A STUDY OF CERTAIN COMPARABLE•DATA CONCERNING
SAIARIES OF PRINCIPALS AND COACHES IN CITY, TOWN, AND TOWNSHIP HIGH SCHOOLS OF INDIANA FOR THE SCHOOL YEARS 1930-31 AND 1934-35
by
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## I. INTRODUCTION

A. General Statement

One of the most important factors to be considered in selecting one's vocation is the salary paid. Salary alone determines the basis of living conditions and the teacher has a just right to a reasonable living wage. 1 The following excerpts from Elsbree state the issue clearly and concretely:
"The salaries paid teachers determine not only the quality of the human material that enters the profession, but also the amount and character of their general and professional preparation and their subsequent improvement in service. Even after a good grade of raw material has been obtained, money is necessary to develop it to its highest potentialities. Professional preparation requires a large initial outlay which teachers are not likely to make unless a reasonable financial return is assured them. Communities that desire teachers with a cultural training in addition to their technical training, must pay sufficiently to make this training possible.

1
W. S. Elsbree, "Teachers' Salaries and the Financial Depression," School Board Journal, Vol. 83 (November; lási); . p. 28.
"Money has an important psychological effect. Attractive surroundings act as a tonic. Good clothes have a subtle but none the less real influence upon their wearer's state of mind. A sense of financial security gives serenity and poise. If teachers are to be the epitome of optimism, they must have enough of the physical comforts and the niceties of life to maintain their own self-respect and to command the respect of others.
"Thus the quality of instruction and the whole emotional tone of the teacher depend upon the salary. Children are so susceptible to the personal influence of the teacher that it is a matter of the utmost importance that the teacher be imbued with hope, not drugged with 2 despondency."

In the final analysis, attractive salaries would entice the best and make teaching a profession instead of a stepping-stone to some other work.

Accordingly, this study has grown out of the writer's interest in the relationship of the salary of the principal and the coach. That difference exists is a fact. How great the difference is unknown. Therefore, this project is an attempt to determine the comparative financial compensation of these two positions.

2
W. S. Elsbree, "Teachers' Salaries and the Financial Depression," School Board Journal, Vol. 83, (November, 1931), p. 28.
B. Statement of Problem

This investigation has as its objective a comparative study of the salaries of high school principals and coaches for the two periods 1930-31 and 1934-35. In this study the year 1930-31 is illustrative of the high and the year 193435 the low in salaries of Indiana.
C. Problems Involved

Numerous problems of both a major and a minor nature were soon evident. The following were worthy of consideration in the order enumerated or listed.

1. How do the salaries of principals and coaches compare in the city, town, and township schools for 1930$31 ?$
2. What is the comparison in city, town, and township schools for 1934-35?
3. How does the salary for the year 1934-35 compare With 1930-31?
4. What relation exists between enrollment and salary in the city, town, and township schools for 1934-35?
5. Does experience affect salaries?
6. Does the number of weeks of training affect salaries?
7. Does the type of degree affect salaries?
8. Does the training institution have any affect on salaries?
9. Do the geographical divisions of the state influence salaries?

## D. Previous Studies

Salary issues have been and still are vital topics in recent periodical educational literature. A careful survey of the previous studies revealed the following list.

1. Bawden, W. T. Salaries of Principals of High Schools. Bureau of Education Bulletin, Washington, No. 44, 1920.
2. Butsch, R. I. C. Salaries of Teachers in Cities. 1922-23 to 1932-33, School Board Journal, Vol. 87 (November, 1933), p. 20-22
3. Cooke, D. H. Adequacy of Teachers Salaries. Peabody Journal of Education, Vol. 11 (January, 1934), pp. 145-153.
4. Eells, W. C. Relative Salaries for Different School Positions. American School Board Journal, Vol. 85 (November, 1932), p. 30.
5. Koehler, A. W. The Status of Salaries of High Schooi in Indiana, Contribution of the Graduate School, Indiana State Teachers College, Thesis No. 28, 1930.
6. May, W. M. Trends in Indiana Teachers Salaries in Comparison with Changing Economic Conditions. Contribution of the Graduate School, Indiana State Teachers College, Thesis No. 192, 1934.
7. Research Bulletin of National Education Association. Salaries in City School Systems, Vol. XI (March, 1933), No. 2.
8. Research Bulletin of National Education Association. Salaries Paid Teachers, Principals, and Certain other School Employees, Vol. VII (May, 1929), No. 3.
9. Research Bulletin of National Education Association. Salaries of School Employees, 1934-35 (March, 1935), No. 2 .
10. Shuttleworth, F. K. Salary Trends, School and Society (May 26, 1934).
11. Ward, F.E. The Status of Salaries of Indiana High School Principals for the year 1932-33. Contributions of the Graduate School, Indiana State Teachers College, Thesis No. 139, 1933.

## E. Plan of Investigation

1. Source of Data. All of the information needed for this study was gathered from the "High school Heport" which is filled out by the high school principals themselves and is filed at the office of the State Department of Public Instruction, Indianapolis, Indiana. The information is secured by the state office from these reports which are sent out at the beginning of each school year.

The following data were taken on file cards from the reports for the years 1930-31 and 1934-35.
a. Name and location of school
b. Class of school and type
c. Enrollment
d. Individual salaries of principal and coach
e. Years of experience
f. Weeks of training
g. Training institution
h. Degree and year received

3
Sample of High School Report, and Data Cards, Appendix, pp.

## 2. Scope of Data

a. All Indiana high schools including grades 9 to 12 which employed coaches were included.
b. The Indiana School Directory for 1934-35, which classifies schools by city, town, and township was used as a guide.
c. The Fans Handbook, a directory of coaches and schools was used as an aid in determining the coach, when not definitely listed on the High School Report or in the School Direotory.
3. Methods of Procedure. The general plan has been to give an accurate presentation of the data collected by means of frequency tables. Medians, first and third quartiles and quartile deviations have been shown as measures of central tendencies and dispersal.
4. Geographic Sectioning of Indiana. With the aid of my comititee the state was divided into three sections for this study, The sections to be known as Northern or Lake, Central, and Southern.
5. IImitations. By the consent of my committee the following cases were excluded:

4
Indiana School Directory, 1934-35, p, 12-13.
a. All cases where the principal and the coach were the same person.
b. All cases where data were lacking as to the teacher who served as coach.
c. All cases where the principal was found to be a lady.
d. All cases excluded because of incompleteness of data.
e. All football coaches were excluded from any comparative part in this study. There were only twenty-one coaches listed distinctly as football coaches and they were all in the city schools.
II. SALARY COMPARISON OF PRINCIPALS AND CCACHES IN CITY, TOWN, AND TOWNSHIP SCHOOLS

OF INDIANA FOR THE YEAR 1930-31

It is generally recognized that these two positions command the higher salaries. It is often stated that the coach is the most popular member of the faculty and therefore is paid a higher salary. What is the actual comparison of salaries of these two faculty members in our Indiana high schools? Which has the more promising future for a young man to-day?

In this study the schools have been classified by city, town, and township according to the Indiana High School Directory. A salary comparison has been made between the principal and the coach for the year 1930-31.

The year 1930-31 was used because it represented the high period of salaries in the state. Salaries dropped rapidly in the state after 1930-31.

Table I, page 9 , and Table II, page 10 , show a comparison of principals' and coaches' salaries in the city, town, and township schools of Indiana for the year 1930-31.

1
Indiana High School Directory, 1934-35, pp. 12-13.

SALARY COMPARISON OF COAGHES' AND PRINCIPALS IN CITY, TOWN, AND TOWNSHIP SCHOOLS OF INDIANA FOR THE YEAR 1930-31

| Salary | dity |  |  | Town |  |  | Township |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  | Prin. | Coach | Totel | Prin. | Coach | Total | Prin. | Coach | Total |
| \$5200-5399 | 2 |  | 2 |  |  |  |  |  |  |
| 5000-5199 | 4 |  | 4 |  |  |  |  |  |  |
| 4800-4999 | 2 |  | 2 |  |  |  |  |  |  |
| 4600-4799 | 3 |  | 3 |  |  |  |  |  |  |
| 4400-4599 | 7 |  | 7 |  |  |  |  |  |  |
| 4200-4399 | 1 |  | 1 |  |  |  |  |  |  |
| 4000-4199 | 5 | 1 | 6 |  |  |  | 1 |  | 1 |
| 3800-3999 | 2 | 1 | 3 |  |  |  |  |  |  |
| 3600-3799 | 7 | 6 | 13 | 1 |  | 1 |  |  |  |
| 3400-3599 | 6 | 1 | 7 |  |  |  |  |  |  |
| 3200-3399 | 4 | 5 | 9 | 1 |  | 1 | 4 |  | 4 |
| 3000-3199 | 8 | 7 | 15 | 2 |  | 2 | 4 |  | 4 |
| 2800-2999 | 5 | 5 | 10 | 2 |  | 2 | 7 |  | 7 |
| 2600-2799 | 12 | 7 | 19 | 2 |  | 2 | 17 | 3 | 20 |
| 2400-2599 | 16 | 14 | 30 | 5 |  | 5 | 52 | 1 | 53 |
| 2200-2399 | 7 | 14 | 21 | 5 | 1 | 6 | 67 | 1 | 68 |
| 2000-2199 | 10 | 11 | 21 | 7 | 5 | 12 | 98 | 9 | 107 |
| 1800-1999 | 3 | 10 | 13 | 6 | 8 | 14 | 80 | 25 | 105 |
| 1600-1799 |  | 16 | 16 | 8 | 9 | 17 | 27 | 75 | 102 |
| 1400-1599 | 1 | 6 | 7 | 6 | 14 | 20 | 4 | 123 | 127 |
| 1200-1399 | 1 | 2 | 3 | 1 | 9 | 10 | 3 | 108 | 111 |
| 1000-1199 |  |  |  |  |  |  |  | 19 | 19 |
| Total | 106 | 106 | 212 | 46 | 46 | 92 | 364 | 364 | 728 |
| Median <br> Salary | \$2960 | \$2314 |  | \$2057 | \$1400 |  | \$2138 | \$ 1490 |  |

In the city schools the middle fifty per cent of the principals received between $\$ 2469$ and $\$ 3850$ in salary. The middle fifty per cent of the coaches received between 1850 and $\$ 2786$ in salary. The medians were $\$ 2960$ for principals and $\$ 2314$ for coaches.

In the town schools the middle fifty per cent of the principals received between $\$ 1712$ and $\$ 2460$ in salary. The midde fifty per cent of the coaches received between $\$ 1436$ and $\$ 1862$ in salary. The medians were $\$ 2057$ for principals and $\$ 1500$ for coaches.

In the township schools the middle fifty per cent of the principals received between $\$ 1942$ and $\$ 2384$ in salary. The middle fifty per cent of the coaches received between $\$ 1312$ and $\$ 1662$ in salary. The medians were $\% 2138$ for principals and $\$ 1490$ for coaches.

TABLE II
SUMMARY OF TABLE I

| 1930-31 | City |  | Town |  | Township |  | State |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  | Prin. | Coach | Prin. | Coach | Prin. | Coach | Prin. | Coach |
| $\begin{gathered} \text { lst } \\ \text { Quartile } \end{gathered}$ | \$2469 | \$1850 | \$1712 | \$1436 | \$1942 | \$1312 | \$1775 | \$1185 |
| Median 3rd | 2960 | 2314 | 2057 | 1500 | 2138 | 1490 | 2071 | 1369 |
| Quartile <br> Quartile | 3850 | 2786 | 2460 | 1862 | 2384 | 1662 | 2345 | 1628 |
| Deviation | 690 | 468 | 374 | 213 | 221 | 175 | 285 | 221 |

## Summary

1. The median salary of the principals in the city schools was $\$ 2960$, while that of the coaches was $\bar{y} 2314$. There was a difference of $\$ 646$ in medians in favor of the principals.
2. The median salary of the principals in the town schools was $\$ 2057$, while the median for the coaches was \$1500. There was a difference in medians of 8557 in favor of the principals.
3. The median salary of the principals in the township schools was $\$ 2138$, while the median for the coaches was \$1490. There was a difference in medians of $\$ 581$ in favor of the principals.
4. The differences between medians in the three classes of schools of the principals and coaches are fairly constant. A range from $\$ 557$ in town schools, to $\$ 581$ in township, to $\$ 646$ in the city schools.
5. There were only twenty-two coaches listed in data as being strictly football and all of these were located in city schools. The high salary for these was $\$ 3250$ and low \$1575. The median salary for the football coaches was $\$ 2300$, which was $\$ 14$ lower than the median of those used in this study.
III. SALARY COMPARISON OF PRINCIPALS AND COACHES IN CITY, TOWN, AND TOWNSHIP SCHOOLS

OF INDIANA FOR THE YEAR 1934-35

In Table III, page 13, using the same classifications as Table II, page 10 , the salaries of principals and coaches for 1934-35 were compared. School salaries reached their lowest point during this year.

Table III, page 13 , and Table IV, page 14 , compare the principals' and coaches' salaries in the city, town, and township schools of Indiana for 1934-35.

In the city schools the middle fifty per cent of the principals received between $\$ 2057$ and $\$ 3244$ in salary. The middle fifty per cent of the coaches received between $\$ 1587$ and $\$ 2130$ in salary. The medians were $\$ 2524$ for principals and $\$ 1891$ for coaches.

In the town schools the middle fifty per cent of the principals received between $\$ 1396$ and $\$ 1962$ in salary. The middle fifty per cent of the coaches received between $\$ 1075$ and $\$ 1427$. The medians were and $\$ 1261$ for coaches.

In the township schools the middle fifty per cent of the principals received between $\$ 1393$ and $\% 1770$ in salary. The middle fifty per cent of the coaches received between \$1069 and $\$ 1259$. The medians were $\$ 1564$ for principals and $\$ 1145$ for coaches.

SALARY COMPARISON OF PRINCIPAIS AND COACHES
IN CITY, TOWN, AND TOWNSHIP SCHOOLS
OF INDIANA FOR 1934-35

| Salary | City |  |  | Town |  |  | Township |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  | Prin. | Coach | Total | Prin. | Coach | Total | Prin. | coach | Total |
| \$5000-5199 |  |  |  |  |  |  |  |  |  |
| 4800-4999 |  |  |  |  |  |  |  |  |  |
| 4600-4799 |  |  |  |  |  |  |  |  |  |
| 4400-4599 | 3 |  | 3 |  |  |  |  |  |  |
| 4200-4399 | 1 |  | 1 |  |  |  |  |  |  |
| 4000-4199 |  |  |  | . |  |  |  |  |  |
| 3800-3999 | 3 |  | 3 |  |  |  |  |  |  |
| 3600-3799 | 9 |  | 9 |  |  |  |  |  |  |
| 3400-3599 | 4 |  | 4 |  |  |  |  |  |  |
| 3200-3399 | 9 | 2 | 11 |  |  |  |  |  |  |
| 3000-3199 | 6 | 1 | 7 |  |  |  |  |  |  |
| 2800-2999 | 5 | 2 | 7 |  |  |  | 1 |  | 1 |
| 2600-2799 | 9 | 3 | 12 | 4 |  | 4 | 1 |  | 1 |
| 2400-2599 | 13 | 4 | 17 | 4 |  | 4 | 7 |  | 7 |
| 2200-2399 | 9 | 7 | 16 | 1 |  | 1 | 8 |  | 8 |
| 2000-2199 | 14 | 23 | 37 | 2 |  | 2 | 21 | 1 | 22 |
| 1800-1999 | 15 | 22 | 37 | 13 | 1 | 14 | 52 | 4 | 56 |
| 1600-1799 | 4 | 16 | 20 | 8 | 3 | 11 | 109 | 6 | 115 |
| 1400-1599 | 2 | 15 | 17 | 9 | 11 | 20 | 131 | 27 | 158 |
| 1200-1399 | 2 | 8 | 10 | 13 | 18 | 31 | 113 | 104 | 217 |
| 1000-1199 |  | 5 | 5 | 1 | 22 | 23 | 2 | 293 | 295 |
| 800-999 |  |  |  |  |  |  |  | 10 | 10 |
| Total | 108 | 108 | 216 | 55 | 55 | 110 | 445 | 445 | 890 |
| $\begin{aligned} & \text { Median } \\ & \text { Salary } \end{aligned}$ | \$2524 | \$1891 |  | $\$ 1712$ | \$1261 |  | 莭1564 | \$1145 |  |

TABLE IV
SUNMARY OF TABLE III

| 1934-35 | City |  | Town |  | Township |  | State |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  |  | ries $f$ <br> Coach | $\begin{gathered} \text { Sala } \\ \text { Prin. } \end{gathered}$ | $\begin{aligned} & \text { aries } \\ & \text { foach } \\ & \text { Cole } \end{aligned}$ | $\begin{array}{r} \text { Sal } \\ \text { Prin. } \end{array}$ | aries of <br> Coach |  | aries f Coach |
| $\begin{gathered} \text { Ist } \\ \text { Quartile } \end{gathered}$ | \$2057 | \$1587 | \$1396 | \$1075 | \$1393 | \$1069 | \$1430 | \$1107 |
| Median | 2524 | 1891 | 1712 | 1261 | 1564 | 1145 | 1647 | 1239 |
| Quartile | 3244 | 2130 | 1962 | 1427 | 1770 | 1259 | 1948 | 1485 |
| Quartile |  |  |  |  |  |  |  |  |
| Deviation | 593 | 271 | 283 | 176 | 188 | 95 | 259 | 189 |

Summary

1. The median salary of the principals in the city schools was \$2524, while that of the coaches was $\$ 1891$. There was a difference of $\% 633$ in medians in favor of the principals.
2. The median salary of the principals in the town schools was \$1712, while that of the coaches was \$1261. There was a difference of $\$ 451$ in medians in favor of the principals.
3. The median salary of the principals in the township schools was \$1564, while that of the coaches was \$1145. There was a difference of $\$ 419$ in mediens in favor of the principals.
4. The differences in medians range from $\$ 419$ in townships, to $\$ 451$ in the towns, to $\$ 633$ in the city schools
and all in favor of the principals.
5. There were only twenty-one coaches listed in the data as being football coaches and all of these were in the city schools. The high salary for these coaches was $\$ 3240$ and low was $\$ 1550$. The median salary of this list was $\$ 2081$ whioh was $\$ 190$ higher than the median of those used in this study.
IV. CIIT, TOWN, AND TOWNSHIP SALARY COMPARISON FOR THE YEARS 1930-31 AND 1934-35

In this section the schools are again classified by city, town, and township according to the Indiana High School Directory and a salary comparison for the years 1930-31 and 1934-35 is given.

What effect has the depression had upon the salary of the principal and the coach? some of the results are known without consulting the data, but probably there are some important factors yet to be uncovered.

The year 1930-31 has been taken in this section to be the year of the high salary. This year was taken because there were no accurate data filed back of 1930-31. Salaries have been raised this year 1934-35 in a few of the places.

What has been the change in principals' and coaches salaries from the high year of 1930-31 to the low year of 1934-35?

1
Indiana High School Directory, 1934-35, pp. 12-13.

TABLE V
COMPARISON OF SALARIES OF PRINCIPALS AND COACHES
IN ALL INDIANA HIGH SCHOOLS FOR THE YEARS
1930-31 AND 1934-35

| Salary | 1930-31 |  |  | 1934-35 |  |  | 1930-31 |  |  | 1934-35 |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  | Principals |  |  |  |  |  | Coaches |  |  |  |  |  |
|  | City | Town | Township | City | Town | Township | City | Town | Township | City | Town | Townstio |
| \$5200-5399 | 2 |  |  |  |  |  |  |  |  |  |  |  |
| 5000-5199 | 4 |  |  |  |  |  |  |  |  |  |  |  |
| 4800-4999 | 2 |  |  |  |  |  |  |  |  |  |  |  |
| 4600-4799 | 3 |  |  |  |  |  |  |  |  |  |  |  |
| 4400-4599 | 7 |  |  | 3 |  |  |  |  |  |  |  |  |
| 4200-4399 | 1 |  |  | 1 |  |  |  |  |  |  |  |  |
| 4000-4199 | 5 |  | 1 |  |  |  | 1 |  |  |  |  |  |
| 3800-3999 | 2 |  |  | 3 |  |  | 1 |  |  |  |  |  |
| 3600-3799 | 7 | 1 |  | 9 |  |  | 6 |  |  |  |  |  |
| 3400-3599 | 6 |  |  | 4 |  |  | 1 |  |  |  |  |  |
| 3200-3399 | 4 | 1 | 4 | 9 |  |  | 5 |  |  | - 2 |  |  |

TABLE V (Continued)

| \$3000-3199 | 8 | 2 | 4 | 6 |  |  | 7 |  |  | 1 |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| 2800-2999 | 5 | 2 | 7 | 5 |  | 1 | 5 |  |  | 2 |  |  |
| 2600-2799 | 12 | 2 | 17 | 9 | 4 | 1 | 7 |  | 3 | 3 |  |  |
| 2400-2599 | 16 | 5 | 52 | 13 | 4 | 7 | 14 |  | 1 | 4 |  |  |
| 2200-2399 | 7 | 5 | 67. | 9 | 1 | 8 | 14 | 1 | 1 | 7 |  |  |
| 2000-2199 | 10 | 7 | 98 | 14 | 2 | 21 | 11 | 5 | 9 | 23 |  | 1 |
| 1800-1999 | 3 | 6 | 80 | 15 | 13 | 52 | 10 | 8 | 25 | 22 | 1 | 4 |
| 1600-1799 |  | 8 | 27 | 4 | 8 | 109 | 16 | 9 | 75 | 16 | 3 | 6 |
| 1400-1599 | 1 | 6 | 4 | 2 | 9 | 131 | 6 | 14 | 123 | 15 | 11 | 27 |
| 1200-1399 | 1 | 1 | 3 | 2 | 13 | 113 | 2 | 9 | 108 | 8 | 18 | 104 |
| 1000-1199 |  |  |  |  | 1 | 2 |  |  | 19 | 5 | 22 | 293 |
| 800-999 |  |  |  |  |  |  |  |  |  |  |  | 10 |
| Total | 106 | 46 | 364 | 108 | 55 | 445 | 106 | 46 | 364 | 108 | 55 | 445 |
| Median Salary | \$2960 | \$2057 | \$2138 | \$2524 | \$1712 |  | \$2314 | \$1500 | \$1490 | W1891 | \$1261 | \$1145 |

## TABLE VI

A COMPARISON OF PRINCIPALS' SALARIES IN CITY, TOWN, AND TOWNSHIP SCHOOLS FOR THE YEARS 1930-31 AND 1934-35*

|  | Principals |  |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  | City |  | Town |  | Township |  |
|  | 1930-31 | 1934-35 | 1930-31 | 1934-35 | 1930-31 | 1934-35 |
| Quartile | \$2469 | \$2057 | \$1712 | $\$ 1396$ | \%1942 | \$1393 |
| $\begin{gathered} \text { Median } \\ \text { 3rd } \end{gathered}$ | 2960 | 2524 | 2057 | 1712 | 2138 | 1564 |
| Quertile | 3850 | 3244 | 2460 | 1962 | 2384 | 1770 |
| Quartile <br> Deviation | 690 | 593 | 374 | 283 | 221 | 188 |

*Summary of Table V

TABLE VII
A COMPARISON OF COACHES' SALARIES IN CITY, TOWN, AND TOWNSHIP SCHOOLS FOR THE YEARS 1930-31 AND 1934-35*

| $\begin{gathered} \text { lst } \\ \text { Quartile } \end{gathered}$ | Coaches |  |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  | City |  | Town |  | Township |  |
|  | 1930-31 | 1934-35 | 1930-31 | 1934-35 | 1930-31 | 1934-35 |
|  | \$1850 | \$1587 | ¢1436 | \%1075 | \$1312 | \$1069 |
| $\begin{gathered} \text { Median } \\ 3 r d \end{gathered}$ | 2314 | 1891 | 1500 | 1261 | 1490 | 1145 |
| Quartile | 2786 | 2130 | 1862 | 1427 | 1662 | 1259 |
| Quartile <br> Deviation | 468 | 271 | 213 | 176 | 175 | 95 |

*Summary of Table $V$

$\qquad$ for principals
------for coaches

Figure 1. Illustration of decrease in principals' and coaches' salaries
in city schools for the years 1930. 31 and 1934-35.

$\qquad$ for principals
--------for coaches

Figure 2. Illustration of decrease in principals' and coaches' salaries in town schools for the years 1930-31 and 1934-35.


Figure 3. Illustration of decrease in principals' and coaches' salaries in township schools for the years 193031 and 1934-35.


Figure 4. Illustration of decrease in principals' and coaches' salaries in the Indiana high schools for the years 1930-31 and 1934-35.

Table VI, page 19, shows a comparison of principals' salaries in city, town, and township schools in 1930-31 with 1934-35.

The middle fifty per cent of the principals in city schools received between $\$ 2469$ and $\$ 3850$ in salary for 1930-31; while in 1934-35 they received between $\$ 2057$ and \$3244. The median in 1930-31 was \$2960; while the median In 1934-35 was $\$ 2524$. There was a difference in medians of $\$ 436$.

The middle fifty per cent of the principals in town schools received between \$1712 and \$2460 in salary for 1930-31; while in 1934-35 they received between $\$ 1396$ and \$1962. The median in 1930-31 was $\$ 2057$; while the median in 1934-35 was 受l7l2. There was a difference in medians of $\$ 345$.

The middle fifty per cent of the principals in the township schools received between $\$ 1942$ and $\$ 2384$ in salary for 1930-31; while in 1934-35 they received between ${ }^{1} 1393$ and $\$ 1770$. The median in 1930-31 was $\$ 2138$; while the median in 1934-35 was $\$ 1564$. There was a difference in medians of $\$ 574$.

Table VII, page 19, shows a comparis on of coaches' salaries in aity, town, and township schools in 1930-31 With 1934-35.

The middle fifty per cent of the coaches in city schools received between $\$ 1850$ and $\$ 2786$ in salary for 1930-31; while in 1934-35 they received between and \$2130. The median in 1930-31 was $\$ 2314$; while the
median in 1934-35 was $\$ 1891$. There was a difference in medians of $\$ 423$.

The middle fifty per cent of the coaches in town schools received between $\$ 1436$ and $\$ 1862$ in salary for 1930-31; while in 1934-35 they received between $\$ 1075$ and \$1427. The median in 1930-31 was $\$ 1500$; while the median in 1934-35 was \$1261. There was a difference in medians of \$239.

The middle fifty per cent of the coaches in township schools received between $\$ 1312$ and $\$ 1662$ in salary for 1930-31; while in 1934-35 they received between $\$ 1069$ and $\$ 1259$. The median in 1930-31 was $\$ 1490$; while the median in 1934-35 was \$1145. There was a difference in medians of $\$ 345$.

## TABLE VIII

TOTAL MEDIAN SALARIES AND PER CENT OF DROP
OF CITY, TOWN, AND TOWNSHIP SCHOOLS COMPARED FOR 1930-31 AND 1934-35

|  |  | Median Salary <br> of Principals |  |  |  |  |
| :--- | ---: | ---: | ---: | ---: | ---: | :---: |
|  | Cases | $1930-31$ | $1934-35$ | Cases | Drop | Per cent |
|  | 106 | $\$ 2960$ | $\$ 2524$ | 108 | $\$ 436$ | 14.6 |
|  | 36 | 2057 | 1412 | 55 | 345 | 16.8 |
| Indiana | 516 | 2138 | 1564 | 445 | 574 | 26.8 |

Table VIII, page 25, compares the median salaries of the city, town, and township principals for the years 1930-31 and 1934-35, and gives the drop in salary by dollars and per cent.

The median for city principals dropped, during the two year period, from $\$ 2960$ to $\$ 2524$ which represents a decrease of 14.6 per cent.

The town median dropped from \$2057 in 1930-31 to $\$ 1712$ in 1934-35, a decrease of 16.8 per cent.

The township median dropped from $\$ 2138$ in 1930-31 to $\$ 1564$ in 1934-35, a decrease of 26.8 per cent, the highest for the three groups.

For the state as a whole, the median salary for principals, dropped from $\$ 2071$ to $\$ 1647$, or 20.5 per cent.

## TABLE IX

TOTAL NEDIAN SALARIES AND PER CENT OF DROP OF CITY, TOWN, AND TOWNSHIP SCHOOLS COMPARED FOR 1930-31 AND 1934-35

|  |  | Median Salary <br> of Coaches |  |  |  |  |
| :--- | ---: | ---: | ---: | ---: | ---: | :---: |
|  | Cases | $1930-31$ | $1934-35$ | Cases | Drop | Per Cent |
| City | 106 | $\$ 2314$ | $\$ 1891$ | 108 | 423 | 18.3 |
| Town | 46 | 1500 | 1261 | 55 | 239 | 16. |
| Township | 364 | 1490 | 1145 | 445 | 345 | 23. |
| Indiana | 516 | 1369 | 1239 | 608 | 130 | 9.5 |

Table IX, page 26, compares the median salaries of the city, town, and township coaches for the years, 1930-31 and 1934-35, and gives the drop in salary by dollars and per cent.

The median for city coaches dropped, during the two year period, from $\$ 2314$ for 1930-31 to $\$ 1891$ in 193435 which represents a decrease of 18.3 per cent.

The town median dropped from $\$ 1500$ in 1930-31 to $\$ 1261$ in 1934-35, a decrease of 16 per cent.

The township median dropped from \$1490 in 1930-31 to $\$ 1145$ in 1934-35, a decrease of 23 per cent, the highest for the three groups.

The state median salary for coaches dropped from $\$ 1369$ in 1930-31 to $\$ 1239$ in 1934-35, a decrease of 9.5 per cent.

## Summary

1. The median salary of the principals in the city sohools dropped 16.6 per cent for the five year period 1930-31 to 1934-35; while that of the coach dropped 18.3 per cent, a decrease of 1.7 per cent greater for the coach.
2. The median salary of the principals in the town schools dropped 16.8 per cent from 1930-31 to 1934-35; while that of the coaches dropped 16 per cent. There was an 0.8 per cent greater drop for the principals.
3. The median salary of the principals in the township schools dropped 26.8 per cent from 1930-31 to 1934-35;
while that of the coaches dropped 23 per cent. There was a 3.8 per cent greater drop for the principals.
4. For the state as a whole, the median salary of the principals dropped 20.5 per cent from 1930-31 to 1934-35; while the median of coaches dropped only 9.5 per cent, There was a 11 per cent greater drop on the salaries of the principals.
5. In 1930-31 no principal received less than \$1200; while in 1934-35 the salaries of one town and two township principals dropped below this figure.
6. In 1930-31 thirty-nine principals received a salary above $\$ 3400$; while in 1934-35 only twenty received above this figure. There was a decrease of nineteen in number.
7. For coaches in 1930-31 nineteen received less than \$l200; while in 1934-35 there were 320 receiving less than the above figure. There was an increase of 301 in the five-year period.
8. There were nine coaches in 1930-31 receiving above $\$ 3400$; while in 1934-35 there were none. There was a decrease of nine in number.

## V. ENROLLIAENT AND SALARY

In this section enrollment and the salary of the high school principal and coach will be compared in the city, town, and township high schools and in the state as a whole. It will be interesting to know whether principals and coaches in the larger school systems receive a greater remuneration for their services. All other factors being equal, the answer should be in the affirmative.

The Research Bulletin of the National Education 1 Association makes the following statement concerning the enrollment or size of the school: "A perfectly consistent tendency for average saleries to vary directly with average size of school systems is evident."

What do the high schools of Indiana show?

## 1

Research Bulletin of the National Education Association, Salaries in City School Systems, XI No. 2 (March, 1933), p. 48.

TABLE X
ENROLLMENT COMPARED WITH THE SALARY OF PRINCIPALS IN THE CITY SCHOOLS OF INDIANA

|  | Enrollment |  |  |  |  |  |  |  |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Salary | 1-49 | 50-99 | 100-149 | 150-199 | 200-249 | 250-299 | 300-499 | 500-999 | 1000-1499 | 1500-1999 | 2000- | Total |
| \$5000-5199 |  |  |  |  |  |  |  |  |  |  |  |  |
| 4800-4999 |  |  |  |  |  |  |  |  |  |  |  |  |
| 4600-4799 |  |  |  |  |  |  |  |  |  |  |  |  |
| 4400-4599 |  |  |  |  |  |  |  |  | 1 | 1 | 1 | 3 |
| 4200-4399 |  |  |  |  |  |  |  |  |  |  | 1 | 1 |
| 4000-4199 |  |  |  |  |  |  |  |  |  |  |  |  |
| 3800-3999 |  |  |  |  |  |  |  | 1 |  | 1 | 1 | 3 |
| 3600-3799 |  |  |  | 1 |  |  |  | 3 | 1 | 4 |  | 9 |
| 3400-3599 |  |  |  |  |  |  | 1 | 2 |  | 1 | 1 | 5 |
| 3200-3399 |  |  |  |  |  |  |  | 1 | 6 | 1 | 1 | 9 |
| 3000-3199 |  |  |  |  |  |  |  | 4 | 1 | 1 |  |  |
| 2800-2999 |  |  |  | 1 |  |  |  | 2 | 2 | - |  | 5 |

TABLE X (Continued)

| \$2600-2799 |  |  | 1 |  |  | 2 | 5 | 1 |  |  | 9 |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| 2400-2599 |  |  |  | 1 | 1 | 4 | 6 |  |  |  | 12 |
| 2200-2399 |  |  |  | 1 |  | 4 | 3 |  |  |  | 8 |
| 2000-2199 |  |  | 1 |  | 3 | 10 | 1 |  |  |  | 15 |
| 1800-1999 |  | 1 | 4 | 3 | 2 | 3 | 2 |  |  |  | 15 |
| 1600-1799 |  |  |  | 1 | 3 |  |  |  |  |  | 4 |
| 1400-1599 | 1 |  |  | 1 |  |  |  |  |  |  | 2 |
| 1200-1399 |  |  | 1 |  |  | 1 |  |  |  |  | 2 |
| 1000-1199 |  |  |  |  |  |  |  |  |  |  |  |
| Tot al | 1 | 1 | 9 | 7 | 9 | 25 | 30 | 12 | 9 | 5 | 108 |

TABLE XI
SUMMARY OF TABLE $X$

|  | Ist <br> Quartile | Median | 3rd <br> Quartile | Quartile <br> Deviation | State <br> Median, |
| :--- | :---: | :---: | :---: | :---: | :---: |
| Enrollment | 250 | 533.5 | 900 | 325 | Ill |
| Salary | $\$ 2057$ | $\$ 2524$ | $\$ 3244$ | $\$ 593$ | $\$ 1647$ |

Table $X$, page 30 , and Table $X I$, which is given above, compare the enrollment in city schools and the salaries of the high school principals for 1934-35. The middle fifty per cent of this class of high schools had an enrollment between two hundred fifty and nine hundred pupils and the midde fifty per cent of the principals received between $\$ 2057$ and \$3244 in salary. The median city high school had 533.5 pupils and the median salary of the principal was $\$ 2524$.

Table XII, page 35, and Table XIII, page 36, show the relationship in the town schools for 1934-35.

The middle fifty per cent of this class of high schools had an enrollment between 115.6 and two hundred nine pupils and the middle fifty per cent of the principals received from $\$ 1396$ to $\$ 1962$ in salary. The median town high school had 166.1 pupils and the median salary of the principals was 1712.

Table XIV, page 37 , and Table XV, page 38 , show the relationship in the township high schools for 1934-35.

The middle fifty per cent of this class of high schools had an enrollment between sixty-six and one hundred twentyeight pupils and the middle fifty per cent of the principals received between $\$ 1393$ and $\$ 1770$ in salary. The median township high school had 91.5 pupils and the median salary of the principal was 1564.

Table XVI, page 39, and Table XVII, page 4l, give a comparison of enrollment and principal's salary in the Indiana high schools, 1934-35. Reading from the totals: forty-three high schools had fewer than fifty pupils; two hundred thirty schools had between fifty and one hundred pupils; etc. A glance at the scatter diagram indicates, that as enrollment increased, the salary of the principal increased. The middle fifty per cent of the high schools had an enrollment between 73.8 and one hundred eighty-five pupils; and the middle fifty per cent of the principals received between $\mathbb{W} 1430$ and $\$ 1948$. The median bigh school had one hundred eleven pupils and the median principal's salary was $\$ 1647$.

Table XVIII, page 42 , and Table XIX, page 42 , compare the enrolment and salary in the city, town, and township schools.

The median enrollments increased rapidly from 91.5 in the township, to 166.1 in the towns, and 533.5 in the cities. Only the township median was below the state median of one hundred eleven, but as almost three-fourths of the schools were of this type it governed the median
to the greatest degree.
City schools exceeded the torn median by 367.4 pupils, and the principal's median salary was greater by \$812. They further exceeded the state median in enrollment by 422.5 pupils and the state median salary by $\$ 877$.

Town schools exceeded the township median by 74.6 pupils, and the principal's median salary was greater by $\$ 148$.

TABLE XII
ENROLLMENT COMPARED WITH THE PRINCIPAL'S SALARY IN THE TOWN SCHOOLS OF INDIANA

|  | Enrollment |  |  |  |  |  |  |  |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Salary | 1-49 | 50-99 | 100-149 | 150-199 | 200-249 | 250-299 | 300-349 | 350-399 | 400-449 | 450-499 | 500- | Total |
| \$3600-3699 |  |  |  |  |  |  |  |  |  |  |  |  |
| 3400-3599 |  |  |  |  |  |  |  |  |  |  |  |  |
| 3200-3399 |  |  |  |  |  |  |  |  |  |  |  |  |
| 3000-3199 |  |  |  |  |  |  |  |  |  |  |  |  |
| 2800-2999 |  |  |  |  |  |  |  |  |  |  |  |  |
| 2600-2799 |  |  | ,1 | 2 | 1 |  |  |  |  |  |  | 4 |
| 2400-2599 |  |  | 1 | 2 | 1 |  |  |  |  |  |  | 4 |
| 2200-2399 |  |  |  | 1 |  |  |  |  |  |  |  | 1 |
| 2000-2199 |  | 1 |  |  | 1 |  |  |  |  |  |  | 2 |
| 1800-1999 |  | 3 | 3 | 2 | 4 |  | 1 |  |  |  |  | 13 |
| 1600-1799 |  | 2 | 2 | 2 | 2 |  |  |  |  |  |  | 8 |
| 1400-1599 |  | 1 |  | 4 | 2 | 1 |  |  | 1 |  |  | 9 |
| 1200-1399 | 1 | 2 | 4 | 4 |  | 2 |  |  |  | - |  | 13 |
| 1000-1199 | . |  | 1 |  |  |  |  |  |  |  |  | 1 |
| Total | 1 | 9 | 12 | 17 | 11 | 3 | 1 |  | 1 |  |  | 55 |

TABLE XIII
SUNMARY OF TABLE XII

|  | lst <br> Quartile | Median | 3rd <br> Quartile | Quartile <br> Deviation | State <br> Median |
| :--- | :---: | :---: | :---: | :---: | :---: |
| Enrollment | 115.6 | 166.1 | 209 | 46.7 | 111 |
| Salary | $\$ 1396$ | $\$ 1712$ | $\$ 1962$ | $\$ 283$ | $\$ 1647$ |

TABLE XIV
ENROLLMENT COMPARED WITH THE PRINGIPAL'S SALARY IN THE TOWNSHIP SCHOOLS OF INDIANA

|  | Enrollment |  |  |  |  |  |  |  |  |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Salary | $4-$ | $\begin{aligned} & 50- \\ & 99 \end{aligned}$ | $\begin{aligned} & 1000 \\ & 149 \end{aligned}$ | $\begin{aligned} & 150- \\ & 199 \end{aligned}$ | $\begin{aligned} & 200- \\ & 249 \end{aligned}$ | $\begin{aligned} & 250- \\ & 299 \end{aligned}$ | $\begin{aligned} & 300- \\ & 349 \end{aligned}$ | $\begin{aligned} & 350- \\ & 399 \end{aligned}$ | $\begin{aligned} & 400- \\ & 449 \end{aligned}$ | $450-$ | $\begin{aligned} & 500- \\ & 549 \end{aligned}$ | $\begin{aligned} & 550- \\ & 599 \end{aligned}$ | Total |
| \$3400-3599 |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 3200-3399 |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 3000-3199 |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 2800-2999 |  |  |  |  |  |  |  |  |  |  | 1 |  | 1 |
| 2600-2799 |  |  |  |  |  |  |  |  |  | 1 |  |  | 1 |
| 2400-2599 |  |  | 1 | 3 | 1 | 1 |  |  |  |  |  | 1 | 7 |
| 2200-2399 |  | 2 | 5 | 2 | 1 |  |  |  |  |  |  |  | 10 |
| 2000-2199 |  | 5 | 5 | 6 | 2 | 1 |  |  |  |  |  |  | 19 |
| 1800-1999 | 1 | 15 | 19 | 10 | 3 | 1 | 2 |  |  |  |  |  | 51 |
| 1600-1799 | 10 | 58 | 31 | 4 | 4 |  |  |  |  |  |  |  | 107 |
| 1400-1599 | 18 | 73 | 37 | 5 | 1 |  |  |  |  |  |  |  | 134 |
| 1200-1399 | 11 | 67 | 30 | 5 |  |  |  |  |  |  |  |  | 113 |
| 1000-1199 | 2 |  |  |  |  |  |  |  |  |  |  |  | 2 |
| 800-999 |  |  |  |  |  |  |  |  |  |  |  |  |  |
| Total | 42 | 220 | 128 | 35 | 12 | 3 | 2 |  |  | 1 | 1 | 1 | 445 |

TABLE XV
SUMMARY OF TABLE XIV

|  | lst <br> Quartile | Median | 3rd |
| :--- | :---: | :---: | :---: | :---: | :---: |
| Quartile |  |  |  | | Quartile |
| :---: |
| Deviation | | State |
| :---: |
| Median |

TABLE XVI
TOTAL ENROLLMENT COMPARED WITH THE SALARY OF PRINCIPALS IN INDIANA HIGH SCHOOLS, 1934-35

|  | Enrollment |  |  |  |  |  |  |  |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Salary | 1-49 | 50-99 | 100-149 | 150-199 | 200-249 | 250-299 | 300-499 | 500-999 | 1000-1499 | 1500-1999 | 2000- | Total |
| \$5000-5199 |  |  |  |  |  |  |  |  |  |  |  |  |
| 4800-4999 |  |  |  |  |  |  |  |  |  |  |  |  |
| 4600-4799 |  |  |  |  |  |  |  |  |  |  |  |  |
| 4400-4599 |  |  |  |  |  |  |  |  | 1 | 1 | 1 | 3 |
| 4200-4399 |  |  |  |  |  |  |  |  |  |  | 1 | 1 |
| 4000-4199 |  |  |  |  |  |  |  |  |  |  |  |  |
| 3800-3999 |  |  |  |  |  |  |  | 1 |  | 1 | 1 | 3 |
| 3600-3799 |  |  |  | 1 |  |  |  | 3 | 1 | 4 |  | 9 |
| 3400-3599 |  |  |  |  |  |  | 1 | 2 |  | 1 | 1 | 5 |
| 3200-3399 |  |  |  |  |  |  |  | 1 | 6 | 1 | 1 | 9 |
| 3000-3199 |  |  |  |  |  |  |  | 4 | 1 | 1 |  | 6 |
| 2800-2999 |  |  |  |  |  |  |  | 3 | 2 |  |  | 5 |
| 2600-2799 |  |  | 1 | 3 | 1 |  | 3 | 5 | 1 |  |  | 14 |

## - TABLE XVI (Continued)



TABLE XVII
SUMMARY OF TABIE XVI

|  | lst <br> Quartile | Median | 3rd <br> Quartile | Quartile <br> Deviation |
| :--- | :---: | :---: | :---: | :---: |
| Enrollment | 73.8 | 111 | 185 | 55.6 |
| Salary | $\$ 1430$ | $\$ 1647$ | $\$ 1948$ | $\$ 259$ |

TABLE XVIII
TOTAL ENROLIMENT OF HIGH SCHOOLS BY CITY, TOWN, AND TOWNSHIP

| Enrollment | City | Town | Township | Total |
| :--- | :---: | :---: | :---: | :---: |
| 2000- | 5 |  |  | 5 |
| 1500-1999 | 9 |  |  | 9 |
| 1000-1499 | 12 |  |  | 12 |
| $500-999$ | 30 |  | 2 | 32 |
| $300-499$ | 25 | 2 | 3 | 30 |
| $250-299$ | 9 | 3 | 3 | 15 |
| $200-249$ | 7 | 11 | 12 | 30 |
| $150-199$ | 9 | 17 | 35 | 61 |
| $100-149$ | 1 | 12 | 128 | 141 |
| $50-99$ | 1 | 9 | 220 | 230 |
| $1-49$ |  | 1 | 42 | 43 |
| Total | 108 | 55 | 445 | 608 |

TABLE XIX
SUMMARY OF TABLE XVIII

|  |  |  |  |  |
| :--- | :---: | :---: | :---: | :---: |
| lst | City | Town | Township | Total |
| Quartile | 900 | 209 | 128 | 185 |
| Median <br> 3rd | 533.5 | 166.1 | 91.5 | 111 |
| Quartile <br> Quartile <br> Deviation | 250 | 115.6 | 66 | 73.8 |
| Median <br> Salary | 325 | 46.7 | 31 | 55.6 |

TABLE XX
ENROLLMENT COMPARED WITH COACHES' SALARY
IN THE CITY SCHOOLS

|  | Enrollment |  |  |  |  |  |  |  |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Salary | 1-49 | 50-99 | 100-149 | 150-199 | 200-249 | 250-299 | 300-499 | 500-999 | 1000-1499 | 1500-1999 | 2000- | Total |
| \$5000-5199 |  |  |  |  |  |  |  |  |  |  |  |  |
| 4800-4999 |  |  |  |  |  |  |  |  |  |  |  |  |
| 4600-4799 |  |  |  |  |  |  |  |  |  |  |  |  |
| 4400-4599 |  |  |  |  |  |  |  |  |  |  |  |  |
| 4200-4399 |  |  |  |  |  |  |  |  |  |  |  |  |
| 4000-4199 |  |  |  |  |  |  |  |  |  |  |  |  |
| 3800-3999 |  |  |  |  |  |  |  |  |  |  |  |  |
| 3600-3799 |  |  |  |  |  |  |  |  |  |  |  |  |
| 3400-3599 |  |  |  |  |  |  |  |  |  |  |  |  |
| 3200-3399 |  |  |  |  |  |  |  | 2 |  |  |  | 2 |
| 3000-3199 |  |  |  |  |  |  |  | 1 |  |  |  | 1 |
| 2800-3999 |  |  |  |  |  |  |  |  |  | 1 | 1 |  |
| 2600-2799 |  |  |  |  |  |  |  | 2 | 2 |  |  | 4 |

TABLE XX (Continued)

| \$2400-2599 |  |  |  |  |  | 1 | 2 |  | 1 |  | 4 |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| 2200-2399 |  |  | 1 |  |  |  | 3 | 2 | 1 | 1 | 8 |
| 2000-2199 |  |  | 2 |  | 1 | 5 | 7 | 3 | 4 | 1 | 23 |
| 1800-1999 |  |  |  | 1 | 1 | 7 | 8 | 3 | 1 | 1 | 22 |
| 1600-1799 |  |  |  | 2 | 3 | 6 | 3 | 1 |  |  | 15 |
| 1400-1599 | 1 |  | 1 | 1 | 3 | 5 | 2 | 1 |  | 1 | 15 |
| 1200-1399 |  | 1 | 3 | 2 |  | 1 |  |  |  |  | 7 |
| 1000-1199 |  |  | 2 | 1 | 1 |  |  |  | 1 |  | 5 |
| Total | 1 | 1 | 9 | 7 | 9 | 25 | 30 | 12 | 9 | 5 | 108 |

TABLE XXI
SUMNARY OF TABLE XX

|  | lst <br> Quartile | Median | 3rd <br> Quartile | Quartile <br> Deviation | State <br> Median |
| :--- | :---: | :---: | :---: | :---: | :---: |
| Enrollment | 250 | 533.5 | 900 | 325 | 111 |
| Salary | $\$ 1400$ | $\$ 1909$ | $\$ 2148$ | $\$ 374$ | 31239 |

Table $X X$, page 43 , and Table XXI, which is given above, compare the enrollment in city schools and the salaries of the high school coaches for 1934-35. The middle fifty per cent of this class had an enrollment between two hundred fifty and nine hundred pupils and the middle fifty per cent of the coaches received between $\$ 1400$ and $\$ 2148$ in salary. The median city high school had 533.5 pupils and the median salary of the coach was $\psi 1909$.

Table XXII, page 47 , and Table XXIII, page 48 , show the comparison in town schools for 1934-35. The middle fifty per cent of this class had an enrollment between 115.6 and two hundred nine pupils and the middle fifty per cent of the coaches received from 1075 to $\$ 1427$ in salary. The median town high school had 166.1 pupils and the median salary of the coach was

Table XXIV, page 49 , and Table XXV, page 50 , show the comparison in township schools for 1934-35. The middle. fifty per cent of this class of high schools had an enrollment between sixty-six and one hundred twenty-eight pupils
and the middle fifty per cent of the coaches received between \$1069 and high school had 91.5 pupils and the median salary of the coach was \$ll45.

TABLE XXII

- ENROLLMENT COMPARED WITH COACHES SALARY

IN THE TOWN SCHOOLS OF INDIANA

|  | Enrollment |  |  |  |  |  |  |  |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Salary | 1-49 | 50-99 | 100-149 | 150-199 | 200-249 | 250-299 | 300-349 | 350-399 | 400-449 | 450-499 | 500- | Total |
| \$3600-3799 |  |  |  |  |  |  |  |  |  |  |  |  |
| 3400-3599 |  |  |  |  |  |  |  |  |  |  |  |  |
| 3200-3399 |  |  |  |  |  |  |  |  |  |  |  |  |
| 3000-3199 |  |  |  |  |  |  |  |  |  |  |  |  |
| 2800-2999 |  |  |  |  |  |  |  |  |  |  |  |  |
| 2600-2799 |  |  |  |  |  |  |  |  |  |  |  |  |
| 2400-2599 |  |  |  |  |  |  |  |  |  |  |  |  |
| 2200-2399 |  |  |  |  |  |  |  |  |  |  |  |  |
| 2000-2199 |  |  |  |  |  |  |  |  |  |  |  |  |
| 1800-1999 |  |  | 1 |  |  |  |  |  |  |  |  | 1 |
| 1600-1799 |  |  |  | 1 | 2 |  |  |  |  |  |  | 3 |
| 1400-1599 |  | 1 | 3 | 3 | 3 |  | 1 |  |  |  |  | 11 |
| 1200-1399 |  | 4 | 2 | 7 | 4 | 1 |  |  |  | - |  | 18 |
| 1000-1199 | 1 | 4 | 6 | 6 | 2 | 2 |  |  | 1 |  |  | 22 |
| Total | 1 | 9 | 12 | 17 | 11 | 3 | 1 |  | 1 |  |  | 55 |

TABL思 XXIII
SUMMARY OF TABLE XXII

|  | lst <br> Quartile | Median | 3rd <br> Quartile | Quartile <br> Deviation | State <br> Median |
| :--- | :---: | :---: | :---: | :---: | :---: |
| Enrollment | 115.6 | 166.1 | 209 | 46.7 | 111 |
| Salary | $\$ 1075$ | $\$ 1261$ | $\$ 1427$ | $\$ 176$ | $\$ 1239$ |

TABLE XXIV
ENROLTMENT COMPARED WITH THE SALARY OF THE COACH
IN THE TOWNSHIP SCHOOLS OF INDIANA

|  | Enrollment |  |  |  |  |  |  |  |  |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Salary | $4$ | $50-$ 99 | $\begin{aligned} & 100-1 \\ & 149 \end{aligned}$ | $1 \begin{aligned} & 150- \\ & 199 \end{aligned}$ | $1 \begin{aligned} & 200- \\ & 249 \end{aligned}$ | $250-$ 299 | $\begin{aligned} & 300- \\ & 349 \end{aligned}$ | $\begin{aligned} & 350- \\ & 399 \end{aligned}$ | $\left\lvert\, \begin{aligned} & 400-1 \\ & 449 \end{aligned}\right.$ | $\begin{aligned} & 450- \\ & 499 \end{aligned}$ | $\left\lvert\, \begin{aligned} & 500- \\ & 549 \end{aligned}\right.$ | $\begin{aligned} & 550- \\ & 599 \end{aligned}$ | Total |
| \$3400-3599 |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 3200-3399 |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 3000-3199 |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 2800-2999 |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 2600-2799 |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 2400-2599 |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 2200-2399 |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 2000-2199 |  |  | 1 |  |  |  |  |  |  |  |  |  | 1 |
| 1800-1999 |  | 1 |  | 1 |  |  | 1 |  |  | 1 |  |  | 4 |
| 1600-1799 |  | 1 |  | 4 |  |  |  |  |  |  | 1 |  | 6 |
| 1400-1599 |  | 10 | 6 | 3 | 4 | 3 |  |  |  |  |  | 1 | 26 |
| 1200-1399 | 6 | 49 | 38 | 8 | 3 |  |  |  |  |  |  |  | 104 |
| 1000-1199 | 34 | 94 | 40 | 18 | 5 |  | 1 |  |  |  |  |  | 194 |
| 800-999 |  | 6 | 3 | 1 |  |  |  |  |  |  |  |  | 10 |
| Total | 40 | 161 | 88 | 35 | 12 | 3 | 2 |  |  | 1 | 1 | 1 | 345 |

## TABLE XXV

SUMMARY OF TABLE XXIV

|  | lst <br> Quartile | Median | Qrd |
| :--- | :---: | :---: | :---: | :---: | :---: |
| Quartile |  |  |  | | Quartile |
| :---: |
| Deviation | | State |
| :---: |
| Median |

TABLE XXVI
TOTAL ENROLLMENT AND SALARY OF COACHES COMPARED IN THE INDIANA HIGH SCHOOLS, 1934-35

|  | Enrollment |  |  |  |  |  |  |  |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Salary | \|-49 | 50-99 | \|100-149 | 150-199 | 200-249 | 250-299 | 300-499 | 500-999 | 1000-1499 | 1500-1999 | 2000- | Total |
| \$5000-5199 |  |  |  |  |  |  |  |  |  |  |  |  |
| 4800-4999 |  |  |  |  |  |  |  |  |  |  |  |  |
| 4600-4799 |  |  |  |  |  |  |  |  |  |  |  |  |
| 4400-4599 |  |  |  |  |  |  |  |  |  |  |  |  |
| 4200-4399 |  |  |  |  |  |  |  |  |  |  |  |  |
| 4000-4199 |  |  |  |  |  |  |  |  |  |  |  |  |
| 3800-3999 |  |  |  |  |  |  |  |  |  |  |  |  |
| 3600-3799 |  |  |  |  |  |  |  |  |  |  |  |  |
| 3400-3599 |  |  |  |  |  |  |  |  |  |  |  |  |
| 3200-3399 |  |  |  |  |  |  |  | 2 |  |  |  | 2 |
| 3000-3199 |  |  |  |  |  |  |  | 1 |  |  |  | 1 |
| 2800-2999 |  |  |  |  |  |  |  |  |  | 1 | 1 |  |
| 2600-2799 |  |  |  |  |  |  |  | 2 | 2 | - |  | 4 |


| \$2400-2599 |  |  |  |  |  |  | 1 | 2 |  | 1 |  | 4 |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| 2200-2399 |  |  |  | 1 |  |  |  | 3 | 2 | 1 | 1 | 8 |
| 2000-2199 |  |  | 1 | 2 |  | 1 | 5 | 7 | 3 | 4 | 1 | 24 |
| 1800-1999 |  | 1 | 1 | 1 | 1 | 1 | 9 | 8 | 3 | 1 | 1 | 27 |
| 1600-1799 |  | 1 |  | 5 | 4 | 3 | 6 | 4 | 1 |  |  | 24 |
| 1400-1599 |  | 12 | 9 | 7 | 8 | 6 | 6 | 3 | 1 |  | 1 | 54 |
| 1200-1399 | 6 | 53 | 41 | 18 | 9 | 1 | 1 |  |  |  |  | 129 |
| 1000-1199 | 35 | 98 | 46 | 26 | 8 | 3 | 2 |  |  | 1 |  | 219 |
| 800-999 |  | 6 | 3 | 1 |  |  |  |  |  |  |  | 10 |
| Totel | 41 | 171 | 101 | 61 | 30 | 15 | 30 | 32 | 12 | 9 | 5 | 508 |

Table XXVI, page 5l, and Table XXVII, which is given below, give a comparison of enrollment and coaches' salary in the Indiana high schools, 1934-55. A glance at the scatter diagram indicates the same as that of the principal. As the enrollment increased the salary of the coach increased. The middle fifty per cent of the high schools had an enrollment between 73.8 and one hundred eightyfive pupils and the middle fifty per cent of the coaches received between $\$ 1107$ and $\$ 1485$. The median high school had one hundred eleven pupils and the median coaches' salary was

The median of the city schools exceeded the town median by 367.4 pupils and the coaches' median salary was greater by $\$ 648$. They further exceeded the state median in enrollment by 422.5 pupils and the state median salary by $\$ 670$.

Town schools exceeded the township median by 74.6 pupils and the coaches median salary was greater by $\$ 116$.

## TABLE XXVII

SUMMARY OF TABLE XXVI

|  | lst <br> Quartile | Median | 3rd <br> Quartile | Quartile <br> Deviation |
| :--- | :---: | :---: | :---: | :---: |
| Enrollment | 73.8 | 111 | 185 | 55.6 |
| Salary | $\$ 1107$ | $\$ 1239$ | $\$ 1485$ | $\$ 189$ |

## TABLE XXVIII

ANOTHER SUMMARY OF TABLE XXVI

|  | City | Town | Township | Total |
| :---: | :---: | :---: | :---: | :---: |
| lst <br> Quartile | 250 | 115.6 | 66 | 73.8 |
| Median <br> 3rd | 533.5 | 166.1 | 91.5 | 111 |
| Quartile <br> Quartile <br> Deviation | 900 | 209 | 128 | 185 |
| Median <br> Salary | 325 | 46.7 | 31 | 55.6 |

Summary

1. The median city high school had 533.5 pupils and the median salary of the principal was $\$ 2524$ and that of the coach was $\$ 1909$.
2. The median town school had 166.1 pupils; the median salary of the principal was 1712 and that of the coach was \$1261.
3. The median township school had 91.5 pupils; the median salary of the principel was \$1564 and that of the coach was \$1145.
4. The scatter diagram indicated that as enrollment increased the salaries of principal and coach increased.
5. City schools exceeded the town median by 367.4 pupils; the principal's median salary was greater by $\$ 812$ and the coach's by $\$ 648$. They further exceeded the state
median enrollment by 422.5 pupils; and the state medion salary by $\$ 877$ and $\$ 670$ respectively.
6. Town schools exceeded the township median by 74.6 pupils; the principal's median salary was greater by $\$ 148$ and the coach's by $\$ 116$. They further exceeded the state median enrollment by 55.1 pupils and the state median salary by sixty-five dollars and twenty-two dollars respectively.
7. The highest principal's salary reported was $\$ 4500$ and the highest coach's salary was $\$ 3200$, a difference of $\$ 1300$.

## -VI. EXPERIENCE AND SALARY

There should be a close correlation between experience and salary. "Among the many factors that have figured in the pay of teachers, none is more universal than the number of years of teaching experience. Three reasons support this criterion; first, it is definite, measurable, and inevitable; second, experience is universally recognized as a means of improvement; third, years of experience is a measure of continued devotion to a cause-a factor which deserves recognition even though that experience may have ceased to be valuable." ${ }^{l}$

Table XXIX, page 57 , and Table XXX , page 59 , compare the experience with salary of the principal and coach in the city high schools for 1934-35.

The middle fifty per cent of the principals in the city high schools had between 13.4 and 26.4 years of experience and received between $\% 2056$ and ${ }^{\$} 3192$ in salary. The medians were 19.3 years and $\$ 2515$ respectively.

The midde fifty per cent of the coaches in the city high schools had between 5.1 and 13.6 years of experience and received between $\$ 1596$ and $\$ 2240$ in salary. The medians were 9.9 years and $\$ 1832$ respectively.

1
F. W. Hart and I. H. Peterson, Teachers Salaries in San Francisco, Salary Study Commission, 1930, p. 90.

TABLE XXIX
YEARS OF EXPERIENCE COMPARED WITH SALARY IN THE CITY SCHOOLS OF INDIANA

| Salary | Principal-Years of Experience |  |  |  |  |  |  |  |  |  | Coach- Years of Experience |  |  |  |  |  |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  |  | -$5-$ <br> 9 | $\begin{aligned} & 10 \dagger \\ & 14 \end{aligned}$ | $\begin{aligned} & 15- \\ & 19 \end{aligned}$ | $\begin{aligned} & 20-1 \\ & 24 \end{aligned}$ | $\begin{array}{\|l\|} \hline 25- \\ 29 \end{array}$ | $\begin{aligned} & 30- \\ & 34 \end{aligned}$ | 35- | $\begin{aligned} & 40 \\ & 44 \\ & \hline \end{aligned}$ | Total | $\begin{aligned} & 1- \\ & 4 \end{aligned}$ | $\begin{aligned} & 5- \\ & 9 \end{aligned}$ | $\begin{aligned} & 10-1 \\ & 14 \end{aligned}$ | $\begin{aligned} & 15- \\ & 19 \end{aligned}$ | $\begin{aligned} & 20-1 \\ & 24 \end{aligned}$ | $\begin{aligned} & 25- \\ & 29 \end{aligned}$ | $\begin{aligned} & 30- \\ & 34 \end{aligned}$ | $\begin{aligned} & 35- \\ & 39 \end{aligned}$ | $\begin{aligned} & 40-1 \\ & 44 \end{aligned}$ | Total |
| \$5000- |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 4800-4999 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 4600-4799 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 4400-4599 |  |  |  | 1 |  |  |  | 1 | 1 | 3 |  |  |  |  |  |  |  |  |  |  |
| 4200-4399 |  |  |  |  |  |  | 1 |  |  | 1 |  |  |  |  |  |  |  |  |  |  |
| 4000-4199 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 3800-3999 |  |  |  |  | 1 | 1 |  | 1 |  | 3 |  |  |  |  |  |  |  |  |  |  |
| 3600-3799 |  |  | 1. | 1 | 5 |  | 1 |  |  | 8 |  |  |  |  |  |  |  |  |  |  |
| 3400-3599 |  |  |  |  | 1 | 1 | 2 |  |  | 4 |  |  |  |  |  |  |  |  |  |  |
| 3200-3399 |  |  | 1. | 1 |  | 1 | 3 | 1 |  | 7 |  |  |  |  | 1 |  |  |  |  | 1 |
| 3000-2999 |  |  | 2 | 1 | 1 | 2 | 2 |  |  | 8 |  |  |  | 1 |  |  |  |  |  | 1 |
| 2800-2999 |  |  | 2 | 1 |  | 1 | 1 |  |  | 5 |  | 1 |  |  |  |  | - |  |  | 1 |

TABLE XXIX (Continued)

| \$2600-2799 |  |  | 3 | 2 | 2 | 1 |  |  |  | 8 | 1 | 1 |  |  |  |  |  |  |  | 2 |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| 2400-2599 |  |  | 3 | 3 | 2 | 3 | 1 | 1 |  | 13 |  |  | 3 | 1 |  |  |  |  |  | 4 |
| 2200-2399 |  |  | 2 | 4 |  | 2 |  |  |  | 8 |  | 2 | 2 | 2 |  |  |  |  |  | 6 |
| 2000-2199 |  | 1 | 3 | 6 | 3 | 1 |  | 1 |  | 15 | 3 | 4 | 10 | 7 |  |  |  |  |  | 24 |
| 1800-1999 |  | 3 | 5 | 4 | 1 |  |  |  |  | 13 | '3 | 9 | 8 |  | 1 | 1 |  |  |  | 22 |
| 1600-1799 |  |  | 2 | 1 | 1 | 1 |  |  |  | 5 | 2 | 8 | 4 | 11 |  |  |  |  |  | 25 |
| 1400-1599 |  |  | 2 |  |  |  |  |  |  | 2 | 8 | 5 | 2 |  |  |  |  |  |  | 15 |
| 1200-1399 |  |  | 2 |  |  |  |  |  |  | 2 | 1. | 6 | 2 | 1 |  |  |  |  |  | 10 |
| 1000-1199 |  |  |  |  |  |  |  |  |  |  | 2 | 2 |  |  |  |  |  |  |  | 4 |
| Total |  | 4 | 28 | 25 | 17 | 14: | 12 | $5{ }^{1}$ | 1' | 105 | 20 | 138 | 31 | 23 | 2. | 1 |  |  |  | 115 |

TABLE XXX
SURMARY OF TABLE XXIX

|  | lst <br> Quartile | Median | 3rd <br> Quartile | Quartile <br> Deviation | State <br> Median |
| :--- | :---: | :---: | :---: | :---: | :---: |
| Principal's <br> Years of <br> Experience | 13.4 | 19.3 | 26.4 | 6.5 | 16.8 |
| Coach's <br> Years of <br> Experience | 5.1 | 9.9 | 13.6 | 4.2 | 6. |
| Principal's <br> Salary | $\$ 2056$ | $\$ 2515$ | $\$ 3192$ | $\$ 568$ | $\$ 1647$ |
| Coach's <br> Salary | $\$ 1596$ | $\$ 1832$ | $\$ 2240$ | $\$ 322$ | $\$ 1239$ |

TABLE XXXI
YEARS OF EXPERIENCE COMPARED WITH SALARY IN THE TOWN SCHOOLS OF INDIANA

|  | Principal-Years of Experience |  |  |  |  |  |  |  |  |  | Coach-Years of Experience |  |  |  |  |  |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Salary | 1-1 | 5- | $\begin{aligned} & 10- \\ & 14 \end{aligned}$ | $\begin{aligned} & 15- \\ & 19 \end{aligned}$ | $\begin{array}{l\|} \hline 20 \\ 24 \\ \hline \end{array}$ | $\begin{aligned} & 25- \\ & 29 \end{aligned}$ | $\begin{aligned} & 30-1 \\ & 34 \end{aligned}$ | $\begin{aligned} & 35- \\ & 39 \end{aligned}$ | $\begin{aligned} & 40- \\ & 44 \end{aligned}$ | Total | I- 4 | $\begin{aligned} & 5- \\ & 9 \end{aligned}$ | $\begin{aligned} & 10-1 \\ & 14 \end{aligned}$ | $\begin{aligned} & 15-1 \\ & 19 \end{aligned}$ | $\begin{aligned} & 20- \\ & 24 \end{aligned}$ | 25-1 | $\begin{aligned} & 30-1 \\ & 34 \end{aligned}$ | $\begin{aligned} & 35-1 \\ & 39 \end{aligned}$ | $\begin{aligned} & 40- \\ & .44 \end{aligned}$ | Total |
| \$5000- |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 4800-4999 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 4600-4799 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 4400-4599 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 4200-4399 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 4000-4199 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 3800-3999 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 3600-3799 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 3400-3599 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 3200-3399 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 3000-3199 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 2800-2999 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 2600-2799 |  |  | 2 |  | 2 |  |  |  |  | 4 |  |  |  |  |  |  |  |  |  |  |

TABLE XXXI (Continued)


TABLE XXXII
SUMMARY OF TABLE XXXI

|  | lst <br> Quartile | Median | 3rd <br> Quartile | Quartile <br> Deviation | State <br> Mediam |
| :--- | :---: | :---: | :---: | :---: | :---: |
| Principal's <br> Years of <br> Experience | 10.7 | 16.6 | 22.2 | 5.7 | 16.8 |
| Coach's |  |  |  |  |  |
| Years of <br> Experience | 4.2 | 7.4 | 11.8 | 3.8 | 6. |
| Principal's <br> Salary | $\$ 1380$ | $\$ 1700$ | $\$ 1950$ | $\$ 285$ | $\$ 1647$ |
| Coach's <br> Salary | $\$ 1127$ | $\$ 1273$ | $\$ 1453$ | $\$ 163$ | $\$ 1239$ |

Table XXXI, page 60 , and Table XXXII, winich is given above, compare the number of years experience with salary of the principal and coach in the town high schools for 1934-35.

The middle fifty per cent of the principals in the town schools had between 10.7 and 22.2 years of experience and received between $\$ 1380$ and $\$ 1950$ in salary. The medians were 16.6 years of experience and $\$ 1700$ in salary.

The middle fifty per cent of the coaches in the town high schools had between 4.2 and 11.8 years of experience and received between $\$ 1127$ and $\$ 1453$ in salary. The medians were 7.4 years of experience and $\$ 1273$ in salary.

TABLE XXXIII
YEARS OF EXPERIENCE COMPARED WITH SALARY IN THE TOWNSHIP SCHOOLS OF INDIANA FOR 1934-35

| Salary | Principal-Years of Experience |  |  |  |  |  |  |  |  |  | Coach-Years of Experience |  |  |  |  |  |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  | 1- | 5- | 14 | 15 | $\begin{array}{l\|} \hline 20-1 \\ 24 \end{array}$ | $\begin{aligned} & 25-1 \\ & 29 \end{aligned}$ | $\begin{aligned} & 30- \\ & 34 \end{aligned}$ | $\begin{aligned} & 35- \\ & 39 \end{aligned}$ | $\begin{aligned} & 40- \\ & 44 \end{aligned}$ | Total | $\begin{aligned} & 1- \\ & 4 \end{aligned}$ | $\begin{aligned} & 5- \\ & 9 \end{aligned}$ | $\frac{1}{10-}$ | $\begin{aligned} & 15- \\ & 19 \end{aligned}$ | $\begin{aligned} & 20- \\ & 24 \end{aligned}$ | $\begin{aligned} & 25- \\ & 29 \end{aligned}$ | $\begin{aligned} & 30- \\ & 34 \end{aligned}$ | $\begin{aligned} & 35- \\ & 39 \end{aligned}$ | $\begin{aligned} & 40- \\ & 44 \end{aligned}$ | Total |
| \$3000- |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 2800-2999 |  |  |  | 1 |  |  |  |  |  | 1 |  |  |  |  |  |  |  |  |  |  |
| 2600-2799 |  |  |  |  | 1 |  |  |  |  | 1 |  |  |  |  |  |  |  |  |  |  |
| 2400-2599 |  | 1 |  | 4 | 2 |  |  |  |  | 7 |  |  |  |  |  |  |  |  |  |  |
| 2200-2399 |  |  | 1 |  | 3 | 1 | 2 |  |  | 7 |  |  |  |  |  |  |  |  |  |  |
| 2000-2199 | 1 | 2 | 6 | 5 | 4 | 1 | 1 | 1 |  | 21 |  | 1 |  |  |  |  |  |  |  | 1 |
| 1800-1999 |  | 3 | 19 | 12 | 4 | 4 | 4 | 2 |  | 48 | 1 | 1 | 2 |  |  |  |  |  |  | 4 |
| 1600-1799 | 2 | 14 | 26 | 22 | 16 | 10 | 8 | 6 | 1 | 105 |  | 4 | 2 |  |  |  |  |  |  | 6 |
| 1400-1599 | 2 | 20 | 33 | 30 | 21 | 11 | 4 | 4 | 1 | 126 | 4 | 13 | 5 | 4 | 1 |  |  |  |  | 27 |
| 1200-1399 |  | 19 | 31 | 20 | 18 | 11 | 6 | 5 |  | 110 | 30 | 37 | 24 | 5 | 3 |  |  |  |  | 99 |
| 1000-1199 |  | 1 |  |  |  |  |  |  |  | 1 | 173 | 61 | 37 | 4 | 2 | 2 | 2 | 1 |  | 282 |
| 800-999 |  |  |  |  |  |  |  |  |  |  |  | 3 |  |  |  |  |  |  |  | 9 |
| Total | 5 | 60 | 117 | 94 | 69 | 39 | 25 | 18 | 2 | 428 | 214 | 120 | 70 | 13 | 6 | 2 | 2 | 1 |  | 428 |

TABIE XXXIV
SUUMARY OF TABLE XXXIII

|  | lst <br> Quartile | Median | 3rd <br> Quartile | Quartile <br> Deviation | State <br> Median |
| :--- | :---: | :---: | :---: | :---: | :---: |
| Principal's <br> Years of | 11.4 | 16.4 | 22.6 | 5.6 | 16.8 |
| Experience <br> Coach's |  |  |  |  |  |
| Years of <br> Experience | 3 | 4 | 8.6 | 2.5 | 6. |
| Principal's <br> Salary | $\$ 1393$ | $\$ 1563$ | $\$ 1760$ | 8183 | $\$ 1647$ |
| Coach's <br> Salary | $\$ 1069$ | $\$ 1145$ | $\$ 1261$ | $\$ 96$ | $\$ 1239$ |

Table XXXIII, page 63, and Table XXXIV, which is given above, compare the number of years experience with the salary of the principal and coach in the township schools for 1934-35.

The middle fifty per cent of the principals in the township schools had between 11.4 and 22.6 years of experience and received between are 16.4 years of experience and $\$ 1563$ in salary.

The middle fifty per cent of the coaches in the township schools had between three and 8.6 years of experience and received between $\$ 1069$ and $\$ 1261$ in salary. The medians are four years of experience and ${ }_{6} 1145$ in salary.

TABLE XXXV
TOTAL YEARS OF EXPERIENCE AND SALARY IN THE INDIENA HIGH SCHOOLS, 1934-35

|  | Principal-Years of Experience |  |  |  |  |  |  |  |  |  | Coach-Years of Experience |  |  |  |  |  |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Salary |  |  | $\left\lvert\, \begin{aligned} & 10-1 \\ & 14 \end{aligned}\right.$ | $15-1$ 19 | $\left\lvert\, \begin{aligned} & 20-1 \\ & 24 \end{aligned}\right.$ | $\begin{aligned} & 25-1 \\ & 29 \end{aligned}$ | $130-1$ | $\begin{aligned} & 35- \\ & 39 \end{aligned}$ | $1 \begin{aligned} & 40- \\ & 44 \end{aligned}$ | Total | $\frac{1}{4}$ | $\begin{aligned} & 5- \\ & 9 \end{aligned}$ | $\begin{aligned} & 10- \\ & 14 \end{aligned}$ | $\begin{aligned} & 15- \\ & 19 \end{aligned}$ | $\begin{array}{\|l\|} \hline 20-1 \\ 24 \end{array}$ | $\begin{aligned} & 25 \\ & 29 \end{aligned}$ | $\begin{aligned} & 30-1 \\ & 34 \end{aligned}$ | $\left\lvert\, \begin{aligned} & 35- \\ & 39 \end{aligned}\right.$ | $\begin{aligned} & 40- \\ & 44 \end{aligned}$ | Total |
| \$5000- |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 4800-4999 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 4600-4799 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 4400-4599 |  |  |  | 1 |  |  |  |  | 1 | 3 |  |  |  |  |  |  |  |  |  |  |
| 4200-4399 |  |  |  |  |  |  | 1 |  |  | 1 |  |  |  |  |  |  |  |  |  |  |
| 4000-4199 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 3800-3999 |  |  |  |  | 1 | 1 |  | 1 |  | 3 |  |  |  |  |  |  |  |  |  |  |
| 3600-3799 |  |  | 1 | 1 | 5 |  | 1 |  |  | 8 |  |  |  |  |  |  |  |  |  |  |
| 3400-3599 |  |  |  |  | 1 |  | 2 |  |  | 4 |  |  |  |  |  |  |  |  |  |  |
| 3200-3399 |  |  | 1 | 1 |  |  | 3 | 1 |  | 7 |  |  |  |  | 1 |  |  |  |  | 1 |
| 3000-3199 |  |  | 2 | 1 |  |  | 2 |  |  | 8 |  |  |  | 1 |  |  |  |  |  | 1 |
| 2800-2999 |  |  | 2 |  |  |  |  |  |  | 6 |  | 1 |  |  |  |  | . |  |  | 1 |

TABLE XXXV (Continued)

| \$2600-2799 |  |  | 5 | 2 | 2 | 3 |  |  |  | 12 | 1 | 1 |  |  |  |  |  |  | 2 |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| 2400-2599 |  | 2 | 4 | 7 | 5 | 3 | 1 | 1 |  | 23 |  |  | 3 | 1 |  |  |  |  | 4 |
| 2200-2399 |  |  | 3 | 5 | 3 | 3 | 2 |  |  | 16 |  | 2 | 2 | 2 |  |  |  |  | 6 |
| 2000-2199 | 1 | 4 | 9 | 11 | 7 | 3 | 1 | 2 |  | 38 | 3 | 5 | 10 | 7 |  |  |  |  | 25 |
| 1800-1999 |  | 10 | 24 | 18 | 9 | 4 | 6 | 2 |  | 73 |  | 11 | 10 |  | 1 | 1 |  |  | 27 |
| 1600-1799 | 2 | 15 | 31 | 23 | 19 | 12 | 9 | 6 | 1 | 118 | 3 | 14 | 6 | 11 |  |  |  |  | 34 |
| 1400-1599 | 2 | 21 | 36 | 34 | 23 | 11 | 4 | 4 | 1 | 136 | 14 | 21 | 11 | 7 | 1 |  |  |  | 54 |
| 1200-1399 |  | 22 | 36 | 24 | 20 | 12 | 6 | 5 | 1 | 126 | 38 | 47 | 31 | 6 | 3 |  |  |  | 125 |
| 1000-1199 |  | 1 |  | 1 |  |  |  |  |  | 2 | 182 | 69 | 42 | 6 | 2 | 2 | 2 | 1 | 306 |
| 800-999 |  |  |  |  |  |  |  |  |  |  |  | 3 |  |  |  |  |  |  | 9 |
| Total 1 | 5 | 75 | 154 | 131 | 96 | 57 | 39 | 23 | 4 | 584 | 251 | 174 | 115 | 41 | 8 | 3 | 2 | 1 | 594 |

Totals of Table XXXV, page 65 , show that five principals in the state had fewer than five years of experience. All of these were found in the township schools. The highest salary of these was between \$2000-\$2199. The middle fifty per cent had between 11.7 and 23.0 years of experience and received between 1426 and \$1953 in salary. Sloan found that in Eansas the middle fifty per cent had between 4.98 and 12.67 years 3 of experience. Eikenberry found that in the country at large the middle fifty per cent had between six and 19.3 years of experience. The medians for Indiana were 16.8 years of experience and 1647 in salary while Sloan and Eikenberry found the medians to be 8.24 and 11.1 years of experience respectively.

Table XXXV shows that two hundred fifty-one coaches In the state had fewer than five years of experience. The highest salary of any of these was between 2600 \$2799. The middle fifty per cent had between 3.4 and 10.7 years of experience and received between $\$ 1091$ and \$1420 in salary. The medians are six years of experience and 1188 in salary.

2
H. L. Sloan, Status of Public School Administrators in Kansas, Bulletin of the Graduate

3
D. H. Eikenberry, Status of the High School Principal, Bureau of Education Bulietin, Washington, D. C., No. 24, 1925.

TABLE XXXVI
TOTAL YEARS OF EXPERIENCE OF HIGH SCHOOL PRINCIPALS BY CITY, TOWN, AND TOWNSHIP

| Years of <br> Experience | Number of Principals |  |  |  |
| :--- | :---: | :---: | :---: | :---: |
|  | City | Town | Township | Total |
| $35-39$ | 1 | 1 | 2 | 4 |
| $30-34$ | 11 | 3 | 18 | 23 |
| $25-29$ | 14 | 4 | 15 | 39 |
| $20-24$ | 17 | 11 | 38 | 56 |
| $15-19$ | 25 | 11 | 69 | 97 |
| $10-14$ | 28 | 10 | 117 | 155 |
| $5-9$ | 4 | 11 | 60 | 75 |
| I- 4 |  |  | 5 | 50 |
| Total | 105 | 51 | 428 | 584 |

TABLE XXXVII
SUMMARY OF TABLE XXXV

|  | City | Town | Townsh ip | Total |
| :---: | :---: | :---: | :---: | :---: |
|  | Experience |  |  |  |
| $\frac{\text { lst }}{\text { Quartile }}$ | 13.4 | 10.7 | 11.4 | 11.7 |
| $\begin{gathered} \text { Median } \\ 3 r d \end{gathered}$ | 19. | 16.6 | 16.4 | 16.8 |
| Quartile | 26.4 | 22.2 | 22.6 | 23. |
| Quartile <br> Deviation | 6.5 | 5.7 | 5.6 | 5.6 |
|  | Salary |  |  |  |
| 1st Quartile | \$2056 | \$1380 | \$1393 | $\$ 1426$ |
| $\begin{array}{r} \text { Median } \\ \text { 3rd } \end{array}$ | \%2515 | \$1700 | \$1563 | \$1647 |
| Quartile | \$3192 | \$1950 | \$1760 | \$1953 |
| Quartile <br> Deviation | \$ 568 | \$285 | \# 183 | \$263 |

Table XXXVI, page 68, and Table XXXVII, page 69, compare, the years of teaching experience of the principal in the city, town, and towhship schools with the median salaries.

Comparing medians, the years of experience descended slowly from 19.3 in the city, to 16.6 in the towns, to 16.4 in the township. The median salaries descended from $\$ 2515$ in the city, to $\$ 1700$ in the town, to $\$ 1563$ in the township.

Both years of experience and median salary for the city principals were well above the medians of the state, exceeding by 2.5 years of experience and $\$ 868$ in salary.

Table XXXVIII, page 7l, and Table XXXIX, page 72, compare the years of teaching experience of the coaches in the city, town, and tawnship schools with the median salaries.

Comparing medians, the years of experience descended from 9.9 in the city, to 7.4 in the towns, to 4.0 in the township. The median salaries descended from $\$ 1832$ in the eity, to $\$ 1273$ in the town, to $\$ 1145$ in the township.

Both years of experience and median salary for the city coaches were above the state median. They exceeded by 3.9 years of experience and 644 in salary.

TABLE XXXVIII
TOTGL YEARS OF EXPERIEMTE OF HIGH SCHOOL COACHES BY CITY, TONN, AND TOWNSHIP

| Years of Experience | Number of Coaches |  |  |  |
| :---: | :---: | :---: | :---: | :---: |
|  | City | Town | Townsh ip | Total |
| 40-44 |  |  |  |  |
| 35-39 |  |  | $I$ | 1 |
| 30-34 |  |  | 2 | 2 |
| 25-29 | 1 |  | 2 | 3 |
| 20-24 | 2 |  | 6 | 8 |
| 15-19 | 23 | 5 | 13 | 41 |
| 10-14 | 31 | 14 | 70 | 115 |
| 5-9 | 38 | 16 | 120 | 174 |
| 1-4 | 20 | 16 | 214 | 250 |
| Total | 115 | 51 | 428 | 594 |

TABLE XXXIX
SURMERY OF TABLE XXXV


Surmary
1.
a. The median city principal had 19.3 years of experience and received $\$ 2515$ in salary.
b. The median city coach had 9.9 years of experience and received 1832 in salary.
c. The years of experience of the city principal exceeded that of the coach by 9.4 years and his salary by $\$ 683$.
2.
a. The median town principal had 26.6 years of experience and received $\$ 1700$ in salary.
b. The median town coach had 7.4 years of experience and received 1273 in salary.
c. The years of experience of the town principal exceeded that of the coach by 9.2 years and his salary by ${ }_{\$ 8} 427$.
3.
a. The median township principal had 16.4 years of experience and received 1563 in salary.
b. The median township coach had four years of experience and received 1145 in salary.
c. The years of experience of the township principal exceeded that of the coach by 12.4 years and his salary by $\$ 418$.
4.
a. The median Indiana high-school principal had 16.8 years of experience and received $\$ 1647$ in salary.
b. The median Indiana high-school coach had six years of experience and received \$1239 in salary.
c. The state median years of experience of the principal exceeded that of the coach by 10.8 years and his salary by $\$ 408$.
5. Comparing medians, the years of experience rose from 16.4 for principal and four for coach in township; to 16.6 for principal and 7.4 for coach in towns; to 19.3 for principal and 9.9 for coach in the city schools. The median salaries rose from $\$ 1563$ for principal and ${ }^{\$} 1145$ for coach in township schools; to $\$ 1700$ for principal and \$1273 for coach in town schools; to $\$ 2515$ for principal and \$1832 for coach in city schools.
6. The median salaries of principal and coach corresponded with the number of years of experience in city, town, and township schools.
7. The greatest variation in the salaries of principal, and coach was found in the city schools while the greatest difference in years of experience was found in the township schools.
8. The years of experience were a valuable factor, but they were not so influential as they should be. This is especially noticeable in the township and town schools.

## VII. TRAINING AND SALARY

The purpose of this chapter is to make comparisons in salary and training of principals and coaches in the high schools of Indiana.

Do the principals and coaches in Indiana high schools receive any returns in salary for their increased professional training?

Advance training costs money and represents an investment of capital that should produce returns.
"The more and better the academic and professional preparation that a teacher has, other factors being equal, the more salary he should receive.
"A years' training may not always mean exactly the same, but it is a more constent and better defined measure than many other elements affecting the salary of teachers."

1
E. E. Lewis, Personnel Problems of the Teaching Staff (New York: The Century Co., 1925), p. 278 .

TABLE XL
WERKS OF TRAINING COMPARED WITH SALARY OF HIGH SGHOOL PRINCIPAL IN THE CITY SCHOOLS OF INDIANA, 1934-35

|  | Weeks of Training |  |  |  |  |  |  |  |  |  |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Salary | $\begin{gathered} \text { Below } \\ 139 \end{gathered}$ | $140-$ | $\begin{aligned} & 150- \\ & 159 \end{aligned}$ | $\begin{aligned} & 160- \\ & 169 \end{aligned}$ | $\begin{aligned} & 170- \\ & 179 \end{aligned}$ | $\begin{aligned} & 180- \\ & 189 \end{aligned}$ | $190-$ | $\begin{aligned} & 200- \\ & 209 \end{aligned}$ | $\begin{array}{\|l\|} 210- \\ 219 \end{array}$ | $\begin{aligned} & 220- \\ & 229 \end{aligned}$ | $\begin{aligned} & 230- \\ & 239 \end{aligned}$ | $\begin{aligned} & 240- \\ & 249 \end{aligned}$ | 250 Up | Total |
| \$4600-4799 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 4400-4599 |  | 1 | 1 |  |  | 1 |  |  |  |  |  |  |  | 3 |
| 4200-4399 |  |  |  |  |  |  |  |  | 1 |  |  |  |  | 1 |
| 4000-4199 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 3800-3999 |  |  |  | 1 |  | 2 |  |  |  |  |  |  |  | 3 |
| 3600-3799 |  | 2 |  |  | 1 |  | 2 |  | 1 | 2 |  |  | 1 | 9 |
| 3400-3599 |  |  | 1 |  |  | 1 | 2 |  |  |  |  |  |  | 4 |
| 3200-3399 |  |  |  |  |  | 4 | 2 | 1 |  |  |  |  | 2 | 9 |
| 3000-3199 |  |  |  | 2 |  | 2 |  | 1 | 1 |  |  |  |  | 6 |
| 2800-2999 |  |  |  |  |  | 1 | 1 |  | 1 |  |  |  | 1 | 4 |
| 2600-2799 |  |  |  |  | 1 | 4 |  | 1 | 1 | 1 |  |  |  | 8 |
| 2400-2599 |  |  | 3 | 1 |  | 5 | 1 |  |  | 3 |  |  | - | 13 |

TABLE XL (Continued)


## TABLE XLI

SUMMARY OF TABLE XL

|  | lst <br> Quartile | Median | 3rd <br> Quartile | Quartile <br> Deviation | State <br> Median |
| :--- | :---: | :---: | :---: | :---: | :---: |
| Weeks of <br> Training | 181.3 | 188.5 | 209.6 | 14.15 | 187 |
| Salary | $\$ 2056$ | $\$ 2515$ | $\$ 3192$ | $\$ 568$ | $\$ 1647$ |

Table XI, page 77, and Table XLI, which is given above, show how weeks of training and salary compare.

The middle fifty per cent of the city principals had in 1934-35, between 181.3 and 209.6 weeks of training and received between $\$ 2056$ and $\$ 3192$ in salary. The medians are: 188.5 weeks of training and 22515 salary.

Table XIII, page 81, and Table XLIII, page 82, show the comparison of weeks of training and salary of the high school principal in the town schools for 1934-35.

The middle fifty per cent of the town principals had between 181.7 and two hundred weeks of training and received between $\$ 1380$ and $\$ 1950$ in salary. The quartile deviations being only 9.1 weeks in training and ${ }_{3} 568$ in salary show that they are grouped elosely around the median, which is one hundred eighty-seven weeks of training and 1700 in salary.

Table XIIV, page 83 , and Table XIV, page 85 , show the relationship that exists between the weeks of training and salary of the township principal for 1934-35.

The midale fifty per cent of the township principals
had between one hundred seventy-five and 198.2 weeks of training, and received between $\$ 1393$ and 1760 in salary. The medians were 186.4 weeks of training and 1563 in salary.

TABLE XLII
WEEKS OF TRAINING COMPARED WITH SALARY OF HIGH SCHOOL PRINCIPAL IN THE TORN SCHOOLS OF INDIANA, 1934-35

|  | Weeks of Training |  |  |  |  |  |  |  |  |  |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Salary | $\begin{gathered} \text { Below } \\ 139 \end{gathered}$ | $140-$ | $1 \begin{aligned} & 150- \\ & 159 \end{aligned}$ | $\begin{aligned} & 160- \\ & 169 \end{aligned}$ | $170-$ | $\left\lvert\, \begin{aligned} & 180- \\ & 189 \end{aligned}\right.$ | $1 \begin{aligned} & 190- \\ & 199 \end{aligned}$ | $\begin{aligned} & 200- \\ & 209 \end{aligned}$ | $\begin{aligned} & 210- \\ & 219 \end{aligned}$ | $220-$ | $\left\lvert\, \begin{aligned} & 230- \\ & 239 \end{aligned}\right.$ | $2 \begin{aligned} & 240- \\ & 249 \end{aligned}$ | $\begin{array}{\|c} 250 \\ \mathrm{Up} \end{array}$ | Total |
| \$3000-3199 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 2800-2999 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 2600-2799 |  |  |  |  |  | 1 |  | 1 |  | 1 |  |  | 1 | 4 |
| 2400-2599 |  |  |  |  | 1 | 2 | 1 |  |  |  |  |  |  | 4 |
| 2200-2399 |  |  |  |  |  | 1 |  |  |  |  |  |  |  | 1 |
| 2000-2199 | 1 |  |  |  |  | 1 |  |  |  |  |  |  |  | 2 |
| 1800-1999 |  |  |  |  | 1 | 8 | 1 |  | 1 |  |  |  |  | 11 |
| 1600-1799 |  |  |  |  |  | 1 | 2 |  |  | 2 |  |  | 2 | 7 |
| 1400-1599 |  |  | 1 |  | 2 | 3 |  |  |  |  |  | 1 |  | 7 |
| 1200-1399 |  | 1 |  | 1 |  | 5 | 2 |  | 2 |  |  |  |  | 11 |
| 1000-1199 |  |  |  |  |  | 1 |  |  |  |  |  |  |  | 1 |
| 800-990 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| Totel | 1 | 1 | 1 | 1 | 4 | 23 | 6 | 1 | 3 | 3 |  | 1 | 3 | 48 |

TABLE XLIII
SUMMARY OF TABLE XLII

|  | Ist <br> Quartile | Median | 3rd <br> Quartile | Quartile <br> Deviation | State <br> Median |
| :--- | :---: | :---: | :---: | :---: | :---: |
| Weeks of <br> Training <br> Salary | 181.7 | 187. | 200. | 9.1 | 187. |

TABLE XIIV
WEEKS OF TRAINING GOMPARED WITH SALARY OF HIGH
SCHOOL PRINCIPAL IN THE TOWNSHIP SCHOOLS OF INDIANA, 1934-35

|  | Weeks of Training |  |  |  |  |  |  |  |  |  |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Salary | $\begin{gathered} \text { Below } \\ 139 \end{gathered}$ | $\begin{aligned} & 140- \\ & 149 \end{aligned}$ | $\begin{aligned} & 150- \\ & 159 \end{aligned}$ | $\begin{aligned} & 160- \\ & 169 \end{aligned}$ | $\begin{aligned} & 170- \\ & 179 \end{aligned}$ | $\begin{array}{\|l\|} 180- \\ 189 \end{array}$ | $\begin{aligned} & 190- \\ & 199 \end{aligned}$ | $\begin{aligned} & 200- \\ & 209 \end{aligned}$ | $\begin{aligned} & 210- \\ & 219 \end{aligned}$ | $\begin{aligned} & 220- \\ & 229 \end{aligned}$ | $\begin{aligned} & 230- \\ & 239 \end{aligned}$ | $\begin{aligned} & 240- \\ & 249 \end{aligned}$ | $\begin{array}{r} 250 \\ U p \end{array}$ | Total |
| \$4600-4799 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 4400-4599 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 4200-4399 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 4000-4199 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 3800-3999 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 3600-3799 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 3400-3599 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 3200-3399 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 3000-3199 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 2800-2999 |  |  |  |  |  |  |  |  |  |  |  | 1 |  | 1 |
| 2600-2799 |  |  |  |  |  |  |  |  |  |  |  | 1 |  | 1 |
| 2400-2599 |  |  |  |  |  | 3 | 1 |  | 1 |  |  | 1 |  | 6 |

## TABLE XIIV (Continued)

| \$2200-2399 |  |  |  |  |  | 3 | 2 |  |  | 1 |  | 1 | 7 |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| 2000-2199 |  | 1 |  | 1 | 5 | 6 | 5 | 2 | 1 |  |  |  | 21 |
| 1800-1999 |  | 3 |  | 6 | 9 | 12 | 8 | 2 | 7 | 2 |  | 1 | 49 |
| 1600-1799 | 2 | 6 | 4 | 10 | 8 | 34 | 14 | 7 | 10 | 4 | 3 | 1 | 104 |
| 1400-1599 | 2 | 5 | 4 | 14 | 16 | 39 | 24 | 10 | 7 | 1 | 1 | 1 | 124 |
| 1200-1399 | 3 | 4 | 7 | 10 | 8 | 31 | 19 | 6 | 5 | 6 | 4 | 2 | 105 |
| 1000-1199 |  |  |  |  |  |  |  | 1 |  | 1 |  |  | 2 |
| 800-999 |  |  |  |  |  |  |  |  |  |  |  |  |  |
| Total | 7 | 19 | 15 | 41 | 46 | 128 | 73 | 28 | 31 | 15 | 11 | 6 | 420 |

TABLE XLV
SUMMARY OF TABLE XLIV

|  | Ist <br> Quartile | Median | 3rd <br> Quartile | Quartile <br> Deviation | State <br> Median |
| :--- | :---: | :---: | :---: | :---: | :---: |
| Weeks of <br> Training | 175. | 186.4 | 198.2 | 23.2 | 187 |
| Salary | 31393 | $\$ 1563$ | $\$ 1760$ | 8183 | $\$ 1647$ |

TABLE XIVI
WEEKS OF TRAINING COMPARED WITH SALARY OF HIGH
SGHOOL PRINCIPAL IN THE INDIANA HIGH SCHOOLS, 1934-35

|  | Weeks of Training |  |  |  |  |  |  |  |  |  |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Salary | $\begin{aligned} & 130- \\ & 139 \end{aligned}$ | $\begin{aligned} & 140- \\ & 149 \end{aligned}$ | $\begin{aligned} & 150- \\ & 159 \end{aligned}$ | $\left\lvert\, \begin{aligned} & 160- \\ & 169 \end{aligned}\right.$ | $\left\lvert\, \begin{aligned} & 170- \\ & 179 \end{aligned}\right.$ | $\left\lvert\, \begin{aligned} & 180- \\ & 189 \end{aligned}\right.$ | $\begin{aligned} & 190-1 \\ & 199 \end{aligned}$ | $\begin{aligned} & 200-1 \\ & 209 \end{aligned}$ | $\begin{aligned} & 210- \\ & 219 \end{aligned}$ | $\begin{aligned} & 220- \\ & 229 \end{aligned}$ | $\left\lvert\, \begin{aligned} & 230- \\ & 239 \end{aligned}\right.$ | $\left\lvert\, \begin{aligned} & 240-1 \\ & 249 \end{aligned}\right.$ | $\begin{aligned} & 250 \\ & 259 \end{aligned}$ | Total |
| \$5000-5199 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 4800-4999 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 4600-4799 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 4400-4599 |  | 1 | 1 |  |  | 1 |  |  |  |  |  |  |  | 3 |
| 4200-4399 |  |  |  |  |  |  |  |  | 1 |  |  |  |  | 1 |
| 4000-4199 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 3800-3999 |  |  |  | 1 |  | 2 |  |  |  |  |  |  |  | 3 |
| 3600-3799 |  | 2 |  |  | 1 |  | 2 |  | 1 | 2 |  |  | 1 | 9 |
| 3400-3599 |  |  | 1 |  |  | 1 | 2 |  |  |  |  |  |  | 4 |
| 3200-3399 |  |  |  |  |  | 4 | 2 | 1 |  |  |  |  | 2 | 9 |
| 3000-3199 |  |  |  |  | 2 | 2 |  | 1 | 1 |  |  |  |  | 6 |
| 2800-2999 |  |  |  |  |  | 1 | 1 | 1 |  |  |  | 1. | 1 | 5 |

TABLE XLVI (Continued)

| \$2600-2799 |  |  |  |  | 1 | 5 |  | 2 | 1 | 2 | 1 | 1 | 13 |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| 2400-2599 |  |  | 3 | 1 | 1 | 10 | 3 |  | 1 | 3 | 1 |  | 23 |
| 2200-2399 |  |  |  |  |  | 7 | 4 | 1 |  | 2 | 1 | 1 | 16 |
| 2000-2199 | 1 | 1 |  | 2 | 6 | 15 | 6 | 4 | 2 |  | 1 |  | 38 |
| 1800-1999 |  | 4 | 1 | 8 | 10 | 24 | 11 | 4 | 8 | 3 | 1 | 1 | 75 |
| 1600-1799 | 2 | 6 | 4 | 12 | 8 | 36 | 16 | 7 | 13 | 6 | 3 | 3 | 115 |
| 1400-1599 | 2 | 5 | 5 | 14 | 18 | 42 | 24 | 10 | 9 | 1 | 2 | 1 | 133 |
| 1200-1399 | 3 | 4 | 7 | 11 | 8 | 37 | 21 | 6 | 8 | 6 | 4 | 2 | 117 |
| 1000-1199 |  |  |  |  |  | 1 |  | 1 |  | 1 |  |  | 3 |
| Total | 8 | 23 | 22 | 50 | 53 | 188 | 92 | 37 | 46 | 26 | 15 | 13 | 573 |

TABLE XIVII
SUMMARY OF TABLE XLVI

|  | lst <br> Quartile | Median | 3rd <br> Quartile | Quartile <br> Deviation |
| :--- | :---: | :---: | :---: | :---: |
| Weeks of <br> Training | 177.5 | 187 | 199.3 | 10.9 |
| Salary | $\$ 1435$ | $\$ 1647$ | 81965 | $\$ 265$ |

Table XIVI, page 86 , and Table XIVII, which is given above, give the total weeks of training and salary.

The midde fifty per cent of the principals had between 177.5 and 199.3 weeks of training and received between $\$ 1435$ and than one hundred eighty-seven weeks of training and received less than $\% 1647$ per year. The effect of additional training was not pronounced.

## TABLE XLVIII

TOTAL WEEKS OF TRAINING OF PRINCIPALS BY CITY, TOWN, AND TONNSHIP

| Weeks of Training | Principals |  |  |  |
| :---: | :---: | :---: | :---: | :---: |
|  | City | Town | Township | Totel |
| 250-UP | 4 | 3 | 6 | 13 |
| 240-249 | 3 | 1 | 11 | 15 |
| 230-239 | 0 | 0 | 0 | 0 |
| 220-229 | 8 | 3 | 15 | 26 |
| 210-219 | 11 | 3 | 31 | 45 |
| 200-209 | 8 | 1 | 28 | 37 |
| 190-199 | 13 | 6 | 76 | 95 |
| 180-189 | 37 | 23 | 128 | 188 |
| 170-179 | 3 | 4 | 46 | 53 |
| 160-169 | 8 | 1 | 41 | 50 |
| 150-159 | 6 | 1 | 15 | 22 |
| 140-149 | 4 | 1 | 19 | 24 |
| Below 139 |  | 1 | 7 | 8 |
| Total | 105 | 48 | 420 | 573 |

TABLE XIIX
SUMMARY OF TABLE XLVIII

|  | City | Tawn | Township | Total |
| :---: | :---: | :---: | :---: | :---: |
| lst <br> Quartile | 181.3 | 181.7 | 175. | 177.5 |
| Median <br> 3rd | 188.5 | 187. | 186.4 | 187. |
| Quartile <br> Quartile <br> Deviation | 209.6 | 200. | 198.2 | 199.3 |
| Median <br> Salary | $\$ 2515$ | 9.1 | 23.2 | 10.9 |

Table XLVIII, page 89, and Table XLIX, page 90 , give the total weeks of training and salary of the city, town, and township school principals and the state total.

The median weeks of training increased from 186.4 in the townships, to one hundred eighty-seven in the towns and to 188.5 in the city schools. There was only a range of 2.1 weeks of training in all three classes of schools while the median salary range was $\$ 952$.

The mode for weeks of training, including nearly one-third of the principals, was in the interval one hundred eighty to one hundred eighty-nine weeks of training. This corresponded approximately to one year of graduate study.

For cities the median weeks of training exceeded the state median by only l. 4 weeks of training, while the median salary was greater by $\$ 866$.

TABLE L
WEEKS OF TRAINING COMPARED WITH SALARY OF COACHES IN THE CITY SCHOOLS OF INDIANA, 1934-35

|  | Weeks of Training |  |  |  |  |  |  |  |  |  |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Salary | $\begin{array}{\|c\|} \hline \text { Below } \\ 139 \end{array}$ | $\left\|\begin{array}{l} 140- \\ 149 \end{array}\right\|$ | $\begin{aligned} & 150- \\ & 159 \end{aligned}$ | $\begin{aligned} & 160- \\ & 169 \end{aligned}$ | $\begin{aligned} & 170- \\ & 179 \end{aligned}$ | $180-1$ | $\begin{aligned} & 190- \\ & 199 \end{aligned}$ | $\begin{aligned} & 200- \\ & 209 \end{aligned}$ | $\begin{aligned} & 210- \\ & 219 \end{aligned}$ | $\begin{aligned} & 220- \\ & 229 \end{aligned}$ | $\begin{aligned} & 230- \\ & 239 \end{aligned}$ | $\begin{array}{l\|} 240-1 \\ 249 \end{array}$ | $\begin{array}{r} 250 \\ U p \end{array}$ | Total |
| \$4600-4799 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 4400-4599 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 4200-4399 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 4000-4199 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 3800-3999 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 3600-3799 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 3400-3399 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 3200-3399 |  |  |  |  |  | 2 |  |  |  |  |  |  |  | 2 |
| 3000-3199 | 1 |  |  |  |  |  |  |  |  |  |  |  |  | 1 |
| 2800-2999 |  |  |  |  |  | 1 |  |  |  |  |  |  |  | 1 |
| 2600-2799 |  |  |  |  | 1 | 1 |  |  |  |  |  |  |  | 2 |
| 2400-2599 |  |  | 1 | 1 |  |  | 1 |  | 1 |  |  |  |  | 4 |

TABIE L (Continued)

| \$2200-2399 |  | 1 |  | 1 |  | 3 | 1 | 1 |  |  |  |  |  | 7 |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| 2000-2199 | 3 | 5 | 7 | 4 | 1 | 1 |  | 1 | 1 |  |  |  |  | 23 |
| 1800-1999 |  | 6 | 4 | 1 | 3 | 3 | 3 |  | 2 |  |  |  |  | 22 |
| 1600-1799 | 1 | 3 | 4 | 3 | 1 | 2 | 1 |  |  |  |  |  |  | 15. |
| 1400-1599 |  | 6 | 3 | 3 |  |  | 1 |  | 1 |  |  |  |  | 14 |
| 1200-1399 | 1 | 4 |  | 2 | 1 |  |  |  |  |  |  |  |  | 8 |
| 1000-1199 |  |  | 3 |  | 1 | 1 |  |  |  |  |  |  |  | 5 |
| 800-999 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| Total | 6 | 25 | 22 | 15 | 8 | 14 | 7 | 2 | 5 |  |  |  |  | 104 |

TABLE LI
SUMMARY OF TABLE I

|  | lst <br> Quartile | Median | 3rd <br> Quartile | Quartile <br> Deviation | State <br> Median |
| :--- | :---: | :---: | :---: | :---: | :---: |
| Weeks of <br> Training | 148.3 | 159.7 | 181.5 | 16.6 | 159.6 |
| Salary | $\$ 1596$ | $\$ 1832$ | $\$ 2240$ | $\$ 322$ | $\$ 1239$ |

Table L, page 91 , and Table LI, which is given above, show the comparison of weeks of training and salary of the high school coaches in the city schools for 1934-35.

The middle fifty per cent of the city coaches had between 148.3 and 181.5 weeks of training and received between $\$ 1596$ and 2240 in salary. The medians were 159.7 weeks of training and 1832 in salary.

Table LII, .page 95, and Table LIII, page 96 , show the comparison of weeks of training and salary of the high school coach in the town schools for 1934-35.

The middle fifty per cent of the tow coaches had between 149.8 and 170.8 weeks of training and received between \$1127 and \$1453 in salary. The medians were 157.6 weeks of training and $\$ 1273$ in salary.

Table LIV, page 97 , and Table LV, page 99, show the comparison of weeks of training and salary of the high school coaches in the township schools for 1934-35.

The middle fifty per cent of the town coaches had between 148.9 and 178.4 weeks of training and received
between $\$ 1069$ and $\$ 1261$ in salary. The medians were 161.5 weeks of training and 1145 in salary.

TABLE LII
WEEKS OF TRAINING COMPARED WITH SALARY OF COACHES IN THE TOWN SCHOOLS OF INDIANA, 1934-35

|  | Weeks of Training |  |  |  |  |  |  |  |  |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Salary | $\begin{aligned} & 130- \\ & 139 \end{aligned}$ | 140- | $\begin{aligned} & 150- \\ & 159 \end{aligned}$ | $\begin{aligned} & 160- \\ & 169 \end{aligned}$ | $170-$ | $\begin{aligned} & 180- \\ & 189 \end{aligned}$ | $\begin{aligned} & 190- \\ & 199 \end{aligned}$ | $\begin{aligned} & 200- \\ & 209 \end{aligned}$ | $\begin{aligned} & 210- \\ & 219 \end{aligned}$ | $\begin{aligned} & 220-1 \\ & 229 \end{aligned}$ | $\begin{aligned} & 230- \\ & 239 \end{aligned}$ | $\begin{aligned} & 240 \\ & 249 \end{aligned}$ | Total |
| \$2800-2999 |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 2600-2799 |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 2400-2599 |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 2200-2399 |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 2000-2199 |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 1800-1999 |  |  |  |  | 1 |  |  |  |  |  |  |  | 1 |
| 1600-1799 |  | 2 |  |  |  |  |  | 1 |  |  |  |  | 3 |
| 1400-1599 |  | 4 | 2 | 1 | 3 |  | 1 |  |  |  |  |  | 11 |
| 1200-1399 |  | 4 | 6 | 2 | 2 | 2 | 1 |  | 1 |  |  |  | 18 |
| 1000-1199 | 2 | 2 | 9 | 6 |  | 2 |  |  |  |  |  |  | 21 |
| 800-899 |  |  |  |  |  |  |  |  |  |  |  |  |  |
| Total | 2 | 12 | 17 | 9 | 6 | 4 | 2 | 1 | 1 |  |  |  | 54 |

## TABLE LIII

## SUMMARY OF TABLE LII

|  | lst <br> Quartile | Median | 3rd <br> Quartile | Quartile <br> Deviation | State <br> Median |
| :--- | :---: | :---: | :---: | :---: | :---: |
| Weeks of <br> Training | 149.8 | 157.6 | 170.8 | 10.5 | 159.6 |
| Salary | ill27 | 81273 | $\$ 1453$ | 3163 | il239 |

TABLE LIV
WEEKS OF TRAINING COMPARED WITH SALARY OF COACHES
IN THE TOWNSHIP SCHOOLS OF INDIANE, 1934-35

|  | Weeks of Training |  |  |  |  |  |  |  |  |  |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Salary | $\begin{gathered} \text { Below } \\ 139 \end{gathered}$ | $\begin{array}{\|l\|} 140- \\ 149 \end{array}$ | $\begin{aligned} & 150- \\ & 159 \end{aligned}$ | $\begin{aligned} & 160- \\ & 169 \end{aligned}$ | $170-$ | $180-$ | $190-$ | $200-$ | $\left\lvert\, \begin{aligned} & 210- \\ & 219 \end{aligned}\right.$ | $\begin{aligned} & 220- \\ & 229 \end{aligned}$ | $\begin{aligned} & 230- \\ & 239 \end{aligned}$ | $\begin{aligned} & 240- \\ & 249 \end{aligned}$ | 250 Up | Totel |
| \$4600-4799 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 4400-4599 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 4200-4399 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 4000-4I99 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 3800-3999 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 3600-3799 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 3400-3599 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 3200-3399 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 3000-3199 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 2800-2999 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 2600-2999 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 2400-2599 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |

TABLE LIV (Continued)

| \$2200-2399 |  |  |  |  |  |  |  |  |  |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| 2000-2199 |  |  |  | 1 |  |  |  |  |  |  |  |  | 1 |
| 1800-1999 |  |  | 1 |  |  | 1 |  | 1 |  |  | 1 |  | 4 |
| 1600-1799 | 2 | 1 | 1 | 2 |  | 1 |  |  |  |  |  |  | 7 |
| 1400-1599 | 2 | 4 | 6 | 3 | 3 | 2 | 2 | 1 | 2 |  |  |  | 25 |
| 1200-1399 | 2 | 15 | 14 | 22 | 15 | 16 | 8 | 2 | 2 |  | 1 | 1 | 98 |
| 1000-1199 | 11 | 74 | 60 | 54 | 23 | 37 | 9 | 6 |  | 3 | 2 | 2 | 280 |
| 800-999 | 3 | 2 | 1 | 3 |  |  |  |  | 1 |  |  |  | 10 |
| Total | 20 | 96 | 83 | 85 | 41 | 57 | 19 | 10 | 5 | 3 | 4 | 3 | 426 |

TABLE LV
SUMMARY OF TABLE LIV

|  | lst <br> Quartile | Median | 3rd <br> Quartile | Quartile <br> Deviation | State <br> Median |
| :--- | :---: | :---: | :---: | :---: | :---: |
| Weeks of <br> Training | 178.4 | 161.5 | 148.9 | 14.7 | 159.6 |
| Salary | $\$ 1261$ | $\$ 1145$ | $\$ 1069$ | $\$ 96$ | $\$ 1239$ |

Table LVI, page 101, and Table LVII, page 102, give the total weeks of training and salaries of the coaches in Indiana high schools for 1934-35.

The middle fifty per cent of the coaches had between 148.9 and one hundred seventy-eight weeks of training and received between $\$ 1090$ and $\$ 1440$ in salary. Half of the coaches had fewer than 159.6 weeks of training and received less than 1239 per year.

Table LVIII, page 103, and Table LIX, page 104, show the total weeks of training and salary of the city, town, and township school coaches and the state total.

The median weeks of training increased from 157.6 in the town, to 159.7 in the city, to the highest in the township of l61.5. The range in all three classes was 3.9 weeks of training while the median salary range was \$687. The striking thing is that the township coach exceeded the city coach by 1.8 weeks of training but the city coach received a greater salary by $\$ 687$. The median weeks of training in the township
exceeded the state median by 1.9 while the median solary was less by ninety-four dollars.

The mode for weeks of training was in the interval 140-149, the training necessary for a regular four year degree.

WEEKS OF TRAINING COMPARED WITH SALARY OF HIGH SCHOOL COACHES IN INDIANA HIGH SCHOOLS, 1934-35

|  | Weeks of Training |  |  |  |  |  |  |  |  |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Salary | $\begin{gathered} \text { Below } \\ 139 \end{gathered}$ | $140-$ | $\left\lvert\, \begin{aligned} & 150-1 \\ & 159\end{aligned}\right.$ | $160-$ | $1770-$ | $1180-$ | $\left\lvert\, \begin{aligned} & 190- \\ & 199\end{aligned}\right.$ | $\left\lvert\, \begin{aligned} & 200- \\ & 209\end{aligned}\right.$ | $1210-$ | $220-$ | $1 \begin{aligned} & 230- \\ & 239 \end{aligned}$ | $1 \begin{aligned} & 240- \\ & 249 \end{aligned}$ | Total |
| \$3800-3999 |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 3600-3799 |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 3400-3599 |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 3200-3399 |  |  |  |  |  | 2 |  |  |  |  |  |  | 2 |
| 3000-3199 | 1 |  |  |  |  |  |  |  |  |  |  |  | 1 |
| 2800-2999 |  |  |  |  |  | 1 |  |  |  |  |  |  | 1 |
| 2600-2799 |  |  |  |  | 1 | 1 |  |  |  |  |  |  | 2 |
| 2400-2599 |  |  | 1 | 1 |  |  | 1 |  | 1 |  |  |  | 4 |
| 2200-2399 |  | 1 |  | 1 |  | 3 | 1 | 1 |  |  |  |  | 7 |
| 2000-2199 | 3 | 5 | 7 | 5 | 1 | 1 |  | 1 | 1 |  |  |  | 24 |
| 1800-1999 |  | 6 | 5 | 1 | 4 | 4 | 3 | 1 | 2 |  | 1 |  | 27 |
| 1600-1799 | 3 | 6 | 5 | 5 | 1 | 3 | 1 | 1 |  |  |  |  | 25 |

TABLE LVI (Continued)

| $\$ 1400-1599$ | 2 | 14 | 11 | 7 | 6 | 2 | 4 | 1 | 3 |  |  |  |  |
| :---: | ---: | ---: | ---: | ---: | ---: | ---: | ---: | ---: | ---: | ---: | ---: | ---: | ---: |
| $1200-1399$ | 3 | 23 | 20 | 26 | 18 | 18 | 9 | 2 | 3 |  | 1 |  | 50 |
| $1000-1199$ | 13 | 76 | 72 | 60 | 24 | 40 | 9 | 6 |  | 3 | 2 |  | 123 |
| $800-999$ | 3 | 2 | 1 | 3 |  |  |  |  | 1 |  |  |  | 305 |
| Total | 27 | 133 | 122 | 109 | 55 | 75 | 28 | 13 | 11 | 3 | 4 |  | 584 |

TABLE LVII

## SUMMARY OF TABIE LVI

|  | lst <br> Quartile | Median | 3rd <br> Quartile | Quartile <br> Deviation |
| :--- | :---: | :---: | :---: | :---: |
| Weeks of <br> Training | 148.9 | 159.6 | 178 | 29.1 |
| Salary | $\$ 1090$ | $\$ 1239$ | $\$ 1440$ | $\$ 175$ |

## TABLE LVIII

TOTAL NUMBER OF WEEKS OF TRAINING OF COACHES BY CITY, TOWN, AND TOMNSHIP

| Weeks of Training | Coaches |  |  |  |
| :---: | :---: | :---: | :---: | :---: |
|  | City | Town | Town ship | Total |
| 250-Up |  |  |  |  |
| 240-249 |  |  | 3 | 3 |
| 230-239 |  |  | 4 | 4 |
| 220-229 |  |  | 3 | 3 |
| 210-219 | 5 | 1 | 5 | 11 |
| 200-209 | 2 | 1 | 10 | 13 |
| 190-199 | 7 | 2 | 19 | 28 |
| 180-189 | 14 | 4 | 57 | 75 |
| 170-179 | 8 | 6 | 41 | 55 |
| 160-169 | 15 | 9 | 85 | 109 |
| 150-159 | 22 | 17 | 83 | 122 |
| 140-149 | 25 | 12 | 96 | 133 |
| $\begin{aligned} & \text { Below } \\ & 139 \end{aligned}$ | 6 | 2 | 20 | 28 |
| Total | 104 | 54 | 426 | 584 |

## TABLE LIX

SUMMARY OF TABLE LVIII

|  | City | Town | Township | Total |
| :---: | :---: | :---: | :---: | :---: |
| lst <br> Quartile | 148.3 | 149.8 | 148.9 | 148.9 |
| Median <br> 3rd | 159.7 | 157.6 | 161.5 | 159.6 |
| Quartile <br> Quartile <br> Deviation <br> Median <br> Salary | 181.5 | 170.8 | 178.4 | 178. |

## Summary

1. The median city principal had 188.5 weeks of training and received $\$ 2515$ in salary; while the coach had 159.7 weeks of training and received $\$ 1832$. There was a difference of 28.8 weeks of training and $\% 683$ in salary in favor of the principal.
2. The median town principal had one hundred eightyseven weeks of training and received $\$ 1700$ in salary; while the coach had 157.6 weeks of training and received $\$ 1273$. There was a difference of 29.4 weeks of training and $\$ 427$ in salary in favor of the principal.
3. The median township principal had 186.4 weeks of training and received ${ }^{W} 1563$ in salary; while the coach had 161.5 weeks of training and received $\$ 1145$. There was a difference of 24.9 weeks of training and $\$ 418$ in salary
in favor of the principal.
4. , The greatest difference in weeks of training was in the town systems, while the greatest difference in salary was in the city schools.
5. The median principal of the state had one hundred eighty-seven weeks of training and received a salary of $\$ 1647$. The median coach had 159.6 weeks of training and received $\$ 1239$ in salary. There was a difference of 27.4 weeks of training and $\$ 408$ in salary in favor of the principar.
6. The median weeks of training of the principal increased from 186.4 in townships to one hundred eightyseven in the towns and 188.5 in the cities; while the median salary was $\$ 1563$ in the townships, 1700 in the towns, and 2515 in the cities.
7. The median weeks of training of the coach increased from 157.6 in the town to 159.7 in the city and 161.5 in the townships; while the median salary was $\$ 1273$ in the towns, \$1832 in the cities, and \$1145 in the townships. The striking thing here is that the township coach had more training than the city or town coach.
8. The effect of additional training is not a vital factor in determining salaries.

## VIII. DEGREE AND SALARY

This chapter deals with the comparison of degrees and salaries of high school principals and coaches in the Indiana high schools for 1934-35.

The rule should be that higher degrees merit higher or greater salaries. A list of degrees may not necessarily make a teacher better nor make him worth more money, but if all factors are the same, the cost in money and work on a degree should be an investment which should bring returns. The question we hope to solve in this section is what are the actual results. Are the principals and coaches in our city, town, and township schools of Indiana receiving any benefits from their investments of money and time spent on degrees?

TABLE LX
TOTAL COELEGE DEGREES AND SALARY COMPARPD FOR PRINCIPALS IN THE CITY, TOWN, AND TOWNSHIP SCHOOLS OF INDIANA, 1934-35


| \$2600-2799 |  | 2 | 6 | 1 | 9 |  |  | 3 | 1. | 4 |  | 1 |  |  | 1 | 14 |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| 2400-2599 |  | 5 | 8 |  | 13 |  | 2 | 2 |  | 4 |  | 1 | 6 |  | 7 | 24 |
| 2200-2399 |  | 1 | 8 |  | 9 |  |  | 1 |  | 1 |  |  | 6 |  | 6 | 16 |
| 2000-2199 |  | 4 | 10 |  | 14 | 1 |  | 1 |  | 2 |  | 10 | 11 |  | 2.1 | 37 |
| 1800-1999 |  | 6 | 7 |  | 13 |  | 2 | 11 |  | 13 |  | 28 | 25 |  | 53 | 79 |
| 1600-1799 |  | 2 | 2 |  | 4 |  | 3 | 5 |  | 8 | 1 | 50 | 45 | 1 | 97 | 109 |
| 1400-1599 |  | 1 | 1 |  | 2 |  | 2 | 7 |  | 9 | 2 | 72 | 49 |  | 123 | 134 |
| 1200-1399 |  | 1 | 1 |  | 2 |  | 6 | 7 |  | 13 | 3 | 66 | 38 |  | 107 | 122 |
| 1000-1199 |  |  |  |  |  |  |  | 1 |  | 1 |  | 2 |  |  | 2 | 3 |
| Total | 1 | 29 | 73 | 3 | 106 | 1 | 15 | 38 | 1 | 55 | 6 | 230 | 181 | 1 | 418 | 579 |
| Per Cent | . 9 | 27.4 | 68.91 | 2.81 | 100 | 1.9 | 27.3 | 68.91 | 1.91 | 100 | 1.41 | 55 | 43.3 | . 31 | 100 |  |

Table LX, page 108, gives a comparison of college degrees and salaries of principals in the city, town, and township. The table should be read thus: Three of the city principals who reported having a baccalaureate degree received between $\$ 4400$ and $\$ 4599$ during $1934 \mp 35$. One city principal with a master's degree received between 4200 and $\$ 4399$.

It is important to note that one city principal, one town principal, and six township principals had no degree. There were twenty-nine city principals, or 27.4 per cent of all of them who had a baccalaureate degree, fifteen town principals, or 27.3 per cent, and two hundred thirty township principals, or 55.0 per cent who had the same degree. In the city schools seventy-three, or 68.9 per cent of the principals had a master's degree; thirtyeight, or 68.9 per cent of the town principals had the same degree, and one hundred eighty-one or 43.3 per cent of the township principals had a master's degree. Only one principal with a master's degree was working for a salary between 1000 and \$1199 and that was in a town school; while there were two principals in the township schools each with a baccalaureate degree working for a similar salary. In the salary group 1200 to $\$ 1399$ there were forty-six principals each with a master's degree and seventy-three with a baccalaureate degree. Only five principals in the state had a doctor's
degree in 1934-35. Three of these were located in a city school, one in a town school, and one in a township school. The range of salary in the city schools was from $\$ 2600$ to $\$ 3600$, in the town schools $\$ 2600$ to $\$ 2799$, and in the township school from 1600 to $\$ 1799$. The principal with a doctor's degree in the township school was teaching in his home township.

Table IXI, page 113, gives the degrees held by Indiana high school principals during 1934-35. Of the five hundred seventy-nine principals used in this study, 1.4 per cent had no degree; 47.3 per cent had a bachelor's degree; 50.4 per cent had a master's; and . 9 per cent had a doctor's degree.

1
Ward found in a thesis study of high school principals in Indiana for $1932-33$ thet 7.1 per cent had no degree; 54.7 had a baccalaureate degree; 38.0 per cent had a master's degree; and .2 per cent had a doctor's degree. This brings out the fact that the amount of education is rapidly being raised. From 1932-33 to 1934-35 the per cent of principals holding baccalaureate degrees had decreased 7.4 per cent, while the number of principals holding master's degrees had increased 12.4 per cent. There had also been an increase of .7 per cent

## 1

F. E. Ward, The Status of Salaries of Indiana High
 the Graduate ${ }^{\text {S }}$
No. $139,1933$.
in the number of principals holding doctor's degrees in the last two years.

Sloan found that 2.1 per cent had no degree; 81.8 per cent had a baccalaureate degree; and 13.0 per cent had a master's degree; while 3.1 per cent had other degrees. 3 Eikenberry, in his random sample of high schools in the United States, found that 12.3 per cent of the principals had no degree; 67.2 had a baccalaureate degree; and 18.0 per cent had a master's degree. Koos, in his study of four hundred twenty-one schools in the United states, found 8.3 per cent of the principals had no degree; 66.5 per cent had a baccalaureate degree; 22.7 had a master's degree; and 1.4 per cent had a doctor's degree.

2
H. L. Sloan, Status of the Public School Administrators, Bulletin of the graduate division, Kansas State Teachers College, June, 1930, p. 42.

3
S. H. Eikenberry, Status of the High School Principal,. Bureau of Rducation, Bulletin No. 24, 1925, p. 14.

4
L. V. Koos, The High School Principal, (Boston: Houghton-Miffin Co., 1924), $\frac{1}{\text { p. } 21 .}$

TABLE LXI
TOTAL PER CENT OF COLLEGE DEGREES HELD BY THE: PRINCIPALS IN THE CITY, TOWN, AND TOWNSHIP SCHOOLS OF INDIANA, 1934-35

|  | Degree |  |  |  | Number of Principels | Salary State Median |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  | None | A.B. | M.A. | Ph.D. |  |  |
| City | 1 | 29 | 73 | 3 | 106 | 82515 |
| Town | 1 | 15 | 38 | 1 | 55 | \$1700 |
| Townships | 6 | 230 | 181 | 1 | 418 | \$1563 |
| Total | 8 | 274 | 292 | 5 | 579 | \%1647 |
| Per Cent | 1.4 | 43.7 | 50.4 | . 9 | 100 |  |

TABLE LXII
TOTAL COLLEGE DEGREES AND SALARIES COMPARED FOR COACHES IN THE CITY, TOWN, AND TOWNSHIP SCHOOLS OF INDIANA, 1934-35

|  | City |  |  |  |  | Town |  |  |  |  | Township |  |  |  |  | State |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Salary | None | A.B. | M.A. | Ph.D. | Total | None | A.B. | M.A.] | Ph.D. | Total | None | A.B. | M.A. | Ph.D. | Total | Total |
| \$5000-5199 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 4800-4999 |  |  |  | . |  |  |  |  |  |  |  |  |  |  |  |  |
| 4600-4799 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 4400-4599 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 4200-4399 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 4000-4199 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 3800-3999 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 3600-3790 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 3400-3599 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 3200-3399 |  | 1 | 1 |  | 2 |  |  |  |  |  |  |  |  |  |  | 2 |
| 3000-3199 | 1 |  |  |  | 1 |  |  |  |  |  |  |  |  |  |  | 1 |
| 2800-2999 |  | 2 |  |  | 2 |  |  |  |  |  |  |  |  |  |  | 2 |

TABLE LXII (continued)


Table LXII, page 114, shows the college degrees and salaries of coaches in the city, town, and township schools of Indiana for 1934-35.

It is significant to note that nine coaches in the city schools or 8.8 per cent, had no degree. The highest salary received by any of these was $\$ 3000$. There were two town coaches or 3.7 per cent and in the township eighteen or 4.2 per cent having no degree. There were eighty city coaches, or 78.4 per cent of all of them, having a baccalaureate degree; fifty-two town or 96.3 per cent and three hundred eighty-three or 91.0 per cent of the township coaches having the same degree. Only thirteen city high school coaches or 12.8 per cent had a master's degree. No town coaches had this degree and twenty or 4.8 per cent of the township coaches had this degree. There were no coaches in the state with a doctor's degree.

Table LXIII, page 117, shows the degrees held by and the per cent for Indians high school coaches for 1934-35.

Of the five hundred seventy-seven cases used in this study, twenty-nine or 5.0 per cent had no degree; five hundred fifteen or 89.2 per cent had a bachelor's degree; and thirty-three or 5.8 per cent held a master's degree.

## TABLE LXIII

TOTAL 'PER CENT OF COLIEGE DEGREES HELD BY THE
COACHES IN THE CITY, TOWN, AND TOWNSHIP SCHOOLS OF INDIANA, 1934-35

|  | Degree |  |  | Number of <br> Coaches | Salary <br> State Medi an |  |
| :--- | ---: | ---: | ---: | ---: | :---: | :---: |
| None | A.B. | M.A. Ph.D. |  |  |  |  |
| Town | 9 | 80 | 13 |  | 102 | $\$ 1832$ |
| Township | 18 | 383 | 0 |  | 54 | $\$ 1273$ |
| Total | 29 | 515 | 33 |  | 577 | $\$ 1145$ |
| Per Cent | 5 | 89.2 | 5.8 |  | 100 | $\$ 1239$ |

Summary

1. There were five principals and no coaches with Ph. D. degrees in the state in 1934-35. Three of these were located in the city system and one each in the town and township. The highest Ph. D. in the city systems received between $\$ 3600-\$ 3799$ and the lowest $\$ 2600-2799$ as compared with highest listed with a baccalaureate degree, receiving $\$ 4400-\$ 4399$, and the lowest receiving \$1200-\$1399. The lowest Ph. D. salary was that found in the township with a salary between ${ }^{(1)} 1600-\$ 1799$.
2. In the cities: One principal with no degree received a salary above the $\$ 3600$ interval, which was higher than any received in town and township with a master's degree. One coach with no degree received a
salary in the interval $\$ 3000-\$ 3199$; while the highest with a master's received between \$3200-3399.
3. Only one town school principal, with a master's degree was working for a salary in the interval \$1000$\$ 1199$, while there were seven in the township working within this same interval.
4. In the cities: There were two hundred ninetytwo principals or 50.4 per cent who held master's degrees; while only thirty-three coaches or 5.8 per cent held the same degree. There was a difference of 44.6 per cent in favor of the principal. The principals median salary for this group was $\$ 2515$ as compared with ${ }^{(\$ 1832}$ for the coach.
5. In the towns: There were thirty-eight principals or 68.9 per cent who held master's degrees; while no coaches were shown as having this degree. The median salary of principal was \$1700 and
6. In the townships: There were one hundred eightyone principals or 43.3 per cent who held master's degrees; While twenty coaches or 4.8 per cent held the same degree. A difference of 38.5 per cent was found in favor of the principal. The median salaries of the principal and the coach were $\$ 1563$ and $\$ 1145$ respectively.

## IX. SALARY AND TRAINING INSTITUTIONS

This chapter is a study of the saleries of high school principals and coaches in relation to the training institutions. The training institutions were divided into the three groups: Teachers Colleges, State Universities, and Liberal Arts Colleges. Does the iraining institution from which the principal and coach received their training have any effect on the salary?

From which group do most of our principals and
coaches come?

TABLE LXIV
SALARY COMPARED WITH TRAINING INSTITUTION FOR CITY SCHOOLS OF INDIANA,

1934-35

| Salary | Principal |  |  |  | Coach |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  | $\begin{aligned} & \text { Teachers } \\ & \text { College } \end{aligned}$ | State University | $\begin{gathered} \text { Liberal } \\ \text { Arts College } \end{gathered}$ | Total | $\begin{aligned} & \text { Teachers } \\ & \text { College } \end{aligned}$ | State University | $\begin{gathered} \text { Liberal } \\ \text { Arts College } \end{gathered}$ | Total |
| \$4800-4999 |  |  |  |  |  |  |  |  |
| 4600-4799 |  |  |  |  |  |  |  |  |
| 4400-4599 |  | 1 | 2 | 3 |  |  |  |  |
| 4200-4399 |  | 1 |  | 1 |  |  |  |  |
| 4000-4199 |  |  |  |  |  |  |  |  |
| 3800-3999 | 1 | 2 |  | 3 |  |  |  |  |
| 3600-3799 | 4 | 4 | 1 | 9 |  |  |  |  |
| 3400-3599 | 2 | 1 | 1 | 4 |  |  |  |  |
| 3200-3399 | 2 | 7 |  | 9 |  |  | 2 | 2 |
| 3000-3199 | 2 | 4 |  | 6 |  | 1 |  | 1 |
| 2800-2999 | 1 | 4 |  | 5 |  |  | 2 | 2 |
|  |  |  |  |  |  |  | - |  |

TABLE LXIV (Continued)

| \$2600-2799 | 4 | 5 |  | 9 | 1 | 2 |  | 3 |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| 2400-2599 | 5 | 8 |  | 13 |  | 2 | 2 | 4 |
| 2200-2399 | 3 | 5 |  | 8 | 1 | 3 | 3 | 7 |
| 2000-2199 | 4 | 12 |  | 16 | 4 | 7 | 11 | 22 |
| 1800-1999 | 2 | 9 | 3 | 14 | 4 | 3 | 15 | 22 |
| 1600-1799 |  | 4 |  | 4 | 2 | 6 | 7 | 15 |
| 1400-1599 |  |  | 2 | 2 | 1 | 12 | 2 | 15 |
| 1200-1399 |  | 1 | 1 | 2 | 4 | 2 | 2 | 8 |
| 1000-1199 |  |  |  |  |  | 1 | 4 | 5 |
| Total | 30 | 67 | 10 | 107 | 17 | 39 | 51 | 107 |
| Per Cent | 28 | 62.6 | 9.4 |  | . 15.9 | 36.4 | 47.7 |  |

Table IKIV, page 120, compares the training institution with salary of principal and coach for city schools, 1934-35.

There were one hundred seven cases used in the study. Of this number thirty or 28.0 per cent received their training in Teachers Colleges; sixty-seven or 62.6 per cent in State Universities; and only ten or 9.4 in Liberal Arts Colleges.

The study for coaches showed that seventeen or 15.9 per cent received their training in Teachers Colleges; thirty-nine or 36.4 per cent in State Universities; and fifty-one or 47.7 per cent in Liberal Arts Colleges.

The greatest number of principals in city schools received their training from State Universities; while Liberal Arts Colleges ranked high for coaches.

Table LXV, page 124, compares the training institution with salary of principal and coach for town schools, 1934-35.

Of the fifty-five principals in town schools used in this study seven, or 12.7 per cent, received their training in Teachers Colleges; thirty-six, or 65.5 per cent, in State Universities; and twelve, or 21.8 per cent, in Liberal krts Colleges.

For coaches fourteen, or 25.5 per cent, received their training in Teachers Colleges; fourteen, or 25.5 per cent, in State Universities; and twenty-seven, or 49.0 per cent, in Liberal Arts Colleges.

The same was true for town schools as for city schools; namely, the largest number of principals came from the State Universities; while forty-nine per cent of the coaches were from Liberal Arts Colleges.

Table IXVI, page l26, compares the training institution and salary of principal and coach in the township schools for 1934-35.

Of the four hundred thirty-eight cases in this section of the study one hundred twenty-nine principals, or 29.5 per cent, received their training in Teachers Colleges; one hundred sixty-seven, or 38.1 per cent, in State Universities; and one hundred forty-two, or 32.4 per cent, in Liberal Arts Colleges.

For coaches one hundred twenty-six, or 28.7 per cent, received their training in Teachers Colleges; eighty-two, or 18.8 per cent, in State Universities, an $\mathfrak{A}$ two hundred thirty, or 52.5 per cent, in Liberal Arts Colleges.

Again the figures show that most of the township principals had their training in State Universities, but the per cent is about the same for the Liberal Arts Colleges. Over one-half of the coaches were from Liberal Arts Colleges.

## TABLE LXV

SALARY COMPARYD WITH TRAINING INSTITUTIONS FOR TOWN SCHOOLS OF INDIANA, 1934-35

|  | Principal |  |  |  | Coach |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Salary | $\begin{aligned} & \text { Teachers } \\ & \text { College } \end{aligned}$ | $\begin{gathered} \text { State } \\ \text { University } \end{gathered}$ | Liberal Arts College | Total | $\begin{aligned} & \text { Teachers } \\ & \text { College } \end{aligned}$ | State University | Liberal Arts College | Total |
| \$4800-4999 |  |  |  |  |  |  |  |  |
| 4600-4799 |  |  |  |  |  |  |  |  |
| 4400-4599 |  |  |  |  |  |  |  |  |
| 4200-4399 |  |  |  |  |  |  |  |  |
| 4000-4199 |  |  |  |  |  |  |  |  |
| 3800-3999 |  |  |  |  |  |  |  |  |
| 3600-3799 |  |  |  |  |  |  |  |  |
| 3400-3599 |  |  |  |  |  |  |  |  |
| 3200-3399 |  |  |  |  |  |  |  |  |
| 3000-2999 |  |  |  |  |  |  |  |  |
| 2800-2999 |  |  |  |  |  |  |  |  |
| 2600-2799 |  | 4 |  | 4 |  |  |  |  |

TABLE LXV (Continued)

| \$2400-2599 |  | 3 | 1 | 4 |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| 2200-2399 |  | 1 |  | 1 |  |  |  |  |
| 2000-2199 | 1 | 1 |  | 2 |  |  |  |  |
| 1800-1999 | 1 | 9 | 3 | 13 |  |  | 1 | 1 |
| 1600-1799 | 1 | 6 | 1 | 8 |  | 1 | 2 | 3 |
| 1400-1599 |  | 6 | 3 | 9 | 4 | 2 | 5 | 11 |
| 1200-1399 | 3 | 6 | 4 | 13 | 5 | 8 | 5 | 18 |
| 1000-1199 | 1 |  |  | 1 | 5 | 3 | 14 | 22 |
| Total | 7 | 36 | 12 | 55 | 14 | 14 | 27 | 55 |
| Per Cent | 12.7 | 65.5 | 21.8 |  | 125.5 | 25.5 | 49 |  |

SALARY COMPARED WITH TRAINING INSTITUTION FOR TOWNSHIP SCHOOLS OF INDIANA, 1934-35

| Salary | Principal |  |  |  | Coach |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  | $\begin{aligned} & \text { Teachers } \\ & \text { College } \end{aligned}$ | State <br> University | Iiberal Arts College | Total | $\begin{aligned} & \text { Teachers } \\ & \text { College } \end{aligned}$ | State University | $\begin{gathered} \text { Liberal } \\ \text { Arts College } \end{gathered}$ | Total |
| \$4400-4599 |  |  |  |  |  |  |  |  |
| 4200-4399 |  |  |  |  |  |  |  |  |
| 4000-4199 |  |  |  |  |  |  |  |  |
| 3800-3999 |  |  |  |  |  |  |  |  |
| 3600-3799 |  |  |  |  |  |  |  |  |
| 3400-3599 |  |  |  |  |  |  |  |  |
| 3200-3399 |  |  |  |  |  |  |  |  |
| 3000-3199 |  |  |  |  |  |  |  |  |
| 2800-2999 |  | 1 |  | 1 |  |  |  |  |
| 2600-2799 |  | 1 |  | 1 |  |  |  |  |
| 2400-2599 | 1 | 6 |  | 7 |  |  |  |  |
| 2200-2399 | 1 | 7 |  | 8 |  |  |  |  |

## TABLE LXVI (Continued)

| \$2000-2199 | 5 | 10 | 4 | 19 |  |  | 1 | 1 |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| 1800-1999 | 15 | 18 | 19 | 52 |  | 3 | 1 | 4 |
| 1600-1799 | 31 | 41 | 34 | 106 |  | 4 | 2 | 6 |
| 1400-1599 | 46 | 47 | 39 | 132 | 3 | 9 | 13 | 25 |
| 1200-1399 | 30 | 35 | 46 | 111 | 31 | 24 | 47 | 102 |
| 1000-1199 |  | 1 |  | 1 | 88 | 40 | 162 | 290 |
| 800-999 |  |  |  |  | 4 | 2 | 4 | 10 |
| Total | 129 | 167 | 142 | 438 | 126 | 82 | 230 | 430 |
| Per Cent | 29.5 | 38.1 | 32.4 |  | . 28.7 | 18.8 | 52.5 |  |

SUMMARY OF TABLES LXIV, LXV, AND
LXVI FOR PRINCIPALS

| Training <br> Institutions | Principals |  |  | Total | Median Salary |  |  | Per Cent |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  | City | Town | Township |  | City | Town | Township |  |
| $\begin{aligned} & \text { Teachers } \\ & \text { College } \end{aligned}$ | 30 | 7 | 129 | 166 | \$2650 | 1333 | \$1550 | 27.7 |
| State University | 67 | 36 | 167 | $2 \%$ | 2462 | 1600 | 1602 | 45. |
| Liberal <br> Arts College | 10 | 12 | 142 | 164 | 1933 | 1433 | 1528 | 27.3 |
| Total | 107 | 55 | 438 | 600 |  |  |  |  |
| State Median Salary | \$2515 | \$1700 | \$1563 | \% 1647 |  |  |  |  |

Table LXVII, page 128, shows the median salaries according, to training institutions for city, town, and township schools.

A total of one hundred sixty-six, thirty city principals, seven town, and one hundred twenty-nine township, or 27.7 per cent, received their training from Teachers Colleges. The median salary for this group was $\$ 2650$ in city schools, $\$ 1333$ in towns, and $\$ 1550$ in the townships. The salary received in city schools exceeded the state median by $\$ 135$, town principals received $\$ 367$ less than the state median and that received by township principals was only fifteen dollars less than the state median.

A total of two hundred seventy, sixty-seven city principals, thirty-six town, and one hundred sixty-seven township principals, or 45.0 per cent, received their training in State Universities. The median salaries increased from $\$ 1600$ in town schools, to $\$ 1602$ in township, and to $\$ 2462$ in the city schools. The city median was less than the state median by fifty-three dollars, the town median by one hundred dollars, and the township by ninety-eight dollars.

A total of one hundred sixty-four, ten city, twelve town, and one hundred forty-two township principals, or 27.3 per cent, received their training from Liberal Arts Colleges. The medion salaries for this group increased from $\$ 1433$ for towns, to $\$ 1528$ for townships, to $\$ 1933$
in cities. The Liberal Arts median salaries were less than the state medians by $\$ 582$ in the city schools, by $\$ 267$ in towns, and by thirty-five dollars in townships. Table LXVIII, page 132, shows the median salaries by training institutions for city, town, and township schools.

For Teachers Colleges, seventeen city coaches, fourteen town, and one hundred twenty-six township, or altogether one hundred fifty-seven, or 26.1 per cent, received their training in Teachers Colleges. The medians for this group were: in city schools $\$ 1875$, in town schools $\$ 1280$, and in township $\$ 1134$. The city median was fortythree dollars higher than the state median, the town median was also higher by seven dollars, while the township is lower by eleven dollars.

In the group of State Universities, thirty-nine city coaches, fourteen town, and eighty-two township, or one hundred thirty-five, or 22.5 per cent, for the whole state received their training in State Universities. The medians were $\$ 1750$ in cities, $\$ 1300$ in towns, and \$ll95 in townships. The town and towhship medians were above the state medians by twenty-seven dollars and fifty dollars respectively, while the city median was lower by eighty-two dollars.

Of Liberal Arts Training institutions, fifty-one city coaches, twenty-seven tow, and two hundred thirty township or for the whole state three hundred eight, or
51.4 per cent, received their training from this class of institutions. The medians were: \$1940 for city, \$1193 for town, and \%ll35 for township schools. The median for city schools was ${ }^{\circ} 108$ above the state median, while the town was eighty dollars, and the township ten dollars below that of the state for their group.

TABLE LXVIII
SUMMARY OF TABLES LXIV, LXV, AND LXVI FOR COACHES

| Training <br> Institutions | Coaches |  |  | Total | Median Salary |  |  | Per Cent |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  | City | Town | Township |  | City | Town | Township |  |
| $\begin{aligned} & \text { Teachers } \\ & \text { College } \end{aligned}$ | 17 | 14 | 126 | 157 | \$1875 | \$1280 | \$1134 | 26.1 |
| State University | 39 | 14 | 82 | 135 | 1750 | 1300 | 1195 | 22.5 |
| Liberal <br> Arts College | 51 | 27 | 230 | 308 | 1940 | 1193 | 1135 | 51.4 |
| Total | 107 | 55 | 438 | 600 |  |  |  |  |
| State Median Salary | \$1832 | \$1273 | \$1145 | \$1239 |  |  |  |  |

TABLE LXIX
SALARY COMPARED WITH TRAINING INSTITUTIONS WITHIN THE STATE AND WITHOUT THE STATE FOR PRINCIPALS OF CITY SCHOOLS, 1934-35

| Salary | Within State |  |  |  | Without State |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  | $\begin{aligned} & \text { Teachers } \\ & \text { College } \end{aligned}$ | State University | $\begin{gathered} \text { Liberal } \\ \text { Arts College } \end{gathered}$ | Total | Teachers College | State <br> University | Liberal Arts College | Total |
| \$4800-4999 |  |  |  |  |  |  |  |  |
| 4600-4799 |  |  |  |  |  |  |  |  |
| 4400-4599 |  | 1 | 1 | 2 |  |  | 1 | 1 |
| 4200-4399 |  |  |  |  |  | 1 |  | 1 |
| 4000-4199 |  |  |  |  |  |  |  |  |
| 3800-3999 |  |  |  |  | 1 | 2 |  | 3 |
| 3600-3799 |  | 1 | 1 | 2 | 4 | 3 |  | 7 |
| 3400-3599 | 1 |  | 1 | 2 | 1 | 1 |  | 2 |
| 3200-3399 |  | 2 |  | 2 | 2 | 5 |  | 7 |
| 3000-3199 |  | 2 |  | 2 | 2 | 2 |  | 4 |
| 2800-2999 |  | 2 |  | 2 | 1 | 2 |  | 3 |
| 2600-2799 |  | 3 |  | 3 | 4 | 2 | - | 6 |

TABLE LXIX (Continued)

| \$2400-2599 | 3 | 6 |  | 9 | 2 | 2 |  | 4 |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| 2200-2399 |  | 2 |  | 2 | 3 | 2 |  | 5 |
| 2000-2199 | 2 | 6 |  | 8 | 2 | 6 |  | 8 |
| 1800-1999 | 1 | 7 | 3 | 13 | 1 | 2 |  | 3 |
| 1600-1799 |  | 4 |  | 4 |  |  |  |  |
| 1400-1599 |  |  | 2 |  |  |  |  |  |
| 1200-1399 |  | 1 | 1 | 2 |  |  |  |  |
| 1000-1199 |  |  |  |  |  |  |  |  |
| Total | 7 | 37 | 9 | 53 | 23 | 30 | 1 | 54 |
| Per Cent | 6.5 | 34.6 | 8.4 |  | 25.5 | 28 | 1 |  |

Table LXIX, page 133, compares the training institutions within the state with those without the state for principals of city schools.

For Teachers Colleges seven or 6.5 per cent came from institutions within state; while twenty-three or 25.5 per cent received training without the state.

Thirty-seven or 34.6 per cent of the city principals received their training from State Universities within the state; while thirty or 28.0 per cent received their training in State Universities without the state.

Nine or 8.4 per cent of the city principals received their training in Liberal frts Colleges within state; winile only one or one per cent received training without the state.

State Universities ranked high for both within and without the state for city principals.

The popularity of Columbia University is probably the cause of the high percentage in Teachers Colleges without the state.

Table LXX, page 139, compares the salary with the per cent of town principals who received their training from Institutions within the state and without the state.

In the group of Teachers Colleges six or 12.7 per cent received their training with in the state; while only one or 1.8 per cent received their training in Teachers Colleges without the state.

In the group of principals receiving training from State Universities twenty-nine, or 52.3 per cent, received
it within the state; while seven, or 12.7 per cent received their training without the state.

In Liberal Arts Colleges twelve town principals, or 22.2 per cent, received their training within the state; while no town principel received any training in any Liberal Arts College without the state.

State Universities again ranked high for both within and without the state for town principals.

Table IXXI, page 141, compares salary with per cent of township principals receiving their training from institutions within the state and without the state.

In the column of principals in township schools who received their training from Teachers Colleges one hundred five, or 23.9 per cent, received it within the state; while twenty-four, or 5.4 per cent, received their training without the state.

In the column of tomship principals who received their training from State Universities one hundred twentynine, or 29.5 per cent, received it within the state; while twenty-four, or 5.4 per cent, received their training without the state.

In the column of township principals receiving their training from Liberal Arts Colleges one hundred forty-two, or 32.5 per cent, received it from within the state; while no township principal received any training in Liberal Arts Colleges without the state.

In this section Liberal Arts Colleges ranked high within the, state; while State Universities ranked high for giving the training without the state.

Table LXXII, page 143, compares median salaries with the per cent of training received in Teachers Colleges, State Universities, and Liberal Arts Colleges, within the state and without the state for city, town, and township principals.

For the group of Teachers Colleges, 24.8 per cent of the principals received their training from institutions within the state; while 38.8 per cent received their training from without the state. The median salary within the state was $\$ 2033$ and without $\$ 2100$. There was a difference of sixty-seven dollars in favor of those without the state in salary and a difference of fourteen per cent in favor of teachers colleges without the state.

For State Universities, forty-one per cent of the principals received their training from institutions within the state; while 60.4 per cent received their training in institutions without the state. The median salary for State Universities within the state was 1672 and without \$2058. There were 19.4 per cent more of the principals received their training from State Universities without state than within state. Those without received a greater median salary by $\$ 386$.

For Liberal Arts Colleges, 34.2 per cent received their training from institutions within the state; while

- 8 per cent received their training in institutions without the sțate. The median salary for Liberal frts Colleges Within the state was \$164l and without $\$ 2200$. There were 33.4 per cent more of the township principals received their training from state schools than without. The only principal in this group from without the state received a salary of the median of the first group.

SALARY COMPARED WITH TRAINING INSTITUTIONS WITHIN THE STATE AND WITHOUT THE STATE

FOR HIGH SCHOOL PRINCIPALS
OF TOWN SCHOOLS, 1934-35

|  | Within State |  |  |  | Without State |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Salary | $\begin{aligned} & \text { Teachers } \\ & \text { College } \end{aligned}$ | State <br> University | $\begin{gathered} \text { Liberal } \\ \text { Arts College } \end{gathered}$ | Total | Teachers College | $\begin{gathered} \text { State } \\ \text { University } \end{gathered}$ | $\begin{gathered} \text { Liberal } \\ \text { Arts College } \end{gathered}$ | Total |  |
| \$4800-4999 |  |  |  |  |  |  |  |  |  |
| 4600-4799 |  |  |  |  |  |  |  |  |  |
| 4400-4599 |  |  |  |  |  |  |  |  |  |
| 4200-4398 |  |  |  |  |  |  |  |  |  |
| 4000-4199 |  |  |  |  |  |  |  |  |  |
| 3800-3999 |  |  |  |  |  |  |  |  |  |
| 3600-3799 |  |  |  |  |  |  |  |  |  |
| 3400-3599 |  |  |  |  |  |  |  |  |  |
| 3200-3399 |  |  |  |  |  |  |  |  |  |
| 3000-3199 |  |  |  |  |  |  |  |  |  |
| 2800-2999 |  |  |  |  |  |  |  |  |  |
| 2600-2799 |  | 3 |  | 3 |  | 1 | - | 1 |  |

TABLE LXX (Continued)

| \$2400-2599 |  | 1 | 1 | 2 |  | 2 |  | 2 |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| 2200-2399 |  | 1 |  | 1 |  |  |  |  |
| 2000-2199 | 1 |  |  | 1 |  | 1 |  | 1 |
| 1800-1999 | 1 | 8 | 3 | 12 |  | 1 |  | 1 |
| 1600-1799 |  | 5 | 1 | 6 | 1 | 1 |  | 2 |
| 1400-1599 |  | 5 | 3 | 8 |  |  |  | 1 |
| 1200-1399 | 3 | 6 | 4 | 13 |  |  |  |  |
| 1000-1199 | 1 |  |  | 1 |  |  |  |  |
| Total | 6 | 29 | 12 | 47 | 1 | 7 |  | 8 |
| Per Cent | 10.9 | 52.3 | 22.2 |  | 1.8 | 12.7 | 0 |  |

SALARY COMPARED WITH TRAINING INSTITUTIONS WITHIN THE STATE AND WITHOUT THE STATE

FOR HIGH SCHOOL PRINCIPALS
OF TOWNSHIP SCHOOLS,
1934-35

|  | Within state |  |  |  | Without State |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Salary | $\begin{aligned} & \text { Teachers } \\ & \text { College } \end{aligned}$ | State University | Liberal <br> Arts College | Total | Teachers College | $\begin{gathered} \text { State } \\ \text { Universi ty } \end{gathered}$ | $\begin{gathered} \text { Liberal } \\ \text { Arts College } \end{gathered}$ | Total |
| \$4800-4999 |  |  |  |  |  |  |  |  |
| 4600-4799 |  |  |  |  |  |  |  |  |
| 4400-4599 |  |  |  |  |  |  |  |  |
| 4200-4399 |  |  |  |  |  |  |  |  |
| 4000-4199 |  |  |  |  |  |  |  |  |
| 3800-3999 |  |  |  |  |  |  |  |  |
| 3600-3799 |  |  |  |  |  |  |  |  |
| 3400-3599 |  |  |  |  |  |  |  |  |
| 3200-3399 |  |  |  |  |  |  |  |  |
| 3000-3199 |  |  |  |  |  |  |  |  |
| 2800-2999 |  | 1 |  | 1 |  |  |  |  |

TABLE LXXI (Continued)

| \$2600-2799 |  | 1. |  | 1 |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| 2400-2599 |  | 4 |  | 4 | 1 | 2 | , | 3 |
| 2200-2399 |  | 5 |  | 5 | 1 | 2 |  | 3 |
| 2000-2199 | 3 | 5 | 4 | 12 | 2 | 5 |  | 7 |
| 1800-1999 | 11 | 9 | 19 | 39 | 4 | 9 |  | 13 |
| 1600-1799 | 25 | 34 | 34 | 93 | 6 | 7 |  | 13 |
| 1400-1599 | 39 | 39 | 39 | 117 | 7 | 8 |  | 15 |
| 1200-1399 | 27 | 30 | 46 | 103 | 3 | 5 |  | 8 |
| 1000-1199 |  | 1 |  | 1 |  |  |  |  |
| Total | 105 | 129 | 142 | 376 | 24 | 38 |  | 62 |
| Per Cent | 23.9 | 29.5 | 32.5 |  | 5.4 | 8.7 |  |  |

TABLE LXXII
SUMMARY OF TABLES LXIX, LXX, AND LXXI FOR PRINCIPALS

|  | Within State |  |  |  |  |  | Without State |  |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Training <br> Institution | City | Town | Township | Total | $\left\lvert\, \begin{aligned} & \text { Per } \\ & \text { Cent } \end{aligned}\right.$ | $\left\lvert\, \begin{aligned} & \text { Median } \\ & \text { Salary } \end{aligned}\right.$ | City | Town | Township | Total | $\begin{aligned} & \text { Per } \\ & \text { Cent } \end{aligned}$ | Median Salary |
| Teachers College | 7 | 6 | 105 | 118 | 24.8 | \$2033 | 23 | 1 | 24 | 48 | 38.8 | \$2100 |
| State University | 37 | 29 | 129 | 195 | 41. | \$1672 | 30 | 7 | 38 | 75 | 60.4 | ¢2058 |
| Iiberal Arts | 9 | 12 | 142 | 163 | 34.2 | \$1641 | 1 | 0 | 0 | 1 | . 8 | \$2200 |
| Total | 53 | 47 | 376 | 476 | 100 |  | 54 | 8 | 62 | 124 | 100 |  |

## TABLE LXXIII

SALARY COMPARED WITH TRAINING INSTITUTIONS WITHIN THE STATE AND WITHOUT THE STATE FOR HIGH SCHOOL COACHES OF INDIANA FOR CITY SCHOOLS, 1934-35

|  | Within State |  |  |  | Without State |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Salary | $\begin{aligned} & \text { Teachers } \\ & \text { College } \end{aligned}$ | State University | Liberal Arts College | Total | Teachers College | State <br> University | $\begin{gathered} \text { Liberal } \\ \text { Arts College } \end{gathered}$ | Total |
| \$4800-4999 |  |  |  |  |  |  |  |  |
| 4600-4799 |  |  |  |  |  |  |  |  |
| 4400-4599 |  |  |  |  |  |  |  |  |
| 4200-4399 |  |  |  |  |  |  |  |  |
| 4000-4199 |  |  |  |  |  |  |  |  |
| 3800-3999 |  |  |  |  |  |  |  |  |
| 3600-3799 |  |  |  |  |  |  |  |  |
| 3400-3599 |  |  |  |  |  |  |  |  |
| 3200-3399 |  |  | 1 | 1 |  |  | 1 | 1 |
| 3000-3199 |  | 1 |  | 1 |  |  |  |  |
| 2800-2999 |  |  | 1 | 1 |  |  | 1 | 1 |

TABLE LXXIII (Continued)

| \$2600-2799 |  | 2 |  | 2 | 1 |  |  | 1 |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| 2400-2599 |  | 2 | 2 | 4 |  |  |  |  |
| 2200-2399 |  | 3 | 1 | 4 | 1 |  | 2 | 3 |
| 2000-2199 | 2 | 5 | 9 | 16 | 2 | 2 | 2 | 6 |
| 1800-1999 | 1 | 3 | 15 | 19 | 3 |  |  | 3 |
| 1600-1799 | 1 | 4 | 7 | 12 | 1 | 2 |  | 3 |
| 1400-1599 | 1 | 8 | 2 | 11 |  | 4 |  | 4 |
| 1200-1399 | 4 | 2 | 2 | 8 |  | 1 |  | 1 |
| 1000-1199 |  | 1 | 4 | 5 |  |  |  |  |
| 800-999 |  |  |  |  |  |  |  |  |
| Total | 9 | 31 | 44 | 84 | 8 | 9 | 6 | 23 |
| Per cent | 8.4 | 29 | 41.1 |  | 7.5 | 8.4 | 5.6 |  |

Table LXXIII, page 144, shows the per cent of city coaches receiving their training from institutions within the state and without the state.

For the group of Teachers Colleges nine, or 8.4 per cent of the coaches in city schools, received their training from within the state; while eight, or 7.5 per cent, received their training in Teachers Colleges without the state.

For coaches in the city schools thirty-one, or 29.0 per cent, received their training from State Universities within the state; while nine, or 8.4 per cent, were trained in the same type of schools without the state.

Liberal Arts schools trained forty-four, or 41.1 per cent of the city coaches within the state; while six, or 5.6 per cent, received their training without the state.

Liberal Srts Colleges within the state trained 41.1 per cent of the coaches of city schools; while state Universities trained the highest for outside of the state institutions.

Table IXXIV, page 148 , shows the per cent of town coaches who received their training from institutions within the state and without the state.

Teachers Colleges trained twleve, or 21.8 per cent of the town coaches within the state; while two, or 3.7 per cent, received their training from the same type of school without the state.

State Universities trained thirteen, or 23.7 per
cent of the town coaches within the state; while one, or 1.8 per, cent, received their training from this class of colleges without the state.

Liberal Erts Colleges within the state trained twenty-six, or 47.2 per cent; while the same class without the state only trained one, or 1.8 per cent.

Liberal Arts Colleges again ranked high for town coaches, training 47.2 per cent of those within the state; while for outside of state institutions, Teachers Colleges ranked high with 3.7 per cent.

Table LXXV, page 150, shows the per cent of town ship coaches who received their training from institutions within the state and without the state.

Teachers Colleges within the state trained one hundred twenty, or 27.4 per cent of the township coaches; while the same colleges without the state trained six, or 1.4 per cent.

State Universities within the state trained sixtyeight, or 15.5 per cent of the township coaches; while the same colleges without the state trained fourteen, or 3.2 per cent.

Liberal Arts Colleges within the state trained two hundred twenty-eight, or 52.0 per cent of the township coaches; while the same colleges without the state trained only two, or .5 per cent.

The striking thing that is shown by this section is that the largest per cent of our coaches in city, town, and township school received their training from Liberal Arts Colleges.

TABLE LXXIV
SALARY COMPARED WITH TRAINING INSTITUTI ONS WITHIN THE STATE AND WITHOUT THE STATE FOR HIGH SCHOOL COACHES OF INDIANA

FOR TOWN SCHOOLS, 1934-35


## TABLE LXXIV (Continued)



TABLE LXXV
SALARY COMPARED WITH TRAINING INSTITUTIONS WITHIN THE STATE AND MITHOUT THE STATE FOR HIGH SCHOOL COACHES OF INDIANA FOR TOWNSHIP SCHOOLS, 1934-35

|  | Within State |  |  |  | Without state |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Salary | $\begin{aligned} & \text { Teachers } \\ & \text { Follege } \end{aligned}$ | State University | Liberel Arts College | Totel | Teachers College | State University | $\begin{gathered} \text { Liberal } \\ \text { Arts College } \end{gathered}$ | Total |
| \$4800-4929 |  |  |  |  |  |  |  |  |
| 4600-4799 |  |  |  |  |  |  |  |  |
| 4400-4599 |  |  |  |  |  |  |  |  |
| 4200-4399 |  |  |  |  |  |  |  |  |
| 4000-4199 |  |  |  |  |  |  |  |  |
| 3800-3999 |  |  |  |  |  |  |  |  |
| 3600-3790 |  |  |  |  |  |  |  |  |
| 3400-3599 |  |  |  |  |  |  |  |  |
| 3200-3399 |  |  |  |  |  |  |  |  |
| 3000-3199 |  |  |  |  |  |  |  |  |
| 2800-2999 |  |  |  |  |  |  |  |  |
| 2600-2799 |  |  |  |  |  |  | - |  |


| \$2400-2599 |  |  |  |  |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| 2200-2399 |  |  |  |  |  |  |  |  |
| 2000-2199 |  |  | 1 | 1 |  |  |  |  |
| 1800-1999 |  | 3 | 1 | 4 |  |  |  |  |
| 1600-1799 |  | 3 | 2 | 5 |  | 1 |  | 1 |
| 1400-1599 | 3 | 8 | 13 | 24 |  | 1 |  | 1 |
| 1200-1399 | 30 | 18 | 45 | 93 | 1 | 6 | 2 | 9 |
| 1000-1199 | 83 | 34 | 162 | 279 | 5 | 6 |  | 11 |
| 800-999 | 4 | 2 | 4 | 10 |  |  |  |  |
| Total | 120 | 68 | 228 | 416 | 6 | 14 | 2 | 22 |
| Per Cent | 27.4 | 15.5 | 52. |  | 1.4 | 3.2 | . 5 |  |

TABLE LXXVI
SUMMARY OF TABLES IXXII, LXXIV, AND LXXV FOR COACHES

| Training Institution | Within State |  |  |  | $\left\lvert\, \begin{aligned} & \text { Per } \\ & \text { Cent } \end{aligned}\right.$ | Median Salary | city | Without State |  |  | $\left\lvert\, \begin{aligned} & \text { Per } \\ & \text { cent } \end{aligned}\right.$ | $\begin{aligned} & \text { Median } \\ & \text { Salary } \end{aligned}$ |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  | City | Town | Township | Total |  |  |  | Town | Township | Total |  |  |
| $\begin{aligned} & \text { Teachers } \\ & \text { College } \end{aligned}$ | 9 | 12 | 120 | 141 | 25.6 | \$1052 | 8 | 2 | 6 | 16 | 32.6 | \$1400 |
| State University | 31 | 13 | 68 | 112 | 20.3 | 1289 | 9 | 1 | 14 | 24 | 49. | 1350 |
| $\begin{aligned} & \text { Liberal Arts } \\ & \text { College } \end{aligned}$ | 44 | 26 | 228 | 298 | 54.1 | 1162 | 6 | 1 | 2 | 9 | 18.4 | 2150 |
| Total | 84 | 51 | 416 | 551 | 100 |  | 23 | 4 | 22 | 49 | 100 |  |

Table LXXVI, page 152, compares median salaries with the per cent of training received in Teachers colleges, State Universities, and Liberal Arts Colleges, within the state and without the state for city, town, and township coaches.

For Teachers Colleges, 25.6 per cent of the coaches received their training from institutions within the state; while 32.6 per cent received their training from institutions without the state. The median salary received by those within the state was $\$ 1052$ and by those outside the state $\$ 1400$. There was a difference of $\$ 348$ in median salary and seven in percentage.

For State Universities, 20.3 per cent of the coaches received their training from institutions within the state; while forty-nine per cent received their training in institutions without the state. The median salary received by those within the state was 1289 and by those without the state ${ }_{\$} 1350$. There was a difference of sixty-one dollars in median salary and 28.7 in percentage.

For Liberal arts Colleges, 54.1 per cent of the coaches received their training from institutions within the state; while 18.4 per cent received their training in institutions without the state. The median salary received by those within the state was 1162 and by those outside the state \$2150. There was a difference of $\$ 988$ in median salary and 35.7 per cent in percentage.

The higher medians in the without the state group
can be accounted for by the sinall number of cases.

Summary
I. Comparing princi pals and coaches with training institutions in Indiana for 1934-35.
a. In the city sohools sixty-seven or 62.6 per cent of the principals were from State Universities; 啗 fle fifty-one or 47.7 per cent of the coaches were from Liberal frts Colleges.
b. In town schools the high was thirty-six or 65.5 per cent of the principals received their training in State Universities; while twenty-seven, or 49.0 per cent, received their training in Liberal arts Colleges.
c. For township schools one hundred sixty-seven, or 38.1 per cent, were trained in State Universities; while two hundred thirty, or 52.5 per cent of the coaches received their training in Liberal Arts Colleges.
d. Comparing all Indiana high school principals one hundred sixty-six, or 27.7 per cent, were trained in Teachers Colleges, two hundred seventy, or 45.0 per cent, were trained in State Universities; and one hundred sixty-four, or 27.3 per cent, were trained in Liberal Arts Colleges.
e. Comparing all Indiana high school coaches, one hundred fifty-seven, or 26.1 per cent, were trained in Teachers Colleges, one hundred thirty-five, or 22.5 per cent, were trained in State Universities; and three hundred eight, or 51.4 per cent, were trained in Liberal Arts Colleges.
f. For city schools the highest median salary received by principals was $\$ 2650$ by those trained in Teachers Colleges; while Liberal Arts coaches received the highest median salary $\$ 1940$.
g. In town schools State University principals received the highest median, 1600 and State University coaches also received the highest, ${ }^{\text {W }} 1300$.
h. In township schools State University principals recoived the highest median salary, \$1602, and State University coaches also received the highest median salary, \$1195.
2. Comparing principals and coaches with training institutions within the state and without the state, 1934-35.
a. In city schools State Universities trained thirty-seven, or 34.6 per cent, of the principals within the state and twentyeight per cent without the state. Liberal Arts Colleges within the state trained
forty-four, or 41.1 per cent, of the coaches; while State Universities without the state trained nine, or 8.4 per cent.
b. For town schools State Universities were again high for principals, training twenty-nine, or 52.3 per cent, within and seven, or 12.7 per cent, without the state. Liberal Arts trained twenty-six, or 47.2 per cent, of the coaches within the state; while Teachers Colleges trained the most without the state with two, or 3.7 per cent.
c. For township schools Liberal Arts Colleges trained one hundred forty-two, or 33.5 per cent of the principals within the state and State Universities thirty-eight, or 8.7 per cent, Without the state. Iiberal Arts were again high in training coaches for this group, training two hundred twenty-eight, or 52.0 per cent, within the state; while State Universities ranked high without the state with fourteen, or 3.2 per cent.
d. Comparing all Indiana high school principals by training institutions within the state and without the state, Teachers Colleges, trained one hundred eighteen, or 24.8 per cent, trained within the state and fortyeight, or 38.8 per cent, without the state;

State Universities one hundred ninety-five, or 41.0 per cent, within the state and seventy-five, or 60.4 per cent, without the state; Liberal Arts, one hundred sixtythree, or 34.2 per cent, within the state and one, or .8 per cent, without the state.
e. Comparing all Indiana high school coaches by training institutions within the state and without the state we find Teachers Colleges trained one hundred forty-one, or 25.6 per cent, within the state and sixteen, or 32.6 per cent, without the state; State Universities one hundred twelve, or 20.3 per cent, within the state and twenty-four, or $49 . \theta$ per cent, without the state; Liberal arts Colleges 29.8 per cent within the state and nine, or 18.4 per cent, without the state.
f. The median salary for all Indiana high school principals trained in Teachers Colleges was $\$ 2033$ within the state and $\$ 2100$ without the state; for coaches 1052 within state and $\$ 1400$ without state.
g. The median salary for all Indiana high school principals trained in State Universities was $\$ 1672$ within the state and 2058 without the state; for coaches 1289 within the state
and $\$ 1350$ without the state.
h. The median salary for all Indiana high school principals trained in Liberal frts Colleges was out the state; for coaches $\$ 162$ within the state and $\$ 2150$ without the state.
X. SALARY COMPARISON BY GEOGRAPHICAL SECTION

The purpose of this chapter is to compare the salaries of the Indiana high school principals and coaches for the years 1930-31 and 1934-35.

The difference between this chapter and Chapter III lies in the fact that here the comparison is by geographical section rather than by a classification of city, town, and township.

The counties of Indiana were divided according to the committee's suggestion. A map on page 161 illustrates the plan of division.

The Northern section contains the following counties: Lake, Adams, Newton, Benton, Porter, Jasper, LaPorte, Starke, Pulaski, White, Tippecanoe, Carroll, Cass, Fulton, Narshall, St. Joseph, Ilkhart, Kosciusko, Miemi, Howard, Wabash, Grant, Blackford, Huntington, Whitley, Noble, Le Grange, Steuben, De Kalb; Allen, and Wells.

The Central section contains the following counties: Warren, Vermillion, Vigo, Clay, Parke, Fountain, Montgomery, Putnam, Owen, Morgan, Hendricks, Boone, Clinton, Tipton, Hamilton, Marion, Johnson, Bartholomew, Shelby, Hancock, Madison, Delaware, Henry, Rush, Decatur, Franklin, Fayette, Union, Wayne, Randolph, and Jay.

The Southern section contains the following counties:

Sullivan, Knox, Gibson, Posey, Vanderbergh, Warrick, Pike, Davies, Greene, Martin, Dubois, Spencer, Perry, Crawford, Orange, Lawrence, Monroe, Brown, Jackson, Washington, Harrison, Floyd, Clark, Scott, Jefferson, Jennings, Ripley, Dearborn, Ohio, and Switzerland.


## TABLE IXXVII

THE NUMBER OF PRINCIPALS IN EACH GEOGRAPFICAL SECTION, THE MEDIAN SALAPIES 1930-31, 1934-35, AND RANGE OF SALARIES 1934-35

| Geographic <br> Sections of <br> Indiens | Number of Principels <br> in each | Median <br> Salary <br> 1930-31 | Median Salary <br> 1934-35 | $\begin{aligned} & \text { Range } \\ & 1934-35 \end{aligned}$ |  |
| :---: | :---: | :---: | :---: | :---: | :---: |
| Northern | 239 | \$2290 | \$1679 | \$1120 | \% 4500 |
| Central | 246 | 2233 | 1670 | 1200 | 4470 |
| Southern | 124 | 2029 | 1493 | 1100 | 3800 |
| Indiana | 609 | 2071* | 1647 | 1100 | 4500 |

*State medians are computed from state as a whole.

Table IXXVII, which is given above, shows the number of principals in each geographical section of Indiana and compares the median salaries for the years, 1930-31 and 1934-35.

In 1930-31 the Northern section was high with a median of 2290 ; and the Southern section was low with \$2029.

In 1934-35 the Northern section again was high with a median salary of 1679 ; and the Southern section again was low with g 1492.

For the year 1934-35 salaries ranged from 1100 to \$ 4500 ; with the Northern having the high and the Southern the low.

For both years, the Nor thern principais received the
highest single salary and the Southern the lowest. The median salary for principals in Indiana in 1930-31 was ${ }^{2} 2071$; while the median salary in 1934-35 was $\$ 1647$. There was a drop of 424 in median salary for the five years.

Table IXXVIII, page 164, shows the number of coaches in each geographical section of Indiana and compares the median salaries for the years 1930-31 and 1934-35.

In 1930-31 the northern section was high with a median of $\mathrm{FI593}$; and the Southern was low with fl49l.

In 1934-35 the northern section again was high, with a median of Bl (2l6; and the Southern section was again low with $\$ 1141$.

For the year 1934-35 salaries ranged from $\$ 800$ to \$3240, the Northern section having the high and the Southern again having the low.

For both years the Northern coaches received the highest single salery and the southern the lowest.

The median salary for coaches in Indiana in 1930-31 was ${ }^{4} 1369$, while the median salary in $1934-35$ was $\$ 1239$. There was a arop of only $\$ 30$ in median salary for the five years.

## TABLE LXXVVIII

THE NTMBER OF COACHES IN EACH GEOGRAFYICAL SECTION, THE MEDIAN SALARIES 1930-31, 1934-35, AND RANGE OF SALARILS 1934-35

| Geographic <br> Sections of <br> Indiana | Number of <br> Coaches <br> in each <br> Section | Median <br> Salary <br> $1930-31$ | Median <br> Salary <br> $1934-35$ | Range <br> Low <br> I934-35 |  |
| :--- | :--- | :--- | :--- | :--- | :--- |
| High |  |  |  |  |  |

Summary

1. The median salary in the Northern section for principals dropped from $\$ 2290$ to $\$ 1679$, during the fiveyear period from 1930-31 to 1934-35, a drop of 6611 or 26.7 per cent; while the median salary for the coach in this section dropped from $\$ 1593$ to ${ }^{3} 1216$, a drop of 377 or 23.7 per cent.
2. The median salary in the Central section for principals dropped from 2233 to $\$ 1670$ for the above period, a drop of $\$ 563$ or 25.2 per cent; while the medians for coaches dropped from 1584 to 1185 , a drop of 399 or 25.2 per cent.
3. The medien salary in the Southern section for
principals dropped from 2029 to 1493 for the five-year period, a drop of $\$ 536$ or 26.4 per cent, while the median for coaches dropped from $\$ 1491$ to $\$ 1141$, a drop of 350 or 23.5 per cent.
4. The greatest per cent of drop for the principal was in the Northern section, while the coach received the greatest drop in the Central section, 25.5 per cent.
5. The salary range in 1934-35 was from 1100 to $\$ 4500$ for principals and from $\$ 800$ to $\$ 3240$ for coaches. The high for both cases was in the Northern section and the low was in the southern.
6. The median salaries for both the principal and the coach in 1930-31 and 1934-35 was the highest in the Northern section and the lowest in the Southern section.

## XI. GENERAL SUMLARY AND CONCLUSIONS

This investigation has as its objective a comparative study of the salaries of high school principals and coaches for the two periods 1930-31 and 1934-35. In this study the year 1930-31 is illustrative of the high and the year 193435 the low in salaries of Indiana. Therefore, this project is an attempt to determine the comparative financial compensation of these two positions.

All of the information needed for this study was gathered from the "High School Report" which is filled out by the high school principals themselves and is filed at the office of the State Department of Public Instruction, Indianapolis, Indiana.

1. Principals are paid more than coaches in all types of schools. It pays to be a principal.
2. The differences between median salaries of the princlpal and coach were fairly constant. A range in 1930-31 from \$557 in town schools, to 581 in township, to $\$ 646$ in the aity schools. The range was much greater in 1934-35. A difference of $\% 419$ in the township, to $\$ 451$ in the town, to $\$ 633$ in the city schools.
3. The median salary of the principal for the state as a whole, dropped 11.0 per cent more than that of the coach. I66
4. As enrollment increased the salaries of the principal and the coach increased.
5. The median high school in Indiana has one hundred eleven pupils and the median salary of the principal is \$1647, while that of the coach is \$1239.
6. The median Indiana high school principal had 16.8 years of experience and received 1647 in salary; while the coach had six years of experience and received $\$ 1239$. The state median years of experience of the principal exceeded that of the coach by 10.8 years and the state median salary by $\$ 408$.
7. Sloan and Eikenberry found the medians to be in their study 8.24 and 11.1 years of experience respectively.
8. The greatest variation in salaries of principal and coach was found in the city sohools; while the greatest difference in years of experience was found in the township schools.
9. The years of experience were a valuable factor but they were not so influential as they should be. This was especially noticeable in the township and town schools.
10. The effect of additional training was not a vital factor in determining salaries.
11. The median principal of the state had one hundred eighty-seven weeks of training and the coach 159.6 weeks.
12. The median weeks training of the principal increased from 186.4 in townships; to one hundred eighty-
seven in towns; to 188.5 in the cities; a range of only 2.1 weeks of training in all three classes of schools; while the median salary range was $\% 952$.
13. The median weeks of training of the coach increased from 157.6 in the town; to 159.7 in the city; to the highest 161.5 in the township, a range in all three classes of 3.9 weeks training and $\$ 687$ in salary. The striking thing is that the township coaches exceeded the city coaches by 1.8 weeks training but the city coach received a greater salary by $\$ 687$.
14. In this study of five hundred seventy-nine principals, 2.4 per cent had no degree; 50.4 per cent had a master's; and .9 per cent had a doctor's degree. Ward found in a thesis study of high school principals In Indiana for 1932-33 that 7.1 per cent had no degree; 54.7 per cent had a bachelor's; 38.0 per cent had a master's; and .2 per cent had a doctor's degree.
15. From 1932-33 to 1934-35 the per cent of principals holding no degree decreased 5.7 per cent; the per cent holding bachelor's decreased 7.4 per cent; while there has been an increase of 12.4 per cent in those holding master's. There has also been an increase of .7 per cent in the number of doctor's degrees in the last two years. This brings out the fact that the amount of education is rapidly being raised.
16. In this study of five hundred seventy-seven
coaches twenty-nine, or 5.0 per cent had no degree; five hundred fifteen, or 89.2 per cent had a bachelor's degree; and thirty-three, or 5.8 per cent held a master's degree. 17. There were five principals but no coaches in the state holding Ph. D. degrees. Three of these were located in the city schools and one each in town and township. The highest was receiving between $3600-\$ 3799$ and the lowest \$1600-\$1799.
17. Comparing training institutions of all Indiana high school principals one hundred sixty-six, or 27.7 per cent, were trained in Teachers Colleges; two hundred seventy, or 45.0 per cent were trained in State Universities; and one hundred sixty-four, or 27.3 per cent, were trained in Liberal Arts Colleges.
18. Comparing all Indiana high school coaches one hundred fifty-seven, or 26.1 per cent, were trained in teachers colleges; one hundred thirty-five, or 22.5 per cent, were trained in State Universities; and three hundred eight, or 51.4 per cent, were trained in Liberal Arts Colleges.
19. In city schools the highest median salary received by principals was 2650 , received by those trained in Teachers Colleges; while coaches trained in Liberal Arts Colleges received the highest median salary of $\$ 1940$.
20. In town schools principals trained in State University received the highest median salary of 1600
and coaches trained in State University also received the highest salary of $\$ 1300$.
21. In township schools principals trained in State University received the highest median salary of $\$ 1602$ and coaches trained in State University also received the highest median salary of K 1195.
22. Comparing all Indiana high school principals by training institutions within the state and without the state, for Teachers Colleges one hundred eighteen, or 24.8 per cent were trained within the state and forty-eight, or 38.8 per cent, without the state; for state Universities one hundred ninety-five, or 41.0 per cent, within the state and seventy-five or 60.4 per cent, without the state; for Liberal firts one hundred sixty-three, or 34.2 per cent, within the state and one or .8 per cent without the state.
23. Comparing all Indiana high school coaches by training institutions within the state and without the state we find for Teachers Colleges one hundred forty-one, or 25.6 per cent, within the state and sixteen, or 32.6 per cent, without the state; for State Universities one hundred twelve, or 20.3 per cent, within the state and twenty-four, or 49.0 per cent, without the state; for Liberal Arts Colleges 29.8 per cent within the state and nine, or 18.4 per cent, without the state.
24. The median salary for all Indiana high school
principals trained in Teachers Colleges was 2033 within the state and $\$ 2100$ without the state, for coaches 1052 within the state and $\$ 1400$ without the state.
25. The median salary for all Indiank high school principals trained in State Universities was \$l672 within the state and 2058 without the state; for coaches 81289 within the state and 1350 without the state.
26. The median salary for all Indiana high school principals trained in Liberal Arts Colleges was 1641 within the state and $\$ 200$ without the state; for coaches $\$ 1162$ within the state and 2150 without the state.
27. State Universities trained the most, two hundred seventy, or 45.0 per cent of the principals in all Indiana high schools, while Liberal Arts Colleges ranked high for coaches, training three hundred eight, or 51.4 per cent.
28. The greatest per cent of drop in salary for both principals and coaches was in the Southern section.
29. The coach received the greatest drop in each section, receiving a 3.1 per cent greater drop in the Northern section, a 1.6 per cent greater in Central, and a 2.9 per cent greater drop in the Southern section.
30. The salary range for principals in 1934-35 was from $\$ 1100$ to $\$ 4500$ and for coaches from $\$ 800-83240$. The high for both cases was in the Northern section and the low in the southern.
31. the redian salaries for both the principal and
the coach in 1930-31 and 1934-35 was the highest in the Northern section and the lowest in the southern section.

## XII. APPENDIX

## A. Bibliography

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Salaries in City School Systems, Vol. 11 (March, 1933) No. 2, pp. 45-55.

The survey includes 1,910 city school systems and 385,937 school employees.

Salaries Paid Teachers, Principals, and Certain Other School Employees, 1928-29, Vol. 7 (May, 1929) No. 3, pp. 111-171.

A survey of the salaries of 342,980 city school employees paid in city school systems for the year 192829.

Salaries Paid Teachers, Principals, and Certain Other

Employees in 1928-29, (May, 1929), p. 171
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B. Sample Data Cards


## Page One

ANNUAL HIGH SCHOOL REPORT

Division of Inspection 1933-1934

By what official name should the school be listed?
High School
Township
County
P. 0.
(County, City, Town) Supt.
P. 0.

Principal
P. 0.
(Trustee, Secy. of Board)
P. 0.

MPORTANT: Each high school shall be furnished with the annual school report forms by SEPTEMBER 10th. These Reports Shall Be Due by September 30th. "Within ten days after these reports are due, the State Department of Public Instruction shall notify the delinquent corporations of their delinquency. All school corporations thus notified, whose reports are not on file within fifteen days following the notification of delinquency, Shall Have Lost Automatically All Rights and Privileges Granted Them by the Board and the State Superintendent Shall Report, the List of Such Schools to the Board at Its Next Meeting for a Formal Ratification of Such Loss of Rights, Privileges, and Standing."

This report should be CAREFULLY and PROMPTLY filled out, as it furnishes a basis for classifying the school herein reported. PLEASE PRESERVE A DUPLICATE COPY.
PRESENT CLASSIFICATION—Commissioned (First Class, Continuous, Conditional.) GRADES——(1-12; 1--.) (8-4; 6-6; _-...) (underscore the worde that apply)
(underscore grades and type of organization that applies)
School Opened



## STANDARD II. SUPERVISION AND ADMINISTRATION

1. How many clock hours are devoted by the Principal daily to: teaching- $\qquad$
$\qquad$ organization and administration supervision.---.-... Total amount of professional training of principal--------semester hours. Date of last school attendance
Amount of professional training in elementary education -------, amount of professional training in secondary education
2. List duties which are delegated by principal to members of his staff

Are high school students enrolled for the following semester prior to the close of the semester? --...-... Are the data secured in the advance enrollment compiled before the teachers are employed? .......... Is a tentative program prepared before the opening day of the term?
4. How many children of school age in the school district are not attending the public school?-....-... Check causes for failure of children to attend: Attending private schools --------, Mental deficiency-.-.-.--, Physical disability -----.--, Employment.-.-.-.-.-.-. Completion of eighth grade Do you count all days absence? age limit
Do you count all days absence?
What was the average daily attendance in the school last year?
What was the per cent of attendance last year?
Check the factors which prevent perfect attendance. (Double check the most important): $\begin{gathered}\text { Habitual tardiness }\end{gathered}$ --.-.-.-, illness.-.-....., epidemics.-.-..-., employment
5. Is there a free and respectful relationship between pupils and teachers? ------.. What responsibilities are given to the students in connection with the social control of the school?

[^0]6. Are any children transported to school? $\qquad$ If so, are careful and dependable bus drivers employed?

He Are pupils given instruction concerning safety in travel to and from school? --...... Number of accidents occurring last year while children were enroute-
7. Is satisfactory janitor service provided?.......... Are janitors under contract?-----.- Are janitors under the supervision of the principal?
8. Check the adjustments which are made to the individual needs of pupils? Adjustment to pupils of high mentality fects....., low mentality.-........, Health or physical de-fects_-......-, special abilities_-_-.-., special deficiencies sindins who leave schoo an early age Is individualized instruction given in the school? If so, in what subjects and grade levels.

Check the following items which are provided for in the Guidance Program: Careful study of individual differences Teacher Advisory system. $\qquad$ vocational information $\qquad$ Instruction in truction in tional opportunities in the school_-......, Counseling serv-ice-.-.-.-., Stimulation of self-guidance.
9. Check the following items which are provided for in the Directed Study Program: Instruction in How To Study -------, Planning study program for pupils-_-...-., Use of lengthened period........, Frequent direction of study by teachers in classroom in short period classes Special conference periods
10. For what functions are tests used? Pupil diagnosis Measurement and improvement of teacher efficiency Under whose direction is the testing program ---.-... Under whose direction is the testing program administered? subjects and grade levels is the program planned ?
What type of tests are given? Intelligence--
Achievement-......, Diagnostic_-.-.-., Prognostic.
11. Check the plans which are used for the Improvement of Teachers in Service. Teachers' meetings._-......, Classroom visitation_-..-.-..., personal conferences demonstration lessons.--...., teacher rating cards courses of study Is periodic school attendance required? If so, how often?
12. Which of the following agencies are used in an effort to establish satisfactory Public School Relations? Local newspaper-........, Parent Teacher Association_-..--..., School entertainments........-. school exhibits.-.......-, athletic contests.......-. use of school building for community functions------.-, visits to homes........., annual school reports........., school newspaper- $\qquad$ with civic organizations
13. Teacher Load:

What is the pupil-teacher ratio as shown by the average daily attendance?
What is the number of clock hours teachers are normally assigned to teaching-.-....., to consultation.-.-.-.-., to administrative or advisory duties
What is the maximum number of pupil-periods (total number of pupils enrolled in all classes) assigned to any teacher ?
14. Pupil Load: What standards are set to in a departmental school...-.-. which is assigned to pupils in a departmental school
15. Check the following items that are given careful attention by the principal and teachers: Health habits....-..., safety --------, first aid-.------, temperature.---.-.-. lighting --....., ventilation_.......-, seating-.............. exclusion of those ill or exposed to contagion

## STANDARD IV. RECORDS AND REPORTS

1. What record system is used ?
 Advance enrollment card-_-.-.-, Program card-...-.....-. Permanent attendance and scholarship record-.-------, Property record_-..-.-., Activities record
2. Check the Report forms used: Teachers' Attendance Re-port.-_-_-.-, Teachers' Scholarship Report_-.-.-.., Report to Parents-........ Principals Report to Suberinport to Parents
 necessity demands?
Is unsatisfactory work of pupils reported to parents ferequently?
Where are the records kept?
How are records protected from misuse or destruction?

STANDARD V. PROMOTION AND GRADUATION

1. At what age are pupils admitted to the first grade?
2. Check procedure which is followed in admitting pupils transferred from another school. Admitted on basis pupils (1) Presentation by pupil of report card signed by teacher (or transfer (2) Presentation by pupil of official transcript; (3) Official transcript (or by transfer or principal
teacher or principal. (or transfer card) sent directly to record of work done $\qquad$ (4) Without any report or
3. Is the classification of the school from which the child came carefully checked
4. Is work done in an unclassified elementary school properly validated by an examination conducted under the direction of the local superintendent?

Is work done in an Credit Examination?
5. What is the length of school day? $\qquad$ clock hours.
6. What is the number of regular recitation periods?
7. What is the length of the recitation period (in clear)?
8. What is the length of the school term?
months.
9. How many days is the school actually in session?

## STANDARD III. FURNISHINGS AND EQUIPMENT

1. What new furnishings or equipment have been added since the report last year?
$\qquad$
$\qquad$
$\qquad$
$\qquad$
2. What furnishings and equipment are needed?
$\qquad$
$\qquad$
$\qquad$
$\qquad$

## STANDARD VII. BUILDING AND GROUNDS

1. What improvements have been made on the building and grounds since the report last year?
$\qquad$
$\qquad$
$\qquad$
2. What additional improvements are needed?
$\qquad$
$\qquad$
$\qquad$
$\qquad$
 that the following is a correct statement of data concerning the teachers employed in this schod


## STANDARD VI. PROGRAM OF STUDIES

1. Program of Studies for Grades 1-6.

List below the approximate number of hours devoted daily to each of the following subject groups. Count time spent by pupil in RECITATION and STUDY. Under Language Arts include Reading, Writing, Spelling, and Oral and Written Expression: Socia Studies; History, Geography and Civics: Fine Arts; Music and Art: Practical Arts; Home Economics, Agriculture and Industrial Arts.

2. Program of Studies for Grades 7-9.

List all subjects offered. Star (*) the elective subjects. Give number of periods per week the course is offered and the lengtt of class period.

| GRVENTH GRADE |  |  | EIGHTH GRADE |  |  | NIN'H GRADE |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Subjects | Periods per Wk. | MInutes per Day | Subjects | Periods per Wk. | Minutes per Day | Subjects | Periods per Wr. | Minutes per Day |
| . |  |  |  |  |  |  | . |  |

Note: If school has printed or mimeographed program of studies and daily schedule, attach copy to this form.
3. Program of Studies for Grades 10-12.

List subjects offered in grades $10-12$ by curriculums. Report should show at least two curriculums in every school. If more thal three curriculums are offered, include the other curriculums in a supplemental report.

CURRICULUM





|  |  |
| :---: | :---: |
| TWELFTH YEAR | Units of |
| Required Subjects | Credit |




CURRICULUM
TENTH YEAR Required Subjects

|  |  |
| :---: | :---: |
|  |  |
| Elective Subjects |  |
| ---------------- |  |
|  |  |
| ELEVENTH YEAR Required Subjects | Units of Credit |


|  |
| :---: |
|  |
| Elective Subjects |

lecive Subjects

|  |  |
| :---: | :---: |
| TWELFTH YEAR | Units of |
| Required Subjects | Credit |

## Units of <br> Credit



Units of
Credit


## Elective Subjects

| NTH YE |  |
| :---: | :---: |
| Required Subjects | Credit | Required Subjects

$\qquad$
$\qquad$
$\qquad$

## Elective Subjects




## Elective Subjects

| TWELFTH YEAR Required Subjects | Units 0 Credit |
| :---: | :---: |

## Elective Subjects




[^0]:    Which of the following student activities are provided? Home Room_-.-.-.-, Student Council........., School pub-lications--------, newspaper--------, handbook
    
    
     vided each week? -.......... Check the manner in which activity funds are managed: Central accounting system under supervision of principal ........, faculty sponsors under supervision of principal.........-, student officers under supervision of sponsor-.-.-..., no faculty supervision........ Is a point system of evaluating credit used? -----. Is activities credit required for graduation?

    ## vided?

    What athletic activities are provided
    Are mid-week athletic contests permitted on the regular schedule?

