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ANDERSON, Jr., William Donald, 1928-
SUPPLEMENTAL INCOME SURVEY: OKLAHOMA
CLASSROOM TEACHERS AND COUNSELORS K-12.

The University of Oklahoma, Ed.D., 1966
Education, general

University Microfilms, Inc., Ann Arbor, Michigan

THE UNIVERSITY OF OKLAHOMA
GRADUATE COLLEGE

SUPPLEMENTAL INCOME SURVEY
OKLAHOMA CLASSROOM TEACHERS AND COUNSELORS K-12

A DISSERTATION
SUBMITTED TO THE GRADUATE FACULTY
in partial fulfillment of the requirements for the
degree of
DOCTOR OF EDUCATION

BY
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Norman, Oklahoma

1966

SUPPLEMENTAL INCOME SURVEY
OKLAHOMA CLASSROOM TEACHERS AND COUNSELORS K-12

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ACKNOWLEDGMENT

The writer wishes to express his sincere appreciation to Dr. Funston F. Gaither, Chairman of his Doctoral Committee, for his able direction, valuable suggestions and constructive criticism, and for the generosity of his time. Gratitude is also expressed to the following committee members for their assistance and guidance in the development of this study: Dr. Laurence T. Rogers, Dr. Glen R. Snider, and Dr. Percy T. Teska.

The writer is further indebted to the Oklahoma Commission on Educational Administration for their active sponsorship of the study and to the Oklahoma State Department of Education for utilization of their facilities.

Sincere thanks are also due to Mrs. Floyd Henegar for her assistance and invaluable aid in preparing the manuscript.

To my wife, Betty, I dedicate this study, for without her constant encouragement, patience, and understanding it would have been impossible.

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SUPPLEMENTAL INCOME SURVEY
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CHAPTER I

INTRODUCTION

Background

Because of the current national interest in education and educational problems, there has arisen much discussion concerning the salaries of public school classroom teachers.

In his address to Congress in 1962 concerning Education, former President John F. Kennedy had this to say:

Teachers' salaries, though improving, are still not high enough to attract and retain in this demanding profession all the capable teachers we need...Yet in no other sector of our national economy do we find such a glaring discrepancy between the importance of one's work to society and the financial regard society offers.¹

Pertaining to this line of thought there comes to mind the matter of the public school classroom teachers who for various reasons feel it necessary to secure an additional income outside their normal school income. This

¹President John F. Kennedy, Education Message to Congress, Washington, D. C., 1962.

income acts as a supplement to their teaching salaries.

In recent years it has become an accepted fact that many public employees such as postmen, firemen, policemen, and other civil servants hold two jobs in order to secure more income.² A new word defining this social phenomenon has been coined to explain the circumstance. This word is "moonlighting", This term has become so widely accepted that it now appears in the dictionary. "Moonlighting" is defined by Webster as, "(from the usual night hours of a second job), the practice of holding a second regular job in addition to one's main job".³ This extra work seems necessary in order to meet the essential expenses incurred by the individual.

If moonlighting is a widespread practice among classroom teachers, and indications are that it is, (the National Education Association Research Division reports that 47.4 percent of all male classroom teachers and 7.6 percent of all female classroom teachers held second jobs during the school year 1960-61.)⁴ then the following

²Ewald Turner, "Moonlight Over the Chalkboard," National Education Association Journal, Vol. LI, No. 4 (April, 1962), p. 29.

³Webster's New World Dictionary of the American Language, Encyclopedic Edition XII, (New York: World Publishing Company, 1951), p. 955.

⁴Hazel Davis and Elenor Donald, The American Public-School Teacher, 1960-61 (Personal and Professional Characteristics, Assignments, Attitudes), National Education Association Research Monograph 1963-M2, Washington, D. C. (April, 1963), p. 21.

could be asked of educators: (1) Can a classroom teacher do a good job in teaching when holding down another job? (2) Are classroom teachers' salaries so low that the teachers are forced to work outside their normal teaching hours in order to meet the standard of living expected for teachers? (3) What effect will this have on education in the future if the practice of holding dual jobs becomes the accepted mode of teacher behavior?⁵

Many classroom teachers are undeniably troubled with the moonlighting situation. This is illustrated by the following letter from a New York City teacher:

Although my school address appears on this stationery, I type this letter on a typewriter borrowed from my second job during the few minutes I can steal. This harrowing situation of working two jobs is not something a person feels like telling about these days. Who really cares? Who cares if the teachers come in tired the next day? In most schools they rejoice at your mere presence, especially if you are a man. Somehow the administration believes men have magical powers. The only magical power I possess is that of being able to stay awake longer than most people.

Let me get down to the miserable facts. I earn \$5,575.00 on paper. This glorious figure boils down to \$320.00 take-home pay per month. This is a little less than \$75.00 per week.

People want good teachers, but we aren't in the category salarywise as -- you name it -- plumber, carpenters, sanitation men, policemen, firemen...or secretaries, clerks, bookmakers, or begal makers.⁶

⁵Earl H. Hanson, "What Does Marriage do to Teaching," National Education Association Journal, Vol. LII, No. 8 (November, 1963), p. 60.

⁶Sam M. Lambert, "Angry Young Men in Teaching," National Education Association Journal, Vol. LII, No. 2 (February, 1963), p. 18.

It is realized that there are classroom teachers in Oklahoma who feel it necessary to hold another job in order to secure extra income outside the educational profession. To what extent this has become prevalent throughout the State is a question that vitally concerns Oklahoma educators.

The Problem

The problem was to determine to what extent and by what means the Oklahoma Public School Classroom Teachers and Counselors (K-12) supplement their school incomes. A second part of the study included opinions from the superintendents of the districts surveyed as to their personal feelings regarding moonlighting and its causes in Oklahoma.

Need for the Study

During the 1964-65 school year there will be a great deal of discussion revolving around the possibility of a salary increase for Oklahoma Classroom Teachers. It is known that Oklahoma ranks 33rd among the states in salary paid to public school classroom teachers. The average salary paid to the instructional staff in Oklahoma public schools is \$5,301.90.⁷ But this figure includes those individuals who hold positions of an administrative nature.

⁷Annual Personnel Report 1963-64, Statistical Services, Finance Division, Oklahoma State Board of Education, (January, 1964).

A more realistic picture shows that the average public school classroom teacher or counselor in Oklahoma drew a salary of \$5,160.00 for the 1963-1964 school year.⁸ However, it is not known how much supplemental income the teacher received nor how much work was done outside the educational profession by these educators in order to supplement their school salaries. Neither is it known what types of jobs were held by these teachers nor how many hours outside school time were spent in earning this extra income.

To date there has been no comprehensive study in Oklahoma pertaining to the issue of supplemental incomes received or earned by Oklahoma public school classroom teachers and counselors (K-12).

There is need for a study of this type to gather and compile such information if the classroom teachers are to be able to present to the Oklahoma public an accurate and concise picture of their financial status and salary needs.

Review of Related Literature

Research pertaining to the classroom teacher and his supplemental income has, in the main, been accomplished by the Research Division of the National Education Association.

⁸"Ranking the States 1963-64," National Education Association Research Bulletin, Vol. XLII, No. 1 (February, 1964), p. 15.

A comprehensive National Education Association report covering the 1960 public school teachers devotes several pages to teacher income from sources other than teaching salaries. This is an extensive report with teachers being selected according to a stratified random sample. One-third of the reporting teachers indicated that they had a summer or a school year job during 1960. Some 26.0 percent indicated a non-salary type income during this year. For the summer and school year as a whole, 76.5 percent of the married men reported having another job.⁹

A study conducted by the Bureau of Labor Statistics based on a sample taken in December 1960, showed that the percent of men teachers holding two or more jobs was four times as large as the average for all men workers.¹⁰

There have also been several statewide surveys conducted concerning moonlighting.

In 1960 a study was undertaken in Texas to determine facts concerning secondary school teachers and their participation in part-time jobs in addition to their regular full-time teaching positions. The Texas study utilized the responses from 1,568 secondary school teachers, who represented

⁹Davis and Donald, loc. cit.

¹⁰Jacob Schiffman, "Multiple Jobholders in December 1960," Monthly Labor Review, Vol. LXXXIV (October, 1961), pp. 1066-75.

199 different schools in 199 different cities in Texas. The results showed that over half of the total male teacher population of Texas found it necessary to seek part-time outside employment and an even greater percentage worked at additional jobs during the summer months.¹¹

A similar study was conducted in Michigan. A random sample of professional employees of public elementary and secondary schools was taken. The sample amounted to 2,904 Michigan educators. Sixty-two percent or 1,802 questionnaires were completed and returned. The results from this survey indicated that approximately 30.0 percent of the sampling of the Michigan educators held second jobs during a period of from July 1, 1960 to July 1, 1961. This study brought into focus the fact that the teachers who moonlight during the academic year felt that holding an extra job had an adverse effect on their families, on their school work, and on themselves.¹²

There is still a lack of information on moonlighting pertaining to an individual and the effect it might have upon him and his circumstances. There is, of course,

¹¹Eugene B. Doughtie, Supplementary Earning by Teachers in 199 Texas High Schools, Texas Study of Secondary Education, Research Study No. 35 (Austin: University of Texas Press, 1962), p. 24.

¹²Willie Norris and Stanley E. Hecker, "Are Michigan Educators Moonlighters?", Michigan Education Journal, Vol. XXXIX (May, 1962), pp. 559-61.

speculation concerning moonlighting, but more research is needed to acquire facts on which conclusions and decisions may be based. What effect moonlighting is having upon education in general is open to theorization.

There are, however, many opinions on the subject such as that expressed by Earl H. Hanson, Superintendent of Rock Island, Illinois, Public Schools:

In that case, teachers who head families face several alternatives: they will leave the profession, in which case fine teachers may be lost: they will take to "moonlighting", which will drain away much of the energy that should be devoted to teaching: or their wives will be forced to supplement the family income by going to work under conditions often undesirable.¹³

The literature seems to bring into focus the fact that this practice is an accepted norm of teacher behavior. The stereotype of the impecunious school master is rather firmly fixed in American folklore and perhaps accounts for the relative complacency with which the general public views teacher efforts to make ends meet by finding secondary employment.¹⁴ The teacher is expected to maintain a certain status in the social-economic community. It is difficult for an Oklahoma teacher to maintain this standard due, in large part, to the fact that he receives only 86.0 percent of the salary paid to the average American classroom teacher. In fact, only 23.0 percent of the classroom

¹³Hanson, loc. cit.

¹⁴Turner, loc. cit. p. 30.

teachers in Oklahoma were paid more than \$5,500.00 during the 1963-64 school year.¹⁵

If the teacher is a woman, the income problem becomes somewhat simplified because more than 80.0 percent of the married female teachers have husbands who are full time employees. However, the situation is different when the teacher is a male. The male often finds it necessary to supplement his school salary in order to bring the family income up to the cultural level expected by his contemporaries in the community. Either the man supplements the family income or the wife also works. In male teacher families, research indicates the wife also works full time in one out of three cases.

When the wife does not work because of any one of various reasons, this situation may exist for the man:

He teaches in the evenings, or in summer, or he does just plain manual labor. Sometimes he spends week-ends and summer at farm, skilled, or semi-skilled labor. Or he takes a sales job. He may clerk in a haberdashery or he may peddle vacuum cleaners or sewing machines. Sometimes he sells bound panaceas to the parents of non-academic children. A dab of money comes in from investments and other non-salary sources. The kids may bring in a dribble of cash.¹⁶

¹⁵Beatrice C. Lee, Ranking of the States, 1964, National Education Association Research Report 1964-R1, Washington, D. C. (January, 1964), p. 21.

¹⁶David H. Barnes and Sam M. Lambert, "The Guy in the Shiny Pants," Phi Delta Kappa, Vol. XXXIX, No. 9 (June, 1958), p. 400.

This circumstance is not limited to the school year, for studies point out that 60.0 percent of all male teachers work during the summer months and that 72.5 percent of all men teachers work at either school year jobs, or summer jobs, or both.¹⁷ It is not reported whether the same teachers repeat this year after year, thus being unable to continue their education for higher degrees or to update their current teaching fields.

It is possible that the causative factors which lead to moonlighting might also be detrimental in the selection and recruitment of young teachers. Yeager in his studies points out that "the necessity for holding supplementary jobs undoubtedly was a factor in discouraging qualified prospects from entering teaching".¹⁸

As stated, there seems to be an acceptance on the part of the public and school boards to accept moonlighting as normal procedure for the teacher. Possibly there may be restrictions placed by school boards on the teachers' activities pertaining to outside work during the contractual period. However, what research has been done seems to negate this assumption. If no Board of Education restrictions are placed on moonlighting, then perhaps another assumption could be made here that there are community pressures

-- ¹⁷Davis and Donald, loc. cit.

¹⁸Turner, loc. cit., p. 30.

governing the type of moonlighting job that is proper for a teacher to accept. Again there seems to be little research to either uphold or disprove this theory.

In each of the preceeding situations the determining factor would seem to be the expressed opinions of the superintendents toward moonlighting. However, little is known regarding the superintendents' personal or professional opinions concerning moonlighting. A part of this study will be to ascertain opinions of the superintendents germane to moonlighting in Oklahoma.

Summary

Research has given some indication of the general picture of the educational moonlighter. It should be of considerable value to know specifics concerning the Oklahoma moonlighters as determined from a survey of State classroom teachers. Each county in the State can present a moonlighter profile unique in its own geographic and educational situation. An overall profile for the average Oklahoma classroom teacher who moonlights can be determined.

In Chapter II of this study, the purpose of the study and the specific procedures utilized to gather the information will be presented.

In Chapter III the findings and interpretations of the data will be presented.

In Chapter IV the summary, conclusions, and recommendations for further study will be presented.

CHAPTER II

THE PROBLEM AND PROCEDURE

There has been a lack of knowledge pertaining to the status of Oklahoma classroom teachers relative to their supplemental income. The purpose of this study was to obtain facts concerning these individuals and their supplemental incomes, both non-salary and earned.

Definition of Terms

For the purpose of the study the following definitions were used:

1. Classroom teacher: is defined as a person teaching in a public school classroom (K-12) 50.0 percent or more of the school day and who does not hold an administrative office or function in any administrative capacity other than being a department head.

2. Counselor: is defined as a person assigned specific counseling or guidance duties any portion of the normal school hours and one who holds no administrative title nor functions in any administrative capacity.

3. Normal School Hours: are defined as from the beginning hour in the morning to the closing hour in the

afternoon, or that time so designated by the administrative official in charge when a teacher should report in the morning and when he may leave school in the afternoon.

4. Normal School Year: is defined as that time set by the school administration during which the school shall meet the criteria for a certain number of required school days.

5. Non-school Job: is defined as any employment whereby a person received monetary compensation from an individual or agency not connected with public school teaching.

6. Supplemental Income: is defined as an income that an individual received from sources not connected with public school classroom teaching.

7. Public School Personnel: is defined as a certified employee of a school district working 50.0 percent or more in a public school situation.

Delimitation of the Study

The study was limited to information received from Oklahoma public school classroom teachers and counselors, grade K-12, who are currently teaching on a fulltime status, or at least 50.0 percent, who hold a valid teaching certificate issued by the State Department of Education, and whose schools are listed in the 1963-64 Oklahoma Educational Directory, Bulletin No. 109M, State Department of Education.

Source of Data: Classroom Teachers

A questionnaire on a 5 x 8 card was devised to secure information concerning the classroom teacher. This card was specifically designed to gather facts which would contribute to a profile of the Oklahoma Classroom Teacher and his supplemental income situation. The card was tested on a number of teachers to insure clarity and ease of response.

The survey card requested thirty (30) separate items of information concerning the individual, his position in school, and his supplemental income. Each item on the card was checked and information was converted to a numerical code when transposed from the original survey card to the data sheet. This made it possible for all information to be placed numerically on an eighty item digit International Business Machine card. When items were left blank on a survey card, no information was recorded on the corresponding section of the data sheet. The information for the study was taken from the responses to the individual survey cards.

On the back of the card appears an introductory note explaining the purpose of the study and certain definitions for the purpose of clarifying who should complete the form.

Source of Data: Superintendents

An addressed and stamped post card was used for gathering information from the superintendents. The card needed only a check of "Yes" or "No" on seven (7) items and a written expression of opinion if desired. This post card was accompanied by a letter explaining the programming of the study and requesting the Superintendent to fill out the enclosed post card.

The post card soliciting information from the superintendents requested the following information by a "Yes" or "No" check:

1. An opinion as to whether or not holiday or non-school jobs during the school year hinder the effectiveness of a classroom teacher.
2. Do you as an administrator approve of classroom teachers moonlighting?
3. Do you have an administrative or school board policy against moonlighting?
4. Do you believe it is necessary for a classroom teacher to moonlight? Why? (Here space was left for an expression of opinion if desired.)
5. When you were a classroom teacher, did you ever moonlight?
6. Do you own any type of business that takes your time in management?

7. Did you hold a non-school job during the summer of 1963?

The card also provided space for identification of the superintendent's county and school district.

Support and publicity from various professional and educational groups and the Oklahoma State Department of Education was sought in an attempt to publicize this study over the entire State and in order to secure maximum return of the cards. As a consequence of this attempt the following results were realized:

1. The Oklahoma Commission on Educational Administration voted, in February 1964, to cooperate with this study and to provide necessary financial support. A letter explaining this study, signed by the Oklahoma Commission on Educational Administration Chairman, was mailed to Superintendents in Oklahoma prior to sending out the survey cards. (Appendix A)

2. The state school superintendent approved publication of an article describing this study for the March 1964 issue of the State Superintendent's Newsletter. (Appendix B)

3. The Research Division of the State Department of Education approved a plan to allow utilization of its International Business Machine facilities to help this study.

Data Gathering Procedure

The survey method of research was utilized in gathering data and opinions.¹

The physical process of handling this survey was as follows:

1. A printed 5 x 8 card requesting certain information was made available to certain public school classroom teachers and counselors (K-12) in Oklahoma.

(Appendix C)

2. Each district superintendent or county elementary principal having individual school sites or site under his jurisdiction as listed in the 1963-64 Bulletin No. 109M, State Department of Education, was given or mailed a package of survey cards with a letter of explanation enclosed.

(Appendix D)

3. Each package mailed or given to this administrator had the survey cards broken down into envelopes for each individual site under his jurisdiction.

4. Each individual site envelope contained the proper number of survey cards for all classroom teachers and counselors at the site.

5. Each administrator was asked to distribute the site envelopes through his faculty mail system.

¹Carter V. Good, Avil S. Barr, and Douglas E. Scates, The Methodology of Educational Research (New York: Appleton-Century-Crofts, Inc., 1941), p. 289.

6. Each individual site envelope was addressed and pre-stamped.

7. Each individual site envelope contained a letter to the site principal giving specific information and instructions concerning this study. (Appendix E)

8. A follow-up letter and more survey cards were mailed to those districts not responding. (Appendix F)

9. A final letter was mailed to all chief administrators included in the survey. (Appendix G)

10. A self-addressed survey post card was mailed to all chief administrators included in the survey. (Appendix H)

The Population

In the State of Oklahoma there was a total of 24,449 certified public school personnel as of June 1, 1964. Within the total amount of these certified personnel, 21,244 were categorized as being classroom teachers and counselors.

The population in the study consists of all the kindergarten teachers, elementary teachers, junior high teachers, senior high teachers, counselors, and special education teachers in the districts listed in the 1963-64 Oklahoma Educational Directory, Bulletin No. 109M, State Department of Education. The portion of the study concerning each superintendent's opinion was limited to the superintendents as listed in the above mentioned bulletin.

A total of 651 school districts in Oklahoma were included in the survey limits. These 651 districts contained 20,594 classroom teachers and counselors, which is 96.9 percent of all such in Oklahoma. A total of 13,198 Oklahoma classroom teachers and counselors responded to this study.

The following three tables are designed to show the distribution of classroom teachers and counselors throughout the State according to: (1) the total number of teachers in each of the three types school districts, i.e., the Elementary, the Independent, and the Dependent, (2) the number of teachers according to grades kindergarten through six, seven through twelve in each of the three type districts (3) and, the number of counselors and special education teachers in each of the three type districts.

Table 1 presents information listed above for the total number of classroom teachers and counselors in the State.

Table 2 presents the same information on classroom teachers and counselors for the area included within the survey limits.

Table 3 presents the same information contained in Tables 1 and 2 except it is for all returns received.

TABLE 1

TOTAL NO. OF CLASSROOM TEACHERS & COUNSELORS IN STATE BY
DISTRICTS, GRADES, AND CLASSIFICATION
AS OF JUNE 1, 1964

Dists	No.	K-6	7-12	Coun	SpEd	Totals
Elem	612	1,103	10	3	1	1,117
Dep	47	132	186	3	3	324
Ind	<u>501</u>	<u>9,696</u>	<u>9,531</u>	<u>244</u>	<u>332</u>	<u>19,803</u>
Total	1,160	10,931	9,727	250	336	21,244

TABLE 2

TOTAL NO. OF CLASSROOM TEACHERS & COUNSELORS IN AREA
SURVEYED BY DISTRICTS, GRADES, AND CLASSIFICATION
AS OF JUNE 1, 1964

Dists	No.	K-6	7-12	Coun	SpEd	Totals
Elem	103	453	10	3	1	467
Dep	47	132	186	3	3	324
Ind	<u>501</u>	<u>9,696</u>	<u>9,531</u>	<u>244</u>	<u>332</u>	<u>19,803</u>
Total	651	10,281	9,727	250	336	20,594

TABLE 3

TOTAL NO. OF RETURNS OF CLASSROOM TEACHERS & COUNSELORS
IN AREA SURVEYED BY DISTRICTS, GRADES, AND CLASSIFICATION
AS OF JUNE 1, 1964

Dists	No.	K-6	7-12	Coun	SpEd	Unclass by Area	Totals
Elem	55	241	0	2	1	0	244
Dep	35	97	120	0	2	0	219
Ind	<u>382</u>	<u>6,523</u>	<u>5,792</u>	<u>204</u>	<u>101</u>	<u>115</u>	<u>12,735</u>
Total	472	6,861	5,912	206	104	115	13,198

Upon close examination of the 13,198 returns as indicated in Table 3, the following facts can be derived: 96.5 percent or 12,735 of the total returns came from Independent District teachers; 1.7 percent of the total returns or 219 responses were received from Dependent District teachers; and 1.8 percent or 244 replies were received from Elementary District teachers.

When the total returns are further compared to the 21,244 teachers noted in Table 1, an important fact is brought into focus. This matter pertains to the distribution of responses as related to the three types of school districts as follows: 64.3 percent of the State total of Independent District teachers or 12,735 returns came from these teachers; the Elementary District teachers are represented by 244 teachers or 21.8 percent of their State total; the Dependent District teachers are represented by 67.6 percent of their State total or 219 teachers.

Upon examination of the above data it should be noted that the results of this study, and consequently the conclusions based upon these results, are more representative of teachers from Independent and Dependent districts than of teachers from small Elementary districts.

Table 4, entitled, "The No. of Returns from Each County and the Percent of These Returns Based on the No. of Possible Returns from the Surveyed Districts", gives a percent of returns for each county.

TABLE 4

THE NO. OF RETURNS FROM EACH COUNTY AND THE PERCENT OF THESE
RETURNS BASED ON THE NO. OF POSSIBLE RETURNS FROM THE
SURVEYED DISTRICTS

County	(1) No. of Cards Rec'd.	(2) No. of Cards Poss. to Rec.	(3) Percent 1 of 2
Adair	36	117	30.8
Alfalfa	74	107	69.1
Atoka	57	82	69.5
Beaver	52	93	55.9
Beckham	115	156	73.7
Blaine	84	126	66.7
Bryan	105	195	53.8
Caddo	191	319	59.9
Canadian	140	219	63.9
Carter	225	353	63.7
Cherokee	65	102	63.7
Choctaw	82	129	63.6
Cimarron	11	60	18.3
Cleveland	287	474	60.5
Coal	23	42	54.8
Commanche	582	789	73.8
Cotton	17	77	22.1
Craig	84	105	80.0
Creek	278	337	82.5
Custer	125	183	68.3
Delaware	75	113	66.4
Dewey	63	73	86.3
Ellis	36	52	69.2
Garfield	333	474	70.2
Garvin	226	255	88.6
Grady	136	265	51.3
Grant	93	98	94.9
Greer	68	87	78.2
Harmon	41	67	61.2
Harper	48	67	71.6
Haskell	41	71	57.7
Hughes	53	124	42.7
Jackson	205	283	72.4
Jefferson	40	73	54.8
Johnston	53	72	73.6
Kay	282	412	68.4
Kingfisher	112	137	81.7
Kiowa	66	163	40.5
Latimer	52	60	86.7
LeFlore	119	265	44.9

TABLE 4 (cont'd)

THE NO. OF RETURNS FROM EACH COUNTY AND THE PERCENT OF THESE
RETURNS BASED ON THE NO. OF POSSIBLE RETURNS FROM THE
SURVEYED DISTRICTS

County	(1) No. of Cards Rec'd.	(2) No. of Cards Poss. to Rec.	(3) Percent 1 of 2
Lincoln	120	162	74.1
Logan	83	148	56.1
Love	38	56	67.8
Major	24	56	42.8
Marshall	52	54	96.3
Mayes	112	178	62.9
McClain	86	126	68.2
McCurtain	109	226	48.2
McIntosh	77	108	71.3
Murray	67	81	82.7
Muskogee	215	516	41.7
Noble	65	109	59.6
Nowata	63	90	70.0
Okfuskee	42	102	41.2
Oklahoma	2723	4071	66.9
Okmulgee	157	289	54.3
Osage	161	254	63.4
Ottawa	120	249	48.2
Pawnee	63	91	69.2
Payne	181	287	63.1
Pittsburg	85	282	30.1
Pontotoc	101	229	44.1
Pottawatomie	153	354	43.2
Pushmataha	52	85	61.2
Roger Mills	32	33	96.9
Rogers	128	205	62.4
Seminole	180	226	79.6
Sequoyah	67	175	38.3
Stephens	230	343	67.0
Texas	132	190	69.5
Tillman	63	137	45.9
Tulsa	2058	2872	71.6
Wagoner	46	116	39.6
Washington	240	405	59.2
Washita	138	179	77.1
Woods	73	110	66.4
Woodward	87	124	70.2
Totals	13,198	20,594	64.1

Table 5, entitled, "Districts Involved in the Superintendents' Survey, Tabulated by Counties", indicates the number of districts responding to the superintendents' questionnaire. Independent districts are identified by the letter "I", dependent districts by the letter "D", and elementary districts by the letter "E". The geographic distribution of these districts afford the survey with good coverage of the State. Again every county within the State is represented.

This portion of the study pertaining to the superintendents' survey was mailed to all chief public school administrators within the survey limits. Out of 651 possible returns, 437 replies were received. This represents a 67.1 percent return. Of these replies, 32 were from Elementary Districts, which is 31.1 percent of the total Elementary Districts; 28 from Dependent Districts, which represents 59.6 percent of all the Dependent Districts in the survey; and 377 from Independent Districts, which is 75.2 percent of the Independent Districts surveyed.

The 437 replies received on this portion of the study did not total the number of districts represented by the survey pertaining to the classroom teachers and counselors. This aspect of the study represents 92.6 percent of the districts represented by classroom teachers and counselors.

TABLE 5

DISTRICTS INVOLVED IN THE SUPERINTENDENTS' SURVEY
TABULATED BY COUNTIES

County	Districts Responding to Survey					
Adair	E-13	E-19	E-22	I-25	I-30	
Alfalfa	E-5	I-1	I-4	I-46	I-77	I-97
Atoka	I-26					
Bever	E-73	D-144	I-22	I-75	I-123	
Beckham	E-1	I-2	I-6	I-31	I-50	I-51
Blaine	E-70	E-98	I-2	I-9	I-42	I-80
	I-97	I-105				
Bryan	D-10	I-1	I-3	I-5	I-6	I-40
	I-48	I-72				
Caddo	E-20	I-1	I-4	I-5	I-6	I-7
	I-12	I-13	I-86	I-132	I-160	I-161
Canadian	D-22	I-34	I-57	I-69		
Carter	D-71	D-72	I-19	I-21	I-32	I-43
	I-46	I-55	I-77			
Cherokee	I-16	I-35				
Choctaw	E-13	I-1	I-3	I-4	I-39	
Cimarron	D-10	I-2	I-11			
Cleveland	E-70	I-2	I-29	I-40	I-57	
Coal	I-1	I-2				
Comanche	E-124	E-128	I-1	I-3	I-4	I-8
	I-9	I-16				
Cotton	I-1	I-101				
Craig	I-1	I-6	I-17	I-20	I-65	
Creek	D-75	I-1	I-2	I-3	I-5	I-18
	I-21	I-31	I-33	I-39		
Custer	I-1	I-5	I-6	I-26	I-46	I-66
	I-99					
Delaware	I-1	I-4	I-5			
Dewey	D-7	D-10	I-5	I-8		
Ellis	I-3	I-39	I-42			
Garfield	D-4	E-42	E-56	E-58	I-1	I-4½
	I-5	I-18	I-47½	I-57	I-85	
Garvin	I-1	I-2	I-4	I-5	I-7	I-9
	I-18	I-38	I-72			
Grady	E-96	D-63	I-1	I-2	I-28	I-51
	I-56	I-68	I-97			
Grant	E-1	E-11	I-3	I-33	I-50	I-54
	I-90	I-95	I-107			
Greer	D-000					
Harmon	I-11	I-66				
Harper	D-5	I-1	I-2	I-4		
Haskell	I-13	I-20	I-37	I-43		

TABLE 5 (cont'd)

DISTRICTS INVOLVED IN THE SUPERINTENDENTS' SURVEY
TABULATED BY COUNTIES

County	Districts Responding to Survey					
Hughes	I-1	I-5	I-9	I-10	I-35	I-54
Jackson	I-1	I-9	I-14	I-18	I-25	I-212
Jefferson	I-1	I-3	I-14	I-23		
Johnston	E-34	I-20	I-29	I-35	I-37	
Kay	I-71	I-84	I-87			
Kingfisher	D-5	D-105	I-2	I-3	I-7	I-56
	I-89					
Kiowa	E-9	I-2	I-3	I-4	I-6	I-7
	I-10	I-39				
Latimer	I-1	I-4				
LeFlore	E-91	I-2	I-3	I-7	I-16	I-29
	I-39	I-52				
Lincoln	E-2	I-1	I-3	I-4	I-54	I-95
	I-103	I-105	I-125			
Logan	I-1	I-4	I-5			
Love	I-5	I-16				
Major	I-1	I-3	I-84			
Marshall	I-2	I-3				
Mayes	E-21	I-1	I-2	I-6	I-16	I-18
McClain	E-4	E-6	I-1	I-5	I-10	I-29
McCurtain	I-13	I-14	I-11	I-74		
McIntosh	E-25	D-14	I-1	I-10	I-19	I-27
Murray	D-4	I-1	I-10			
Muskogee	E-21	E-29	I-2	I-3	I-4	I-6
	I-8	I-20	I-46			
Noble	D-7	I-1	I-2	I-3	I-4	I-5
	I-6					
Nowata	I-2	I-30	I-40	I-50		
Okfuskee	I-2	I-13	I-26	I-53		
Oklahoma	E-37	E-74	I-1	I-3	I-4	I-6
	I-7	I-9	I-41	I-52	I-53	I-88
Okmulgee	D-15	I-2	I-3	I-4	I-5	I-7
	I-8	I-9				
Osage	D-7	D-22	I-2	I-8	I-11	I-20
Ottawa	I-1	I-14	I-15	I-18	I-26	I-31
Pawnee	E-5	I-1	I-6	I-69		
Payne	I-3	I-16	I-56	I-67	I-103	
Pittsburg	I-1	I-11	I-14	I-17	I-28	I-30
	I-80	I-88				
Pontotoc	I-1	I-9	I-16	I-19	I-22	I-30
	I-37					
Pottawatomie	D-6	I-2	I-3	I-34	I-66	I-92
	I-115					

TABLE 5 (cont'd)

DISTRICTS INVOLVED IN THE SUPERINTENDENTS' SURVEY
TABULATED BY COUNTIES

County	Districts Responding to Survey					
Pushmataha	I-1	I-4	I-10	I-13		
Roger Mills	D-9	D-11	I-6	I-7		
Rogers	I-2	I-3	I-6	I-7		
Seminole	I-1	I-2	I-3	I-5	I-6	I-7
	I-8	I-12	I-15			
Sequoyah	I-1	I-2	I-3	I-4	I-5	
Stephens	I-1	I-2	I-3	I-15	I-21	I-27
	I-34	I-42	I-47			
Texas	D-1	D-60	I-8	I-12	I-15	I-23
	I-61	I-88				
Tillman	D-13	I-8	I-9	I-158	I-249	
Tulsa	E-16	I-1	I-2	I-3	I-4	I-5
	I-6	I-9	I-10	I-11	I-13	I-14
Wagoner	D-65	I-1	I-3	I-17	I-19	
Washington	I-4	I-15	I-30			
Washita	I-1	I-5	I-6	I-7	I-9	I-78
Woods	I-1	I-3	I-6	I-25		
Woodward	I-2	I-3	I-4	I-5		

Table 6, entitled, "The Number of Districts Responding to the Superintendents' Portion of the Study and the Number of Teachers Represented", shows the name of the county, the number of teachers represented by the responding superintendents within each county, the total number of teachers represented, and the total number of districts responding. The opinions stated by the superintendents represented the leadership of 15,229 classroom teachers, broken down as follows: 170 Elementary Districts, 204 Dependent Districts, and 14,855 Independent Districts. This represents 71.7 percent of all classroom teachers and counselors in Oklahoma.

TABLE 6

THE NUMBER OF DISTRICTS RESPONDING TO THE SUPERINTENDENTS'
PORTION OF THE STUDY AND THE NUMBER OF TEACHERS REPRESENTED

County	No. of Districts Responding	No. of Teachers Represented
Adair	5	66
Alfalfa	6	69
Atoka	1	12
Beaver	5	62
Beckham	6	145
Blaine	8	122
Bryan	8	151
Caddo	12	234
Canadian	4	149
Carter	9	287
Cherokee	2	91
Choctaw	5	113
Cimarron	3	54
Cleveland	5	474
Coal	2	32
Comanche	8	760
Cotton	2	64
Craig	5	98
Creek	10	304
Custer	7	183
Delaware	3	70
Dewey	4	47
Ellis	3	41
Garfield	11	448
Garvin	9	248
Grady	9	234
Grant	9	98
Greer	1	18
Harmon	2	40
Harper	4	67
Haskell	4	68
Hughes	6	104
Jackson	6	258
Jefferson	4	73
Johnston	5	52
Kay	3	288
Kingfisher	7	99
Kiowa	8	105
Latimer	2	37
LeFlore	8	193
Lincoln	9	151

TABLE 6 (cont'd)

THE NUMBER OF DISTRICTS RESPONDING TO THE SUPERINTENDENTS' PORTION OF THE STUDY AND THE NUMBER OF TEACHERS REPRESENTED

County	No. of Districts Responding	No. of Teachers Represented
Logan	3	115
Love	2	36
Major	3	46
Marshall	2	54
Mayes	6	149
McClain	6	75
McCurtain	4	104
McIntosh	6	94
Murray	3	77
Muskogee	9	463
Noble	7	109
Nowata	4	75
Okfuskee	4	57
Oklahoma	12	1453
Okmulgee	8	140
Osage	10	175
Ottawa	6	122
Pawnee	4	83
Payne	5	254
Pittsburg	8	249
Pontotoc	7	201
Pottawatomie	7	102
Pushmataha	4	73
Roger Mills	4	34
Rogers	4	83
Seminole	9	191
Sequoyah	5	142
Stephens	9	321
Texas	8	171
Tillman	5	126
Tulsa	12	2872
Wagoner	5	113
Washington	3	325
Washita	6	142
Woods	4	101
Woodward	3	93
Total	437	15,229

CHAPTER III

PRESENTATION OF DATA

The method of reporting the findings of the study will be to list pertinent information concerning the teachers who have supplemental incomes within each of the seventy-seven counties. A data sheet for each county will indicate the percentage of teachers reporting a supplemental income in relation to the number of responses from within the county. The individual data sheet will also show a summation of various facts concerning these teachers. (Appendix I)

Three counties have been selected as samples to indicate the depth and scope of the study. These are the counties with the median, highest, and lowest percentage of supplemental income as determined by the study. Certain facts concerning each of these counties will be presented at length. Comparisons will be made regarding state and national averages relating to certain factors. The geographic location, the per capita income, the number of school districts surveyed within the county, the number of teachers within the county and the type of supplemental

incomes will be noted, as well as other information collected by the study. These three counties will serve as an indication of what can be determined by the data collected when applied to each individual county.

Median County - Kingfisher

The median county, Kingfisher County, is located in the Northwest quadrant of Oklahoma and lies closer to the geographic center of the State than either of the other sample counties. The county seat is Kingfisher and the town has a population of 3,249. Hennessey is the second largest city in the county with a population of 1,228. The largest source of income for the county comes from agricultural pursuits. The county per capita income for the year 1963-64 was \$3,002.00. There are nine school districts in this predominately rural county, including six Independent and three Dependent districts. The total public school personnel employed within the county during the 1963-64 school year was 159. The study included all nine districts. The survey population was 137 classroom teachers and counselors.

Kingfisher County returned 81.7 percent or 112 of 137 cards mailed to the classroom teachers. The returns represent 70.4 percent of all the public school personnel in Kingfisher County.

The classroom teachers reporting a school year supplemental income amounted to 22.3 percent of all responses.

This can be compared with a national average of 20.4 percent and a state average of 22.2 percent.

Total returns from Kingfisher County show fewer male classroom teachers moonlighting than reported nationwide. Only 43.6 percent of the men responding to the study indicated a school year supplemental income while the nationwide average is 47.4 percent. However, those who did not report a supplemental income did report a high degree of non-educational jobs during the summer months. When combined with those who reported a school year supplemental income it is determined that thirty of the thirty-nine male teachers responding held some type of job outside education, either summer or winter, or both. This represents 76.9 percent of the men who responded to the study and can be compared to a nationwide average of 72.5 percent of men who held either or both types of jobs.

The female response for Kingfisher County evidenced 10.9 percent of women worked outside of education during the school year. Of the women who reported no outside income during the school year, six reported working during the summer months. This gives a total of fourteen women engaged in summer work, school year non-educational work, or both, and represents a percent of 19.2 for Kingfisher County. This can be compared with 15.5 percent nationwide and a 19.1 percent statewide for women who work outside of education during the calendar year.

When the total male and female responses are combined they reflect a total percent of 39.3 compared to the national average of 33.8 percent and state average of 34.1 percent for those teachers who hold a job outside of education during the school year, the summer, or both.

The average school salary for all classroom teachers surveyed from Kingfisher County was \$4,850.00. This can be contrasted to a salary of \$5,144.00 for those who moonlighted and to a salary of \$4,752.00 for those who reported no outside job during the school year. The 1963-64 average school salary for all Kingfisher County public School personnel, including administration, was \$5,080.00. These figures show that those classroom teachers having a supplemental income during the school year earned a higher average salary than did other categories of classroom teachers.

The number of years taught in Kingfisher County averaged twelve years for all teachers responding. The male classroom teacher averaged seven years experience while the female classroom teacher averaged fifteen years.

The average age for all reporting Kingfisher County classroom teachers was forty years; thirty-five for male and fifty-two for female. For those with a supplemental income, the average age was forty-six. The youngest group of teachers was the men who had a supplemental income, and the oldest group was among the women who had no supplemental income.

A large percent of Kingfisher County classroom teachers are married. Some 77.7 percent of the teachers reported being married; this compares to a nationwide average of 68.0 percent married teachers. All males with a supplemental income were married. Of the females who reported a supplemental income, 50.0 percent were widows.

The classroom teachers who attested to moonlighting indicated that 38.9 percent of their spouses were employed. For those who did not report a supplemental income, 76.8 percent reported having an employed spouse. The average for all teachers was 68.9 percent.

In Kingfisher County the majority of the classroom teachers who moonlight are found in the secondary grades. This amounts to 68.0 percent of the total who moonlight. Of those who moonlight in the secondary schools, the majority are men. In actuality 60.0 percent of those who moonlight in Kingfisher County are men teaching in the secondary grades.

For those who moonlight, the percent holding bachelors degrees is 84.0 and advanced degrees 16.0 percent. For those who do not moonlight the bachelors degrees held amount to 79.3 percent and advanced degrees 20.7 percent. For both groups the bachelor degrees represent 80.0 percent of the degrees held and advanced degrees 20.0 percent. These figures indicate a close relation in types of degrees for both groups.

Concerning the preparation for a higher degree, the data gathered shows that 33.0 percent of the classroom teachers are seeking a higher degree. Among those who do not work outside of education this figure is 34.5 percent and among those who do work the figure is 28.0 percent.

For those teachers who worked during the summer the average income was \$662.00. For those who had an outside job during the school year, the amount earned during the summer amounted to an average of \$1,312.00; and for those who held no such job the average summer wage amounted to \$402.00. For men as a whole the summer wages were much higher than for women; some \$825.00 compared to \$256.00.

The average school year supplemental income for men and women was \$1,739.00. For men the average was \$1,919.00 and for women the average was \$1,353.00. These figures are higher than the respective state average of \$1,094.00 for both groups; \$1,171.00 for men and \$958.00 for women.

In order to earn this supplemental income during the school year, male teachers spent an average of nine hours per week. These figures may be compared to the state average of thirteen hours for men and eight hours for women.

The most popular method of supplementing an income in Kingfisher County was by farming for the men and

by sales work in stores for the women. Kingfisher has the highest valuation of the three sample counties. It also has the highest per capita income; yet there is more moonlighting than one might assume. This area is a rich farming area and the majority of moonlighting men engage in farming. Where agriculture is a profitable enterprise it seems to have an attraction for men. Perhaps this is due to the hours of teaching and the supposedly free summer.

Highest County - Woods

The county with the greatest percent of reported moonlighters is Woods County. Woods County is located in the Northwest quadrant of Oklahoma and borders on the State of Kansas. The county seat of Woods County is Alva. The town of Alva has a population of 6,258. Waynoka, the second largest city in the county, has a population of 1,794. The predominate income in the county is earned from ranching and farming. The per capita income for the year 1963-64 was \$2,678.00. There are six school districts in this predominately rural county including one Elementary, one Dependent and four Independent districts. The total public school personnel employed within the county during the 1963-64 school year was 128. This study included the one Dependent and four Independent districts. The survey population was 120 classroom teachers and counselors.

Woods County returned 66.4 percent or 73 of 110 cards mailed to the classroom teachers. The percentage of returns for all public school personnel, including administrators, in Woods County was 52.7 percent.

Those classroom teachers reporting a school year supplemental income amounted to 39.7 percent of all responses. This may be compared with a national average of 20.4 percent and a state average of 22.2 percent.

Total returns from Woods County signify there is a higher percent of male classroom teachers moonlighting than is found nationwide. Woods County returns show that 63.3 percent of the men responding to the study report a school year supplemental income, while nationwide the figure is 47.4 percent. Those who did not report a supplemental income did show a high degree of non-educational jobs during the summer months. When combined with those who reported a school year supplemental income it is determined that twenty-four of the thirty male teachers responding held some type of non-educational job, either summer or winter, or both. This represents 80.0 percent of the men who responded to the study and can be compared to a nationwide average of 72.5 percent for men in the same category.

The female response for Woods County evidenced 23.3 percent of the women work outside of education during the school year. Of the women who reported no outside income during the school year, one did indicate working

during the summer months. This gives a total of eleven women engaged in summer work, outside work during the school year, or both, and represents a percent of 25.6 for Woods County. This can be compared with a 15.5 percent nationwide and a 19.1 percent statewide for women who work outside of education during a calendar year.

When the total male and female responses are combined they represent a total percent of 34.2 compared to the national average of 33.8 percent and the state average of 34.1 for those teachers who hold a job outside of education during the school year, the summer, or both.

The average school salary for all classroom teachers reporting from Woods County was \$5,008.00. This can be related to a salary of \$5,186.00 for those who moonlighted, and a salary of \$4,884.00 for those who reported no outside job during the school year. The average school salary for all public school personnel, including administration, in Woods County for the school year 1963-64 was \$5,290.00. Figures relate that those classroom teachers showing a supplemental income during the school year had a higher average salary than did those who reported no outside income.

The number of years taught in Woods County average fifteen years for all teachers reporting. The male classroom teacher had an average of fourteen years experience while the female classroom teacher averaged fifteen years.

The average age for all reporting Woods County classroom teachers was forty-three years; thirty-eight for the male and forty-six for female. For those with a supplemental income the average age was forty-four. The youngest group of teachers was the men who had no supplemental income and the oldest group was among the women who had a supplemental income.

A large percent of Woods County classroom teachers are married. Some 84.9 percent of the teachers reported being married, compared to a nationwide average of 68.0 percent married teachers. Of the men reporting a supplemental income, 94.7 percent were married.

The classroom teachers who reported moonlighting indicated that 44.0 percent of their spouses were employed. For those who did not show a supplemental income 77.3 percent reported having an employed spouse. The average for all teachers was 72.6 percent.

In Woods County the majority of the classroom teachers who moonlight are found in the secondary grades. This amounts to 58.6 percent of the total who moonlight. Of those who moonlight in the secondary schools the majority are men. In fact 51.7 percent of those who moonlight in Woods County are men teaching in the secondary grades.

For those who moonlight, the percent holding bachelors degrees is 55.1 and advanced degrees is 44.9 percent. For those who do not moonlight, the bachelors

degrees were held by 64.4 percent and advanced degrees by 21.5 percent. These figures attest to a close relation in type of degrees of both groups.

Concerning the preparation for a higher degree, the data gathered shows that 34.2 percent of the classroom teachers are seeking a higher degree. Among those who do not work outside of education this figure is 36.4 percent and among those who do work the figure is 31.0 percent.

For those who worked during the summer the average income was \$1,023.00. For those who had an outside job during the school year, the amount earned during the summer amounted to an average of \$1,340.00; for those who held no such job the average summer wage amounted to \$336.00. For men as a whole the summer wages were much higher than for women; some \$1,075.00 compared to \$95.00.

The average school year supplemental income for men and women was \$1,797.00; for men the average was \$1,949.00 and for women the average was \$1,384.00. These figures are higher than the respective state average of \$1,094.00 for both groups; \$1,171.00 for men and \$958.00 for women.

In order to earn this supplemental income during the school year, male teachers spent an average of seventeen hours per week; women teachers spent an average of seven hours per week. These figures can be compared to the State average of thirteen hours for men and eight hours for women.

The most popular method of supplementing an income in Woods County was by ranching for the men and by sales work in stores for the women.

Lowest County - Wagoner

The county reporting the lowest percent on moonlighting is Wagoner County. Wagoner County is located in the Northeast quadrant of the State. The county seat of Wagoner County is Wagoner, which has a population of 4,469. Coweta, the second largest town in the county, has a population of 1,858. The predominate income for this county comes from agriculture. The per capita income for the year 1963-64 was \$1,816.00. Wagoner County has a high degree of people receiving state aid under the welfare program. This county has the lowest net valuation of the three sample counties. The total public school personnel employed within the county during the 1963-64 school year was 138. There are six school districts in the county, including four Independent, one Dependent, and one Elementary district. The study includes all six districts. The survey population was 116 classroom teachers.

Wagoner County returned 39.6 percent or forty-six of 116 cards mailed to the classroom teachers. The percentage of returns for the entire county public school personnel was 31.5 percent.

Those classroom teachers reporting a school year supplemental income amounted to 8.7 percent of all responses.

This can be compared with a national average of 20.4 percent and a state average of 22.2 percent.

Total returns from Wagoner County indicate fewer male classroom teachers moonlighting than are found nationwide. Only 8.7 percent of the men answering the study designated a school year supplemental income while nationwide the percent is 47.4. When combined with those who reported a school year supplemental income it was determined that nine of the seventeen male teachers responding held a non-educational job, either summer or winter, or both. This represents 52.9 percent of the men who replied to the study and can be compared to a nationwide average of 72.5 percent of men who held either or both types of jobs.

The female returns for Wagoner County show that no women worked outside of education during the school year. Three reported working during the summer months. This gives a total of three women who engaged in either summer, extra school year work, or both, and represents a percent for Wagoner County of 10.3 percent. This can be compared with a 15.5 percent nationwide and a 19.1 percent statewide for women who work outside of education during a calendar year.

When the total male and female responses are combined they represent a total percent of 26.1 compared to the national average of 33.8 percent and the state average of 34.1 percent for those teachers who hold a job outside of education during the school year, the summer, or both.

The average school salary for all classroom teachers from Wagoner County was \$5,057.00. This can be contrasted to a salary of \$4,550.00 for those who moonlighted, and a salary of \$5,109.00 for those who reported no outside job during the school year. The average school salary for all public school personnel, including administration, in Wagoner County for the school year 1963-64 was \$5,220.00. These figures show that those classroom teachers indicating a supplemental income during the school year had a lower average salary than did other categories of classroom teachers.

The number of years taught in Wagoner County averaged sixteen years for all teachers reporting. The male classroom teacher had an average of eleven years experience while the female classroom teacher averaged nineteen years.

The average age for all reporting Wagoner County classroom teachers was forty-two years; thirty-four for male and forty-eight for female. For those with a supplemental income, the average age was twenty-eight. The youngest group of teachers were the men who had a supplemental income, and the oldest group was among the women who had no supplemental income.

A large percent of Wagoner County classroom teachers are married. Some 76.1 percent of the teachers

reported being married. All males indicating a supplemental income were married.

The classroom teachers who denoted moonlighting indicated that 25.0 percent of their spouses were employed. For those who did not show a supplemental income, 50.0 percent reported having an employed spouse. The average for both groups was 47.8 percent.

In Wagoner County all of the classroom teachers in the survey who moonlighted were found in the secondary grades.

Bachelor degrees were held by 75.0 percent of those who moonlighted, while 25.0 percent of those moonlighting reported holding an advanced degree. For those who did not moonlight the bachelor degrees amounted to 45.2 percent and advanced degrees 54.8 percent. For both groups the bachelor degrees was 47.8 percent and advanced degrees 52.2 percent.

In preparation for a higher degree the classroom teachers as a whole indicated that 30.0 percent of them are seeking a higher degree. Among those who do not work outside of education the figure is 26.2 percent, and among those who do work the figure is 75.0 percent.

For those teachers who had a summer job, the average income was \$480.00. For those who had an outside job during the school year, the amount earned during the summer amounted to an average of \$584.00: and for those who

held no such job, the average summer wage amounted to \$441.00. For men as a whole the summer wages were much higher than for women, some \$571.00 compared to \$236.00.

The average school year supplemental income for Wagoner County was \$625.00. This figure is lower than the State average of \$1,094.00.

In order to earn this supplemental income during the school year, male teachers spent an average of twenty hours per week. This can be compared to the State average of thirteen hours for men.

The most popular method of supplementing school income in Wagoner County was by farming.

Where the per capita income is low, there seem to be fewer moonlighting teachers. This may be the result of various factors - lower cost of living in the area, and perhaps a lack of available jobs for extra work.

The State

In the State as a whole, 13,198 returns were received from a possible 20,594 classroom teachers and counselors within the survey limits; thereby giving a 64.1 percent return. For comparative purposes only, the following facts may be noted: (1) During the 1963-64 school year there was a total of 21,244 classroom teachers and counselors employed throughout the entire State. When all responses are compared to this figure a percent of

62.1 is indicated. (2) When every classification of public school educators is considered throughout the State the percent of returns amount to 54.0.

The study did not include educators in any type of administrative position and covered only those who were in the classroom 50.0 percent or more of the school day. Every county in the State is represented in the study. The survey covers 471 districts which in turn represent 72.5 percent of the districts surveyed and 40.7 percent of all districts in the State. It is interesting to note that 96.6 percent of all Oklahoma classroom teachers are employed in 651 or 56.1 percent of the school districts. This leaves only 3.4 percent of the classroom teachers to be found in the remaining 509 districts in Oklahoma during the 1963-64 school year.

The returns signify that 22.2 percent of the classroom teachers responding to the study have a supplemental income during the school year. This is further broken down into 13.5 percent male and 8.8 percent female responses. For those Oklahoma classroom teachers responding and indicating they hold some outside job, either summer or winter, or both, the figure is 34.1 percent for both male and female. For men the percent is 68.9 and for female the figure is 19.1 percent. These figures may be compared to the nationwide average of 33.8 percent for both men and women; 72.5 percent for men, and 15.5 percent for women.

Returns show the following about the average classroom teacher who moonlights:

1. Earns a teaching salary of \$5,116.00
2. Is 40 years of age, married, and has taught for 13 years
3. Teaches in an Independent district, usually in a secondary school
4. Works eleven hours a week to earn \$1,094.00 extra during the school year

Superintendents' Questionnaire

The portion of the study dealing with the opinion of superintendents concerning moonlighting is revealing in several facets. The following questions were asked with the resulting opinions.

Question 1 - In your opinion does holding a non-school job during the school year hinder the teaching effectiveness of a classroom teacher?

YES - 386	88.5 percent
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NO - 50	11.5 percent
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This response to this question would seem to indicate the feeling of the superintendents that jobs outside of classroom teaching during the school year hinder the teaching effectiveness of the classroom teacher.

Question 2 - Do you as an administrator approve of a classroom teacher holding a non-school job during the school year?

YES - 165	37.8 percent
NO - 271	62.2 percent

There seems to be a more divided view on this point than on any other of the questions, but again the evidence points out that the majority of superintendents do not favor the classroom teachers' moonlighting.

Question 3 - Do you have an administrative or school board policy forbidding a classroom teacher to hold a non-school job during the school year? (if YES, which policy_____).

YES - 6	1.4 percent
NO - 431	98.6 percent

According to the response from the superintendents, there are extremely few policies against the classroom teacher moonlighting during the school year.

Question 4 - Do you believe it is necessary for a classroom teacher to moonlight? Why?

YES - 402	92.2 percent
NO - 34	7.8 percent

Seemingly most superintendents support the assumption that it is necessary for a classroom teacher to moonlight. The preponderance of reasons gave low salaries as the causative factor.

Question 5 - When you were a classroom teacher did you ever moonlight?

YES - 322	73.7 percent
NO - 115	26.2 percent

Since many superintendents were at one time classroom teachers, this would seem to bear out another assumption that at one time or another during his professional career a classroom teacher finds it necessary to supplement his income.

Question 6 - Do you own a farm or any other type of business that takes some of your time in management?

YES - 107	24.5 percent
NO - 330	75.5 percent

This figure indicates that almost one-fourth of those responding are engaged in some type of activity that furnishes remuneration outside the normal job in education.

Question 7 - Did you hold a non-school job during the summer of 1963?

YES - 88	20.1 percent
NO - 349	79.9 percent

The fact that one of every five superintendents responding to the survey worked during the summer at some non-school job seems to be in agreement with the results from classroom teachers.

Table 7, entitled, "Opinion of 437 Superintendents Concerning Moonlighting as Revealed by Superintendents' Questionnaire", indicates the number of YES and NO responses to the above questions.

TABLE 7

OPINION OF 437 SUPERINTENDENTS CONCERNING MOONLIGHTING
AS REVEALED BY SUPERINTENDENTS' QUESTIONNAIRE

County	Ques. 1 YES--NO		Ques. 2 YES--NO		Ques. 3 YES--NO		Ques. 4 YES--NO		Ques. 5 YES--NO		Ques. 6 YES--NO		Ques. 7 YES--NO		Total Dist.
Adair	2	3	4	1	0	5	4	0	4	1	2	3	1	4	5
Alfalfa	6	0	3	3	0	6	6	0	6	0	3	3	3	3	6
Atoka	1	0	0	1	0	1	0	1	1	0	1	0	0	1	1
Beaver	3	2	3	2	0	5	3	2	3	2	3	2	1	4	5
Beckham	5	1	4	2	0	6	6	0	5	1	3	3	0	6	6
Blaine	8	0	1	7	0	8	7	1	7	1	1	7	1	7	8
Bryan	7	1	3	5	0	8	8	0	6	2	2	6	1	7	8
Caddo	11	0	2	9	0	11	11	0	8	3	2	9	2	9	11
Canadian	3	1	2	2	1	3	3	1	2	2	1	3	0	4	4
Carter	8	1	6	3	0	9	9	0	7	2	1	8	1	8	9
Cherokee	2	0	1	1	0	2	2	0	2	0	1	1	0	2	2
Choctaw	5	0	1	4	0	5	5	0	3	2	1	4	0	5	5
Cimarron	2	1	2	1	0	3	3	0	2	1	0	3	1	2	3
Cleveland	5	0	3	2	0	5	5	0	4	1	1	4	1	4	5
Coal	1	1	1	1	0	2	1	1	1	1	1	1	0	2	2
Comanche	7	1	5	3	0	8	7	1	4	4	1	7	2	6	8
Cotton	2	0	1	1	0	2	1	1	2	0	0	2	1	1	2
Craig	5	0	4	1	0	5	5	0	4	1	0	5	0	5	5
Creek	7	3	5	5	0	10	8	2	5	5	1	9	0	10	10
Custer	5	2	2	5	0	7	6	1	6	1	0	7	3	4	7
Deleware	4	0	1	3	0	4	3	1	3	1	2	2	2	2	4
Dewey	3	1	0	4	0	4	4	0	3	1	2	2	1	3	4
Ellis	3	0	1	2	0	3	2	1	3	0	1	2	2	1	3
Garfield	13	0	1	12	0	13	13	0	10	3	3	10	6	7	13
Garvin	9	0	3	6	0	9	9	0	7	2	2	7	1	8	9
Grady	8	1	5	4	0	9	9	0	6	3	2	7	0	9	9

TABLE 7 (cont'd)

OPINION OF 437 SUPERINTENDENTS CONCERNING MOONLIGHTING
AS REVEALED BY SUPERINTENDENTS' QUESTIONNAIRE

County	Ques. 1 YES--NO		Ques. 2 YES--NO		Ques. 3 YES--NO		Ques. 4 YES--NO		Ques. 5 YES--NO		Ques. 6 YES--NO		Ques. 7 YES--NO		Total Dist.
Grant	8	1	3	6	0	9	9	0	6	3	1	8	4	5	9
Greer	1	0	0	1	0	1	1	0	1	0	0	1	1	0	1
Harmon	1	1	0	2	0	2	2	0	2	0	2	0	1	1	2
Harper	3	1	1	3	0	4	4	0	4	0	1	3	3	1	4
Haskell	4	0	2	2	0	4	3	1	2	2	0	4	0	4	4
Hughes	5	0	1	4	0	6	6	0	6	0	1	5	2	4	6
Jackson	6	0	2	4	0	6	6	0	5	1	1	5	1	5	6
Jefferson	3	0	0	3	0	3	3	0	3	0	0	3	2	1	3
Johnson	4	1	2	3	0	5	5	0	5	0	2	3	1	4	5
Kay	3	0	2	1	0	3	3	0	2	1	1	2	1	2	3
Kingfisher	4	3	2	5	0	7	7	0	6	1	2	5	5	2	7
Kiowa	7	1	4	4	0	8	8	0	6	2	1	7	2	6	8
Latimer	2	0	1	1	0	2	1	1	1	1	0	2	0	2	2
LeFlore	7	1	3	5	0	8	8	0	6	2	3	5	2	6	8
Lincoln	6	3	6	3	0	9	8	1	6	3	2	7	1	8	9
Logan	3	0	0	3	0	3	2	1	1	2	0	3	1	2	3
Love	2	0	0	2	0	2	2	0	2	0	0	2	0	2	2
Major	3	0	0	3	0	3	3	0	2	1	0	2	1	2	2
Marshall	2	0	1	1	0	2	2	0	1	1	0	2	0	2	3
Mayes	6	0	3	3	0	6	6	0	3	3	2	4	2	4	6
McClain	5	1	1	5	1	5	6	0	6	0	2	4	1	5	6
McCurtain	4	0	1	3	1	3	4	0	4	0	2	2	2	2	4
McIntosh	5	1	0	6	0	6	5	1	3	3	2	4	2	4	6
Murray	3	0	1	2	0	3	3	0	1	2	0	3	1	2	3
Muskogee	8	0	6	2	0	8	7	1	5	3	3	5	3	5	8
Noble	3	4	3	4	0	7	6	1	5	2	3	4	1	6	7

TABLE 7 (cont'd)

OPINION OF 437 SUPERINTENDENTS CONCERNING MOONLIGHTING
AS REVEALED BY SUPERINTENDENTS' QUESTIONNAIRE

County	Ques. 1 YES--NO		Ques. 2 YES--NO		Ques. 3 YES--NO		Ques. 4 YES--NO		Ques. 5 YES--NO		Ques. 6 YES--NO		Ques. 7 YES--NO		Total Dist.
Nowata	4	0	1	3	0	4	4	0	4	0	1	3	1	3	4
Okfuskee	4	0	2	2	0	4	2	2	1	3	1	3	0	4	4
Oklahoma	11	1	6	6	0	12	12	0	8	4	1	11	0	12	12
Okmulgee	8	0	2	6	0	8	8	0	7	1	3	5	0	8	8
Osage	8	2	7	3	0	10	9	1	7	3	1	9	1	9	10
Ottawa	4	1	1	4	0	5	4	1	3	2	3	2	0	5	5
Pawnee	4	0	2	2	0	4	3	1	4	0	2	2	0	4	4
Payne	5	0	2	3	0	5	5	0	2	3	0	5	0	5	5
Pittsburg	7	1	2	6	0	8	8	0	5	3	2	6	0	8	8
Pontotoc	7	0	2	5	1	6	4	3	4	3	0	7	0	7	7
Pottawatomie	7	0	3	4	0	7	7	0	6	1	0	7	1	6	7
Pushmataha	4	0	0	4	0	4	4	0	2	2	2	2	1	3	4
Roger Mills	4	1	1	4	0	5	5	0	5	0	1	4	0	5	5
Rogers	3	1	2	2	0	4	4	0	2	2	1	3	1	3	4
Seminole	9	0	3	6	0	9	8	1	7	2	3	6	2	7	9
Sequoyah	4	1	1	4	0	5	4	1	5	0	5	0	2	3	5
Stephens	8	1	1	8	0	9	8	1	8	1	3	6	0	9	9
Texas	5	2	1	6	1	6	6	1	6	1	0	7	3	4	7
Tillman	4	1	2	3	0	5	5	0	5	0	1	4	2	3	5
Tulsa	12	1	7	6	0	13	13	0	7	6	0	13	0	13	13
Wagoner	5	0	1	4	0	5	5	0	3	2	2	3	0	5	5
Washington	3	0	0	3	0	3	2	1	2	1	0	3	0	3	3
Washita	6	0	2	4	0	6	6	0	5	1	5	1	3	3	6
Woods	3	0	2	1	0	3	3	0	3	0	1	2	0	3	3
Woodward	4	0	3	1	1	3	3	1	3	1	1	3	1	3	4
Totals	386	50	165	271	6	431	402	34	322	115	107	330	88	349	437

Findings and Interpretation of Data

"I am leaving the State. You try to make ends meet on \$4,000.00 for a family of three." "My patience, faith, dedication, and general outlook are becoming stagnant. My attitude is that of many teachers in Oklahoma."

These comments from two young men set the general tone of the teachers' responses to this study. These and other statements were unsolicited, for no attempt was made to obtain opinions concerning the financial situation of Oklahoma teachers. However, many teachers saw fit to state an opinion and the tenor of their comments was largely negative.

Certain findings and interpretations may be drawn from significant factors as determined from the data assembled by this study.

As has been noted, the majority of moonlighters are young married men teaching at the secondary level. In conjunction with this fact an interesting issue arises. Figures reveal that 42.2 percent of the people responding to this study fall into the category of married women with working husbands. This is the largest single category when such factors as marital status and sex are taken into account. It might be construed that for many married women, teaching is primarily the most suitable method of supplementing the family unit income. It is true that school teaching in America has historically been considered a proper, con-

venient, and prestigious job for married women.

This situation could be somewhat detrimental to education as a whole when one considers the lack of young men entering the profession, particularly at the elementary level. Men, when contemplating education as a career, often find it necessary to compete with women for a teaching position. In some instances the income necessary for a man to maintain a family may not be found in a single teaching position; while for a married woman this income is both sufficient and acceptable. This is due to the supplemental nature of the teaching income for the teacher with a working husband. Further consideration to be given in this area of reasoning is that some women have been less than vigorous in supporting the actions necessary to improve the profession of education. This too may be due to the supplemental nature of the teaching income for married women and their resulting hesitancy to take any action which would jeopardize this advantageous situation.

The study also brought to light the fact that the average moonlighter puts in between eleven and twelve hours a week earning extra income. The possibility exists that this time could have been better spent in professional activities. These extra hours, if spent in academic pursuits, might exert a positive effect upon education in Oklahoma. With the rapidly expanding technological gains being made in all fields, the classroom teacher who finds

it necessary to work every summer rather than to attend school may find himself inadequately prepared.

Also brought into focus by the data is the fact that agriculture is the single largest contributor of supplemental income for teachers. This could have bearing on teachers due to the fact that agricultural jobs are on the decrease in the State. Although the study identified 296 different sources of income for teachers, thirty-two to thirty-three percent of those identified as moonlighting were directly connected with agriculture. Again it must be pointed out that as Oklahoma moves toward urbanization, these job sources will become more difficult to find.

The study also brings to light the fact that a large percentage of teachers who moonlight are also seeking higher degrees. For those reporting a supplemental income, forty-two percent of this group reported they were actively seeking a higher degree; while for all teachers as a whole responding to the study, those seeking a higher degree amounted to only thirty-three percent. An inference that could be derived from these figures is that those doing supplemental work are perhaps the more aggressive in obtaining higher degrees. This could be for several reasons, possibly because they are the youngest group of people and perhaps they see a brighter future in education than those of a more advanced age. Another factor for consideration

in this aspect of continuing education for teachers is the problem of the crowded colleges and universities at the present time. Thirty-three percent, or 4,274 of the classroom teachers and counselors responding to the study questionnaire indicated that they are doing graduate work in our State colleges and universities. This figure could have an implication for higher education in Oklahoma.

An interesting fact confronting moonlighters in Oklahoma is that most of the superintendents responding to the study feel that moonlighting has a detrimental effect upon the classroom teacher. If this is so, then perhaps someone has been remiss in his professional duty by not striving to remedy the situation. Only one percent of the superintendents had any policy against moonlighting. Perhaps if more school boards and superintendents had policies against moonlighting, then the issue of teachers salaries might be more strongly put into focus.

In the same line of thinking, the fact is that nine out of ten superintendents responding to the questionnaire also feel that it is necessary for the classroom teacher to moonlight.

The following comments represent the expressed opinions of superintendents on this matter: from Lincoln County, "In order to stay in the teaching profession"; from Pittsburg County, "Insufficient salaries for young married men"; from Okmulgee County, "A young man with a

family could not exist, much less live, on \$3,800.00 a year"; from Pottawatomie County, "Teaching salary does not provide adequate living standards".

The majority of superintendents expressed an opinion that low salary was the main cause for teachers moonlighting. But again the fact is that it has not been the superintendents who have led the impetus for higher teacher salaries throughout the State. It has been the classroom teacher himself who has inauguarated such movements. Speculation could arise that the superintendents have been somewhat lax in supporting and presenting to the public the actual economic situation faced by the teachers in the public schools of Oklahoma.

CHAPTER IV

SUMMARY, CONCLUSIONS, AND RECOMMENDATIONS

Summary

The purpose of this study was to determine to what extent and by what means the public school classroom teachers and counselors (K-12) supplemented their school income.

A population of 20,594 classroom teachers and counselors was selected for the study. The survey technique was utilized to gather selected information concerning these individuals and their supplemental income status.

An extensive attempt was made to gain the greatest number of returns possible. Support from various educational agencies was solicited and obtained. As a result, responses were received from 13,198 teachers and counselors throughout the State. This response represented 64.1 percent of all returns possible to receive from those within the survey limits. When consideration is given to the total number of classroom teachers in the State, this study may be interpreted to represent 62.1 percent of the classroom teachers. When all certified public school personnel, including administrators, are considered, the returns of

this study represent 54.0 percent of all public school personnel in Oklahoma.

There were 472 districts represented by the returns. This is a 72.5 percent representation of the districts within the survey limits. Every county in the State is represented in the study.

As a portion of the overall study, a survey to sample opinions germane to moonlighting was conducted among the school officials of the districts within the survey limits. The individuals concerned were asked to answer several questions and to express an opinion. Response to this portion was received from 437 chief school administrators. This represents 67.1 percent of the districts within the survey limits and also represents the collective leadership of over 15,000 classroom teachers.

Findings

Specific findings based upon the returns received from 13,198 classroom teachers are as follows:

There is a higher percentage of classroom teachers moonlighting in Oklahoma than nationwide.

The majority of moonlighters are found among men who teach at the secondary level.

The average school salary for those who moonlight is higher than for those who do not moonlight.

The average moonlighting income during the school year is \$1,094.39.

Forty-two percent of the moonlighters are working toward a higher degree.

The average classroom teacher spends eleven and one-half hours per week at his job when moonlighting.

The majority of superintendents are opposed to classroom teachers moonlighting.

The majority of school districts have neither school board nor administrative policy relative to moonlighting.

The majority of superintendents, when serving as classroom teachers, did moonlight.

Approximately one out of every five superintendents held a summer job of some type during the summer of 1963.

Conclusions

A conclusion is drawn that many of the classroom teachers responding to this study find it necessary to secure some source of income outside their normal teaching salaries. While the study did not question the classroom teachers as to why they felt this was necessary, this question was raised in the portion of the study dealing with superintendents. Overwhelmingly the superintendents' response to this question was "the classroom teachers moonlight because of low teaching salaries."

Accordingly, from the data presented by this study, a conclusion can be drawn that a low teaching salary is the prime cause of moonlighting among classroom teachers as discerned by the superintendents responding to the study.

Since in recent months provisions have been made for local school districts to better finance their educational ventures, a question arises as to any resulting change in the number of educational moonlighters in Oklahoma. A conclusion has been drawn that teaching salaries have an effect upon the number of moonlighters; i.e., the higher the salaries, the lower the number of moonlighters, the lower the teaching salary, the greater the number of moonlighters.

However, if salaries of classroom teachers have shown a significant increase without a resulting decrease in the number of moonlighters, then one might speculate as to other causative factors in moonlighting.

Recommendations For Further Study

Three definite recommendations are made concerning further investigation related to this study. They are:

A determination as to what effect moonlighting has upon a classroom teacher's efficiency in the classroom should be made.

In light of recent salary increases, it should be ascertained if any significant change has taken place

pertaining to the number of teachers who supplement their educational income. If so, where this change has occurred as related to geographic distribution of Oklahoma teachers will be interesting to note.

The Oklahoma Educational Association, or some other professional educational group, should undertake a continuing study to ascertain the moonlighting situation in Oklahoma. This could be done on a year to year basis utilizing a small sample technique.

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APPENDIX A

LETTER TO INTRODUCE STUDY
TO SUPERINTENDENTS

Dear Superintendent:

At the last meeting of the State Committee of OCEA a study proposal was presented to the group concerning a state-wide survey of classroom teachers and their supplemental incomes. The State Committee voted unanimously to cooperate with the study and defray certain necessary expenses.

We feel that this study, entitled SUPPLEMENTAL INCOME SURVEY--OKLAHOMA CLASSROOM TEACHERS AND COUNSELORS (K-12), will have definite merit in discovering and clarifying certain issues in the matter of time spent and work done by classroom teachers to supplement their school salaries. This study will help present to the public a more forceful and realistic picture concerning the financial status of Oklahoma Public School teachers.

It is planned to circulate to all Oklahoma Public School classroom teachers and counselors, K-12, questionnaires printed on a 5 x 8 card which can be answered in a few minutes by each teacher. To obtain a valid sampling, we need a 90% return, but with your assistance there is no reason why a 100% return cannot be obtained.

Very soon you will receive a package containing these cards, broken down and put into envelopes according to the number of teachers at each individual site. This will facilitate handling the cards. All postage will be paid so there will be no cost to the individual system.

The information gathered by this study will be compiled and edited in cooperation with the OCEA. Utilization of IBM facilities will make it possible, if desired, for your district to have an individual information breakdown.

For the study to be most effective it is important that the cards be completed and returned as soon as possible. All information must be obtained by the end of May so the study can be ready for use by September.

Let me urge your personal attention and help in making this survey truly comprehensive.

Very truly yours,

A. J. Evans, Chairman
State Committee, OCEA

APPENDIX B

ARTICLE ON STUDY IN STATE
SUPERINTENDENTS REPORT

The following article appeared in the State Superintendent's Report, Number 7, Volume IV, March 1964, Oklahoma City, Oklahoma:

SUPPLEMENTAL INCOMES SURVEY

With the cooperation of the OCEA, a survey will begin this month by Bill Anderson of Midwest City Schools to determine the extent of supplemental income of Oklahoma classroom teachers. This study will clarify the issue of how much work is done outside the classroom by Oklahoma Public School teachers in order to supplement their school salaries.

All classroom teachers and counselors (K-12) will have an opportunity to participate in this survey and to report on their individual situations.

The information gained from this study will help present to the public a clear and more concise picture of the financial problems facing Oklahoma's classroom teachers today.

Each classroom teacher will be asked to fill out a 5 x 8 card giving certain information which will be coded and transferred to IBM cards. The teachers will not be asked to sign the cards.

In order to help the classroom teachers realize the full potential benefit of this study, it should be comprehensive and the data should be gathered completely by the end of May so that the results will be available for use by September.

APPENDIX C

SURVEY CARD

SUPPLEMENTAL INCOME SURVEY--OKLAHOMA CLASSROOM TEACHERS & COUNSELORS (K-12)

District No. _____ County _____ Sex _____ Age _____ Marital Status _____ Is Your Spouse Employed?... YES NO

Yrs. Tchng. Exp. _____ Grade(s) Now Tchng. _____ Subject(s) Now Tchng. _____ ()
 (Only Secondary Tchrs. & Elementary Specialists Fill Out Above)

Are You Assigned Counseling Duties?.....YES NO No. of Hrs. Spent Per Day in Counseling/Guidance _____

If Counseling Check Type Cert.---Std. Sch. Couns. _____ Prov. Sch. Couns. _____ Std. Tch-Couns. _____ Temp. Tch-Couns. _____

63-64 Sch. Yr. Salary \$ _____ Highest Degree Held _____ Are You Now Seeking a Higher Degree?... YES NO

Did You Hold a Non-School Job During the Summer of 1963?..... YES NO

List Type of Work in Which You Engaged During Summer of 1963 _____ ()

How Much Did You Earn From This Work During the Summer of 1963?..... \$ _____

Do You Have (or have had) a Non-School Income During This School Year?..... YES NO

Do You Hold (or have held) a Non-School Job on Weekends or Holidays During This School Year?..... YES NO

Do You Hold (or have held) a Non-School Job After Normal School Hours During This School Year?..... YES NO

IF YOUR ANSWER IS YES TO ANY OF THE 3 QUESTIONS IMMEDIATELY ABOVE, PLEASE FILL OUT THE REMAINDER OF THE CARD

List Your Source of Income or Type of Work in Which You Engage (or engaged) to Supplement Your School Salary

(EXAMPLES: SALESMAN, STENOGRAPHER, PIANO-TEACHER, RECEIVE OIL ROYALTIES, FARM RENTALS, BUILDER, PAINTER,
 STOCKS & BONDS DIVIDENDS, PRIVATE TUTOR, FARMER, REAL-ESTATE BROKER, SELL INSURANCE, SECRETARY)

Number of Hours Spent Doing This Work Per: _____ Day _____ Week _____ Month _____
 (Select the time period that applies to you)

Income Earned From This Work Per: _____ Hour _____ Day _____ Week _____ Month _____
 (Select the time period that applies to you)

How Much Income Will You Receive (or have received) From This Source During This School Year? \$ _____

TO THE TEACHER:

IT IS WELL KNOWN THAT MANY CLASSROOM TEACHERS FEEL THE NEED TO WORK OUTSIDE THE FIELD OF EDUCATION IN ORDER TO AUGMENT THEIR SCHOOL SALARIES.

IT IS QUESTIONABLE WHETHER OR NOT THIS IS A GOOD EDUCATIONAL PRACTICE, BUT SALARY CONDITIONS OFTEN MAKE IT NECESSARY.

IT IS THE PURPOSE OF THIS SURVEY TO OBTAIN FACTS CONCERNING THIS PRACTICE. ONCE THIS IS DONE THESE FACTS WILL BE COMPILED AND THEN UTILIZED TO PRESENT TO THE OKLAHOMA PUBLIC A MORE CONCISE PICTURE CONCERNING THE INCOME STATUS OF OKLAHOMA CLASSROOM TEACHERS.

ONLY YOU CAN SUPPLY THE INFORMATION THAT WILL MAKE THIS SURVEY OF USE TO THE PROFESSION. YOU ARE NOT TO SIGN THE CARD.

PLEASE HELP IN THIS ENDEAVOR.

Listed below are certain definitions that may be of help in clarifying who should complete this form.

CLASSROOM TEACHER: is defined as a person teaching in a public school classroom (K-12) 50% or more of the school day, who does not hold an administrative office nor function in any administrative capacity other than being a department head.

COUNSELOR: is defined as a person assigned specific counseling or guidance duties any portion of the normal school hours who does not hold an administrative title nor function in any administrative capacity.

NORMAL SCHOOL HOURS: are defined as from the beginning hour in the morning to the closing hour in the afternoon, or that time so designated by the administrative official in charge when a teacher should report in the morning and when he may leave school in the afternoon.

NORMAL SCHOOL YEAR: is defined as that time set by the school administration during which the school shall meet the criteria for a certain number of required school days.

NON-SCHOOL JOB: is defined as any employment whereby a person received monetary compensation from an individual or agency not connected with the public schools.

SUPPLEMENTAL INCOME: is defined as an income that an individual received from sources not connected with public school teaching.

APPENDIX D

LETTER TO SUPERINTENDENT
ACCOMPANYING SURVEY CARDS

Dear Superintendent:

You will recall that earlier this month you received a letter asking for your cooperation in a study pertaining to the supplemental incomes of your teachers.

This package contains the survey cards for your teachers. They are broken down into envelopes with the proper amount of cards in each envelope according to the number of teachers at your individual sites.

If you will please distribute these envelopes through your faculty mail to each individual site principal, it will be of great assistance.

You will note that each of the site envelopes is addressed and pre-stamped so it will not be necessary for the envelope to be returned to you. The principal will merely have to seal the envelopes, with the completed returns inside, and drop them in the mail.

If you desire an individual breakdown for your district, please let us know and we will furnish you with the data when the study is completed.

Thank you for your help.

Very truly yours,

A. J. Evans, Chairman
State Committee, OCEA

AJE/ms

APPENDIX E

LETTER TO PRINCIPALS ACCOMPANYING
SURVEY CARDS

Dear Principal:

You will note that your individual site envelope is already addressed and pre-stamped. After the survey has been completed by your faculty please drop the completed returns in the mail using the addressed and pre-stamped envelope.

It will be your cooperation that will make the survey a success. If possible this survey should be given at your first faculty meeting in April.

It will take approximately 4 - 7 minutes for your teachers to fill out this card. You will note the District Number and the County blanks have already been completed. The parenthesis that appears on the questions concerning occupations and subjects taught are not to be filled in by the teachers. This space will be used for a numerical code.

If a teacher completes the bottom half of the card, please tell them to be accurate as possible and to make an estimate if they cannot recall specific data.

Listed below are certain definitions that may be of help in clarifying matters.

1. Classroom Teacher: is defined as a person teaching in a public school classroom (K-12) 50% or more of the school day, who does not hold an administrative office nor function in any administrative capacity other than being a department head.
2. Counselor: is defined as a person assigned specific counseling or guidance duties any portion of the normal school hours who does not hold an administrative title nor function in any administrative capacity.
3. Normal School Hours: are defined as from the beginning hour in the morning to the closing hour in the afternoon, or that time so designated by the administrative official in charge when a teacher should report in the morning and when he may leave school in the afternoon.

4. Normal School Year: is defined as that time set by the school administration during which the school shall meet the criteria for a certain number of required school days.
5. Non-School Job: is defined as any employment whereby a person received monetary compensation from an individual or agency not connected with the public schools.
6. Supplemental Income: is defined as an income that an individual received from sources not connected with public school teaching.

APPENDIX F

FOLLOW-UP LETTER TO SUPERINTENDENTS

Dear Sir:

With the cooperation of the OCEA, a study was undertaken last March to determine the extent of the supplementary incomes of Oklahoma classroom teachers. (I am enclosing a copy of the initial and follow-up letter which may help you recall the study.)

To date, 12,700 IBM cards have been prepared based upon that many teacher responses. Of the 651 districts surveyed, 416 districts and all 77 counties are represented. However, we would like to include the other 235 districts. This study has been programed for an IBM 1410 computer which will show means and frequencies concerning the information requested on the study.

You will find enclosed, a mimeographed reproduction of the original cards mailed to you in the spring. Please help by having your classroom teachers fill out these sheets and return them to us as soon as possible.

As Project Director for this study, I would certainly appreciate your personal cooperation in making this venture a success.

Very truly yours,

William D. Anderson, Jr.
Director of Instruction
Midwest City Schools
607 W. Rickenbacker
Midwest City, Okla.

WDA/bh

Encls

APPENDIX G

LETTER TO SUPERINTENDENTS CONCERNING
SUPERINTENDENTS' SURVEY

Dear Sir:

This is the final phase of the OCEA study concerning Oklahoma classroom teachers and moonlighting.

Briefly, to bring you up to date, we now have returns from over 13,000 classroom teachers. These teachers represent 466 districts. In initiating this study, 651 districts were surveyed. These 651 districts included over 96% of all classroom teachers in the State of Oklahoma. We have had responses from 64% of the classroom teachers in these 651 districts. In looking at the total teachers for the entire state, we find that the 13,000 plus responses actually represent over 62% of all the classroom teachers in Oklahoma.

The initial run-through on the computer reveals that figures concerning Oklahoma classroom teachers who supplement their income are higher than the national figures as published by the NEA. Indications are that Oklahoma teachers do more moonlighting than the average teacher in the United States.

In this phase of the study, please fill out the attached self-addressed post card. As you read this post card, you will see that we are asking for information concerning you personally, and also for your opinion relative to the moonlighting situation in Oklahoma. This last phase of the study will help clarify administrator's feelings regarding this matter.

Your help and cooperation on this study has been greatly appreciated.

Very truly yours,

William D. Anderson, Jr.
Director of Instruction
Midwest City Schools
607 W. Rickenbacker
Midwest City, Okla.

WDA/bh

Encl

APPENDIX H

SUPERINTENDENTS' SURVEY CARD

- | | | |
|--|-----|----|
| 1. In your opinion does holding a non-school job during the school year hinder the teaching effectiveness of a CRT? | YES | NO |
| 2. Do you as an administrator approve of a CRT holding a non-school job during the school year? | YES | NO |
| 3. Do you have an administrative or school board policy forbidding a CRT to hold a non-school job during the school year? (If YES, which policy _____) | YES | NO |
| 4. Do you believe it is necessary for a CRT to "moonlight"? Why? _____ | YES | NO |
| 5. When you were a CRT did you ever "moonlight"? _____ | YES | NO |
| 6. Do you own a farm or any other type of business that takes some of your time in management? | YES | NO |
| 7. Did you hold a non-school job during the summer of 1963? | YES | NO |
| District Nr. _____ County _____ | | |

APPENDIX I

SUPPLEMENTAL INCOME DATA SHEETS
FOR EVERY COUNTY AND THE STATE

State of Oklahoma NUMBER OF DISTRICTS REPRESENTED 472
 NUMBER OF CARDS MAILED TO TEACHERS WITHIN THE STATE 20,594
 NUMBER OF CARDS RETURNED FROM WITHIN THE STATE 13,198
 PERCENT OF CARDS RETURNED FROM WITHIN THE STATE 64.1
 THE PERCENTAGE DATA BELOW IS CALCULATED ON AN "N" OF 13,198

	TOTAL	%	MALE	%	FEMALE	%
NO. SUPP. INC. RTNS.	<u>2924</u>	<u>22.2</u>	<u>1767</u>	<u>13.4</u>	<u>1157</u>	<u>8.8</u>
AV. SCHOOL SALARY	<u>\$5116</u>		<u>\$5157</u>		<u>\$5051</u>	
AV. NO. YRS. TAUGHT	<u>13</u>		<u>11</u>		<u>17</u>	
AV. AGE OF TEACHERS	<u>40</u>		<u>37</u>		<u>46</u>	
NO. MARRIED TEACHERS	<u>2204</u>	<u>16.7</u>	<u>1606</u>	<u>12.2</u>	<u>598</u>	<u>4.5</u>
NO. EMPL. SPOUSES	<u>1280</u>	<u>9.7</u>	<u>759</u>	<u>5.8</u>	<u>521</u>	<u>3.9</u>
NO. K-6 TEACHERS	<u>1052</u>	<u>7.9</u>	<u>362</u>	<u>2.7</u>	<u>690</u>	<u>5.2</u>
NO. 7-12 TEACHERS	<u>1860</u>	<u>14.1</u>	<u>1396</u>	<u>10.6</u>	<u>464</u>	<u>3.5</u>
NO. NO GRADE REPORTED	<u>12</u>	<u>.1</u>	<u>9</u>	<u>.1</u>	<u>3</u>	<u>.0</u>
NO. BACHELOR DEGREES	<u>1796</u>	<u>13.6</u>	<u>1053</u>	<u>8.0</u>	<u>743</u>	<u>5.6</u>
NO. ADVANCED DEGREES	<u>1108</u>	<u>8.4</u>	<u>701</u>	<u>5.3</u>	<u>407</u>	<u>3.1</u>
NO. NO DEGREE REPORTED	<u>20</u>	<u>.2</u>	<u>13</u>	<u>.1</u>	<u>7</u>	<u>.1</u>
NO. ELEM. DIST. TCHS.	<u>54</u>	<u>.4</u>	<u>36</u>	<u>.3</u>	<u>18</u>	<u>.1</u>
NO. I.S.D. TEACHERS	<u>2805</u>	<u>21.2</u>	<u>1679</u>	<u>12.7</u>	<u>1126</u>	<u>8.5</u>
NO. DEP. DIST. TCHS.	<u>65</u>	<u>.5</u>	<u>52</u>	<u>.4</u>	<u>13</u>	<u>.1</u>
NO. SUMMER JOB 1963	<u>1409</u>	<u>10.7</u>	<u>1093</u>	<u>8.3</u>	<u>316</u>	<u>2.4</u>
AV. SUMMER INC. 1963	<u>\$ 753</u>		<u>\$ 847</u>		<u>\$ 412</u>	
AV. SUPP. INCOME SCHOOL YEAR 1963	<u>\$1094</u>		<u>\$1171</u>		<u>\$ 958</u>	

COUNTY Adair NUMBER OF DISTRICTS REPRESENTED 4
 NUMBER OF CARDS MAILED TO TEACHERS WITHIN THE COUNTY 117
 NUMBER OF CARDS RETURNED FROM WITHIN THE COUNTY 36
 PERCENT OF CARDS RETURNED FROM WITHIN THE COUNTY 30.8
 THE PERCENTAGE DATA BELOW IS CALCULATED ON AN "N" OF 36

	TOTAL	%	MALE	%	FEMALE	%
NO. SUPP. INC. RTNS.	<u>8</u>	<u>22.2</u>	<u>7</u>	<u>19.4</u>	<u>1</u>	<u>2.8</u>
AV. SCHOOL SALARY	<u>\$5074</u>		<u>\$5020</u>		<u>\$5400</u>	
AV. NO. YRS. TAUGHT	<u>11</u>		<u>11</u>		<u>10</u>	
AV. AGE OF TEACHERS	<u>37</u>		<u>37</u>		<u>37</u>	
NO. MARRIED TEACHERS	<u>8</u>	<u>22.2</u>	<u>7</u>	<u>19.4</u>	<u>1</u>	<u>2.8</u>
NO. EMPL. SPOUSES	<u>4</u>	<u>11.1</u>	<u>3</u>	<u>8.3</u>	<u>1</u>	<u>2.8</u>
NO. K-6 TEACHERS	<u>3</u>	<u>8.3</u>	<u>3</u>	<u>8.3</u>	<u>0</u>	<u>.0</u>
NO. 7-12 TEACHERS	<u>5</u>	<u>13.9</u>	<u>4</u>	<u>11.1</u>	<u>1</u>	<u>2.8</u>
NO. NO GRADE REPORTED	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>
NO. BACHELOR DEGREES	<u>3</u>	<u>8.3</u>	<u>2</u>	<u>5.5</u>	<u>1</u>	<u>2.8</u>
NO. ADVANCED DEGREES	<u>5</u>	<u>13.9</u>	<u>5</u>	<u>13.9</u>	<u>0</u>	<u>.0</u>
NO. NO DEGREE REPORTED	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>
NO. ELEM. DIST. TCHS.	<u>3</u>	<u>8.3</u>	<u>3</u>	<u>8.3</u>	<u>0</u>	<u>.0</u>
NO. I.S.D. TEACHERS	<u>5</u>	<u>13.9</u>	<u>4</u>	<u>11.1</u>	<u>1</u>	<u>2.8</u>
NO. DEP. DIST. TCHS.	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>
NO. SUMMER JOB 1963	<u>6</u>	<u>16.7</u>	<u>6</u>	<u>16.7</u>	<u>0</u>	<u>.0</u>
AV. SUMMER INC. 1963	<u>\$ 650</u>		<u>\$ 650</u>		<u>\$ No report</u>	
AV. SUPP. INCOME SCHOOL YEAR 1963	<u>\$ 848</u>		<u>\$ 855</u>		<u>\$ 800</u>	

COUNTY Alfalfa NUMBER OF DISTRICTS REPRESENTED 8
 NUMBER OF CARDS MAILED TO TEACHERS WITHIN THE COUNTY 107
 NUMBER OF CARDS RETURNED FROM WITHIN THE COUNTY 74
 PERCENT OF CARDS RETURNED FROM WITHIN THE COUNTY 69.1
 THE PERCENTAGE DATA BELOW IS CALCULATED ON AN "N" OF 74

	TOTAL	%	MALE	%	FEMALE	%
NO. SUPP. INC. RTNS.	<u>26</u>	<u>35.1</u>	<u>20</u>	<u>27.0</u>	<u>6</u>	<u>8.1</u>
AV. SCHOOL SALARY	<u>\$4784</u>		<u>\$4821</u>		<u>\$4666</u>	
AV. NO. YRS. TAUGHT	<u>10</u>		<u>9</u>		<u>12</u>	
AV. AGE OF TEACHERS	<u>38</u>		<u>36</u>		<u>46</u>	
NO. MARRIED TEACHERS	<u>21</u>	<u>28.4</u>	<u>17</u>	<u>23.0</u>	<u>4</u>	<u>5.4</u>
NO. EMPL. SPOUSES	<u>6</u>	<u>8.1</u>	<u>3</u>	<u>4.1</u>	<u>3</u>	<u>4.0</u>
NO. K-6 TEACHERS	<u>6</u>	<u>8.1</u>	<u>4</u>	<u>5.4</u>	<u>2</u>	<u>2.7</u>
NO. 7-12 TEACHERS	<u>20</u>	<u>27.0</u>	<u>16</u>	<u>21.6</u>	<u>4</u>	<u>5.4</u>
NO. NO GRADE REPORTED	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>
NO. BACHELOR DEGREES	<u>17</u>	<u>23.0</u>	<u>13</u>	<u>17.6</u>	<u>4</u>	<u>5.4</u>
NO. ADVANCED DEGREES	<u>8</u>	<u>10.8</u>	<u>7</u>	<u>9.5</u>	<u>1</u>	<u>1.3</u>
NO. NO DEGREE REPORTED	<u>1</u>	<u>1.3</u>	<u>0</u>	<u>.0</u>	<u>1</u>	<u>1.3</u>
NO. ELEM. DIST. TCHS.	<u>1</u>	<u>1.3</u>	<u>1</u>	<u>1.3</u>	<u>0</u>	<u>.0</u>
NO. I.S.D. TEACHERS	<u>20</u>	<u>27.0</u>	<u>16</u>	<u>21.6</u>	<u>4</u>	<u>5.4</u>
NO. DEP.DIST. TCHS.	<u>5</u>	<u>6.7</u>	<u>3</u>	<u>4.0</u>	<u>2</u>	<u>2.7</u>
NO. SUMMER JOB 1963	<u>14</u>	<u>18.9</u>	<u>14</u>	<u>18.9</u>	<u>0</u>	<u>.0</u>
AV. SUMMER INC. 1963	<u>\$1069</u>		<u>\$1069</u>		<u>\$ No report</u>	
AV. SUPP. INCOME SCHOOL YEAR 1963	<u>\$1323</u>		<u>\$1268</u>		<u>\$1597</u>	

COUNTY Atoka NUMBER OF DISTRICTS REPRESENTED 3
 NUMBER OF CARDS MAILED TO TEACHERS WITHIN THE COUNTY 82
 NUMBER OF CARDS RETURNED FROM WITHIN THE COUNTY 57
 PERCENT OF CARDS RETURNED FROM WITHIN THE COUNTY 69.5
 THE PERCENTAGE DATA BELOW IS CALCULATED ON AN "N" OF 57

	TOTAL	%	MALE	%	FEMALE	%
NO. SUPP. INC. RTNS.	<u>18</u>	<u>31.6</u>	<u>11</u>	<u>19.3</u>	<u>7</u>	<u>12.3</u>
AV. SCHOOL SALARY	<u>\$4825</u>		<u>\$4554</u>		<u>\$5213</u>	
AV. NO. YRS. TAUGHT	<u>16</u>		<u>10</u>		<u>25</u>	
AV. AGE OF TEACHERS	<u>45</u>		<u>40</u>		<u>56</u>	
NO. MARRIED TEACHERS	<u>14</u>	<u>24.6</u>	<u>11</u>	<u>19.3</u>	<u>3</u>	<u>5.3</u>
NO. EMPL. SPOUSES	<u>6</u>	<u>10.6</u>	<u>3</u>	<u>5.3</u>	<u>3</u>	<u>5.3</u>
NO. K-6 TEACHERS	<u>6</u>	<u>10.6</u>	<u>3</u>	<u>5.3</u>	<u>3</u>	<u>5.3</u>
NO. 7-12 TEACHERS	<u>12</u>	<u>21.0</u>	<u>8</u>	<u>14.0</u>	<u>4</u>	<u>7.0</u>
NO. NO GRADE REPORTED	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>
NO. BACHELOR DEGREES	<u>8</u>	<u>14.0</u>	<u>6</u>	<u>10.5</u>	<u>2</u>	<u>3.5</u>
NO. ADVANCED DEGREES	<u>10</u>	<u>17.6</u>	<u>5</u>	<u>8.8</u>	<u>5</u>	<u>8.8</u>
NO. NO DEGREE REPORTED	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>
NO. ELEM. DIST. TCHS.	<u>1</u>	<u>1.8</u>	<u>1</u>	<u>1.8</u>	<u>0</u>	<u>.0</u>
NO. I.S.D. TEACHERS	<u>17</u>	<u>29.9</u>	<u>10</u>	<u>17.6</u>	<u>7</u>	<u>12.3</u>
NO. DEP. DIST. TCHS.	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>
NO. SUMMER JOB 1963	<u>4</u>	<u>7.0</u>	<u>4</u>	<u>7.0</u>	<u>0</u>	<u>.0</u>
AV. SUMMER INC. 1963	<u>\$ 637</u>		<u>\$ 637</u>		<u>\$ No report</u>	
AV. SUPP. INCOME SCHOOL YEAR 1963	<u>\$1194</u>		<u>\$1387</u>		<u>\$ 486</u>	

COUNTY Beaver NUMBER OF DISTRICTS REPRESENTED 3
 NUMBER OF CARDS MAILED TO TEACHERS WITHIN THE COUNTY 93
 NUMBER OF CARDS RETURNED FROM WITHIN THE COUNTY 52
 PERCENT OF CARDS RETURNED FROM WITHIN THE COUNTY 55.9
 THE PERCENTAGE DATA BELOW IS CALCULATED ON AN "N" OF 52

	TOTAL	%	MALE	%	FEMALE	%
NO. SUPP. INC. RTNS.	<u>17</u>	<u>32.7</u>	<u>9</u>	<u>17.3</u>	<u>8</u>	<u>15.4</u>
AV. SCHOOL SALARY	<u>\$5282</u>		<u>\$5566</u>		<u>\$4962</u>	
AV. NO. YRS. TAUGHT	<u>11</u>		<u>7</u>		<u>14</u>	
AV. AGE OF TEACHERS	<u>40</u>		<u>38</u>		<u>43</u>	
NO. MARRIED TEACHERS	<u>12</u>	<u>23.1</u>	<u>9</u>	<u>17.3</u>	<u>3</u>	<u>5.8</u>
NO. EMPL. SPOUSES	<u>5</u>	<u>9.6</u>	<u>3</u>	<u>5.8</u>	<u>2</u>	<u>3.8</u>
NO. K-6 TEACHERS	<u>4</u>	<u>7.7</u>	<u>1</u>	<u>1.9</u>	<u>3</u>	<u>5.8</u>
NO. 7-12 TEACHERS	<u>13</u>	<u>25.0</u>	<u>8</u>	<u>15.4</u>	<u>5</u>	<u>9.6</u>
NO. NO GRADE REPORTED	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>
NO. BACHELOR DEGREES	<u>14</u>	<u>26.9</u>	<u>6</u>	<u>11.5</u>	<u>8</u>	<u>15.4</u>
NO. ADVANCED DEGREES	<u>3</u>	<u>5.8</u>	<u>3</u>	<u>5.8</u>	<u>0</u>	<u>.0</u>
NO. NO DEGREE REPORTED	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>
NO. ELEM. DIST. TCHS.	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>
NO. I.S.D. TEACHERS	<u>17</u>	<u>32.7</u>	<u>9</u>	<u>17.3</u>	<u>8</u>	<u>15.4</u>
NO. DEP. DIST. TCHS.	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>
NO. SUMMER JOB 1963	<u>10</u>	<u>19.2</u>	<u>7</u>	<u>13.4</u>	<u>3</u>	<u>5.8</u>
AV. SUMMER INC. 1963	<u>\$ 649</u>		<u>\$ 641</u>		<u>\$ 666</u>	
AV. SUPP. INCOME SCHOOL YEAR 1963	<u>\$ 707</u>		<u>\$ 727</u>		<u>\$ 685</u>	

COUNTY Beckham NUMBER OF DISTRICTS REPRESENTED 5
 NUMBER OF CARDS MAILED TO TEACHERS WITHIN THE COUNTY 156
 NUMBER OF CARDS RETURNED FROM WITHIN THE COUNTY 115
 PERCENT OF CARDS RETURNED FROM WITHIN THE COUNTY 73.7
 THE PERCENTAGE DATA BELOW IS CALCULATED ON AN "N" OF 115

	TOTAL	%	MALE	%	FEMALE	%
NO. SUPP. INC. RTNS.	<u>28</u>	<u>24.3</u>	<u>20</u>	<u>17.4</u>	<u>8</u>	<u>6.9</u>
AV. SCHOOL SALARY	<u>\$5272</u>		<u>\$5365</u>		<u>\$5001</u>	
AV. NO. YRS. TAUGHT	<u>14</u>		<u>12</u>		<u>18</u>	
AV. AGE OF TEACHERS	<u>39</u>		<u>36</u>		<u>50</u>	
NO. MARRIED TEACHERS	<u>24</u>	<u>20.8</u>	<u>19</u>	<u>16.5</u>	<u>5</u>	<u>4.3</u>
NO. EMPL. SPOUSES	<u>11</u>	<u>9.5</u>	<u>8</u>	<u>6.9</u>	<u>3</u>	<u>2.6</u>
NO. K-6 TEACHERS	<u>8</u>	<u>6.9</u>	<u>4</u>	<u>3.5</u>	<u>4</u>	<u>3.4</u>
NO. 7-12 TEACHERS	<u>20</u>	<u>17.4</u>	<u>16</u>	<u>13.9</u>	<u>4</u>	<u>3.5</u>
NO. NO GRADE REPORTED	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>
NO. BACHELOR DEGREES	<u>17</u>	<u>14.8</u>	<u>13</u>	<u>11.3</u>	<u>4</u>	<u>3.5</u>
NO. ADVANCED DEGREES	<u>11</u>	<u>9.5</u>	<u>7</u>	<u>6.0</u>	<u>4</u>	<u>3.5</u>
NO. NO DEGREE REPORTED	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>
NO. ELEM. DIST. TCHS.	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>
NO. I.S.D. TEACHERS	<u>28</u>	<u>24.3</u>	<u>20</u>	<u>17.4</u>	<u>8</u>	<u>6.9</u>
NO. DEP. DIST. TCHS.	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>
NO. SUMMER JOB 1963	<u>13</u>	<u>11.3</u>	<u>11</u>	<u>9.5</u>	<u>2</u>	<u>1.8</u>
AV. SUMMER INC. 1963	<u>\$ 576</u>		<u>\$ 631</u>		<u>\$ 275</u>	
AV. SUPP. INCOME SCHOOL YEAR 1963	<u>\$1370</u>		<u>\$1316</u>		<u>\$1538</u>	

COUNTY Blaine NUMBER OF DISTRICTS REPRESENTED 8
 NUMBER OF CARDS MAILED TO TEACHERS WITHIN THE COUNTY 126
 NUMBER OF CARDS RETURNED FROM WITHIN THE COUNTY 84
 PERCENT OF CARDS RETURNED FROM WITHIN THE COUNTY 66.7
 THE PERCENTAGE DATA BELOW IS CALCULATED ON AN "N" OF 84

	TOTAL	%	MALE	%	FEMALE	%
NO. SUPP. INC. RTNS.	<u>19</u>	<u>22.6</u>	<u>15</u>	<u>17.8</u>	<u>4</u>	<u>4.8</u>
AV. SCHOOL SALARY	<u>\$5368</u>		<u>\$5407</u>		<u>\$5201</u>	
AV. NO. YRS. TAUGHT	<u>15</u>		<u>13</u>		<u>21</u>	
AV. AGE OF TEACHERS	<u>40</u>		<u>37</u>		<u>52</u>	
NO. MARRIED TEACHERS	<u>18</u>	<u>21.4</u>	<u>15</u>	<u>17.8</u>	<u>3</u>	<u>3.6</u>
NO. EMPL. SPOUSES	<u>10</u>	<u>11.9</u>	<u>7</u>	<u>8.3</u>	<u>3</u>	<u>3.6</u>
NO. k-6 TEACHERS	<u>6</u>	<u>7.2</u>	<u>3</u>	<u>3.6</u>	<u>3</u>	<u>3.6</u>
NO. 7-12 TEACHERS	<u>13</u>	<u>15.5</u>	<u>12</u>	<u>14.3</u>	<u>1</u>	<u>1.2</u>
NO. NO GRADE REPORTED	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>
NO. BACHELOR DEGREES	<u>10</u>	<u>11.9</u>	<u>9</u>	<u>10.7</u>	<u>1</u>	<u>1.2</u>
NO. ADVANCED DEGREES	<u>9</u>	<u>10.8</u>	<u>6</u>	<u>7.2</u>	<u>3</u>	<u>3.6</u>
NO. NO DEGREE REPORTED	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>
NO. ELEM. DIST. TCHS.	<u>1</u>	<u>1.2</u>	<u>0</u>	<u>.0</u>	<u>1</u>	<u>1.2</u>
NO. I.S.D. TEACHERS	<u>18</u>	<u>21.4</u>	<u>15</u>	<u>17.8</u>	<u>3</u>	<u>3.6</u>
NO. DEP.DIST. TCHS.	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>
NO. SUMMER JOB 1963	<u>8</u>	<u>9.5</u>	<u>7</u>	<u>8.3</u>	<u>1</u>	<u>1.2</u>
AV. SUMMER INC. 1963	<u>\$1320</u>		<u>\$1320</u>		<u>\$ No report</u>	
AV. SUPP. INCOME SCHOOL YEAR 1963	<u>\$1428</u>		<u>\$1492</u>		<u>\$1152</u>	

COUNTY Bryan NUMBER OF DISTRICTS REPRESENTED 6
 NUMBER OF CARDS MAILED TO TEACHERS WITHIN THE COUNTY 195
 NUMBER OF CARDS RETURNED FROM WITHIN THE COUNTY 105
 PERCENT OF CARDS RETURNED FROM WITHIN THE COUNTY 53.8
 THE PERCENTAGE DATA BELOW IS CALCULATED ON AN "N" OF 105

	TOTAL	%	MALE	%	FEMALE	%
NO. SUPP. INC. RTNS.	<u>21</u>	<u>20.0</u>	<u>14</u>	<u>13.3</u>	<u>7</u>	<u>6.7</u>
AV. SCHOOL SALARY	<u>\$5210</u>		<u>\$5252</u>		<u>\$5128</u>	
AV. NO. YRS. TAUGHT	<u>15</u>		<u>11</u>		<u>22</u>	
AV. AGE OF TEACHERS	<u>41</u>		<u>38</u>		<u>47</u>	
NO. MARRIED TEACHERS	<u>18</u>	<u>17.1</u>	<u>12</u>	<u>11.4</u>	<u>6</u>	<u>5.7</u>
NO. EMPL. SPOUSES	<u>8</u>	<u>7.6</u>	<u>2</u>	<u>1.9</u>	<u>6</u>	<u>5.7</u>
NO. K-6 TEACHERS	<u>6</u>	<u>5.7</u>	<u>1</u>	<u>.9</u>	<u>5</u>	<u>4.8</u>
NO. 7-12 TEACHERS	<u>15</u>	<u>14.3</u>	<u>13</u>	<u>12.4</u>	<u>2</u>	<u>1.9</u>
NO. NO GRADE REPORTED	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>
NO. BACHELOR DEGREES	<u>3</u>	<u>2.8</u>	<u>2</u>	<u>1.9</u>	<u>1</u>	<u>.9</u>
NO. ADVANCED DEGREES	<u>18</u>	<u>17.1</u>	<u>12</u>	<u>11.4</u>	<u>6</u>	<u>5.7</u>
NO. NO DEGREE REPORTED	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>
NO. ELEM. DIST. TCHS.	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>
NO. I.S.D. TEACHERS	<u>21</u>	<u>2.0</u>	<u>14</u>	<u>13.3</u>	<u>7</u>	<u>6.7</u>
NO. DEP. DIST. TCHS.	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>
NO. SUMMER JOB 1963	<u>12</u>	<u>11.4</u>	<u>8</u>	<u>7.6</u>	<u>4</u>	<u>3.8</u>
AV. SUMMER INC. 1963	<u>\$ 498</u>		<u>\$ 592</u>		<u>\$ 278</u>	
AV. SUPP. INCOME SCHOOL YEAR 1963	<u>\$1019</u>		<u>\$1165</u>		<u>\$ 641</u>	

COUNTY Caddo NUMBER OF DISTRICTS REPRESENTED 14
 NUMBER OF CARDS MAILED TO TEACHERS WITHIN THE COUNTY 319
 NUMBER OF CARDS RETURNED FROM WITHIN THE COUNTY 191
 PERCENT OF CARDS RETURNED FROM WITHIN THE COUNTY 59.9
 THE PERCENTAGE DATA BELOW IS CALCULATED ON AN "N" OF 191

	TOTAL	%	MALE	%	FEMALE	%
NO. SUPP. INC. RTNS.	<u>51</u>	<u>26.7</u>	<u>30</u>	<u>15.7</u>	<u>21</u>	<u>11.0</u>
AV. SCHOOL SALARY	<u>\$5148</u>		<u>\$5172</u>		<u>\$5115</u>	
AV. NO. YRS. TAUGHT	<u>15</u>		<u>10</u>		<u>22</u>	
AV. AGE OF TEACHERS	<u>42</u>		<u>35</u>		<u>53</u>	
NO. MARRIED TEACHERS	<u>40</u>	<u>20.9</u>	<u>27</u>	<u>14.1</u>	<u>13</u>	<u>6.8</u>
NO. EMPL. SPOUSES	<u>22</u>	<u>11.5</u>	<u>12</u>	<u>6.3</u>	<u>10</u>	<u>5.2</u>
NO. K-6 TEACHERS	<u>23</u>	<u>12.0</u>	<u>7</u>	<u>3.7</u>	<u>16</u>	<u>8.3</u>
NO. 7-12 TEACHERS	<u>28</u>	<u>14.6</u>	<u>23</u>	<u>12.0</u>	<u>5</u>	<u>2.6</u>
NO. NO GRADE REPORTED	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>
NO. BACHELOR DEGREES	<u>31</u>	<u>16.2</u>	<u>17</u>	<u>8.9</u>	<u>14</u>	<u>7.3</u>
NO. ADVANCED DEGREES	<u>19</u>	<u>10.0</u>	<u>12</u>	<u>6.3</u>	<u>7</u>	<u>3.7</u>
NO. NO DEGREE REPORTED	<u>1</u>	<u>5.2</u>	<u>1</u>	<u>5.2</u>	<u>0</u>	<u>.0</u>
NO. ELEM. DIST. TCHS.	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>
NO. I.S.D. TEACHERS	<u>51</u>	<u>26.7</u>	<u>30</u>	<u>15.7</u>	<u>21</u>	<u>11.0</u>
NO. DEP. DIST. TCHS.	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>
NO. SUMMER JOB 1963	<u>13</u>	<u>6.8</u>	<u>11</u>	<u>5.8</u>	<u>2</u>	<u>1.0</u>
AV. SUMMER INC. 1963	<u>\$ 840</u>		<u>\$ 926</u>		<u>\$ 280</u>	
AV. SUPP. INCOME SCHOOL YEAR 1963	<u>\$1178</u>		<u>\$1415</u>		<u>\$ 689</u>	

COUNTY Canadian NUMBER OF DISTRICTS REPRESENTED 5
 NUMBER OF CARDS MAILED TO TEACHERS WITHIN THE COUNTY 219
 NUMBER OF CARDS RETURNED FROM WITHIN THE COUNTY 140
 PERCENT OF CARDS RETURNED FROM WITHIN THE COUNTY 63.9
 THE PERCENTAGE DATA BELOW IS CALCULATED ON AN "N" OF 140

	TOTAL	%	MALE	%	FEMALE	%
NO. SUPP. INC. RTNS.	<u>33</u>	<u>23.6</u>	<u>19</u>	<u>13.6</u>	<u>14</u>	<u>10.0</u>
AV. SCHOOL SALARY	<u>\$5183</u>		<u>\$5376</u>		<u>\$4900</u>	
AV. NO. YRS. TAUGHT	<u>16</u>		<u>11</u>		<u>22</u>	
AV. AGE OF TEACHERS	<u>42</u>		<u>37</u>		<u>48</u>	
NO. MARRIED TEACHERS	<u>23</u>	<u>16.4</u>	<u>17</u>	<u>12.1</u>	<u>6</u>	<u>4.3</u>
NO. EMPL. SPOUSES	<u>16</u>	<u>11.4</u>	<u>11</u>	<u>7.9</u>	<u>5</u>	<u>3.5</u>
NO. K-6 TEACHERS	<u>10</u>	<u>7.1</u>	<u>1</u>	<u>.7</u>	<u>9</u>	<u>6.4</u>
NO. 7-12 TEACHERS	<u>23</u>	<u>16.4</u>	<u>18</u>	<u>12.9</u>	<u>5</u>	<u>3.5</u>
NO. NO GRADE REPORTED	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>
NO. BACHELOR DEGREES	<u>14</u>	<u>1.0</u>	<u>8</u>	<u>5.7</u>	<u>6</u>	<u>4.3</u>
NO. ADVANCED DEGREES	<u>19</u>	<u>13.6</u>	<u>11</u>	<u>7.9</u>	<u>8</u>	<u>5.7</u>
NO. NO DEGREE REPORTED	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>
NO. ELEM. DIST. TCHS.	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>
NO. I.S.D. TEACHERS	<u>32</u>	<u>22.9</u>	<u>18</u>	<u>12.9</u>	<u>14</u>	<u>10.0</u>
NO. DEP. DIST. TCHS.	<u>1</u>	<u>.7</u>	<u>1</u>	<u>.7</u>	<u>0</u>	<u>.0</u>
NO. SUMMER JOB 1963	<u>14</u>	<u>10.0</u>	<u>10</u>	<u>7.1</u>	<u>4</u>	<u>2.9</u>
AV. SUMMER INC. 1963	<u>\$ 534</u>		<u>\$ 661</u>		<u>\$ 249</u>	
AV. SUPP. INCOME SCHOOL YEAR 1963	<u>\$1524</u>		<u>\$1803</u>		<u>\$1067</u>	

COUNTY Carter NUMBER OF DISTRICTS REPRESENTED 9
 NUMBER OF CARDS MAILED TO TEACHERS WITHIN THE COUNTY 353
 NUMBER OF CARDS RETURNED FROM WITHIN THE COUNTY 225
 PERCENT OF CARDS RETURNED FROM WITHIN THE COUNTY 63.7
 THE PERCENTAGE DATA BELOW IS CALCULATED ON AN "N" OF 225

	TOTAL	%	MALE	%	FEMALE	%
NO. SUPP. INC. RTNS.	<u>60</u>	<u>26.6</u>	<u>32</u>	<u>14.2</u>	<u>28</u>	<u>12.4</u>
AV. SCHOOL SALARY	<u>\$4915</u>		<u>\$5090</u>		<u>\$4728</u>	
AV. NO. YRS. TAUGHT	<u>13</u>		<u>11</u>		<u>14</u>	
AV. AGE OF TEACHERS	<u>40</u>		<u>36</u>		<u>45</u>	
NO. MARRIED TEACHERS	<u>39</u>	<u>17.3</u>	<u>26</u>	<u>11.5</u>	<u>13</u>	<u>5.8</u>
NO. EMPL. SPOUSES	<u>22</u>	<u>9.8</u>	<u>9</u>	<u>4.0</u>	<u>13</u>	<u>5.8</u>
NO. K-6 TEACHERS	<u>22</u>	<u>9.8</u>	<u>7</u>	<u>3.1</u>	<u>15</u>	<u>6.7</u>
NO. 7-12 TEACHERS	<u>37</u>	<u>16.5</u>	<u>24</u>	<u>10.7</u>	<u>13</u>	<u>5.8</u>
NO. NO GRADE REPORTED	<u>1</u>	<u>.4</u>	<u>1</u>	<u>.4</u>	<u>0</u>	<u>.0</u>
NO. BACHELOR DEGREES	<u>40</u>	<u>17.8</u>	<u>24</u>	<u>10.7</u>	<u>16</u>	<u>7.1</u>
NO. ADVANCED DEGREES	<u>20</u>	<u>8.9</u>	<u>8</u>	<u>3.6</u>	<u>12</u>	<u>5.3</u>
NO. NO DEGREE REPORTED	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>
NO. ELEM. DIST. TCHS.	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>
NO. I.S.D. TEACHERS	<u>56</u>	<u>24.8</u>	<u>28</u>	<u>12.4</u>	<u>28</u>	<u>12.4</u>
NO. DEP. DIST. TCHS.	<u>4</u>	<u>.2</u>	<u>4</u>	<u>.2</u>	<u>0</u>	<u>.0</u>
NO. SUMMER JOB 1963	<u>24</u>	<u>10.6</u>	<u>19</u>	<u>8.4</u>	<u>5</u>	<u>2.2</u>
AV. SUMMER INC. 1963	<u>\$ 636</u>		<u>\$ 681</u>		<u>\$ 425</u>	
AV. SUPP. INCOME SCHOOL YEAR 1963	<u>\$1212</u>		<u>\$1309</u>		<u>\$1099</u>	

COUNTY Cherokee NUMBER OF DISTRICTS REPRESENTED 2
 NUMBER OF CARDS MAILED TO TEACHERS WITHIN THE COUNTY 102
 NUMBER OF CARDS RETURNED FROM WITHIN THE COUNTY 65
 PERCENT OF CARDS RETURNED FROM WITHIN THE COUNTY 63.7
 THE PERCENTAGE DATA BELOW IS CALCULATED ON AN "N" OF 65

	TOTAL	%	MALE	%	FEMALE	%
NO. SUPP. INC. RTNS.	<u>14</u>	<u>21.5</u>	<u>11</u>	<u>16.9</u>	<u>3</u>	<u>4.6</u>
AV. SCHOOL SALARY	<u>\$4900</u>		<u>\$4909</u>		<u>\$4866</u>	
AV. NO. YRS. TAUGHT	<u>11</u>		<u>10</u>		<u>15</u>	
AV. AGE OF TEACHERS	<u>40</u>		<u>38</u>		<u>45</u>	
NO. MARRIED TEACHERS	<u>12</u>	<u>18.5</u>	<u>10</u>	<u>15.4</u>	<u>2</u>	<u>3.1</u>
NO. EMPL. SPOUSES	<u>9</u>	<u>13.8</u>	<u>7</u>	<u>10.7</u>	<u>2</u>	<u>3.1</u>
NO. K-6 TEACHERS	<u>3</u>	<u>4.6</u>	<u>2</u>	<u>3.1</u>	<u>1</u>	<u>1.5</u>
NO. 7-12 TEACHERS	<u>11</u>	<u>16.9</u>	<u>9</u>	<u>13.8</u>	<u>2</u>	<u>3.1</u>
NO. NO GRADE REPORTED	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>
NO. BACHELOR DEGREES	<u>9</u>	<u>13.8</u>	<u>8</u>	<u>12.3</u>	<u>1</u>	<u>1.5</u>
NO. ADVANCED DEGREES	<u>5</u>	<u>7.7</u>	<u>3</u>	<u>4.6</u>	<u>2</u>	<u>3.1</u>
NO. NO DEGREE REPORTED	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>
NO. ELEM. DIST. TCHS.	<u>1</u>	<u>1.5</u>	<u>1</u>	<u>1.5</u>	<u>0</u>	<u>.0</u>
NO. I.S.D. TEACHERS	<u>13</u>	<u>20.0</u>	<u>10</u>	<u>15.4</u>	<u>3</u>	<u>4.6</u>
NO. DEP. DIST. TCHS.	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>
NO. SUMMER JOB 1963	<u>8</u>	<u>12.3</u>	<u>7</u>	<u>10.8</u>	<u>1</u>	<u>1.5</u>
AV. SUMMER INC. 1963	<u>\$ 604</u>		<u>\$ 646</u>		<u>\$ 350</u>	
AV. SUPP. INCOME SCHOOL YEAR 1963	<u>\$ 851</u>		<u>\$ 948</u>		<u>\$ 560</u>	

COUNTY Choctaw NUMBER OF DISTRICTS REPRESENTED 6
 NUMBER OF CARDS MAILED TO TEACHERS WITHIN THE COUNTY 129
 NUMBER OF CARDS RETURNED FROM WITHIN THE COUNTY 82
 PERCENT OF CARDS RETURNED FROM WITHIN THE COUNTY 63.6
 THE PERCENTAGE DATA BELOW IS CALCULATED ON AN "N" OF 82

	TOTAL	%	MALE	%	FEMALE	%
NO. SUPP. INC. RTNS.	<u>10</u>	<u>12.2</u>	<u>9</u>	<u>11.0</u>	<u>1</u>	<u>1.2</u>
AV. SCHOOL SALARY	<u>\$5278</u>		<u>\$5301</u>		<u>\$5100</u>	
AV. NO. YRS. TAUGHT	<u>13</u>		<u>13</u>		<u>17</u>	
AV. AGE OF TEACHERS	<u>40</u>		<u>37</u>		<u>60</u>	
NO. MARRIED TEACHERS	<u>8</u>	<u>9.7</u>	<u>8</u>	<u>9.7</u>	<u>0</u>	<u>.0</u>
NO. EMPL. SPOUSES	<u>4</u>	<u>4.9</u>	<u>4</u>	<u>4.9</u>	<u>0</u>	<u>.0</u>
NO. K-6 TEACHERS	<u>3</u>	<u>3.7</u>	<u>3</u>	<u>3.7</u>	<u>0</u>	<u>.0</u>
NO. 7-12 TEACHERS	<u>7</u>	<u>8.5</u>	<u>6</u>	<u>7.3</u>	<u>1</u>	<u>1.2</u>
NO. NO GRADE REPORTED	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>
NO. BACHELOR DEGREES	<u>4</u>	<u>4.9</u>	<u>3</u>	<u>3.7</u>	<u>1</u>	<u>1.2</u>
NO. ADVANCED DEGREES	<u>6</u>	<u>7.3</u>	<u>6</u>	<u>7.3</u>	<u>0</u>	<u>.0</u>
NO. NO DEGREE REPORTED	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>
NO. ELEM. DIST. TCHS.	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>
NO. I.S.D. TEACHERS	<u>10</u>	<u>12.2</u>	<u>9</u>	<u>11.0</u>	<u>1</u>	<u>1.2</u>
NO. DEP. DIST. TCHS.	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>
NO. SUMMER JOB 1963	<u>4</u>	<u>4.9</u>	<u>4</u>	<u>4.9</u>	<u>0</u>	<u>.0</u>
AV. SUMMER INC. 1963	<u>\$ 400</u>		<u>\$ 400</u>		<u>\$</u>	
AV. SUPP. INCOME SCHOOL YEAR 1963	<u>\$1315</u>		<u>\$1450</u>		<u>\$ 240</u>	

COUNTY Cimarron NUMBER OF DISTRICTS REPRESENTED 2
 NUMBER OF CARDS MAILED TO TEACHERS WITHIN THE COUNTY 60
 NUMBER OF CARDS RETURNED FROM WITHIN THE COUNTY 11
 PERCENT OF CARDS RETURNED FROM WITHIN THE COUNTY 18.3
 THE PERCENTAGE DATA BELOW IS CALCULATED ON AN "N" OF 11

	TOTAL	%	MALE	%	FEMALE	%
NO. SUPP. INC. RTNS.	<u>3</u>	<u>27.3</u>	<u>3</u>	<u>27.3</u>	<u>0</u>	<u>.0</u>
AV. SCHOOL SALARY	<u>\$4266</u>		<u>\$4266</u>		<u>\$</u>	
AV. NO. YRS. TAUGHT	<u>4</u>		<u>4</u>			
AV. AGE OF TEACHERS	<u>27</u>		<u>27</u>			
NO. MARRIED TEACHERS	<u>3</u>	<u>27.3</u>	<u>3</u>	<u>27.3</u>	<u>0</u>	<u>.0</u>
NO. EMPL. SPOUSES	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>
NO. K-6 TEACHERS	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>
NO. 7-12 TEACHERS	<u>3</u>	<u>27.3</u>	<u>3</u>	<u>27.3</u>	<u>0</u>	<u>.0</u>
NO. NO GRADE REPORTED	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>
NO. BACHELOR DEGREES	<u>3</u>	<u>27.3</u>	<u>3</u>	<u>27.3</u>	<u>0</u>	<u>.0</u>
NO. ADVANCED DEGREES	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>
NO. NO DEGREE REPORTED	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>
NO. ELEM. DIST. TCHS.	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>
NO. I.S.D. TEACHERS	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>
NO. DEP. DIST. TCHS.	<u>3</u>	<u>27.3</u>	<u>3</u>	<u>27.3</u>	<u>0</u>	<u>.0</u>
NO. SUMMER JOB 1963	<u>3</u>	<u>27.3</u>	<u>3</u>	<u>27.3</u>	<u>0</u>	<u>.0</u>
AV. SUMMER INC. 1963	<u>\$ 316</u>		<u>\$ 316</u>		<u>\$</u>	
AV. SUPP. INCOME SCHOOL YEAR 1963	<u>\$1525</u>		<u>\$1525</u>		<u>\$</u>	

COUNTY Cleveland NUMBER OF DISTRICTS REPRESENTED 4
 NUMBER OF CARDS MAILED TO TEACHERS WITHIN THE COUNTY 474
 NUMBER OF CARDS RETURNED FROM WITHIN THE COUNTY 287
 PERCENT OF CARDS RETURNED FROM WITHIN THE COUNTY 60.5
 THE PERCENTAGE DATA BELOW IS CALCULATED ON AN "N" OF 287

	TOTAL	%	MALE	%	FEMALE	%
NO. SUPP. INC. RTNS.	<u>69</u>	<u>24.0</u>	<u>32</u>	<u>11.1</u>	<u>37</u>	<u>12.9</u>
AV. SCHOOL SALARY	<u>\$5030</u>		<u>\$5248</u>		<u>\$4818</u>	
AV. NO. YRS. TAUGHT	<u>13</u>		<u>12</u>		<u>13</u>	
AV. AGE OF TEACHERS	<u>41</u>		<u>38</u>		<u>44</u>	
NO. MARRIED TEACHERS	<u>56</u>	<u>19.5</u>	<u>31</u>	<u>10.8</u>	<u>25</u>	<u>8.7</u>
NO. EMPL. SPOUSES	<u>37</u>	<u>12.9</u>	<u>16</u>	<u>5.6</u>	<u>21</u>	<u>7.3</u>
NO. K-6 TEACHERS	<u>29</u>	<u>10.1</u>	<u>5</u>	<u>1.7</u>	<u>24</u>	<u>8.4</u>
NO. 7-12 TEACHERS	<u>40</u>	<u>13.9</u>	<u>27</u>	<u>9.4</u>	<u>13</u>	<u>4.5</u>
NO. NO GRADE REPORTED	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>
NO. BACHELOR DEGREES	<u>40</u>	<u>14.0</u>	<u>16</u>	<u>5.6</u>	<u>24</u>	<u>8.4</u>
NO. ADVANCED DEGREES	<u>29</u>	<u>10.1</u>	<u>16</u>	<u>5.6</u>	<u>13</u>	<u>4.5</u>
NO. NO DEGREE REPORTED	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>
NO. ELEM. DIST. TCHS.	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>
NO. I.S.D. TEACHERS	<u>69</u>	<u>24.0</u>	<u>32</u>	<u>11.1</u>	<u>37</u>	<u>12.9</u>
NO. DEP. DIST. TCHS.	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>
NO. SUMMER JOB 1963	<u>34</u>	<u>11.8</u>	<u>22</u>	<u>7.6</u>	<u>12</u>	<u>4.2</u>
AV. SUMMER INC. 1963	<u>\$ 687</u>		<u>\$ 699</u>		<u>\$ 661</u>	
AV. SUPP. INCOME SCHOOL YEAR 1963	<u>\$1317</u>		<u>\$ 911</u>		<u>\$1752</u>	

COUNTY Coal NUMBER OF DISTRICTS REPRESENTED 1
 NUMBER OF CARDS MAILED TO TEACHERS WITHIN THE COUNTY 42
 NUMBER OF CARDS RETURNED FROM WITHIN THE COUNTY 23
 PERCENT OF CARDS RETURNED FROM WITHIN THE COUNTY 54.8
 THE PERCENTAGE DATA BELOW IS CALCULATED ON AN "N" OF 23

	TOTAL	%	MALE	%	FEMALE	%
NO. SUPP. INC. RTNS.	<u>2</u>	<u>8.7</u>	<u>2</u>	<u>8.7</u>	<u>0</u>	<u>.0</u>
AV. SCHOOL SALARY	<u>\$5100</u>		<u>\$5100</u>		<u>\$</u>	
AV. NO. YRS. TAUGHT	<u>9</u>		<u>9</u>			
AV. AGE OF TEACHERS	<u>33</u>		<u>33</u>			
NO. MARRIED TEACHERS	<u>2</u>	<u>8.7</u>	<u>2</u>	<u>8.7</u>	<u>0</u>	<u>.0</u>
NO. EMPL. SPOUSES	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>
NO. K-6 TEACHERS	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>
NO. 7-12 TEACHERS	<u>2</u>	<u>8.7</u>	<u>2</u>	<u>8.7</u>	<u>0</u>	<u>.0</u>
NO. NO GRADE REPORTED	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>
NO. BACHELOR DEGREES	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>
NO. ADVANCED DEGREES	<u>2</u>	<u>8.7</u>	<u>2</u>	<u>8.7</u>	<u>0</u>	<u>.0</u>
NO. NO DEGREE REPORTED	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>
NO. ELEM. DIST. TCHS.	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>
NO. I.S.D. TEACHERS	<u>2</u>	<u>8.7</u>	<u>2</u>	<u>8.7</u>	<u>0</u>	<u>.0</u>
NO. DEP. DIST. TCHS.	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>
NO. SUMMER JOB 1963	<u>2</u>	<u>8.7</u>	<u>2</u>	<u>8.7</u>	<u>0</u>	<u>.0</u>
AV. SUMMER INC. 1963	<u>\$ 675</u>		<u>\$ 675</u>		<u>\$</u>	
AV. SUPP. INCOME SCHOOL YEAR 1963	<u>\$ 975</u>		<u>\$ 975</u>		<u>\$</u>	

COUNTY Comanche NUMBER OF DISTRICTS REPRESENTED 8
 NUMBER OF CARDS MAILED TO TEACHERS WITHIN THE COUNTY 789
 NUMBER OF CARDS RETURNED FROM WITHIN THE COUNTY 582
 PERCENT OF CARDS RETURNED FROM WITHIN THE COUNTY 73.8
 THE PERCENTAGE DATA BELOW IS CALCULATED ON AN "N" OF 582

	TOTAL	%	MALE	%	FEMALE	%
NO. SUPP. INC. RTNS.	<u>140</u>	<u>24.0</u>	<u>84</u>	<u>14.4</u>	<u>56</u>	<u>9.6</u>
AV. SCHOOL SALARY	<u>\$5099</u>		<u>\$5141</u>		<u>\$5032</u>	
AV. NO. YRS. TAUGHT	<u>14</u>		<u>12</u>		<u>16</u>	
AV. AGE OF TEACHERS	<u>41</u>		<u>39</u>		<u>45</u>	
NO. MARRIED TEACHERS	<u>109</u>	<u>18.7</u>	<u>79</u>	<u>13.6</u>	<u>30</u>	<u>5.1</u>
NO. EMPL. SPOUSES	<u>81</u>	<u>13.9</u>	<u>53</u>	<u>9.1</u>	<u>28</u>	<u>4.8</u>
NO. K-6 TEACHERS	<u>59</u>	<u>10.1</u>	<u>19</u>	<u>3.3</u>	<u>40</u>	<u>6.8</u>
NO. 7-12 TEACHERS	<u>81</u>	<u>13.9</u>	<u>65</u>	<u>11.2</u>	<u>16</u>	<u>2.7</u>
NO. NO GRADE REPORTED	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>
NO. BACHELOR DEGREES	<u>91</u>	<u>15.6</u>	<u>52</u>	<u>8.9</u>	<u>39</u>	<u>6.7</u>
NO. ADVANCED DEGREES	<u>49</u>	<u>8.4</u>	<u>32</u>	<u>5.5</u>	<u>17</u>	<u>2.9</u>
NO. NO DEGREE REPORTED	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>
NO. ELEM. DIST. TCHS.	<u>4</u>	<u>.7</u>	<u>3</u>	<u>.5</u>	<u>1</u>	<u>.2</u>
NO. I.S.D. TEACHERS	<u>136</u>	<u>23.4</u>	<u>81</u>	<u>13.9</u>	<u>55</u>	<u>9.5</u>
NO. DEP. DIST. TCHS.	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>
NO. SUMMER JOB 1963	<u>66</u>	<u>11.3</u>	<u>51</u>	<u>8.8</u>	<u>15</u>	<u>2.5</u>
AV. SUMMER INC. 1963	<u>\$ 863</u>		<u>\$ 973</u>		<u>\$ 505</u>	
AV. SUPP. INCOME SCHOOL YEAR 1963	<u>\$1224</u>		<u>\$1463</u>		<u>\$ 832</u>	

COUNTY Cotton NUMBER OF DISTRICTS REPRESENTED 1
 NUMBER OF CARDS MAILED TO TEACHERS WITHIN THE COUNTY 77
 NUMBER OF CARDS RETURNED FROM WITHIN THE COUNTY 17
 PERCENT OF CARDS RETURNED FROM WITHIN THE COUNTY 22.1
 THE PERCENTAGE DATA BELOW IS CALCULATED ON AN "N" OF 17

	TOTAL	%	MALE	%	FEMALE	%
NO. SUPP. INC. RTNS.	<u>4</u>	<u>23.5</u>	<u>0</u>	<u>.0</u>	<u>4</u>	<u>23.5</u>
AV. SCHOOL SALARY	<u>\$5200</u>		<u>\$</u>		<u>\$5200</u>	
AV. NO. YRS. TAUGHT	<u>22</u>				<u>22</u>	
AV. AGE OF TEACHERS	<u>57</u>				<u>57</u>	
NO. MARRIED TEACHERS	<u>1</u>	<u>5.9</u>	<u>0</u>	<u>.0</u>	<u>1</u>	<u>5.9</u>
NO. EMPL. SPOUSES	<u>1</u>	<u>5.9</u>	<u>0</u>	<u>.0</u>	<u>1</u>	<u>5.9</u>
NO. K-6 TEACHERS	<u>3</u>	<u>17.6</u>	<u>0</u>	<u>.0</u>	<u>3</u>	<u>17.6</u>
NO. 7-12 TEACHERS	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>
NO. NO GRADE REPORTED	<u>1</u>	<u>5.9</u>	<u>0</u>	<u>.0</u>	<u>1</u>	<u>5.9</u>
NO. BACHELOR DEGREES	<u>2</u>	<u>11.8</u>	<u>0</u>	<u>.0</u>	<u>2</u>	<u>11.8</u>
NO. ADVANCED DEGREES	<u>2</u>	<u>11.8</u>	<u>0</u>	<u>.0</u>	<u>2</u>	<u>11.8</u>
NO. NO DEGREE REPORTED	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>
NO. ELEM. DIST. TCHS.	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>
NO. I.S.D. TEACHERS	<u>4</u>	<u>23.5</u>	<u>0</u>	<u>.0</u>	<u>4</u>	<u>23.5</u>
NO. DEP. DIST. TCHS.	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>
NO. SUMMER JOB 1963	<u>2</u>	<u>11.8</u>	<u>0</u>	<u>.0</u>	<u>2</u>	<u>11.8</u>
AV. SUMMER INC. 1963	<u>\$ 500</u>		<u>\$</u>		<u>\$ 500</u>	
AV. SUPP. INCOME SCHOOL YEAR 1963	<u>\$1750</u>		<u>\$</u>		<u>\$1750</u>	

COUNTY Craig NUMBER OF DISTRICTS REPRESENTED 4
 NUMBER OF CARDS MAILED TO TEACHERS WITHIN THE COUNTY 105
 NUMBER OF CARDS RETURNED FROM WITHIN THE COUNTY 84
 PERCENT OF CARDS RETURNED FROM WITHIN THE COUNTY 80.0
 THE PERCENTAGE DATA BELOW IS CALCULATED ON AN "N" OF 84

	--	TOTAL	%	MALE	%	FEMALE	%
NO. SUPP. INC. RTNS.		<u>15</u>	<u>17.8</u>	<u>10</u>	<u>11.9</u>	<u>5</u>	<u>5.9</u>
AV. SCHOOL SALARY		<u>\$5102</u>		<u>\$5029</u>		<u>\$5250</u>	
AV. NO. YRS. TAUGHT		<u>15</u>		<u>12</u>		<u>21</u>	
AV. AGE OF TEACHERS		<u>39</u>		<u>35</u>		<u>48</u>	
NO. MARRIED TEACHERS		<u>13</u>	<u>15.4</u>	<u>10</u>	<u>11.9</u>	<u>3</u>	<u>3.5</u>
NO. EMPL. SPOUSES		<u>7</u>	<u>8.3</u>	<u>5</u>	<u>5.9</u>	<u>2</u>	<u>2.4</u>
NO. K-6 TEACHERS		<u>4</u>	<u>4.8</u>	<u>2</u>	<u>2.4</u>	<u>2</u>	<u>2.4</u>
NO. 7-12 TEACHERS		<u>11</u>	<u>13.0</u>	<u>8</u>	<u>9.5</u>	<u>3</u>	<u>3.5</u>
NO. NO GRADE REPORTED		<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>
NO. BACHELOR DEGREES		<u>8</u>	<u>9.5</u>	<u>6</u>	<u>7.1</u>	<u>2</u>	<u>2.4</u>
NO. ADVANCED DEGREES		<u>7</u>	<u>8.3</u>	<u>4</u>	<u>4.8</u>	<u>3</u>	<u>3.5</u>
NO. NO DEGREE REPORTED		<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>
NO. ELEM. DIST. TCHS.		<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>
NO. I.S.D. TEACHERS		<u>15</u>	<u>17.8</u>	<u>10</u>	<u>11.9</u>	<u>5</u>	<u>5.9</u>
NO. DEP. DIST. TCHS.		<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>
NO. SUMMER JOB 1963		<u>5</u>	<u>5.9</u>	<u>5</u>	<u>5.9</u>	<u>0</u>	<u>.0</u>
AV. SUMMER INC. 1963		<u>\$ 705</u>		<u>\$ 705</u>		<u>\$</u>	
AV. SUPP. INCOME SCHOOL YEAR 1963		<u>\$ 867</u>		<u>\$ 929</u>		<u>\$ 714</u>	

COUNTY Creek NUMBER OF DISTRICTS REPRESENTED 11
 NUMBER OF CARDS MAILED TO TEACHERS WITHIN THE COUNTY 337
 NUMBER OF CARDS RETURNED FROM WITHIN THE COUNTY 278
 PERCENT OF CARDS RETURNED FROM WITHIN THE COUNTY 82.5
 THE PERCENTAGE DATA BELOW IS CALCULATED ON AN "N" OF 278

	TOTAL	%	MALE	%	FEMALE	%
NO. SUPP. INC. RTNS.	<u>56</u>	<u>20.1</u>	<u>32</u>	<u>11.5</u>	<u>24</u>	<u>8.6</u>
AV. SCHOOL SALARY	<u>\$4932</u>		<u>\$5007</u>		<u>\$4827</u>	
AV. NO. YRS. TAUGHT	<u>13</u>		<u>10</u>		<u>16</u>	
AV. AGE OF TEACHERS	<u>40</u>		<u>36</u>		<u>45</u>	
NO. MARRIED TEACHERS	<u>46</u>	<u>16.5</u>	<u>29</u>	<u>10.4</u>	<u>17</u>	<u>6.1</u>
NO. EMPL. SPOUSES	<u>26</u>	<u>9.3</u>	<u>11</u>	<u>3.9</u>	<u>15</u>	<u>5.4</u>
NO. K-6 TEACHERS	<u>21</u>	<u>7.5</u>	<u>6</u>	<u>2.1</u>	<u>15</u>	<u>5.4</u>
NO. 7-12 TEACHERS	<u>35</u>	<u>12.6</u>	<u>26</u>	<u>9.4</u>	<u>9</u>	<u>3.2</u>
NO. NO GRADE REPORTED	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>
NO. BACHELOR DEGREES	<u>39</u>	<u>14.0</u>	<u>21</u>	<u>7.5</u>	<u>18</u>	<u>6.5</u>
NO. ADVANCED DEGREES	<u>17</u>	<u>6.1</u>	<u>11</u>	<u>3.9</u>	<u>6</u>	<u>2.2</u>
NO. NO DEGREE REPORTED	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>
NO. ELEM. DIST. TCHS.	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>
NO. I.S.D. TEACHERS	<u>52</u>	<u>18.7</u>	<u>29</u>	<u>10.4</u>	<u>23</u>	<u>8.3</u>
NO. DEP. DIST. TCHS.	<u>4</u>	<u>1.4</u>	<u>3</u>	<u>1.1</u>	<u>1</u>	<u>.3</u>
NO. SUMMER JOB 1963	<u>29</u>	<u>10.4</u>	<u>19</u>	<u>6.8</u>	<u>10</u>	<u>3.6</u>
AV. SUMMER INC. 1963	<u>\$ 584</u>		<u>\$ 667</u>		<u>\$ 300</u>	
AV. SUPP. INCOME SCHOOL YEAR 1963	<u>\$ 875</u>		<u>\$ 848</u>		<u>\$ 918</u>	

COUNTY Custer NUMBER OF DISTRICTS REPRESENTED 5
 NUMBER OF CARDS MAILED TO TEACHERS WITHIN THE COUNTY 183
 NUMBER OF CARDS RETURNED FROM WITHIN THE COUNTY 125
 PERCENT OF CARDS RETURNED FROM WITHIN THE COUNTY 68.3
 THE PERCENTAGE DATA BELOW IS CALCULATED ON AN "N" OF 125

	TOTAL	%	MALE	%	FEMALE	%
NO. SUPP. INC. RTNS.	<u>33</u>	<u>26.4</u>	<u>17</u>	<u>13.6</u>	<u>16</u>	<u>12.8</u>
AV. SCHOOL SALARY	<u>\$5020</u>		<u>\$5124</u>		<u>\$4910</u>	
AV. NO. YRS. TAUGHT	<u>16</u>		<u>12</u>		<u>22</u>	
AV. AGE OF TEACHERS	<u>43</u>		<u>39</u>		<u>47</u>	
NO. MARRIED TEACHERS	<u>21</u>	<u>16.8</u>	<u>17</u>	<u>13.6</u>	<u>4</u>	<u>3.2</u>
NO. EMPL. SPOUSES	<u>12</u>	<u>9.6</u>	<u>8</u>	<u>6.4</u>	<u>4</u>	<u>3.2</u>
NO. K-2 TEACHERS	<u>13</u>	<u>10.4</u>	<u>4</u>	<u>3.2</u>	<u>9</u>	<u>7.2</u>
NO. 7-12 TEACHERS	<u>19</u>	<u>15.2</u>	<u>12</u>	<u>9.6</u>	<u>7</u>	<u>5.6</u>
NO. NO GRADE REPORTED	<u>1</u>	<u>.8</u>	<u>1</u>	<u>.8</u>	<u>0</u>	<u>.0</u>
NO. BACHELOR DEGREES	<u>22</u>	<u>17.6</u>	<u>13</u>	<u>10.4</u>	<u>9</u>	<u>7.2</u>
NO. ADVANCED DEGREES	<u>11</u>	<u>8.8</u>	<u>4</u>	<u>3.2</u>	<u>7</u>	<u>5.6</u>
NO. NO DEGREE REPORTED	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>
NO. ELEM. DIST. TCHS.	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>
NO. I.S.D. TEACHERS	<u>33</u>	<u>26.4</u>	<u>17</u>	<u>13.6</u>	<u>16</u>	<u>12.8</u>
NO. DEP. DIST. TCHS.	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>
NO. SUMMER JOB 1963	<u>17</u>	<u>13.6</u>	<u>11</u>	<u>8.8</u>	<u>6</u>	<u>4.8</u>
AV. SUMMER INC. 1963	<u>\$1165</u>		<u>\$1504</u>		<u>\$ 320</u>	
AV. SUPP. INCOME SCHOOL YEAR 1963	<u>\$1459</u>		<u>\$2036</u>		<u>\$ 883</u>	

COUNTY Delaware NUMBER OF DISTRICTS REPRESENTED 4
 NUMBER OF CARDS MAILED TO TEACHERS WITHIN THE COUNTY 113
 NUMBER OF CARDS RETURNED FROM WITHIN THE COUNTY 75
 PERCENT OF CARDS RETURNED FROM WITHIN THE COUNTY 66.4
 THE PERCENTAGE DATA BELOW IS CALCULATED ON AN "N" OF 75

	TOTAL	%	MALE	%	FEMALE	%
NO. SUPP. INC. RTNS.	<u>20</u>	<u>26.6</u>	<u>13</u>	<u>17.3</u>	<u>7</u>	<u>9.3</u>
AV. SCHOOL SALARY	<u>\$4937</u>		<u>\$5057</u>		<u>\$4714</u>	
AV. NO. YRS. TAUGHT	<u>15</u>		<u>13</u>		<u>18</u>	
AV. AGE OF TEACHERS	<u>41</u>		<u>38</u>		<u>45</u>	
NO. MARRIED TEACHERS	<u>19</u>	<u>25.3</u>	<u>13</u>	<u>17.3</u>	<u>6</u>	<u>8.0</u>
NO. EMPL. SPOUSES	<u>10</u>	<u>13.3</u>	<u>6</u>	<u>8.0</u>	<u>4</u>	<u>5.3</u>
NO. K-6 TEACHERS	<u>4</u>	<u>5.3</u>	<u>1</u>	<u>1.3</u>	<u>3</u>	<u>4.0</u>
NO. 7-12 TEACHERS	<u>16</u>	<u>21.3</u>	<u>12</u>	<u>16.0</u>	<u>4</u>	<u>5.3</u>
NO. NO GRADE REPORTED	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>
NO. BACHELOR DEGREES	<u>11</u>	<u>14.7</u>	<u>6</u>	<u>8.0</u>	<u>5</u>	<u>6.7</u>
NO. ADVANCED DEGREES	<u>7</u>	<u>9.3</u>	<u>5</u>	<u>6.7</u>	<u>2</u>	<u>2.6</u>
NO. NO DEGREE REPORTED	<u>2</u>	<u>2.6</u>	<u>2</u>	<u>2.6</u>	<u>0</u>	<u>.0</u>
NO. ELEM. DIST. TCHS.	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>
NO. I.S.D. TEACHERS	<u>20</u>	<u>26.6</u>	<u>13</u>	<u>17.3</u>	<u>7</u>	<u>9.3</u>
NO. DEP.DIST. TCHS.	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>
NO. SUMMER JOB 1963	<u>14</u>	<u>18.7</u>	<u>9</u>	<u>12.0</u>	<u>5</u>	<u>6.7</u>
AV. SUMMER INC. 1963	<u>\$ 793</u>		<u>\$ 962</u>		<u>\$ 415</u>	
AV. SUPP. INCOME SCHOOL YEAR 1963	<u>\$1097</u>		<u>\$1330</u>		<u>\$ 731</u>	

COUNTY Dewey NUMBER OF DISTRICTS REPRESENTED 6
 NUMBER OF CARDS MAILED TO TEACHERS WITHIN THE COUNTY 73
 NUMBER OF CARDS RETURNED FROM WITHIN THE COUNTY 63
 PERCENT OF CARDS RETURNED FROM WITHIN THE COUNTY 86.3
 THE PERCENTAGE DATA BELOW IS CALCULATED ON AN "N" OF 63

	TOTAL	%	MALE	%	FEMALE	%
NO. SUPP. INC. RTNS.	<u>15</u>	<u>23.8</u>	<u>8</u>	<u>12.7</u>	<u>7</u>	<u>11.1</u>
AV. SCHOOL SALARY	<u>\$5114</u>		<u>\$5270</u>		<u>\$4700</u>	
AV. NO. YRS. TAUGHT	<u>13</u>		<u>11</u>		<u>16</u>	
AV. AGE OF TEACHERS	<u>42</u>		<u>35</u>		<u>50</u>	
NO. MARRIED TEACHERS	<u>12</u>	<u>19.0</u>	<u>7</u>	<u>11.1</u>	<u>5</u>	<u>7.9</u>
NO. EMPL. SPOUSES	<u>7</u>	<u>11.1</u>	<u>3</u>	<u>4.8</u>	<u>4</u>	<u>6.3</u>
NO. K-6 TEACHERS	<u>7</u>	<u>11.1</u>	<u>5</u>	<u>7.9</u>	<u>2</u>	<u>3.2</u>
NO. 7-12 TEACHERS	<u>8</u>	<u>12.7</u>	<u>7</u>	<u>11.1</u>	<u>1</u>	<u>1.6</u>
NO. NO GRADE REPORTED	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>
NO. BACHELOR DEGREES	<u>13</u>	<u>20.6</u>	<u>7</u>	<u>11.1</u>	<u>6</u>	<u>9.5</u>
NO. ADVANCED DEGREES	<u>1</u>	<u>1.6</u>	<u>1</u>	<u>1.6</u>	<u>0</u>	<u>.0</u>
NO. NO DEGREE REPORTED	<u>1</u>	<u>1.6</u>	<u>0</u>	<u>.0</u>	<u>1</u>	<u>1.6</u>
NO. ELEM. DIST. TCHS.	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>
NO. I.S.D. TEACHERS	<u>8</u>	<u>12.7</u>	<u>3</u>	<u>4.8</u>	<u>5</u>	<u>7.9</u>
NO. DEP.DIST. TCHS.	<u>7</u>	<u>11.1</u>	<u>5</u>	<u>7.9</u>	<u>2</u>	<u>3.2</u>
NO. SUMMER JOB 1963	<u>4</u>	<u>6.3</u>	<u>3</u>	<u>4.8</u>	<u>1</u>	<u>1.6</u>
AV. SUMMER INC. 1963	<u>\$ 466</u>		<u>\$ 650</u>		<u>\$ 100</u>	
AV. SUPP. INCOME SCHOOL YEAR 1963	<u>\$1799</u>		<u>\$2400</u>		<u>\$ 748</u>	

COUNTY Ellis NUMBER OF DISTRICTS REPRESENTED 3
 NUMBER OF CARDS MAILED TO TEACHERS WITHIN THE COUNTY 52
 NUMBER OF CARDS RETURNED FROM WITHIN THE COUNTY 36
 PERCENT OF CARDS RETURNED FROM WITHIN THE COUNTY 69.2
 THE PERCENTAGE DATA BELOW IS CALCULATED ON AN "N" OF 36

	TOTAL	%	MALE	%	FEMALE	%
NO. SUPP. INC. RTNS.	<u>12</u>	<u>33.3</u>	<u>8</u>	<u>22.2</u>	<u>4</u>	<u>11.1</u>
AV. SCHOOL SALARY	<u>\$5491</u>		<u>\$5587</u>		<u>\$5300</u>	
AV. NO. YRS. TAUGHT	<u>21</u>		<u>17</u>		<u>29</u>	
AV. AGE OF TEACHERS	<u>47</u>		<u>43</u>		<u>56</u>	
NO. MARRIED TEACHERS	<u>8</u>	<u>22.2</u>	<u>7</u>	<u>19.4</u>	<u>1</u>	<u>2.8</u>
NO. EMPL. SPOUSES	<u>2</u>	<u>5.6</u>	<u>1</u>	<u>2.8</u>	<u>1</u>	<u>2.8</u>
NO. K-6 TEACHERS	<u>3</u>	<u>8.3</u>	<u>1</u>	<u>2.8</u>	<u>2</u>	<u>5.5</u>
NO. 7-12 TEACHERS	<u>9</u>	<u>24.9</u>	<u>7</u>	<u>19.4</u>	<u>2</u>	<u>5.5</u>
NO. NO GRADE REPORTED	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>
NO. BACHELOR DEGREES	<u>5</u>	<u>13.9</u>	<u>3</u>	<u>8.3</u>	<u>2</u>	<u>5.5</u>
NO. ADVANCED DEGREES	<u>7</u>	<u>19.4</u>	<u>5</u>	<u>13.9</u>	<u>2</u>	<u>5.5</u>
NO. NO DEGREE REPORTED	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>
NO. ELEM. DIST. TCHS.	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>
NO. I.S.D. TEACHERS	<u>12</u>	<u>33.3</u>	<u>8</u>	<u>22.2</u>	<u>4</u>	<u>11.1</u>
NO. DEP. DIST. TCHS.	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>
NO. SUMMER JOB 1963	<u>4</u>	<u>11.1</u>	<u>3</u>	<u>8.3</u>	<u>1</u>	<u>2.8</u>
AV. SUMMER INC. 1963	<u>\$ 700</u>		<u>\$ 683</u>		<u>\$ 750</u>	
AV. SUPP. INCOME SCHOOL YEAR 1963	<u>\$ 901</u>		<u>\$1135</u>		<u>\$ 491</u>	

COUNTY Garfield NUMBER OF DISTRICTS REPRESENTED 12
 NUMBER OF CARDS MAILED TO TEACHERS WITHIN THE COUNTY 474
 NUMBER OF CARDS RETURNED FROM WITHIN THE COUNTY 333
 PERCENT OF CARDS RETURNED FROM WITHIN THE COUNTY 70.2
 THE PERCENTAGE DATA BELOW IS CALCULATED ON AN "N" OF 333

	TOTAL	%	MALE	%	FEMALE	%
NO. SUPP. INC. RTNS.	<u>78</u>	<u>23.4</u>	<u>41</u>	<u>12.3</u>	<u>37</u>	<u>11.1</u>
AV. SCHOOL SALARY	<u>\$5008</u>		<u>\$5141</u>		<u>\$4837</u>	
AV. NO. YRS. TAUGHT	<u>14</u>		<u>12</u>		<u>15</u>	
AV. AGE OF TEACHERS	<u>41</u>		<u>38</u>		<u>45</u>	
NO. MARRIED TEACHERS	<u>57</u>	<u>17.1</u>	<u>37</u>	<u>11.1</u>	<u>20</u>	<u>6.0</u>
NO. EMPL. SPOUSES	<u>36</u>	<u>10.8</u>	<u>17</u>	<u>5.1</u>	<u>19</u>	<u>5.7</u>
NO. K-6 TEACHERS	<u>29</u>	<u>8.7</u>	<u>3</u>	<u>.9</u>	<u>26</u>	<u>7.8</u>
NO. 7-12 TEACHERS	<u>49</u>	<u>14.7</u>	<u>38</u>	<u>11.4</u>	<u>11</u>	<u>3.3</u>
NO. NO GRADE REPORTED	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>
NO. BACHELOR DEGREES	<u>55</u>	<u>16.5</u>	<u>26</u>	<u>7.8</u>	<u>29</u>	<u>8.7</u>
NO. ADVANCED DEGREES	<u>23</u>	<u>6.9</u>	<u>15</u>	<u>4.5</u>	<u>8</u>	<u>2.4</u>
NO. NO DEGREE REPORTED	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>
NO. ELEM. DIST. TCHS.	<u>3</u>	<u>.9</u>	<u>2</u>	<u>.6</u>	<u>1</u>	<u>.3</u>
NO. I.S.D. TEACHERS	<u>66</u>	<u>19.8</u>	<u>32</u>	<u>9.6</u>	<u>34</u>	<u>10.2</u>
NO. DEP. DIST. TCHS.	<u>9</u>	<u>2.7</u>	<u>7</u>	<u>2.1</u>	<u>2</u>	<u>.6</u>
NO. SUMMER JOB 1963	<u>30</u>	<u>9.0</u>	<u>21</u>	<u>6.3</u>	<u>9</u>	<u>2.7</u>
AV. SUMMER INC. 1963	<u>\$ 603</u>		<u>\$ 666</u>		<u>\$ 431</u>	
AV. SUPP. INCOME SCHOOL YEAR 1963	<u>\$ 881</u>		<u>\$1037</u>		<u>\$ 639</u>	

COUNTY Garvin NUMBER OF DISTRICTS REPRESENTED 11
 NUMBER OF CARDS MAILED TO TEACHERS WITHIN THE COUNTY 255
 NUMBER OF CARDS RETURNED FROM WITHIN THE COUNTY 226
 PERCENT OF CARDS RETURNED FROM WITHIN THE COUNTY 88.6
 THE PERCENTAGE DATA BELOW IS CALCULATED ON AN "N" OF 226

	TOTAL	%	MALE	%	FEMALE	%
NO. SUPP. INC. RTNS.	<u>45</u>	<u>19.9</u>	<u>26</u>	<u>11.5</u>	<u>19</u>	<u>8.4</u>
AV. SCHOOL SALARY	<u>\$5061</u>		<u>\$5106</u>		<u>\$4989</u>	
AV. NO. YRS. TAUGHT	<u>16</u>		<u>14</u>		<u>19</u>	
AV. AGE OF TEACHERS	<u>42</u>		<u>39</u>		<u>48</u>	
NO. MARRIED TEACHERS	<u>32</u>	<u>14.1</u>	<u>23</u>	<u>10.2</u>	<u>9</u>	<u>3.9</u>
NO. EMPL. SPOUSES	<u>20</u>	<u>8.8</u>	<u>13</u>	<u>5.7</u>	<u>7</u>	<u>3.1</u>
NO. K-6 TEACHERS	<u>22</u>	<u>9.7</u>	<u>10</u>	<u>4.4</u>	<u>12</u>	<u>5.3</u>
NO. 7-12 TEACHERS	<u>23</u>	<u>10.3</u>	<u>16</u>	<u>7.1</u>	<u>7</u>	<u>3.1</u>
NO. NO GRADE REPORTED	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>
NO. BACHELOR DEGREES	<u>24</u>	<u>10.6</u>	<u>12</u>	<u>5.3</u>	<u>12</u>	<u>5.3</u>
NO. ADVANCED DEGREES	<u>21</u>	<u>9.3</u>	<u>14</u>	<u>6.2</u>	<u>7</u>	<u>3.1</u>
NO. NO DEGREE REPORTED	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>
NO. ELEM. DIST. TCHS.	<u>4</u>	<u>1.8</u>	<u>2</u>	<u>.9</u>	<u>2</u>	<u>.9</u>
NO. I.S.D. TEACHERS	<u>41</u>	<u>18.1</u>	<u>24</u>	<u>10.6</u>	<u>17</u>	<u>7.5</u>
NO. DEP. DIST. TCHS.	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>
NO. SUMMER JOB 1963	<u>24</u>	<u>10.6</u>	<u>19</u>	<u>8.4</u>	<u>5</u>	<u>2.2</u>
AV. SUMMER INC. 1963	<u>\$ 835</u>		<u>\$ 990</u>		<u>\$ 138</u>	
AV. SUPP. INCOME SCHOOL YEAR 1963	<u>\$ 932</u>		<u>\$ 921</u>		<u>\$ 948</u>	

COUNTY Grady NUMBER OF DISTRICTS REPRESENTED 8
 NUMBER OF CARDS MAILED TO TEACHERS WITHIN THE COUNTY 265
 NUMBER OF CARDS RETURNED FROM WITHIN THE COUNTY 136
 PERCENT OF CARDS RETURNED FROM WITHIN THE COUNTY 51.3
 THE PERCENTAGE DATA BELOW IS CALCULATED ON AN "N" OF 136

	TOTAL	%	MALE	%	FEMALE	%
NO. SUPP. INC. RTNS.	<u>25</u>	<u>18.3</u>	<u>12</u>	<u>8.8</u>	<u>13</u>	<u>9.5</u>
AV. SCHOOL SALARY	<u>\$5028</u>		<u>\$5145</u>		<u>\$4938</u>	
AV. NO. YRS. TAUGHT	<u>18</u>		<u>14</u>		<u>21</u>	
AV. AGE OF TEACHERS	<u>44</u>		<u>38</u>		<u>50</u>	
NO. MARRIED TEACHERS	<u>17</u>	<u>12.5</u>	<u>12</u>	<u>8.8</u>	<u>5</u>	<u>3.7</u>
NO. EMPL. SPOUSES	<u>9</u>	<u>6.6</u>	<u>4</u>	<u>2.9</u>	<u>5</u>	<u>3.7</u>
NO. K-6 TEACHERS	<u>12</u>	<u>8.8</u>	<u>3</u>	<u>2.2</u>	<u>9</u>	<u>6.6</u>
NO. 7-12 TEACHERS	<u>13</u>	<u>9.5</u>	<u>9</u>	<u>6.6</u>	<u>4</u>	<u>2.9</u>
NO. NO GRADE REPORTED	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>
NO. BACHELOR DEGREES	<u>17</u>	<u>12.5</u>	<u>7</u>	<u>5.2</u>	<u>10</u>	<u>7.2</u>
NO. ADVANCED DEGREES	<u>8</u>	<u>5.9</u>	<u>5</u>	<u>3.7</u>	<u>3</u>	<u>2.2</u>
NO. NO DEGREE REPORTED	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>
NO. ELEM. DIST. TCHS.	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>
NO. I.S.D. TEACHERS	<u>25</u>	<u>18.3</u>	<u>12</u>	<u>8.8</u>	<u>13</u>	<u>9.5</u>
NO. DEP. DIST. TCHS.	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>
NO. SUMMER JOB 1963	<u>10</u>	<u>7.4</u>	<u>7</u>	<u>5.2</u>	<u>3</u>	<u>2.2</u>
AV. SUMMER INC. 1963	<u>\$ 508</u>		<u>\$ 554</u>		<u>\$ 400</u>	
AV. SUPP. INCOME SCHOOL YEAR 1963	<u>\$1145</u>		<u>\$1118</u>		<u>\$1173</u>	

COUNTY Grant NUMBER OF DISTRICTS REPRESENTED 8
 NUMBER OF CARDS MAILED TO TEACHERS WITHIN THE COUNTY 98
 NUMBER OF CARDS RETURNED FROM WITHIN THE COUNTY 93
 PERCENT OF CARDS RETURNED FROM WITHIN THE COUNTY 94.9
 THE PERCENTAGE DATA BELOW IS CALCULATED ON AN "N" OF 93

	TOTAL	%	MALE	%	FEMALE	%
NO. SUPP. INC. RTNS.	<u>29</u>	<u>31.2</u>	<u>20</u>	<u>21.5</u>	<u>9</u>	<u>9.7</u>
AV. SCHOOL SALARY	<u>\$5137</u>		<u>\$5176</u>		<u>\$5055</u>	
AV. NO. YRS. TAUGHT	<u>16</u>		<u>12</u>		<u>23</u>	
AV. AGE OF TEACHERS	<u>43</u>		<u>37</u>		<u>56</u>	
NO. MARRIED TEACHERS	<u>24</u>	<u>25.8</u>	<u>18</u>	<u>19.3</u>	<u>6</u>	<u>6.5</u>
NO. EMPL. SPOUSES	<u>11</u>	<u>11.8</u>	<u>5</u>	<u>5.3</u>	<u>6</u>	<u>6.5</u>
NO. K-6 TEACHERS	<u>12</u>	<u>12.8</u>	<u>5</u>	<u>5.3</u>	<u>7</u>	<u>7.5</u>
NO. 7-12 TEACHERS	<u>16</u>	<u>17.2</u>	<u>14</u>	<u>15.1</u>	<u>2</u>	<u>2.1</u>
NO. NO GRADE REPORTED	<u>1</u>	<u>1.1</u>	<u>1</u>	<u>1.1</u>	<u>0</u>	<u>.0</u>
NO. BACHELOR DEGREES	<u>24</u>	<u>25.8</u>	<u>17</u>	<u>18.3</u>	<u>7</u>	<u>7.5</u>
NO. ADVANCED DEGREES	<u>5</u>	<u>5.3</u>	<u>3</u>	<u>3.2</u>	<u>2</u>	<u>2.1</u>
NO. NO DEGREE REPORTED	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>
NO. ELEM. DIST. TCHS.	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>
NO. I.S.D. TEACHERS	<u>29</u>	<u>31.2</u>	<u>20</u>	<u>21.5</u>	<u>9</u>	<u>9.7</u>
NO. DEP. DIST. TCHS.	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>
NO. SUMMER JOB 1963	<u>13</u>	<u>14.0</u>	<u>13</u>	<u>14.0</u>	<u>0</u>	<u>.0</u>
AV. SUMMER INC. 1963	<u>\$1355</u>		<u>\$1355</u>		<u>\$</u>	
AV. SUPP. INCOME SCHOOL YEAR 1963	<u>\$2190</u>		<u>\$2459</u>		<u>\$1220</u>	

COUNTY Greer NUMBER OF DISTRICTS REPRESENTED 3
 NUMBER OF CARDS MAILED TO TEACHERS WITHIN THE COUNTY 87
 NUMBER OF CARDS RETURNED FROM WITHIN THE COUNTY 68
 PERCENT OF CARDS RETURNED FROM WITHIN THE COUNTY 78.2
 THE PERCENTAGE DATA BELOW IS CALCULATED ON AN "N" OF 68

	TOTAL	%	MALE	%	FEMALE	%
NO. SUPP. INC. RTNS.	<u>21</u>	<u>30.8</u>	<u>13</u>	<u>19.1</u>	<u>8</u>	<u>11.7</u>
AV. SCHOOL SALARY	<u>\$5320</u>		<u>\$5320</u>		<u>\$5381</u>	
AV. NO. YRS. TAUGHT	<u>18</u>		<u>12</u>		<u>26</u>	
AV. AGE OF TEACHERS	<u>44</u>		<u>39</u>		<u>53</u>	
NO. MARRIED TEACHERS	<u>16</u>	<u>23.5</u>	<u>13</u>	<u>19.1</u>	<u>3</u>	<u>4.4</u>
NO. EMPL. SPOUSES	<u>10</u>	<u>14.7</u>	<u>7</u>	<u>10.3</u>	<u>3</u>	<u>4.4</u>
NO. K-6 TEACHERS	<u>9</u>	<u>13.2</u>	<u>4</u>	<u>5.9</u>	<u>5</u>	<u>7.3</u>
NO. 7-12 TEACHERS	<u>12</u>	<u>17.6</u>	<u>9</u>	<u>13.2</u>	<u>3</u>	<u>4.4</u>
NO. NO GRADE REPORTED	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>
NO. BACHELOR DEGREES	<u>13</u>	<u>19.1</u>	<u>10</u>	<u>14.7</u>	<u>3</u>	<u>4.4</u>
NO. ADVANCED DEGREES	<u>8</u>	<u>11.7</u>	<u>3</u>	<u>4.4</u>	<u>5</u>	<u>7.3</u>
NO. NO DEGREE REPORTED	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>
NO. ELEM. DIST. TCHS.	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>
NO. I.S.D. TEACHERS	<u>15</u>	<u>22.0</u>	<u>7</u>	<u>10.3</u>	<u>8</u>	<u>11.7</u>
NO. DEP. DIST. TCHS.	<u>6</u>	<u>8.8</u>	<u>6</u>	<u>8.8</u>	<u>0</u>	<u>.0</u>
NO. SUMMER JOB 1963	<u>9</u>	<u>13.2</u>	<u>9</u>	<u>13.2</u>	<u>0</u>	<u>.0</u>
AV. SUMMER INC. 1963	<u>\$1123</u>		<u>\$1123</u>		<u>\$</u>	
AV. SUPP. INCOME SCHOOL YEAR 1963	<u>\$1046</u>		<u>\$1097</u>		<u>\$ 957</u>	

COUNTY Harmon NUMBER OF DISTRICTS REPRESENTED 4
 NUMBER OF CARDS MAILED TO TEACHERS WITHIN THE COUNTY 67
 NUMBER OF CARDS RETURNED FROM WITHIN THE COUNTY 41
 PERCENT OF CARDS RETURNED FROM WITHIN THE COUNTY 61.2
 THE PERCENTAGE DATA BELOW IS CALCULATED ON AN "N" OF 41

	TOTAL	%	MALE	%	FEMALE	%
NO. SUPP. INC. RTNS.	<u>10</u>	<u>24.4</u>	<u>5</u>	<u>12.2</u>	<u>5</u>	<u>12.2</u>
AV. SCHOOL SALARY	<u>\$4981</u>		<u>\$4862</u>		<u>\$5100</u>	
AV. NO. YRS. TAUGHT	<u>16</u>		<u>18</u>		<u>14</u>	
AV. AGE OF TEACHERS	<u>45</u>		<u>43</u>		<u>47</u>	
NO. MARRIED TEACHERS	<u>7</u>	<u>17.1</u>	<u>5</u>	<u>12.2</u>	<u>2</u>	<u>4.9</u>
NO. EMPL. SPOUSES	<u>4</u>	<u>9.8</u>	<u>2</u>	<u>4.9</u>	<u>2</u>	<u>4.9</u>
NO. K-6 TEACHERS	<u>6</u>	<u>14.6</u>	<u>2</u>	<u>4.9</u>	<u>4</u>	<u>9.8</u>
NO. 7-12 TEACHERS	<u>4</u>	<u>9.8</u>	<u>3</u>	<u>7.3</u>	<u>1</u>	<u>2.5</u>
NO. NO GRADE REPORTED	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>
NO. BACHELOR DEGREES	<u>6</u>	<u>14.6</u>	<u>3</u>	<u>7.3</u>	<u>3</u>	<u>7.3</u>
NO. ADVANCED DEGREES	<u>4</u>	<u>9.8</u>	<u>2</u>	<u>4.9</u>	<u>2</u>	<u>4.9</u>
NO. NO DEGREE REPORTED	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>
NO. ELEM. DIST. TCHS.	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>
NO. I.S.D. TEACHERS	<u>10</u>	<u>24.4</u>	<u>5</u>	<u>12.2</u>	<u>5</u>	<u>12.2</u>
NO. DEP. DIST. TCHS.	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>
NO. SUMMER JOB 1963	<u>4</u>	<u>9.8</u>	<u>3</u>	<u>7.3</u>	<u>1</u>	<u>2.5</u>
AV. SUMMER INC. 1963	<u>\$1510</u>		<u>\$1913</u>		<u>\$ 300</u>	
AV. SUPP. INCOME SCHOOL YEAR 1963	<u>\$1485</u>		<u>\$2413</u>		<u>\$ 556</u>	

COUNTY Harper NUMBER OF DISTRICTS REPRESENTED 3
 NUMBER OF CARDS MAILED TO TEACHERS WITHIN THE COUNTY 67
 NUMBER OF CARDS RETURNED FROM WITHIN THE COUNTY 48
 PERCENT OF CARDS RETURNED FROM WITHIN THE COUNTY 71.6
 THE PERCENTAGE DATA BELOW IS CALCULATED ON AN "N" OF 48

	TOTAL	%	MALE	%	FEMALE	%
NO. SUPP. INC. RTNS.	<u>11</u>	<u>22.9</u>	<u>8</u>	<u>16.7</u>	<u>3</u>	<u>6.2</u>
AV. SCHOOL SALARY	<u>\$5372</u>		<u>\$5375</u>		<u>\$5366</u>	
AV. NO. YRS. TAUGHT	<u>11</u>		<u>6</u>		<u>25</u>	
AV. AGE OF TEACHERS	<u>35</u>		<u>28</u>		<u>54</u>	
NO. MARRIED TEACHERS	<u>8</u>	<u>16.7</u>	<u>8</u>	<u>16.7</u>	<u>0</u>	<u>.0</u>
NO. EMPL. SPOUSES	<u>2</u>	<u>4.2</u>	<u>2</u>	<u>4.2</u>	<u>0</u>	<u>.0</u>
NO. K-6 TEACHERS	<u>4</u>	<u>8.4</u>	<u>2</u>	<u>4.2</u>	<u>2</u>	<u>4.2</u>
NO. 7-12 TEACHERS	<u>7</u>	<u>14.6</u>	<u>6</u>	<u>12.5</u>	<u>1</u>	<u>2.1</u>
NO. NO GRADE REPORTED	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>
NO. BACHELOR DEGREES	<u>10</u>	<u>20.9</u>	<u>8</u>	<u>16.7</u>	<u>2</u>	<u>4.2</u>
NO. ADVANCED DEGREES	<u>1</u>	<u>2.1</u>	<u>0</u>	<u>.0</u>	<u>1</u>	<u>2.1</u>
NO. NO DEGREE REPORTED	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>
NO. ELEM. DIST. TCHS.	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>
NO. I.S.D. TEACHERS	<u>11</u>	<u>22.9</u>	<u>8</u>	<u>16.7</u>	<u>3</u>	<u>6.2</u>
NO. DEP. DIST. TCHS.	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>
NO. SUMMER JOB 1963	<u>7</u>	<u>14.6</u>	<u>7</u>	<u>14.6</u>	<u>0</u>	<u>.0</u>
AV. SUMMER INC. 1963	<u>\$ 693</u>		<u>\$ 693</u>		<u>\$</u>	
AV. SUPP. INCOME SCHOOL YEAR 1963	<u>\$1026</u>		<u>\$1002</u>		<u>\$1135</u>	

COUNTY Haskell NUMBER OF DISTRICTS REPRESENTED 5
 NUMBER OF CARDS MAILED TO TEACHERS WITHIN THE COUNTY 71
 NUMBER OF CARDS RETURNED FROM WITHIN THE COUNTY 41
 PERCENT OF CARDS RETURNED FROM WITHIN THE COUNTY 57.7
 THE PERCENTAGE DATA BELOW IS CALCULATED ON AN "N" OF 41

	TOTAL	%	MALE	%	FEMALE	%
NO. SUPP. INC. RTNS.	<u>10</u>	<u>24.4</u>	<u>8</u>	<u>19.5</u>	<u>2</u>	<u>4.9</u>
AV. SCHOOL SALARY	<u>\$5305</u>		<u>\$5350</u>		<u>\$5150</u>	
AV. NO. YRS. TAUGHT	<u>16</u>		<u>17</u>		<u>15</u>	
AV. AGE OF TEACHERS	<u>40</u>		<u>41</u>		<u>37</u>	
NO. MARRIED TEACHERS	<u>9</u>	<u>22.0</u>	<u>7</u>	<u>17.1</u>	<u>2</u>	<u>4.9</u>
NO. EMPL. SPOUSES	<u>5</u>	<u>12.2</u>	<u>3</u>	<u>7.3</u>	<u>2</u>	<u>4.9</u>
NO. K-6 TEACHERS	<u>3</u>	<u>7.3</u>	<u>1</u>	<u>2.4</u>	<u>2</u>	<u>4.9</u>
NO. 7-12 TEACHERS	<u>7</u>	<u>17.1</u>	<u>7</u>	<u>17.1</u>	<u>0</u>	<u>.0</u>
NO. NO GRADE REPORTED	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>
NO. BACHELOR DEGREES	<u>2</u>	<u>4.9</u>	<u>1</u>	<u>2.4</u>	<u>1</u>	<u>2.4</u>
NO. ADVANCED DEGREES	<u>8</u>	<u>19.5</u>	<u>7</u>	<u>17.1</u>	<u>1</u>	<u>2.4</u>
NO. NO DEGREE REPORTED	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>
NO. ELEM. DIST. TCHS.	<u>1</u>	<u>2.4</u>	<u>1</u>	<u>2.4</u>	<u>0</u>	<u>.0</u>
NO. I.S.D. TEACHERS	<u>9</u>	<u>22.0</u>	<u>7</u>	<u>17.1</u>	<u>2</u>	<u>4.9</u>
NO. DEP. DIST. TCHS.	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>
NO. SUMMER JOB 1963	<u>5</u>	<u>12.2</u>	<u>5</u>	<u>12.2</u>	<u>0</u>	<u>.0</u>
AV. SUMMER INC. 1963	<u>\$1650</u>		<u>\$1650</u>		<u>\$</u>	
AV. SUPP. INCOME SCHOOL YEAR 1963	<u>\$1300</u>		<u>\$1371</u>		<u>\$1053</u>	

COUNTY Hughes NUMBER OF DISTRICTS REPRESENTED 6
 NUMBER OF CARDS MAILED TO TEACHERS WITHIN THE COUNTY 124
 NUMBER OF CARDS RETURNED FROM WITHIN THE COUNTY 53
 PERCENT OF CARDS RETURNED FROM WITHIN THE COUNTY 42.7
 THE PERCENTAGE DATA BELOW IS CALCULATED ON AN "N" OF 53

	TOTAL	%	MALE	%	FEMALE	%
NO. SUPP. INC. RTNS.	<u>8</u>	<u>15.1</u>	<u>6</u>	<u>11.3</u>	<u>2</u>	<u>3.8</u>
AV. SCHOOL SALARY	<u>\$5060</u>		<u>\$5200</u>		<u>\$4850</u>	
AV. NO. YRS. TAUGHT	<u>19</u>		<u>19</u>		<u>20</u>	
AV. AGE OF TEACHERS	<u>46</u>		<u>44</u>		<u>49</u>	
NO. MARRIED TEACHERS	<u>6</u>	<u>11.3</u>	<u>6</u>	<u>11.3</u>	<u>0</u>	<u>.0</u>
NO. EMPL. SPOUSES	<u>3</u>	<u>5.7</u>	<u>3</u>	<u>5.7</u>	<u>0</u>	<u>.0</u>
NO. K-6 TEACHERS	<u>2</u>	<u>3.8</u>	<u>0</u>	<u>.0</u>	<u>2</u>	<u>3.8</u>
NO. 7-12 TEACHERS	<u>6</u>	<u>11.3</u>	<u>6</u>	<u>11.3</u>	<u>0</u>	<u>.0</u>
NO. NO GRADE REPORTED	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>
NO. BACHELOR DEGREES	<u>6</u>	<u>11.3</u>	<u>5</u>	<u>9.4</u>	<u>1</u>	<u>1.9</u>
NO. ADVANCED DEGREES	<u>2</u>	<u>3.8</u>	<u>1</u>	<u>1.9</u>	<u>1</u>	<u>1.9</u>
NO. NO DEGREE REPORTED	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>
NO. ELEM. DIST. TCHS.	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>
NO. I.S.D. TEACHERS	<u>8</u>	<u>15.1</u>	<u>6</u>	<u>11.3</u>	<u>2</u>	<u>3.8</u>
NO. DEP. DIST. TCHS.	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>
NO. SUMMER JOB 1963	<u>2</u>	<u>3.8</u>	<u>2</u>	<u>3.8</u>	<u>0</u>	<u>.0</u>
AV. SUMMER INC. 1963	<u>\$1400</u>		<u>\$1400</u>		<u>\$</u>	
AV. SUPP. INCOME SCHOOL YEAR 1963	<u>\$1128</u>		<u>\$ 660</u>		<u>\$2300</u>	

COUNTY Jackson NUMBER OF DISTRICTS REPRESENTED 7
 NUMBER OF CARDS MAILED TO TEACHERS WITHIN THE COUNTY 283
 NUMBER OF CARDS RETURNED FROM WITHIN THE COUNTY 205
 PERCENT OF CARDS RETURNED FROM WITHIN THE COUNTY 72.4
 THE PERCENTAGE DATA BELOW IS CALCULATED ON AN "N" OF 205

	TOTAL	%	MALE	%	FEMALE	%
NO. SUPP. INC. RTNS.	<u>48</u>	<u>23.4</u>	<u>24</u>	<u>11.7</u>	<u>24</u>	<u>11.7</u>
AV. SCHOOL SALARY	<u>\$4985</u>		<u>\$4993</u>		<u>\$4977</u>	
AV. NO. YRS. TAUGHT	<u>15</u>		<u>11</u>		<u>20</u>	
AV. AGE OF TEACHERS	<u>43</u>		<u>36</u>		<u>51</u>	
NO. MARRIED TEACHERS	<u>36</u>	<u>17.5</u>	<u>23</u>	<u>11.2</u>	<u>13</u>	<u>6.3</u>
NO. EMPL. SPOUSES	<u>22</u>	<u>10.7</u>	<u>12</u>	<u>5.8</u>	<u>10</u>	<u>4.9</u>
NO. K-6 TEACHERS	<u>14</u>	<u>6.8</u>	<u>4</u>	<u>1.9</u>	<u>10</u>	<u>4.9</u>
NO. 7-12 TEACHERS	<u>34</u>	<u>16.6</u>	<u>20</u>	<u>9.8</u>	<u>14</u>	<u>6.8</u>
NO. NO GRADE REPORTED	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>
NO. BACHELOR DEGREES	<u>33</u>	<u>16.1</u>	<u>17</u>	<u>8.3</u>	<u>16</u>	<u>7.8</u>
NO. ADVANCED DEGREES	<u>14</u>	<u>6.8</u>	<u>7</u>	<u>3.4</u>	<u>7</u>	<u>3.4</u>
NO. NO DEGREE REPORTED	<u>1</u>	<u>.5</u>	<u>0</u>	<u>.0</u>	<u>1</u>	<u>.5</u>
NO. ELEM. DIST. TCHS.	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>
NO. I.S.D. TEACHERS	<u>48</u>	<u>23.4</u>	<u>24</u>	<u>11.7</u>	<u>24</u>	<u>11.7</u>
NO. DEP. DIST. TCHS.	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>
NO. SUMMER JOB 1963	<u>12</u>	<u>5.8</u>	<u>7</u>	<u>3.4</u>	<u>5</u>	<u>2.4</u>
AV. SUMMER INC. 1963	<u>\$ 403</u>		<u>\$ 498</u>		<u>\$ 269</u>	
AV. SUPP. INCOME SCHOOL YEAR 1963	<u>\$1479</u>		<u>\$1733</u>		<u>\$1200</u>	

COUNTY Jefferson NUMBER OF DISTRICTS REPRESENTED 4
 NUMBER OF CARDS MAILED TO TEACHERS WITHIN THE COUNTY 73
 NUMBER OF CARDS RETURNED FROM WITHIN THE COUNTY 40
 PERCENT OF CARDS RETURNED FROM WITHIN THE COUNTY 54.8
 THE PERCENTAGE DATA BELOW IS CALCULATED ON AN "N" OF 40

	TOTAL	%	MALE	%	FEMALE	%
NO. SUPP. INC. RTNS.	<u>7</u>	<u>17.5</u>	<u>4</u>	<u>10.0</u>	<u>3</u>	<u>7.5</u>
AV. SCHOOL SALARY	<u>\$4600</u>		<u>\$4666</u>		<u>\$4533</u>	
AV. NO. YRS. TAUGHT	<u>8</u>		<u>7</u>		<u>9</u>	
AV. AGE OF TEACHERS	<u>33</u>		<u>34</u>		<u>32</u>	
NO. MARRIED TEACHERS	<u>4</u>	<u>10.0</u>	<u>4</u>	<u>10.0</u>	<u>0</u>	<u>.0</u>
NO. EMPL. SPOUSES	<u>1</u>	<u>2.5</u>	<u>1</u>	<u>2.5</u>	<u>0</u>	<u>.0</u>
NO. K-6 TEACHERS	<u>3</u>	<u>7.5</u>	<u>1</u>	<u>2.5</u>	<u>2</u>	<u>5.0</u>
NO. 7-12 TEACHERS	<u>4</u>	<u>10.0</u>	<u>3</u>	<u>7.5</u>	<u>1</u>	<u>2.5</u>
NO. NO GRADE REPORTED	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>
NO. BACHELOR DEGREES	<u>5</u>	<u>12.5</u>	<u>3</u>	<u>7.5</u>	<u>2</u>	<u>5.0</u>
NO. ADVANCED DEGREES	<u>2</u>	<u>5.0</u>	<u>1</u>	<u>2.5</u>	<u>1</u>	<u>2.5</u>
NO. NO DEGREE REPORTED	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>
NO. ELEM. DIST. TCHS.	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>
NO. I.S.D. TEACHERS	<u>7</u>	<u>17.5</u>	<u>4</u>	<u>10.0</u>	<u>3</u>	<u>7.5</u>
NO. DEP. DIST. TCHS.	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>
NO. SUMMER JOB 1963	<u>5</u>	<u>12.5</u>	<u>3</u>	<u>7.5</u>	<u>2</u>	<u>5.0</u>
AV. SUMMER INC. 1963	<u>\$ 564</u>		<u>\$ 800</u>		<u>\$ 210</u>	
AV. SUPP. INCOME SCHOOL YEAR 1963	<u>\$ 420</u>		<u>\$ 475</u>		<u>\$ 348</u>	

COUNTY Johnston NUMBER OF DISTRICTS REPRESENTED 6
 NUMBER OF CARDS MAILED TO TEACHERS WITHIN THE COUNTY 72
 NUMBER OF CARDS RETURNED FROM WITHIN THE COUNTY 53
 PERCENT OF CARDS RETURNED FROM WITHIN THE COUNTY 73.6
 THE PERCENTAGE DATA BELOW IS CALCULATED ON AN "N" OF 53

	TOTAL	%	MALE	%	FEMALE	%
NO. SUPP. INC. RTNS.	<u>7</u>	<u>13.2</u>	<u>6</u>	<u>11.3</u>	<u>1</u>	<u>1.9</u>
AV. SCHOOL SALARY	<u>\$4945</u>		<u>\$5154</u>		<u>\$3900</u>	
AV. NO. YRS. TAUGHT	<u>15</u>		<u>17</u>		<u>3</u>	
AV. AGE OF TEACHERS	<u>37</u>		<u>39</u>		<u>30</u>	
NO. MARRIED TEACHERS	<u>7</u>	<u>13.2</u>	<u>6</u>	<u>11.3</u>	<u>1</u>	<u>1.9</u>
NO. EMPL. SPOUSES	<u>2</u>	<u>3.8</u>	<u>1</u>	<u>1.9</u>	<u>1</u>	<u>1.9</u>
NO. K-6 TEACHERS	<u>2</u>	<u>3.8</u>	<u>1</u>	<u>1.9</u>	<u>1</u>	<u>1.9</u>
NO. 7-12 TEACHERS	<u>5</u>	<u>9.4</u>	<u>5</u>	<u>9.4</u>	<u>0</u>	<u>.0</u>
NO. NO GRADE REPORTED	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>
NO. BACHELOR DEGREES	<u>4</u>	<u>7.5</u>	<u>3</u>	<u>5.6</u>	<u>1</u>	<u>1.9</u>
NO. ADVANCED DEGREES	<u>3</u>	<u>5.6</u>	<u>3</u>	<u>5.6</u>	<u>0</u>	<u>.0</u>
NO. NO DEGREE REPORTED	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>
NO. ELEM. DIST. TCHS.	<u>1</u>	<u>1.9</u>	<u>1</u>	<u>1.9</u>	<u>0</u>	<u>.0</u>
NO. I.S.D. TEACHERS	<u>6</u>	<u>11.3</u>	<u>5</u>	<u>9.4</u>	<u>1</u>	<u>1.9</u>
NO. DEP. DIST. TCHS.	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>
NO. SUMMER JOB 1963	<u>3</u>	<u>5.6</u>	<u>3</u>	<u>5.6</u>	<u>0</u>	<u>.0</u>
AV. SUMMER INC 1963	<u>\$ 830</u>		<u>\$ 830</u>		<u>\$</u>	
AV. SUPP. INCOME SCHOOL YEAR 1963	<u>\$ 820</u>		<u>\$ 820</u>		<u>\$ No report</u>	

COUNTY Kay NUMBER OF DISTRICTS REPRESENTED 5
 NUMBER OF CARDS MAILED TO TEACHERS WITHIN THE COUNTY 412
 NUMBER OF CARDS RETURNED FROM WITHIN THE COUNTY 282
 PERCENT OF CARDS RETURNED FROM WITHIN THE COUNTY 68.4
 THE PERCENTAGE DATA BELOW IS CALCULATED ON AN "N" OF 282

	TOTAL	%	MALE	%	FEMALE	%
NO. SUPP. INC. RTNS.	<u>70</u>	<u>24.8</u>	<u>38</u>	<u>13.5</u>	<u>32</u>	<u>11.3</u>
AV. SCHOOL SALARY	<u>\$5139</u>		<u>\$5289</u>		<u>\$4942</u>	
AV. NO. YRS. TAUGHT	<u>14</u>		<u>12</u>		<u>15</u>	
AV. AGE OF TEACHERS	<u>40</u>		<u>38</u>		<u>44</u>	
NO. MARRIED TEACHERS	<u>49</u>	<u>17.4</u>	<u>33</u>	<u>11.7</u>	<u>16</u>	<u>5.7</u>
NO. EMPL. SPOUSES	<u>29</u>	<u>10.3</u>	<u>14</u>	<u>5.0</u>	<u>15</u>	<u>5.3</u>
NO. K-6 TEACHERS	<u>22</u>	<u>7.8</u>	<u>4</u>	<u>1.4</u>	<u>18</u>	<u>6.4</u>
NO. 7-12 TEACHERS	<u>46</u>	<u>16.3</u>	<u>32</u>	<u>11.3</u>	<u>14</u>	<u>5.0</u>
NO. NO GRADE REPORTED	<u>2</u>	<u>.7</u>	<u>2</u>	<u>.7</u>	<u>0</u>	<u>.0</u>
NO. BACHELOR DEGREES	<u>39</u>	<u>13.8</u>	<u>19</u>	<u>6.7</u>	<u>20</u>	<u>7.1</u>
NO. ADVANCED DEGREES	<u>30</u>	<u>10.6</u>	<u>19</u>	<u>6.7</u>	<u>11</u>	<u>3.9</u>
NO. NO DEGREE REPORTED	<u>1</u>	<u>.4</u>	<u>0</u>	<u>.0</u>	<u>1</u>	<u>.4</u>
NO. ELEM. DIST. TCHS.	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>
NO. I.S.D. TEACHERS	<u>70</u>	<u>24.8</u>	<u>38</u>	<u>13.5</u>	<u>32</u>	<u>11.3</u>
NO. DEP. DIST. TCHS.	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>
NO. SUMMER JOB 1963	<u>34</u>	<u>12.0</u>	<u>24</u>	<u>8.5</u>	<u>10</u>	<u>3.5</u>
AV. SUMMER INC. 1963	<u>\$ 646</u>		<u>\$ 737</u>		<u>\$ 464</u>	
AV. SUPP. INCOME SCHOOL YEAR 1963	<u>\$ 987</u>		<u>\$ 903</u>		<u>\$1114</u>	

COUNTY Kingfisher NUMBER OF DISTRICTS REPRESENTED 7
 NUMBER OF CARDS MAILED TO TEACHERS WITHIN THE COUNTY 137
 NUMBER OF CARDS RETURNED FROM WITHIN THE COUNTY 112
 PERCENT OF CARDS RETURNED FROM WITHIN THE COUNTY 81.7
 THE PERCENTAGE DATA BELOW IS CALCULATED ON AN "N" OF 112

	TOTAL	%	MALE	%	FEMALE	%
NO. SUPP. INC. RTNS.	<u>25</u>	<u>22.3</u>	<u>17</u>	<u>15.2</u>	<u>8</u>	<u>7.1</u>
AV. SCHOOL SALARY	<u>\$5144</u>		<u>\$5265</u>		<u>\$4851</u>	
AV. NO. YRS. TAUGHT	<u>12</u>		<u>8</u>		<u>19</u>	
AV. AGE OF TEACHERS	<u>41</u>		<u>35</u>		<u>52</u>	
NO. MARRIED TEACHERS	<u>18</u>	<u>16.1</u>	<u>15</u>	<u>13.4</u>	<u>3</u>	<u>2.7</u>
NO. EMPL. SPOUSES	<u>7</u>	<u>6.3</u>	<u>4</u>	<u>3.6</u>	<u>3</u>	<u>2.7</u>
NO. K-6 TEACHERS	<u>8</u>	<u>7.2</u>	<u>2</u>	<u>1.8</u>	<u>6</u>	<u>5.4</u>
NO. 7-12 TEACHERS	<u>17</u>	<u>15.2</u>	<u>15</u>	<u>13.4</u>	<u>2</u>	<u>1.8</u>
NO. NO GRADE REPORTED	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>
NO. BACHELOR DEGREES	<u>21</u>	<u>18.8</u>	<u>15</u>	<u>13.4</u>	<u>6</u>	<u>5.4</u>
NO. ADVANCED DEGREES	<u>4</u>	<u>3.6</u>	<u>2</u>	<u>1.8</u>	<u>2</u>	<u>1.8</u>
NO. NO DEGREE REPORTED	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>
NO. ELEM. DIST. TCHS.	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>
NO. I.S.D. TEACHERS	<u>19</u>	<u>17.0</u>	<u>14</u>	<u>12.5</u>	<u>5</u>	<u>4.5</u>
NO. DEP. DIST. TCHS.	<u>6</u>	<u>5.4</u>	<u>3</u>	<u>2.7</u>	<u>3</u>	<u>2.7</u>
NO. SUMMER JOB 1963	<u>10</u>	<u>8.9</u>	<u>9</u>	<u>8.0</u>	<u>1</u>	<u>.9</u>
AV. SUMMER INC. 1963	<u>\$1312</u>		<u>\$1414</u>		<u>\$ 600</u>	
AV. SUPP. INCOME SCHOOL YEAR 1963	<u>\$1739</u>		<u>\$1919</u>		<u>\$1353</u>	

COUNTY Kiowa NUMBER OF DISTRICTS REPRESENTED 6
 NUMBER OF CARDS MAILED TO TEACHERS WITHIN THE COUNTY 163
 NUMBER OF CARDS RETURNED FROM WITHIN THE COUNTY 66
 PERCENT OF CARDS RETURNED FROM WITHIN THE COUNTY 40.5
 THE PERCENTAGE DATA BELOW IS CALCULATED ON AN "N" OF 66

	TOTAL	%	MALE	%	FEMALE	%
NO. SUPP. INC. RTNS.	<u>17</u>	<u>25.8</u>	<u>12</u>	<u>18.2</u>	<u>5</u>	<u>7.6</u>
AV. SCHOOL SALARY	<u>\$5018</u>		<u>\$5000</u>		<u>\$5075</u>	
AV. NO. YRS. TAUGHT	<u>11</u>		<u>9</u>		<u>20</u>	
AV. AGE OF TEACHERS	<u>35</u>		<u>35</u>		<u>36</u>	
NO. MARRIED TEACHERS	<u>13</u>	<u>19.7</u>	<u>11</u>	<u>16.7</u>	<u>2</u>	<u>3.0</u>
NO. EMPL. SPOUSES	<u>7</u>	<u>10.6</u>	<u>5</u>	<u>7.6</u>	<u>2</u>	<u>3.0</u>
NO. K-6 TEACHERS	<u>7</u>	<u>10.6</u>	<u>3</u>	<u>4.5</u>	<u>4</u>	<u>6.1</u>
NO. 7-12 TEACHERS	<u>10</u>	<u>15.1</u>	<u>9</u>	<u>13.6</u>	<u>1</u>	<u>1.5</u>
NO. NO GRADE REPORTED	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>
NO. BACHELOR DEGREES	<u>14</u>	<u>21.2</u>	<u>10</u>	<u>15.2</u>	<u>4</u>	<u>6.0</u>
NO. ADVANCED DEGREES	<u>3</u>	<u>4.5</u>	<u>2</u>	<u>3.0</u>	<u>1</u>	<u>1.5</u>
NO. NO DEGREE REPORTED	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>
NO. ELEM. DIST. TCHS.	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>
NO. I.S.D. TEACHERS	<u>17</u>	<u>25.8</u>	<u>12</u>	<u>18.2</u>	<u>5</u>	<u>7.6</u>
NO. DEP. DIST. TCHS.	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>
NO. SUMMER JOB 1963	<u>4</u>	<u>6.0</u>	<u>3</u>	<u>4.5</u>	<u>1</u>	<u>1.5</u>
AV. SUMMER INC. 1963	<u>\$ 435</u>		<u>\$ 566</u>		<u>\$ 40</u>	
AV. SUPP. INCOME SCHOOL YEAR 1963	<u>\$1664</u>		<u>\$1949</u>		<u>\$ 881</u>	

COUNTY Latimer NUMBER OF DISTRICTS REPRESENTED 4
 NUMBER OF CARDS MAILED TO TEACHERS WITHIN THE COUNTY 60
 NUMBER OF CARDS RETURNED FROM WITHIN THE COUNTY 52
 PERCENT OF CARDS RETURNED FROM WITHIN THE COUNTY 86.7
 THE PERCENTAGE DATA BELOW IS CALCULATED ON AN "N" OF 52

	TOTAL	%	MALE	%	FEMALE	%
NO. SUPP. INC. RTNS.	<u>19</u>	<u>36.5</u>	<u>14</u>	<u>26.9</u>	<u>5</u>	<u>9.6</u>
AV. SCHOOL SALARY	<u>\$5182</u>		<u>\$5219</u>		<u>\$5080</u>	
AV. NO. YRS. TAUGHT	<u>16</u>		<u>12</u>		<u>27</u>	
AV. AGE OF TEACHERS	<u>40</u>		<u>37</u>		<u>50</u>	
NO. MARRIED TEACHERS	<u>15</u>	<u>28.9</u>	<u>12</u>	<u>23.1</u>	<u>3</u>	<u>5.8</u>
NO. EMPL. SPOUSES	<u>8</u>	<u>15.4</u>	<u>6</u>	<u>11.6</u>	<u>2</u>	<u>3.8</u>
NO. K-6 TEACHERS	<u>9</u>	<u>17.3</u>	<u>5</u>	<u>9.6</u>	<u>4</u>	<u>7.7</u>
NO. 7-12 TEACHERS	<u>10</u>	<u>19.2</u>	<u>9</u>	<u>17.3</u>	<u>1</u>	<u>1.9</u>
NO. NO GRADE REPORTED	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>
NO. BACHELOR DEGREES	<u>11</u>	<u>21.1</u>	<u>9</u>	<u>17.3</u>	<u>2</u>	<u>3.8</u>
NO. ADVANCED DEGREES	<u>8</u>	<u>15.4</u>	<u>5</u>	<u>9.6</u>	<u>3</u>	<u>5.8</u>
NO. NO DEGREE REPORTED	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>
NO. ELEM. DIST. TCHS.	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>
NO. I.S.D. TEACHERS	<u>19</u>	<u>36.5</u>	<u>14</u>	<u>26.9</u>	<u>5</u>	<u>9.6</u>
NO. DEP. DIST. TCHS.	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>
NO. SUMMER JOB 1963	<u>8</u>	<u>15.4</u>	<u>7</u>	<u>13.5</u>	<u>1</u>	<u>1.9</u>
AV. SUMMER INC. 1963	<u>\$ 814</u>		<u>\$ 814</u>		<u>\$ No report</u>	
AV. SUPP. INCOME SCHOOL YEAR 1963	<u>\$1170</u>		<u>\$1202</u>		<u>\$1080</u>	

COUNTY LeFlore NUMBER OF DISTRICTS REPRESENTED 9
 NUMBER OF CARDS MAILED TO TEACHERS WITHIN THE COUNTY 265
 NUMBER OF CARDS RETURNED FROM WITHIN THE COUNTY 119
 PERCENT OF CARDS RETURNED FROM WITHIN THE COUNTY 44.9
 THE PERCENTAGE DATA BELOW IS CALCULATED ON AN "N" OF 119

	TOTAL	%	MALE	%	FEMALE	%
NO. SUPP. INC. RTNS.	<u>2</u>	<u>17.6</u>	<u>16</u>	<u>13.4</u>	<u>5</u>	<u>4.2</u>
AV. SCHOOL SALARY	<u>\$5228</u>		<u>\$5231</u>		<u>\$5220</u>	
AV. NO. YRS. TAUGHT	<u>14</u>		<u>14</u>		<u>16</u>	
AV. AGE OF TEACHERS	<u>60</u>		<u>39</u>		<u>47</u>	
NO. MARRIED TEACHERS	<u>19</u>	<u>15.9</u>	<u>16</u>	<u>13.4</u>	<u>3</u>	<u>2.5</u>
NO. EMPL. SPOUSES	<u>10</u>	<u>8.4</u>	<u>8</u>	<u>6.7</u>	<u>2</u>	<u>1.7</u>
NO. K-6 TEACHERS	<u>4</u>	<u>3.3</u>	<u>3</u>	<u>2.5</u>	<u>1</u>	<u>.8</u>
NO. 7-12 TEACHERS	<u>17</u>	<u>14.2</u>	<u>13</u>	<u>10.9</u>	<u>4</u>	<u>3.3</u>
NO. NO GRADE REPORTED	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>
NO. BACHELOR DEGREES	<u>8</u>	<u>6.7</u>	<u>6</u>	<u>5.0</u>	<u>2</u>	<u>1.7</u>
NO. ADVANCED DEGREES	<u>13</u>	<u>10.9</u>	<u>10</u>	<u>8.4</u>	<u>3</u>	<u>2.5</u>
NO. NO DEGREE REPORTED	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>
NO. ELEM. DIST. TCHS.	<u>1</u>	<u>.8</u>	<u>1</u>	<u>.8</u>	<u>0</u>	<u>.0</u>
NO. I.S.D. TEACHERS	<u>20</u>	<u>16.8</u>	<u>15</u>	<u>12.6</u>	<u>5</u>	<u>4.2</u>
NO. DEP. DIST. TCHS.	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>
NO. SUMMER JOB 1963	<u>10</u>	<u>8.4</u>	<u>9</u>	<u>7.6</u>	<u>1</u>	<u>.8</u>
AV. SUMMER INC. 1963	<u>\$ 782</u>		<u>\$ 836</u>		<u>\$ 300</u>	
AV. SUPP. INCOME SCHOOL YEAR 1963	<u>\$1112</u>		<u>\$ 999</u>		<u>\$1900</u>	

COUNTY Lincoln NUMBER OF DISTRICTS REPRESENTED 10
 NUMBER OF CARDS MAILED TO TEACHERS WITHIN THE COUNTY 162
 NUMBER OF CARDS RETURNED FROM WITHIN THE COUNTY 120
 PERCENT OF CARDS RETURNED FROM WITHIN THE COUNTY 74.1
 THE PERCENTAGE DATA BELOW IS CALCULATED ON AN "N" OF 120

	TOTAL	%	MALE	%	FEMALE	%
NO. SUPP. INC. RTNS.	<u>23</u>	<u>19.2</u>	<u>18</u>	<u>1.5</u>	<u>5</u>	<u>4.2</u>
AV. SCHOOL SALARY	<u>\$4961</u>		<u>\$4966</u>		<u>\$4938</u>	
AV. NO. YRS. TAUGHT	<u>12</u>		<u>11</u>		<u>17</u>	
AV. AGE OF TEACHERS	<u>40</u>		<u>37</u>		<u>50</u>	
NO. MARRIED TEACHERS	<u>18</u>	<u>15.0</u>	<u>17</u>	<u>14.2</u>	<u>1</u>	<u>.8</u>
NO. EMPL. SPOUSES	<u>6</u>	<u>5.0</u>	<u>5</u>	<u>4.2</u>	<u>1</u>	<u>.8</u>
NO. K-6 TEACHERS	<u>5</u>	<u>4.2</u>	<u>3</u>	<u>2.5</u>	<u>2</u>	<u>1.7</u>
NO. 7-12 TEACHERS	<u>18</u>	<u>15.0</u>	<u>15</u>	<u>12.5</u>	<u>3</u>	<u>2.5</u>
NO. NO GRADE REPORTED	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>
NO. BACHELOR DEGREES	<u>16</u>	<u>13.3</u>	<u>13</u>	<u>10.8</u>	<u>3</u>	<u>2.5</u>
NO. ADVANCED DEGREES	<u>7</u>	<u>5.9</u>	<u>5</u>	<u>4.2</u>	<u>2</u>	<u>1.7</u>
NO. NO DEGREE REPORTED	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>
NO. ELEM. DIST. TCHS.	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>
NO. I.S.D. TEACHERS	<u>23</u>	<u>19.2</u>	<u>18</u>	<u>15.0</u>	<u>5</u>	<u>4.2</u>
NO. DEP. DIST. TCHS.	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>
NO. SUMMER JOB 1963	<u>11</u>	<u>9.2</u>	<u>10</u>	<u>8.4</u>	<u>1</u>	<u>.8</u>
AV. SUMMER INC. 1963	<u>\$ 679</u>		<u>\$ 679</u>		<u>\$ No report</u>	
AV. SUPP. INCOME SCHOOL YEAR 1963	<u>\$ 632</u>		<u>\$ 683</u>		<u>\$ 363</u>	

COUNTY Logan NUMBER OF DISTRICTS REPRESENTED 4
 NUMBER OF CARDS MAILED TO TEACHERS WITHIN THE COUNTY 148
 NUMBER OF CARDS RETURNED FROM WITHIN THE COUNTY 83
 PERCENT OF CARDS RETURNED FROM WITHIN THE COUNTY 56.1
 THE PERCENTAGE DATA BELOW IS CALCULATED ON AN "N" OF 83

	TOTAL	%	MALE	%	FEMALE	%
NO. SUPP. INC. RTNS.	<u>21</u>	<u>25.3</u>	<u>17</u>	<u>20.5</u>	<u>4</u>	<u>4.8</u>
AV. SCHOOL SALARY	<u>\$5041</u>		<u>\$5048</u>		<u>\$5013</u>	
AV. NO. YRS. TAUGHT	<u>13</u>		<u>12</u>		<u>18</u>	
AV. AGE OF TEACHERS	<u>40</u>		<u>38</u>		<u>49</u>	
NO. MARRIED TEACHERS	<u>14</u>	<u>16.9</u>	<u>13</u>	<u>15.7</u>	<u>1</u>	<u>1.2</u>
NO. EMPL. SPOUSES	<u>6</u>	<u>7.2</u>	<u>5</u>	<u>6.0</u>	<u>1</u>	<u>1.2</u>
NO. K-6 TEACHERS	<u>3</u>	<u>3.6</u>	<u>0</u>	<u>.0</u>	<u>3</u>	<u>3.6</u>
NO. 7-12 TEACHERS	<u>18</u>	<u>21.7</u>	<u>17</u>	<u>20.5</u>	<u>1</u>	<u>1.2</u>
NO. NO GRADE REPORTED	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>
NO. BACHELOR DEGREES	<u>12</u>	<u>14.4</u>	<u>10</u>	<u>12.0</u>	<u>2</u>	<u>2.4</u>
NO. ADVANCED DEGREES	<u>9</u>	<u>10.8</u>	<u>7</u>	<u>8.4</u>	<u>2</u>	<u>2.4</u>
NO. NO DEGREE REPORTED	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>
NO. ELEM. DIST. TCHS.	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>
NO. I.S.D. TEACHERS	<u>21</u>	<u>25.3</u>	<u>17</u>	<u>20.5</u>	<u>4</u>	<u>4.8</u>
NO. DEP. DIST. TCHS.	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>
NO. SUMMER JOB 1963	<u>11</u>	<u>13.2</u>	<u>10</u>	<u>12.0</u>	<u>1</u>	<u>1.2</u>
AV. SUMMER INC. 1963	<u>\$1044</u>		<u>\$1055</u>		<u>\$ 940</u>	
AV. SUPP. INCOME SCHOOL YEAR 1963	<u>\$1452</u>		<u>\$1499</u>		<u>\$1200</u>	

COUNTY Love NUMBER OF DISTRICTS REPRESENTED 3
 NUMBER OF CARDS MAILED TO TEACHERS WITHIN THE COUNTY 56
 NUMBER OF CARDS RETURNED FROM WITHIN THE COUNTY 38
 PERCENT OF CARDS RETURNED FROM WITHIN THE COUNTY 67.8
 THE PERCENTAGE DATA BELOW IS CALCULATED ON AN "N" OF 38

	TOTAL	%	MALE	%	FEMALE	%
NO. SUPP. INC. RTNS.	<u>11</u>	<u>28.9</u>	<u>7</u>	<u>18.4</u>	<u>4</u>	<u>10.5</u>
AV. SCHOOL SALARY	<u>\$4760</u>		<u>\$4866</u>		<u>\$4600</u>	
AV. NO. YRS. TAUGHT	<u>11</u>		<u>9</u>		<u>16</u>	
AV. AGE OF TEACHERS	<u>38</u>		<u>34</u>		<u>46</u>	
NO. MARRIED TEACHERS	<u>10</u>	<u>26.3</u>	<u>7</u>	<u>18.4</u>	<u>3</u>	<u>7.9</u>
NO. EMPL. SPOUSES	<u>5</u>	<u>13.1</u>	<u>2</u>	<u>5.3</u>	<u>3</u>	<u>7.9</u>
NO. K-6 TEACHERS	<u>3</u>	<u>7.9</u>	<u>1</u>	<u>2.6</u>	<u>2</u>	<u>5.3</u>
NO. 7-12 TEACHERS	<u>8</u>	<u>21.1</u>	<u>6</u>	<u>15.8</u>	<u>2</u>	<u>5.3</u>
NO. NO GRADE REPORTED	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>
NO. BACHELOR DEGREES	<u>7</u>	<u>18.4</u>	<u>4</u>	<u>10.5</u>	<u>3</u>	<u>7.9</u>
NO. ADVANCED DEGREES	<u>4</u>	<u>10.5</u>	<u>3</u>	<u>7.9</u>	<u>1</u>	<u>2.6</u>
NO. NO DEGREE REPORTED	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>
NO. ELEM. DIST. TCHS.	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>
NO. I.S.D. TEACHERS	<u>10</u>	<u>26.3</u>	<u>6</u>	<u>15.8</u>	<u>4</u>	<u>10.5</u>
NO. DEP. DIST. TCHS.	<u>1</u>	<u>2.6</u>	<u>1</u>	<u>2.6</u>	<u>0</u>	<u>.0</u>
NO. SUMMER JOB 1963	<u>5</u>	<u>13.1</u>	<u>4</u>	<u>10.5</u>	<u>1</u>	<u>2.6</u>
AV. SUMMER INC. 1963	<u>\$ 930</u>		<u>\$1175</u>		<u>\$ 195</u>	
AV. SUPP. INCOME SCHOOL YEAR 1963	<u>\$ 888</u>		<u>\$ 658</u>		<u>\$1232</u>	

COUNTY Major NUMBER OF DISTRICTS REPRESENTED 3
 NUMBER OF CARDS MAILED TO TEACHERS WITHIN THE COUNTY 56
 NUMBER OF CARDS RETURNED FROM WITHIN THE COUNTY 24
 PERCENT OF CARDS RETURNED FROM WITHIN THE COUNTY 42.8
 THE PERCENTAGE DATA BELOW IS CALCULATED ON AN "N" OF 24

	TOTAL	%	MALE	%	FEMALE	%
NO. SUPP. INC. RTNS.	<u>8</u>	<u>33.3</u>	<u>5</u>	<u>20.8</u>	<u>3</u>	<u>12.5</u>
AV. SCHOOL SALARY	<u>\$5083</u>		<u>\$5075</u>		<u>\$5100</u>	
AV. NO. YRS. TAUGHT	<u>19</u>		<u>19</u>		<u>21</u>	
AV. AGE OF TEACHERS	<u>49</u>		<u>46</u>		<u>57</u>	
NO. MARRIED TEACHERS	<u>5</u>	<u>20.8</u>	<u>4</u>	<u>16.7</u>	<u>1</u>	<u>4.2</u>
NO. EMPL. SPOUSES	<u>3</u>	<u>12.5</u>	<u>2</u>	<u>8.3</u>	<u>1</u>	<u>4.2</u>
NO. K-6 TEACHERS	<u>4</u>	<u>16.7</u>	<u>2</u>	<u>8.3</u>	<u>2</u>	<u>8.3</u>
NO. 7-12 TEACHERS	<u>4</u>	<u>16.7</u>	<u>3</u>	<u>12.5</u>	<u>1</u>	<u>4.2</u>
NO. NO GRADE REPORTED	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>
NO. BACHELOR DEGREES	<u>7</u>	<u>29.3</u>	<u>4</u>	<u>16.7</u>	<u>3</u>	<u>12.5</u>
NO. ADVANCED DEGREES	<u>1</u>	<u>4.2</u>	<u>1</u>	<u>4.2</u>	<u>0</u>	<u>.0</u>
NO. NO DEGREE REPORTED	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>
NO. ELEM. DIST. TCHS.	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>
NO. I.S.D. TEACHERS	<u>6</u>	<u>25.0</u>	<u>4</u>	<u>16.7</u>	<u>2</u>	<u>8.3</u>
NO. DEP. DIST. TCHS.	<u>2</u>	<u>8.3</u>	<u>1</u>	<u>4.2</u>	<u>1</u>	<u>4.2</u>
NO. SUMMER JOB 1963	<u>2</u>	<u>8.3</u>	<u>2</u>	<u>8.3</u>	<u>0</u>	<u>.0</u>
AV. SUMMER INC. 1963	<u>\$ 600</u>		<u>\$ 600</u>		<u>\$</u>	
AV. SUPP. INCOME SCHOOL YEAR 1963	<u>\$1350</u>		<u>\$1133</u>		<u>\$2000</u>	

COUNTY Marshall NUMBER OF DISTRICTS REPRESENTED 2
 NUMBER OF CARDS MAILED TO TEACHERS WITHIN THE COUNTY 54
 NUMBER OF CARDS RETURNED FROM WITHIN THE COUNTY 52
 PERCENT OF CARDS RETURNED FROM WITHIN THE COUNTY 96.3
 THE PERCENTAGE DATA BELOW IS CALCULATED ON AN "N" OF 52

	TOTAL	%	MALE	%	FEMALE	%
NO. SUPP. INC. RTNS.	<u>5</u>	<u>9.6</u>	<u>5</u>	<u>9.6</u>	<u>0</u>	<u>.0</u>
AV. SCHOOL SALARY	<u>\$5140</u>		<u>\$5140</u>			
AV. NO. YRS. TAUGHT	<u>9</u>		<u>9</u>			
AV. AGE OF TEACHERS	<u>36</u>		<u>36</u>			
NO. MARRIED TEACHERS	<u>5</u>	<u>9.6</u>	<u>5</u>	<u>9.6</u>	<u>0</u>	<u>.0</u>
NO. EMPL. SPOUSES	<u>2</u>	<u>3.8</u>	<u>2</u>	<u>3.8</u>	<u>0</u>	<u>.0</u>
NO. K-6 TEACHERS	<u>1</u>	<u>1.9</u>	<u>1</u>	<u>1.9</u>	<u>0</u>	<u>.0</u>
NO. 7-12 TEACHERS	<u>3</u>	<u>5.7</u>	<u>3</u>	<u>5.7</u>	<u>0</u>	<u>.0</u>
NO. NO GRADE REPORTED	<u>1</u>	<u>1.9</u>	<u>1</u>	<u>1.9</u>	<u>0</u>	<u>.0</u>
NO. BACHELOR DEGREES	<u>2</u>	<u>3.8</u>	<u>2</u>	<u>3.8</u>	<u>0</u>	<u>.0</u>
NO. ADVANCED DEGREES	<u>3</u>	<u>5.8</u>	<u>3</u>	<u>5.8</u>	<u>0</u>	<u>.0</u>
NO. NO DEGREE REPORTED	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>
NO. ELEM. DIST. TCHS.	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>
NO. I.S.D. TEACHERS	<u>5</u>	<u>9.6</u>	<u>5</u>	<u>9.6</u>	<u>0</u>	<u>.0</u>
NO. DEP. DIST. TCHS.	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>
NO. SUMMER JOB 1963	<u>2</u>	<u>3.8</u>	<u>2</u>	<u>3.8</u>	<u>0</u>	<u>.0</u>
AV. SUMMER INC. 1963	<u>\$ 650</u>		<u>\$ 650</u>		<u>\$</u>	
AV. SUPP. INCOME SCHOOL YEAR 1963	<u>\$ 741</u>		<u>\$ 741</u>		<u>\$</u>	

COUNTY Mayes NUMBER OF DISTRICTS REPRESENTED 6
 NUMBER OF CARDS MAILED TO TEACHERS WITHIN THE COUNTY 178
 NUMBER OF CARDS RETURNED FROM WITHIN THE COUNTY 112
 PERCENT OF CARDS RETURNED FROM WITHIN THE COUNTY 62.9
 THE PERCENTAGE DATA BELOW IS CALCULATED ON AN "N" OF 112

	TOTAL	%	MALE	%	FEMALE	%
NO. SUPP. INC. RTNS.	<u>13</u>	<u>11.6</u>	<u>11</u>	<u>9.8</u>	<u>2</u>	<u>1.8</u>
AV. SCHOOL SALARY	<u>\$4740</u>		<u>\$4647</u>		<u>\$5250</u>	
AV. NO. YRS. TAUGHT	<u>10</u>		<u>9</u>		<u>18</u>	
AV. AGE OF TEACHERS	<u>34</u>		<u>33</u>		<u>46</u>	
NO. MARRIED TEACHERS	<u>9</u>	<u>8.0</u>	<u>9</u>	<u>8.0</u>	<u>0</u>	<u>.0</u>
NO. EMPL. SPOUSES	<u>6</u>	<u>5.3</u>	<u>6</u>	<u>5.3</u>	<u>0</u>	<u>.0</u>
NO. K-6 TEACHERS	<u>1</u>	<u>.9</u>	<u>1</u>	<u>.9</u>	<u>0</u>	<u>.0</u>
NO. 7-12 TEACHERS	<u>12</u>	<u>10.7</u>	<u>10</u>	<u>8.9</u>	<u>2</u>	<u>1.8</u>
NO. NO GRADE REPORTED	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>
NO. BACHELOR DEGREES	<u>8</u>	<u>7.1</u>	<u>7</u>	<u>6.2</u>	<u>1</u>	<u>.9</u>
NO. ADVANCED DEGREES	<u>5</u>	<u>4.5</u>	<u>4</u>	<u>3.6</u>	<u>1</u>	<u>.9</u>
NO. NO DEGREE REPORTED	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>
NO. ELEM. DIST. TCHS.	<u>1</u>	<u>.9</u>	<u>1</u>	<u>.9</u>	<u>0</u>	<u>.0</u>
NO. I.S.D. TEACHERS	<u>12</u>	<u>10.7</u>	<u>10</u>	<u>8.9</u>	<u>2</u>	<u>1.8</u>
NO. DEP. DIST. TCHS.	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>
NO. SUMMER JOB 1963	<u>8</u>	<u>7.1</u>	<u>8</u>	<u>7.1</u>	<u>0</u>	<u>.0</u>
AV. SUMMER INC. 1963	<u>\$ 768</u>		<u>\$ 768</u>		<u>\$</u>	
AV. SUPP. INCOME SCHOOL YEAR 1963	<u>\$ 782</u>		<u>\$ 782</u>		<u>\$ No report</u>	

COUNTY McClain NUMBER OF DISTRICTS REPRESENTED 7
 NUMBER OF CARDS MAILED TO TEACHERS WITHIN THE COUNTY 126
 NUMBER OF CARDS RETURNED FROM WITHIN THE COUNTY 86
 PERCENT OF CARDS RETURNED FROM WITHIN THE COUNTY 68.2
 THE PERCENTAGE DATA BELOW IS CALCULATED ON AN "N" OF 86

	TOTAL	%	MALE	%	FEMALE	%
NO. SUPP. INC. RTNS.	<u>13</u>	<u>15.1</u>	<u>7</u>	<u>8.1</u>	<u>6</u>	<u>7.0</u>
AV. SCHOOL SALARY	<u>\$4700</u>		<u>\$4983</u>		<u>\$4416</u>	
AV. NO. YRS. TAUGHT	<u>13</u>		<u>12</u>		<u>15</u>	
AV. AGE OF TEACHERS	<u>38</u>		<u>38</u>		<u>38</u>	
NO. MARRIED TEACHERS	<u>9</u>	<u>10.4</u>	<u>6</u>	<u>6.9</u>	<u>3</u>	<u>3.5</u>
NO. EMPL. SPOUSES	<u>5</u>	<u>5.8</u>	<u>3</u>	<u>3.5</u>	<u>2</u>	<u>2.3</u>
NO. K-6 TEACHERS	<u>6</u>	<u>7.0</u>	<u>1</u>	<u>1.2</u>	<u>5</u>	<u>5.8</u>
NO. 7-12 TEACHERS	<u>7</u>	<u>8.1</u>	<u>6</u>	<u>6.9</u>	<u>1</u>	<u>1.2</u>
NO. NO GRADE REPORTED	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>
NO. BACHELOR DEGREES	<u>9</u>	<u>10.4</u>	<u>3</u>	<u>3.5</u>	<u>6</u>	<u>6.9</u>
NO. ADVANCED DEGREES	<u>3</u>	<u>3.5</u>	<u>3</u>	<u>3.5</u>	<u>0</u>	<u>.0</u>
NO. NO DEGREE REPORTED	<u>1</u>	<u>1.2</u>	<u>1</u>	<u>1.2</u>	<u>0</u>	<u>.0</u>
NO. ELEM. DIST. TCHS.	<u>1</u>	<u>1.2</u>	<u>0</u>	<u>.0</u>	<u>1</u>	<u>1.2</u>
NO. I.S.D. TEACHERS	<u>12</u>	<u>13.9</u>	<u>7</u>	<u>8.1</u>	<u>5</u>	<u>5.8</u>
NO. DEP. DIST. TCHS.	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>
NO. SUMMER JOB 1963	<u>10</u>	<u>11.6</u>	<u>6</u>	<u>6.9</u>	<u>4</u>	<u>4.7</u>
AV. SUMMER INC. 1963	<u>\$ 898</u>		<u>\$ 912</u>		<u>\$ 882</u>	
AV. SUPP. INCOME SCHOOL YEAR 1963	<u>\$ 501</u>		<u>\$ 694</u>		<u>\$ 308</u>	

COUNTY McCurtain NUMBER OF DISTRICTS REPRESENTED 4
 NUMBER OF CARDS MAILED TO TEACHERS WITHIN THE COUNTY 226
 NUMBER OF CARDS RETURNED FROM WITHIN THE COUNTY 109
 PERCENT OF CARDS RETURNED FROM WITHIN THE COUNTY 48.2
 THE PERCENTAGE DATA BELOW IS CALCULATED ON AN "N" OF 109

	TOTAL	%	MALE	%	FEMALE	%
NO. SUPP. INC. RTNS.	<u>16</u>	<u>14.7</u>	<u>11</u>	<u>10.1</u>	<u>5</u>	<u>4.6</u>
AV. SCHOOL SALARY	<u>\$4783</u>		<u>\$4759</u>		<u>\$4850</u>	
AV. NO. YRS. TAUGHT	<u>11</u>		<u>8</u>		<u>17</u>	
AV. AGE OF TEACHERS	<u>36</u>		<u>32</u>		<u>45</u>	
NO. MARRIED TEACHERS	<u>14</u>	<u>12.9</u>	<u>11</u>	<u>10.1</u>	<u>3</u>	<u>2.8</u>
NO. EMPL. SPOUSES	<u>10</u>	<u>9.2</u>	<u>7</u>	<u>6.4</u>	<u>3</u>	<u>2.8</u>
NO. K-6 TEACHERS	<u>3</u>	<u>2.8</u>	<u>0</u>	<u>.0</u>	<u>3</u>	<u>2.8</u>
NO. 7-12 TEACHERS	<u>13</u>	<u>11.9</u>	<u>11</u>	<u>10.1</u>	<u>2</u>	<u>1.8</u>
NO. NO GRADE REPORTED	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>
NO. BACHELOR DEGREES	<u>10</u>	<u>9.2</u>	<u>7</u>	<u>6.4</u>	<u>3</u>	<u>2.8</u>
NO. ADVANCED DEGREES	<u>6</u>	<u>5.5</u>	<u>4</u>	<u>3.7</u>	<u>2</u>	<u>1.8</u>
NO. NO DEGREE REPORTED	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>
NO. ELEM. DIST. TCHS.	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>
NO. I.S.D. TEACHERS	<u>16</u>	<u>14.7</u>	<u>11</u>	<u>10.1</u>	<u>5</u>	<u>4.6</u>
NO. DEP. DIST. TCHS.	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>
NO. SUMMER JOB 1963	<u>6</u>	<u>5.5</u>	<u>4</u>	<u>3.7</u>	<u>2</u>	<u>1.8</u>
AV. SUMMER INC. 1963	<u>\$ 847</u>		<u>\$1087</u>		<u>\$ 367</u>	
AV. SUPP. INCOME SCHOOL YEAR 1963	<u>\$ 977</u>		<u>\$1135</u>		<u>\$ 629</u>	

COUNTY McIntosh NUMBER OF DISTRICTS REPRESENTED 4
 NUMBER OF CARDS MAILED TO TEACHERS WITHIN THE COUNTY 108
 NUMBER OF CARDS RETURNED FROM WITHIN THE COUNTY 77
 PERCENT OF CARDS RETURNED FROM WITHIN THE COUNTY 71.3
 THE PERCENTAGE DATA BELOW IS CALCULATED ON AN "N" OF 77

	TOTAL	%	MALE	%	FEMALE	%
NO. SUPP. INC. RTNS.	<u>13</u>	<u>16.9</u>	<u>9</u>	<u>11.7</u>	<u>4</u>	<u>5.2</u>
AV. SCHOOL SALARY	<u>\$5279</u>		<u>\$5270</u>		<u>\$5300</u>	
AV. NO. YRS. TAUGHT	<u>16</u>		<u>12</u>		<u>25</u>	
AV. AGE OF TEACHERS	<u>43</u>		<u>38</u>		<u>55</u>	
NO. MARRIED TEACHERS	<u>12</u>	<u>15.6</u>	<u>9</u>	<u>11.7</u>	<u>3</u>	<u>3.9</u>
NO. EMPL. SPOUSES	<u>4</u>	<u>5.2</u>	<u>2</u>	<u>2.6</u>	<u>2</u>	<u>2.6</u>
NO. K-6 TEACHERS	<u>5</u>	<u>6.5</u>	<u>4</u>	<u>5.2</u>	<u>1</u>	<u>1.3</u>
NO. 7-12 TEACHERS	<u>8</u>	<u>10.4</u>	<u>5</u>	<u>6.5</u>	<u>3</u>	<u>3.9</u>
NO. NO GRADE REPORTED	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>
NO. BACHELOR DEGREES	<u>7</u>	<u>9.1</u>	<u>4</u>	<u>5.2</u>	<u>3</u>	<u>3.9</u>
NO. ADVANCED DEGREES	<u>6</u>	<u>7.8</u>	<u>5</u>	<u>6.5</u>	<u>1</u>	<u>1.3</u>
NO. NO DEGREE REPORTED	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>
NO. ELEM. DIST. TCHS.	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>
NO. I.S.D. TEACHERS	<u>13</u>	<u>16.9</u>	<u>9</u>	<u>11.7</u>	<u>4</u>	<u>5.2</u>
NO. DEP. DIST. TCHS.	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>
NO. SUMMER JOB 1963	<u>7</u>	<u>9.1</u>	<u>6</u>	<u>7.8</u>	<u>1</u>	<u>1.3</u>
AV. SUMMER INC. 1963	<u>\$ 637</u>		<u>\$ 720</u>		<u>\$ 225</u>	
AV. SUPP. INCOME SCHOOL YEAR 1963	<u>\$ 466</u>		<u>\$ 409</u>		<u>\$ 600</u>	

COUNTY Murray NUMBER OF DISTRICTS REPRESENTED 4
 NUMBER OF CARDS MAILED TO TEACHERS WITHIN THE COUNTY 81
 NUMBER OF CARDS RETURNED FROM WITHIN THE COUNTY 67
 PERCENT OF CARDS RETURNED FROM WITHIN THE COUNTY 82.7
 THE PERCENTAGE DATA BELOW IS CALCULATED ON AN "N" OF 67

	TOTAL	%	MALE	%	FEMALE	%
NO. SUPP. INC. RTNS.	<u>20</u>	<u>29.8</u>	<u>12</u>	<u>17.9</u>	<u>8</u>	<u>11.9</u>
AV. SCHOOL SALARY	<u>\$5285</u>		<u>\$5272</u>		<u>\$5539</u>	
AV. NO. YRS. TAUGHT	<u>17</u>		<u>12</u>		<u>25</u>	
AV. AGE OF TEACHERS	<u>44</u>		<u>38</u>		<u>54</u>	
NO. MARRIED TEACHERS	<u>15</u>	<u>22.3</u>	<u>12</u>	<u>17.9</u>	<u>3</u>	<u>4.4</u>
NO. EMPL. SPOUSES	<u>3</u>	<u>4.5</u>	<u>1</u>	<u>1.5</u>	<u>2</u>	<u>3.0</u>
NO. K-6 TEACHERS	<u>7</u>	<u>10.4</u>	<u>3</u>	<u>4.4</u>	<u>4</u>	<u>6.0</u>
NO. 7-12 TEACHERS	<u>13</u>	<u>19.5</u>	<u>9</u>	<u>13.5</u>	<u>4</u>	<u>6.0</u>
NO. NO GRADE REPORTED	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>
NO. BACHELOR DEGREES	<u>9</u>	<u>13.5</u>	<u>5</u>	<u>7.5</u>	<u>4</u>	<u>6.0</u>
NO. ADVANCED DEGREES	<u>11</u>	<u>16.4</u>	<u>7</u>	<u>10.4</u>	<u>4</u>	<u>6.0</u>
NO. NO DEGREE REPORTED	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>
NO. ELEM. DIST. TCHS.	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>
NO. I.S.D. TEACHERS	<u>19</u>	<u>28.3</u>	<u>11</u>	<u>16.4</u>	<u>8</u>	<u>11.9</u>
NO. DEP. DIST. TCHS.	<u>1</u>	<u>1.5</u>	<u>1</u>	<u>1.5</u>	<u>0</u>	<u>.0</u>
NO. SUMMER JOB 1963	<u>11</u>	<u>16.4</u>	<u>10</u>	<u>14.9</u>	<u>1</u>	<u>1.5</u>
AV. SUMMER INC. 1963	<u>\$ 625</u>		<u>\$ 688</u>		<u>\$ 50</u>	
AV. SUPP. INCOME SCHOOL YEAR 1963	<u>\$ 778</u>		<u>\$ 855</u>		<u>\$ 683</u>	

COUNTY Muskogee NUMBER OF DISTRICTS REPRESENTED 7
 NUMBER OF CARDS MAILED TO TEACHERS WITHIN THE COUNTY 516
 NUMBER OF CARDS RETURNED FROM WITHIN THE COUNTY 215
 PERCENT OF CARDS RETURNED FROM WITHIN THE COUNTY 41.7
 THE PERCENTAGE DATA BELOW IS CALCULATED ON AN "N" OF 215

	TOTAL	%	MALE	%	FEMALE	%
NO. SUPP. INC. RTNS.	<u>43</u>	<u>20.0</u>	<u>27</u>	<u>12.6</u>	<u>16</u>	<u>7.4</u>
AV. SCHOOL SALARY	<u>\$5101</u>		<u>\$5034</u>		<u>\$5216</u>	
AV. NO. YRS. TAUGHT	<u>12</u>		<u>10</u>		<u>16</u>	
AV. AGE OF TEACHERS	<u>40</u>		<u>38</u>		<u>44</u>	
NO. MARRIED TEACHERS	<u>37</u>	<u>17.2</u>	<u>26</u>	<u>12.1</u>	<u>11</u>	<u>5.1</u>
NO. EMPL. SPOUSES	<u>21</u>	<u>9.7</u>	<u>13</u>	<u>6.0</u>	<u>8</u>	<u>3.7</u>
NO. K-6 TEACHERS	<u>13</u>	<u>6.0</u>	<u>7</u>	<u>3.2</u>	<u>6</u>	<u>2.8</u>
NO. 7-12 TEACHERS	<u>30</u>	<u>13.9</u>	<u>20</u>	<u>9.3</u>	<u>10</u>	<u>4.6</u>
NO. NO GRADE REPORTED	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>
NO. BACHELOR DEGREES	<u>21</u>	<u>9.7</u>	<u>12</u>	<u>5.5</u>	<u>9</u>	<u>4.2</u>
NO. ADVANCED DEGREES	<u>22</u>	<u>10.2</u>	<u>15</u>	<u>7.0</u>	<u>7</u>	<u>3.2</u>
NO. NO DEGREE REPORTED	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>
NO. ELEM. DIST. TCHS.	<u>2</u>	<u>.9</u>	<u>2</u>	<u>.9</u>	<u>0</u>	<u>.0</u>
NO. I.S.D. TEACHERS	<u>41</u>	<u>19.0</u>	<u>25</u>	<u>11.6</u>	<u>16</u>	<u>7.4</u>
NO. DEP. DIST. TCHS.	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>
NO. SUMMER JOB 1963	<u>19</u>	<u>8.8</u>	<u>16</u>	<u>7.4</u>	<u>3</u>	<u>1.4</u>
AV. SUMMER INC. 1963	<u>\$ 557</u>		<u>\$ 622</u>		<u>\$ 67</u>	
AV. SUPP. INCOME SCHOOL YEAR 1963	<u>\$1108</u>		<u>\$1401</u>		<u>\$ 264</u>	

COUNTY Noble NUMBER OF DISTRICTS REPRESENTED 6
 NUMBER OF CARDS MAILED TO TEACHERS WITHIN THE COUNTY 109
 NUMBER OF CARDS RETURNED FROM WITHIN THE COUNTY 65
 PERCENT OF CARDS RETURNED FROM WITHIN THE COUNTY 59.6
 THE PERCENTAGE DATA BELOW IS CALCULATED ON AN "N" OF 65

	TOTAL	%	MALE	%	FEMALE	%
NO. SUPP. INC. RTNS.	<u>14</u>	<u>21.5</u>	<u>12</u>	<u>18.4</u>	<u>2</u>	<u>3.1</u>
AV. SCHOOL SALARY	<u>\$5321</u>		<u>\$5383</u>		<u>\$4950</u>	
AV. NO. YRS. TAUGHT	<u>14</u>		<u>12</u>		<u>25</u>	
AV. AGE OF TEACHERS	<u>40</u>		<u>37</u>		<u>55</u>	
NO. MARRIED TEACHERS	<u>10</u>	<u>15.4</u>	<u>10</u>	<u>15.4</u>	<u>0</u>	<u>.0</u>
NO. EMPL. SPOUSES	<u>4</u>	<u>6.1</u>	<u>4</u>	<u>6.1</u>	<u>0</u>	<u>.0</u>
NO. K-6 TEACHERS	<u>3</u>	<u>4.6</u>	<u>1</u>	<u>1.5</u>	<u>2</u>	<u>3.1</u>
NO. 7-12 TEACHERS	<u>11</u>	<u>16.9</u>	<u>11</u>	<u>16.9</u>	<u>0</u>	<u>.0</u>
NO. NO GRADE REPORTED	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>
NO. BACHELOR DEGREES	<u>8</u>	<u>12.3</u>	<u>6</u>	<u>9.2</u>	<u>2</u>	<u>3.1</u>
NO. ADVANCED DEGREES	<u>6</u>	<u>9.2</u>	<u>6</u>	<u>9.2</u>	<u>0</u>	<u>.0</u>
NO. NO DEGREE REPORTED	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>
NO. ELEM. DIST. TCHS.	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>
NO. I.S.D. TEACHERS	<u>14</u>	<u>21.5</u>	<u>12</u>	<u>18.4</u>	<u>2</u>	<u>3.1</u>
NO. DEP. DIST. TCHS.	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>
NO. SUMMER JOB 1963	<u>7</u>	<u>10.8</u>	<u>7</u>	<u>10.8</u>	<u>0</u>	<u>.0</u>
AV. SUMMER INC. 1963	<u>\$1300</u>		<u>\$1300</u>		<u>\$</u>	
AV. SUPP. INCOME SCHOOL YEAR 1963	<u>\$1718</u>		<u>\$1718</u>		<u>\$ No report</u>	

COUNTY Nowata NUMBER OF DISTRICTS REPRESENTED 5
 NUMBER OF CARDS MAILED TO TEACHERS WITHIN THE COUNTY 90
 NUMBER OF CARDS RETURNED FROM WITHIN THE COUNTY 63
 PERCENT OF CARDS RETURNED FROM WITHIN THE COUNTY 70.0
 THE PERCENTAGE DATA BELOW IS CALCULATED ON AN "N" OF 63

	TOTAL	%	MALE	%	FEMALE	%
NO. SUPP. INC. RTNS.	<u>14</u>	<u>22.2</u>	<u>13</u>	<u>20.6</u>	<u>1</u>	<u>1.6</u>
AV. SCHOOL SALARY	<u>\$5104</u>		<u>\$5141</u>		<u>\$4625</u>	
AV. NO. YRS. TAUGHT	<u>6</u>		<u>6</u>		<u>1</u>	
AV. AGE OF TEACHERS	<u>36</u>		<u>37</u>		<u>22</u>	
NO. MARRIED TEACHERS	<u>12</u>	<u>19.0</u>	<u>12</u>	<u>19.0</u>	<u>0</u>	<u>.0</u>
NO. EMPL. SPOUSES	<u>5</u>	<u>7.9</u>	<u>5</u>	<u>7.9</u>	<u>0</u>	<u>.0</u>
NO. K-6 TEACHERS	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>
NO. 7-12 TEACHERS	<u>14</u>	<u>22.2</u>	<u>13</u>	<u>20.6</u>	<u>1</u>	<u>1.6</u>
NO. NO GRADE REPORTED	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>
NO. BACHELOR DEGREES	<u>10</u>	<u>15.9</u>	<u>9</u>	<u>14.3</u>	<u>1</u>	<u>1.6</u>
NO. ADVANCED DEGREES	<u>3</u>	<u>4.8</u>	<u>3</u>	<u>4.8</u>	<u>0</u>	<u>.0</u>
NO. NO DEGREE REPORTED	<u>1</u>	<u>1.6</u>	<u>1</u>	<u>1.6</u>	<u>0</u>	<u>.0</u>
NO. ELEM. DIST. TCHS.	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>
NO. I.S.D. TEACHERS	<u>14</u>	<u>22.2</u>	<u>13</u>	<u>20.6</u>	<u>1</u>	<u>1.6</u>
NO. DEP. DIST. TCHS.	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>
NO. SUMMER JOB 1963	<u>6</u>	<u>9.6</u>	<u>5</u>	<u>7.9</u>	<u>1</u>	<u>1.6</u>
AV. SUMMER INC. 1963	<u>\$ 707</u>		<u>\$ 791</u>		<u>\$ 200</u>	
AV. SUPP. INCOME SCHOOL YEAR 1963	<u>\$ 850</u>		<u>\$ 908</u>		<u>\$ 100</u>	

COUNTY Okfuskee NUMBER OF DISTRICTS REPRESENTED 4
 NUMBER OF CARDS MAILED TO TEACHERS WITHIN THE COUNTY 102
 NUMBER OF CARDS RETURNED FROM WITHIN THE COUNTY 42
 PERCENT OF CARDS RETURNED FROM WITHIN THE COUNTY 41.2
 THE PERCENTAGE DATA BELOW IS CALCULATED ON AN "N" OF 42

	TOTAL	%	MALE	%	FEMALE	%
NO. SUPP. INC. RTNS.	<u>9</u>	<u>21.4</u>	<u>4</u>	<u>9.5</u>	<u>5</u>	<u>11.9</u>
AV. SCHOOL SALARY	<u>\$5280</u>		<u>\$5725</u>		<u>\$4924</u>	
AV. NO. YRS. TAUGHT	<u>15</u>		<u>10</u>		<u>20</u>	
AV. AGE OF TEACHERS	<u>47</u>		<u>30</u>		<u>54</u>	
NO. MARRIED TEACHERS	<u>5</u>	<u>11.9</u>	<u>4</u>	<u>9.5</u>	<u>1</u>	<u>2.4</u>
NO. EMPL. SPOUSES	<u>3</u>	<u>7.2</u>	<u>2</u>	<u>4.8</u>	<u>1</u>	<u>2.4</u>
NO. K-6 TEACHERS	<u>3</u>	<u>7.2</u>	<u>0</u>	<u>.0</u>	<u>3</u>	<u>7.2</u>
NO. 7-12 TEACHERS	<u>5</u>	<u>11.9</u>	<u>4</u>	<u>9.5</u>	<u>1</u>	<u>2.4</u>
NO. NO GRADE REPORTED	<u>1</u>	<u>2.4</u>	<u>0</u>	<u>.0</u>	<u>1</u>	<u>2.4</u>
NO. BACHELOR DEGREES	<u>7</u>	<u>16.7</u>	<u>3</u>	<u>7.2</u>	<u>4</u>	<u>9.5</u>
NO. ADVANCED DEGREES	<u>2</u>	<u>4.8</u>	<u>1</u>	<u>2.4</u>	<u>1</u>	<u>2.4</u>
NO. NO DEGREE REPORTED	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>
NO. ELEM. DIST. TCHS.	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>
NO. I.S.D. TEACHERS	<u>9</u>	<u>21.4</u>	<u>4</u>	<u>9.5</u>	<u>5</u>	<u>11.9</u>
NO. DEP. DIST. TCHS.	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>
NO. SUMMER JOB 1963	<u>2</u>	<u>4.8</u>	<u>2</u>	<u>4.8</u>	<u>0</u>	<u>.0</u>
AV. SUMMER INC. 1963	<u>\$ 550</u>		<u>\$ 550</u>		<u>\$</u>	
AV. SUPP. INCOME SCHOOL YEAR 1963	<u>\$ 705</u>		<u>\$ 523</u>		<u>\$1070</u>	

COUNTY Oklahoma NUMBER OF DISTRICTS REPRESENTED 14
 NUMBER OF CARDS MAILED TO TEACHERS WITHIN THE COUNTY 4071
 NUMBER OF CARDS RETURNED FROM WITHIN THE COUNTY 2723
 PERCENT OF CARDS RETURNED FROM WITHIN THE COUNTY 66.9
 THE PERCENTAGE DATA BELOW IS CALCULATED ON AN "N" OF 2723

	TOTAL	%	MALE	%	FEMALE	%
NO. SUPP. INC. RTNS.	<u>604</u>	<u>22.2</u>	<u>333</u>	<u>12.2</u>	<u>271</u>	<u>10.0</u>
AV. SCHOOL SALARY	<u>\$5144</u>		<u>\$5136</u>		<u>\$5153</u>	
AV. NO. YRS. TAUGHT	<u>11</u>		<u>8</u>		<u>14</u>	
AV. AGE OF TEACHERS	<u>39</u>		<u>35</u>		<u>43</u>	
NO. MARRIED TEACHERS	<u>442</u>	<u>16.2</u>	<u>297</u>	<u>10.9</u>	<u>145</u>	<u>5.3</u>
NO. EMPL. SPOUSES	<u>276</u>	<u>10.1</u>	<u>153</u>	<u>5.6</u>	<u>123</u>	<u>4.5</u>
NO. K-6 TEACHERS	<u>237</u>	<u>8.7</u>	<u>72</u>	<u>2.6</u>	<u>165</u>	<u>6.1</u>
NO. 7-12 TEACHERS	<u>367</u>	<u>13.5</u>	<u>261</u>	<u>9.6</u>	<u>106</u>	<u>3.9</u>
NO. NO GRADE REPORTED	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>
NO. BACHELOR DEGREES	<u>373</u>	<u>13.7</u>	<u>204</u>	<u>7.5</u>	<u>169</u>	<u>6.2</u>
NO. ADVANCED DEGREES	<u>226</u>	<u>8.3</u>	<u>124</u>	<u>4.6</u>	<u>102</u>	<u>3.7</u>
NO. NO DEGREE REPORTED	<u>5</u>	<u>.2</u>	<u>5</u>	<u>.2</u>	<u>0</u>	<u>.0</u>
NO. ELEM. DIST. TCHS.	<u>12</u>	<u>.4</u>	<u>7</u>	<u>.2</u>	<u>5</u>	<u>.2</u>
NO. I.S.D. TEACHERS	<u>592</u>	<u>21.7</u>	<u>326</u>	<u>11.9</u>	<u>266</u>	<u>9.8</u>
NO. DEP. DIST. TCHS.	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>
NO. SUMMER JOB 1963	<u>326</u>	<u>11.9</u>	<u>232</u>	<u>8.5</u>	<u>94</u>	<u>3.4</u>
AV. SUMMER INC. 1963	<u>\$ 748</u>		<u>\$ 884</u>		<u>\$ 405</u>	
AV. SUPP. INCOME SCHOOL YEAR 1963	<u>\$1023</u>		<u>\$1083</u>		<u>\$ 941</u>	

COUNTY Okmulgee NUMBER OF DISTRICTS REPRESENTED 8
 NUMBER OF CARDS MAILED TO TEACHERS WITHIN THE COUNTY 289
 NUMBER OF CARDS RETURNED FROM WITHIN THE COUNTY 157
 PERCENT OF CARDS RETURNED FROM WITHIN THE COUNTY 54.3
 THE PERCENTAGE DATA BELOW IS CALCULATED ON AN "N" OF 157

	TOTAL	%	MALE	%	FEMALE	%
NO. SUPP. INC. RTNS.	<u>25</u>	<u>15.9</u>	<u>13</u>	<u>8.3</u>	<u>12</u>	<u>7.6</u>
AV. SCHOOL SALARY	<u>\$5174</u>		<u>\$5290</u>		<u>\$5058</u>	
AV. NO. YRS. TAUGHT	<u>16</u>		<u>12</u>		<u>21</u>	
AV. AGE OF TEACHERS	<u>41</u>		<u>37</u>		<u>47</u>	
NO. MARRIED TEACHERS	<u>19</u>	<u>12.1</u>	<u>13</u>	<u>8.3</u>	<u>6</u>	<u>3.8</u>
NO. EMPL. SPOUSES	<u>9</u>	<u>5.7</u>	<u>5</u>	<u>3.2</u>	<u>4</u>	<u>2.5</u>
NO. K-6 TEACHERS	<u>11</u>	<u>7.0</u>	<u>3</u>	<u>1.9</u>	<u>8</u>	<u>5.1</u>
NO. 7-12 TEACHERS	<u>14</u>	<u>8.9</u>	<u>10</u>	<u>6.4</u>	<u>4</u>	<u>2.5</u>
NO. NO GRADE REPORTED	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>
NO. BACHELOR DEGREES	<u>12</u>	<u>7.6</u>	<u>5</u>	<u>3.2</u>	<u>7</u>	<u>4.4</u>
NO. ADVANCED DEGREES	<u>13</u>	<u>8.3</u>	<u>8</u>	<u>5.1</u>	<u>5</u>	<u>3.2</u>
NO. NO DEGREE REPORTED	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>
NO. ELEM. DIST. TCHS.	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>
NO. I.S.D. TEACHERS	<u>25</u>	<u>15.9</u>	<u>13</u>	<u>8.3</u>	<u>12</u>	<u>7.6</u>
NO. DEP. DIST. TCHS.	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>
NO. SUMMER JOB 1963	<u>10</u>	<u>6.4</u>	<u>8</u>	<u>5.1</u>	<u>2</u>	<u>1.3</u>
AV. SUMMER INC. 1963	<u>\$ 412</u>		<u>\$ 479</u>		<u>\$ 142</u>	
AV. SUPP. INCOME SCHOOL YEAR 1963	<u>\$ 875</u>		<u>\$1157</u>		<u>\$ 508</u>	

COUNTY Osage NUMBER OF DISTRICTS REPRESENTED 14
 NUMBER OF CARDS MAILED TO TEACHERS WITHIN THE COUNTY 254
 NUMBER OF CARDS RETURNED FROM WITHIN THE COUNTY 161
 PERCENT OF CARDS RETURNED FROM WITHIN THE COUNTY 63.4
 THE PERCENTAGE DATA BELOW IS CALCULATED ON AN "N" OF 161

	TOTAL	%	MALE	%	FEMALE	%
NO. SUPP. INC. RTNS.	<u>26</u>	<u>16.1</u>	<u>19</u>	<u>11.8</u>	<u>7</u>	<u>4.3</u>
AV. SCHOOL SALARY	<u>\$4788</u>		<u>\$4822</u>		<u>\$4700</u>	
AV. NO. YRS. TAUGHT	<u>11</u>		<u>9</u>		<u>18</u>	
AV. AGE OF TEACHERS	<u>40</u>		<u>36</u>		<u>44</u>	
NO. MARRIED TEACHERS	<u>20</u>	<u>12.4</u>	<u>17</u>	<u>10.6</u>	<u>3</u>	<u>1.8</u>
NO. EMPL. SPOUSES	<u>7</u>	<u>4.3</u>	<u>7</u>	<u>4.3</u>	<u>0</u>	<u>.0</u>
NO. K-6 TEACHERS	<u>10</u>	<u>6.2</u>	<u>5</u>	<u>3.1</u>	<u>5</u>	<u>3.1</u>
NO. 7-12 TEACHERS	<u>16</u>	<u>9.9</u>	<u>14</u>	<u>8.7</u>	<u>2</u>	<u>1.2</u>
NO. NO GRADE REPORTED	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>
NO. BACHELOR DEGREES	<u>20</u>	<u>12.4</u>	<u>13</u>	<u>8.1</u>	<u>7</u>	<u>4.3</u>
NO. ADVANCED DEGREES	<u>6</u>	<u>3.7</u>	<u>6</u>	<u>3.7</u>	<u>0</u>	<u>.0</u>
NO. NO DEGREE REPORTED	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>
NO. ELEM. DIST. TCHS.	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>
NO. I.S.D. TEACHERS	<u>21</u>	<u>13.0</u>	<u>15</u>	<u>9.3</u>	<u>6</u>	<u>3.7</u>
NO. DEP. DIST. TCHS.	<u>5</u>	<u>3.1</u>	<u>4</u>	<u>2.5</u>	<u>1</u>	<u>.6</u>
NO. SUMMER JOB 1963	<u>8</u>	<u>4.9</u>	<u>7</u>	<u>4.3</u>	<u>1</u>	<u>.6</u>
AV. SUMMER INC. 1963	<u>\$ 577</u>		<u>\$ 636</u>		<u>\$ 160</u>	
AV. SUPP. INCOME SCHOOL YEAR 1963	<u>\$ 924</u>		<u>\$ 949</u>		<u>\$ 878</u>	

COUNTY Ottawa NUMBER OF DISTRICTS REPRESENTED 6
 NUMBER OF CARDS MAILED TO TEACHERS WITHIN THE COUNTY 249
 NUMBER OF CARDS RETURNED FROM WITHIN THE COUNTY 120
 PERCENT OF CARDS RETURNED FROM WITHIN THE COUNTY 48.2
 THE PERCENTAGE DATA BELOW IS CALCULATED ON AN "N" OF 120

	TOTAL	%	MALE	%	FEMALE	%
NO. SUPP. INC. RTNS.	<u>22</u>	<u>18.3</u>	<u>16</u>	<u>13.3</u>	<u>6</u>	<u>5.0</u>
AV. SCHOOL SALARY	<u>\$5197</u>		<u>\$5131</u>		<u>\$5374</u>	
AV. NO. YRS. TAUGHT	<u>12</u>		<u>9</u>		<u>20</u>	
AV. AGE OF TEACHERS	<u>39</u>		<u>35</u>		<u>53</u>	
NO. MARRIED TEACHERS	<u>18</u>	<u>15.0</u>	<u>14</u>	<u>11.7</u>	<u>4</u>	<u>3.3</u>
NO. EMPL. SPOUSES	<u>6</u>	<u>5.0</u>	<u>3</u>	<u>2.5</u>	<u>3</u>	<u>2.5</u>
NO. K-6 TEACHERS	<u>7</u>	<u>5.8</u>	<u>3</u>	<u>2.5</u>	<u>4</u>	<u>3.3</u>
NO. 7-12 TEACHERS	<u>15</u>	<u>12.5</u>	<u>13</u>	<u>10.8</u>	<u>2</u>	<u>1.7</u>
NO. NO GRADE REPORTED	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>
NO. BACHELOR DEGREES	<u>17</u>	<u>14.1</u>	<u>12</u>	<u>10.0</u>	<u>5</u>	<u>4.1</u>
NO. ADVANCED DEGREES	<u>5</u>	<u>4.1</u>	<u>4</u>	<u>3.3</u>	<u>1</u>	<u>.8</u>
NO. NO DEGREE REPORTED	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>
NO. ELEM. DIST. TCHS.	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>
NO. I.S.D. TEACHERS	<u>22</u>	<u>18.3</u>	<u>16</u>	<u>13.3</u>	<u>6</u>	<u>5.0</u>
NO. DEP. DIST. TCHS.	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>
NO. SUMMER JOB 1963	<u>12</u>	<u>10.0</u>	<u>12</u>	<u>10.0</u>	<u>0</u>	<u>.0</u>
AV. SUMMER INC. 1963	<u>\$ 961</u>		<u>\$ 961</u>		<u>\$</u>	
AV. SUPP. INCOME SCHOOL YEAR 1963	<u>\$1330</u>		<u>\$1185</u>		<u>\$1875</u>	

COUNTY Pawnee NUMBER OF DISTRICTS REPRESENTED 4
 NUMBER OF CARDS MAILED TO TEACHERS WITHIN THE COUNTY 91
 NUMBER OF CARDS RETURNED FROM WITHIN THE COUNTY 63
 PERCENT OF CARDS RETURNED FROM WITHIN THE COUNTY 69.2
 THE PERCENTAGE DATA BELOW IS CALCULATED ON AN "N" OF 63

	TOTAL	%	MALE	%	FEMALE	%
NO. SUPP. INC. RTNS.	<u>24</u>	<u>38.1</u>	<u>16</u>	<u>25.4</u>	<u>8</u>	<u>12.7</u>
AV. SCHOOL SALARY	<u>\$5164</u>		<u>\$5280</u>		<u>\$4962</u>	
AV. NO. YRS. TAUGHT	<u>14</u>		<u>15</u>		<u>13</u>	
AV. AGE OF TEACHERS	<u>44</u>		<u>41</u>		<u>49</u>	
NO. MARRIED TEACHERS	<u>21</u>	<u>33.3</u>	<u>16</u>	<u>25.4</u>	<u>5</u>	<u>7.9</u>
NO. EMPL. SPOUSES	<u>12</u>	<u>19.0</u>	<u>7</u>	<u>11.1</u>	<u>5</u>	<u>7.9</u>
NO. K-6 TEACHERS	<u>8</u>	<u>12.7</u>	<u>4</u>	<u>6.3</u>	<u>4</u>	<u>6.3</u>
NO. 7-12 TEACHERS	<u>16</u>	<u>25.4</u>	<u>12</u>	<u>19.1</u>	<u>4</u>	<u>6.3</u>
NO. NO GRADE REPORTED	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>
NO. BACHELOR DEGREES	<u>15</u>	<u>23.8</u>	<u>9</u>	<u>14.3</u>	<u>6</u>	<u>9.5</u>
NO. ADVANCED DEGREES	<u>9</u>	<u>14.3</u>	<u>7</u>	<u>11.1</u>	<u>2</u>	<u>3.2</u>
NO. NO DEGREE REPORTED	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>
NO. ELEM. DIST. TCHS.	<u>2</u>	<u>3.2</u>	<u>2</u>	<u>3.2</u>	<u>0</u>	<u>.0</u>
NO. I.S.D. TEACHERS	<u>22</u>	<u>34.9</u>	<u>14</u>	<u>22.2</u>	<u>8</u>	<u>12.7</u>
NO. DEP. DIST. TCHS.	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>
NO. SUMMER JOB 1963	<u>8</u>	<u>12.7</u>	<u>6</u>	<u>9.5</u>	<u>2</u>	<u>3.2</u>
AV. SUMMER INC. 1963	<u>\$ 601</u>		<u>\$ 596</u>		<u>\$ 675</u>	
AV. SUPP. INCOME SCHOOL YEAR 1963	<u>\$ 929</u>		<u>\$ 844</u>		<u>\$1087</u>	

COUNTY Payne NUMBER OF DISTRICTS REPRESENTED 8
 NUMBER OF CARDS MAILED TO TEACHERS WITHIN THE COUNTY 287
 NUMBER OF CARDS RETURNED FROM WITHIN THE COUNTY 181
 PERCENT OF CARDS RETURNED FROM WITHIN THE COUNTY 63.1
 THE PERCENTAGE DATA BELOW IS CALCULATED ON AN "N" OF 181

	TOTAL	%	MALE	%	FEMALE	%
NO. SUPP. INC. RTNS.	<u>42</u>	<u>23.2</u>	<u>24</u>	<u>13.3</u>	<u>18</u>	<u>9.9</u>
AV. SCHOOL SALARY	<u>\$5054</u>		<u>\$5024</u>		<u>\$5093</u>	
AV. NO. YRS. TAUGHT	<u>14</u>		<u>10</u>		<u>18</u>	
AV. AGE OF TEACHERS	<u>41</u>		<u>36</u>		<u>50</u>	
NO. MARRIED TEACHERS	<u>28</u>	<u>15.5</u>	<u>22</u>	<u>12.2</u>	<u>6</u>	<u>3.3</u>
NO. EMPL. SPOUSES	<u>16</u>	<u>8.8</u>	<u>10</u>	<u>5.5</u>	<u>6</u>	<u>3.3</u>
NO. K-6 TEACHERS	<u>18</u>	<u>9.9</u>	<u>7</u>	<u>3.9</u>	<u>11</u>	<u>6.0</u>
NO. 7-12 TEACHERS	<u>24</u>	<u>13.3</u>	<u>17</u>	<u>9.4</u>	<u>7</u>	<u>3.9</u>
NO. NO GRADE REPORTED	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>
NO. BACHELOR DEGREES	<u>16</u>	<u>8.8</u>	<u>12</u>	<u>6.6</u>	<u>4</u>	<u>2.2</u>
NO. ADVANCED DEGREES	<u>26</u>	<u>14.3</u>	<u>12</u>	<u>6.6</u>	<u>14</u>	<u>7.7</u>
NO. NO DEGREE REPORTED	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>
NO. ELEM. DIST. TCHS.	<u>2</u>	<u>1.1</u>	<u>2</u>	<u>1.1</u>	<u>0</u>	<u>.0</u>
NO. I.S.D. TEACHERS	<u>40</u>	<u>22.1</u>	<u>22</u>	<u>12.2</u>	<u>18</u>	<u>9.9</u>
NO. DEP. DIST. TCHS.	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>
NO. SUMMER JOB 1963	<u>16</u>	<u>8.8</u>	<u>16</u>	<u>8.8</u>	<u>0</u>	<u>.0</u>
AV. SUMMER INC. 1963	<u>\$ 725</u>		<u>\$ 725</u>		<u>\$</u>	
AV. SUPP. INCOME SCHOOL YEAR 1963	<u>\$1047</u>		<u>\$ 904</u>		<u>\$1291</u>	

COUNTY Pittsburg NUMBER OF DISTRICTS REPRESENTED 7
 NUMBER OF CARDS MAILED TO TEACHERS WITHIN THE COUNTY 282
 NUMBER OF CARDS RETURNED FROM WITHIN THE COUNTY 85
 PERCENT OF CARDS RETURNED FROM WITHIN THE COUNTY 30.1
 THE PERCENTAGE DATA BELOW IS CALCULATED ON AN "N" OF 85

	TOTAL	%	MALE	%	FEMALE	%
NO. SUPP. INC. RTNS.	<u>16</u>	<u>18.8</u>	<u>10</u>	<u>11.8</u>	<u>6</u>	<u>7.0</u>
AV. SCHOOL SALARY	<u>\$5042</u>		<u>\$5177</u>		<u>\$4800</u>	
AV. NO. YRS. TAUGHT	<u>14</u>		<u>12</u>		<u>18</u>	
AV. AGE OF TEACHERS	<u>39</u>		<u>36</u>		<u>44</u>	
NO. MARRIED TEACHERS	<u>13</u>	<u>15.3</u>	<u>10</u>	<u>11.8</u>	<u>3</u>	<u>3.5</u>
NO. EMPL. SPOUSES	<u>6</u>	<u>7.0</u>	<u>4</u>	<u>4.7</u>	<u>2</u>	<u>2.3</u>
NO. K-6 TEACHERS	<u>8</u>	<u>9.4</u>	<u>5</u>	<u>5.9</u>	<u>3</u>	<u>3.5</u>
NO. 7-12 TEACHERS	<u>8</u>	<u>9.4</u>	<u>5</u>	<u>5.9</u>	<u>3</u>	<u>3.5</u>
NO. NO GRADE REPORTED	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>
NO. BACHELOR DEGREES	<u>12</u>	<u>14.1</u>	<u>10</u>	<u>11.8</u>	<u>2</u>	<u>2.3</u>
NO. ADVANCED DEGREES	<u>4</u>	<u>4.7</u>	<u>0</u>	<u>.0</u>	<u>4</u>	<u>4.7</u>
NO. NO DEGREE REPORTED	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>
NO. ELEM. DIST. TCHS.	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>
NO. I.S.D. TEACHERS	<u>16</u>	<u>18.8</u>	<u>10</u>	<u>11.8</u>	<u>6</u>	<u>7.0</u>
NO. DEP. DIST. TCHS.	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>
NO. SUMMER JOB 1963	<u>9</u>	<u>10.6</u>	<u>8</u>	<u>9.4</u>	<u>1</u>	<u>1.2</u>
AV. SUMMER INC. 1963	<u>\$ 837</u>		<u>\$ 944</u>		<u>\$ 200</u>	
AV. SUPP. INCOME SCHOOL YEAR 1963	<u>\$1372</u>		<u>\$1152</u>		<u>\$1886</u>	

COUNTY Pontotoc NUMBER OF DISTRICTS REPRESENTED 8
 NUMBER OF CARDS MAILED TO TEACHERS WITHIN THE COUNTY 229
 NUMBER OF CARDS RETURNED FROM WITHIN THE COUNTY 101
 PERCENT OF CARDS RETURNED FROM WITHIN THE COUNTY 44.1
 THE PERCENTAGE DATA BELOW IS CALCULATED ON AN "N" OF 101

	TOTAL	%	MALE	%	FEMALE	%
NO. SUPP. INC. RTNS.	<u>24</u>	<u>23.7</u>	<u>14</u>	<u>13.8</u>	<u>10</u>	<u>9.9</u>
AV. SCHOOL SALARY	<u>\$4770</u>		<u>\$4734</u>		<u>\$4822</u>	
AV. NO. YRS. TAUGHT	<u>14</u>		<u>10</u>		<u>19</u>	
AV. AGE OF TEACHERS	<u>39</u>		<u>35</u>		<u>46</u>	
NO. MARRIED TEACHERS	<u>20</u>	<u>19.8</u>	<u>13</u>	<u>12.9</u>	<u>7</u>	<u>6.9</u>
NO. EMPL. SPOUSES	<u>14</u>	<u>13.8</u>	<u>7</u>	<u>6.9</u>	<u>7</u>	<u>6.9</u>
NO. K-6 TEACHERS	<u>11</u>	<u>10.9</u>	<u>4</u>	<u>4.0</u>	<u>7</u>	<u>6.9</u>
NO. 7-12 TEACHERS	<u>13</u>	<u>12.9</u>	<u>10</u>	<u>9.9</u>	<u>3</u>	<u>3.0</u>
NO. NO GRADE REPORTED	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>
NO. BACHELOR DEGREES	<u>6</u>	<u>6.0</u>	<u>4</u>	<u>4.0</u>	<u>2</u>	<u>2.0</u>
NO. ADVANCED DEGREES	<u>18</u>	<u>17.8</u>	<u>10</u>	<u>9.9</u>	<u>8</u>	<u>7.9</u>
NO. NO DEGREE REPORTED	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>
NO. ELEM. DIST. TCHS.	<u>2</u>	<u>2.0</u>	<u>0</u>	<u>.0</u>	<u>2</u>	<u>2.0</u>
NO. I.S.D. TEACHERS	<u>22</u>	<u>21.8</u>	<u>14</u>	<u>13.9</u>	<u>8</u>	<u>7.9</u>
NO. DEP. DIST. TCHS.	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>
NO. SUMMER JOB 1963	<u>9</u>	<u>8.9</u>	<u>8</u>	<u>7.9</u>	<u>1</u>	<u>1.0</u>
AV. SUMMER INC. 1963	<u>\$ 667</u>		<u>\$ 726</u>		<u>\$ 200</u>	
AV. SUPP. INCOME SCHOOL YEAR 1963	<u>\$ 862</u>		<u>\$ 941</u>		<u>\$ 625</u>	

COUNTY Pottawatomie NUMBER OF DISTRICTS REPRESENTED 11
 NUMBER OF CARDS MAILED TO TEACHERS WITHIN THE COUNTY 354
 NUMBER OF CARDS RETURNED FROM WITHIN THE COUNTY 153
 PERCENT OF CARDS RETURNED FROM WITHIN THE COUNTY 43.2
 THE PERCENTAGE DATA BELOW IS CALCULATED ON AN "N" OF 153

	TOTAL	%	MALE	%	FEMALE	%
NO. SUPP. INC. RTNS.	<u>32</u>	<u>20.9</u>	<u>21</u>	<u>13.7</u>	<u>11</u>	<u>7.2</u>
AV. SCHOOL SALARY	<u>\$4731</u>		<u>\$4984</u>		<u>\$4250</u>	
AV. NO. YRS. TAUGHT	<u>10</u>		<u>10</u>		<u>10</u>	
AV. AGE OF TEACHERS	<u>39</u>		<u>38</u>		<u>40</u>	
NO. MARRIED TEACHERS	<u>27</u>	<u>17.6</u>	<u>21</u>	<u>13.7</u>	<u>6</u>	<u>3.9</u>
NO. EMPL. SPOUSES	<u>17</u>	<u>11.1</u>	<u>12</u>	<u>7.8</u>	<u>5</u>	<u>3.3</u>
NO. K-6 TEACHERS	<u>9</u>	<u>5.9</u>	<u>3</u>	<u>2.0</u>	<u>6</u>	<u>3.9</u>
NO. 7-12 TEACHERS	<u>23</u>	<u>15.0</u>	<u>18</u>	<u>11.7</u>	<u>5</u>	<u>3.3</u>
NO. NO GRADE REPORTED	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>
NO. BACHELOR DEGREES	<u>22</u>	<u>14.3</u>	<u>12</u>	<u>7.8</u>	<u>10</u>	<u>6.5</u>
NO. ADVANCED DEGREES	<u>9</u>	<u>5.9</u>	<u>8</u>	<u>5.2</u>	<u>1</u>	<u>.7</u>
NO. NO DEGREE REPORTED	<u>1</u>	<u>.7</u>	<u>1</u>	<u>.7</u>	<u>0</u>	<u>.0</u>
NO. ELEM. DIST. TCHS.	<u>2</u>	<u>1.4</u>	<u>1</u>	<u>.7</u>	<u>1</u>	<u>.7</u>
NO. I.S.D. TEACHERS	<u>28</u>	<u>18.3</u>	<u>19</u>	<u>12.4</u>	<u>9</u>	<u>5.9</u>
NO. DEP. DIST. TCHS.	<u>2</u>	<u>1.4</u>	<u>1</u>	<u>.7</u>	<u>1</u>	<u>.7</u>
NO. SUMMER JOB 1963	<u>20</u>	<u>13.1</u>	<u>13</u>	<u>8.5</u>	<u>7</u>	<u>4.6</u>
AV. SUMMER INC. 1963	<u>\$ 474</u>		<u>\$ 560</u>		<u>\$ 340</u>	
AV. SUPP. INCOME SCHOOL YEAR 1963	<u>\$1021</u>		<u>\$1305</u>		<u>\$ 512</u>	

COUNTY Pushmataha NUMBER OF DISTRICTS REPRESENTED 5
 NUMBER OF CARDS MAILED TO TEACHERS WITHIN THE COUNTY 85
 NUMBER OF CARDS RETURNED FROM WITHIN THE COUNTY 52
 PERCENT OF CARDS RETURNED FROM WITHIN THE COUNTY 61.2
 THE PERCENTAGE DATA BELOW IS CALCULATED ON AN "N" OF 52

	TOTAL	%	MALE	%	FEMALE	%
NO. SUPP. INC. RTNS.	<u>5</u>	<u>9.6</u>	<u>3</u>	<u>5.8</u>	<u>2</u>	<u>3.8</u>
AV. SCHOOL SALARY	<u>\$4875</u>		<u>\$4650</u>		<u>\$5100</u>	
AV. NO. YRS. TAUGHT	<u>15</u>		<u>10</u>		<u>30</u>	
AV. AGE OF TEACHERS	<u>44</u>		<u>37</u>		<u>56</u>	
NO. MARRIED TEACHERS	<u>5</u>	<u>9.6</u>	<u>3</u>	<u>5.8</u>	<u>2</u>	<u>3.8</u>
NO. EMPL. SPOUSES	<u>1</u>	<u>1.9</u>	<u>0</u>	<u>.0</u>	<u>1</u>	<u>1.9</u>
NO. K-6 TEACHERS	<u>1</u>	<u>1.9</u>	<u>0</u>	<u>.0</u>	<u>1</u>	<u>1.9</u>
NO. 7-12 TEACHERS	<u>4</u>	<u>7.7</u>	<u>3</u>	<u>5.8</u>	<u>1</u>	<u>1.9</u>
NO. NO GRADE REPORTED	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>
NO. BACHELOR DEGREES	<u>4</u>	<u>7.7</u>	<u>2</u>	<u>3.8</u>	<u>2</u>	<u>3.8</u>
NO. ADVANCED DEGREES	<u>1</u>	<u>1.9</u>	<u>1</u>	<u>1.9</u>	<u>0</u>	<u>.0</u>
NO. NO DEGREE REPORTED	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>
NO. ELEM. DIST. TCHS.	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>
NO. I.S.D. TEACHERS	<u>5</u>	<u>9.6</u>	<u>3</u>	<u>5.8</u>	<u>2</u>	<u>3.8</u>
NO. DEP. DIST. TCHS.	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>
NO. SUMMER JOB 1963	<u>2</u>	<u>7.7</u>	<u>2</u>	<u>7.7</u>	<u>0</u>	<u>.0</u>
AV. SUMMER INC. 1963	<u>\$ 700</u>		<u>\$ 700</u>		<u>\$</u>	
AV. SUPP. INCOME SCHOOL YEAR 1963	<u>\$1128</u>		<u>\$1860</u>		<u>\$ 397</u>	

COUNTY Roger Mills NUMBER OF DISTRICTS REPRESENTED 4
 NUMBER OF CARDS MAILED TO TEACHERS WITHIN THE COUNTY 33
 NUMBER OF CARDS RETURNED FROM WITHIN THE COUNTY 32
 PERCENT OF CARDS RETURNED FROM WITHIN THE COUNTY 96.9
 THE PERCENTAGE DATA BELOW IS CALCULATED ON AN "N" OF 32

	TOTAL	%	MALE	%	FEMALE	%
NO. SUPP. INC. RTNS.	<u>11</u>	<u>34.4</u>	<u>10</u>	<u>31.3</u>	<u>1</u>	<u>3.1</u>
AV. SCHOOL SALARY	<u>\$4575</u>		<u>\$4500</u>		<u>\$5100</u>	
AV. NO. YRS. TAUGHT	<u>11</u>		<u>9</u>		<u>28</u>	
AV. AGE OF TEACHERS	<u>34</u>		<u>32</u>		<u>50</u>	
NO. MARRIED TEACHERS	<u>10</u>	<u>31.2</u>	<u>9</u>	<u>28.1</u>	<u>1</u>	<u>3.1</u>
NO. EMPL. SPOUSES	<u>4</u>	<u>12.5</u>	<u>3</u>	<u>9.4</u>	<u>1</u>	<u>3.1</u>
NO. K-6 TEACHERS	<u>5</u>	<u>15.6</u>	<u>4</u>	<u>12.5</u>	<u>1</u>	<u>3.1</u>
NO. 7-12 TEACHERS	<u>6</u>	<u>18.8</u>	<u>6</u>	<u>18.8</u>	<u>0</u>	<u>.0</u>
NO. NO GRADE REPORTED	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>
NO. BACHELOR DEGREES	<u>10</u>	<u>31.2</u>	<u>9</u>	<u>28.1</u>	<u>1</u>	<u>3.1</u>
NO. ADVANCED DEGREES	<u>1</u>	<u>3.1</u>	<u>1</u>	<u>3.1</u>	<u>0</u>	<u>.0</u>
NO. NO DEGREE REPORTED	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>
NO. ELEM. DIST. TCHS.	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>
NO. I.S.D. TEACHERS	<u>10</u>	<u>31.2</u>	<u>9</u>	<u>28.1</u>	<u>1</u>	<u>3.1</u>
NO. DEP. DIST. TCHS.	<u>1</u>	<u>3.1</u>	<u>1</u>	<u>3.1</u>	<u>0</u>	<u>.0</u>
NO. SUMMER JOB 1963	<u>7</u>	<u>21.9</u>	<u>6</u>	<u>18.8</u>	<u>1</u>	<u>3.1</u>
AV. SUMMER INC. 1963	<u>\$ 899</u>		<u>\$ 899</u>		<u>\$ No report</u>	
AV. SUPP. INCOME SCHOOL YEAR 1963	<u>\$1420</u>		<u>\$1535</u>		<u>\$ 500</u>	

COUNTY Rogers NUMBER OF DISTRICTS REPRESENTED 8
 NUMBER OF CARDS MAILED TO TEACHERS WITHIN THE COUNTY 205
 NUMBER OF CARDS RETURNED FROM WITHIN THE COUNTY 128
 PERCENT OF CARDS RETURNED FROM WITHIN THE COUNTY 62.4
 THE PERCENTAGE DATA BELOW IS CALCULATED ON AN "N" OF 128

	TOTAL	%	MALE	%	FEMALE	%
NO. SUPP. INC. RTNS.	<u>24</u>	<u>18.8</u>	<u>18</u>	<u>14.1</u>	<u>6</u>	<u>4.7</u>
AV. SCHOOL SALARY	<u>\$5092</u>		<u>\$5140</u>		<u>\$4900</u>	
AV. NO. YRS. TAUGHT	<u>15</u>		<u>14</u>		<u>17</u>	
AV. AGE OF TEACHERS	<u>42</u>		<u>40</u>		<u>50</u>	
NO. MARRIED TEACHERS	<u>18</u>	<u>14.1</u>	<u>17</u>	<u>13.3</u>	<u>1</u>	<u>.8</u>
NO. EMPL. SPOUSES	<u>12</u>	<u>9.4</u>	<u>11</u>	<u>8.6</u>	<u>1</u>	<u>.8</u>
NO. K-6 TEACHERS	<u>12</u>	<u>9.4</u>	<u>7</u>	<u>5.5</u>	<u>5</u>	<u>3.9</u>
NO. 7-12 TEACHERS	<u>12</u>	<u>9.4</u>	<u>11</u>	<u>8.6</u>	<u>1</u>	<u>.8</u>
NO. NO GRADE REPORTED	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>
NO. BACHELOR DEGREES	<u>20</u>	<u>15.6</u>	<u>15</u>	<u>11.7</u>	<u>5</u>	<u>3.9</u>
NO. ADVANCED DEGREES	<u>4</u>	<u>3.1</u>	<u>3</u>	<u>2.3</u>	<u>1</u>	<u>.8</u>
NO. NO DEGREE REPORTED	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>
NO. ELEM. DIST. TCHS.	<u>2</u>	<u>1.6</u>	<u>2</u>	<u>1.6</u>	<u>0</u>	<u>.0</u>
NO. I.S.D. TEACHERS	<u>22</u>	<u>17.2</u>	<u>16</u>	<u>12.5</u>	<u>6</u>	<u>4.7</u>
NO. DEP. DIST. TCHS.	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>
NO. SUMMER JOB 1963	<u>14</u>	<u>10.9</u>	<u>13</u>	<u>10.1</u>	<u>1</u>	<u>.8</u>
AV. SUMMER INC. 1963	<u>\$ 857</u>		<u>\$ 888</u>		<u>\$ 887</u>	
AV. SUPP. INCOME SCHOOL YEAR 1963	<u>\$1078</u>		<u>\$1251</u>		<u>\$ 492</u>	

COUNTY Seminole NUMBER OF DISTRICTS REPRESENTED 12
 NUMBER OF CARDS MAILED TO TEACHERS WITHIN THE COUNTY 226
 NUMBER OF CARDS RETURNED FROM WITHIN THE COUNTY 180
 PERCENT OF CARDS RETURNED FROM WITHIN THE COUNTY 79.6
 THE PERCENTAGE DATA BELOW IS CALCULATED ON AN "N" OF 180

	TOTAL	%	MALE	%	FEMALE	%
NO. SUPP. INC. RTNS.	<u>36</u>	<u>20.0</u>	<u>20</u>	<u>11.1</u>	<u>16</u>	<u>8.9</u>
AV. SCHOOL SALARY	<u>\$5089</u>		<u>\$5022</u>		<u>\$5171</u>	
AV. NO. YRS. TAUGHT	<u>15</u>		<u>11</u>		<u>20</u>	
AV. AGE OF TEACHERS	<u>44</u>		<u>38</u>		<u>53</u>	
NO. MARRIED TEACHERS	<u>23</u>	<u>12.8</u>	<u>18</u>	<u>10.0</u>	<u>5</u>	<u>2.8</u>
NO. EMPL. SPOUSES	<u>13</u>	<u>7.2</u>	<u>8</u>	<u>4.4</u>	<u>5</u>	<u>2.8</u>
NO. K-6 TEACHERS	<u>13</u>	<u>7.2</u>	<u>5</u>	<u>2.8</u>	<u>8</u>	<u>4.4</u>
NO. 7-12 TEACHERS	<u>23</u>	<u>12.8</u>	<u>15</u>	<u>8.4</u>	<u>8</u>	<u>4.4</u>
NO. NO GRADE REPORTED	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>
NO. BACHELOR DEGREES	<u>14</u>	<u>7.8</u>	<u>11</u>	<u>6.1</u>	<u>3</u>	<u>1.7</u>
NO. ADVANCED DEGREES	<u>21</u>	<u>11.7</u>	<u>9</u>	<u>5.0</u>	<u>12</u>	<u>6.7</u>
NO. NO DEGREE REPORTED	<u>1</u>	<u>.6</u>	<u>0</u>	<u>.0</u>	<u>1</u>	<u>.6</u>
NO. ELEM. DIST. TCHS.	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>
NO. I.S.D. TEACHERS	<u>36</u>	<u>20.0</u>	<u>20</u>	<u>11.1</u>	<u>16</u>	<u>8.9</u>
NO. DEP. DIST. TCHS.	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>
NO. SUMMER JOB 1963	<u>15</u>	<u>8.4</u>	<u>13</u>	<u>7.3</u>	<u>2</u>	<u>1.1</u>
AV. SUMMER INC. 1963	<u>\$ 683</u>		<u>\$ 761</u>		<u>\$ 175</u>	
AV. SUPP. INCOME SCHOOL YEAR 1963	<u>\$1124</u>		<u>\$1441</u>		<u>\$ 702</u>	

COUNTY Sequoyah NUMBER OF DISTRICTS REPRESENTED 6
 NUMBER OF CARDS MAILED TO TEACHERS WITHIN THE COUNTY 175
 NUMBER OF CARDS RETURNED FROM WITHIN THE COUNTY 67
 PERCENT OF CARDS RETURNED FROM WITHIN THE COUNTY 38.3
 THE PERCENTAGE DATA BELOW IS CALCULATED ON AN "N" OF 67

	TOTAL	%	MALE	%	FEMALE	%
NO. SUPP. INC. RTNS.	<u>11</u>	<u>16.4</u>	<u>4</u>	<u>6.0</u>	<u>7</u>	<u>10.4</u>
AV. SCHOOL SALARY	<u>\$4990</u>		<u>\$5025</u>		<u>\$4971</u>	
AV. NO. YRS. TAUGHT	<u>22</u>		<u>16</u>		<u>25</u>	
AV. AGE OF TEACHERS	<u>47</u>		<u>43</u>		<u>50</u>	
NO. MARRIED TEACHERS	<u>7</u>	<u>10.4</u>	<u>4</u>	<u>6.0</u>	<u>3</u>	<u>4.5</u>
NO. EMPL. SPOUSES	<u>5</u>	<u>7.5</u>	<u>2</u>	<u>3.0</u>	<u>3</u>	<u>4.5</u>
NO. K-6 TEACHERS	<u>6</u>	<u>8.9</u>	<u>1</u>	<u>1.5</u>	<u>5</u>	<u>7.4</u>
NO. 7-12 TEACHERS	<u>5</u>	<u>7.5</u>	<u>3</u>	<u>4.5</u>	<u>2</u>	<u>3.0</u>
NO. NO GRADE REPORTED	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>
NO. BACHELOR DEGREES	<u>4</u>	<u>6.0</u>	<u>2</u>	<u>3.0</u>	<u>2</u>	<u>3.0</u>
NO. ADVANCED DEGREES	<u>7</u>	<u>10.4</u>	<u>2</u>	<u>3.0</u>	<u>5</u>	<u>7.4</u>
NO. NO DEGREE REPORTED	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>
NO. ELEM. DIST. TCHS.	<u>2</u>	<u>3.0</u>	<u>2</u>	<u>3.0</u>	<u>0</u>	<u>.0</u>
NO. I.S.D. TEACHERS	<u>9</u>	<u>13.4</u>	<u>2</u>	<u>3.0</u>	<u>7</u>	<u>10.4</u>
NO. DEP. DIST. TCHS.	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>
NO. SUMMER JOB 1963	<u>2</u>	<u>3.0</u>	<u>0</u>	<u>.0</u>	<u>2</u>	<u>3.0</u>
AV. SUMMER INC. 1963	<u>\$ 250</u>		<u>\$ 350</u>		<u>\$ 150</u>	
AV. SUPP. INCOME SCHOOL YEAR 1963	<u>\$ 699</u>		<u>\$1000</u>		<u>\$ 519</u>	

COUNTY Stephens NUMBER OF DISTRICTS REPRESENTED 9
 NUMBER OF CARDS MAILED-TO TEACHERS WITHIN THE COUNTY 343
 NUMBER OF CARDS RETURNED FROM WITHIN THE COUNTY 230
 PERCENT OF CARDS RETURNED FROM WITHIN THE COUNTY 67.0
 THE PERCENTAGE DATA BELOW IS CALCULATED ON AN "N" OF 230

	TOTAL	%	MALE	%	FEMALE	%
NO. SUPP. INC. RTNS.	<u>47</u>	<u>20.4</u>	<u>20</u>	<u>8.7</u>	<u>27</u>	<u>11.7</u>
AV. SCHOOL SALARY	<u>\$5262</u>		<u>\$5350</u>		<u>\$5191</u>	
AV. NO. YRS. TAUGHT	<u>17</u>		<u>11</u>		<u>21</u>	
AV. AGE OF TEACHERS	<u>46</u>		<u>38</u>		<u>52</u>	
NO. MARRIED TEACHERS	<u>41</u>	<u>17.8</u>	<u>19</u>	<u>8.3</u>	<u>22</u>	<u>9.5</u>
NO. EMPL. SPOUSES	<u>28</u>	<u>12.2</u>	<u>9</u>	<u>3.9</u>	<u>19</u>	<u>8.3</u>
NO. K-6 TEACHERS	<u>22</u>	<u>9.5</u>	<u>6</u>	<u>2.6</u>	<u>16</u>	<u>6.9</u>
NO. 7-12 TEACHERS	<u>25</u>	<u>10.9</u>	<u>14</u>	<u>6.1</u>	<u>11</u>	<u>4.8</u>
NO. NO GRADE REPORTED	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>
NO. BACHELOR DEGREES	<u>36</u>	<u>15.6</u>	<u>14</u>	<u>6.1</u>	<u>22</u>	<u>9.5</u>
NO. ADVANCED DEGREES	<u>11</u>	<u>4.8</u>	<u>6</u>	<u>2.6</u>	<u>5</u>	<u>2.2</u>
NO. NO DEGREE REPORTED	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>
NO. ELEM. DIST. TCHS.	<u>3</u>	<u>1.3</u>	<u>0</u>	<u>.0</u>	<u>3</u>	<u>1.3</u>
NO. I.S.D. TEACHERS	<u>44</u>	<u>19.1</u>	<u>20</u>	<u>8.7</u>	<u>24</u>	<u>10.4</u>
NO. DEP. DIST. TCHS.	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>
NO. SUMMER JOB 1963	<u>13</u>	<u>5.7</u>	<u>11</u>	<u>4.8</u>	<u>2</u>	<u>.9</u>
AV. SUMMER INC. 1963	<u>\$ 737</u>		<u>\$ 785</u>		<u>\$ 300</u>	
AV. SUPP. INCOME SCHOOL YEAR 1963	<u>\$1103</u>		<u>\$1170</u>		<u>\$1103</u>	

COUNTY Texas NUMBER OF DISTRICTS REPRESENTED 8
 NUMBER OF CARDS MAILED TO TEACHERS WITHIN THE COUNTY 190
 NUMBER OF CARDS RETURNED FROM WITHIN THE COUNTY 132
 PERCENT OF CARDS RETURNED FROM WITHIN THE COUNTY 69.5
 THE PERCENTAGE DATA BELOW IS CALCULATED ON AN "N" OF 132

	TOTAL	%	MALE	%	FEMALE	%
NO. SUPP. INC. RTNS.	<u>35</u>	<u>26.5</u>	<u>20</u>	<u>15.1</u>	<u>15</u>	<u>11.4</u>
AV. SCHOOL SALARY	<u>\$5430</u>		<u>\$5579</u>		<u>\$5182</u>	
AV. NO. YRS. TAUGHT	<u>12</u>		<u>9</u>		<u>17</u>	
AV. AGE OF TEACHERS	<u>41</u>		<u>36</u>		<u>50</u>	
NO. MARRIED TEACHERS	<u>24</u>	<u>18.2</u>	<u>18</u>	<u>13.7</u>	<u>6</u>	<u>4.5</u>
NO. EMPL. SPOUSES	<u>11</u>	<u>8.3</u>	<u>6</u>	<u>4.5</u>	<u>5</u>	<u>3.8</u>
NO. K-6 TEACHERS	<u>13</u>	<u>9.8</u>	<u>4</u>	<u>3.0</u>	<u>9</u>	<u>6.8</u>
NO. 7-12 TEACHERS	<u>22</u>	<u>16.6</u>	<u>16</u>	<u>12.1</u>	<u>6</u>	<u>4.5</u>
NO. NO GRADE REPORTED	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>
NO. BACHELOR DEGREES	<u>28</u>	<u>21.2</u>	<u>15</u>	<u>11.4</u>	<u>13</u>	<u>9.8</u>
NO. ADVANCED DEGREES	<u>7</u>	<u>5.3</u>	<u>5</u>	<u>3.8</u>	<u>2</u>	<u>1.5</u>
NO. NO DEGREE REPORTED	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>
NO. ELEM. DIST. TCHS.	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>
NO. I.S.D. TEACHERS	<u>28</u>	<u>21.2</u>	<u>13</u>	<u>9.8</u>	<u>15</u>	<u>11.4</u>
NO. DEP. DIST. TCHS.	<u>7</u>	<u>5.3</u>	<u>7</u>	<u>5.3</u>	<u>0</u>	<u>.0</u>
NO. SUMMER JOB 1963	<u>20</u>	<u>15.1</u>	<u>14</u>	<u>10.6</u>	<u>6</u>	<u>4.5</u>
AV. SUMMER INC. 1963	<u>\$ 672</u>		<u>\$ 980</u>		<u>\$ 176</u>	
AV. SUPP. INCOME SCHOOL YEAR 1963	<u>\$1757</u>		<u>\$1835</u>		<u>\$1629</u>	

COUNTY Tillman NUMBER OF DISTRICTS REPRESENTED 7
 NUMBER OF CARDS MAILED TO TEACHERS WITHIN THE COUNTY 137
 NUMBER OF CARDS RETURNED FROM WITHIN THE COUNTY 63
 PERCENT OF CARDS RETURNED FROM WITHIN THE COUNTY 45.9
 THE PERCENTAGE DATA BELOW IS CALCULATED ON AN "N" OF 63

	TOTAL	%	MALE	%	FEMALE	%
NO. SUPP. INC. RTNS.	<u>12</u>	<u>19.0</u>	<u>7</u>	<u>11.1</u>	<u>5</u>	<u>7.9</u>
AV. SCHOOL SALARY	<u>\$4977</u>		<u>\$5058</u>		<u>\$4880</u>	
AV. NO. YRS. TAUGHT	<u>11</u>		<u>5</u>		<u>18</u>	
AV. AGE OF TEACHERS	<u>39</u>		<u>30</u>		<u>53</u>	
NO. MARRIED TEACHERS	<u>9</u>	<u>14.3</u>	<u>6</u>	<u>9.5</u>	<u>3</u>	<u>4.8</u>
NO. EMPL. SPOUSES	<u>4</u>	<u>6.4</u>	<u>1</u>	<u>1.6</u>	<u>3</u>	<u>4.8</u>
NO. K-6 TEACHERS	<u>4</u>	<u>6.4</u>	<u>2</u>	<u>3.2</u>	<u>2</u>	<u>3.2</u>
NO. 7-12 TEACHERS	<u>7</u>	<u>11.1</u>	<u>4</u>	<u>6.3</u>	<u>3</u>	<u>4.8</u>
NO. NO GRADE REPORTED	<u>1</u>	<u>1.0</u>	<u>1</u>	<u>1.0</u>	<u>0</u>	<u>.0</u>
NO. BACHELOR DEGREES	<u>11</u>	<u>17.4</u>	<u>7</u>	<u>11.1</u>	<u>4</u>	<u>6.3</u>
NO. ADVANCED DEGREES	<u>1</u>	<u>1.6</u>	<u>0</u>	<u>.0</u>	<u>1</u>	<u>1.6</u>
NO. NO DEGREE REPORTED	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>
NO. ELEM. DIST. TCHS.	<u>1</u>	<u>1.6</u>	<u>0</u>	<u>.0</u>	<u>1</u>	<u>1.6</u>
NO. I.S.D. TEACHERS	<u>11</u>	<u>17.4</u>	<u>7</u>	<u>11.1</u>	<u>4</u>	<u>6.3</u>
NO. DEP. DIST. TCHS.	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>
NO. SUMMER JOB 1963	<u>6</u>	<u>9.5</u>	<u>4</u>	<u>6.3</u>	<u>2</u>	<u>3.2</u>
AV. SUMMER INC. 1963	<u>\$1388</u>		<u>\$2037</u>		<u>\$ 89</u>	
AV. SUPP. INCOME SCHOOL YEAR 1963	<u>\$ 704</u>		<u>\$ 611</u>		<u>\$ 868</u>	

COUNTY Tulsa NUMBER OF DISTRICTS REPRESENTED 11
 NUMBER OF CARDS MAILED TO TEACHERS WITHIN THE COUNTY 2872
 NUMBER OF CARDS RETURNED FROM WITHIN THE COUNTY 2058
 PERCENT OF CARDS RETURNED FROM WITHIN THE COUNTY 71.6
 THE PERCENTAGE DATA BELOW IS CALCULATED ON AN "N" OF 2058

	TOTAL	%	MALE	%	FEMALE	%
NO. SUPP. INC. RTNS	<u>446</u>	<u>21.7</u>	<u>280</u>	<u>13.6</u>	<u>166</u>	<u>8.1</u>
AV. SCHOOL SALARY	<u>\$5281</u>		<u>\$5302</u>		<u>\$5242</u>	
AV. NO. YRS. TAUGHT	<u>12</u>		<u>11</u>		<u>15</u>	
AV. AGE OF TEACHERS	<u>39</u>		<u>37</u>		<u>42</u>	
NO. MARRIED TEACHERS	<u>325</u>	<u>15.8</u>	<u>246</u>	<u>12.0</u>	<u>79</u>	<u>3.8</u>
NO. EMPL. SPOUSES	<u>212</u>	<u>10.3</u>	<u>138</u>	<u>6.7</u>	<u>74</u>	<u>3.6</u>
NO. K-6 TEACHERS	<u>139</u>	<u>6.7</u>	<u>56</u>	<u>2.7</u>	<u>83</u>	<u>4.0</u>
NO. 7-12 TEACHERS	<u>304</u>	<u>14.8</u>	<u>222</u>	<u>10.8</u>	<u>82</u>	<u>4.0</u>
NO. NO GRADE REPORTED	<u>3</u>	<u>.1</u>	<u>2</u>	<u>.1</u>	<u>1</u>	<u>.0</u>
NO. BACHELOR DEGREES	<u>263</u>	<u>12.7</u>	<u>149</u>	<u>7.2</u>	<u>114</u>	<u>5.5</u>
NO. ADVANCED DEGREES	<u>179</u>	<u>8.7</u>	<u>129</u>	<u>6.3</u>	<u>50</u>	<u>2.4</u>
NO. NO DEGREE REPORTED	<u>4</u>	<u>.2</u>	<u>2</u>	<u>.1</u>	<u>2</u>	<u>.1</u>
NO. ELEM. DIST. TCHS.	<u>1</u>	<u>.0</u>	<u>1</u>	<u>.0</u>	<u>0</u>	<u>.0</u>
NO. I.S.D. TEACHERS	<u>445</u>	<u>21.6</u>	<u>279</u>	<u>13.6</u>	<u>166</u>	<u>8.0</u>
NO. DEP. DIST. TCHS.	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>
NO. SUMMER JOB 1963	<u>253</u>	<u>12.3</u>	<u>191</u>	<u>9.4</u>	<u>62</u>	<u>3.0</u>
AV. SUMMER INC. 1963	<u>\$ 669</u>		<u>\$ 745</u>		<u>\$ 447</u>	
AV. SUPP. INCOME SCHOOL YEAR 1963	<u>\$ 892</u>		<u>\$ 908</u>		<u>\$ 863</u>	

COUNTY Wagoner NUMBER OF DISTRICTS REPRESENTED 2
 NUMBER OF CARDS MAILED TO TEACHERS WITHIN THE COUNTY 116
 NUMBER OF CARDS RETURNED FROM WITHIN THE COUNTY 46
 PERCENT OF CARDS RETURNED FROM WITHIN THE COUNTY 39.6
 THE PERCENTAGE DATA BELOW IS CALCULATED ON AN "N" OF 46

	TOTAL	%	MALE	%	FEMALE	%
NO. SUPP. INC. RTNS.	<u>4</u>	<u>8.7</u>	<u>4</u>	<u>8.7</u>	<u>0</u>	<u>.0</u>
AV. SCHOOL SALARY	<u>\$4550</u>		<u>\$4550</u>		<u>\$</u>	
AV. NO. YRS. TAUGHT	<u>5</u>		<u>5</u>		<u>0</u>	
AV. AGE OF TEACHERS	<u>28</u>		<u>28</u>		<u>0</u>	
NO. MARRIED TEACHERS	<u>4</u>	<u>8.7</u>	<u>4</u>	<u>8.7</u>	<u>0</u>	<u>.0</u>
NO. EMPL. SPOUSES	<u>1</u>	<u>2.2</u>	<u>1</u>	<u>2.2</u>	<u>0</u>	<u>.0</u>
NO. K-6 TEACHERS	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>
NO. 7-12 TEACHERS	<u>4</u>	<u>8.7</u>	<u>4</u>	<u>8.7</u>	<u>0</u>	<u>.0</u>
NO. NO GRADE REPORTED	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>
NO. BACHELOR DEGREES	<u>3</u>	<u>6.5</u>	<u>3</u>	<u>6.5</u>	<u>0</u>	<u>.0</u>
NO. ADVANCED DEGREES	<u>1</u>	<u>2.2</u>	<u>1</u>	<u>2.2</u>	<u>0</u>	<u>.0</u>
NO. NO DEGREE REPORTED	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>
NO. ELEM. DIST. TCHS.	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>
NO. I.S.D. TEACHERS	<u>4</u>	<u>8.7</u>	<u>4</u>	<u>8.7</u>	<u>0</u>	<u>.0</u>
NO. DEP. DIST. TCHS.	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>
NO. SUMMER JOB 1963	<u>2</u>	<u>4.3</u>	<u>2</u>	<u>4.3</u>	<u>0</u>	<u>.0</u>
AV. SUMMER INC. 1963	<u>\$ 584</u>		<u>\$ 584</u>		<u>\$</u>	
AV. SUPP. INCOME SCHOOL YEAR 1963	<u>\$ 625</u>		<u>\$ 625</u>		<u>\$</u>	

COUNTY Washington NUMBER OF DISTRICTS REPRESENTED 5
 NUMBER OF CARDS MAILED TO TEACHERS WITHIN THE COUNTY 405
 NUMBER OF CARDS RETURNED FROM WITHIN THE COUNTY 240
 PERCENT OF CARDS RETURNED FROM WITHIN THE COUNTY 59.2
 THE PERCENTAGE DATA BELOW IS CALCULATED ON AN "N" OF 240

	TOTAL	%	MALE	%	FEMALE	%
NO. SUPP. INC. RTNS.	<u>31</u>	<u>12.9</u>	<u>21</u>	<u>8.7</u>	<u>10</u>	<u>4.2</u>
AV. SCHOOL SALARY	<u>\$5312</u>		<u>\$5398</u>		<u>\$5111</u>	
AV. NO. YRS. TAUGHT	<u>15</u>		<u>15</u>		<u>15</u>	
AV. AGE OF TEACHERS	<u>41</u>		<u>40</u>		<u>45</u>	
NO. MARRIED TEACHERS	<u>16</u>	<u>6.7</u>	<u>16</u>	<u>6.7</u>	<u>0</u>	<u>.0</u>
NO. EMPL. SPOUSES	<u>9</u>	<u>3.7</u>	<u>9</u>	<u>3.7</u>	<u>0</u>	<u>.0</u>
NO. K-6 TEACHERS	<u>8</u>	<u>3.3</u>	<u>2</u>	<u>.8</u>	<u>6</u>	<u>2.5</u>
NO. 7-12 TEACHERS	<u>23</u>	<u>9.6</u>	<u>19</u>	<u>7.9</u>	<u>4</u>	<u>1.7</u>
NO. NO GRADE REPORTED	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>
NO. BACHELOR DEGREES	<u>22</u>	<u>9.1</u>	<u>14</u>	<u>5.8</u>	<u>8</u>	<u>3.3</u>
NO. ADVANCED DEGREES	<u>9</u>	<u>3.7</u>	<u>7</u>	<u>2.9</u>	<u>2</u>	<u>.8</u>
NO. NO DEGREE REPORTED	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>
NO. ELEM. DIST. TCHS.	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>
NO. I.S.D. TEACHERS	<u>31</u>	<u>12.9</u>	<u>21</u>	<u>8.7</u>	<u>10</u>	<u>4.2</u>
NO. DEP. DIST. TCHS.	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>
NO. SUMMER JOB 1963	<u>11</u>	<u>4.6</u>	<u>11</u>	<u>4.6</u>	<u>0</u>	<u>.0</u>
AV. SUMMER INC. 1963	<u>\$ 786</u>		<u>\$ 786</u>		<u>\$</u>	
AV. SUPP. INCOME SCHOOL YEAR 1963	<u>\$1271</u>		<u>\$1482</u>		<u>\$ 426</u>	

COUNTY Washita NUMBER OF DISTRICTS REPRESENTED 9
 NUMBER OF CARDS MAILED TO TEACHERS WITHIN THE COUNTY 179
 NUMBER OF CARDS RETURNED FROM WITHIN THE COUNTY 138
 PERCENT OF CARDS RETURNED FROM WITHIN THE COUNTY 77.1
 THE PERCENTAGE DATA BELOW IS CALCULATED ON AN "N" OF 138

	TOTAL	%	MALE	%	FEMALE	%
NO. SUPP. INC. RTNS.	<u>44</u>	<u>31.9</u>	<u>27</u>	<u>19.6</u>	<u>17</u>	<u>12.3</u>
AV. SCHOOL SALARY	<u>\$4858</u>		<u>\$4931</u>		<u>\$4740</u>	
AV. NO. YRS. TAUGHT	<u>11</u>		<u>10</u>		<u>13</u>	
AV. AGE OF TEACHERS	<u>39</u>		<u>36</u>		<u>43</u>	
NO. MARRIED TEACHERS	<u>35</u>	<u>25.4</u>	<u>23</u>	<u>16.7</u>	<u>12</u>	<u>8.7</u>
NO. EMPL. SPOUSES	<u>23</u>	<u>16.7</u>	<u>12</u>	<u>8.7</u>	<u>11</u>	<u>8.0</u>
NO. K-6 TEACHERS	<u>20</u>	<u>14.5</u>	<u>7</u>	<u>5.1</u>	<u>13</u>	<u>9.4</u>
NO. 7-12 TEACHERS	<u>24</u>	<u>17.4</u>	<u>20</u>	<u>14.5</u>	<u>4</u>	<u>2.9</u>
NO. NO GRADE REPORTED	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>
NO. BACHELOR DEGREES	<u>27</u>	<u>19.6</u>	<u>14</u>	<u>10.2</u>	<u>13</u>	<u>9.4</u>
NO. ADVANCED DEGREES	<u>17</u>	<u>12.3</u>	<u>13</u>	<u>9.4</u>	<u>4</u>	<u>2.9</u>
NO. NO DEGREE REPORTED	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>
NO. ELEM. DIST. TCHS.	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>
NO. I.S.D. TEACHERS	<u>44</u>	<u>31.9</u>	<u>27</u>	<u>19.6</u>	<u>17</u>	<u>12.3</u>
NO. DEP. DIST. TCHS.	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>
NO. SUMMER JOB 1963	<u>15</u>	<u>10.9</u>	<u>15</u>	<u>10.9</u>	<u>0</u>	<u>.0</u>
AV. SUMMER INC. 1963	<u>\$1746</u>		<u>\$1746</u>		<u>\$</u>	
AV. SUPP. INCOME SCHOOL YEAR 1963	<u>\$1277</u>		<u>\$1433</u>		<u>\$ 904</u>	

COUNTY Woods NUMBER OF DISTRICTS REPRESENTED 4
 NUMBER OF CARDS MAILED TO TEACHERS WITHIN THE COUNTY 110
 NUMBER OF CARDS RETURNED FROM WITHIN THE COUNTY 73
 PERCENT OF CARDS RETURNED FROM WITHIN THE COUNTY 66.4
 THE PERCENTAGE DATA BELOW IS CALCULATED ON AN "N" OF 73

	TOTAL	%	MALE	%	FEMALE	%
NO. SUPP. INC. RTNS.	<u>29</u>	<u>39.7</u>	<u>19</u>	<u>26.0</u>	<u>10</u>	<u>13.7</u>
AV. SCHOOL SALARY	<u>\$5186</u>		<u>\$5201</u>		<u>\$5155</u>	
AV. NO. YRS. TAUGHT	<u>17</u>		<u>14</u>		<u>24</u>	
AV. AGE OF TEACHERS	<u>44</u>		<u>40</u>		<u>52</u>	
NO. MARRIED TEACHERS	<u>25</u>	<u>34.2</u>	<u>18</u>	<u>24.6</u>	<u>7</u>	<u>9.6</u>
NO. EMPL. SPOUSES	<u>11</u>	<u>15.0</u>	<u>5</u>	<u>6.8</u>	<u>6</u>	<u>8.2</u>
NO. K-6 TEACHERS	<u>12</u>	<u>16.4</u>	<u>4</u>	<u>5.4</u>	<u>8</u>	<u>11.0</u>
NO. 7-12 TEACHERS	<u>17</u>	<u>23.2</u>	<u>15</u>	<u>20.5</u>	<u>2</u>	<u>2.7</u>
NO. NO GRADE REPORTED	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>
NO. BACHELOR DEGREES	<u>16</u>	<u>21.9</u>	<u>11</u>	<u>15.1</u>	<u>5</u>	<u>6.8</u>
NO. ADVANCED DEGREES	<u>13</u>	<u>17.8</u>	<u>8</u>	<u>11.0</u>	<u>5</u>	<u>6.8</u>
NO. NO DEGREE REPORTED	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>
NO. ELEM. DIST. TCHS.	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>
NO. I.S.D. TEACHERS	<u>28</u>	<u>38.3</u>	<u>18</u>	<u>24.6</u>	<u>10</u>	<u>13.7</u>
NO. DEP. DIST. TCHS.	<u>1</u>	<u>1.4</u>	<u>1</u>	<u>1.4</u>	<u>0</u>	<u>.0</u>
NO. SUMMER JOB 1963	<u>13</u>	<u>17.8</u>	<u>12</u>	<u>16.4</u>	<u>1</u>	<u>1.4</u>
AV. SUMMER INC. 1963	<u>\$1340</u>		<u>\$1340</u>		<u>\$ No report</u>	
AV. SUPP. INCOME SCHOOL YEAR 1963	<u>\$1797</u>		<u>\$1949</u>		<u>\$1384</u>	

COUNTY Woodward NUMBER OF DISTRICTS REPRESENTED 3
 NUMBER OF CARDS MAILED TO TEACHERS WITHIN THE COUNTY 124
 NUMBER OF CARDS RETURNED FROM WITHIN THE COUNTY 87
 PERCENT OF CARDS RETURNED FROM WITHIN THE COUNTY 70.2
 THE PERCENTAGE DATA BELOW IS CALCULATED ON AN "N" OF 87

	TOTAL	%	MALE	%	FEMALE	%
NO. SUPP. INC. RTNS.	<u>26</u>	<u>29.9</u>	<u>14</u>	<u>16.1</u>	<u>12</u>	<u>13.8</u>
AV. SCHOOL SALARY	<u>\$4974</u>		<u>\$4949</u>		<u>\$5002</u>	
AV. NO. YRS. TAUGHT	<u>13</u>		<u>11</u>		<u>15</u>	
AV. AGE OF TEACHERS	<u>40</u>		<u>33</u>		<u>47</u>	
NO. MARRIED TEACHERS	<u>15</u>	<u>17.2</u>	<u>12</u>	<u>13.8</u>	<u>3</u>	<u>3.4</u>
NO. EMPL. SPOUSES	<u>8</u>	<u>9.2</u>	<u>5</u>	<u>5.8</u>	<u>3</u>	<u>3.4</u>
NO. K-6 TEACHERS	<u>10</u>	<u>11.5</u>	<u>3</u>	<u>3.4</u>	<u>7</u>	<u>8.1</u>
NO. 7-12 TEACHERS	<u>16</u>	<u>18.4</u>	<u>11</u>	<u>12.6</u>	<u>5</u>	<u>5.8</u>
NO. NO GRADE REPORTED	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>
NO. BACHELOR DEGREES	<u>16</u>	<u>18.4</u>	<u>8</u>	<u>9.2</u>	<u>8</u>	<u>9.2</u>
NO. ADVANCED DEGREES	<u>10</u>	<u>11.5</u>	<u>6</u>	<u>6.9</u>	<u>4</u>	<u>4.6</u>
NO. NO DEGREE REPORTED	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>
NO. ELEM. DIST. TCHS.	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>
NO. I.S.D. TEACHERS	<u>26</u>	<u>29.9</u>	<u>14</u>	<u>16.1</u>	<u>12</u>	<u>13.8</u>
NO. DEP. DIST. TCHS.	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>	<u>0</u>	<u>.0</u>
NO. SUMMER JOB 1963	<u>11</u>	<u>12.6</u>	<u>10</u>	<u>11.5</u>	<u>1</u>	<u>1.1</u>
AV. SUMMER INC. 1963	<u>\$ 749</u>		<u>\$ 673</u>		<u>\$1500</u>	
AV. SUPP. INCOME SCHOOL YEAR 1963	<u>\$1304</u>		<u>\$ 891</u>		<u>\$1975</u>	