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no.8

IOWA. DEPT. OF PUBLIC INSTRUCTION  
RESEARCH BULLETIN, no. 8  
SALARIES IN THE PUBLIC SCHOOLS OF  
IOWA . 1931-32  
by  
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State of Iowa  
Department of Public Instruction  
Agnes Samuelson, Superintendent

SALARIES IN THE PUBLIC SCHOOLS OF IOWA

1931 - 1932

By  
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Research Bulletin No. 8  
January, 1932

## SALARIES IN THE PUBLIC SCHOOLS OF IOWA

for the School Year 1931-1932

This study has been made possible by the complete cooperation of the school administrators of Iowa, to whom the department of public instruction acknowledges its appreciation. It is hoped that the summary herewith submitted will be of value to them, as well as to boards of education and others who are interested in this problem.

### PURPOSE OF THE STUDY

As was announced in November, the department of public instruction has made a change in its policy of distributing information on teachers' salaries. In past years salaries of individual teachers have been entered opposite their names in the annual educational directory. The present bulletin, which we hope to continue from year to year, represents a new type of service and information in place of the former method. It is believed that a summary of the status of teachers' salaries such as this will be of more worth to boards of education, city and county superintendents, than merely a list of teachers with their individual salaries.

No attempt is made in this study to segregate or show the influence of training, tenure, experience, and other factors which would influence salaries of teachers. This is due to a lack of resources which such a study would demand rather than any intention to minimize the operation of any of these variables. The most recent analysis which observed such variables was a series of studies sponsored by the board of educational examiners in 1928-29, and summaries of this project are available to those interested. A series of follow-up studies has also been conducted by the college of education of the State University of Iowa and other agencies.

Annual rather than monthly salaries are presented in order that the number of months in the school year, or into which the yearly salary is divided, would not unduly color the actual situation. Furthermore, the annual salary received becomes the teacher's livelihood for the calendar year, rather than the school year.

### SOURCES OF DATA

Information which is herein summarized has been gathered from blanks sent in November, 1931, to every city, town, consolidated, and county superintendent listed in the Iowa Educational Directory. The blanks called for a distribution of the salaries of all teachers and other professional employees of the school system or county. When the reply was not complete or indicated a misinterpretation of the request, the blank was returned for correction. A second and third set of blanks were forwarded to those who failed to reply to previous requests. As a result this report is not based upon a sampling, but is intended to include all the public schools of the state.

County superintendents reported the salaries of teachers in ungraded rural schools and other schools which do not maintain a high school. Data on salaries of county superintendents were taken from the educational directory. Salaries of teachers in public junior colleges have been obtained from the files of the department.

#### CLASSIFICATION OF SCHOOL SYSTEMS

It was felt that to make this study of most value there should be some classification of school systems, so that any district could more definitely locate itself. The population of the city or town as given in the 1930 federal census has been used as the basis for classification.

The statutes of Iowa define first class cities as those with a population of 15,000 or more, and second class cities those having a population of from 2,000 to 15,000, consequently we have recognized these in our groupings. In order to make our data comparable with those compiled by the National Education Association, the classification of cities also follows the practice of that body. Towns and villages with less than 2,000 people are herein called towns. It will also be noted that consolidated districts have been segregated. The groups into which our school systems have been divided and the number of districts represented in each are:

TABLE I

#### GROUPING OF SCHOOL SYSTEMS

Code No.	Population Groups	No. of Schools Included
1A	Cities, population 100,000 and over	1
1B	" " 30,000 - 99,999	7
1C	" " 15,000 - 29,999	9
2A	" " 10,000 - 14,999	5
2B	" " 5,000 - 9,999	14
2C	" " 2,500 - 4,999	46
2D	" " 2,000 - 2,499	23
3A	Towns, " 1,000 - 1,999	82
3B	" " 500 - 999	147
3C	" " under 500	215
4A	Consolidated districts, with town over 500	82
4B	" " " " under 500	259
4C	" " in open country	41

#### CLASSIFICATION OF POSITIONS

To specify on an inquiry blank such as would be used in this study, all the types and combinations of positions found would be impossible. Two superintendents might classify the same individual differently. In the absence of a uniformly followed interpretation, one might report a junior high school where another would report some teachers in a similarly organized department as elementary teachers. Such matters have

been left to the policies of the individual schools. Table II indicates the classification of positions and the number of individuals reported in each position, within each population grouping.

TABLE II

NUMBER OF POSITIONS IN EACH POPULATION GROUP

A. ADMINISTRATORS AND SUPERVISORS

	1A	1B	1C	2A	2B	2C	2D	3A	3B	3C	4A	4B	4C	Total
Superintendent	1	7	9	5	14	46	23	83	147	211	82	259	40	927
High School Principal	4	14	9	5	14	45	21	79	136	152	82	230	33	824
Junior High Principal	5	18	10	2	10	35	11	32	8	11	26	16	3	187
Elementary Principal	23	90	64	26	43	71	10	12	2	1	11	3	1	357
Special Subjects	13	63	37	7	25			1	3	1	5			145
Nurse	21	20	10	5	13	15	2	1	3	1	5			96
Total	67	212	139	50	119	212	67	207	296	376	206	508	77	2536

B. CLASSROOM TEACHERS

High School														
- Men	64	133	98	37	79	159	65	161	143	96	110	143	22	1310
- Women	107	261	215	91	151	355	125	294	332	182	248	415	41	2817
Junior High														
- Men	40	74	16	6	12	18	5	5	7	8	15	11	2	219
- Women	140	368	122	35	73	120	22	81	26	20	63	44	3	1117
Elementary														
Grades	496	1014	683	181	323	605	212	526	642	650	567	1118	146	7163
Special Subjects	1	31	41	26	24	111	36	68	54	26	80	80	7	585
Total	848	1881	1175	376	662	1368	465	1135	1204	982	1083	1811	221	13211
Grand Total	915	2093	1314	426	781	1580	532	1342	1500	1358	1289	2319	298	15747

The above table indicates that there is 1 superintendent in the 1A group, that is, cities with a population of 100,000 and over (See Table I); there are 7 superintendents in the 1B group of schools, 9 superintendents in the 1C group of schools, etc. Likewise, there are 4 high school principals in the 1A group, 14 in the 1B group, etc. This table also indicates that there are a total of 927 superintendents included, 824 high school principals, 187 junior high school principals, etc., with a total of 15,747 positions in these schools.

In addition to these, special tables are included for public junior college teachers, teachers in graded schools not maintaining a high school, teachers of ungraded rural schools, and for county superintendents.

Some explanations as to certain situations which were met and how they were interpreted will perhaps answer some questions that may arise. Among these items are:

1. Positions as reported by superintendents were accepted as such except where misinterpretations occurred.
2. The number of individuals reported was, as far as possible, checked with the number of teaching positions in the system to avoid any individual being reported more than once. Where a teacher divided his time between two positions, he was to be included where most of the time was spent, except that superintendents and principals were to be classed as such even though they did classroom teaching. No doubt some duplications have crept in, for example, between junior college and high school.
3. The term "superintendent" refers to the administrative head of the entire school system.
4. There was some confusion as to the use of the terms "supervisor of special subjects" and "teacher of special subjects". Many smaller schools reported supervisors of special subjects, such as music, when in fact the individual's time was given to direct classroom instruction. To adjust this situation, it was arbitrarily assumed that, in communities with a population of 5,000 or less, all such individuals should be classed as teachers, and the tabulations have been made on this basis.
5. Persons who do not give full time to work in any one school system were to be omitted from the report.

#### SALARY DATA

In the following tables, the data given for each population group include the number of individuals reported as occupying each type of position, the median salary in each position, also the first quartile and third quartile for the distribution of salaries for that position. The following interpretations should be observed:

1. Median - if all the salaries for a position were ranked from lowest to highest, the middle figure would be the median. One-half of the salaries are above the median and one-half are below.

2. First quartile - one-fourth of the group receive a salary below this figure.
3. Third quartile - one-fourth of the group receive a salary above this figure.
4. It will be readily seen that one-half the group receive a salary between the first and third quartiles.
5. Wherever an asterisk (\*) appears, it indicates that the median and quartiles for this group were not computed.

TABLE III

LA - CITIES, POPULATION 100,000 AND OVER

Position	No. of Individuals	Median	First Quartile	Third Quartile
Superintendent	1	*		
High school principal	4	*		
Junior high school principal	5	*		
Elementary principal	23	2763	2619	2942
Supervisors of special subjects	13	3550	2925	3875
Nurse	21	1736	1585	1837
High school teachers - men	64	2350	2180	2459
" " " - women	107	2339	2048	2459
Junior high school teachers - men	40	2053	1880	2137
" " " " - women	140	2022	1806	2211
Elementary grade teachers	496	1861	1655	2055
Teachers of special subjects	1	*	*	*

The above table should be read in the following manner: In this group which includes only Des Moines, there is, of course, but 1 superintendent. There are 4 high school principals, and 5 junior high school principals. The median annual salary of 23 elementary principals is \$2763 and one-half of them receive between \$2619 and \$2942. The median annual salary of 13 supervisors of special subjects is \$3550 and one-half of them receive between \$2925 and \$3875. The remainder of this table should be interpreted in like manner. Wherever the asterisk appears medians and quartiles have not been computed.

TABLE IV

1B - CITIES, POPULATION OF 30,000 - 99,999

Position	No. of In- dividuals	Median	First Quartile	Third Quartile
Superintendent	7	*		
High school principal	14	3800	3300	4650
Junior high school principal	18	3000	2683	3300
Elementary principal	90	2072	1937	2619
Supervisors of special subjects	63	2150	1863	2605
Nurse	20	1725	1600	1900
High school teachers - men	133	2178	2023	2472
" " " - women	261	1833	1662	2041
Junior high school teachers - men	74	2017	1775	2212
" " " " - women	368	1771	1626	1893
Elementary teachers	1014	1509	1371	1632
Teachers of special subjects	31	1675	1519	1881

The above table should be read in this manner: There are 7 superintendents in cities with a population of 30,000 to 100,000; there are 14 high school principals, whose median annual salary is \$3800 and one-half of whom receive between \$3300 and \$4650. There are 18 junior high school principals whose median salary is \$3000 and one-half of whom receive between \$2683 and \$3300. The remainder of this table should be interpreted in like manner. Wherever the asterisk appears medians and quartiles have not been computed.

TABLE V

1C - CITIES, POPULATION OF 15,000 - 29,999

Position	No. of In- dividuals	Median	First Quartile	Third Quartile
Superintendent	9	5000	4708	5275
High school principal	9	3633	3483	3783
Junior high school principal	10	2480	2150	2580
Elementary principal	64	1782	1709	2037
Supervisors of special subjects	37	1638	1465	1896
Nurse	10	1750	1583	1950
High school teachers - men	98	2017	1838	2290
" " " - women	215	1623	1521	1731
Junior high school teachers - men	16	1650	1400	1867
" " " " - women	122	1481	1359	1559
Elementary teachers	683	1300	1206	1386
Teachers of special subjects	41	1563	1501	1746

The above table should be read in this manner: In this group of school systems there are 9 superintendents whose median annual salary is \$5000 and one-half of whom receive between \$4708 and \$5275; there are 9 high school principals whose median salary is \$3633 and one-half of whom receive between \$3483 and \$3783. The remainder of this table should be interpreted in like manner.



TABLE VI

2A - CITIES, POPULATION OF 10,000 - 14,999

Position	No. of In- dividuals	Median	First Quartile	Third Quartile
Superintendent	5	*		
High school principal	5	*		
Junior high school principal	2	*		
Elementary principal	26	1558	1504	1725
Supervisors of special subjects	7	*		
Nurse	5	*		
High school teachers - men	37	2070	1813	2292
" " " - women	91	1536	1421	1666
Junior high school teachers - men	6	*		
" " " " - women	35	1393	1353	1460
Elementary grades	181	1233	1152	1319
Teachers of special subjects	26	1325	1206	1444

The above table should be read in this manner: In this group of school systems there are 5 superintendents, 5 high school principals and 2 junior high school principals; there are 26 elementary principals whose median annual salary is \$1558 and one-half of whom receive between \$1504 and \$1725. The remainder of this table should be interpreted in like manner. Wherever the asterisk appears medians and quartiles have not been computed.

TABLE VII

2B - CITIES, POPULATION OF 5,000 - 9,999

Position	No. of In- dividuals	Median	First Quartile	Third Quartile
Superintendent	14	3850	3575	4062
High school principal	14	2400	2330	2650
Junior high school principal	10	1700	1330	1850
Elementary principal	43	1327	1234	1425
Supervisors of special subjects	25	1490	1356	1837
Nurse	13	1525	1325	1737
High school teachers - men	79	1846	1538	2092
" " " - women	151	1508	1376	1616
Junior high school teachers - men	12	1325	1200	1550
" " " " - women	73	1160	1113	1303
Elementary teachers	323	1103	1023	1169
Teachers of special subjects	24	1513	1367	1637

The above table should be read in this manner: In this group of school systems there are 14 superintendents whose median annual salary is \$3850 and one-half of whom receive between \$3575 and \$4062; there are 14 high school principals whose median annual salary is \$2400 and one-half of whom receive between \$2330 and \$2650. The remainder of this table should be interpreted in like manner.

TABLE VIII

2C - CITIES, POPULATION OF 2,500 - 4,999

Position	No. of In- dividuals	Median	First Quartile	Third Quartile
Superintendent	46	3345	3136	3555
High school principal	45	2117	1936	2215
Junior high school principal	35	1396	1323	1656
Elementary principal	71	1264	1131	1359
Nurse	15	1310	1088	1385
High school teachers - men	159	1732	1519	1937
" " " - women	355	1395	1350	1479
Junior high school teachers - men	18	1413	1225	1512
" " " " - women	120	1138	1082	1215
Elementary teachers	605	1065	1003	1119
Teachers of special subjects	111	1340	1225	1452

The above table should be read in this manner: In this group of school systems there are 46 superintendents whose median annual salary is \$3345 and one-half of whom receive between \$3136 and \$3555; there are 45 high school principals whose median annual salary is \$2117 and one-half of whom receive between \$1936 and \$2215. The remainder of this table should be interpreted in like manner.

TABLE IX

2D - CITIES, POPULATION OF 2,000 - 2,499

Position	No. of In- dividuals	Median	First Quartile	Third Quartile
Superintendent	23	3071	2758	3262
High school principal	21	1925	1763	2187
Junior high school principal	11	1338	1238	1425
Elementary principal	10	1300	1150	1450
Nurse	2	*		
High school teachers - men	65	1658	1410	1894
" " " - women	125	1370	1309	1426
Junior high school teachers - men	5	*		
" " " " - women	22	1150	1104	1262
Elementary teachers	212	1035	972	1106
Teachers of special subjects	36	1322	1150	1467

The above table should be read in this manner: In this group of school systems there are 23 superintendents whose median annual salary is \$3071 and one-half of whom receive between \$2758 and \$3262; there are 21 high school principals whose median annual salary is \$1925 and one-half of whom receive between \$1763 and \$2187. The remainder of this table should be interpreted in like manner. Wherever the asterisk appears medians and quartiles have not been computed.

TABLE X

3A - TOWNS, POPULATION OF 1,000 - 1,999

Position	No. of In- dividuals	Median	First Quartile	Third Quartile
Superintendent	83	2668	2478	2887
High school principal	79	1650	1505	1827
Junior high school principal	32	1200	1111	1300
Elementary principal	12	1180	1120	1350
Nurse	1	*		
High school teachers - men	161	1438	1361	1726
" " " - women	294	1336	1265	1393
Junior high school teachers - men	5	*		
" " " " - women	81	1073	952	1142
Elementary teachers	526	995	931	1059
Teachers of special subjects	68	1247	1203	1357

The above table should be read in this manner: In this group of school systems there are 83 superintendents whose median annual salary is \$2668 and one-half of whom receive between \$2478 and \$2887; there are 79 high school principals whose median salary is \$1650 and one-half of whom receive between \$1505 and \$1827. The remainder of this table should be interpreted in like manner. Wherever the asterisk appears medians and quartiles have not been computed.

TABLE XI

3B - TOWNS, POPULATION OF 500 - 999

Position	No. of In- dividuals	Median	First Quartile	Third Quartile
Superintendent	147	2271	2021	2515
High school principal	136	1384	1305	1560
Junior high school principal	8	1100	1000	1200
Elementary principal	2	*		
Nurse	3	*		
High school teachers - men	143	1338	1210	1447
" " " - women	332	1232	1142	1313
Junior high school teachers - men	7	*		
" " " " - women	26	983	918	1206
Elementary teachers	642	935	905	1007
Teachers of special subjects	54	1158	1029	1275

The above table should be read in this manner: In this group of school systems there are 147 superintendents whose median annual salary is \$2271 and one-half of whom receive between \$2021 and \$2515; there are 136 high school principals whose median salary is \$1384 and one-half of whom receive between \$1305 and \$1560. The remainder of this table should be interpreted in like manner. Wherever the asterisk appears medians and quartiles have not been computed.



TABLE XII

3C - TOWNS, POPULATION UNDER 500

Position	No. of In- dividuals	Median	First Quartile	Third Quartile
Superintendent	211	1830	1557	2047
High school principal	152	1250	1123	1364
Junior high school principal	11	1083	992	1242
Elementary principal	1	*		
Nurse	1	*		
High school teachers - men	96	1167	1067	1317
" " " - women	182	1117	1033	1216
Junior high school teachers - men	8	938	913	1200
" " " " - women	20	919	850	1050
Elementary teachers	650	910	814	942
Teachers of special subjects	26	1010	825	1137

The above table should be read in this manner: In this group of school systems there are 211 superintendents whose median annual salary is \$1830 and one-half of whom receive between \$1557 and \$2047; there are 152 high school principals whose median salary is \$1250 and one-half of whom receive between \$1123 and \$1364. The remainder of this table should be interpreted in like manner. Wherever the asterisk appears medians and quartiles have not been computed.

TABLE XIII

4A - CONSOLIDATED DISTRICTS WITH A TOWN OVER 500

Position	No. of In- dividuals	Median	First Quartile	Third Quartile
Superintendent	82	2578	2319	2750
High school principal	82	1563	1443	1770
Junior high school principal	26	1122	1010	1194
Elementary principal	11	1063	992	1142
Nurse	5	*		
High school teachers - men	110	1443	1292	1781
" " " - women	248	1270	1186	1358
Junior high school teachers - men	15	1025	959	1156
" " " " - women	63	1041	954	1119
Elementary teachers	568	944	916	1019
Teachers of special subjects	80	1214	1100	1315

The above table should be read in this manner: In this group of school systems there are 82 superintendents whose median annual salary is \$2578 and one-half of whom receive between \$2319 and \$2750; there are 82 high school principals whose median salary is \$1563 and one-half of whom receive between \$1443 and \$1770. The remainder of this table should be interpreted in like manner. Wherever the asterisk appears medians and quartiles have not been computed.

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TABLE XIV

4B - CONSOLIDATED DISTRICTS, WITH TOWN UNDER 500

Position	No. of Individuals	Median	First Quartile	Third Quartile
Superintendent	259	2097	1895	2338
High school principal	230	1317	1217	1434
Junior high school principal	16	1086	1029	1143
Elementary principal	3	*		
High school teachers - men	143	1264	1135	1391
" " " - women	415	1159	1065	1252
Junior high school teachers - men	11	1063	979	1131
" " " " - women	44	1000	919	1050
Elementary teachers	1118	919	845	950
Teachers of special subjects	80	1100	975	1214

The above table should be read in this manner: In this group of school systems there are 259 superintendents whose median annual salary is \$2097 and one-half of whom receive between \$1895 and \$2338; there are 230 high school principals whose median salary is \$1317 and one-half of whom receive between \$1217 and \$1434. The remainder of this table should be interpreted in like manner. Wherever the asterisk appears medians and quartiles have not been computed.

TABLE XV

4C - CONSOLIDATED DISTRICTS IN THE OPEN COUNTRY

Position	No. of Individuals	Median	First Quartile	Third Quartile
Superintendent	40	1971	1844	2125
High school principal	33	1242	1143	1368
Junior high school principal	3	*		
Elementary principal	1	*		
High school teachers - men	22	1267	1088	1575
" " " - women	41	1106	988	1231
Junior high school teachers - men	2	*		
" " " " - women	3	*		
Elementary grade teachers	146	912	827	947
Teachers of special subjects	7	*		

The above table should be read in this manner: In this group of school systems there are 40 superintendents whose median annual salary is \$1971 and one-half of whom receive between \$1844 and \$2125; there are 33 high school principals whose median annual salary is \$1242 and one-half of whom receive between \$1143 and \$1368. The remainder of this table should be interpreted in like manner. Wherever the asterisk appears medians and quartiles have not been computed.

TABLE XVI

TEACHERS IN SCHOOLS NOT MAINTAINING WORK ABOVE THE EIGHTH GRADE

	No. of In- dividuals	Median	First Quartile	Third Quartile
Graded elementary schools	129	817	753	913
Ungraded rural schools	9587	722	634	781

The first line of Table XVI refers to teachers in graded elementary schools which are not listed in the Iowa educational directory. The median annual salary of the 129 teachers in this group is \$817 and one-half of them receive between \$753 and \$913.

County superintendents reported a total of 9587 teachers in the ungraded rural schools. Their median annual salary is \$722 and one-half of them receive between \$634 and \$781.

TABLE XVII

JUNIOR COLLEGE DEANS AND TEACHERS

	No. of In- dividuals	Median	First Quartile	Third Quartile
Deans	27	2488	2069	3013
Teachers	158	1829	1575	2150

Since in most schools having public junior colleges, some teachers divide their time between junior college and high school, there are a number of individuals who are represented in these two groups who may also appear in the other data. That is, in some school systems the superintendent or principal of the high school also acts as dean of the junior college, and several teach in both junior college and high school. Hence these groups may include individuals who are also included in other groups.

COUNTY SUPERINTENDENTS

The median annual salary of the 99 county superintendents, as of September, 1931, is \$1972 and one-half of them receive between \$1858 and \$2401.

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