

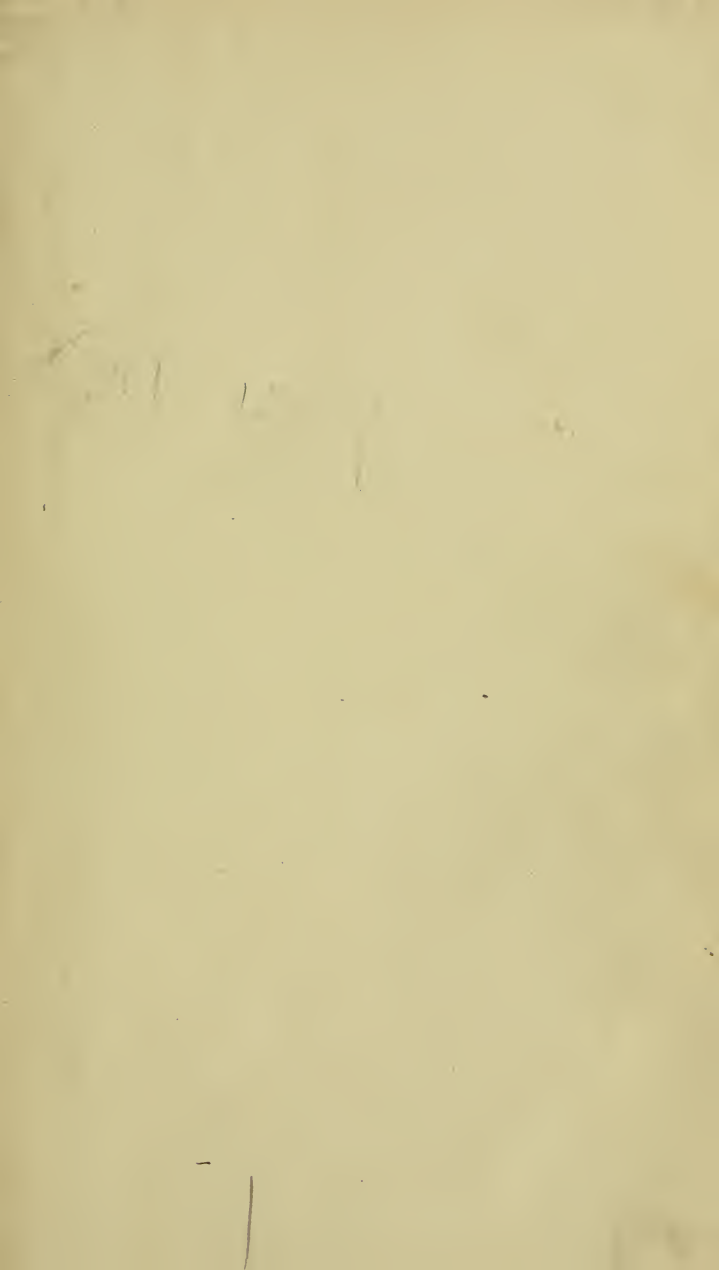


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1904



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ANNUAL REPORT SCHOOL COMMITTEE CITY OF BOSTON 1909



SCHOOL DOCUMENT NO. 15 — 1909

ANNUAL REPORT
OF THE
SCHOOL COMMITTEE
OF THE
CITY OF BOSTON
1909



CITY OF BOSTON
PRINTING DEPARTMENT
1910

INDEPENDENT SCHOOL COMMITTEE

June 7, 1910

WASHER DUBUE
BUT TO
WASHER DUBUE

REPORT.

SCHOOL SYSTEM.

The public school system of Boston comprises¹ one Normal School, the Public Latin School (for boys), the Girls' Latin School, the English High School (for boys), the Girls' High School, the Brighton, Charlestown, Dorchester, East Boston, Roxbury, South Boston and West Roxbury High Schools, the High School of Commerce (for boys), the Mechanic Arts High School (for boys), the High School of Practical Arts (for girls), sixty-five Elementary Schools, one hundred ten Kindergartens, one School for the Deaf, five Evening High Schools, fourteen Evening Elementary Schools, five Evening Industrial Schools and a special school on Spectacle Island.

STATISTICS.²

The following statistics are for the school year ended June 30, 1909, except those giving the number of children in Boston between the ages of five and fifteen years, and the number attending public and private schools, which are from the census taken September 1, 1909:

Number of children in Boston between the ages of five and fifteen	
September 1, 1909.....	115,527
Number attending public schools September 1, 1909.....	88,704
Number attending private schools September 1, 1909.....	17,912
Whole number of different pupils registered in the public day schools during the year ended June 30, 1909: Boys, 57,247; girls, 54,474 — Total.....	111,721

REGULAR SCHOOLS.

Normal Schools.

Number of teachers.....	16
Average number of pupils belonging.....	211
Average attendance.....	204

¹ June 30, 1909.

² Other and more complete statistics may be found in School Documents Nos. 5 and 11, 1909.

Latin and High Schools.

Number of schools.....	14
Number of teachers.....	350
Average number of pupils belonging.....	9,725
Average attendance.....	9,118

Elementary Schools.

Number of schools.....	65
Number of teachers.....	2,042
Average number of pupils belonging.....	82,396
Average attendance.....	75,762

Kindergartens.

Number of schools.....	110
Number of teachers.....	217
Average number of pupils belonging.....	5,571
Average attendance.....	4,304

SPECIAL SCHOOLS.

Horace Mann School for the Deaf.

Number of teachers.....	17
Average number of pupils belonging.....	153
Average attendance.....	136

Evening Schools.¹

Number of schools.....	19
Number of teachers.....	304
Average number of pupils belonging.....	11,378
Average attendance.....	7,821

Evening Industrial School.

Number of schools.....	5
Number of teachers.....	26
Average number of pupils belonging.....	702
Average attendance.....	488

Spectacle Island School.

Number of teachers.....	1
Average number of pupils belonging.....	12
Average attendance.....	11

¹ The Central Evening High School is organized in two divisions, Division I. holding sessions on Monday, Wednesday and Friday evenings; Division II. on Tuesday and Thursday evenings. Thus there are practically two sets of pupils and but one set of teachers. For statistical purposes the two sets of pupils reported by this school are added together, while the teachers are counted but once.

RECAPITULATION.

Number of schools:

Regular.....	190	
Special.....	26	
Total.....		216

Number of teachers:

In regular schools.....	2,625	
In special schools.....	348	
Total.....		2,973

Average number of pupils belonging:

In regular schools.....	97,903	
In special schools.....	12,245	
Total.....		110,148

Average attendance:

In regular schools.....	89,388	
In special schools.....	8,456	
Total.....		97,844

ADDITIONAL SCHOOL ACCOMMODATIONS.

Under the provisions of Chapter 450 of the Acts of 1907 the sum of \$500,000 became available during the year for additional school accommodations, and appropriate action was taken by the School Committee and by the Board of Schoolhouse Commissioners to proceed with the following list of items:

SCHOOL DISTRICT.	Number of Pupils.	Estimated Cost.
1. Adams District, elementary school, upper grades.....	616	\$115,000
2. Sherwin District, elementary school, upper grades.....	704	175,000
3. Lewis District, elementary school, lower grades.....	440	85,000
4. Dwight District, high school (Girls' High School).....	320	90,000
Administration expenses of year.....		35,000
Total.....		\$500,000

On June 7, 1909, the School Committee passed an order requesting the Board of Schoolhouse Commissioners to provide accommodations for a

day industrial school for girls, to comprise approximately 240 pupils, to be situated in the Everett District, and later, by a concurrent vote of the two Boards, the sum of \$40,000 was transferred from Item 1 in the foregoing list to meet the cost of this new school.

The following is a brief statement of progress made in providing the accommodations specified above during the year:

Item 1.

Elementary School, Adams District.—Samuel Adams School, to be located at the corner of Webster and Brigham streets, East Boston; to contain fourteen class rooms, assembly hall, a manual training room, a cooking room, master's office, teachers' room and nurse's room. Will be ready for occupancy about November, 1910.

Item 2.

Elementary School, Sherwin District.—Lafayette School, to be located on Ruggles street, Roxbury: to contain eight class rooms, nurse's room and teachers' room; one of the class rooms to be used as a "fresh-air room." The building will be ready for occupancy about December, 1910.

Elementary School, Sherwin District.—George T. Angell School, to be located on Hunneman street, Roxbury; to contain sixteen class rooms, assembly hall, a manual training room, cooking room and a nurse's room. Eight rooms will be ready for occupancy about January, 1911, and an eight-room addition will be made later.

Item 3.

Elementary School, Lewis District.—William Lloyd Garrison School, Hutchings and Brookledge streets, Roxbury; to contain nine class rooms, nurse's room, teachers' room and kindergarten. The building will be ready for occupancy about October, 1910.

Item 4.

High School, Dwight District.—Girls' High School Annex, to be located on lot adjoining present Girls' High School on Pembroke street; to contain lunch room, gymnasium and eight class rooms. It will be ready for occupancy about January, 1911.

Trade School for Girls.

As stated above, the sum of \$40,000 was transferred from Item 1 of the list for 1909 (Adams District, Elementary School, upper grades), and was expended for the purchase of the land and building from the Boston Academy of the Sacred Heart, located at 618 Massachusetts avenue, for a Girls' Trade School. The building was fitted up and occupied for this purpose in October, 1909.

The progress made with regard to the items authorized in 1908 and referred to in the annual report for that year is as follows:

Item 1.

Edward Everett School.—Situated on Pleasant street, Dorchester, containing fourteen class rooms, a manual training room, a cooking room and an assembly hall, completed and occupied in September, 1909.

Item 2.

Elementary School, Brimmer District.—Abraham Lincoln School, situated on Ferdinand, Melrose and Fayette streets; to contain forty class rooms, a manual training room, a cooking room and an assembly hall. The work has been contracted for and the building will be ready for occupancy about January, 1911.

Item 3.

Administrative Office, Eliot District.—Completed and occupied September 9, 1908.

Item 4.

Elementary School, Blackinton District.—Bishop Cheverus School, containing sixteen class rooms, a manual training room, a cooking room and an assembly hall, completed and occupied September, 1909.

Item 5.

Elementary School, Dudley District.—Nathan Hale School, situated on Cedar street, Roxbury, containing twelve class rooms, completed and occupied September, 1909.

Item 6.

Henry L. Pierce District.—Dorchester High Annex, situated on Lithgow street, Dorchester, containing eighteen class rooms, a wood working room, a metal handicraft room, a mechanical drawing room, and wardrobes in basement; has been contracted for and will be ready for occupancy in September, 1910.

Item 7.

Longfellow District.—Addition to Longfellow School, situated on South and Hewlett streets, Roslindale, containing eight class rooms and a cooking room, completed and occupied in September, 1909.

High School of Commerce and School Administration Building.

Chapter 446 of the Acts of 1909 provides for the taking of land and the erection of a building in the same manner that other school accommodations are obtained, in order to provide accommodations for the High School of Commerce and the administration offices of the School Committee and of the Board of Schoolhouse Commissioners, and authorizes the School Committee to appropriate for this purpose a sum not exceeding \$50,000 in the year 1909, \$300,000 in 1910 and \$250,000 in 1911, which amounts are to be raised by the issue of bonds by the City Treasurer

The act further provides that the proceeds of the sale of the estate on Mason street, occupied by the School Committee for office and other purposes, and of the Winthrop School estate on Tremont street, shall be applied toward the cost of the land and building authorized by the act. On June 21 the School Committee designated the Winthrop District or the Wendell Phillips District as the district in which these accommodations are to be situated, and on September 7 appropriated the full amount authorized by the act during the year, namely, \$50,000. A site was finally selected early in January, 1910, on Warrenton street, adjoining the Brimmer School, and plans for the building in question are being prepared under the direction of the Board of Schoolhouse Commissioners.

SCHOOL APPROPRIATIONS.

The finances of the School Committee have been definitely and completely separated from those of the City Council since 1898, and since the passage of Chapter 400 of the Acts of that year the School Committee has been allowed for the support and maintenance of the public school system a certain proportion of the tax levy; that is to say, all its appropriations are based upon the average valuation of the city, in the same manner that funds for other municipal purposes are obtained. At that time it was assumed that the natural increase in the valuation of the city would be sufficient to meet the increasing cost of the school system, but unfortunately the rate of increase which had been maintained up to 1898 diminished after that date in a most astonishing manner. Further legislation, therefore, became necessary in order that sufficient funds should be made available to meet the requirements of the schools.

The successive steps by which school appropriations have been placed upon their present basis is shown by the following table. It should be remembered, however, that the School Committee has never taken advantage of its authority to appropriate forty cents per \$1,000 for new school buildings, except in the year 1901-02, when a part of the proceeds of this amount, namely, \$90,000, was devoted to this purpose. The reason for this failure to make such appropriations has been in the objection of successive mayors to meeting the

cost of additional school accommodations from the tax levy, their preference having uniformly been that the amounts needed for this purpose should be provided by loans. The School Committee has felt constrained to meet the views of the chief executives of the city in this respect, and has therefore obtained money for new buildings by loans authorized by the Legislature, with the exception of \$90,000 appropriated in 1901-02 for this purpose.

APPROPRIATIONS FOR SUPPORT OF PUBLIC SCHOOLS.

From Tax Levy.

ORIGINAL ACT AND AMENDMENTS.	Year.	Per \$1,000.	Acts for Special Purposes.
Chapter 400 of 1898: Includes 25 cents per \$1,000 for repairs and alterations.	1898-99 1899-1900 1900-01	\$2 80 2 85 2 90	
Amended by Chapter 448 of 1901: Includes 40 cents per \$1,000 for new school buildings, etc.	1901-02 1902-03	*3 40 3 40	
Chapter 170 of 1903: Authorizes appropriation of \$60,000 of the 40 cents per \$1,000 for support of public schools during 1903-04.	1903-04 1904-05 1905-06	3 40 3 40 3 40	
Chapter 205 of 1906: Authorizes appropriation of \$60,000 of the 25 cents per \$1,000 for support of public schools during 1906-07. Of this amount \$15,000 was later re-transferred to repairs and alterations.	1906-07	3 40	
	1907-08	3 40 02 \$10,000	Physical Education. (Chapter 295 of 1907.) School Nurses. (Chapter 357 of 1907.)
	1908-09	3 40 04 02 05	Physical Education. School Nurses. Teachers' Pensions. (Chapter 589 of 1908.)
Chapter 388 of 1909: Provides increase in appropriation. Provision of 25 cents for repairs and alterations, and 40 cents for new school buildings unchanged.	1909-10 1910-11	3 50 04 02 05 3 60 04 02 05	Physical Education. School Nurses. Teachers' Pensions.
	1911-12 and there- after.	3 70 04 02 05	Physical Education. School Nurses. Teachers' Pensions.

* Of this amount, \$90,000 appropriated for new buildings, being a part of proceeds of the 40 cents per \$1,000 authorized by the act.

ADDITIONAL APPROPRIATIONS FOR GENERAL SCHOOL PURPOSES.

The most important accomplishment of the School Committee during the year has been the securing of the passage of Chapter 388 of the Acts of 1909, which provides for an increased appropriation at the rate of ten cents per thousand dollars of the average valuation of the city for three successive years, beginning in 1909, the additional appropriation for the first year amounting to \$130,000, for the following year about \$132,000 and for the third year (estimated) \$135,000.

These increased appropriations were needed for the public schools because the limit of economy had been reached, and without them the schools could not be maintained on their former standard. Serious and deplorable deficiencies in supplies and incidentals, in books and other necessary educational equipment were manifest. In the absence of additional money it would have been impossible to provide for the reasonable expansion of the school system, and meet the growing demands of the community. The School Committee desired to cover more adequately certain fields of endeavor, and to attempt others that might, with great profit to the people, be entered upon, among them to establish day industrial schools, with short terms, for boys and girls, above fourteen years of age, who have completed the elementary school course; to enlarge the opportunities for industrial education in the evening schools; to modify the instruction in the elementary schools, so as to adapt it more nearly to the industrial conditions of the present time; to maintain during a larger portion of the year evening schools in which illiterate minors and recently arrived immigrants may acquire a knowledge of English and receive instruction in civic ideals; to carry into effect the regulation previously adopted providing for the gradual reduction of the number of pupils to a teacher in the elementary schools; to have school rooms swept and windows washed more frequently; to re-establish evening lectures;

to improve the professional equipment of teachers and thereby assist the pupils in the most vital respect by the working out of a plan for Normal School extension.

Much has been begun in these directions since the passage of this most important act, as has been briefly outlined in this statement. Much more remains to be undertaken.

TRADE SCHOOL FOR GIRLS.

The initial steps for the establishment of a day trade school for girls were taken by the School Committee on May 24, 1909, when the Commission on Industrial Education of the Commonwealth was requested to establish such a school, beginning with the following September, to be conducted by the School Committee as agent for said commission.

On September 10, 1909, the Industrial Commission having gone out of existence, the State Board of Education took affirmative action and approved the proposed school, under the provisions of Chapter 505 of the Acts of 1906 and other acts supplementary thereto and amendatory thereof, appointing the School Committee its local representative in the maintenance of the school, which began its sessions on September 15, 1909.

The school is situated at No. 620 Massachusetts avenue, near Washington street, and may be reached by elevated train to Northampton street, or by surface cars passing the Northampton street transfer station.

The object of the school is: To give a trade training to girls, between the ages of fourteen and eighteen years, who are obliged to become wage-earners. It aims to train its pupils to enter trades and to give them greater opportunity for development and self-support; to help them to understand their relation to industry, and to improve their condition morally, mentally and physically; to increase their general efficiency, and to relate this efficiency to the life of the home. The academic instruction includes spelling, business forms,

business English and accounts. Instruction is also given in color study and design, in hygiene and physical training and in cookery.

Pupils are admitted to this school from all parts of the city, in the order of their application, until the seating capacity of the school is exhausted. New classes are formed in July and in September, at the beginning of the regular and of the summer terms; also on the first Monday in November, in January, in March and in May. Non-residents may also be admitted, but not to the exclusion of resident pupils. Unless there is a reasonable prospect of a pupil's completing the course it is not advisable for her to enter the school. All pupils are considered to be on probation for the first month after admission, and those who show no aptitude for any one of its lines of work will be advised to withdraw.

The school year is divided into two terms — a regular term and a summer term. The regular term corresponds to the term of the high and elementary day schools. The summer term begins on the fifth day of July, except when that day falls upon a Saturday or Sunday, when the summer term begins on the following Monday, or when the fourth day of July falls upon a Sunday, when the summer term begins on the following Tuesday, and continues until the last Friday in August. The hours of session are from 8.30 o'clock a. m. to 5 o'clock p. m. daily, except Saturdays, Sundays and legal holidays, with a noon intermission of one hour in length. An average of five and one-half hours daily is devoted to trade instruction, and an average of about two hours to supplementary academic work.

The length of the course for the average pupil is one year, and certificates will be granted to pupils who satisfactorily complete the work of the school and prove their ability in the trade elected.

The number of pupils belonging to this school on November 1, 1909, was 272.

COURSE OF STUDY.

TRADES. (Each pupil elects one trade.)

I. DRESSMAKING.

1. *Children's Garments*.— Giving practice in construction, and in hand and machine sewing, including use of electric power machine.

2. *White Work*.— Underwear, giving use of finer material; construction of larger garments; practice in more difficult processes; fine hand tucking, rolled edges, lace inserting, simple embroidery, etc.

3. *Fitted Linings*.— Shirt waists; use of various textiles; shirt waist suits and simple dresses.

4. *Costumes*.— Giving practice in dress finishing, simple braiding and embroidery.

II. MILLINERY.

1. *Plain Sewing*.— Giving practice in hand and machine sewing, including special stitches used in millinery; shirring, velvet hemming, wiring, etc.

2. *Hat Making*.— Summer materials, including linings, bands, frames, straw braiding; making of maline, chiffon, lingerie and straw hats.

3. *Hat Making*.— Winter materials, including buckram frames, fitted and draped coverings; making of felt, velvet, satin and silk hats.

III. CLOTHING MACHINE OPERATING.

1. *Clothing Machines*.— With practice on straight away work, aprons, etc.

2. Plain sewing.

3. *Garment Making on Electric Power Machines (no basting)*.— Aprons, underwear, petticoats, kimonos, waists, children's clothing.

4. *Use of Special Machines*.— Buttonhole machine, tucking machine.

IV. STRAW MACHINE OPERATING.

Straw machines including—

(a.) Use of coarse braids, lappings, joinings, tip making, fitting of simple shapes to plaster blocks.

(b.) Use of fine braids, handling of delicate colors, braid combinations and fitting difficult shapes to blocks.

SUPPLEMENTARY WORK. (Required of each pupil.)

1. *Spelling*.— Terms used in the trade.

2. *Business Forms*.— Trade problems, bills, accounts, etc.

3. *Business English*.— Applications for positions, ordering materials, letters to customers, descriptions of costumes, hats, etc.

4. *Textiles*.— Processes of manufacture; judging kinds and qualities of materials; learning uses, widths, prices, etc.

5. *Color Study and Design*.— Principles applied in copying and planning hats and costumes; judging good and poor design and color combinations;

selecting materials in color schemes; designing simple costumes and making practical designs for braiding and embroidery.

6. *Cooking*.—Planning, preparing and serving the daily luncheon; care of lunch room, kitchen, dishes, closets, towels, etc.

7. *Physical Exercises*.—These are given daily, together with lessons on the care of the body and the necessity of proper food, sleep and exercise. The individual needs of each girl are carefully noted, and an effort is made to correct such deficiencies as will be a drawback to a girl in her trade work. Emphasis is laid on correct postures in sitting and on the need of fresh air in the work room.

EVENING SCHOOLS.

The evening school system has been revised and reorganized upon a better educational foundation, and is conducted in a more economical manner than heretofore. These schools are now under the direction and supervision of the Director of Evening and Vacation Schools, a position established by the new committee.

The work of the elementary schools is divided into three sections. First, courses for non-English speaking people; second, intermediate courses for those who wish to obtain a knowledge of reading, writing, language, spelling, history and civics; and, third, advanced courses for pupils who intend to graduate from the elementary schools. These latter courses include instruction in reading, writing, arithmetic, language, grammar, history, geography, civil service and bookkeeping.

In certain of the elementary schools there are classes in millinery, sewing, dressmaking, woodworking and cookery. Lecture courses are also maintained in the different schools. Specially illustrated lectures are also given in the Yiddish, Italian, Lithuanian, Polish, Armenian and Greek languages, the object of which is to teach these people something about American life and the American form of government. Such lectures are always given through interpreters.

The work of the high schools had been somewhat changed to meet the demands of three types of pupils. First, those who wish to pursue strictly cultural subjects; second, those

who wish to take up commercial subjects; and, third, those who wish to pursue vocational subjects.

Under the reorganization of the evening schools a systematized method has been introduced by means of which the selection of able and experienced teachers is more easily secured, records and reports are more accurately kept and a higher average attendance in proportion to the enrolment has been attained.

SUMMER HIGH SCHOOL.

A summer high school was opened in the Roxbury High School on the first Tuesday of last July to provide for three classes of pupils.

1. Regular high school pupils who wished to make up subjects in which they had been conditioned.
2. Those who are preparing for college entrance examinations.
3. Those who are preparing for examinations for admission to high schools.

It was therefore the policy of the school to provide the fullest opportunity for conditioned pupils to study effectively under careful and sympathetic guidance.

The sessions of the school, held from 8 a. m. to 12 noon, were divided into four periods of fifty-five minutes each, which allowed five minutes for opening exercises and five minutes for intermission between periods. The pupils were not required to come to school until their first recitation, and such pupils as brought written requests from their parents were permitted to return to their homes as soon as their last recitation had closed.

The subjects taught were limited to those of the regular high school, with the exception of the work preparatory for admission to high schools, and out of 382 pupils registered 276 were examined; 180 made up all their work and 60 made up part of their work. That 240 out of 276 examined succeeded, in whole or in part, is a favorable comment on the character of the effort made by both teachers and pupils. In the department preparatory for admission to the high schools, 72

pupils were registered and 62 were examined; 30 made up all of their work and 30 made up a part. There were 831 pupils registered in the various classes, of which 605 were examined and 464 were passed.

The experiment was considered successful and the Summer High School will probably become a permanent institution.

RE-ENTRY OF TEACHERS INTO THE SERVICE.

Heretofore, teachers who have re-entered the service have been given no special privilege, but have been appointed and reappointed in the same manner as new teachers. By a recent amendment to the rules teachers who voluntarily retire may be reappointed within a period of two years from the first day of January next following the date of their resignation to a position of the same grade or rank, and on the same year of service in their rank, that they held at the date of their retirement. A proposition is also pending to broaden and extend this privilege, provided the teachers affected are able to establish their continued efficiency.

It not infrequently happens that a teacher whose services are of great value to the school system marries and retires, expecting never to teach again, and yet, because of some unexpected misfortune, finds herself compelled to seek such employment once more. This change in the regulations is intended to remove the hardship under which such individuals have formerly labored, and at the same time to benefit the school system by facilitating the return to the service of progressive, useful and desirable teachers.

THE NORMAL AND THE MODEL SCHOOL.

For the purpose of improving the training in preparation for teaching, two changes in the organization of the Normal School have been made. The first of these changes pertains to the observation work of junior pupils, and the second to that of the practice teaching of senior pupils.

Formerly it was the custom to send the first year pupils

into various schools of the city for four weeks of observation and practice. The pupils who were observing were visited by one or more teachers from the Normal School, but rarely, if ever, did the same teacher visit them all. The work of criticism and suggestion was therefore lacking in continuity of plan and uniformity of purpose. Also the absence of groups of pupils from the Normal School for a month at a time materially increased the difficulties of administration in that school. The organization of the Martin District as a model school has facilitated the correction of both of these defects.

A master in the Normal School is also the principal of the Martin District. By this means the closest co-ordination of the work in the two schools is secured. The teachers in the Model School have been selected with reference to their special ability, not only in teaching a class but also in training others in methods of instruction. The junior pupils from the Normal School do their observing under the direction of the principal of the Model School. The periods of observation are distributed with reference to correlating the theoretical instruction of the Normal School with the practical work of the class room. The particular points to which emphasis is to be given at each period of observation are arranged in suitable progression. Since all the pupils observing are in the same district they are easily assembled, either before or after the observation period, for instruction as to what to look for, or for discussion of the work that they have seen. The absences from the Normal School extend over a year, and occur when they will least disturb the regular programme of the Normal School. In short, the whole work of observation by the junior pupils has been concentrated in one district, placed in charge of one person, and made thereby more definite, systematic and valuable.

During the senior year each Normal School pupil now gives twelve weeks to practice teaching in various districts in the city. Instead of having the supervision of this work

done by all the teachers of the Normal School, it has been placed in the hands of one of them who has been given the title of supervisor of practice. Thus greater uniformity of standards and continuity of purpose are given to the practice teaching than was possible under a system of divided responsibility. One third of the members of the senior class are absent from the Normal School at a time. The course of study in the Normal School has been rearranged in order to avoid duplication of work in so far as possible. The amount of work in the department of English, for example, is equalized for each term, and the difficulties of organization are very much lessened.

The training teachers are selected in the regular schools as hitherto, and the senior pupils are given opportunity to teach in different districts and in different grades. By assigning the pupil-teachers to contiguous schools it is possible for the supervisor of practice to visit them more frequently than they have hitherto been visited.

It is believed that under this new arrangement graduates of the Boston Normal School may be as well prepared for teaching elementary schools as anyone can be without years of actual class room experience.

VOCATIONAL ADVICE.

The new School Committee has felt that not only should the public schools provide instruction in established courses of study, but that graduates should be assisted in choosing wisely appropriate employment, and aided in securing it. The Boston 1915 Committee was therefore requested to appoint a "Vocation Bureau" for this purpose, to which request it responded with the suggestion that a committee of five persons, preferably connected with the public schools, be appointed to confer with the Vocational Bureau which was already in existence.

The Superintendent thereupon appointed a committee consisting of five masters and sub-masters of elementary

schools, who were actively interested in the project, and who are now engaged in co-operation with the Vocational Director employed by the Boston 1915 Committee in furtherance of this work.

The principal and teachers of the High School of Commerce have, since the establishment of that school, given a good deal of attention to the placing of the graduates of that school in employments best fitted for their respective needs, and during the past summer a special appropriation of \$100 was made for the employment of a competent agent to conduct the summer employment feature of the vocational work of that school.

FRATERNITIES AND SORORITIES.

A great deal of difficulty has arisen in many different cities and towns throughout the country with regard to high school fraternities and sororities. In some places the situation has become acute, and appeals have been made to the courts to settle the issues presented. Such organizations, or some of them, have been strongly attacked by the educational authorities as being undemocratic, subversive of discipline and harmful in many other ways. Various penalties have been imposed upon membership in such societies, and the efforts made to destroy or control them on the one hand, and to extend and promote them on the other, have been widespread and serious in their unfortunate effects upon school systems.

Early in February of the current year the School Committee secured the passage of an act by the Legislature which gives it authority to make such rules concerning the admission to secret organizations of pupils enrolled in the public schools of the city, except those of a religious nature, and their continuance therein, as it may deem expedient for the welfare of the schools; and authorizes the committee to exclude from the schools any pupil not required by law to attend school who neglects or refuses to comply with any such rule which the committee may prescribe.

COURSE OF STUDY, MECHANIC ARTS HIGH SCHOOL.

At the opening of the school year in September, 1909, it was decided to revise the course of study for the Mechanic Arts High School, to the end that the school should prepare its pupils for industrial efficiency, and not for entrance to college or higher technical institutions.

This course came as a natural sequence to the demand for industrial training for the large number of boys who are not able, or have not a natural inclination, to pursue their studies in colleges or similar institutions, but who wish to fit themselves for industrial employment of a higher grade than they could hope to secure without training of some kind. The students of this year's entering class will be the first to feel its effects, and all their training will aim at practical efficiency to the disparagement of merely theoretical problems and courses which lead to future studies.

DRAWING AND MANUAL TRAINING.

The former departments of Drawing and of Manual Training have been consolidated, and under the direction of a single head economy and efficiency have been promoted. These two subjects are intimately connected, and neither can attain its greatest efficiency independently of the other. They are two phases of the larger subject — the industrial arts. Briefly stated, the fundamental purpose of the department has been to give in the elementary schools instruction in drawing that shall develop the ability to use drawing as a common means of expression and train taste in the fine and industrial arts, and to give instruction in manual training that shall develop ability to plan simply constructed articles of use and carry them to completion with common tools and materials, and to assign work of such character that the majority of pupils can satisfactorily complete what is planned for the elementary grades. The woodwork in the upper grades requires special equipment and instruction. The

course in drawing and manual training in the various high schools is modified to meet the special conditions of each locality and the exigencies of the elective system. In general, the purposes of the work in high schools are the same as in the elementary grades, but more technical skill, clearer understanding of principles, and more specific application to practical purposes are expected. The general results expected from drawing in all high schools may be stated under the following topics: representation, constructive drawing and design.

A number of very interesting experimental modifications of the course of study in manual training have been undertaken, which very briefly are as follows:

In the Agassiz School about forty boys are being given special instruction in manual training, including shop arithmetic and working drawing, one hour each day, instead of pursuing the regular course in manual training, drawing and arithmetic.

In the Eliot District about twenty boys are being provided in the North Bennet Street Industrial School with instruction in shop work, wood and metal, printing and practical mathematics.

About fifty girls in the Hancock District are spending two hours each day in the North Bennet Street Industrial School devoting their attention to hand and machine sewing, cookery and housekeeping, drawing, design and textiles, personal hygiene and gymnastics.

In the Horace Mann School for the Deaf trade classes have been organized for the purpose of giving a few of the older pupils instruction in silversmithing for a period of two hours during the afternoons of one or two days each week.

In the Lyman District about fifty-five boys devote five hours each week to bookbinding, fifty girls spend the same amount of time in domestic science work and thirty-five boys two hours a week in shoe repairing.

A number of the older boys in the Oliver Wendell Holmes

District are being given instruction in furniture making, the time being limited to ten hours per week, which is taken from other subjects in the regular course of study.

About forty boys in the Quincy District are spending ten hours a week in elementary metal work.

In the Washington Allston District the plan adopted is to confine the industrial work to the five classes of the graduating grades, and the classes of the grade below. The time for the special work has been drawn from those studies in which the instruction can be made less theoretical and more applied. For example, while hygiene requires sixty minutes, thirty minutes have been set apart for theory and the remaining thirty minutes applied to the arts that pertain to household sanitation. A portion of the time for drawing has been diverted to mechanical drawing that applies to construction work in wood and fabrics. A portion of the language time is used in keeping a laboratory note book and in reading from industrial texts. So far as need be the composition work is made to correlate with the industrial work to the extent of writing upon such subjects as may enlarge the knowledge of materials used in construction work and at the same time illustrate the principles of expression. A total of two and one-half hours a week has been diverted from the course of study to effect these changes.

In the high schools three classes in industrial training have been established as follows:

Charlestown.—A class in electrical manufacturing. This class will consist of about twenty boys, and will begin work as soon as the necessary equipment shall be supplied.

Dorchester.—A class in commercial designing. This class, consisting of thirteen pupils, boys and girls, began work on September 27, 1909, and continued until October 11, 1909. It made a fresh start on November 3, 1909. The class is in session on Mondays, Wednesdays and Fridays, from two to four o'clock p. m.

East Boston.—A class in jewelry and silversmithing was established early in September, 1909, and numbered sixteen boys. The average attendance to March 1, 1910, has been fourteen. The room in which the work is carried on was only partially equipped at the start, and consid-

erable delay has been caused, and the progress of the work somewhat hindered by necessary changes in, and additions to, the plant. It is intended that the time of the pupils shall be about equally divided between design and practical work in the shop, some time being given to modelling and studying the various materials used. The class is in session three afternoons each week, from two to four o'clock.

Admission to all these classes is limited to regular pupils of the respective schools who have had sufficient preliminary preparation in drawing and manual training to enable them to profit by the instruction offered. Each pupil is required to pay for all the materials used, and owns the product.

On October 18, 1909, an order was passed requesting the State Board of Education to establish an independent day school for the industrial training of boys, to be conducted by that Board, through the School Committee acting as its agent, the proposed school to be located in the Old Dearborn Schoolhouse, Roxbury, and the course of study to include English, mathematics, drawing, sheet-metal working and cabinet-making, and to cover two years; the methods of instruction to provide for as close an approximation to actual shop conditions as possible.

A similar order was also passed relating to a day industrial school for boys and girls under the same conditions, to be located in the Old East Boston High School, the course of study to include English, mathematics, drawing, printing and bookbinding, and, as in the other school, the methods of instruction to provide for as close an approximation to actual shop conditions as possible.

Should the provisions of these orders be carried into effect, one-half of the cost of these schools will be met by the Commonwealth, as is the case with regard to the Trade School for Girls, to which reference is elsewhere made. As yet the Board of Education has taken no formal action with regard to these proposed schools.

In the evening industrial schools, which have succeeded the former evening drawing schools, the course of study includes: freehand, mechanical, architectural and machine drawing,

ship draughting, design, estimating and building, and interior decorating. The machine courses include courses in wood-working, blacksmithing, machine shop practice, steam engineering, electrical engineering, tool and jig making. Courses are also arranged to prepare young men for the Lowell Institute of Instruction. More than 800 pupils are in average attendance in these schools, the sessions of which are two hours in length on Monday, Wednesday and Friday evenings, for a term comprising twenty-two school weeks.

PLAYGROUND ACTIVITIES.

In 1908 the Director of School Hygiene presented a plan for the organization of playgrounds under the provisions of Chapter 295 of the Acts of 1907, which enlarged the powers of the School Committee with respect to physical education, and provided additional funds for that purpose, which was adopted by the School Committee and carried into effect. School yards in crowded districts were equipped with permanent playground apparatus, and arrangements were perfected with the Park Commission whereby similar opportunities were established on park playgrounds for the older boys and girls of elementary school age. These activities are carried on daily from April 1 to Thanksgiving Day, after school and Saturdays during school terms, and during the whole day in July and August. For the younger children in the school yards and in the children's corners on the parks teachers from the certified list or from the list of pupils in the Normal School are appointed. For the older boys using the park athletic grounds after school sub-masters are designated who organize and supervise the play daily.

During the current year the Department of School Hygiene prepared and published a manual for the public school playgrounds, containing instruticons and suggestions for those engaged in conducting these activities.

All supplies used either in the school yards or in the parks are furnished from the special appropriation authorized by the act.

In addition to these playground activities, recess work in the elementary schools has been organized so as to give each pupil and teacher an opportunity to partake regularly of out-door exercises and to use the limited space in the school yard to its best advantage. All the playground activities are definitely organized so as to supplement the work of physical training done during school hours. An Assistant Director of Physical Training and Athletics has been assigned to this particular division of the work. This assistant director also has charge of the athletics in high schools, which are a continuation of the elementary school athletics.

SCHOOL ATHLETICS.

This division of physical education has been given considerable attention. In the past it has been the source of a good deal of embarrassment, because of the doubtful legal authority of the School Committee to exercise full control over such organizations of pupils. The question of authority, however, was definitely settled by the legislative act of 1906, and the School Committee immediately passed an order which provides that the Superintendent, with the approval of the Board of Superintendents, shall establish a plan for the management and control of school athletics, and issue from time to time, and enforce, such regulations, not contrary to the rules and regulations of the Board, as shall be necessary to put the plan into operation.

In the organization of the Department of School Hygiene instructors in athletics were appointed from a certified list. These seven instructors do all the coaching for the high schools. A committee of the Head Masters' Association exercises direct supervision over the qualification of the players and the management of the schedules of games; and, in con-

junction with the Director of School Hygiene, represents the authority vested by the Legislature in the School Board and the superintendent. This reorganization and control of athletics in high schools has done much to raise the standard of athletics and athletic contests among schools.

NEW COURSE OF STUDY IN PHYSICAL EDUCATION.

On the opening of school in September, 1909, a provisional course in physical education, prepared by the Department of School Hygiene, was adopted for both the elementary and high schools. In the elementary schools the new course is a marked departure from the former system of day's orders. In the first three grades games and plays have been substituted for the formal gymnastics. These games and plays are graded and regulated and minutely described so as to bring into action all the physical activities of the former course without the mental strain. In the other grades formal gymnastics has woven into it games and plays for each month in the year; and in the eighth grade rhythmic exercises are added. A course in recess play, arranged and adapted to each grade, forms a part of the elementary school course in physical training.

In the high school course the rules have been amended so as to make physical training compulsory for every pupil during the four years, provided there is no physical hindrance to the pupil's participation in the exercises; two points toward a diploma are awarded each year for this work. For boys the course includes, in addition to military drill, athletics. Each boy is required to qualify in field and track events and in swimming, and a minimum has been placed upon each of these qualifications in each year. For the girls the course enjoins, in addition to regular gymnastic work, participation in athletics, games and plays, out-door recreation, swimming, dancing, etc. Here, too, a minimum requirement is adopted for each year in the course. All this activity is closely supervised and carefully followed by instructors

and directors in order to keep the efforts of each pupil within physiologic limitation. The end sought is healthy physical development of all the pupils and not a means for great athletic attainments by the individual.

In addition to the prescribed course in physical education in high schools a ten minute daily setting-up drill has been established, in which every boy and girl participates. Groups of exercises suitable for this work have been supplied, and boys and girls selected to act as room captains in leading the work. Many teachers either lead this work personally or partake of it under the leadership of the room captain.

In both courses in physical education the fundamental essentials of proper sitting, standing and walking, as well as the importance of proper breathing, are enforced.

Military drill has been modified so as to give the first year boys a knowledge of military life and tactics, as well as an understanding of duties required in civic ceremonies. Camp hygiene and ambulance work are a part of this course. Formal drilling begins with the second year.

HEALTH OR OPEN AIR ROOMS.

In October, 1909, the Board requested the Advisory Committee on School Hygiene to report as to the advisability of establishing open-air rooms generally in public school buildings, and the type and probable number of children for whom such rooms would be desirable, including:

- (1.) The method of selecting children needing to be placed in such rooms.
- (2.) The symptoms of such need that should be especially called to the attention of the teaching force.
- (3.) The sort of rooms that should be used for the purpose.
- (4.) Whether or not the windows of such rooms should be open all the time, and, if not, what exceptions should be made.
- (5.) What special clothing, if any, should be provided for children placed in these rooms.
- (6.) Whether or not there are teachers whose physical condition would be benefited by assignment to these rooms.
- (7.) Whether or not it would be desirable to have teachers and school nurses inquire into the home conditions of children needing such treatment.

The committee reported that it felt the subject to be one of great importance, both as to the health of children and as a means of increasing school efficiency, and stated that the system of school medical inspection has already drawn attention to the necessity of special consideration for three types of elementary school children, viz.: First, those suffering from contagious or infectious diseases; second, those who, on account of mental backwardness in school work, are thought suitable for treatment in special classes; third, those who have proven to be in some degree affected with tuberculosis.

The committee expressed the opinion that it is very essential that the health rooms contemplated by the Board should not be confounded or associated with either of the provisions now in existence for the care of the mentally deficient nor for the tuberculous children, but that these open-air rooms in school buildings should be established for children who are physically debilitated; that in the establishment of such open-air rooms sunlight, preferably direct sunshine, as well as direct open air, is necessary, and that in the assignment of children to these special rooms the medical inspectors, the school nurses and the teachers should select those who are in need of such treatment, who are undersized and below normal weight for their height; those showing evidence of glandular enlargement and those who return to school after a long convalescence.

The committee recommended that in the present school buildings, at least in the overcrowded schools of the city, rooms suitable for the purpose of these classes should be located in the upper stories of the buildings, with a southern exposure, in order to furnish the necessary maximum of sunlight, without which any room of this type would be uncomfortable, cheerless and lacking in the most essential qualities.

The committee also recommended that in these special rooms arrangements should be made for the widest use of open windows, in order that the maximum amount of fresh

air may find access to every part of the room. Suitable protection for the feet and legs would be necessary in all outdoor or open-air school rooms; a sort of "sleeping bag," so called, is most practical.

The committee also expressed the opinion that there are undoubtedly teachers whose physical condition would be benefited by assignment to such class rooms, and it suggested further that the services of the school nurses are most valuable, and would greatly increase in the homes the efficiency of the work undertaken in the school rooms for the health of the children.

The Board adopted these recommendations of the Advisory Committee and requested the Schoolhouse Commission to provide in all new school buildings one or more health rooms, and by direction of and with the approval of the Board the Superintendent of Schools prepared a plan for the open air instruction of the class of children for whom such provision is to be made, which is being carried into effect as rapidly as possible.

In this connection a very interesting experiment has been conducted during the present year by the principal of the Prescott Elementary School District, illustrating the possibilities which are readily available in any part of the city for benefiting children in this respect. With the advice and assistance of the school physician and the school nurse about twenty children, who were thin, pale, anæmic and repeatedly absent, were seated during pleasant weather in a cosy corner of the school yard, with portable desks, and under the charge of a special assistant. The regular work of the class room was carried on in this out-door class. This arrangement relieved the most crowded rooms and worked a most phenomenal change in the condition of the children who are in this fresh-air class. The average gain in weight in a month was over three pounds for the whole class, some showing a gain of ten and eleven pounds. The regular teachers of these children have remarked, with much surprise, upon the sudden

appearance of unsuspected mental alertness, interest and voluntary effort. The number of sessions of absenteeism among these pupils was reduced from 58.3 in the previous three months to 39 during the experiment.

MEASURING AND WEIGHING OF SCHOOL CHILDREN.

After consultation with the Advisory Committee on School Hygiene the School Committee decided in October of the current year to give special attention to children physically below normal, either as to height or weight. This decision was prompted by the belief that one of the most important and positive signs of the beginning or threatening of disease is the failure on the part of children to grow in height and weight at a certain ratio.

As an initial step in solving this problem the committee has authorized the purchase of weighing scales and measuring rods for each school district. After the first weight and measurement has been taken the pupils will be divided into two classes, namely, the seventy-five per cent that are tallest and heaviest and the twenty-five per cent whose development falls below or above the first named class of pupils of the same ages. Special attention will be given to the latter class by the nurses, medical inspectors and teachers. It is the intention to have the weight and height of each child taken at least three times a year, and a record is to be kept of each weight and measurement. The information gained from such a source of weighing and measuring will be available to the teachers and to parents, and should form a most necessary series of data for the family physician or medical inspector when children are reported to them for diagnosis and treatment. This weighing is to be done by teachers and nurses. No undressing of the body or feet is contemplated. The nurses will follow up the results shown by this investigation, and will exercise a constant supervision, not only over the twenty-five per cent who are found to be below or over

normal, but also over those who are shown to be of normal weight and measurement but who appear to need particular attention.

The scales and measuring rods are to be used also as a part of the equipment supplied to nurses and medical inspectors in deciding whether or not certain children might be benefited by assignment to open-air classes.

PREVENTION OF DIPHTHERIA.

In June of the current year the School Committee adopted a plan, presented by the Advisory Committee on School Hygiene, for the suppression of diphtheria in the public schools. This plan was carried out by the Board of Health, with the assistance of the school nurses, on the opening of the school term, in the Brighton District. The purpose of this investigation was to find out how large a percentage of children in the public schools are "carriers" of the germ of diphtheria; that is, children who are not ill enough to attract the attention of a physician, but who harbor in their nose or throat the bacillus of diphtheria, which might be the cause of a most serious form of diphtheria to others. In order that the findings might be of the greatest value possible permission was secured from the parochial schools in the district to allow the medical inspectors and the public school nurses to carry this investigation into these schools. Some 4,000 children of Brighton were thus examined, and in the following week re-examined, and the result shows that one and one-fourth per cent of these children had the bacillus of diphtheria in their nose or throat.

HEALTH DAY.

In line with the recent intense interest taken by educators generally in the physical well-being of the child in the public schools, and with a view to presenting more forcibly to the mind of the pupils and teachers the value and necessity of

good health in the present day competition to secure a footing in the industrial and professional world, Wednesday, May 12, 1909, was observed as Health Day in the Boston public schools.

Talks were given to the pupils of both elementary and high schools on the proper care of the body, the value of cleanliness, the necessity for sufficient sleep, the proper carriage of the body, including breathing exercises, on nutrition, the injury to the growing child caused by the use of alcohol and tobacco, the necessity of fresh air and sunshine in combating the spread and insuring the cure of tuberculosis, and the relationship of physical exercises to mentality and brain development. The idea was greeted with much enthusiasm, and the cause of good health among school children was given an added impetus.

TEMPORARY CERTIFICATES.

The Board, believing that there are a number of well qualified teachers capable of rendering efficient service in the school system who are debarred therefrom for the reason that the certificates which they hold are no longer valid, or because they have passed the age of forty years and are therefore ineligible for admission to the examinations for certificates of qualification, passed an order in October, 1909, amending the rules so as to provide for the issue of temporary certificates under such conditions as the Board of Superintendents might determine. These certificates are valid for such length of time as that Board may specify, but not beyond the thirtieth day of June of the sixth year following the date of issue.

COMPENSATION OF JANITORS.

For many years it had been the custom to pay the school janitors, whose salaries were established on a yearly basis, in twelve monthly payments, and this plan seemed to be acceptable to a large majority of these employees. In a number of cases, however, it was claimed that this method worked considerable hardship to individuals, many of whom were obliged to make weekly payments to their assistants, while they received

their own compensation but once a month. It was pointed out, also, that under the statutes they, like other city employees, were legally entitled to weekly payments. There were, however, a number of difficulties in the way of making the suggested change, the more serious one being that to do so would result in a very considerable additional expenditure from the school appropriations for the first year in which it should be put into operation, thereby charging the appropriation for that year with the compensation of janitors for thirteen months instead of twelve, which was obviously impracticable. After repeated conferences it was agreed that beginning in March, 1908, the janitors should be paid semi-monthly for the remainder of that year, and the committee agreed to put the weekly payment system into effect as soon as it could thereafter. Beginning with the financial year 1909-10, the weekly payment plan was inaugurated and is now in full effect.

PROMOTION OF JANITORS.

It has been the policy of the School Committee for a number of years to fill vacancies arising in the janitor service by the promotion of faithful and competent men to the more important buildings, and placing the smaller school-houses in charge of new men.

For several years the practice has been to make promotions in the order of seniority; that is to say, the man longest in the service, who held the necessary license, was practically certain of appointment to the first vacancy arising in a better paid position, the vacancy caused by his transfer being filled in the same manner, and so on until the final vacancy was filled by requisition on the Civil Service Commission. While this system had much to recommend it, it was deficient in some respects, inasmuch as it failed to place sufficient emphasis upon especially efficient service, making promotion dependent alone upon length of service. A plan was therefore devised, which went into effect in June, 1909, whereby each janitor is marked twice a year by the Schoolhouse Custodian and by

the principal in whose school or district he is employed, in accordance with a scale of 1,000 points. On this scale seniority of service has a maximum value of 20 per cent, so that this factor receives due recognition, but does not operate to prevent the promotion of a janitor of marked efficiency but with fewer years of service. All promotions have since been made in accordance with this system, the result of which has generally been to favor the man longest in the service, but it has happened occasionally that men of less experience have been advanced in preference to their seniors by reason of their superior abilities.

The system seems to meet with general approval, as working substantial justice to those desirous of promotion, and its effect as a whole has been to improve the quality of the service, and to encourage ambition among the entire force to obtain high markings.

SUPERVISION OF LICENSED MINORS.

The licensing by the School Committee of minors of school age to trade in the streets of Boston came about through an act of Legislature (in 1902). The need of supervision of minors licensed under this act became more apparent as their numbers increased, and the street influences reacting on their school life became better understood. To meet this need a supervisor of licensed minors was appointed whose duties are to secure the strict enforcement of the law and regulations governing the various forms of street work of children of school age, also to have general supervision of the details of the licensing department. During the three years of increased supervision the following changes have occurred:

1. The age under which minors may be licensed to work on the street has been raised from ten to eleven.
2. The hours during which licensed minors may not work on the street have been fixed as follows: between 8 p. m. and 6 a. m. in winter, and between 9 p. m. and 6 a. m. in the summer.

3. The minimum educational requirements to which all applicants must conform are: regular attendance in school, good conduct and the ability to read and write the license law. The health of the applicant is also taken into consideration before a license is issued.

4. The license system has been entirely reorganized. New forms of applications and badges have been devised to meet the many technical difficulties which have arisen. The new badge has the essence of the law printed on its face and the boy's name and address and school appear in his own handwriting on the back of the badge, thereby serving a double purpose—the daily familiarity with the law and the immediate and absolute identification of the licensee.

5. The methods of enforcement have been strengthened by gradually winning the co-operation of newspaper men, by enlisting the interest of the home and school as well as that of the older boys, and when necessary by securing the aid of the police force and the Juvenile Court, as well as all child-helping agencies.

6. A system of inspection has been put in operation. Every school on the inspection schedule is visited once a month, at which time licenses are examined; lost badges are replaced; the rules are discussed and explained, and lapses in conduct and attendance are checked. By this method of school inspection the efficiency of the license system is tested from time to time. The main purpose of the school visits is to report to the schools the street conditions under which these licensed boys sell, and to ascertain through the school to what extent the street conditions influence attendance, conduct and scholarship of the children.

Home visits are also made when cases require the immediate attention of the parents. Parents are also invited to come to the School Committee Rooms on Wednesdays and Saturdays, where they are interviewed on serious complaints against their boys. The data show that in a majority of cases an interview with the parents is just as effective as bringing the

boy to court. Of about 500 cases of specific complaints dealt with this year 95 per cent were settled satisfactorily out of court. The following recent case offers a striking illustration:

B was complained of by a newsdealer for hitting another newsboy in the newsdealer's employ. The second boy accidentally slipped and fell against the window pane of the newsdealer's store and broke it. The newsdealer insisted on our putting B into court. All parties in the case, including B's parents, were asked to come to School Committee Rooms to thrash it out. The newsdealer at first demanded \$15 indemnity or court proceedings. B's parents were equally anxious to enter court proceedings against the newsdealer for interfering with their boy's business. Finally B's parents agreed to pay \$5 indemnity, provided the newsdealer would waive his claim and agree not to interfere with their boy's trade. The newsdealer accepted the offer and the case was settled.

Perhaps the most important result of supervision so far has been the gradual introduction of a plan for self-government among the licensed newsboys through the so-called Boston School Newsboys' Association. This association is pledged to the enforcement of the license rules and the suppression of smoking, gambling and other street vices, more or less common among the street boys of certain neighborhoods.

The association is run by the boys themselves, through officers of their own choosing, consisting of one newsboy captain and two lieutenants for each school district; also a chief captain and general secretary and an executive committee of seven elected from the ranks of the captains.

The general duties of the captains and lieutenants are, first, to see that all licensed newsboys of their respective school districts live up to their license rules, and the principles of the association. Secondly, to see that all boys not licensed shall not interfere with or in any way hurt the business of the licensed newsboys. These duties are performed through weekly inspections on the street, supplemented by monthly inspection at schools, at which time branch meetings of all the

boys in each district are frequently held. There are also annual meetings of all the members of the association held on Bunker Hill Day, the Seventeenth of June, at Keith's Theater. These annual meetings are managed by the captains and lieutenants, under the leadership of the older boys of the Newsboys' Union. The first newsboys' patriotic celebration resulted in the establishment of a permanent newsboys' camp on Lake Monponsett, where over one hundred newsboys are given one or two weeks' vacation.

The second newsboys' patriotic celebration led to the establishment, by Thomas A. Edison, of a Newsboys' Scholarship at Technology, to parallel the scholarship established at Harvard. At the last celebration the plans of a Boston Newsboys' Club-house were made public. This club-house has just opened in the finely remodelled building of the old "Children's Mission" on Tremont street. It is hoped that it will exercise a powerful influence for good on the working boys of the street, not merely by taking them off the street, thus keeping them out of mischief, but by providing really wholesome activities in a pleasant and moral environment.

It is interesting to note that the newly chosen Superintendent of the Boston Newsboys' Club-house, Mr. Edward J. Curran, was taken from the ranks of Boston school teachers, and therefore comes to the work well equipped both as an educator and worker.

MEETINGS OF UNITED IMPROVEMENT ASSOCIATION IN SCHOOL BUILDINGS.

On September 7, 1909, application was received from Mortimer L. Berkowitz, Executive Secretary of the United Improvement Association, for permission to use certain designated school-houses for meetings of various local improvement associations free of expense, but with a uniform and fair charge for janitor service.

The Board has always favored the fullest use of school buildings for meetings of citizens' organizations tending to

better the social and moral conditions of the community, and accordingly gave the matter serious consideration. It was finally decided to allow the different organizations comprising the United Improvement Association to hold meetings in various school buildings not oftener than once a month in any one building during the remainder of the current school year, subject to the usual conditions, but without charge for rent, heat or light.

SALARIES OF TEACHERS.

A good deal of attention has been attracted during the year to the salaries of the teaching force generally, and it has been urged with a good deal of force that conditions have so changed, and the cost of living has so markedly increased since 1896, when the latest general readjustment of salaries was undertaken, as to justify another, and rather general advance, especially for the lower paid ranks. In the study of this question, which is one of much importance, the following statements and tables, which show the successive changes in the salary schedule since 1876, may be of interest. They aim to present in a comprehensive way the more important and general features of the subject, omitting unimportant details, and certain teachers of special ranks and few in number.

The salaries of teachers as established in 1867 were continued until 1877, when a general reduction was made. In the following year another reduction occurred, and in the same year (1878) the present system of graded salaries was adopted. In 1879 another attempt still further to reduce the salaries of teachers was made, but the Board decided against the measure and readopted the schedule for the previous year. In 1881 the Committee on Salaries presented two reports, a majority report recommending a general reduction in salaries and a minority report recommending the continuance of the schedule then in effect. By a large majority the Board decided

against a reduction of salaries except in the grades of third and fourth assistants, where the minimum was reduced from \$504 to \$456 and one year added to the scale; and for junior-masters in high schools, where the minimum was reduced from \$1,440 to \$1,008 and three years added to the scale. From 1881 to 1896 the salaries practically remained unchanged, although there were consolidations of certain grades; for example, the different grades of men and women teachers in high schools were changed, making one grade for men (junior-master) and one for women (assistant). In the grammar schools the ranks of sub-master and usher, or second sub-master, became that of sub-master, and first and second assistants became assistants. In these consolidations the maximum of the higher grade was taken as the maximum of the new.

The salaries of latest date in the following tables are those now in effect unless otherwise stated.

NORMAL SCHOOL.

The salaries of the teachers in the Normal School were the same as those of the same ranks in the high schools previous to 1886. In that year a separate schedule was adopted for the Normal School. The salary of the head-master is, and has been, the same as that of the head-masters of high schools.

The following table shows the changes in the salary of the head-master since 1876:

NORMAL SCHOOL.	1876.	1877.	1878.	1906.
Increase.....				\$144
First year.....	\$3,500	\$3,300	\$3,780	\$3,204
Second year.....	4,000	3,780		3,348
Third year.....				3,492
Fourth year.....				3,636
Fifth year.....				3,780

The following table shows the salaries of masters, sub-masters and junior-masters:

NORMAL SCHOOL.	* SUB-MASTER.		MASTER.		JUNIOR-MASTER.
	1889.	1896.	† 1897.	1906.	1906.
Increase.....	\$60	\$144	\$144	\$144	\$144
First year.....	\$2,196	\$2,160	\$2,340	\$2,340	\$1,476
Second year.....	2,256	2,304	2,484	2,484	1,620
Third year.....	2,316	2,448	2,628	2,628	1,764
Fourth year.....	2,376	2,592	2,772	2,772	1,908
Fifth year.....	2,436	2,736	2,916	2,916	2,052
Sixth year.....	2,496	2,880	3,060	3,060	2,196
Seventh year.....				3,204	2,340
Eighth year.....					2,484
Ninth year.....					2,628

* Rank changed to master in 1897.

† In effect January 1, 1898.

The following table shows the compensation of first and second assistants and assistants:

NORMAL SCHOOL.	*FIRST ASSISTANT.	*SECOND ASSISTANT.	ASSISTANTS.
	1886.	1886.	1896.
Increase.....	\$36	\$48	\$60
First year.....	\$1,440	\$1,140	\$1,140
Second year.....	1,476	1,188	1,200
Third year.....	1,512	1,236*	1,260
Fourth year.....	1,548	1,284	1,320
Fifth year.....	1,584	1,332	1,380
Sixth year.....	1,620	1,380	1,440
Seventh year.....			1,500
Eighth year.....			1,560
Ninth year.....			1,620

* Rank abolished and that of assistant established in 1896. Rank of first assistant re-established in 1907. See following table.

The following table shows the compensation of first assistants (rank re-established in 1907), instructors and assistant instructors:

NORMAL SCHOOL.	FIRST ASSISTANT.	INSTRUCTORS.	ASSISTANT INSTRUCTORS.
	1907.	1907.	1907.
Increase	\$72	\$120	\$72
First year	\$1,332	\$1,200	\$900
Second year	1,404	1,320	972
Third year	1,476	1,440	1,044
Fourth year	1,548	1,560	1,116
Fifth year	1,620	1,680	1,188
Sixth year	1,692	1,800	1,260
Seventh year	1,764	1,920	1,332
Eighth year	1,836	2,040	1,404
Ninth year			1,476
Tenth year			1,548

The following table shows the compensation of the Supervisor of Practice and of the Clerical Assistant:

NORMAL SCHOOL.	SUPERVISOR OF PRACTICE.	CLERICAL ASSISTANT.
	1908.	1908.
Increase	\$72	\$60
First year	\$1,332	\$600
Second year	1,404	660
Third year	1,476	720
Fourth year	1,548	
Fifth year	1,620	
Sixth year	1,692	
Seventh year	1,764	
Eighth year	1,836	

MODEL SCHOOL.

On October 7, 1907, the Martin and Farragut Schools were organized as schools of observation in connection with the Normal School, and a supervisor of practice authorized. (See Normal School.)

On February 20, 1908, a master, Director of the Model School, was appointed in the Normal School, to date from March 1, 1908, and on March 2, 1908, an order was passed providing that the Director of the Model School be authorized to act as principal of the Martin District, and the rules were amended to provide that a master, Director of the Model School, might be appointed.

In the salary schedule for June, 1908, it was provided that sub-masters specially assigned to the Model School should receive \$20 per month in addition to the regular salary of their rank, and that the master's assistant, first assistant in charge, assistants in the grades, first assistant in kindergarten and assistant in kindergarten specially assigned to this school, should receive \$8 per month each in addition to the regular salary of their rank.

LATIN AND HIGH SCHOOLS.

The salaries of head-masters of Latin and high schools are shown in the following table:

LATIN AND HIGH SCHOOLS.	1876.	1877.	1878.	1906.
First year.....	\$3,500	\$3,300	\$3,780	\$3,204
Second year.....	4,000	3,780	.....	3,348
Third year.....	.....	.....	.....	3,492
Fourth year.....	.....	.....	.....	3,636
Fifth year.....	.....	.....	.....	3,780

In 1878 the rules were amended so as to provide that all male instructors in high schools other than principals should be masters and junior-masters. All such instructors who had been employed regularly ten or more years in the high schools of the city were made masters and those who had been employed less than ten years were made junior-masters.

The salary schedule in effect for junior-masters from 1896 to 1906 provided that junior-masters on attaining the maximum of their rank should receive the rank of master—the maximum of the former position being the same as the salary of the master.

The regulations adopted in June, 1906, provided for the appointment of a certain number of masters in high and Latin schools who shall be heads of departments, of junior-masters and other subordinate instructors, so that the rank of junior-master was made entirely distinct from that of master. In order that neither masters nor junior-masters appointed prior to June 1, 1906, should lose either in rank or in salary it was further provided that masters serving in these schools who do not become heads of departments shall still retain the rank of master, and that junior-masters so serving shall for the twelfth and subsequent years have the rank of master.

The following tables show the changes in the salaries of male instructors in high schools below the rank of head-master:

LATIN AND HIGH SCHOOLS.	USHERS.		SUB-MASTERS.		MASTERS	
	1876.	1877.	1876.	1877.	1876.	1877.
Increase.....	\$300	\$300	\$400	\$300	\$400	\$300
First year.....	\$1,700	\$1,500	\$2,200	\$2,100	\$2,800	\$2,700
Second year.....	2,000	1,800	2,600	2,400	3,200	3,000

In 1878 the rank of male instructors in high schools became master and junior-master. The following tables show the changes in the compensation for these positions since that date:

LATIN AND HIGH SCHOOLS.	JUNIOR-MASTERS.				
	1878.	1881.	1896.	1906.	
				Appointed before June 1, 1906.	Appointed after June 1, 1906.
Increase.....	\$144	\$144	\$144	\$144	\$144
First year.....	\$1,440	\$1,008	\$1,476	\$1,476	\$1,476
Second year.....	1,584	1,152	1,620	1,620	1,620
Third year.....	1,728	1,296	1,764	1,764	1,764
Fourth year.....	1,872	1,440	1,908	1,908	1,908
Fifth year.....	2,016	1,584	2,052	2,052	2,052
Sixth year.....	2,160	1,728	2,196	2,196	2,196
Seventh year.....	2,304	1,872	2,340	2,340	2,340
Eighth year.....	2,448	2,016	2,484	2,484	2,484
Ninth year.....	2,592	2,160	2,628	2,628	2,628
Tenth year.....	2,736	2,304	2,772	2,772	
Eleventh year.....	*2,880	2,448	2,916	2,916	
Twelfth year.....		2,592	*3,060	*3,060	
Thirteenth year.....		2,736			
Fourteenth year.....		*2,880			

* With rank of master.

The following table shows the salaries of masters appointed prior to June 1, 1906, and of masters who are heads of departments:

LATIN AND HIGH SCHOOLS.	1906.	
	Masters Appointed before June 1, 1906.	Masters, Heads of Departments, 1906.
Increase.....		\$144
First year.....	\$3,060	\$2,340
Second year.....		2,484
Third year.....		2,628
Fourth year.....		2,772
Fifth year.....		2,916
Sixth year.....		3,060
Seventh year.....		3,204

In 1876 the salary of the assistant principal of the Girls' High School was \$2,000. In 1877 the salary was reduced to \$1,800, and in 1896 it was increased to \$2,040. In 1897 the position of assistant principal in the Roxbury High School was established, and the salary was fixed at the rate of \$1,620 per annum. In 1898 the following scale was adopted for the position of assistant principal in the Roxbury High School—

Increase				\$72
First year	\$1,620	Third year		\$1,764
Second year	1,692	Fourth year		1,836

and the incumbent was placed on the second year of service in this scale from September 1, 1898, until January 1, 1899, and then again advanced to the next higher salary, after which the annual increases in the scale applied.

In November, 1903, the foregoing scale was adopted for the same position in the Girls' High School (a new incumbent having been appointed after an interval caused by the resignation of the former holder of the position), and for the ensuing year (1904-05) the same scale was adopted for teachers of this rank generally.

On June 25, 1906, it was ordered that the rank of assistant principal be abolished as the position becomes vacant by the retirement of the present incumbents.

The following table shows the changes in the salary of first assistants in high schools:

FIRST ASSISTANTS, HIGH SCHOOLS.	1876.	1877.	*1878.	1907.
Increase.....			\$36	\$72
First year.....	\$1,800	\$1,620	\$1,440	\$1,332
Second year.....			1,476	1,404
Third year.....			1,512	1,476
Fourth year.....			1,548	1,548
Fifth year.....			1,584	1,620
Sixth year.....			1,620	1,692
Seventh year.....				1,764
Eighth year.....				1,836

* Rank abolished in 1883, re-established in 1907.

The following table shows the changes in the salaries of second, third and fourth assistants (afterwards assistants) in the high schools:

LATIN AND HIGH SCHOOLS.	* SECOND ASSISTANTS.			* THIRD ASSISTANTS.			* FOURTH ASSISTANTS.			ASSISTANTS.	
	1876.	1877.	1878.	1876.	1877.	1878.	1876.	1877.	1878.	1883.	1896.
Increase....	.....	.....	\$36	.....	.....	\$36	.....	.....	\$36	\$48	\$72
First year. .	\$1,500	\$1,380	\$1,200	\$1,200	\$1,140	\$960	\$1,000	\$900	\$768	\$756	\$972
Second year,			1,236			996			804	804	1,044
Third year.. ..			1,272			1,032			840	852	1,116
Fourth year, ..			1,308			1,068			876	900	1,188
Fifth year... ..			1,344			1,104			912	948	1,260
Sixth year... ..			1,380			1,140			948	996	1,332
Seventh year, ..										1,044	1,404
Eighth year, ..										1,092	1,476
Ninth year... ..										1,140	1,548
Tenth year.. ..										1,188	1,620
Eleventh yr.. ..										1,236	
Twelfth year, ..										1,284	
Thirteenth year.....										1,332	
Fourteenth year.....										1,380	

*Ranks abolished in 1883 and rank of assistant established.

In June, 1906, the employment of male teachers with the rank of instructor was authorized in the Public Latin, English High, Mechanic Arts High Schools, the High School of Commerce and in mixed high schools. At the same time assistant instructors were authorized in high and Latin schools, *male* assistant instructors being required in boys' schools. Previous to 1906 teachers of the foregoing ranks were authorized in the Mechanic Arts High School only. (See Mechanic Arts High School, page 51.)

The following table shows the salaries of instructors and assistant instructors in high and Latin schools:

LATIN AND HIGH SCHOOLS.	INSTRUCTORS.		ASSISTANT INSTRUCTORS.	
	1906.		1906.	
	Appointed before June 1, 1906.	Appointed after June 1, 1906.	Appointed before June 1, 1906.	Appointed after June 1, 1906.
Increase.....	\$120	\$120	\$72	\$72
First year.....	\$1,500	\$1,200	\$972	\$900
Second year.....	1,620	1,320	1,044	972
Third year.....	1,740	1,440	1,116	1,044
Fourth year.....	1,860	1,560	1,188	1,116
Fifth year.....	1,980	1,680	1,260	1,188
Sixth year.....	2,100	1,800	1,332	1,260
Seventh year.....	2,220	1,920	1,404	1,332
Eighth year.....	2,340	2,040	1,476	1,404
Ninth year.....			1,548	1,476
Tenth year.....			1,620	1,548

Teachers of Commercial Subjects—High Schools.

In September, 1898, a commercial course was established in high schools, and special teachers of phonography, type-writing and bookkeeping employed, whose salaries were as shown below.

In November, 1898, these special teachers, with others teaching the same subjects, became teachers of commercial branches, and their salaries were fixed at \$1,200 and \$1,500 per annum, the \$1,200 being for women and the \$1,500 for men.

TEACHERS OF COMMERCIAL SUBJECTS, HIGH SCHOOLS.	September, 1898.	November, 1899.
Brighton High School.....		*\$1,200
Charlestown High School.....	\$750	†1,500
Dorchester High School.....	750	†1,500
East Boston High School.....	1,200	*1,200
Girls' High School.....	1,200	*1,200

* Women.

† Men.

In June, 1902, the ranks of Special Instructor of Commercial Branches and Instructor of Commercial Branches were created, and it was provided that teachers of such subjects then receiving a salary of \$1,500 per annum be given the rank of special instructor from September 1, 1902, and that teachers receiving a salary of \$1,200 be given the rank of instructor, from the same date, the special instructors to continue on their present salaries until the third anniversary of their several appointments, then to be placed on the fourth year of the new schedule; and the instructors to continue on their present salaries until the fifth anniversary of their appointments, then to be placed upon the sixth year of the new schedule. On June 25, 1906, it was

Ordered, That from and after September 1, 1906, the rank of the Instructors of Commercial Branches, high schools, shall be that of Special Assistant Instructors in Commercial Branches.

The following table shows the changes in the salaries for the position of special instructor:

TEACHERS OF COMMERCIAL SUBJECTS, HIGH SCHOOLS.	SPECIAL INSTRUCTORS.					
	1902.	1906.	Appointed before June 1, 1906.			Appointed after June 1, 1906.
			1907.	1908.	1909.	1907.
Increase.....	\$120	\$120	\$120	\$120	\$120	\$120
First year.....	\$1,200	\$1,200	\$1,200	\$1,200	\$1,200	\$1,200
Second year.....	1,320	1,320	1,320	1,320	1,320	1,320
Third year.....	1,440	1,440	1,440	1,440	1,440	1,440
Fourth year.....	1,560	1,560	1,560	1,560	1,560	1,560
Fifth year.....	1,680	1,680	1,680	1,680	1,680	1,680
Sixth year.....	1,800	1,800	1,800	1,800	1,800	1,800
Seventh year.....	1,920	1,920	1,920	1,920	1,920	1,920
Eighth year.....	2,040	2,040	2,040	2,040	2,040	2,040
Ninth year.....			2,160	2,160	2,160	
Tenth year.....				2,280	2,280	
Eleventh year.....					2,400	

The following table shows the salaries of instructors and special assistant instructors:

TEACHERS OF COMMERCIAL SUBJECTS, HIGH SCHOOLS.	*INSTRUCTORS.	SPECIAL ASSISTANT INSTRUCTORS.
	1902.	1906.
Increase.....	\$72	\$72
First year.....	\$900	\$900
Second year.....	972	972
Third year.....	1,044	1,044
Fourth year.....	1,116	1,116
Fifth year.....	1,188	1,188
Sixth year.....	1,260	1,260
Seventh year.....	1,332	1,332
Eighth year.....	1,404	1,404
Ninth year.....	1,476	1,476
Tenth year.....	1,548	1,548

* Rank made that of special assistant instructor September 1, 1906.

Special Teachers of Drawing and Manual Training in High Schools.

From time to time various special teachers of drawing and manual training were authorized in different high schools at varying salaries. In 1906 the compensation of these teachers was established as follows:

DRAWING AND MANUAL TRAINING, HIGH SCHOOLS.	*SPECIAL INSTRUCTOR IN DRAWING, ENGLISH HIGH SCHOOL.	SPECIAL INSTRUCTORS IN DRAWING AND MANUAL TRAINING.		SPECIAL ASSISTANT INSTRUCTORS IN DRAWING.
	1906.	Appointed before June 1, 1906.	Appointed after June 1, 1906.	1906.
Increase.....		\$120	\$120	\$72
First year.....	\$2,508	\$1,500	\$1,440	\$900
Second year.....		1,620	1,560	972
Third year.....		1,740	1,680	1,044
Fourth year.....		1,860	1,800	1,116
Fifth year.....		1,980	1,920	1,188
Sixth year.....		2,100	2,040	1,260
Seventh year.....		2,220		1,332
Eighth year.....		2,340		1,404
Ninth year.....				1,476
Tenth year.....				1,548

* Instructor in drawing in Normal School at same salary also employed.

Teachers of Physical Training — High Schools.

The following table shows the salaries of special teachers of physical training in high schools since 1906, when a schedule rate of compensation for these teachers was adopted:

PHYSICAL TRAINING, HIGH SCHOOLS.	Special Instructors Appointed before June 1, 1906.	* Special Instructors Appointed after June 1, 1906.	SPECIAL ASSISTANT INSTRUCTORS.	
			1906.	1909.
Increase.....	\$72	\$72	\$72
First year.....	\$1,200	\$900	\$612	\$756
Second year.....	972	684	828
Third year.....	1,044	756	900
Fourth year.....	1,116	828	972
Fifth year.....	1,188	900	

* Minimum fixed at \$972 in 1909.

Special and Clerical Assistants, High and Latin Schools.

The rules and regulations of the School Committee, adopted in June, 1906, provide for the appointment of one special assistant in each high and Latin school. The duties of these special assistants are largely clerical.

On June 8, 1908, the rank of clerical assistant in high schools was created, this position being a purely clerical one, and in September, 1908, the transfer of several of the special assistants in high schools to the position of clerical assistant was effected.

The following table shows the salaries of special assistants and clerical assistants in high and Latin schools:

LATIN AND HIGH SCHOOLS.	SPECIAL ASSISTANTS.		CLERICAL ASSISTANTS.
	1906.	1908.	1908.
Increase	\$60	\$72	\$60
First year	\$480	\$600	\$600
Second year	540	672	660
Third year	600	744	720
Fourth year		816	
Fifth year		888	
Sixth year		960	

MECHANIC ARTS HIGH SCHOOL.

This school was established in 1894 and the salaries then fixed remained unchanged until 1896, when they were increased in the same proportion as those of other teachers of similar ranks.

The compensation of the head-master has corresponded with that of principals of other high schools.

The position of instructor of metal working was established in 1895 and the salary as then fixed remained unchanged until 1906, when it was provided that this rank should be abolished on the retirement of the present incumbent, and a flat salary of \$2,580 was established for the position.

The following table shows the changes in salaries since the establishment of the school:

MECHANIC ARTS HIGH SCHOOL.	*JUNIOR- MASTERS.		*INSTRUCTORS.		* ASSISTANT INSTRUCTORS.		† INSTRUCTOR, METAL- WORKING.	
	1894.	1896.	1894.	1896.	1894.	1896.	1895.	1906.
Increase.....	\$144	\$144	\$60	\$120	\$48	\$72	\$60	
First year.....	\$1,008	\$1,476	\$1,500	\$1,500	\$756	\$972	\$1,800	\$2,580
Second year.....	1,152	1,620	1,560	1,620	804	1,044	1,860	
Third year.....	1,296	1,764	1,620	1,740	852	1,116	1,920	
Fourth year.....	1,440	1,908	1,680	1,860	900	1,188	1,980	
Fifth year.....	1,584	2,052	1,740	1,980	948	1,260	2,040	
Sixth year.....	1,728	2,196	1,800	2,100	996	1,332	2,100	
Seventh year.....	1,872	2,340	1,860	2,220	1,044	1,404	2,160	
Eighth year.....	2,016	2,484	1,920	2,340	1,092	1,476	2,220	
Ninth year.....	2,160	2,628	1,980	.....	1,140	1,548	2,280	
Tenth year.....	2,304	2,772	2,040	.....	1,188	1,620	2,340	
Eleventh year.....	2,448	2,916	2,100	.....	1,236	.....	2,400	
Twelfth year.....	2,592	†3,060	2,160	.....	1,284	.....	2,460	
Thirteenth year.....	2,736	.....	2,220	.....	1,332	.....	2,520	
Fourteenth year.....	†2,880	.....	2,280	.....	1,380	.....	2,580	

* For changes in 1906 and subsequently, see High and Latin Schools.

† Abolished September 1, 1909, and the rank of the position made that of master, head of the department of machine shop practice, and incumbent placed on the sixth year salary for that position. (See p. 44.)

‡ With rank of master.

In June, 1902, the rank of special instructor Mechanic Arts High School was created, and the salary was fixed as shown below. In June, 1906, it was provided that from and after September 1, 1906, the rank of these special instructors be that of special assistant instructor. The salary of the position remained unchanged. This rank was discontinued in 1908 by retirement of the incumbents.

During the year 1908-09 the employment of special assistant instructors, mechanical departments, was authorized, the salary of the rank being, minimum, \$900; annual increase, \$72; maximum, \$1,548.

In 1909 the rank of assistant instructor in mechanical

departments in the Mechanic Arts High School was created, and the salary established on the following scale:

MECHANIC ARTS HIGH SCHOOL.	SPECIAL INSTRUCTORS.	*SPECIAL ASSISTANT INSTRUCTORS.	ASSISTANT INSTRUCTORS, MECHANICAL DEPARTMENTS.
	1902-1906.	1906.	1909.
Increase.....	\$72	\$72	\$72
First year.....	\$600	\$600	\$1,188
Second year.....	672	672	1,260
Third year.....	744	744	1,332
Fourth year.....	816	816	1,404
Fifth year.....	888	888	1,476
Sixth year.....	960	960	1,548
Seventh year			1,620

* Discontinued 1908.

The regulations adopted June 20, 1906, authorize the employment of six special assistants in the mechanical department, and the salary established for the position was as follows:

First year	\$1 50 per day
Second year	2 00 "

In 1909 the salary of special assistant in mechanical departments was established at the following rate:

First year	\$2 00 per day
Second year	2 50 "

At various times additional compensation has been allowed teachers in this school for extra services rendered in accordance with the daily programme outside of regular school hours. This practice ceased after 1908-09.

HIGH SCHOOL OF PRACTICAL ARTS.

The High School of Practical Arts was organized in September, 1907, in the Old Lyceum Building at Meeting

House Hill, the course of study including academic branches and an industrial department, giving instruction in household science and arts, sewing, dressmaking and millinery.

The corps of teachers was similar to that of the other high schools, but included also industrial assistants and a special assistant instructor in household science and arts, which latter position was abolished on June 8, 1908, when the rules and regulations were amended, and provision made for the appointment of industrial instructors.

The following schedule shows the salaries established for these positions:

HIGH SCHOOL OF PRACTICAL ARTS.	INDUSTRIAL ASSISTANTS.	* SPECIAL ASSISTANT INSTRUCTOR IN HOUSEHOLD SCIENCE AND ARTS.	INDUSTRIAL INSTRUCTORS.
	1907.	1907.	1908.
Increase	\$72	\$72	\$72
First year.....	\$600	\$600	\$1,020
Second year.....	672	672	1,092
Third year.....	744	744	1,164
Fourth year.....	816	816	1,236
Fifth year.....	888	888	
Sixth year.....	960	960	

* Position abolished February 20, 1908.

AFTERNOON INDUSTRIAL CLASSES — HIGH SCHOOLS.

In September, 1909, afternoon industrial classes were authorized in day high schools as follows:

Charlestown High School, class in electrical manufacturing.

Dorchester High School, class in commercial designing.

East Boston High School, class in jewelry and silversmithing.

On September 20, 1909, the salary of teachers of these classes was established at the rate of \$3 per two-hour period during the term 1909-10.

ELEMENTARY (GRAMMAR AND PRIMARY) SCHOOLS.

Men Teachers.

Previous to 1878 the men teachers of the grammar schools were designated masters, sub-masters and ushers. In 1878 the title of "usher" was changed to "second sub-master." In 1881 the ranks of sub-master and second sub-master were consolidated under the title "sub-master," and the two schedules of salaries of the old ranks were united into one schedule for the new rank. In 1906 the former distinction between grammar and primary schools was done away with, and these schools were designated as elementary schools.

The following tables show the changes in the salary of masters and sub-masters in these schools:

ELEMENTARY SCHOOLS.	MASTERS.			
	1876.	1877.	1878.	1896.
Increase.....	.....	.....	\$60	\$120
First year.....	\$2,800	\$2,700	\$2,580	\$2,580
Second year.....	3,200	3,000	2,640	2,700
Third year.....	.....	.....	2,700	2,820
Fourth year.....	.....	.....	2,760	2,940
Fifth year.....	.....	.....	2,820	3,060
Sixth year.....	.....	.....	2,880	3,180

ELEMENTARY SCHOOLS.	SUB-MASTERS.					* USHERS AND SECOND SUB-MASTERS.		
	1876.	1877.	1878.	1881.	1896.	1876.	1877.	1878.
Increase.....	\$60	\$120	.....	.....	\$60
First year.....	\$2,200	\$2,100	\$1,980	\$1,500	\$1,500	\$1,700	\$1,500	\$1,500
Second year.....	2,600	2,400	2,040	1,560	1,620	2,000	1,800	1,560
Third year.....	2,100	1,620	1,740	.....	.....	1,620
Fourth year.....	2,160	1,680	1,860	.....	.....	1,680
Fifth year.....	2,220	1,740	1,980	.....	.....	1,740
Sixth year.....	2,280	1,800	2,100	.....	.....	1,800
Seventh year.....	1,860	2,220	.....	.....	.....
Eighth year.....	1,920	2,340	.....	.....	.....
Ninth year.....	1,980	.....	.....	.....	.....
Tenth year.....	2,040	.....	.....	.....	.....
Eleventh year.....	2,100	.....	.....	.....	.....
Twelfth year.....	2,160	.....	.....	.....	.....
Thirteenth year.....	2,220	.....	.....	.....	.....
Fourteenth year.....	2,280	.....	.....	.....	.....

* Rank of second sub-master, formerly that of usher, made that of sub-master in 1881.

Women Teachers.

In 1876 the ranks of the women teachers in the grammar and primary schools were first assistant, second first assistant, second, third and fourth assistants. In 1878 the rules were amended by striking out the rank of second first assistant.

In 1896 the ranks of second, third and fourth assistants were abolished, and the ranks of assistant, grammar school, and assistant, primary school, established in place thereof.

In June, 1906, it was provided that, beginning with the following September, the rank of assistant, grammar school, and of assistant, primary school, be that of assistant, elementary school, no change being made in the salary schedule.

It was also provided that the ranks of first assistant, grammar school, and of first assistant, primary school, should be abolished as the positions became vacant by the

retirement of the present incumbents, and two new ranks were established, viz., master's assistant (one for each elementary school district) and first assistant in charge; one first assistant in charge being permitted in every school building, other than the central grammar school of any district in which there are six or more regular teachers of any grade, but no sub-master. Most of the appointments to these new positions were made as from November 1, 1906. Subsequently (November 7, 1907) the rank of first assistant, grammar school, was restored for schools attended exclusively by girls in grades above the third, if the number of pupils belonging in grades above the third exceeds six hundred.

Training Teachers.

In 1894 the rules were amended so as to provide that the superintendent should, in the month of September of each year, after consultation with the chairman of the Division Committees, designate a sufficient number of teachers in the public schools, the number to be not less than fifty, to act as training teachers. These teachers served without pay until 1897, when the Board passed an order that training teachers be paid at the rate of fifty cents per day of actual service, in addition to the regular salary of their rank, dating from January 1, 1898. This additional compensation was discontinued from September 1, 1898, after being in force for six school months.

The following tables show the changes in salaries of the women teachers in the grammar and primary schools (elementary schools, 1906):

ELEMENTARY SCHOOLS.	FIRST ASSISTANTS.		* SECOND FIRST ASSISTANTS.		FIRST ASSISTANTS, GRAMMAR.		FIRST ASSISTANTS, PRIMARY.
	1876.	1877.	1876.	1877.	1878.	1896.	1896.
Increase.....					\$36	\$48	\$48
First year.....	\$1,200	\$1,140	\$1,000	\$852	\$900	\$972	\$984
Second year.....					936	1,020	1,032
Third year.....					972	1,068	1,080
Fourth year.....					1,008	1,116	
Fifth year.....					1,044	1,164	
Sixth year.....					1,080	1,212	

*Abolished in 1878.

ELEMENTARY SCHOOLS.	MASTER'S ASSISTANTS. (GRAMMAR.)		FIRST ASSISTANTS IN CHARGE. (PRIMARY.)
	1906.	1907.	1906.
Increase.....	\$48	\$48	\$48
First year.....	\$972	\$972	\$972
Second year.....	1,020	1,020	1,020
Third year.....	1,068	1,068	1,068
Fourth year.....	1,116	1,116	1,116
Fifth year.....	1,164	1,164	
Sixth year.....	1,212	1,212	
Seventh year.....		1,260	
Eighth year.....		1,308	

ELEMENTARY SCHOOLS.	SECOND ASSISTANTS.			THIRD AND FOURTH ASSISTANTS.				ASSISTANTS.
	1876.	1877.	1878.	1876.	1877.	1878.	1881.	1896.
Increase.....			\$12			\$48	\$48	\$48
First year.....	\$850	\$792	\$756	\$600	\$540	\$504	\$456	\$552
Second year.....			768	700	660	552	504	600
Third year.....			780	800	750	600	552	648
Fourth year.....			792			648	600	696
Fifth year.....			804			696	648	744
Sixth year.....			816			744	696	792
Seventh year.....							744	840
Eighth year.....								888
Ninth year.....								936

Special Assistants.

In 1908 the compensation of special assistants, who had been paid for many years at the rate of \$1.50 per day, was increased to \$1.75, and in the following year (1909) a further advance to \$2 per day was made, which rate has continued unchanged.

KINDERGARTENS.

In September, 1888, the kindergartens, which had been maintained for many years by Mrs. Quincy A. Shaw, became a part of the public school system. At that time the ranks of principal and assistant were established, and the salaries then fixed for these positions remained unchanged until 1896, when the teachers in the kindergartens shared in the general increase.

The following table shows the salaries of kindergarten teachers since 1876:

KINDERGARTENS.	INSTRUCTORS.		PRINCIPALS.		
	1876.	1877.	1888.	1896.	1902.
Increase .....	.....	.....	\$36	\$48	\$24 and \$48
First year	\$600	\$540	\$600	\$600	\$624
Second year	700	660	636	648	648
Third year	800	750	672	696	696
Fourth year .....	.....	.....	708	744	744
Fifth year .....	.....	.....	.....	792	792

In 1906 the rank of principal in kindergartens became that of first assistant from September 1.

KINDERGARTENS.	FIRST ASSISTANTS.	ASSISTANTS.	
	1906.	1888.	1896.
Increase	\$24 and \$48	\$36	\$48
First year	\$624	\$432	\$432
Second year	648	468	480
Third year	696	504	528
Fourth year	744	540	576
Fifth year	792	.....	624

Special assistants previous to 1906 were paid at the rate of \$5 per week. In 1906 their compensation was increased to \$1.25 per day, and in 1908 a further increase to \$1.50 per day was made. This latter rate remains unchanged.

Previous to 1895 in the Normal School there were a teacher and an assistant teacher of theory and practice of the kindergarten, but upon the establishment of the office of director of kindergartens (December, 1894) the former position was abolished. The salary of the assistant was the same as that of the second assistant in the Normal School prior to 1896, when the rank of second assistant was abolished, and at that time it was fixed at \$1,380 per annum.

In 1894 the position of teacher of songs and games, kindergarten department, Normal School, was established, and the salary was fixed at \$240 per annum, continuing until 1902, although there was a vacancy in the position during several years in this period.

The position of Director of Kindergartens was established in December, 1894, and a director was elected at a salary of \$2,880 per annum, to date from January 1, 1895. The incumbent resigned September 1, 1906, and a new schedule was adopted dating from June, 1906. The new regulations adopted in June, 1906, provided that the Director of Kindergartens should also have general supervision and control over the special classes for feeble-minded children.

The following table shows the changes in the salary of the Director of Kindergartens:

KINDERGARTENS.	DIRECTOR OF KINDERGARTENS.		
	1894.	1906.	1907.
Increase		\$72	
First year	\$2,880	\$1,212	\$1,800
Second year		1,284	
Third year		1,356	
Fourth year		1,428	
Fifth year		1,500	

HORACE MANN SCHOOL FOR THE DEAF.

The rank of first assistant was abolished and the rank of assistant principal established in 1893. In that year the salaries of all the teachers except that of the principal were changed. The salary of the principal was increased in 1896 and that of subordinate teachers in 1897, the latter to take effect January 1, 1898.

The following tables show the changes in the salaries of the teachers of this school:

HORACE MANN SCHOOL.	PRINCIPAL.					
	1876.	1879.	1890.	1896.	1902.	1906.
Increase.....						\$120
First year.....	\$1,500	\$1,800	\$2,508	\$2,880	\$3,180	\$2,580
Second year.....						2,700
Third year.....						2,820
Fourth year.....						2,940
Fifth year.....						3,060
Sixth year.....						3,180

HORACE MANN SCHOOL.	* FIRST ASSISTANT.	ASSISTANT PRINCIPAL.			ASSISTANTS.		
	1876.	1893.	1897.	1908.	1876.	1893.	† 1897.
Increase.....		\$60	\$72	\$72		\$60	\$72
First year.....	\$900	\$1,068	\$1,152	\$1,152	\$700	\$588	\$780
Second year.....		1,128	1,224	1,224	800	648	852
Third year.....		1,188	1,296	1,296		708	924
Fourth year.....		1,248	1,368	1,368		768	996
Fifth year.....		1,308	1,440	1,440		828	1,068
Sixth year.....				1,512		888	1,140
Seventh year.....				1,584		948	1,212
Eighth year.....						1,008	1,284

* Abolished in 1893 and rank made that of assistant principal.

† In effect January 1, 1898.

DRAWING.

In 1876 there was a Director of Drawing and six special instructors. In 1878 the number of special instructors was

reduced to three and the following year to two, and in 1880 this rank was abolished, the incumbents continuing in service until September 1, 1880.

In 1891 an assistant director was elected, and it was provided that besides assisting the director he should give special instruction in the Normal School. In 1896 an additional assistant was allowed the Director of Drawing, and the candidate elected to this position was the Master of Evening Drawing Schools, it being understood that he should have special charge of the Evening Drawing Schools, and render such assistance to the director as might be required of him. In 1897 two additional assistants were allowed the director, whose compensation was fixed at the rate of \$1,500 each, to date from January 1, 1898. In 1899 a third assistant to the Director of Drawing was allowed at a salary of \$1,500 per annum.

* DIRECTOR.		† ASSISTANT DIRECTOR.		SPECIAL INSTRUCTORS.			ASSISTANTS.	
1876.	1877.	1891.	1895.	1876.	1877.	1878-80.	1896-1902.	1897.
\$3,300	\$3,300	\$1,800	\$2,508	\$2,500	\$2,100	\$2,280	‡ \$2,000	§ \$1,500

* From 1902 to 1905, inclusive, director paid \$600 per annum additional for supervision of Evening Drawing Schools.

† To give instruction in the Normal School and to assist the director. On September 1, 1906, rank made Instructor in Drawing, Normal School.

‡ Mr. Hitchings, the former director, paid \$800 as assistant to the director, and \$1,200 as Master of Evening Drawing Schools. Positions abolished March 11, 1902, because of death of Mr. Hitchings.

§ In effect January 1, 1898.

In June, 1906, the departments of drawing and manual training were united and placed under a single head, with the title of Director of Drawing and Manual Training.

MANUAL TRAINING.

The first Manual Training School was opened in 1886. In 1891 the rank of Assistant Instructor of Manual Training Schools was established, and in 1893 the position of Principal of Manual Training Schools.

The following table shows the changes in the salaries of the teachers in Manual Training Schools until 1906, when the Department of Drawing and Manual Training was created:

MANUAL TRAINING.	PRINCIPAL OF MANUAL TRAIN- ING SCHOOLS.		INSTRUCTORS.			ASSISTANT INSTRUCTORS.		
	1893.	1896.	1886.	1892.		1891.	1892.	1896.
Increase.....	\$48	\$48
First year.....	\$2,004	\$2,508	\$1,200	*\$1,200	†\$1,620	\$800	\$804	\$804
Second year.....	852	852
Third year.....	900	900
Fourth year.....	948
Fifth year.....	996

* Omitted from salary schedule for years 1899-1900, 1900-01 and 1901-02; restored 1902-03 and thereafter.

† Discontinued 1899-1900.

In June, 1906, the rank of the Principal of Manual Training Schools was made Assistant Director of Drawing and Manual Training from September 1, 1906, and the former position was discontinued. (See Department of Drawing and Manual Training.)

DEPARTMENT OF DRAWING AND MANUAL TRAINING.

In June, 1906, the Departments of Drawing and Manual Training were united, and placed in charge of a new official with the title of Director of Drawing and Manual Training at a salary of \$3,000 per annum.

The Principal of Manual Training Schools was made Assistant Director of Drawing and Manual Training, and the former position was discontinued.

The position of assistant to Director of Manual Training was also created.

In 1907 further changes were made in the salary schedule for these positions, as shown by the following table:

DEPARTMENT OF DRAWING AND MANUAL TRAINING.	DIRECTOR, DRAWING AND MANUAL TRAINING.	ASSISTANT DIRECTOR OF DRAWING AND MANUAL TRAINING.		ASSISTANT TO DIRECTOR IN MANUAL TRAINING.	ASSISTANTS TO DIRECTOR IN DRAWING.	
	1906.	1906.	1907.	1906.	1896.	1907.
Increase.....				\$120	.....	\$72
First year.....	\$3,000	\$2,508	\$2,628	\$1,500	\$1,500	\$1,212
Second year.....				1,620	.....	1,284
Third year.....				1,740	.....	1,356
Fourth year.....				1,860	.....	1,428
Fifth year.....				1,980	.....	1,500
Sixth year.....				2,100		
Seventh year.....				2,220		
Eighth year.....				2,340		

MANUAL TRAINING, ELEMENTARY SCHOOLS.	INSTRUCTORS IN MANUAL TRAINING, ELEMENTARY SCHOOLS.		ASSISTANT INSTRUCTORS IN MANUAL TRAINING, ELEMENTARY SCHOOLS.
	1906.	1907.	1906.
Increase.....		\$48	\$48
First year.....	\$1,200	\$1,056	\$804
Second year.....		1,104	852
Third year.....		1,152	900
Fourth year.....		1,200	948
Fifth year.....			996

DEPARTMENT OF MUSIC.

In 1876 the Department of Music was under the charge of a director and six special instructors, the latter being reduced to three in number in 1879. In 1884 the director and the special instructors became special teachers in music, the

former director being assigned to service in high schools and the special teachers, now four in number, serving in grammar and primary schools. In 1885 these special teachers became special instructors. In 1893 the rank of assistant instructor was established, and four women were elected to this position.

On November 28, 1899, the position of director was again established, and the department then consisted of a director, two special instructors and four assistant instructors.

The following table shows the salaries of the department from 1876 to 1899:

DIRECTOR.		SPECIAL INSTRUCTORS OR SPECIAL TEACHERS.			ASSISTANT INSTRUCTOR.	
1876.	1877-84.	1876.	1877.	1878-99.	1893.	1896-99.
\$3,300	\$3,000	\$3,000	\$2,500	\$2,640	\$852	\$888

In 1900 the department was reorganized, the positions of special instructor of music and assistant instructor of music abolished, and new positions created and salaries established as follows:

Director (position created November 28, 1899)	\$3,000
One Assistant Director in Music, high schools	1,500
One Assistant Director in Music, grammar schools	2,640
One Assistant Director in Music, grammar schools	2,004
Two assistants in music, grammar schools	996
One assistant director in music, primary schools	1,500
Three assistants in music, primary schools	996

At the time of reorganization (1900) the only special instructor in the service was made Assistant Director, Grammar Schools, at a salary of \$2,640; and the three assistant instructors became assistants at a salary of \$996.

In 1902 the department was again reorganized, positions created and salaries established as follows:

DEPARTMENT OF MUSIC.	Director.	Assistant Directors.	Assistants.
Increase.....		\$72	\$48
First year.....	\$3,000	\$2,004	\$996
Second year.....		2,076	1,044
Third year.....		2,148	1,092
Fourth year.....		2,220	1,140
Fifth year.....		2,292	1,188
Sixth year.....		2,364	1,236
Seventh year.....		2,436	
Eighth year.....		2,508	
Ninth year.....		2,580	
Tenth year.....		2,652	

DEPARTMENT OF SCHOOL HYGIENE.

In June, 1885, the position of Instructor in Hygiene was established at a salary of \$3,000, and in March, 1890, the position was abolished. In June, 1890, the Board voted that a Director of Physical Training and one or more assistants be employed. In November, 1890, a director was elected at a salary of \$3,000 per annum, to date from January 1, 1891. In September, 1907, the rank was changed to Director of Physical Training and Athletics, and in the previous June the salary was established at the rate of \$3,756 per annum. On March 2, 1908, the rank was again changed to Director of School Hygiene.

In March, 1891, an assistant was appointed and his salary was fixed at \$1,680. In 1892 the salary of this assistant was increased to \$2,000, and in 1896 to \$2,280. In 1902 an additional assistant was authorized at a salary of \$1,800 per annum. In September, 1907, the rank was changed to Assistant Director of Physical Training and Athletics, and a new schedule of salaries was established, the minimum being \$1,800, annual increase \$120, and the maximum \$2,400.

In November, 1904, the employment of two assistants to the

Director of Physical Training to take charge of school athletics was authorized, and the salary for the position was fixed at \$750 per annum, each. In June, 1906, the rules and regulations adopted by the Board provided for the employment of one instructor in athletics and one assistant instructor in athletics, these being in place of the two assistants previously authorized. The salaries of these positions were fixed as follows: Instructor in Athletics, \$1,116; Assistant Instructor in Athletics, \$756. In 1908 a new schedule was established for each of these positions, as shown below.

The following tables show the salaries of the above-named instructors to date:

DEPARTMENT OF SCHOOL HYGIENE.	INSTRUC- TOR IN HYGIENE.	DIRECTOR OF PHYSI- CAL TRAIN- ING.	DIRECTOR OF PHYSI- CAL TRAIN- ING AND ATHLETICS.	DIRECTOR OF SCHOOL HYGIENE.	* ASSISTANT DIRECTORS.		ASSISTANT DIRECTORS IN PHYSICAL TRAINING AND ATHLETICS.	
	1885.	1891.	1907.	1908.	1891.	1892.	1896.	1907.
Increase.....								\$120
First year.....	\$3,000	\$3,000	\$3,756	\$3,756	\$1,680	\$2,000	\$2,280	\$1,800
Second year.....								1,920
Third year.....								2,040
Fourth year.....								2,160
Fifth year.....								2,280
Sixth year.....								2,400

* 1902, one at \$1,800.

DEPARTMENT OF SCHOOL HYGIENE.	ASSISTANTS IN CHARGE OF SCHOOL ATHLETICS.	INSTRUCTORS IN ATHLETICS.		* ASSISTANT INSTRUCTORS IN ATHLETICS.	
	1904.	1906.	1908.	1906.	1908.
Increase.....			\$72		\$72
First year.....	\$750	\$1,116	\$1,212	\$756	\$900
Second year.....			1,284		972
Third year.....			1,356		1,044
Fourth year.....			1,428		1,116
Fifth year.....			1,500		

* Omitted from schedule for 1907; position vacant.

MILITARY DRILL.

The salaries in effect for the Instructor in Military Drill since 1876 are as follows:

INSTRUCTOR IN MILITARY DRILL.

1876.	1888.	1906.
\$1,500	\$2,000	\$2,004

The salary of the Armorer has been:

ARMORER.

1881.	1892.	1896.
\$800	\$900	\$1,050

NURSES.

The rules and regulations of the School Committee were amended on May 27, 1907, to provide for the appointment of a supervising nurse and assistant nurses, as a part of the Department of Physical Training and Athletics, and at the same meeting the salaries for these positions were fixed in accordance with the following schedule.

In the salary schedule for June, 1908, the salary of the Supervising Nurse was increased, as shown below:

NURSES.	SUPERVISING NURSE.		ASSISTANT NURSES.
	1907.	1908.	1907.
Increase	\$48	\$72	\$48
First year	\$924	\$1,212	\$648
Second year	972	1,284	696
Third year	1,020	1,356	744
Fourth year	1,068	1,428	792
Fifth year	1,116	1,500	840

DEPARTMENT OF HOUSEHOLD SCIENCE AND ARTS.

Schools of Cookery.

The Schools of Cookery were established in 1886, and the salaries of the teachers fixed at the same rate as that of third assistants in the grammar schools. When the rank of third assistant was abolished in 1896, the instructors in the schools of cookery were placed upon the same schedule as that established for the new position of assistant, grammar school.

In 1891 the position of Principal of the Schools of Cookery was established, and the salary fixed at the rate of \$1,000. In 1896 the salary of this position was raised to \$1,500. The position became vacant by resignation on April 1, 1903, and the vacancy thus created remained unfilled.

In June, 1906, the teachers of cookery were placed under the supervision of the Supervisor of Household Science and Arts, their salaries remaining unchanged.

The following table shows the salaries of the cookery teachers:

SCHOOLS OF COOKERY.	* PRINCIPAL.		† INSTRUCTORS.	
	1891.	1896.	1886.	1896.
Increase.....			\$48	\$48
First year.....	\$1,000	\$1,500	\$456	\$552
Second year.....			504	600
Third year.....			552	648
Fourth year.....			600	696
Fifth year.....			648	744
Sixth year.....			696	792
Seventh year.....			744	840
Eighth year.....				888
Ninth year.....				936

* Vacant by resignation on April 1, 1903.

† Rank changed to that of teacher in 1908.

Sewing Teachers.

The salaries of teachers of sewing were established in 1878, and remained unchanged until 1896, when these instructors shared in the general increase adopted in that year. Their

compensation was also increased in 1897, in 1898 and again in 1899, as grammar and primary assistants advanced in salary under the application of the sliding scale for those positions. The various changes are shown by the following table:

SEWING TEACHERS.	1878.	1896.	*1897.	†1898.	‡1899.
One division.....	\$108	\$120	\$120	\$132	\$144
Two divisions.....	192	216	216	228	240
Three divisions.....	276	300	312	324	336
Four divisions.....	348	372	396	408	432
Five divisions.....	420	444	468	492	516
Six divisions.....	492	516	540	564	588
Seven divisions.....	540	576	600	636	660
Eight divisions.....	588	624	660	696	732
Nine divisions.....	636	672	708	744	792
Ten divisions.....	684	720	756	792	840
Eleven divisions.....	732	768	792	840	888
All over eleven divisions...	744	792	840	888	936

* In effect January 1, 1898. † In effect January 1, 1899. ‡ In effect January 1, 1900.

In 1905 the following schedule of salaries was adopted, applying to instructors appointed after August 31 in that year.

It was also provided that teachers whose full time was occupied should be placed on the maximum salary of the new schedule September 1, 1905; that those whose full time was not occupied should continue on their former basis until their full time should be occupied, and then be placed on the maximum compensation of the new schedule.

Teachers appointed after August 31, 1905, as above stated, to be paid according to the new sliding scale, viz.:

Annual increase	\$48
First year	\$552
Second year	600
Third year	648
Fourth year	696
Fifth year	744
Sixth year	\$792
Seventh year	840
Eighth year	888
Ninth year	936

of these classes was fixed at the rate of \$8 per month in addition to the regular salary of their rank.

TRADE SCHOOL FOR GIRLS.

The trade school for girls began its sessions on September 15, 1909.

The following salary schedule was established for teachers in this school:

Vocational Assistants, per month, first year	\$100
" " " " second year	105
" " " " third year	110
Trade Assistants, " " first year	100
" " " " second year	105
" " " " third year	110
Helpers, " " first year	60
" " " " second year	65
" " " " third year	70
Aids, per day	2

SCHOOL ON SPECTACLE ISLAND.

The school on Spectacle Island was first established on September 11, 1883. A restricted certificate was issued to the teacher who was paid at the rate of \$1.817 per pupil per month for the average number of pupils attending.

From February 1, 1887, the compensation of the teacher was at the rate of \$400 per annum, upon proper vouchers being furnished that the school was open for instruction on such days during the year as are required by the regulations.

On September 24, 1906, the salary of the teacher was established at the rate of \$552 per annum for the year ending August 31, 1907.

In June, 1907, the salary was fixed at a minimum of \$552 per annum, annual increase of \$48, and maximum of \$648. In addition \$48 has been annually allowed for many years for other expenses connected with the school, not including books.

SUMMER HIGH SCHOOL.

On May 3, 1909, a summer high school was established in the Roxbury High School-house, and on May 24, 1909, the salary schedule for teachers in this school was established as follows:

Principal, per week	\$50
Assistants, per day	5
Clerical assistant, per week	12

FRANKLIN PARK SCHOOL.

An open-air class for children of tubercular tendencies was established in the refectory building in Franklin Park, and began its sessions on January 18, 1909, with an elementary school assistant in charge of the class.

On November 1, 1909, the school was named the Franklin Park School, and placed in charge of the principal of the Oliver Wendell Holmes District.

On December 20, 1909, the rules and regulations of the School Board were amended to provide for the appointment in this school of a first assistant in charge and assistants.

On December 6, 1909, an order was passed providing that assistants and first assistants in charge specially assigned to the Franklin Park School should receive \$8 per month in addition to the regular salary of their respective ranks.

DAY INDUSTRIAL SCHOOLS.

On November 1, 1909, the salary of first assistants in day industrial schools was established at the rate of \$140 per month for the first year, \$150 per month for the second year and \$160 per month for the third year.

On December 6, 1909, the salary of the instructor of printing was established at the rate of \$125 per month.

The Pre-Apprentice School in Printing and Bookbinding was established in the old East Boston High School-house on December 1, 1909.

On December 6, 1909, it was

Ordered, That the salaries of teachers who may be employed in both the Lyman and in the Pre-Apprentice School in Printing and Book-binding be divided between the schools in which they serve in proportion to the amount of time occupied in each.

On November 1, 1909, an order was passed providing that assistants specially assigned to the day industrial schools should receive \$8 per month in addition to the regular salary of their rank.

SUMMER TERM OF DAY INDUSTRIAL SCHOOLS.

On November 1, 1909, it was

Ordered, That the compensation of teachers appointed to serve during the regular term of the day industrial schools, who are appointed to serve in the summer term, shall be at the same monthly rate as that received by the respective appointees during the month of June preceding.

EVENING SCHOOLS.

In June, 1906, the position of Director of Evening and Vacation Schools was created, and the salary established at the following rate:

Annual increase				\$120			
First year	\$1,980	Fourth year	\$2,340				
Second year	2,100	Fifth year	2,460				
Third year	2,220	Sixth year	2,580				

Evening High Schools.

On June 23, 1903, the East Boston and Charlestown Branches of the Evening High School were discontinued, and independent schools established in East Boston, Charlestown and South Boston.

On September 22, 1903, the Roxbury Evening High School was established.

The following tables show the changes in salaries of evening high school teachers:

¹PRINCIPALS.

	1873.	1879.	1881.	1882.	1884.	1893.	1903.	1904.	1906.
First year.....	² \$10	³ \$50	³ \$30	³ \$50	³ \$30	³ \$40	⁴ \$5	⁵ \$10	⁶ \$50
Second year.....					³ 40	³ 45		⁴ 5	⁷ 30
Third year.....					³ 50	³ 50			

¹ September 26, 1882, principal given rank of master. September 9, 1884, principal given rank of head-master. The rules and regulations adopted June, 1906, provided for the appointment of *Principals* of Evening High Schools.

² Evening. ³ Week. ⁴ Evening, Local Schools. ⁵ Evening, Central School.

⁶ Week, Central School. ⁷ Week, Local Schools.

ASSISTANTS.

1873.	1877.	1879.	1881.	1884.	1889.
\$5, evening.	\$4, evening.	\$25, week.	\$20, week.	\$4, evening.	\$4, evening. In charge of branches, \$5, evening.

SPECIAL TEACHER OF PENMANSHIP, CENTRAL SCHOOL.

SPECIAL TEACHERS.

Before 1906.

1906.

1907.

\$2, evening.

\$2.50, evening.

\$2.50, evening.

TYPEWRITING ASSISTANTS.

LABORATORY ASSISTANTS.

PIANISTS.

1901.

1903.

1904.

\$2, evening.

\$2, evening.

\$1.50, evening.

Clerks and Secretaries.

The salaries of the clerks and secretaries are shown in the following table:

CLERK.	SECRETARY.	CLERK.	CLERK.	CLERK.	CLERK.
1877.	1879.	1880.	1882.	1883.	1885.
\$1.25, evening.	\$2, evening.	\$2.	\$2.50, evening.	\$3, evening.	\$4, evening.

CLERK.	CLERK.	SECRETARY.	SECRETARY OF CENTRAL SCHOOL.	SECRETARIES.
1891.	1897.	1900.	1903.	1904.
\$3, evening.	\$4, evening.	\$4, evening.	\$4, evening.	\$2.50, evening.

In 1904 the appointment of secretaries for all schools, except the East Boston High School, was authorized. Clerks or secretaries were employed only in the Central School before 1904.

The rules and regulations of June, 1906, provide for the employment of one special assistant in each Evening High School. These special assistants perform the duties of the former secretaries.

In June, 1908, the salary of the special assistants was fixed at the rate of \$3.50 per evening.

In June, 1908, the rules and regulations of the Board provided for the appointment of a second special assistant in the Central Evening High School, and the salary for this position was established at the rate of \$2 per evening.

The following table shows the changes in salaries for these positions:

Special Assistants.

CENTRAL SCHOOL.		LOCAL SCHOOLS.	
1906.	1908.	1906.	1908.
\$18, week.	\$3.50, evening.	\$14, week.	\$3.50, evening.
Second Special Assistant . . .	2.00, evening.		

Evening Elementary Schools.

PRINCIPALS.

1873.	1880.	1885.	1889.	1906.	1908.
\$3, evening.	\$20, week.	\$4, evening.	Average attendance, 100 or more, \$5 evening; less than 100, \$4 evening.	Average attendance, 100 or more, \$25 per week; less than 100, \$20 per week.	\$25, week.

FIRST ASSISTANTS.

1889.	1891.	1906.
\$2.50, evening.	Average attendance less than 75, \$2, evening; above 75, \$2.50, evening.	\$2.50, evening.

ASSISTANTS.

1873.	1877.	1880.	1881.	1895.	1896.
\$1, evening.	\$1.25, evening.	\$10, week.	\$7.50, week.	\$1.50, evening.	\$2, evening.

*ASSISTANTS IN CHARGE OF POST-GRADUATE CLASSES.

INTERPRETERS.

1901.	1904.
\$2.50, evening.	\$2, evening.

* Discontinued after 1905.

Evening Industrial School.

On October 5, 1908, an evening industrial school was established under the direction of the Commission on Industrial Education in the Mechanic Arts High School Building,

with branches in Charlestown, East Boston and Roxbury, and in the Warren Avenue School.

The salaries of the teachers were established at the following rates for the year ending August 31, 1909:

Principal	\$8, evening
Assistant principal	6 "
First assistants in charge	6 "
Assistants, first year	3 "
" second year	4 "
" third year	5 "

PLAYGROUNDS AND SAND GARDENS.

When the Department of Physical Training was reorganized in September, 1907, the Director of Physical Training and Athletics was given charge of playgrounds and sand gardens.

The following is the salary schedule as established in June, 1908, and June, 1909:

	1908.	1909.
Supervisors of school-yard playgrounds (men).	\$5 00, two sessions..... 3 00, morning sessions.. 2 00, afternoon sessions,	\$3 00, morning session. 2 00, afternoon session.
Supervisors of school-yard playgrounds (men) from close of school until 5.30 p. m.	1 50.....	1 50.
First assistants in playgrounds (men).	3 00, two sessions..... 2 00, one session.....	3 00, two sessions. 2 00, one session.
First assistants in playgrounds (men) from close of school until 5.30 p. m.	1 50.....	1 50.
First assistants in playgrounds (women).	2 00, two sessions..... 1 20, one session.....	2 00, two sessions. 1 20, one session.
First assistants in playgrounds (women) from close of school until 5.30 p. m.	1 00.....	1 00.
Play teachers (men).	3 00, morning session....	3 00, morning session.
Play teachers (men) from close of school until 5.30 p. m.	1 50.....	1 50.
Assistant play teachers (men).	.....	2 50, morning session.
Assistant play teachers (men) from close of school until 5.30 p. m.	.....	1 00.
Assistants in playgrounds.	1 25, two sessions..... 75, one session.....	1 25, two sessions. 75, one session.
Assistants in sand gardens.	75, two sessions..... 50, one session.....	75, two sessions. 50, one session.

ADDITIONAL COMPENSATION FOR INSTRUCTORS APPOINTED TO
TAKE CHARGE OF A SCHOOL, DISTRICT OR DEPARTMENT.

The salary schedule of June, 1902, provided that an instructor in any school, district or department, who takes charge thereof, shall receive in addition to his or her regular salary one-half of the difference between the said salary and the minimum salary of the higher position during the time of such service, but not including the summer vacation. In June, 1903, this provision was amended to provide that such instructors shall so serve for a continuous period exceeding two weeks.

In June, 1907, a further provision was made that teachers who were similarly designated to fill the positions of sub-master, master's assistant or first assistant in elementary schools, should be paid \$8 per month in addition to the regular salary of their rank. In 1908 this latter provision was amended to include only teachers designated to fill the positions of master's assistant or first assistant in charge.

SUPERVISOR AND ASSISTANT SUPERVISOR OF SUBSTITUTES.

In June, 1906, the Board created the position of Supervisor of Substitutes and fixed the salary as follows:

First year, \$2,580; annual increase, \$120; maximum, \$3,480.

On May 24, 1909, the rules and regulations were amended to provide for the appointment of an Assistant Supervisor of Substitutes, and in June of the same year the salary was established on the following basis:

First year, \$1,332; annual increase, \$72; maximum, \$1,836.

TRUANT OFFICERS.

Truant officers were placed under civil service rules by chapter 252 of the Acts of 1893. The salaries paid since 1876 have been as follows:

	1876.	1877.	1882.	1885.	1887.	1896.	1900.	1908.
Chief truant officer.....	\$1,350	\$1,260	\$1,320	\$1,500	\$1,800	.....	\$1,900	
Truant officers...	1,200	1,140	1,200	.....	.....	1,300	1,400	*

*Appointed after June 8, 1908, first year, \$1,080; annual increase, \$80; maximum, \$1,400.

SUPERINTENDENT, SUPERVISORS AND ASSISTANT SUPERINTENDENTS, SECRETARY, AUDITING CLERK AND BUSINESS AGENT.

The position of Superintendent was created in 1851, the Board of Supervisors in 1876 and the offices of Secretary and Auditing Clerk were separated in 1879. In 1906 the position of Business Agent was established by act of the Legislature. The salaries of these positions since 1876 are shown below:

SUPERINTENDENT.			* SUPERVISORS.		
1876.	1878.	1901.	1876.	1878.	1906.
\$4,500	\$4,200	\$6,000	\$4,000	\$3,780	\$4,500

*Assistant Superintendents since September 1, 1906.

	SECRETARY.						
	1879.	1880.	1881.	1884.	1894.	1896.	1906.
First year.....	\$1,800	\$2,000	\$2,500	\$2,880	\$3,300	\$2,700	\$3,780
Second year.....						3,000	
Third year.....						3,300	

* AUDITING CLERK.

1879.	1880.	1881.	1884.	1894.	1906.
\$1,800	\$2,000	\$2,500	\$2,880	\$3,300	\$3,780

* Auditor since September 1, 1906.

 BUSINESS AGENT.

1966	\$3,780
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Mr. E. Emmons Grover, Principal of the Lowell District, died suddenly on Saturday, June 19, 1909. Mr. Grover was born at Foxboro, Mass., July 31, 1857, and entered the service of the city May 1, 1889, as a sub-master in the Sherwin District. He subsequently was transferred as sub-master to the Charles Sumner District, and was elected Principal of the Lowell District on September 1, 1904, in which position he remained until his death.

Mr. Grover was a man who earned and held the high respect of his associates. He was devoted to his duties and discharged them with faithfulness and efficiency. His death was a serious loss to the school system, and was especially felt by the teachers and pupils to whose service he had devoted the best energies of his mind and character.

DAVID A. ELLIS, *Chairman.*

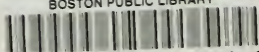
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