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SALARIES OF PRINCIPALS OF
HIGH SCHOOLS

By

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INTRODUCTION.

The high school is the pupil's college. Upon its character, its spirit, and its work depend not only the knowledge and skill, but also the ideals and mental attitude of a very large majority of the men and women who will rise to positions of influence in industrial, social, and civic life. The preparation and later success of those who enter schools of higher learning also depend in large measure on the high schools, but the character of the high schools, including both spirit and work, is determined very largely by their principals. The principalship of the high school may well be conceded to be the most important and difficult position in the entire school system, requiring of those who fill it well the highest type of native ability, broad and comprehensive education, much professional knowledge, and great skill in teaching, in organization, in management, and in leadership. Only men and women of such qualifications should be employed in this position. To employ as principals of these schools, organized for boys and girls during the golden period of youth, in the years of early and middle adolescence, any other than men and women of the best ability is to court failure where failure spells disaster more clearly than anywhere else in the school system.

It is, therefore, interesting to know just what are the wages paid principals in the high schools of the United States, to what extent these wages have been increased in the last five or six years, which have been marked by large increases in wages paid in most occupations and in the cost of living.

This bulletin, the result of a recent special inquiry and study made by the Bureau of Education, gives this information for the country as a whole and for each of the several States.

It is interesting to note that the average annual salary for high-school principals for the school year, 1919-20 was only \$1,504.42 — a little more than the average annual wages of good stenographers, about as much as Pullman porters receive in wages and tips (the figures are based on personal investigation) and about \$300 less than the annual wages paid rural mail carriers.

It is also interesting to note that within the five years from 1914-15 to 1919-20, during which the cost of living increased about 108 per cent, and wages paid in most occupations increased as much, the average pay of high-school principals only increased 18.8 per cent. Measured by purchasing power, the wages of high-school principals in 1919-20 was only 57 per cent of what it was five years before.

At the wages paid, can we reasonably expect to attract and hold in the principalships of the high schools such men and women as are necessary for the best results?

P. P. CLAXTON,
Commissioner.

SALARIES OF PRINCIPALS OF HIGH SCHOOLS.

Certain facts of interest relating to salaries of principals of high schools are now available as the result of a study just completed by the Bureau of Education.

The study is based on returns from 10,440 high schools located in the 48 States and the District of Columbia. According to reports from the State departments of public instruction, there were 16,258 public high schools in 1917-18, the latest year for which full reports have been received. It appears, therefore, that the following figures on salaries cover approximately 60 per cent of the high schools of the country.

METHOD OF INVESTIGATION.

Each principal was requested to report the amount of salary received for the school year 1919-20, also the salary paid to the occupant of the same position in 1914-15. Of the 10,440 principals reporting for 1919-20, only 7,981 reported the salaries paid in 1914-15.

Average annual salaries were computed for each State by dividing the total amount of salaries received by the number of principals reporting, and for groups of States by dividing the aggregate amount of salaries by the aggregate number of principals.

Next, a distribution of salaries was secured for each State, arranged in groups of \$100 under \$1,000 and in groups of \$250 above that sum.

The actual average was computed for each group of salaries. Table 1 shows the distribution of salaries paid in California and Kentucky, the two States reporting the highest and lowest average annual salaries, respectively.

From this table it will be observed that in 1914-15, in California, 155 of the salaries reported, or almost three-fourths of the total, were included between \$1,500 and \$2,499; while in 1919-20 nearly the same proportion, or 169 salaries, was included between \$2,000 and \$3,249. In 1914-15, in Kentucky, 133 of the salaries reported, or 76.4 per cent, were included between \$600 and \$1,249; while in 1919-20, 170 salaries, or 75.5 per cent, were included between \$900 and \$1,999.

The average annual salary reported in California increased in five years from \$2,137.51 to \$2,620.09, or 22.6 per cent; in Kentucky the increase was from \$948.03 to \$1,189.71, or 25.5 per cent.

SALARIES OF PRINCIPALS OF HIGH SCHOOLS.

TABLE 1.—*Distribution of salaries paid to high-school principals in California and Kentucky, 1914-15 and 1919-20.*

Amount of salary	California		Kentucky	
	1914-15		1919-20	
	Num- ber	Average annual salary	Num- ber	Average annual salary
\$400-\$499			3	\$470.00
500-599			1	540.00
600-699			13	541.61
700-799			25	642.40
800-899	1	\$800.00	18	727.77
900-999			23	807.47
1,000-1,249 ^a	1	1,140.00	28	908.21
1,250-1,499	10	1,319.00	39	1,085.64
1,500-1,749	38	1,591.31	11	1,314.54
1,750-1,999	45	1,815.33	8	1,562.50
2,000-2,249	36	2,066.66	3	1,833.33
2,250-2,499	36	2,360.55	1	2,000.00
2,500-2,749	8	2,575.00		
2,750-2,999	5	2,785.00	30	2,574.40
3,000-3,249	21	3,000.00	22	2,789.54
3,250-3,499	7	3,314.28	28	3,039.96
3,500-3,749	5	3,580.00	19	3,333.15
3,750-3,999			3	3,860.00
4,000-4,249			2	4,000.00
4,250-4,499			1	4,500.00
4,500-4,749				
	213	\$2,137.51	235	\$2,629.69
			174	1,918.03
			225	1,189.71

^aAverage.

RANKING OF THE STATES.

In Table 2 is presented a summary showing the ranking of the 48 States according to average annual salaries paid to high-school principals. In column 1 of the table the number of high schools in 1917-18 is given for comparison with the number of principals reporting salaries for 1919-20.

The average annual salary reported by the State at the top of the list is more than two and one-fifth times that reported by the State at the bottom. The average annual salary reported by the 12 States in the highest quarter is 60.2 per cent greater than the average salary reported by the 12 States in the lowest quarter. The median average annual salary falls in the group \$1,387.20.

In only seven States, reporting 684 schools or 6.5 per cent of the total, was the average annual salary of the principal reported for 1919-20 in excess of \$1,900.

TABLE 2. *Summary of high-school principals reporting, and average annual salaries for 1919-20, by States.*

States	Total number of high schools in 1917-18.	Salaries of principals in 1919-20.		Rank of State.
		Number of principals reporting.	Average annual salary.	
United States	16,258	10,433	\$1,704.42
First quarter	2,472	1,900	2,026.38
California	289	235	2,620.09	1
Rhode Island	23	19	2,326.52	2
Massachusetts	269	219	2,285.14	3
Nevada	31	23	2,278.67	4
Arizona	29	19	2,239.21	5
Connecticut	75	51	2,222.37	6
New Jersey	162	108	2,166.27	7
New York	768	610	1,881.37	8
Montana	141	114	1,855.35	9
Louisiana	233	143	1,773.74	10
Wisconsin	385	302	1,770.87	11
New Hampshire	77	53	1,742.83	12
Second quarter	2,919	2,139	1,579.94
Colorado	142	112	1,739.73	13
Vermont	79	48	1,731.77	14
Illinois	553	520	1,723.75	15
West Virginia	167	128	1,613.48	16
New Mexico	43	30	1,627.18	17
Washington	472	254	1,588.21	18
Maryland	104	70	1,586.78	19
Florida	152	99	1,563.61	20
Delaware	33	22	1,553.40	21
Wyoming	51	35	1,513.50	22
Utah	47	28	1,529.80	23
Pennsylvania	976	793	1,521.16	24
Third quarter	5,136	3,038	1,388.12
Idaho	150	100	1,502.15	25
South Dakota	201	148	1,479.30	26
Minnesota	369	360	1,445.96	27
Mississippi	261	131	1,419.80	28
Oregon	219	161	1,417.32	29
North Dakota	183	222	1,412.74	30
Maine	221	145	1,387.20	31
Indiana	759	215	1,377.54	32
Arkansas	238	138	1,369.00	33
Oklahoma	384	272	1,363.68	34
Iowa	821	509	1,350.22	35
Ohio	1,020	637	1,325.83	36
Fourth quarter	5,731	3,350	1,264.70
South Carolina	225	101	1,207.04	37
Virginia	332	250	1,201.83	38
Georgia	406	212	1,285.55	39
Tennessee	298	176	1,274.90	40
Texas	849	425	1,255.94	41
Michigan	604	365	1,254.32	42
North Carolina	499	284	1,231.62	43
Nebraska	474	326	1,222.26	44
Kansas	610	414	1,221.38	45
Missouri	641	430	1,194.39	46
Alabama	265	145	1,190.09	47
Kentucky	428	225	1,189.71	48

¹ The median average annual salary falls in the group \$1,387.20.

NOTE.—The District of Columbia is omitted from this tabulation. There are seven high schools in the District; the salary of the principal is \$2,740 in six cases, and \$3,000 in one; average, \$2,777.14.

SALARIES OF PRINCIPALS OF HIGH SCHOOLS.

Table 3 presents a summary of the salaries reported, by divisions of States, showing averages for 1914-15 and 1919-20, and per cent of increase.

The per cent of increase for the 5-year period ranges from 4.7 per cent, for the North Atlantic States, to 34.8 per cent, for the South Atlantic States. The average for the country is 18.8 per cent. The North Atlantic Division includes 6 of the 42 States in the highest quarter of Table 2, while the South Atlantic Division includes 4 of the 12 States in the lowest quarter of Table 2.

In these five years the cost of living increased 108 per cent, and wages paid in most occupations increased about as much. On this basis of purchasing power, the average wage paid principals of high schools in 1919-20 was only 57 per cent of the average wage for 1914-15.

TABLE 3. Summary of number of high-school principals reporting, average annual salary, for 1914-15 and 1919-20, and per cent of increase.

States	1914-15		1919-20		Per cent increase
	Number of principals reporting	Average annual salary	Number of principals reporting	Average annual salary	
United States.....	7,981	\$1,267.15	10,110	\$1,306.23	18.8
North Atlantic Division..... (Maine, New Hampshire, Vermont, Massachusetts, Rhode Island, Connecticut, New York, New Jersey, Pennsylvania.)	1,632	1,692.83	2,056	1,772.47	4.7
North Central Division..... (Ohio, Indiana, Illinois, Michigan, Wisconsin, Minnesota, Iowa, Missouri, North Dakota, South Dakota, Nebraska, Kansas.)	3,316	1,147.73	4,445	1,411.09	22.9
South Atlantic Division..... (Delaware, Maryland, District of Columbia, Virginia, West Virginia, North Carolina, South Carolina, Georgia, Florida.)	867	1,015.46	1,173	1,369.27	34.8
South Central Division..... (Kentucky, Tennessee, Alabama, Mississippi, Louisiana, Texas, Arkansas, Oklahoma.)	1,275	1,030.25	1,635	1,328.40	28.9
Western Division..... (Montana, Wyoming, Colorado, New Mexico, Arizona, Utah, Nevada, Idaho, Washington, Oregon, California.)	871	1,500.23	1,111	1,803.11	20.1

SALARIES OF PRINCIPALS OF HIGH SCHOOLS.

TABLE I.—Number of high-school principals reported as receiving specified salaries, 1914-15 and 1919-20, and average salaries, by States.

Principals States.	1914-15		1919-20		Range of salaries.	1914-15		1919-20	
	Principals, no. & per cent.	Average salary,	Principals, no. & per cent.	Average salary,		Principals, no. & per cent.	Average salary,	Principals, no. & per cent.	Average salary,
Alabama.									
500-5,499	7	2,433.66	1	\$480.00	\$500-5,499	1	560.00		
5,500-5,999	5	562.63	2	512.50	5,500-5,999	2	720.00		
6,000-6,499	13	1,157.77	1	630.00	6,000-6,499	5	885.00	1	\$881.00
6,500-7,999	4	710.00	9	723.33	9,000-9,999	11	901.46	2	915.00
8,000-8,499	5	898.00	5	822.00	10,000-11,499	30	1,159.33	17	1,151.70
9,500-9,999	13	915.63	8	968.63	12,500-14,999	16	1,353.12	19	1,375.00
10,000-11,499	26	1,112.50	33	1,115.18	15,000-17,499	15	1,550.00	29	
12,500-13,999	8	1,368.75	17	1,317.96	17,500-19,999	4	1,792.50	16	1,811.75
13,000-14,499	20	1,630.25	28	1,510.07	20,000-22,499	2	2,575.00	13	2,015.38
14,500-15,999	1	1,890.00	19	1,833.68	22,500-24,999	1	2,400.00	3	2,110.00
15,000-16,499	2	2,000.00	15	2,020.00	25,000-27,499	1	2,500.00	5	2,570.00
17,500-19,999			2	2,400.00	27,500-29,999			1	2,800.00
20,000-21,499			4	2,615.00	30,000-32,499			2	3,175.00
22,500-24,999			1	2,300.00	32,500-34,999			1	3,300.00
25,000-27,499			1	3,250.00	35,000-37,499			2	3,600.00
28,000-31,499					40,000-42,499			1	4,900.00
Total... 108,111,50,22	115	\$1,429.00	Total... 90,011,312.77	112	1,739.73				
Connecticut.									
5,000-5,999					\$600-699	1	900.00	1	900.00
6,000-6,499	1	750.00			1,000-1,249	5	1,120.00	1	1,000.00
7,000-7,499	3	1,205.00			1,250-1,499	4	1,387.50	5	1,343.20
8,000-8,499	2	1,350.00	2	1,255.00	1,500-1,749	11	1,613.03	7	1,574.57
9,000-9,499	3	1,613.89	1	1,665.00	1,750-1,999	2	1,830.00	8	1,860.82
10,000-11,499	3	1,800.00	3	1,811.33	2,000-2,249	6	2,083.33	8	2,072.22
12,500-13,999	1	2,000.00	3	2,080.00	2,250-2,499			3	2,310.66
14,500-16,499			4	2,325.00	2,500-2,749	3	2,550.00	7	2,598.37
17,500-19,999			4	2,550.00	2,750-2,999	1	2,801.00	2	2,900.00
20,000-21,499			1	2,900.00	3,000-3,249	3	3,000.00	2	3,100.00
25,000-27,499			1	3,000.00	3,250-3,499			2	3,275.00
28,000-31,499			1	4,200.00	3,500-3,749	1	3,500.00	1	3,600.00
Total... 114,1,606.90	19	1,229.31	5,250-5,499		3,750-3,999			2	3,926.00
Total... 37,1,859.45	50	2,222.37	5,500-5,999		4,000-4,249			1	5,250.00
Arkansas.									
5,000-5,499	2	410.00			Total... 37,1,859.45	50	2,222.37		
500-599									
600-699	21	649.28	2	510.00					
700-799	7	737.85	5	655.00					
800-899	16	806.25	6	728.33					
900-999	11	915.63	12	935.00					
1,000-1,249	33	1,080.45	51	1,291.25					
1,250-1,499	5	1,354.00	17	1,350.70					
1,500-1,749	7	1,542.67	12	1,527.50					
1,750-1,999	1	1,800.00	12	1,811.58					
2,000-2,249	16	2,000.00	5	2,040.00					
2,250-2,499			2	2,325.00					
2,500-2,749	1	2,600.00	1	2,500.00					
3,000-3,249	1	3,000.00							
3,500-3,749			1	3,500.00					
4,000-4,249			1	4,000.00					
Total... 105,1,983.28	158	\$1,369.00	Total... 20,1,157.25	22	1,533.40				
Delaware.									
500-599									
600-699									
700-799									
800-899									
900-999									
1,000-1,249									
1,250-1,499									
1,500-1,749									
1,750-1,999									
2,000-2,249									
2,250-2,499									
2,500-2,749									
2,750-2,999									
3,000-3,249									
3,500-3,749									
4,000-4,249									
Total... 213,2,137.51	235	\$1,2,620.00	Total... 70,1,145.75	99	1,593.61				
Florida.									
500-599									
600-699									
700-799									
800-899									
900-999									
1,000-1,249									
1,250-1,499									
1,500-1,749									
1,750-1,999									
2,000-2,249									
2,250-2,499									
2,500-2,749									
2,750-2,999									
3,000-3,249									
3,250-3,499									
3,500-3,749									
3,750-3,999									
4,000-4,249									
4,500-4,749									
Total... 213,2,137.51	235	\$1,2,620.00	Total... 70,1,145.75	99	1,593.61				
Average.									

Source: U.S. Bureau of the Census, *Principals of High Schools in the United States, 1919-20*, p. 10.

10 SALARIES OF PRINCIPALS OF HIGH SCHOOLS.

TABLE 4.—Number of high-school principals reported as receiving specified salaries, 1914-15 and 1919-20, and average salaries, by States—Continued.

Range of salaries.	1914-15		1919-20		Range of salaries.	1914-15		1919-20	
	Principals.	Average salary.	Principals.	Average salary.		Principals.	Average salary.	Principals.	Average salary.
<i>Georgia.</i>									
\$300-\$399	3	\$362.50			\$3,250-\$3,499			7	\$3,317.85
400-499	2	435.00	1	\$390.00	3,500-3,749	4	\$3,624.00	5	3,520.00
500-599	12	541.16	6	501.66	3,750-3,999	2	3,750.00	1	3,750.00
600-699	16	643.75	9	649.44	4,000-4,249	3	4,031.33	2	4,079.00
700-799	17	725.88	12	743.08	4,250-4,499	5	4,400.00	5	4,321.20
800-899	10	812.00	17	822.05	4,500-4,749	3	4,620.00	10	4,644.74
900-999	30	900.00	23	913.56	5,000-5,249	3	5,000.00	3	5,000.00
1,000-1,249	32	1,057.93	32	1,128.13	6,000-6,249			1	6,000.00
1,250-1,499	11	1,363.63	24	1,351.42					
1,500-1,749	17	1,511.76	25	1,463.30					
1,750-1,999	4	1,825.00	17	1,804.43					
2,000-2,249	2	2,000.00	15	2,047.26					
2,250-2,499	6	2,375.00	4	2,325.00					
2,500-2,749			3	2,363.33					
2,750-2,999			2	2,775.00					
3,000-3,749			2	3,600.00					
Total	302	1,029.86	212	1,285.55					
<i>Idaho.</i>									
\$700-\$799	2	720.00			\$500-\$599	15	562.66		
800-899	6	866.66	2	840.00	600-699	61	630.69	1	680.00
900-999	13	912.69	2	905.00	700-799	37	739.76	3	765.00
1,000-1,249	26	1,110.42	18	1,135.35	800-899	44	797.01	12	828.75
1,250-1,499	12	1,341.66	29	1,345.00	900-999	19	907.57	17	942.60
1,500-1,749	9	1,336.11	25	1,386.00	1,000-1,249	59	1,075.25	215	1,121.04
1,750-1,999	1	1,920.00	17	1,811.66	1,250-1,499	19	1,336.84	87	1,347.87
2,000-2,249	1	2,000.00	7	2,028.57	1,500-1,749	17	1,570.58	81	1,564.25
2,500-2,749	1	2,500.00			2,000-2,249	4	2,630.00	11	2,056.36
2,750-2,999			1	2,800.00	2,250-2,499	2	2,420.00	6	2,333.33
3,000-3,249			1	3,000.00	2,500-2,749			3	2,600.00
Total	71	1,177.39	100	1,1502.15	3,500-3,999	3	3,066.66	4	3,035.00
<i>Indiana.</i>									
\$500-\$599	2	560.00			Total	330	1,901.92	39	1,359.22
600-699	15	620.85							
700-799	21	719.52	8	731.16	Kansas				
800-899	35	819.57	8	826.50	\$500-\$599	2	540.00	1	585.00
900-999	17	914.83	13	959.61	600-699	20	631.12		
1,000-1,249	42	1,108.85	88	1,138.41	700-799	19	731.73	3	720.00
1,250-1,499	13	1,313.46	46	1,334.34	800-899	49	845.25	4	870.00
1,500-1,749	7	1,539.28	38	1,582.58	900-999	57	910.05	27	927.50
1,750-1,999			1	1,800.00	1,000-1,249	70	1,096.39	108	1,127.04
2,000-2,249	1	2,000.00	5	2,022.00	1,250-1,499	25	1,310.00	100	1,311.67
2,250-2,499	1	2,400.00			1,500-1,749	19	1,330.00	106	1,331.91
2,500-2,749	1	2,500.00	1	2,501.25	1,750-1,999	6	1,816.66	32	1,807.83
3,000-3,249	2	3,050.00	1	3,000.00	2,000-2,249			16	2,071.56
3,500-3,749	1	3,500.00			2,250-2,499	1	2,250.00	11	2,350.00
3,750-3,999			1	3,800.00	2,500-2,749			4	2,450.00
4,000-4,249			1	4,000.00	3,000-3,749			1	3,500.00
Total	158	11,022.37	215	11,377.54	Total	278	1,927.03	111	1,321.38
<i>Illinois.</i>									
\$300-\$399	1	350.00			Kentucky				
400-499	10	560.05			\$400-\$499	3	470.00	1	450.00
500-599	29	657.07	2	637.50	500-599	13	514.61	5	551.00
600-699	37	721.44	4	741.25	600-699	25	642.40	10	638.50
700-799	41	818.90	18	849.02	700-799	19	727.77	14	738.57
800-899	53	904.43	32	931.85	800-899	23	807.71	18	807.50
900-999	90	1,086.41	127	1,113.50	900-999	28	1,085.04	71	1,102.07
1,000-1,249					1,250-1,499	11	1,314.34	17	1,333.41
1,250-1,499	32	1,315.93	84	1,325.45	1,500-1,749	8	1,562.50	25	1,551.80
1,500-1,749	29	1,567.53	75	1,586.82	1,750-1,999	3	1,835.33	11	1,818.18
1,750-1,999	8	1,831.25	50	1,825.32	2,000-2,249	1	2,000.00	7	2,030.00
2,000-2,249	11	2,027.27	39	2,072.82	2,250-2,499			6	2,350.00
2,250-2,499	8	2,337.50	14	2,385.00	3,000-3,749			2	2,550.00
2,500-2,749	9	2,598.66	16	2,541.80	Total	173	1,948.03	225	1,199.71
2,750-2,999	1	2,900.00	6	2,700.00					
3,000-3,249	4	3,050.00	10	3,044.00					

Average.

SALARIES OF PRINCIPALS OF HIGH SCHOOLS.

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TABLE 4.—Number of high-school principals reported as receiving special salaries, 1911-12 and 1919-20, and average salaries, U.S. States—Continued.

State or Territory	1911-12	1919-20	State or Territory	1911-12	1919-20
Principals	Average salary,	Principals	Average salary,	Principals	Average salary,
1,000-1,000	3	566.90	1	530.00	1
500-799	1	810.00	1	548.00	1
600-799	16	916.57	1	690.00	12
1,000-1,249	30	1,127.83	1	1,300.00	10
1,250-1,499	178	1,351.70	21	1,550.47	86
1,500-1,749	293	1,517.24	53	1,550.28	60
1,750-1,999	5	1,890.00	41	1,817.92	1,000-1,249
2,000-2,249	1	2,100.00	21	2,083.89	1,250-1,499
2,250-2,499	1	2,155.00	8	2,162.50	1,500-1,749
2,500-2,749	1	2,300.00	1	2,825.50	1,750-1,999
2,750-3,000	1	2,349.00	3	3,000.00	2,000-2,249
3,000-3,749	1	2,349.00	1	3,000.00	2,250-2,499
Total, all	112	1,410.92	113	1,753.74	2,500-2,749
<i>Maine</i>					2,750-2,999
1,000-5,000	4	728.00	1	651.00	3,000-3,249
600-799	5	612.00	3	651.00	3,250-3,499
700-799	6	711.66	8	735.75	3,500-3,749
800-899	10	815.50	4	802.50	3,750-4,000
900-999	15	903.33	15	915.40	4,000-5,249
1,000-1,249	25	1,026.20	55	1,111.85	Total, all
1,250-1,499	9	1,338.28	25	1,302.40	1,000-1,249
1,500-1,749	9	1,510.44	27	1,361.81	1,250-1,499
1,750-1,999	4	1,812.50	6	1,890.00	1,500-1,749
2,000-2,249	5	2,113.33	12	2,076.16	1,750-1,999
2,250-2,499	1	2,250.00	5	2,090.00	2,000-2,249
2,500-2,749	1	2,250.00	1	2,000.00	2,250-2,499
3,000-3,249	2	2,000.00	2	3,000.00	Total, all
Total, all	92	1,118.18	115	1,382.20	3,250-3,499
<i>Maryland</i>					3,500-3,749
1,000-5,000	1	650.00	1	650.00	1,000-1,249
700-799	2	700.00	1	700.00	1,250-1,499
800-899	1	825.66	1	800.00	1,500-1,749
900-999	4	900.00	2	900.00	1,750-1,999
1,000-1,249	20	1,065.00	16	1,118.75	2,000-2,249
1,250-1,499	12	1,485.00	13	1,565.38	2,250-2,499
1,500-1,749	8	1,512.50	13	1,565.38	2,500-2,749
1,750-1,999	5	1,880.00	7	1,789.18	2,750-2,999
2,000-2,249	1	2,000.00	11	2,000.00	3,000-3,249
2,250-2,499	2	2,000.00	1	2,000.00	3,250-3,499
2,500-2,749	1	2,000.00	1	2,750.00	3,500-3,749
3,000-3,249	2	3,000.00	3	3,116.66	Total, all
Total, all	78	1,538.13	79	1,589.78	Total, all
<i>Massachusetts</i>					2,500-2,749
1,000-5,000	1	700.00	1	600.00	1,000-1,249
800-899	1	810.00	1	810.00	1,250-1,499
900-999	5	910.00	1	910.00	1,500-1,749
1,000-1,249	10	1,050.16	12	1,108.03	1,750-1,999
1,250-1,499	21	1,366.66	15	1,362.31	2,000-2,249
1,500-1,749	25	1,556.66	20	1,571.54	2,250-2,499
1,750-1,999	24	1,814.17	21	1,862.35	2,500-2,749
2,000-2,249	16	2,186.55	23	2,090.00	2,750-2,999
2,250-2,499	7	2,300.00	19	2,310.14	3,000-3,249
2,500-2,749	14	2,516.17	17	2,530.41	3,250-3,499
2,750-2,999	14	2,810.00	12	2,828.81	3,500-3,749
3,000-3,249	12	3,200.00	11	3,661.71	Total, all
3,250-3,499	1	3,318.00	5	3,335.67	3,000-3,249
3,500-3,749	5	3,581.00	4	3,653.00	3,250-3,499
3,750-4,000	4	3,821.00	6	3,800.00	3,500-3,749
4,000-4,249	10	4,000.00	15	4,177.40	Total, all
4,250-4,499	1	4,250.00	3	4,254.26	3,750-4,000
4,500-4,749	1	4,700.00	1	4,700.00	4,000-4,249
Total, all	170	3,628.08	219	4,285.14	Average
					\$300-\$390
					1
					330.00
					10
					168.70
					21
					357.11
					358.73

SALARIES OF PRINCIPALS OF HIGH SCHOOLS.

TABLE 4.—Number of high-school principals reported as receiving specified salaries, 1914-15 and 1919-20, and average salaries, by States—Continued.

Range of salaries.	1914-15		1919-20		Range of salaries.	1914-15		1919-20	
	Principals	Average salary.	Principals	Average salary.		Principals	Average salary.	Principals	Average salary.
<i>Missouri—Continued.</i>									
600-699	58	\$611.70	9	\$660.33	\$1,000-\$1,199	3	\$1,600.00	1	\$1,200.00
700-799	57	729.52	19	740.52	1,250-1,399	1	1,500.00	2	1,775.00
800-899	11	848.04	39	817.33	2,000-2,249	5	2,000.00	67	2,420.83
900-999	14	905.43	34	915.33	2,250-2,449	1	2,250.00	3	2,400.00
1,000-1,249	75	1,025.24	181	1,042.46	2,500-2,749	1	2,500.00	4	2,075.00
1,250-1,499	12	1,325.00	41	1,344.71	3,000-3,249	1	3,000.00	1	3,600.00
1,500-1,749	7	1,514.25	26	1,585.00	3,500-3,749	2	3,500.00		
1,750-1,999	1	1,784.58	15	1,814.33	Total	17	21,726.47	21	12,278.67
2,000-2,249	1	2,200.00	5	2,084.00					
2,250-2,499	1	2,250.00	3	2,350.00					
2,500-2,749	2	2,500.00	2	2,500.00					
3,000-3,249	2	3,000.00	1	3,104.00					
3,500-3,749	4	3,500.00	2	3,300.00					
3,750-3,999	2	3,500.00							
4,000-4,249	3	4,000.00	7	3,944.28					
4,250-4,499	1	4,300.00	3	3,300.00					
4,500-4,999	1	4,900.00	1	4,950.00					
Total	347	1,950.41	330	1,914.39					
<i>Montana.</i>									
600-699	1	655.00							
700-799	1	720.00							
800-899	5	849.00							
900-999	11	900.00	1	904.00					
1,000-1,249	28	1,033.03	12	1,144.38					
1,250-1,499	13	1,346.15	16	1,346.03					
1,500-1,749	10	1,540.00	24	1,518.33					
1,750-1,999	7	1,800.00	18	1,764.16					
2,000-2,249	5	2,040.00	18	2,063.16					
2,250-2,499	2	2,325.00	7	2,371.42					
2,500-2,749	2	2,500.00	5	2,380.00					
2,750-2,999	3	2,800.00	2	2,750.00					
3,000-3,249	1	3,000.00	7	3,050.00					
3,250-3,499	2	3,200.00	2	3,310.00					
3,500-3,749	1	3,500.00	1	3,550.00					
3,750-4,199	1	4,100.00	1	4,500.00					
Total	89	1,382.30	114	1,835.35					
<i>Nebraska.</i>									
400-499	1	460.00							
500-599	11	532.72							
600-699	47	658.19							
700-799	48	735.08	4	733.75					
800-899	41	813.41	13	829.03					
900-999	37	913.01	65	942.23					
1,000-1,249	46	1,081.19	138	1,112.45					
1,250-1,499	5	1,359.00	62	1,336.92					
1,500-1,749	6	1,550.00	28	1,477.32					
1,750-1,999	2	1,900.00	7	1,828.75					
2,000-2,249			13	2,060.23					
2,250-2,499	1	2,300.00	2	2,325.00					
2,500-2,749	1	2,800.00	1	2,800.00					
2,750-2,999									
3,000-3,249	1	3,000.00							
3,250-3,499	1	3,600.00							
3,500-3,999			1	3,770.00					
4,000-4,249			2	4,100.00					
Total	247	883.93	326	1,222.26					
<i>Nevada.</i>									
800-899	1	810.00							
900-999	1	900.00							
1,000-1,249	2	1,300.00	2	1,192.50					
1,250-1,499	2	1,300.00	2	1,375.00					
Total			23	1,252.00					
<i>New Hampshire.</i>									
1,000-1,249	1	1,000.00	1	1,000.00					
1,250-1,499	1	1,250.00	1	1,250.00					
1,500-1,749	1	1,500.00	1	1,500.00					
1,750-1,999	1	1,750.00	1	1,750.00					
2,000-2,249	1	2,000.00	1	2,000.00					
2,250-2,499	1	2,250.00	1	2,250.00					
2,500-2,749	1	2,500.00	1	2,500.00					
2,750-2,999	1	2,750.00	1	2,750.00					
Total			23	1,252.00					
<i>New Jersey.</i>									
1,000-1,249	1	1,000.00	1	1,000.00					
1,250-1,499	1	1,250.00	1	1,250.00					
1,500-1,749	1	1,500.00	1	1,500.00					
1,750-1,999	1	1,750.00	1	1,750.00					
2,000-2,249	1	2,000.00	1	2,000.00					
2,250-2,499	1	2,250.00	1	2,250.00					
2,500-2,749	1	2,500.00	1	2,500.00					
2,750-2,999	1	2,750.00	1	2,750.00					
Total			40	1,407.50					
<i>New Mexico.</i>									
1,000-1,249	1	1,000.00	1	1,000.00					
1,250-1,499	1	1,250.00	1	1,250.00					
1,500-1,749	1	1,500.00	1	1,500.00					
1,750-1,999	1	1,750.00	1	1,750.00					
2,000-2,249	1	2,000.00	1	2,000.00					
2,250-2,499	1	2,250.00	1	2,250.00					
2,500-2,749	1	2,500.00	1	2,500.00					
2,750-2,999	1	2,750.00	1	2,750.00					
Total			93	1,754.83					
<i>New York.</i>									
1,000-1,249	1	1,000.00	1	1,000.00					
1,250-1,499	1	1,250.00	1	1,250.00					
1,500-1,749	1	1,500.00	1	1,500.00					
1,750-1,999	1	1,750.00	1	1,750.00					
2,000-2,249	1	2,000.00	1	2,000.00					
2,250-2,499	1	2,250.00	1	2,250.00					
2,500-2,749	1	2,500.00	1	2,500.00					
2,750-2,999	1	2,750.00	1	2,750.00					
Total			118	1,160.27					
<i>Pennsylvania.</i>									
1,000-1,249	1	1,000.00	1	1,000.00					
1,250-1,499	1	1,250.00	1	1,250.00					
1,500-1,749	1	1,500.00	1	1,500.00					
1,750-1,999	1	1,750.00	1	1,750.00					
2,000-2,249	1	2,000.00	1	2,000.00					
2,250-2,499	1	2,250.00	1	2,250.00					
2,500-2,749	1	2,500.00	1	2,500.00					
2,750-2,999	1	2,750.00	1	2,750.00					
Total			118	1,637.13					
<i>Average.</i>									

SALARIES OF PRINCIPALS OF HIGH SCHOOLS.

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TABLE 4.—Number of high-school principals reported as receiving specified salaries, 1914-15 and 1919-20, and average salaries; by States—Continued.

Range of Salaries	1914-15		1919-20		Range of Salaries	1914-15		1919-20		
	Prin- cipals	Average salary	Prin- cipals	Average salary		Prin- cipals	Average salary	Prin- cipals	Average salary	
<i>New York.</i>										
Continued.										
\$600-\$699	11	\$621.78			6,516.62					
700-799	24	720.40	31	\$661.53	2,370.82	\$2,391.00	14	\$2,364.00		
800-899	36	812.25	6	829.16	2,500.2	2,749.00	1	2,500.00		
900-999	38	912.25	11	922.32	2,750.2	2,917.00	5	2,821.00		
1,000-1,249	111	1,121.25	53	1,127.83	3,040.2	3,267.00	4	3,070.00		
1,250-1,399	71	1,275.98	104	1,315.06	3,230.6	3,470.00	4	3,485.00		
1,400-1,549	97	1,472.36	132	1,592.17	3,350.6	3,730.00	10	3,590.00		
1,550-1,699	27	1,819.02	67	1,870.35	3,750.6	3,920.00	2	3,775.00		
2,000-2,249	27	2,627.92	75	2,659.32	3,899.4	4,249.00	3	4,066.00		
2,250-2,499	5	2,756.00	26	2,825.81	3,999.4	4,249.00				
2,500-2,749	11	2,750.81	30	2,755.00	Total	181,11,007.72	637	11,325.83		
2,750-2,999	3	2,866.00	9	2,856.00						
3,000-3,249	11	3,027.27	21	3,044.76						
3,250-3,749	1	3,400.00	6	3,425.00						
3,750-4,249	2	3,500.00	4	3,532.66	\$300	\$200	3	355.00		
4,250-5,000			3	3,870.00	600	600	15	645.76		
4,000-4,249	1	4,000.00	1	4,000.00	700	700	21	731.72		
4,250-4,499			1	4,400.80	800	800	31	841.23		
5,000-5,249	25	5,000.00	21	5,075.70	800	800	62	925.64		
5,250-5,499			2	5,250.00	1,000	1,249.00	21	933.75		
Total	315	1,103.32	610	1,1881.37	1,500	1,769.00	2	1,318.15		
<i>North Carolina.</i>										
\$200-\$499	2	375.00			1,750	1,990.00	4	1,800.00		
500-599	10	470.25			2,000	2,200.00	4	1,552.93		
600-699	11	545.50			2,250	2,400.00	4	1,793.75		
700-799	26	615.75	31	625.00	2,500	2,600.00	8	2,062.50		
800-899	18	727.22	9	720.00	2,750	2,750.00	6	2,400.00		
900-999	26	800.80	20	887.25	3,000	3,200.00	3	3,566.00		
1,000-1,249	25	900.00	16	994.75	3,250	3,450.00	1	4,500.00		
1,250-1,499	18	1,061.66	125	1,074.75	Total	2,61,1958.02	272	11,293.68		
1,500-1,749	10	1,200.00	31	1,212.32						
1,500-1,749	3	1,208.00	30	1,211.32						
1,750-1,999	1	1,800.00	22	1,810.77	1,000	1,230.00	38	1,112.70		
2,000-2,249			7	2,028.77	1,250	1,490.00	13	1,323.83		
2,250-2,499			2	2,300.00	1,500	1,740.00	19	1,560.00		
2,500-2,749			1	2,600.00	1,750	1,990.00	4	1,815.23		
2,750-3,249			1	2,800.00	2,000	2,250.00	7	2,051.42		
Total	93	1,821.62	281	1,231.62	2,250	2,390.00	2	2,405.50		
<i>North Dakota.</i>										
\$200-\$499					3,000	3,200.00	2	3,000.00		
500-599	21	733.00			3,250	3,700.00	1	3,500.00		
600-699	22	813.63			3,500	3,900.00	1	3,400.00		
700-799	21	900.41	11	861.81	3,750	3,900.00	2	3,900.00		
800-899					4,000	4,200.00	4	4,300.00		
1,000-1,249	67	1,020.25	64	1,147.25	4,250	4,300.00	1	450.00		
1,250-1,499	11	1,210.25	66	1,372.50	4,500	4,500.00	2	4,500.00		
1,500-1,749	73	1,725.75	70	1,775.00	4,750	5,000.00	38	5,075.00		
1,750-1,999	14	1,900.00	17	1,934.72	5,000	5,000.00	89	515.15		
2,000-2,249	1	2,500.00	9	2,600.00	5,250	5,500.00	70	740.62		
2,250-2,499	3	2,900.00	8	2,900.00	5,500	5,500.00	56	536.80		
2,500-2,749			1	2,700.00	5,750	5,750.00	84	548.28		
2,750-3,249			1	2,800.00	6,000	6,000.00	81	948.32		
Total	170	1,106.12	222	1,102.74	1,250	1,300.00	125	1,387.40		
<i>Oklahoma.</i>										
\$200-\$499	3	410.00			1,500	1,750.00	254	1,325.29		
500-599	15	548.75			1,750	1,950.00	10	1,810.00		
600-699	72	611.75	2	624.00	2,000	2,200.00	17	2,023.52		
700-799	69	729.13	28	731.07	2,250	2,400.00	39	2,085.19		
800-899	69	813.31	45	818.57	2,500	2,500.00	12	2,779.16		
900-999	60	904.75	60	887.97	2,750	3,200.00	9	3,021.11		
1,000-1,249	111	1,072.75	223	1,101.35	3,000	3,150.00	10	3,375.50		
1,250-1,499	30	1,310.63	97	1,392.01	3,250	3,250.00	1	4,350.00		
1,500-1,749	17	1,567.75	53	1,567.75	3,500	3,500.00	1	4,510.00		
1,750-1,999	4	1,725.00	36	1,812.65	Total	612,1,006.23	733	1,321.10		
2,000-2,249	3	2,000.00	11	2,013.63						

AVERAGE

TABLE I.—Number of high-school principals reported as receiving specified salaries, 1914-15 and 1919-20, and average salaries by States—Continued.

1914-15		1919-20		1914-15		1919-20		
Range of salaries	Principals	Average salary	Principals	Average salary	Principals	Average salary	Principals	Average salary
<i>Rhode Island.</i>								
\$800-\$899	1	\$850.00						
1,000-1,249	1	1,200.00	1	\$1,100.00	500	\$199	7	\$472.50
1,250-1,499	1	1,400.00			500	599	17	537.35
1,500-1,749	1	1,500.00			600	699	38	689.52
1,750-1,999	3	1,375.00	5	1,620.00	700	799	33	729.24
2,000-2,249	1	2,000.00	3	2,150.00	800	899	44	900.54
2,250-2,499			2	2,350.00	1,000	1,249	11	900.11
2,500-2,749			1	2,614.00	1,250	1,499	32	931.12
2,750-2,999	1	2,800.00	1	2,885.00	1,500	1,749	20	1,514.00
3,000-3,249	4	3,000.00			1,750	1,999	3	1,768.33
3,250-3,499			3	3,400.00	2,000	2,249	2	2,100.00
3,500-3,749			1	3,775.00	2,250	2,499	4	3,810.01
Total... 16	12,000.31	19	12,323.52	2,500	2,749	3	2,500.00	
				2,750	2,999	1	2,800.00	
				3,000	3,249	4	3,000.00	
				3,250	3,499	1	3,328.00	
<i>South Dakota.</i>								
Total... 73	1,949.31	101	11,297.04	Total... 330	1,931.46	425	11,255.94	
<i>Utah.</i>								
\$300-\$399	2	365.00						
400-499	1	400.00	1	480.00				
500-599	1	585.00	2	550.00				
600-699	10	657.30	2	640.00	\$1,000-\$1,249	1	1,200.00	
700-799	4	710.00	4	740.00	1,250	1,499	5	1,380.00
800-899	10	808.00	4	828.50	1,500	1,749	7	1,628.88
900-999	15	863.00	13	932.69	1,750	1,999	4	1,812.50
1,000-1,249	22	1,111.36	25	1,089.60	2,000	2,249	3	2,040.00
1,250-1,499	1	1,312.50	13	1,396.15	2,250	2,499	1	2,300.00
1,500-1,749	3	1,600.00	29	1,550.93	2,500	2,749	2	2,600.00
1,750-1,999			12	1,893.12	2,750	2,999	1	2,800.00
2,000-2,249	1	2,000.00			3,000	3,249		
2,500-2,749			1	2,700.00	4,000	4,249	1	4,000.00
Total... 73	1,949.31	101	11,297.04	Total... 21	1,778.57	28	11,329.80	
<i>Wyoming.</i>								
\$500-\$599	2	562.50						
600-699	4	645.00						
700-799	5	752.00						
800-899	11	818.57	2	\$10,00	\$1,000-\$1,249	13	1,066.15	
900-999	28	906.42	3	960.00	1,250	1,499	6	1,150.00
1,000-1,249	44	1,100.00	31	1,133.60	1,500	1,749	10	1,391.66
1,250-1,499	8	1,323.73	37	1,332.02	1,750	1,999	1	1,337.30
1,500-1,749	5	1,551.00	39	1,561.10	2,000	2,249	3	1,800.00
1,750-1,999	1	1,800.00	22	1,828.18	2,250	2,499	2	2,100.00
2,000-2,249	2	2,000.00			2,500	2,749	2	2,375.00
2,250-2,499			2	2,300.00	3,000	3,249	1	3,250.00
2,500-2,749			2	2,500.00			7	2,525.00
Total... 113	1,054.60	118	11,470.30	Total... 38	13,752.63	48	11,732.77	
<i>Virginia.</i>								
\$400-\$499								
500-599								
600-699								
700-799								
800-899								
900-999								
1,000-1,249	39	1,091.92	46	1,101.13	1,250	1,499	4	1,130.42
1,250-1,499	14	1,361.42	38	1,104.00	1,500	1,749	2	1,675.00
1,500-1,749	9	1,558.33	21	1,500.02	1,750	1,999	2	1,600.00
1,750-1,999	3	1,783.33	12	1,818.33	2,000	2,249	1	2,077.77
2,000-2,249	2	2,000.00			2,250	2,499	2	2,100.00
2,250-2,499			3	2,038.88	2,500	2,749	2	2,250.00
2,500-2,749			1	2,300.00	3,000	3,249	2	3,050.00
Total... 131	1,026.74	176	1,274.90	Total... 191	1,920.79	230	1,291.83	

*Average.

SALARIES OF PRINCIPALS OF HIGH SCHOOLS.

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TABLE 4.—Number of high-school principals reported as receiving specified salaries,
1914-15 and 1919-20, and average salaries by States—Continued.

Range of annual salary	1914-15			1919-20			
	Principals with diploma	Average salary	Principals without diploma	Principals with diploma	Average salary	Principals without diploma	
\$700- \$799	3	\$713.33		550	\$750.00	2	\$742.50
800- 899	6	\$815.50	14	325	\$800.00	27	\$735.74
900- 999	37	\$917.57	8	128	\$755.00	36	\$691.67
1,000- 1,249	67	1,123.02	44	1,129.37	1,063.41	67	1,176.41
1,250- 1,499	31	1,346.17	21	1,319.51	1,250.41	46	1,336.52
1,500- 1,749	31	1,721.67	76	1,571.71	1,380.17	45	1,775.67
1,750- 1,999	3	1,800.00	39	1,718.00	1,750.00	12	1,823.00
2,000- 2,249	3	2,000.00	16	2,050.00	2,000.00	12	2,045.81
2,250- 2,499	2	2,300.00	1	2,350.00	2,350.00	3	2,400.00
2,500- 2,749			3	2,500.00	2,500.00	5	2,500.00
2,750- 2,999	2	2,825.00	1	2,820.00	2,750.00	1	2,750.00
3,000- 3,249	2	3,000.00	2	3,150.00	3,080.00	5	3,000.00
3,250- 3,499	3	3,333.33	1	3,500.00	3,250.00	4	3,370.00
3,500- 3,749			2	3,600.00	3,500.00	3	3,650.00
3,750- 3,999			3	3,783.33	3,750.00	1	3,800.00
4,000- 4,249	1	4,000.00					
4,250- 4,499			1	4,400.00	Total, 1,121.03	256	1,300.00
Total	191	1,225.94	251	1,088.21	Total, 1,121.03	256	1,300.00
Wyoming.							
35 Principals							
\$500- \$599	1	550.00		564	869.00	1	675.00
600- 699	4	653.75		700	700.00	1	750.00
700- 799	6	750.00	1	700.00	800.00	2	805.00
800- 899	4	805.00		900	900.00	3	900.00
900- 999	20	908.00	2	906.66	1,000-1,714	2	1,058.55
1,000- 1,249	27	1,087.77	15	1,158.33	1,061,992	2	1,000.00
1,250- 1,499	10	1,307.50	26	1,345.00	2,000-2,219	4	1,700.00
1,500- 1,749	9	1,522.22	30	1,571.67	2,300-2,740	5	2,080.00
1,750- 1,999	3	1,783.33	25	1,816.28		1	2,300.00
2,000- 2,249	3	2,033.33	16	2,070.31	Total, 1,121.03	22	1,110.22
2,250- 2,499			5	2,370.00			
2,500- 2,749			1	2,520.00			
2,750- 2,999			1	2,870.00			
3,000- 3,249			2	3,100.00			
Total	87	1,121.03	128	1,043.48			

* Average.