

A COMPARATIVE ANALYSIS OF SALARIES AND QUALIFICATIONS OF  
ELEMENTARY TEACHERS OF TEXAS COUNTY, OKLAHOMA  
1937----1938

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1935

Submitted to the School of Education of  
Oklahoma Agricultural and Mechanical College  
In Partial Fulfillment of the Requirements  
For the degree of  
MASTER OF SCIENCE  
1939

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## PREFACE

The study is intended to present teaching conditions as they are in Texas County as compared to other sections of the state.

I am indeed grateful to J. A. Pierce, County Superintendent of Texas County and the superintendents of the various independent schools for the assistance given in the collection of data. I wish to thank Professor G. L. Kezer and Dr. J. C. Muerman of Oklahoma Agricultural and Mechanical College for their aid throughout the study. Special praise is due Dr. Haskell Pruett, Oklahoma Agricultural and Mechanical College, for his many helpful suggestions as to topics, materials, and method of treatment. To all I express my sincere thanks.

Alvin Lee Hamilton

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A COMPARATIVE ANALYSIS OF SALARIES  
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TEXAS COUNTY, OKLAHOMA  
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CHAPTER I

INTRODUCTION

Throughout this study the author has endeavored to find what relationship exists between salaries and qualifications of the elementary teachers of Texas County, Oklahoma. More attention has been directed to college training and experience, since the passage by the Oklahoma State Legislature of House Bill 212, 1934, and House Bill 6, 1937.

Tables have been compiled considering the following items: Salaries and number of college hours, salaries and types of certificates, salaries and experience, salaries and age, salaries and marital status, and salaries and schools attended. A study is also made of years of experience and number of college hours, ages and number of college hours, and cost of living in this county as compared with other counties in Oklahoma.

There are ninety-two teachers included in this study. This is the total of all elementary teachers in Texas County, Oklahoma. Of this group of teachers, seventy-five are women and seventeen are men. Three of the seventy-five women teachers are principals of four-teacher



schools. Eight of the seventeen men teachers are principals.

Texas County is thirty-four miles in width by sixty miles in length. The population in 1930 was fourteen thousand one hundred. There are forty-seven school districts with one school in each district.

The data used was taken from the teachers' annual contracts made and filed with the County Superintendent or City School Superintendent. The teachers' contracts of dependent schools are filed with the County Superintendent and those of independent schools with the City Superintendent. Attached to or a part of this contract is the personnel report for principals, teachers, and supervisors. This report calls for information such as name, sex, age, marital status, college attended, and particularly items dealing with training and experience. These reports should be accurate as most county superintendents will not approve them unless they are filled in complete.

The time has come when almost all public school teachers are being paid on the basis of training and experience. Most schools are regarding this factor, especially if they participate in the state financial program. This study should reveal some interesting facts about this particular county.

A small per cent of the schools in Texas County receive Secondary Aid. This study will not compare with

counties, whose schools receive a large amount of Secondary Aid, as provided in House Bill 6, Oklahoma State Legislature, 1937. This legislation awards funds to needy schools strictly on the basis of college training and experience of needed teachers employed. This study will compare with counties where few schools get Secondary Aid. According to a recent survey Texas County is above the average county in the state in the amount of taxable property.<sup>1</sup>

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1. Report of Oklahoma Tax Commission for the three fiscal years ending June 30, 1934, 1935, and 1936.

## CHAPTER II

PREVIOUS STUDIES OF THE STATUS OF ELEMENTARY TEACHERS  
IN OKLAHOMA

Previous studies have been made relative to the Status of Elementary Teachers in Oklahoma. This study is based upon all of the elementary teachers in Texas County. It includes data on each of the total of ninety-two teachers who are employed in full time teaching.

In a study of elementary teachers of Oklahoma in 1933 a description of the typical rural teacher was given. This study was based on information supplied by a questionnaire sent out to teachers, supervisors and administrators by the United States Commissioner of Education. It states:

"The hypothetical median teacher among them (rural teachers) is characterized by the following description: She is almost twenty-five years old and has taught about four years, during which time she saw service in 2.53 different school systems, averaging a new job every 1.6 years; she teaches in either a one or two teacher rural school; her special field of training was in rural work; she has completed 18.1 credits in education, two years of college work, and 4.28 semester hours in apprentice teaching, thus being eligible for a five-year elementary certificate in Oklahoma; she is employed for eight months, an annual salary of \$827, her monthly income being \$103.37." <sup>1</sup>

The average for twenty-two states reporting on salaries in 1934 was \$1049. In twenty-two states

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1. Mrs. Anna Baxter Hyde, Status of Oklahoma, Elementary School Teachers, Thesis, Oklahoma A. & M. College, 1933.

reporting, the average elementary school salary ranged from \$402 in Arkansas to \$1,866 in the District of Columbia. The average salary of principals, supervisors and teachers in elementary schools in Oklahoma in 1933-1934 was \$725.<sup>2</sup>

In a survey of salary schedules for Oklahoma teachers in school systems having a scholastic enumeration of 770 the following figures were compiled.<sup>3</sup>

Average annual salaries of teachers in the elementary schools.	Years		
	1929-30	1930-31	1931-32
	\$850	\$850	\$815
Maximum annual salaries of teachers in the same schools.	925	930	880
Minimum annual salaries of teachers in the same schools.	795	790	780

Possibly these figures might not seem as valuable for comparative purposes as those first mentioned. This would be rather interesting even though an enumeration of 770 would probably be in a small city of about three thousand. They would have more teachers than the largest of rural schools.

A study of 1929-30 based on reports from 5,357 teachers in rural schools representing forty-six of the seventy-seven Oklahoma counties shows median annual salaries as follows: In one-teacher schools, \$845; in two-teacher, three-teacher, consolidated, and village schools between \$900 and \$999. The median of all rural

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2. Statistics of State School Systems--1933-34. Office of Education, Bulletin #2, 1935.

3. H. D. Demunbrun, Salary Trends. The Oklahoma Teacher, April, 1932.

teachers reporting was \$905. Twenty-three and eight-tenths per cent of all rural teachers received between \$800 and \$899; 19.2 per cent received between \$900 and \$999. The median salaries of rural elementary principals was \$933.<sup>4</sup>

According to statistics from the same source the annual median salary of teachers in the one-teacher schools has ranged from \$826 in 1921, to \$777 in 1925, to \$830 in 1930. The annual median salary of the teachers in the two-teacher schools has ranged from \$929 in 1921, to \$872 in 1925, to \$933 in 1930.<sup>5</sup>

The annual median salaries of teachers in the three-or-more teacher schools in the open country has varied from \$985 in 1921, to \$848 in 1925, to \$938 in 1930. In the consolidated schools the variation has been from \$991 in 1921, to \$941 in 1925, to \$963 in 1930.<sup>6</sup>

The average length of the term in 1921-1930 in the rural schools in Oklahoma was 170 days. The number of days in session ranged from 161 in the one-teacher schools to an average of 176 in schools of three-or-more teachers in the villages and towns.

Teachers in the smaller schools had the least experience. The median years of experience of the teachers in the one-teacher schools was two years and three months;

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4. Walter H. Gaumintz, Status of Teachers and Principals Employed in the Rural Schools of the United States. United States Office of Education. Bulletin #3, 1932.

5. Ibid.

6. Ibid.

teachers in the two-teacher schools had a median experience of three years and five months; teachers in the three-or-more teacher schools had a median experience of three years and eight months. Teachers in the consolidated schools had a lower median of experience of three years and three months. Teachers in the village schools had as high a median as teachers in the three-or-more teacher type. The median years of experience in this class was also three years and eight months.<sup>7</sup>

The study of rural teachers in Creek County, Oklahoma shows that the median salary of men teachers in 1935-1936 was \$700; that of women, \$800. The annual median salary of all principals in rural schools of the county was \$937.50.<sup>8</sup>

A study of elementary teachers of Oklahoma in 1931-32 gives the following information: The median salary was \$863, the median number of college hours was 74.4, the median years of experience was 5.7 years and the median age was 25.8 years. A report was given on the elementary school principals. The median number of college hours was 117.8, the median years of experience was 12.9 and the median age was thirty-four years. The study revealed the following information for elementary teachers of Texas County: The median salary was \$850.00, the median number of college hours was sixty, the median years of experience

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7. Ibid.

8. Robert McDole, A Study of Elementary Teachers of Creek County. Thesis, 1936.

was four years and the median age was twenty-five years. There was a total of one hundred twenty-seven teachers at that time. Five of these were principals. There were twelve teachers in the county with Bachelor's Degrees and one with a Master's Degree. The study shows that nine or fifty-six per cent of the sixteen men and forty or thirty-six per cent of the one hundred eleven women teachers were married.<sup>9</sup>

After studying elementary teachers it may seem that this investigation is not a promising one from the standpoints of salaries, tenure and years of experience in teaching. It is quite probable that the town schools are profiting at the expense of the rural schools. Better living conditions, recreation, etc. make teaching in towns more desirable. This situation makes it hard for rural communities to secure desirable teachers at the same salary. Our present House Bill 6 makes no attempt to take care of a situation like this.

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9. Marshall Gregory, Statistics Pertaining to the Oklahoma Teaching Personnel, 1931-1932. State Department of Education. Bulletin #137, 1934.

## CHAPTER III

COMPARISON OF SALARIES AND QUALIFICATIONS  
OF ELEMENTARY TEACHERS OF TEXAS  
COUNTY, OKLAHOMA, 1937-1938

Our past experience with the teaching profession reveals that too many people enter the profession with the expectation of using this as a stepping stone to other work. At present, to secure certificates under the certificate law, teachers must attend school regularly. In the past, persons below twenty years of age could secure certificates by written examination. This type of certification is being less used in recent years because many or most schools are paying on the basis of college training and experience. This condition has a tendency to make better teachers as well as causing them to devote the greater part of their life-time to teaching. This should continue to make a better school system in Oklahoma.

The first item to be compared with salaries is that of total college hours preparation, including Bachelor's and Master's Degrees.

Salaries and College Hours

Table I deals with men teachers and principals. One interesting fact is that none of the group of teachers studied has less than two years of college training or sixty-four hours. Seven out of seventeen have not completed three years of college work. Four are found in



TABLE I

COMPARISON OF SALARIES AND NUMBER OF COLLEGE HOURS  
MEN PRINCIPALS AND TEACHERS

Salaries	Number of College Hours				Degrees		Totals	
	1-32	33-64	65-96	97-124	B	M	Prin.	Teach.
1400-1449	:	:	:	:	1*	:	1	:
1350-1399	:	:	:	:	:	:	:	:
1300-1349	:	:	:	:	:	:	:	:
1250-1299	:	:	:	:	:	:	:	:
1200-1249	:	:	:	:	:	:	:	:
1150-1199	:	:	:	:	1*	:	1	:
1100-1149	:	:	:	:	:	:	:	:
1050-1099	:	:	:	:	:	:	:	:
1000-1049	:	:	:	:	1*	:	1	:
950- 999	:	:	:	:	:	:	:	:
900- 949	:	:	:	:	1*	:	1	:
850- 899	:	:	1*	2	:	:	1	:
800- 849	:	2	1*	2	1*	:	2	4
750- 799	:	1	:	:	:	:	:	1
700- 749	:	1*	1	:	:	:	1	1
650- 699	:	1	:	:	1	:	:	2
600- 649	:	1	:	:	:	:	:	1
550- 599	:	:	:	:	:	:	:	:
	:	:	:	:	:	:	:	:
	:	:	:	:	:	:	:	:
Total of Principals	:	2	1	:	5	:	8	:
Total of Teachers	:	5	3	:	1	:	:	9

\*Principals.

the 97-124 college hour group. Six of this number hold a Bachelor's Degree while none have Master's Degrees.

We usually think of principals receiving better salaries than classroom teachers, but this does not hold true in every case. Seven of the eight principals receive as good or better salaries than the best paid classroom teacher. This is a normal situation. Three of the principals do not have degrees. Only one classroom teacher has a degree. The highest salary paid an elementary teacher is \$1440 to a man principal who holds a degree. At the other extreme in Table I is a man with 65-96 college hours who receives a salary of \$600.

The median salary for men principals is \$877.50. The median salary for men classroom teachers is \$765. It looks, from a financial standpoint, as though it is more important to become a principal than to get more college training.

Table II, deals with three women principals and seventy-two classroom teachers. There are not enough women principals to make a good study. These three principals are paid a salary of \$900 each. However, there are four classroom teachers that draw the same amount. Out of seventy-five teachers, all have more than one year of college training. Six teachers have completed at least two years of college work. Thirty-six have not completed three years of work and twelve have not completed four. Twenty-one of the entire number hold Bachelor's Degrees,

TABLE II

COMPARISON OF SALARIES AND NUMBER OF COLLEGE HOURS  
WOMEN PRINCIPALS AND TEACHERS

Salaries	Number of College Hours				Degrees		Totals	
	1-32	33-64	65-96	97-124	B	M	Prin.	Teach.
1400-1499	:	:	:	:	:	:	:	:
1350-1399	:	:	:	:	:	:	:	:
1300-1349	:	:	:	:	:	:	:	:
1250-1299	:	:	:	:	:	:	:	:
1200-1249	:	:	:	:	:	:	:	:
1150-1199	:	:	:	:	:	:	:	:
1100-1149	:	:	:	:	:	:	:	:
1050-1099	:	:	:	:	:	:	:	:
1000-1049	:	:	:	:	:	:	:	:
950- 999	:	:	:	:	:	:	:	:
900- 949	:	:	:	:	4	3*	3	4
850- 899	:	:	:	1	2	:	:	3
800- 849	:	:	8	8	8	:	:	24
750- 799	:	1	3	:	1	:	:	5
700- 749	:	:	5	:	1	:	:	4
650- 699	:	:	12	1	:	:	:	13
600- 649	:	4	5	:	2	:	:	11
550- 599	:	1	5	2	:	:	:	8
	:	:	:	:	:	:	:	:
	:	:	:	:	:	:	:	:
	:	:	:	:	:	:	:	:
Total of Principals	:	:	:	:	3	:	3	:
Total of Teachers	:	6	36	12	18	:	:	72

\* Denotes Principals.

while there are no teachers that have Master's Degrees.

The median salary for women principals is \$900 as compared with \$877.50 for men principals. The median salary for women classroom teachers is \$720, and that of men is \$765. The highest salary paid a woman teacher is \$900. The other extreme in Table II is \$560. There is perhaps no more incentive for women to seek training than there is for men.

The median in college preparation for men principals is 135 hours; for women principals it is 134 hours; men classroom teachers have a median college hour preparation of ninety-one hours while women classroom teachers have a median of ninety hours.

From the study of the past two tables it seems probable that the men teachers are much underpaid. There are several women teachers who draw better salaries and at the same time have less college hours. Several of the teachers with degrees are in the lower salary brackets. This perhaps is very little encouragement for the teacher to seek additional college training.

#### Salaries and Certification

The time seems to have arrived when measurement of college training by hours is a better criterion than by certification. Less than ten years ago life certificates could be obtained on the completion of sixty college hours of training. At this time the only life certificate that can be obtained is by the completing of the work for a

degree. Only one other certificate, that of one year, is being issued at present. In other words the life certificate of today has much greater requirements. Perhaps we expect a closer comparison between tables on salaries and certification than any other comparisons.

In Table III, Men Principals and Teachers, the highest salaried teacher in the county has a life elementary certificate with a degree. The lowest paid principal is in the 700-749 dollar group and has a five year elementary certificate without a degree. The median certificate held by men principals is a five year elementary certificate with a degree. The median certificate of the men classroom teachers is a life elementary certificate issued on sixty hours.

There are no principals or classroom teachers that hold county certificates, or those issued without college training. Only one principal holds a one year certificate. He draws a better salary than twelve other men principals and teachers. He is only exceeded in salary by four principals who have life certificates with a degree. Men principals and teachers with temporary certificates fare about the same as do teachers with better certificates. Certification of highest rank does not necessarily mean that a correspondingly high salary is paid.

Only four men principals with a degree are above the median salary paid principals. There are four classroom teachers who receive more than the median salary for their

TABLE III  
COMPARISON OF SALARIES AND CERTIFICATES  
MEN PRINCIPALS AND TEACHERS

Salaries	Certificates								Totals		
	State				With Degree				Prin.	Teach.	
	County	1 Yr.	2 Yr.	5 Yr.	Life	Life	5 Yr.	Life			
	Elem.	Elem.	Elem.	H.S.	Elem.	Elem.	H.S.	H.S.			
1400-1449	:	:	:	:	:	:	1*	:	:	1	:
1350-1399	:	:	:	:	:	:	:	:	:	:	:
1300-1349	:	:	:	:	:	:	:	:	:	:	:
1250-1299	:	:	:	:	:	:	:	:	:	:	:
1200-1249	:	:	:	:	:	:	:	:	:	:	:
1150-1199	:	:	:	:	:	:	1*	:	:	1	:
1100-1149	:	:	:	:	:	:	:	:	:	:	:
1050-1099	:	:	:	:	:	:	:	:	:	:	:
1000-1049	:	:	:	:	:	:	1*	:	:	1	:
950- 999	:	:	:	:	:	:	:	:	:	:	:
900- 949	:	:	:	:	:	:	1*	:	:	1	:
850- 899	:	1*	:	:	:	:	:	:	:	1	:
800- 849	:	:	:	1	3	1*	:	1*	:	2	4
750- 799	:	1	:	:	:	:	:	:	:	:	1
700- 749	:	1	:	1*	:	:	:	:	:	1	1
650 - 699	:	:	:	:	1	:	:	1	:	:	2
600- 649	:	:	1	:	:	:	:	:	:	:	1
550- 599	:	:	:	:	:	:	:	:	:	:	:
Total of Prin.	:	1	:	1	1	:	1	4	:	8	:
Total of Teach	:	2	1	1	4	:	1	:	:	:	9

\* Denotes Principals.

TABLE IV

COMPARISON OF SALARIES AND CERTIFICATES  
WOMEN PRINCIPALS AND TEACHERS

Salaries	Certificates										Totals	
	County	State					With Degree				Prin.	Teach.
		:1 Yr.: Elem.	:2 Yr.: Elem.	:5 Yr.: Elem.	:Life Elem.	:Life H.S.	:5 Yr.: Elem.	:Life Elem.	:5 Yr.: H.S.	:Life H.S.		
1400-1449	:	:	:	:	:	:	:	:	:	:	:	:
1350-1399	:	:	:	:	:	:	:	:	:	:	:	:
1300-1349	:	:	:	:	:	:	:	:	:	:	:	:
1250-1299	:	:	:	:	:	:	:	:	:	:	:	:
1200-1249	:	:	:	:	:	:	:	:	:	:	:	:
1150-1199	:	:	:	:	:	:	:	:	:	:	:	:
1100-1149	:	:	:	:	:	:	:	:	:	:	:	:
1050-1099	:	:	:	:	:	:	:	:	:	:	:	:
1000-1049	:	:	:	:	:	:	:	:	:	:	:	:
950- 999	:	:	:	:	:	:	:	:	:	:	:	:
900- 949	:	:	:	:	:	:	1	3	3*	:	3	4
850- 899	:	:	:	:	1	:	:	2	:	:	:	3
800- 849	:	:	:	2	15	:	1	6	:	:	:	24
750- 799	:	:	:	1	3	:	:	1	:	:	:	5
700- 749	:	:	:	2	1	:	:	1	:	:	:	4
650- 699	:	:	1	6	6	:	:	:	:	:	:	13
600- 649	:	:	5	3	1	:	:	2	:	:	:	11
550- 599	:	4	1	2	1	:	:	:	:	:	:	8
	:	:	:	:	:	:	:	:	:	:	:	:
Total of Prin.	:	:	:	:	:	:	:	3	:	:	:	3
Total of Teach.	:	4	7	16	28	:	2	15	:	:	:	72

\* Denotes Principals.

group.

In Tables III and IV some comparisons will be made. Women teachers with life certificates issued on sixty hours are paid more than the median salary of \$720. They are paid almost as much as the principals with life certificates and degrees. There are three teachers with degrees and life certificates that draw less than the median salary. There are four teachers with degrees that are paid as much as the three principals. The lowest salaried teacher holds a one-year certificate, without a degree.

The median certificate for women principals is a life elementary certificate with a degree, as compared with a five year elementary certificate and a degree for men principals. The median certificate for women teachers is a life elementary granted on sixty hours, as compared with the same for men classroom teachers.

Almost half of the women teachers studied hold life certificates granted under the old certification law. This probably means that they have taught several years, thus partly explaining their high salaries received or those above the median for this group.

#### Salaries and Years of Experience

A question that appears on all teachers' applications is: "How much experience have you had?" This is asked for the purpose of determining one important qualification of a teacher--that of practice in teaching. The old saying,



TABLE V

SALARIES AND YEARS OF EXPERIENCE  
MEN PRINCIPALS AND TEACHERS

Salaries	Years of Experience								Total			
	0	1	2	3	4	5	6-10	11-15	16-25	Over 25	Prin.	Teach.
1400-1449	:	:	:	:	:	:	1*	:	:	:	1	:
1350-1399	:	:	:	:	:	:	:	:	:	:	:	:
1300-1349	:	:	:	:	:	:	:	:	:	:	:	:
1250-1299	:	:	:	:	:	:	:	:	:	:	:	:
1200-1249	:	:	:	:	:	:	:	:	:	:	:	:
1150-1199	:	:	:	:	:	1*	:	:	:	:	1	:
1100-1149	:	:	:	:	:	:	:	:	:	:	:	:
1050-1099	:	:	:	:	:	:	:	:	:	:	:	:
1000-1049	:	:	:	:	:	1*	:	:	:	:	1	:
950- 999	:	:	:	:	:	:	:	:	:	:	:	:
900- 949	:	:	:	:	1*	:	:	:	:	:	1	:
850- 899	:	:	1*	:	:	:	:	:	:	:	1	:
800- 849	:	:	1	1*	1	1*	2	:	:	:	2	4
750- 799	:	:	:	1	:	:	:	:	:	:	:	1
700- 749	1	:	:	:	:	1*	:	:	:	:	1	1
650- 699	:	1	:	:	:	1	:	:	:	:	:	2
600- 649	:	:	1	:	:	:	:	:	:	:	:	1
550- 599	:	:	:	:	:	:	:	:	:	:	:	:
Total of Principals	:	:	2	:	2	3	1	:	:	:	8	:
Total of Teachers	1	1	2	1	1	3	:	:	:	:	:	9

\* Denotes Principals.

"practice makes perfect" applies to a teacher to a high degree. Salary schedules of a large number of systems take into account years of experience in determining salaries. House Bill 6 apportions Secondary Aid on the basis of experience of teachers. Experience in teaching ranks second in the qualifications of a teacher. Only college training exceeds it in importance.

Tables V and VI deals with salaries and years of experience. Table V with that of Men Principals and Teachers and VI with Women Principals and Teachers. Comparatively speaking the men teachers of Texas County have not taught long. The greatest number of years that any one of them has taught is eleven years. In addition this teacher draws the best salary paid in the county. He is a principal. The other extreme in the table is a man who has taught three years and draws the lowest salary. There is one teacher who has taught between six and ten years and draws one of the lowest salaries.

The median in years of experience for men principals is between five and six years. It has already been determined that he has four years of college work and a five-year elementary certificate with a degree. It is interesting to note that four of the eight principals who are above the median salary have five or more years of experience. The median in years of experience for the men teachers is four years. He has three years of college work and a life elementary certificate granted on sixty

hours. The three most poorly paid teachers were also the lowest in years of experience. This is a condition that should be expected in any well organized system.

Inexperienced teachers should receive the lowest salaries with few exceptions.

In Table VI the women principals have between six and sixteen years of experience. This is a natural happening, as we probably expect our principals to have more experience than our teachers. The median in years of experience for women elementary teachers is five years. The greatest number have between six and ten years experience. Forty-one have less than six years experience. Thirty-six draw the median salary or less. As previously stated, teachers in this class have three years of college work and hold a life certificate issued on the completion of sixty hours. Only seven teachers have taught more than ten years. There is a high mortality rate among teachers who have taught over ten years. Five teachers with the lowest salary have one year of experience. Another poorly paid teacher, whose annual salary is \$560, has three years of experience. The teacher who received the highest salary is an experienced teacher. She has from six to ten years of experience. Six teachers having eleven or more years of experience receive more than the median salary, \$720, while one with eleven or more years of experience receives less than the median salary. \$720.00 is more than \$80.00 less than the mode. The mode is \$800.00--\$849.00. Twenty-six

TABLE VI

SALARIES AND YEARS OF EXPERIENCE  
WOMEN PRINCIPALS AND TEACHERS

Salaries	Years of Experience									Total						
	0:	1:	2:	3	4:	5:	10	15:	25:	25	6-:	11-:	16-:	Over	Prin.:	Teach
1400-1449	:	:	:	:	:	:	:	:	:	:	:	:	:	:	:	:
1350-1399	:	:	:	:	:	:	:	:	:	:	:	:	:	:	:	:
1300-1349	:	:	:	:	:	:	:	:	:	:	:	:	:	:	:	:
1250-1299	:	:	:	:	:	:	:	:	:	:	:	:	:	:	:	:
1200-1249	:	:	:	:	:	:	:	:	:	:	:	:	:	:	:	:
1150-1199	:	:	:	:	:	:	:	:	:	:	:	:	:	:	:	:
1100-1149	:	:	:	:	:	:	:	:	:	:	:	:	:	:	:	:
1050-1099	:	:	:	:	:	:	:	:	:	:	:	:	:	:	:	:
1000-1049	:	:	:	:	:	:	:	:	:	:	:	:	:	:	:	:
950- 999	:	:	:	:	:	:	:	:	:	:	:	:	:	:	:	:
900- 949	:	1:	:	:	:	:	2	1*	1*	:	1	1*	:	3	4	
850- 899	:	1:	1:	:	:	1:	:	:	:	:	:	:	:	:	3	:
800- 849	:	1:	4:	:	:	2:	1:	12	:	3	:	1	:	:	24	:
750- 799	:	1:	:	:	:	:	:	3	:	1	:	:	:	:	5	:
700- 749	:	1:	:	:	:	1:	:	1	:	1	:	:	:	:	4	:
650- 699	:	2:	:	1	:	2:	2:	6	:	:	:	:	:	:	13	:
600- 649	:	4:	2:	3	:	2:	:	:	:	:	:	:	:	:	11	:
550- 599	:	5:	2:	1	:	:	:	:	:	:	:	:	:	:	8	:
	:	:	:	:	:	:	:	:	:	:	:	:	:	:	:	:
	:	:	:	:	:	:	:	:	:	:	:	:	:	:	:	:
Total of Principals	:	:	:	:	:	:	:	1	:	1	:	1	:	3	:	:
Total of Teachers	:	14:	11:	5	:	4:	7:	24	:	5	:	2	:	:	72	:

\* Denotes Principals.

teachers with less than six years experience are below the median. Fifteen teachers with less than six years exceed the median. One of these is grouped in the high salary range of \$900.00--\$949.00.

There are no women classroom teachers who have over twenty-five years of experience. Only two have over sixteen years of teaching. Evidently women elementary teachers either do not devote a life time to teaching or they go into city systems after gaining some experience. From Table VI it is apparent that after ten years service in the elementary schools, teachers move out or drop out. In all probability both are common causes.

#### Salaries and Age

Is age a criterion to qualifications? Judging from preference given to experienced teachers, older teachers are more in demand than younger ones. Larger systems attract a large percentage of their teachers from smaller systems. Small city systems have taken the best of the rural teachers. If we accept the fact that large city systems are the best, then it is evident that a mature age is a desirable qualification. Age is secondary to experience. Of the total of ninety-two teachers in this study fifteen are inexperienced. From this deduction is made that age is a necessary corollary of experience.

Table VII shows the relationship of salaries to age. None of the men principals are less than twenty-one years of age. The median age of men principals is 28.5. The men

TABLE VII

COMPARISON OF SALARIES AND AGES  
MEN PRINCIPALS AND TEACHERS

Salaries	Age							Total
	Under: 21	21-: 25	26-: 30	31-: 35	36-: 40	41-: 50	Over 50	
1400-1449	:	:	:	1*	:	:	:	1
1350-1399	:	:	:	:	:	:	:	
1300-1349	:	:	:	:	:	:	:	
1250-1299	:	:	:	:	:	:	:	
1200-1249	:	:	:	:	:	:	:	
1150-1199	:	:	1*	:	:	:	:	1
1100-1149	:	:	:	:	:	:	:	
1050-1099	:	:	:	:	:	:	:	
1000-1049	:	:	1*	:	:	:	:	1
950- 999	:	:	:	:	:	:	:	
900- 949	:	:	1	:	:	:	:	1
850- 899	:	:	:	1*	:	:	:	1
800- 849	:	2	1*	3*	:	:	:	6
750- 799	:	1	:	:	:	:	:	1
700- 749	1	:	:	1	:	:	:	2
650- 699	:	1	1	:	:	:	:	2
600- 649	:	:	:	1	:	:	:	1
550- 599	:	:	:	:	:	:	:	
	:	:	:	:	:	:	:	
Total of Principals	:	1	5	2	:	:	:	8
Total of Teachers	1	4	2	2	:	:	:	9

\* Denotes Principals.

teachers are younger, their median age is twenty-five years. There is no gradual increase or decrease of salaries in proportion to an increase or decrease in age. The highest principal's salary from 21-25 years of age was \$810.00; that from 26-30 years of age was \$1187.50; and that from 31-35 years of age was \$1440.00. According to this information there has been an increase up to thirty-five years, but observation cannot be carried farther because there were no men teachers over this age. In men teachers the highest salary was paid to a teacher twenty-six years of age, the lowest thirty-one years of age. This seems to show that as age increases past a certain point salaries have a tendency to lower. There is not a very good outlook for the future for a teacher that does not seek administrative work. Summarizing briefly, most men are between the ages of twenty-one and thirty.

In Table VIII women principals and teachers' salaries and ages are compared. The three principals' ages range from 26-45 years. They draw the same salary. More cases would probably reveal a different situation.

The median age of women teachers is twenty-six years. There are more in the 21-25 age range than in any other, indicating the youth of this group of teachers. Four are less than twenty-one while none are fifty. The four young teachers drew comparatively low salaries. All teachers (5) above thirty-six years exceed the median salary. In the 21-25 age group the salaries range from \$550.00--\$850.00.

TABLE VIII

COMPARISON OF SALARIES AND AGES  
WOMEN PRINCIPALS AND TEACHERS

Salaries	Age							Total
	Under: 21	21-: 25	26-: 30	31-: 35	36-: 40	41-: 50	Over 50	
1400-1449	:	:	:	:	:	:	:	
1350-1399	:	:	:	:	:	:	:	
1300-1349	:	:	:	:	:	:	:	
1250-1299	:	:	:	:	:	:	:	
1200-1249	:	:	:	:	:	:	:	
1150-1199	:	:	:	:	:	:	:	
1100-1149	:	:	:	:	:	:	:	
1050-1099	:	:	:	:	:	:	:	
1000-1049	:	:	:	:	:	:	:	
950- 999	:	:	:	:	:	:	:	
900- 949	:	:	3 1*	1*	:	1 1*	:	7
850- 899	:	2	1	:	:	:	:	3
800- 849	:	6	12	3	2	1	:	24
750- 799	:	1	2	1	1	:	:	5
700- 749	:	1	2	1	:	:	:	4
650- 699	:	5	5	3	:	:	:	13
600- 649	1	7	1	2	:	:	:	11
550- 599	3	5	:	:	:	:	:	8
	:	:	:	:	:	:	:	
	:	:	:	:	:	:	:	
Total of Principals	:	:	1	1	:	1	:	3
Total of Teachers	4	27	26	10	3	2	:	72

\*Denotes Principals.



The median salary is \$675.00. The median of the 26-30 age group is \$825.00. The salaries of women in the 31-35 age group show a tendency to lower. There are only ten in this class. Again we find that teachers, either men or women, have a tendency to drop out of the profession or pursue other work.

#### Salaries and Marital Status

Table IX deals with salaries and marital status of men principals and teachers. Eighty-seven and a half per cent of men principals are married. The same table shows that sixty-six and two-thirds per cent of the men teachers are married. Only one man principal remains single. The married principals are paid a better salary than the single one. None of the men are divorced or widowed.

In Table X the three women principals are married. Thirty-three and a third per cent of the women teachers are married. Only one teacher has been divorced or widowed. The remaining group or about sixty-six per cent are single. The median salary for single women teachers is \$750.00; that of married women teachers is \$650.00. The advantage seems to be with the single teachers. Many schools will not employ married women teachers during this depression. Women striving for positions offer to teach for a lower salary, which has a tendency to bring their median below that of single teachers.

#### Experience and College Hours

Table XI deals with Years of Experience and Number of

TABLE IX

SALARIES AND MARITAL STATUS  
MEN PRINCIPALS AND TEACHERS

Salaries	Principals			Teachers		
	Single	Married	Divorced Widowed	Single	Married	Divorced Widowed
1400-1449	:	1	:	:	:	:
1350-1399	:	:	:	:	:	:
1300-1349	:	:	:	:	:	:
1250-1299	:	:	:	:	:	:
1200-1249	:	:	:	:	:	:
1150-1199	:	1	:	:	:	:
1100-1149	:	:	:	:	:	:
1050-1099	:	:	:	:	:	:
1000-1049	:	1	:	:	:	:
950- 999	:	:	:	:	:	:
900- 949	:	1	:	:	:	:
850- 899	:	1	:	:	:	:
800- 849	:	2	:	2	2	:
750- 799	:	:	:	1	:	:
700- 749	1	:	:	1	:	:
650- 699	:	:	:	1	1	:
600- 649	:	:	:	1	:	:
550- 599	:	:	:	:	:	:
	:	:	:	:	:	:
	:	:	:	:	:	:
Total	1	7	:	6	3	:

TABLE X

SALARIES AND MARITAL STATUS  
WOMEN PRINCIPALS AND TEACHERS

Salaries	Principals			Teachers		
	Single	Married	Divorced Widowed	Single	Married	Divorced Widowed
1400-1449	:	:	:	:	:	:
1350-1399	:	:	:	:	:	:
1300-1349	:	:	:	:	:	:
1250-1299	:	:	:	:	:	:
1200-1249	:	:	:	:	:	:
1150-1199	:	:	:	:	:	:
1100-1149	:	:	:	:	:	:
1050-1099	:	:	:	:	:	:
1000-1049	:	:	:	:	:	:
950- 999	:	:	:	:	:	:
900- 949	:	3	:	2	2	:
850- 899	:	:	:	3	:	:
800- 849	:	:	:	17	6	1
750- 799	:	:	:	4	1	:
700- 749	:	:	:	2	1	:
650- 699	:	:	:	8	6	:
600- 649	:	:	:	6	5	:
550- 599	:	:	:	5	3	:
	:	:	:	:	:	:
	:	:	:	:	:	:
Total	:	3	:	47	24	1

TABLE XI

YEARS OF EXPERIENCE AND NUMBER OF COLLEGE HOURS  
MEN PRINCIPALS AND TEACHERS

Yrs. of Experience	Number of College Hours				Degrees		Total
	1-32	33-64	65-96	97-124	B	M	
25 or More	:	:	:	:	:	:	
16-25	:	:	:	:	:	:	
11-15	:	:	:	:	1*	:	1
6-10	:	2	1*	1	2*	:	6
5	:	1*	:	1	1*	:	3
4	:	1	:	:	:	:	1
3	:	2	:	1*	1*	:	4
2	:	:	:	:	1	:	1
1	:	:	:	1	:	:	1
0	:	:	:	:	:	:	
	:	:	:	:	:	:	
	:	:	:	:	:	:	
Total of Principals	:	2	:	1	5	:	8
Total of Teachers	:	5	:	3	1	:	9

\* Denotes Principals.

College Hours. This will be included as a part of the qualifications study.

The fact that all teachers have some college training is interesting. Two principals have between sixty-five and ninety-six college hours. All the remaining men have degrees except one. Six of these principals have taught five or more years. Only two men teachers have taught less than three years. Three teachers have taught over six years without a degree. The average man teacher has 109.5 hours of college work and has taught five years.

In Table XII the women principals have degrees and have taught an average of ten years.

The median number of college hours for women elementary teachers is 95.1 and the median years of experience is 5.6. Of the eighteen teachers with Bachelor's Degrees eleven have less than six years experience. One-half of the thirty-eight having 65-96 college hours have over six years of experience. Only one of the 33-64 group has over six years experience. This shows that teachers with few hours and years of experience are gradually being weeded out. This study reveals a bright outlook for the future of the profession.

#### Age and Number of College Hours

The question arises, do older teachers have more college hours and degrees than younger teachers. Table XIII shows that all principals with degrees are above twenty-six years of age. However, there are four teachers

TABLE XII

YEARS OF EXPERIENCE AND NUMBER OF COLLEGE HOURS  
WOMEN PRINCIPALS AND TEACHERS

Yrs. of Experience	Number of College Hours				DEGREES		Total
	1-32	33-64	65-96	97-124	B	M	
25 or More	:	:	:	:	:	:	
16-25	:	:	:	:	2	1*	3
11-15	:	1	2	1	:	:	4
6-10	:	:	17	2	5	2*	26
5	:	2	3	2	1	:	8
4	:	:	3	:	1	:	4
3	:	1	3	1	:	:	5
2	:	2	2	2	4	:	10
1	:	:	8	2	5	:	15
0	:	:	:	:	:	:	
Total of Principals	:	:	:	:	3	:	3
total of Teachers	:	6	38	10	18	:	72

\* Denotes Principals.

TABLE XIII

AGE AND NUMBER OF COLLEGE HOURS  
MEN PRINCIPALS AND TEACHERS

Age	NUMBER OF COLLEGE HOURS					DEGREE		Total
	0-32	33-64	65-96	97-124	Over 124	B	M	
Over 50	:	:	:	:	:	:	:	
41-50	:	:	:	:	:	:	:	
36-40	:	:	:	:	:	:	:	
31-35	:	1	1*	1*	:	1*	:	4
26-30	:	1	1*	1	:	4*	:	7
21-25	:	3	:	1	:	1	:	5
Under 21	:	:	:	1	:	:	:	1
	:	:	:	:	:	:	:	
Total Prin.	:	2	1	1	:	5	:	8
Total Teach	:	5	3	:	:	1	:	9

\* Denotes Principals.

TABLE XIV

OKLAHOMA  
AGRICULTURAL & MECHANICAL COLLEGE  
LIBRARY  
JAN 12 1939

AGE AND NUMBER OF COLLEGE HOURS  
WOMEN PRINCIPALS AND TEACHERS

Age	NUMBER OF COLLEGE HOURS					DEGREES		
	0-32	33-64	65-96	97-124	Over 124	B	M	Total
Over 50	:	:	:	:	:	:	:	:
41-50	:	:	:	:	:	2	1*	3
36-40	:	1	2	:	:	:	:	3
31-35	:	1	6	2	:	1	1*	11
26-30	:	1	14	3	:	7	1*	26
21-25	:	3	11	6	:	8	:	28
Under 21	:	:	4	:	:	:	:	4
	:	:	:	:	:	:	:	:
Total Prin.	:	:	:	:	:	3	:	3
Total Teach	:	6	37	11	:	18	:	72

\* Denotes Principals.



above twenty-six who have between 65-96 hours; two have 97-124. Again we see that men teachers drop out of the profession at an early age.

In Table XIV women from ages of 21-50 have Bachelor's Degrees. There are women between 21-40 that have but one year of college work. There are twenty-one Bachelor's Degrees among the seventy-five women studied. Nine of them are from 21-25 years of age; eight are from 26-30; two are from 31-35; and three are between 41-50 years of age. The conclusion from Tables XIII and XIV is that age is no criterion of college preparation.

#### Salaries and Colleges Attended

Table XV deals with colleges attended and with salaries of men principals and teachers. All but one of the seventeen teachers did his work either in Northwestern State Teachers College, Alva, Oklahoma, or in Panhandle Agricultural and Mechanical College, Goodwell. The one did his work in Northeastern State Teachers College, Tahlequah. Those teachers which attended Northwestern at Alva received a median salary of \$1025.00. The median for those having attended Panhandle Agricultural College, Goodwell, is \$800.00. One reason for those attending school at Alva receiving a greater salary was that a higher per cent were principals. There is no reason for the salaries of the Alva men teachers being higher than those of Goodwell.

In Table XVI we find a study made of colleges attended and of salaries of women teachers. Fifty of the

seventy-five teachers received their training at Panhandle Agricultural and Mechanical Colleges, Goodwell. Eight attended Northwestern State Teachers College at Alva. The next high in attendance was East Central at Edmond with four, and Oklahoma University at Norman with four.

The median salary for women teachers attending Panhandle Agricultural and Mechanical College at Goodwell is \$675.00. The median for those of Northwestern at Alva is \$775. The median of all other schools is \$800.00. This seems that teachers from Goodwell are the lowest paid ones. Alva ranks next, however.

There are so many Goodwell teachers as compared with others that this tends to bring the median salary down. This, however, does not mean that they do not have a good school. There is probably a tendency in any community for teachers to want to remain near home and teach. This might mean that they would teach for a smaller salary than teachers from a distant place.

#### Cost of Living in Texas County

In Table XVII, a comparative study has been made of the necessary expenditures of the average teacher in three different sections of the state with that of Texas County. The cost of living of Stillwater, Oklahoma City, and Alva have been used. Prices were taken from the Oklahoma City Times, the Stillwater Daily News, The Stillwater Press, The Alva Review Courier and The Panhandle Herald, a daily paper published at Guymon, Oklahoma.

TABLE XV

SALARIES AND SCHOOLS ATTENDED  
MEN PRINCIPALS AND TEACHERS

Salaries	P. M. C.	Goodwell	N. W. S. T. C.	Alva	Central	Edmond	Tabor College	Hillsboro, Nebr.	N. E. S. T. C.	Tallequah	C. M. S. T. C.	Warrensburg	Oklahoma U.	Okla. A. & M.	Total
1400-1449			1*												1
1350-1399															
1300-1349															
1250-1299															
1200-1249															
1150-1199			1*												1
1100-1149															
1050-1099															
1000-1049			1*												1
950- 999															
900- 949									1*						1
850- 899		1*													1
800- 849		3	2*	1											6
750- 799		1													1
700- 749		1	1*												2
650- 699		1		1											2
600- 649		1													1
550- 599															
Total Principals		4	3						1						8
Total Teachers		7	2												9

\* Denotes Principals.

TABLE XVI

SALARIES AND COLLEGES ATTENDED  
WOMEN PRINCIPALS AND TEACHERS

Salaries	P. A. M. C.	Goodwell	N. W. S. T. C.	Alva	Central	Edmond	Oklahoma U.	K. S. T. U.	Emporia	Peru State T. C.	Peru, Nebr.	U. M. S. T. C.	Warrensburg	Webster College	Hillsboro, Nebr.	Univ. of Colo.	Boulder, Colo.	Okla. A. & M.	P. W. S. T. C.	Weatherford	Total	
1400-1449																						
1350-1399																						
1300-1349																						
1250-1299																						
1200-1249																						
1150-1199																						
1100-1149																						
1050-1099																						
1000-1049																						
950- 999																						
900- 949	1	1*	1*					1	1*	1					1						7	
850- 899		1			1													1				3
800- 849	12		3		3	3												2	1			24
750- 799		3	1											1								5
700- 749		3	1																			4
650- 699		13	1																			14
600- 649		10																				10
550- 599		6	1			1																8
Total Prin.	1	1						1		1												5
Total Teach	49	7	4	4	4	4	1	1	1	1	1	1	1	1	1	3	1	1				72

\* Denotes Principals.

Rent is about on the average with all places except Stillwater. The demand is very great in Stillwater, thus causing rent to increase.

Flour is a food item which seems to be higher in Texas County than other parts of the state. This should not be true as much wheat is usually produced in Texas County. Beef, pork, milk and butter are much higher in this section because of adverse crop conditions, which cause a shortage of feed.

The prices shown on potatoes are a little high, as new potatoes are quoted. This price will decrease some as the supply increases. Bread is about the same price in all four sections. Sugar shows a little increase over other sections.

Electricity and gas for fuel are higher in Texas County than in other sections. There is no just reason for this as Texas County produces some natural gas. A part of the city of Guymon is supplied at twenty-seven cents per thousand but all other parts of the county pay sixty cents per thousand cubic feet. Electricity is furnished at the rate of the first four KWH for one dollar and all others at ten and eleven cents. The other sections are supplied electricity for about seven cents.

Another item which is a part of the teachers' expense is the cleaning of clothes. Men's suits may be cleaned for one dollar each. This is higher perhaps than any other part of Oklahoma. At least this is higher than the other

three sections. However, we must take into consideration that two of these sections are from college towns. As a rule, cheaper cleaning can be had at places of this type.

Living expenses as a whole are a little high in Texas County as compared with the other sections. This additional cost is not taken care of by salary increases as most schools pay on the schedule set up by House Bill 6. This condition possibly causes some teachers to leave this section.

TABLE XVII

PRICES OF SELECTED STAPLE FOODS  
AND OTHER NECESSITIES

	Guymon	Oklahoma City	Stillwater	Alva
Rent (6 room modern house)	\$30.00	\$30.00	\$35.00	\$25.00
Flour (24 lbs.)	1.25	1.10	1.00	1.15
Lard (per lb.)	.16	.17	.18	.18
Beef (lb.)	.18	.17	.17	.15
Pork (lb.)	.22	.15	.19	.20
Butter (lb.)	.40	.35	.35	.35
Milk (per ct.)	.10	.10	.10	.10
Potatoes (lb.)	.04	.03	.04	.03
Bread	.10	.10	.10	.10
Sugar (10 lbs.)	.60	.55	.51	.55
Gas (1000 cu. ft.)	.60	.40	.41	.60
Lights (K.W.H.)	.11	.07	.07	.07
Cleaning (Suits)	1.00	.50	.50	.75

## CHAPTER IV

COMPARISON OF FINDINGS WITH OTHER STUDIES OF  
OKLAHOMA TEACHERS

The studies herein compared have been made over a period of years including 1929 to 1938. In the study made in 1929-1930 the median salary of all rural teachers reporting was \$905.<sup>1</sup> In the study the median annual salary was found to be \$815.00. Men received a higher salary than women; the median for men was \$821, and the median for women was \$810. This study shows that salaries as a whole are a little lower than they were in 1929-1930.

The average length of the term in Oklahoma schools in 1929-1930 was 170 days.<sup>2</sup> In 1937-1938, according to this study, a very few schools contracted with their teachers for less than nine months of school; excluding holidays, the average term would be about 175 days.

Where the median experience of elementary teachers ranged from two years and three months to three years and eight months in the former study, it ranged between six and ten years in this one.

In study of 1933, the annual median salary of elementary teachers was \$827.<sup>3</sup> In the study as previously reported the median was \$815. In another study, made of

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1. Gaumintz, loc. cit.
  2. Ibid.
  3. Hyde, loc. cit.

the term 1931-1932, in small cities the average salary of elementary teachers was \$815.<sup>4</sup>

The study of rural teachers in Creek County, Oklahoma shows the median salary of men teachers in 1935-1936 was \$700; that of women \$800. The annual median salary of all principals, men and women, in the rural schools of this county was \$937.50.<sup>5</sup>

According to the 1933 study: The hypothetical median elementary teacher is almost twenty-five years old and has taught about four years. She has completed two years of college work thus being able to qualify for a five-year elementary certificate in Oklahoma; she is employed for eight months.<sup>6</sup>

The study of Texas County in 1931-1932 shows that there were one hundred and twenty-seven elementary teachers with five principals. The present study shows that there are ninety-two teachers with eight principals. This loss in number of teachers has been brought about by consolidation and annexation of districts in order that larger units may be formed. However, this is a usual situation throughout the state. The study shows that for all elementary teachers of Oklahoma the median salary was \$863, the median number of college hours was 74.4, the median years of experience was 5.7 years and the median age

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4. Demunbrun, loc. cit.

5. McDole, loc. cit.

6. Hyde, loc. cit.



was 25.8 years. Whereas, in Texas County for the same year, the median salary was \$850, the median number of college hours was sixty, the median years of experience was four years and the median age was twenty-five years. Twelve teachers in the county held Bachelor's Degrees while only one held a Master's. Fifty-six per cent of the men and thirty-six per cent of the women teachers were married.<sup>7</sup>

In the present study the median salary for all elementary teachers for 1937-1938 was \$815.00, the median number of college hours was 106, the median years of experience was a little less than four and the median age was twenty-six years. Fifty-eight per cent of the men and thirty-six per cent of the women teachers were married.

After all, Texas County teachers are below figures reported in 1929-1930, 1931-1932, and 1933 but are a little above figures for the year 1935-1936 in salaries.

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7. Gregory, loc. cit.

## CHAPTER V

## CONCLUSION

## A. The Elementary Man Teacher.

In observing the seventeen men teachers of the county, this conclusion is drawn: He is twenty-five years old, and has taught about four years. He has a life elementary certificate granted on sixty hours. He is employed for a term of nine months at an annual salary of \$765 or \$85.00 per month.

## B. The Elementary Woman Teacher.

In summarizing the study of the seventy-five teachers of this group the following description may be applied to the average: She is between twenty-five and thirty years of age, and has taught between five and ten years. She has a life elementary certificate based on almost three years of college work. She is employed for a term of nine months at an annual salary of \$720, or \$80.00 per month.

## C. The Elementary Man Principal.

He is about twenty-eight years of age and has taught between five and six years. He has a five-year elementary certificate with a degree. He is employed for a term of nine months at a salary of \$877.50, or \$97.50 per month.

## D. The Elementary Woman Principal.

She is between twenty-six and forty-five years of age, and has taught between six and sixteen years. She has a life elementary certificate with a degree. She is employed

for nine months at an annual salary of \$900.00, or \$100 per month.

E. A Summary of Findings and Conclusions.

1. Ninety-three per cent of the teachers in this study are less than thirty-six years old. The median age of all four groups, men and women elementary teachers, is twenty-seven years of age. These two facts bear out the statement that teaching is not a life vocation for many teachers.

2. The median age of men teachers, twenty-five is the lowest median age of all four classes of teachers. Men teachers and women teachers have about the same median age, twenty-five and twenty-six, respectively. Men principals have a median age of twenty-eight, while women principals will be about thirty-six years.

3. Generally speaking, salaries increase up to a certain amount as college hours increase. There is a slight tendency for salaries to increase as age and experience increases.

4. An outstanding fact of this study is that more than fifty per cent of the teachers of this county have a life elementary certificate issued on two years of college work or sixty hours. Only twenty-six of the ninety-two teachers have degrees. There are no Master's Degrees in the county.

5. The county is on the average salary schedule for elementary teachers. Some teachers with few college hours

have salaries comparable with salaries of those who have degrees. Teachers with six to fifteen years of experience draw better salaries on the average than teachers who have more or less years of experience. Teachers of twenty-six to thirty-five years of age draw better salaries than those who are either younger or older. Over forty-one per cent of the teachers are married. Men and women principals have about the same median salary. Men teachers receive better salaries than women.

The situation is one of grave importance. There are at present evils that will be corrected by the state in the near future. Perhaps the time is nearing when all well qualified teachers will be justly paid for the efficient service rendered.

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