Salaries in detail for cities of over 100,000 population - Continued.

SAN ANTONIO, TEX.

Superintendent.....	\$6,000
Assistant superintendent.....	3,534
Business manager.....	3,400
Superintendent of buildings.....	1,752
Secretary to superintendent.....	1,506
Bookkeeper.....	1,770
Two stenographers, each.....	1,200
Physician (9 months).....	900
Dentist (9 months).....	900
Nurse (9 months).....	1,237
Nurse (9 months).....	1,089
Nurse (9 months).....	980
Two attendance officers, each.....	1,800
Boards' attorney.....	600
Two supervisors, grammar and primary, each.....	2,214
Three supervisors, music, art and phy. ed., each.....	1,950

SAN FRANCISCO, CALIF.

Superintendent.....	4,000
Five deputy superintendents, each.....	3,600
Secretary.....	2,250
Stenographer.....	1,920
Messenger clerk.....	1,800
Chief attendance bureau.....	4,800

SCRANTON, PA.

Superintendent of schools.....	6,000
Supervisor of—	
Drawing.....	1,800
Drawing.....	1,770
Drawing.....	1,650
Music.....	2,150
Music.....	1,770
Sewing.....	1,850
Sewing.....	1,870
Sewing.....	1,550
Primary grades.....	2,290
Penmanship.....	1,900
Kindergartens.....	2,010
One attendance officer.....	1,800
Three attendance officers, each.....	1,500
One attendance officer.....	1,200
Health inspector.....	1,800
Secretary of school board.....	3,600
Superintendent of buildings and supplies.....	3,600
Superintendent's secretary.....	1,800

SEATTLE, WASH.

Superintendent.....	10,000
Three assistant superintendents, each.....	5,100
Head of dept. of method for grammar grades.....	3,440
Head of dept. of method for primary grades.....	3,300
Supervisor of—	
Drawing.....	3,000
Garden work.....	3,300
Home economics (2), each.....	2,700
Manual arts.....	2,000
Music (2), each.....	2,700
Music.....	2,400
Music.....	2,100
Penmanship.....	2,940
Physical education (4), each.....	2,700
Attendance.....	2,000

SEATTLE, WASH.—Continued.

Director of—	
Vocational guidance.....	\$4,200
Home economics.....	3,600
Manual training.....	3,600
Music.....	3,600
Orchestras.....	2,500
Physical education.....	3,600
Two coordinators with vocational guidance, each.....	2,700
Three attendance officers, each.....	2,200
Home visitor.....	1,620
Comptroller.....	3,900
Bookkeeper.....	2,100
One clerk.....	1,800
One clerk.....	1,640
One clerk.....	1,500
Two clerks, each.....	1,320
One clerk.....	1,200
One clerk.....	2,400
Two stenographers, each.....	1,440
Two stenographers, each.....	1,320
Two stenographers, each.....	1,140
Three stenographers, each.....	1,000

SPOKANE, WASH.

Superintendent of schools.....	5,800
Secretary of board.....	3,000
Assistant secretary of board.....	2,400
Superintendent of buildings and grounds.....	2,400
Accountant.....	2,400
Secretary to superintendent.....	2,400
Superintendent's assistant.....	2,250
Supervisor of—	
Drawing.....	2,550
Music.....	2,550
Writing and evening school.....	2,450
Household arts.....	2,250
Physical training (2), each.....	2,250
Manual training.....	2,250
Health.....	3,400
Attendance officer.....	1,800
Four stenographers, each.....	1,340
One stenographer.....	1,200
One stenographer.....	1,140
One stenographer.....	1,080

SPRINGFIELD, MASS.

Superintendent.....	5,800
Assistant superintendent.....	3,500
Secretary to superintendent.....	1,650
Supervisor of—	
Art and hand work.....	3,175
Assistant.....	2,200
Assistant.....	2,080
Assistant.....	1,950
Assistant.....	1,870
Assistant.....	1,630
Music.....	3,175
Assistant.....	2,250
Assistant.....	1,800
Nature study.....	2,275
Assistant.....	1,950
Physical education.....	2,975
Two assistants, each.....	1,800
Home economics.....	2,700



## Salaries in detail for cities of over 100,000 population—Continued.

## SPRINGFIELD, MASS.—continued.

Supervisor of—Continued.	
Manual arts (this in addition to regular salary as head of department in high school).....	4,800
Director of psychological laboratory (two-fifth time).....	1,770
Visiting teacher.....	1,840
Director of evening-school extension (this in addition to regular salary as head of department in high school).....	700
Assistant (in charge of immigrant education).....	2,000
Chief clerk.....	2,400
Bookkeeper.....	1,400
Two clerks, each.....	1,400
Stenographer.....	1,800
Two clerks, each.....	1,200
Two clerks, each.....	1,000
One clerk.....	900
Attendance officer.....	2,300
Two assistant attendance officers, each.....	1,900
One assistant attendance officer.....	1,500
One assistant attendance officer.....	1,500
ST. LOUIS, MO.	
Superintendent of instruction.....	4,000
Two assistant superintendents, each.....	3,000
Three assistant superintendents, each.....	6,000
One assistant superintendent (principal, Harris Teachers' College).....	6,000
One assistant superintendent.....	4,500
Chief clerk.....	2,500
Teachers' clerk.....	2,300
One stenographer.....	1,500
One stenographer.....	1,400
One stenographer.....	1,300
Five stenographers, each.....	1,200
Messenger.....	600
Chief attendance officer.....	4,000
One assistant attendance officer.....	1,600
Nineteen assistant attendance officers, each.....	1,900
Clerk.....	1,400
Director of hygiene.....	5,000
Supervisor of hygiene.....	2,550
Three inspectors, each.....	1,900
Two inspectors, each.....	2,100
Nine inspectors, each.....	2,300
Supervisor of nurses.....	1,750
Two nurses, each.....	1,200
Four nurses, each.....	1,300
Two nurses, each.....	1,400
One nurse.....	1,500
Fourteen nurses, each.....	1,600
Two nurses, each.....	1,920
Director of psychoeducational clinic.....	4,300
Clerk.....	1,500
Supervisor of—	
Continuation schools.....	4,100
Drawing and manual arts.....	5,000
Educational extension.....	4,300
Kindergarten.....	4,000
Penmanship.....	4,000
Music.....	4,000
Physical training.....	4,000
Primary (3), each.....	3,400

## ST. LOUIS, MO.—continued.

Supervisor of—Continued.	
School gardens.....	\$2,850
Special schools.....	2,600
Assistant supervisor of—	
Drawing (3), each.....	1,900
Drawing (1).....	2,000
Drawing (4), each.....	2,300
Music (3), each.....	1,900
Music (2), each.....	2,100
Music (6), each.....	2,300
School orchestras.....	3,200
Penmanship.....	2,200
Physical training (1).....	2,000
Physical training (2), each.....	2,100
Physical training (1).....	2,300
Physical training (4), each.....	2,300
Physical training (1).....	2,500
School gardens.....	1,700
Building department:	
Superintendent of buildings.....	7,500
Stenographer.....	2,000
Stenographer.....	1,465
Chief clerk.....	3,210
Clerk, first rank.....	2,005
Clerk, second rank.....	1,672
Clerk, third rank.....	1,405
Messenger.....	605
Chief messenger.....	4,000
Superintendent of construction.....	3,210
Superintendent of heating and ventilation.....	2,555
Superintendent of heating repairs.....	2,555
Superintendent of plumbing.....	3,250
Superintendent of electric work.....	2,372
Superintendent of janitors.....	2,922
Superintendent of shops and repairs.....	3,510
Shops, head clerk.....	1,895
Shops, stock clerk.....	1,465
Shops, second clerk.....	1,465
Three building superintendents, each.....	2,010
Two draftsmen, each.....	2,700
Landscape gardener.....	2,922
Meter reader.....	1,750
Head garage man and chauffeur.....	2,249
Second garage man.....	1,503
Truck driver (shops).....	1,591
Supply department:	
Superintendent of supplies.....	6,000
Assistant to superintendent of supplies.....	3,106
Stenographer.....	1,560
Cashier.....	1,350
Inspector of supplies.....	2,400
Clerk, first rank.....	2,100
Clerk, second rank.....	1,920
Clerk, third rank.....	1,740
Clerk, fourth rank.....	1,560
Clerk, fifth rank.....	1,380
Clerk, sixth rank.....	1,200
Messenger.....	720
Auditing department:	
Auditor.....	5,000
Chief clerk.....	3,200
Clerk, first rank.....	2,300
Clerk, second rank.....	1,950
Clerk, third rank.....	1,675

SALARIES OF ADMINISTRATIVE OFFICERS.

Salaries in detail for cities of over 100,000 population—Continued.

ST. LOUIS, MO.—continued.

Law department:	
Attorney.....	\$4,500
Finance department:	
Secretary-treasurer.....	7,500
Assistant to secretary-treasurer.....	4,300
Stenographer.....	2,500
Stenographer.....	1,550
Cashier.....	3,500
Assistant cashier.....	2,300
Paymaster.....	2,300
Clerk, first rank.....	2,400
Clerk, second rank.....	2,200
Clerk, third rank.....	2,000
Clerk, fourth rank.....	1,500
Clerk, fifth rank.....	1,470
Telephone operator.....	1,100

ST. PAUL, MINN.

Deputy commissioner (business manager).....	3,300
Superintendent of schools.....	5,000
Assistant superintendent of schools.....	2,600
Director of research.....	3,900
Assistant director of research.....	2,500
Director of attendance.....	3,400
Triant officer.....	2,040
Triant officer.....	1,740
Director of hygiene.....	3,850
Superintendent of buildings.....	2,300
Assistant superintendent of buildings.....	2,475
Inspector of fuel and heating plants.....	2,475
Bookkeeper.....	1,800
Clerk.....	2,040
One stenographer.....	2,040
Two stenographers, each.....	1,608
Two stenographers, each.....	1,548
Two stenographers, each.....	1,488
Supervisor of—	
Grammar grades (assistant superintendent).....	3,300
Primary grades and kindergarten.....	2,850
Manual training and vocational training.....	3,500
Music.....	2,700
Art.....	2,600
Physical training.....	2,650
Domestic sciences.....	2,500
Special classes.....	2,400
Supplies.....	1,558
Gardens.....	1,850
Assistant supervisor of music.....	1,950
Assistant supervisor of music.....	1,850
Assistant supervisor in charge of kindergartens.....	1,850
Two assistant supervisors of art, each.....	1,850
Assistant to supervisors (research division).....	1,830

SYRACUSE, N. Y.

Superintendent.....	6,000
Clerk.....	2,800
Assistant clerk.....	1,800
Secretary to superintendent.....	2,000
Superintendent of buildings and janitors.....	2,000
Two attendance officers, each.....	1,800
One attendance officer.....	1,060

SYRACUSE, N. Y.—continued.

Census clerk.....	\$1,300
Assistant clerk.....	1,000
Assistant clerk.....	900
Custodian of supplies.....	1,200
Supervisor of—	
Girls.....	3,700
Kindergarten.....	2,430
Industrial education.....	3,600
Music.....	2,630
Assistant.....	2,130
Drawing.....	2,450
Assistant.....	1,400
Physical education.....	2,300

TOLEDO, OHIO.

Superintendent of schools.....	6,300
Assistant superintendent.....	4,000
Assistant in charge of special departments:	
Manual training.....	3,780
Extension.....	3,200
Vocational training.....	3,500
Supervisor of—	
Physical training.....	2,300
Art.....	2,500
Music.....	2,500
Music.....	2,200
Kindergarten.....	2,500
Grades I-II.....	2,500
Grades III-IV.....	2,300
Grades VII-VIII.....	2,300
Nature study.....	2,500
Penmanship.....	2,300
Home economics.....	2,200
Health.....	1,900
Attendance department:	
Chief attendance officer.....	1,800
Three attendance officers, each.....	1,000
Two attendance officers, each.....	1,350
One attendance officer.....	1,200
Clerk.....	1,000
Clerk.....	1,000
Superintendent's clerk.....	1,500

TRENTON, N. J.

Superintendent.....	7,000
Assistant superintendent.....	2,100
Stenographer.....	1,300
Two stenographers, each.....	1,300
Clerk.....	1,450
Director of primary grades.....	2,250
Supervisor of—	
Music.....	2,350
Assistant.....	1,650
Art.....	2,350
Assistant.....	1,650
Physical training.....	2,150
Domestic science.....	2,250
Manual training.....	2,900
Assistant.....	2,050
Medical director.....	4,800
Four inspectors, each.....	900
One inspector.....	300
One nurse.....	1,300
Three nurses, each.....	1,200

## Salaries in detail for cities of over 100,000 population—Continued.

TRENTON, N. J.—continued.		WILMINGTON, DEL.—continued.	
One nurse.....	\$1,200	Three nurses, each.....	\$1,200
Three nurses, each.....	1,150	Clerk, superintendent's office.....	1,200
One nurse.....	1,100	Secretary, board of education.....	2,500
One nurse.....	1,050	Clerk, office board of education.....	1,100
Dentist.....	1,650	Clerk, office board of education.....	1,000
Extension education director.....	4,500	Supervisor of buildings.....	2,500
Clerk.....	720	Chief engineer.....	2,500
Two attendance officers, each.....	1,500		
One attendance officer.....	1,300		
Three attendance officers, each.....	1,200		
Two attendance officers, each.....	1,100		
One attendance officer.....	700		
Supervisor of working papers.....	1,220		
School psychologist.....	2,300		
Continuation-school director.....	800		
Business manager.....	3,500		
Clerk.....	1,800		
Secretary board of education.....	3,000		
Assistant secretary, board of education.....	2,000		
WASHINGTON, D. C.		WORCESTER, MASS.	
Superintendent.....	6,000	Superintendent of schools.....	6,000
Two assistant superintendents, each.....	3,750	Two assistant superintendents, each.....	4,600
Director, intermediate instruction.....	2,900	One assistant superintendent.....	4,250
Director, primary instruction.....	2,900	Director of—	
Thirteen district principals, each.....	2,900	Drawing.....	3,250
Secretary.....	2,000	Home economics.....	2,000
Financial clerk.....	2,000	Kindergarten.....	1,800
One clerk.....	1,600	Manual training.....	3,250
Two clerks, each.....	1,500	Music.....	3,250
One clerk.....	1,400	Physical training.....	3,250
Three clerks, each.....	1,000	Writing.....	2,000
One clerk.....	900	Agriculture.....	3,250
Two stenographers, each.....	1,000	Two supervisors of Americanization and evening practical arts, each.....	1,700
Two messengers, each.....	720	Business manager and clerk of school committee.....	4,600
Supervisor of—		Chief attendance officer.....	2,100
Domestic art.....	2,000	Supervisor of attendance.....	2,100
Domestic science.....	2,500	Chief clerk, superintendent's office.....	2,000
Drawing.....	2,500	First assistant clerk, superintendent's office.....	1,400
Penmanship.....	2,400	Chief clerk, business manager's office.....	2,200
Physical training.....	2,500	First assistant clerk, business manager's office.....	1,387
Manual training.....	2,900	Stenographer.....	1,200
Music.....	2,500	Stenographer.....	1,150
		Stenographer.....	900
		Stenographer.....	825
		Clerk, attendance officers.....	918
		Inspector of schoolhouses and supervisor of janitors.....	2,125
		Director of school hygiene.....	2,500
WILMINGTON, DEL.		YOUNGSTOWN, OHIO.	
Superintendent.....	6,000	Superintendent.....	9,000
Assistant superintendent.....	3,000	Assistant superintendent.....	4,500
Director of vocational education.....	4,500	Director of schools.....	5,000
Clerk, office of vocational education.....	1,200	Clerk-treasurer.....	2,780
Clerk, office of Americanization department.....	1,200	Assistant clerk.....	2,220
Supervisor of—		Secretary.....	1,320
Americanization classes.....	3,000	Secretary.....	1,200
Sewing.....	2,000	Secretary, substitute (per month).....	70
Music.....	2,000	Supervisor of—	
Art.....	2,000	Drawing.....	2,850
Nature study.....	1,800	Music.....	2,375
Physical education.....	1,500	Kindergarten and primary.....	3,000
Chief attendance officer.....	1,500	Penmanship.....	2,375
Two assistant attendance officers, each.....	1,150	Domestic science and arts.....	2,250
Medical inspector.....	1,500	Manual training.....	2,975
		Physical education and hygiene.....	3,300
		Assistant supervisor of—	
		Physical training.....	2,850
		Music.....	2,000
		Four attendance officers, each.....	1,600

\* Plus \$240 bonus.

\* Plus \$120 bonus.