

Salaries for Selected Occupations in Services for the Blind May 1961

Bulletin No. 1322



UNITED STATES DEPARTMENT OF LABOR
Arthur J. Goldberg, Secretary

BUREAU OF LABOR STATISTICS
Ewan Clague, Commissioner

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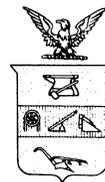
January 1962

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Foreword

Competent professional and administrative personnel are the key to effective rehabilitation programs for blind children and adults. Dramatic and imaginative advances in the field of rehabilitation are being made throughout the Nation. These programs demand well qualified staffs.

Professional and administrative personnel cannot be recruited and retained in the field of blindness if salaries do not compare favorably, quite favorably, with nationwide practices in other health and welfare fields. The American Foundation for the Blind initiated this survey to gain overall, authoritative salary data on critical job categories. We call the findings of this survey to the attention of administrators and boards of all organizations in the field of blindness. We hope this study will be followed by constructive action in salary administration when such action is indicated.

We, here at the Foundation, wish to express our gratitude to the U. S. Office of Vocational Rehabilitation for the grant that made the survey possible and to the Bureau of Labor Statistics for the competent and painstaking work carried out.

M. Robert Barnett
Executive Director
American Foundation for the Blind, Inc.

Preface

This nationwide survey of salaries for selected occupations in government and voluntary agencies offering direct client services for the blind was undertaken at the request of the American Foundation for the Blind. Plans for the study were developed by the Bureau of Labor Statistics of the U. S. Department of Labor in cooperation with the Foundation, which also provided financial assistance.

The survey was conducted by mail questionnaire. Complete and up-to-date information on the universe of agencies within the scope of the survey was made available to the Bureau by the Foundation. Annual salary rates, as of May 1961, were obtained for 20 selected professional and administrative occupational classifications, defined to include employees who spent at least half of their time in services for the blind. The occupational definitions, enclosed with each questionnaire for use in classifying employees, were those developed in a September 1955 survey conducted by the Bureau in cooperation with the Foundation. The present survey, therefore, provides a measure of changes in salaries since September 1955, in addition to current salary data.

The study was conducted and the report prepared in the Bureau's Division of Wages and Industrial Relations by Louis E. Badenhop, under the general supervision of Tovia P. Kanninen. Alexander F. Handel, Director, Division of Community Services, and John R. Butler, Director, National Personnel Referral Service, who represented the Foundation, contributed valuable advice and assistance in planning the study and the report. Expert advice and assistance also were contributed by Margaret L. Plunkett of the Bureau, who directed the 1955 survey.

Without the cooperation of the officials of the agencies that completed and returned the questionnaire, this survey could not have been accomplished. Their contribution to the study is hereby gratefully acknowledged.

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Salaries for Selected Occupations in Services for the Blind, May 1961

Summary

Salaries were generally higher in May 1961 than in September 1955 for the professional occupations in government and voluntary agency work for the blind surveyed by the Bureau of Labor Statistics in both years. The salary level for these occupations as a group rose 35 percent; the level in government agencies increased 37 percent.

Agencies in the United States providing direct client services for the blind, included in a May 1961 survey, employed approximately 9,000 persons who were primarily engaged in work for the blind. Government administered agencies accounted for a higher proportion of these employees than did voluntary agencies. The 20 professional or administrative occupational categories studied accounted for 2,686 full-time employees, or almost three-fourths of the full-time employees in these categories. Men and women were about equally represented, although the proportion of each sex varied widely by occupation. Almost a third of the employees in the occupational categories studied were blind; this included a higher proportion of men than of women.

Median annual salaries in May 1961 for the 20 professional and administrative occupational categories studied ranged from \$4,290 for teachers of arts and crafts to \$8,520 for superintendents of residential schools. Mobility instructors, with a median salary of \$5,320, had the highest average pay among the 10 nonsupervisory teaching categories. For the two largest categories of teachers, grade school and home teachers, median salaries were \$4,470 and \$4,510, respectively. Median salaries were higher for caseworkers (\$5,280) and vocational counselors (\$5,490).

Salaries of individuals within occupations were widely dispersed with the highest exceeding the lowest salaries by 100 percent or more within each of the 20 categories studied.

Higher salary levels in government than in voluntary agencies were recorded for most occupations, and within employer group, salary levels of men tended to exceed those of women. Among other factors contributing to variations in pay levels were differences in proportions of blind and sighted employees, in the extent to which maintenance allowances were received in addition to salaries, and in geographic location of agencies.

Employment Characteristics

In May 1961, agencies in the United States providing direct client services for the blind, as defined for the survey, employed approximately 9,000 persons who spent at least half of their time in work for the blind (table 1). Agencies administered by a government unit (Federal, State, county, and city) accounted for approximately 5,000 and voluntary agencies for about 4,000 of these employees. One of every nine of these employees was hired to work on a part-time basis. Slightly less than half the 8,000 full-time employees were in professional and administrative occupations. The occupations selected for study accounted for almost three-fourths of the total full-time employees in professional and administrative occupations.

Although only 103 of the 250 agencies within the scope of the study were government agencies, these agencies accounted for 71 percent of the 2,686 employees in the occupations studied. Approximately half of the full-time employees in the selected occupations in government, compared with a fourth in voluntary agencies, were employed in residential schools.

For the selected occupations as a group, men and women were almost equally represented, although among the 20 occupational categories employment by sex ranged from all women in one occupation to all men in another.

Almost a third of the full-time employees in the selected professional and administrative occupations studied were in the category of legally blind.¹ A higher proportion of men than of women in these occupations were legally blind (37 and 26 percent, respectively).

Annual Salaries

Median annual salaries of employees in the professional and administrative occupational categories studied in May 1961 ranged from \$4,290 for teachers of arts and crafts to \$8,520 for superintendents of residential schools (table 2). Among the 10 teaching occupational categories studied, the highest paid were mobility instructors with a median annual salary of \$5,320. For grade school and home teachers, the two largest categories of teachers studied, median salaries were \$4,470 and \$4,510, respectively. Somewhat higher median salaries than for most of the teaching categories were recorded for caseworkers (\$5,280) and for vocational counselors (\$5,490). At the supervisory level, median salaries were \$5,520 for supervising teachers, grade school; \$6,600 for casework supervisors; and \$7,090 for supervisors, sections for the blind.

Among administrative occupations, the lowest median salary was \$5,680, recorded for superintendents of workshops;² other median salaries were \$8,520 and \$7,070, respectively, for superintendents and principals of residential schools; and \$7,530 and \$8,100, respectively, for directors and assistant directors of agencies for the blind. The lower median salary for directors as compared with assistant directors reflects the lower salaries of the comparatively high proportion of the directors employed in smaller voluntary agencies that did not employ assistant directors. When limited to agencies reporting both a director and one or more assistant directors, the median annual salaries for these two occupations were as follows:

	All agencies	Government agencies	Voluntary agencies
Directors -----	\$10,000	\$9,440	\$10,680
Assistant directors ----	7,500	7,700	7,500

¹ Defined for the survey as those with central visual acuity of 20/200 or less in the better eye, with corrected glasses; or central visual acuity of more than 20/200 if there is a field defect in which peripheral field has contracted to such an extent that the widest diameter of visual field subtends in angular distance no greater than 20 degrees.

² The dispersion of individual rates in table 3, particularly among voluntary agencies, apparently reflects in large part substantial variation in size of workshop directed.

As indicated in table 3, salaries of individual employees within each of the 20 occupational categories were widely dispersed. Annual salaries of some of the higher paid employees were at least twice those of the lowest paid employees in all categories. For most of the teaching categories studied, the dispersion of individual salaries was greater in government than in voluntary agencies; very few schools, however, were represented among the latter agencies. This relationship between government and voluntary agencies, in the dispersion of salaries, was reverse for occupations more representative of agencies other than residential schools, such as caseworkers, vocational counselors, and those in administrative fields.

Differences in salary levels for the occupational categories studied may reflect a variety of factors other than interoccupational differences in work requirements and responsibilities. Separate tabulations according to some of the factors that may influence salaries are presented; however, these tabulations may reflect a combination of other interrelated factors that could not be isolated and measured separately.

Agency and Sex. In 18 of the 20 occupational categories, including the 10 categories of teachers, median annual salaries were higher in government than in voluntary agencies (table 2). Median salaries in government agencies exceeded those in voluntary agencies by less than 10 percent in 10 of the 18 categories, by 10 to 20 percent in 4, and by more than 20 percent in 4. The occupational categories in which salary levels were higher in voluntary than in government agencies were superintendents and principals of residential schools, representing very few employees in voluntary agencies.

Median salaries for men in all agencies combined were higher than for women in 14 of the 16 occupational categories in which comparisons could be made. In the five categories with the highest employment—grade school teachers, vocational counselors, caseworkers, home teachers, and secondary school teachers—median salaries for men were 1.3, 3.2, 4.2, 1.1, and 11.1 percent, respectively, above those for women. Separated by type of agency, salary levels of men also were higher than for women in a majority of the occupations in which comparisons could be made in both government and voluntary agencies.

Vision. Lower median salaries were recorded for employees who were legally blind than for those who were sighted, in all occupational categories surveyed except supervisors of sections for the blind (table 4); in that category, the median salary was \$7,150 for blind employees and \$7,060 for sighted. The differential in favor of sighted employees amounted to 20 percent for home teachers, 17 percent for caseworkers, and about 5 and 8 percent for vocational counselors, grade school teachers, and secondary school teachers. Except for home teachers, of whom about 9 of every 10 were legally blind, sighted employees were in the majority in the categories surveyed. There were some exceptions in both the government and voluntary agency groups in which median salaries were higher for blind than for sighted employees.

Maintenance Allowances. In addition to annual salaries, information on the incidence of maintenance allowances was obtained, and presented in table 5, for employees in residential schools.³ A much smaller proportion of the teachers

³ For definitions of full and partial maintenance used in the survey, see footnotes 3 and 4, table 5.

received full maintenance allowances than did superintendents and principals; in government administered schools, approximately half the superintendents and a fourth of the principals received full maintenance as defined for the survey. In nearly all instances in which comparisons were possible, median salaries for employees who received full maintenance allowances were distinctly below those of employees in the same occupations who received no maintenance allowances. Medians for employees receiving partial maintenance, as defined for the survey, usually were above those for employees receiving full maintenance, but below those receiving no maintenance allowances.

Region. Median salaries for the selected occupations are presented separately where possible for government and voluntary agencies in four broad regions (table 6).⁴ Regional comparisons of salary levels in government agencies were made by combining data for 12 of the occupational categories for which salary data could be presented for each region. To eliminate the influence of regional differences in staffing, nationwide employment in each category was used in computing averages for these categories as a group. On this basis, the West led in salary levels. In comparison, pay levels were lower by 2 percent in the Northeast, 9 percent in the North Central, and 22 percent in the South for the 12 categories as a group. The data were insufficient to permit a similar regional comparison of levels in voluntary agencies.

Number of Months Employed Annually. In addition to annual salaries, agencies reported the number of months of employment upon which these salaries were based. With very few exceptions, annual salaries were based on 12-month work schedules for home teachers, mobility instructors, employees in each of the other professional occupations except teaching, and for those in the administrative occupations. For the remaining eight categories of teachers and grade school supervising teachers as a group, annual salaries were based on 9 and under 10 months for half the employees, on 10 and under 11 months for a third, and on 11 or 12 months for a sixth. There was no evidence from the salary tabulations by number of months employed, that salaries of teachers reflected differences according to number of months employed annually.

Changes in Salary Levels Between 1955 and 1961

Median annual salaries as of September 1955 and May 1961, are presented for 16 of the occupational categories studied in both periods and judged to be least affected by differences between the two surveys (table 7).⁵ Using the May 1961 employment in these occupations as constant employment weights, to eliminate the effect of changes in the proportion of workers represented in each of the categories, the increase in median salaries in all agencies for these occupations as a group amounted to 35 percent. The salary level in government agencies increased 37 percent. Since the most recent survey did not reflect salary increases during the summer months of 1961, when salary increases for the new school year generally become effective in schools, the percent increases shown relate more closely to a 5-year than to a 6-year period.

⁴ For States included in each region, see footnote 3, table 6.

⁵ Differences between the September 1955 and May 1961 surveys are explained in appendix A.

Scheduled Weekly Hours

Weekly hours which employees were scheduled to work varied considerably within each occupational category and among the 20 categories studied. About half the teachers were on schedules of 35 or fewer hours and a high proportion of the others were on 40-hour schedules. Schedules of 40 hours were most common for employees in administrative positions, and applied to about three-fifths of these employees. A majority of the superintendents of residential schools as well as a number of the principals had no fixed weekly work schedules. A higher proportion of employees in voluntary than in government agencies were on schedules of 35 or fewer hours; this probably reflects the high proportion of employees in voluntary agencies in the Northeast where work schedules of less than 40 hours are more prevalent than in other regions.

Formalized Salary Systems

Almost two-thirds of the 250 agencies surveyed reported that formal salary rate ranges (with minimum and maximum salaries specified) had been established for professional and administrative occupations in services for the blind (table 8). The proportion of agencies with such formalized salary plans was much greater in government than in voluntary agencies (87 and 46 percent, respectively). Most of the agencies with established salary ranges reported either "no exceptions" or "few exceptions" in which they found it necessary to depart from the established ranges in the administration of their salary plans.

Table 1. Agencies and Employees Within Scope of Survey¹ by Type of Agency, May 1961

Agency and type of employment	All agencies				Residential schools				Other agencies			
	Total	Number of employees			Total	Number of employees			Total	Number of employees		
		Total	Full-time	Regular part-time		Total	Full-time	Regular part-time		Total	Full-time	Regular part-time
All agencies	250				49				201			
Employees in services for the blind		9,039	8,037	1,002		3,227	3,049	178		5,812	4,988	824
Employees in professional and administrative occupations		3,995	3,665	330		1,421	1,331	90		2,574	2,334	240
Employees in selected occupations		2,686	2,686	(²)		1,158	1,158	(²)		1,528	1,528	(²)
Government agencies	103				43				60			
Employees in services for the blind		5,116	4,892	224		2,605	2,491	114		2,511	2,401	110
Employees in professional and administrative occupations		2,517	2,402	115		1,149	1,097	52		1,368	1,305	63
Employees in selected occupations		1,920	1,920	(²)		973	973	(²)		947	947	(²)
Voluntary agencies	147				6				141			
Employees in services for the blind		3,923	3,145	778		622	558	64		3,301	2,587	714
Employees in professional and administrative occupations		1,478	1,263	215		272	234	38		1,206	1,029	177
Employees in selected occupations		766	766	(²)		185	185	(²)		581	581	(²)

¹ For scope of survey, see table in appendix A.

² Data were not collected.

Table 2. Employment and Median¹ Annual Salaries for Selected Professional and Administrative Occupations² by Type of Agency and Sex, May 1961

Occupation and sex	All agencies		Government agencies		Voluntary agencies		Occupation and sex	All agencies		Government agencies		Voluntary agencies	
	Number of employees	Median annual salaries	Number of employees	Median annual salaries	Number of employees	Median annual salaries		Number of employees	Median annual salaries	Number of employees	Median annual salaries	Number of employees	Median annual salaries
Nursery and kindergarten teachers (83 women and 1 man) -----	84	\$4,360	48	\$4,790	36	\$3,870	Caseworkers (social) -----	301	\$5,280	210	\$5,650	91	\$4,940
							Women -----	233	5,180	159	5,520	74	4,860
							Men -----	68	5,400	51	5,700	17	5,200
Grade school teachers -----	412	4,470	341	4,530	71	4,200	Vocational counselors -----	347	5,490	329	5,490	18	5,270
Women -----	358	4,450	303	4,530	55	4,200	Women -----	38	5,350	35	5,360	-	-
Men -----	54	4,510	38	4,580	16	4,000	Men -----	309	5,520	294	5,520	15	5,330
Secondary school teachers -----	188	4,800	156	4,960	32	4,450	Mobility instructors (82 men and 5 women) -----	87	5,320	29	7,420	58	4,860
Women -----	114	4,680	93	4,770	21	4,500	Home teachers -----	255	4,510	198	4,660	57	4,100
Men -----	74	5,200	63	5,200	11	4,400	Women -----	176	4,510	139	4,740	37	3,900
Supervising teachers, grade school -----	20	5,520	14	5,740	6	5,400	Men -----	79	4,560	59	4,510	20	4,810
Women -----	14	5,400	8	5,370	6	5,400	Superintendents of residential schools (all men) -----	41	8,520	37	8,400	4	11,500
Men -----	6	6,020	6	6,020	-	-	Principals of residential schools -----	38	7,070	34	7,070	4	7,270
Music teachers -----	126	4,540	105	4,630	21	3,780	Women -----	9	7,200	6	7,560	-	-
Women -----	77	4,500	63	4,550	14	3,990	Men -----	29	7,030	28	7,020	-	-
Men -----	49	4,630	42	4,820	7	3,580	Directors, agencies for the blind -----	142	7,530	36	8,480	106	7,010
Physical education teachers -----	70	4,510	58	4,560	12	4,400	Women -----	38	6,500	4	8,770	34	6,240
Women -----	25	4,350	23	4,350	-	-	Men -----	104	7,800	32	8,360	72	7,750
Men -----	45	4,660	35	4,680	10	4,350	Assistant directors, agencies for the blind -----	49	8,100	17	8,100	32	7,950
Vocational training teachers -----	111	4,680	75	4,770	36	4,490	Women -----	19	7,500	4	8,520	15	7,500
Women -----	22	4,120	13	4,530	9	3,800	Men -----	30	8,130	13	7,860	17	8,820
Men -----	89	4,740	62	4,920	27	4,500	Supervisors, sections for the blind -----	120	7,090	81	7,150	39	6,600
Home economics teachers (all women) -----	64	4,480	48	4,590	16	4,260	Women -----	28	6,770	14	7,300	14	5,300
Teachers of arts and crafts -----	68	4,290	28	4,480	40	4,180	Men -----	92	7,130	67	7,150	25	6,800
Women -----	41	4,360	13	4,680	28	3,490	Superintendents of workshops for the blind -----	88	5,680	29	6,080	59	5,200
Men -----	27	4,250	15	4,200	12	4,840	Women -----	10	4,740	-	-	9	4,680
Casework supervisors (social) -----	75	6,600	47	6,960	28	6,540	Men -----	78	5,880	28	6,190	50	5,710
Women -----	51	6,500	32	6,700	19	6,500							
Men -----	24	7,020	15	7,020	9	7,020							

¹ One-half of the salaries reported fall above and below the median salary.

² For scope of study, see table in appendix A.

NOTE: Dashes indicate no data reported or data that do not meet publication criteria.

Table 3. Percent Distribution of Annual Salaries of Employees in Selected Professional and Administrative Occupations¹ by Type of Agency, May 1961

Annual salary	Nursery and kindergarten teachers			Grade school teachers			Secondary school teachers			Supervising teachers, grade school		
	All agencies	Government agencies	Voluntary agencies	All agencies	Government agencies	Voluntary agencies	All agencies	Government agencies	Voluntary agencies	All agencies	Government agencies	Voluntary agencies
Under \$ 3,000 -----	8.3	6.2	11.1	3.6	4.4	-	0.5	0.6	-	-	-	-
\$ 3,000 and under \$ 3,250 -----	3.6	2.1	5.6	2.2	2.3	1.4	1.1	1.3	-	-	-	-
\$ 3,250 and under \$ 3,500 -----	4.8	2.1	8.3	3.9	3.5	5.6	2.1	2.6	-	5.0	7.1	-
\$ 3,500 and under \$ 3,750 -----	13.1	4.2	25.0	7.3	6.5	11.3	8.5	9.0	6.3	5.0	7.1	-
\$ 3,750 and under \$ 4,000 -----	2.4	4.2	-	6.6	6.2	8.5	5.3	6.4	-	-	-	-
\$ 4,000 and under \$ 4,250 -----	14.3	12.5	16.7	18.7	15.2	35.2	9.6	7.7	18.8	-	-	-
\$ 4,250 and under \$ 4,500 -----	4.8	4.2	5.6	8.7	8.8	8.5	8.5	5.1	25.0	-	-	-
\$ 4,500 and under \$ 4,750 -----	11.9	10.4	13.9	11.9	11.4	14.1	12.2	12.2	12.5	10.0	14.3	-
\$ 4,750 and under \$ 5,000 -----	8.3	12.5	2.8	10.0	10.6	7.0	7.4	6.4	12.5	5.0	7.1	-
\$ 5,000 and under \$ 5,250 -----	4.8	8.3	-	4.6	4.1	7.0	9.6	9.0	12.5	10.0	-	33.3
\$ 5,250 and under \$ 5,500 -----	3.6	4.2	2.8	3.6	4.1	1.4	5.3	5.8	3.1	15.0	7.1	33.3
\$ 5,500 and under \$ 5,750 -----	1.2	-	2.8	3.2	3.8	-	4.3	4.5	3.1	10.0	7.1	16.7
\$ 5,750 and under \$ 6,000 -----	2.4	2.1	2.8	1.5	1.8	-	1.6	1.9	-	5.0	7.1	-
\$ 6,000 and under \$ 6,250 -----	1.2	-	2.8	1.9	2.3	-	3.2	2.6	6.3	5.0	7.1	-
\$ 6,250 and under \$ 6,500 -----	1.2	2.1	-	3.6	4.4	-	7.4	9.0	-	10.0	14.3	-
\$ 6,500 and under \$ 6,750 -----	2.4	8.3	-	2.7	3.2	-	4.3	5.1	-	-	-	-
\$ 6,750 and under \$ 7,000 -----	4.8	4.2	-	.7	.9	-	2.7	3.2	-	5.0	-	16.7
\$ 7,000 and under \$ 7,250 -----	-	-	-	.2	.3	-	1.1	1.3	-	5.0	7.1	-
\$ 7,250 and under \$ 7,500 -----	-	-	-	1.7	2.1	-	.5	.6	-	-	-	-
\$ 7,500 and under \$ 7,750 -----	3.6	6.2	-	1.5	1.8	-	2.7	3.2	-	-	-	-
\$ 7,750 and over -----	3.6	6.2	-	1.9	2.3	-	2.1	2.6	-	10.0	14.3	-
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
Number of employees -----	84	48	36	412	341	71	188	156	32	20	14	6
Annual salaries:												
First decile -----	\$ 3,050	\$ 3,290	\$ 2,310	\$ 3,500	\$ 3,420	\$ 3,600	\$ 3,660	\$ 3,610	\$ 4,100	\$ 4,110	\$ 3,500	
First quartile -----	3,600	4,150	3,440	4,000	4,050	3,900	4,200	4,200	4,250	5,000	4,600	
Median -----	4,360	4,790	3,870	4,470	4,530	4,200	4,800	4,960	4,450	5,520	5,740	\$ 5,400
Third quartile -----	5,080	6,480	4,500	5,100	5,400	4,600	5,800	6,190	4,950	6,360	6,430	
Ninth decile -----	6,810	7,590	5,470	6,300	6,540	4,980	6,670	6,950	5,430	7,570	8,250	

See footnotes at end of table.

Table 3. Percent Distribution of Annual Salaries of Employees in Selected Professional and Administrative Occupations¹ by Type of Agency, May 1961—Continued

Annual salary	Music teachers			Physical education teachers			Vocational training teachers			Home economics teachers		
	All agencies	Government agencies	Voluntary agencies	All agencies	Government agencies	Voluntary agencies	All agencies	Government agencies	Voluntary agencies	All agencies	Government agencies	Voluntary agencies
Under \$ 3,000 -----	4.0	1.9	14.3	7.1	6.9	8.3	1.8	2.7	-	3.1	2.1	6.3
\$ 3,000 and under \$ 3,250 -----	6.3	5.7	9.5	-	-	-	7.2	5.3	11.1	4.7	2.1	12.5
\$ 3,250 and under \$ 3,500 -----	7.1	4.8	19.0	2.9	3.4	-	5.4	5.3	5.6	9.4	12.5	-
\$ 3,500 and under \$ 3,750 -----	4.8	4.8	4.8	11.4	10.3	16.7	3.6	5.3	-	3.1	2.1	6.3
\$ 3,750 and under \$ 4,000 -----	7.9	7.6	9.5	4.3	3.4	8.3	9.0	8.0	11.1	6.3	6.2	6.3
\$ 4,000 and under \$ 4,250 -----	9.5	10.5	4.8	12.9	13.8	8.3	9.9	6.7	16.7	12.5	10.4	18.8
\$ 4,250 and under \$ 4,500 -----	6.3	6.7	4.8	7.1	5.2	16.7	5.4	5.3	5.6	10.9	8.3	18.8
\$ 4,500 and under \$ 4,750 -----	11.9	11.4	14.3	11.4	13.8	-	12.6	10.7	16.7	10.9	12.5	6.3
\$ 4,750 and under \$ 5,000 -----	7.9	8.6	4.8	8.6	6.9	16.7	6.3	4.0	11.1	9.4	10.4	6.3
\$ 5,000 and under \$ 5,250 -----	5.6	4.8	9.5	10.0	10.3	8.3	9.9	8.0	13.9	4.7	2.1	12.5
\$ 5,250 and under \$ 5,500 -----	5.6	6.7	-	7.1	8.6	-	5.4	8.0	-	6.3	6.2	6.3
\$ 5,500 and under \$ 5,750 -----	4.8	4.8	4.8	2.9	1.7	8.3	6.3	6.7	5.6	4.7	6.2	-
\$ 5,750 and under \$ 6,000 -----	.8	1.0	-	2.9	3.4	-	-	-	-	-	-	-
\$ 6,000 and under \$ 6,250 -----	4.0	4.8	-	1.4	1.7	-	1.8	2.7	-	4.7	6.2	-
\$ 6,250 and under \$ 6,500 -----	3.2	3.8	-	-	-	-	5.4	6.7	2.8	3.1	4.2	-
\$ 6,500 and under \$ 6,750 -----	.8	1.0	-	1.4	1.7	-	1.8	2.7	-	-	-	-
\$ 6,750 and under \$ 7,000 -----	.8	1.0	-	-	-	-	.9	1.3	-	1.6	2.1	-
\$ 7,000 and under \$ 7,250 -----	2.4	2.9	-	-	-	-	.9	1.3	-	1.6	2.1	-
\$ 7,250 and under \$ 7,500 -----	.8	1.0	-	2.9	3.4	-	.9	1.3	-	-	-	-
\$ 7,500 and under \$ 7,750 -----	4.0	4.8	-	2.9	3.4	-	2.7	4.0	-	1.6	2.1	-
\$ 7,750 and over -----	1.6	1.9	-	2.9	1.7	8.3	2.7	4.0	-	1.6	2.1	-
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
Number of employees -----	126	105	21	70	58	12	111	75	36	64	48	16
Annual salaries:												
First decile -----	\$ 3,150	\$ 3,400	\$ 2,880	\$ 3,460	\$ 3,290	\$ 3,500	\$ 3,280	\$ 3,280	\$ 3,150	\$ 3,340	\$ 3,390	\$ 3,000
First quartile -----	3,790	4,000	3,390	3,850	4,000	3,800	3,950	3,960	3,850	3,920	3,990	3,750
Median -----	4,540	4,630	3,780	4,510	4,560	4,400	4,680	4,770	4,490	4,480	4,590	4,260
Third quartile -----	5,400	5,540	4,530	5,230	5,300	5,060	5,390	5,710	4,890	5,260	5,410	4,710
Ninth decile -----	6,690	7,230	5,150	6,360	6,670	5,700	6,500	7,210	5,150	6,200	6,350	5,220

See footnote at end of table.

Table 3. Percent Distribution of Annual Salaries of Employees in Selected Professional and Administrative Occupations¹ by Type of Agency, May 1961—Continued

Annual salary	Mobility instructors			Home teachers			Superintendents of residential schools		Principals, residential schools	
	All agencies	Government agencies	Voluntary agencies	All agencies	Government agencies	Voluntary agencies	All agencies ²	Government agencies	All agencies ²	Government agencies
Under \$3,000 -----	2.3	-	3.4	3.5	2.0	8.8	-	-	-	-
\$3,000 and under \$3,250 -----	1.1	3.4	-	.8	-	3.5	-	-	-	-
\$3,250 and under \$3,500 -----	1.1	-	1.7	9.0	9.6	7.0	-	-	-	-
\$3,500 and under \$3,750 -----	4.6	-	6.9	8.6	7.6	12.3	-	-	-	-
\$3,750 and under \$4,000 -----	3.4	-	5.2	8.6	6.6	15.8	-	-	-	-
\$4,000 and under \$4,250 -----	6.9	-	10.3	9.4	9.6	8.8	-	-	-	-
\$4,250 and under \$4,500 -----	8.0	3.4	10.3	9.0	8.6	10.5	-	-	-	-
\$4,500 and under \$4,750 -----	2.3	-	3.4	7.5	7.6	7.0	-	-	5.3	5.9
\$4,750 and under \$5,000 -----	10.3	6.9	12.1	11.0	12.1	7.0	-	-	2.6	2.9
\$5,000 and under \$5,250 -----	9.2	6.9	10.3	7.8	7.6	8.8	-	-	2.6	2.9
\$5,250 and under \$5,500 -----	2.3	3.4	1.7	6.3	8.1	-	-	-	-	-
\$5,500 and under \$5,750 -----	4.6	-	6.9	5.5	4.0	10.5	-	-	5.3	2.9
\$5,750 and under \$6,000 -----	2.3	3.4	1.7	.8	1.0	-	-	-	7.9	8.8
\$6,000 and under \$6,250 -----	6.9	3.4	8.6	1.6	1.0	-	7.3	8.1	7.9	8.8
\$6,250 and under \$6,500 -----	8.0	3.4	10.3	-	2.0	-	-	-	2.6	2.9
\$6,500 and under \$6,750 -----	1.1	-	1.7	9.4	12.1	-	2.4	2.7	5.3	5.9
\$6,750 and under \$7,000 -----	2.3	-	3.4	-	-	-	4.9	5.4	5.3	2.9
\$7,000 and under \$7,250 -----	2.3	3.4	1.7	-	-	-	9.8	10.8	15.8	17.6
\$7,250 and under \$7,500 -----	18.4	55.2	-	.4	.5	-	2.4	2.7	-	-
\$7,500 and under \$7,750 -----	-	-	-	-	-	-	2.4	2.7	-	-
\$7,750 and under \$8,000 -----	1.1	3.4	-	-	-	-	2.4	2.7	15.8	14.7
\$8,000 and under \$8,250 -----	-	-	-	-	-	-	7.3	8.1	2.6	2.9
\$8,250 and under \$8,500 -----	-	-	-	-	-	-	9.8	10.8	2.6	2.9
\$8,500 and under \$8,750 -----	-	-	-	-	-	-	4.9	5.4	-	-
\$8,750 and under \$9,000 -----	1.1	3.4	-	-	-	-	-	-	-	-
\$9,000 and under \$9,250 -----	-	-	-	-	-	-	-	-	7.9	5.9
\$9,250 and under \$9,500 -----	-	-	-	-	-	-	4.9	2.7	5.3	5.9
\$9,500 and over -----	-	-	-	-	-	-	³ 41.5	⁴ 37.8	5.3	5.9
Total -----	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Number of employees -----	87	29	58	255	198	57	41	37	38	34
Annual salaries:										
First decile -----	\$3,780	\$4,830	\$3,600	\$3,300	\$3,300	\$3,000	\$6,750	\$6,500	\$5,000	\$5,000
First quartile -----	4,300	5,820	4,160	3,880	3,960	3,670	7,260	7,200	6,010	6,010
Median -----	5,320	7,420	4,860	4,510	4,660	4,100	8,520	8,400	7,070	7,070
Third quartile -----	6,780	7,420	6,000	5,200	5,400	4,800	11,090	10,930	7,970	7,970
Ninth decile -----	7,420	7,420	6,450	6,470	6,670	5,500	12,480	12,490	9,370	9,370

See footnotes at end of table.

Table 3. Percent Distribution of Annual Salaries of Employees in Selected Professional and Administrative Occupations¹ by Type of Agency, May 1961—Continued

Annual salary	Teachers of arts and crafts			Casework supervisors (social)			Caseworkers (social)			Vocational counselors		
	All agencies	Government agencies	Voluntary agencies	All agencies	Government agencies	Voluntary agencies	All agencies	Government agencies	Voluntary agencies	All agencies	Government agencies	Voluntary agencies
Under \$3,000 -----	11.8	3.6	17.5	-	-	-	0.7	-	2.2	-	-	-
\$3,000 and under \$3,250 -----	8.8	3.6	12.5	-	-	-	.7	-	2.2	0.3	-	5.6
\$3,250 and under \$3,500 -----	4.4	3.6	5.0	-	-	-	.7	0.5	1.1	.3	-	5.6
\$3,500 and under \$3,750 -----	5.9	7.1	5.0	1.3	-	3.6	2.7	1.0	6.6	-	-	-
\$3,750 and under \$4,000 -----	8.8	10.7	7.5	-	-	-	1.0	-	3.3	-	-	-
\$4,000 and under \$4,250 -----	8.8	14.3	5.0	1.3	-	3.6	6.0	2.9	13.2	2.3	2.1	5.6
\$4,250 and under \$4,500 -----	10.3	7.1	12.5	-	-	-	8.0	8.1	7.7	3.5	3.6	-
\$4,500 and under \$4,750 -----	11.8	17.9	7.5	-	-	-	6.6	6.7	6.6	5.5	5.8	-
\$4,750 and under \$5,000 -----	8.8	3.6	12.5	2.7	-	7.1	18.9	23.3	8.8	15.0	14.9	16.7
\$5,000 and under \$5,250 -----	4.4	7.1	2.5	2.7	4.3	-	4.3	2.9	7.7	11.2	10.9	16.7
\$5,250 and under \$5,500 -----	2.9	3.6	2.5	5.3	4.3	7.1	4.0	2.9	6.6	13.0	13.4	5.6
\$5,500 and under \$5,750 -----	2.9	-	5.0	12.0	14.9	7.1	30.6	40.0	8.8	8.9	8.2	22.2
\$5,750 and under \$6,000 -----	4.4	7.1	2.5	6.7	6.4	7.1	6.3	6.7	5.5	9.8	10.3	-
\$6,000 and under \$6,250 -----	-	-	-	8.0	12.8	-	3.7	2.4	6.6	10.7	10.9	5.6
\$6,250 and under \$6,500 -----	4.4	7.1	2.5	2.7	4.3	-	.7	.5	1.1	5.5	5.5	5.6
\$6,500 and under \$6,750 -----	1.5	3.6	-	12.0	2.1	28.6	.7	-	2.2	6.1	6.1	5.6
\$6,750 and under \$7,000 -----	-	-	-	1.3	2.1	-	1.0	-	3.3	1.7	1.8	-
\$7,000 and under \$7,250 -----	-	-	-	18.7	25.5	7.1	1.3	.5	3.3	1.2	1.2	-
\$7,250 and under \$7,500 -----	-	-	-	4.0	4.3	3.6	1.0	.5	2.2	3.2	3.3	-
\$7,500 and under \$7,750 -----	-	-	-	2.7	2.1	3.6	1.0	1.0	1.1	.6	.6	-
\$7,750 and under \$8,000 -----	-	-	-	4.0	6.4	-	.3	.5	-	.6	.6	-
\$8,000 and under \$8,250 -----	-	-	-	4.0	2.1	7.1	-	-	-	.6	.3	5.6
\$8,250 and under \$8,500 -----	-	-	-	4.0	4.3	3.6	-	-	-	-	-	-
\$8,500 and under \$8,750 -----	-	-	-	1.3	-	3.6	-	-	-	-	-	-
\$8,750 and over -----	-	-	-	5.3	4.3	7.1	-	-	-	.3	.3	-
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
Number of employees -----	68	28	40	75	47	28	301	210	91	347	329	18
Annual salaries:												
First decile -----	\$2,780	\$3,250	\$2,600	\$5,400	\$5,520	\$4,810	\$4,200	\$4,470	\$3,640	\$4,600	\$4,630	\$3,290
First quartile -----	3,450	3,950	3,140	5,700	5,760	5,650	4,660	4,800	4,200	4,990	4,990	4,810
Median -----	4,290	4,480	4,180	6,600	6,960	6,540	5,280	5,650	4,940	5,490	5,490	5,270
Third quartile -----	4,880	5,100	4,840	7,270	7,020	7,500	5,700	5,700	5,750	6,060	6,060	5,750
Ninth decile -----	5,760	6,430	5,390	8,320	8,220	8,600	5,940	5,890	6,710	6,720	6,720	6,720

See footnote at end of table.

Table 3. Percent Distribution of Annual Salaries of Employees in Selected Professional and Administrative Occupations¹ by Type of Agency, May 1961—Continued

Annual salary	Directors, agencies for the blind			Assistant directors, agencies for the blind			Supervisors, sections for the blind			Superintendents of workshops for the blind		
	All agencies	Government agencies	Voluntary agencies	All agencies	Government agencies	Voluntary agencies	All agencies	Government agencies	Voluntary agencies	All agencies	Government agencies	Voluntary agencies
Under \$3,500 -----	1.4	-	1.9	4.1	-	6.2	0.8	-	2.6	6.8	-	10.2
\$3,500 and under \$3,750 -----	.7	-	.9	-	-	-	.8	-	2.6	1.1	-	1.7
\$3,750 and under \$4,000 -----	.7	-	.9	-	-	-	-	-	-	6.8	3.4	8.5
\$4,000 and under \$4,250 -----	2.1	-	2.8	2.0	-	3.1	.8	-	2.6	5.7	3.4	6.8
\$4,250 and under \$4,500 -----	1.4	-	1.9	-	-	-	-	-	-	2.3	-	3.4
\$4,500 and under \$4,750 -----	2.8	-	3.8	2.0	-	3.1	2.5	1.2	5.1	9.1	6.9	10.2
\$4,750 and under \$5,000 -----	3.5	-	4.7	-	-	-	1.7	-	5.1	4.5	3.4	5.1
\$5,000 and under \$5,250 -----	4.2	-	5.7	2.0	-	3.1	1.7	1.2	2.6	8.0	13.8	5.1
\$5,250 and under \$5,500 -----	1.4	-	1.9	4.1	-	6.2	5.0	2.5	10.3	4.5	10.3	1.7
\$5,500 and under \$5,750 -----	5.6	-	7.5	4.1	-	6.2	6.7	7.4	5.1	4.5	3.4	5.1
\$5,750 and under \$6,000 -----	1.4	2.8	.9	-	-	-	4.2	4.9	2.6	1.1	-	1.7
\$6,000 and under \$6,250 -----	7.0	2.8	8.5	4.1	5.9	3.1	5.0	6.2	2.6	8.0	6.9	8.5
\$6,250 and under \$6,500 -----	.7	-	.9	2.0	-	3.1	8.3	8.6	7.7	8.0	13.8	5.1
\$6,500 and under \$6,750 -----	4.9	2.8	5.7	-	-	-	5.0	3.7	7.7	3.4	6.9	1.7
\$6,750 and under \$7,000 -----	2.8	8.3	.9	2.0	5.9	-	4.2	4.9	2.6	1.1	-	1.7
\$7,000 and under \$7,250 -----	4.2	8.3	2.8	14.3	23.5	9.4	15.0	14.8	15.4	5.7	3.4	6.8
\$7,250 and under \$7,500 -----	2.1	-	2.8	2.0	5.9	-	4.2	6.2	-	1.1	-	1.7
\$7,500 and under \$7,750 -----	4.9	11.1	2.8	4.1	-	6.3	8.3	11.1	2.6	1.1	3.4	-
\$7,750 and under \$8,000 -----	5.6	8.3	4.7	2.0	5.9	-	5.0	3.7	7.7	3.4	3.4	3.4
\$8,000 and under \$8,250 -----	.7	2.8	-	4.1	11.8	-	3.3	4.9	-	-	-	-
\$8,250 and under \$8,500 -----	2.1	2.8	1.9	4.1	-	6.3	1.7	2.5	-	3.4	3.4	3.4
\$8,500 and under \$8,750 -----	2.8	2.8	2.8	8.2	17.6	3.1	3.3	3.7	2.6	-	-	-
\$8,750 and under \$9,000 -----	.7	2.8	-	4.1	5.9	3.1	1.7	1.2	2.6	1.1	3.4	-
\$9,000 and under \$9,500 -----	9.9	13.9	8.5	8.2	5.9	9.4	3.3	4.9	-	3.4	6.9	1.7
\$9,500 and under \$10,000 -----	5.6	5.6	5.7	2.0	-	3.1	4.2	3.7	5.1	2.3	-	3.4
\$10,000 and under \$10,500 -----	1.4	2.8	.9	6.1	11.8	3.1	-	-	-	1.1	-	1.7
\$10,500 and under \$11,000 -----	2.1	-	2.8	2.0	-	3.1	1.7	1.2	2.6	1.1	3.4	-
\$11,000 and under \$11,500 -----	5.6	5.6	5.7	-	-	-	-	-	-	-	-	-
\$11,500 and under \$12,000 -----	.7	2.8	-	8.2	-	12.5	.8	1.2	-	-	-	-
\$12,000 and over -----	10.6	13.9	9.4	4.1	-	6.3	.8	-	2.6	1.1	-	1.7
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
Number of employees -----	142	36	106	49	17	32	120	81	39	88	29	59
Annual salaries:												
First decile -----	\$4,800	\$6,750	\$4,510	\$5,000	\$6,820	\$4,680	\$5,350	\$5,640	\$4,500	\$3,780	\$4,500	\$3,200
First quartile -----	5,780	7,360	5,500	6,820	7,200	5,660	6,000	6,290	5,340	4,640	5,200	4,200
Median -----	7,530	8,480	7,010	8,100	8,100	7,950	7,090	7,150	6,600	5,680	6,080	5,200
Third quartile -----	9,500	9,980	9,250	9,200	8,830	9,780	7,800	7,920	7,500	6,920	7,230	6,840
Ninth decile -----	12,000	12,550	11,720	11,750	10,090	11,750	9,060	9,060	9,500	8,960	9,060	8,400

¹ For scope of study, see table in appendix A.

² Includes data for voluntary agencies not shown separately.

³ Workers were distributed as follows: 9.8 percent at \$9,500 to \$10,250; 12.2 percent at \$10,750 to \$11,500; 12.2 percent at \$12,000 to \$12,500; and 7.3 percent over \$12,500.

⁴ Workers were distributed as follows: 10.8 percent at \$9,500 to \$10,250; 10.8 percent at \$10,750 to \$11,500; 8.1 percent at \$12,000 to \$12,500; and 8.1 percent over \$12,500.

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

Table 4. Median¹ Annual Salaries of Blind and Sighted Employees² in Selected Professional and Administrative Occupations³ by Type of Agency, May 1961

Occupation	All agencies				Government agencies				Voluntary agencies			
	Blind employees		Sighted employees		Blind employees		Sighted employees		Blind employees		Sighted employees	
	Number	Median annual salaries	Number	Median annual salaries	Number	Median annual salaries	Number	Median annual salaries	Number	Median annual salaries	Number	Median annual salaries
Nursery and kindergarten teachers -----	10	\$2,820	74	\$4,500	6	\$3,640	42	\$4,840	4	\$2,160	32	\$4,050
Grade school teachers -----	93	4,200	319	4,530	74	4,420	267	4,590	19	4,000	52	4,210
Secondary school teachers -----	39	4,600	149	4,820	33	4,960	123	4,960	6	4,400	26	4,550
Music teachers -----	54	4,060	72	4,620	43	4,580	62	4,690	11	3,430	10	4,500
Physical education teachers -----	12	4,130	58	4,640	9	4,220	49	4,600	3	3,700	9	4,800
Vocational training teachers ⁴ -----	41	4,260	69	4,700	27	5,000	48	4,760	14	3,950	21	4,680
Teachers of arts and crafts -----	22	4,260	46	4,320	9	4,040	19	4,600	13	4,360	27	3,900
Casework supervisors (social) ⁴ -----	13	6,580	61	6,600	5	7,020	42	6,700	8	6,100	19	6,600
Caseworkers (social) -----	86	4,800	215	5,600	65	4,800	145	5,700	21	5,330	70	4,800
Vocational counselors -----	121	5,220	226	5,520	112	5,360	217	5,520	9	4,810	9	5,720
Mobility instructors ⁴ -----	9	4,200	77	5,550	-	-	27	7,420	7	4,160	50	5,080
Home teachers ⁴ -----	223	4,430	31	5,360	176	4,560	22	6,510	47	4,000	9	4,100
Directors, agencies for the blind -----	47	6,500	95	8,400	15	8,160	21	8,560	32	5,500	74	8,100
Assistant directors, agencies for the blind ⁴ -----	11	7,300	37	8,160	3	7,300	14	8,340	8	8,750	23	7,500
Supervisors, sections for the blind ⁴ -----	31	7,150	88	7,060	23	7,320	58	7,100	8	5,820	30	6,750
Superintendents for workshops for the blind -----	23	4,680	65	5,750	5	6,300	24	5,910	18	4,270	41	5,750

¹ One-half of the salaries reported fall above and below the median salary.

² Blind includes those legally blind (defined for the survey as those with central visual acuity of 20/200 or less in the better eye, with corrected glasses; or central visual acuity of more than 20/200 if there is a field defect in which peripheral field has contracted to such an extent that the widest diameter of visual field subtends in angular distances no greater than 20 degrees); and sighted includes all others, including those partially sighted whose vision exceeds that as defined for legally blind.

³ For scope of study, see table in appendix A. Occupations studied with fewer than 3 blind employees in government or voluntary agencies are excluded from this tabulation.

⁴ Excludes 1 worker for whom information on vision was not reported.

NOTE: Dashes indicate no data reported or data that do not meet publication criteria.

Table 5. Employment and Median¹ Annual Salaries for Selected Professional and Administrative Occupations² in Residential Schools by Type of Agency and Maintenance Allowances Received, May 1961

Type of agency and occupation	All employees		Employees receiving—					
			No maintenance		Full maintenance ³		Partial maintenance ⁴	
	Number	Median annual salaries	Number	Median annual salaries	Number	Median annual salaries	Number	Median annual salaries
<u>Government agencies</u>								
Nursery and kindergarten teachers	48	\$4,790	41	\$4,770	3	\$4,260	4	\$5,900
Grade school teachers	341	4,530	277	4,600	8	3,890	56	4,220
Secondary school teachers	156	4,960	127	5,200	6	3,560	23	4,240
Music teachers	105	4,630	83	4,920	7	4,610	15	4,000
Physical education teachers	58	4,560	44	4,680	6	3,630	8	4,450
Vocational training teachers	68	4,680	54	5,000	3	3,820	11	4,350
Superintendents of residential schools	37	8,400	16	10,700	18	7,230	3	8,480
Principals of residential schools	34	7,070	21	7,920	9	5,610	4	6,650
<u>Voluntary agencies</u>								
Nursery and kindergarten teachers	18	3,850	6	4,500	3	2,100	9	3,600
Grade school teachers	68	4,200	23	4,380	11	3,600	34	4,200
Secondary school teachers	32	4,450	11	4,380	5	4,400	16	4,700
Vocational training teachers	14	3,950	3	4,970	3	3,300	8	3,950

¹ One-half of the salaries reported fall above and below the median salary.

² For scope of study, see table in appendix A. Occupations studied with fewer than 3 employees receiving full maintenance in government or voluntary agencies are excluded from this tabulation.

³ Includes employees receiving at least 2 meals a day and lodging.

⁴ Includes employees receiving some maintenance but less than full maintenance as defined above in footnote 3.

Table 6. Employment and Median¹ Annual Salaries for Selected Professional and Administrative Occupations² by Type of Agency and Region,³ May 1961

Type of agency and occupation	Northeast		South		North Central		West	
	Number of employees	Median annual salaries						
<u>Government agencies</u>								
Nursery and kindergarten teachers -----	4	\$6,240	16	\$4,000	17	\$5,050	11	\$5,400
Grade school teachers -----	13	5,660	182	4,200	93	4,920	53	5,660
Secondary school teachers -----	4	6,360	81	4,320	54	5,800	17	5,810
Music teachers -----	5	7,230	54	4,060	32	5,370	14	5,280
Physical education teachers -----	3	5,580	29	4,070	19	5,000	7	5,300
Vocational training teachers -----	3	5,580	37	4,040	26	5,820	9	5,710
Home economics teachers -----	-	-	24	4,060	14	5,310	8	4,870
Teachers of arts and crafts -----	-	-	12	3,950	10	4,710	6	5,410
Casework supervisors (social) -----	13	7,840	10	5,810	4	7,540	20	7,020
Caseworkers (social) -----	48	5,020	44	4,580	13	5,650	105	5,700
Vocational counselors -----	71	5,590	141	5,470	85	5,400	32	6,110
Home teachers -----	46	4,860	52	3,580	53	4,800	47	6,670
Superintendents of residential schools -----	-	-	14	8,250	12	8,000	10	8,580
Principals of residential schools -----	-	-	17	6,540	10	7,920	6	7,100
Directors, agencies for the blind -----	8	10,140	12	9,180	9	7,930	7	7,800
Assistant directors, agencies for the blind -----	-	-	3	7,300	7	7,200	5	8,520
Supervisors, sections for the blind -----	20	7,150	33	6,900	14	7,270	14	7,610
Superintendents of workshops for the blind -----	-	-	11	6,080	7	5,490	8	6,370
<u>Voluntary agencies</u>								
Nursery and kindergarten teachers -----	28	3,890	-	-	-	-	3	3,000
Grade school teachers -----	57	4,200	-	-	-	-	-	-
Secondary school teachers -----	25	4,400	-	-	-	-	-	-
Music teachers -----	17	3,780	-	-	-	-	-	-
Physical education teachers -----	8	4,860	-	-	-	-	-	-
Vocational training teachers -----	21	4,680	7	3,800	5	4,500	3	4,470
Home economics teachers -----	9	4,190	4	4,020	-	-	-	-
Teachers of arts and crafts -----	29	4,160	7	3,600	-	-	3	4,520
Casework supervisors (social) -----	20	6,500	3	7,200	3	6,600	-	-
Caseworkers (social) -----	57	4,910	14	4,860	14	5,190	6	5,700
Vocational counselors -----	10	5,450	-	-	6	4,810	-	-
Mobility instructors -----	25	4,800	7	4,200	15	4,920	11	6,000
Home teachers -----	38	4,250	11	4,000	4	4,150	4	3,880
Directors, agencies for the blind -----	50	6,500	19	7,280	26	7,600	11	7,460
Assistant directors, agencies for the blind -----	21	7,500	3	5,600	3	7,200	5	8,400
Supervisors, sections for the blind -----	20	6,940	5	4,200	10	6,700	4	6,930
Superintendents of workshops for the blind -----	24	4,840	20	5,100	13	6,000	-	-

¹ One-half of the salaries reported fall above and below the median salary.

² For scope of study, see table in appendix A.

³ The regions used in this study are: Northeast—Connecticut, Maine, Massachusetts, New Hampshire, New Jersey, New York, Pennsylvania, Rhode Island, and Vermont; South—Alabama, Arkansas, Delaware, District of Columbia, Florida, Georgia, Kentucky, Louisiana, Maryland, Mississippi, North Carolina, Oklahoma, South Carolina, Tennessee, Texas, Virginia, and West Virginia; North Central—Illinois, Indiana, Iowa, Kansas, Michigan, Minnesota, Missouri, Nebraska, North Dakota, Ohio, South Dakota, and Wisconsin; and West—Alaska, Arizona, California, Colorado, Hawaii, Idaho, Montana, Nevada, New Mexico, Oregon, Utah, Washington, and Wyoming.

NOTE: Dashes indicate no data reported or data that do not meet publication criteria.

Table 7. Employment and Median¹ Annual Salaries of Employees in Selected Professional and Administrative Occupations² by Type of Agency, September 1955 and May 1961

Occupation	All agencies				Government agencies				Voluntary agencies			
	September 1955		May 1961		September 1955		May 1961		September 1955		May 1961	
	Number of employees	Median annual salaries										
Nursery and kindergarten teachers -----	89	\$3,130	84	\$4,360	66	\$3,550	48	\$4,790	23	\$2,740	36	\$3,870
Grade school teachers -----	380	3,510	412	4,470	377	3,510	341	4,530	-	-	-	-
Secondary school teachers -----	106	3,640	188	4,800	103	3,630	156	4,960	-	-	-	-
Supervising teachers, grade school -----	21	5,120	20	5,520	19	5,370	14	5,740	-	-	-	-
Music teachers -----	116	3,020	126	4,540	109	3,070	105	4,630	7	1,980	21	3,780
Physical education teachers -----	38	3,060	70	4,510	37	3,080	58	4,560	-	-	-	-
Vocational training teachers -----	77	3,140	111	4,680	77	3,140	75	4,770	-	-	-	-
Home economics teachers -----	39	3,090	64	4,480	34	3,000	48	4,590	-	-	-	-
Teachers of arts and crafts -----	39	2,680	68	4,290	26	2,820	28	4,480	13	2,400	40	4,180
Casework supervisors (social) -----	49	5,100	75	6,600	29	5,070	47	6,960	20	5,120	28	6,540
Caseworkers (social) -----	205	3,740	301	5,280	142	3,820	210	5,650	63	3,720	91	4,940
Vocational counselors -----	177	4,340	347	5,490	165	4,330	329	5,490	12	4,500	18	5,270
Mobility instructors -----	46	4,260	87	5,320	38	4,410	29	7,420	-	-	-	-
Home teachers -----	197	3,150	255	4,510	148	3,320	198	4,660	49	2,700	57	4,100
Superintendents of residential schools -----	31	6,930	41	8,520	30	6,750	37	8,400	-	-	-	-
Principals of residential schools -----	32	5,350	38	7,070	32	5,350	34	7,070	-	-	-	-

¹ One-half of the salaries reported fall above and below the median salary.

² See appendix A for scope and method of survey, May 1961, and for qualification pertaining to comparability of data presented for September 1955.

NOTE: Dashes indicate no data reported or data that do not meet publication criteria for one or both survey periods.

Table 8. Number of Agencies Reporting Formal Salary Rate Ranges¹ and Frequency of Departure From Established Salary Ranges by Type of Agency, May 1961

Item	All agencies			Government agencies			Voluntary agencies		
	Total	Residential schools	Other agencies	Total	Residential schools	Other agencies	Total	Residential schools	Other agencies
Agencies surveyed -----	250	49	201	103	43	60	147	6	141
Agencies reporting formal salary rate ranges -----	157	39	118	90	34	56	67	5	62
Frequency of departure from established salary ranges in the administration of formal salary rate plans:									
No exceptions -----	92	22	70	59	20	39	33	2	31
Few exceptions -----	60	15	45	29	12	17	31	3	28
Frequent exceptions -----	5	2	3	2	2	-	3	-	3
Agencies reporting no formal salary rate ranges -----	93	10	83	13	9	4	80	1	79

¹ Minimum and maximum salaries established for a majority of the professional and administrative occupations in services for the blind.

Appendix A. Scope and Method of Survey

Scope of Survey

This survey relates to government and voluntary agencies in the United States with paid full-time workers who spend 50 percent or more of their time in services for the blind in any of the 20 professional and administrative occupations selected for study.⁶ The American Foundation for the Blind developed the universe of agencies included in the study. The Foundation selected government and voluntary agencies from those listed in the Directory of Agencies Serving Blind Persons in the United States and Canada.⁷ Agencies included in the survey were selected on the basis of whether (a) the agencies offered direct client service and (b) the agencies were likely to employ one or more persons in any of the occupations selected for the study. Consequently, national agencies such as the Division of Services to the Blind, U.S. Department of Health, Education and Welfare, and the American Foundation for the Blind were omitted, as were such agencies as eye banks, libraries, and low vision clinics.

The scope of the survey, as finally determined for tabulation of the salary data, relates only to the 250 agencies that reported salary information for full-time employees who spent 50 percent or more of their time in work for the blind in any of the 20 professional and administrative occupations surveyed. No attempt was made to adjust the data received to take into account the few agencies that did not return or complete the survey questionnaire. The number of agencies originally selected and the number actually included in the tabulations were distributed as indicated in the following table.

Agencies selected for survey¹ and analysis of response by type of agency, May 1961

Type of agency	Agencies selected for survey	Agencies included in tabulations ²	Agencies not included in tabulations				
			No paid employees in selected occupations ³	Incomplete questionnaires	Nonrespondents	Services discontinued	Refusals
All agencies -----	316	250	49	6	6	3	2
Residential schools -----	52	49	1	1	-	-	1
Other agencies -----	264	201	48	5	6	3	1
Government agencies -----	106	103	3	-	-	-	-
Residential schools -----	44	43	1	-	-	-	-
Other agencies -----	62	60	2	-	-	-	-
Voluntary agencies -----	210	147	46	6	6	3	2
Residential schools -----	8	6	-	1	-	-	1
Other agencies -----	202	141	46	5	6	3	1

¹ Agencies serving blind persons in the United States that were likely to employ 1 or more workers who spend 50 percent or more of their time in services for the blind in any of the 20 professional and administrative occupations selected for study.

² Agencies reporting salary data for 1 or more paid full-time workers who spend 50 percent or more of their time in services for the blind in any of the 20 professional and administrative occupations selected for study.

³ Agencies reporting that they had no paid full-time employees in selected occupations who met the criteria for inclusion in tabulations, as specified in footnote 2.

⁶ See appendix D for occupations studied.

⁷ 12th ed., edited by Ruth V. Friedman; published by the American Foundation for the Blind, Inc., New York, 1961.

The survey included both government and voluntary agencies. For this survey, agencies administered by a Federal, State, county, city, or other government unit were classified as government agencies; private agencies administered by a nongovernment unit were classified as voluntary agencies. The residential schools providing educational services for the blind were predominately government agencies. The other agencies, both government and voluntary, were, for the most part, providing rehabilitation and general welfare services. In addition to services for the blind, a number of the agencies surveyed were providing services for the deaf, and other disability groups. These agencies were included in the tabulations if they reported paid full-time employees, in any of the selected occupations, who spent 50 percent or more of their time in services for the blind. As indicated in the preceding table, a number of agencies—mainly voluntary—employed no paid full-time workers in the selected occupations who spent as much as 50 percent of their time in services for the blind, employed part-time workers only, or depended upon volunteer workers. Such agencies were omitted from all tabulations.

Timing of Survey

Questionnaires were mailed in early May 1961 to the 316 government and voluntary agencies selected for survey. Agencies were asked to report information referring to the situation as of May 1, 1961, in accordance with accompanying instructions and occupational descriptions.⁸ Second requests were mailed in June to nonrespondents; agencies failing to respond to this followup were contacted in July to determine reason for nonresponse. As reports were received, they were reviewed carefully and any items in question were clarified by letter or by telephone.

Nature of Data Collected and Presented

The 20 professional and administrative occupational classifications surveyed were selected by the American Foundation for the Blind in consultation with the Bureau of Labor Statistics. Selections were made from among the occupations for which definitions had been developed in a 1955 survey of personnel in services for the blind, conducted by the Bureau in cooperation with the Foundation.⁹ The descriptions of typical duties developed for the selected occupations in the earlier survey were used in the current survey, with several minor modifications suggested by the Foundation.

The agencies selected for survey were asked to report the annual salary before taxes and other deductions, including cost-of-living or any other cash allowances, but excluding any overtime pay. Instructions provided for reporting salary data for each full-time employee whose major duties and responsibilities corresponded with those in one of the occupations as described for survey, and who spent 50 percent or more of his time in work for the blind. Those scheduled to work fewer than 30 hours a week were excluded. The salaries of teachers and other personnel employed for a school year of less than 12 months were reported as annual salary rates. Data on weekly hours of work and months employed annually, however, were reported and are discussed in this report.

Differences Between September 1955 and May 1961 Surveys

The 1961 survey was limited to agencies offering direct client services, whereas the 1955 survey covered all types of agencies serving blind persons. The types of agencies omitted from the 1961 survey, however, were those not expected to employ a sufficient number of workers in most of the 20 selected occupational classifications to influence comparability of the salary data. Since 1955, new agencies providing direct client services have come into the field, others have expanded or contracted services rendered to the blind, and some no longer provide these services.

⁸ See appendix B for the questionnaire, appendix C for the instructions sheet, and appendix D for the occupational descriptions.

⁹ National Survey of Personnel Standards and Personnel Practices in Services for the Blind, 1955, Pts. I, II, and III, prepared for the American Foundation for the Blind, by the U.S. Department of Labor, Bureau of Labor Statistics, December 1956. The primary basis for the selection of occupations was the number of individuals encompassed by the particular profession as shown by the 1955 survey. An exception is the classification mobility instructor, which was included because of its critical importance.

In the 1955 survey, definitions were developed for 69 occupational classifications from information reported by the agencies and by individual employees. Questionnaires received directly from employees provided the information on actual salaries and on duties and responsibilities for classifying employees by occupation. The descriptions of typical duties and responsibilities developed in the earlier survey also were used in the 1961 survey with minor changes. In the present survey, however, actual classification of employees according to these descriptions was done by officials of the agencies who also provided the information on annual salaries.

Since the 1961 survey was limited to agencies providing direct client services, the salary data for the administrative occupations studied, other than those in residential schools, are not directly comparable with those surveyed in 1955. Changes since the earlier period in agencies providing direct client services, and the difference in method of classifying employees in the two surveys, also had more effect upon comparability of the salary data for these administrative occupations than for the others. For these reasons, the administrative occupations other than those in residential schools have been omitted from comparisons between salary levels in 1955 and 1961 in table 7 and from the text discussion of changes in salary levels since 1955.

Appendix C. Instruction Sheet

INSTRUCTION SHEET
BLS 2468-FB-1

Salary Rates and Related Information for Employees in Services for the Blind

Please enter information on the report form in accordance with the following instructions:

Item I. Reports are desired from all agencies receiving the form. If the identifying information is not correct, please make the necessary correction. If your organization does not employ any full-time workers who spend 50 percent or more of their time in services for the blind, please indicate this in the section for "Remarks," page 4, and return the form.

Item II. Government refers to agencies administered by a Federal, State, county, city, or other government unit.

Item III. On the first line, report the number of full- and regular part-time employees of the agency who spend 50 percent or more of their time in services for the blind. These two groups combined should be reported in the space for total employment. Exclude voluntary workers. Report as part-time employees those regularly scheduled to work less than 30 hours a week. On the second line, enter the number of professional and administrative employees also included in the "All employees" figures.

Item IV. Answer "Yes" to the first question only if a formal salary structure has been adopted in which a minimum and maximum rate has been established for a majority of the occupations. Intermediate step rates within the salary ranges may or may not be specified.

Item V. Self explanatory.

Item VI. Salary data are requested only for full-time employees in each of the selected occupations listed and defined in the attached set of job descriptions. These descriptions should be reviewed before determining the employees to be listed. Employees should be included in an occupation if the duties as described cover their major duties and responsibilities and they spend 50 percent or more of their time in work for the blind. Although work arrangements may not correspond precisely to those described, all employees meeting the basic requirements of the occupation as described should be included. Those scheduled to work fewer than 30 hours a week should be omitted.

Column 1 (Selected occupation and code).—Enter the agency position title (not employee name) for employees reported in each occupation. Use a separate line for each employee in an occupation. If there is insufficient space to report all employees in an occupation, continue the entry in the extra space provided on page 4. Identify the survey occupational code number and enter the agency position title of each employee reported in that space.

Column 2 (Sex).—Enter "M" for men and "F" for women.

Column 3 (Vision).—Enter "B" for blind, including those legally blind (defined for the survey as those with central visual acuity of 20/200 or less in the better eye, with corrected glasses; or central visual acuity of more than 20/200 if there is a field defect in which peripheral field has contracted to such an extent that the widest diameter of visual field subtends in angular distance no greater than 20 degrees). Enter "S" for sighted employees, including partially sighted not within the above definition for legally blind.

Column 4 (Scheduled weekly hours).—Enter the regular weekly hours employees are scheduled to work (excluding lunch periods, or other free time of 21 or more minutes, and overtime).

Column 5 (Months employed annually).—Enter the number of months of the year each worker is employed on his regular job with the agency and for which he is paid the annual salary to be reported in column 6. For example, enter "9" for a teacher employed on the basis of a 9-month school year, but enter "12" for those employed on a 12-month basis.

Column 6 (Annual salary rate).—Report the current gross annual salary before taxes and other deductions, but excluding any overtime pay, of each employee in the selected occupation. Include cash cost-of-living or any other cash allowances as part of the salary rate. Cash maintenance allowances, if any, should be reported as part of annual salary and not coded in column 7. For teachers and any others who may be employed for a school year of less than 12 months, report their salary for the actual school year as the annual salary rate.

Column 7 (Maintenance—residential schools).—Report information in this column only for employees in residential schools who receive full or partial maintenance in addition to salaries reported in column 6. Enter "F" for full maintenance if employee receives at least two meals a day and lodging. Enter "P" for partial maintenance if employee receives some but less than indicated above for full maintenance.

U.S. DEPARTMENT OF LABOR
BUREAU OF LABOR STATISTICS
WASHINGTON 25, D. C.

Appendix D. Occupational Definitions

Descriptions of Selected Occupations for Which Salary Rates Are To Be Reported on Form BLS 2468-FB-1

NURSERY AND KINDERGARTEN TEACHERS (11-11)

Typical duties: Classroom instruction in handwork, singing, games, folk-dancing, music appreciation, dramatizations, etc., and arrangements of such activities outside the classroom as may facilitate the "growing-up" process. Assistance and training in eating, washing, and toilet routines. Responsibility for selection and maintenance of proper equipment, e.g., books, games, and toys.

GRADE SCHOOL TEACHERS (11-12)

Alternate job title: Instructor, Grade School.

Typical duties: Classroom instruction of usual school curriculum but using special methods for teaching the blind. Participation in extracurricular activities related to the educational process, e.g., school plays, musical programs, etc. Consultation with parents. Preparation of reports and records of class attendance and achievement.

SECONDARY SCHOOL TEACHERS (11-13)

Alternate job title: Instructor, High School.

Typical duties: Classroom instruction in specified subjects with appropriate necessary modification of the usual contents of the course to meet requirements of blind students. Vocational guidance and counseling of each student. Participation in extracurricular activities, e.g., plays, music, school papers, athletic contests, etc.

SUPERVISING TEACHERS, GRADE SCHOOL (11-21)

Alternate job titles: Head Teacher; Academic Coordinator.

Typical duties: General supervision of all school work. Makes the time schedules for all classes and assigns faculty and students. Directs the teacher-training program and is responsible for overall discipline. Counsels faculty and students and gives general supervision to the extracurricular educational activities. Prepares efficiency reports covering the teaching staff and students.

MUSIC TEACHERS (11-32)

Alternate job title: Instructor (piano, voice, organ, etc.).

Typical duties: Gives individual instruction in voice or instrument, or directs a band, orchestra, glee club, or choir. Takes active part in related recreational programs, e.g., dances, entertainments, assemblies, etc. Assists in the selection of appropriate supplies, e.g., sheet music. Keeps records of performance and attendance.

PHYSICAL EDUCATION TEACHERS (12-12)

Typical duties: Gives class instruction in physical education and individual or class instruction for remedial corrections, and in specified sports such as swimming, wrestling, etc. Coaches athletic teams and has responsibility for team members when they are away from school. Organizes and conducts seasonal games and contests. Plans such extracurricular affairs as those which use school gymnasium. Boy scout work is a frequent extracurricular activity.

VOCATIONAL TRAINING TEACHERS (12-22)

Alternate job title: Instructor, Trade School.

Typical duties: Has charge of a shop (woodworking, metal crafts, etc.). Plans projects and teaches their execution. Maintains handtools and teaches the use of both hand- and power tools. Orders material and tools. Teaches good design where appropriate.

HOME ECONOMICS TEACHERS (12-32)

Typical duties: Instructs in the art of homemaking. Teaches cooking and the planning of properly balanced menus with knowledge of vitamin and caloric content. Teaches housekeeping including care of household equipment and furniture. Instructs in sewing by machine and in related hand skills such as knitting, crocheting, and weaving.

TEACHERS OF ARTS AND CRAFTS (12-42)

Alternate job title: Instructor of Arts and Crafts.

Typical duties: Gives individual and class instruction in such things as chair covering, millinery, leather, beadwork, loomwork, ceramics, etc.

CASEWORK SUPERVISORS (SOCIAL) (13-11)

Alternate job titles: Social Service Director; Supervisor of Field Services; Social Case Consultant; Assistant Director in Charge of Social Work; Education Supervisor; Field Representative.

Typical duties: Plans and directs a program of professional casework service. Maintains cooperative relationship between casework department and other departments of agency. Develops or recommends additional services in the agency or the community to meet the needs of clients. Often carries an active caseload. May have any of the following additional duties: Acts for director of agency in his absence, manages funds allocated to social casework department, maintains records or compiles statistical reports, trains junior social caseworkers, and directs recreational activities. Social casework supervisor generally is expected to attend conferences of administrative staff, often represents the agency on community planning committees. Also may do some public speaking.

CASEWORKERS (SOCIAL) (13-12)

Alternate job titles: Counselor; Field Representative; Social Worker; Preschool Counselor; Family Counselor; Field Worker; Senior Visitor; Home Counselor.

Typical duties: Interviews clients, handles intake, develops social case histories, and provides social casework treatment when such treatment is indicated. Works closely with client and his family toward a satisfactory adjustment to client's blindness. Facilitates financial and medical assistance that the client may require. Establishes effective working relationships between the agency and community service organizations.

VOCATIONAL COUNSELORS (14-11)

Alternate job titles: Counselor; Rehabilitation Counselor; Vocational Rehabilitation Counselor; Rehabilitation Officer.

Typical duties: Advises and assists potentially employable blind persons in vocational training and social adjustment. Interviews vocational rehabilitation applicants to determine feasibility of rehabilitation. Assists individuals in choosing an occupation, securing training, and placement. Works toward identifying and pursuing individual optimum vocational goals. May teach Braille and typing or do travel training. Keeps records on each case and makes periodic reports.

MOBILITY INSTRUCTORS (15-12)

Alternate job titles: Mobility Orientor; Peripatologist; Mobility Specialist.

Typical duties: Diagnoses the mobility needs of blind individuals and the factors of the environment in which they function. Identifies which method of independent travel is consistent with the individual's needs and environment. Helps the individual to develop skills that are consistent with his needs and physical environment.

HOME TEACHERS (16-12)

Typical duties: Teaches blind persons to adjust to daily home living, teaches Braille reading, writing, typing, English, handicrafts, etc. Distributes talking books and records. Explains services available from other organizations.

SUPERINTENDENTS OF RESIDENTIAL SCHOOLS (21-11)

Alternate job titles: Institution Administrator; Director.

Typical duties: Develops educational policies, methods, and curricula. Selects and dismisses the staff, in consultation with the principal for the teaching staff. Coordinates the residential, health, recreation, and educational programs. Supervises all extracurricular activities, and all relations of the school to the public. Prepares reports. Has responsibility for the maintenance of the plant and its business management.

PRINCIPALS OF RESIDENTIAL SCHOOLS (21-13)

Typical duties: Plans and directs the academic program plus vocational training. Makes adaptations from the State public school curricula. Plans and directs vocational training especially adapted by him for the blind. In cooperation with the superintendent, selects and dismisses the faculty. Administers the special exams and achievement tests. Plans those recreational activities closely connected with education, e.g., music and drama programs and athletic contests. Substitutes for absent teachers. Confers and corresponds with parents to advise on preschool training and reports progress of individual students. Supervises the selection and purchase of school supplies for academic, music, and athletic activities and the maintenance of the school building.

DIRECTORS, AGENCIES (COMMISSIONS) FOR THE BLIND (21-21)

Alternate job titles: Executive Director; General Manager.

Typical duties: Makes policies and supervises their implementation. Coordinates various programs and interprets these to the public and to the Board of Commissioners. May solicit more job opportunities for the blind by contacts with employer groups. Provides for counseling the newly blind. Makes referrals to other agencies. Raises funds. Makes budget recommendations. Prepares reports and special studies.

ASSISTANT DIRECTORS, AGENCIES (COMMISSIONS) FOR THE BLIND (21-22)

Alternate job titles: Assistant Administrator; Assistant Executive Director.

Typical duties: Assists the director in carrying out the policies of the organization; approves requisitions and bills; answers inquiries on policies and services; miscellaneous administrative duties, with some responsibility for outside contacts.

SUPERVISORS, SECTIONS FOR THE BLIND (21-31)

Alternate job titles: Director, State Division of Services for the Blind; Supervisor, Bureau of Services for the Blind.

Typical duties: Supervises and coordinates all personnel, training, and work projects. Recommends to director the type and number of workers and their compensation in various projects. Trains and supervises new department heads. Develops new projects and recommends the purchase of equipment. Prepares reports.

SUPERINTENDENTS OF WORKSHOPS FOR THE BLIND (21-41)

Alternate job titles: Superintendent, Sheltered Workshop; Manager, Adult Blind Shop; Supervisor for Industries for the Blind.

Typical duties: Supervises the manufacture of articles and keeps wage records and costs. Keeps informed about market for products. Sees that all equipment is in repair and that inventory records are kept. Is responsible for discipline in shop and proper work environment. Trains or supervises training of workers to utilize maximum abilities. Prepares reports.