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THE WELFARE OF THE TEACHER

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FOREWORD

It goes without saying that the work of the school centers in the teacher. While we acknowledge this principle, we too often overlook the fact that the work of the school can only reach its best when the teacher is at her best. It is the duty of the teacher to make the most of the physical powers which he or she possesses; but on the other hand, it is the duty of boards of education to provide healthful conditions of work, both mental and physical.

A few years ago this Office published a study of the health of the teacher as indicated by statistics of sickness and longevity and also of what was done at that time by boards of education to preserve and promote the teacher's well-being. In the following pages Dr. Rogers has collected information concerning present practices of city schools with reference to health examinations of teachers, both before and after employment and the granting of leave on account of illness and for purposes of study and recreation. In this work he is glad to acknowledge the assistance of Julia E. Isdell and Stella T. Sebern of this Office.

GEORGE F. ZOOK,
Commissioner of Education.

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THE WELFARE OF THE TEACHER

INTRODUCTION

In 1926 a study of the Health of the Teacher was published by this Office. This reviewed in detail the available data on mortality and morbidity and the efforts of training schools and of public schools to prepare teachers physically and to keep them in condition for their work. The reader is referred to that publication for details. Briefly, the conclusions reached, in regard to the health of the teacher in service, were to the effect that, as compared with workers in other fields, teachers are comparatively long lived and free from sickness, the death rate being among the lowest recorded for any occupation and the average absence on account of illness being about half that for workers in other occupations for which we have data. This does not signify that teachers might not live longer, nor be less often ill if they were more fully informed in hygiene and if school conditions, for which they are themselves largely responsible, were better than they often are. It was pointed out that teachers, as a class, are especially subject to nervous wear and tear from causes of mental origin and that every effort should be made to reduce this condition to a minimum.

The practices of training schools in the medical inspection of candidates were reviewed and it was emphasized that it was much wiser to examine and select students on entrance to these schools than to leave this until the time of application by graduates for teaching positions which is too frequently the case.

The responsibility of the teacher both in and out of school for her own physical well-being was pointed out and suggestions in regard to personal hygiene were made.

The practices of schools in the medical examination of applicants for teaching positions and of teachers in service were reviewed in this earlier study and considerable attention was given to the subjects of sick leave and sabbatical leave.

In the present investigation we are presenting, after an interval of 7 years, the practices of schools in cities with a

population of 5,000 or more, in regard to the medical examination and care of teachers, the granting of sick leave and of sabbatical leave, and the development of schemes for health insurance. The information received from superintendents and other school officials is presented according to the usual grouping of cities by population.

CITIES HAVING A POPULATION OF 100,000 OR MORE
HEALTH SERVICE

Health examinations.—Of the 93 cities having a population of 100,000 or more, 82 responded to our inquiries. Of these, 56, or two thirds, state that they require a certificate of health and physical fitness from prospective teachers. Thirty-nine, or nearly half of the cities which replied, furnish a special form for recording the results of the physical examination. Besides these, 1 city in Connecticut and 3 in Pennsylvania report the use of a form prepared by the State department of education.

Thirteen of the cities, (Tampa, Atlanta, Baltimore, Dayton, Youngstown, Pittsburgh, Knoxville, Nashville, Dallas, El Paso, Fort Worth, Norfolk, and Seattle) require a certificate of health annually.

The question "If required less often, at what intervals?" was asked, and the following cities made some response. In Oakland, "At the end of a probationary period and whenever health conditions seem to justify examination"; in Los Angeles, "On return from leave of absence or when reported by the principal as in failing health"; in San Diego, "Whenever the teacher's physical condition is considered by the superintendent as rendering her unfit for service"; in San Francisco, "Whenever the teacher's physical or mental health is in question"; in Denver, "When the supervisors report that the teacher's condition seems to require an examination"; in Des Moines, "After an illness of 5 days or more"; in New Orleans, New Bedford, and Milwaukee, "At time of election and upon permanent appointment (after 3 years)"; in Baltimore, "In case of reported ill health of a dangerous character on the part of the teacher, or in case a teacher's mental or physical condition leads the superintendent to believe that said teacher cannot discharge his duties properly"; in Cleveland, "Upon request"; in Oklahoma City, "After illness";

in Tulsa, "After prolonged sickness"; in Providence, "On permanent election and at any other time requested by the superintendent"; in San Antonio, "A certificate is required every year"; in Salt Lake City, "On request of the superintendent"; in Richmond, "After an illness of 10 days or more"; in Seattle, "Any time if not fit"; and in Tacoma, "As occasion demands".

In 30 of the cities the physician who makes the examination may be chosen by the applicant, but in Des Moines an examination by another physician may be required if the director of the health department thinks it advisable. In the following cities the examination is made by a school physician: Los Angeles, Oakland, San Diego, Denver, Washington, Gary, Louisville, New Orleans, Detroit, Jersey City, Trenton, Cincinnati, Tulsa, Nashville, Fort Worth, San Antonio, Tacoma, and Milwaukee.

In San Francisco the examination is made by the Board of Health. In Philadelphia "the medical examiner is not an ordinary school physician but the director of medical inspection or one of his office staff."

Causes for rejection.—Forty-two cities (about half the group) mention the general or specific physical conditions for which prospective teachers are rejected. Los Angeles presents the following "Standard Health and Physical Requirements":

General:

Skin and body: To be free from infection. To be free from grossly unsightly blemishes.

Posture: Must show no marked deviation from normal.

Robustness: Weight must be within 20 percent of tables of Metropolitan Life Insurance Co. if underweight. Gross overweight disqualifies.

Voice: Must be free from impediments of speech; from any markedly unnatural tone.

Breath: Fetid, chronic atrophic rhinitis disqualify.

Teeth: To show not more than two carious teeth 2 mm diameter or decayed roots, and to show healthy gums.

Eyes: To be free from infection. To be free from nystagmus. To be free from marked muscular defects and marked cosmetic defects (caused by injury or disease).

Vision: To be at least 20/30 with or without glasses with both eyes open; one artificial eye allowed.

Ears: To be free from infectious discharges.

Hearing: Not below 10/20 in either ear (with whispered voice).

Throat: Must be of healthy appearance and free from chronically infected tonsils.

Neck: All acute conditions require reexamination. Other disqualifying conditions are: Tuberculosis of larynx. Tuberculosis of cervical glands. Hodgkin's disease. Discharging sinuses. Thyroid enlargement only if of a disfiguring degree. Signs and symptoms of thyrotoxicosis (e.g., rapid pulse, nervousness, exophthalmos, increased basal metabolism). Marked torticollis.

Chest: All acute conditions require reexamination. Reject tuberculosis hemoptysis (if within 6 months). Pleurisy (if suspicious of tuberculosis). Pneumo-thorax. Collapsed thorax. Chronic bronchitis. Bronchiectasis. Asthma (if attacks are frequent and severe). Tumor of breast.

Heart: Causes of rejection are: Any organic lesion with decompensation. Compensated organic lesions: Mitral insufficiency, mitral stenosis, aortic stenosis, aortic insufficiency. Auricular fibrillation. Congenital lesions causing symptoms. Marked cardiac hypertrophy of obscure origin. Myocardial degeneration. Bradycardia due to heart block. Tachycardia (Pulse rate above 100 after 10 minutes recumbency) taken on 3 successive occasions. Aneurysm. Hypertensive cardiovascular disease.

Blood pressure: Not to exceed 150 mm systolic at rest or 4,000 "heart load" (pulse pressure \times pulse rate) on 3 successive occasions.

Gastro-intestinal: All acute conditions require reexamination. Disqualifying are all chronic disturbances. Grossly enlarged liver or spleen. Hemorrhoids with symptoms. Known typhoid carriers. Recent arrivals from Tropics should certify freedom from intestinal parasites. Inguinal or femoral hernia unless truss is worn.

Genito-urinary: Disqualifying are: Nephritis, pyelitis, cystitis, urethritis, chronic prostatitis, dysmenorrhoea, neoplasms.

Blood: Disqualifying are: Leukemia. Severe anemia of any type. Hb. to be not below 60 percent (Tallqvist). Rbc. to be not below 3,500,000.

Varicose veins if symptoms are severe.

Nervous system: Disqualifying: Pulse rate exceeding 100 per minute after 10 minutes recumbency. Locomotor ataxia. Spastic paralysis due to apoplexy and all organic lesions of the central nervous system. A history within 1 year of hysteria or of nervous breakdown.

In Baltimore the following defects "May impair the eligibility of candidates for permanent appointment:"

Skin and body: Any chronic disease of the skin. Any communicable disease of the skin. Any gross or unsightly blemishes of the skin.

Posture: Any marked deformity.

Nutrition: Physiological undernutrition of 20 percent or more below standard. Obesity of 20 percent above standard.

Voice: Must be free from any impediment in speech or any markedly unnatural tone. Any disease of the larynx or vocal cords.

Throat: Any chronically infected or diseased tonsils should be removed before permanent appointment, and if not, should only be acceptable if culture tests are negative. Any marked disease of the nasal passages or sinuses.

Teeth: Lack of oral hygiene, such as caries and infected teeth and gums must be treated before permanent appointment be granted.

Ears: Any defect in hearing noted by whispered voice test should have an additional 2A audiometer test. Any defect in hearing of 35 percent or over with indications of progressive deafness, unilateral as well as bilateral.

Eyes: Loss of one eye. Any infection of the superficial or deep tissues of the eye. Any marked muscular defect, such as squint or nystagmus. Any defect in vision that cannot be corrected with glasses to at least 20/40 of normal vision.

Chest: Tuberculosis, active or quiescent, of the lungs or pleura. Asthma (if attacks are frequent or severe). Tumor of the breast only if definitely malignant.

Heart: Any organic lesion with decompensation. Any organic lesion with hypertrophy, the point of maximum impulse being at or outside the anterior axillary line. Compensated organic lesions, such as: Mitral stenosis, Aortic stenosis, Aortic insufficiency. Auricular fibrillation. Congenital lesions causing symptoms. Myocardial degeneration. Bradycardia due to heart block. Tachycardia (pulse rate above 100 after 10 minutes recumbency) taken on two successive occasions. Aneurysm. Hypertensive cardio-vascular disease. Mitral insufficiency well compensated may be given annual provisional appointment for a period of 3 years, before permanent appointment is considered.

Gastro-intestinal: All acute conditions require reexamination. All chronic disturbances. Grossly enlarged liver or spleen. Inguinal or femoral hernia unless truss is worn.

Genito-urinary: Nephritis, Pyelitis, Cystitis, Urethritis, Chronic Prostatitis, Dysmenorrhoea, Neoplasms.

Nervous system: Pulse rate exceeding 100 per minute after 10 minutes recumbency. Locomotor ataxia. Spastic paralysis due to apoplexy and all organic lesions of the central nervous system. A history within year of hysteria or of nervous breakdown. Any organic disease of the nervous system.

Bones and joints: Disease of bones: (a) Tuberculosis conditions and nontuberculous conditions which still show some signs of activity. Infectious arthritis which is active. Congenital anomalies which interfere with function or because of their cosmetic effect: (a) Harelip; (b) Cleft palate; (c) Deformities of the upper extremities;

(d) Deformities of the lower extremities which cause a marked limp. Marked curvature of the spine which cannot be corrected.

Amputation: (a) Upper extremities; (b) Lower extremities of a sufficient grade to cause a disability in gait. Any condition which requires crutches, canes, and braces.

Flat feet: (a) A simple flat foot which will respond to treatment such as exercises and supports should not be rejected; (b) Rigid flat feet should be put on probation until one can determine their response to treatment. If they do not respond they should be considered ineligible.

In Cleveland "applicants desiring favorable consideration must be free from the following: Unsightly facial blemishes, facial tics, strabismus, poor vision even with glasses, deafness, speech defects, unpleasant voice, subject to nervous breakdowns, 30 percent underweight, uncorrectable orthopedic defects, blood pressure 150 or over, history of active tuberculosis, history of renal disease, anemia, and frequent dyspepsia."

In Philadelphia, "Tuberculosis, very defective hearing and very defective vision are specified as causes for rejection. Nonspecified causes include: Heart disease, nervous diseases, general debility, and any orthopedic defects which would prevent good teaching service (in the case of elementary teachers must be able to demonstrate and lead the daily exercises in simple calisthenics). In addition to the medical examinations of applicants they are interviewed by an oral committee which takes account of defective speech from any cause, deformities which presumably would cause failure in teaching, etc."

In Detroit, "organic heart disease, early tuberculosis, marked thyroid disturbance, and nervous and mental disturbances" are named.

The following defects are mentioned as barring the acceptance of the applicant:

Vision.—9 cities (20/30 vision is specified by 1 and 20/40 by 2).

Hearing.—9 cities (10/20 hearing is given as the measure of the defect in 1 city, 35 percent or less by the audiometer in 1, and in a third the applicant must hear ordinary speech at 20 feet).

Tuberculosis.—9 cities.

Deformities.—7 cities.

Communicable disease.—5 cities.

Goiter.—4 cities.

Underweight.—4 cities.

Cardiovascular disease.—3 cities.

Overweight.—2 cities.

Decayed teeth.—2 cities.

Neurasthenia.—2 cities.

Tonsils, lack of vaccination, posture, mannerisms, nervous diseases, and use of drugs or intoxicants are mentioned by 1 each.

In three cities the question of rejection is decided "by the school physician after reviewing the results of examination."

In 7, the general statement is made that the candidate is debarred by "any defect which will interfere with the candidate doing effective and regular work", while 2 also consider conditions "which will be detrimental to the pupils or cause the teacher to be retired earlier than usual."

The percentage of rejections was not asked for but it is noted by two cities that there have never been rejections for physical causes. (See statistics for Philadelphia in the appendix.)

Probationary period.—Nine cities: Oakland, San Diego, San Francisco, Denver, Atlanta, Duluth, New Orleans, Albany, and New York City, place their new teachers on probation in reference to their physical condition for 3 years; Indianapolis, Toledo, Oklahoma City for 1 year; Tacoma, for 1 month.

In Los Angeles, Washington, Jacksonville, Gary, Baltimore, Trenton, Syracuse, Cincinnati, Cleveland, and Tulsa, teachers are placed on probation for certain physical conditions. In Philadelphia, "a very few applicants who on X-ray examination of the chest have shown small latent tuberculous lesions have been appointed with the understanding that an official medical examination will be required at the end of a certain interval by official regulation, which gives the Superintendent of Schools power to have a medical examination of any teacher whose health is called in question." This period of probation is for 6 months in one city (Syracuse) and for 1 year in the remainder except Trenton and Cincinnati in which there is no fixed period.

Free examinations for teachers.—Seventeen cities offer free medical examinations to teachers; these are: Los Angeles, Oakland, Jacksonville, Atlanta, Cleveland, Oklahoma City, Tulsa, Philadelphia, Nashville, Fort Worth, Houston, Norfolk, Richmond, Seattle, Spokane, Tacoma, and Milwaukee. Of the cities giving the percentage of teachers who took advantage of this offer during the past year,

Tacoma reported 1 percent; Los Angeles and Tulsa, 2; Jacksonville, 5; Cleveland, 10; Houston, 20; Atlanta, 99; Seattle, 99.8; Nashville and Fort Worth, 100. In the last 4 cities an annual examination is required, which accounts for the high percentages. The free examination is hardly a "privilege."

In Philadelphia "periodic health examinations of all school employees are required at approximately 5-year intervals with offer of confidential medical service, free of charge, to those teachers who desire the same, this latter service being offered (a) at the time when the 5-year periodic health examinations are required, and (b) at any time that a teacher desires such a health examination.

"Only a very few teachers on their own initiative apply to the official medical examiner for a special health examination. However, 1,626 school employees, mostly teachers, were notified that the time had arrived for the 5-year periodic health examination and of these 1,039 applied to the official medical examiner for a confidential health examination, the remaining 587 consulting private physicians at their own expense."

In 15 cities offering free medical service to teachers, the privilege is extended to other school employees, and in Minneapolis, Jersey City, and San Antonio free examinations are offered only to others than teachers.

Most of the cities which give free annual examinations to teachers (with the exception of those in which the annual certificate is compulsory) also offer the privilege of free consultation service during the school year.

In Los Angeles, Washington, Gary, Wichita, New Orleans, Detroit, Flint, Grand Rapids, Jersey City, Syracuse, Cleveland, Philadelphia, Pittsburgh, Fort Worth, San Antonio, Seattle, and Milwaukee all teachers are examined by a school physician before being allowed to return to duty after an illness. In Richmond, an examination is required after 10 days' illness; in Providence, after 5 days' continuous illness. In Oakland, examination is made only where it seems advisable, but a doctor's certificate is required of all teachers absent 3 or more days on account of illness. In San Francisco, San Diego, Des Moines, Duluth, Camden, Newark, Tulsa, and Houston examination is required if it seems advisable; in

Denver, after a communicable disease and when the principal considers it advisable; in Jacksonville and Memphis an examination is required following illness from a communicable disease; in Boston and Tacoma, examination is made in exceptional cases; in New York City, in certain cases especially those that have suffered from nervous or mental disease. In Dayton, examination is required only in certain cases after leave of absence on account of illness; in Norfolk, a physician's certificate must be presented after a 3-day illness.

SICK LEAVE

Sick leave with full pay.—In Somerville, 15 days' sick leave at full pay is granted annually; in Des Moines, Cambridge, St. Paul, Syracuse, Cleveland, and Oklahoma City, 10 days; in Omaha and Lynn, 5 days; and in San Antonio, 3 days. In Birmingham, teachers who have taught in the system for 10 years or more and who may be absent on account of personal illness will receive full salary for absence not exceeding 10 days in any 1 year. (See page 11.)

Sick leave with full pay, cumulative or with increase.—In Springfield, 15 days at full pay is allowed and 1 additional day for each year of service up to 15 years. In Gary and Utica, 10 days cumulative without limit is allowed; in Canton, and Reading, 10 days cumulative for 5 years; in Jacksonville and Tampa, 5 days is allowed which is cumulative for 4 years; in Wichita, 5 days cumulative for 5 years; in El Paso, 5 days cumulative but only 20 days to be used in any 1 year.

In Wilmington, 10 days' leave at full pay is allowed in the first year of service and the teacher is credited with 5 additional days annually, less the number of days lost, up to a total of 50 days. Any teacher who has exhausted his cumulative leave shall be credited with 10 days at the beginning of his first year of service immediately following his recovery.

In Minneapolis 10 days are granted annually. After 5 years of service the previous year's allowance may be drawn upon and after 10 years an additional allowance of 3 days each year of teaching above 10 years is granted to those whose average absence has not exceeded 5 days per year.

In New York City the teacher may be excused with pay according to the schedule below:

Year of credited experience:	<i>Maximum days excusable</i>
1-3	20
4-6	30
7-10	40
11-15	50
16 and succeeding years	60

The Board of Education, on the report and recommendation of the Board of Superintendents, shall determine whether and to what extent excuse of absence with pay for serious personal illness shall be granted in excess of the limits set.

In Elizabeth, N.J., teachers 1 to 5 years in service are granted 10 days, and those 6 or more years in service, 20 days.

Leave with full pay with additional days at reduced pay.—In Albany, 25 days at full pay are allowed annually with additional leave at a reduction of \$1.50 per day for "one tenth of the total time taught, not to exceed 200 days." In San Diego, full salary is paid for an absence not in excess of 10 days. For absence in excess of this time in a school year, half salary is allowed for (1) 10 days, if the teacher has been 2 years and less than 3 years in service; (2) 20 days, if the teacher has served 3 years and less than 4; and (3) 30 days if the teacher has been in service 4. In Camden, 15 days is allowed at full pay with 45 days at approximately half pay. Houston allows 15 days (10 full days and 10 half days) with 10 half days at half pay.

In Trenton, 10 days at full pay is allowed, plus 35 days less the substitute's pay; in Dayton, 10 days at full and 20 less substitute's pay; in Detroit, 5 days is allowed at full pay and 15 with \$7 to \$8 per day (according to salary) deducted, cumulative to 80 days; in Cincinnati, 5 days with full pay and 35 at 75 percent reduction; in Kansas City, 5 days at full pay and 15 at 54.5 percent. Deductions from salary depend on length of absence in Richmond, 5 days at full pay being granted, with 10 days at half pay in first year of service, 20 days in second year, and 90 days in the third year. In Seattle, 5 days at full and 15 at half pay is allowed.

Leave at full pay, cumulative, with additions at reduced pay.—In Denver, 5 days at full pay is allowed annually and this is cumulative indefinitely. In addition 15 days are allowed annually with a deduction of \$5 per day.

In Newark, 5 days is granted which is cumulative for 5 years, 40 days, less the substitute's pay for teachers 10 years in service and 60 days for those more than 10 years in service.

Leave at part pay.—In Los Angeles, Oakland, and San Francisco,¹ 100 days is allowed at cost of substitute; in Louisville, 1 semester at one fourth pay; in Washington, 60 days at cost of substitute; in Bridgeport and Portland, 20 days and in Indianapolis and Flint, 10 days at cost of substitute.

In Paterson, 10 days' leave with deduction of substitute's pay is allowed and this is cumulative up to 60 days.

In Atlanta, "no pay is granted to teachers absent from school on account of sickness who have been in the schools less than a year. Those who have rendered satisfactory service in the schools from 1 to 2 years shall receive half pay for 1 week; from 2 to 5 years, half salary for 2 weeks; from 5 to 10 years, half salary for 4 weeks; from 10 to 20 years, full salary for 4 weeks; 20 years or more, full salary for 6 weeks. All such payments of salary to be conditioned upon weekly certificates of sickness from a reputable physician, and to be given but once in a year."

In Birmingham (see p. 9), teachers in their first 10 years of service are granted 20 days leave each year at half pay. In Worcester, teachers who have taught less than 10 years may take 4 weeks at half pay; those who have taught 10 but less than 20 years, 6 weeks; those who have taught 20 but less than 30, receive 75 percent of salary for 1 week and half pay for 5 weeks; those who have taught more than 30 years receive 75 percent for 2 weeks and 50 percent for an additional 4 weeks.

In Pittsburgh, 30 days; in Fall River and St. Louis, 25 days; in Erie, New Haven, Lowell, Knoxville, Salt Lake City, Spokane, 20 days; in Dallas 15 days, and in Peoria 10 days is allowed at half pay.

In Milwaukee, 10 days is granted at half pay and this is cumulative for 25 years.

In South Bend, 5 days at half pay is allowed teachers less than 3 years in service, 15 those 3 to 9 years, and 30 days to those 10 years in service.

¹ This is in accordance with the State laws.

In Providence, "teachers absent on account of personal illness shall receive one half of their salary for periods amounting to not more than 20 days in the first year of service, 28 days during the second year of service, and so on with the addition of 8 days for each additional year of service; provided, however, that the amount of such absence with half pay shall not exceed 1 full school year in any 2 successive school years."

In Evansville, for the first 10 days' absence on account of her illness the teacher receives two thirds of her regular salary. For the next 30 days' absence the teacher receives one third of her regular salary.

Teachers in service in Evansville for more than 5 years may have, in addition to the sick benefits of the current year, any unused benefits of the preceding year; teachers in the service for more than 10 years may have, in addition to sick benefits of the current year, any unused benefit for the preceding 2 years; teachers in the service in Evansville for more than 15 years may have, in addition to the benefits of the current year, any unused portions of the preceding 3 years; teachers in the service in Evansville schools for more than 20 years may have, in addition to the benefits of the current year, any unused benefits of the preceding 4 years.

In Baltimore, "in the case of teachers with less than 10 years of service, the total sick leave, with part pay, is 65 school days; if the experience embraces more than 10 years, up to 25 years, two such periods are granted. If the experience exceeds 25 years, three such periods may be granted." Fifty percent of pay is deducted.

In Philadelphia, "there shall be a deduction of one fortieth ($\frac{1}{40}$) of the monthly salary for each school day's absence in the case of employees on a 10-installment basis of payment and one sixtieth ($\frac{1}{60}$) in the case of employees on a 12-installment basis of payment. If said absence exceeds 3 consecutive school days, the application must be accompanied by a physician's certificate stating the nature of the illness, and must not extend beyond the calendar month but may be renewed from month to month, for a period not exceeding 1 year, if the reason therefor shall continue to exist."

In Jersey City, \$1 per day is deducted for the first 10 days' absence in any one school year, and \$2 per day from the eleventh to the one hundredth day. Half pay is given after the one hundredth day if the teacher has been in service 10 years, but no pay is allowed if the teacher has had less than this period of experience.

In Boston, 1 continuous year of leave is allowed with a deduction of one four hundredth of the annual salary for each school day's absence.

In Duluth, 10 days is allowed annually with 20-percent deduction from pay; in Louisville, 1 semester may be allowed at one fourth of salary.

In Toledo, leave of 20 days is given with a deduction of \$3 per day; in Akron, 5 days with a deduction of \$5.

Four cities of this group allow no leave either at full or part pay.

The variety of schemes for sick leave is better shown by the tabular arrangement which follows:

Days	<i>With full pay</i>	City
15.....	Somerville.	
10.....	Des Moines, Cambridge, St. Paul, Syracuse. Cleve- land, Oklahoma City.	
5.....	Omaha, Lynn.	
3.....	San Antonio.	

Full pay, cumulative or with other increases

Days	City
20, with additions of 10 days after third, sixth, tenth, thirteenth, fifteenth years of service. (see p. 10.).....	New York City.
15, first year and 1 additional day each for each year of service up to 15.....	Springfield.
10, cumulative without limit.....	Gary, Utica.
10, cumulative for 5 years.....	Canton, Reading.
10, first year with 5 additional days per year up to 50.....	Wilmington.
10, (see p. 9).....	Minneapolis.
10, first 5 years, 20 days after 5 years' service.....	Elizabeth.
5, cumulative unlimited, only 20 days to be used in any one year.....	El Paso.
5, cumulative for 5 years.....	Wichita.
5, cumulative for 4 years.....	Jacksonville, Tampa.

Leave at full pay with additional days at reduced pay

Days at full pay	Days at reduced pay	Amount deducted	City
25.....	1/10 time taught not to exceed 200 days.	\$1.50 per day...	Albany.
15.....	45.....	50 percent.....	Camden.
10.....	35.....	Substitute's pay.	Trenton.
10.....	20.....	do.....	Dayton.
10 and 10 half days.	10 half days.....	50 percent.....	Houston.
10.....	10 after 2 years' service; 20 after 3 years' service; 30 after 4 years' service.	do.....	San Diego.
5.....	35.....	75 percent.....	Cincinnati.
5.....	15.....	54.5 percent.....	Kansas City.
5.....	10, first year service; 20, second year service; 90, third year service.	50 percent.....	Richmond.
5.....	15, cumulative to 80 days.	\$7-\$8 per day according to salary.	Detroit.
5.....	15.....	50 percent.....	Seattle.

Leave at full pay, cumulative, with additions at reduced pay

Days	Days at reduced pay	Percent or amount deducted	City
5, cumulative indefinitely.	15 annually.....	\$5 per day...	Denver.
5, cumulative for 5 years.	40 days for first 10 years of service; 60 days after 10 years of service.	Substitute's pay.	Newark.

Leave at part pay

Days	Deduction	Cities
1 year.....	1/400 annual salary for each school day's absence.	Boston.
100	Substitute's pay.....	Los Angeles, Oakland, San Francisco.
100 or more.	(See p. 12).....	Jersey City.
1 semester..	75 percent.....	Louisville.
60	Substitute's pay.....	Washington.
30	50 percent.....	Pittsburgh.
25	do.....	St. Louis, Fall River.
20	do.....	Erie, New Haven, Knoxville, Spokane, Salt Lake City, Lowell.
20	Substitute's pay.....	Bridgeport, Portland.
20	\$3 per day.....	Toledo.
15	50 percent.....	Dallas.
10	do.....	Peoria.
10	20 per cent.....	Duluth.
10	Substitute's pay.....	Indianapolis, Flint.
5	\$5 per day.....	Akron.

Leave at part pay, cumulative, or with increases

Days	Deduction	City
45	(See p. 12).....	Baltimore.
4 weeks.....	(See p. 11).....	Worcester.
20	(See p. 12).....	Providence.
10, cumulative for 25 years.	50 percent.....	Milwaukee.
10, cumulative to 60 days.	Substitute's pay.....	Paterson.
5	(See p. 11).....	South Bend.
20	50 percent, with 10 days at full pay, after 10 years of service.	Birmingham.

NOTE.—(Other schemes: See text for Evansville, Philadelphia, and Atlanta.)

SABBATICAL LEAVE

Leave for a term or longer (often misnamed "sabbatical" leave), is granted after a few years of service by a number of cities.

Sabbatical leave with compensation amounting to regular salary less the salary of the substitute is granted for 1 year in New York City, and "for 1 semester or 2 consecutive semesters" in Los Angeles.

In Salt Lake City sabbatical leave with salary less substitute's pay is granted for 1 semester. In Cambridge "any teacher who has served the city 10 years may have leave for 1 year and may receive one half salary provided the amount in no case shall exceed \$902."

In Grand Rapids leave is granted in the eleventh year of service and \$100 salary is allowed per month.

In Minneapolis leave may be granted for 1 or 2 semesters provided the teachers shall have taught in Minnesota at least 10 full years for each semester of sabbatical leave for which they apply. The allowance is one half the salary for the previous semester but "shall not exceed \$600 a semester for teachers of class 1, and \$700 a semester for teachers of class 2."

In Jersey City the following regulations apply:

(A) *Leaves of absence for purposes of study.*—(a) Leaves of absence for purposes of study may be granted by the board of education in its discretion to members of the teaching staff who have performed continuous and satisfactory service in the public schools of this city for at least 10 years. Leaves of absence granted under this rule shall in each case be for 1 year and shall begin on September 1. Anyone absent on such leave shall receive as compensation one half of his or her annual salary.

(b) Applicants desiring such leaves during any year beginning September 1, shall, before the preceding January 1, present their applications to the superintendent of schools. They shall at the same time file with the superintendent statements showing clearly the character and amount of the studies proposed and the place or places in which they intend to pursue such studies, and shall sign contracts in which they agree to serve in the public schools of this city for 3 years or more after the expiration of their leaves. The superintendent shall report these applications with his recommendations to the board at its next meeting.

(c) Those to whom such leaves are granted shall present to the superintendent, at such times as he may require, certificates, signed by recognized authorities, of the beginning, continuance, and completion of the courses of study chosen.

(d) The compensation prescribed in this rule shall be paid monthly in the same manner and at the same times as salaries are paid to other members of the teaching staff.

(e) Those to whom leaves of absence are granted under this rule shall be eligible to promotion in salary as though they were on active duty.

(f) In every case, granting of leaves of absence by the board under this rule shall be dependent upon the appropriation by the board of school estimate of a sufficient amount to pay the compensation prescribed herein.

(B) *Leaves of absence for purposes of rest and recuperation.*—(a) Leaves of absence for purposes of rest and recuperation may be granted by the board of education in its discretion to members of the teaching staff who have performed continuous and satisfactory service in the public schools of this city for at least 20 years. Leaves of absence granted under this rule shall in each case be for 1 year and shall begin on September 1. Any teacher absent on such leave shall receive as compensation one half of his or her annual salary.

(b) Applicants desiring such leaves during any year, beginning September 1, shall, before the preceding January 1, present their applications to the superintendent of schools, accompanied by agreements in writing to serve in the public schools of this city for 3 years or more after the expiration of their leaves.

(c) The compensation prescribed in this rule shall be paid monthly in the same manner and at the same times as salaries are paid to other members of the teaching staff.

(d) In every case, granting leaves of absence by the board under this rule shall be dependent upon the appropriation by the board of school estimate of a sufficient amount to pay the compensation prescribed herein.

(C) *General provisions.*—The board of education shall require every teacher to whom a leave is granted under this rule to carry out fully all the details of the program of study presented by him in his application for leave, or to devote himself to the purposes of rest and recuperation, and to refrain from engaging in any remunerative occupation during the continuance of his leave of absence. The board of education offers the privileges mentioned above with full confidence that those to whom leaves are granted will fulfill the obligations which they assume in accepting the leaves of absence under this rule. For its own protection, however, and the protection of the schools, the board, in any case of violation, will terminate the leave of absence, and will regard such violation as evidence of conduct unbecoming a teacher, and will act accordingly.

Newark has the following regulations:

Members of the educational force who have served continuously and satisfactorily for a period of at least 10 years may, under restrictions reasonably to be prescribed by rule, be granted a leave of absence for not exceeding 1 year for study and observation with compensation. Such compensation shall be one half of the annual salary to which the one granted such leave shall be entitled. The teacher granted such leave shall be required to contract to serve the system for 3 years after the expiry of such leave.

Members of the educational force who have served continuously and satisfactorily for a period of at least 20 years may, under restrictions

reasonably to be prescribed by rule, be granted leave of absence for not exceeding 1 year for rest and recreation with compensation. Such compensation shall be one half of the annual salary to which the one granted such leave shall be entitled.

In Trenton, leave, after "10 years of continuous service, may be had for study and observation at contractual salary less substitute's pay. . . . No such compensation shall exceed \$1,000, or be less than half the annual salary if one half the annual salary does not equal or exceed \$1,000." Teachers who have served continuously for at least 20 years may be granted leave for not more than 1 year for rest and travel. - The same salary payments apply. Teachers granted such leaves are required to contract to serve for 3 years immediately after the expiration of such leave.

In Evansville, a year's leave for study and travel may be granted after 10 years, or for rest and recuperation after 20 years of service. The matter of salary is not mentioned but on return to teaching service the teacher's salary may be increased by \$350 a year for the next 3 years "if she can satisfy the board of education that the benefit derived from the leave of absence is such as to entitle her to more compensation than was formerly paid."

In Tacoma, a year's leave of absence without salary may be granted "to satisfactory teachers" after 5 years of service for the purpose of study, travel, or of teaching in some other school system. After 7 years of satisfactory service leave for travel or study is allowed, and after 20 years, for rest, with salary less the maximum pay of the substitute. The amount allowed for any teacher shall not, however, exceed \$1,000.

In Milwaukee, teachers who have rendered satisfactory service for not less than 10 or more than 35 consecutive years may be granted leave for study and travel for 1 year or 1 semester. They are paid at the rate of \$800 a year, one half at the beginning of the year and one half in 10 equal monthly installments during the year of teaching following the leave.

In Atlanta, South Bend, Fall River, Richmond, Fort Worth, and San Antonio, sabbatical leave is granted without pay.

In Boston, Somerville, Denver, Gary, New Orleans, and Seattle, leave is granted but the conditions for such leave were not furnished.

INSURANCE

Thirty cities of this group report some form of sickness, accident, or health insurance other than the employer's liability insurance or retirement fund. "Group insurance" arranged by the local or State teachers associations is mentioned.

In St. Paul, besides group insurance arranged by the State Teachers Association there is a sickness relief fund arranged by the local teachers federation and also a sickness and accident insurance. In Fort Worth, the teachers have a voluntary benefit fund the contributions being \$1 per month for 9 months. The remaining cities having insurance do not specify as to its nature.

CITIES OF 30,000 TO 100,000 POPULATION

HEALTH SERVICE

Health examinations.—Of the 236 cities of this group, 182, or 77 percent, furnished information. In 77, or 42 percent, of those replying to the questionnaire, prospective teachers are required to furnish a certificate of health and physical fitness.

A special form is furnished the applicant in 48, or about 26 percent. Such a certificate is required annually in 29 cities, or 16 percent. In 3 cities a certificate is required every 3 years and in 1, after a 3-year period of probation. In 2 cities a certificate is required after 10 or more days loss of time from teaching, and in 4 cities, "when it is deemed advisable."

In 61, or one third of the cities responding, the examining physician may be chosen by the teacher; in 23 (12 percent) the examination is made by a physician employed by the school, and in 2 others the examiner must be approved by the department of health or must be a member of the local medical association.

Causes for which teachers are rejected.—The query regarding the causes for rejection of teachers was answered by 46 cities. Eight cities mention "communicable diseases"; 3 mention tuberculosis only (in a few States where the tuberculous have been accustomed to locate because of climatic conditions, examination of teachers for this disease is

required by law), and 7 other cities mention tuberculosis along with "communicable diseases", or other conditions. Sixteen respondents mention "physical defects that may interfere with the performance of duty" and 12 others specifically state that the examination is for conditions which impair the effective work of the teacher.

Causes for rejection in Fresno are listed as follows: "Unsightly facial blemishes, facial ties, strabismus, poor vision uncorrected by glasses, deafness, speech defects, unpleasant voice, subject to nervous breakdowns, 30 percent overweight, 20 percent underweight, major orthopedic defects, toxic goiter, serious cardiac defects, blood pressure 150 or over, history of active tuberculosis, history of renal disease, anemia, frequent dyspepsia, diseased gums and carious teeth." Poor vision, deafness, and deformities are specifically mentioned by 3 other cities.

Probationary period.—In 14 cities the teacher is placed on probation with reference to her physical condition; in 11 for 3 years (the usual probationary period in these cities); in 1 for 2 years, in 1 for 1 year. In 1 city no definite period is stated.

In 6 cities teachers are placed on probation for certain physical conditions not specified in the answers to the question.

Free medical service.—Annual medical examinations by school physicians are offered free to teachers in 33 cities. In Lorain, 25 percent take advantage of this opportunity; in South Orange, N.J., 18½; in Pasadena, San Bernardino, and East Chicago, 10; in Amsterdam, N. Y., 8; in Portsmouth, 5; in Oak Park, 2; and in Troy and Roanoke, 1 percent. In 12 cities where an annual examination is required, 50 to 100 percent are examined by the school physician.

In 30 of these cities the privilege of examination by the school physician is extended to other employees of the school. In 9 of these cities an annual examination of these workers is compulsory.

Teachers or other employees are granted the privilege of free consultation service during the school year in 18 cities: Mobile, Oak Park, East Chicago, Topeka, Arlington, St. Joseph, Lincoln, Nashua, Atlantic City, East Orange, Bing-

hamton, New Rochelle, Niagara Falls, Raleigh, Lorain, Wilkes-Barre, Portsmouth, and Bellingham.

Teachers are examined by the school physician after illness, before being allowed to return to duty in Alhambra and San Bernardino, Calif.; St. Petersburg, Fla.; Oak Park, Pontiac, Irvington, Elmira, Raleigh, Johnstown, Norristown, and Wilkes-Barre. In 20 other cities examination is made in certain cases or a certificate from a physician is required after absence for a number of days.

Leave of absence on account of sickness.—All but 16 of the cities of this group have some arrangement for leave of absence on account of illness and these present not only all degrees of liberality but about 100 different plans of allowance. An attempt at classifying the various schemes is presented below. (Some of the plans for allowance are omitted because of lack of details in the replies.)

Sick leave with full pay

Number of days	City
30 "may be granted"....	Amsterdam, N.Y.
20.....	East Orange, N.J.
15.....	Covington, Ky.
10 full and 20 half.....	Greenwich, Conn.
10 full and 10 half.....	Norwich, Conn.
10.....	Moline, Ill.; Brockton, Mass.; Zanesville, Ohio; Norwalk, Conn.; Cumberland, Md.; Jamestown and Newburgh, N.Y.; Passaic, N.J.; Norristown, Pa.; West Allis, Wis.
5 full, 5 half, and 5 one third days.	Columbia, S.C.
9.....	Fitchburg, Mass.
6.....	East Waterloo, Iowa.
5.....	Lorain, Ohio; East St. Louis, Ill.; Muncie, Ind.; Pontiac and Jackson, Mich.; Sioux Falls, S. Dak.; Wichita Falls, Tex.
3.....	Muskogee, Okla.
2½.....	Charleston, W. Va.
1.....	Huntington, W. Va.

Sick leave with full pay, cumulative

Number of days	Cumulative for—	Cities
15.....	10 years.....	Medford, Mass.
10.....	10 years.....	Schenectady; N.Y.
10.....	5 years.....	Cleveland Heights, Ohio; Malden, Revere, Mass.
10.....	4 years.....	Rome, N.Y., Norwood, Ohio.
10.....	3 years.....	Decatur, Ill.
10 days the first year and 7 days each succeeding year, cumulative for 5 years.		Kenosha, Wis.
10 days first year and 6 days cumulative thereafter without limit.		Pasadena, Calif.
10 days first year and 5 days thereafter cumulative.		White Plains, N.Y.
10 days the first period (from 1 to 5 years, inclusive), shall be 10 days a year. The second period (from 6 to 10 years, inclusive), shall be 10 days a year plus 5 percent of the unused days accumulated during the first period. The third period (from 11 to 15 years, inclusive), shall be 10 days a year plus 10 percent of the unused days accumulated during the second period. The fourth period (from 16 to 20 years, inclusive), shall be 10 days a year plus 12 percent of the unused days accumulated during the third period. The fifth period (from 21 to 25 years, inclusive), shall be 10 days a year plus 15 percent of the unused days accumulated during the fourth period. The sixth period (from 26 to 30 years, inclusive), shall be 10 days a year plus 16 percent of the unused days accumulated during the fifth period. The seventh period (from 31 to 35 years, inclusive), shall be 10 days a year plus 17 percent of the unused days accumulated during the sixth period.	Pawtucket, R.I.	

Sick leave with full pay, cumulative—Continued

Number of days	Cumulative for—	Cities
	<p>The eighth period (from 36 to 40 years, inclusive), shall be 10 days a year plus 18 percent of the unused days accumulated during the seventh period.</p>	
	<p>The ninth and subsequent periods (41 years and over), accumulation shall be 18 percent of the unused days during the preceding period until the maximum for the eighth period is reached.</p>	
	<p>This cumulative allowance in addition to the regular 10 days allowance for illness shall be considered available only in case of serious or extended illness.</p>	
<p>10 days cumulative to 20; 10 half days additional in any 1 year.</p>		<p>Topeka, Kans.</p>
<p>7½.....</p>	<p>4 years.....</p>	<p>Bellingham, Wash.</p>
<p>6.....</p>	<p>5 years.....</p>	<p>Warren, Ohio.</p>
<p>5.....</p>	<p>Without limit.....</p>	<p>West Aurora, Ill.</p>
<p>5.....</p>	<p>8 years.....</p>	<p>East Aurora, Ill.</p>
<p>5.....</p>	<p>Indefinitely.....</p>	<p>Binghamton, N.Y.; Pueblo,</p>
<p>5.....</p>	<p>5 years.....</p>	<p>Colo., district 1.</p>
<p>5.....</p>	<p>5 years.....</p>	<p>Pensacola, Fla.</p>
<p>5.....</p>	<p>4 years.....</p>	<p>Rock Island, Ill.</p>
<p>5.....</p>	<p>.....</p>	<p>Bloomfield, N.J.</p>
	<p>Teachers during the first 5 years of service in the Bloomfield school system may be allowed 5 days with full pay for personal illness. After 5 days, deduction shall be substitute's pay for a period to be determined by the board of education.</p>	
	<p>From the end of the fifth year of service to the end of the tenth year, 10 days may be allowed teachers with full pay for personal illness. After 10 days, deduction shall be substitute's pay for a period to be determined by the board of education.</p>	
	<p>From the end of the tenth year of service to the end of the twentieth year, 20 days may be allowed each teacher with full pay for personal illness.</p>	

Sick leave with full pay, cumulative—Continued

Number of days	Cumulative for—	Cities
	After 20 days, deduction shall be substitute's pay for a period to be determined by the board of education.	
	From the end of the twentieth year of service, as many days with full pay for personal illness may be allowed as the number of years the teacher has served in the Bloomfield school system. After that number of days allowance, deduction shall be substitute's pay for a period to be determined by the board of education.	5
3, indefinitely	-----	New Castle, Pa.
5, first 5 years, 10 days; 6 to 10 years; 15 days, 11 to 15 years; 20 days, 16 to 20 years; 30 days, after 20 years of service and board of education may extend time at full or half pay	-----	Elmira, N. Y.
3, first year; 6, in second; 12, in third; 18, in fourth, and each succeeding year	-----	Port Arthur, Tex.

Leave at full and part pay

Days at full pay	At part pay	Amount deducted	Cities
40	40 days	50 percent	New Rochelle, N. Y.
20	10 days	do	Harrisburg, Pa.
10	5 months	Substitute's pay	Berkeley, Calif.
10	8 months	do	Holyoke, Mass.
10	120 days	do	Troy, N. Y.
10	60 days	80 percent	Wheeling, W. Va.
10	40 days	50 percent	Brookline, Mass.
10	30 days	33 1/2 percent	Hamilton, Ohio.
10	20 days	50 percent	Bethlehem, Pa.; Charleston, S. C.
10	20 days	Substitute's pay	Meriden, Conn.; Orange, N. J.
10	20 days	\$5 per day	Watertown, N. Y.;
10	10 days	50 percent	Oak Park, Ill.; Waco, Tex.; Davenport, Iowa;
			Racine, Wis.
10	10 days	Substitute's pay	Clifton, N. J.; Galveston, Tex.
7 1/2	2 1/2 days	50 percent	Quincy, Mass.
5	5 months	Substitute's pay	Salem, Mass.
5	5 months (less 5 days)	do	Glendale, Calif.
5	75 days	60 percent	Lancaster, Pa.
5	20 days	50 percent	Waukegan, Ill.
5	15 days	Substitute's pay	Steubenville, Ohio; Newport News, Va.; Lincoln, Nebr.
5	10 days	50 percent	Springfield, Ill.

Leave at full and part pay—Continued

Days at full pay	At part pay	Amount deducted	Cities
5	10 days	5 at half pay, 5 at $\frac{1}{4}$.	Chicopee, Mass.
5	5 days	50 percent	Springfield, Mo.
5	5 days	do	Williamsport, Pa.
5 (each semester)	100 days	Substitute's pay	Santa Ana, Calif.
5	10 days plus 1 every year of service beyond the first.	50 percent	Cranston, R.I.

Full pay, cumulative with additions at part pay

Days at full pay	At part pay	Amount deducted	Cities
10 cumulative for 30 years	20 days	50 percent	Charleston, S.C.
5 cumulative without limit	20 days	Substitute's pay	Colorado Springs, Colo.
5 cumulative for 10 years	10 days	50 percent	Arlington, Mass.
5 cumulative for 6 years	15 days	do	Perth Amboy, N.J.
5 cumulative for 6 years	5 days	do	Green Bay, Wis.
5 cumulative for 4 years	10 days	do	Topeka, Kans.
5 plus 1 for each year of service	Twice the days at full pay	do	Newton, Mass.
<p>3 days full pay for all teachers; second 3 days' absence, amount to be deducted from salary of teacher. For the following 15 days: \$3 per day for 5 days allowed to teachers who have taught in this system less than 5 years; \$3 per day for 10 days allowed to teachers who have taught in this system for 5 to 10 years; \$3 per day for 15 days allowed to teachers who have taught in this system more than 10 years.</p>			

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Leave at part pay

Days of leave	Deducted from salary	Cities
	<p>Any certificated employee, holding position which requires a substitute, who is absent because of illness of self beyond 10 days, shall be deducted to the amount paid to such substitute, for all periods in any 1 school year, up to and including 5 school months. All absence because of illness for periods above 5 months, shall be deducted the amount that bears the same ratio to his annual salary that the number of days of absence bears to the number of teaching days in the year.</p>	<p>Alameda, Calif.</p>
100	10 with deduction of \$1 per day; 40 with deduction of \$2 per day; 50 with half pay.	Union City, N.J.
100	<p>Substitute's pay (The State law makes it a duty of the board of education to provide this amount of leave.)</p>	<p>Fresno, Calif.; Santa Barbara, Calif.; Saska Monica, Calif.</p>
90	\$1.50 per day	Portsmouth, Va.
45	\$4 per day	Lansingburgh, N.Y.
40	50 percent	West Waterloo, Dubuque, Iowa; and Merid- ian, Miss.
30	10 at 25, 10 at 50, 10 at 75 reduction	York, Pa.
30	\$4.50 per day	Port Huron, Mich.
20	50 percent	Altoona, and Johnstown, Pa.; Hagerstown, Md.; Ogden, Utah; Sheboygan, Wis.

20	Substitute's pay	Joliet, Ill.; Elkhart, Ind.; High Point, N.C.
20	10 at half substitute's pay, 10 at substitute's pay	Charlotte, N.C.
20	10 at half, 10 at $\frac{1}{2}$ salary	Chester, Pa.
20	\$3.50 per day	Fort Smith, Ark.
20	80 percent	Nashua, N.H.
15	Substitute's pay	Everett, Wash.
20	50 percent	Little Rock, Ark.
10	\$2.50 per day	Phoenix, Ariz.
10	50 percent	Cedar Rapids, Iowa; Butte, Mont.; Bloomington, Ill.; Marion, Ohio.
10	\$1 for each of the first 5 days, \$2 for each of remaining days	Danville, Ill.
10	33 $\frac{1}{3}$ percent	Anderson, Ind.
10	Substitute's pay	Muskegon, Mich.
10	25 percent	Columbus, Miss.

Leave at part pay cumulative or with increases

Days of leave	Percent or amount deducted	Cities
15, plus 1 annually up to 15 ----- 10, cumulative for 10 years -----	50 (¹)	Stamford, Conn. Lakewood, Ohio; High- land Park, Mich.
5, first 5 years; 10, second 5 years; 15, third 5 years; 20, fourth 5 years.	50	Quincy, Ill.

¹ Substitute's pay.

Other schemes

Half time for 1 week at full pay ----- Kokomo, Ind.
\$35 illness allowance annually ----- Cicero, Ill.

1. When employee is absent on account of personal Allentown, Pa.

illness, $\frac{1}{4}$ pay for the first 10 days of such absence shall be deducted. From the eleventh day of absence in 1 school term, on account of personal illness, deductions from salary shall be as follows:

2. For employees of less than 5 full years of experience there shall be no deduction for 5 full days; and full deduction thereafter.

3. For employees of 5 full years of experience and less than 20 years, there shall be no deduction for 10 days, and full deduction thereafter.

4. For employees of more than 20 years' experience, there shall be no deduction for 15 days, and full deduction thereafter.

5. For employees of more than 30 years of experience, credit for absence on account of personal illness shall be cumulative from year to year to the extent of 50 days of absence in any one 10-month school term.

SABBATICAL LEAVE

Nineteen of the cities of this group grant leaves of absence for study, travel, or recreation. Tuscon, Ariz.; Springfield, Ohio; Newton, Mass.; and Everett, Wash., allow sabbatical leave without pay. Springfield, Ill., grants leave for travel and study after 7 years and for rest and recuperation after 20 years of service. There was no statement regarding pay. After 10 years of service a year's leave at half pay is permitted

by Pueblo (District No. 1), Colo., and by East Orange, N.J.; with deduction of substitute's pay by Richmond, Ind., and with salary of \$80 per month by Bellingham, Wash. Leave is also allowed after 10 years, by Portland, Maine, but the allowance was not stated. In Lewiston, Maine, leave for 6 months is granted without specific mention of the previous years of service. After an unstated period of teaching, Portsmouth, Va., grants leave with one fourth salary, and Galveston, Tex., without mention of salary. After 3 years of service, Newport News, Va., allows leave for one semester at full pay.

Sabbatical leave is also reported (without details) by Brookline, Mass.; Lima, Ohio; and West Allis, Wis.

In Troy, N.Y. (Union District), "when the cumulative total of 10 days' annual sick leave not used reaches 100 days a leave of one-half year at full pay, or 1 year at half pay, is granted."

INSURANCE

One of the cities of this series reports group insurance for teachers arranged through the State Teachers Association and 18 have such insurance through local teachers associations.

CITIES OF 10,000 TO 30,000 POPULATION

Of superintendents in cities of the third group 475, or more than 70 percent, furnished reports.

HEALTH SERVICE

Health examinations.—In about 40 percent of the cities from which replies were received a certificate of health and physical fitness is required before employment. In a few States the legal requirement seems to be sometimes overlooked and in 1 State only, 6 of the 10 cities responding say that a health certificate is furnished before employment.

In 1 State having no law or regulation on the subject, only 1 of the 34 cities of this size require a certificate and in another State with 35 cities only 1 reports this requirement.

Save in States where an annual health examination is required by law only 38, or about 8 percent, of the cities of this group make such a demand. In 32 cities an examination is required when it seems desirable. In 1, every 2 years; in 1, every 3 years; in 1, every 3 or 4 years; and in 1, every 5 years.

Examinations by the school physician are reported from 27 of the 185 cities requiring a health certificate. In the remaining cities the choice of examiner is left to the applicant for license.

In 38 cities (not including those where an examination is required by State authorities) a special examination form is used.

Conditions leading to rejection.—None of the cities of this group offers a lengthy list of specific conditions which may cause the examiner to reject the applicant. Communicable diseases were mentioned by 28 superintendents; tuberculosis by 39; "tuberculosis and other communicable diseases" by 26; "anything interfering with success as a teacher" by 15; "poor health", 5; deformities, 7; defects of hearing, 6; defects of vision, 4; nervous diseases, 5; venereal diseases, 3; defective speech, 2; bad heart, 1; anemia, 1; chronic rheumatism, 1; epilepsy, 1; and use of narcotics and alcohol, 1.

One superintendent refuses to consider a "teacher with an unusual amount of absence in a previous position". In another city the teacher is rejected for "obvious ill health or a bad record of attendance in a previous year and who cannot show proof that the cause of bad attendance has been removed." Another superintendent states that "a teacher is rejected for chronic or communicable disease or mental trouble", and he adds, pertinently, "but almost anyone can get a certificate from the family physician."

Probation period.—In 1 city all teachers are placed on probation for 5 months in reference to their physical condition; in 11 cities for 1 year; in 3 cities for 2 years; in 11, for 3 years; in 2, indefinitely, and in 1, "until approved by the school physician". In 1 city some teachers are placed on probation for 1 year. In 4 other cities some teachers are placed on probation for physical causes, the length of the period not being given.

Free medical service.—In 80 cities an annual examination by the school physician is offered free to teachers. In 1 city where the presentation of a health certificate is not required, 60 percent of the teachers have an annual examination "along with the children". In 3 other cities where an annual examination is not required 25 percent of the teachers take advantage of the privilege and in 2 cities, 20 percent are so reported.

In 63 cities this free examination by the school physician is extended to all school employees.

In 25 cities teachers are examined by the school physician before being allowed to return to duty after an illness.

Sick leave.—More than 200 different schemes for granting leave of absence on account of personal illness were reported from the cities of this group. We present below a classified list of 148 of these plans for leave, the remainder being omitted because of indefiniteness of statement or of apportionment of leave. Thirty-five cities (about 7 percent) have recently reduced or eliminated their sick leave as a matter of economy while 63 (13 percent) apparently have never granted leave. One city which for 15 years had allowed full pay indefinitely, changed its allowance in 1932 to leave with deduction of substitute's pay.

Sick leave at full pay

Number of days	Cities
Unlimited	Englewood, N.J.; Glen Cove, N.Y.
No limit, discretion of superintendent.	Bristol, R.I.
54	Albany, Ga.
50	St. Charles, Mo.
30	Manhattan, Kans.
20	Selma, Ala.; Ridgefield Park, N.J.; Sharon, Pa.; Newport, R.I.; Anderson, S.C.; Greenville, S.C.
15	Frankfort, Ky.; Rumford, Maine.
10	Dotham, Ala.; Anaheim, Calif.; Pomona, Calif.; Willimantic, Conn.; LaGrange, Urbana, Winnetka, Ill.; Whiting, Ind.; Ames, Oskaloosa, Iowa; Lawrence, Kans.; S. Portland, Westbrook, Maine; Dedham, Leominster, Methuen, North Adams, Plymouth, Stoneham, Swamp- scott, Webster, Mass.; Marquette, Monroe, Wyandotte, Mich.; Man- kato, Winona, Minn.; Jefferson City, Webster Groves, Mo.; Reno, Nev.; Concord, N.H.; Burlington, Dover, Phillipsburg, Rutherford, West Orange, N.J.; Roswell, N.Mex.; Cohoes, Geneva, Watervliet, N.Y.; Ashtabula, Lan- caster, Martins Ferry, Ohio; Bellevue, Coatesville, Westchester, Wilkinsburg, Pa.; Lincoln, R.I.

Sick leave at full pay—Continued

Number of days	Cities
10-----	Mitchell, S. Dak.; Barre, Vt.; Suffolk, Va.; Appleton, Fond du Lac, Stevens Point, Wis.
5 at a time, may be re- peated.	Marlboro, Mass.
5 per term-----	Corning, N. Y., District No. 9; Cortland, N. Y.
9-----	Claremont, N. H.; Farrell, Pa.; Chanute, Kans.
7½-----	Faribault, Minn.; Bartlesville, Okla.; Corpus Christi, Tex.
6-----	Mason City, Iowa.
5½-----	Kewanee, Ill.
5 "plus consideration of board."	Massilon, Ohio.
3 each semester-----	Anaconda, Mont.
5-----	Bakersfield, Whittier, Calif.; Lakeland, Fla.; Lincoln, Streator, Ill.; Frankfort, Lafayette, Logansport, Ind.; Newton, Iowa; Coffeyville, Kans.; Bogalusa, La.; Biddeford, Maine; Athol, Braintree, Greenfield, Melrose, Needham, North- ampton, Mass.; Escanaba, Iron Moun- tain, Mich.; Austin, St. Cloud, South St. Paul, Minn.; Laurel, Miss.; Maple- wood, Mo.; Missoula, Mont.; Grand Island, Nebr.; Rochester, N. H.; Sante Fe, N. Mex.; Corning, District No. 13, Hornell, Johnson City, N. Y.; Ashland, Barberton, Cambridge, E. Liverpool, Fremont, Piqua, Wooster, Ohio; Beaver Falls, Jeannette, Shamokin, Sunbury, Tamaqua, Pa.; Florence, S. C.; Rapid City, S. Dak.; Kingsport Tenn.; Browns- ville, Marshall, Tex.; Port Angeles, Wash.; Eau Claire, Wausau, Wau- watosa, Wis.; Casper, Wyo.
4-----	Traverse City, Mich.; Sedalia, Mo.; W. Warwick, R. I.
3-----	Brawley, Calif.; Bedford, Connersville, Jeffersonville, Ind.; Lake Charles, La.
2-----	Benton Harbor, Mich.; Tiffin, Ohio; Cle- burne, Tex.
"None granted till after 40 years of service then, 1 month at full pay."	Bowling Green, Ky.

Full Pay, Cumulative

Number of days	Cities
10 full days, 10 half days cumulative to 100 days.	Gloversville, N. Y.
10, cumulative to 95 days	Ann Arbor, Mich.
10, cumulative for 8 years	E. Hartford, Conn.
10, cumulative for 6 years	Garfield, N.J.
10, cumulative for 5 years	Michigan City, Ind.
10, cumulative for 4 years	Mt. Clemens, Mich.
10, cumulative for 3 years	Vincennes, Ind.; Hibbing, Minn.; Lockport, Peekskill, Ogdens- burg, N.Y.
10, half of unused leave cumulative up to 30 days.	Oneida, N.Y.
10, and half of the unused time for the past 6 years.	Virginia, Minn.
10, and half of the unused time for the past 2 years.	Jacksonville, Ill.
7, 4 years	Manitowoc, Wis.
7, "and accumulation of previous year."	Rochester, Minn.
5, unlimited	Greeley, Colo.; Pocatello, Idaho.
5, 20 years	Beloit, Wis.
5, 7 years	Niles, Mich.
5, 5 years	Fort Scott, Kans.
5, 4 years	Boulder, Colo.; Sanford, West Palm Beach, Tallahassee, Fla.; Albert Lea, Minn.; Marinette, Wis.
5, 3 years	Eldorado, Kans.; Billings, Mont.; Temple, Tex.
5, cumulative after 3 years of service, to 15 days.	Gardner, Mass.
5, cumulative for 2 years	Canton, Ill.
5, cumulative but only 10 days can be used in 1 year.	Bridgeton, N.J.
5, plus 1 for each year of service....	Oil City, Pa.
5, plus 1 for each year of service up to and including the tenth year.	Bangor, Maine.
4, cumulative for 2 years	Holland, Mich.; New Providence, R.I.
3, cumulative for 7 years	Hutchinson, Kans.

THE WELFARE OF THE TEACHER

Full pay, with additions at reduced pay

Number of days	Cities
Sick leaves with pay may be granted employees of the school board only upon the following terms and conditions:	
(a) Employees having less than 1 year of service under this board, the part of 1 month proportionate to their length of service.	
(b) Employees having more than 1 year and up to 5 years of service under this board, 1 month.	
(c) Employees having more than 5 years and up to 10 years of service under this board, 1 month, 1 week.	
(d) Employees having more than 10 years and up to 15 years of service under this board, 1 month and 2 weeks.	
(e) Employees having more than 15 years and up to 20 years of service under this board, 1 month and 3 weeks.	
(f) Employees having 20 years or more service under this board, 2 months.....	Summit, N.J.
20, first 5 years; 30, after 5 years.....	Westerly, R.I.
10, first 5 years; 20, after 5 years.....	Rahway and Westfield, N.J.
10, first 5 years of service; 20, second 5 years; 30, third 5 years; 60 after 20 years.	Hackensack, N.J.
10, but by special vote, up to 63 days have been granted.	Wellesley, Mass.
5, plus 1 for each year of service up to 10.....	Bangor, Maine.

Leave at full and part pay

Days at full pay	At part pay	Amount deducted	Cities
20	Indefinite	Substitute's pay	Red Bank, N.J.
10	do	do	Waycross, Ga.
10	do	do	Belmont, Mass., Wallingford, Conn., Hudson, N.Y.
10	6 months	About 50 percent	Palo Alto, Calif.
10	5 months	Substitute's pay	Eureka, Calif.
10	90 days	do	South Pasadena, Calif.
10	40 days	do	Nanticoke, Pa.
10	20 days	do	Middletown, Conn.
10	do	50 percent	Beverly, Mass.; Adrian, Mich.; Independence, Mo.
10	20 days (if employed 10 years).	do	Bessemer, Ala.
10	10 days	\$2 per day	Asbury Park, N.J.
10	Depends on case		Hopkinsville, Ky.
5	Indefinite	50 percent	Winthrop, Mass.
5	175 days	90 percent	Salem City, Ohio.
5	100 days	Substitute's pay	Santa Cruz, Calif.
5	40 days	60 percent	Greenwood, S.C.
5	30 days	Substitute's pay	Salem, Oreg.
5	20 days	50 percent	Easthampton, Mass.
5	do	Substitute's pay	Norfolk, Nebr.
5	15 days	50 percent	Gloucester, Mass.
5	do	do	Portsmouth, N.H.
5	do	Substitute's pay	Laconia, N.H.
5	Indefinite	do	Albuquerque, N.Mex.
5	10 days	50 percent	Riverside, Calif.; Ottumwa, Iowa.
5	do	do	Grand Forks, N.Dak.
5	5 days	do	Leavenworth, Kans.; Fairfield, Ala.; Shelton, Conn.; Augusta, Maine; Berlin, N.H.; Palestine, Tex.
5	do	7/10	Spartanburg, S.C.
5	As many weeks as teacher has served years.	50 percent	Wilmette, Ill.
5	5 at one half; 10 at one fourth pay.		Norwood, Mass.

Leave at full and part pay—Continued

Days at full pay	At part pay	Amount deducted	Cities
4	36 days	Substitute's pay	Dunkirk, N.Y.
3	40 days	66% percent	Bismarck, N.Dak.
3	12 days	25 percent	Marshalltown, Iowa.
3	7 days	50 percent	Enid, Okla.
2	19 days	do	Herkimer, N.Y.
2	8 days	do	Warwick, R.I.
1 ¹	2 per month	do	Brainerd, Minn.
	<p>Absence for a period of 2 days in any 1 month shall be excused without loss of salary. When such absence continues for a period of more than 2 days, whether or not such continued absence comes within 1 or 2 school months, 50 percent of the regular salary shall be paid for the succeeding 3 days and for additional absence not exceeding 3 weeks, 25 percent of the regular salary shall be paid. The superintendent may require satisfactory evidence of disability, if he sees fit. For continuous absence exceeding 1 month, no compensation shall be allowed.</p>		Clinton, Mass.
	<p>Teachers absent on account of personal illness or on account of illness in their immediate family shall be paid in full for 10 days each school year and thereafter during each day's absence one third their regular salary for 1 month during the teacher's first year of service, 2 months during the teacher's second year of service, and 3 months during the third and subsequent years of service.</p>		Winchester, Mass.

¹ Per month.

Leave at full and part pay—Continued

Days at full pay	At part pay	Amount deducted	Cities
A.	<p>Service from first year to and including 10 years, 10 days.</p> <p>Service from eleventh year to and including 15 years, 13 days.</p> <p>Service from sixteenth year to and including 20 years, 16 days.</p> <p>Service from twenty-first year to and including 25 years, 19 days.</p> <p>Service from twenty-sixth year to and including 30 years, 22 days.</p> <p>Service from thirty-first year to and including 40 years, 25 days.</p> <p>Service from forty-first year and over, 28 days.</p>		New London, Conn.
B.	<p>Upon the exhaustion of the days of absence allowed under sec. A, allowance shall be made as follows: A deduction of the pay of the substitute not to exceed \$5.50 a day, shall be made from the salary of the teacher; and for any absence not included under sec. A allowance shall be made as follows: A deduction of the pay of a substitute, not to exceed \$5.50 a day, shall be made from the salary of the teacher.</p>		

Full pay cumulative and part pay

Days at full pay	Part pay	Amount deducted	Cities
10, cumulative without limit	No limit to days	\$4 per day	Hawthorne, N.J.
10, cumulative to 100	20 days	50 percent	Nutley, N.J.
10, 3 years	do	Substitute's pay	Eugene, Oreg.
5, unlimited	5 at 60-70 percent		Trinidad, Colo.
5, indefinite	5 at 80-90 percent		
5, 6 years	20 days	Half substitute's pay	Olean, N.Y.
5, 5 years	15 days	\$1.50 allowed	Ironwood, Mich.
5, 4 years	do	25 percent	Arkansas City, Kans.
5, 3 years	40 days	50 percent	Framingham, Mass.
5 (10 if not used previous year)	30 days	66% percent	Corsicana, Tex.
3, 5 years	6 months	Substitute's pay	Peabody, Mass.
3, 4 years	6 days	50 percent	Aberdeen, Wash.
	3 days	Substitute's pay	Emporia, Kans.

Leave with part pay

Days	Amount deducted	Cities
Unlimited	66% percent	Okmulgee, Okla.
Do	Substitute's pay	Lewistown, Pa.
Do	\$4.50 per day	Parkersburg, W. Va.

Indefinite	Substitute's pay	West Hartford, Conn.; Concord and Keene, N.H.; Wilson, N.C.
Do	50 percent	Belleville, N.J.
Do	\$3 per day	Massena, N.Y.
Do	\$5	Lackawanna, N.Y.
190	66% percent	Olyphant, Pa.
100	Substitute's pay	Monrovia and Redlands, Calif.
60	60 percent	Gadsden, Ala.
40	50 percent	Wakefield, Mass.; Martinsburg, W.Va.
40	55 percent	Owensboro, Ky.
5 at 1/2, 15 at 1/4, and 10 at 1/8 pay.		Chillicothe, Ohio.
30	10 percent	Staunton, Va.
30	50 percent	Boise, Idaho; Calumet, Mich.; Greensburg, Pa.
30	Substitute's pay	Little Falls, N.Y.
30	66% percent	Lafayette, La.
10, at 1/2, 20 at 1/4 pay		West Springfield, Mass.
25	50 percent	University City, Mo.
20	\$1 per day	Galesburg, Ill.
20	\$2	Winchester, Va.
20	75 percent	Bremerton, Wash.
20	33 1/4 percent	Iowa City, Iowa.
20	Half of substitute's pay	Ithaca, N.Y.
20	50 percent	Ambridge, Carlisle, Clairton, Dormont, Hanover, Pa.; Cudahy, Wis.; Champaign, Ill.
20	Substitute's pay	Ironton, Ohio.
20	66% percent	Rome, Ga.; Central Falls, R.I.
20, but not more than 10 at 1 time.	50 percent	Crawfordsville, Ind.

Lease with part pay—Continued

Days	Amount deducted	Cities
19	90 percent	Moundsville, W. Va.
5, at $\frac{1}{2}$, 10 at $\frac{1}{4}$ pay		Newport, Ky.
15	50 percent	Torrington, Conn.; Coraopolis, Pa.
15	75 percent	Waterville, Maine.
10	\$3 per day	Lodi, N.J.
10	25 percent	Middletown, N.Y.
10	40 percent	Pittsburg, Kans.
10	50 percent	Anniston, Ala.; Brunswick, Thomasville, Ga.; E. Moline, Freeport, and Pekin, Ill.; Hastings, Nebr.; Johnstown, N.Y.; Grand Forks, N.Dak.; Middletown, Ohio; Du Bois, Ellwood City, Swisviale, and New Kensington, Pa.; Olympia, Wash.; Bluefield, W.Va.
10	Substitute's pay	Parsons, Kans.; Pottsville, Pa.; Danville, Va.
10	66 $\frac{2}{3}$ percent	Jonesboro, Ark.
10	75 percent	Columbus, Miss.
10, 75 percent for 5 days, 60 percent for 5 days.		Goshen, Ind.
5, per semester	50 percent	Granite City, Ill.
5	do	La Porte, Ind.; Boone, Iowa.
5	66 $\frac{2}{3}$ percent	Sapulpa, Okla.

Part pay, cumulative

Days	Percent deducted	Cities
5, per semester unlimited.....	50	Fort Dodge, Iowa.
20, cumulative, 6 years.....	50	Fargo, N.Dak.
2 weeks at 66 $\frac{2}{3}$ percent reduction, plus 1 week for each year of service.....	-----	Watertown, S.Dak.
10, cumulative 3 years.....	50	Watertown, Wis.
Years of service multiplied by 2.....	50	Niles, Ohio.

Part pay and full pay

	Cities
For absence other than her own illness a teacher shall lose entire pay. For absence on account of illness a teacher shall receive half pay for any and each illness not exceeding 10 consecutive school days. If a teacher's absence extends beyond 10 consecutive school days, she shall receive full pay from the eleventh to the fortieth day, inclusive. For any absence extending beyond 40 consecutive school days a teacher shall receive no pay. The above rule applies to each illness that a teacher may have during the school year.	Chicago Heights, Ill.
10 days at half pay in first 3 years of service; after third year, 10 days at full pay; also 50 days additional with deduction of substitute's pay.	Great Falls, Mont.
In first 5 years, 5 days at half pay; after 5 years, 5 days at full pay.	Hannibal, Mo.
First 10 years of service, 10 days at half pay; after 10 years, 20 days at full pay.	Mishawaka, Ind.

SABBATICAL LEAVE

Only 40 cities (8 percent) responded to the question concerning sabbatical leave and most of the replies were indefinite as to remuneration of teachers during leave.

Nineteen cities grant leave (presumably at 7-year intervals) either without pay or with no mention of pay. Two cities grant leave for study or travel after 3 years of service. There was no mention of pay. One city grants leave after 5 years of service. One city grants such leave "after long service record, for ill health." The salary of the teacher is not mentioned in these replies.

One city, Hackensack, grants after 10 years of service, a half year for study at half pay, and after 20 years, a half year at full pay for rest and recuperation. Two cities (Ithaca and Akron) grant every 7 years, a half year at full pay or a full year at half pay.

Another city (West Orange, N.J.) grants a year's leave at half pay. Ashland, Ohio, grants sabbatical leave with the deduction of the substitute's pay.

Belleville, Ill., grants such leave when accumulated sick leave has reached 60 days while Cliffside Park, N.J., gives a half year at full pay when 90 days of sick leave have accumulated.

Five cities grant sabbatical leave "to attend school", 1 city grants it "in special cases", and 1 city has dropped such leave temporarily.

One city mentions maternity as a reason for granting prolonged leave.

INSURANCE

Fourteen cities of this size report group insurance. Two cities mention insurance through the State Education Association. Twenty-four cities report insurance of an unspecified kind but this may refer to the State accident compensation mentioned by many other superintendents in 16 States.

CITIES OF 5,000 TO 10,000 POPULATION

Only 388 (18 percent) of the cities of the fourth group responded to our inquiries.

HEALTH SERVICE

Health examinations.—Of these, 115, or about 30 percent, require a certificate of health from prospective teachers but three fourths of these cities are in States having a State requirement to this effect. In 56 cities such a certificate is required annually; in 1 every 2 years and in 3, every 3 years; in 17, when it seems advisable. In only 32 cities is the examination of the teacher made by a school physician.

Causes for rejection.—As causes for rejection of candidates tuberculosis is mentioned by 40 cities; communicable diseases by 24; "conditions which unfit for teaching" by 15; venereal disease by 5; deformities by 4; nervous diseases by 4; heart

disease by 4; defects of vision, 8; defects of hearing, 7; speech, 2; throat, 2; and skin diseases, 2. Pyorrhea, diabetes, goiter, high blood pressure and chronic headaches were each mentioned once. One superintendent states that teachers must not be undersized but the size desired is not specified.

Another superintendent writes "We are getting all teachers from State teachers colleges and from institutions empowered to prepare teachers. They attend to the matter." Apparently these training schools are attending to the physical fitness of their students. In this connection another respondent says, "If health appears poor the candidate is given no consideration." After acceptance some schools seem to think they have no duty to fulfill toward the physical welfare of the teacher for another superintendent remarks, "If teachers contract any physical condition detrimental to health they are dropped from the roll." Another says, "We reject teachers at any time if health is bad"; and three superintendents state that teachers are dropped if they take too much leave on account of sickness, although the limit is not stated.

Another superintendent says that "if defects appear on the examination blank then we require a check up by our own physician." But what if the physician selected by the examiner has not been very thorough and has overlooked important conditions? This brings up the question as to whether the "family physician" or other examiner selected by the applicant, is in a position to give an examination satisfactory to the employing board of education. This subject will be discussed later.

Period of probation.—In only 13 school systems in cities of this size are all teachers placed on probation with regard to their physical condition. In 1 city this is for 3 months, in 1 for a semester, in 10 for 1 year, and in the remainder for an indefinite period. In 14 other cities some new teachers are placed on probation for this reason—in 1 for 6 months, in 4 for a year, and in 1 "until defects have been corrected." No statement as to time is made in the remaining cases.

Free medical service.—In 53 cities (about 13 percent) an annual examination by the school physician is offered free to all teachers. Except where an annual examination is required the percentage of teachers taking advantage of this

privilege is not usually high. In 1 city, however, 33½ per cent were examined, in another 25 percent, and in another 20 percent. Nine cities report the examination of 10 percent.

One city reports a charge of \$1 for the required annual examinations by the school physician. Employees who have not lost time on account of illness are examined without charge.

In 43 cities the offer of free annual examinations by the school physician is extended to other school employees.

In 29 cities (about 8 percent) free consultation service by the school physician is offered throughout the school year.

In 26 cities (about 7 percent) all teachers are examined by the school physician before being allowed to return to duty.

Sick leave.—Ninety-eight of these 388 cities, or about 25 percent, offer no sick leave, but in only 15 has sick leave been abandoned or reduced in recent years. In 35 cities the amount of leave was stated indefinitely as "treated individually", "depends on length of service", etc. The 240 remaining cities of this group present no less than 89 different plans for sick leave as follows:

Leave at full pay

Days	Cities
60.....	Americus, Ga.
4, per month....	Fitzgerald, Ga.
15.....	Lead, S. Dak.
14.....	Miles City, Mont.
10.....	Douglas, Miami, Ariz.; Southington, Conn.; Dublin, Ga.; Dixon, Paris, Ill.; Calais, Rockland, Maine; Frostburg, Md.; Andover, Bridgewater, Ipswich, Lexington, Ludlow, Marblehead, Middleboro, Mass.; Midland, Munising, Mich.; Fergus Falls, Moorhead, Minn.; Tupelo, Yazoo, Miss.; Chillicothe, Mexico, Mo.; North Plainfield, N.J.; Mechanicville, Newark, Saranac Lake, N.Y.; Troy, Ohio; Clearfield, Duryea, Lansford, Ridgway, Pa.; Montpelier, St. Albans, Vt.; Marshfield, Menasha, Neenah, Wis.
9.....	Marietta, Ga.
7½.....	Medina, N.Y.
7.....	Stoughton, Mass.
6½.....	Merrill, Wis.
6.....	Metropolis, Ill.; Brewer, Saco, Maine; Ionia, Mich.; St. Marys, Ohio; The Dalles, Oreg.
3, per term....	Brunswick, Maine; Bend, Oreg.

Leave at full pay—Continued

Days	Cities
5.....	Nogales, Ariz.; Marysville, San Rafael, Calif.; Palatka Fla.; Gainesville, Ga.; Burley, Nampa, Idaho; Belvidere, Clinton, Edwardsville, Macomb, Pontiac, Woodstock, Ill.; Charles City, Red Oak, Shenandoah, Iowa; Morgan City, La.; Abington, Canton, Franklin, Maynard, Northbridge, Orange, Palmer, S. Hadley, Uxbridge, Mass.; Dowagiac, Manistique, Mich.; Bemidji, Red Wing, Stillwater, Minn.; Marshall, Mo.; Columbus, Nebr.; Franklin, N.H.; Woodbury, N.J.; Depew, Norwich, Salamanca, Walden, Whitehall, N.Y.; Circleville, Dover, Mt. Vernon, Sidney, Wapakoneta, Washington Court House, Ohio; La Grande, Oreg.; Avalon, Crafton, Freeland, Kittanning, Lock Haven, Rochester, Pa.; Johnston, R.I.; Bonham, Bryan, Gainesville, Navasota, Tex.; Bennington, Brattleboro, St. Johnsbury, Vt.; Fredericksburg, Va.; Grafton, W.Va.; Portage, Rhinelander, Wisconsin Rapids, Wis.; Laramie, Wyo.
4.....	Taylor, Tex.; Antigo, Wis.
3.....	Fayetteville, Ark.; Greensburg, Rushville, Valparaiso, Ind.; Creston, Atlantic, Iowa; Ottawa, Kans.; Winchendon, Mass.; Willmar, Minn.; Lewistown, Livingston, Mont.; Devil's Lake, N.Dak.; Delaware, Girard, Ohio; Pulaski, Va.; Puyallup, Wash.; Baraboo, Menomonie, Wis.; Sheridan, Wyo.
(1).....	Marion, Ill.

Leave at full pay cumulative

Days	Cumulative for—	Cities
10..	5 years.....	Hastings-on-Hudson, N.Y.
10..	3 years.....	Eveleth, Minn.
5..	Without limit.....	Sterling, Colo.; Chippewa Falls, Stoughton, Wis.
5..	10 years.....	Bessemer, Mich.
5..	5 years.....	Midland, Pa.
5..	4 years.....	Seneca Falls, N.Y.
5..	3 years.....	Montague, Mass.
4..	10 years.....	Dion, N.Y.
4..	5 years.....	Cloquet, Minn.
3..	10 years.....	Kane, Pa.
3..	5 years.....	Longmont, Colo.
3..	3 years.....	Clifton Forge, Va.
2..	All years.....	Seymour, Ind.

¹ 1 day during month; if not taken we give none.

*Leave at full pay with increases*Ott
Normal, Ill.

A teacher will not be paid for the first 3 days of absence from school because of illness (or any other cause). She will receive full pay for the next 5 days of absence from school because of illness, or serious illness or death in her immediate family. Whatever part of the 5 days' sick leave for each year is not used by the teacher will be credited to an "accumulated reserve." Any teacher who has accumulated a reserve will be paid not only for the 5 days' sick leave granted annually by the board but, after a lapse of 5 days without pay, then may draw pay for additional days to the extent of her accumulated reserve, except that no reserve shall exceed 75 days.

Leave with full and part pay

Days at full pay	Days at part pay	Amount deducted	Cities
14	14	50 percent	Cleveland, Tenn.
10	110	Substitute's pay	N. Andover, Mass.
10	100	do	Watsonville, Calif.
10	30	63 percent	Winchester, Ky.
10	20	50 percent	Troy, Ala.
10	10	do	Canandaigua, Hudson Falls, N.Y.
10	10	Substitute's pay	Mayfield, Ky.
7½	5	50 percent	Hampton, Va.
5	(¹)	\$5 per day	Lancaster, N.Y.
5	(¹)	Substitute's pay	South Amboy, N.J.
5	(²)	\$5 per day	Darby, Pa.
5	60	66½ percent	Reading, Mass.
5	60	80 percent	Newberry, S.C.
5	35	Substitute's pay	Princeton, N.J.
5	15	do	Sheffield, Ala.
5	15	50 percent	Yankton, S.Dak.
5	15	\$5	N. Chicago, Ill.
5	10	50 percent	Calexico, Calif.; Bozeman, Mont.; Scottsbluff, Nebr.
5	10	Substitute's pay	Manistee, Mich.
5	5	50 percent	Helena, Ark.; Little Falls, Minn.; Orange, Tex.
5	5	Substitute's pay	Wabash, Ind.
3	4	50 percent	Oelwein, Iowa.
3	30	do	Negaunee, Mich.
3	30	Substitute's pay	El Reno, Okla.

¹ No limit.² Indefinite.

Leave at full pay, cumulative with additions at part pay

Days at full pay	Cumulative	Days at part pay	Deduction	Cities
3.....	No limit..	5	\$5 per day.....	Winfield, Kans.
10.....	5 years....	5	50 percent.....	Durant, Okla.
3.....	3 years....	10	Substitute's pay.	Rock Springs, Wyo.

Leave at full pay and with part-pay increases

City

Any teacher who is absent on account of personal sickness or death in family for 5 days only, shall receive full pay. If a teacher is absent on account of personal sickness or death for more than 5 days, shall receive full pay for said 5 days and thereafter a portion of her salary in accordance with the following schedule:

1. To one having taught from 1 to 9 years, the difference between salary and cost of substitute for 2 weeks.
2. Having taught 10 to 19 years, like difference for 4 weeks.
3. Having taught 19 to 29 years, like difference for 6 weeks.
4. Having taught more than 29 years, like difference for 8 weeks. Should a teacher be absent for any other cause not specified in these bylaws, she shall not be entitled to any pay--

Fredonia, N. Y.

THE WELFARE OF THE TEACHER

Leave at part pay only

Days	Amount deducted	Cities
No limit.....	66 $\frac{2}{3}$ percent.....	Gallipolis, Ohio.
Do.....	Substitute's pay.....	Spencer, Mass.
Do.....	75 percent.....	Spring Valley, Ill.
Indefinite.....	do.....	Pratt, Kans.
5 months.....	Substitute's pay.....	Petaluma, Calif.
30.....	50 percent.....	Chariton, Iowa.
30.....	75 percent.....	Norman, Okla.
20.....	50 percent.....	Litchfield, Ill.; Cambridge, Md.; Fulton, Mo.; Kalia- pell, Mont.; Windber, Pa.; McAllen, Tex.
20.....	66 $\frac{2}{3}$ percent.....	Hickory, N.C.; Terrell, Tex.
20.....	75 percent.....	Chico, Calif.; Princeton, W.Va.
20.....	\$3.50 per day.....	Bellevue, Ky.
20.....	Substitute's pay.....	Greenville, Ohio; Punxsu- tawney, Pa.
15.....	do.....	Bloomsburg, Pa.
10.....	25 percent.....	Weston, W.Va.
10.....	33 $\frac{1}{3}$ percent.....	Tarentum, Pa.
10.....	50 percent.....	Marianna, Ark.; Charleston, Peru, Ill.; Fairbury, Nebr.; Shelby, Ohio; Scottdale, Pa.
10.....	66 $\frac{2}{3}$ percent.....	Warsaw, Ind.
5, each semester.....	50 percent.....	Cedar Falls, Iowa.
First 2 weeks of any illness.....	33 $\frac{1}{3}$ percent.....	Columbus, Ind.
10.....	75 percent.....	Newnan, Ga.; Du Quoin, Ill.
10.....	\$5.....	Prescott, Ariz.; Edwards- ville, Pa.
10.....	Substitute's pay.....	Springfield, Vt.
5.....	50 percent.....	Cour D'Alene, Idaho; Webb City, Mo.; Indiana, Mil- ton, Mt. Pleasant, Pa.
5.....	66 $\frac{2}{3}$ percent.....	Miami, Okla.
5.....	75 percent.....	Fairfield, Iowa; Henryetta, Okla.
5.....	90 percent.....	Kearney, Nebr.
5.....	\$3.....	Carthage, Mo.
5.....	Substitute's pay.....	Three Rivers, Mich.; Ne- vada, Mo.

Leave at part pay cumulative

Days	Cumulative for	Percent deduction	City
20.....	3 years.....	50	Wilmerding, Pa.
5.....	4 years.....	(¹)	Cadillac, Mich.
5.....	8 years.....	50	Jamestown, N. Dak.

¹ Substitute's pay.*Leave at part pay with increases*

Days	Percent deduction	City
10, first year; 20, thereafter.....	50	Bangor, Pa.

SABBATICAL LEAVE

Twenty-three cities of this group grant sabbatical leave. Ten mention that this leave is "for study", 2 "for travel", 2 "for health". In 1 city salary above that of the substitute is allowed, in the remainder the leave is without pay. In 1 city, after 4 years of service, a year's leave is allowed for teaching elsewhere—not a bad arrangement for a teacher dissatisfied with her present position.

INSURANCE

Aside from insurance under the State accident compensation laws, where these apply to teachers, 13 of the cities of this group report group insurance arranged either through local or State teachers associations.

LEAVE OF ABSENCE FOR CAUSES OTHER THAN
PERSONAL ILLNESS

Besides leave for illness of the teacher himself many cities are liberal in granting absence with pay or with part pay in case of serious illness or death of near relatives, and on account of quarantine for communicable disease in the home. Leave is also often granted for visiting other schools or for attending educational meetings. No attempt was made in the present study to collect information on this subject, but the following items have been taken from the books of rules and regulations of a few of the larger cities which mentioned the granting of such leave.

Los Angeles.—Full pay for not exceeding 3 consecutive days in case of acute bereavement.

San Diego.—No loss of salary for 3 days on death of husband, wife, child, father, brother, sister, or upon the death of any other relative who resides within the employee's household, when properly certified by the principal on time report.

Wilmington.—In case of serious illness of parent, brother, sister, husband, wife, child, or other relative living in the immediate family a deduction of the substitute's salary only shall be made for a period determined by the superintendent.

The same ruling holds for 1 day in case of marriage of a parent, brother, sister, son, or daughter. When authorized by the superintendent, a teacher may be granted leave for visiting schools, attending educational conventions or other similar purposes without loss of salary.

Peoria, Ill.—Four days' absence is allowed for death in immediate family: This meaning parents, children, grandparents, brother, sister, uncle, or aunt.

South Bend, Ind.—Full salary, not exceeding 3 calendar days will be allowed for absence due to the death of father, mother, brother, sister, husband, wife, or child, of the absent teacher. One day's salary will be allowed for absence due to the death of any other member of the immediate family of the absent teacher.

St. Paul.—Leave with pay may be granted not in excess of 3 whole days on account of death in the immediate family. This is construed to mean father, mother, brother, sister, wife, or children. Should the nearest of kin be other than the above, leave may also be granted as above.

Notice and detailed cause of such absence shall be certified by the teacher or other employee to the principal or immediate supervisor, on form provided for this purpose. This blank must be filled out and signed by claimant in all cases of such absence. Claims are to be approved by the principal and an assistant superintendent.

Leave of absence with pay may be granted not in excess of 1 whole day on account of death of close relative. This is construed to mean grandparents, uncle, aunt, cousin, niece, or nephew, and in special cases may include father-in-law, mother-in-law, sister-in-law, or brother-in-law.

Limited leave with pay for visiting other schools in St. Paul may be granted with the approval of the superintendent, but not in excess of 1 day.

Leave with pay for attending educational conventions and meetings may be granted by the superintendent with the approval of the commissioner of education, of such duration as determined by him, but not in excess of 5 days.

Jersey City.—In case of the death of a parent, brother, sister, husband, wife, or child of any teacher, such teacher shall be excused, without loss of pay, from the day of the death to the day of the funeral, inclusive, provided such absence does not exceed 4 days.

Trenton.—Deduction of minimum pay of substitute for not exceeding 3 days, in cases of illness of parent, brother, sister, husband, wife, child, or other relative living in the immediate family.

Five school days on account of death of a member of the teacher's immediate family, shall be excused without loss of salary. The term "immediate family" shall be understood to include only the following: Wife, husband, father, mother, child, brother, sister, grandfather, or grandmother, also uncle, aunt, niece, or nephew if such relative has lived in the home of the teacher for some time immediately preceding death.

In case of death of other near relative or of a teacher in the Trenton public schools, no deduction shall be made for absence on day of funeral, provided such absence has been approved by the superintendent of schools antecedent to its occurrence.

In case of marriage of parent, brother, sister, or child, a deduction of the minimum pay of a substitute shall be made for absence on day of wedding.

Providence.—A teacher may be absent from school for 3 days without loss of salary in case of the death of a father, mother, brother, sister, husband, wife, or child, or any other relative with whom the teacher may then be living.

There shall be no loss of salary when a teacher is subject to quarantine by order of the health department, or is summoned to the court in connection with a case relating to public-school affairs.

With pay for one half day in each term or 1 day in each year for visiting such schools as may be designated by the assistant superintendent or director in charge.

With pay for a period not exceeding 5 school days, or for a longer period with the approval of the school committee, for the purpose of making investigations for the welfare of the schools.

Evansville, Ind.—Full salary, not exceeding 3 school days, will be allowed for absence due to the death of father, mother, brother, sister, husband, wife, or child of the absent teacher. One day's salary will be allowed for absence due to the death of any other member of the immediate family of the absent teacher.

Immediate family is interpreted to include grandparents, uncle, aunt, cousin, or a member of the household, even if not a relative.

Baltimore.—Teachers may be absent, with half pay, for a period not to exceed 5 school days in any 1 school year an account of illness in the home requiring the presence of the teacher, provided that the ill person is a member of the immediate family of the teacher, and provided further that the ill person has been and is a member of the household in which the teacher resides. If this absence is for more than 5 school days in any 1 school year for the reason mentioned above, no salary shall be paid for the time exceeding 5 school days. (Nothing in this section shall be construed to be at variance with the regulations of the health department concerning contagious and infectious diseases as mentioned in art. VI, sec. 26.) The words "immediate family" shall be held to embrace

all those lineally related to and also the wife, husband, brother, sister, father-in-law, mother-in-law, aunt, uncle, niece, nephew, or first cousin of the absent teacher.

COMMENTS AND CONCLUSIONS

Health examination and supervision.—A certificate of health, before appointment, is required of teachers in about two thirds of the largest cities of the country, which responded to our inquiries; in about 42 percent of those of the second group, in 40 percent of the third and in about 30 percent of the fourth group. In the first group 34 of the cities making the requirement are unaffected by a State law, while 20 are in States having a law requiring an examination before employment. In the cities of fewer than 100,000 population the proportion is reversed, there being about 3 cities demanding a certificate in States without laws to 4 cities in States with laws. The larger cities, with their older and more highly developed health services, are more interested in determining the health status of applicants.

In the cities of the group with largest populations about 20 percent require that the examination of the teacher be made by the school physician. In cities having a population between 5,000 and 10,000 only 8 percent make this demand, while in the cities of the second and third groups, the proportion ranges between those of the first and fourth groups. This is again due, in part, to better organized departments of medical inspection in the larger communities and also to a longer experience which has shown that the examination is of most worth to the school if made by one of its own staff.

The school laws requiring the medical examination of teachers arose from the desire to protect pupils from communicable disease and especially from tuberculosis. The legislators neither had the welfare of the teacher in mind nor her general fitness for professional service. The larger viewpoint is slowly coming into the consciousness and conscience of the employer.

While the demand or request for a certificate of health and physical fitness may deter some decidedly unfit teachers from making application, it does not necessarily prevent many such teachers from presenting such certificates. This is indicated by the remark of one of the superintendents already quoted, to the effect that "almost anyone can get a certificate

from the family physician." There is much truth in this, for the family physician is very human and the terms "health" and "fitness" are very indefinite and elastic.

At the time that laws requiring the presentation of a health certificate were first passed there were no school physicians and many cities do not yet employ them. Moreover, the examinations by physicians in those earlier days were not anywhere detailed, for only freedom from communicable disease was required. A step toward more thoroughness in examination was the preparation of blanks or forms by the local school board, and by some State authorities, presenting what were considered essential points to be covered in the examination. However, the physician chosen by the applicant, conscientious as he may be, cannot but be biased; therefore the only logical plan would seem to be that of having the examination made by a physician on the staff of the school or chosen and paid by the school for this purpose. One superintendent remarks that an examination is made by the school physician if the form returned by the examiner chosen by the teacher shows anything of special significance, but why not have the school physician make the initial examination?

It will be noted in the report from Philadelphia that the examination of the teacher is not done by "an ordinary school physician but by the director of medical inspection or one of his office staff." This examination is of very serious concern to both the applicant and the employer and should be made by one who is thoroughly competent and experienced. The teacher deserves to be treated with all fairness and with a "leaning to mercy." It should be kept in mind that the relation between physical condition and mental ability is not a very close one; a very able teacher may be frail and faulty of body and a person of splendid physique may be a failure in the classroom.²

In this connection the question of what conditions should prevent the employment of a teacher (both for her own good and that of the school) becomes of concern. It will be seen from the answers to our inquiries that few schools have attempted to lay down definite rules on the subject and that

² In a recent evaluation of the qualities of a good teacher worked out in England "health" was placed eighteenth on the list.

Cattell, R. B. The assessment of teaching ability. *British Journal of Educational Psychology*. 1:48-72. February 1931.

where definite standards have been set up those of one school system differ from those of another. In one city the vision must be "at least 20/30 with or without glasses", in another it need be only 20/40. The human being cannot be so readily standardized for teaching purposes and examiners usually find the expressions "very poor vision" or "very bad hearing" much more suitable. Tuberculosis is often mentioned as a cause for rejection, but there are all degrees of tuberculosis, and this is the case with "heart disease." To be on the safe and sympathetic side, no hard and fast rules can be laid down, but a list of conditions may well be set forth as suggestive to the examiner, it being left to his judgment to weigh the case for each condition found, having the welfare both of applicant and employer in mind.

The school medical officer of St. Joseph, Mo., calls attention to the useless items found on some examination forms which should be eliminated. One of these is the question, "Do you use narcotics, tobacco, or alcohol?" He comments: "No teacher with full mental capacity is going to admit such addictions", and he thinks "Have you ever been an inmate of a sanitarium or State hospital?" another equally useless inquiry.

Those interested in the physical faults found in teachers, on application and in service, and also in other school employees, are referred to the tables on pages 63-69 from the Annual Report of the Division of Medical Inspection of Public Schools of Philadelphia for the year ended June 30, 1931. The tables are reprinted through the courtesy of Dr. W. S. Cornell, director of medical inspection.

If the training schools took the physical welfare of their pupils as seriously as they should, there would be little need for medical examinations at the time of employment. It is all important that applicants for training should not be accepted if it is at all likely that they will, on graduation, be rejected by school authorities on account of physical disability. It is unfair to the student and a waste of time for all concerned. On acceptance, the student deserves such care and instruction as will put her in the best condition for her work. In a few States and in a few city training schools such a sensible plan is carried out.

In New Zealand opportunity is offered to secondary school pupils wishing to take up teaching, to come up for medical examinations a year previous to the end of their school career.³

Granted there is an adequate physical foundation for teaching, there is, ahead, the wear and tear which may wreck the machine, originating from the mental side. Sir John Adams' suggestion is pertinent that all novices, should, before final recommendation for the profession, be required to teach for a month on probation in order to discover whether they have the "capacity for the indispensable part of their work—the control of their classes." He found on experimenting that the proportion of possible failures from this cause is very small, only between 2.5 and 3 percent being totally lacking in power of control, although 15 percent are weak in this invaluable gift.⁴

There is every reason for all concerned that the teacher, after employment, be put and kept in best condition for work. It should be expected that remediable defects be removed, while habits interfering with the best service she can render should not be tolerated. The practice of placing the teacher on probation as to her physical condition works well for all concerned, and an annual examination by the school physician should produce good results.⁵

It is evident that the offer of free consultation service through the year has not produced the response in most quarters that might be expected. Unless the physicians employed by the schools seem especially well qualified (and this is not always the case) the teachers will prefer to visit the physicians of their choice. There is also often a deterrent to examination by school physicians in that there is a suspicion on the part of the teacher that she may be found wanting and that the results of the examination may be used to her disadvantage.

If the teacher should be expected to keep herself at her best, the school cannot afford to neglect its opportunities for

³ Rejections for the year were on account of poor physique, and personality, defective sight, general debility, neglected and septic teeth, deafness, gopher, history of pleurisy, and poor physique with nervous temperament.

Annual Report, Director General, New Zealand, for year ending Mar. 31, 1930.

⁴ Adams, John. The teacher as disciplinarian. *Journal of Education and School World*, 61. 371-383. June 1, 1929.

⁵ See p. 68 for conditions for which teachers were placed on probation in Philadelphia.

rendering both the physical and mental conditions under which she works as comfortable and easy as possible. It should not be culpable of needlessly producing discomfort or disease.* The replies of a few of the superintendents show a seeming indifference toward the physical welfare of the teacher which does not reflect to their credit, for it indicates that they belong to an earlier formation of social strata. Such lack of sympathy in superiors is an all too common cause of the nervous affections of mental origin to which many teachers are subject.

SICK LEAVE

No matter what is done for teachers by the school and no matter how carefully the teachers conduct their personal affairs, a large percentage of them will need to be absent for a shorter or longer period of the school year on account of illness. A few schools regard this absence as none of their affair; but they are near-sighted in so doing, for many, if not most, of the teachers who are ill are in school when they should, for the welfare of all concerned, be elsewhere. This is especially the case where no sick leave is granted. There are doubtless teachers who abuse the privilege of sick leave, but school systems generally consider it a wise provision for, of the schools reporting, only about 7 percent do not have some scheme for granting such leave. In cities of the smallest size (5,000 to 10,000 population) the percentage rises to 25, but this is probably because the granting of such leave is, with them, comparatively new. In only a very few cities have recent financial conditions caused any change in the allowance.

While some of the schemes for sick leave show an evident niggardliness many are, on the other hand, very liberal indeed. The variety of plans devised to fit what are, the country over, the same sort of people, are surprising and indicate that no one plan fully answers the purpose in any instance. This is, of course, because both the frequency and length of illnesses are always uncertain quantities.

Sickness absences do not often extend over 2 weeks or 10 school days. In cities of the first group 25 percent allow, from the beginning of service, 10 days' annual leave or, what is better, 10 days' leave cumulative or with other additions.

* The reader is referred to School Health Studies No. 12, The Health of the Teacher, for further discussion of this subject.

In the second group 23 percent give this allowance; in the third group 21 percent; and in the fourth, 14 percent. The average absence of teachers on account of illness is for men 1.5 days and for women 3.5 days per year. In the group of largest cities 44 percent grant at least 5 days' sick leave annually at full pay; in the second group, 47 percent; in the third, 44 percent; and in the fourth, 41 percent. While this allowance more than meets the need of the average teacher, a very large percentage are not average in their length of illnesses.

The fact that the duration of illnesses is likely to be more protracted as the teacher advances in years and that not a few teachers who have escaped much illness in earlier years may have a severe attack later has led to the adoption in many schools of the cumulative plan of leave, and our present study shows a decided increase in the past 7 years in the adoption of this plan. The mere use of the cumulative schemes may not work to the welfare of the teacher as well as the annual allowance. For example, a 10 days' annual allowance for 20 years of teaching would afford 200 days' leave, while 10 days' cumulative for 5 years amounts to only 50 days. It might be that the latter scheme would fit some cases better than the first, but the chances are that the former will apply in a far larger percentage of cases. A scheme of 10 days' leave, cumulative for 20 years, is a very different matter and is better than either of the above. The cumulative plan seems more costly to the school than the annual allowance, but it must be remembered that the average teaching life is short and the percentage of those who make use of accumulations becomes rapidly smaller with advancing years of service.⁷ The allowance of cumulative leave without limit would seem to be as nearly ideal as any fixed scheme, and not so idealistic as one might think. Even a liberal cumulative scheme does not fit the young teacher who suffers from a protracted illness in her early years of teaching. At least one city attempts to meet this situation in a provision

⁷ From a survey made in 1930-31 by the Office of Education it was learned that in communities with 2,500 to 10,000 population, 25 percent of teachers have less than 5 years' experience, 50 percent less than 8 years, and 25 percent more than 13 years. For cities of 10,000 to 100,000, 25 percent had less than 6 years, 50 percent less than 10 years, and 25 percent more than 16 years. In cities of the largest size, 25 percent had less than 6 years, 52 percent less than 12, and 25 percent more than 21 years of experience.

whereby the superintendent is permitted to extend the absence of deserving cases beyond the stated period of leave, the excess being charged against future allowance of leave.

Whether with an annual or cumulative allowance a large percentage of teachers do not get much, if any, benefit from sick leave, but they should be thankful that this is the case and that the less fortunate are aided. As a means of reward for the more fortunate, it will be noted that a few cities are permitting the use of accumulated sick leave for purposes of travel or study. This, however, leaves the traveler or student without his protection against prolonged illness on return from his vacation and he must run the risk.

As in a previous review of the subject⁸ we must conclude that any scheme of leave which would fit such a variable and unpredictable emergency as sickness must be equally elastic. If it is desirable to grant leave with full or part pay for illnesses not exceeding 5 or 10 days' duration it would seem to be only fair to make the same allowance for illnesses which happen to incapacitate the teacher for 10 times the above days. The solution of the problem is to grant leave as needed in all cases (at full or part pay according to the liberality of the board) until the teacher is fully able to resume her duties, or until it is evident that she can no longer pursue her present calling. Since not more than one teacher in a thousand is sick for so long as the school year, the granting of unlimited leave at full salary is not so impossible a scheme as it might seem and it has been adopted in at least 5 cities. In 1 of these, Englewood, N.J., the practice has been followed for 25 years and "the plan has created a morale which tends to make teachers desire to be on the job rather than to take advantage of the board of education." For another of these cities, Glen Cove, N.Y., the average number of days of absence of the 77 women teachers was, in 1929-30, 4.1 days; in 1930-31, 2.5 days, and in 1931-32, 2.5 days. For the 3 years the average was about 3.01 days. The average absence of women in all cities from which we received statistics in 1927 was 3.49 days.

In Bristol, R.I., this plan of leave has been in effect for more than 10 years. The superintendent comments, "It is very satisfactory. I do not know of any case in which it has

⁸ Rogers, J. F. Variation of practice in the matter of sick leave. *School Life*, 13: 28-29, October 1927.

been abused." One would hardly think this possible from the figures, which furnish the lowest average absence on account of sickness of which we have knowledge. During the school year, 1931-32, 25 of the 85 teachers in Bristol were absent one half day or more and the average loss of time for the 85 was 1.17 days. In 1932-33, 33 out of 83 teachers were absent and the average for all was 1.56 days. For the women, in 1931-32 the average was 1.05 days and in 1932-33, 1.69 days. There were 183 days in the school year. The cost of substitutes for 1929-30 was eight tenths of 1 percent of the annual pay roll; in 1930-31 it was nine tenths; in 1931-32, six tenths; and in 1932-33 it was just under 1 percent.

The lowest sickness record which has previously come to our attention was that for Springfield, Mass., in 1922-23, when the women were absent 2.33 days in a session of 192 days.

The low absence rate in Bristol is of course not the result of the liberal leave; it is partly due to good luck in escaping long illnesses, but the liberality of the board of education has certainly not been abused.

There are such things as malingerers, though they are few among teachers, especially well-trained teachers, and every board may need to protect itself against such through a judicious use of a competent health service. On the other hand this service should also be used to see that teachers do not return to work after illness before they are really fit for duty.

The teacher on admission—and, better, annually at a general teachers' meeting—should be fully informed as to the school regulations as to sick leave and as to its purpose; she should be informed that it is of the nature of an insurance which she should try to maintain by her own efforts, but given to understand that its allowance is based on the belief that the teacher will place her profession and, therefore, her health first. It should be explained also that the medical service of the school is a private and confidential service intended for her welfare and not as a means of detecting her shortcomings.

SABBATICAL LEAVE

The granting of leave for travel, study, or other purpose at a 7-year or 10-year or other interval in the teaching

career seems to have interested few school authorities, especially in cities of fewer than 100,000 population. Possibly the problem of furnishing a suitable substitute has had some inhibiting influence. At a time when there are not enough teaching positions to go around it would seem most advisable to allow such leave with pay above the cost of the substitute. The teacher has something to look forward to; she can hardly do otherwise than benefit mentally and physically from the experience and the school should profit accordingly. As is the case with cumulative leave, sabbatical leave applies to a comparatively small group of teachers—those who are in service for a number of years, who are likely to remain and who are among the best of teachers because of their experience. Any means which adds to their content with their tasks and to their effectiveness as teachers is worth providing. As Sir John Adams put it, "After a good human holiday the teacher comes back better fitted for his professional work, even if he has not visited a single museum or picture gallery. He has met different types of people, has experienced different ways of eating and drinking and playing; he has taken a deep bath in the great pool of humanity and therefore is more at home with himself and the world than he was before." The permission to teach for a year or a semester in some other community, granted in a few cities, should give the dissatisfied or unhappy teacher an opportunity either to better her condition or to see her present position in a better light, an outcome which can hardly work to the illfare of the school system granting such leave.

Save in the arrangement for group insurance there seems to be little local development in this field. There is protection in most States, in case of accident, through compensation laws and the pensioning and retirement with pay on account of disability are of the greatest concern to the teacher. These are of course chiefly matters of State-wide policy.

There is ample evidence from the present study that there is a growing and positive interest on the part of school authorities in the welfare of the teacher, for it is more and more appreciated that she can do her best only when she is best fitted for her task and is maintained at her best, mentally and physically.

APPENDIX

Results of the medical examination of teachers and other employees in the Philadelphia public schools, from the report of the division of medical inspection for the year ended June 30, 1931.

TABLE I.—*Physical examination of teachers and others entering public-school service in Philadelphia, July 1, 1930, to June 30, 1931*

Status	Total number examined	Total 1930
Teachers.....	698	678
Clerical assistants, nurses, and other employees of department of superintendence.....	265	198
High-school students desiring to enter normal school.....	288	301
Applicants for position of custodian or other position in department of buildings.....	140	104
Total.....	1,389	1,281

Disposition of cases:	Total 1930	Total 1931
Passed first medical examination.....	1,283	1,198
Passed medical examination after correction of defects.....	57	42
Defective teeth.....	3	
Defective vision.....	35	
Heart disease.....	2	
Hernia.....	1	
Hyperthyroidism.....	2	
Not vaccinated.....	7	
Poor nutrition.....	4	
Suspicious tuberculosis.....	3	
Total.....	57	
Passed provisionally; future physical examination required.....	11	15
Defective teeth.....	4	
Defective vision.....	2	
Nephritis.....	1	
Not vaccinated.....	3	
Suspicious tuberculosis.....	1	
Total.....	11	
Rejected on account of physical defects constituting disabilities.....	15	9
Arteriosclerosis.....	1	
Defective teeth.....	4	
Defective hearing.....	3	
Defective vision.....	1	
Endocarditis.....	1	
Heart disease.....	2	
Hernia.....	4	
Hyperthyroidism.....	2	
Myocarditis.....	1	
Obesity.....	1	
Orthopedic deformities.....	1	
Total.....	21	
Rejected temporarily and failed to reappear.....	23	17
Defective teeth.....	10	
Defective vision.....	9	
Not vaccinated.....	3	
Obesity.....	1	
Suspicious tuberculosis.....	1	
Total.....	24	

¹ 2 of these persons had 2 defects and 2 others had 3 defects.

² 1 of these persons had 2 defects.

TABLE II.—*Periodic health examinations of 5,105 school employees—errors in personal hygiene, classified by age groups*

Age group.....	18 to 30		31 to 40		41 to 50		51 and over		Total	
Number examined.....	2,077		1,294		899		835		5,105	
Type of error	Num- ber	Per- cent								
Rapid eating.....	83	4.0	43	3.3	25	2.8	34	4.1	185	3.6
Carbohydrate excess.....	150	7.2	117	9.0	55	6.1	62	7.4	384	7.5
Protein excess.....	19	.9	9	.7	18	2.0	24	2.9	70	1.4
Coffee-tea excess.....	24	1.2	25	1.9	12	1.3	15	1.8	76	1.5
Vitamin deficient.....	59	2.8	33	2.6	30	3.3	23	2.8	145	2.8
Water, insufficient.....	561	27.0	317	24.5	206	22.9	174	20.8	1,258	24.6
Salt excess.....	33	1.6	24	1.9	17	1.9	21	2.5	95	1.9
Sleep, insufficient.....	37	1.8	42	3.2	30	3.3	37	4.4	146	2.9
Sleep, unsatisfactory.....	41	2.0	45	3.5	29	3.2	41	4.9	156	3.1
Mental hygiene, poor.....	52	2.5	41	3.2	32	3.6	30	3.6	155	3.1
Tobacco users.....	123	5.9	110	8.5	83	9.2	107	12.8	423	8.3
Patent medicines, habitual.....	152	7.3	134	10.4	84	9.3	65	7.8	435	8.5
Fresh air, insufficient.....	136	6.5	157	12.1	98	9.8	77	9.2	438	9.0
Exercise, insufficient.....	222	10.7	178	13.8	127	14.1	69	8.3	596	11.7
Recreation, insufficient.....	59	2.8	63	4.9	60	6.7	48	5.7	230	4.5
Employment factors, un- satisfactory.....	68	3.3	62	4.8	39	4.3	40	4.8	209	4.1

TABLE III.—Periodic health examinations of 5,105 school employees. Symptoms (past or present) of ill health experienced classified by vocational groups

Group	Teachers ¹			Industrial ²			Miscellaneous ³			Total		
	M	F	Total	M	F	Total	M	F	Total	M	F	Total
			Num-ber			Per-cent			Num-ber			Per-cent
Number examined.....	590	3,269	3,859	299	241	540	240	466	706	1,120	3,976	5,105
<i>At the present time</i>												
Headaches.....	81	628	709	20	36	56	37	144	181	138	807	945
Vertigo (dizziness).....	17	100	117	7	3	10	11	17	28	4	35	120
Neurasthenia.....	21	119	140	2	2	4	3	6	9	24	127	151
Frequent coughs, colds, or sore throats.....	127	913	1,040	44	25	69	44	141	185	215	1,079	1,294
Chronic cough.....	5	10	15	1	1	2	1	2	3	6	11	16
Shortness of breath.....	22	146	168	15	6	21	9	35	44	46	187	233
Palpitation.....	12	72	84	1	3	4	12	20	31	30	138	108
Pain in region of heart.....	54	323	377	6	12	18	8	48	54	25	92	117
Constipation.....	52	364	416	10	10	20	41	63	104	68	351	449
Gastro-intestinal symptoms.....	20	152	172	15	11	26	12	24	36	47	187	234
Urination, frequent.....	7	28	35	1	1	2	4	4	5	9	33	42
Urination, difficult.....	46	267	313	40	11	51	20	25	45	106	303	409
Nocturia.....	18	427	457	7	7	14	17	76	76	51	540	640
Menstrual disturbances.....	18	276	294	10	14	24	44	61	86	81	334	385
Backache.....	12	77	89	5	5	10	6	3	9	23	85	108
Footstrain.....	13	128	141	4	7	11	8	14	22	25	149	174
Pain in legs or feet.....												
<i>In the past</i>												
Neurasthenia.....	18	166	184	1	1	2	7	29	36	25	196	221
Spells of unconsciousness.....	5	22	27	2	1	3	1	4	5	6	26	32
Blood spitting.....	3	12	15	2	1	3	2	2	4	7	15	22
Surgical operations (major).....	28	245	273	30	25	55	27	45	72	85	315	400
<i>At the present or in the past</i>												
Swelling of feet.....	8	109	117	5	6	11	3	17	20	16	132	148
Rheumatism, articular.....	14	218	230	8	7	15	13	23	36	46	246	292
Rheumatism, muscular.....	22	160	182	5	5	10	12	19	31	43	184	226

¹ Classroom teachers and heads of departments in senior high schools, but not including principals and visiting instructional supervisors.

² Engineers, custodians and their assistants, matrons, and chauffeurs

³ Administrative officers, clerical assistants, principals, visiting instructional supervisors, and technical experts (physicians, nurses, attendance officers, draughtsmen, etc.

TABLE IV.—Periodic health examinations of 3,859 teachers—diseases and defects found; relative prevalence by age groups

Age Group	18 to 30		31 to 40		41 to 50		51 and over		Total	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent
Number examined	1,731		954		596		578		3,859	
Defect										
Defective vision, corrected (eyeglasses)	739	42.7	444	46.5	390	65.4	447	77.3	2,020	52.3
Defective vision, uncorrected	163	9.4	97	10.2	77	12.9	85	14.7	422	10.9
Squint	4	.2	3	.3	2	.3			9	.2
Blepharitis, chronic	17	1.0	11	1.2	3	.5	5	.9	36	.9
Defective hearing (1 or both ears)	27	1.6	19	2.0	22	3.7	44	7.6	112	2.9
Otitis, chronic	22	1.3	4	.4	5	.8	8	1.4	39	1.0
Cerumen, impacted	74	4.3	37	3.9	14	2.3	19	3.3	144	3.7
Nasal obstruction	45	2.6	31	3.2	21	3.5	25	4.3	122	3.2
Catarh, chronic, naso-pharyngeal	71	4.1	18	1.9	13	2.2	14	2.4	116	3.0
Sinus infection, suspected	97	5.6	73	7.7	28	4.7	28	4.8	226	5.9
Tonsils, removed	317	18.3	121	12.7	51	8.6	28	4.8	515	13.3
Tonsils, diseased	295	17.0	110	11.5	38	6.4	40	6.9	483	12.5
Dental caries	85	4.9	63	6.6	23	3.9	31	5.4	192	5.0
Pyorrhea	11	.6	12	1.3	18	3.0	30	5.2	71	1.8
Gingivitis	18	1.0	18	1.9	21	3.5	23	4.0	80	2.1
Teeth, insufficient masticating surface	20	1.2	17	1.8	22	3.7	21	3.6	80	2.1
Teeth, irregular	42	2.4	21	2.2	11	1.8	10	1.7	84	2.2
Goiter, simple	172	9.9	57	6.0	20	3.4	14	2.4	263	6.8
Hypothyroidism, and thyrototoxicosis	13	.8	9	.9	6	1.0	6	1.0	34	.9
Lungs, abnormal physical signs	18	1.0	10	1.0	7	1.2	8	1.4	43	1.1
Heart, enlarged	11	.6	13	1.4	8	1.3	15	2.6	47	1.2
Heart, organic murmur	68	3.9	47	4.9	39	6.5	51	8.8	205	5.3
Heart, myocardial impairment	20	1.2	24	2.5	28	4.7	48	8.3	120	3.1
Cardiac exercise response, unsatisfactory	20	1.2	28	2.9	11	1.8	23	4.0	82	2.1
Arrhythmia	20	1.2	10	1.0	8	1.3	10	1.7	48	1.2
Tachycardia, paroxysmal	9	.5	7	.7	2	.3	2	.3	20	.5
Hypertension, systolic	19	1.1	34	3.6	60	10.1	118	20.4	231	6.0
Hypertension, diastolic	7	.4	14	1.5	24	4.0	56	9.7	101	2.6
Hypotension	76	4.3	37	3.9	12	2.0	9	1.6	133	3.4
Arteriosclerosis	1	.1	1	.1	10	1.7	21	3.6	33	.9
Varicose veins	1	.1	24	2.5	20	3.4	24	4.2	75	1.9
Edema, evident	3	.2	7	.7	6	1.0	10	1.7	32	.8
Digestive system, organic disease	9	.5	12	1.3	5	.8	13	2.2	39	1.0

Hemorrhoids and rectal disease.....	40	2.3	57	6.0	37	6.2	41	7.1	175	4.4
Urine, albumin.....	23	1.3	18	1.9	11	1.8	29	5.0	81	2.1
Urine, sugar.....	6	.3	1	1.5	4	1.7	7	1.2	18	5.5
Urine, casts.....	16	.9	14	1.5	26	4.4	37	6.4	93	2.4
Nervous system, white blood cells.....	19	1.1	15	1.6	7	1.2	10	1.7	51	1.3
Nervous system, organic disease.....	2	1.1	6	2.6	6	1.0	6	1.0	20	5.8
Skin disease, chronic.....	68	3.9	25	6.6	11	1.8	6	1.9	109	2.8
Overweight, 20 percent or more (height-age ratio).....	133	7.7	135	14.2	104	17.4	102	17.6	474	12.3
Underweight 13 percent or more (height-age ratio).....	199	11.5	85	8.9	22	3.7	40	6.9	346	9.0
Chest development, deficient.....	9	5	7	7.7	4	7.7	4	7.7	24	6.6
Stoop shoulders.....	91	5.3	46	4.8	17	2.9	25	4.3	179	4.6
Spinal curvatures.....	89	5.1	39	4.1	20	3.4	17	2.9	165	4.3
Deformities and paralyses of limbs.....	13	.8	9	9	6	1.0	10	1.7	38	1.0
Deposits, arthritic.....	2	1	6	6	20	3.4	37	10.7	65	1.4
Flat feet.....	148	8.5	92	9.6	64	10.7	107	18.5	411	10.7
Corns and bunions, painful.....	27	1.6	20	2.1	14	2.3	33	6.7	94	2.4
Abdominal muscles, relaxed.....	40	2.3	38	4.0	34	5.7	41	7.1	153	4.0
Tissue tone, poor.....	106	6.1	54	6.7	51	8.6	37	6.4	248	6.4
Anemia.....	80	4.6	45	4.7	32	5.4	34	5.9	191	4.9
Complexion, toxemic.....	20	1.2	6	6	7	1.2	8	1.4	41	1.1
Hernia, abdominal.....	15	.9	12	1.3	15	2.5	21	3.6	63	1.6

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