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# Salary Trends

# CITY PUBLIC SCHOOL TEACHERS, 1925-63

Bulletin No. 1448



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UNITED STATES DEPARTMENT OF LABOR  
W. Willard Wirtz, Secretary

BUREAU OF LABOR STATISTICS  
Ewan Clague, Commissioner



**Salary Trends**

**CITY PUBLIC SCHOOL  
TEACHERS,  
1925-63**

**Bulletin No. 1448**

June 1965



**UNITED STATES DEPARTMENT OF LABOR  
W. Willard Wirtz, Secretary**

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## Preface

This report presents indexes tracing salary trends for public school teachers in cities of 50,000 population or more for the period 1925-61, and in cities of 100,000 or more from 1961 to 1963.

It includes materials previously published as Wage Movements, Series 3, Number 5, "City Public School Teachers: Salary Trends, 1925-49" from the March 1951 Monthly Labor Review, and seven supplementary reports from the Reviews of February 1952, February 1955, April 1956, April 1958, March 1961, April 1963, and April 1965, which brings the original study up to date through 1963. This revised report is intended merely to incorporate the information for the entire period in one document rather than to present any information not previously published.

The appendix to this report explains the coverage, methods, and source of data used for the studies. A description and an example of the calculation of the indexes are also included.

The salary trends program is directed by Lily Mary David, Chief of the Division of Wage Economics under the general direction of L. R. Linsenmayer, Assistant Commissioner for Wages and Industrial Relations. This report was prepared under the supervision of Albert A. Belman. The analysis for the period 1961-63 was prepared by Roger A. Comer.

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## Salary Trends:

### City Public School Teachers, 1925—49

FROM 1925 TO 1949, average salaries of public school teachers in the Nation's large communities rose approximately 84 percent. This was slightly higher than the increase reported for another large group of municipal workers—policemen and firemen—in cities of 100,000 or more.<sup>1</sup> However, it was very much less than the 125-percent increase in weekly earnings of production workers in manufacturing.

During this period, numerous changes occurred in the educational structure. For example, junior high schools spread rapidly during the 1920's, and the number of pupils enrolled in public high schools nearly doubled between 1925 and 1940. Certification requirements for teachers were raised in almost all States. In addition, the Nation was faced with serious teacher shortages during the war and postwar years. All these factors, as well as general economic conditions, presumably influenced the level of teachers' salaries.

Within this quarter century were four more or less distinct periods of salary change for teachers. Modest increases marked the period from 1925 to 1931. Depression-induced reductions in local budgets from 1931 to 1935 were reflected in salary cuts—by 1935, in fact, salaries in large cities were back to 1925 levels. The third period, 1935–39, was characterized by restoration of previous reductions; in 1939, salaries were slightly higher than in 1931, as is shown by indexes in table 1. Since 1939, the trend has been steadily upward. Increases were generally small in the early war years, but beginning with 1943 the rise was more rapid. The increase from 1939 to 1949 totaled 62 percent; after 1945 it was 40 percent (table 2).

<sup>1</sup> The increase for teachers in cities of 100,000 or more is 82 percent compared with 76 percent for policemen and firemen; see *Monthly Labor Review*, June 1950, for trend of earnings of policemen and firemen.

TABLE 1—Indexes of average salaries paid elementary and secondary public school teachers in cities of 50,000 or more,<sup>1</sup> 1925–49.

Year	[1939=100]						
	All cities of 50,000 or more			Elementary and secondary teachers in cities of—			
	Total	Elementary teachers <sup>2</sup>	Secondary teachers <sup>2</sup>	500,000 or more	250,000 but less than 500,000	100,000 but less than 250,000	50,000 but less than 100,000
1925.....	88	86	90	87	90	90	86
1927.....	91	89	93	88	95	94	90
1929.....	95	93	97	92	100	99	94
1931.....	99	97	100	97	103	101	97
1933.....	93	92	93	94	90	92	92
1935.....	88	88	89	89	85	88	87
1937.....	94	94	95	95	93	94	94
1939.....	100	100	100	100	100	100	100
1941.....	102	103	101	101	102	102	103
1943.....	107	108	107	105	111	109	109
1945.....	116	116	115	109	121	123	121
1947.....	132	131	133	126	135	138	138
1949.....	162	163	160	148	173	176	178

<sup>1</sup> Based on 1940 Census classifications.

<sup>2</sup> Includes kindergarten and regular and atypical elementary school teachers.

<sup>3</sup> Includes junior and senior high school teachers.

TABLE 2.—Percent increases in average salaries of public school teachers in cities of 50,000 or more, selected periods, 1925–49.

Period	All size groups	Size group			
		500,000 and over	250,000 but under 500,000	100,000 but under 250,000	50,000 but under 100,000
1925 to 1939.....	14	15	11	11	16
1925 to 1949.....	84	70	92	96	105
1939 to 1949.....	62	48	73	76	76
1939 to 1945.....	16	9	21	23	21
1945 to 1949.....	40	36	43	43	45

## Elementary and Secondary Teachers

Salary movements of elementary and secondary school teachers have closely paralleled one another in the last 10 years—the increases since 1939 were 63 and 60 percent, respectively. Aside from the general economic influences operating to raise salaries of all teachers, this parallelism can be attributed partly to the increasing importance of the single salary schedule. By 1949, this type of schedule, which bases the teacher's pay on amount of training without regard to position, had been adopted by more than 90 percent of the school systems in cities of over 50,000. The schedules, formerly predominant, fixed salaries according to the teaching position held. Between 1925 and 1939, when the position schedule was prominent, salaries for elementary teachers rose 16 percent and for secondary teachers 11 percent. Over the entire period, 1925–49, the average salary of elementary school teachers increased 90 percent as compared with 78 percent for secondary school teachers.

## City and Regional Variations

Over the quarter century, teachers' salaries rose proportionately less in cities of 500,000 or more than in the smaller cities. The rise in the largest cities averaged 70 percent, compared with 92 to 105 percent increases in the three groups of smaller cities. Most of the divergence in salary trends occurred between 1939 and 1949; it was particularly marked between 1939 and 1945. During the 10-year period, the average rise in each of the three groups of smaller cities varied within the narrow range of 73 to 76 percent, while salaries in the larger cities rose by only 48 percent. Salary changes were comparatively small in all four groups between 1925 and 1939, the average increases varying from 11 to 16 percent.

When changes were measured in dollar rather than in percentage terms, there was less spread between the largest cities and the other cities studied, but even in dollar terms the differential in salaries between large and small cities narrowed between 1939 and 1949. The large-city teachers started out with higher pay; a given dollar change therefore yielded a smaller percentage increase for them than for teachers in smaller cities. However, the smaller cities actually raised salaries more in

dollar terms. Teachers in the biggest cities received an average<sup>2</sup> increase of \$1,100 to \$1,200 during this decade. In the smaller cities, average increases varied from \$1,300–\$1,400 for the 50,000–100,000 group, to \$1,500–\$1,600 for the other two groups. This shift in dollar relationships took place almost entirely during the war years. After 1945, the average increases were almost uniform, \$1,000–\$1,100, in all size groups except the 250,000–500,000 group in which increases were \$1,100–\$1,200.

TABLE 3.—Percent distribution of public school teachers in cities of 50,000 or more, by size of increase in average salaries, 1939–49

Increases in average salary	Percent of teachers employed in school systems with specified salary increases in—				
	Total	Cities of 500,000 and over	Cities of 250,000 to 500,000	Cities of 100,000 to 250,000	Cities of 50,000 to 100,000
<i>Dollars per year</i>					
Under 500.....	(1)			2	
500 and under 600.....					
600 and under 700.....					
700 and under 800.....	1		5	2	2
800 and under 900.....	2		5	2	2
900 and under 1,000.....	3	3		4	5
1,000 and under 1,100.....	5			10	9
1,100 and under 1,200.....	31	58	8	3	12
1,200 and under 1,300.....	6	4	4	7	14
1,300 and under 1,400.....	5		9	12	10
1,400 and under 1,500.....	4		5	6	12
1,500 and under 1,600.....	14	3	30	26	7
1,600 and under 1,700.....	6	8		9	4
1,700 and under 1,800.....	6		19	5	11
1,800 and under 1,900.....	10	12	11	8	3
1,900 and under 2,000.....	5	8	4		4
2,000 and under 2,100.....	1			2	3
2,100 and under 2,200.....	1			2	2
2,200 and under 2,300.....	(1)				1
2,300 and under 2,400.....					
2,400 and under 2,500.....					
2,500 and under 2,600.....	(1)				1
Total.....	100	100	100	100	100
<i>Percent</i>					
20 and under 25.....	(1)			2	
25 and under 30.....					
30 and under 35.....	18	38			2
35 and under 40.....	2	3		2	5
40 and under 45.....	5	3	9	3	5
45 and under 50.....	15	25	4	6	8
50 and under 55.....	4		6	9	6
55 and under 60.....	3		9	6	2
60 and under 65.....	6	3	13	4	8
65 and under 70.....	4	3		7	9
70 and under 75.....	3		8	2	9
75 and under 80.....	11	20		3	7
80 and under 85.....	7	5	6	15	4
85 and under 90.....	3		3	10	6
90 and under 95.....	4		13	6	4
95 and under 100.....	3		8	7	2
100 and under 105.....	3		9	2	4
105 and under 110.....	4		9	5	9
110 and under 115.....	1			2	4
115 and under 120.....	2		3	5	2
120 and under 125.....					
125 and under 130.....	1			4	2
130 and under 135.....	1				4
135 and under 140.....					
140 and under 145.....					
145 and under 150.....	(1)				3
150 and under 155.....					
155 and under 160.....	(1)				1
Total.....	100	100	100	100	100

<sup>1</sup>Less than 0.5 percent.

The averages for groups of cities do not adequately portray the wide variations among individual communities. Salary increases between 1939 and 1949 varied among individual cities from 20 to 160 percent (table 3). In dollar terms, the range was from \$500 to \$2,600.

Salary indexes point to sharp differences in the rate of change among the 9 geographic regions into which the cities were classified (table 4). From 1925 to 1949, salaries in 4 regions—Border, Southeast, Southwest, and Pacific—rose from 111 to 114 percent; at the same time, the increase in the Middle Atlantic States was 65 percent. The rise in the other regions varied between 80 and 88 percent.

The most marked regional differences occurred from 1939 to 1949. As table 4 indicates, the Middle Atlantic States had the smallest rise—39 percent; salaries in the Southeast more than doubled, and in the Southwest almost doubled.<sup>3</sup>

<sup>3</sup> It should be noted that the regional pattern is related to the variation in salary trends among the largest and the other cities studied, since proportionately more of the teachers in certain regions (for example, the Middle Atlantic States) are employed in the largest size city school systems.

TABLE 4.—Indexes of average salaries for public school teachers in cities of 50,000 or more population, and percentage increases, by region,<sup>1</sup> 1925-49

Year	New England	Middle Atlantic	Border States	Southeast	Great Lakes	Middle West	Southwest	Mountain	Pacific
Indexes (1939=100)									
1925	89	84	85	94	96	93	94	86	82
1927	91	85	92	101	98	97	100	91	89
1929	94	90	97	105	102	102	104	96	91
1931	96	95	99	110	104	104	105	96	97
1933	93	95	94	92	91	97	87	88	91
1935	88	89	90	87	86	90	89	85	88
1937	97	94	95	89	94	96	94	91	95
1939	100	100	100	100	100	100	100	100	100
1941	102	101	103	103	101	101	102	102	103
1943	108	104	109	113	110	109	109	108	109
1945	115	107	123	137	124	118	126	115	118
1947	126	123	139	159	138	138	149	137	137
1949	160	139	179	201	177	175	198	158	173
Percentage increases, selected periods									
1925-49	80	65	111	114	84	88	111	84	111
1939-49	60	39	79	101	77	75	98	58	73

<sup>1</sup> The 9 regions are composed as follows: *New England*—Connecticut, Maine, Massachusetts, New Hampshire, Rhode Island, Vermont; *Middle Atlantic*—New Jersey, New York, Pennsylvania; *Border*—Delaware, District of Columbia, Kentucky, Maryland, Virginia, West Virginia; *Southeast*—Alabama, Florida, Georgia, Mississippi, North Carolina, South Carolina, Tennessee; *Great Lakes*—Illinois, Indiana, Michigan, Minnesota, Ohio, Wisconsin; *Middle West*—Iowa, Kansas, Missouri, Nebraska, North Dakota, South Dakota; *Southwest*—Arkansas, Louisiana, Oklahoma, Texas; *Mountain*—Arizona, Colorado, Idaho, Montana, New Mexico, Utah, Wyoming; and *Pacific*—California, Nevada, Oregon, Washington.



## Changes in City Public School Teachers' Salaries, 1949-51

AVERAGE SALARIES of public school teachers in cities of 50,000 or more rose 6.5 percent, or an average of about \$240, between the beginning of the school years 1948-49 and 1950-51. This rate of increase was lower than that recorded earlier in the postwar period. From 1925 to 1951, salaries almost doubled; from 1939 to 1951, they rose 73 percent.

Salary movements, as in the earlier periods studied, continued at about the same pace for teachers in elementary and secondary schools. Salary-rate increases averaged 6.4 percent (\$223) in elementary schools and 6.7 percent (\$265) in secondary schools, from 1949 to 1951 (table 1). Measured in both dollar and percentage terms, salary advances tended to be greater in smaller-than in larger-sized cities. However, secondary-school teachers in the two largest city-size groups studied were an exception; practically no difference was shown in the proportionate increase in their average salaries between these two population groups. Elementary teachers in cities of 50,000 to 100,000 had their salaries raised an average of 9.1 percent (\$278); those in cities of 500,000 received a 5.1-percent (\$198) salary adjustment. In secondary schools the range of increase was from 5.9 percent (\$222) in the 250,000-500,000 size group to 8.6 percent (\$301) in the smallest communities studied.

TABLE 1.—Dollar and percent increases in salaries of public school teachers, by size of city and type of school, 1949-51<sup>1</sup>

City size group	Increases in salaries, 1949 to 1951, for—					
	All teachers		Elementary school teachers		Secondary school teachers	
	\$240	Percent	\$223	Percent	\$265	Percent
All size groups.....		6.5		6.4		6.7
500,000 or more.....	224	5.5	198	5.1	264	6.0
250,000 and under 500,000.....	200	5.7	187	5.5	222	5.9
100,000 and under 250,000.....	255	7.8	253	8.1	259	7.4
50,000 and under 100,000.....	288	8.9	278	9.1	301	8.6

<sup>1</sup> The period covered is from the beginning of the 1948-49 to the beginning of the 1950-51 school year.

Seven out of ten teachers in the two largest city-size groups received average salary raises of less than 7.5 percent; the most common increases, in terms of number of teachers employed, were less than 2.5 percent in cities of 500,000 or more and 2.5 but less than 5 percent in communities of 250,000 but under 500,000 population (table 2). Half of the teachers in cities of 100,000 but under 250,000 and almost the same proportion in smaller communities were employed in cities where average salaries rose by 7.5 percent or more.

TABLE 2.—Percentage distribution of public school teachers in cities of 50,000 or more, according to average salary increases, 1949-51<sup>1</sup>

Increase in average salary	Percent of teachers employed in school systems with specified salary increases in cities of—				
	All sizes	500,000 or more	250,000 and under 500,000	100,000 and under 250,000	50,000 and under 100,000
<i>Percent</i>					
Under 2.5.....	31.1	42.0	18.1	25.6	16.0
2.5 and under 5.0.....	12.5	4.7	37.5	9.2	15.7
5.0 and under 7.5.....	18.9	21.8	13.6	15.6	20.2
7.5 and under 10.0.....	16.1	17.5	16.7	14.4	12.3
10.0 and under 12.5.....	7.2	5.3	9.5	10.1	6.9
12.5 and under 15.0.....	6.9	5.5	4.6	11.4	7.7
15.0 and under 17.5.....	3.5	3.2	0	4.7	7.6
17.5 and under 20.0.....	2.5	0	0	6.2	8.5
20.0 and over.....	1.3	0	0	2.8	5.1
Total.....	100.0	100.0	100.0	100.0	100.0
<i>Dollars per year</i>					
Under 50.....	7.7	1.9	8.2	16.3	14.6
50 and under 100.....	24.6	40.1	14.4	10.7	2.5
100 and under 150.....	5.2	2.6	11.0	2.4	12.4
150 and under 200.....	7.7	2.1	16.2	9.3	15.4
200 and under 250.....	19.8	21.8	25.3	17.2	9.9
250 and under 300.....	5.0	2.3	7.6	6.4	9.5
300 and under 350.....	8.1	10.6	7.8	7.5	0
350 and under 400.....	7.7	7.9	9.5	6.7	6.3
400 and under 450.....	5.1	4.7	0	10.6	3.8
450 and under 500.....	2.4	0	0	6.8	7.0
500 and over.....	6.7	6.0	0	6.1	18.6
Total.....	100.0	100.0	100.0	100.0	100.0

<sup>1</sup> The period covered is from the beginning of the 1948-49 to the beginning of the 1950-51 school year.

<sup>2</sup> In several cases cost of living or other temporary salary adjustments were reported as part of the salary structure during the later period covered but were excluded in the earlier period.

In dollar terms, differences in size of salary changes also varied. A fourth of the teachers were in cities where average annual salaries rose \$50 but less than \$100; an additional fifth were

employed by communities where average pay rose \$200 but less than \$250.

In the Southeast, as in the preceding decade, salaries rose proportionately more than in any other region—12.5 percent from 1949 to 1951; the smallest gain, 3.1 percent, was reported for the Mountain region. Increases in other regions ranged from 3.8 percent in the Pacific to 8.7 percent in the Border States.

The indexes which reflect these percentage changes are shown in tables 3 and 4. Two series

TABLE 3.—Indexes of average salaries for public school teachers in cities of 50,000 or more, by region,<sup>1</sup> 1925-51

Year	New England	Middle Atlantic	Border States	South-east	Great Lakes	Middle West	South-west	Moun-tain	Pac-ific
Indexes (1947-49=100)									
1925	62	64	53	52	61	59	54	58	53
1927	64	65	58	56	62	62	58	62	57
1929	66	69	61	58	65	65	60	65	59
1931	67	73	62	61	66	66	61	65	63
1933	65	73	59	51	58	62	50	60	59
1935	62	68	57	48	55	58	51	58	57
1937	68	72	60	49	60	61	54	62	61
1939	70	76	63	56	63	64	58	68	65
1941	71	77	65	57	64	65	59	69	66
1943	76	79	69	63	70	70	63	73	70
1945	80	82	77	76	79	75	73	78	76
1947	88	94	87	88	88	86	93	88	88
1949	112	106	113	112	112	114	107	112	112
1951	120	112	123	126	121	119	123	110	116
Indexes (1939=100)									
1925	89	84	85	94	96	93	94	86	82
1927	91	85	92	101	98	97	100	91	89
1929	94	90	97	105	102	102	104	96	91
1931	96	95	99	110	104	104	105	96	97
1933	93	95	94	92	91	97	87	88	91
1935	88	89	90	87	86	90	89	85	88
1937	97	94	95	89	94	96	94	91	95
1939	100	100	100	100	100	100	100	100	100
1941	102	101	103	103	101	101	102	102	103
1943	108	104	109	113	110	109	109	108	109
1945	115	107	123	137	124	118	126	115	118
1947	126	123	139	159	138	138	149	137	137
1949	160	139	179	201	177	175	198	158	173
1951	172	147	195	226	190	186	214	163	180

<sup>1</sup> The 9 regions are composed as follows: *New England*—Connecticut, Maine, Massachusetts, New Hampshire, Rhode Island, Vermont; *Middle Atlantic*—New Jersey, New York, Pennsylvania; *Border States*—Delaware, District of Columbia, Kentucky, Maryland, Virginia, West Virginia; *South-east*—Alabama, Florida, Georgia, Mississippi, North Carolina, South Carolina, Tennessee; *Great Lakes*—Illinois, Indiana, Michigan, Minnesota, Ohio, Wisconsin; *Middle West*—Iowa, Kansas, Missouri, Nebraska, North Dakota, South Dakota; *South-west*—Arkansas, Louisiana, Oklahoma, Texas; *Moun-tain*—Arizona, Colorado, Idaho, Montana, New Mexico, Utah, Wyoming; *Pacific*—California, Nevada, Oregon, Washington.

of indexes are presented: One is computed on a 1939 base for comparison with the indexes previously published, and the other on an average 1947-49 base. Although cities were regrouped by size in accordance with the 1950 Census of Popula-

TABLE 4.—Indexes of average salaries paid elementary and secondary public school teachers in cities of 50,000 or more, 1925-51

Year	Cities of 50,000 or more: Total			Elementary and secondary teachers in cities of—			
	All teachers	Elementary teachers <sup>1</sup>	Secondary teachers <sup>2</sup>	500,000 or more	250,000 and under 500,000	100,000 and under 250,000	50,000 and under 100,000
Indexes (1947-49=100)							
1925	60	59	61	64	58	57	55
1927	62	61	63	64	62	60	57
1929	65	63	66	67	65	63	60
1931	67	66	68	71	67	64	62
1933	63	63	63	69	58	59	59
1935	60	60	61	65	55	56	55
1937	64	64	65	69	60	60	60
1939	68	68	68	73	65	64	64
1941	69	70	69	74	66	65	66
1943	73	73	73	77	72	69	69
1945	79	79	78	80	79	78	77
1947	90	89	91	92	88	88	88
1949	110	111	109	108	112	112	112
1951	117	118	116	114	118	121	122
Indexes (1939=100)							
1925	88	86	90	87	90	90	86
1927	91	89	93	88	95	94	90
1929	95	93	97	92	100	99	94
1931	99	97	100	97	103	101	97
1933	93	92	93	94	90	92	92
1935	88	88	89	89	85	88	87
1937	94	94	95	95	93	94	94
1939	100	100	100	100	100	100	100
1941	102	103	101	101	102	102	103
1943	107	108	107	105	111	109	109
1945	116	116	115	109	121	123	121
1947	132	131	133	126	135	138	138
1949	162	163	160	148	173	176	176
1951	173	173	171	156	183	190	192

<sup>1</sup> Includes kindergarten and regular and atypical elementary school teachers.

<sup>2</sup> Includes junior and senior high school teachers.

tion, no changes in methods were introduced. Because of the linking method used, changes such as reclassification of cities by size do not affect the continuity of the indexes.

## Changes in City Public School Teachers' Salaries, 1951-53

AVERAGE ANNUAL SALARIES of public-school teachers in cities of 50,000 or more population increased \$526, or 13.6 percent, from the 1951 to the 1953 school year. The percentage increase during this period was substantially exceeded in only one previous 2-year interval since 1925; from 1947 to 1949, average salaries rose by more than 20 percent. From 1951 to 1953, they rose almost as much as hourly pay of factory workers and salaries of another large group of municipal workers—firemen and policemen—and more than salary rates of Federal classified workers.<sup>1</sup> Indexes which reflect the changes in teachers' pay from 1925 to 1953 are shown in table 1.

### Salary Trends, 1951-53

In all communities studied, teachers' pay scales advanced from 1951 to 1953. Over 9 out of 10 teachers were employed in school districts where the increases amounted to 7.5 percent or more. Teacher employment was about evenly distributed among communities in which salaries increased 7.5 but less than 12.5 percent, 12.5 but less than 15 percent, and 15 percent or more. In monetary terms, almost 7 out of 10 teachers were in areas where salaries were raised by \$400 but less than \$700. (See table 2.)

During the 1953 school year, the median salary was approximately \$4,400. About 25 percent of the teachers were in school systems where salaries averaged \$4,800 or more, and 28.5 percent were in those where average salaries were less than \$4,000.

Salaries of elementary-school teachers rose 13.9 percent from 1951 to 1953—slightly more than the 13-percent increase recorded for instructors in secondary schools (table 3). The greater percentage increase for elementary-school teachers was traceable to the fact that their salaries were

about \$500 lower on the average than those for secondary-school teachers; actually, the dollar increase was slightly greater for secondary-school teachers (\$543) than for grade-school teachers (\$513).

Average salary increases for teachers in elementary schools varied narrowly among the four city-size groups studied—from 13.0 to 14.6 percent. For secondary-school teachers, the variation was almost as narrow—from 11.9 to 13.8 percent. Pay increases for both types of teachers were proportionately the highest in the smallest cities, but dollar increases were greatest in cities of more than 500,000 population. In these cities, over half of the teachers were in areas where average salaries were increased \$600 or more; in contrast, less than a fourth of the teachers in the smallest cities were employed where increases of similar amounts were put into effect.

Dollar increases in the Southeast and Southwest, where salary levels were the lowest, were smaller than for the other regions. Average salaries of teachers in 6 of the 9 regions showed higher relative gains than in the Southeast. The 11.4 percent increase for teachers in the Southwest was the lowest recorded in any region (table 3). School teachers in the Middle West showed the highest relative gain over the 2-year interval—16.4 percent.

### Salary Trends, 1941-53

Over the entire period covered by the index series—1925 to 1953—the total advance in urban teachers' salaries amounted to about 122 percent. Their salaries fluctuated up and down during the 1930's; most of the gain occurred after 1941.<sup>2</sup> From 1941 to 1953 urban teachers' salaries rose by about 93 percent on the average—equivalent to an annual rate of increase of a little more than 5 percent.

<sup>1</sup> Salary rates of Federal employees rose by 9.1 percent, hourly pay for factory workers by 14.3 percent, and salary scales of firemen and policemen by about 14 percent. The change in maximum salary rates for firemen and policemen is partly estimated. The information for firemen and policemen refers to scales in effect in January of each year; for Federal workers, in July; and for factory workers, in September.

<sup>2</sup> Usually in a long-term analysis of this type, 1939 data are used for comparison with later periods; however, in this instance, it was not feasible to begin with 1939. Actually, the rise in average salaries between 1939 and 1941 was only about 1½ percent and presumably the distribution from 1941 to 1953 would be essentially the same as if the earlier period had been used.

TABLE 1.—Indexes of average salaries of public-school teachers in cities of 50,000 or more, by type of school, size of city, and region, 1925-53<sup>1</sup>

[1947-49=100]

Year	All teachers	Type of school		Size of city				Region <sup>4</sup>								
		Elementary <sup>2</sup>	Secondary <sup>3</sup>	500,000 or more	250,000 and under 500,000	100,000 and under 250,000	50,000 and under 100,000	New England	Middle Atlantic	Border States	Southeast	Great Lakes	Middle West	Southwest	Mountain	Pacific
1925.....	60	59	61	64	58	57	55	62	64	53	52	61	59	54	58	53
1927.....	62	61	63	64	62	60	57	64	65	58	56	62	62	58	62	57
1929.....	65	63	66	67	65	63	60	66	69	61	58	65	65	60	65	59
1931.....	67	66	68	71	67	64	62	67	73	62	61	66	66	61	65	63
1933.....	63	63	63	69	58	59	59	65	73	59	51	58	62	50	60	59
1935.....	60	60	61	65	55	56	55	62	68	57	48	55	58	51	58	57
1937.....	64	64	65	69	60	60	60	68	72	60	49	60	61	54	62	61
1939.....	68	68	68	73	65	64	64	70	76	63	56	63	64	58	68	65
1941.....	69	70	69	74	66	65	66	71	77	65	57	64	65	59	69	66
1943.....	73	73	73	77	72	69	69	76	79	69	63	70	70	63	73	70
1945.....	79	79	78	80	79	78	77	80	82	77	76	79	75	73	78	76
1947.....	90	89	91	92	88	88	88	88	94	87	88	88	88	86	93	88
1949.....	110	111	109	108	112	112	112	112	106	113	112	112	112	114	107	112
1951.....	117	118	116	114	118	121	122	120	112	123	126	121	119	123	110	116
1953.....	133	134	131	130	134	136	139	136	129	139	142	135	138	137	125	134

<sup>1</sup> In constructing the indexes for all teachers, the effects of period-to-period changes in the proportion of elementary and secondary teachers and in the proportions of teachers among city size groups were excluded from changes in average salaries in this table and in table 3.

<sup>2</sup> Includes kindergarten and regular and atypical elementary-school teachers.

<sup>3</sup> Includes junior and senior high-school teachers.

<sup>4</sup> The regions used in this study are: *New England*—Connecticut, Maine, Massachusetts, New Hampshire, Rhode Island, Vermont; *Middle Atlantic*—

*New Jersey, New York, Pennsylvania; Border States*—Delaware, District of Columbia, Kentucky, Maryland, Virginia, West Virginia; *Southeast*—Alabama, Florida, Georgia, Mississippi, North Carolina, South Carolina, Tennessee; *Great Lakes*—Illinois, Indiana, Michigan, Minnesota, Ohio, Wisconsin; *Middle West*—Iowa, Kansas, Missouri, Nebraska, North Dakota, South Dakota; *Southwest*—Arkansas, Louisiana, Oklahoma, Texas; *Mountain*—Arizona, Colorado, Idaho, Montana, New Mexico, Utah, Wyoming; *Pacific*—California, Nevada, Oregon, Washington.

TABLE 2.—Percentage distribution of public-school teachers in cities of 50,000 or more, according to average salary increases, 1951-53

Increase in average salary	Percentage of teachers <sup>1</sup> employed in school systems with specified average salary increases				
	All cities	Cities of—			
		500,000 or more	250,000 and under 500,000	100,000 and under 250,000	50,000 and under 100,000
<i>In percentage terms</i>					
Under 5.0.....	1.1	0	0	3.6	1.1
5.0 and under 7.5.....	7.6	1.9	9.5	16.4	8.1
7.5 and under 10.0.....	13.3	15.3	9.6	13.6	11.5
10.0 and under 12.5.....	17.1	9.9	38.3	15.6	18.0
12.5 and under 15.0.....	31.0	48.5	10.0	23.4	18.9
15.0 and under 17.5.....	8.4	4.6	4.0	7.4	20.2
17.5 and under 20.0.....	14.9	14.8	28.6	11.4	9.2
20.0 and under 22.5.....	3.6	2.4	0	3.6	8.8
22.5 and under 25.0.....	2.5	2.6	0	5.0	1.5
25.0 and over.....	.5	0	0	0	2.7
Total.....	100.0	100.0	100.0	100.0	100.0
<i>In dollars per year</i>					
Under 200.....	3.8	0	4.9	12.4	1.1
200 and under 300.....	6.9	1.9	4.6	11.5	13.5
300 and under 400.....	10.1	0	15.8	19.8	15.7
400 and under 500.....	25.8	28.4	32.0	22.5	19.8
500 and under 600.....	17.6	12.9	25.1	12.9	27.1
600 and under 700.....	24.3	41.3	12.1	14.2	9.9
700 and under 800.....	7.9	10.5	0	3.4	12.9
800 and under 900.....	2.8	5.0	0	3.3	0
900 and over.....	.8	0	5.5	0	0
Total.....	100.0	100.0	100.0	100.0	100.0

<sup>1</sup> In this and in table 4, employment of all teachers in the school system was distributed according to the average salary increase in the system. Atypical teachers, who comprise 3.5 percent of the total number of teachers, are not included.

The rise in teachers' salaries from 1941 to 1953 exceeded that for policemen and firemen, whose maximum salary scales rose an estimated 83 percent. During the same 12-year period, salary rates of Federal classified employees advanced about 75 percent.<sup>3</sup> However, teachers' pay lagged far behind the rise in average hourly earnings for factory production workers, which increased 155 percent during this period.

From 1941 to 1953, communities employing over half of the public-school teachers increased their average pay by 80 but less than 120 percent, as table 4 indicates. About 13 percent of the teachers (almost all in New York City) were employed where there were increases of 50 but less than 60 percent.

There was less intercity variation in dollar than in percentage increases. Communities employing

half of the urban-school teachers advanced salaries an average of \$1,900 but less than \$2,200 between 1941 and 1953. Eleven of the 18 cities of half a million or more population (including New York, Philadelphia, and Chicago) gave increases within this range. Eleven percent of the teachers were in communities where increases averaged \$2,600 but less than \$2,700 over the 12-year period. Among the communities with increases of this magnitude were Minneapolis, Detroit, and Los Angeles.

TABLE 3.—Increases in average salaries of public-school teachers, by type of school, size of city, and region, 1951-53

City-size group and region	Increases in salaries, 1951 to 1953, for—					
	All teachers		Elementary-school teachers		Secondary-school teachers	
	Dollars	Percent	Dollars	Percent	Dollars	Percent
Total.....	526	13.6	513	13.9	543	13.0
<i>City-size group</i>						
500,000 or more.....	599	13.8	582	14.1	627	13.4
250,000 and under 500,000.....	491	13.3	483	13.7	503	12.7
100,000 and under 250,000.....	435	12.5	430	13.0	441	11.9
50,000 and under 100,000.....	500	14.2	487	14.6	520	13.8
<i>Region<sup>1</sup></i>						
New England.....	475	13.0	480	13.9	467	11.8
Middle Atlantic.....	636	14.9	618	15.2	665	14.4
Border States.....	455	12.7	470	13.8	433	11.2
Southeast.....	365	12.6	370	13.3	356	11.5
Great Lakes.....	483	11.7	463	11.7	519	11.6
Middle West.....	579	16.4	587	17.4	565	14.8
Southwest.....	381	11.4	379	11.7	382	11.0
Mountain.....	478	13.3	458	13.2	511	13.3
Pacific.....	645	15.7	621	15.8	678	15.4

<sup>1</sup> See footnote 4 to table 1 for composition of regions.

Average dollar increases varied relatively little among communities of different size. There was greater uniformity of dollar increases among communities of 500,000 or more than among smaller communities. This uniformity was due in part to the fact that New York City alone employs about 30 percent of all teachers in cities of half a million or more and perhaps to the relatively smaller number of cities of this size. In 1953, average salaries of public-school teachers were more than double their 1941 level in all but the largest cities.

From 1941 to 1953, teachers' salaries rose proportionately more on the average in the Southeast and Southwest than in the other regions (tables 1 and 4); dollar increases were greatest in Great Lakes and Pacific Coast cities. All urban

<sup>3</sup> For data on movements of salaries of firemen and policemen, see Monthly Labor Review, June 1950 (p. 633), January 1952 (p. 52), and July 1953 (p. 723); and of Federal classified employees, Monthly Labor Review, May 1951 (p. 537), May 1952 (p. 545), and September 1953 (p. 958).

TABLE 4.—Percentage distribution of public-school teachers in cities of 50,000 or more, according to average salary increases, by size of city and region. 1941-53<sup>1</sup>

Increase in average salary	Percentage of teachers employed in school systems with specified average salary increases													
	All teachers	Size of city				Region <sup>2</sup>								
		500,000 or more	250,000 and under 500,000	100,000 and under 250,000	50,000 and under 100,000	New England	Middle Atlantic	Border States	Southeast	Great Lakes	Middlewest	Southwest	Mountain	Pacific
<i>In percentage terms</i>														
Under 50.....	0.4	0	0	0	1.7	0	1.3	0	0	0	0	0	0	0
50 and under 60.....	13.4	29.5	0	2.9	0	0	52.0	0	0	0	0	0	0	0
60 and under 70.....	3.2	0	13.1	4.7	1.5	6.8	1.1	0	11.8	0	0	0	39.5	4.5
70 and under 80.....	5.5	6.7	8.6	.8	5.8	4.7	9.1	0	0	3.6	21.3	0	0	6.5
80 and under 90.....	19.7	27.5	14.6	13.7	13.0	45.3	23.7	31.7	0	32.5	0	0	0	9.6
90 and under 100.....	4.6	2.6	9.9	5.9	3.9	0	4.8	0	0	0	0	7.8	0	19.9
100 and under 110.....	18.2	22.5	14.4	17.1	12.6	28.6	8.0	5.5	7.5	21.1	14.9	6.3	20.3	49.6
110 and under 120.....	10.5	9.1	16.7	6.5	13.3	14.6	0	27.5	0	11.7	10.3	36.3	0	9.9
120 and under 130.....	7.2	2.1	14.5	13.0	6.2	0	0	25.7	5.1	11.8	15.2	14.7	14.0	0
130 and under 140.....	6.6	0	3.3	18.1	10.4	0	0	3.8	36.9	6.6	30.1	0	0	0
140 and under 150.....	3.4	0	0	8.1	8.3	0	0	5.8	17.7	2.3	0	11.1	0	0
150 and under 160.....	2.1	0	4.9	1.8	5.1	0	0	0	0	1.9	0	12.4	25.2	0
160 and under 170.....	3.5	0	0	5.3	11.9	0	0	0	13.0	5.7	8.2	7.4	0	0
170 and over.....	1.7	0	0	2.1	6.3	0	0	0	8.0	2.8	0	4.0	0	0
Total.....	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
<i>In dollar terms</i>														
Under \$1,500.....	1.9	0	7.1	2.8	1.4	4.3	2.5	0	11.8	0	0	0	0	0
\$1,500 and under \$1,600.....	1.6	0	0	3.6	4.0	0	1.3	0	14.4	0	0	0	0	0
\$1,600 and under \$1,700.....	1.0	0	4.5	0	1.6	4.7	0	0	7.5	0	0	0	0	0
\$1,700 and under \$1,800.....	4.5	0	6.0	9.4	7.8	9.0	1.2	16.8	11.5	0	0	2.9	59.8	0
\$1,800 and under \$1,900.....	6.7	0	0	16.5	15.5	18.2	8.4	12.2	7.0	0	14.9	4.9	0	5.9
\$1,900 and under \$2,000.....	23.7	41.9	14.6	8.2	8.0	22.4	64.6	22.6	0	4.0	21.3	14.2	0	6.3
\$2,000 and under \$2,100.....	11.6	9.3	4.7	22.2	9.5	4.1	8.5	0	20.6	4.8	18.2	43.0	14.0	7.8
\$2,100 and under \$2,200.....	14.9	17.7	24.8	11.5	5.2	25.2	2.8	11.3	19.2	32.8	0	15.8	0	9.3
\$2,200 and under \$2,300.....	5.7	0	15.8	3.9	12.8	4.6	2.0	5.8	2.7	5.0	6.6	7.8	0	15.5
\$2,300 and under \$2,400.....	7.8	6.3	13.5	7.9	6.9	7.5	5.5	27.5	5.3	8.9	15.2	3.2	0	4.6
\$2,400 and under \$2,500.....	6.0	5.5	3.3	3.4	12.1	0	0	0	0	9.1	15.7	8.2	26.2	13.2
\$2,500 and under \$2,600.....	2.3	0	5.7	4.5	2.3	0	3.2	0	0	2.5	8.1	0	0	3.3
\$2,600 and under \$2,700.....	10.9	19.3	0	3.9	8.1	0	0	3.8	0	26.6	0	0	0	34.1
\$2,700 and under \$2,800.....	.9	0	0	1.1	3.3	0	0	0	0	3.9	0	0	0	0
\$2,800 and over.....	.5	0	0	1.1	1.5	0	0	0	0	2.4	0	0	0	0
Total.....	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

<sup>1</sup> Changes in average salaries for individual school systems were affected by shifts in the proportion of elementary- and secondary-school teachers between 1941 and 1953. During this period, the proportion of elementary teachers increased from about 56 to about 61 percent of all urban teachers;

as their salaries were lower in general, the average increases shown here are below the rise that would have been shown if the proportions had remained constant.

<sup>2</sup> See footnote 4 to table 1 for composition of regions.

teachers in the Southwest, included in the survey, were employed in communities where average salaries were raised by at least 90 percent. In the Southeast, over half were employed in communities where the average increase amounted to 130 percent but less than 150 percent. In the Middle Atlantic, New England, and Pacific regions, no increase averaged as much as 120 percent. The most common change in three regions—New England, Border States, and Great

Lakes—was 80 to 90 percent. In the Middle Atlantic region where almost half of the urban teachers were in New York City, the average increase was less than 60 percent.

The average dollar increase in cities employing about 65 percent of the teachers in the Middle Atlantic region was \$1,900 but less than \$2,000. About 2 out of 5 urban teachers in the Southwest were employed in communities in which the average salary was raised by \$2,000 but less than \$2,100.

# Changes in City Public School Teachers' Salaries, 1953-55

URBAN SCHOOL TEACHERS' average annual salaries increased from the 1953 to the 1955 school year. The increase, however, was appreciably smaller in this period than during the preceding 2 years or in the other 2-year periods following World War II, except 1949-51. From 1953 to 1955, the increase averaged 7.9 percent, or \$345; from 1951 to 1953, it was 13.6 percent, or \$526 (tables 1 and 2).

The fact that average salaries increased less from 1953 to 1955 than they did from 1951 to 1953 was due largely to two factors: smaller adjustments in salary scales in a number of school systems and a marked expansion in employment of new teachers. About 26,000 or over 10 percent more teachers were employed by the communities studied in 1955 than in 1953. This expansion was much sharper than in the preceding 2-year period when employment rose by less than 14,000, or a little over 5 percent. Frequently, newly hired teachers are paid the minimum of their salary range, thus tending to reduce average salary levels.

## Salary Increases, 1953-55

*Variations in Amount of Increases.* Average salary increases from 1953 to 1955 varied among city school systems from less than 2.5 to more than 20 percent, although nearly three-fifths of the teachers were in cities where average pay rose by 5 but less than 10 percent. (See table 3.) Slightly more than half of the teachers were in communities that advanced salaries at least 7.5 percent on the average, in contrast to more than nine-tenths between 1951 and 1953.

In dollar terms, advances of \$300 but less than \$400 were the most common, being put into effect in cities that employed a third of the teachers studied. A fifth were in school systems that had increases of \$400 but less than \$500 and another fifth worked in cities where teachers' average salaries rose \$200 but less than \$300.

*Differences by City Size.* In each city-size group, the increases in average salaries were smaller than in the preceding 2 years. The comparatively modest increases in cities of 500,000 or more, particularly for secondary teachers, had the effect of holding down overall average change for all urban areas studied.

In the largest city-size group, only a third of the instructors were employed by communities where the average salary increase amounted to 7.5

TABLE 1.—Increases in average salaries of public-school teachers, by type of school, size of city, and region, 1953-55<sup>1</sup>

City-size group and region	Increases in average salaries, 1953-55, for—					
	All teachers		Elementary-school teachers <sup>2</sup>		Secondary-school teachers <sup>3</sup>	
	Dollars	Percent	Dollars	Percent	Dollars	Percent
Total.....	345	7.9	375	9.0	298	6.4
<i>City-size group</i>						
500,000 or more.....	332	6.8	410	8.8	206	3.9
250,000 and under 500,000.....	371	8.9	385	9.6	348	7.8
100,000 and under 250,000.....	368	9.4	358	9.6	385	9.3
50,000 and under 100,000.....	328	8.2	319	8.4	343	8.0
<i>Region<sup>4</sup></i>						
New England.....	311	7.6	328	8.4	289	6.6
Middle Atlantic.....	361	7.4	469	10.1	203	3.8
Border States.....	257	6.3	269	6.9	240	5.6
Southeast.....	260	8.0	236	7.5	304	8.8
Great Lakes.....	394	8.6	416	9.5	354	7.1
Middle West.....	280	6.8	262	6.7	314	7.2
Southwest.....	368	9.8	378	10.4	353	9.1
Mountain.....	466	11.4	473	12.1	455	10.4
Pacific.....	336	7.1	337	7.4	335	6.6

<sup>1</sup> In computing average salaries and salary increases, all teachers in each system were classified according to the average salary in that system.

Changes in average salaries exclude the effects of period-to-period changes in the proportions of teachers among city-size groups.

<sup>2</sup> Includes regular elementary-school teachers, kindergarten teachers, and teachers of atypical children.

<sup>3</sup> Includes junior and senior high-school teachers.

<sup>4</sup> The regions used in this study are: *New England*—Connecticut, Maine, Massachusetts, New Hampshire, Rhode Island, Vermont; *Middle Atlantic*—New Jersey, New York, Pennsylvania; *Border States*—Delaware, District of Columbia, Kentucky, Maryland, Virginia, West Virginia; *Southeast*—Alabama, Florida, Georgia, Mississippi, North Carolina, South Carolina, Tennessee; *Great Lakes*—Illinois, Indiana, Michigan, Minnesota, Ohio, Wisconsin; *Middle West*—Iowa, Kansas, Missouri, Nebraska, North Dakota, South Dakota; *Southwest*—Arkansas, Louisiana, Oklahoma, Texas; *Mountain*—Arizona, Colorado, Idaho, Montana, New Mexico, Utah, Wyoming; *Pacific*—California, Nevada, Oregon, Washington.

TABLE 2.—Indexes of average salaries of public-school teachers in cities of 50,000 or more, by type of school, size of city, and region, biennially 1925-55<sup>1</sup>

[1947-49=100]

Year	All teachers	Type of school		Size of city				Region <sup>4</sup>								
		Elementary <sup>2</sup>	Secondary <sup>3</sup>	500,000 or more	250,000 and under 500,000	100,000 and under 250,000	50,000 and under 100,000	New England	Middle Atlantic	Border States	South-east	Great Lakes	Middle West	South-west	Moun-tain	Pacific
1925	60	59	61	64	58	57	55	62	64	53	52	61	59	54	58	53
1927	62	61	63	64	62	60	57	64	65	58	56	62	62	58	62	57
1929	65	63	66	67	65	63	60	66	69	61	58	65	65	60	65	59
1931	67	66	68	71	67	64	62	67	73	62	61	66	66	61	65	63
1933	63	63	63	69	58	59	59	65	73	59	51	58	62	50	60	59
1935	60	60	61	65	55	56	55	62	68	57	48	55	58	51	58	57
1937	64	64	65	69	60	60	60	68	72	60	49	60	61	54	62	61
1939	68	68	68	73	65	64	64	70	76	63	56	63	64	58	68	65
1941	69	70	69	74	66	65	66	71	77	65	57	64	65	59	69	66
1943	73	73	73	77	72	69	69	76	79	69	63	70	70	63	73	70
1945	79	79	78	80	79	78	77	80	82	77	76	79	75	73	78	76
1947	90	89	91	92	88	88	88	88	94	87	88	88	88	86	93	88
1949	110	111	109	108	112	112	112	112	106	113	112	112	112	114	107	112
1951	117	118	116	114	118	121	122	120	112	123	126	121	119	123	110	116
1953	133	134	131	130	134	136	139	136	129	139	142	135	138	137	125	134
1955	143	146	139	139	146	149	150	146	139	148	153	147	147	150	139	143

<sup>1</sup> See footnote 1, table 1.

<sup>2</sup> Includes regular elementary-school teachers, kindergarten teachers, and teachers of atypical children.

<sup>3</sup> Includes junior and senior high-school teachers.

<sup>4</sup> For composition of regions, see footnote 4, table 1.

percent or more from 1953 to 1955. By contrast, more than three-fifths of the teachers in each of the three other city-population groups worked in school systems that reported average increases of this size. In the largest communities, over two-fifths of the teaching staff was in school systems where the increase averaged \$300 but under \$400; in none of these did the average salary rise as much as \$500. In each other community-size group, some schools advanced salaries by at least \$500—this was true for 1 out of 5 teachers in centers of 100,000 but less than 250,000 population.

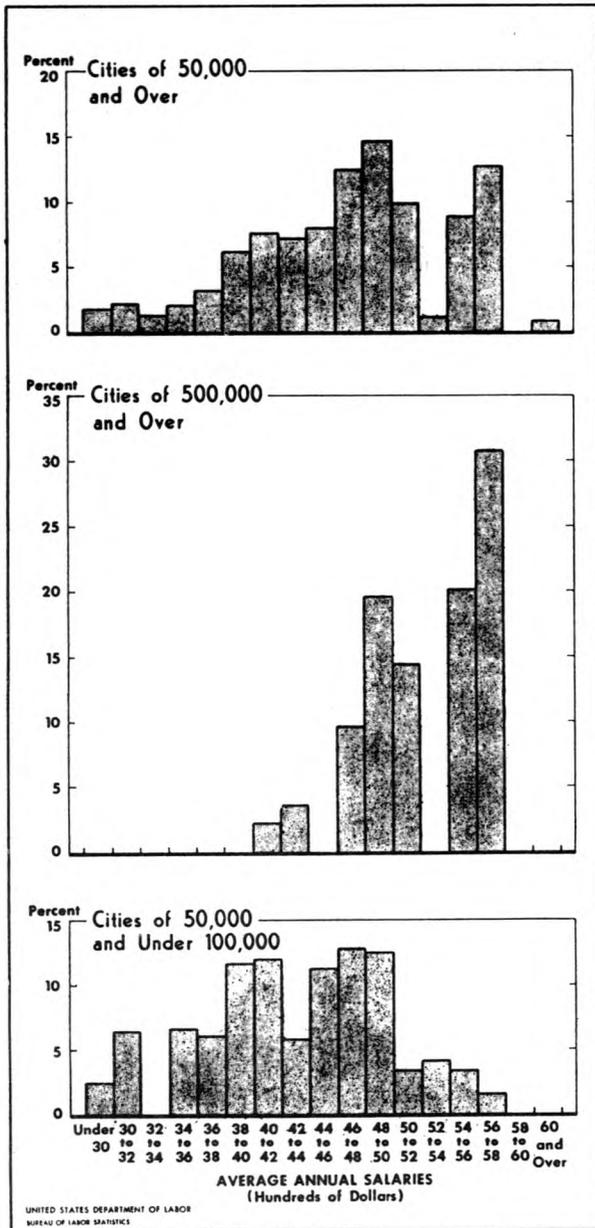
*Variations by Type of School.* Salary changes among community-size groups were more uniform for elementary-school staffs than for secondary-school staffs. Increases for grammar-school teachers ranged from 8.4 percent in the smallest communities to 9.6 percent in cities of 100,000 but less than 500,000 population. Although grade-school teachers in the largest communities (500,000 and over) received the greatest dollar increases in pay, percentagewise their increases were slightly under the 9-percent average gain for all such teachers.

Secondary-school teachers' salary increases ranged from 3.9 percent in the largest cities to

9.3 percent in those with 100,000 but less than 250,000 population. Dollar advances for these teachers were also the smallest in the largest cities. The average increase in salaries of secondary-school instructors in the large cities was affected by the decline in the average pay for such teachers in New York City—a decline which had resulted from the addition of almost 2,000 junior high-school teachers, hired at lower rates than those paid teachers with longer experience.<sup>1</sup> However, the rise in average salaries for secondary-school teachers would have been proportionately lower

<sup>1</sup> The increase in the number of junior high-school teachers in New York City represented a rise of about 59 percent from 1953 to 1955, compared with 7.5 percent in elementary schools and 2.4 percent in senior high schools. The New York Times (Jan. 30, 1954, and Mar. 16, 1954) reported that although the New York City school population as a whole declined in the 1954-55 school year compared with the 1953-54 year, there was an increase of about 18,000 junior high-school students caused by the wartime increase in the birthrate and the transfer of some 7th and 8th grade classes from elementary to junior high schools. Part of the rise in the number of junior high-school teachers was traceable to the classification of teachers of atypical classes in 1955 according to the grade level to which they were assigned, whereas formerly they had all been classified in the elementary group. It is not believed that the redistribution of these teachers had an appreciable effect on the indexes of salary trends, since in 1953 they represented only 5.1 percent of all New York City teachers and their salary levels were not markedly different.

**Percentage Distribution of Public-School Teachers in Selected City-Size Groups, by Average Annual Salary, 1955**



in the biggest cities compared with the other communities even if information for New York City had been excluded. On the whole, cities in the two largest size groups expanded their high-school staffs relatively more than their elementary-school staffs.

*Regional Differences.* Grammar- and high-school teachers in the Mountain States registered greater salary gains than those in any other geographic region. The next highest increases, percentage-wise, occurred in the Southwest, which also made the greatest relative gain in teacher employment. The smallest percentage salary increase for elementary teachers was recorded in the Middle West. Because of the sharp rise in employment of new teachers in New York City (which employed about 30 percent of all teachers in the largest city-size group), the Middle Atlantic region showed the lowest average salary advance for secondary-school teachers. (Indexes of these salary changes are presented in table 2.)

**Salary Trends, 1925-55**

From 1925 to 1955, average annual salaries of urban public-school teachers increased 138 percent, with most of this rise occurring after World War II. From 1945 to 1955, salaries increased at an annual rate of 6 percent (for a total advance of 81 percent), contrasted with a rate of 3 percent a

**TABLE 3.—Percentage distribution of public-school teachers<sup>1</sup> in cities of 50,000 or more, by average salary increase,<sup>2</sup> 1953-55**

Increase in average salary	Percentage of teachers <sup>1</sup> employed in school systems with specified average salary increases				
	All cities	Cities of—			
		500,000 or more	250,000 and under 500,000	100,000 and under 250,000	50,000 and under 100,000
<i>Percent</i>					
Under 2.5.....	4.0	2.1	8.8	3.8	4.6
2.5 and under 5.0.....	13.7	20.5	4.0	8.6	13.3
5.0 and under 7.5.....	30.2	43.8	15.1	24.4	21.0
7.5 and under 10.0.....	28.4	27.2	33.2	16.1	40.9
10.0 and under 12.5.....	14.5	6.4	31.9	23.9	7.4
12.5 and under 15.0.....	6.3	0	7.0	14.5	8.9
15.0 and under 17.5.....	2.0	0	0	7.6	1.2
17.5 and under 20.0.....	.6	0	0	0	2.7
20.0 and over.....	.3	0	0	1.1	0
<b>Total.....</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>
<i>Dollars per year</i>					
Under 100.....	3.4	2.1	6.1	3.8	3.4
100 and under 200.....	8.4	5.0	6.7	10.3	14.2
200 and under 300.....	22.8	26.1	13.7	16.5	30.1
300 and under 400.....	33.9	42.3	27.1	28.9	27.9
400 and under 500.....	22.0	24.6	34.4	17.7	13.0
500 and under 600.....	6.3	0	7.0	18.2	4.9
600 and under 700.....	2.2	0	5.0	2.8	3.8
700 and under 800.....	.7	0	0	.8	2.7
800 and over.....	.3	0	0	1.1	0
<b>Total.....</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>

<sup>1</sup> Excludes teachers of atypical children; such teachers comprise 2.7 percent of the total.  
<sup>2</sup> See footnote 1, table 1.

NOTE: Because of rounding, sums of individual items may not equal 100.

year between 1939 and 1945 and less than 1 percent annually in the years prior to 1939.

*Intercity Differentials.* The range of average salaries for teachers in all city school systems was significantly narrower in 1955 than before the war. By 1955, the spread from the lowest to the highest average salary had been reduced to about 100 percent, whereas in 1941 the comparable differential was about 200 percent. City averages in 1955 ranged from less than \$3,000 to more than \$6,000, with almost half of teachers being employed in communities paying average salaries of at least \$4,800.<sup>2</sup> (See chart.)

In 1955, more than four-fifths of the teachers in the biggest population centers were employed where salaries averaged at least \$4,800. In communities of less than 100,000, salaries for a fourth of the teachers averaged \$4,800 or more and for almost another fourth, \$4,400 but less than \$4,800.

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<sup>2</sup> If the lower and upper tenths of the average salary distribution are excluded, the range in cities employing four-fifths of the teachers would be from \$3,771 to \$5,655 in 1955; in 1941, the corresponding range was \$1,489 to \$3,449. The differential was thus reduced from about 130 percent in 1941 to about 50 percent in 1955.

## Changes in City Public School Teachers' Salaries, 1955—57

AVERAGE ANNUAL SALARIES of urban public school teachers increased 10.2 percent or \$480 from the 1955 to the 1957 school year (table 1). This gain was greater than that which took place in the preceding 2 years but was well below the record 22 percent advance reported from 1947 to 1949. (See table 2.) Average salaries of urban teachers in the 1956-57 school year were 132 percent above their level in 1938-39 and 163 percent above the level prevailing in the school term ending in June 1925.

From the school year 1954-55 to 1956-57, teachers' average salaries increased much more sharply than the Consumer Price Index, about as much as the average hourly earnings of factory workers, and slightly less than the hourly pay of a major group of office employees—those employed by the Nation's railroads. From the 1938-39 to the 1956-57 school year, teachers' average salaries increased more than the Consumer Price Index, but much less than the pay of factory wage earners and railroad office workers.<sup>1</sup>

### Changes from 1955 to 1957

*By Amount.* Almost 3 out of 4 urban teachers were in cities that raised pay at least 7.5 percent from 1955 to 1957. Three out of 5 were in school systems where average salaries rose 7.5 but less than 15 percent, and 1 teacher in 8 was employed where increases were 15 percent or more. (See table 3.) By contrast, presumably because of changes in average length of service, earnings declined in 8 cities, employing 4 percent of all teachers surveyed.

Pay increases were less uniform measured in dollars than in percentage terms. Dollar gains ranged from below \$100 to more than \$900, with about a

fifth of the teachers being employed in communities where salaries increased by at least \$800. Another fifth were employed where salaries advanced by \$500 but less than \$600. For the most part, the greatest dollar increases occurred where pay levels were already above average.

The rise in average salaries of urban teachers from the 1954-55 to the 1956-57 school year was probably somewhat smaller than the increase in their salary scales. The communities surveyed expanded their teaching forces by about 23,000, or 8.5 percent, during this interval and, since newly hired teachers are frequently paid the minimum of a salary scale, this expansion would tend to hold the rise in average salaries below the increase in scales.

*By Size of City.* In contrast with most earlier periods and with the whole period since 1925, the greatest proportionate increases in teachers' pay were recorded in the largest cities—those with at least half a million inhabitants. One-third of the teachers in these large communities were in school systems where average pay advanced 12.5 but under 15 percent. Although the average increase in pay was smaller in cities of 250,000 but less than a half million, 15 percent of the teachers in this community size group were em-

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<sup>1</sup> From September 1954 to September 1956, the beginning of the 1955 and 1957 school years, the average hourly earnings of factory wage earners rose by 10.5 percent and their weekly pay by 13.3 percent. Pay of railroad office employees rose 11.8 percent while the Consumer Price Index advanced 2.1 percent.

During the period from September 1938 to September 1956, weekly earnings of factory workers increased 258 percent and hourly earnings by 227 percent. Hourly pay of railroad office employees increased 178 percent and the BLS Consumer Price Index advanced 95 percent.

TABLE 1. *Increases in average annual salaries of public school teachers, by type of school, size of city, and region, 1955 to 1957*<sup>1</sup>

City-size group and region	Increases in average annual salaries, 1955 to 1957, for—					
	All teachers		Elementary-school teachers <sup>2</sup>		Secondary-school teachers <sup>3</sup>	
	Dol-lars	Per-cent	Dol-lars	Per-cent	Dol-lars	Per-cent
Total.....	480	10.2	485	10.7	470	9.6
<i>City-size group</i>						
500,000 or more.....	612	11.7	601	11.8	629	11.5
250,000 and under 500,000.....	393	8.7	402	9.2	376	7.9
100,000 and under 250,000.....	391	9.2	416	10.2	353	8.0
50,000 and under 100,000.....	399	9.3	407	9.9	387	8.4
<i>Region</i> <sup>4</sup>						
New England.....	358	8.0	381	8.8	324	6.8
Middle Atlantic.....	665	12.7	627	12.2	725	13.3
Border States.....	493	11.6	514	12.6	466	10.4
Southeast.....	315	8.9	332	9.6	286	7.7
Great Lakes.....	509	10.3	523	10.9	480	9.1
Middle West.....	451	10.4	464	11.1	426	9.2
Southwest.....	197	4.8	208	5.1	179	4.2
Mountain.....	368	8.1	413	9.4	303	6.3
Pacific.....	546	10.7	569	11.7	512	9.5

<sup>1</sup> In computing average salaries and salary increases, all teachers in each system were classified according to the average salary in that system.

Changes in average salaries exclude the effects of period-to-period changes in the proportions of teachers among city-size groups, among regions, and between elementary and secondary schools.

<sup>2</sup> Includes regular elementary school teachers, kindergarten teachers, and teachers of atypical children.

<sup>3</sup> Includes junior and senior high school teachers.

<sup>4</sup> The regions used in this study are: *New England*—Connecticut, Maine, Massachusetts, New Hampshire, Rhode Island, Vermont; *Middle Atlantic*—New Jersey, New York, Pennsylvania; *Border States*—Delaware, District of Columbia, Kentucky, Maryland, Virginia, West Virginia; *Southeast*—Alabama, Florida, Georgia, Mississippi, North Carolina, South Carolina, Tennessee; *Great Lakes*—Illinois, Indiana, Michigan, Minnesota, Ohio, Wisconsin; *Middle West*—Iowa, Kansas, Missouri, Nebraska, North Dakota, South Dakota; *Southwest*—Arkansas, Louisiana, Oklahoma, Texas; *Mountain*—Arizona, Colorado, Idaho, Montana, New Mexico, Utah, Wyoming; *Pacific*—California, Nevada, Oregon, Washington.

employed where increases were 17.5 percent or more. In each of the two community-size groups of under 250,000 population, more than 2 out of 5 teachers were employed by school systems where pay advanced by 7.5 but under 12.5 percent. More than one-fourth of the teachers in the smallest cities studied—those with 50,000 but less than 100,000 population—were in school districts where pay rose an average of 10 but less than 12.5 percent.

Some school districts within each size group advanced salaries by as much as \$800, but only in the largest cities (with 500,000 or more inhabitants) did such increases affect substantial proportions of the teachers; in school systems with more than two-fifths of the teachers in this population group, pay advanced by an average of at least this amount. In the other groups of cities, average salaries typically increased from \$200 to less than \$600, although substantial

numbers of teachers in communities of 250,000 but below 500,000 were employed where pay rose \$100 but less than \$200.

*By Region.* The greatest proportionate gains in pay were recorded in the Middle Atlantic and Border States (table 1). Salaries of Middle Atlantic high school teachers increased more than did those in any other region, but in elementary schools, proportionately the highest gain (12.6 percent) occurred in the Border States.

Salaries of teachers in the Southwest rose less than in any other region—4.8 percent over the 2-year period. In the previous 2-year interval, this region ranked second highest in terms of the proportionate gain in pay.

*By Type of School.* The long-term trend for salaries to rise proportionately more in elementary than in secondary schools continued during 1955 to 1957. The dollar increase was slightly higher in elementary schools as well. The widest differences in pay raises between elementary and

### Percent Distribution of Public-School Teachers in Selected City-Size Groups, by Average Annual Salary, 1957

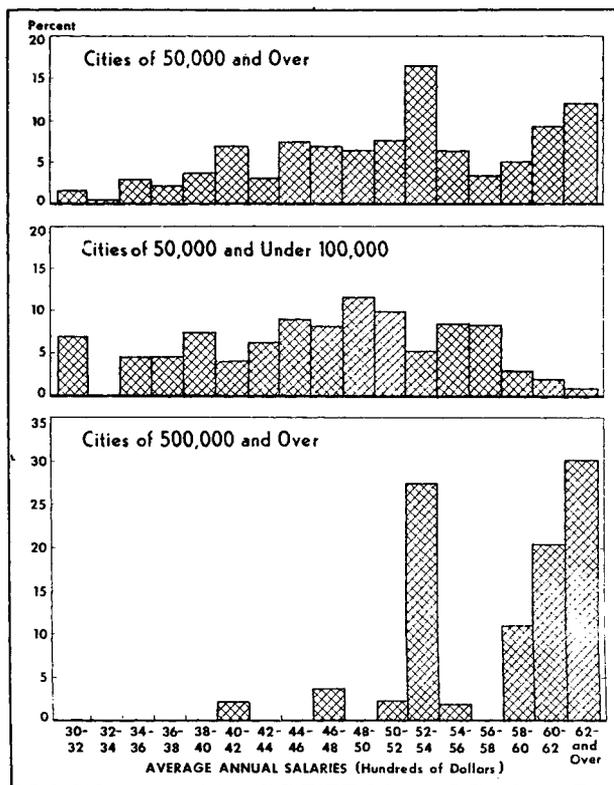


TABLE 2. *Indexes of average annual salaries of public-school teachers in cities of 50,000 or more, by type of school, size of city, and region, biennially, 1925-57*<sup>1</sup>

[1947-49=100]

School year ending in June	All teachers	Type of school		Size of city				Region <sup>4</sup>								
		Elementary <sup>2</sup>	Secondary <sup>3</sup>	500,000 or more	250,000 and under 500,000	100,000 and under 250,000	50,000 and under 100,000	New England	Middle Atlantic	Border States	South-east	Great Lakes	Middle West	South-west	Mountain	Pacific
1925	80	59	61	64	58	57	55	62	64	53	52	61	59	54	58	53
1927	62	61	63	64	62	60	57	64	65	58	56	62	62	58	62	57
1929	65	63	66	67	65	63	60	66	69	61	58	65	65	60	65	59
1931	67	66	68	71	67	64	62	67	73	62	61	66	66	61	65	63
1933	63	63	63	69	58	59	59	65	73	59	51	58	62	50	60	59
1935	60	60	61	65	55	56	55	62	68	57	48	55	58	51	58	57
1937	64	64	65	69	60	60	60	68	72	60	49	60	61	54	62	61
1939	68	68	68	73	65	64	64	70	76	63	56	63	64	58	68	65
1941	69	70	69	74	66	65	66	71	77	65	57	64	65	59	69	66
1943	73	73	73	77	72	69	69	76	79	69	63	70	70	63	73	70
1945	79	79	78	80	79	78	77	80	82	77	76	79	75	73	78	76
1947	90	89	91	92	88	88	88	88	94	87	88	88	88	86	93	88
1949	110	111	109	108	112	112	112	112	106	113	112	112	112	114	107	112
1951	117	118	116	114	118	121	122	120	112	123	126	121	119	123	110	116
1953	133	134	131	130	134	136	139	136	129	139	142	135	138	137	125	134
1955	143	146	139	139	146	149	150	146	139	143	153	147	147	150	139	143
1957	158	162	152	155	159	163	164	158	157	165	167	162	162	157	150	158

<sup>1</sup> See footnote 1, table 1.

<sup>2</sup> Includes regular elementary school teachers, kindergarten teachers, and teachers of atypical children.

<sup>3</sup> Includes junior and senior high school teachers.

<sup>4</sup> For composition of regions, see footnote 4, table 1.

TABLE 3. *Percent distribution of public-school teachers in cities of 50,000 or more by change in average annual salary,<sup>1</sup> 1955 to 1957*

Change in average annual salary	Percent of teachers employed in school systems with specified average annual salary changes				
	All cities	Cities of—			
		500,000 or more	250,000 and under 500,000	100,000 and under 250,000	50,000 and under 100,000
<b>Percent</b>					
<b>Increases:</b>					
Under 2.5.....	4.3	0	10.9	5.8	5.6
2.5 and under 5.0....	5.1	2.4	8.2	5.1	7.7
5.0 and under 7.5....	13.6	5.1	21.0	19.3	17.5
7.5 and under 10.0....	22.8	26.3	25.2	23.3	14.5
10.0 and under 12.5....	19.9	19.4	9.6	20.1	27.6
12.5 and under 15.0....	17.7	33.3	0	7.8	13.0
15.0 and under 17.5....	17.8	11.2	4.4	5.2	7.1
17.5 and under 20.0....	7	0	3.4	0	1.0
20.0 and over.....	3.8	0	12.2	8.2	0
<b>Decreases<sup>2</sup></b>	4.2	2.2	5.0	5.2	6.0
<b>Total.....</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>
<b>Dollars</b>					
<b>Increases:</b>					
Under 100.....	3.1	0	3.1	5.8	5.6
100 and under 200....	6.6	2.4	16.0	5.6	8.6
200 and under 300....	10.9	2.8	14.6	21.1	11.3
300 and under 400....	12.1	6.1	17.4	18.2	12.3
400 and under 500....	15.1	13.2	14.3	13.9	20.6
500 and under 600....	20.8	28.8	14.0	12.1	21.0
600 and under 700....	4.1	3.1	0	6.0	6.7
700 and under 800....	4.2	0	7.0	7.8	5.6
800 and under 900....	17.0	41.4	0	1.5	2.2
900 and over.....	2.0	0	8.6	2.7	0
<b>Decreases<sup>3</sup></b>	4.2	2.2	5.0	5.2	6.0
<b>Total.....</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>
<b>Number of teachers<sup>4</sup>.....</b>	<b>295,500</b>	<b>115,200</b>	<b>44,900</b>	<b>71,700</b>	<b>63,700</b>

<sup>1</sup> See footnote 1, table 1.

<sup>2</sup> Decreases ranged from 0.1 to 1.1 percent.

<sup>3</sup> Decreases ranged from \$3 to \$46.

<sup>4</sup> Excludes approximately 7,000 teachers of atypical classes, which are included in computation of the data presented in tables 1 and 2.

NOTE: Because of rounding, sums of individual items may not equal 100.

secondary teachers occurred in communities of 100,000 to 250,000 population, where the respective increases averaged 10.2 percent (\$416) and 8.0 percent (\$353), and in the Mountain region where salaries of secondary teachers went up 6.3 percent and those of elementary teachers 9.4 percent. Only in the Middle Atlantic region did secondary school pay rise proportionately more than elementary pay.

### Long-Term Trends

As indicated earlier, average salaries of city public school teachers rose 132 percent between the 1938-39 and the 1956-57 school years. This average increase, however, conceals real differences in trends among various communities. Table 4 shows the extent of this variation for the period from the 1940-41 to the 1956-57 school year.<sup>2</sup> Increases in individual school systems ranged from 79 percent to about 248 percent. Cities with almost 45 percent of their teachers had raised average salaries by 120 but less than 160 percent. About 85 percent of the teachers were in communities where average salaries in 1957 were at least twice their 1941 level.

<sup>2</sup> The comparison on a city basis extends from 1940-41, rather than from 1938-39, because the detailed data necessary for these comparisons are not readily available for the earlier period. The change in average salaries over the 1939-41 period was less than 2 percent.

TABLE 4. *Percent distribution of public-school teachers in cities of 50,000 or more by salary increases, size of city, and region, 1941 to 1957*<sup>1</sup>

Increase in average annual salary	Percent of teachers employed in school systems with specified average salary increases													
	All teachers	Size of city				Region <sup>2</sup>								
		500,000 or more	250,000 and under 500,000	100,000 and under 250,000	50,000 and under 100,000	New England	Middle Atlantic	Border States	South-east	Great Lakes	Middle West	South-west	Moun-tain	Pacific
<i>Percent</i>														
Under 80.....	0.3				1.2		1.1							
80 and under 100.....	13.2	30.2	9.6				51.9		9.0					
100 and under 120.....	14.4	17.5	21.4	13.8	4.3	42.8	20.7	8.4		9.4	19.8		38.8	18.2
120 and under 140.....	25.2	35.6	21.8	15.4	20.0	33.2	20.7	25.2	6.8	33.0		8.6	17.8	58.7
140 and under 160.....	18.9	16.7	25.1	19.9	17.5	19.4	37.9	14.3	24.4	25.1	47.3			8.7
160 and under 180.....	10.4		9.9	18.3	20.7	4.6		20.9	11.9	13.4	38.7	8.5		11.4
180 and under 200.....	8.5		7.4	15.5	16.8				30.6	10.5		16.7		2.1
200 and under 220.....	6.4		4.8	12.3	12.3				22.2	2.7	16.4	18.9		2.9
220 and under 240.....	1.5				7.2					4.9				19.1
240 and over.....	1.2			4.8					5.2	1.7				7.6
<b>Total.....</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>
<i>Dollars</i>														
Under \$2,000.....	0.9				4.1				7.5					
\$2,000 and under \$2,500.....	11.2	2.2	16.7	17.9	16.0	14.6	1.2	33.3	44.3	8	4.0	20.2	17.8	
\$2,500 and under \$3,000.....	39.0	24.1	47.3	58.8	37.6	76.6	33.4	13.5	48.2	25.0	51.9	74.3	55.4	22.3
\$3,000 and under \$3,500.....	41.9	67.0	33.1	19.3	28.3	8.9	65.4	49.7		49.9	44.2	5.4		71.3
\$3,500 and under \$4,000.....	6.9	6.7	2.9	4.0	13.4			3.5		23.9			26.8	6.5
\$4,000 and over.....	.1				.5					.5				
<b>Total.....</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>

<sup>1</sup> Changes in average salaries for individual school systems were affected by shifts in the proportion of elementary- and secondary-school teachers between 1941 and 1957. The proportion of elementary teachers increased from about 56 to about 61½ percent of all urban teachers by 1955; since then there has been no appreciable change. Because average salaries of elementary school teachers

are frequently lower than those of secondary school teachers, the average increases shown here are smaller than the rise that would be shown if the proportions had remained constant.

<sup>2</sup> See footnote 4, table 1, for composition of regions.

Most of the cities where salaries had not doubled were in the Middle Atlantic States, where salaries in 1941 were relatively high; the remainder were in the Southeast. However, in the Southeast region, average salaries for all teachers combined had risen proportionately more than elsewhere; five-sixths of the southeastern city teachers were employed in school systems that had raised salaries by at least 140 percent and almost three-fifths, at least 180 percent. Considering the country as a whole, a third of the teachers in cities of 50,000 but fewer than 250,000 population were in school systems where pay had risen at least this amount.

In dollar terms, average increases ranged from slightly less than \$2,000 to \$4,000. Salaries in communities with almost half of all city public school teachers had increased by an average of at least \$3,000 between the 1941 and the 1957 school years.

### Levels of Pay in 1957

Pay increases have tended to be proportionately greatest in the communities where salaries were lowest in 1941. Consequently, the variation in salary levels among school systems was appreci-

ably smaller in 1957 than in 1941. Thus, average salaries in cities employing about three-fourths of the urban teachers ranged from about \$1,600 to about \$3,400—a difference of about 110 percent—in 1941 compared with \$4,200 to about \$6,200, or about 50 percent, in 1957.

In 1956-57, for the first time, teachers' average salaries exceeded \$3,000 a year in every school system studied (chart). Pay was highest in the large communities; nine-tenths of the teachers in areas of more than 500,000 population worked where pay averaged \$5,200 or more; one-half were employed where salaries amounted to an average of at least \$6,000 in 1957.<sup>3</sup> In communities with less than a half million population, more than one-half of the teachers were employed in school systems where average pay fell below \$5,000. Average salaries varied widely among these smaller cities. Only in communities of 250,000 to 500,000 was there any significant concentration: there, about 1 in 6 teachers was employed in cities where salaries averaged \$4,400 but less than \$4,600, and an equal number was employed where salaries averaged \$5,200 but less than \$5,400.

<sup>3</sup> The highest average—\$6,555—was reported for New York City.

## Changes in City Public School Teachers' Salaries, 1957—59

ANNUAL SALARIES of urban public school teachers increased an average of \$424, or 8.2 percent, from the 1956-57 to the 1958-59 school year (table 1). This gain was smaller than the 10.2-percent increase which took place in the preceding 2-year period, and was well below the record advance of 22 percent reported from 1947 to 1949 (table 2). Average salaries of urban teachers in the 1958-59 school year were 152 percent above their level in 1938-39 and 185 percent above the level prevailing in the school term ending in June 1925. Average salary scales from 1957 to 1959 probably increased more than average annual salaries because of the substantial expansion in employment of regular classroom teachers (by 32,000 or 11 percent) and the common practice of paying newly hired teachers the minimum of the salary scale.

Teachers' salaries, like those of other wage and salary earners, increased substantially during the 20 years since the beginning of World War II. Their earnings rose at an annual rate of almost 5 percent from 1939 to 1959, as compared with an annual increment of less than 1 percent for the years before 1939. The most significant gains were made from 1945 to 1953, when the annual salary increase rate reached almost 7 percent. During World War II and from 1953 to 1959, salaries rose considerably more slowly, somewhat under 3 percent annually for the war period and only slightly over 4 percent from 1953 to 1959. The slower rate of advance during the latter years was of course affected by the higher earnings levels that resulted from salary increases in previous years.

During the period 1957-59 and over the past 20 years, average salaries of urban teachers increased more than the Consumer Price Index but advanced

less than the hourly pay of a major group of office workers—those employed by the Nation's railroads. Although teachers' pay increased more than the average hourly earnings of factory workers over the past 2 years, their salaries rose much less since 1939. The percent increases in urban teachers' average salaries, in average earnings of factory production workers and railroad office employees, and in the Consumer Price Index from 1938 to 1958 and from 1956 to 1958 were as follows:

	<i>Percent increase from—</i>	
	<i>Sept. 1938 to Sept. 1958<sup>1</sup></i>	<i>Sept. 1956 to Sept. 1958<sup>1</sup></i>
Urban teachers:		
Average annual salaries.....	152	8.2
Factory production workers:		
Average hourly earnings.....	248	6.5
Average weekly earnings.....	273	4.4
All railway office employees:		
Straight-time hourly earnings <sup>2</sup> ...	210	11.4
Consumer Price Index.....	106	5.6

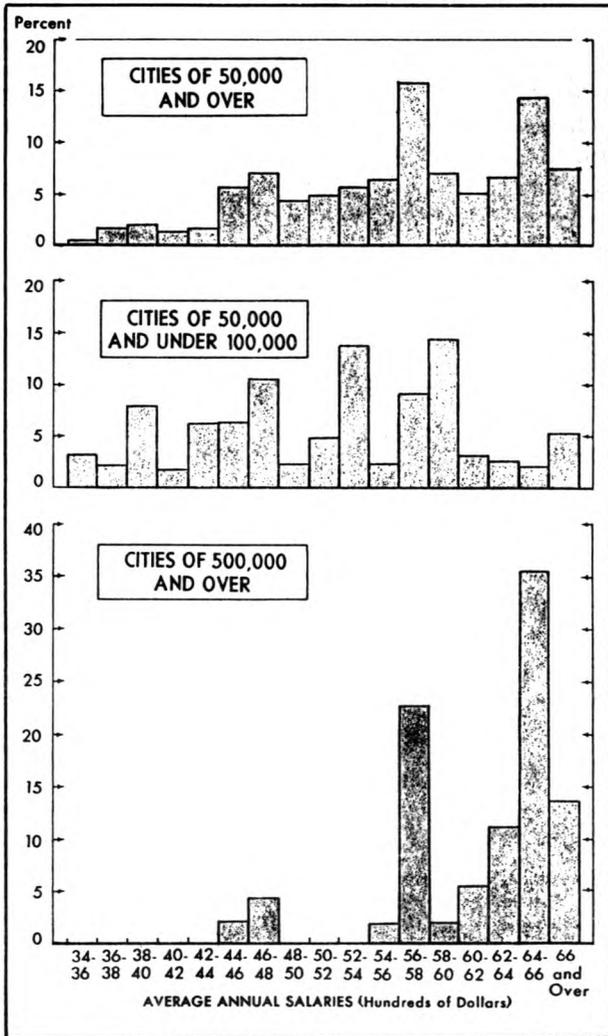
<sup>1</sup> Dates refer to beginning of school years.

<sup>2</sup> Computed by the Bureau of Labor Statistics from Interstate Commerce Commission M-300 reports. The average was computed by dividing total compensation for time worked and paid for at straight-time rates by hours worked and paid for at straight-time rates.

### Variations in Trends Among Cities

Almost two-thirds of the Nation's urban teachers were employed by cities where pay rose an average of 5 but less than 15 percent between the 1957 and 1959 school years (table 3). The largest concentration, about one-fifth of all teachers, were employed in school systems where average salaries advanced 10 but less than 12.5 percent. In dollar terms, salaries were raised \$300 but less than \$700 during the 2-year interval

**Percent Distribution of Public School Teachers in Selected City-Size Groups, by Average Annual Salary, 1959**



by school systems employing over half the teachers. In contrast, earnings in New York City, where 11 percent of all urban teachers were employed, declined somewhat less than \$100. Presumably, this countermovement was attributable to the hiring of new teachers and a consequent reduction in the average length of service of New York City teachers.

From 1941 to 1959, pay increases also varied among cities, but half the urban teachers worked in areas where average salaries rose 140 but less than 200 percent (table 4).<sup>1</sup> In cities with one-eighth of the teachers, pay rose 80 but less than

100 percent, while in a group of communities with one-sixth of the teachers, pay rose an average of 220 percent or more. There was substantial conformity in dollar increases over the 18-year period, with 70 percent of the teachers concentrated in areas where salaries rose an average of \$3,000 but less than \$4,000. The largest single group, two-fifths, was reported in the \$3,000 to \$3,500 class. For the most part, the greatest dollar increases from 1941 to 1959 occurred where pay levels were already above average.

The greatest rise in teachers' average pay from 1957 to 1959, whether measured in dollars or percent, took place in cities with fewer than 250,000 inhabitants. The largest cities—those with populations of at least 500,000—experienced the smallest average percentage and dollar gains over this period (the average rise in pay in these

<sup>1</sup> Long-term trends for all cities and for cities in a size group or region are discussed for the period from 1939 to 1959. Comparisons among individual cities within a size group or region extend from 1940-1941 because data necessary for city comparisons are not readily available for the period from 1939 to 1959. Average salaries for all urban teachers rose less than 2 percent from 1939 to 1941.

**TABLE 1. INCREASES IN AVERAGE ANNUAL SALARIES OF PUBLIC SCHOOL TEACHERS IN CITIES OF 50,000 INHABITANTS OR MORE, BY SIZE OF CITY AND REGION, 1939 TO 1959 AND 1957 TO 1959<sup>1</sup>**

City-size group and region	1957 to 1959		1939 to 1959
	Dollars	Percent	Percent
Total.....	\$424	8.2	151.5
CITY-SIZE GROUP			
500,000 or more.....	\$292	5.0	123.3
250,000 and under 500,000.....	442	8.8	166.2
100,000 and under 250,000.....	535	11.5	184.4
50,000 and under 100,000.....	520	11.2	184.4
REGION <sup>2</sup>			
New England.....	701	14.6	158.6
Middle Atlantic.....	191	3.2	113.2
Border States.....	485	10.4	188.9
Southeast.....	459	11.7	232.1
Great Lakes.....	417	7.6	176.2
Middle West.....	485	10.1	178.1
Southwest.....	374	8.7	194.8
Mountain.....	449	9.3	141.2
Pacific.....	647	11.5	170.8

<sup>1</sup> In computing average salaries and salary increases, all teachers in each system were classified according to the average salary in that system.

Changes in average salaries exclude the effects of period-to-period changes in the proportions of teachers among city-size groups and among regions.

Salary data for 1959 include regular classroom teachers only; data for 1939 and 1957 include kindergarten teachers and teachers of atypical classes as well.

<sup>2</sup> The regions used in this study are: *New England*—Connecticut, Maine, Massachusetts, New Hampshire, Rhode Island, Vermont; *Middle Atlantic*—New Jersey, New York, Pennsylvania; *Border States*—Delaware, District of Columbia, Kentucky, Maryland, Virginia, West Virginia; *Southeast*—Alabama, Florida, Georgia, Mississippi, North Carolina, South Carolina, Tennessee; *Great Lakes*—Illinois, Indiana, Michigan, Minnesota, Ohio, Wisconsin; *Middle West*—Iowa, Kansas, Missouri, Nebraska, North Dakota, South Dakota; *Southwest*—Arkansas, Louisiana, Oklahoma, Texas; *Mountain*—Arizona, Colorado, Idaho, Montana, New Mexico, Utah, Wyoming; *Pacific*—California, Nevada, Oregon, Washington.

TABLE 2. INDEXES OF AVERAGE ANNUAL SALARIES OF PUBLIC SCHOOL TEACHERS IN CITIES OF 50,000 INHABITANTS OR MORE, BY SIZE OF CITY AND REGION, BIENNIALY, 1925-59<sup>1</sup>

[1947-49=100]

School year ending in June	All teachers	Size of city				Region <sup>2</sup>								
		500,000 or more	250,000 and under 500,000	100,000 and under 250,000	50,000 and under 100,000	New England	Middle Atlantic	Border States	South-east	Great Lakes	Middle West	South-west	Mountain	Pacific
1925	60	64	58	57	55	62	64	53	52	61	59	54	58	53
1927	62	64	62	60	57	64	65	58	56	62	62	58	62	57
1929	65	67	65	63	60	66	69	61	58	65	65	60	65	59
1931	67	71	67	64	62	67	73	62	61	66	66	61	65	63
1933	63	69	58	59	59	65	73	59	51	58	62	50	60	59
1935	60	65	55	56	55	62	68	57	48	55	58	51	58	57
1937	64	69	60	60	60	68	72	60	49	60	61	54	62	61
1939	68	73	65	64	64	70	76	63	56	63	64	58	68	65
1941	69	74	66	65	66	71	77	65	57	64	65	59	69	66
1943	73	77	72	69	69	76	79	69	63	70	70	63	73	70
1945	79	80	79	78	77	80	82	77	67	79	75	73	78	76
1947	90	92	88	88	88	88	94	87	88	88	88	86	93	88
1949	110	108	112	112	112	112	106	113	112	112	112	114	107	112
1951	117	114	118	121	122	120	112	123	126	121	119	123	110	116
1953	133	130	134	136	139	136	129	139	142	135	138	137	125	134
1955	143	139	146	149	150	146	139	148	153	147	147	150	139	143
1957	158	155	159	163	164	158	157	165	167	162	162	157	150	158
1959	171	163	173	182	182	181	162	182	186	174	178	171	164	176
1961	3 186													

<sup>1</sup> See footnote 1, table 1. Index figures for 1959 were computed from data which excluded teachers of atypical classes.

<sup>2</sup> For composition of regions, see footnote 2, table 1.

<sup>3</sup> Preliminary.

cities was depressed by the decline in average salaries in New York City). From 1941 to 1959, percentage gains were highest in the smaller cities. All but about 2 percent of the teachers in cities of 50,000 to 250,000 inhabitants worked where salaries had risen 120 percent or more since 1941. Dollar gains during this period, however, were highest in the largest cities; one-fifth of the teachers in these cities worked where salaries rose \$4,000 or more between 1941 and 1959. Despite the substantial dollar increase in these cities, percentage gains were well below those of any other city-size group because of the relatively high pay levels that were in effect in 1941.

### Regional Trends

The greatest percentage gains in pay from 1957 to 1959 were recorded in the New England States, followed by the Southeast and the Pacific States. New England and the Pacific States led in terms of dollar gains as well. Although from 1939 to 1959 the salaries of teachers in the Southeast rose by the greatest proportion, more than 230 percent on the average, their pay levels in 1959 were still well below the average for the country as a whole. In the 20-year period, the rise in salaries in New England was close to the average for the entire country. Since 1941, the greatest dollar increases were recorded in the Pacific States; and 1959 salary levels for that region were the highest in the United

TABLE 3. PERCENT DISTRIBUTION OF PUBLIC SCHOOL TEACHERS IN CITIES OF 50,000 INHABITANTS OR MORE, BY CHANGE IN AVERAGE ANNUAL SALARY<sup>1</sup> FROM 1957 TO 1959, BY SIZE OF CITY

Change in average annual salary	Percent of teachers employed in school systems with specified average annual salary changes				
	All cities	Size of city			
		500,000 or more	250,000 and under 500,000	100,000 and under 250,000	50,000 and under 100,000
<b>PERCENT</b>					
Increases:					
Under 2.5	3.7	4.5	11.0		2.1
2.5 and under 5.0	9.9	13.3	13.2	8.2	3.8
5.0 and under 7.5	13.7	8.3	25.3	12.7	17.2
7.5 and under 10.0	14.9	17.6	11.8	9.9	17.5
10.0 and under 12.5	21.6	23.3	10.1	26.0	20.6
12.5 and under 15.0	14.1	2.3	13.8	28.2	19.4
15.0 and under 17.5	6.1	2.4	15.0	4.2	9.2
17.5 and under 20.0	2.4			6.5	3.4
20.0 and over	2.6			4.2	6.7
Decreases <sup>2</sup>	11.1	28.4			
Total	100.0	100.0	100.0	100.0	100.0
<b>DOLLARS</b>					
Increases:					
Under \$100	4.2	4.5	11.0	1.9	2.1
\$100 and under \$200	3.6	1.9	9.1	6.3	5
\$200 and under \$300	12.9	19.7	9.7	3.2	13.9
\$300 and under \$400	9.4		25.3	11.0	14.6
\$400 and under \$500	15.1	10.4	6.1	22.8	20.3
\$500 and under \$600	15.3	13.8	7.2	17.8	19.7
\$600 and under \$700	15.8	19.0	8.6	19.4	10.5
\$700 and under \$800	3.9		8.0	8.1	3.6
\$800 and under \$900	6.2	2.4	15.0	5.1	8.8
\$900 and over	2.5			4.5	6.1
Decreases <sup>2</sup>	11.1	28.4			
Total	100.0	100.0	100.0	100.0	100.0
Number of teachers	327,600	128,200	43,900	80,900	74,600

<sup>1</sup> See footnote 1, table 1.

<sup>2</sup> Decrease was 1.2 percent.

<sup>3</sup> Decrease was \$81.

NOTE: Because of rounding, sums of individual items may not equal 100.

TABLE 4. PERCENT DISTRIBUTION OF PUBLIC SCHOOL TEACHERS IN CITIES OF 50,000 INHABITANTS OR MORE, BY INCREASE IN AVERAGE ANNUAL SALARY FROM 1941 TO 1959,<sup>1</sup> BY SIZE OF CITY AND REGION

Increase in average annual salary	Percent of teachers employed in school systems with specified average salary increases													
	All teachers	Size of city				Region <sup>2</sup>								
		500,000 or more	250,000 and under 500,000	100,000 and under 250,000	50,000 and under 100,000	New England	Middle Atlantic	Border States	South-east	Great Lakes	Middle West	South-west	Moun-tain	Pacific
<b>PERCENT</b>														
80 and under 100.....	12.1	28.4		1.5	2.4		52.2			1.0				
100 and under 120.....	2.5	3.9	6.9				3.3			3.5			39.0	
120 and under 140.....	11.7	13.6	20.1	11.8	3.0	37.6	19.9	7.2	8.5	4.3	19.6			11.1
140 and under 160.....	21.6	38.4	17.5	5.0	12.7	10.1	12.4	21.8	2.5	30.6			29.9	48.5
160 and under 180.....	20.5	15.6	41.3	19.1	17.9	34.4	12.2	34.4	12.3	27.1	18.4	9.1	17.3	25.8
180 and under 200.....	8.7			21.7	14.8			23.9	4.3	11.3	20.6	12.7		6.9
200 and under 220.....	7.0		8.5	9.3	16.2			7.0	3.1	10.8	26.1	18.5	8.5	3.7
220 and under 240.....	9.4		5.7	19.9	16.9				57.0	3.7		19.1	7.3	1.4
240 and over.....	6.5			11.8	16.2	3.1		5.6	12.2	7.8	15.3	10.7	27.9	2.5
Total.....	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
<b>DOLLARS</b>														
Under \$2,500.....	1.2				5.4					9.0				
\$2,500 and under \$3,000.....	14.9	6.8	24.7	20.3	17.1	10.4	2.6	37.5	46.6	4.3		45.9	39.0	
\$3,000 and under \$3,500.....	40.9	46.9	44.6	36.6	32.7	52.3	80.8	13.7	11.3	21.6	75.4	54.1	33.1	19.9
\$3,500 and under \$4,000.....	29.3	25.4	30.7	35.7	28.1	37.3	16.6	45.9	33.0	49.2	16.1		21.0	28.3
\$4,000 and over.....	13.7	20.9		7.4	16.7			2.9		24.9	8.5		6.9	51.8
Total.....	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

<sup>1</sup> Changes in average salaries for individual school systems were affected by shifts in the proportion of elementary and secondary school teachers between 1941 and 1955. The proportion of elementary teachers increased from 56 to 61.5 percent of all urban teachers by 1955; since then, there has been no appreciable change. Because average salaries of elementary school teachers are frequently lower than those of secondary school teachers, the

average increases shown here are smaller than the rise that would be shown if the proportions had remained constant. By 1949, however, the single salary schedule had been adopted by more than 90 percent of the school systems in cities with populations greater than 50,000.

<sup>2</sup> See footnote 2, table 1, for composition of regions.

States. In this period, slightly over half of the teachers in the Pacific States worked in school systems having the greatest dollar increases in the United States.

Salaries of teachers rose proportionately less in the Middle Atlantic region than in any other—3.2 percent in the 1957–59 period and 113 percent since 1939. This region had ranked highest in terms of the proportionate gain in pay between 1955 and 1957. Slightly more than 50 percent of the teachers in the Middle Atlantic region worked in systems where salaries did not double between 1941 and 1959.

### Pay Levels in 1959

In 1958–59, urban teachers' average salaries exceeded \$3,400 a year in every school system studied (chart). Because pay increases during the 18-year period tended to be proportionately greatest in the communities where salaries were lowest in 1941, the variation in salary levels among

<sup>2</sup> In this city-size group, the highest average, \$6,725, was reported for San Francisco. A few cities in smaller city-size groups, however, paid higher average salaries.

school systems was appreciably smaller in 1959 than it had been in 1941. In 1941, average salaries in cities employing about three-fourths of the urban teachers ranged from about \$1,600 to about \$3,400 (a difference of about 110 percent), compared with \$5,000 to about \$6,800 (about 35 percent) in 1959.

Although salary increases in recent years tended to compress the percentage range between the high- and low-salary cities, the dollar difference did not change since 1941. Pay remained highest in the large communities: nine-tenths of the teachers in areas of more than 500,000 inhabitants averaged \$5,400 or more; two-thirds were employed where salaries averaged at least \$6,000.<sup>2</sup> In areas with a population of 250,000 to 500,000, the pay of two-thirds of the teachers averaged \$5,200 or more. In communities with less than 250,000 inhabitants, only about half of the teachers were employed in school systems with average pay of \$5,200 or more. The variation in salaries was especially marked among these smaller cities.

## Changes in City Public School Teachers' Salaries, 1959-61

AVERAGE ANNUAL SALARIES of urban public elementary and secondary school teachers<sup>1</sup> rose more in dollar terms—an average of \$493, or 8.9 percent—during the 2 school years ending June 1961 than in any 2-year period since 1951 to 1953.<sup>2</sup> Proportionate salary increases were greater only twice between 1951 and 1961 (table 1)—1951-53 and 1955-57. Average annual salaries in 1961 were 174 percent above the prewar (1939) level and 205 percent above the level in 1925 (table 2).

Salary scales probably advanced somewhat less than average salaries in the 1959-61 period, since employment of urban public school teachers rose only about 5.8 percent. Most school systems increase pay with length of service and hire new teachers at the minimum scale; in periods of marked expansion of employment, the influx of new teachers may reduce average salaries, but when there is little growth in employment, teachers' average salaries will rise because of length-of-service increases.

The 8.9-percent increase in teachers' salaries occurred while the Consumer Price Index rose 2.5 percent. Over the 20-year period from 1941 to 1961, teachers' salaries rose substantially more than the Consumer Price Index and more than the salaries of two other groups of government

employees—maximum salary scales of firefighters and police patrolmen in urban areas and basic salary scales or salary rates of Federal classified employees. They rose about as much as straight-time hourly earnings of railway office employees but much less than the earnings of factory production workers,<sup>3</sup> as indicated by the following tabulation:

	Percent increase from— <sup>1</sup>	
	1941 to 1961	1959 to 1961
Urban teachers:		
Average annual salaries.....	169	8.9
Federal classified employees: <sup>2</sup>		
Basic salary scales.....	112	7.7
Average salary rates.....	124	7.3
Average salaries.....	186	11.5
Firefighters and police patrolmen: <sup>3</sup>		
Maximum salary scales.....	140	6.9
All railway office employees:		
Straight-time hourly earnings <sup>4</sup> .....	165	7.5
Factory production workers:		
Average hourly earnings.....	246	7.1
Average weekly earnings.....	252	6.5
Consumer Price Index.....	111	2.5

<sup>1</sup> For items other than teachers, increases date from August 1939 and July 1958 to July 1960 for Federal classified employees (there was no appreciable change in basic salary scales or average salary rates between August 1939 and the fall of 1940); January 1940 and January 1958 to January 1960 for firefighters and police patrolmen; and September 1940 and September 1958 to September 1960 for railway office employees and factory production workers.

<sup>2</sup> Basic salary scales reflect statutory changes in salaries; average salary rates show, in addition, the effect of merit or in-grade salary increases; and average salaries also include the effect of changes in the proportion of workers employed in the various pay grades. See also BLS Report 200, *Salary Trends: Federal Classified Employees, 1939-60* and supplement for 1960-61.

<sup>3</sup> See BLS Report 233, *Salary Trends: Firemen and Policemen, 1924-61*.

<sup>4</sup> Computed by the Bureau of Labor Statistics from Interstate Commerce Commission Series M-300 reports. The average was computed by dividing total compensation for time worked and paid for at straight-time rates by hours worked and paid for at straight-time rates.

### Changes From 1959 to 1961

All but about 3 percent of the teachers were employed where average earnings increased from 1959 to 1961 but there was substantial variation in the increases among cities (table 3). About 25 percent of the teachers were employed where salaries rose an average of 5 but less than 7½ percent, and the same proportion where the increases amounted to 10 but less than 12½ percent (chart 1). An additional 7 percent were employed

<sup>1</sup> This summary relates to regular classroom teachers, excluding supervisors and principals, in cities of 50,000 inhabitants or more. It is based on *Public-School Salaries Series Research Reports*, published biennially by the National Education Association of the United States. Indexes of change were compiled by the Bureau of Labor Statistics. School years are referred to here either in terms of the calendar year in which the school sessions ended or in terms of both calendar years; thus the 1961 school year refers to the period beginning in the fall of 1960 and ending in 1961. Data refer to the average change in salaries for all teachers in a school system, including length-of-service increments. For a description of the methods used in compiling these indexes, see *Salary Trends: City Public School Teachers, 1925-59*, BLS Report 194.

<sup>2</sup> The \$526 (13.6 percent) increase during the period 1951-53 was the highest advance since 1947-49 in both actual and relative terms. The 1955-57 average increase was \$480, or 10.2 percent.

<sup>3</sup> The average earnings of factory production workers were influenced to some extent by changes in the proportion of workers in various occupations and industries, although it is clear that wage rates of these workers also rose substantially more than salaries of teachers. Average salaries of Federal white-collar workers also rose somewhat more than urban teachers' average annual salaries, but this measure of Federal pay was greatly influenced by a factor that did not influence the teachers' salary index—changes in the proportion of professional, technical, and other higher paid government employees.

in nine cities where pay rose 15 but less than 25 percent; of the 22,000 teachers in the nine cities where salaries rose by these amounts, about two-thirds were in Chicago.<sup>4</sup>

TABLE 1. INCREASES IN AVERAGE ANNUAL SALARIES OF URBAN PUBLIC SCHOOL TEACHERS, BY SIZE OF CITY AND REGION, 1939 TO 1961 AND 1959 TO 1961<sup>1</sup>

City-size group and region	1959 to 1961		1939 to 1961
	Dollars	Percent	Percent
All teachers.....	\$493	8.9	174.1
<b>CITY-SIZE GROUP</b>			
1,000,000 or more <sup>2</sup> .....	762	11.9	( <sup>3</sup> )
500,000 or more <sup>2</sup> .....	629	10.3	146.4
500,000 and under 1,000,000.....	408	7.2	( <sup>3</sup> )
250,000 and under 500,000.....	450	8.2	187.5
100,000 and under 250,000.....	397	7.7	206.2
50,000 and under 100,000.....	405	7.9	205.9
<b>REGION<sup>4</sup></b>			
New England.....	532	9.7	181.6
Middle Atlantic.....	604	9.9	134.7
Border States.....	413	8.0	212.1
Southeast.....	326	7.4	257.1
Great Lakes <sup>2</sup> .....	528	9.0	201.1
Middle West.....	426	8.1	201.1
Southwest.....	279	6.0	212.4
Mountain.....	418	7.9	160.5
Pacific.....	635	10.1	198.2

<sup>1</sup> In computing average salaries and salary increases, all teachers in each system were classified according to the average salary in that system. Changes in average salaries exclude the effects of period-to-period changes in the proportions of teachers among city-size groups and among regions. Salary data for 1959 and 1961 include regular classroom teachers only; data for 1939 include kindergarten teachers and teachers of atypical classes as well. The latter groups are so small their effect was negligible.

<sup>2</sup> Data for Chicago pertain to 1958 and 1960.

<sup>3</sup> Not computed for years before 1959.

<sup>4</sup> The regions used in this study are: *New England*—Connecticut, Maine, Massachusetts, New Hampshire, Rhode Island, Vermont; *Middle Atlantic*—New Jersey, New York, Pennsylvania; *Border States*—Delaware, District of Columbia, Kentucky, Maryland, Virginia, West Virginia; *Southeast*—Alabama, Florida, Georgia, Mississippi, North Carolina, South Carolina, Tennessee; *Great Lakes*—Illinois, Indiana, Michigan, Minnesota, Ohio, Wisconsin; *Middle West*—Iowa, Kansas, Missouri, Nebraska, North Dakota, South Dakota; *Southwest*—Arkansas, Louisiana, Oklahoma, Texas; *Mountain*—Arizona, Colorado, Idaho, Montana, New Mexico, Utah, Wyoming; *Pacific*—California, Nevada, Oregon, Washington.

In five cities, employing about 2.5 percent of the teachers, average salaries declined (less than 1 percent in each city), presumably as a result of

an increase in the proportion of new teachers employed at the minimum salary rate.

There was even less uniformity in salary changes measured in dollars rather than in percentage terms. Almost one-fifth of the teachers, most of whom were employed in school systems where average salaries already exceeded the national average, received increases in pay averaging at least \$800, whereas about half as many were employed where salaries either did not rise or rose less than \$200 a year.

*By City-Size Group.* In contrast with most periods between 1941 and 1961, teachers' salaries rose proportionately more in the largest cities—those with a population of at least 1 million—than in smaller communities. In three large cities, employing about a fifth of all urban teachers, average annual salaries rose at least 10 percent with the largest increase averaging \$1,060, or 17 percent.<sup>5</sup> The greatest uniformity in pay increases occurred in communities with populations

<sup>4</sup> Data for Chicago pertain to 1958 and 1960.

<sup>5</sup> The three cities were Chicago, with an increase of \$1,060, or 17 percent (from 1958 to 1960); New York, \$893, or 13.8 percent; and Los Angeles, \$661, or 10.0 percent.

TABLE 2. AVERAGE ANNUAL SALARIES OF URBAN PUBLIC SCHOOL TEACHERS, BY SIZE OF CITY AND REGION, BIENNIAL INDEXES, 1925-61<sup>1</sup>  
[1957-59=100]

School year ending in June	All teachers	Size of city						Region <sup>2</sup>								
		1,000,000 or more <sup>3</sup>	500,000 or more	500,000 and under 1,000,000	250,000 and under 500,000	100,000 and under 250,000	50,000 and under 100,000	New England	Middle Atlantic	Border States	South-east	Great Lakes <sup>3</sup>	Middle West	South-west	Moun-tain	Pacific
1925.....	37	( <sup>4</sup> )	40	( <sup>4</sup> )	35	33	32	37	40	31	30	36	35	33	37	32
1927.....	38	( <sup>4</sup> )	40	( <sup>4</sup> )	37	35	33	38	41	33	32	37	37	35	40	34
1929.....	40	( <sup>4</sup> )	42	( <sup>4</sup> )	39	37	35	39	43	35	33	39	38	37	41	35
1931.....	41	( <sup>4</sup> )	45	( <sup>4</sup> )	40	37	36	40	46	36	35	39	39	37	41	38
1933.....	38	( <sup>4</sup> )	43	( <sup>4</sup> )	35	34	34	38	46	34	29	35	37	31	38	35
1935.....	37	( <sup>4</sup> )	41	( <sup>4</sup> )	33	33	32	37	43	33	27	33	34	31	37	34
1937.....	39	( <sup>4</sup> )	43	( <sup>4</sup> )	36	35	35	40	45	35	28	36	36	33	40	37
1939.....	41	( <sup>4</sup> )	47	( <sup>4</sup> )	39	37	37	41	48	36	32	38	38	35	43	39
1941.....	42	( <sup>4</sup> )	47	( <sup>4</sup> )	40	38	38	42	48	38	32	38	38	36	44	40
1943.....	44	( <sup>4</sup> )	48	( <sup>4</sup> )	43	40	40	45	50	40	36	42	41	38	47	42
1945.....	48	( <sup>4</sup> )	50	( <sup>4</sup> )	48	45	45	47	51	44	38	47	44	45	50	46
1947.....	55	( <sup>4</sup> )	58	( <sup>4</sup> )	53	51	51	52	59	50	50	52	52	52	59	53
1949.....	67	( <sup>4</sup> )	68	( <sup>4</sup> )	68	65	65	66	67	65	64	67	66	70	68	67
1951.....	71	( <sup>4</sup> )	72	( <sup>4</sup> )	71	70	71	71	70	71	71	72	70	75	70	70
1953.....	81	( <sup>4</sup> )	82	( <sup>4</sup> )	81	79	80	80	81	80	81	80	81	84	80	80
1955.....	87	( <sup>4</sup> )	87	( <sup>4</sup> )	88	86	87	86	87	85	87	88	87	92	89	86
1957.....	96	( <sup>4</sup> )	98	( <sup>4</sup> )	96	95	95	93	98	95	95	96	95	96	96	95
1959.....	104	102	103	104	104	106	105	106	102	105	105	104	105	104	105	105
1961.....	113	114	113	112	113	114	114	116	112	113	113	113	113	111	113	116

<sup>1</sup> See footnote 1, table 1.

<sup>2</sup> For composition of regions, see footnote 4, table 1.

<sup>3</sup> Data for Chicago pertain to 1958 and 1960.

<sup>4</sup> Not computed for years before 1959.

of 500,000 but less than a million. Almost three-fourths of the teachers in these communities were in school systems where salaries rose an average of 5 but less than 10 percent. The greatest diversity of salary changes occurred in cities with populations of 50,000 but less than 100,000, where increases ranged from less than \$100 (2.5 percent) to more than \$900 (20 percent); 3 of the 6 cities in which average salaries decreased were in this size group or in cities of 100,000 but less than 250,000.

*By Region.* The greatest absolute and percentage salary advances from 1959 to 1961—more than \$600 or about 10 percent—took place in cities in the Pacific and Middle Atlantic regions, where average salaries were highest in 1959. The percentage gain in New England cities was almost as great. The smallest gains were in the Southeast (\$326 or 7.4 percent) and Southwest (\$279 or 6.0 percent). In the 1959 school year, teachers in cities of the Southeast received the lowest average annual salaries and those in the Southwest ranked next to the lowest.

### Long-Term Trends

Average annual salaries of teachers in the country as a whole rose 174 percent from the last pre-war school year (1939) to the 1961 school year.<sup>7</sup> All but 2 percent of that increase occurred between 1941 and 1961—the years for which salary data are available by school systems. During the two decades, one-third of the teachers were in communities where salaries at least tripled, and all but 0.3 percent were in school systems where average salaries at least doubled. Over one-third were employed where average salaries rose \$3,500 but less than \$4,000 and four-fifths were employed where average salaries rose from \$3,000 to less than \$4,500. Dollar increases in pay were more uniform than were percentage increases, with the lower wage communities having greater proportionate increases in pay than the high salary areas.

In the Southwest, all teachers were employed where average salaries increased \$3,000 but less than \$4,000 over the 20-year period; more than 75 percent of them were employed where average pay rose \$3,000 but less than \$3,500 (table 4). More than 85 percent of the Middle Western teachers were in cities in which 1961 salaries

TABLE 3. DISTRIBUTION OF URBAN PUBLIC SCHOOL TEACHERS, BY CHANGE IN AVERAGE ANNUAL SALARY<sup>1</sup> AND SIZE OF CITY, 1959 to 1961

Change in average annual salary	Percent of teachers employed in school systems with specified average annual salary changes					
	All cities	Size of city				
		1,000,000 or more	500,000 and under 1,000,000	250,000 and under 500,000	100,000 and under 250,000	50,000 and under 100,000
<b>PERCENT</b>						
<b>Increases:</b>						
Under 2.5.....	3.4			9.0	2.1	7.0
2.5 and under 5.0.....	12.7	11.4	14.9	4.7	17.4	12.0
5.0 and under 7.5.....	22.2		47.0	32.1	22.7	23.3
7.5 and under 10.0.....	14.1	9.8	24.5	7.9	6.7	23.7
10.0 and under 12.5.....	23.0	19.8	13.6	35.2	24.5	23.1
12.5 and under 15.0.....	14.8	41.3		11.1	9.2	5.7
15.0 and under 17.5.....	6.4	17.6			7.9	1.3
17.5 and under 20.0.....	.3				1.4	
20.0 and over.....	.1					.6
<b>Decreases<sup>2</sup></b>	2.4				8.1	1.6
<b>No change</b>	.4					1.7
<b>Total</b> .....	100.0	100.0	100.0	100.0	100.0	100.0
<b>DOLLARS</b>						
<b>Increases:</b>						
Under \$100.....	1.3			5.3	1.2	1.0
\$100 and under \$200.....	5.4			3.7	7.9	12.3
\$200 and under \$300.....	13.7	11.4	14.9	12.0	16.5	13.2
\$300 and under \$400.....	18.0		40.8	24.8	15.3	21.5
\$400 and under \$500.....	14.2	9.8	23.3	8.8	13.4	17.2
\$500 and under \$600.....	15.0		13.8	26.2	24.2	14.0
\$600 and under \$700.....	9.4	19.8	7.2	8.1	2.5	8.6
\$700 and under \$800.....	3.2			5.7	5.3	4.7
\$800 and under \$900.....	11.7	41.3		5.4	2.8	2.7
\$900 and over.....	5.1	17.6			2.8	1.4
<b>Decreases<sup>2</sup></b>	2.4				8.1	1.6
<b>No change</b>	.4					1.7
<b>Total</b> .....	100.0	100.0	100.0	100.0	100.0	100.0
<b>Number of teachers</b> .....	346,400	80,700	48,600	47,400	88,500	81,300

<sup>1</sup> See footnote 1, table 1.

<sup>2</sup> Decreases occurred in 3 cities in each of the indicated size groups, and ranged from 0.4 to 1.0 percent and from \$18-\$56.

NOTE: Because of rounding, sums of individual items may not equal 100.

<sup>7</sup> Changes in average salaries were affected by shifts in the proportion of elementary and secondary school teachers between 1941 and 1955. The proportion of elementary teachers increased from 56 to 61.5 percent of all urban teachers by 1955; since then, there has been no appreciable change. Because average salaries of elementary school teachers are frequently lower than those of secondary school teachers, the average increases shown in table 4 and discussed here are smaller than would have occurred had proportions remained constant. By 1949, the single salary schedule had been adopted by more than 90 percent of school systems in cities with populations exceeding 50,000.

exceeded those in 1941 by an average of \$3,500 but less than \$4,000. No city in any region except the Southeast increased average salaries less than \$3,000, and in the Pacific States, the smallest advance was \$3,500. Average increases in teachers' salaries of at least \$5,000 occurred in a few Pacific Coast cities and in one Great Lakes city. With one exception all were school systems in suburban areas with 50,000 but less than 100,000 inhabitants. In the Pacific States, 60 percent of the teachers were employed where average salaries rose at least \$4,500.

The percentage pay increases ranged from a low of 80 percent to a high of 320 percent for one community. Over one-fifth of the teachers were employed in cities where pay rose 180 but less than 200 percent. In the Middle Atlantic cities, where pay levels for teachers were high in 1941,

60 percent were in school systems that raised average salaries less than 140 percent. In the Southeast, with its relatively low salaries, almost three-fourths of the teachers were in school systems where increases averaged at least 240 percent and one-fourth were in systems where pay had increased at least 260 percent.

### Salary Levels in 1961

The lowest average annual salary of teachers in any city of 50,000 population or more was \$3,800 in 1961; 2 years earlier it was \$3,500. In 1961, all but the highest and lowest one-eighth of the teachers worked in communities where average salaries ranged from \$4,800 to about \$7,300, a range of about 52 percent. Because increases in pay during the war and postwar period have been proportionately greater in low-wage than in high-wage cities, this range was much smaller than in

TABLE 4. DISTRIBUTION OF URBAN PUBLIC SCHOOL TEACHERS, BY INCREASE IN AVERAGE ANNUAL SALARY, SIZE OF CITY, AND REGION, 1941-61

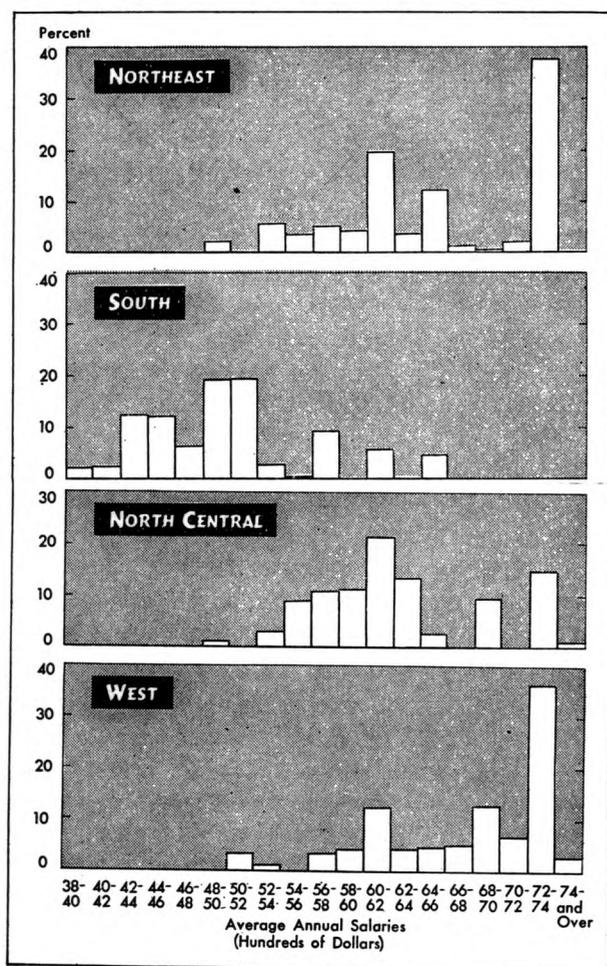
Increase in average annual salary	Percent of teachers employed in school systems with specified average salary increases													
	All teachers	Size of city					Region <sup>1</sup>							
		1,000,000 or more <sup>2</sup>	500,000 and under 1,000,000	250,000 and under 500,000	100,000 and under 250,000	50,000 and under 100,000	New England	Middle Atlantic	Border States	South-east	Great Lakes <sup>2</sup>	Middle West	South-west	Mountain
<b>PERCENT</b>														
80 and under 100	0.3			1.3			1.6							
100 and under 120	10.0	41.3			1.2		48.2							
120 and under 140	5.1		10.8	21.9	1.3	1.1	10.1		8.3	4.6			37.6	
140 and under 160	9.7	9.8	29.2	7.8	5.4	29.3	19.0			9.9	19.1			5.4
160 and under 180	16.1	11.4	34.9	26.3	11.7	8.0	22.4	15.3	26.3	21.3	24.0		30.2	15.1
180 and under 200	22.2	37.5	25.0	22.1	12.2	16.2	18.9	5.7	36.2	13.7	24.0	19.0	9.1	15.8
200 and under 220	11.4			24.0	18.9	14.3	23.1		5.6		20.3	19.6	19.8	15.2
220 and under 240	7.7				11.4	20.9	3.3		26.6	7.6	5.6	26.9	13.7	10.1
240 and under 260	8.9			5.7	19.0	14.1				43.9	6.2		18.2	7.3
260 and under 280	5.5				11.8	10.9			5.4	21.2	1.4	15.5	8.9	23.4
280 and over	3.0				4.6	8.1	3.1			5.4	6.6			5.9
<b>Total</b>	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
<b>DOLLARS</b>														
\$2,500 and under \$3,000	3.7			12.0	9.0					30.3				
\$3,000 and under \$3,500	19.0		31.0	11.0	34.2	18.8	19.8	14.1	36.1	23.4	8.1	4.2	76.3	15.5
\$3,500 and under \$4,000	36.0	51.1	34.9	40.3	23.0	33.3	45.4	75.7	15.4	14.5	23.4	87.1	23.7	54.9
\$4,000 and under \$4,500	25.8	11.4	26.9	28.5	37.3	25.5	34.8	10.2	45.8	31.7	40.6	8.7		30.9
\$4,500 and under \$5,000	14.0	37.5	7.2	8.1	5.6	7.3			2.7		27.3			51.0
\$5,000 and over	1.4				6.1						.6			8.5
<b>Total</b>	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

<sup>1</sup> See footnote 4, table 1, for composition of regions.

<sup>2</sup> Data for Chicago pertain to 1958 and 1960.

NOTE: Because of rounding, sums of individual items may not equal 100.

Percent Distribution of Public School Teachers, by Region<sup>1</sup> and Average Annual Salary, 1961



<sup>1</sup> The regions defined in footnote 4 of table 1 are combined here into larger regions: *Northeast*—New England and Middle Atlantic; *South*—Border States, Southeast, and Southwest; *North Central*—Great Lakes and Middle West; *West*—Mountain and Pacific.

1941, when three-fourths of the teachers were employed where salaries averaged between \$1,600 and less than \$3,400, a spread of 110 percent of the lower average. (Actually, in 1959 the range of pay scales was lower than in 1961—from \$4,600 to about \$6,500 for three-fourths of the teachers, or about 41 percent.) Despite the narrowing of the range, the largest cities still tended to pay the highest salaries in 1961. The very highest salaries, those of at least \$7,400, were in five of the smallest cities, but these were suburbs of large cities and employed less than 5 percent of the teachers in the smallest city size group. Almost 80 percent of the teachers in cities with at least a million population were employed where salaries averaged \$7,200 but less than \$7,400, compared with 9 percent of those in the smallest cities; only half the teachers in the latter group of cities were in school systems where the average was as high as \$5,600.

The range of average salaries was almost identical for the Northeast, North Central, and Western regions. (See chart.) In the South, salaries were lower on the whole. Partly because of the substantial number of relatively small communities in this region, there was less concentration of teachers at any one average than in other regions. Conversely, large concentrations at high salary levels in the Northeast and West reflect the dominance of a few large cities with large numbers of teachers and high average salaries.



# Changes in City Public School Teachers' Salaries, 1961-63

AVERAGE ANNUAL SALARIES of public school teachers<sup>1</sup> in cities of 100,000 inhabitants or more increased \$387, or 6.3 percent, from the 1961 to the 1963 school year (table 1). This rate of gain was among the lowest for the profession in the postwar period, and was appreciably below the 8.9-percent increase of the preceding 2-year period<sup>2</sup> (table 2).

The smaller increase in average salaries from 1961 to 1963 than from 1959 to 1961 can be attributed mainly to a substantial expansion in employment of new teachers necessitated by an in-

TABLE 1. INCREASES IN AVERAGE ANNUAL SALARIES OF URBAN PUBLIC SCHOOL TEACHERS, BY SIZE OF CITY AND REGION, 1939 TO 1963 AND 1961 TO 1963<sup>1</sup>

City-size group and region	1961 to 1963		1939 to 1963
	Dollars	Percent	Percent
All teachers.....	\$387	6.3	195.1
CITY-SIZE GROUP			
1,000,000 inhabitants or more.....	\$277	3.9	( <sup>2</sup> )
500,000 or more.....	364	5.4	158.7
500,000 and under 1,000,000.....	494	8.2	( <sup>2</sup> )
250,000 and under 500,000.....	421	7.1	210.3
100,000 and under 250,000.....	404	7.3	229.7
REGION <sup>3</sup>			
New England.....	457	7.4	202.4
Middle Atlantic.....	350	5.1	145.8
Border States.....	385	6.7	233.3
Southeast.....	342	7.0	281.3
Great Lakes.....	289	4.5	213.2
Middle West.....	545	9.5	226.3
Southwest.....	448	8.8	245.7
Mountain.....	323	5.5	179.1
Pacific.....	518	7.5	217.9

<sup>1</sup> In computing average salaries and salary increases, all teachers in each system were classified according to the average salary in that system. Changes in average salaries exclude the effects of period-to-period changes in the proportions of teachers among city-size groups and among regions. Salary data for 1961 and 1963 include regular classroom teachers only; data for 1939 include kindergarten teachers and teachers of atypical classes as well. The latter groups are so small their effect was negligible.

<sup>2</sup> Not computed for years before 1959.

<sup>3</sup> The regions used in this study are: *New England*—Connecticut, Maine, Massachusetts, New Hampshire, Rhode Island, Vermont; *Middle Atlantic*—New Jersey, New York, Pennsylvania; *Border States*—Delaware, District of Columbia, Kentucky, Maryland, Virginia, West Virginia; *Southeast*—Alabama, Florida, Georgia, Mississippi, North Carolina, South Carolina, Tennessee; *Great Lakes*—Illinois, Indiana, Michigan, Minnesota, Ohio, Wisconsin; *Middle West*—Iowa, Kansas, Missouri, Nebraska, North Dakota, South Dakota; *Southwest*—Arkansas, Louisiana, Oklahoma, Texas; *Mountain*—Arizona, Colorado, Idaho, Montana, New Mexico, Utah, Wyoming; and *Pacific*—California, Nevada, Oregon, Washington.

crease in student enrollment of approximately 3 million (7.7 percent) in the later 2-year period.<sup>3</sup> New teachers are generally paid the minimum of the system's salary range, which tends to reduce average salary levels. In 81 cities with 100,000 inhabitants or more, studied in both the 1961 and the 1963 school years, student enrollment increased 10 percent while the number of teachers rose 11 percent, so the student-teacher ratio did not change significantly.<sup>4</sup> In the previous 2-year period, the number of teachers rose by approximately one-half the 1961-63 increase.

A second factor in the lower rate of increase, also present in earlier years, was the need to replace teachers who left the school system. (Recent National Education Association estimates indicate that about 8.5 percent of the total teaching staff leave the profession each year.) Many of

<sup>1</sup> This summary relates to regular classroom teachers, excluding supervisors and principals, in cities of 100,000 inhabitants or more according to the 1960 census. It is based on *Public School Salaries Series Research Reports*, published biennially by the National Education Association of the United States. Indexes of change were compiled by the Bureau of Labor Statistics.

Earlier summaries included data for cities of 50,000 to 100,000 population. However, the National Education Association (NEA) has changed the basis on which it collects data (from cities with at least 30,000 inhabitants to school districts with student enrollments of at least 6,000). Because of this change, many cities in the 50,000 to 100,000 population group are no longer included in the basic data and that group of cities has been eliminated from our summary. For comparative purposes, 1943 and 1961 data were adjusted for this change in coverage.

School years are referred to here either in terms of the calendar year in which the school sessions ended or in terms of both calendar years; thus the 1963 school year refers to the period beginning in the fall of 1962 and ending in 1963. Data refer to the average change in salaries, including length-of-service increments, for all teachers in a school system. For a description of the methods used in compiling these indexes, see *Salary Trends: City Public School Teachers, 1925-59* (BLS Report 194).

<sup>2</sup> See "City Public Teachers' Salaries, 1959-61," *Monthly Labor Review*, April 1963, pp. 411-415.

<sup>3</sup> Part of the increase in the number of teachers was caused by the inclusion in this article of some cities where the 1950 population was below 100,000. Previous summaries were based on data for cities classified according to the 1950 census.

<sup>4</sup> In all cities of 100,000 inhabitants or more, there was an increase of approximately 2 million students (13 percent) and 30,000 teachers (11 percent) for the 2-year period.

the teachers hired as replacements were new to the profession and thus received the minimum salary rate.

Over the 20-year period from 1943 to 1963, teachers' salaries rose twice as fast as the Consumer Price Index and more rapidly than earnings of railway office employees, salary scales of firemen and policemen, either weekly or hourly earnings of factory production workers, and the basic salary scales and average salary rates of Federal classified employees,<sup>5</sup> as shown in the following tabulation:

Group	Percent increase from <sup>1</sup> —	
	1945 to 1963	1961 to 1963
Urban teachers:		
Average annual salaries.....	171	6.3
Federal classified employees: <sup>2</sup>		
Basic salary scales.....	112	No change.
Average salary rates.....	124	( <sup>3</sup> )
Average salaries.....	192	2.3
Firefighters and police patrolmen: <sup>4</sup>		
Maximum salary scales.....	162	8.7
All railway office employees:		
Straight-time hourly earnings <sup>5</sup> .....	153	8.4
Factory production workers:		
Average hourly earnings.....	169	5.3
Average weekly earnings.....	158	8.2
Consumer Price Index.....	85	2.7

<sup>1</sup> For groups other than teachers, increases date from August 1939 and July 1960 to July 1962 for Federal classified employees; January 1942 and January 1960 to January 1962 for firefighters and police patrolmen; and September 1942 and September 1960 to September 1962 for railway office employees and factory production workers.

<sup>2</sup> Basic salary scales reflect statutory changes in salaries; average salary rates show in addition, the effect of merit or in-grade salary increases; and average salaries also include the effect of changes in the proportion of workers employed in the various pay grades. See also *Salary Trends: Federal Classified Employees, 1959-60* (BLS Report 200) and supplement for 1960-61; also *Monthly Labor Review*, October 1964, pp. 1150-1154 for the supplement for 1961-64.

<sup>3</sup> Decreased 0.01 percent.

<sup>4</sup> See *Salary Trends: Firemen and Policemen, 1964-61*; (BLS Report 233); also *Monthly Labor Review*, February 1965, pp. 159-163 for the supplement for 1961-64.

<sup>5</sup> Computed by the Bureau of Labor Statistics from Interstate Commerce Commission Series M-300 reports by dividing total compensation for time worked and paid for at straight-time rates by hours worked and paid for at straight-time rates.

## Variations in Changes

*Among Cities.* About one-twelfth of the teachers were employed where average salaries declined from 1961 to 1963 (table 3). This was a much higher proportion than in the preceding 2-year period. These teachers were in six cities; all but one increased the number of teachers. In four of the cities, the increase in the number of teach-

TABLE 2. INDEXES<sup>1</sup> OF AVERAGE ANNUAL SALARIES OF URBAN PUBLIC SCHOOL TEACHERS, BY SIZE OF CITY AND REGION, SELECTED YEARS<sup>2</sup>  
[1957-59=100]

City-size group and region	School year ending in June—			
	1939	1953	1961	1963
All teachers.....	41	81	113	121
SIZE OF CITY				
1,000,000 inhabitants or more.....	( <sup>3</sup> )	( <sup>3</sup> )	114	119
500,000 or more.....	46	82	113	119
500,000 and under 1,000,000.....	( <sup>3</sup> )	( <sup>3</sup> )	112	121
250,000 and under 500,000.....	39	81	113	121
100,000 and under 250,000.....	37	79	114	122
REGION <sup>4</sup>				
New England.....	41	80	116	124
Middle Atlantic.....	48	81	112	118
Border States.....	36	80	113	120
Southeast.....	32	81	113	122
Great Lakes.....	38	80	113	119
Middle West.....	38	81	113	124
Southwest.....	35	84	111	121
Mountain.....	43	80	113	120
Pacific.....	39	80	116	124

<sup>1</sup> The index numbers for each of the years shown have been rounded to the nearest whole digit. Thus, the 1961 index was rounded down from 113.4 to 113 and the 1963 index was rounded up to 121 from 120.5. This rounding accounts for the difference between the 7.1 percent increase from 1961 to 1963 as indicated here and the 6.3 percent increase shown in table 1.

<sup>2</sup> See footnote 1, table 1.

<sup>3</sup> Not computed for years before 1959.

<sup>4</sup> For composition of regions, see footnote 3, table 1.

ers ranged from 1 to 7 percent over the 2-year period, while in Chicago—which had the largest decrease in annual salaries (2.8 percent or \$201)—the number of teachers increased by almost 4,000, or 28 percent. In the sixth city—Youngstown, Ohio—the number of teachers declined by 0.7 percent and salary scales were not changed.

In those cities where average salaries rose, there was relatively greater uniformity of salary increases than in the preceding 2-year period. About half of all teachers in cities of 100,000 or more were employed where salaries rose between 2.5 and 7.5 percent, and an additional 20 percent were employed where salaries advanced 7.5 but less than 10 percent.

The range of salary changes measured in dollars was also more compressed than in the earlier period. Between \$300 and \$600, on the average, was added to the salaries of almost two-thirds of all elementary and secondary school teachers. For 6 percent, increases averaged less than \$200; only about 1.5 percent received increments averaging at least \$800.

<sup>5</sup> Average salaries of Federal white-collar workers, influenced by the increase in the proportion of professional, technical, and other higher paid government employees, rose more than urban teachers' average annual salaries. The measure of changes in teachers' salaries is not influenced by this factor.

TABLE 3. DISTRIBUTION OF URBAN PUBLIC SCHOOL TEACHERS, BY CHANGE IN AVERAGE ANNUAL SALARY<sup>1</sup> AND SIZE OF CITY, 1961 TO 1963

Change in average annual salary	Percent of teachers employed in school systems with specified average annual salary changes				
	All cities	Size of city			
		1,000,000 or more	500,000 and under 1,000,000	250,000 and under 500,000	100,000 and under 250,000
<b>PERCENT</b>					
<b>Increases:</b>					
Under 2.5.....	3.0			5.6	6.4
2.5 and under 5.0.....	25.2	53.4	4.4	15.5	17.0
5.0 and under 7.5.....	25.3	28.0	16.1	30.0	25.0
7.5 and under 10.0.....	20.1		43.5	24.1	21.8
10.0 and under 12.5.....	12.1		27.1	14.0	12.9
12.5 and under 15.0.....	4.5		3.9	5.8	9.1
15.0 and under 17.5.....	1.1			3.0	1.7
17.5 and under 20.0.....	.3				1.1
20.0 and over.....					
<b>Decreases<sup>2</sup></b> .....	8.5	18.7	5.1	1.9	5.1
<b>Total</b> .....	100.0	100.0	100.0	100.0	100.0
<b>DOLLARS</b>					
<b>Increases:</b>					
Under \$100.....	2.6			5.6	5.0
\$100 and under \$200.....	3.1		4.4		8.6
\$200 and under \$300.....	8.9	9.0		15.9	9.5
\$300 and under \$400.....	29.7	54.4	9.9	26.4	19.2
\$400 and under \$500.....	13.5		23.5	15.7	19.4
\$500 and under \$600.....	21.3	17.9	37.7	18.0	15.4
\$600 and under \$700.....	6.7		9.6	7.7	11.5
\$700 and under \$800.....	4.2		10.0	6.8	2.5
\$800 and under \$900.....	1.0			2.0	2.2
\$900 and over.....	.4				1.7
<b>Decreases<sup>2</sup></b> .....	8.5	18.7	5.1	1.9	5.1
<b>Total</b> .....	100.0	100.0	100.0	100.0	100.0
<b>Number of teachers</b> .....	318,315	97,305	64,705	73,160	83,145

<sup>1</sup> See footnote 1, table 1.

<sup>2</sup> Decreases occurred in 3 cities in the 100,000 and under 250,000 group and in 1 city in each of the other indicated size groups, and ranged from 0.3 to 2.8 percent and from \$17-\$201.

NOTE: Because of rounding, sums of individual items may not equal 100.

*By City-Size Group.* For the period 1961-63, the increase in salaries was greatest, in both absolute and relative terms, in cities with 500,000 to 1 million inhabitants. Slightly over 70 percent of the teachers in these cities received increases ranging from 7.5 to 12.5 percent. Teachers in cities with populations of between 100,000 and 250,000 received the next greatest increment in percentage terms, but teachers in cities of 250,000 to 500,000 inhabitants had the second highest absolute gain. There was great diversity in salary changes within the smallest city-size group (100,000-250,000); advances ranged from less than \$100 (0.4 percent) to more than \$900 (18 percent). Three of the six cities in which average salaries decreased were in this group. The largest cities, those with a population of 1 million or more, exhibited the smallest rise in both measures of

change. This was probably due to a large increase in the number of teachers employed by these cities—almost 17,000 or 21 percent—most of whom were undoubtedly hired at the minimum salary rate. The increase in the number of teachers and the decrease in average salaries in Chicago also affected the movement for the size group as a whole. Disregarding Chicago, this size group experienced the smallest increase in both absolute and relative terms.

*By Region.* Teachers in the regions that had the highest average annual salaries in 1961 received relatively smaller increases than those in the regions that had the lowest average salaries in that year. This was true of all regions except the Pacific Coast. The largest relative and dollar salary advances from 1961 to 1963 (9.5 percent and \$545, respectively) occurred in cities in the Middle West, which had the third lowest average annual salaries in 1961. Smallest gains were in the Great Lakes region (\$289 or 4.5 percent), and Middle Atlantic States (\$350 or 5.1 percent), which ranked third highest and highest, respectively, in 1961.

### Long-Term Trends

In 1947, the average salary for all urban school teachers was about \$3,000. In 1963, the corresponding figure was \$6,600. Over the entire period from 1939 (the last prewar school year) to 1963, average annual salaries of urban teachers in the country as a whole rose 195 percent,<sup>6</sup> while the cost of living increased approximately 120 percent. Thus, the real increase in teachers' salaries was only 34 percent. Over the 22-year period from 1941 to 1963, average salaries in each urban school

<sup>6</sup> Changes in average salaries were affected by shifts in the proportion of elementary and secondary school teachers between 1941 and 1955. The proportion of elementary teachers increased from 56 to 61.5 percent of all urban teachers by 1955; since then, there has been no appreciable change. Average salaries of elementary school teachers were frequently lower than those of secondary school teachers prior to 1949, by which time the single salary schedule had been adopted by more than 90 percent of school systems in cities with populations exceeding 100,000. As a result, the average increases shown in table 4 are smaller than would have occurred had the proportions remained constant. At present, most school systems pay higher salaries to teachers possessing advanced degrees. Since more secondary school teachers are apt to have these advanced degrees, average salaries for secondary school teachers are usually higher than those of elementary school teachers. The NEA reports that, for a variety of reasons, the elementary and secondary school salary differential has narrowed over the last 10 years.

system at least doubled,<sup>7</sup> and in cities employing 45 percent of the teachers in 1963 average salaries tripled.

In dollar terms, average salaries advanced in each city by at least \$3,000 during this period; in cities with slightly more than 75 percent of the teachers, they increased \$4,000 or more.

From 1941 to 1963, average salaries in each Pacific Coast city rose at least \$4,000, and 92 percent of Pacific Coast teachers were employed in school systems where average salaries advanced at least \$4,500 (table 4). All southwestern teachers were employed in schools where average salaries advanced between \$3,500 and \$4,500, and in the Southeast more than half were employed where the increases amounted to \$3,000 to \$3,500. Average salaries rose \$4,000 but less than \$4,500 in cities employing at least two-thirds of the teachers in New England, the Middle Atlantic, and

the Middle Western States. Salaries rose at least \$5,000 in six cities; five of these were on the Pacific Coast,<sup>8</sup> and four had a population of 100,000 but less than 250,000.

About half of all teachers were employed where average salaries advanced 120 but less than 220 percent over this period. The smallest increase in average salaries was about 112 percent and the largest about 319 percent. In the Middle Atlantic States, where teachers' salaries on the average were high in 1941, systems with 86 percent of the teachers raised average salaries by less than 160 percent. In the Southwest, where salaries were relatively low at the beginning of the period, systems with almost two-thirds of the teachers increased average salaries at least 260 percent.

### Salary Levels in 1963

Because pay increases have been proportionately greater in cities where salaries were lowest in 1941, the variation in salaries among school systems narrowed in the period ending in 1963. The range of salaries in 1941 was about 110 percent—from \$1,600 to about \$3,400—in areas employing about three-fourths of the urban teachers.

<sup>7</sup> Long-term trends for all cities and for cities in a size group or region are discussed for the period from 1939 to 1963. Comparisons among individual cities within a size group or region extend from 1940-41 because data necessary for city comparisons are not readily available for the period from 1939 to 1963. Average salaries of all urban teachers rose less than 2 percent from 1939 to 1941.

<sup>8</sup> The other city was in the Great Lakes region.

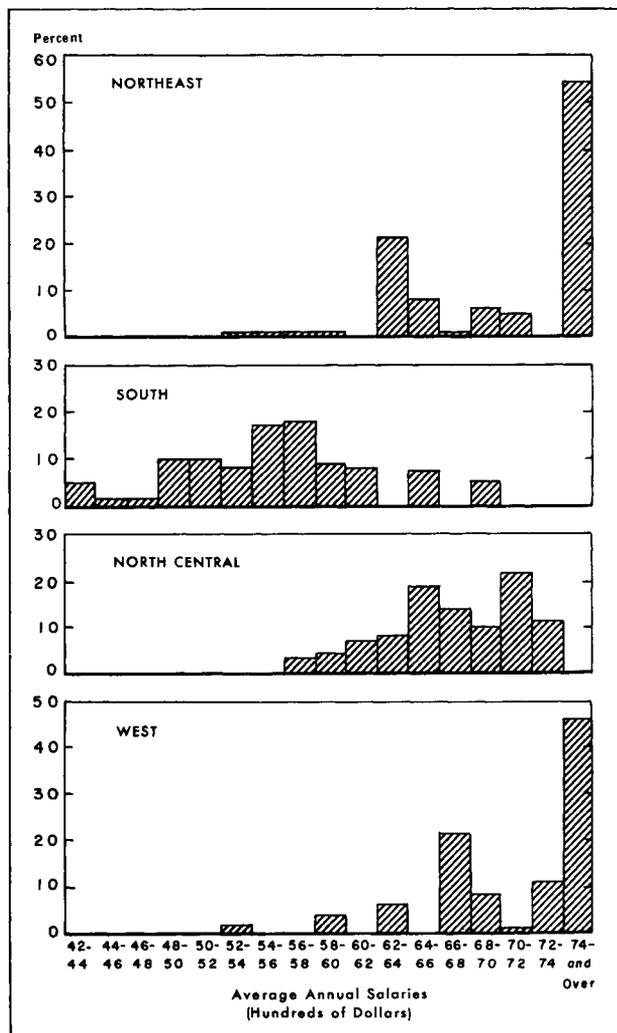
TABLE 4. DISTRIBUTION OF URBAN PUBLIC SCHOOL TEACHERS, BY INCREASE IN AVERAGE ANNUAL SALARY, SIZE OF CITY, AND REGION, 1941-63

Increases in average annual salary	Percent of teachers employed in school systems with specified average salary increases													
	All teachers	Size of city				Region <sup>1</sup>								
		1,000,000 or more	500,000 and under 1,000,000	250,000 and under 500,000	100,000 and under 250,000	New England	Middle Atlantic	Border States	South-east	Great Lakes	Middle West	South-west	Moun-tain	Pacific
<b>PERCENT</b>														
100 and under 120.....	0.4				1.7		1.6							
120 and under 140.....	15.1	44.3		2.1			63.5							
140 and under 160.....	7.5	9.0		14.6	1.5		20.8							
160 and under 180.....	16.4	18.7	3.9	3.5	9.3	57.6	.9	5.4		19.2				39.6
180 and under 200.....	15.5	10.0	29.2	13.1	12.5	21.0	11.5	34.6		11.2				6.3
200 and under 220.....	19.0	17.9	29.3	15.0	14.4		1.7	44.2						13.4
220 and under 240.....	8.2			22.1	14.0	21.3								62.1
240 and under 260.....	5.4		3.9	6.5	13.7			15.7		5.9				15.3
260 and under 280.....	5.2			5.5	17.6					17.2				3.0
280 and over.....	7.4			17.6	15.3					46.6				
<b>Total.....</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>
<b>DOLLARS</b>														
\$3,000 and under \$3,500.....	5.6		5.1	9.2	10.8		.9	10.1	53.9				9.3	
\$3,500 and under \$4,000.....	18.6	9.0	26.8	20.0	23.2	16.3	23.1	29.6	5.6	3.4		5.3	62.3	55.1
\$4,000 and under \$4,500.....	45.4	63.0	48.8	31.6	30.3	76.1	71.0	34.3	4.7	61.3		65.5	28.4	24.6
\$4,500 and under \$5,000.....	21.9	10.0	13.7	39.3	30.0	7.6	4.9	26.0	35.9	34.1		29.1		20.3
\$5,000 and over.....	8.4	17.9	5.6		5.8					1.2				39.7
<b>Total.....</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>

<sup>1</sup> For composition of regions, see footnote 3, table 1.

NOTE: Because of rounding, sums of individual items may not equal 100.

Percent Distribution of Public School Teachers, by Region<sup>1</sup> and Average Annual Salary, 1963



<sup>1</sup> The regions defined in footnote 3 of table 1 are combined here into larger regions: *Northeast*—New England and Middle Atlantic; *South*—Border States, Southeast, and Southwest; *North Central*—Great Lakes and Middle West; and *West*—Mountain and Pacific.

In 1963, a corresponding proportion were employed where the range of salaries was about 43 percent—from about \$5,400 to about \$7,700. In 1963, average salaries exceeded \$4,200 a year in every city studied. (See chart.) Despite the com-

pression of the range, the largest cities still tended to pay the highest salaries in 1963, as indicated in the following tabulation:

	1963 average salary
All teachers.....	\$6, 569
<i>City-size group</i>	
1,000,000 inhabitants or more.....	7, 426
500,000 or more.....	7, 098
500,000 and under 1,000,000.....	6, 539
250,000 and under 500,000.....	6, 341
100,000 and under 250,000.....	5, 954
<i>Region</i>	
New England.....	6, 654
Middle Atlantic.....	7, 244
Border States.....	6, 146
Southeast.....	5, 236
Great Lakes.....	6, 748
Middle West.....	6, 305
Southwest.....	5, 513
Mountain.....	6, 169
Pacific.....	7, 389

Ninety-one percent of the teachers in cities with a population of 1 million or more were employed where salaries averaged more than \$7,000; 62 percent were employed where the average exceeded \$7,700. The highest average, \$8,176, was reported for San Francisco, a city in the 500,000–1,000,000 population group. In cities of 500,000 inhabitants or more, 89 percent of the teachers were employed where salaries averaged at least \$6,000.

The range of salaries in the Northeast, North Central, and Western regions was very similar, although teachers tended to receive slightly higher salaries in the West than in the other two regions. (See chart.) The difference in salaries between the South and other regions was accentuated by the greater proportion of small communities in this region and the fact that these usually pay lower salaries than their northern counterparts. High average salaries in the Northeast and West were due to a few large cities with very large numbers of teachers at high salary levels.

## Appendix. Scope and Method of Survey

This group of indexes is designed to measure trends in salaries of an important segment of the nonmanufacturing labor force. The indexes of teachers' salaries reflect the movement in rates of pay due both to changes in salary scales (including cost-of-living adjustments) and to increases in pay for individual teachers because of length of service, merit, or improved educational qualifications.

### Coverage

Ideally, indexes reflecting the trend of teachers' salaries would represent all teachers, with appropriate distinctions between such categories as urban and rural and public and private schools. Limitations of data and resources, however, have made it necessary to restrict the scope of this study to urban public school teachers.

The basic unit used in constructing the indexes for school teachers is the average annual salary for a specific teacher in an urban school system. High school, junior high, elementary, kindergarten and, prior to 1959, teachers of atypical elementary school class are represented in the indexes. Nonclassroom officials, such as principals, administrators, and supervisors are excluded.

The indexes are representative of all cities of 50,000 population prior to 1963 and of all cities of 100,000 beginning in that year; but the indexes are not based on data for all these cities. Statistics were not available for some cities in the 100,000-250,000 group. In addition, the number of communities of 50,000-250,000 made it necessary to use information for only some of these cities in order to reduce the workload. When data for a given city-size group were combined with other size groups, they were weighted to represent the missing cities; thus, each population group had its appropriate influence on the totals.

Because of changes in population, the cities classified in each size group change from decade to decade. It was decided to eliminate representation of cities in the 50,000-100,000 group because the 1960 Census of Population substantially changed the cities classified in this size group.

The method of index construction was designed to minimize the effect on the indexes of changes in population and in the number of different types of teachers from one period to another. It consists of computing average salaries for a group of cities, for each pair of successive years, by first multiplying the individual city average in the first year by the number of teachers in the city in the second of the 2 years, adding the resulting products for each city, and dividing the sum by the total number of teachers in the second year. This procedure is followed for the same cities in the second year, using average salaries and employment in the latter year. Ratios of the second year composite average salaries to the first year are then computed and converted to index numbers by multiplication with the index number of the preceding year.

### Types of Indexes

In addition to the overall index, three other types of indexes have been constructed:

1. By type of teacher. Separate indexes have been prepared for elementary and secondary school teachers through 1957. Salary data since 1959 do not include this breakdown.

2. By size of city. Indexes have been prepared for five different city-size groups:

- 1,000,000 population or more
- 500,000 population or more
- 500,000 and under 1,000,000
- 250,000 and under 500,000
- 100,000 and under 250,000

In the 1925-49 report, the cities were classified according to their population in the 1940 Census. The 1950 Census was used for 1951-61, and the 1960 Census for the 1961-63 period.

3. By economic region. Separate indexes have been prepared for each of nine economic regions (listed below), used in other wage studies prepared by the Bureau.

New England—Connecticut, Maine, Massachusetts, New Hampshire, Rhode Island, and Vermont; Middle Atlantic—New Jersey, New York, and Pennsylvania; Border States—Delaware, District of Columbia, Kentucky, Maryland, Virginia, and West Virginia; Southeast—Alabama, Florida, Georgia, Mississippi, North Carolina, South Carolina, and Tennessee; Great Lakes—Illinois, Indiana, Michigan, Minnesota, Ohio, and Wisconsin; Middle West—Iowa, Kansas, Missouri, Nebraska, North Dakota, and South Dakota; Southwest—Arkansas, Louisiana, Oklahoma, and Texas; Mountain—Arizona, Colorado, Idaho, Montana, New Mexico, Utah, and Wyoming; and Pacific—California, Nevada, Oregon, and Washington.

### Method of Index Calculation

The basic unit used in building up the different indexes was the average salary<sup>1</sup> for a classroom teacher in a specific city. These basic units were put together in different combinations for the different indexes. However, the chaining procedure used was the same regardless of whether the index was by type of teacher, by size of city, or by economic region. This linking method eliminates the effect on the indexes of changes in the population of different cities and in the number of different types of teachers from one period to another. The steps in the procedure can be briefly described by illustrating the construction of a hypothetical index of elementary teachers' salaries for three cities during three periods. The following basic information is assumed:

Average salary and number of elementary school teachers in 3 hypothetical cities, 1925, 1927, and 1929

City	1925		1927		1929	
	Number of teachers	Average salary	Number of teachers	Average salary	Number of teachers	Average salary
A ----	150	\$1,800	175	\$2,200	200	\$2,900
B ----	75	1,700	90	1,900	110	2,100
C ----	300	2,400	400	2,800	500	3,300

Method	Illustration						
	City	Number of teachers (1)	Average salary (2)	Column 1 x 2 (3)	Number of teachers (4)	Average salary (5)	Column 4 x 5 (6)
1. For each successive pair of years, composite average salaries for a group of cities were obtained (a) by multiplying the individual city average for each year by the number of elementary teachers in the city in the second of the 2 years; (b) adding the resulting products for each year; and (c) dividing the sum of the products by the total number of teachers in the second year.	1925-1927						
		1927	1925		1927	1927	
	A ----	175	\$1,800	\$ 315,000	175	\$2,200	\$ 385,000
	B ----	90	1,700	153,000	90	1,900	171,000
	C ----	400	2,400	960,000	400	2,800	1,120,000
	Total 665		\$1,428,000	665		\$1,676,000	
	Composite average		\$2,147			\$2,520	
2. For each pair of years, the ratio of the second year to the first was computed.	1927-1929						
		1929	1927		1929	1929	
	A ----	200	\$2,200	\$ 440,000	200	\$2,900	\$ 580,000
	B ----	110	1,900	209,000	110	2,100	231,000
	C ----	500	2,800	1,400,000	500	3,300	1,650,000
	Total 810		\$2,049,000	810		\$2,461,000	
	Composite average		\$2,530			\$3,038	
3. The ratio was converted into an index by multiplying it by the index number for the first of the pair of years. The first year in the series (1925) is 100.	1925-1927						
		1925-1927			1927-1929		
		1925 average - \$2,147.			1927 average - \$2,530.		
		1927 average - \$2,520.			1929 average - \$3,038.		
		Ratio 1.1737			Ratio 1.2008		
	1925 index	100.0					
	x 1925-1927 ratio	1.1737					
	1927 index	117.37					
	x 1927-1929 ratio	1.2008					
	1929 index	140.94					

<sup>1</sup> No single form of average was available throughout the period. Median salaries were used until 1935; mean salaries were used thereafter. Because of the method of index construction the shift from use of medians to means does not distort the indexes.

The actual indexes were constructed in the manner illustrated with 1925 as 100. After the entire series was computed, all indexes were divided by the 1957-59 average index to convert the base to that period.

#### Source of Data

The basic salary and employment data used in computing the indexes were collected as of September in alternating school years by the National Education Association of the United States and published biennially in its Public-School Salaries Series.<sup>2</sup> These reports constitute one of the products of the NEA's salary survey, which have been made every other year since 1925. The data are compiled from mail questionnaires completed by superintendents of schools at the beginning of each survey period.

School years are referred to either by the calendar year in which the school sessions ended or in terms of both calendar years. Thus, the 1963 school year refers to the school period beginning in the fall of 1962 and ending in 1963.

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<sup>2</sup> The Public-School Salaries Series may be purchased from the National Education Association, 1201 Sixteenth Street, NW., Washington, D. C., 20036.

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