LANGE LIBRARY OF EDUCATION UNIVERSITY OF CALIFORNIA BERKELEY, CALIFORNIA











The Froblem of Adequate Salaries for Elementary School Teachers with Special Reference to Alameda County, Claifornia.

by Albert S. Colton 15

THESIS

Submitted in partial satisfaction of the requirements for the degree of

MASTER OF ARTS

in

Education

in the

GRADUATE DIVISION

of the

UNIVERSITY OF CALIFORNIA

May 1920 LB2840 - alarneda comte 

EDUCATION DEPT.

and the second s

FOREWORD.

Because of the present crisis in education which has so greatly decreased the teaching staff of the schools of California and other states, the Bureau of Research in Education of the Department of Education, University of California, issues this bulletin. It should aid the teaching profession in the effort to establish just schedules of salaries. The technical information it contains not only throws light on the conditions which had to be met and adjusted in a typical section of California, but the method of procedure adopted and particularly the follow-up work with district boards of trustees, it is felt, will be of great value to those who are facing similar problems elsewhere. The suggestions drawn in regard to needed changes in school legislation may be called to the consideration of county and city superintendents.

The data given herewith were gathered by Mr. A. S. Colton, principal of Clawson School, Oakland, California, in connection with his work as field secretary of the Alameda County Educational Association. This Association, it may be said, has rendered an inestimable service to the teaching profession by initiating the movement for a more adequate reward in salary for the teachers of Alameda County. Without resort to political propaganda, the association undertook, collectively, to put before the citizens a body of undeniable. facts, together with a program for improvement of conditions. This report indicates how careful the organization has been to keep its activities on a high plane. The material has been gathered, organized and the report written by Mr. Colton in partial fulfillment of his graduate work in the Department of Education.

> W. W. Kemp Chairman, Department of Education

R. S. French Secretary, Bureau of Research in Education.

a New York

TABLE OF CONTENTS

these many party scheme \$1. But it must be and the party of the barrier party of the

star marten of TALE, character in which an even a

I. Introduction.

II. Salary Schedules in 1918-'19.

III. Comparison of Teachers' Salaries with Union Scale of Wages for Certain Occupations in Alameda County.

programmed outputs southed and party of / April 10 and 20 million where in an or

and secondly restore concerns. Chains fact estate-on finances i by her picking

The Advance Sprewsky Plan, 20 may Potent Lock as Interesting

LANDYMER DESIGNATION OF THE TAKE THE CASE OF A DESIGNATION.

IV. Sources of Revenue for Elementary School Funds.

V. Method of Distribution of School Funds.

VI. Methods Used in Carrying on the Campaign.

VII. Results of the Campaign.

VIII. Conclusions.

I. Suggestive Plans for Further Activity.

II. Program for Re-organization of State and County Support.

tion whates from easy systematic test that something

with her in real of manufacture in second

in the second

Digitized by the Internet Archive in 2008 with funding from Microsoft Corporation

The marking rises in the

THE PROPERTY.

U DATAGE AT LAND

. 17

with solution. " resident the competition of

12

1

http://www.archive.org/details/problemofadequat00coltrich

Chapter I Introduction

and the second second

alanula In the spring of 1919, teachers in various parts of the Celifornia, county were planning to ask for an increase in salaries. The time had come when it was necessary and advisable for the teachers to cooperate with the Boards of Education in obtaining more school revenue. sand on the bear of the solution that the

. . .

This will served south

An investigation was made to find from what sources the extra funds could be obtained. While the three cities--Oakland Berkeley and Alameda could obtain increased school funds from special city taxes, the other forty-one districts did not have this source of revenue. They were restricted to county and district taxes only. Eight of these districts had the thirty cent limit allowed by the state for the special tax and could not obtain any more money that way. Twenty one districts had rates varying from two cents to twenty five cents. It was evident that if the teachers throughout the county were to receive increases worth while, the only way to get results would be by increasing the county rate. This rate for the year 1918-'19 was twenty seven cents. Since the maximum allowed by the state was fifty cents, there was a leeway of twenty three cents.

Upon further investigation, it was found that an increase of eighteen cents in the county rate would increase each teacher's

「王二二四日の

3 miles and 3 mil

alamenta.

An even pare reits an angune of a finite the test of a second back of a se

rector sportant for a sub-frequency. 51 were from to be to an international second and the second se

salary approximately \$250.00. In some districts the possible increase would be as much as \$500.00. This was based upon the assumption that all districts would maintain their special rates for the year 1919-'20. Concerning this subject, I will will be loid err more in another chapter.

It was decided that the proper #ducational body to carry on this county wide campaign was the Alameda County Educational Association. This association had been organized the year before in the spring of 1918 and was approximately 100% strong in membership.

Therefore a committee consisting of sixteen members was appointed and given full power to carry on this campaign. This committee consisted of the nine members of the executive committee of the Alameda County Association together with seven teachers from the kindergartens, the Llementary and high schools.

Besides the campaign for an increase of eighteen cents in the county rate, (which affected elementary schools only), in order that all teachers might be benefited, there had to be special campaigns in the three cities--Oakland, Berkeley and Alameda--so as to have the kindergarten and high school rates increased.

It is my purpose in this paper to deal only with the elementary problems. Before continuing with the methods used in this campaign, I will take up the following subjects:

-2-

Bellery synampicality B200.001 for second risk in possible increase would no as one an Brod.00. Take we barn then be evaluation tone 411 dividing would saturate the barn of the cash of the dividing of saturation to the barn while take

Dit was doubled have been proved doubtient hade being as this second which employing and any therein conset conset investights. Inde exampleting and the browded the provided in the mediation of 1028 and was investigated by divided the menbereate.

pierrichen abs gines fei dass geneteriits of sistem seus on not egentetetet abs gines feili immed is settem en tobb seconters. Hole a. 1999 tes tematetet of the same embane of the resource mane affiles of the kineeds training another in the termine of the intervent feet termines which emissions and the termines of the best over the biodifference over the destruction was blee an exception

Band on points in the tractic for an interact of regiment works to the points meth, (willing attribute observery introdul milly), in soliding the off theorem which is not the state of the second of the second space is converteen to the two to statements are desired on the theorem as the two to mater (we bare convertee and desired of the terminant.

is in a porpose in this moor to cost sele size of the size of the

lst.---Salary schedules in 1918-'19; 2nd.--A comparison of teachers' salaries with kinion scale of wages in various occupations; 3rd.--Sources of revenue for elementary school funds; and 4th.--Methods of distributing school funds.

not contrain the front division and solvers havened the second of

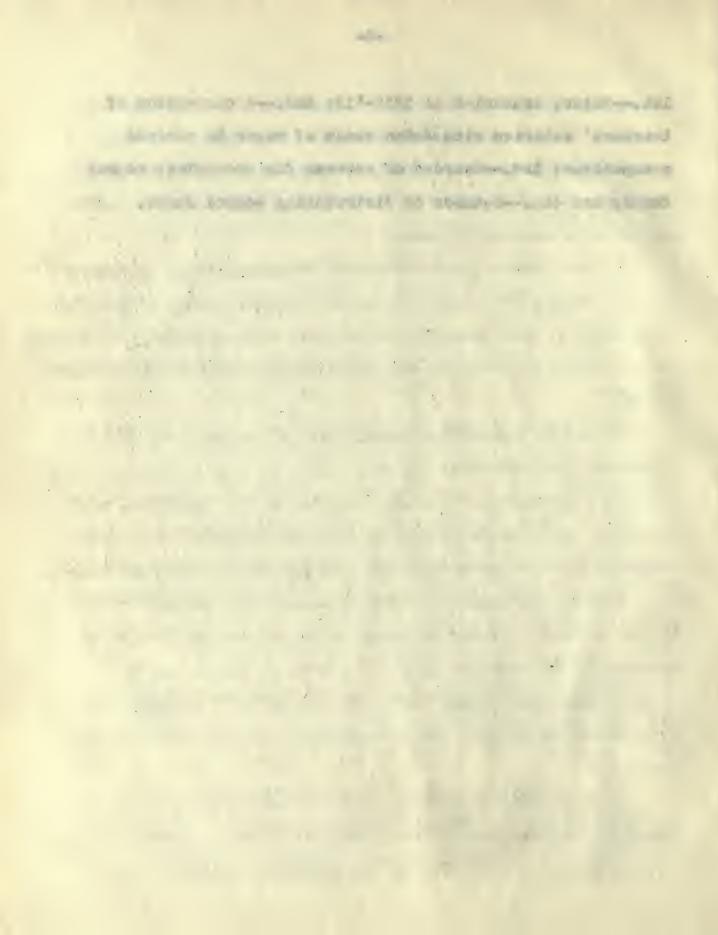
NATE: In the odde 2 bits had only with the during standards, as seens 1 at 1 to the odde saidthouse data ones are to see to see a to only a section constrained. Manual the said plan At 10 and 10. A set of the form of the over the sector of the black in the constraint to the sectores and statement with the task the sector. At 10 and 10 the sectores and statement with the task the sector.

be the invited with minimum and institute rail in the tay thinking.

This is a state of the second of the second

The filtering the state of earliest between the

alite, Breedy, Balled, Kichart



CHAPTER II

Salary Schedules in 1918-'19

In the following schedule of salaries for 1918-'19, column <u>a</u> shows the number of teachers in the forty districts, not including the four cities; and column <u>b</u> shows the salaries of the principals with minimums and maximums paid to the teachers.

While, in the main I will deal only with the forty districts, at times I will include additional data which will be of interest in making certain comparisons. Since the salaries of the principals in the four cities were so variable, I included in the table only the maximums and minimums paid to the classroom teachers in these cities.

Following this schedule, I have made a table which shows, at a glance, the range of maximums in all the schools of the county. The summary of this table shows the critical condition of the schools and clearly reveals the reason for many of the efficient teachers leaving the teaching profession and going into the business world.

The following shows the range of maximums paid in the forty four districts:

Two schools paid \$560 to \$590 Four " " 600 to 690 Seven " " 700 to 790

BLOWIN LOC LOCATEDING

alameda, Boskeley, Cakland, Predmont.

TT THITLET

ALL BOUND THE RECENCION PERSON

The few fullowing scheme is of scientific for 1906-115, endering above the evenes of sectors in the fort- distriction, not including the fort offices and contain is shown the selecter. If the struction with state states and endering and to the incluse. Notice is been using T will find and which the forty description to threas i state another additions does antale state as of interpret is solid a the four states and the main of the forty description is solid to the four states are an endering to the interpret is solid to the four states are an endering to the states of the states in the four states are an endering to the states of the best of the states and the states are an endering to the states of the states of the states are and the states are and the states of the states of the states are and the states are and the states of the states of the states are and the states are and the states of the states of the states are and the states are and the states of the states of the states are and states are and the states of the states of the states are and the states are and the states of the states are states.

Protocotog this submarks, I here asks a table with and as an a sisme, the reason of responds to all the ectods or the frame. The execute of tale table shows the critical anotition of the dimonts and simult contain the transmon for most the attinities teachers leaves the transmission contains and going into the the restrict of the transmission of the storage teachers in a sector of the transmission of the storage teachers in a sector of the transmission of the interview teachers is a sector of the transmission of the interview teachers in a sector of the transmission of the interview teachers is a sector of the transmission of the interview teachers and the transmission of the transmission of the interview teachers and the transmission of the transmission of the interview teachers is a sector of the transmission of the transmission of the interview teachers and the transmission of the transmission of the interview teachers is a sector of the transmission of the transmission of the interview teachers is the transmission of the transmission of the interview teachers is the transmission of the teachers is a sector interview teachers is a sector of the transmission of the teachers is the interview teachers is a sector of the teachers is a sector is a sector of the teachers is a sector of the teachers is a sector is a sector of the teachers is a sector of the teachers is a sector is a sector of the teachers is a sector of the teachers is a sector is a sector of the teachers is a sector of the teachers is a sector is a sector of the teachers is a sector of the teachers is a sector is a sector of teachers is a sector of teachers is a sector is a sector of teachers is a sector of teachers is a sector is a sector of teachers is a sector of teachers is a sector is a sector of teachers is a sector of teachers is a sector is a sector of teachers is a sector of teachers is a sector is a sector of teachers is a sector of teachers is a sector is a sector of teachers is a sector of teachers is a sector of teachers is a sector i

The Polideduc Make the Fund- of Mulfred Dath &u the form

City of City o

* wante, File, Colored, Viemant.

	Five sch	lools	paid	\$800	to	\$890
on a fame him a	Sixteen	97	12	900	to	990
	Two	17	Ħ	1000	to	1090
	Two	11	19	1100	to	1190
	Three	17	н	1200	to	1290
	Three	Ħ	8	1300	to	1390

When it is seen that there were thirty four districts paying maximum salaries less than \$1000, it can easily be understood why there should have been a county wide campaign for increases in salaries.

-5-

In all forty four districts, the minimums were less than \$1000, while in thirty, the range was from \$560 to \$890.

Many conclusions could be drawn from the above conditions. One outstanding fact confronts us. If graduates of Universities and Normal schools, having no experience, were fortunate enough to get positions in the larger places, they would have to start on salaries much less than those paid to graduates of high schools and business colleges who enter the business world. It is no wonder that the State Normal schools can not induce a large enough number of high school graduates to go on to prepare themselves for the teaching profession.

The time had surely come when the teachers themselves had to have concerted action, not only to protect their own interests, but, in a still larger way, to protect the people by making it

-

There is is soon toos bears with boding case distriction perform anisone estartic issue take though it as multiples wat obtain to the thought last bins a grante with the set for formatics in takefies

the six story reason the reason who whether were then tong

interpretation could be drawn from the control of the interpretation of the solution of the solution of the solution and here is restaring any structure is the solution of the solution is go a similar to is birrer structure is really but the solution of the solution and to is birrer structure is really but the solution of the solution and to is birrer structure is really but the solution of the solution and to is birrer structure is really but the solution of the solution and to be birder form of the solution and the is and the solution of the solution of the solution and the is an example and the birder form of the solution and the solution is an example of the birder form of the solution is an example of the solution is an example of the birder form of the solution is an example of the solution is the solution of the birder is an example of the solution is the solution of the birder is an example of the solution is the solution of the birder is an example of the solution is the solution of the birder is an example of the solution is the solution of the birder is an example of the solution is the solution of the birder is an example of the solution is the solution of the birder is an example of the solution is the solution of the birder is an example of the solution is the solution of the birder is an example of the solution is the solution of the birder is an example of the solution is the solution of the birder is an example of the solution is the solution of the birder is an example of the solution of the solution is the solution of the birder is an example of the solution of th

The line line out service three years the balance the second balance and the second concerning battless, well-service an propriet family year permanants, out, the - static leasers back to control the permits by coldin 11 possible to maintain efficient teachers in the teaching profession.

Ŀ

2

×

105

.

.

.

.

Blinkstorie.

1.2+121-128

ST. A.A.

Designed Weiling

Conterposition.

Description 4

SALT THE .

the polyage of

Liveringhim

817

Bearger521a

......

10.10

*

х

.

.

.

.

3

.

×

PPERMIT

PEL LINO

FT. 1150

Carlo 3,000

1-005-

TOO No 2140

000 Ker 3,3403

ION IN XLON

THE DARD

.

Pir- XHUR

tm 3500

the state

Ver. 850

200

CONT 1000

Louise

2

1

.

8

ł

.

A

personal and the anticheck within the benefit of the best time of the second terminate

de an

SALARIES - 1918- 19. P 134

, 1

3

1.5

5 6		B Disso		A 9 F N	
		n 1 8 44 45	:	b	:
Districts		No. of	:	Principal	2
112012009		Teachers		Minimum &	
		Tancuaro	•		
	:			Maximum.	
Alameda					
MTOMOTO				990 to 1290	
			ě		
Albany	:	9	:	Pr. 1800	2
	:		:	780 to 1140	1
Alvarado	:	3	1	Pr. 1435	:
	-		:	820 to 9222	
Alviso	:	2	:	Pr. 1000	
ATATO		~			
				1-800	
Antone	:	1	1	850	:
					:
Berkeley	1	5	:	PT- 100	:
	:		12	900 to 1320	:
Contine Waller		3	1	Pr. 1200	
Castro Valley	-	0			•
	:		1	2-1020	:
Centerville		5		Pr. 1485	:
		-	1	825 to 1155	
	•				
Decoto	1	3	:	Pr. 1440	:
	:		:	2-960	:
a P anna C C		-			
Edenvale	:	1	:	750	Ŧ
	:		:		
Emeryville		9	:	Pr. 1920	
THEFT JATTTO				990 to 1230	
				330 00 1200	
Eureka		2		Pr. 1365	:
a second second				1-945	
Green		1	:	900	:
	:		:		:
No mino na l		21		Pm 0000	
Hayward	Ŧ	31	:	Pr. 2000	:
			:	700 to 900	:
Independent		2	t	Pr. 850	:
runebeugeud	-	6			
	:		:	1-750	:
Inman	:	1		850	:
		-		The second second	:
	•		•		
Irvington	1	4	:	Pr. 1550	:
	:		- 2	3-900	:
Ténnelu		1			
Lincoln	:	T		800	:
					:
Livermore		10		Pr. 1800	
				900 to 960	
May	-	1	:	950	-
	-		:		*
	and the second second	and the second distance of the second distanc		the second se	and the second se

and the second

1	-4-	1			
2	, j		CA. SHE		2012/02/2012
1		2		n	
		•		-	
2	Ere. 14v0	1		4	2020(1.2
4 (1)(2)(2)(2)(2)(2)(2)(2)(2)(2)(2)(2)(2)(2)	15 - 5 - 5	1	<i>b</i> 1	1	*COMPLEX
L.	1000	1	N	3	NiviA.
-	000	1	X	L	Autophysics,
2.	Detty of the			1	Transal .
4	000X -727 000/-12	1	1	1.	TATINA DETERS-
1	Tr. 1000			1	Seekaryt.120
	1010E A1	1		1	030510
F.	CIN'S	1	\$	-	1 American
1	LARE MY DEL	1		1	all reasons
1	10 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	-			eris-pin
1	0.00	1	1	1	Alice 131
	0000 . 001 4 100	1	15	:	URANZAR.
:	NOR + VI	1	8		Inderviction
	10	1	X		2 Denter
		1			MPLER PART
a A	000	1	4	2	er Cersie M2
1	0001 - 1100 000 00 000	3	n Pr		monant b2
-	90	1	5 -	X	

SALARIES 1918-'19. (con.)

4 E 41	a 1 a		95 B) 8 -	
4	8	1	b	:
Districts :	No. of	:	Principal	
	Teachers	:	Minimum &	:
:		:	Maximum.	
Midway :	1	2	630	2
1		:		:
Mission :	3	:	Pr. 1150	:
:		:	2-750	:
Mocho :	1	- 2	750	-
		-		-
Mt. House :	1		640	
	*			
Magnala Tandina a	1		700	
Mowry's Landing :	1		100	
			D 000	
Nurray :	2		Pr. 800 1-700	
ě		Ĭ		
Newark :	4	* *	Pr. 1500	:
		:	750 to 950	
Niles :	7	:	Pr. 1600	:
:		:	800 to 950	:
Oakland :		:		:
:		:	840 to 1380	:
Palomares ;),		700	
	2,		1 V W	
Piedmont :			and the second	
r rounding		1	900-1320	2
	0			
Pleasanton :	9	-	Pr. 1800 840 to 900	
Redwood :	1	:	560	-
		:		
Russell :	1	:	900	:
3		:		:
San Leandro :	22	:	Pr. 1920	1
		:	840 to 1200	:
San Lorenzo :	8	:	Pr. 1800	:-
		:	840 to 960	1
Stoney Brook :	1		585	:
Storieg Drook	*			:
Summit :	3		600	
Summer	1	:	600	:
		•		The state of the s
(Sumol Glen :	2	:	Pr. 950	:)
		:	1-850	:)

1

forment and - real men go

		the Minister	A BANDANT
830	1	χ.	a queense
FT. 1150 1	i i		1 02/101
i caire	3	4	1. (Max 1)
7 OSia	1	I	t sound . dit
007	1	1	: Burthows, sydnessy
1 000	18	4	t samedia
FT- 1800			1.
Fir- 2000			s partes
I DIEL OF DOM	1		1 Aretsin
1 00.7	-	X	a areasanter
1 (NESCHO)	1		t terminity
Ter. 1000 1 840 kp 900	1	¢	s manual fr
560	:	1	a bodancia.
1.000	N.	1	finanets i
1000 1000 1	1	1997	t inclument mill
977. 1400 1 940 to 900 1	3	N.	a campor sub
-	1	r	a. unoble parents
1 005	t X	E	i stear
1 00V -11	guerranten gi	14	a nale testal

-9- 1 al al al al al al

.

.

۰.

.

х

.

1

3.

	SALARIES 1918-19. (con.) -							
Districts	No. of Teachers	Principal Minimum & Maximum.						
(Sheridan (: 1 :	700	:					
(Vallecitos	: 1 :	700	:					
Townsend	: 1 :	950	:					
Valle Vista	: 1 :	900	:					
Warm Springs	: 3 :	Pr. 1200 2-650	:					
The second secon		1 1						

Data obtained from county superintendent's office.

.

X.

х.

1

÷.

.

2

١. 2

к

x

1

х

1 .

1

ж

×.

ANY TRANSPORT

x 4

L

1.

. .

ł.

1

1. 2

.

ş.,

.

Date: TAQU

11.2

TEST.

TTLER.

		4		
1	·			

) (= =

	indicate a		SEE, 1	are la faig
1:	1200	1	1	and proset)
1.	007		4	BATONEUT?
-	0.00	:	1	Thursday
1	.005	;		*Jal7 85177
-1	2	3	5 :	rge frei sebi

Tata objathas from smoot soons and adde at the

TABLE II.

Table showing maximum salaries of 1918-'19 segregated. Principals' salaries over \$1100 not included.

Districts	::		600-:' 690:				1000-::			
	-			100.	:	330.	:	17201	V:	:
Alameda Albany	:	:	:		. :		:	· <i>V</i> :	:	
Construction of the local distance of the lo	-			:		1/:		:	:	:
Alvarado	-	:	:	:	:	- Kanana -			:	
Alviso	:	:	:	and a summary and the sum of	· V:		<u><i>K</i></u> :			:
Antone	:	:	:		and the second second second				:	
Berkeley	:		:	:	:	:	:	:	:	
Castro Valley		:	:	:	:	:	K:	:	:	3
Centerville	:	:	:	:	:	and the second se	:	K:	:	:
Decoto	:	:	:	:	:	V:	:		:	:
Eden Vale	:	:	:	V:	:	:	:		:	:
Emeryville	:	:	:	:	:	:	:	:	V:	
Eureka	:	:	:	:	:	V:	:	:	:	:
Green	:	:	:		:	V:	:		:	:
Hayward		:	:		. :	V:	:	:	:	:
Independent	:	:	:	:	V:	:	:		:	:
Inman	-	:	:		: 1 :	:	:	:	:	1
Irvington	:	:	:	1	:	V:	:	:	:	:
Lincoln	:	:	:	1	V:	:	:	:	:	:
Livermore	:	:	:	:	:	V:	:			1
May .	:	:	:	:	:	V :	:	:	:	
Midway	:	:	$\mathcal{V}:$:	:	:		:	:	:
Mission San				. /						
Jose	:	:	:	V:	:	:		:	:	:
Mocho	:	:	:	K:		:		:	:	:
Nount House	:	:	V :	:		:	:	:	:	:
Mowry's				V:						
Landing	:	:	:	tester operation in the second	and the second	:			:	
Murray	:	:			V :					Contraction of the second s
Newark	*	:		:		V:	8			
Niles		:		:				:	:	And a function of the local data in the local da
Oakland	:	:	:	:	:	:	:	:	:	V :

-

Pring moving of "which to entrance entrance of the second print."

"Behafted des this tree interior "singlesters

- 110	Cont Frank	10.651	10000	AL CONTRACT	11	10/04		100	-A-	
3.	~ 1	1	1		5	2	1	1	N.	AT MANY A
1	2	. 1	2	i.	1	1	4	1		12 BUST
4			1	1 -1	1		4	£	4	CALCUVES.
1.	3	1	: 7	4.		4	Т.	1		ATVERO
-1		1	1	1.	1-1	1		X		ind.opp
3.	4.1	1	2	1		1 -				Beriquine
4	2	¢	1.1	1	4	5	1		1	Contar Veller
n	ă.		4	i	2	1	1	-	11	DAMONVELLA
11		1			1	1	v	1	1	DateNo
	1	4	1	:	1	1	10	1	1	Barry Volte
16	1 1	1	¥	1	4	1	1	1		AT LUNGSHOOL
	1.9	1	1	1 34	1	1	X		2	7.0.00/7
1		:	dra 0	1.	2	1	1	1	4	ALC: NO.
1				1 1	1 -4-	1	1		1	Distant.
-		1	1	1	2.75	1	:			Test open when a
1	x	×	1	1	2 13	-		1	-	Parad
-	8	1		3		8		1	1	Induction
1	X	1	1	1	M	1	1		1	Thursday.
1		1	4	1 -3	1	1	1	1		- Let ye -
1	8	4	8	3 -0.	1	4	1	1	4	1983
1	Y	1	1	2	1	1	1.1	1	- 81	W 11 11 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1
						~				mu noiseki
1			James .	1	4	1	1.	1-	1	dige L
1		-		1	-	1-2		1	-	1115
-	1	1	1	1	-	-	2.00	1	- 1-	annell Armit
						134	-			Aman Lington
				1	1 1	1	-			THERE
-		1		1.15	1	1	1	1		Tevier
-			· · · ·	1			the second	and a		10.7.10
-	100.00	-		1 4	-					Banfand
		-	-	-	-	-				The second

TABLE II. (con.)

Districts	:5								:1100-:		
		600	: 69	90:	790:	890:	990:	1090	: 1190:	1290:	1400:
Palomares	:			:	V:	:	:	4.4540.00	:	:	:
Piedmont	:		:		:	:	:	-	: :	:	V :
Pleasanton	:		:	:	;	:	V:		: :	:	:
Redwood		V	:	:	:	:	:		: :	:	:
Russell	:		:	:	:	:	V:	0-0	: :	- :	:
San Leandro	:			:	:	:	:		: :	V:	:
San Lorenzo	:		:	:	:	:	V:		: :	:	:
Sheridan	:		:	:	V:	:	:	1.1.1.1.	: :	:	:
Stony Brook	:	V	:	:	:	:			: :	:	:-
Summit	:		: 1	:	:	:	:		: :	:	:
Sunol Glen	:		:	:	:	:	V:		: :	:	:
Townsend	:			:	:	:	K:	-	: .	:	:
Vallecitos	:		:		V:	:	:		: :	:	:
Valle Vista			:	:	:	:	V:		: :	:	:
Warm Springs	:	-	: 1	:	:		:	211	: :	:	
Total	:	2	: 4	1:	7:	5:	16 :	2	: 2 :	3:	3:

the second of the second secon

In his owner, this had a bound on which a shirty in Thightin

Descriptions from a long to the first distance and the second term of term of

:-00	577-00E	1 - 11	11-00	111-007	4 er	-3512-	00:24	1550	0102-0410
	1.300.27				1017.1	0 1 1	01 10	ON I	
2	;		4		: :	1.9	1	. E.	Pro3.00002100
1.00	1		1	1	1 1			2	(Immar L L
v	1		4	1.21		×	X	e	an Parches 17
			2	1	5 1		1	2.6	2000000
3	1	*	- 1	1 1	1 1			6 •	E Empletent 1
1	1 - 1	2		1	A	1	•	1	Ser. Cren Iro.
n	1		-	• \	1	- 1.	y .		con er 1 - Ma
1	1	1	. I	1.	1 1	1 2	T	2	01521+HB
		1	-		5 T		1	No.	Mary Tayor
T		1					1.1		Intend
Ł	~	-1-	+ -	- 1-4	1. 11	1		F.	hely famil
1	:	2		1.74	: :			:	Line Los e T
TI		1	1	1	1 - 2	10.0	ň.		nod hour have
	<u>^</u>		1	14	1	1			ARAST PLAN
:	1	1	:		0	1	-1.0	:	bor by in let All
5	1	1 -3			2 M - 1	-		21	(add)

Comparison of Teachers' Salaries with Union Scale of Wages for Certain Occupations in Alameda County.

When a comparison is made of teachers' salaries with salaries in various occupations, there is no thought of decrying the high salaries paid according to the Union scale. When we consider that, using a conservative estimate, the value of the dollar in 1919 as compared to 1914 was only sixty cents, it was imperative that wages should be almost doubled.

However, if it is necessary to increase salaries of one class of workers, it is also necessary to increase all others. In the forty districts, the average yearly salary in 1918-'19 was \$830. Contrast this with the salaries paid to skilled and unskilled workers, as shown in the chart on the page following. Carpenters and brick layers received almost three times as much as the average paid to teachers. It should also be romembered that it was shown in the preceding chapter that there were thirteen schools paying less than \$800 per year.

Unskilled labor, both in the cities and on the farm, received as much as the Oakland teachers, and 50% more than the average paid in the forty districts.

second Taxa and Tax

Chapter III

The support

-control of the second and the second from the table

CANED OF THE PARTY OF

president and an every links on a diller and on here, some

There is a distinct awavening to the fact that the elementary teachers, and especially those of the rural schools, are most in need of immediate help. Not until the schools pay very much better salaries will they ever hope to hold efficient teachers.

Lack of adequate financial reward is one of the principal reasons for teachers leaving the teaching profession. Salaries are not nearly high enough, even in the cities, to offer anything of a career to ambitious men and women. For this reason, those who might otherwise enter the teaching profession, go into the business world on account of the greater possibilities.

The results of public education depend in a large way upon the efficiency of the teachers. Low salaries will not secure and retain capable men and women, nor induce bright and ambitious young people to enter the profession.

At present, the only way to obtain better selaries is through the cooperation of teachers' organizations, -- city, county, state, and national.

Teachers themselves must be propogendists and arouse the people to the crying need of the schools for more financial support. There are far too many citizens who are unfamiliar with the work of the schools and the present cost of meintenance. Large numbers are willing to give expression to opinions based upon lack of information. Since such opinions are too readily accepted, there show d be further public enlightenment.

-13-

There is a distinct secondary to the fact and the standing theory, and periodicity theme of the perceipting one must to meet of brendicts being over blue to build afficient any news instance will bing over blue to build afficient

1100

Lade ad admostle finance in anne-re le one of the reference measure for benchment involve the benchmen profession. Melester are not exactly allo involves, even to the the objective, to bitter anybitter, of A curves to unitations con met a nime of the site and backs one state officially entry ten met admost in the set backs one state officially a set of the backsting undifference to the back the positions and a of contains of the create in the set of the backsting of the set of a set of the set of the create of the set of the backsting of the set of the tract the positions and a of second of the set of the tracted of the set of the tract the set of th

the influency of the teacture, for suirties 111 not address and refeits reaching one are some, our bained origin are addition

An encount, the propriet to others before adapted to thread to the second state of the

Prove the former that the second of the schedule the second time as make the the second read of the schedule for second Phonesis even Prove are the read and stifteness are under that the other and stifteness and the schedule is anticheraries, before and there are stifteness and the schedule is anticheraries, before and there are stifteness and the schedule is anticheraries, before the test in the second schedule is anticher are no restified about the test is an interval.

See next page

india ink

opy of Graph.

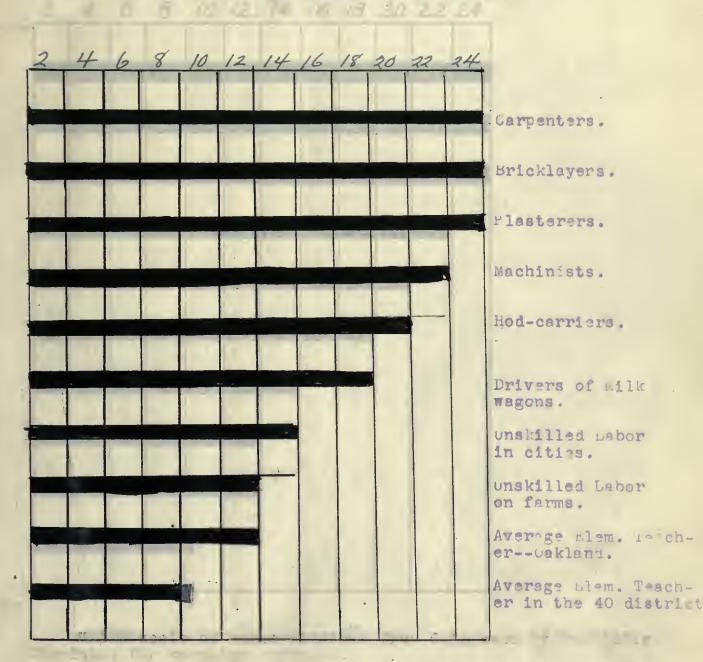


Chart showing comparison of teachers' salaries that the union scale of w gis for certain occupations in Alemeda County, June 1919.

, .

-1.5-

Yearly Salary in Hundreds of Dollars.

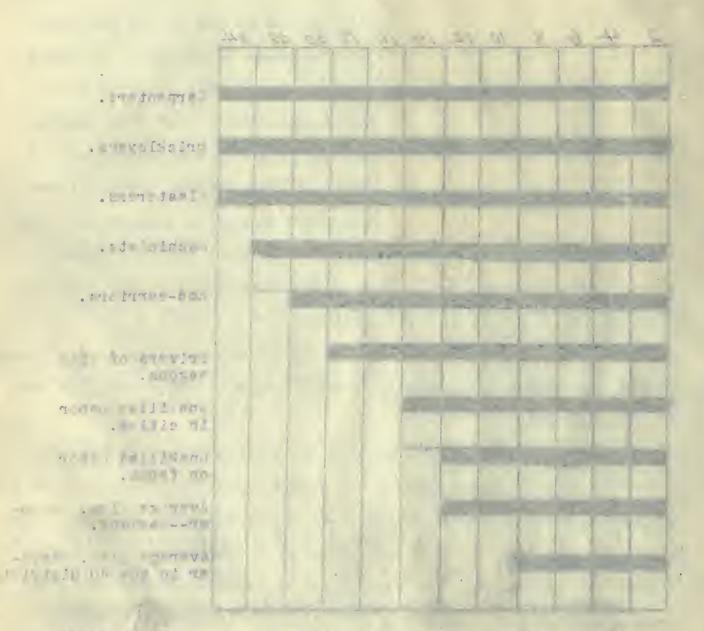


Union scale of wages obtained from date used by Publicity Committee for campaign purposes.

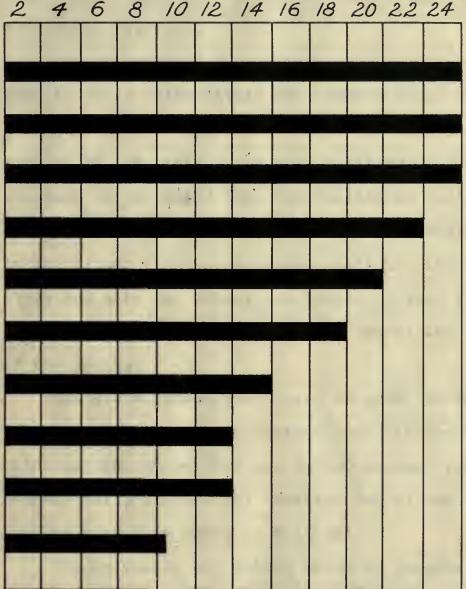
Browen. M. Viel

Tracing Millin R40

6



טרדנידים להר מורה זי הידרסוני. טרדנידים להר מורה זי הידרסוני.



10 12 14 16 18 20 22 24

Chapter IV

Sources of Revenue for mlementary School Fund

THE THE REAL PROPERTY.

There are three sources of revenue for the elementary schools and these are as follows: the state, the county and the school district.

THE YAR STATE

The principle has long been established that the state owes to every child within its borders equal educational advantages up to a minimum standard. A child in the poorest section of the state is as much entitled to this minimum of training as the child from the wealthiest section.

It is due to this principle that the state has made laws to the effect that every school shall be aided both by the state and also the county, at large. I will first take up the laws dealing with the state school funds; and secondly, those of the county.

The state school fund which is used for teachers' salaries in elementary schools is derived from different sources. The major portion comes from the \$17.50 allowed for each pupil in average daily attendance. Section 443 of the state school law dealing with this reads as follows:

CONTRACTOR AND AN ADAM TAN

sincler nos americantes

sponsell he plaged no the Tax Lively

"On or before the thirty first of December in the year one thousand nine hundred nineteen and on or before the thirtieth day of June in the year one thousand nine hundred twenty and on

11 / · · · ·

12 2 2 2 2 2

THE PERSON STRATEMENT IN COMPANY AND ADDRESS OF

The second a second second second second and second second

Destricted in the second of the second of the first the state over the state of the state botton of a state botton of a version of the state botton of a state botton of the second of the state state of the st

It is the bridge optimizing and the endiring the state of a state of a set be the different basis even and a state of the bridge by the state and also for country, of these is state that the set free state of the of the country.

the biscopping advanced that each of a condition of a contracted relation to biscopping advances in the start for the contraction of a contracted rematrix profiles among the solution of the solution will be a solution of the solution of

or before the thirtieth day of June and the thirty first day of December in each succeeding year, the state controller shall transfer from the general fund of the state. to the state school fund, such sums as will be equivalent to seventeen and one half dollars per annum for each pupil in average daily attendance in the elementary schools of the state as reported by the superintendent of public instruction, for the school year ending June thirtieth preceding. The money so transferred shall be in addition to the funds provided by the constitution for the support of the common schools and any other funds paid into the state school fund from other sources or made available by any provision of law for the support of the elementary schools of the state. and the provisions of this section shall not apply to nor affect the acts under which said additional sums are appropriated or made available for such use."

In addition to this provision, there is also the interest from the investment of school funds. Section 676 reads as follows:

"Whenever and as often as there is in the state treasury the sum of \$10,000 as the proceeds of sale of state school lands, the board must invest the same in the bonds of this state, All such bonds purchased by the board under the provisions of this section must be delivered to the state treasurer, who shall keep them as a special school fund deposit and the interest upon such bonds when collected, shall be placed by him to the credit

-16-

ab de la construcción de la constru La construcción de la construcción d

of the state school fund."

Another source of revenue is from the inheritance tax. The law dealing with this is as follows: "All taxes levied and collected under this act, up to the amount of two hundred and fifty thousand dollars annually, shall be paid into the treasury of the state, for the uses of the state school fund, and all taxes levied and collected in excess of two hundred and fifty thousand dollars annually shall be paid into the state treasury to the credit of the general fund there of. -----(Extract from political code dealing with collateral Inheritance Tax, Section 22.)

In order to see the total revenue received for the state school fund from various sources for the year 1918-'19 the following date is given:

The amount of bonds in school Land Fund held in trust for schools on June 30, 1919 is \$7,681,649.92.

The following amounts were available for the above school year:

Balance on hand July 1, 1918\$264,195.50Receipts from polls1,049.00Receipts from polls. (Conscience)2.00Receipts from interest on bonds371,816.80Receipts from interest on lands34,254.76(delinquent)2,162.57

1.80

". DOLT DOLLAR HIND ON TO

And her hundling of an angent by first on fractional basis. The her hundling of the halo be at follows. "All harden horder and contracted doctor of a contraction, do not an emitted of the contracted and (114) thereare on the state of the state of the state for the state of the otal of the state of the state of the state and all transmost on the state of the state of the state for and the transmost of the state of the state of the state for and the transmost of the state of the state

The and we have here have been approximate received for the charter sense transformer and the sense of the test in the set of the culture to the sense

The movies of heavy to come Lond Mail and the to treat the second s

Fooglas with the fight a series administration for the start of the start of the second start of the start of

Referentings;	Service on each duty 4, 1910
10.140, C	bound(0) from -\$16
0.1	Westight Tre- culles 10mmeloup
develop, Da	mostpatients and the forest of another
Number (Some notes	About the first office and an family
Washing of Statement	(description of the second description of the second of the second seco

Receipts State University\$ 2.50Receipts transfer account \$15.005,258,520.00Receipts transfer account inheritance250,000.00Total\$6,182,003.13

The above figures were obtained from a letter from State of Public Instruction, Controller to Supt., Will C. Wood, July 8, 1919.

For the school year 1919-'20, the State School fund will approximate \$7,185,000.00. This is due in increasing the \$15 per pupil to \$17.50.

Before passing to the sources of revenue for the County, it should be noted that, according to sect. 1861, "the state school fund must be used for no other purpose than the payment of the salaries of teachers of primary and grammar schools."

I will next take up the sources of revenue for county and district. Sect. 1817 reads as follows: "The county Superintendent of every county and of every city and county must calculate the amount required to be raised at five hundred and fifty dollars per teacher and the total amount so determined shall be the minimum amount of county, or city and county school fund needed for the ensuing school year, provided, that if this amount is less than sufficient to raise a sum equal to twenty one dollars for each pupil in average daily attendance in the county, or city and county, for the school year closing June thirtieth preceding, then the minimum amount shall be such a

around the sound is in such another electricity and have many

-18-

 00.10
 1.000
 1.000
 1.000
 1.000
 1.000
 1.000
 1.000
 1.000
 1.000
 1.000
 1.000
 1.000
 1.000
 1.000
 1.000
 1.000
 1.000
 1.000
 1.000
 1.000
 1.000
 1.000
 1.000
 1.000
 1.000
 1.000
 1.000
 1.000
 1.000
 1.000
 1.000
 1.000
 1.000
 1.000
 1.000
 1.000
 1.000
 1.000
 1.000
 1.000
 1.000
 1.000
 1.000
 1.000
 1.000
 1.000
 1.000
 1.000
 1.000
 1.000
 1.000
 1.000
 1.000
 1.000
 1.000
 1.000
 1.000
 1.000
 1.000
 1.000
 1.000
 1.000
 1.000
 1.000
 1.000
 1.000
 1.000
 1.000
 1.000
 1.000
 1.000
 1.000
 1.000
 1.000
 1.000
 1.000
 1.000
 1.000
 1.000
 1.000
 1.000
 1.000
 1.000
 1.000
 1.000
 1.000
 1.000
 1.000
 1.000
 1.000
 1.000
 1.000
 1.000
 1.000
 1.000
 1.000
 1.000
 1.000
 1.000
 1.000
 1.000
 1.000
 1.000
 1.000
 1.000
 1.000

** | **

ADP % De Terror-Ferri 1820-560, % de Ferre -shave ferre -s11
, eptimient F, 100, -01, 01, Tota 2 - ene 10 minimum (c. 19- 41),
ent perit en 977,074.

Heroson peedboor to the peoprese of hyperboor day to be analy, by analy in antibury meaning and the more than a factor to any tended. Found when an over the to starte party of the regent to the shift in a start of the to starte party of the to the tendents.

1 child were been do too routes or process to constrain the doctors. See 12200 cours of the state of the process of the index of wears state and an explanation of the course of the state of the course of the state of the state of the index of the state of the state of the state of the state of the index of the index of the the book of the state of the state of the state of the index of the the state of the state of the state of the state of the index of the the state of the state of the state of the state of the index of the the state of the state of the state of the state of the index of the state of the state of the state of the state of the index of the state of the state of the state of the state of the index of the state of the state of the state of the state of the index of the state of the state of the state of the state of the index of the state of the state of the state of the state of the index of the state of the state of the state of the state of the index of the state of the state of the state of the state of the index of the state of the state of the state of the state of the index of the state of the state of the state of the state of the index of the state of the state of the state of the state of the index of the state of the index of the state of the index of the state of the index of the state of the index of the state of the index of the state of the index of the state of the index of the state of the index of the state of the index of the state of the state of the state of the sum as will equal to twenty one dollars for each pupil in average daily attendance in the county, or city and county, for the school year ending June thirtieth preceding; but in no case shall the rate of tax levied for county or city and county school purposes in any one year exceed fifty cents on each hundred dollars of taxable property in the county or city and county."

In section 1622, it is stated that not less than 50% of the county school money shall be applied exclusively to payment of teachers' salaries of elementary schools.

The number of teachers that each school district is entitled to is based upon one teacher for every thirty five pupils. In chapter V there is further explanation.

Aside from this general county tax for the maintenance of elementary schools, there are two other means by which school districts can raise toney for school purposes.

Special maintenance tax. Section 1840: "The board of school trustees or board of education of any school district or of any city may, at least fifteen days before the first day of the month in which the board of supervisors is required by law to levy the taxes required for county purposes, submit to the county superintendent of schools an estimate of any amount in excess of the amounts derived from state and county funds which will be required for the maintenance of any school or schools in their several districts for the ensuntition and all interest the needs one half are then print into and i in evention while area into an interest on example, an other share area into the second ryph which is and in the spacebook provide in the inbia and a and i for point of the invelved for county or disto and the analytic second restance are and any second for the birth and the second restance of the invelved for county or disto make any and a state of the invelved for the the inverter the county of the second restance of the inverter and a second restance of the invelved for the county or other and a second restance of the invelved for the county or other and a second restance.

- 116-

The second interval of the entropy that not then have both shifts a control of the second of the sec

220 contract terrane many many many contract to conjecture by is selfit animized taken a yes terrar validations and the contract to the second and back.

Determine the property was first for the matter and a state of the second state of

1000 C 01 100 L 000 00 L 000 00 L 000 00 L 000 C 000 C

ing school year. The county superintendent of schools shall there upon examine said estimates and submit copies of the same with his approval or disapproval endorsed there on to the board of supervisors and to the county auditor at the time he submits to them his estimate for the county school tax for the ensuing school year. If the county superintencent of schools approves such estimate, the said board of supervisors may at the time and in the manner of levying other taxes levy and cause to be collected in the several school districts for which estimates have been submitted and approved as here in provided, the excess amounts so estimated and approved. The funds so levied and collected shall be known as the special school fund of school district and shall be available for any and all of the purposes for which the school funds derived from the state and county may be used, and the moneys drawn from it shall be paid out in the same manner as state and county school funds are paid; provided, this section shall not be so construed as to repeal sections one thousand eight hundred thirty to one thousand eight nundred thirty nine, inclusive of this code."

"Note.--This section provides for tax for maintenance, paying teachers, repairs, and supplies, but not for buildings. This money should be kept in special maintenance fund and uses for that purpose only."

-20-

1. 1. 1.

pint works is the company of a first the second sec TALK TO REFER THE PARTY OF A STREET OF THE PARTY OF the suffer all suffer and the prove that any second state with the Instantion through the state are stated to be a determined the second and the new particular to the second that a second to the mohama and is manifold in and and and an one come mouther income in I AND ROADS AND AND AND AND AND AND ADDRESS AND ADDRES the statement period to one of or your of a wind here alter a second and the second and the second and a second of the second and a second seco Langever will be related the first ballony how be fill on allong store over the second second to be the second ADDAL COLOR NO. INTO AN AVAILABLE NO. INC. INC. 181 service out to your totythe / sold part of the put of stydeol store an estade previous of the second states of the second ALL THE REAL PROPERTY AND A REAL PROPERTY AND win by businesser has another when we at the providence of the the Lorden straint more and a share and a state of the . Tyrung shirt to result

some and the second second second second second second second read how has been added to the source of the Arphane - the sport These sectors and the sectors

Þ

According to section 1839, this maximum rate must not exceed thirty cents on each hundred dollars.

Special tax for building.

i.

depter form such

Section 1838. "The board of school trustees or board of education of any school district or of any city, or city and county, may -----, submit to the county superintendent of schools an extimate of any amount of money which shall be reand willy an orwardy omer around quired for purchasing school lots for buildings or purchasing some the Line als one or more school buildings or making alterations or additions to any school building or buildings, for repairing, restoring or rebuilding any school building damaged, injured or destroyed STRALLE IN MIN. by fire, or other public calamity, for ensuring school buildings, for supplying school buildings with furniture or necessary OWLDE BLUERLERS apparatus or for improving school grounds in their several dis-- - CTROTATION OF TREALME OF tricts for the ensuing school year.

In the next cnapter, there will be an explanation of method of distribution of state and county money and tables showing assessed valuation of each school district with amount of tax rates special and building.

WHEN LAS HOLDS

-21-

and the second second of the second s

1

An the new power of the second state of the se

Chapter V

Methods of Distribution of State and County Funds

In apportioning school funds, there must be a definite unit as a basis of distribution. This is explained in section 1858, as follows:

<u>Section 1955.</u> "The school superintendent of every county and city and county must apportion all state and county school moneys for the elementary grades of his county or city and county as follows:

First.--He must ascertain the number of teachers each school district is entitled to by calculating one teacher for every district having thirty five or a less number of units of average daily attendance and one additional teacher for each additional thirty five units of average daily attendance, or fraction of thirty five not less than ten units of average daily attendance as shown by the annual school report of the school district for the next preceding year; and two additional teachers shall be allowed to each district for every seven nundred units of average daily attendance; and in districts wherein separate classes are established for the instruction of the deaf-----an additional teacher for each nine deaf children, or fraction of such number, not less than five, actually attending such classes."

Apportionment of state money. Sect. 1532: (Under duties of Supt. of Public Instruction.) a participation of

a state where the state is a sense that he designed

and a provident of the source of the second of the second

Lowers and a second of an or and the province of a second of a sec

Market de content d

"Fourth. To apportion the state school fund:-----In apportioning said fund he shall apportion to every county and to every city and county three hundred fifty dollars for every teacher determined and assigned to it on average daily attendance by county or city and county school superintendent for the next preceding school year, as required------and after thus apportioning three hundred fifty dollars on teacher basis, he shall apportion the balance of the state school fund to the several counties or cities and counties according to their average daily attendance."

After the distribution of the state funds to the various counties, the county superintendents distribute the state and county funds as follows:

Sect. 1858: "Third.--Eight hundred dollars shall be apportioned to every school district for every teacher so allowed to it, provided, that to districts having over thirty five or multiple of thirty five units of average daily attendance, and a fraction of less than ten units of average daily attendance, forty dollars shall be apportioned for each unit of average daily attendance in said fraction."

Remaining money apportioned on attendance.

"Fourth.--All school moneys remaining on hand, after apportioning to the school districts the moneys provided for in subdivision three of this section, must be apportioned to the

-23-

- 1 ---

Allowers and Storight and the same four of a starter of the second starter of the second

some parties of the second of the particular of

2. And the set of a first output on a state of a sta

several districts in proportion to the average daily attendance is each district during the next preceding school year."

In this county, for the present school year, the state money was distributed on the basis of \$350 per teacher and \$7.27 per pupil in average daily attendance. The county money was distributed on the basis of \$450.00 per teacher and \$16.00 per pupil.

(Note. It may be that the amounts per pupil for both state and county may be a few cents more. The figures in the following tables are given on the above bases.)

It is interesting to note that while the state requires a minimum of \$21.00 per pupil to be raised in every county, the 45% county rate raised approximately \$30.18 per pupil.

From table III which follows containing average daily attendance and number of statutory teachers for each district, and from the preceding figures, the amounts that each district received from state and county for the year 1919-'20 can be calculated. Table IV gives this information.

For example, in table III it is seen that Alviso had an average daily attendance of 75 pupils, and was thus entitled to two teachers and an excess of five. Therefore from the state, this district would receive $$350 \times 2 = $700 \text{ plus }7.27 \times 75 =$ \$545.25; total \$1245.25. (See IV.) From the county,--\$450 x 2 = \$900 plus \$40 x 5 (excess) = \$200 plus \$16.00 x 75 = \$1200; total \$2300.

-24-

Service statistics to provide the original service excepts and the states of the service service and the service servi

space this and poor division through the state of a second state all sets that is a state of all the state of the sta

4) Le tellezabilen in dele com antil tro chefa exposera a etatum et processes perti to an estina co eseres anatys can able terreto pete reflet from it world the root.

TABLE III

Table showing average daily attendance for every district for year 1918-'19 and number of teachers allowed according to section 1858.

11.1

District	Average daily : Attendance :		<u>c</u> : Excess of 35 or: : Multiple of 35 :
Alameda	: 3332	103	7
Albany	350	10	
Alvarado	94	- 3	1
Alviso	75	. 2	5
Antone	20	8 -	~1
Berkeley	6199	193	4
Castro Valley	106	3	1 ;
Centerville	: 196 :	6.	
Decoto	143	4	3
Eden Vale	: 10 :	1	
Emeryville	353	10	3 ~
Eureka	94	3	
Green	26	1	
Hayward	: 915 :	28	5
Independent	47	2	-:
Inman	25	1	

INE BOARD

Said for anak a synoride delle toboudmon for every diedetet for your 1010-110 sel musier of familier elimet wadetet for methec 1010.

the at 10 estatt		A STATE AND A STATE	40 EE 3 1 8 9
1 5	367.	: Rual) 1	ahazari.
	0.4	1 2/02	TOBULA_
		-	distantia .
1		1 . UT 1	ALVINO
	8	: •r :	wront at
2	14/1	9200	Bargray
	ů	001	Castor Veriag
:		141	Carterville
* ***		1 202 1	Denoto
	ł.	1 01 1	TANK WALK
: 6		1 50 1	Terryv111s
Temperature reports	64	1 34 1	102.9/200
		1. 08 1	(Hates)
t 11		: 01 :	Samarit
		1 10 1	The between the t
	Ĩ	: 64 :	Tanto
a maatina	1.		In Amountens

TABLE III (con.)

District	: <u>a</u> :Average daily : Attendance		Excess of 35 or : Multiple of 35
Irvington	: 148	4	8
Lincoln	: 21	1	
Livermore	259	8	- :
May	: 21	1	
Midway	: 13	1	
Mission San Jose	: 93 :	3	
Mocho	: 23	1	
Mount House	: 12	1	
Mowry's Landing	: 16	1	
Murray	: 46	2	
Newark	: 125 .	4	-
Niles	: 235	7	
Oakland .	: 22521	709	
Palomares	: 18	: 1	- :
Piedmont	: 482	: 14	
Pleasanton .	: 298	9	:
Redwood	: 11	: 1	- :
Russell	: 30	: 1	
San Leandro	708	22	8 ~ :

......

		to the suit		Di stati at
	81		1 347 1	Intimitan
9 2 4		T	1 0 1	Lacala
			-	SEV Exposite
* • •	:	1 ·		Tou.
	1	1	M	2410.19
		1.2		back will avisable
:	1	Bit De antigen de la construcción d	1 5 1	Muchte
:	1	1	1 11	Round forma
•		1	s 40 s	Buttowny c. Ernop
		R.		RATES
		1	1 2/15	
-		4	1 629	BIJ OR
		por	- 1049280 a	Destand
1			t et y	e ngumo Co 9
	1	24	4 1015 E	100-0:01%
1		Q	1 100 3	"leasenton .
1	1	- Jan	· · · · · ·	il solution il
-	1	4	1 00	Course 21.
4	а ;	188	e ent i j	Can Landing

TABLE III (con.)

	the & dd meet	and the second states of the second s	FLOWERS TRUE	
District	Average daily Attendance	: <u>b</u> : Number of : Teachers	: <u>c</u> : Excess of 3 : Multiple of	5 or :
San Lorenzo	271	: 8	strat r	- :
* Sheridan	23	1		
Stony Brook	19	1 10.	1.00	:
Summit	18	1	14.8	
Sunol Glen	41	1	: 6, ·	
Townsend	18	1	payers in a	
*Vallecitos	-16	1 100	14,00	in the second se
Valle Vista	30	1 3		:
Warm Springs	83	: 3	Porudi e	- :
Total	37584	1179.8	50.	-

*Antone district in two counties -- Alameda and Contra Costa. *Sunol, Sheridan and Vallecitos consolidated during this year.

185,00

1,100,000

٠

Data obtained from county superintendent's office.

VALUE AND DESCRIPTION AND INCOME.

.

1	073	TILY	

200

		AND	2010/010
-	8	: J7: :	entering and
an and a second se	C C	r bhury a	Little PLEAS
1	f f	1 NE a	spinale frings
	I	- 57 ÷) Locusi
1 0	1	1 - Dr - 4	mail Low
	1	10 1	Pers-Great
Wedgeward dar de or andre en	1	¥ 305	0.0125413 Y
:	1 E	00 1	Walls Minny
1	5	: 53 :	stockade mass
.03	".e".£[172	LAJOT -

which a discrimination and a second second second in the second s

Beth president from survey available aloft

TABLE IV.

Tables showing amounts received by each district from state and County funds for year 1919-'20 distributed on following basis: State: \$350. per teacher and \$7.27 per pupil; County \$450. per teacher and \$16.00 per pupil.

Alameda \$ 60,273.64 \$ 99,942.00 Albany 6,044.50 10,102.00 Alvarado 1,733.38 2,854.00 Alviso 1,245.25 2,300.00 Antone 425.40 680.00 Berkeley 112,616.73 182,194.00 Castro Valley 1,820.62 3,085.00 Centerville 3,524.92 5,836.00 Decote 2,439.61 4,208.00 Eden Vale 422.70 610.00 Eneryville 6,066.31 10,268.00 Eureka 1,733.38 1,854.00 Independent 1,041.69 1,652.00 Independent 1,041.69 1,652.00	District	a : Amount Received : from State.	b : Amount Received : from County.	:
Alvarado 1,753.38 2,854.00 Alviso 1,245.25 2,300.00 Antone 425.40 680.00 Berkeley 112,616.73 182,194.00 Castro Valley 1,820.62 3,085.00 Centerville 3,524.92 5,836.00 Decote 2,439.61 4,208.00 Eden Vale 422.70 610.00 Emeryville 6,066.31 10,268.00 Eureka 1,733.38 1,854.00 Green 539.02 866.00 Hayward 16,452.05 27,440.00 Independent 1,041.69 1,652.00	Alameda			:
Alviso 1,245.25 2,300.00 Antone 425.40 680.00 Basis .8 Berkeley 112,616.73 182,194.00 Basis .8 Castro Valley 1,820.62 3,085.00 Genterville Castro Valley 1,820.62 5,836.00 Genterville Decoto 2,439.61 4,208.00 Genterville Eden Vale 422.70 610.00 Genterville Emeryville 6,066.31 10,268.00 Genterville Eureka 1,733.38 1,854.00 Green Hayward 16,452.05 27,440.00 Genterville Independent 1,041.69 1,652.00 Genterville	Albany	6,044.50	10,102.00	
Antone 425.40 680.00 Basis .8 Berkeley 112,616.73 182,194.00 3 Castro Valley 1,820.62 3,085.00 3 Centerville 3,524.92 5,836.00 3 Decoto 2,439.61 4,208.00 3 Eden Vale 422.70 610.00 3 Eden Vale 6,066.31 10,268.00 3 Eureka 1,733.38 1,854.00 3 Green 539.02 866.00 3 Hayward 16,452.05 27,440.00 3 Independent 1,041.69 1,652.00 3	Alvarado	: 1,733.38	2,854.00	:
Berkeley 112,616.73 182,194.00 Castro Valley 1,820.62 3,085.00 Centerville 3,524.92 5,836.00 Decoto 2,439.61 4,208.00 Eden Vale 422.70 610.00 Emeryville 6,066.31 10,268.00 Eureka 1,733.38 1,854.00 Green 539.02 866.00 Hayward 16,452.05 27,440.00 Independent 1,041.69 1,652.00	Alviso	: 1,245.25	2,300.00	:
Castro Valley1,820.623,085.00Centerville3,524.925,836.00Decoto2,439.614,208.00Eden Vale422.70610.00Emeryville6,066.3110,268.00Eureka1,733.381,854.00Green539.02866.00Hayward16,452.0527,440.00Independent1,041.691,652.00	Antone	425.40	680.00	: Basis .8
Centerville3,524.925,836.00Decoto2,439.614,208.00Eden Vale422.70610.00Emeryville6,066.3110,268.00Eureka1,733.381,854.00Green539.02866.00Hayward16,452.0527,440.00Independent1,041.691,652.00	Berkeley	112,616.73	182,194.00	•
Decote2,439.614,208.00Eden Vale422.70610.00Emeryville6,066.3110,268.00Eureka1,733.381,854.00Green539.02866.00Hayward16,452.0527,440.00Independent1,041.691,652.00	Castro Valley	: 1,820.62	3,085.00	:
Eden Vale422.70610.00Emeryville6,066.3110,268.00Eureka1,733.381,854.00Green539.02866.00Hayward16,452.0527,440.00Independent1,041.691,652.00	Centerville	3,524.92	5,836.00	<u>.</u> :
Emeryville 6,066.31 10,268.00 Eureka 1,733.38 1,854.00 Green 539.02 866.00 Hayward 16,452.05 27,440.00 Independent 1,041.69 1,652.00	Decoto	2,439.61	4,208.00	<u>.</u> :
Eureka 1,733.38 1,854.00 Green 539.02 866.00 Hayward 16,452.05 27,440.00 Independent 1,041.69 1,652.00	Eden Vale	422.70	610.00	:
Green 539.02 866.00 Hayward 16,452.05 27,440.00 Independent 1,041.69 1,652.00	Emeryville	6,066.31	10,268.00	:
Hayward 16,452.05 27,440.00 Independent 1,041.69 1,652.00	Eureka	: 1,733.38	1,854.00	<u></u> :
Independent 1,041.69 1,652.00	Green	539.02	866.00	<u>.</u> :
	Hayward	16,452.05	27,440.00	:
Inman 531.75 850.00	Independent	: 1,041.69	1,652.00	:
	Inman	531.75	850.00	:

= 502)	· Lo distointes da	1017	terestas router it.
:	berlaut Anount :		All - Hours (doment
	00.209.09.8	90104A100 1	of ever 1 M
1	10,101.00	064930.0	Augary
9 9	6,956,0	84.059,5	WARDON A
•	2,00,00	BH, CHA, 1	n+140%
8. 824M r	07,089	00.050	Ant.co.e
1	CO. 301, 261	80.000,011 :	(Bertool of
4 9 8	00,000,0	80.022,1	Costro Viller
1	00.3/08,3	59.38%, 6 ÷	021142020000
1	00.001.8	24,437.61	01 00 0
	201025	UY.Dby	niew Wales
1	20,2463,00	12.120.0	w//jaccow
1	00.668,1	85.56V./	Ince for
1	00.028	16.981	un enviu
	07.044,19	BO. HEALOY	Darment
1	00.120.1		Trueso au lamb
1- 1- 1- 1-	20,063	5P-ric 1	I. mi

.72 Adeat

	TABLE IV. (con.)			
District	: Amount Received : from State.	Amount Received : from County.		
Irvington	: \$ 2,475.96 :	\$ 4,488.00		
Lincoln	502.67	786.00		
Livermore	4,680.93	7,744.00		
May	502.67	786.00		
Midway	: 444.51	658.00		
Mission San Jose	: 1,726.11	2,838.00		
Mocho	: 527.21	818.00		
Mount House	: 437.24	642.00		
Mowry's Landing	466.3 2	706.00		
Murray	: 1,034.42	1,636.00		
Newark	2,308.75	3,800.00		
Niles ·	4,158.45	6,910.00		
Oakland	: 411,877.67	679,386.00		
Palomares	480.86	738.00		
Piedmont	8,404.14	14,012.00		
Pleasanton	: 5,316.46	8,818.00		
Redwood	: 429.97	626.00		
Russell	: 568.10	930.00		

(.zes) .72 million

45, ---

	Inclosed Arrest	1=1=7=30
1 00.000 pert	a distance and a second s	most in these
10.85%	90.50E	=topubs
a ton-bar a	19. (HDL.)	Summer (2
: PORIER	Y8.501	May-
i no godi	10.14v	THEFT
: we. isn. a	11.029.1	station in Late
00.880	28,924	Difference of the second
00.05		Warden Weiter
60.10		and a Domotion
7 10.10.2	anto, i	1.0793
.000,d		TING
o.dry.a	4,191,45	157.25
5 DO-100,070	95.776,(L)	Cel+50-C
a 100.007	480.094	Potentes
1 10,110,12	Frank, n	10000019
iovern.e	11-011.0	P 1 P 1 M MODELLO
d Physical	-101939	B containe
Universit i	11,045	Iteran
and the second	·	

TABLE I	1.	(con	.)
---------	----	------	----

District : San Leandro :	Amount Received from State. \$ 12,847.16	b Amount Received from County \$ 21,548.00
San Lorenzo :	4,770.17	7,936.00
Sheridan :		
Stony Brook :	488.13	754.00
Summit :	480.86	738.00
Sunol Glen	1,631.60	2,630.00
Townsend :	480.86	738.00
Vallecitos :		
Valle Vista :	568.10	930.00
Warm Springs :	1,633.41	2,678.00

Data obtained from county superintendent's office.

(-man) -97 4-919

-

bering daman	bardson familie	Privileis
00.888,88 8		East Summer
00.000.V	V.E. 2WV 2	Em Ligniko
1		Toor I and
764.00	BILGAN	here tools
1 00,800 s	16.00	
: 50.061 3	Che (the f	Rosert Grave.
100-007	0.8-0.99	Discourd?
1		Voltertion
1 00.000	01.100	Patte Weter
1 00.178,9	Charliston £	es in a most

Bath offellow from county superiors when "a offer.

.

Table V gives the assessed valuation of each district and special rates. From this data, the extra revenue for the special district taxes could be obtained.

During this school year, the three districts, Sheridan, Sunol and Vallecitos consolidated. Therefore, there are now forty two school districts. Of these, twelve have the maximum thirty cent special tax; twelve have no special tax, depending entirely on state and county; the rest have special rates ranging from two cents to twenty eight cents.

state which is a first the second state of a state And ALL ALL ADDRESS AND ALL ADDRESS AND ADDRES a provide and the second secon and real property and in the second s paul followed for articl record and formed one physics storement TABLE V.

Table showing assessed valuations of the different districts and rates for maintenances, special and buildings, for 1919-'20.

Alterry i etc.	Approximation of the second	: Rate	
Districts	: Assessed	:Special	:Special :
	: Valuation	:Maintenance	:Building :
Alameda	\$ 18,591,301.	.30	
Albany	2,433,975.	: 430 je	.15 :
Alvarado	1,308,450.	.09	• • \$ 5
Alviso	603,825.		
Antone	: 65,900.	1	
Berkeley	: 41,231,507.	.30	• 10
Castro Valley	822,075.	.14	1
Centerville	1,093,975.	.18	
Decoto	914,575.		
Eden Vale	: 170,855,		
Emeryville	: 4,536,580.	80, 8	.12
Eureka	: 1,086,075.		1
Green	179,625.	.30	
Hayward	: 3,310,287.	.30	.15
Independent	147,275.	1	
Inman	536,100.	: .08	
Irvington	821,000.	.08	
Lincoln	478,800	.10	•• ••

.

	ans in	× 1	
	And activity in the		1,742,4429
	100.	and a desired by	Transfer .
62.	1 244	- Th. Oak	(Local)
1		AMBY REPUT	Diversity of
-	1	e - 1910 - 19	LA29CR
		۹	+=====
1 Int	n.		Call-D-12
5	1.	- 1995-1 V	Ferral Arten
	11-		01210-0100
			Danty
		- mainten	1124.0001
*	•	·····	The Party of the P
1			C/articl
1		10.00,2997 +	Theory P-
	4. 		Firm
0,4 4 0. P	Pr.	T INCOME	Tudyyyan
1	The state		1
	100 m	.tome -	111101200
-	01.	Curperio A	(Ereals)
-			

•

TABLE V. (con.)

stats V. Icanil

		: Rat	
Districts	Assessed Valuation	:Special :Maintenance	:Special :
Livermore	\$ 2,250,275.	: .20	: .12 :
May	182,950.	: .30	.15
Midway	89,825.	:	
Mission San Jose	437,900.	:	
Mocho	323,825.	09	
Mount House	128,850.	1	:
Mowry's Landing	429,825.	.08	
Murray	621,575.	10	
Newark	776,675.	.30	.28
Wiles	1225,125.	15	.15
Oakland,	147,966,611.	.30	.08
Palomares	218,075.	.28	
Piedmont	7,432,603.	.30	.15
Pleasanton	1,871,000.	.30	.08?
Redwood	301,475.	.22	
Russell	212,900.	:	
San Leandro	4,061,300.	: .30	.04?
San Lorenzo	2,053,050.	.22	

÷

•

1

-33-

(.wet) . Y Billion .

1200

· TRIERS	edal	District	Distantia in
+ 2011000	Personal State		Distant and
, 011	· · · · · · · · · · · · · · · · · · ·	thur, Mr	- Tel
		.213,0	R.D
ta	a and a set of the set	.105.751	REAL OF SULLARS
	a and a second sec	- NEW COL	0.000
e Mantilippenet		1003,311	Home Innoll
			ENEDGIAL STROP
		- 190, 185	1.1 17/11
1 000	· C.	· · · · · · ·	Lunus .
12.	1.1.		T DECED
10.	1 05.	Ter, are you	, Sectored
	6.4	WTW/BID	*CEASEAT
01.	18.	120723 Dr. 0	PERMIT
100	- N.	·	e morerete
	/ 10.1	will y the state	Lasebar
1		-305 701	100.000
1114.	N.	.005.110.1	nahman dan
1	1 100.	10 Martin	Ean Loosant

TABLE V. (con.)

Districts Sheridan	Assessed Valuation 576,400.	Rates Special :Special Maintenance:Building .02 :	:
Stony Brook	159,975.		
Summit	149,750.	.18	
Sunol Glen	993,350.	.12	
Townsend	294,850.	.14	
Vallecitos	353,475.	.30	
Valle Vista	168,825.	.11	:
Warm S pri ngs	604,100.		

A BOLLY THE

Data obtained from assessor's and tax collector's offices.

Missions is someing and the second of the 199 and heated on hit has

STATE LOUIS , The DOLLARSHITE STUDY STRUCTURE STUDY BUILDED, BUILDING

teacture, your and searching grant at proof poor upon

potate thick, it my nervolity to later with y counting induced

of his succey on al in solution a big inclusion in this state of a line with a state

terminal in high more I an eachier only able the county An an advertising of a life way and the second second

The second of a possible of the second of th Allerent LF sheetilf 2, Extind 5d prophylicatility has your when itself presented bornous at the pointer said re-constant to high solithoos

(....) .9

Carpenter Carl		no 2 miliev	
		.000.170	VARD THREE
;	-		Director grandi
-	21.		AT-SPL
1		.0 1,000	nr 10 Zomri
:	11.	•	2 THE DECK
1	· · · ·	Step 10.	Velleurges
	111.		VALUE VINCE
			1217 (E 1027

.

. and this of an all of the set is a solution of a contraction of the

Chapter VI

-35-

Methods Used in Carrying on the Campaign. the buffer calaries

In this campaign there were two distinct lines of action. First, there was the county wide movement to get an increase in the county rate from twenty cents to forty five cents. Second, there had to be definite action there by the teachers within the three cities, Oakland, Berkeley and Alameda, in order to obtain increases in the city rates, so that their salary requests could be met. For example, in Oakland, the extra amount received from the county would give the teacher an increase of approximately \$300.00. They were asking for \$420.00. Therefore, in order to obtain this, it was necessary to have a city campaign independent of the county so as to obtain a 10% increase in the city rate which would give the teachers approximately \$120. extra.

In order to carry on all this work, money was needed. For this reason a special assessment of \$2.50 was levied on all the teachers. This gave a campaign fund of over \$4000.00.

Since, in this paper, I am dealing only with the county wide campaign, I will not attempt to go into the problems of the cities.

The Publicity committee, made up of sixteen members as mentioned in chapter I, decided to proceed along the following lines: 1. Teachers throughout the county were requested to sign petitions

IS ADDRESS.

swalming had to otherward of had annihild

So and the second part of a structure should be of an inclusion of a structure of

you arread on polyphic all and a many survey all and the set in all the black of the set of the black of the

athe percention i its prover to be point to be this interview or the

View Hoteling escalation, have to of sittems worked to annot Mented in engrate I, downlate to prevent sidence the milluritie (treat) L. Transmon community for Sounce work melession for sime modifiers asking the Board of Supervisors to raise the county rate from $27 \not <$ to $45 \not <$.

2. Petitions, requesting the Board of Supervisors to increase the county rate, were circulated by the teachers asking voters, taxpayers and citizens to sign in order to prove to the tax levying body that the people were willing to have taxes increased so as to increase salaries.

3. Endorsements were obtained from all labor unions, fraternal organizations, women's clubs and other civic bodies, as well as from prominent business and professional men and women.

4. A publicity firm was employed to direct publicity throughout the county by means of newspapers, movies, etc.

5. A representative was appointed from the Alameda County Educational Association to have charge of all districts outside of the cities, Oakland, Berkeley, Alameda and Piedmont. It was his duty to make a personal study of the needs of the districts, to interview school trustees and to attend to the circulation of the petitions to the Board of Supervisors. The writer of this paper was appointed to have charge of these districts.

As a result of the personal canvas by the teachers, over 70,000 signatures to the citizens' petitions to the Board of Supervisors were obtained. Also, there were hundreds of personal endorsements by prominent people of the county.

Of the forty four school boards, thirty five signed petitions

and an and a second reasons to react an exactly rain from

3. A second of a full of a second of an array of the next of the second area of the se

Provide the set of the set o

or iss company of the second particle to the second second to the

asking the Board of Supervisors for the increase in the county rate. This was very important since the supervisors wished the official action of the majority of the Boards of trustees.

In order to get the Boards to ask officially for the 45¢ rate, the approximate increase in funds for the year 1919-'20 was computed for each district. To obtain this information the following data was collected:

1. Assessed valuation.

2. Average daily attendance for proceeding year.

3. Number of teachers and yearly salaries.

4. Special rates, as grammar, building, etc.

With the above data and knowing the method of distribution, it was possible to state the total increase in funds and from that how much the teachers' salaries could be increased.

I will not attempt to give all the tables compiled to show this. The various tables throughout these chapters will show the methods used.

It is interesting to note that the actual amounts received by the districts from the state and county for 1919-'20 even exceeded the figures given to the Boards by the Committee.

After the Board of Supervisors increased the county rate to Hat 45¢, there was a follow up campaign to see $\frac{1}{25}$ the teachers received salary increases which were due.

In September a questionaire was sent out to the forty districts

-37-

and the master of the second structure and the entities of the content sites, then not non-the second second the second structure the official souther of the total of the second structure of the second structures.

The sector is not introduced to an interval of the sector of the sector

and I to have been and a

A. Derels setty . The well the mainten blocks,

and property process of product of the provide of

Mile has shorte talk for the line to a summittee distributed been by max searching as include in local informance in Londa and From " that has need but to associate out a balance."

This will not all out to other of and behave anyother to energy this to the the test of test of the test of test o

The second secon

And a three and a factor of accordance to back the second factor in a second factor and a second factor and a second for a second for the second for the second for a second for the second for a second for the second

and a second sec

in order to obtain the new salary schedules. It was found that only a few of the Boards had made satisfactory salary increases. The following is the form of the questionaire sent:

School District

Names of			: Year 1919-'20 :
1.00			: Salary : No. of:
teachers	per month	: months	:per month : months:

The next step in the follow up work was to send a letter to each member of the Board^S of trustees and to every teacher in these respective districts. Thus, in every district, all the members of the Board and every teacher received a statement showing the total amount of funds from various sources available for the year 1919-'20 and also balances on hand July 1, 1919. Lastly and all important, the salary that each teacher had a right to expect for the school year pres indicated.

The salaries for each school were decided upon after the total expenses for salaries and general expenses had been calculated for the preceding year.

a copy of The following is, the letter sent to the members of the Board and to the teachers of the Irvington school district:

-38-

the entry of society time an about the society the second the society to the society of the society to the society of the soci

JSLIME LODIDE

Oaklan, Calif. Oct. 21, 1919.

To the Trustees, Principals, and Teachers:

The enclosed statement shows the following:

- 1. Approximate amounts of money that will be received from State, County, and Special funds for the year 1919-1920.
- 2. Balances in various funds on July 1, 1919.

-39-

3. The amount of money that can reasonably be spent for teachers' salaries for the year 1919-1920.

All increases should be made retro-active; that is, increases should apply also to past two months or more.

Copies of this statement will be sent to all members of the Boards of Trustees and to each teacher in the schools of the County.

Before arranging to spend any extra amounts for building or grounds clerks should notify Mr. Mock, Chier Deputy Supt. of Schools of Country.

Kindergarten funds are not included in this report. Kindergarten teachers should receive the same salaries as other teachers.

DISTRICT Irvington Total amount - 1919-1920. Increase over 1918-1919. \$2.046.32 State & County \$6.969.88 Special (S. 1840) 656.80 TOTAL \$7,626.68 Building Special Balances, July 1, 1919. 305.44 Salary Special or general\$ 947.37 ALMONT THE ARTICLE AND A Library Building \$

GEO. W. FRICK, County Supt. of Schools. the product of the second ground and the

a strand of the state of the state of the state

- - "A BE AT A PARTY AND A PARTY OF A PARTY OF A
 - The second of states and the second states a

And the second s

Sould be a first of a solid to be a state of the solid to be solid to be a solid to be

anter a del marter la marte de la service de la della de la della d

Another the first and the second of the second of the registry of the second of the se

.alto ta an ante al atoni

	A CONTRACT OF A
.CLIC-Stit when one must.	. Winterfill - date Econom
TELEYON OF	BRANK & DESIGN FOR THE REAL
	· Sumster (Sr 2014)' / 884.30
	1 DI. CO. 1 101
	a plant and the second se
	, LORI , LIVE , HERDERS
	1-24-006
	PROPERTY SCHOOL OF THE PARTY OF
	and a second sec

Reasonable amount to be	spent for teachers' salaries 1919-'20.
Principal	\$2,000
3 teachers (\$1200 each)	\$3,600
Janitor	\$
Total	\$6,200

a starting

This is a typical letter sent to all districts.

As stated before, the recommended salaries were decided upon after expenses for the year 1918-'19 had been calculated. The following is the data for Irvington:

hereas	Expenses 1918-'19	Estimated Expenses 1919-'20
Teachers' Salaries	\$4,250	\$5,600
Janitor	360	600
General	903.71	900
Total	\$5,513.71	\$7,100

It will be seen that the \$7,100 comes well within the total revenue for the year, which is \$7,626.68. It also leaves over \$1,200 balance.

a had I some over a low of a complete Subject party of the

The salaries for 1918-'19 were as follows: Principal, \$1550 and teachers \$900 each. After the Board received the letter showing the financial condition of the school, the salaries were increased to the amounts recommended. incompression and the state for the second as a second as 2532+ 201.

222.65	Contragent.
Sec.e.	1. 1-1-1 T
22	LOLANST.
200.264	Lat-

= 1.0.0 1.00 information 1010-1.00	24-0410	
000.00	0.01.,11	"strater robotie
_ 00.1	050	and the to
1000	11.16	, Lerround
001.711	T. araste	Shiter

It is a second to a second to a first comment of a second to the second second to the second second

La rozza de la la la la constante de la la constante de la la constante de la la constante de la constante de

About three weeks after these letters were sent out, a second questionaire was sent to find how many Boards were giving the recommended salaries, or, at least, salaries satisfactory to the teachers.

Each district has its own problems and it would be reasonable to suffice that the Boards might not be able to pay all that was suggested. In the main, the salary increases have been very satisfactory. In nearly all districts, the Boards wished to pay such salaries as could be maintained for the year 1920-'21, and, if possible, to increase the present salaries.

The following is the form of the 2nd questionaire sent to all the schools.

	School District
Names of Teachers	Increase in Salary since New Yearly Salary last questionaire was 1919-1920 sent out
	Am't per mo. No. of months.Salary per No. of months months

a. Was the increase made to apply to preceding months?

b. Kindly state in detail attitude of Board in response to suggested salaries as recommended by Mr. Frick.

After receiving answers to the second questionaire, I went to the various Boards where there had not been satisfactory salary morder. increases as to help make adjustments. In many cases, there

-41-

More taken with a first state in the state with the second second

to safety

In the late, the address increases have been wery setteration, in nearing all contricteds, the bosons states in any setterates as model in addressing the part lange to be settered. To increase her receive star to part lange 'st, and, it presentes

per cellusion is the set form of the enclose these area to

	Contract Contract of Antiparty	
Table stand with	where which is an even of a second state of the second state of th	To standa
to per your granter	without The way is a second to be	Arganizand

a. The travel where and to sport to control of response to managed assault of response to response to managed assaulter as requirements by response to

to but random arrive and the formation provides, 1 work-

-10-

were very excellent responses. However, there were some districts when the Boards would not increase the salaries to the extent justified by amount of money available for the year. It must be understood that each Board is a law unto itself and if the members would not vote a salary increase, nothing more could be done.

In the next chapter will be stated the results of the campaign.

particulars of the theory of very time, belowing, they,

Annual the balance throught and some have been a related bit of Annual to be balance this and a start of the second presence of the second sec

The manual interval and the a Malei 171 per distance of the second of the second state of the second state

the Moore of Artitland America and, as the base sold in the ment, that there nore not matterials, route at a set in the second party matters between to agree the first one and while the terms him errors that saidles for the first contains and show and have a set and a second of a state of the first state and a second second him errors and a state of the first second seco way a regarded in the second of the second of the second states of the second sec

10 4 5

19 1 1 1

CHAPTER VII

Results of the Campaign.

While the direct result of this campaign has been the obtaining of decided increases in school funds so as to pay more edequate saleries, still there were also many indirect results. Of these, one of the most important has been the education of the public to the needs of the schools, and to a realization of the inadequary of teachers' salaries. Also, among the teachers themselves, there has been a quickening of interest in school finances with an added understanding of the apportionment of funds, so that, in the future, they are not going to be satisfied merely with the receiving of their salaries.

Throughout this whole campaign, in talking with members of the various Boards, the one thing that wes stressed was the idea of cooperation on the part of the teachers and not coercion. When teachers become more conversant with financial conditions of the schools, there can be more intelligent cooperation. Much more can be gained by this method than for teachers, ignorant of school budgets, to say to a Board, "If you don't pay better salaries, we will strike."

No Board of trustees could say, as has been said in the past, that there were not sufficient funds to give the teachers very decided increase in salaries. In the table which follows, the recommended salaries for the forty districts and also the lowest recommended salaries are given.

DIA PRATICID

. Ohing said the allower

inter the state formation of 6016 comments to the barn the interfactor of on the formation in effect foods so in to or entry attempts and other, at 117 there were also mere foodfract entry attempts, all other, were also have been been be entry of loser, were of the mere terroriest for the entry the terroriest of toesen of the entry of the entry toestification of state contents of toesen of the entry terroriest in actual () uncers of toesen on the form, they are not entry in the sectors content of the form, they are not going to be actually as the bards of the form, they are not entry in the sectors and the form and the form, they are not entry in the sectors and a mere state in the form, they are not entry in the sectors and a mere state in the form, they are not entry in the sectors and a mere state in the form, they are not entry in the sectors are and a mere the form, they are not entry in the sectors are and a mere state in the form, they are not entry in the sectors and a mere state in the form, they are not entry in the sectors and a mere state in the form, they are not entry in the sectors are and a mere state in the form, they are not entry in the sectors are and a mere state in the sectors of the entry in the sectors are and a mere state in the sectors of the entry in the sectors are and a mere state in the sectors of the sectors are not entry in the sectors are and a mere state in the sectors of the sectors of the sectors of the sectors are and entry in the sectors are and a mere state in the sectors of the sectors are and entry in the sectors are and a mere state in the sectors of the sectors of the entry in the sectors are and a mere state in the sectors of the sectors are and entry in the sectors are an and and are an and are an and are an an are and are an are an are an are an ar

nf the rm boor Tourds, the cus hiths had not retroved we the lass of commention on the cust of the tensoors shi not isometres. Then themeses income and commences with thereofs and then of the tensor's, there are no be nore for illeret odenorstance with nore we be given by the edge for illeret odenorstance of equal betwee, to set to a free, "if yes north on return."

The Proved of Arreshine style mat, we have been weld in the past, int these field setting to the to the fourtees rear derive instants to advantage. In the felle added follows, the instant of wells the forter districts and also the invest recommender adjustic to recting districts and also the

TABLE VI.

Table showing, first, recommended salaries for 1919-'20; second, lowest recommended salaries; third, column c showing salaries as promised by the various boards of trustees up to January 1, 1920; and fourth, average increase per teacher in the different districts.

	8 :	Ъ :	c :	đ
Districts	Recommended :			Average In-
	Salaries :	commended :		crease per
	1919-'20 :	salaries :		teacher
Alameda		1	1200	
Albany	Pr. 2400 : 960-1560 :	2 yrs. exp: 1260	Pr. 2400 : 960-1560 :	\$380.00
Alvarado	Pr. 1800 :	The second s	Pr. 1650	004.00
Alvarado	2-1200	- @1200.	(1050	224.00
			(1150	
Alviso	Pr. 1400 :	1200.	Pr. 1200 :	250.00
	1-1200 :		: 1-1100 :	
Antone	1200.00	1200.00	850.00	0
Berkeley			1200-1620	(300.)
	Pr. 1800 :	1200.00 :	Pr. 1800 :	2 T-180
	3-1200 :		: 3-1200 :	Pr. 600
Centerville	Pr. 2000 :	1200.00 :	Pr. 1800 :	Pr. 315
	5-1200 :		: 840 to 1140 :	Av. 180
	Pr. 1800 3-1200		Pr. 1800 3-1200	Pr. 360. 2 T.240
Eden Vale	1-950	950.	1000	250.
DODE TOTO	1.000			
Emeryville	Pr. 2400	1260.	Pr. 2280	316.
	1260 to 1620:		: 1200 to 1620:	
Eureka	Pr. 1600 :		Pr. 1450.	Pr. 85
	2-1100-1200 :		: 900 to 1050 :	T-105
Green	1200	1200.	1000	100 ~
***	D. 0700	2000	Des OFfice	D
	Pr. 2700 1080 to 1200:		Pr. 2700 1080 to 1200	Pr. 700 T315
	1000 00 12000		1000 00 1000	1010

. IY NUS IT

-23-

.

Test and the solution of the s

Πζαθίπατα Τζαθίπαι		0 8 3	2	0.8	4
Albert 1 124 '80 i Salition : 1 100 :	alo in Facil				
Algement I					
Albuor 1 τ. 100 0 1 τ. 100 0 1 τ. 100 0 100 0		F. AR. REAL	C The Lo W	Increase :	wanterstrate frank
Alverede : 820-1802 1100 900-1200 : Alverede : 87,1000 81000 : 97,1000 :	CONCERCION OF				
Alverage 1''.20 200-1000 1''.20 200-1000 27.1000 21000 21000 21000 21000 21000 21000 21000 21000 21000 21000 21000 21000 21000 21000 21000 21000 21000 200.00	AIDOUT	: 0002 .31 1	400 . 1009 1	0742 -119 :	60,0668
Alwin : Bendoo : (1000 : (1000 : (1000 : (1000 : (00.00) <th: (00.00)<="" th=""> <th: (00.00)<="" t<="" td=""><td></td><td></td><td></td><td>910-2650</td><td>Plintheen</td></th:></th:>				910-2650	Plintheen
Alwine : 8-1000 : (1000 : (1000 Alwine : x-1000 : 1200 : 1-100 : 0.00.00 Steresine : 1200 : 1200 : 1200 : 0.00.00 Steresine : 1200 : 1200 : 1200 : 0.000 Steresine : 1200 : 1200 : 1200 : 0.000 Steresine : 1200 : 1200 : 1200 : 0.000 Steresine : 1200 : 1200 : 1200 : 0.000 Steresine : 1200 : 1200 : 1200 : 0.000 Steresine : 1200 : 1200 : 1200 : 1200 Steresine : 1200 : 1200 : 1200 : 1200 Steresine : 1200 : 1200 : 1200 : 1200 Steresine : 1200 : 1200 : 1200 : 1200 Steresine : 1200 : 1200 : 1200 : 1200 Steresine : 1200 : 1200 : 1200 : 1000 Steresine : 1200 : 1200 : 1200 : 1000 Steresine : 1200 <	Alvinoto	: 27, 100D	10.0001	: 27. 1650	00,103
Alwing (**.100) 1.000. ***.1000 1.000. ***.1000 1.000.00 1.000.00 1.000.00 1.000.00 1.000.00 0 1.000.00 0 <th0< th=""> 0 <th0< th=""> 0</th0<></th0<>		003/-91			
Anterna L-1000 1-1100 1-1100 Anterna 1200.00 1200.00 1200.00 0 Station 1200.00 1200.00 1200.00 0 Station 1 1 1 1 0 Station 1 1 1 1 0 0 Station 1 1 1 1 0 0 0 Station 1 1 1 1 1 0 1 0				1150	
ΔΩΝΑΠΩΕ 1300.00 1300.00 1300.00 1300.00 1300.00 1300.00 1300.00 1000.00 1000.00 1	AlVINO	: VFL. 2400 1	-00-LI	: 77. 1900	05.062
Экекелит Экекелит Санкер Тиллен (200 (200 (200 (200 (200 (200 (200 (20		1 000/7-2 ;		: 1-5100	
Countre Teller TH. 1900 1200.00 120.00 17.1800 17.1900 17.1900 17.1900 17.1900 17.1900 17.1900 17.1900	30700702	: 00.00%5 :	00.0021	00.000 :	0
Countre Teller TH. 1900 1200.00 120.00 17.1800 17.1900 17.1900 17.1900 17.1900 17.1900 17.1900 17.1900		1			CP-Party Color
Marken Markn Markn Markn <td>Berkeller</td> <td>1 1</td> <td></td> <td>: 1200~1500</td> <td>(.005)</td>	Berkeller	1 1		: 1200~1500	(.005)
Marken Markn Markn Markn <td></td> <td>1</td> <td></td> <td>:</td> <td></td>		1		:	
View Mathematical	CUNERO TALINO				
Muterial		1 Martin 1	-omanalago daga	: 8-1200	21. 600
Oneode Tr. 100 M000.00 Tr. 1000 Tr. 200 Tr. 200 Marx Vala 4-100 930 930 1000 17.200 17.200 Marx Vala 4-00 930 930 1000 17.200 1000 Marx Vala 100 1200 1200 1200 1000 1000 Marx Vala 100 1200 1200 1200 1200 1000 Marx Vala 100 1200 1200 1200 1200 1000 Marx Vala 1000 1200 1200 1200 1200 1000 Marx Vala 1000 1000 1000 1000 1000 1000	1 1111 101 1 (Emil				
Marcol M.2.1200 M.2.1200 M.2.1200 M.2.1000 <		1 0-1000		: 844 to 1140	001.76
Mark Value L-030 340. 1000 250. Sample IIA Fa. 200 1200. Fr. 600 210. Mark Value Fa. 200 1200. Fr. 600 100. Mark Value Fa. 200 1200. Fr. 600 100. Mark Value Fa. 200 1200. Fr. 600 100.	0.0000	0001.051	00.0592	: 11. 1900	19. 200
Image 14 10.000 100.0		1 1-1 10		0051-3 4	0.08.7 2
x 1 = 0 = 1,00 + 0 x 1,00 + 0 <th< td=""><td>s.t.sV .msbill</td><td>: 0000. ;</td><td>930</td><td>: 1000</td><td>250.</td></th<>	s.t.sV .msbill	: 0000. ;	930	: 1000	250.
x 1 = 0 = 1,00 + 0 x 1,00 + 0 <th< td=""><td></td><td>:</td><td></td><td>3</td><td></td></th<>		:		3	
Dute Lto I TO I TO <thi th="" to<=""> <thi th="" to<=""> <thi th="" to<=""> <t< td=""><td>Interviews 12.4</td><td>: 0050 .05 :</td><td>1200.</td><td>1 Pr. 1920</td><td>. I.</td></t<></thi></thi></thi>	Interviews 12.4	: 0050 .05 :	1200.	1 Pr. 1920	. I.
1.3-1100-1200.1 1.310 (0.100) 1-105 0.7493 1.3100 1.3100 1.300 1.300 1.400 1.3100 1.3100 1.300 1.300 1.400 1.400 1.400 1.400 1.400 1.400 1.400 1.400 1.400 1.400		I Lind the Ly Co		. 12007 ta 1020	
1.3-1100-1200.1 1.300 1050 1 1-105 0.7444 1.3100 1.400 1.400 1.400 1 1 1 1 1 1.000 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	IN/291/20	1 70. 1000 1	1400.	1 12. 1450.	38 . 7 8
Maynart : "- 1900 : 2000 : 27. 2000		. 0051-0011-8 :		UROL OUTONE :	1-105
	i forset0	1 000C 1	. obsizt	* 1000 ·	001
			ante en		
	Dronyall	T COTS - 1 :	20.0.	00'3 .44 .	2 20 . 700
				OTHER OF ADDE -	Q1776 - 00

TABLE VI.

Districts :	A Recommended Salaries 1919-'20	b Lowest Re-: commended salaries	Maximum	d Average In- crease per teacher
Independent :	1300 and 1100	1100 :	Pr. 1300 1100	400.
Inman :	1200	1200	1200	: 350.
Irvington :	Pr. 2000 3-1200	1200 :	Pr. 1800 3-1200	: 287늘 :
Lincoln :	1200	1200	1000	200
Livermore :	Pr. 2160 9-1260	1260	Fr. 2160 1140-1200	Pr. 360 97 240
Nay :	1200	1250	1100	150.
Midway :	1000	1000	630	270
Mission :	Pr. 1500 2-1200	1200	Pr. 1450 2-950	: Pr. 300 : 2-200
Nocho :	1300	1300	1300	: 550.
Mount House :	1000	1000	990	: 350.
Nowry's Landing :	1200	1200	1000	: 300
Murray :	Pr. 1400 1-1200	1200	Pr. 1000 1-900	: 200
Newark :	Pr. 1800 1200-1300	1200	Pr. 1650 1000-1100	: 1-250 : 3-150
Niles :	Pr. 2000 -1300	1300	Pr. 2000 1050-1200	: 300 Appr.
Oakland :	an an anns anns a anns anns anns anns a	: :	1250-1800	: (420)
Palomares :	1200	: 1200 :	850	: 150
Piedmont :		: :	1260-1680	: (360)

.

LIN BURN

			1		. 8 . 1
white results		anaral-d	Aver Charges		ATTEND IN
			r cuit for		and set
and the second		Lans			.008
, we write		ola's	4 (0000)	den a	10/65
Profession E		1000	a solari	0000 - 41 0000	- 01
pul pan Ed		brac	-9291.0	5990.1	008
-mpanent à 2	1	Inda La	1001	boul-sort	015 -95
(pill		0014	5 0mù	19981	1.60+
And the		25801	591	0.50	
notre 15		AND IT	IIIII I	ALAS DET	000
		1200	7 520427 1	(unit)	1004
Harvest Direct	1	Made	1400	049	4089
alami a'erres	1	1997	Long -	Take 1	1 094
(Entering		COAT	a Contral S	00001 1973 .	pen
Course of		0001 47	Linking 1	0.521 . 190 Lond-1100	Para I
HIN	1	Contra Anti-	i ocer	00001 +415 0000-1000	-1071 - 1073
Rear Colori	11				1 (0591
arrest and			e-lt	699	ditt.
(runts E)	1		1 11 1	0002-0001	(0041)

TABLE VI. (con.)

Long to the local line is	LL a L	. р :	La luc	: d
Districts :	Recommended :	Lowest Re-:		: Average In-
	Salaries :	commended :		: crease per
	1919-'20 :	salaries :		: teacher
Pleasanton :	Pr. 2160 :	1320 :	Pr. 2040	:
	8-1320 :		1080-1170	: 260 Av.
Redwood :	1200 :	1200 :	810	: 250
Russell :	1200 :	1200 :	1000	: 100
	7 0500		2	
San Leandro :	Pr. 2500 : 1200-1560 :	1200 :	Pr. 2280	: 360
		1000	1200-1560	1
San Lorenzo	Pr. 2160 : 1380 :	1380	Pr. 2100 1140-1290	: 300 -
			and the second s	
Stoney Brook :	1100 :	1100 :	810	: 225
Summit :	- 1100 :	1100 :	900	: 300 ~
0	7. 7500			
Sunol Glen :	Pr. 1500 : 2-1300 :			\$
-				
Sheridan :	Consolidated:			: 514 -Av.
	ě		2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2	: for 3
Vallicitos :		:	Pr. 1500 2-1296	e estre
Marris a sur à	3500	1500		PEO.
Townsend :	1500 :	1500 :	1400	: 350 -
		•		-
Valle Vista :	1200 :	1200 :	1200	: 300
Warm Care to a				
Warm Springs :	Pr. 1500 : 2-1100 :	1100 :	Pr. 1400 2-950	: 200
•	8-1100 :		2-900	: 2-300

Data for estimates in acb obtained from county superintendent's office.

Data in column c obtained by questionaire and personal investigation.

	produce.			allation for
74.059	0102 101 070-000E	a Quict	Planta	PERSONNER
-0/0	61.5	ebul 1	N/I	E excert + R
107-	1000	1 000 U	Serit.	Fotoest 7
00.6	09P9	1 0/081	ente-oidip.	ontred and
- 005 1	Part Part	001		inter Coleman
C And S	DIS	1 0023	50/1	Should Breast
500	608	t çori	oùtr .	Planot
3			NOLI ITI	Samol Girs
		1	Envehillenge	net pue des
		1	-	
20102	2.400	: 0011.	1 Here	Durantent
098		1996	1,000	APTIN MINA
602.9	0044 .75 D6P-1	1 9911	1 Martin	enginere intel

male for early to be obtained from doubty entroping and out a

mottentionen fannene un ettentie un ettention : son antenne fantention.

From a study of the lowest recommended salaries, as given in column <u>b</u>, it is seen that all districts with one exception could pay \$1,000 or more to the teachers. However, this one exception which could not pay the \$1,000, without danger of deficit, is actually paying this amount. Thirty one districts could pay at least \$1,200. Contrast these possible salaries with the salaries paid in 1918-'19 as shown in Chapter II.

In table VI is shown the salaries as promised by the various Boards up to Jan. 1, 1920. In most cases, the Boards are paying the salaries stated.

In column d is given the average increase per teacher in each district. A summary of this column briefly shows the conditions.

No. of districts.	Average yearly increase
1	0
4	\$ 100
3	150
2	180
3	200
1780 La 1111-1 2 11 1.	225
6	250 approx.
TR. 1010-100 911 1-0-100	300 "
to take I sole 4 mint a me	350 "
2	400 "
The divide "No. 1 - by F me	500 (three districts)
Statistic on Division and strains	. (consolidated.)
1,00, 1	550

In these districts there were 163 teachers having an average increase of \$313.00

In 15 districts having in all 30 teachers, the salary increase ranged from 0 to \$225. In 23 districts, having 133 teachers, the salary increase ranged from \$250 to \$550. The basis of a first second but wellseles all trendend by black evaluate maxim by the free it, fifther in over, where, first maxim averaging the milarter station,

To solve 3 is sime to an easy indicate produce in an and the sime interview in the second sec

plactory place charges and the state

	ò	x
	ANS A LAND	3-
	COLL: (
	0.2	
4 1.07 Juli	U0.6	1110-
	000	
(sintalo armor)		1
shed ab Zion mo Y	205	2

10

The states of the second of the second secon

In the literary serving in all 30 to to prove a literary langtoons, the service and the service and the service to the service and the service

In Oakland, the increase was \$420, in Berkeley \$300, in Piedmont \$360 and in Alameda \$240.00.

Two interesting studies follow from the salary schedules of 1918-'19 and 1919-'20. First, let us consider a comparison of maximum salaries for these two years.

--1918-'19--

2	schools-	-Range	-\$560	to	\$590
4	15	11	600		690
7	18	11	700	to	790
5	11	11	800	to	890
16	BELT	11	900	to	990
2	IT	11	\$1000	to	1090
2	11	1.85	1100		
2	H	Ŧ	1200	to	1290
IFIGLINDU, DC	Attonto in	1.0 1	100 Lbs		1000

-- 1919- 20--

LAND THE LLOW TEO ES LINCO.

CERENTLACTION.

something and monthly

CONTRACT, NO.

4 9	chools	-Range	-\$800	to	\$890
5	11	H	900	to	990.
7	TT	Ħ	1000	to	1090
5	¥1	IT	1100	to	1190
13	11	11	1200	to	1290
2	11	Ħ	1300	to	1390
LANS LANCE 1	11	Ħ	1400	to	1490
2	11	17	1500	to	1590
1 1	Scho	01-162	0		

ACCORD N

In 1918-'19 thirteen schools had maximums, from \$560 to \$790. In 1919-'20 all these schools paid over \$800.

In 1918-19, 34 schools had maximums less than \$1,000. In 1919-'20 only 9 schools had maximums less than \$1,000.

In 1918-'19, only 2 schools had maximums of \$1,200 to \$1,290. In 1919-'20, 19 schools had maximums from \$1,200 to \$1.620.

Second let us consider a comparison of minimums for these two years.

As ball of the start of the start as 100, in Samelar 100, in

Des Estavoirtos alastos dallas incerezare adardite at 1956-"iv kal 1910-000, minte, let un conditale a compaciace of enclose felocites for views two pretty.

276	0.5	10028-	- 10000-1-1	100001	5
073	60	000			4
25	5	Tilles		10	1
10148	25	005	<i>n</i> .	10.0	1º
0400			10	17	20
		COUL	1.1	10	100
1190			10	10	10
		O OCLE			R

mpst. and free

770	00	DC		-1101	100	8-
0'	0.0	960				â
1.090	0.	2000				5
11 0	to	10015				6
DEVL	0.0	6091				2
1.800	6.1	1300				9
1.70	01	1400		5		Ξ
169.0	Dy	1000		3		0
			0-1-1	DOCOR		1

IN ISIS-119 tolthow worked and the new Son to

In 1918-119, 21 we but and east case 1 who 1 on 1,000.

In 1913-11, only W schools and estimate of 1,200 to

wood with another to contra to the most of the base

1918-'19

2	Schools	-Range-	\$560	to	590	
4	11	17	600	to	690	
11	11	11	700	to	790	
12	EF	11	800	to	890	-
11	11	11	900	to	990	

and the gard through

IN ADDRESS SAMPLE 14

and the second second second

1919-'20

TTALL AND A DESCRIPTION OF A DESCRIPTION

a state plan a

5	Schools	-Range-	-\$800	to	890
8	17	17	900	to	990
10	11	11	1000	to	1090
5	71	11	1100	to	1190
10	17	11	1200	to	1290
1	School	\$1300			
1	11	1400			P.PROFT

In 1918-'19, 17 schools had minimums of less than \$800. In 1919-'20, no school paid less than \$800.

In 1918-'19, all 40 schools had minimums less than \$1000. In 1919-'20, 26 schools had minimums of \$1000up to \$1400.

All the very excellent results obtained throughout the whole campaign are due to strong professional organization. Teachers throughout the state and the nation should see what can be done by the teachers working together in a spirit of harmony and cooperation.

1008-110

	020	of	635		- 11:3.0	13.1
	NOON	of	008			4
	790	c t	702	10	•	56
~	0.08	-0,4	1008			1.9
	9 0	0	000			14

01.1 _ TOT

690	0.	0083-		- Billyper	⇒ E
0.08	0.7	009			
1020	10.0	1000	-	6	1.0
1190	5.1	1120	10		
1 con	0.7	1.260		×	1.1
			1300	Lynn	3,84
			00 (1

in Indexing, by record processing 500.

In 1919-110, all in messaie and state the loss that 1000. In 1919-100, to econole rectain and 1900 of 1900 or 1100. All the war are liked reads obtained throughout the economic incompany to strong weighted. I styretization. Totomer incompany to shire and the reference of the ended to a degree of the incompany equilibrium of the ended of a strong to the incompany equilibrium of the ended.

CHAPTER . VIII.

Conclusions.

I have shown in the preceding chapter the results obtained from this campaign for increased salaries. In order that the teachers in this county may receive better salaries next year, there should be definite action on the part of the Alameda County Educational Association.

However, considering the very low salaries of the large majority of elementary teachers throughout the state, there is urgent need of new legislation so as to provide increased funds for the payment of adequate salaries to all teachers of the state.

Therefore, this chapter will consist of two parts: first, reasons for the continuation of the salary campaign; and second, the necessity of new state legislation to obtain more money for school funds.

I. Even if there were to be effective legislation this year, the revenue for the schools would not be agumented until the year following. Therefore, we must look to county and district rates to sustain the present salaries.

In chapter V. Table V. shows the assessed valuations and special rates for maintenance of all the districts. One

.ITTH ? di

.100.000 - 100

I and the store in the sourching and the restance ofthing ined fred had and algo for interveed refering. In article thet the tendhers in out seconds and couldre before actarize reaction there allowing on ordering and couldre before of the sources there allowing on ordering and the place of the sidemate county sources are sources on the place of the

Reserver, severarily the entry lev milteries of the line majority of alsonial - Luariers the evant the state, then then through one of the logistication of a to provide lines and funds for the signeds of antipate entropies to all testing of the state.

Incondina, Mine no muse vill eraches of tem parts. Chass, reasons for the corticativity of the animy cherekers, and chound, the neurolity of test state leafed of the ortalis when our fatschool rooms.

In charles I., Jak D. Sheet to sendered will be district the

carries a rate of 28¢ and twelve have a 30¢ rate, which is the maximum; six carry special rates between 15¢ and 25¢; thirteen vary from 2¢ to 14¢; and twelve have no special tax rates at all.

Considering all these facts, it is absolutely essential to hold the 45¢ county rate and, if possible, to increase this to the 50¢ maximum. In order to accomplish this, members of the salary committee, conversant with the financial situations, should go to the Boards of trustees and ask them to officially request the levying of the maximum. This method while not required by law, is advisable in order to convince the supervisors that the majority of the Boards desire the higher rate.

In some of the districts having rates below 25¢, there are Boards decidedly averse to the special taxes and they will do their utmost to decrease them whenever possible. Since this is true, the committee will have the added responsibility of showing such Boards the advisability of retaining the present special tax and, in some cases, of increasing the same. This will be a very difficult task.

In my work throughout the County, I found that, in the main, the Board members were very glad to learn what was being done in other districts, and were interested in the discussion of educational affairs.

-51-

And at a set of the se

24/1 million of the second second

(in a result in memory in the second data with the second of the state of the second data and the second data is a second data and the second d

And and a state of a s

In fact, this work is so important that I feel some one should be delegated by educational organizations to go out among the people of the rural schools and acquaint them with conditions. It might be possible for several counties to combine and to secure a paid delegate to spend full time on such work of enlightenment. In most cases, I found the school trustees to be alert men and women, wishing to do their best for the schools, but often lacking the knowledge of what should be done.

II. New State Legislation needed.

In Chapter V, Table III gives the average daily attendance in each district with the number of statutory teachers allowed; Table IV gives the amounts of state and county aid for this year. If we divide the amounts given by the number of statutory teachers, we will have the average per teacher. Table VII which follows herewith gives the average amounts received from state and from county per teacher and also the total from state and county per teacher.

Alameda County received from the state for year 1919-'20 approximately \$686,165. Since there are 1179.8 statutory teachers, 'f the money were apportioned only on this basis, the average per teacher would be \$581.50.

The total amount of county funds for the year will be \$1,134,014 approximately. The average per teacher would be \$961.00. This with the \$581.50 above gives a total per teacher of \$1,542.50.

- 5%-

some over a send of many for our out the send and the street of the -the direction of the second s tions as an an international strength and the second I have not being the proof of the second of the second sec And we shall be a provided to see the second s and the of the state of the sta I would a contract of the same water to the second state of the same ware had not a little has placed in a radial had been it and and the second is not atomic fillences of the second secon the present state in the second state of the second state. Property of the Advancement of the second A service over the state of a service of a service of the service served provided a constant of server where a long server is the server of the server is the server i and private a send one little have been a send once and the second and the second of the second o and the second s

TABLE VII.

Table showing average amounts per statutory teacher received by districts from state and county.

Distant.	· a.	b.	с.
District	:Average per : teacher :from state	:Average per : teacher :from county	:Total state : :and county : :per teacher :
Alameda	\$ 585.18	:\$ 970.31	:\$ 1555.49 :
Albany	: 604.50	1010.20	1614.70
Alvarado	: 577.79	: 951.33	: 1529.12 :
Alviso	622.62	: 1150.	1772.62
Antone	: 425.40	: 680.	: 1105.40 :
Berkeley	583.45	944.01	: Basis .8 : : 1527.46 :
Castro Valley	: 606.87	: 1028.33	: 1635.20 :
Centerville	587.48	972.70	1560.18
Decoto	609.90	1052.	: 1661.90
Eden Vale	422.70	610.	1032.70
Emeryville	: 606.03	: 1026.80	: 1633.43 :
Eureka	517.79	927.	1504.79
Green	: 539.02	866.	: 1405.02
Hayward	: 587.57	: 980.	: 1567.57 :
Independent	520.84	826.	1346.84
Inman	531.75	850.	1381.75
Irvington	: 618.99	1122.	: 1740.99
Lincoln	: 502.67	: 786.	: 1288.67

Table states service and shares of several per states have not the

	e 5		- 10	
	: long in the second to the se	Technon and the		202-10-10
	PF-0607	18.010	BING N	27.0-27.
•	N JELS, VD	04.0101 1	00.100	doreal Y
	11.021	52. X84 . 1	No. 14 2	diversity (
6 0	TRANSFER T	• C • A	2. MA	BAEVEL
•••	0	.088	64.028	4110.1117
	1. 121	20.119	500 ML	Dockalot
4	0648040	12	144500 1	Service Lowland
G	arcontr.	avera 1	CARACTER 1	111100 JOBO
	09.1851	1, 10%.	00.000	STOLIG
*	dv.tropt ;	1 510.	DY .525	March Valle
	per strategy of the same	10.0011	10.301	WITZ WY WARD
***	1001.70	- 1997 - I	PT-T-10	1000
	20.000	1000	20.000	ase 20
2	1859.67	1000	10.100	VATE ALLEY
* • •	IJAN BA	ALS 1	haron	Indepandent.
	1030.775	.0.0	301.100	n.enc1
	190.000	. 1221	1 616,00	Los Tan Con
•	10.0551		No.200	nicum13
			a design of the local data	

a.

District	:Average per : teacher :from state	:Average per : teacher :from county	:Total state : and county : per teacher :
Livermore	:\$ 585.16	:\$ 968.	:\$ 1553.16 :
May	502.67	786.	1288.67
Midway	444.51	658.	1102.51
Mission San Jose	575.33	946.	1521.33
Mocho	527.21	818.	1345.21
Mount House	437.24	642.	1079.24
Mowry's Landing	466.32	706.	1172.32
Murray	517.21	818.	1335.21
Newark	577.18	950.	1527,18
Niles .	594.06	987.14	1581.20
Oakland	580.93	958.23	1539.26
Palmores	480.86	: 738.	1218.86
Piedmont	600.29	1000.85	: 1601.14
Pleasanton	590.72	: 979.77	: 1570.49
Redwood	429.97	626.	: 1055.97
Russell	: 568.10	930.	: 1498.10
San Leandro	583.96	979.45	: 1563.11
San Lorenzo	: 596.27	992.	1588.27

b.

с.

.

Distriction	transfer of the	Langing put	: estada Laro:: : "Sinapa Amas : Tanone Turi:
e metra v Z.	01.001-	1008 11	1- 7052170
. Post	10.00	.600	10.0101
112016	28.113	• = 10	: We. WII I
Teb: ne poirsis	152.ave	040	Be Liner 1
udonk	20.00	7405	1316.81
Bash C Record	88.78a	. 642.	WE . WOL
forre a landing	97.600	: V0	1 1578.38
Gettong	(A.VIE-	. Aus	1000.31
Adr. 100.1	BT*144	.031	STATUSEL F
100128	801800	\$1.78V T	02.000 1
Date / caro	14.036	autor i	32,0582
anderes.	08108I	1020 1	terren ar T
Shonbol9		1.05.1	: BLICHT
Vian new Envir	17.046	1 1982.00	RP. OPAL
bearded	79.005	THRO F	1 2050-14
Theread	01. 06 ,	7050 X	TAPE.16
Ents Tranyiéria	583.96	010,000 :	1 100001 I
silester out	Waltone	. 500/	Va.Bell2
		the second se	the second se

, d

. 5

TABLE VII. (con.)

second to have been and the second	8.	

b.

С.	
----	--

10000

District	:Average per : teacher :from state	:Average per : teacher :from county	:Total state : :and county : :per teacher :
Sheridan	:\$:\$:\$
Stony Brook	488.13	: 754.	: 1242.13
Summit	: 480.86	: 738.	1218.86
Sunol Glen	: 543.87	: 876.67	: 1420.54
Townsend	: 480.86	: 738.	: 1218.86
Vallecitos		:	
Valle Vista	: 568.10	: 930.	: 1498.10 :
Warm Springs	: 551.13	892.67	1443.80

second and the second s

are a full day that have a first the second se

south provided to only and and the binding the state and provide all

the Support and Support Lagrant constraint press of the proof land

and have the supervision of the presence of the presence of the second s

where we particulate relations of somewhile solar Conservation has be

The street of the law of the survey of the

selected of all party in the same second and that North States where y

allowed strate in the second state of the second state

De bable 1992, en contra contr

(non / . TY Not !!

.

r

· 6. 2

: of * front: into or merit : stonen her menores a la balle é : 15D-020 smining : sport trees Notor . TT -: #419-20 HUMPLE T 0 nac linent 0 1 27.019 , m C. S. C. . 4 . 68.6191 11.200 . 7.300 1 JILIS READ LORDS 4.4 ъ 1-10.84 00.005 DODORTOON + VILLESSAN . TT. S 1010 01.863 A SIY WELEY 3 . 4.4 U.I.I Q = 1 - 5 - 1 22 11.205 11110 4 4 9

With the data in the table and the averages for state and county as just given, let us consider certain facts. All districts having less than thirty pupils average daily attendance, receive less state and county aid, as now apportioned, than they would there is the funds were apportioned only on the statutory teacher basis. The following table shows several cases:

District	:Average :Attendance		:County : Aid	Total .
EdenVale	: 10	\$422.70	. \$610. :	£1032.70 :
Midway	: 13	444.51	: 658. :	1102.51
Palomares	: 18	480.86	. 738.	: 1218.86 :
Mocho	: 23	527.21	818.	.1345.21
Inman	: 25	531.75	: 850. :	1381.75 :

The total amount per teacher from state and county if apportioned only on teacher basis would be **SSL.50** and **Shower office**. (1542.50) This means that the smaller schools which should receive as much aid per teacher from state and county as the larger, now receive less. EdenVale received over \$500 less per teacher than Centerville which received \$1560.18. IdenVale has an assessed valuation of \$170,855 while Centerville has a valuation of \$1,093,975. Is such a method of distribution right? The above facts show to the contrary.

In table VII, column c gives the total amount from state and county per statutory teacher based on averages. There are twenty one districts out of the forty two which received less than \$1500. These amounts vary from \$1032.70 up to \$1498.10.

the state of meridia in the set of the set of the Ann Ant State which the caused in attack hardward house of strength that he present total and the selection of the selection made - confronte and an all rathers for means and astrony Lougable travelation? The second second second maplies State of the second second Animan Stell Indel La Loca . nbaad Ci ton to in this !! CARD LOOP . 8.7 B. P. C. REFTORE DOM: .0.10 WY. a 1 -. 6 14 Concerns. . 2 ATTEL . 1.70 . 1

IS a have not a second with a signal and I games a look out

the state vir, second in the second in the second state of a state of the second state

Furthermore, it is not only the small school which loses by the present method of distribution of school funds. Take, for example, Murray district. In this district, the average attendance was 46. This number allows two teachers. However, on account of receiving part of the funds based upon attendance, this district received only \$1335.21 per teacher from state and county. A difference of over \$200 per teacher, or \$400 for the district.

The first needed legislation, therefore, would seem to be to change the method of apportioning state and county money. Let the same law be retained for determining the number of statutory teachers based upon average daily attendance, but with the following exception. Since the majority of schools, having eight teachers, have a supervising principal, that part of section 1858 which reads, "And two additional teachers shall be allowed for every seven hundred units of average daily attendance," should be changed to read, "And one additional teacher shall be allowed for every two hundred and fifty units of average daily attendance."

After this number has been determined, apportion all state and county money upon the teacher basis only and not, as is done at present, partly on number of teachers and partly on average daily attendance.

By the proposed plan, the larger districts would not lose much per teacher. In Alameda district, for example, the total state and county aid

-01-

And a second district of a second of the second district of the second s

No when it is all if with the intervent work one is the left of the second s

and any second and the second second

And a second result of a second secon

is \$1555.49, so that under the single teacher basis there would be a difference of only \$13 per teacher. Even though there should be a larger difference, justice should be done to the smaller schools.

It should be clearly understood that the fundamental basis is average daily attendance. From this, the number of teachers is determined. Then the distribution of state and county money should be on teacher basis only.

The second needed change in state legislation deals with the minimum salary. The time has come when the people of the state must give more state support for elementary schools. Having sufficient state aid a minimum salary should then be determined. At the present time even though there should be sufficient funds to grant good salaries, many Boards will hire teachers on as low a salary schedule as possible and carry a good balance from year to year. It is mecessary for the state to pass a law stating the minimum salary and provide sufficient funds from state and county to meet this.

In table VIII, column <u>b</u> gives the assessed valuations of all the counties in the state for the year 1919-'20. Column <u>c</u> gives the number of statutory teachers and column <u>d</u> gives the rate necessary to raise \$800 per teacher in each county. One county would need to have a rate of 85.54, four would have rates from 70¢ to 77¢;

-58-

And the set of the

Note that we want around the state is particulation which with a second mean states, the time inn none are the people of the mean states are states expect for a function density which is an accurate state on a states a state, and the states and the is an accurate state are states a state, and the state is a state in a state and states are then the state and the state is a state in a state and states are power to be a state and the state is a state in a state and states are power to be a state and the state is a state and the states of the state are power to be and the state is a state and the state is a state and state are power to be and the state is a state and the state and any the state are power to be and the state and the state are and the state is a state and the state is a state and the state are the state and the state and the state are power to be and the state are the state are to be a state and the state and the state is a state and the state are to be a state and the state are to be a state of the state is a state with a state and the state are to be a state and the state are the state and the state are to be a state are to be a state and the state are to be a state are to be a state are to be a state and the state are to be a state and the state are to be a s

The number of the first part of the second s

-1

six from $61 \notin$ to $67.5 \notin$; seven from $50 \notin$ to $59 \notin$; nine from $40 \notin$ to $49 \notin$; and only thirty one with rates below $40 \notin$. Los Angeles, the richest county in the state would have a rate of 24.3 % while Nevada, one of the poorest, would have a rate of 85.5 %.

This means only one thing, namely, that there must be more state support for all counties, if we expect to have sufficient funds to pay adequate minimum salaries.

In order to deal with this subject in a concrete way, I will first state what may be considered a reasonable minimum salary under present conditions and how the funds can be raised to pay the same.

When we note the facts as developed in chapter III; a reasonable minimum salary for the state of California is \$1400. How can this be paid?

Let the state raise \$1000 for every statutory teacher and the county, at least, \$800. The total amount of money from the state and 50% of that from the county must be used for teachers' salaries. This would guarantee a salary of \$1400 for every teacher in a one-teacher school. The balance of the \$400 could be used for general maintenance.

In order to safeguard the teachers in larger schools, the legislature should pass a minimum salary law requiring each district to pay at least, \$1400. Sufficient funds can be raised either by an increase in county tax or by the special district tax. where the man and part of an entropy sound by and the second state of the second state

(a) The second second with the realises in a maximum second se

A second state of the second s

and introduced in the second of the second of the second in the second of the second o

TABLE VIII.

Table showing assessed valuations of all the counties in the state for the year 1919-'20; number of statutory teachers; rate required to raise \$800 per teacher; and total rate for state and county (assuming a 14¢ state wide rate.)

a. COUNTIES		c. d. ber of : Rate to tutory :raise \$800	e. :Total state: :and county :
Alameda	: 1919-'20 :tea		r:(14d state 51.5¢
Alpine	651,352.	3. : 37.	: 51. :
Amador	6,033,322.	58.03 : 77.	: 91.
Butte	: 36,292,618.: 1	41. : 31.1	45.1
Calaveras	7,142,085.:	54.58 : 61.2	75.2
Colusa	17,873,591.	50.03 22.4	36.4
Contra Costa	62,692,070. 2	40.2 : 30.7	: 44.7 :
Del Norte	6,125,051.	19. 25.	39.
El Dorado	7,290,225.:	59.27 : 65.	79.
Fresno	: 116,461,465.: 5	82.08 : 40.	: 54.
Glenn	: 19,560,173.	62.73 : 25.6	: 39.6
Humboldt	33,138,340. 2	09. 50.5	64.5
Imperial	69,676,927. 1	50. 17.2	31.2
Inyo .	9,838,696.	38. 31.	45.
Kern	: 93,175,067.: 2	76. 23.	: 37. :
Kings	: 19,992,440.: 1	10.93 : 45.	59.
Lake	5,279,590.	41.3 : 62.6	76.6
Lassen	8,471,159.	55. 52.	: 66.
Los Angeles	892,295,923.: 27	03.51 : 24.31	38.3
Madera	: 15,875,628.:	75.2 : 39.	53.

Tools a reasonable of the book of the book of the reason of the reason of the book of the

202

				1.0
and with Darsty	a nin :			
1 Editorio Donit	CORP REENT			- childr
1 72.20 1	TEN		THE GRANT	APREAD.
· · ·	W.	10		pullets
	77.	OCT IV		the Case of
1 1.00	100		17801.001.00 1	FRET
1	11.220	64.10	. O.MZY	Categoria Cat
1 36.6	1.22	90.05	1.102.00.00	new forth
P.10	10.01		1.000.00 1	00018- CallA
1			1	
	.60	.9%		Service Red
y 458 4		YEAN	and	about II
	00	TO. DA	1.024.000.001 1	264400
1.9.1	E.ds	EV.III	SYT. Ces. M	mail
G.H	0.00	1962		dolone.
P.M.	17.0	10.	1.759.978.98 1	Tations I'm
7 alle 5	. 15	155	1. 1. P. DE	Total
1 .18 1	- 10		L'USQUARTIES T	0.01.1
	.92.	120110	1.040.590.0E	142617
1-0.57	dectruit ^{es}	1.41		1362
1 205 8			avilation 1	Non the state
THE T	25.10	- WOULD	L. Byatta cert	Los legilas
1 -60 5	.95	July	Landa Wight T	Reibies .
1			1	0.2

ATTY GET

a	ď	с	d	е
COUNTIES		Number of statutory	: Rate to :raise \$800	Total state: :and county:
form D. Collins		:teachers	-	:(14¢ state:
Marin	\$ 22,400,465.	: 104.41	: 37.4¢	: 51.4¢ :
Mariposa	3,585,827.	31.25	67.5	81.5
Mendocino	17,246,559.	164.	: 76.	90.
Nerced	25,622,292.	130.08	40.6	54.6
Modoc	8,200,890.	52.	: 51.	65.
Mono	1,929,4401	. 11.	46.	60.
Monterey	34,056,519.	151.21	36.	50.
Napa	19,664,040.	90.7	37.	51.
Nevada	6,930,420.	: 74.	85.5	99.5
Orange	87,129,900.	227,57	: 21.	35.
Placor	11,323,425.	97.86	. 70.	84.
Plumas	9,444,003.	: 38.	32.2	46.2
Riverside	31,199,060.	205.33	52.7	66.7
Sacramento	91,729,670.	316.27	27.6	41.6
San Benito	11,198,305.	51.6	: 37.	51.
San Bernardino	48,548,030.	300.1	49.4	63.4
San Diego	76,263,548.	396.57	41.6	55.6
San Francisco	566,808,447.	: 1347.	19.	: 33.
San Joaquin	71,102,673.	310.54	: 35.	49.
San Luis Obispo	32,829,178.	132.	32.2	46.2

topic in an or a set

-61-

(.evo) .firs 1400

9	J.	С	- Same	
totate I do		The Theorem		ACTIVIDAD
	THEFT LAND	1010030030	Idit-101	1
1 02.46	HPATO S	18-2001	· 010 · 2007	diets .
1. N.E.	0170	61,28	1.04.599.1	sertpase ;
	- We V	.101	.002.,002.10	1 Dircort.
0.10	10.0	100.001		i hordell
	324	Shakara dita ang	000000000	i baban
100	1.80	./1	1003,7330,2	i cool
100	-08	10.001	1918, 90,02	Toulas R
1 . 10 1	W. I	7.00	1010, 168, 01	34p#
0.90	0.79		.010,020.0	a abayan
- 35	10	1.1	- BV, STIP, VB	a a alana
1.11	.00	19140		F3-8049
	1 32.1	-101	.166, 199.0	1 date 1
1 1.00- 1	V. P2.	22.500	.610, MIL. 12	anistererin
	Dava I	TS.AUF.	.010.EN.D	A -OPCIMIENT
DL.	315	0.10	7000 E0114	aleged and
6.20	1.00 1	1.001	alko, alko v	"so secondare
1 0.23	0.10	Termore 1	*0 F3 . Cox. 84	ento ant
14	197	1982	, VIS, 808, 3WC	A SAM PROMY'S TIME
. 92	:08	12:011	Service and	a Solono a mell
F.84	1.08	. 593	0.041° 608° 602	The Lots Off and

TABLE VIII. (con.)

-06-

a	ъ '	с	d	е
COUNTIES	: Assessed : valuations	:Number of :statutory	: Hate to :raise \$800	:Total state: :and county :
COONTIES	: 1919-'20	:teachers	:per teacher	
San Mateo	:\$ 35,523,995.	: 164.	: 37.¢	: 51.¢ :
Santa Barbara	40,427,545.	156.87	: 31.	45.
Santa Clara	: 88,206,615.	: 371.22	: 33.7	: 44.7 :
Santa Cruz	: 19,303,735.	117.97	49.	63.
Shasta	: 15,422,405.	: 124.	64.4	: 78.4.
Sierra	2,324,080.	: 19.	74.	88.
Siskiyou	: 21,302,115.	: 136.	: 51.1	: 65.1
Solono	27,634,423.	: 131.98	: 38.2	52.2
Sonoma	38,491,875.	: 264.	55.	69.
Stanislaus	42,138,070.	204.96	: 39.	53.
Sutter	: 17,097,755.	: 51.	: 24.	: 38.
Temama	16,289,950.	82.57	: 40.6	54.6
Trinity	3,457,425.	. 28.	65.	: 79.
Tulare	: 49,433,534.	284.95	46.	60,
Tuolumne	: 8,246,201.	: 52.	: 50.6	64.6
Ventura	38,264,221.	129.05	: 27.	: 41.
Yolo	25,228,262.	. 79.69	25.4	39.4
Yuba	: 11,808,335.	: 59.	40.	54.
TOTALS	\$3,357,797,091.	:12788.	:	: :

Data in columns b & c obtained from office of state superintendent of schools.

Now let us consider how the \$1000 per teacher can be raised by the state. For the year 1919-'20, there are 12,788 statutory teachers. The total amount of money raised for elementary schools is approximately \$7,185,000. This means that if the state funds were apportioned only on the teacher basis, the average per teacher would be \$560.

On the basis of 12,788 teachers, in order to give \$1000 per teacher, it would require \$12,788,000. At the present time the state allows \$17.50, per pupil average daily attendance. By increasing this \$2.50, there would be \$928,000 more since there are 371,182 pupils. The balance of the money could be obtained by two methods. First, it could be taken from the general state fund, or, second, the legislature could levy a direct tax.

The following will show the facts in brief:State funds for 1919-'20\$7,185,000.\$17.50 per pupil increased to \$20.928,000.Balance4,675,000.

the number of the local second of second land the second

the same a start that were and the start to be a start to

Total \$12, 788,000. If the legislature found it necessary to raise the balance

-63-

And part of sound that and has \$2000 our limiter you to related as the summer has been been been been they been and to be a summer takening. The boys areas of a singly related for all scotlary absolut to approximation by a 10,000. We also that if he about the terms are superblack and and as the termine that if he shall them are superblack and and and the termine terms to be the termine.

The barreness of and a first the second or and the second of the second

sector or error of pressions to least orbitation at the

by a direct tax, this could be done by having a rate of approximately 14¢. If this were done, column <u>e</u> of table VIII shows the total taxes state and county required to raise \$1800 per teacher. For 27 counties the rates would range from 50¢ to 99.5¢ and for the balance 31, the rates would be from 31¢ to 49¢.

Since the rates in so many counties must necessarily be high, there should be more state aid in order to help the poorer counties. All the counties in the state help develop the resources and wealth of the cities, therefore, the larger centers should in turn help the rest of the state.

At the present time, there is a maximum county rate of 50¢ for the maintenance of elementary schools. This limit should be removed entirely. There is no limit on the county high school rate, nor on the road tax nor hospital tax. Why should there be a limit on tax necessary for maintenance of elementary schools?

Thus, with increased minimum requirements for amount of school money to be raised by state and county and the limit removed on the elementary school tax, the schools of the future will be able to progress as they never have been able to do in the past.

Lastly, the time has come when there must be more national aid for schools. Vast amounts of money are spent annually by the national government for everything else but schools. Just as the states must give more aid $\frac{1}{32-25}$ to help all the counties

-64-

DESIGNATION OF STREET, STREET,

by a direct total total count in dome to beville a pake of there increase total, if hot i were done, doloring and block 1922 harve son backd total total could be required to relation and thereases. The secondar was concernenced a rest from dir to all. 91.61 and for the belonge dir the rates excess and a from dir to all.

Align high the relies is do not counter reat recovering to the star star, high which is noted as note even and in other to when the other the course accordence. The ter counter is the stars with the device the vesurge out weith of an although the term form, the firm of entern started in the term total at the state.

Ab the present thing, there is a multimum include in the for the reformunae of chimestery records. Tale thick modified as records anotherly. There is no that as he has an has senning then a resoluter include an the road that has no that the include there from not on the road that has not that the include there be a fight of the parameter for onlinerical of starster, starting

Those, with conversed similar requirements for mount of establ monor to be milling by make and county too the that presound we the eleventury second tex, the soundat of the future will be this to require a fing mover have range only to do to the post.

Looking, his time has some and hore much on norm on time! and for external that change of anony are special monomity by and astimut powercoment for everytally also bab interface to be and the special of in a greater way, so must the national government give large appropriations to help all the states.

It is reasonable, at the present time, to hold that instead of the state having to raise a balance of approximately \$5,000,000. in order to give the \$1000 per teacher, much of this amount, at least, should be given by the national government.

If the time comes when the nation and the state shall give that united financial support to the schools of the country to which they are entitled, then will there dawn a new era in educational development throughout this whole land.

Acknowledgment.

The greater part of the data used in the tables been obtained from the offices of the county and state superintendents. I wish to express my appreciation for the valuable assistance rendered by the officials in these offices. I take special pleasure in publicly expressing my thanks to Mr. Arthur Mock, chief deputy in the county superintendent's office, who was ever willing to give of his time in assisting me to collect the data needed for the campaign.

has

-65-

2. M. Sound and the product of the state of the state

And a second real law watches had not a law associate and it is the second real of the second real of the second real second r



UNIVERSITY OF CALIFORNIA LIBRARY BERKELEY

Return to desk from which borrowed. This book is DUE on the last date stamped below.

MAR 26 1952

JAN 1 3 1960 JAN 1 1 RECO

LD 21-95m-11.'50(2877s16)476

NON-CIRCULATING BOOK

625245

LBG

UNIVERSITY OF CALIFORNIA LIBRARY

C725 Educ. Dy

Que Il. 1. 1930.

LANGE LIBRARY OF EDUCATION UNIVERSITY OF CALIFORNIA BERKELEY, CALIFORNIA,