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The cost of the personal services of teachers is quite properly the largest item in our school budget of expenditures. In the past years we have practiced economy upon our teachers. Their salary scale has been reduced as follows:

5 per cent in 1931-32

5 per cent in 1932-33

10 per cent in 1933-34

This total reduction of 20 per cent is now in effect. The number of teachers employed has also been reduced and more pupils assigned to each teacher. It has thus come to pass that during the past six years the total sum paid all white teachers has been reduced from \$126,419 to \$92,453, a reduction of 27 per cent. During this time the minimum requirements for teachers have been so increased that one more year of college work has been added thus increasing the average cost of our teachers' preparation.

In the estimate of expenditures for next year provision has been made for restoring one-half of the reduction of salaries so that each teacher would receive ten per cent less than the schedule in effect in 1929-30. This proposal has received unanimous approval of the school board and superintendent of schools. The actual restoration still depends upon action to be taken by the board of supervisors at their meeting on April twenty-seventh when tax levies will be made and an appropriation made for schools.

Those who are familiar with the history of the reductions and restorations of the pay of employes of the Federal Government and the Virginia State Government as well as the principal corporations of the

country will recognize the proposed restoration as an act of justice to teachers. We must remember though that the welfare of our children is at stake, also.

The public school presents the county's best opportunity to improve the human race. As an agency of society for improving our civilization it has the greatest possibilities, greater than the church because it can reach all people, greater than the home because it can exercise more discretion in selecting those who will guide and influence the destinies of our youth. Because the public school can, will, and does place an indelible stamp upon the county's citizens at their most plastic age, the school should be taught by citizens whose intelligence, ability and personal worth rank high.

For this service they must be paid. And the pay must be offered before the best citizens will decide to be and later prepare to be teachers.

Now what monetary inducement do we offer teachers in Loudoun County?

From \$51.00 to \$75.00 per month for white teachers who are not principals, the salaries being according to preparation and experience. Does it seem at all startling that in Loudoun County any intelligent person who has passed through high school, and four years of college and who has successfully taught for seven years will receive no more than \$75.00 per month then and in later years unless serving as a principal? Our high school principals who must be experienced, trained and superior in ability receive salaries ranging from \$108.00 to \$174.00 per month.

Oh yes, salaries of white teachers are now for twelve months. But nearly everybody else we know has an income on an annual basis. Teachers must eat, wear clothes and do other things that cost money during the summer. They are not like bears and amphibians which hibernate for a

period. Those who have taken the trouble to study and investigate the problem know that a teacher has very little opportunity for gainful employment during the summer months and unlike practically all other licensed professional people they must either take rigid periodical examinations or attend college for the renewal of their licenses. Also in order to hold positions it is necessary for teachers to keep up with the changing problems which education is trying to solve and to do this they must frequently attend college in the summer session.

Now here is a starting condition that probably proves a fact.

In 1934-35 we employed 19 teachers new to the county. Of these only six were Loudoun County residents. In 1935-36 we have employed 18 teachers new to the county. Of these eight were residents of Loudoun County. Now these 14 Loudoun County teachers employed in two years to fill 37 available vacancies included nearly all teachers who prepared themselves during the two years to teach and a few who had previously taught elsewhere. The very astonishing fact is that during two years of a major depression the supply of teachers in Loudoun was less than one-half of the demand. Why? The answer is plain. The compensation of Loudoun County school teachers is not sufficient to attract young people who are preparing for their life's work into the profession of teaching.

Of course, we can always bring teachers from other sections and an interchange, a going out and coming in, prevents an inbreeding of ideas and is good. But if our compensation is not sufficient to draw our college students into the profession it will likewise prove insufficient to attract well-qualified teachers from other sections and we shall secure those of mediocre ability.

The investment of the sum required to restore one-half of the

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existing salary reductions is necessary if our schools are to be saved from deterioration.