

No. 4505

See also

44704

Howard E. Young, et al vs School Board
Petition for mandamus for equalization of
salaries of colored teachers
Superior Court

39

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PUBLIC SCHOOL
DIRECTORY

BALTIMORE, MD.

1923

DIRECTORY

OF THE

PUBLIC SCHOOLS

OF

BALTIMORE, MD.

1923

BOARD OF
SCHOOL COMMISSIONERS
FOR THE YEAR 1923

OFFICE

DEPARTMENT OF EDUCATION
ADMINISTRATION BUILDING

Madison and Lafayette Aves.

COMMISSIONERS

	Term Expires.
ISAAC S. FIELD, Manufacturers' Record, Commerce and Water Sts.,	1926
FREDERICK J. SINGLEY, 215 N. Charles	1924
JOHN W. EDEL, 1217 Harford Ave.,	1926
ADDISON E. MULLIKIN, 363 Calvert Building,	1926
MRS. J. W. PUTTS, Homewood Apart- ments,	1924
DR. FRANK J. GOODNOW, 6 W. Madi- son St.,	1928
CHARLES J. F. STEINER, Ashland Ave. and 8th St.,	1924
WARREN S. SEIPP, Title Building,	1928
THEODORE E. STRAUS, 12 E. Mt. Royal Ave.	1928

STANDING COMMITTEES

Committee on Rules

~~FREDERICK J. SINGLEY,~~
~~ADDISON E. MULLIKIN,~~
~~ISAAC S. FIELD.~~

Bowen
Bowman
Rawls

Committee on Accounts

~~JOHN W. EDEL,~~
~~MRS. J. W. PUTTS,~~
~~ISAAC S. FIELD.~~

Marshall
Cummings
Levin

Committee on Increased Accommodations

~~WARREN S. SEIPP,~~
~~THEODORE E. STRAUS,~~
~~JOHN W. EDEL.~~

Marshall

Committee on Architecture

~~MRS. J. W. PUTTS,~~
~~CHARLES J. F. STEINER,~~
~~DR. FRANK J. GOODNOW.~~

Bowman
Levin

Committee on Attendance

~~ISAAC S. FIELD,~~
~~DR. FRANK J. GOODNOW,~~
~~CHARLES J. F. STEINER.~~

Levin
Rawls

Committee on Hygiene—Physical Education

~~THEODORE E. STRAUS,~~
~~MRS. J. W. PUTTS,~~
~~CHARLES J. F. STEINER.~~

Bowman
Marshall

SPECIAL COMMITTEES

Discipline

ADDISON E. MULLIKIN,
FREDERICK J. SINGLEY,
ISAAC S. FIELD.

Vocational Instruction

DR. FRANK J. GOODNOW,
THEODORE E. STRAUS,
JOHN W. EDEL.

Cum gratia
To Confer with Public Improvement Commission
ISAAC S. FIELD,
WARREN S. SEIPP.

REGULAR MEETINGS

of the Board of School Commissioners take
place on the First and Third
Fridays in each month
at 4 o'clock p. m.

OFFICERS

President of Board of School Commissioners

ISAAC S. FIELD, Manufacturers' Record, Commerce
and Water Sts.

Secretary to the Board

JOHN H. ROCHE, Canterbury Hall Apartments.

Superintendent of Public Instruction

HENRY S. WEST, 601 Orkney Road, Govans.

First Assistant Superintendent

CHARLES A. A. J. MILLER, Office and General
Administration, 4210 Vermont Ave., Irvington.

Assistant Superintendents

DAVID E. WEGLEIN, Secondary Education, 2400
Linden Ave.

CARLETON E. DOUGLASS, Upper and Intermedi-
ate Grades, 418 Forest road, Roland Park.

LAURA FRAZEE, Primary Grades and Kinder-
garten, 433 Kenneth Square, Govans.

Directors

WALTER F. COBB, Director of Physical Education,
3909 Kate Ave.

WILLIAM BURDICK, Advisory Director of Phy-
sical Education, 2706 Elsinor Ave.

CHARLES W. SYLVESTER, Director of Vocational
Education, 2811 Mt. Holly St.

JOHN W. LEWIS, Director of Americanization,
3405 Alto Ave.

Supervisors in Special Departments

JOHN DENUES, Supervisor of Music,
3910 Cottage Ave.

OLIVIA F. KEECH, Supervisor of Drawing,
1523 Linden Ave.

GEORGE M. GAITHER, Supervisor of Industrial Education, Preston Apartments.

FRANCES ZULL, Supervisor of Home Economics, Severn Apartments.

JOSEPH D. NOONAN, Supervisor of Commercial Education, 2811 N. Calvert St.

FRANCES M. BERRY, Kindergarten-Primary Supervisor, 1836 Bolton St.

ADELAIDE DERRINGER, Supervisor of School and Home Gardens, 1224 Maryland Ave.

Grade Supervisors

GRACE C. FAIRBANK, Junior High Grades,
2041 E. Thirty-second St.

MARY A. ADAMS, Upper Grades, 522 Lyndhurst St.

KATHERINE F. MUESSE, Primary Grades,
1248 N. Broadway.

GERTRUDE SHIPLEY, Primary Grades,
2134 Bolton St.

MILDRED GRIMES, Special Classes,
1425 Linden Ave.

MARY E. COOPER, Colored Schools,
1216 Druid Hill Ave.

Supervisor of Colored Schools

FRANCIS M. RUSSELL, 1619 Druid Hill Ave.

Bureau of Statistics and Research

JOHN L. STENQUIST, Director, 118 Roland Ave.

EDWIN HEBDEN, Statistician.

408 Woodlawn Road, Roland Park.

BERTIE W. COX, Junior Clerk, 2325 W. Lanvale St.

JESSIE T. TERRY, Statistical Clerk.

4003 Massachusetts Ave., Irvington.

ETHEL LANDIS, Junior Stenographer.

3034 Abell Ave.

Department of Accounting and Business Management

C. J. HELLEN, Director, 2203 Roslyn Ave.

WALTER E. BURNHAM, Supervisor of School Buildings, 3902 Hawthorne Ave., Forest Park.

JOSHUA R. JOLLY, Secretary-Stenographer,
2157 Mt. Holly St.

FRANK N. CLARIDGE, Principal Account Clerk,
1814 N. Broadway.

EMMETT P. McCUSKER, Principal Account Clerk,
900 N. Fulton Ave.

DOROTHY A. WEATHERBY, Junior Typist,
4018 Belle Ave.

IDA IRIS KLOZE, Senior Stenographer,
840 W. Baltimore St.

ELIZABETH G. STEVENS, Junior Typist,
2505 E. Fayette St.

ELLA FREED, Senior Stenographer,
1612 Moreland Ave.

JUANITA WILLIAMSON, Junior Typist,
916 Bentalou St.

LUCILLE O. KLINGELHOFER, Senior Stenographer, 1 Tames Ave., Hamilton.

Credit Examiner

ELEANOR S. BATEMAN, 1311 Madison Ave.

Attendance Department

ROSABEL E. HALL, Chief Attendance Officer,
Ken-Oak Road, Mt. Washington.

RUTH I. HOWES, Junior Typist, 3511 Norwood Ave.

Staff in Administration Offices

LOIS C. SMITH, Chief Clerk, 1403 Linden Ave.

EDNA JONES, Senior Stenographer,
3401 Fairview Ave.

ELIZABETH K. SCHELDT, Senior Stenographer,
1833 N. Chester St.

GEORGE M. GAITHER, Supervisor of Industrial Education, Preston Apartments.

FRANCES ZUILL, Supervisor of Home Economics, Severn Apartments.

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ELIZABETH K. SCHELDT, Senior Stenographer,
1833 N. Chester St.

- MILDRED J. GRANGER, Senior Stenographer,
3919 Norfolk Ave.
- ROSE M. DAVIS, Senior Stenographer,
4732 Locust Ave., Govans.
- MARGUERITE O'HARA, Senior Stenographer,
1526 Light St.
- HENRIETTA COBB, Junior Stenographer,
2339 N. Calvert St.
- HENRIETTA PRICE, Junior Stenographer,
701 Arlington Ave., Govans.
- MAIDA B. BOWMAN, Telephone Operator,
542 E. Clement St.

Telephones

All Departments.....	}	Madison 7861
		Plaza 2000
Secretary's Office.....		Madison 4261
Superintendent's Office.....		Madison 7861
Supervisor of Buildings.....		Madison 3365
Statistical-Research Bureau		Gilmor 5405
Attendance Department.....		Madison 7859

OFFICE HOURS

All offices in Administration Building of Department of Education, Lafayette and Madison Aves., except as otherwise noted.

General Offices

Monday to Friday, inclusive.....9 a. m. to 5 p. m.
Saturday.9 a. m. to 1 p. m.

Superintendent

HENRY S. WEST.

Monday and Thursday.....3 to 5 p. m.
Saturday.a. m.

First Assistant Superintendent

CHARLES A. A. J. MILLER.

Monday and Thursday.....3 to 5 p. m.
Saturday.a. m.

Assistant Superintendents

DAVID E. WEGLEIN.

Monday and Wednesday.....3 to 5 p. m.
Saturday.a. m.

CARLETON E. DOUGLASS.

Monday and Friday.....3 to 5 p. m.
Saturday.a. m.

LAURA FRAZEE.

Tuesday and Thursday.....3 to 5 p. m.
Saturday.a. m.

Director of Physical Education

WALTER F. COBB.

Daily.....9 to 10 a. m. and 4 to 5 p. m.
Saturday.a. m.

Director of Vocational Education

CHARLES W. SYLVESTER

Monday and Wednesday.....4 to 5 p. m.
Saturday.a. m.

Director of Americanization

John W. Lewis.

Monday and Thursday 4 to 5 p. m.
 Saturday 11 to 12 a. m.

Director of Statistics and Research

JOHN L. STENQUIST

(School No. 15, Carrollton Ave. and Saratoga St.)

Daily 9 to 12 a. m.
 Afternoons By appointment

Director of Accounting and Business Management

C. J. HELLEN.

Monday, Wednesday and Friday 3 to 5 p. m.
 Saturday a. m.

Supervisor of Music

JOHN DENUES.

Monday 9 to 10 a. m.
 Thursday 4 to 5 p. m.

Supervisor of Drawing

OLIVIA F. KEECH.

(School No. 75, Carrollton Ave. and Lexington St.)

Tuesday 3.30 to 4.30 p. m.

Supervisor of Industrial Education

GEORGE M. GAITHER.

Daily 4 to 5 p. m.
 Saturday a. m.

Supervisor of Home Economics

FRANCES ZUILL.

Monday and Thursday 4 to 5 p. m.
 Saturday a. m.

Supervisor of Commercial Education**JOSEPH D. NOONAN.**

Wednesday. 4 to 5 p. m.

Saturday. a. m.

(Baltimore City College, Howard and Center Sts.,
Room 114.)

Daily. 8.45 to 9.45 a. m.

Kindergarten-Primary Supervisor**FRANCES M. BERRY.**

Monday and Friday. 4 to 5 p. m.

Supervisor of School and Home Gardens**ADELAIDE DERRINGER.**

Monday to Friday, inclusive. 1 to 2 p. m.

Supervisor of Colored Schools**FRANCIS M. RUSSELL.**

(Colored Training School, Mount and Saratoga Sts.)

Monday and Wednesday. 3 to 5 p. m.

Saturday. a. m.

Supervisor of School Buildings**WALTER E. BURNHAM.**

Monday to Friday, inclusive. 9 to 10.30 a. m.

First and Third Fridays. 3 to 6 p. m.

Saturday. 9 a. m. to 1 p. m.

Chief Attendance Officer**ROSABEL E. HALL.**

Monday and Thursday. 2 to 5 p. m.

ROLL OF SCHOOLS

TEACHERS TRAINING SCHOOLS

TEACHERS TRAINING SCHOOL.

Carrollton and Lafayette Aves.

Principal, Norman W. Cameron, 3102 Clifton Ave.

Teachers, 12; Substitutes, 3; Librarian, 1; Clerk, 1; Pupils, 384; Juniors, 222; Seniors, 162; Practice Teachers, associated with Teachers Training School, 15.

Practice Centers in Schools Nos. 11, 14, 20, 22, 51, 60, 63, 65, 74, 83, 86, 99.

Demonstration School, No. 44, Montebello.

COLORED TRAINING SCHOOL,

Mount and Saratoga Sts.

Principal, _____.

Teachers, 5; Substitutes, 2; Clerk, 1; Pupils, 203; Juniors, 94; Seniors, 109; Practice Teachers associated with Colored Training School, 8.

Practice Centers in Schools Nos. 100, 103, 104, 112.

SENIOR HIGH SCHOOLS

BALTIMORE CITY COLLEGE,

Howard and Center Sts.

Principal, Wilbur F. Smith, 3420 Clifton Ave.

Vice-Principal, Frank R. Blake, 932 W. North Ave.

Teachers, 57; Substitutes, 7; Laboratory Assistant, 1; Librarian, 1; Clerks, 2; Pupils, 1,834.

BALTIMORE POLYTECHNIC INSTITUTE.

North Ave. and Calvert St.

Principal, Wilmer A. Dehuff, 203 E. 32nd St.

Vice-Principal, William H. Hall, Windsor Court Apts.

Teachers, 85; Substitute, 1; Laboratory Assistants, 2; Shop Assistants, 10; Clerks, 2; Pupils, 2,322.

EASTERN HIGH SCHOOL,

North Ave. and Broadway.

Principal, William R. Flowers, 2054 Kennedy Ave.

Vice-Principal, Leonora E. Carpenter, 1317 Park Ave.

Teachers, 52; Substitutes, 5; Laboratory Assistants,
2; Librarian, 1; Clerk, 1; Pupils, 1,800.**WESTERN HIGH SCHOOL.**

Lafayette Ave. and McCulloh St.

Principal, Ernest J. Becker, 220 W. Lanvale St.

Vice-Principal, Mary B. Rockwood, 130 W. Lan-
vale Street.Teachers, 62; Substitutes, 3; Laboratory Assistants,
3; Librarian, 1; Clerk, 1; Pupils, 2,042.**COLORED HIGH SCHOOL,**

Pennsylvania Ave. and Dolphin St.

Principal, Mason A. Hawkins, 1532 Druid Hill Ave.

Vice-Principal, Carrington L. Davis, 1821 Mc-
Culloh St.

Teachers, 36; Substitutes, 11; Clerk, 1; Pupils, 1,455.

JUNIOR HIGH SCHOOLS.**NO. 1, EDGAR ALLAN POE SCHOOL,**

N. E. Cor. Fayette and Greene Sts.

Principal, Thomas C. Bruff, Towson, Maryland (also
in charge of School No. 9).Vice-Principal, Helen M. Stegman, 2637 Guilford
Avenue.

Teachers, 25; Substitutes, 7; Pupils, 779.

NO. 40, FLORENCE NIGHTINGALE SCHOOL,

Aisquith and Orleans Sts.

Principal, George W. Ebaugh, 2312 Arunah Ave.

Vice-Principal, M. Eleanor Evans, 505 Beaumont Ave.

Teachers, 34; Substitutes, 8; Pupils, 1,289.

NO. 47, HAMPSTEAD HILL SCHOOL,
Eastern and Linwood Aves.

Principal, Fred W. Miller, 417 E. 22nd St.
Vice-Principal, Caroline M. Kerr, 621 E. 41st St.
Teachers, 56; Substitutes, 16; Pupils, 2,285.

NO. 49, ROBERT E. LEE SCHOOL,
1205 Cathedral St.

Principal, Henry J. Bothe, 1209 Hanover St. (also
in charge of School No. 79).
Vice-Principal, Anna C. Hahn, 112 Augusta Ave.,
Irvington.
Teachers, 15; Pupils, 506.

NO. 52, WILLIAM RINEHART SCHOOL,
Oak and 24th Sts.

Principal, Lillie M. Borrell, 1321 N. Central Ave.
Teachers, 7; Pupils, 180.

NO. 70, FEDERAL SCHOOL,
Warren Ave. and William St.

Principal, Judson Hunt, 508 N. Stricker St.
Vice-Principal, M. Teresa Lee, 2752 Maryland Ave.
Teachers, 35; Substitutes, 5; Pupils, 1,185.

NO. 78, ROBERT FULTON SCHOOL,
Harlem Ave. and Monroe St.

Principal, Rozell Berryman, Euclid and Woodland
Aves., Irvington.
Vice-Principal, Saidee F. McSherry, 2201 Roslyn
Avenue.
Teachers, 29; Substitutes, 4; Pupils, 1,021.

NO. 79, LAFAYETTE SCHOOL,
Park Ave. and Hoffman St.

Principal, Henry J. Bothe, 1209 Hanover St. (also
in charge of School No. 49).
Vice-Principal, Lula H. Kerr, 2130 Bolton St.
Teachers, 32; Substitutes, 3; Pupils, 798.

NO. 80, CHEVALIER D'ANMOUR SCHOOL,
Eden and Federal Sts.

Principal, W. Edward F. Taylor, 3805 Chatham
Road, Forest Park.

Vice-Principal, Margaret E. Downey, 1575 Abbottston
Street.

Teachers, 40; Substitutes, 6; Pupils, 1,455.

NO. 212, GARRETT HEIGHTS SCHOOL,
Ailsa Ave., Hamilton.

Principal, Ella L. Smith, 3206 Guilford Ave. (also
in charge of No. 212 Elementary School).

Teachers, 11; Substitutes, 3; Pupils, 273.

ELEMENTARY SCHOOLS

(White).

Nos. 2 to 99 and 201 to 231.

NO. 2, ALMEDA SCHOOL,
Stiles and Lloyd Sts.

Principal, Milton L. Regus, 2240 W. Baltimore St.
Teachers, 20; Substitutes, 3; Pupils, 859.

Grades, Kg., I to VI.

NO. 3, WILLIAM PATTERSON SCHOOL,
Eastern and Montford Aves.

Principal, Emma F. Dawson, 1908 E. Baltimore St.
Teachers, 16; Substitutes, 7; Pupils, 889.

Grades, Kg., I to VI.

NO. 4, GENERAL HENRY LEE SCHOOL,
Hanover and Lee Sts.

Principal, Lillian E. Gatch, 1218 W. Fayette St.
Teachers, 12; Substitute, 1; Pupils, 491.

Grades, I to VI.

NO. 5, WELLS AND McCOMAS SCHOOL,
Broadway and Ashland Ave.

Principal, Annie C. Williams, 3556 Benson St.
Teachers, 15; Substitute, 1; Pupils, 538.
Grades, Kg., I to VI.

NO. 6, WILLIAM FELL SCHOOL,
Ann St. near Fleet.

Principal, L. Adele Talbott, St. Paul Apts.
Teachers, 18; Substitutes, 4; Pupils, 649.
Grades, Kg., I to VI.

NO. 8, STEPHEN DECATUR SCHOOL,
Caroline St. near Lombard.

Principal, Sallie C. Taliaferro, 8314 Elgin Ave.
Teachers, 10; Substitutes, 3; Pupils, 510.
Grades, I to VI.

NO. 9, ALICIA CROSSLAND SCHOOL,
S. W. Cor. Fayette and Greene Sts.

Principal, Thomas C. Bruff, Towson, Maryland (also
in charge of School No. 1).
Teachers, 9; Substitutes, 3; Pupils, 386.
Grades, Kg., I to VI.

NO. 10, JAMES McHENRY SCHOOL,
Hollins St. near Schroeder.

Principal, Mary C. Kerr, 2130 Bolton St.
Teachers, 11; Substitutes, 3; Pupils, 524.
Grades, I to VI.

NO. 11, JOHN STRICKER SCHOOL,
Gilmor and Mosher Sts.

Principal, Fannie F. Guyton, York Road and 42nd
St. (also in charge of School No. 39).
Teachers, 16; Substitutes, 3; Pupils, 752.
Grades, Kg., I to VI.

NO. 12, MICHAEL WARNER SCHOOL.

Barre and Warner Sts.

Principal, M. Rose Patterson, 631 Euclid Ave. (also
in charge of School No. 72).

Teachers, 4; Pupils, 172.

Grades, I, II.

NO. 13, TENCH TILGHMAN SCHOOL,

Patterson Park Ave. and McElderry St.

Principal, Elizabeth A. Smyth, 308 E. Cedarcroft
Road.

Teachers, 21; Substitutes, 6; Pupils, 888.

Grades, Kg., I to VI.

NO. 14, SIDNEY LANIER SCHOOL,

Linden Ave. and Wilson St.

Principal, Amelia E. Barnett, 1532 Mt. Royal Ave.

Teachers, 12; Pupils, 517.

Grades, I to VI.

No. 15, BENJAMIN FRANKLIN SCHOOL,

Carrollton Ave. and Saratoga St.

Principal, Laura W. Mainster, 3915 Gwynn Oak Ave.
(also in charge of School No. 75).

Teachers, 4; Substitute, 1; Pupils, 184.

Grades, Kg., I, II.

NO. 16, HENRY STEVENSON SCHOOL,

Harford and Ashland Aves.

Principal, Elizabeth C. Kenny, 600 E. Eager St.
(also in charge of School No. 45).

Teachers, 10; Substitutes, 3; Pupils, 472.

Grades, Kg., I to IV.

NO. 19, SAMUEL CHASE SCHOOL,

Hollins St. near Monroe.

Principal, Francis M. Simpson, Jr., 3815 Reisters-
town Road.

Teachers, 9; Substitutes, 4; Pupils, 474.

Grades, Kg., I to V.

NO. 20, ROBERT EDEN SCHOOL,
Eden and Preston Sts.

Principal, George N. Stumptner, 1901 W. Baltimore Street.

Teachers, 27; Substitutes, 4; Pupils, 1,149.
Grades, Kg., I to VI.

NO. 21, FRANCIS NICHOLSON SCHOOL,
Pennsylvania Ave. and Robert St.

Principal, Hilda Louis, 1724 Eutaw Place.

Teachers, 10; Substitutes, 3; Pupils, 408.
Grades, Kg., I to VIII.

NO. 22, GEORGE WASHINGTON SCHOOL,
Scott and Hamburg Sts.

Principal, Marshall Stitely, 1532 Linden Ave.

Teachers, 21; Substitutes, 5; Pupils, 1,015.
Grades, Kg., I to VI.

NO. 23, WOLFE SCHOOL,
Gough and Wolfe Sts.

Principal, Edna E. Correll, 13 W. Preston St.

Teachers, 12; Substitutes, 2; Pupils, 561.
Grades, Kg., I to V.

NO. 24, CANTON SCHOOL,
Fait and Linwood Aves.

Principal, Emma E. Mitchell, 2817 N. Calvert St.

Teachers, 23; Substitutes, 7; Pupils, 1,203.
Grades, Kg., I to VI.

NO. 25, HENRY FLEET SCHOOL,
Bond St. near Canton Ave.

Principal, J. Frederick Ruppel, 2003 W. Baltimore St. (also in charge of School No. 42).

Teachers, 13; Pupils, 479.
Grades, Kg., I to IV.

NO. 26, LEONARD CALVERT SCHOOL,
Orleans St. near Bond.

Principal, May E. Saunders, 219 E. Preston St.
Teachers, 6; Substitutes, 4; Pupils, 396.
Grades, I to VI.

NO. 27, JOHN RODGERS SCHOOL,
Fayette and Chester Sts.

Principal, Mary T. Walsh, 4014 Edmondson Ave.
Teachers, 27; Substitute, 1; Pupils, 1,142.
Grades, Kg., I to VI.

NO. 28, WEBSTER SCHOOL,
Battery Ave. and Gittings St.

Principal, Annie F. North, 2131 N. Calvert St.
Teachers, 6; Substitutes, 4; Pupils, 428.
Grades, I to VI.

NO. 29, HORATIO SHARPE SCHOOL,
Sharp St. near West.

Principal, Lida E. Watkins, 908 W. Mulberry St.
Teachers, 7; Substitute, 1; Pupils, 267.
Grades, I to VI.

NO. 30, CHRISTOPHER GIST SCHOOL,
Hollins St. near Monroe.

Principal, W. James Wilkinson, 2018 Cecil Ave.
(also in charge of School No. 48).
Teachers, 14; Substitutes, 4; Pupils, 706.
Grades, I to VI.

NO. 31, HENRY SCHROEDER SCHOOL,
Schroeder and Pierce Sts.

Principal, Mary E. Ely, 2018 W. North Ave.
Teachers, 12; Substitutes, 2; Pupils, 409.
Grades, Kg., I to VI.

NO. 32, GUILFORD SCHOOL,
Guilford Ave. and Lanvale St.

Principal, Elizabeth C. Thompson, 2741 St. Paul St.
Teachers, 10; Substitutes, 2; Pupils, 437.
Grades, I to VI. -

NO. 33, ARMISTEAD SCHOOL,
Light and Clement Sts.

Principal, John A. Korff, 3914 Maine Ave. (also in
charge of School No. 84).
Teachers, 12; Pupils, 450.
Grades, Kg., I to VI.

NO. 34, BARRISTER CHARLES CARROLL
SCHOOL,

Carey St. and Washington Boulevard.

Principal, Grace S. Sanders, 152 Wilson St.
Teachers, 11; Substitutes, 2; Pupils, 516.
Grades, I to V.

NO. 35, FORT COVINGTON SCHOOL,
Hanover St. near Winder.

Principal, Louise L. Fickenscher, 1112 N. Eutaw St.
Teachers, 12; Pupils, 375.
Grades, Kg., I to VI.

NO. 37, PATRICK HENRY SCHOOL,
Biddle St. and Patterson Park Ave.

Principal, Katherine R. Cromwell, 2127 Callow Ave.
Teachers, 12; Substitutes, 2; Pupils, 555.
Grades, I to VI.

No. 39, JAMES CALHOUN SCHOOL,
Carrollton and Riggs Aves.

Principal, Fannie F. Guyton, York Road and 42nd St.
(also in charge of School No. 11).
Teacher, 1; Substitutes, 3; Pupils, 102.
Grades, I to VI.

NO. 42, PAUL JONES SCHOOL,

Broadway and Bank St.

Principal, J. Frederick Ruppel, 2003 W. Baltimore Street. (also in charge of School No. 25).

Teachers, 13; Substitute, 1; Pupils, 520.

Grades, V, VI.

NO. 43, DOLLY MADISON SCHOOL,

High St. near Fayette.

Principal, Jennie R. Price, 1004 W. Lanvale St.

Teachers, 17; Substitute, 1; Pupils, 634.

Grades, Kg., I to VI.

NO. 44, MONTEBELLO SCHOOL,

Teachers Training Demonstration School.

Harford Road and 32nd St.

Principal, Ida V. Flowers, 530 E. 22nd St.

Teachers, 17; Substitutes, 5; Pupils, 672.

Grades, Kg., I to VIII.

NO. 45, OTHO HOLLAND WILLIAMS SCHOOL,

Greenmount Ave. and Eager St.

Principal, Elizabeth C. Kenny, 600 E. Eager St. (also in charge of School No. 16).

Teachers, 4; Pupils, 135.

Grades, V, VI.

NO. 48, JAMES MONROE SCHOOL,

Hollins and Monroe Sts.

Principal, W. James Wilkinson, 2018 Cecil Ave. (also in charge of School No. 30).

Teachers, 8; Substitutes, 5; Pupils, 521.

Grades, VI to VIII.

NO. 50, CLIFTON SCHOOL,

Gorsuch and Kennedy Aves.

Principal, Jennie M. Barrett, 710 Gorsuch Ave.

Teachers, 9; Substitute, 1; Pupils, 361.

Grades, I to VI.

NO. 51, WAVERLY SCHOOL,
34th and Frisby Sts.

Principal, J. Hiram Shamberger, 1654 N. Appleton
Street.

Teachers, 23; Pupils, 988.

Grades, Kg., I to VIII.

NO. 53, MARGARET BRENT SCHOOL,
26th and St. Paul Sts.

Principal, Anna G. Melvin, 609 Wyanoke Ave.

Teachers, 20; Substitute, 1; Pupils, 824.

Grades, Kg., I to VIII.

NO. 54, GEORGE PEABODY SCHOOL,
25th St. near Charles.

Principal, Isabel C. Tudor, 2122 N. Charles St.

Teachers, 21; Pupils, 766.

Grades, I to VI.

NO. 55, HAMPDEN SCHOOL,
Chestnut Ave. and 37th St.

Principal, Mary E. Holmes, 521 N. Carey St.

Teachers, 29; Substitutes, 6; Pupils, 1,333.

Grades, Kg., I to VIII.

NO. 56, MOUNT VERNON SCHOOL,
Ash St. and Clipper Road.

Principal, Ella R. Phillips, 3709 Roland Ave.

Teachers, 5; Pupils, 205.

Grades, I to V.

NO. 57, HORACE ABBOTT SCHOOL,
Church St. North of Merryman's Lane.

Principal, Effie I. Murray, 4314 Reisterstown Road.

Teachers, 8; Pupils, 296.

Grades, I to VI.

NO. 58, WOODBERRY SCHOOL,

Woodberry Ave. near Hooper.

Principal, William O. Van Horn, 217 W. 25th St.

Teachers, 5; Substitutes, 6; Pupils, 346.

Grades, I to VIII.

NO. 59, LOUISA M. ALCOTT SCHOOL,

Keyworth Ave. and Reisterstown Road.

Principal, Florence Thalheimer, Esplanade Apts.

Teachers, 25; Substitutes, 6; Pupils, 1,228.

Grades, Kg., I to VIII.

NO. 60, DRUID SCHOOL,

Francis St. opposite Clifton Ave.

Principal, Ephraim G. Gover, 307 E. 30th St.

Teachers, 25; Substitutes, 2; Pupils, 1,068.

Grades, Kg., I to VI.

NO. 61, JOHN EAGER HOWARD SCHOOL,

Linden Ave. and Koenig St.

Principal, Harvey W. North, 3806 Dorchester Road.

Teachers, 18; Pupils, 727.

Grades, I to VI.

NO. 62, SMALLWOOD SCHOOL,

Walbrook Ave. and Smallwood St.

Principal, Mollie R. Hobbs, 823 N. Fremont Ave.

Teachers, 23; Substitutes, 8; Pupils, 1,253.

Grades, I to VI.

NO. 63, WALBROOK SCHOOL,

Rosedale St. and Westwood Ave.

Principal, M. Blanche Reindollar, Homewood Apts.

Teachers, 27; Substitutes, 8; Pupils, 1,204.

Grades, Kg., I to VIII.

NO. 64, LIBERTY SCHOOL,

Garrison and Maine Aves.

Principal, Tillie Kahn, Marlborough Apts.

Teachers, 36; Substitutes, 4; Pupils, 1,543.

Grades, Kg., I to VIII.

NO. 65, ALEXANDER HAMILTON SCHOOL,

Poplar Grove St., Bet. Lanvale St. and Lafayette Ave.

Principal, Harriet E. Worthington, 2315 W. Lanvale St.

Teachers, 28; Substitutes, 8; Pupils, 1,376.

Grades, Kg., I to VIII.

NO. 66, WESTOVER SCHOOL,

Old Frederick Road near 13th St.

Principal, Emma Thurley, Station G, Catonsville.

Teachers, 3; Substitute, 1; Pupils, 141.

Grades VI to VIII.

NO. 67, FREDERICK SCHOOL,

Old Frederick Road and Fairview Ave.

Principal, Julia F. Beck, 218 Laurens St.

Teachers, 8; Substitutes, 5; Pupils, 481.

Grades, Kg., I to VI.

NO. 68, BETSY ROSS SCHOOL,

Millington Lane and Lehman St.

Principal, M. Nellie Logan, 2803 Frederick Ave.

Teachers, 12; Substitutes, 6; Pupils, 740.

Grades, I to VIII.

NO. 72, MARTHA WASHINGTON SCHOOL,

Ridgely St. near Barre.

Principal, M. Rose Patterson, 631 Euclid Ave. (also in charge of School No. 12).

Teachers, 16; Pupils, 659.

Grades, II to VI.

NO. 73, WILLIAM PINKNEY SCHOOL,

Aisquith St. near Lexington.

Principal, Helen Stromberg, 2106 Eutaw Place (also in charge of School No. 93).

Teachers, 6; Substitute, 1; Pupils, 230.

Grades, Kg., I, II.

NO. 74, OLIVER CROMWELL SCHOOL,

Homewood Ave. and 22nd St.

Principal, C. Bertram Feig, 1538 N. Caroline St.

Teachers, 15; Pupils, 633.

Grades, I to VI.

NO. 75, CARROLLTON SCHOOL,

Carrollton Ave. and Lexington St.

Principal, Laura W. Mainster, 3915 Gwynn Oak Ave. (also in charge of School No. 15).

Teachers, 17; Substitutes, 2; Pupils, 652.

Grades, II to VI.

NO. 76, FRANCIS SCOTT KEY SCHOOL,

Industrial Demonstration School.

Fort Ave. and Decatur St.

Principal, Persis K. Miller, 722 Wyndhurst Ave.

Teachers, 19; Substitutes, 18; Pupils, 914.

Grades, Kg., I to VIII.

NO. 77, SAMUEL SMITH SCHOOL,

Washington St. near Fayette.

Principal, Jessie J. Fitzgerald, 3516 Springdale Ave.

Teachers, 14; Substitutes, 3; Pupils, 585.

Grades, Kg., I to VI.

NO. 81, ROBERT MORRIS SCHOOL,

Gilmor and Presstman Sts.

Principal, Louise Shipley, 3044 Arunah Ave.

Teachers, 19; Substitutes, 2; Pupils, 759.

Grades, I to VIII.

NO. 83, WILLIAM PACA SCHOOL,

Lakewood Ave. and Fayette St.

Principal, Martin M. Hihn, 1303 Longwood St.

Teachers, 27; Substitutes, 17; Pupils, 1,900.

Grades, Kg., I to VI.

NO. 84, THOMAS JOHNSON SCHOOL,

Johnson and Heath Sts.

Principal, John A. Korff, 3914 Maine Ave. (also in charge of School No. 33).

Teachers, 21; Pupils, 854.

Grades, I to VI.

NO. 85, FORT WORTHINGTON SCHOOL,

Lakewood Ave. and Oliver St.

Principal, Sarah E. Seagar, Tuscany Apts.

Teachers, 19; Substitutes, 3; Pupils, 789.

Grades, Kg., I to VI.

NO. 86, ABRAHAM LINCOLN SCHOOL,

Mulberry and Payson Sts.

Principal, Martha Stromberg, 2106 Eutaw Place.

Teachers, 28; Substitutes, 2; Pupils, 1,223.

Grades, Kg., I to VI.

NO. 92, OLIVER H. PERRY SCHOOL,

Charles and Ostend Sts.

Principal, Martha Garthe, 709 Newington Ave.

Teachers, 15; Substitutes, 5; Pupils, 762.

Grades, Kg., I to VI.

NO. 93, CHARLES CARROLL OF CARROLLTON
SCHOOL,

Baltimore and Aisquith Sts.

Principal, Helen Stromberg, 2106 Eutaw Place (also in charge of School No. 73).

Teachers, 27; Substitutes, 5; Pupils, 1,045.

Grades, Kg., I to VI.

NO. 94, WINFIELD SCOTT SCHLEY SCHOOL,

Chase and McDonogh Sts.

Principal, Elizabeth Malooly, 1003 E. Preston St.

Teachers, 23; Substitutes, 2; Pupils, 916.

Grades, Kg., I to VI.

NO. 95, LEXINGTON SCHOOL,

Lexington St. east of Fremont Ave.

Principal, Edwin Forrest, 1 Gwynndale Ave.

Teachers, 10; Substitutes, 3; Pupils, 542.

Grades, I to VI.

NO. 96, NATHANIEL RAMSAY SCHOOL,

Ashton and Smallwood Sts.

Principal, Charlotte W. Reed, 1800 N. Calvert St.

Teachers, 11; Substitutes, 4; Pupils, 566.

Grades, Kg. I to III.

NO. 98, SAMUEL F. B. MOORE SCHOOL,

Ashton and Pulaski Sts.

Principal, F. Otho Lang, 4207 Connecticut Ave.,
Irvington.

Teachers, 19; Substitutes, 3; Pupils, 841.

Grades, III to VIII.

NO. 99, COLUMBUS SCHOOL,

North Ave. and Washington St.

Principal, David G. Butterfield, 725 Glenwood Ave.

Teachers, 31; Substitutes, 4; Pupils, 1,526.

Grades, I to VI.

CARROLL VOCATIONAL SCHOOL,

Carroll Mansion, Lombard and Front Sts.

Principal, Henry Deussen, 3406 Harford Ave.

Teachers, 8; Substitutes, 4; Pupils, 145.

PARENTAL SCHOOL,

Maiden Choice Lane, Catonsville.

Principal, Elias H. Read, Maiden Choice Lane, Catonsville.

Teachers, 2; Pupils, 50.

Grades, I to VI.

NO. 201, ARLINGTON SCHOOL,

Main St. and Walnut Lane.

Principal, Howard E. Jackson, 2 W. Rogers Ave., Arlington.

Teachers, 9; Substitute, 1; Pupils, 337.

Grades, I to VIII.

NO. 202, ATHOL TERRACE SCHOOL,

Frederick and Maple Aves., Irvington.

Principal, S. Augusta Brohawn, 522 N. Stricker St.

Teacher, 1; Pupils, 30.

Grades, I to VII.

NO. 203, BROOKLYN SCHOOL,

N. W. Cor. 4th St. and Potomac Ave.

Principal, Norman R. Eckard, 4701 Park Heights Avenue.

Teachers, 13; Substitutes, 4; Pupils, 648.

Grades, I to VIII.

NO. 204, CANTON SCHOOL,

First St. near Toone.

Principal, Robert Andrews, 1603 McCulloh St.

Teachers, 12; Substitutes, 2; Pupils, 526.

Grades, Kg., I to VI.

NO. 207, CANTON SCHOOL,

Fifth and Dillon Sts.

Principal, Townley R. Wolfe, 4003 Forest Park Ave.

Teachers, 9; Substitutes, 9; Pupils, 649.

Grades, Kg., I to VI.

NO. 208, CURTIS BAY SCHOOL,

Church St. and Fairview Ave.

Principal, R. Milton Hall, 21 Kinship Road, Dundalk, Md. (also in charge of School No. 210).

Teachers, 18; Substitutes, 13; Pupils, 957.

Grades, Kg., I to VIII.

NO. 209, EVERGREEN SCHOOL,

Prospect Ave. near Cold Spring Lane.

Principal, Marion M. Knight, 810 W. 36th St.

Teachers, 4; Pupils, 146.

Grades, I to VI.

NO. 210, FAIRFIELD SCHOOL,

East Brooklyn Station.

Principal, R. Milton Hall, 21 Kinship Road, Dundalk, Md. (also in charge of School No. 208).

Teacher, 1; Substitute, 1; Pupils, 56.

Grades, II, III.

NO. 211, GARDENVILLE SCHOOL,

Belair Road and Franklin Ave., Raspeburg Station.

Principal, Nicholas H. Hope, 110 W. Franklin Ave., Raspeburg, Md.

Teachers, 11; Substitutes, 6; Pupils, 687.

Grades, I to VIII.

NO. 212, GARRETT HEIGHTS SCHOOL,

Ailsa Ave., Hamilton.

Principal, Ella L. Smith, 3206 Guilford Ave. (also in charge of No. 212 Junior High School.)

Teachers, 15; Substitutes, 5; Pupils, 765.

Grades, I to VI.

NO. 213, GOVANS SCHOOL,

Govans Ave. and Campbell Lane.

Principal, Harry C. Haile, Cockeysville, Md.

Teachers, 8; Substitutes, 4; Pupils, 420.

Grades, I to VIII.

NO. 214, GUILFORD SCHOOL,

Guilford, Waverly Station.

Principal, Clara S. Dobbin, The Walbert Apts.
Teachers, 12; Substitutes, 3; Pupils, 506.
Grades, Kg., I to VIII.

NO. 215, HIGHLANDTOWN SCHOOL,

Pratt and Clinton Sts.

Principal, Carrie G. Richardson, 5002 York Road.
Teachers, 25; Substitutes, 9; Pupils, 1,317.
Grades, III to VII.

NO. 217, HILLSDALE SCHOOL,

Forest Ave., Hillside Station.

Teacher in Charge, Elizabeth Sakers, Hillside,
Maryland.
Teachers, 4; Substitute, 1; Pupils, 208.
Grades, I to VIII.

NO. 218, HOWARD PARK SCHOOL,

Liberty Heights Ave., near Gwynn Oak Junction.

Principal, Margaret A. Harney, Pikesville, Md.,
Box 186.

Teachers, 10; Substitutes, 2; Pupils, 475.
Grades, I to VIII.

NO. 219, MASONVILLE SCHOOL,

Masonville, Brooklyn Station.

Principal, Sara A. Hodges, 2118 N. Charles St.
Teachers, 2; Pupils, 58.
Grades, I to VI.

NO. 220, MORRELL PARK SCHOOL,

Columbia Ave. and Spence St., Morrell Station.

Principal, Monroe Mitchell, 1201 Linden Ave.
Teachers, 6; Substitutes, 8; Pupils, 510.
Grades, I to VIII.

NO. 221, MT. WASHINGTON SCHOOL,
North Ave. and 2nd St., Mt. Washington.
Principal, Clara E. Smithson, 1535 Park Ave.
Teachers, 8; Pupils, 286.
Grades, I to VIII.

NO. 222, ORANGEVILLE SCHOOL,
9th St. near Ashland Ave.
Teacher in Charge, Effie M. Ebaugh, 700 W. North
Avenue.
Teachers, 3; Substitutes, 3; Pupils, 219.
Grades, I to VI.

NO. 223, PIMLICO SCHOOL,
Pimlico Road and Oakley Ave.
Principal, Roberta Porter, 1603 McCulloh St.
Teachers, 18; Substitutes, 8; Pupils, 1,054.
Grades, I to VIII.

NO. 224, ROLAND PARK SCHOOL,
St. John's Road and Roland Ave.
Principal, Laura Phelps Todd, 220 Prospect Ave.,
Roland Park.
Teachers, 7; Substitute, 1; Pupils, 314.
Grades, I to VIII.

NO. 225, WESTPORT SCHOOL,
Maryland Ave., Westport.
Principal, Clay T. Joyce, 2202 N. Calvert St.
Teachers, 7; Substitutes, 3; Pupils, 333.
Grades, I to VIII.

NO. 226, VIOLETVILLE SCHOOL,
Whittemore, Opp. Maple Ave., Violetville.
Principal, Anna M. Meehan, 3658 Falls Road.
Teachers, 2; Substitutes, 3; Pupils, 177.
Grades, I to VIII.

NO. 227, ST. HELENA SCHOOL,

Colgate Ave., Dundalk Branch,

Principal, Mary G. Logue, 4005 Edmondson Ave.

Teachers, 2; Substitutes, 6; Pupils, 288.

Grades, I to VI.

NO. 228, SIXTEENTH STREET SCHOOL,

16th St. near Eastern Ave.

Principal, Ida R. Magers, 1801 Poplar Grove St.

Teachers, 5; Substitutes, 4; Pupils, 348.

Grades, I to IV.

NO. 229, BANK STREET SCHOOL,

Bank St. near Highland Ave.

Principal, Sarah Roche, 1815 E. Lombard St.

Teachers, 18; Substitutes, 5; Pupils, 875.

Grades, Kg., I to IV.

NO. 231, BREHM'S LANE SCHOOL,

Brehm's Lane near Belair Road.

Teacher in Charge, Helen M. Patterson, 338 Whit-
ridge Ave.

Substitutes, 2; Pupils, 63.

Grades, I to III.

Elementary Schools—Colored,

Nos. 100 to 159.

NO. 100, FREDERICK DOUGLAS SCHOOL,

Mount and Saratoga Sts.

Principal, _____.

Teachers, 13; Substitutes, 5; Pupils, 872.

Grades, Kg., I to VI.

NO. 101, PAUL LAURENCE DUNBAR SCHOOL,
Jefferson and Caroline Sts.

Principal, William Anderson, 1513 Druid Hill Ave.
Teachers, 31; Substitutes, 9; Pupils, 1,692.
Grades, Kg., I to VIII.

NO. 102,

Jefferson and Bond Sts.

Principal, H. Grafton Browne, 1150 Argyle Ave.
Teachers, 18; Substitutes, 2; Pupils, 768.
Grades, I to V.

NO. 103, HENRY HIGHLAND GARNET SCHOOL,
Division St. near Lanvale.

Principal, John W. Woodhouse, 537 Presstman St.
Teachers, 14; Substitutes, 4; Pupils, 846.
Grades, Kg., I to VIII.

NO. 104, ROBERT BROWN ELLIOTT SCHOOL,
Carey and School Sts.

Principal, Daniel C. Creditt, 1316 N. Carey St.
Teachers, 22; Substitutes, 6; Pupils, 1,199.
Grades, I to VI.

NO. 105,

East St. near Lexington.

Teacher in Charge, Henry W. Ebb, 1539 Argyle Ave.
Teachers, 12; Pupils, 448.
Grades, I to VI.

NO. 106, BOOKER T. WASHINGTON SCHOOL,
Hill St. near Sharp.

Principal, George A. Owens, 543 Presstman St.
Teachers, 30; Substitutes, 3; Pupils, 1,107.
Grades, Kg., I to VIII.

NO. 107.

Biddle St. near Pennsylvania Ave.

Principal, Nannie B. Grooms, 1311 Division St.

Teachers, 15; Substitutes, 2; Pupils, 624.

Grades, I to III.

NO. 108.

Caroline St. near Bank.

Principal, H. Milton Gross, 1100 Myrtle Ave.

Teachers, 10; Substitutes, 2; Pupils, 383.

Grades, Kg., I to VIII.

NO. 109.

Fremont and King Sts.

Principal, Annie O. Waters, 919 Valley St.

Teachers, 15; Substitutes, 4; Pupils, 628.

Grades, Kg., I to VIII.

NO. 110.

Fremont Ave. and Waesche St.

Principal, William H. McAbee, 1520 Argyle Ave.

Teachers, 29; Substitute, 1; Pupils, 1,242.

Grades, Kg., I to VIII.

NO. 112.

Laurens and Calhoun Sts.

Principal, George B. Murphy, 1741 Druid Hill Ave.

Teachers, 36; Substitutes, 2; Pupils, 1,710.

Grades, Kg., I to VIII.

NO. 113, BENJAMIN BANNEKER SCHOOL,

Federal and Carter Sts.

Principal, Harry T. Pratt, 527 Sanford Place.

(also in charge of School No. 115)

Teachers, 18; Pupils, 710.

Grades I to VIII.

NO. 115,

Merryman's Lane, near York Road.

Principal, Harry T. Pratt, 527 Sanford Place
(also in charge of School No. 113).

Teachers, 8; Pupils, 280.

Grades, I to VIII.

NO. 116,

Druid Hill Ave, near Biddle St.

Principal, Mary E. Rodman, 412 Fairmount Ave.,
Towson,

Teachers, 14; Substitutes, 3; Pupils, 646.

Grades, IV to VIII.

NO. 118,

Argyle Ave. near Lanvale St.

Principal, George W. Biddle, 1326 N. Calhoun St.

Teachers, 15; Pupils, 595.

Grades, I to VI.

NO. 151, ARLINGTON SCHOOL,

Denmore and Patapsco Aves.

Teacher in Charge, Mary G. Brown, 1307 Division
Street.

Teachers, 2; Pupils, 45.

Grades, I to VIII.

NO. 152, BROOKLYN SCHOOL,

Patapsco Ave., Bet. 6th and 7th Sts., Brooklyn.

Principal, Bessie I. Thomas, 1373 N. Carey St.

Teacher, 1; Pupils, 34.

Grades, I to VIII.

NO. 153, CANTON SCHOOL,

Toone St. west of Clinton St.

Principal, Charles A. Redden, 436 W. Biddle St.

Teacher, 1; Pupils, 24.

Grades, I to VIII.

NO. 154, FAIRFIELD SCHOOL,
7th St. bet. 2nd and 3rd Aves., Fairfield.
Principal, M. Estelle Hall, 1917 McCulloh St.
Teachers, 4; Pupils, 150.
Grades, I to VII.

NO. 155, LAURAVILLE SCHOOL,
Hillen Road and Grindon Lane, Govans Station.
Principal, Susan F. Williams, 513 Robert St.
Teacher, 1; Substitute, 1; Pupils, 60.
Grades, I to VIII.

NO. 156, MORRELL PARK SCHOOL,
Ridgely St., Mt. Winans Station.
Principal, Grant E. Biddle, 1420 N. Mount St.
Teachers, 3; Pupils, 129.
Grades, I to VI.

NO. 157, MT. WASHINGTON SCHOOL,
42 Kelly Ave., Mt. Washington.
Principal, Louisa E. G. Derricks, 44 Kelly Ave., Mt.
Washington.
Teacher, 1; Pupils, 32.
Grades, I to VIII.

NO. 158, ROLAND PARK SCHOOL,
Falls Road near Cold Spring Lane.
Principal, Charles H. Wright, 53 Kelly Ave., Mt.
Washington.
Teachers, 2; Substitute, 1; Pupils, 109.
Grades, Kg., I to VIII.

NO. 159, GOVANS SCHOOL,
Schwartz Lane and Old York Road.
Teacher in Charge, Royal G. Addison, 1902 McCul-
loh St.
Teachers, 2; Pupils, 60.
Grades, I to VIII.

COLORED PARENTAL SCHOOL,
Ellicott City, Md. Box 61-A.

Teacher in Charge, Hawthorne Smith.

Substitute, 1; Pupils, 35.

Grades, I to V.

SCHOOLS AND CLASSES FOR HANDICAPPED
CHILDREN.

PARENTAL SCHOOL,

Maiden Choice Lane, Catonsville.

Principal, Elias H. Read.

Teacher, 1; Substitute, 1; Pupils, 54.

COLORED PARENTAL SCHOOL,

Ellicott City Postoffice, Box 61-A.

Teacher in Charge, Hawthorne Smith.

Teacher, 1; Pupils, 35.

CLASSES FOR CRIPPLES (4).

School No. 4—Pupils, 22. School No. 20—Pupils,

23. School No. 106—Pupils, 27.

DEAF MUTE CLASS.

School No. 75—Pupils, 13.

OPEN-AIR CLASSES (5).

School No. 6—Pupils, 33. School No. 22—Pupils,

23. School No. 76—Pupils, 25. School No.

93—Pupils, 29. School No. 94—Pupils, 18.

CLASSES IN HOSPITALS (3).

Children's Hospital—Pupils, 15. Kernan's Hospital—Pupils, 21. Happy Hills Convalescent Home—Pupils, 17.

SPECIAL CLASSES (41).

Mildred Grimes, Supervisor.

Schools Nos. 5, 6, 10, 13, 22, 23, 24, 25, 27, 29, 31, 32, 35, 39, 45, 50, 54, 58, 63, 65, 75, 77, 81, 85, 86, 93, 94, 98, 201, 229, 104, 106, 109.

THE SPECIAL DEPARTMENTS.**PHYSICAL EDUCATION AND HYGIENE.**

Walter F. Cobb, Director.

William Burdick, Advisory Director.

Under the supervision of this department are the teachers of physical education and hygiene in the Teachers Training Schools, Senior High Schools, Junior High Schools and Elementary Schools, and teachers of classes for handicapped children (cripples, deaf mutes, hospital classes, open-air classes and special classes for subnormal and delinquent children).

Elementary Schools—Assistant Supervisors.

Rosa Lee Brown.	Elsa Lederle.
Eimer A. Burgess.	Mary S. Lewis.
Ethel Ditto.	Cleo Pittinger.
Mary Alice Drummond.	Edith M. Pruss.
Helen Goetz.	Katherine Sickler.
Frank Hansen.	Pearl Stewart.
Nell I. Herndon.	Frances L. Wade.
Lucy E. Hyde.	Walter T. Webb.
Naomi Lantz.	

 MUSIC.

John Denues, Supervisor.

Under the supervision of this department are the teachers of music in the Teachers Training Schools, Senior High Schools and Junior High Schools.

Elementary Schools—Assistant Supervisors.

Nelson Baker.	M. Louise Knouss.
Ethel C. Bell.	Faith R. Lightner.
Edna Burnhenn.	M. Eleanor Moore.
Dena Cohen.	M. Lucille Tingle.
Ulysses G. Chambers.	Mary A. Webb.
Bessie H. Fitzgerald.	

 DRAWING.

Olivia F. Keech, Supervisor.

Under the supervision of this department are the teachers of drawing in the Teachers Training Schools, Senior High Schools and Junior High Schools.

Elementary Schools—Assistant Supervisors.

Alice T. Chambers.	May Montell.
A. Irene Dysart.	Nellie Norris.
Clara Helmich.	Florence V. Purviance.
Grace H. Kellum.	Ruth E. Taylor.
Elizabeth A. Keyworth.	Ursula R. S. Yeaworth.
Louise A. Mann.	Florence D. Wallace.

VOCATIONAL EDUCATION.

Charles W. Sylvester, Director.

Under the supervision of this department are the teachers of industrial arts in Vocational Schools, Senior High Schools, Junior High Schools, the teachers of home economics in the Junior and Senior High Schools, and the teachers of commercial branches in Junior and Senior High Schools.

George M. Gaither, Supervisor of Industrial Education.

Manual Training Centers in Schools Nos. 6, 22, 51, 58, 59, 63, 64, 65, 67, 76, 85, 98, 201, 208, 208, 211, 212, 213, 214, 215, 218, 220, 221, 223, 224, 227, 101, 106, 107, 109, 112, 113.

Frances Zuill, Supervisor of Home Economics Education.

Sewing instruction in all elementary schools, given by fifty teachers.

Cookery Centers in Schools Nos. 6, 9, 13, 22, 39, 44, 51, 58, 59, 63, 64, 65, 67, 74, 75, 76, 85, 86, 98, 201, 203, 211, 212, 213, 214, 215, 218, 220, 221, 223, 224, 101, 104, 106, 107, 112, 113.

Joseph D. Noonan, Supervisor of Commercial Education.

Commercial branches taught in eight Junior High Schools and four Senior High Schools.

KINDERGARTENS.

Frances M. Berry, Kindergarten-Primary
Supervisor.

Kindergarten Classes in Schools Nos. 2, 3, 5, 6, 9,
11, 13, 15, 16, 19, 20, 21, 22, 23, 24, 25, 27,
31, 33, 35, 43, 44, 51, 53, 55, 59, 60, 63, 64,
65, 67, 73, 76, 77, 83, 85, 86, 92, 93, 94, 96,
204, 207, 208, 214, 229, 100, 101, 103, 106,
108, 109, 110, 112, 158.

SCHOOL AND HOME GARDENS.

Adelaide Derringer, Supervisor.

Ruth Watson, Assistant.

Mildred J. Foster, Part-time Assistant.

Ethel V. Woodward, Part-time Assistant.

AMERICANIZATION.

John W. Lewis, Director.

Marion D. Treibler, Supervisory Assistant.

Isabella Hart, Foreign Language Worker.

ATTENDANCE OFFICERS.

42

- Hall, Miss Rosabel E., Ken Oak Road, Mt. Washington.....Chief Attendance Officer.
- Audoun, Mrs. Elizabeth S., 2636 Maryland Ave..Schools Nos. 28, 33, 35, 70, 76, 84 and 92.
- Baldwin, Mrs. Mary, 509 N. Carey St.....Schools Nos. 11, 15, 31, 39, 75, 78, 86 and 81.
- Coney, Mrs. Mabel, 421 Forest Road.....Schools Nos. Highlandtown, Canton, 47, 24 and 38.
- Didier, Miss Angela De. 1721 Calvert St.....Schools Nos. 16, 45, 10, 1 and 9, 95.
- Gerlach, Mrs. Eliz. S., 2004 Park Ave.....Schools Nos. 63, 64, 65, 118 Br., Arlington, Pimlico, Howard Park, Hilldsale, Athol Terrace and Arlington Col.
- Huse, Miss Wilhelmina, 1747 Gorsuch Ave....Schools Nos. 50, 99, Garrett Heights, Gardenville, Guilford, Govans (white and colored), Laura-ville (colored).
- Häbersham, Mrs. Bertha D., 2115 N. Charles...Schools Nos. 2, 26, 40, 43, 73 and 93.
- Harvey, Mrs. Minnie C., 630 W. Lafayette Ave..Schools Nos. 100, 103, 107, 110, 112, 116 and 118.
- Kern, Mrs. Emma, 1600 N. Caroline St.....Schools Nos. 4, 12, 22, 72, 29, 34 and 106.
- Lowe, Mrs. Mary T., 806 N. Carrollton Ave....Schools Nos. 3, 6, 8, 23, 25 and 42.
- Lucas, Miss Julia E., 1519 Bolton St.....Schools Nos. 55, 56, 57, 58, 59, Falls Road (colored), Mt. Washington, Mt. Washington (colored), Roland Park and Evergreen.
- McDonnell, Miss May, 2023 St. Paul St.....Schools Nos. 13, 27, 77, 83, 97, and Orangeville.

ATTENDANCE OFFICERS (Continued).

43

- Mainster, Miss Alice O., 609 Wilson Ave.....Schools—Violetville, Mt. Winans (white and colored), Westport, Brooklyn (white and colored), Masonville, Fairfield (white and colored), Curtis Bay.
- Mills, Mrs. Jennie, 818 S. Eutaw St.....Schools Nos. 101, 102, 105, 108, 109, 113 and 115.
- Meeth, Mrs. Minna, 3507 Liberty Heights Ave..Schools Nos. 14, 21, 60, 61, 62, 49 and 79.
- Pumphrey, Mrs. Mabel A., 2432 Edm'son Ave..Schools Nos. 19, 30, 48, 60, 67, 68, 96, 98, 109 Br.
- Remington, Miss Hattie A., 403 E. 22nd St....Schools Nos. 32, 51, 52, 53, 54, 74 and 80a.
- Stoudenmire, Mrs. J. C., 1100 N. Caroline St...Schools Nos. 5, 20, 37, 80, 85, 94 and St. Helena.

ALPHABETICAL LIST OF SCHOOL OFFICERS, SUPERVISORS AND TEACHERS.

ABBREVIATIONS.

- A. Sub.—Assigned Substitute.
Asst. Supt.—Assistant Superintendent.
Asst. S. of D.—Assistant Supervisor of Drawing.
Asst. S. of M.—Assistant Supervisor of Music.
Asst. S. of Phys. T.—Assistant Supervisor of Physical Training.
B. C. C.—Baltimore City College.
B. P. I.—Baltimore Polytechnic Institute.
C. H. S.—Colored High School.
C. T. S.—Colored Training School.
E. H. S.—Eastern High School.
J. H. S.—Junior High School.
Kg. A.—Kindergarten Assistant.
Kg. T.—Kindergarten Teacher.
L.—Librarian.
L. A.—Laboratory Assistant.
On L.—On Leave of Absence.
P. S.—Parental School.
P.—Principal.
Sub.—Substitute.
Supt.—Superintendent.
S. of M.—Supervisor of Music.
S. of D.—Supervisor of Drawing.
S. of Kg. P.—Supervisor of Kindergarten—Primary.
S. of H. E.—Supervisor of Home Economics.
S. of H. & S. G.—Supervisor of Home and School Gardens.
S. of P.—Supervisor of Practice.

T.—Teacher.

T. of H. E.—Teacher of Home Economics.

T. of M. T.—Teacher of Manual Training.

T. of P.—Teacher of Practice.

T. of Voc. Subjects—Teacher of Vocational Subjects.

T. T. S.—Teachers Training Schools.

V. P.—Vice-Principal.

V. S.—Vocational School.

W. H. S.—Western High School.

A

Aburn, Mary C.....	T.....	School No. 43
Adams, Chas. E.....	T.....	B. P. I.
Adams, Florence L.....	T.....	W. H. S.
Adams, Hattie J.....	T.....	W. H. S.
Adams, Margaret.....	V. P.....	" 54
Adams, Mary A... Grade Supv.....		_____
Adams, Susie W.....	T.....	" 99
Addison, Florence M.....	T.....	" 12
Addison, Mamie V.....	T.....	On L.
Addison, Royal G.....	T..	" 159 (Govans)
Aitken, Rebekah P.....	T.....	" 76
Albaugh, C. Virginia.....	T.....	" 11
Albert, Margaret M.....	T..	" 229 (Bank St.)
Alexander, Annie F.....	T.....	" 75
Alexander, John T.....	T.....	B. P. I.
Alford, Delia R.....	T.....	W. H. S.
Alford, Laura L.....	T.....	W. H. S.
Alford, Margaretta H.....	T.....	" 53
Allen, Hattie B.....	T.....	" 12
Alley, Birdie C.....	T.....	" 27
Allison, Mary N.....	T.....	" 24
Almy, Warren W.....	T.....	B. C. C.
Amig, Anna C.....	T of H. E.....	J. H. S. 80
Andersen, Alexia C.....	T. of H. E.....	J. H. S. 80
Anderson, Agnes M.....	T.....	" 23
Anderson, Bessie A.....	T.....	" 110
Anderson, Eliz. N... T of H. E.....		" 75
Anderson, G. Norman.....	T.....	B. P. I.
Anderson, George W.....	T.....	" 112
Anderson, Louise.....	Kg. Asst.....	" 109
Anderson, Mary C.....	T.....	E. H. S.
Anderson, Mary E.....	T.....	" 109
Anderson, William.....	P.....	" 101
Anderson, William C.....	T.....	" 112
Andrew, Ada Mary.....	T.....	J. H. S. 78
Andrew, L. Elizabeth.....	T.....	" 65

Andrews, Agnes	T	J. H. S. 79
Andrews, Robert	P	" 204 (Canton, 1)
Andry, Samuel	T	B. P. I.
Angerman, Annie E.	T	" 223 (Pimlico)
Apitz, Johannah K. L.	T	" 212 (Gar. Hts.)
Appel, May E.	T	" 201 (Arling'n)
Apsley, Iona	T	" 211 (Gard'v'e)
Armiger, Nellie	T	J. H. S. 79
Armstrong, Alice	T	" 116
Armstrong, Harriet	T	E.H.S.&W.H.S.
Armstrong, Herbert E.	T	B. C. C.
Armstrong, Jessie L.	T	E. H. S.
Arnold, E. Pearl	T	" 10
Arnold, Florence I.	T	J. H. S. 49
Arnold, Grace S.	T	J. H. S. 52
Arnold, Nancy F.	T	J. H. S. 47
Ashcom, Nellie V.	T	" 24
Askew, E. Howard	T	B. P. I.
Ashley, Lois M.	T	" 208 (Cur. Bay)
Audcun, Julia	T	" 54

B

Bacharach, Abram F.	T	B. P. I.
Bachman, Dorothy A.	T	School No. 83
Bachrach, Oliver	T	B. P. I.
Bachrach, Helen K.	T	W. H. S.
Bachtell, Lulu	T	" 34
Becker, M. Elizabeth	T	" 9
Bacon, Bessie	T	" 13
Bacon, Grace S.	T	" 215 (Hight'n)
Baer, Irene V.	T	" 222 (Orang'e)
Baer, Leona	T	" 94
Bailey, Daisy E.	T	C. H. S.
Bailey, Susanna	T	" 13
Baker, Annie	T	" 99
Baker, Carrie E.	T	" 42
Baker, Debora	T	" 54

Baker, Missouri E.....T.....	"	33
Baker, Nelson....Asst. Supv. Music		
Baldwin, Anna Lee.....T.....	"	57
Baldwin, Margaret.....T.. " 211	(Gard'v'e)	
Baldwin, Mattie E.....T.....	"	20
Baldwin, Rosa.....T.....	E. H. S.	
Ball, Frances H.....T.....	"	6
Ball, Lucy W.....T.....	"	43
Ballard, Harold H.....T.....	B. C. C.	
Bamberger, Stella H.....T.....	J. H. S.	79
Bandel, Julia M.....T.....	"	83
Bangert, Florence.....T.....	W. H. S.	
Bankard, Margaret S.....T.....	"	62
Banks, Gertrude.....T.....	"	113
Barbour, Fannie L.....T.....	C. H. S.	
Barker, John B.....T.....	B. C. C.	
Barkolow, Louise.....T.. " 224	(Ro. Pk.)	
Barnard, Ednah H.....M. T.....	"	64
Barnes, Florence T.....T.....	"	65
Barnes, Frank E.....T.....	"	105
Barnes, Nellie V.....T.....	"	11
Barnes, Pauline A.....T.....	"	115
Barnett, Amelia E.....P.....	"	14
Baroway, Israel.....T.....	J. H. S.	80
Barr, Anna M.....Kg. A.....	"	76
Barrett, Jennie M.....P.....	"	50
Barrett, Winefred E...T. of P.....	"	86
Barron, Eleanor G.....T.. " 215	(Hight'n)	
Barry, Rose Marie, Asst. S. of M.....		
Barthel, Anna A.....T.....	"	77
Barthold, Ruth P.....T.....	E. H. S.	
Bartlett, Jennie P.....T.....	"	62
Bartlett, Lida.....T.....	J. H. S.	79
Barton, Anna M.....T.....	"	59
Barton, Beatrice J..T. of H.E.....	"	51
Barton, Cornelia A.....T.....	"	51
Barton, Eliza I.....T.....	J. H. S.	78
Barton, Ida P.....T.....	"	60

Barton, Laura G.....	T.....	"	61
Bassett, S. Adelaide.....	T.....	"	24
Bassett, S. Janet.....	T..	" 215 (Hight'n)	
Batson, Annie May.....	T.....	School No. 110	
Batts, Norman J.....	T.....	'	58
Batty, Howard A.....	T.....		B. P. I.
Baxley, Eilla M.....	Kg. A..	" 204 (Canton, 1)	
Baxter, Anna L.....	T. of H. E.....		J. H. S. 70
Bayley, Augusta S..	T. of H. E.....	"	86
Bayly, Roberta L.....	T.....	"	86
Bayne, Mary E.....	T..	" 211 (Gard'v'e)	
Beale, Beulah P.....	T.....		J. H. S. 80
Bealmer, Helen R.....	T.....	"	2
Beames, Ella T....	T. of H. E.....		C. H. S.
Beatty, Laura L.....	T.....	"	6
Beatty, Lela Madora.....	T..	" 224 (Rol. Pk.)	
Beck, Helen LaR.....	T..	" 44 (Mntebello)	
Beck, Julia F.....	P.....	School No. 67	
Becker, A. Rosalie.....	T.....	"	65
Becker, Ernest J.....	P.....		W. H. S.
Becker, Sophie M.....	T.....		E. H. S.
Beetham, Martha E.....	T.....	"	85
Bell, Carrie E.....	T.....	"	27
Bell, Eugene H.....	T.....	"	105
Bell, Geraldine	T.....	"	108
Bell, Hattie V.....	T.....	"	33
Bell, Mary	T.....	"	75
Beli, Mildred M.....	T.....	"	101
Belt, Georgie R.....	T.....		On L.
Bennett, Emma	T.....	"	63
Bennett, Jessie.....	T. of H. E.....		98
Bennette, Jessye E.....	T.....	"	106
Bennett, Virginia R.....	T.....	J. H. S.	70
Benson, Emma L.....	T.....	"	95
Benson, Mary E.....	T.....	"	68
Benson, Pauline	T.....	"	55
Bernstein, Minnie	T.....	"	2
Berry, John L.....	T.....		C. H. S.

Berry, Frances M.	S. of Kg. P.	
Berry, Susie C. T.	T.	116
Berryman, Lutie F.	Kg. T.	3
Berryman, Rozell	P.	J. H. S. 78
Betts, Evelyn W.	T.	W. H. S.
Betz, Edna B.	T.	85
Beyer, Eleanor	Kg. A.	63
Beyer, Elizabeth	T.	61
Biddison, Katherine E.	T.	212 (Gar. Hts.)
Biddle, George W.	P.	118
Biddle, Grant E.	P.	156 (Mor. Pk.)
Bing, Marie M.	T.	211 (Gard'v'e)
Birely, John H.	T.	B. C. C.
Bishop, Mildred	Asst Supv. Phys. Tr.	
Bishop, Prudence	T. of H. E.	98
Blackwell, Edna E.	T.	110
Blackwell, Ruth E.	T.	113
Blackwell, Sarah F.	T.	154 (Fairf'd)
Blades, Fannie L.	T.	26
Blaha, Frank J.	T. of Voc. Subjects	76
Blair, Bessie R.	T.	64
Blair, Henry D.	T.	B. C. C.
Blair, Mary W.	T.	J. H. S. 70
Blake, Edith J.	T.	43
Blake, Frank R.	V. P.	B. C. C.
Blay, Marie I.	T.	107
Blessing, Mabel L.	T.	96
Blizzard, Arianna W.	T.	211 (Gard'v'e)
Block, Celia S.	T.	22
Block, Edith	T.	33
Bockmiller, William H.	T.	48
Bogue, Henry, Jr.	T.	B. P. I.
Bohland, Genevieve	T.	208 (Cur. Bay)
Bollinger, Lula A.	T.	55
Bollman, Mary H.	T.	59
Bolte, John K.	T.	B. P. I.
Bone, Florence R.	T.	86
Bonn, Florence R.	T.	T. T. S.

Bonner, Louise F.....	T.....	W. H. S.
Boone, Gertrude L.....	T.....	J. H. S. 79
Booze, Martha A.....	T.....	" 112
Boring, Eva M.....	T.....	" 54
Borrell, Lillie M.....	P.....	J. H. S. 52
Borrodalle, Gilbert J.....	T.....	B. P. I.
Boston, W. Deaver.....	T.....	" 101
Boteler, Elma M.....	T.....	" 86
Bothe, Henry J.....	P.....	J.H.S. 49 & 79
Botts, Daisy Lillian.....	T..	" 223 (Pimlico)
Boucsein, Carrie E.....	T.....	" 8
Bourke, Alma L.....	T.....	" 72
Bourne, Mabel C.....	T.....	" 112
Boustead, Jessie.....	T.....	" 60
Bowen, Elizabeth.....	T.....	J. H. S. 40
Bowen, Ella V.....	T..	" 213 (Govans)
Bowen, Eva C.....	T..	" 218 (How. Pk.)
Bowen, Martha.....	T.....	" 108
Bowers, Frank.....	T.....	B. P. I.
Bowers, Ida May.....	T..	" 212 (Gar. Hts.)
Boyd, Vera Virginia.....	T.....	" 99
Brack, Jeanette S.....	T..	" 207 (Canton 5)
Bradford, Genevieve.....	T.....	" 60
Brady, A. Margaret.....	T.....	" 65
Brady, Lucy M.....	T.....	" 9
Brady, Maggie E.....	T.....	J. H. S. 70
Brady, Margaret M.....	T.....	" 55
Brainard, Helen L.....	T.....	" 32
Brainard, Nora V.....	T.....	" 64
Branch, Bessie L.....	T.....	" 118
Braun, Mary S.....	T..	" 44 (Mntebello)
Braxton, Winfort J..	T. of M. T.....	" 106
Brendle, Burt K.....	T.....	B. C. C.
Brennen, Anna E.....	T. Children's Hosp.	School.
Brewer, Meta F.....	T.....	" 95
Brewer, William M.....	T.....	C. H. S.
Bridges, Sadie B.....	T.....	" 92
Briggs, Bernard R.....	T.....	" 104

Bright, Emma E.....	T.....	C. T. S.
Briscoe, Hammond J.....	T.....	" 113
Briscoe, Joseph C...T. of M.	T.....	" 113
Bristor, M. Louise.....	T.....	" 5
Brittain, Agnes.....	T.....	W. H. S.
Brockley, Myrna E.....	T.....	" 85
Broening, Angela.....	V. P.....	" 22
Broening, Grace D.....	T.....	J. H. S. 70
Broening, Mary L.....	T. of P.....	" 22
Brohawn, Sarah Augusta....	P.. " 202	(Ath. Ter.)
Bromwell, Evelyn F.....	T.....	" 20
Brooks, Cornelia E.....	T.....	" 112
Brooks, Pauline H.....	T.....	" 55
Brooks, Rebecca B.....	T.....	E. H. S.
Brotherton, Jeanette.....	T.....	" 43
Brown, Anna E.....	T.....	J. H. S. 79
Brown, Anna Lee.....	Kg. A.. " 207	(Canton)
Brown, C. Maude.....	T.....	J. H. S. 49
Brown, Edith H.....	T.....	" 106
Brown, Elizabeth D.....	Kg. T.....	" 67
Brown, Elizabeth V.....	T.....	J. H. S. 80
Brown, Estelle L.....	T.....	" 103
Brown, Eva E.....	T.....	" 92
Brown, Ida E.....	T.. " 213	(Govans)
Brown, Irene S.....	T.....	" 64
Brown, Leona M.....	T.....	" 98
Brown, Marie C.....	T.....	" 33
Brown, Mary E.....	T.....	" 30
Brown, Mary G.....	T.. " 151	(Arling'n)
Brown, Meyer.....	T.....	B. P. I.
Brown, N. Belle.....	T.....	" 60
Brown, Naomi E.....	T.....	" 113
Brown, Richard.....	T.....	" 64
Brown, Walter A.....	T.....	B. P. I.
Browne, Alice Virginia.....	T.....	J. H. S. 79
Browne, Eda L.....	T.....	" 75
Browne, Ella R.....	T. of P.....	" 112
Browne, H. Grafton.....	P.....	" 102

Brownley, Ruth E.....	T.....	“	102
Brownold, Julia	T.....	“	61
Bruce E. Alberta.....	T..	“	223 (Pimlico)
Bruff, Thomas C.....	P.....	J. H. S.	1 & 9
Brumbaugh, Chalmers S.....	T.....		B. C. C.
Bryan, Adele Leah.....	T..	“	229 (Bank St.)
Bryan, Emma J.....	T.....	“	34
Bucher, Alice G.....	T.....	J. H. S.	40
Bucher, Isabel H.....	T.....	“	74
Buchheimer, Ida.....	T.....	“	30
Buchholz, Agnes	T.....		E. H. S.
Buchholz, Emily	T.....	J. H. S.	70
Buck, E. Gertrude.....	T.....	’	64 Br.
Buck, Ellen G.....	Kg. A.....	“	64
Buckley, Margaret H.....	T..	“	221 (Mt. Wash.)
Buckman, Maggie W.....	T.....	“	81
Budnick, Bessie	T.....	“	25
Buehner, Minna D..	T. of H. E.....	“	64
Bullen, Irene E.....	L. A.....		W. H. S.
Bunworth, Mary A. T.....	T.....	J. H. S.	49
Burch, Miriam R.....	T.....	“	27
Burdick, William, Advisory Director			
			of Phys. Education
Burgess, Elmer A., Asst. S. of Phys. T.			
Burke, Eva M.....	T.....		W. H. S.
Burke, Ida M.....	T.....	“	5
Burke, Mary J.....	T.....	J. H. S.	70
Burner, Florence H.....	T.....	“	2
Burnham, Alice	T.....	“	5
Burrell, Amelia E.....	T.....	“	112
Burrier, Selma	T.....	“	77
Buschman, Martha	T.....	“	27
Bush, Mabel	T.....		E. H. S.
Butler, Genevieve.....	T.....	J. H. S.	40
Butler, Lelia H.....	T.....		Happy Hills
			Conv. Home
Butler, Lillian E...T. of H. E.....		“	115
Butterfield, David G.....	P.....	“	99

Button, Frances E.....	T..	229	(Bank St.)
Buzzell, Miriam R.....	T.....		8
Byers, Eleanor R.....	T.....		51
Byrnes, Margaret M.....	T.....		28
Byrnes, Nellie G.....	T.....		37

C

Cadogan, Margaret M.....	T.....		J. H. S. 80
Cairnes, Laura J.....	T.....		W. H. S.
Calder, Alice E.....	T.....		E. H. S.
Callahan, Margaret M.....	T.....		" 20
Callis, James A. B.....	T.....		C. H. S.
Callis, Mattie C.....	T.....		" 112
Cameron, Norman W.....	P.....		T. T. S.
Cameron, Ruth.....	T. of H. E.....		" 93
Campbell, Laura Estelle....	T..	156	(Mor. Pk.)
Camper, Mary J.....	T.....		" 101
Camper Tryphena M.....	T.....		" 104
Cannon, Maretta.....	Kg. T.....		" 43
Caples, Harry L.....	T.....		B. P. I.
Carey, Catherine.....	T.....		" 55
Carl, Edith M.....	T..	212	(Gar. Hts.)
Carle, Lillie J.....	T. of H. E.....		" 92
Carlisle, Agnes G.....	T.....		" 78
Carney, Iva.....	T.....		" 33
Carpenter, Leonora E.....	V. P.....		E. H. S.
Carper, Louise E.....	T..	44	(Mntebello)
Carr, Isabel.....	T.....		" 72
Carr, Jane E.....	T.....		" 12
Carr, Mary.....	T..	208	(Cur. Bay)
Carroll, Angela R.....	T.....		" 83
Carroll, Ethel R.....	T.....		J. H. S. 47
Carroll, Katherine.....	T.....		" 28
Carroll, Katherine J.....	T.....		" 37
Carroll, Louisa E.....	T..	201	(Arling'n)
Carroll, Lucy Hope.....	T.....		" 64
Carroll, Margaret A.....	T.....		" 50

Carroll, Mary	T	"	83
Carroll, Teresa	T	"	64
Carter, Alice L.	T	"	55
Carter, Eugene	T	"	109
Carter, Helen P.	T. of H. E.	"	101
Carter, Howard B.	T	"	118
Carter, L. Maud L.	T	"	11
Cary, Charles A.	T. of M. T.	"	107
Casey, Ella I.	T	"	77
Casey, James T.	T	"	30
Casey, Josephine A.	T	"	77
Cashmyer, Virginia M.	T	"	74
Caspari, Alice C.	T	J. H. S.	49
Cassidy, Florence Louise	T	" 221 (Mt. Wash.)	
Cassidy, Rose	T	"	35
Cavey, Julia I.	T	"	24
Cecil, Mary C.	Kg. T.	"	85
Cesky, Frank A.	T. of M. T.	J. H. S.	80
Chambers, Alice A.	T	"	102
Chambers, Frances E.	T	"	107
Chambers, Helen	T	"	68
Chambers, J. Clarence	T	C. H. S.	
Chambers, Ulysses	Asst. S. of M.		
Chambliss, Mary R.	Kg. Asst.	"	5
Chandler, Sarah H.	T	"	53
Chappell, Anna E.	T	"	6
Chappell, John T.	T	B. P. I.	
Chase, Edna M.	T	"	51
Chase, Lottie O.	T	"	101
Chase, Margaret W.	T	J. H. S.	1
Chase, Sadie E.	T	"	106
Chenoweth, Camille Frank	T	" 44 (Mntebello)	
Cherry, Laura E.	T	"	99
Chesno, Anna M.	T	" 44 (Mntebello)	
Chickering, Mary E.	T	"	75
Childs, Edith	T	"	20
Childs, Mary E.	T	"	25
Chipman, M. Blanche	T	" 214 (Guilford)	

Chism, Margaret E.....	T.....	"	63
Chittick, Marie C.....	T.....	"	65
Chowning, Helen G.....	T.....	"	37
Christopher, Frances M.....	T.....	"	48
Church, Doris V.....	T. of H. E.....	J. H. S.	79
Claiborne, Eva C.....	T.....	"	34
Clark, A. Antoinette, T. of H. E.....		"	116
Clark, Bertha.....	Kg. T.....	"	24
Clark, Charlotte.....	T.....	"	51
Clark, J. David.....	T.....	B. P. I.	
Clark, Lloyd A.....	T. of M. T.....	"	101
Clark, Marion C.....	T.....	"	53
Clark, Miriam.....	T..	" 218 (How. Pk.)	
Clark, Norman L.....	T.....	B. P. I.	
Clarke, Emma E.....	T.....	"	110
Clarke, Marie A.....	T.....	"	104
Clarkson, Loulie T.....	T.,	" 221 (Mt. Wash.)	
Claus, Edith C.....	T.....	"	95
Clautice, M. Anita.....	T.....	"	14
Cleveland, E. Lucy.....	T.....	"	62
Clifton, Stella I.....	T.....	"	1
Cobb, Walter F, Director of Physical Education.			
Cochran, Daisy V.....	T..	" 44 (Mntebello)	
Codd, Agnes Regina.....	T.....	"	16
Codling, Mary J.....	T.....	"	20
Coe, Mary C.....	T.....	J. H. S.	1
Coggins, Mary E. W.....	T.....	"	5
Cohen, Bessie E.....	T.....	"	93
Cohen, Calvin E.....	T. of M. T.....	J. H. S.	80
Cohen, Dena.....	Asst. S. of M.....		
Cohen, Helen.....	T.....	"	31
Cohen, Henrietta M.....	T.....	"	62
Cohen, Rachel.....	T.....	"	84
Cole, Anna.....	T..	" 214 (Guilford)	
Coleman, Bessie R.....	T. of H. E.....	"	6
Collenberg, Ethel L.....	T.....	"	2
Collett, Harry A.....	T.....	B. P. I.	
Collick, Allen W.....	T.....	"	103

Collins, Elizabeth	T.....	"	65
Collins, Margarietta	T.....	J. H. S.	78
Confer, Edith G.	T.....	"	23
Conklin, Clara	T.....	"	83
Conlon, Mary J.	T.....	"	31
Connelly, Elizabeth A.	T.....	J. H. S.	80
Conner, Annie C.	T..	" 204 (Canton, 1)	
Connor, Cecelia E.	T. of P.....	"	100
Connor, Helena N.	T.....	"	104
Conradi, Vesta	T.....	"	83
Constantine, Kate W.	T.....	"	23
Cook, Caroline L.	T. of P.....	C. T. S.	
Cook, Grace A.	T.....	"	85
Cook, Louise H.	T.....	C. H. S.	
Cook, Lula S.	T.....	"	14
Cook, Ralph V.	T.....	C. H. S.	
Coonan, Irene	T.....	J. H. S.	79
Cooper, Caroline M.	T.....	"	9
Cooper, Ethel	T.....	J. H. S.	47
Cooper, Mary E.	Grade Supv.....		
Copinger, Lucy	T.....	On L.	
Corbitt, Lorle	T.....	J. H. S.	40
Corcoran, Agnes V.	T.....	J. H. S.	40
Corner, Ida E.	T.....	"	65
Corns, Jeannette S.	T.....	"	47
Correll, Edna E.	P.....	"	23
Corrigan, Bernardina	T..	" 215 (Hight'n)	
Corrigan, Margaret M.	T.....	J. H. S.	70
Corrigan, Nannie M.	T..	" 215 (Hight'n)	
Corse, Anna M.	T. of H. E.....	"	85
Corson, Mildred G.	" 201 (Arlington)		
Coster, Mary Frances	T..	" 215 (Hight'n)	
Cotton, John N.	V. P.....	"	106
Coughlin, Margaret O.	T.....	"	92
Coughlin, Mildred M.	T.....	W. H. S.	
Couglar, Lenetta	T.....	"	85
Coulbourn, John	T....	B. C. C.	
Coulson, Margaret	T.....	"	53

Counselman, Rosa	T	"	92
Cowman, Hattie H.	T	J. H. S.	79
Cox, Beulah G.	T	"	98
Craig, Emma	T	"	22
Craig, Nettie A.	T	"	11
Cramblitt, Annie C.	T	"	99
Crane, Amy H.	T	" 44 (Mntebello)	
Crane, Isabelle G.	T	"	6
Crane, Sarah D.	Kg. T	" 214 (Guilford)	
Cranmer, Lillie	T	J. H. S.	47
Crawford, Ella	T. of H. E.	"	22
Credditt, Daniel C.	P	"	104
Crisp, William N.	T. of M. T.	" 203 (Brookl'n)	
Crockett, Clara M.	T	"	77
Cromack, Joseph T.	T. of V. S.	" 208 (Cur. Bay)	
Cromwell, Irma Virginia	T	" 203 (Brookl'n)	
Cromwell, Julia	T	" 208 (Cur. Bay)	
Cromwell, Katherine R.	P	"	37
Cromwell, Nellie H.	T	"	75
Crooks, Naomi O.	T	"	50
Cross, Louise Ridgely	T	" 213 (Govans)	
Cross, Mary Edith	T	" 214 (Guilford)	
Crow, Marie E.	T	"	55
Crowe, Annie E.	T. of H. E.	J. H. S.	47
Crowner, Rachel F.	T	"	100
Crowley, Clara	T	"	98
Crowl, A. Naomi	T	E. H. S.	
Crummer, Elizabeth	T	"	56
Gummings, Ida R.	Kg. T	"	112
Gummings, Mary A.	T	"	92
Cunningham, Agnes	T	"	20
Cunningham, Ray	T	B. C. C.	
Curran, Elizabeth C.	T	" 229 (Bank St.)	
Curtis, J. Raymond	T	B. P. I.	
Curtis, Miriam A.	T	C. H. S.	
Curtis, Rowena	T	"	106
Curtiss, Ida	T	"	62

Curtiss, Marian	T..	" 211 (Gard'v'e)
Custis, Sarah H.	T.....	" 68

D

Dale, Amy E.	T.....	" 25
Dallam, M. Theresa	T.....	W. H. S.
Dallam, Octavia A.	T.....	J. H. S. 79
Dalton, Helen M.	T..	" 225 (Westp't)
Dandy, Mary A.	T.....	E. H. S.
Danner, Mary E.	T.....	" 99
Danz, Clara J.	T.....	" 13
Darby, Eleanor E.	T.....	" 34
Dare, Carrie V.	T.....	J. H. S. 79
Dauenhauer, Annie M.	T.....	" 99
Daugherty, Carrie E.	T.....	" 42
Daugherty, Julia B.	T.....	J. H. S. 70
Daugherty, Minnie	T.....	" 13
Davage, Elizabeth M.	T.....	" 107
Davage, Morrison L.	T.....	" 101
Davidson, Ethel E.	T.....	" 16
Davidson, Laura L.	T.....	" 54
Davie, M. Catherine	T.....	" 64
Davis, Carrington L.	V. P.....	C. H. S.
Davis, Irene M.	Asst. S. of Phys. Tr.	" 47
Davis, Lee A.	T. of M. T.....	" 112
Davis, Lorenda	T.....	" 13
Davis, Mary C.	T.....	" 27
Davis, Mary Estelle	T.....	" 107
Dawkins, Olive R.	T. of H. E.....	J. H. S. 40
Dawson, Annie J.	T.....	J. H. S. 80
Dawson, Emma F.	P.....	" 3
Dawson, Frank W.	T.....	B. C. C.
Dawson, Kate	T.....	" 57
Deal, Cornelia D.	T.....	" 2
Dean, Elizabeth A.	T.....	" 9
Dean, Irene M.	T.....	" 86
Degenhard, Mary E.	T.....	" 23

Dehler, Florence	T	OR L.
Dehuff, W. A.	P	B. P. I.
Delaney, Agnes V.	T	" 77
Delaney, Marie D.	T	" 63
Dellone, Augusta	T	" 93
Dennis, Hazel V.	T	W. H. S.
Denues, John	S. of M.	—
Derricks, Louisa E.	P.	" 157 (Mt. Wash.)
Derringer, Adelaide	S. of H. and S. G.	—
DeRoquelaine, Maurice V.	T	B. P. I.
Deussen, Henry	P	V. S.
Devan, Elizabeth M.	T	" 86
Dewling, Helen I.	T	" 21
Dewling, Ruth E.	T	" 76
Dewling, Walter F.	T	B. P. I.
De Wald, Miriam	T	" 38
Dick, M. Edna	T	" 13
Dickerson, Bertha M.	T	" 116
Dickey, Kate B.	T	" 74
Didier, Claudia V.	T	" 32
Didier, Fred B.	T. of M. T.	J. H. S. 47
Diehm, Harry	T. of M. T.	J. H. S. 47
Dietrich, Pauline	T	" 51
Dietrichs, Emma E.	T	" 72
Dietz, Wilhelmina	T	" 4
Dimling, Bertha W.	T	" 68
Dinsmore, Emma A.	T	J. H. S. 1
Dippel, Amelia	T. of H. E.	" 13
Distance, Mildred	T	" 105
Ditman, Evelyn Marie	T.	" 212 (Gar. Hts.)
Ditto, M. Ethel	Asst. S. of Phys. T.	
Dittus, Martha J.	T	" 35
Ditty, Augusta F.	T	W. H. S.
Ditty, Roberta Lee	T	" 53
Diver, Grant	T	B. C. C.
Dixon, E. Leola	T	W. H. S.
Dixon, May R.	T	J. H. S. 80
Dobbin, Clara S.	P.	" 214 (Guilford)

Doetsch, Agnes.....	L. A.....	E. H. S
Dohme, Alice C.....	T.....	" 74
Donahue, Annie L.....	T.....	" 55
Donahue, Loretta G.....	T.....	" 74
Donnelly, Margaret M.....	T.....	" 98
Donovan, Lillian.....	T.....	J. H. S. 47
Dooley, John M.....	T.....	B. P. I.
Dorrittee, Hannah H.....	T.....	" 76
Dorsette, Emma.....	T.....	C. H. S
Dorsey, Ariel N. L.....	T.....	" 112
Dorsey, Charles E.....	T.....	" 101
Dorsey, Milton Q.....	T.....	" 118
Dougherty, Philip.....	T.....	B. P. I.
Douglass, Carleton E.....	Asst. Supt.	
Downey, Margaret E.....	V. P.....	J. H. S. 80
Downs, John C.....	T.....	" 101
Doyle, Ellen M.....	T.....	J. H. S. 47
Driscoll, Fannie B.....	T.....	" 35
Dryden, Dorothy.....	T.....	" 64
Dryden, Helen.....	T.....	" 64
Dryden, Gladys.....	T..	" 223 (Pimlico)
Dubel, Rosa B.....	T.....	" 75
Dugger, Marian.....	T.....	" 110
Duke, Eleanor.....	T.....	" 2
Duke, Helen M.....	T.....	" 59
Duke, Katherine.....	T.....	" 93
Dumm, Cerulea E.....	Kg. T.....	" 20
Dunham, Elizabeth.....	T.....	" 48
Dunnigan, Agnes M.....	T.....	" 60
Dunn, Agnes M.....	T.....	" 13
Dunn, Anne Ferguson.....	T..	" 229 (Bank St.)
Dunn, Daisy.....	T.....	" 60
Dunphy, Emma K.....	T.....	On L
Durfee, Lillian E.....	T.....	" 30
Durr, Louise.....	T.....	" 57
Dutton, Anna M.....	T.....	" 104
Dutton, Ellen A.....	T.....	" 116
Duval, Lilian W.....	T.....	J. H. S. 78

Dwyer, M. Ellen.....T.....	J. H. S. 80
Dysart, A. Irene..Asst. S. of D.....	_____

E

Eareckson, Jeanette	T.....	School. No. 64
Eason, Emma C.....	T.....	" 27
Eason, Marcella	T.....	" 94
Eaton, Marion	T.....	W. H. S.
Ebaugh, Anna I.....	T.....	" 54
Ebaugh, Effie M.....	T..	" 222 (Orangv'e)
Ebaugh, Geo. W.....	P.....	J. H. S. 40
Ebaugh, Jessie M.....	T.....	W. H. S.
Ebaugh, Kate E.....	T.....	" 78
Ebaugh, Margaret	T.....	" 65
Ebb, Henry W.....	T.....	" 105
Eberly, Marie Van Meter...	T.....	" 63
Ebert, C. Gretchen.....	T.....	" 70
Ebert, Sophia	T.....	" 4
Eckard, Norman R.....	P..	" 203 (Brookl'n)
Eckel, Jennie	T.....	" 74
Edel, Ellen C.....	T.....	" 53
Edelen, Bertha M.....	T.....	" 113
Edgett, Lucille M.....	T.....	J. H. S. 47
Edgett, Margaret L.....	T..	" 214 (Guilford)
Edlavitch, Eleanor H.....	T.....	" 60
Edmondson, Carrie	T.....	" 29
Edwards, Lillian E.....	T.....	On L.
Edwards, Paul C...T. of V. S..	" 208	(Cur. Bay)
Edwards, Philip H.....	T.....	B. C. C.
Ehrman, Anna C.....	T.....	" 24
Eichner, Elizabeth	T.....	" 84
Eigelberner, Mabel	T.....	" 57
Elfreth, Miriam	T.....	W. H. S.
Elgert, John E....T. of M. T.....	J. H. S. 40	
Elgert, M. Marguerite.....	T.....	" 20
Ellingsworth, Lulu	T.....	" 60
Ely, Florence M.....	T.....	" 33

Ely, Mary E.....	P.....	"	31
Elzey, Alverda	T.....	"	29
Emenheiser, Benjamin F....	T.....	B. C. C.	
Emory, Alice	T.....	"	55
Emrich, Emma M.....	T.....	"	84
Engel, Harry J.....	L. A.....	B. P. I.	
Englar, Margaret T.....	T.....	W. H. S.	
Engle, Anna M.....	T.....	"	59
Engle, Edna M.....	T.....	W. H. S.	
Erb, Ruth M....	Asst. S. Phys.	Education.	
Erdman, Mary D.....	T.....	J. H. S.	47
Erdman, Rose	V. P.....	"	99
Erlmeier, Katherine C.....	T..	" 215 (Hight'n)	
Eskridge, Fannie	T..	" 151 (Arling'n)	
Eubank, Lulu K.....	T.....	J. H. S.	80
Eubank, Mary E.....	Kg. T.....	"	22
Euler, Margaret M.....	T..	" 44 (Mntebello)	
Evans, Annie V.....	T.....	"	101
Evans, Clara A.....	T.....	"	29
Evans, Clarice	T.....	T. T. S.	
Evans, Frances	T..	" 224 (Rol. Pk.)	
Evans, Mary R.....	T..	" 211 (Gard'v'e)	
Evans, M. Eleanor.....	V. P.....	J. H. S.	40
Evans, Susie B.....	T..	" 211 (Gard'v'e)	
Everist, Margaret Miriam...	T.....	J. H. S.	52
Eversfield, Emily W.....	V. P.....	"	64
Eversfield, Eugenia F.....	T.....	"	53
Evitt, Bessie G.....	T.....	"	75
Eyler, Edith I.....	Kg. T.....	"	2

F

Fahm, Frank, Jr.....	T.....	B. P. I.	
Fahrney, Mildred E.....	T.....	"	37
Fairbank, Grace C....	Supv. of Jr. High Schools.		
Fales, Laura G. E.....	T.....	"	94
Falk, Fannie	T.....	"	92
Falkenstein, Ruth A.,	Asst. S Phys.	T.	

Fallon, May G.....	T.	" 221 (Mt. Wash.)
Fankhanel, Herbert E.....	T.....	B. P. I.
Fannon, Agnes C.....	T.....	" 94
Fargo, Jessie K.....	T.....	" 60
Fargo, Lula	T.....	" 67
Fargo, Nancy E.....	T.....	" 37
Fargo, Nellie	T.....	" 63
Farmer, Mary B.....	T.....	" 50
Farquhar, Sarah M.....	T.....	On L.
Faul, Minna C.....	T.....	" 96
Faupel, Grace C.....	T.....	" 94
Feddeman, Laura V.....	T.....	" 76
Feddeman, Margaret E.....	T.....	" 99
Feig, C. Bertram.....	P.....	" 74
Feinberg, Bernard..	T. of M. T.....	J. H. S. 80
Fenwick, Xaveria F.....	T.....	" 106
Ferguson, K. Maude.....	T.....	J. H. S. 47
Fern, Irving W.....	T.....	B. P. I.
Fessenton, Edgleaner	T.....	" 110
Fick, L. Marion.....	T.....	" 94
Fickenscher, Louise L.....	P.....	" 35
Fiddeman, Grace R.....	T.....	" 42
Fields, Josephine	T.....	" 104
Fields, Mabel C.....	T.....	" 110
Fineman, Isidor S.....	T.....	J. H. S. 80
Finnegan, Katherine	T.....	" 20
Firor, Mabel	Kg. T.....	" 6
Fisher, Eva M, Asst. Supv. Phys.	T.	
Fisher, Gertrude C.....	T.....	" 101
Fisher, Oda S.....	T.....	" 56
Fisher, Pearl M.....	T.....	C. T. S.
Fisher, Sylvia E.....	T.....	" 2
Fitzgerald, Jessie J.....	P.....	" 77
Fitzgerald, Maggie	T.....	" 55
Fitzhugh, Lucille Davis.....	T.....	" 63
Fitzhugh, M. Orania.....	T.....	" 63
Flagg, William J.....	T.....	B. P. I.
Flayhart, Addie May.....	T..	" 213 (Govans)

Flayhart, Elsie V.....	T.....	"	8
Fleagle, Benj. E., Jr.....	T.....	B. C. C.	
Fleagle, James E.....	T.....	B. P. I.	
Fleagle, M. Janette.....	T.....	"	62
Fleming, Bertha R.....	T.....	"	116
Flowers, Ida V.....	P..	" 44 (Mntebello)	
Flowers, William R.....	P.....	E. H. S.	
Floyd, Ella T.....	T.....	"	64
Foard, F. Millard.....	T.....	B. C. C.	
Foley, Katharine A.....	T.....	"	94
Foley, Mary A.....	T.....	W. H. S.	
Ford, Edna	T.....	"	112
Ford, Margaret	T.....	"	92
Ford, Pulsatilla	T.....	"	101
Forney, Lewis S.....	T.....	V. S.	
Forrest, Edwin	P.....	"	95
Forrester, Julia	T.....	"	31
Forsyth, Jessie A.....	T.....	"	15
Fountain, Teresa	T.....	J. H. S.	78
Fox, Ethel H.....	T.....	W. H. S.	
Fox, Ida May.....	T..	" 214 (Guilf'd)	
Fox, Viola	T.....	"	22
Francis, Alma T.....	T.....	"	106
Frank, Charles E.....	T.....	B. C. C.	
Frank, Ethel A. W.....	T..	" 212 (Gar. Hts.)	
Frank, Harry F.....	T.....	B. P. I.	
Franke, Mary	T.....	J. H. S.	40
Frazer, Laura.....	Asst. Supt.....		
Frazier, L. Constantia.....	T.....	"	108
Frebarger, Mamie L.....	T.....	J. H. S.	78
Frederick, Edwin L.....	T.....	B. C. C.	
Frederick, Emma M.....	T.....	"	38
Free, Sidney M.....	T..	" 213 (Govans)	
Freedman, Norman N.....	T.....	B. P. I.	
Freeman, Mary G.....	T.....	J. H. S.	79
Freeney, William E.....	T.....	B. P. I.	
Freeze, Frank L...T. of M. T.....		J. H. S.	70
Freilachoff, Esther	T.....	"	8

French, Ella M.....	T.....	"	76
Friedman, Minnie	T.....	"	59
Friese, Philip H.....	T.....	B. C. C.	
Frisby, Herbert M.....	T.....	C. H. S.	
Frisby, Ida V.....	T.....	"	112
Frush, Eleanor	T.....	"	64
Frush, Marguerite	T.....	"	64
Fulton, Gladys	T.....	J. H. S.	70
Fulton, Nannie R.....	T.....	"	32

G

Gable, Clara L.....	T.....	J. H. S.	40
Gable, Ella	T.....	"	43
Gaines, Cora B.....	T.....	"	109
Gaines, Gladys E.....	T.....	"	106
Gaines, Pearl E. B.....	T.....	"	101
Gaither, Geo. M.....	S of Industrial Education.		
Gale, Walter R.....	T.....	B. C. C.	
Gallagher, Katherine	T.....	"	43
Gallagher, Mary	T.....	J. H. S.	40
Gallagher, Mary C. T. of H. E.....		"	83
Gambrill, H. Nelson.....	T.....	B. P. I.	
Gans, Helen E.....	T.....	J. H. S.	47
Gardner, Dorothy B.....	T.....	"	14
Gardner, Helen M.....	T.....	"	2
Gardner, Rosalie E.....	T.....	W. H. S.	
Garrett, Margaret	T.....	E. H. S.	
Garrett, Rosa	T.....	"	42
Garthe, Martha	P.....	"	92
Garver, Anna P.....	T.....	"	62
Gaskins, Anita P.....	T.....	"	110
Gatch, Lillian E.....	P.....	"	4
Gatewood, Esther B.....	T.....	"	112
Gauthey, A. Marie.....	T.....	"	85
Gayleard, Rhona M.....	T.....	E. H. S.	
Gearing, Selma	T.....	"	104
Gebhardt, Elizabeth M...Kg.	T.....	"	35

Geddes, Emily J.....	T.....	"	15
Gegner, Ruth A.....	T.....	J. H. S.	47
Geiger, Louise C.....	T.....	"	13
Gent, R. Adele.....	T.....	"	56
Gerbode, Elsa J.....	T.....	J. H. S.	47
Gerhardt, Elizabeth J.....	T.....	J. H. S.	78
Gerhardt Emma L.....	T.....	"	42
Gerhardt, Lillian	T.....	"	21
German, Bessie A.....	T.....	J. H. S.	47
German, L. Augusta.....	T..	" 215 (Hight'n)	
German, Nettie R.....	T.....	"	99
Gerstmyer, Eva E.....	T. of P.....	"	51
Gettinger, Mary B.....	T.....	"	31
Gibbs, Magdalene L.....	T.....	"	98
Gibbs, Marion	T.....	"	65
Gibson, Achsah E.....	T.....	J. H. S.	1
Gibson, Florence	T.....	"	63
Gibson, M. Kate.....	T.....	"	43
Gibson, L. U.....	T.....	C. H. S.	
Geise, Helen	T.....	"	83
Gillis, Mabel	T.....	"	19
Gilmour, Daisy W.....	T.....	"	20
Gilmour, R. Jennie.....	T.....	"	32
Girardin, Hilda M.....	T.....	"	55
Gittings, Florence E.....	T... "	159 (Govans)	
Gladding, Lillian Olivia.....	T.....	"	96
Glanding, Carrie V.....	T.....	J. H. S.	47
Glantz, Caroline L.....	T.....	"	37
Glantz, Minnie M.....	T.. "	44 (Mntebello)	
Glanville, Rae M.....	T.. "	228 (16th St.)	
Glascoe, Fannie R.....	T.....	"	100
Glen, Elizabeth N.....	V. P.....	"	94
Gloeker, Lelia F.....	T.....	"	78
Gminder, Albert J.....	T.....	B. C. C.	
Gminder, A. Roland.....	T.....	On L.	
Goddard, Henry	T.....	B. C. C.	
Godfrey, Annie J.....	T.. "	229 (Bank St.)	
Goettling, Clara L.....	T.....	"	59

Goetz, George	T	J. H. S.	40
Goldberg, Belle S.	T	"	65
Goldberg, Dora	T	"	2
Goldberg, Mary B.	T	"	93
Golder, Archibald	T	B. C. C.	
Goldsmith, Cecile	Kg. A	"	31
Goldsmith, Flora	T	"	60
Goldsmith, Mand	T	"	81
Gooby, Elizabeth R.	T	"	109
Goode, Mary E.	T	C. H. S.	
Goodrich, Josie L.	T	"	106
Gordon, Edith V.	T	"	20
Gore, Margaret S.	T	" 218 (How. Pk.)	
Gorsuch, Alice M.	T	"	27
Gorsuch, Gertrude	T	E. H. S.	
Gorsuch, S. Virginia	T	"	63
Gosline, Hazel F.	T	"	50
Gosnell, Gussie C. M.	T	"	4
Gover, Ephraim G.	P	"	60
Graffin, Kate T.	T	"	81
Graffin, Sarah	T	"	20
Graham, Elma P.	T	"	61
Graham, Mary E.	T	"	45
Graham, Nettie A.	T	"	61
Gramby, Mamie F.	T	"	101
Grael, Dora M.	T	"	94
Gray, Ethel R.	T	W. H. S.	
Gray, Hannah P.	T	"	42
Gray, Helen O.	T	"	107
Gray, Louise C.	T	"	110
Gray, Nannie W.	T	"	100
Green, Fannie	T	"	102
Green, Joseph E.	T	B. C. C.	
Greenholt, Helen V.	T	J. H. S.	80
Grenzer, Lillian E.	T	" 229 (Bank St.)	
Grieman, Winona	T	W. H. S.	
Griffin, Rea	T	"	62
Griffith, Dollie W.	T	"	22

Griffith, Julia C.....	T.....	"	81
Griggs, William T.....	V. P.....	"	112
Grimes, Mildred....	Sup. Special Classes.		
Grimm, Anna M.....	T.....	"	92
Grinage, Harriet B.....	T.....	"	112
Grooms, Edna S.....	T.....	"	116
Grooms, Merrial M.....	T.....	"	106
Grooms, Nannie B.....	P.....	"	107
Groshans, Myrtle E.....	T..	" 212 (Gar. Hts.)	
Groshans, Myrtle S.....	T..	" 211 (Gard'v'e)	
Gross, Clarence F.....	T.....	"	104
Gross, Hilda H.....	T.....	"	96
Gross, H. Milton.....	P.....	"	108
Grote, Caroline E.....	T.....	J. H. S.	79
Grote, Helen K.....	T.....	"	64
Grote Mamie E.....	T.....	"	27
Grothey, Margaret P.....	T..	" 203 (Brookl'n)	
Grumbine, Iola	T.....	"	98
Guarino, Grace	T.....	"	3
Gude, Helen H.....	T.....	"	93
Guider, Louise	T.....	"	53
Guyton, Fannie F.....	P.....	" 11 & 39	
Gwathney, Camilla H.....	T.....	"	115
Gwin, Mary E.....	T.....	"	98
Gwynn, Martha J.....	T.....	"	109

H

Haddaway, Mildred J.....	T.....	E. H. S.	
Haefner, William F.T. of M. T.....		"	6
Haferkorn, Marie A.....	T.....	School No.	95
Hahn, Anna C.....	V. P.....	J. H. S.	49
Hahn, Ida A.....	T.....	"	22
Hahn, Mary E.....	T.....	"	98
Hahn, Mildred E.....	Kg. T.....	"	64
Haile, Harry C.....	P..	" 213 (Govans)	
Haile, S. Leonora.....	T..	" 225 (Westp't)	
Halberg, Anna D.....	T.....	T. T. S.	

Hall, Bertie M.....	T.....	"	51
Hall, Chanie, A. E.....	T.....	"	118
Hall, Edna B.....	T..	" 212 (Gar. Hts.)	
Hall, Edna E.....	T.....	"	116
Hall, Hattie N.....	T. of H. E.....	"	55
Hall, Isabella A.....	T.....	"	104
Hall, Leonia E.....	T.....	"	112
Hall, M. Susie.....	T.....	J. H. S.	80
Hall, Mary Estella.....	P..	" 154 (Fairfield)	
Hall, Natalia D.....	T.....	"	51
Hall, R. Milton.....	P..	" 208 (Cur. Bay)	
Hall, Vivian A.....	T.....	"	110
Hall, William H.....	V. P.....		B. P. I.
Hamilton, Mary Beth.....	T.....		W. H. S.
Hamilton, Rhoda E.....	T..	" 203 (Brookl'n)	
Hamm, Ruth E.....	T.....	"	6
Hammen, Malynda O.....	T.....	"	64
Hammett, Grace E.....	T.....	"	95
Hampson, Elinor M.....	T.....		W. H. S.
Hampson, Laura G.....	T.....	"	6
Hampson, Mary.....	T..	" 220 (Mor. Pk.)	
Hampson, Olivia.....	T.....	"	13
Hampson, Olivia S.....	T.....	"	19
Handy, Helen D.....	T.....	"	112
Handy, Ruth A.....	T.....	"	110
Hankofsky, Rose.....	T.....	"	10
Hanlon, Mary R.....	T.....	"	3
Hanna, Charlotte J.....	T.....	"	5
Hanrathy, May C.....	T.....	"	20
Hansen, Frank....	Asst. S. of Phy T.		
Hanson, Erna J.....	T.....	"	25
Harbaugh, Myra.....	T.....	"	93
Harding, Lida H.....	T.....	"	76
Harding, Rose I.....	T.....	J. H. S.	79
Hargett, Kathryn.....	T.....	"	65
Harman, Beatrice M.....	T.....	"	108
Harman, Edith E.....	T..	" 225 (Westp't)	
Harman, Frances.....	T.....	"	60

Harman, Matilda.....	T.....	"	37
Harmon, Martha E.....	T..	" 154 (Fairfield)	
Harms, Carrie S. E.....	T.....	"	94
Harn, Elmer M.....	T.....		B. P. I.
Harney, Margaret A.....	P..	" 218 (How. Pk.)	
Harper, Elmira D.....	T.....	"	55
Harper, Florence O.....	T.....	"	13
Harrigan, Annie F.....	T.....	"	23
Harris, Annie E.....	T.....	"	109
Harris, Charles W.....	T.....	"	101
Harris, J. Norris.....	T.....		B. C. C.
Harris, Katherine V. T. of H. E.....		"	112
Harris, Vera.....	T.....	J. H. S.	40
Harrison, E. Anna.....	T.....		W. H. S.
Harrison, M. Ella.....	T.....		W. H. S.
Harrison, Mildred E.....	T.....	"	65
Harrison, Olivia G.....	T..	" 213 (Govans)	
Harry, Stephen C.....	T.....		B. C. C.
Hart, Jane E.....	Kg. T.....	"	53
Hartman, J. Lucile.....	T.....	"	70
Hartman, S. Alberta, T. of H. E.....		J. H. S.	79
Harward, Lydia E.....	T.....	"	6
Haseltine, Robert I.....	T.....		B. C. C.
Haskell, Bessie M.....	T.....	"	30
Haslup, Norman V.....	T.....	J. H. S.	52
Haslup, Ruth.....	T.....		E. H. S.
Hasson, Mary E.....	T.....	J. H. S.	47
Hastings, Elizabeth K... Kg. A.....		"	25
Hatter, Anna.....	T.....	"	43
Haughey, Edith T.....	T.....	"	25
Hawkins, A. Elizabeth.....	T..	" 203 (Brookl'n)	
Hawkins, Mason A.....	T.....		C. H. S.
Hawkins, Mildred L.....	T.....	J. H. S.	79
Hawkins, Naomi.....	V. P.....	"	86
Hayden, Caroline H.....	T.....	J. H. S.	1
Hays, Ella G.....	T.....	"	103
Hayward, Florence M.....	T..	" 212 (Gar. Hts.)	
Hayward, Louise.....	T.....	"	81

Hayward, Sarah H.....T.....	"	60
Heaphy, Marie V.....T.....	J. H. S.	1
Heaps, Pearl I.....T.....	W. H. S.	
Hearn, Bessie.....T.....	P. S.	
Heathcote, Louis Walter..T. of M. T.	J. H. S.	79
Heavey, Eleanor C.....T.....	J. H. S.	40
Hebron, Lillian.....T.....	"	110
Heede, Estelle.....T.....	"	24
Heede, Rose T.....T.....	"	76
Heimiller, Wm. J. C.....T.....	B. P. I.	
Heiner, Violet F.....T.....	"	34
Heise, Clara A.....T.....	"	93
Hellen, C. J..... Dir. of Business Management.		
Hellmann, M. Regina, T. of H. E....	"	53
Helmich, Clara...Asst. S. of Drawing.		
Hemsley, Violet G.....T.....	"	105
Henderson, Elmer.....T. of P.....	"	100
Henderson, Emma C.....T.....	"	60
Henderson, Gladys M.....T.....	"	103
Henninghausen, Lillie, T. of H. E....	"	32
Henning, Antoinette E.....T.....	"	99
Henry, Antoinette O.....T.....	"	106
Henry, Cordelia E.....T.....	"	102
Henry, Florence.....T.....	"	84
Henry, M. Josephine.....T.....	On L.	
Herbert, Agnes.....T.....	J. H. S.	80
Herbert, Hattie C.....T.....	"	93
Herbst, Dorothy M.....T.....	"	27
Herman, Clara.....T.....	"	60
Herman, M. Rosella.....T.....	"	64
Herrera, Lillian M.....T..	" 215 (Hight'n)	
Hershaw, Fay McKeene..Kg. T.....	"	108
Heslop, Harriet C..T. of H. E.....	"	76
Hess, Amelia F.....T.....	"	84
Hess, Katharine.....T.....	"	3
Hesse, Emma E.....T.....	"	2
Hetzer, S. Roy.....T.....	B. P. I.	
Heuisier, Margaret M.....T.....	"	81

Hewitt, Carrie W.....	T.....	"	37
Hibberd, M. Corinne.....	T.....	W. H. S.	
Hibbitts, Marie.....	T.....	"	50
Hicks, Hattie B. B.....	T.....	"	109
Hihn, Martin M.....	P.....	"	83
Hilberg, Annie E.....	T..	" 215 (Hight'n)	
Hilberg, Mary A.....	T.....	"	15
Hildebrand, Grace.....	Kg. T.....	"	5
Hildebrandt, Leah E..	T. of M. T....	"	63
Hildebrand, Marie Louise.....	T..	" 217 (Hillsdale)	
Hill, Emma T.....	T.....	"	98
Hill, Grace	T.....	C. T. S.	
Hill, Ida C.....	T.....	"	110
Hill, Lee F. E.....	T.....	"	118
Hill, Lelia M.....	T.....	"	21
Hills, Edward T.....	T.....	B. C. C.	
Hiner, Lucy C.....	T.....	No. 64 Branch	
Hines, Belle.....	T.....	"	81
Hirrichs, Dorothy A.....	T.....	J. H. S.	47
Hirrichs, Eleanor G. T. of	H. E....	"	99
Hirschman, Margaret L. T. of	P.....	"	86
Hobbs, Elizabeth.....	T.....	"	85
Hobbs, Georgia L.....	T.....	"	81
Hobbs, Jesse V.....	T.....	B. P. I.	
Hobbs, Mollie R.....	P.....	"	62
Hoblitzell, M. Nettie.....	T.....	J. H. S.	70
Hodes, C. Edward.....	T.....	J. H. S.	40
Hodges, Lillian G.....	T.....	"	62
Hodges, Miriam	T.....	"	50
Hodges, Sara Anna.....	P..	" 219 (Masonv'e)	
Hodges, Sarah J.....	T.....	"	95
Hodgson, Katherine....	T. of P.....	"	60
Hoffman, Esth�er	T.....	"	86
Hoffman, Rhoda	T.....	"	20
Hoffman, Marie	T.....	"	21
Hogan, Margaret M.....	T.....	"	83
Hogan, Mary C.....	T.....	"	74
Hoke, Margaret R.....	T.....	W. H. S.	

Holcombe, Lena S.....	T.....	C. H. S.
Holden, Floyd T.....	T.....	B. C. C.
Holden, M. Elizabeth.....	T.....	W. H. S.
Holland, Genevieve C.....	T.....	" 101
Holland, Gladys C.....	T.....	" 110
Holland, J. Francis.....	T.....	" 103
Holland, Margaret..Asst. S. of Phys.	T.	J. H. S. 1
Holland, Mary E.....	T..	" 201 (Arling'n)
Hollis, Zenobia Jones.....	T.....	" 118
Holljes, Lilly M.....	Kg. A.....	" 93
Holloway, Mary E.....	T.....	" 40
Holloway, Virginia C.....	T..	" 212 (Gar. Hts.)
Hollstein, Susie H.....	T.....	W. H. S.
Holm, Esther I.....	T.....	" 93
Holme, Hilda P....	T. of H. E.....	" 64
Holmes, Alvahn.....	T.....	On L.
Holmes, Elva Myrtle.....	T.....	" 15
Holmes, Lavenia A..	T. of H. E.....	" 27
Holmes, Mary E.....	P.....	" 55
Holtzmann, Louise.....	T.....	" 99
Holzappel, Gertrude.....	T.....	" 8
Homberg, Ernest F.....	T.....	V. S.
Hoofnagle, Charles C.....	T.....	B. P. I.
Hook, Mary C.....	T.....	" 59
Hook, Ruth.....	T..	" 219 (Masonv'e)
Hooper, Nellie S.....	T.....	" 27
Hoover, Mabel.....	V. P.....	" 13
Hope, Carrie M.....	T.....	" 84
Hope, Edith S.....	T.....	J. H. S. 70
Hope, Nicholas H.....	P..	" 211 (Gardv'e)
Hopkins, Harriet L.....	T.....	" 19
Hopkins, Helen.....	T.....	" 27
Horn, Maud M.....	T. of P.....	" 11
Horner, Martha F.....	T.....	" 72
Horstmeier, Ella M. S.....	T.....	" 83
Horstmeier, Meta E.....	T.....	" 83
Hoskins, Eleanor R.....	T.....	E. H. S.
Houskeeper, Harvey S.....	T.....	B. P. I.

Houston, Emma C.....	T.....	W. H. S.
Howard, Anne E.....	T.....	" 4
Howard, Ethel.....	T.....	" 13
Howard, Grace.....	T.....	" 59
Howard, James R.....	T.....	" 108
Howard, Jean C.....	T.....	" 3
Howe, Margaret E.....	T.....	" 103
Howry, Mamie F.....	T.....	" 22
Howry, Nellie S.....	T.....	" 34
Hubbard, Eliz. J.....	T.....	" 24
Hubbard, Elsie.....	T.....	" 70
Hubbard, Laura C.....	T.....	" 3
Hucles, Henrietta M.....	T.....	" 109
Hudson, Howard E.....	T.....	E. H. S.
Huebel, Frank J.....	L. A.....	B. P. I.
Huffington, Anna F.....	T. " 221	(Mt. Wash.)
Hufnagel, Florence M.....	T.....	" 63
Hufnagel, Margaret E. H.....	T.....	" 59
Hughes, Ethel M.....	T.....	" 6
Hughes, Mary E.....	T.....	" 110
Hughes, S. Lillian.....	T.....	C. H. S.
Hulse, Lillian.....	T.....	" 83
Hulse, Ruth.....	T.....	" 99
Hunt, Judson.....	P.....	J. H. S. 70
Hunt, Mabel L.....	T.....	" 54
Hunter, Bella S.....	T.....	" 23
Hupp, Joanna D.....	T.....	J. H. S. 47
Huth, Maria.....	T.....	" 68
Hutson, M. Lyda.....	T.....	" 32
Hyatt, Erma L.....	T.....	" 22
Hyatt, Neva.....	T.....	" 22
Hyland, Marie H.....	T.....	" 20
Hynes, Ednah M.....	T.....	" 70
Hysan, Mary W. E.....	T.....	" 13

I

Iddings, Deborah A.....	T.....	School No. 20
Iglehart, Alfreda E.....	T.....	" 76

Ijams, Ella.....	T.....	"	55
Imhofe, Louise.....	T.....	"	94
Ing, Jennie K.....	T.....	"	42
Ingham, Leslie H.....	T.....	B. C. C.	
Ireland, Elizabeth M.....	T.....	"	112
Isaacson, Simon L.....	T.	" 204 (Canton, 1)	

J

Jackowick, Joseph A.....	T.....	B. P. I.	
Jackson, Birdie M.....	T.....	J. H. S.	47
Jackson, Catherine E.....	T..	" 223 (Pimlico)	
Jackson, Helen H.....	T.....	"	116
Jackson, Howard E.....	P..	" 201 (Arling'n)	
Jackson, Louise.....	T.....	"	113
Jackson, Margaret E.....	T.....	C. T. S.	
Jackson, Marie A.....	T.....	"	104
Jackson, Mary B.....	T.....	"	59
Jackson, Mary R.....	T.....	"	110
Jackson, Sarah R.....	T.....	"	101
Jacobs, Mary E.....	T.....	J. H. S.	70
Jacobs, Sadie C.....	T.....	"	10
James, Annie M.....	T.....	"	94
James, Bertha McK.....	T.....	"	113
James, Sarah Florence.....	T.....	"	101
Janney, Marion.....	T.....	W. H. S.	
Jarrett, Carrie W.....	T.....	"	10
Jeffries, Alice E. G.....	T.....	"	105
Jenkins, Ella.....	T.....	"	5
Jenkins, Ethel S.....	T..	" 215 (Hight'n)	
Jenkins, Iva M.....	T..	" 215 (Hight'n)	
Jewell, E. Lillian.....	T..	" 212 (Gar. Hts.)	
Joesting, Edith.....	T.....	E. H. S.	
Johannes, Eleanor.....	T.....	"	54
Johnson, Alma E.....	T....	"	110
Johnson, A. Noel.....	T.....	"	116
Johnson, Bertha E.....	T.....	"	98
Johnson, Blanche M.....	T.....	"	93

Johnson, Carlitta P. T. of H. E.	"	110
Johnson, Edna M. T.	E. H. S.	
Johnson, Elizabeth V. T.	"	83
Johnson, Ellen. Asst. S. of Phys. T.	—	
Johnson, Ethel B. T.	"	118
Johnson, Helen M. T.	T. T. S.	
Johnson, Mary R. T.	"	105
Johnson, Norma. T.	"	15
Johnson, Rosalie G. T.	"	115
Johnson, Russell W. L. A.	B. C. C.	
Johnson, Viola. T.	"	115
Johnson, William D. T.	C. H. S.	
Johnston, Anna J. T.	"	5
Johnston, Chas. H. T.	"	113
Johnston, Flavilla M. T.	"	3
Johnston, Mary V. T.	"	61
Johnston, Ruth E. T.	"	28
Johnstone, Isabella M. T. of P.	"	20
Jolley, Katie B. T.	"	106
Jones, Beatrice M. T.	" 211 (Gard'v'e)	
Jones, Charles W. T.	"	100
Jones, Charlotte A. T.	W. H. S.	
Jones, C. Ruth. T.	"	55
Jones, Eugenia L. T.	"	51
Jones, Harvey C. T.	B. C. C.	
Jones, Magdalen T.	" 207 (Canton, 5)	
Jones, Martha C. T.	"	106
Jones, Mildred A. T.	"	65
Jones, Thomas F. T.	"	112
Jones, Victor R. T.	B. P. I.	
Jones, Viola. T.	"	115
Jones, Virginia B. T.	"	63
Jordon, Catherine B. T.	"	110
Joseph, Rosina C. T.	J. H. S.	47
Journeyay, Lucy H. Asst. S. of Phys. T.		
Joyce, Clay T. P.	" 225 (Westp't)	

K

Kahn, Fannie.....	T.....	School No. 98
Kahn, Tillie	P.....	" 64
Kailer, Emma B.....	T.....	" 55
Kaltenbach, A. Gertrude.....	T.....	" 4
Kaltenbach, Viola L.....	T.....	" 92
Kanady, Sanford M.....	T.....	B. C. C.
Kane, Ella F.....	T..	" 223 (Pimlico)
Kapfer, Margaret M.....	T.....	" 19
Kaplan, Leba	T.....	J. H. S. 70
Katenkamp, Chester H.....	T.....	B. C. C.
Kathman, Mary G.....	T.....	" 94
Katz, Esther V. D.....	Kg. T.....	On L.
Katz, Samuel.....	T. of M. T.....	J. H. S. 80
Kavanagh, Anna C.....	T.....	" 5
Kavanagh, M. Bina.....	T.....	" 73
Kaye, Percy L.....	T.....	B. C. C.
Keach, Olivia F.....	S. of D.....	-----
Kearney, M. Gertrude.....	T.....	" 85
Kearney, Rose T.....	T.....	" 73
Keating, Sadie W.....	T..	" 223 (Pimlico)
Keech, Marguerite.....	T.....	" 54
Keehner, Lillian M.....	T.....	" 35
Keen, Margaret	T..	" 227 (St. Hel'a)
Kegan, Annie E.....	T.....	" 3
Kelly, Helen L.....	T..	" 210 (Fairfield)
Kelley, Josephine C.....	T.....	J. H. S. 78
Kelley, Marie A.....	T.....	" 110
Kellum, Elisabeth F.....	T.....	W. H. S.
Kellum, Grace A.....	Asst. S. of D.....	-----
Kelly, Elizabeth R.....	T.....	" 77
Kelly, Jane M.....	T.....	" 2
Kelly, Lillie E.....	T.....	" 15
Kelly, Marie I.....	T.....	" 27
Kempton, A. Bird.....	T.....	J. H. S. 79
Kendrick, Fannie A.....	T.....	" 11
Kennard, Lulu M.....	T.....	" 86

Kennedy, Lida A.....	T.....	“	53
Kennedy, Mary H.....	T.....	“	59
Kennedy, Regina A.....	T.....	“	81
Kenny, Elizabeth C.....	P.....	“	16, 45
Kerchoff, Harriet.....	T.	“	204 (Canton, 1)
Kerley, Mary A.....	T.....	“	16
Kernan, M. Jeanette.....	T.....	J. H. S.	79
Kerr, Caroline M.....	V. P.....	J. H. S.	47
Kerr, E. Lyle.....	T.....	“	61
Kerr, Lula H.....	V. P.....	J. H. S.	79
Kerr, Mary C.....	P.....	“	10
Kettlewell, Ada R.....	T.....	“	64
Keys, Otho R.....	T.....	“	102
Keyser, Ella M.....	T.....	“	84
Keyworth, Elizabeth A., Asst. S. of D..			
Kibler, Evelyn R. F.....	T.....	“	83
Killion, Adah L.....	T.....	“	100
Kincheloe, Bessie T.....	T.....	“	59
King, Blanche.....	T.....	“	61
King, Edna M.....	T.....	“	86
King, Fannie V.....	T.....	“	5
King, Helen L.....	T.....	“	55
King, Kate.....	T.....	“	33
King, Katharine.....	T.....	“	65
King, Margaret LeG.....	T.....	“	65
King, Mary E. W.....	T.....	E. H. S.	
Kinnemon, Mary.....	T.....	“	53
Kinnersley, Bertie J.....	T.....	J. H. S.	80
Kinsey, Myrtle B. H.....	T.....	“	6
Kinsey, Nettie E.....	T.....	“	19
Kleibacher, Bessie E.....	T.....	W. H. S.	
Kleibacker, M. Leona.....	T.....	“	98
Klein, Margaret.....	T.....	“	81
Klinesmith, Bessie.....	T.....	W. H. S.	
Klinesmith, Edith.....	T.....	J. H. S.	47
Klippel, Elizabeth R.....	T.....	“	83
Klitch, Dorothy B..	T. of H. E.....	J. H. S.	79
Klotz, Augusta.....	T.....	J. H. S.	40

Knell, Grace E.....	T..	" 220 (Mor. Pk.)
Knight, Elnora L.....	T.....	" 51
Knight, Marion M.....	P..	" 209 (Evergr'n)
Knorr, Helen M.....	T.....	" 99
Knouss, M. Louise..	Asst. S. of M.	
Koenig, Minetta.....	T.....	J. H. S. 78
Koestler, Teresa.....	T.....	J. H. S. 49
Kolb, Charles H.....	T.....	B. C. C.
Koldewey, Gladys M.....	T..	" 218 (How. Pk.)
Konitzky, Etta.....	Kg. T.....	" 59
Kopp Fannie I. V.....	T.....	" 31
Korff, John A.....	P.....	" 33, 84
Kosakowski, Helen	T.....	" 3
Koshland, Marian.....	T.....	" 60
Krager, M. Josephine...	T. of P.....	" 14
Kramer, Emma.....	T.....	" 72
Kramer, Grace A.....	T. of P.....	" 99
Kramer, Helen M.....	T.....	" 54
Kratsch, Hilda.....	T.....	J. H. S. 47
Kratz, John A.....	T.....	On L.
Kratz, Margaret T.....	T.....	J. H. S. 49
Krauk, Anna.....	T..	" 207 (Canton. 5)
Kraus, Mildred Rey.....	T.....	" 60
Krause, Louise	T.....	" 42
Krausse, Harry W..	T. of M. T.....	J. H. S. 1
Krieger, Elizabeth.....	T.....	J. H. S. 40
Krieger, Kathryn.....	T..	" 203 (Brookl'n)
Kroeger, Kate C.....	T.....	" 72
Krotee, Samuel L....	T. of M. T.....	J. H. S. 40
Krug, Katherine B.....	T.....	" 16
Kucera, Bessie V.....	T.....	" 13
Kuder, Selma.....	T.....	" 59
Kuhlmann, Nettie A. J...	L. A.....	W. H. S.
Kyler, Lillian G.....	T..	" 156 (Mor. Pk.)
Kyler, Mary E.....	T.....	" 106

L

Lacey, Agnes M.....	A. Sub.....	School No.	75
Laferty, Virginia L.....	T.....	"	74
Laird, Carrie F.....	T.....	On L.	
Lakin, Mabel M.....	T..	" 229 (Bank St.)	
L'Allemand, Clare.....	T.....	"	51
L'Allemand, Nannie.....	T.....	"	54
Lamb, Margaretta W....	Kg. T.....	"	76
Lambdin, Annie M..	T. of H. E.....	"	63
Lamm, Maude	T..	" 215 (Hight'n)	
La Motte, Eleanor W.....	T.....	"	20
Lamm, Viola	T..	" 229 (Bank St.)	
Lanasa, Lena	T.....	"	4
Landers, Margaret.....	T.....	"	20
Landis, Charlotte M.....	T.....	"	59
Landwehr, Elizabeth.....	T.....	"	95
Lane, Florence R.....	T.....	J. H. S.	49
Lane, Wakena I.....	T.....	"	118
Lang, Edna E.....	T.....	"	42
Lang, F. Otho.....	P.....	"	98
Lang, Mollie L.....	T.....	J. H. S.	80
Langley, Hattie C.....	T.....	"	51
Langley, Myrtle E.....	T.....	"	102
Lansey, L. Agnes...T. of H. E.....		"	106
Lansey, Mary D.....	Kg. T.....	"	110
Larkin, Mary A.....	T.....	"	5
Laubheimer, Tillie.....	T.....	"	51
Laupheimer, Belle M....	Kg. T.....	On L.	
Laux, Marie L.....	T.....	"	99
Laws, Valeria.....	Kg. Asst.....	"	101
Lawson, Frances L.....	T.....	"	105
Lawton, Bertha D.....	T.....	"	80
Layman, Florence M.....	T.....	T. T. S.	
Lazarus, Isabel	T.....	"	63
Leach, Margaret E.....	T.....	"	54
League, Norma E.....	T..	" 208 (Cur. Bay)	
Leahy, Katherine.....	T.	" 204 (Canton, 1)	

Leary, Lois M.....	T..	" 212 (Gar. Hts.)
Le Brandt, Matilda.....	T.....	" 112
Lee, Mary H.....	T.....	Kernan's Hospital School
Lee, M. Teresa.....	V. P.....	J. H. S. 70
Lee, Minnie Virginia.....	T.....	W. H. S.
Lee, Mary W.....	T..	" 214 (Guilford)
Leef, Mabel P.....	T.....	" 51
Lees, Mary M.....	T.....	On L
Leese, Mary J.....	T.....	" 23
Leibensperger, Pearl.....	T.....	" 22
Leilich, Emma E.....	T.....	" 5
Lentz, Amelia.....	T.....	" 30
Lenz, Edith G.....	T.....	" 50
Leonard, Mary J.....	T.....	" 51
Lerian, Helen M.....	T.....	" 96
Lerp, E. Mignon.....	T..	" 208 (Cur. Bay)
Le Schack, Abraham.....	T.....	" 48
Lessig, Anna I., Asst. Supv. Phys. Education.		
Lester, Annie W.....	T.....	" 65
Lester, Delia.....	T.....	" 85
Letzer, Joseph H..	T. of M. T..	" 211 (Gardv'e)
Levin, Nannette S.....	T.....	" 59
Levinson, Florence.....	T.....	J. H. S. 47
Levinson, Ida.....	T.....	" 43
Levy, Mabel.....	T.....	" 86
Levy, Yetta.....	T.....	" 22
Lewis, Annie S.....	T.....	" 65
Lewis, Anna V.....	Kg. Asst.....	" 19
Lewis, Ethel A.....	T.....	C. H. S.
Lewis, John W...D. of Americanization		Work.
Lewis, Kate A.....	T.....	" 11
Lewis, May S..	Asst. S. of Phys. T.	
Liebmann, Alvina M., Asst.S. of Phys. T.		J.H.S.47
Lightner, Faith R..	Asst. S of M....	
Lindley, Irene...Asst. S. of Phys. T..		J. H. S. 40
Lindsay, Aisley L.....	T.....	C. H. S
Lindsay, Ella C.....	T..	" 221 (Mt. Wash.)
Link, Eugene Bowers.....	T.....	B. P. I.

Link, Lydia M.....	T.....	"	84
Linthicum, Marguerite E..	T of P....	"	51
Linton, Amy F.....	T.....	"	76
Lippy, Edith M.....	T..	" 223 (Pimlico)	
Lipscomb, Sarah B.....	T.....	"	95
Little, Viola.....	T.....	"	64
Loane, Alice M.....	T.....	"	99
Lochary, Fannie M.....	T.....	"	93
Lochman, Mary M.....	T.....	"	2
Lockerman, Alice E.....	T.....	"	112
Locks, Mabel E.....	T.....	"	106
Logan, Nellie M.....	P.....	"	68
Logue, Mary G.....	P. " 227	(St. Helena)	
Lohmuller, C. Loretta, T. of H. E....		School No. 2	
Lohrfink, Emma.....	T.....	J. H. S. 47	
Loker, Janice C.....	Kg. T.....	"	11
Longan, James A.....	T.....	B. C. C.	
Lorentz, Myrtle E..	T. of H. E....	J. H. S. 1	
Lorett, John T.....	T.....	B. C. C.	
Lorman, Ida G.....	T.....	"	8
Louis, Hilda.....	P.....	"	21
Louis, Lula.....	T.....	"	99
Lowdenslager, Ethel.....	T.....	"	25
Lucke, Emma F.....	T.....	"	64
Lurmann, Bertha M.....	T.....	"	59
Lutz, Laura A.....	T.....	"	57
Lynch, Edith V.....	T.....	"	103

M

Mabon, Tom C.....	T.....	B. P. I.	
MacArthur, Maude.....	T.....	"	94
Macbeth, Gobert E.....	T.....	"	110
Macbeth, Lois G.....	T.....	"	113
Maccubin, Walter A.....	T.....	B. P. I.	
MacDonald, Cora A.....	T.....	School No. 81	
Mack, Katherine P.....	T.....	"	27
MacKay, Carrie.....	T.....	"	84

MacLeary, Margaret.....	T.....	“	20
Madden, Ella M.....	T.....	On L.	
Madison, Margaret A.....	T.....	“	2
Magee, Marie C.....	T.....	“	77
Magee, Mary B.....	T.....	“	63
Magers, Ida R.....	P..	“ 228 (16th St.)	
Maginnis, Hamline B.....	T..	“ 208 (Cur. Bay)	
Magness, Hattie E.....	T.....	“	94
Maguire, Sara L.....	T.....	“	51
Mahaffey, Harriet V.....	T.....	“	99
Mahon, Theodosia B.....	T.....	E. H. S.	
Mainster, Josephine T.....	T.....	“	64
Mainster, Laura W.....	P.....	“ 75 & 15	
Mainz, Gertrude S. T. of H. E.....		“	72
Makibbin, Elizabeth M.....	T.....	E. H. S.	
Male, Elizabeth....	T. of H. E.....	J. H. S.	70
Mallaleiu, Alice G.....	T.....	E. H. S.	
Mallonee, Ada O. T. of H. E.....		“	67
Malooly, Elizabeth.....	P.....	“	94
Mann, Annette N.....	T.....	J. H. S.	80
Mann, F. Josephine.....	T.....	“	85
Mann, Louise Adams, Asst. S. of D.....			
Manning, Annie L.....	T..	“ 44 (Mntebello)	
Manning, F. Marion.....	T.....	J. H. S.	1
Mantley, Eloise.....	T.....	“	110
Marchant, Ida E.....	T.....	“	5
Markley, Cyril H. A.....	T.....	B. P. I.	
Marsden, Minnie May.....	T.....	“	73
Marsh, Katharine.....	T..	“ 218 (How. Pk.)	
Marshall, Cyrus W.....	T.....	C. H. S.	
Marshall, Mabel E.....	T.....	“	86
Marshall, Mary E.....	T.....	“	22
Marshall, Sarah Ann.....	T..	“ 203 (Brooklyn)	
Martin, Abama G. P.....	T.....	“	33
Martin, Annie L.....	T.....	“	118
Martin, Ella J....	T. of H. E.....	“	65
Martin, John R.....	T.....	“	109
Martin, Mary E.....	T..	“ 217 (Hillsdale)	

Martin, Mary F.....T.....	"	24
Martin, May F.....T.....	"	81
Martin, Mary J.....T. of H. E.....	"	74
Martin, Sayde.....T. of H. E.....	"	112
Mason, Fannie E.....T.....	"	25
Mason, Martha A.....T.....	"	102
Mason, M. Gertrude.....T.....	"	85
Mathews, Mary E.....T.....	"	54
Matthews, Esther L.....T..	" 213 (Govans)	
Matthews, Lily.....L.....	T. T. S.	
Matthews, M. Lillian.....T.....	"	110
Matthews, Nettie.....T.....	"	11
Maxwell, Joshua E.....T.....	C. H. S.	
Maxwell, Vashti C.....T.....	C. H. S.	
Mayfield, James A..T. of Phys. Ed.	" On L.	
Maynard, Bessie E.....T.....	"	110
McAbee, Gladys.....T.....	"	101
McAbee, William H.....P.....	"	110
McAvoy, Margaret T.....T.....	"	77
McBride, Clarence A.....T.....	B. P. I.	
McCaddin, Margaret E.....T.....	"	2
McCauley, Florence E.....T..	" 226 (Violetv'e)	
McCleary, Edith B.....T.....	J. H. S.	47
McClintock, Anna S.....T.....	"	79
McClintock, Cora A.....T.....	J. H. S.	80
McClure, Ethel R.....T.....	"	57
McCollum, Kate.....T.....	"	75
McCosker, Anna.....T.....	"	27
McDairmant, John...T. of M. T.....	J. H. S.	78
McDaniels, Gough D.....T.....	C. H. S.	
McDevitt, Catherine.....T.....	"	29
McDonald, Nellie B.....T.....	"	16
McDonnal, Georgia W.....T.	212. J. H. S., G. H.	
McDonnell, Kathleen J.....T.....	"	37
McElroy, Catherine.....T.....	"	34
McFaul, M. Ellen.....T.....	"	55
McFrederick, Alice.....T.....	"	22
McGarvey, Mabel.....T.....	"	43

McGarvey, Mary A.....	T.....	"	20
McGee, Annie L.....	T.....	"	84
McGee, Carrie H.....	T.....	"	84
McGee, Nellie G.....	T.....	"	59
McGinity, Sarah F.....	T.....	"	61
McGinn, Anna A.....	T.....	"	53
McGonigle, Marjorie.....	T.....	"	76
McGuinness, M. Genevieve....	T..	" 44 (Mntebello)	
McGuire, Lula A.....	T.....	"	83
McHale, Helen V.....	T.....	J. H. S.	40
McIlhenny, Alverda G.....	T.....	"	84
McIlhenny, Helen A, T. of H. E.....		J. H. S.	1
McIntire, Alice.....	T.....	"	99
McKeever, Annie G.....	T.....	"	93
McKinley, Mary....	T. of H. E..	" 213 (Govans)	
McLain, Efizabeth M.....	T.....	"	93
McLaughlin, Irene I.....	T.....	J. H. S.	80
McLellan, Maud O.....	T.....	"	25
McLeod, Catherine.....	T.....	"	20
McMaster, Emma K.....	T.....	"	61
McNutt, Ernest T.....	T.....	B. P. I.	
McPherson, Clara P.....	T..	" 203 (Brooklyn)	
McPherson, Eva.....	T.....	"	73
McPherson, Helen M.....	T.....	J. H. S.	78
McSherry, Saidee F.....	V. P.....	J. H. S.	78
Mears, Florence M.....	L. A.....	E. H. S.	
Mechem, Emma H.....	T.....	J. H. S.	1
Mediary, Helen R.....	T.....	J. H. S.	70
Meehan, Anna M.....	P..	" 226 (Violetv'e)	
Mehlgarten, Lillie R.....	T.....	School No.	65
Mehring, Lizetta.....	T.....	"	66
Meid, E. Lenore.....	T.....	E. H. S.	
Melamet, Karl	T.....	B. C. C.	
Mele, Hugo.....	T. of M. T.....	J. H. S.	47
Melis, Adeline M.....	T.....	School No.	50
Meltzer, Sadie.....	T.....	"	72
Melvin, Annie G.....	P.....	"	53
Melvin, Ethel B.....	T. of P.....	"	63

Mendelsohn, Dora.....	T.....	"	29
Menkel, Edith L. F.....	T.....	'	6
Mercer, Laura M.....	T.....	J. H. S.	78
Merrick, Mary B.....	T..	" 208 (Cur. Bay)	
Merrill, Irving W.....	T.....	B. P. I.	
Merritt, Edna S.....	T.....	"	33
Messersmith, Ida G.....	T.....	"	81
Metcalf, Lynne R.....	T.....	"	75
Meushaw, Annie C.....	T.....	J. H. S.	49
Meushaw, Myrtle.....	T.....	School No.	83
Meyer, Edna... Asst. S. of P.	T.....	J. H. S.	70
Meyer, Katherine K.....	T.....	School No.	94
Meyers, Rebecca.....	T.....	"	27
Mezger, Carlyn.....	T.....	"	10
Michelson, Miriam.....	T.....	"	38
Middleton, Lillian D.....	T.....	"	37
Milbourne, Katherine M.....	T.....	"	55
Millar, Grace T.....	T.....	"	55
Millar, Helen D.....	T.....	"	32
Miller, Anna R. H.....	T.....	"	101
Miller, Charles A. A. J... Asst. Supt.			
Miller, Ella R.....	T.....	"	107
Miller, Florence G.....	Kg. T.....	"	27
Miller, Fred. W.....	P.....	J. H. S.	47
Miller, Isabella.....	T.....	J. H. S.	1
Miller, Julia.....	T.....	J. H. S.	1
Miller, Katherine I.....	T.....	"	24
Miller, Luther B.....	T.....	B. P. I.	
Miller, May.....	T.....	C. H. S.	
Miller, Mildred M.....	T.....	School No.	107
Miller, Persis K.....	P.....	"	76
Miller, Wm. J.....	T.....	B. P. I.	
Mingo, Blanche V.....	T.....	School No.	112
Mink, Grace W.....	T. of P.....	"	51
Minnick, Elizabeth.....	T.....	W. H. S.	
Mitchell, Emma... T. of H. E.....		School No.	81
Mitchell, Emma E.....	P.....	"	24, 38
Mitchell, F. Morell. T. of H. E.....		"	40

Mitchell, Frances S. T. of H. E.	“	60
Mitchell, Gertrude	T. J. H. S.	70
Mitchell, Irene B.	T.	83
Mitchell, Lillian S.	T. School No.	43
Mitchell, Luther C.	T.	113
Mitchell, Monroe	P. “ 220 (Mor. Pk.)	
Mittler, Frances B.	T. School No.	31
Mohrlein, Julia S.	T.	77
Molson, Elvira	T. of H. E.	106
Monk, Mary C.	T.	92
Monroe, Edward	T.	112
Monroe, Emma C.	T. “ 207 (Canton, 5)	
Montell, May	Asst. S. of D.	
Montgomery, Mary A.	T. School No.	20
Moog, Katherine E.	T.	E. H. S.
Moore, Ada J.	T. School No.	83
Moore, E. Parker	T.	106
Moore, Grace M.	Kg. T.	77
Moore, Julia, A.	Kg. T. “ 44 (Mntebello)	
Moore, Levi V.	T.	C. H. S.
Moore, M. Eleanor, Asst. S. of M.		
Moore, Marie E.	T. School No.	43
Moore, Mary E.	T.	116
Moore, Mary V.	T. “ 215 (Hight'n)	
Moore, Ruth E.	T. School No.	102
Moore, Stella	T.	86
Moorman, Mary V.	T. “ 154 (Fairfield)	
Morgan, Blanche M.	T.	On L.
Morgan, Leah A.	T. “ 294 (Canton, 1)	
Morrill, Edna D. F.	T. School No.	11
Morris, Josephine M.	T.	22
Morris, Mary V.	T.	107
Morris, Sophie V.	T.	108
Morrison, Helen W.	T. “ 211 (Gardenv'e)	
Morrison, M. Edna	T. School No.	65
Morrow, Grace M.	T.	13
Morrow, Marie L.	T.	32
Morse, Barbara L.	T.	84

Moryck, Brenda R.....	T.....	C. H. S.
Moser, Edna M.....	T.....	School No. 24
Moses, Gertrude	T..	" 208 (Cur. Bay)
Moul, Helen Louise.....	Kg. T.....	" 86
Moxley, Grace L.....	T. "	212 (Gar. Hts.)
Moylan, Charles E.....	T.....	B. P. I.
Muchow, Louise R.....	T.....	" 2
Muir, Cora A.....	T.....	" 93
Mueller, Margaret E.....	T.....	" 30
Mullen, Catherine	T.....	" 76
Muller, Evelyn C.....	T.....	" 30
Muesse Katherine F..	Grade Supervisor.	
Muhlback, Katherine A.....	T..	" 225 (Westp't)
Muhlenfeld, Louise	T.....	" 24
Mullikin, Caroline B.....	T.....	E. H. S.
Mullikin, Mary H.....	T.....	W. H. S.
Munding, Ginevra D.....	T.....	School No. 66
Murphy, Frances L.....	T.....	C. T. S.
Murphy, George B.....	P.....	School No. 112
Murphy, Mary L.....	Kg. T.....	" 23
Murphy, Rebecca	T.....	" " 103
Murray, Effie I.....	P.....	" 57
Murray, Elizabeth.....	T.....	" 3
Murray, Lewis H.....	T.....	C. T. S.
Murray, Lucy E.....	T.....	W. H. S.
Myers, Florence L.....	T.....	School No. 100
Myers, Lorine..	Asst. S. of Phys. T	—————
Myers, Mabel F.....	T.....	School No. 68
Myers, M. Belle.....	T.....	" 53
Myers, William.....	T. of M. T..	" 215 (Hight'n)

N

Naylor, Alice.....	T.....	School No. 54
Naylor, Ella.....	T.....	" 62
Neal, Gertrude C.....	T.....	" 102
Neal, Jeanette S.....	T.....	" 106
Needham, Belle H.....	T.....	J. H. S. 70

Neild, Marie E.....	T.....	School No. 45
Nelson, Anna M.....	T.....	" 99
Neugoal, Mary E.....	T.....	" 103
Neuman, Ida.....	T.....	E. H. S.
Neville, Marie A.....	T.....	School No. 75
Newell, Margaret S.....	T.....	J. H. S. 79
Newman, Hettye I..	T. of H. E.....	School No. 78
Newton, E. Irene.....	T..	" 229 (Bank St.)
Newton, Ethel M.....	T.....	" 25
Nichols, Hattie L.....	T.....	" 109
Nicholson, Annie W.....	T.....	W. H. S.
Nickel, Elizabeth.....	T.....	J. H. S. 80
Nickens, William R.....	T.....	School No. 104
Nicolls, Roberta C.....	T.....	" 20
Nicols, Mary.....	T.....	" 14
Nixon, Mary C.....	T.....	" 102
Noonan, Joseph D..	Supv. of Commercial Ed.	
Noppenberger, A. Elizabeth..	T.	" 204 (Canton 1)
Norman, Estelle H.....	T.	" 207 (Canton, 5)
Norman, Mary R.....	T.....	J. H. S. 52
Norment, Ada B.....	T.....	E. H. S.
Norris, Elizabeth K.....	T..	" 215 (Hight'n)
Norris, Grace B.....	T.....	" 55
Norris, Grover W.....	T.....	B C. C.
Norris, Nellie S., Asst. S. of D.....		
Norris, Sophie B.....	T.....	" 61
North, Annie F.....	P.....	" 28
North, Harvey W.....	P.....	" 61
Norton, Fannie V.....	T.....	" 11
Norwood, Belle G.....	T.....	" 86
Novak, Marie B.....	T.....	" 6
Noveck, Ida.....	T.	" 201 (Arlingt'n)
Nowell, Sarah E.....	Kg. T..	" 229 (Hight'n)

O

O'Brennan, William J.....	T.....	School No. 22
O'Brien, Marie C.....	T.....	" 23

O'Connell, Nellie L.	T.	"	99
O'Connell, Sarah E.	T.	"	93
O'Connor, Frances	T.	" 203 (Brookl'n)	
O'Connor, Margaret A.	T.	School No.	9
O'Connor, Mary A.	T. of H. E.	"	20
O'Donnell, Alice B.	T.	"	24
O'Donnell, Katherine	T.	"	55
O'Keefe, William	T.	B. P. I.	
O'Malley, Agnes	T. of H. E.	J. H. S.	80
O'Neill, Mary E.	T.	" 215 (Hight'n)	
O'Neill, W. Adele	T.	School No.	86
O'Toole, Etta	T.	"	93
Oeh, Louise	T.	"	74
Ogle, Katherine W.	T.	"	62
Ohlgart, Elsie	T.	"	24
Oliver, Marion	T.	J. H. S.	80
Olwine, Edna W.	T.	School No.	27
Oppenheim, Rose	T.	"	21
Osborn, Olivia O.	T.	" 44 (Mntebello)	
Osing, Leila	T.	School No.	74
Otis, Isaac L.	T.	B. P. I.	
Otto, Lillia B.	T.	E. H. S.	
Otto, Margaret	T.	J. H. S.	47
Owens, George A.	P.	School No.	106
Owens, Glenn W.	T.	B. C. C.	
Owings, Samuel R.	T.	School No.	116
Oyeman, Evalena	T.	" 225 (Westp't)	
Oyeman, M. Caroline	T.	" 225 (Westp't)	

P

Packard, Albert G.	T. of Voc. Sub.	School No.	76
Packie, Annie R.	T.	J. H. S.	70
Padian, Anna M A.	T.	" 209 (Everg'n)	
Page, Mary E.	T.	"	54
Palen, Helen B.	T.	W. H. S.	
Parker, Richard	T.	J. H. S.	1
Parks, Harriet C.	T.	School No.	99

Parrish, S. R. Wallis.....	T.....	B. C. C.
Patterson, Edna I.....	T..	" 158 (Rol. Pk.)
Patterson, M. Rose.....	P.....	Nos. 72 & 12
Paul, Lillian A.....	T.....	School No. 85
Paulson, Esther.....	T.....	" 2
Payne, Elizabeth R.....	T.....	" 10
Peaker, Maude I.....	T.....	" 105
Pearce, Edna H.....	T.....	" 67
Pearce, Wm. E.....	T.....	B. C. C.
Pearson, Malvina B.....	T.....	School No. 33
Peck, Helen W.....	T.....	On L.
Peck, Nathaniel T.....	T.....	School No. 101
Peery, Joseph B.....	T.....	B. P. I.
Pennington, Frances A.....	T.....	School No. 107
Pennington, Jennie.....	T.....	" 84
Pennington, Perry D. G.....	T.....	C. H. S.
Peregoy, Margaret K.....	T.....	School No. 53
Perkins, Elzina M.....	T.....	" 118
Perkins, Jeanette V.....	T.....	" 29
Perkins, Stella M.....	T.....	" 55
Perry, Margaret G.....	T.....	W. H. S.
Peters, Mary E., Asst. S. of P. T....		J. H. S. 78
Peterson, Amy E.....	T.....	School No. 33
Peterson, Harold D.....	T. of Voc. Subjects.	" 76
Petticord, Mildred L.....	T.....	School No. 34
Pettit, Alexander S.....	T.....	V. S.
Pettit, Charles A.....	T.....	B. P. I.
Phillips, Ella R.....	P.....	" 56
Phillips, Frank W.....	T.....	" 103
Phillips, Mabel.....	T.....	" 35
Phillips, Mary A.....	T.....	" 35
Phipps, Florence.....	T..	" 214 (Guilford)
Picker, Emma H.....	T. of H. E..	" 44 (Mntebello)
Picker, Lena A.....	T.....	J. H. S. 78
Pillsbury, Jane T.....	T.....	School No. 51
Pittinger, Cleo H.....	Asst. S. of Phys. T.	
Pitts, Keziah A.....	T.....	School No. 112
Platt, Samuel P.....	T.....	B. P. I.

Plaut, Anna.....	T.....	School No. 94
Plitt, Charles C.....	T.....	B. C. C.
Plitt, F. Ethel.....	T.....	J. H. S. 1
Poetter, Elizabeth W.....	T.....	School No. 3
Poetter, Elsie R.....	T.....	" 53
Poloway, William...T. of M. T.....		J. H. S. 1
Pope, Mary R.....	T.....	School No. 94
Porteous, Ellen.....	T.....	" 4
Porter, C. Estelle.....	T.....	E. H. S.
Porter, Harry P.....	T.....	B. P. I.
Porter, Roberta.....	P..	" 223 (Pimlico)
Post, Adaresta T.....	T.....	School No. 72
Poteet, Margaret M.....	T.....	" 83
Potter, Elizabeth.....	T..	" 44 (Mntebello)
Poulson, Irene P.....	T.....	J. H. S. 47
Poulton, Mary L.....	T.....	School No. 70
Powell, Edith R.....	T.....	" 32
Powers, Laurretta T.....	T.....	" 109
Pratt, Harry T.....	P..	Schls. " 113, 115
Press, Ethel M.....	T.....	" 101
Price, Anna P.....	T..	" 212 (Gar. Hts.)
Price, Jennie R.....	P.....	School No. 43
Price, Marguerite.....	T..	" 203 (Brookl'n)
Price, Marian.....	T.....	School No. 67
Pridgeon, Ella.....	T.....	" 92
Prince, Cecelia C.....	T.....	" 27
Proctor, Robert A.....	T.....	" 113
Proctor, William H.....	T.....	" 115
Pruss, Adele.....	T.....	" 83
Purnell, Andasia...T. of M. T.....		J. H. S. 47
Purviance, Florence V..T. of D.....		
Purvis, Anne E.....	T..	" 223 (Pimlico)
Purvis, Bessie K.....	T..	" 229 (Bank St.)
Puryear, Mamie M.....	T.....	School No. 102
Pyle, James H.....	T.....	B. P. I.

Q

Quandt, Cecelia K.....	T.....	J. H. S.	1
Queen, Lawrence W.....	T.....	School No.	109
Quille, Bessie C.....	T. of P.....	"	104
Quinan, Allen J.....	T. of M. T.....	On L.	
Quinan, Anne G.....	T.....	School No.	8
Quinn, Louise K.....	T.....	"	25
Quinn, Mary M.....	T.....	"	30
Quitt, Celia	T.....	"	58

R

Rainey, Cecile.....	T.....	School No.	75
Rainey, Margaret A.....	T.....	"	11
Raitt, Mildred C.....	T.....	J. H. S.	47
Ranft, Charles F.....	T.....	B. P. I.	
Rawlings, Grace.....	T..	" 44 (Mntebello)	
Ray, Eva.....	T.....	School No.	62
Raymond, Edith.....	Kg. T.....	"	63
Read, Elias H.....	P.....	P. S.	
Read, Erla L.....	T..	" 215 (Hight'n)	
Reckling, Ralph W.....	T.....	C. H. S.	
Redden, Charles A.....	P..	" 153 (Canton)	
Redden, Meta A.....	T.....	C. H. S.	
Reddington, Elizabeth B.....	T.....	School No.	55
Reddish, Marion L.....	T.....	J. H. S.	80
Reed, Charlotte W.....	P.....	School No.	96
Reed, Mary E.....	Kg. T.....	"	55
Reed, Texanna M.....	T.....	"	112
Reed, Viola.....	T.....	"	47
Reese, Alice E.....	T.....	"	65
Reese, Lillian B.....	T.....	J. H. S.	79
Reese, Ursula E.....	T.....	J. H. S.	47
Register, Beulah.....	Kg. T.....	School No.	73
Regus, Milton L.....	P.....	"	2
Reid, Martha	T.....	"	106
Reier, Alverta E...T. of H. E.....		"	50

Reifner, Hattie.....	T.....	"	76
Reigle, Martha S.....	T.....	"	21
Reiley, Mary F. S.....	T.....	"	63
Reilly, Alice A.....	Kg. T.....	"	33
Reilly, Cecelia R.....	T.	" 204 (Canton, 1)	
Reindollar, Alice A. T. of H. E.....		J. H. S.	78
Reindollar, Blanche.....	P.....	School No.	63
Reiner, Ruth.....	T.....	"	68
Reinhardt, Emile S.....	T.....	W. H. S.	
Reins, Alice W.....	L.....	B. C. C.	
Reisler, Edward.....	T.....	B. P. I.	
Reitz, Robert A.....	T.....	B. P. I.	
Reizenstein, Jennie.....	T.....	J. H. S.	79
Remmert, Marie C.....	T.....	School No.	62
Resh, Elsie M.....	T.....	"	99
Rest, Anna E.....	T.....	"	81
Reuter, Pauline E.....	T.....	"	68
Reutter, E. Edmund.....	T.....	J. H. S.	80
Reynolds, Ada.....	T.....	School No.	59
Reynolds, Martha L.....	T.....	C. H. S.	
Reynolds, Mary C.....	T.....	School No.	45
Rhoades, Pearl A.....	T.....	"	112
Rhodes, Mary G.....	T.	" 218 (How. Pk.)	
Rice, E. Grace.....	T.....	T. T. S.	
Richards, Gertrude A. T. of H. E.....		J. H. S.	78
Richardson, Carrie G.....	P..	" 215 (Hight'n)	
Richardson, Ella.....	T.....	School No.	83
Richardson, M. Florence.....	T..	" 215 (Hight'n)	
Richardson, Stella M.....	T..	" 229 (Bank St.)	
Richardson, William G.....	T.....	B. P. I.	
Richardson, William G., Jr.....	T.....	B. P. I.	
Rider, Mary R.....	T.....	School No.	62
Ridgely, Elizabeth S.....	T.....	"	26
Riehl, Lindred C.....	T.....	"	20
Riggs, Jane.....	T.....	"	49
Riley, Mary V.....	T.....	"	48
Riley, Rose M.....	T.....	"	99
Rinehart, Elsie E.....	T.....	"	13

Rink, Florence.....	T.....	"	12
Rippard, Helen W.....	T.....	E. H. S.	
Ritter, Mary R.....	T.....	School No. 85	
Ritter, Ruth Del.....	T..	" 44 (Mntebello)	
Rivkin, Anna E.....	T.....	"	42
Robb, Philip L.....	T.....	B. C. C.	
Roberts, Clarence J.....	T.....	School No. 100	
Roberts, Mabel V.....	T.....	" 118Br.	
Robertson, Georgia L.....	T.....	"	61
Robins, Maud.....	T.....	"	62
Robinson, Essie M.....	T.....	"	101
Robinson, Helen E.....	V. P.....	"	59
Robinson, Laura E.....	T.....	"	93
Robinson, Leonora.....	T.....	"	53
Robinson, Lloyd A.....	T.....	"	102
Robinson, Louise E.....	T..	" 214 (Guilford)	
Robinson, Mabelle A.....	T.....	School No. 118	
Roby, V. F.....	T.....	B. P. I.	
Roche, Essie C.....	T..	" 215 (Hight'n)	
Roche, Sarah.....	P..	" 229 (Bank St.)	
Rock, Laura V.....	T.....	School No. 12	
Rockwood, Mary B.....	V. P.....	W. H. S.	
Rodenmayer, Nettie.....	T.....	School No. 53	
Rodemeyer, John J..	T. of M. T.....	J. H. S. 47	
Rodenbi, F. Lillian.....	T..	" 212 (Gar. Hts.)	
Rodgers, Caroline.....	T.....	School No. 14	
Rodman, Mary E.....	P.....	"	116
Roe, Irene.....	T.....	E. H. S.	
Rogan, Mary.....	T.....	School No. 93	
Rogers, Caroline W.....	T.....	J. H. S. 52	
Rogers, Henry P.....	T.....	B. P. I.	
Rogers, Mary.....	T..	" 215 (Hight'n)	
Rogers, Virginia.....	T.....	School No. 14	
Rolker, Edna.....	T. of P.....	"	65
Roney, Katherine.....	T.....	J. H. S. 40	
Roschen, Adelheid F.....	T..	" 223 (Pimlico)	
Roschen, Elsa A.....	T..	" 223 (Pimlico)	
Rose, Katherine.....	T.....	School No. 76	

Rosenbaum, Ruth.....	Kg. T.....	"	93
Rosendale, Katherine C.....	T.....	"	13
Rosenheim, Rena J.....	T.....	"	12
Rosensteel, Constance.....	T.....	J. H. S.	80
Rosensteel, Florence.....	T.....	School No.	5
Rosenstein, Stella.....	T.....	"	65
Ross, Elizabeth.....	T.....	School No.	84
Ross, Lillie A.....	T.....	"	112
Ross, Maud S.....	T.....	W. H. S.	
Ross, Susie I.....	T.....	School No.	113
Rossberg, Minna.....	T.....	"	67
Rossiter, Inez S.....	T.....	"	42
Rossman, Adele L.....	T.....	"	96
Roth, Eleanor.....	T.....	"	80
Rouche, Frances A. McC.....	T.....	"	61
Row, Carrie.....	T.....	"	8
Rowlenson, Robert A.....	T.....	" 203 (Brookl'n)	
Roycroft, William D.....	T.....	E. H. S.	
Royston, Lillian.....	T.....	School No.	56
Ruark, Lucie D.....	T.....	J. H. S.	70
Ruby, Susanne.....	T.....	" 214 (Guilford)	
Ruppell, J. Frederick.....	P.....	Nos. 42 & 25	
Rusk, Lily M.....	T.....	"	26
Russell, Alice E.....	T.....	"	112
Russell, Bertha L.....	T.....	J. H. S.	47
Russell, Esther S. E.....	T.....	School No.	106
Russell, Francis M.....	Supv. of Colored Schools.		
Russell, Mamie.....	T.....	School No.	32
Russell, Ruth L.....	T.....	"	104
Ryan, Annie B.....	T.....	"	64

S

Sable, Andrew E.....	T.....	B. P. I.	
Sachs, Rosa.....	T.....	School No.	61
Sahm, Caroline.....	T.....	J. H. S.	78
Sakers, Elizabeth.....	T.....	" 217 (Hillsdale)	
Salter, Mary E.....	T. of H. E.....	School No.	59

Sampson, Alma C.....	T, of P.....	"	112
Sanders, Grace S.....	P.....	"	34
Sanders, Kate E.....	T.....	"	84
Sands, Lillian G.....	T.....	"	63
Sanner, Marian P.....	T.....	"	16
Sappington, Gertrude.....	T.....	"	76
Sappington, Nellie S.....	T.....	" 228 (16th St.)	
Saunders, May E.....	P.....	School No.	26
Scalley, Agatha.....	T.....	"	83
Scalley, Ellen I.....	T.....	"	40
Scalley, Jessie C.....	T.....	"	6
Scalley, Kate.....	T.....	"	51
Scarborough, Nellie.....	T.....	"	62
Schad, Emma A.....	T.....	"	22
Schaefer, Eleanor.....	Kg. T.....	"	13
Schanze, Gertrude M.....	T.....	"	47
Scharf, Frieda.....	T.....	"	98
Scharf, Helena C.....	T.....	J. H. S.	47
Schaut, M. Grace.....	V. P.....	School No.	63
Schieswohl, John H.....	T.....	B. C. C.	
Schimpf, Helen C.....	T.....	" 208 (Cur. Bay)	
Schissler, Mildred.....	T.....	School No.	62
Schmalz, Kate.....	T.....	"	27
Schmehl, Carl E. W.....	T.....	B. C. C.	
Schmidt, Anna.....	T.....	School No.	83
Schmidt, Carolyn M.....	T.....	"	73
Schmidt, Louise.....	T.....	"	98
Schmidt, Mollie R.....	T.....	"	3
Schmidtman, Marguerite.....	T.....	"	27
Schmeid, Otto K.....	T.....	B. C. C.	
Schmincke, Mildred B.....	T.....	School No.	34
Schmuckler, Pearl.....	T.....	"	21
Schreiber, Nellie.....	Kg. T.....	" 208 (Cur. Bay)	
Schritz, Margaret A.....	T.....	School No.	94
Schryver, Edith M.....	T.....	"	92
Schubert, E. Marie.....	T.....	"	99
Schuele, Helen.....	T.....	"	65
Schuh, Marie E.....	T.....	"	23

Schultz, Gladys M.....	T.	" 218 (How. Pk.)
Schunck, Barbara.....	T.....	J. H. S. 40
Scott, Alfred P.....	T.....	B. P. I.
Scott, Ethel M.....	T.....	School No. 107
Scott, Mary E.....	T.....	" 59
Scott, Walter.....	T.....	" 105
Seager, Sarah E.....	P.....	" 85
Search, Margaret M.....	T.....	J. H. S. 47
Search, M. Louise...T. of M. T.....		School No. 51
Seeger, Araminta M.....	T.....	" 14
Seiler, Elsa F.....	T.....	" 93
Seip, Elizabeth C.....	Kg. T.....	" 19
Seitz, Miah E.....	T.....	" 51
Selby, Mary M.....	T.....	J. H. S. 78
Sellens, Pauline A.....	T.....	School No. 37
Sellman, Jessie M.....	T.....	J. H. S. 47
Sendelbach, Bertha.....	T.....	School No. 93
Serpick, Fannie.....	T.....	" 77
Sewell, Mary.....	T. of H. E.....	" 101
Seyferth, Sophie.....	T.....	E. H. S.
Seymour, Rosalie M.....	T.....	J. H. S. 1
Shaffer, Cora H.....	T.....	J. H. S. 78
Shaffer, Virginia.....	T.....	J. H. S. 47
Shamberger, Anna.....	T.	" 204 (Canton, 1)
Shamberger, Esther J.....	T.	" 201 (Arlington)
Shamberger, J. Hiram.....	P.....	School No. 51
Shamberger, Julia G.....	T..	" 223 (Pimlico)
Shamleffer, Mary E.....	T.....	School No. 93
Shank, Eleanor R.....	T..	" 223 (Pimlico)
Shank, Grace M.....	T..	" 223 (Pimlico)
Shantz, Elizabeth P.....	T.....	J. H. S. 40
Shargreen, Blanche C.....	T..	" 224 (Rol. Pk.)
Sharp, Emma O.....	T.....	J. H. S. 1
Sharpe, R. H.....	T.....	B. P. I.
Shaughnessy, Margaret L....	T.	" 204 (Canton, 1)
Shaw, Mary.....	T.....	School No. 2
Shaw, Miriam W.....	T.....	W. H. S.
Shea, Josie M.....	T..	" 218 (How. Pk.)

Shea, Katharine.....	T.....	School No.	74
Shea, Nellie M.....	T.....	"	65
Sheats, Alinda M.....	T.....	"	24
Sheckells, Grace V.....	T.....	"	10
Sheehan, Josie F.....	T.....	"	99
Sheets, Ella E.....	T. of H. E.....	"	85
Sheib, Mary E.....	Kg. T.....	"	21
Sheppard, Jennie R.....	T.....	"	15
Sheppard, Kate I.....	T.....	C. H. S.	
Sherbert, Helen.....	T.....	T. T. S.	
Sheridan, Sarah E.....	T.....	J. H. S.	40
Sherman, Edith M.....	T.....	School No.	99
Sherwood, Georgia D.....	T.....	"	54
Sherwood, Helen E.....	T.....	"	27
Shields, Lula E.....	T.....	"	63
Shimp, Edna M.....	T.....	"	13
Shipley, Gertrude.....	Grade Supervisor.		
Shipley, Louise.....	P.....	"	81
Shipley, Margaret.....	T..	" 203 (Brookl'n)	
Short, Eva M.....	T.....	School No.	101
Showacre, Bessie K.....	T.....	"	86
Shulman, Bertha.....	T.....	"	93
Shute, Elizabeth.....	T..	" 208 (Cur. Bay)	
Shutt, Alice G.....	T.....	School No.	50
Siegel, Clara M.....	T.....	"	62
Sigmund, Freda.....	T..	" 215 (Hight'n)	
Simmons, Ellen M.....	T..	" 223 (Pimlico)	
Simon, Walter.....	T.....	B. P. I.	
Simonds, Anna A.....	T.....	School No.	20
Simpson, Catharine.....	T.....	On L.	
Simpson, Francis M., Jr.....	P.....	School No.	19
Simpson, Sarah S.....	T.....	"	85
Sinclair, Ella M.....	T..	" 212 (Gar. Hts.)	
Sinclair, Grace A.....	T..	" 212 (Gar. Hts.)	
Skalski, Elizabeth R.....	T..	" 209 (Everg'n)	
Skinner, Ina.....	T.....	School No.	43
Slater, Olive C.....	T.....	E. H. S.	
Slaughter, Ursula G.....	T.....	School No.	67

Small, Florence M.....	Kg. A.....	“	60
Smallwood, Eva M.....	T.....	“	104
Smiley, Belle G.....	T.....	“	11
Smiley, Mollie E.....	T.....	“	45
Smith, Carrie E.....	T.....	“	12
Smith, Carrie M.....	T.....	“	100
Smith, Edith A.....	T..	“ 212 (Gar. Hts.)	
Smith, Ella L.....	P..	“ 212 (Gar. Hts.)	
Smith, Esther D.....	T.....	School No. 106	
Smith, Etheldra A.....	T.....	“	104
Smith, Ettamay.....	T.....	“	116
Smith, Etta W.....	T.....	“	64
Smith, Ferdinand C.....	T.....		V. S.
Smith, Frances P.....	T.....	School No. 104	
Smith, George F.....	T.....		B. P. I.
Smith, H. E.....	T.....		B. P. I.
Smith, Henrietta M.....	T..	“ 214 (Guilford)	
Smith, Jane C.....	T.....	School No. 102	
Smith, Laura J.....	T.....	“	96
Smith, Leila H.....	T.....		W. H. S
Smith, Le Roy.....	T.....	School No. 106	
Smith, Minnie C.....	T.....	“	31
Smith, M. Loretta.....	T.....	“	73
Smith, M. Louise.....	T.....	“	107
Smith, Nellie C.....	T.....	J. H. S.	78
Smith, Odessa H.....	T.....	School No. 104	
Smith, Richard P.....	M. of T.....	J. H. S.	79
Smith, Robert A.....	T.....	Vocational.	
Smith, Ruth L.....	T.....		E. H. S.
Smith, Vallie E.....	T.....	School No. 58	
Smith, Viola.....	T.....	“	65
Smith, Wilbur F.....	P.....		B. C. C.
Smith, Winifred.....	T.....	School No. 19	
Smither, Louise.....	T.....	School No. 22	
Smithson, Clara E.....	P..	“ 221 (Mt. Wash.)	
Smithson, Elizabeth M. A....	T.....	School No. 54	
Smoot, Katherine.....	T.....	“	24
Smuck, L. Merle.....	T.....	“	86

Smyth, Elizabeth A.....	P.....	"	13
Smyth, Helen G.....	T.....	"	19
Snyder, Emma A.....	T.....	W. H. S.	
Snyder, Estelle A.....	T.....	School No. 60	
Snyder, Marie B.....	T.....	"	35
Snyder, Martha A.....	T..	" 208 (Cur. Bay)	
Snyder, May B.....	T.....	School No. 31	
Snyder, Velma J.....	T.....	"	22
Socolow, Sophye.....	T.....	"	27
Sommer, Johanna F.....	T.....	"	94
Sondershoff, Antonia	T.....	"	92
Sondershoff, Elizabeth S....	T.....	"	31
Soran, Ida G.....	T.....	"	76
Sorrell, Frank J.....	T.....	"	106
Souther, Allan B.....	T.....	B. P. I.	
Spalding, Mary.....	T.....	School No. 74	
Spann, Vivian C.....	T..	" 229 (16th St.)	
Speare, Morris E.....	T.....	B. P. I.	
Spedden, Ella C.....	T.....	School No. 4	
Spedden, Ernest R.....	T.....	B. P. I.	
Spedden, Sadie E.....	T.....	School No. 77	
Spence, Lydia E.....	T.....	T. T. S.	
Spencer, Mary E.....	T.....	School No. 63	
Spengemann, Clara A.....	T.....	"	16
Spinning, Fred, Jr.....	T.....	B. P. I.	
Spriggs, Minnie T. B.....	T.....	School No. 102	
Springer, May.....	T.....	"	94
Stack, Agnes A.....	T.....	"	26
Stack, Catherine N.....	T.....	"	21
Stack, Marie A.....	T.....	J. H. S.	40
Stahl, Carrie L.....	T.	" 207 (Canton, 5)	
Staib, Marie E.....	T.....	J. H. S.	47
Staley, Ethel M.....	T.....	W. H. S.	
Staley, Margaret.....	Kg. T.....	School No. 16	
Stanley, Gertrude M.....	T.....	"	102
Stansbury, Elizabeth B..	V. P.....	"	62
Stansbury, Ella E.....	T.....	"	64
Stansbury, Florence A.....	T.....	J. H. S.	40

Stansfield, Ella V.....	T.....	School No. 95
Starr, Minna D.....	T.....	" 54
Steele, George A.....	T.....	B. C. C.
Stegman, Helen M.....	V. P.....	J. H. S. 1
Steinbach, Minna A. T. of H. E.....		School No. 94
Stenquist, John L. Dir. of Educational Research.		
Stephens, Alma L.....	T.....	School No. 68
Stephens, Martha B.....	T.....	J. H. S. 1
Stephenson, Anna M.....	T.....	School No. 62
Stephenson, Elizabeth F.....	T.....	" 64
Stephenson, Letitia M.....	T.....	E. H. S.
Stephenson, Mabel L.....	T.....	E. H. S.
Sterling, Florence A.....	T.....	School No. 35
Stevens, Bessie P.....	T..	" 212 (Gar. Hts.)
Stevens, Fannie.....	T.....	School No. 14
Steward, Gertrude.....	T..	" 220 (Mor. Pk.)
Stewart, Lillian C.....	T.....	School No. 106
Stewart, Sadie B.....	T.....	E. H. S.
Stieg, May L.....	V. P.	Schools Nos. 24, 38
Stieg, Rebecca S.....	T.....	J. H. S. 47
Stiegler, Louise A.....	T.....	School No. 58
Sti Non, Mabel B.....	T.....	J. H. S. 47
Stitley, Marshall.....	P.....	School No. 22
Stoeber, Lavina..	Asst. S. of P. T.	
Stokes, Irma C.....	T.....	" 118
Stokes, Maggie.....	T. of H. E.....	" 104
Stoops, Dorothy..	Asst. S. of P. T.....	On L.
Storm, Elizabeth A.....	T..	" 217 (Hillsdale)
Stotler, Dora K.....	T.....	School No. 11
Stotler, Marguerite K..	T. of P.....	" 83
Stowman, Bessie.....	T.....	" 62
Strayer, Minnie H.....	T.....	" 68
Stromberg, Florence.....	T.....	" 4
Stromberg, Helen.....	P.....	" 93
Stromberg, Martha.....	P.....	" 86
Stromenger, Mary E.....	V. P.....	" 27
Strother, Alice H.....	T.....	" 39
Stuart, Martha L..	T. of H. E.....	" 108

Stubbs, Edith T.....	T.....	"	51
Stubbs, Eloise.....	T.....	"	63
Stuckert, Anna A.....	T.....	"	85
Stumptner, Geo. N.....	P.....	"	20
Sultzer, Eleanor.....	T.....	"	74
Sultzer, Mary F.....	T. of P.....	"	74
Sultzer, Susan E....	T. of H. E.....	"	62
Sutton, Delia C.....	T..	" 208 (Cur. Bay)	
Sweany, B. Wheeler.....	T.....	B. C. C.	
Sweeney, Marie A.....	T.....	School No. 93	
Sweitzer, Amelia L.....	T..	" 215 (Hight'n)	
Swick, Elizabeth.....	T.....	W. H. S.	
Sylvester, Charles W.	Dir. of Vocational Ed.		
Symmes, Marian L.....	T.....	School No. 30	

T

Talbott, L. Adele.....	P.....	School No. 6	
Taliaferro, Annie F.....	T.....	"	92
Taliaferro, Sallie C.....	P.....	"	8
Tames, Katherine L.....	T..	" 212 (Gar. Hts.)	
Tapking, William F. Jr.....	T.....	B. P. I.	
Tapman, Clara V.....	T.....	J. H. S. 70	
Tapman, Lina.....	T.....	School No. 53	
Taylor, Bessie.....	Kg. T:	" 207 (Can.Kg.3)	
Taylor, J. Carey.....	T.....	J. H. S. 47	
Taylor, Laura.....	T.....	School No. 20	
Taylor, Margaret.....	T.....	"	54
Taylor, Maud E.....	T.....	"	54
Taylor, Minnie C.....	T.....	"	107
Taylor, Ruth.....	T.....	W. H. S.	
Taylor, Ruth E.....	T.....	School No. 115	
Taylor, W. Edward F.....	P.....	J. H. S. 80	
Templeman, James P.....	T.....	B. C. C.	
Thalheimer, Florence.....	P.....	School No. 59	
Thalwitzer, Louise E.....	T.....	W. H. S.	
Thatcher, Carrie B.....	T.....	School No. 60	
Theil, Elizabeth V.....	T.....	J. H. S. 80	

Thomas, Alma M.....	T.....	J. H. S. 47
Thomas, Bessie I.....	P. " 152 (Brooklyn)	
Thomas, Carrie C.....	T.....	School No. 30
Thomas, Delma S.....	T.....	J. H. S. 70
Thomas, Dorothy L.....	T.....	J. H. S. 70
Thomas, E. Frances.....	T.....	School No. 38
Thomas, Elena.....	T.....	" 118
Thomas, Emma G.....	T.....	" 55
Thomas, James L.....	T.....	" 101
Thomas, John F., Jr.....	T.....	" 112
Thomas, Madeleine A.....	T.....	" 53
Thomas, Marian V.....	T.. " 208 (Cur. Bay)	
Thomas, M. Marguerite.....	T.....	School No. 109
Thomas, Nellie E.....	T.....	" 12
Thomas, Sadie R.....	T.....	" 43
Thomason, Lida L.....	T.....	" 86
Thompson, Alta E.....	T.....	T. T. S.
Thompson, Clara M.....	T.....	" 110
Thompson, Edith V.....	T.....	E. H. S.
Thompson, Elizabeth C.....	P.....	School No. 32
Thompson, Emma S.....	T.. " 212 (Gar. Hts.)	
Thompson, Ethel.....	T.....	School No. 107
Thompson, Helen C.....	T. " 218 (How. Pk.)	
Thompson, K. Louise.....	T.....	School No. 9
Thompson, Laura R.....	T.....	" 106
Thompson, Madelene M.....	T.....	E. H. S.
Thompson, Zelma G.....	Kg. T.....	School No. 25
Thornburg, Carrie M.....	T.....	E. H. S.
Thorpe, Eleanor H.....	T. " 221 (Mt. Wash.)	
Thurley, Emma.....	P.....	School No. 66
Tibbs, Elmira A.....	T.....	" 104
Tilghman, Frances E.....	T.. " 212 (Gar. Hts.)	
Tilghman, Hattie.....	T.....	School No. 112
Tilghman, Helen G.....	T.. " 224 (Rol. Pk.)	
Tingle, M. Lucille...	Asst. S. of M.	
Tinson, Bernard.....	T.....	School No. 106
Todd, Laura P.....	P.. " 224 (Rol. Pk.)	
Tomlinson, Evelyn.....	T.....	School No. 55

Tormey, M. Angela.....	T.....	"	63
Totzke, Maxine A.....	T.....	"	42
Touchstone, Clara.....	Kg. T.....	"	9
Townshend, Lillian	T..	" 228 (16th St.)	
Towson, Ruth.....	T.....	"	11
Travers, Anna D.....	T..	" 222 (Orangv'e)	
Travers, Helen V.....	T.....	School No. 108	
Travers, Mary R.....	T.....	E. H. S.	
Travers, R. Poulton.....	T.....	B. C. C.	
Triebler, Marion D..	S. Asst. in Americanization.		
Trigg, Irene K.....	T.....	C. H. S.	
Trotten, Clara E.....	Kg. T..	" 204 (Can.Kg. 1)	
Trusty, Lillian H.....	T. of P.....	School No. 108	
Tucker, Bertha W.....	T.....	"	14
Tucker, Cora A.....	T.....	"	112
Tucker, Sara E.....	T. of H. E.....	"	63
Tudor, Isabel C.....	P.....	"	54
Tudor, Mabel A.....	T. of H. E.....	"	80
Tumbleson, Mabel.....	T.....	J. H. S.	47
Tunney, Katherine M.....	T..	" 209 (Everg'n)	
Turnbull, Josephine.....	T.....	School No. 35	
Turner, Maude.....	T.....	"	10
Twilley, Irving L.....	T.....	B. P. I.	
Tydings, Laura L.....	T.....	School No. 68	
Tyler, Hattie A.....	T.....	"	112
Tyson, Mildred E.....	T.....	"	23

U

Uhlig, J. Konrad.....	T.....	B. C. C.	
Ulrich, L. Evaline.....	T.....	School No. 2	
Unduch, Martha A.....	T.....	"	67

V

Vaiden, George A.....	T.....	B. P. I.	
Valentine, Katherine T....	T.....	J. H. S.	47
Van Buren, Letitia.....	T.....	"	68

Van Daniker, Joanna.....	T.....	J. H. S. 49
Van Daniker, Sarah M.....	T.....	School No. 98
Van Horn, William O.....	P.....	" 58
Van Meter, Katherine S.....	T.....	J. H. S. 74
Van Sant, Fannye F.....	T.....	School No. 64
Van Sant, Sarah.....	T.....	J. H. S. 73
Vavrina, Rose B.....	T..	" 229 (Bank St.)
Vickers, Ada V.....	T.....	" 43
Vogt, Alvina E.....	T.....	" 3
Volz, M. Eleanor.....	T.....	" 3
Voll, Mary V.....	T.....	On L.
Von Hoxar, Eudora.....	T.....	" 43

W

Wagner, Lucy M.....	T.....	School No. 99
Wagner, Carolyn	T..	" 229 (Bank St.)
Wagner, Lillian.....	L. A.....	W. H. S.
Waidner, Clara L.....	T.....	School No. 28
Waidner, Emma M.....	T.....	" 84
Walbeck, James W.....	T.....	B. P. I.
Walker, Cora L.....	T.....	School No. 83
Walker, Daisy M.....	T.....	" 110
Walker, Margaret E.....	T.....	" 84
Walker, Martin M.....	T.....	" 104
Walker, Matilda A.....	T.....	" 81
Wall, M. Virginia.....	T.....	J. H. S. 79
Wallace, Florence D....	Asst. S. of D..	-----
Wallace, Helen.....	T.....	On L.
Wallace, Lottie M.....	T.....	School No. 83
Waller, James M. C.....	T.....	B. P. I.
Waller, Maria C.....	T.....	" 81
Walsh, Mary T.....	P.....	" 27
Walter, Hazel M.....	T.....	" 30
Walter, Nannie R.....	T.....	" 55
Ward, Evelyn L.....	T..	" 212 (Gar. Hts.)
Ward, George W.....	T.....	B. P. I.
Ward, Mabel	T.....	School No. 24

Warden, Ella L. T. of H. E.	"	61
Wardsworth, Julia F. T.	"	81
Ware, M. Emma. T.	"	22
Wareheim, Lettilda I. Kg. T.	"	65
Warfield, Bertha. T.	"	86
Warfield, Estelle. T.	"	86
Wassem, Mary C. T.	"	16
Waters, Annie O. P.	"	109
Waters, Margaret. T.	"	34
Waters, Mary E. T.	"	103
Waters, Ruth E. Kg. T.	"	95
Watkins, I. Miriam. T.	"	96
Watkins, Lida E. P.	"	29
Watson, Edna E. T.	J. H. S.	80
Watson, Minnie R. T.	" 229 (Bank St.)	
Watts, Adah B. T. of P.	School No. 100	
Watts, Virginia E. Kg. A.	"	9
Way, Frances E. T.	"	6
Weaver, Emma M. Kg. A.	"	6
Weaver, Ruth P. T.	"	63
Webb, Bernard. T.	"	101
Webb, Mary A. Asst. S. of M.		
Webb, Mary E. T.	"	52
Webb, Walter T. Asst. S. Phy. Educ.		
Weber, Celeste G. T.	School No. 13	
Weber, Helen J. T. of H. E.	J. H. S.	47
Weber, H. K. T.	B. P. I.	
Webster, Edna. T.	School No. 113	
Webster, Emma M. T.	"	72
Webster, Katherine E. T.	"	1
Wedi, Helen R. Kg. A.	"	96
Weedon, L. Ava. T.	J. H. S.	47
Weedon, Sallie E. T.	"	81
Weer, Anna B. T.	" 215 (Hight'n)	
Weidenhammer, Nettie. T.	J. H. S.	80
Weglein, David E. Asst. Supt.		
Wellepp, Elsa. T.	On I.	
Weis, Beatrice. T.	School No. 60	

Weiss, Eva	T	J. H. S.	79
Weiss, Rosa S.	T	School No:	61
Welch, Emma F.	T	"	60
Welch, Marie Emma	T	" 203 (Brooklyn)	
Weldin, Winifred	T	T. T. S.	
Wellener, Helen E.	T	School No.	64
Wellener, Mary H.	V. P.	"	93
Weller, Florence	T	"	76
Weller, Nannie B.	T	" 228 (16th St.)	
Wellmore, Josephine R.	T	" 220 (Mor. Pk.)	
Wells, Annie G.	T	School No.	85
Wells, Florence E.	T	J. H. S.	78
Wells, Grace E.	T	J. H. S.	79
Wells, Helen C.	T	School No.	10
Wells, Laura M.	T	"	65
Wells, Mary E.	T	J. H. S.	79
Weltner, Mamie	T	"	64
Wenchel, Mary A.	T	"	94
Werner, Zelia	T	" 220 (Mor. Pk.)	
West, Edith E.	T	" 44 (Mntebello)	
West, Henry S.	Supt.		
West, Lucretia R.	T	"	112
Westcott, Emma M.	T	"	113
Wharton, Constantia L.	T	"	101
Wharton, Hermione E.	T	"	101
Wharton, May	Kg. Asst.	"	16
Wharton, Pauline L.	T	"	101
Wheat, Alice E.	T	"	35
Wheeler, A. Mildred	T	J. H. S.	40
Wheeler, Helen L.	T	School No.	64
Wheeler, John J.	T	C. H. S.	
Wheeler, Mary E.	T	School No.	25
Whitaker, Edith M.	T	" 223 (Pimlico)	
White, Anna M.	Kg. T.	School No.	31
White, Annabel	T	W. H. S.	
White, Elizabeth G.	T	E. H. S.	
White, Fannie T.	T	C. H. S.	
White, Helen E.	T	" 223 (Pimlico)	

White, Helen S.....	T.....	School No. 53
White, Mattie F.....	T.....	" 113
White, Sue B.....	T.....	" 72
White, William H.....	T.....	" 104
Whitfield, Hester C.....	T.....	" 59
Whiting, Grace E.....	T.....	" 108
Whitmore, Otho M.....	T.....	B. P. I
Whitney, Regina.....	T.....	J. H. S. 80
Wholey, Ida A....	T. of H. E.....	J. H. S. 40
Wickes, Rose O.....	T.....	E. H. S.
Wicks, May I.....	T.....	School No. 115
Wicks, O. Lulu.....	T.....	" 61
Wicks, Pearl E.....	T.....	" 106
Wiers, Mary M.....	T.....	" 32
Wightman, Clara.....	T.....	" 86
Wightman, Virginia.....	T.....	T. T. S.
Wilcox, Evelyn T.....	T.....	E. H. S.
Wilcoxon, Helen G.....	T.....	" 76
Wild, Agnes K.....	L. A.....	W. H. S.
Wild, Bertha... ..	T. of H. E.....	School No. 24
Wild, E. Lenore... ..	Asst. Supt. P. T...	J. H. S. 1
Wilhelm, William H.....	T.....	B. P. I.
Wilkins, Anita B.....	T.....	School No. 101
Wilkins, Ruth E.....	T.....	C. H. S.
Wilkinson, Catherine A.....	T.....	School No. 75
Wilkinson, W. James.....	P.....	" 30 & 48
Willhide, Paul A....	T. of M. T.....	V. S.
Williams, Annie C.....	P.....	School No. 5
Williams, Aurelia M.....	T.....	" 106
Williams, Beulah H.....	T.....	" 86
Williams, Elizabeth V. D.,	T. of M. T..	J. H. S. 70
Williams, Ira.....	T.....	B. P. I.
Williams, Jennie G.....	T.....	School No. 113
Williams, Mabel E.....	T.....	" 107
Williams, Margaret R.....	T.....	" 112
Williams, Martha L.....	T.....	" 105
Williams, Mary P.....	T.....	" 113
Williams, Mary.....	T.....	" 35

Williams, R. Katherine.....	T.....	"	23
Williams, Susan F.....	P.	" 155 (Laurav'e)	
Williamson, Riley S..	T. of M. T.....	School No.	78
Willis, Elizabeth E.....	T.....	"	63
Willis, Harold E. D.....	T.....	B. C. C.	
Willis, Margaret S.....	T.....	School No.	68
Wills, Mary M.....	T. of H. E.....	On L.	
Willson, Josephine A.....	T.....	School No.	14
Wilson, Charlotte.....	T.....	"	57
Wilson, Clara C.....	T.....	J. H. S.	40
Wilson, Elizabeth M.....	T.....	School No.	103
Wilson, Ellen E.....	T.....	"	27
Wilson, Hugh....	T. of Voc. Subjects	"	76
Wilson, M. Josephine.....	T.....	"	55
Wilson, William L.....	T.....	"	110
Wimmer, Edward M.....	T.....	"	48
Wimmer, Ernest J.....	T.....	School No.	40
Wine, Linda May.....	T.....	J. H. S.	89
Winkleman, Helen P.....	T.....	"	60
Wirth, Elsie L.....	T.....	"	74
Wirth, Marguerite...	T. of M. T.....	J. H. S.	47
Wirth, Mary E.....	T.....	School No.	98
Wisch, Emma N.....	T.....	"	65
Wiseman, Bertha A.....	T.....	"	50
Withaus, Minnie J.....	T.....	"	98
Witts, Carrie M.....	T.....	"	99
Woelper, Evelyn B.....	T.....	"	83
Woingust, Eulalia A.....	T.....	"	102
Wolfe, Townley R.....	P.	" 207 (Canton 5)	
Wolman, Freda.....	T.....	"	6
Wood, Adeline S.....	T.....	"	6
Wood, Alice.....	T.....	"	86
Wood, E. Louise.....	T.....	"	61
Wood, Georgetta W.....	T..	" 223 (Pimlico)	
Wood, Jennie F.....	T.....	School No.	34
Wood, Mary W.....	T.....	W. H. S.	
Wood, W. Ernest.....	T. of M. T....	J. H. S.	79
Woodford, Charles M..	T. of M. T....	C. H. S.	

Woodhouse, John W.	P.	School No. 103
Woolford, Eva M.	T.	J. H. S. 80
Woolford, Rosa C.	T.	School No. 5
Wooters, Rosa R.	T.	" 201 (Arlington)
Worley, Helen J.	T.	W. H. S.
Worthington, Harriet E.	P.	School No. 65
Wrede, Marguerite M.	T.	" 76
Wright, Agnes B.	T. of H. E.	" 105
Wright, Charles H.	P.	" 158 (Rol. Pk.)
Wright, Emma R.	T.	School No. 64
Wright, Fannie C.	T.	" 64
Wright, F. Ruth.	T.	" 3
Wright, Helen.	T.	J. H. S. 70
Wright, Howard C.	T.	School No. 110
Wright, Katherine A.	T.	J. H. S. 1
Wright, Mary I.	T.	School No. 104
Wright, Regeina.	T.	" 106
Wright, Ros-Alba A.	T.	" 102
Wrightson, Nettie E.	T.	" 26
Wynn, Katherine L.	T.	" 4

Y

Yater, Jean Lilly.	T.	School No. 99
Yearley, A. Miriam.	T.	" 27
Yeatman, Blanche.	T.	" 59
Yeaworth, Ursula R. S., Asst. S of D.		
Yost, Edith Hanna.	T.	" 59
Yost, Henry T.	T.	B. C. C.
Yost, Katharine.	T. of H. E.	" 223 (Pimlico)
Young, Alice M.	T.	" 30
Young, Beatrice A.	T.	" 106
Young, Lillie M.	T.	" 109
Young, Lucy M.	T.	" 81
Young, Marie H. L.	T.	" 106
Young, Mary G.	T.	" 72
Young, May M.	T.	" 74
Young, Mary V.	T.	" 105

Young, Ruby I.....T.....	"	103
Young, Thomas L...T. of M. T.....	"	22

Z

Ziff, Sara	T.....	School No. 3
Zipp, Elizabeth.....	Kg. Asst.....	" 94
Zimmerman, Ralph....	T. of M.....	J. H. S. 79
Zuill, Frances.....	S. of H. E.....	Adm. Bldg.

SUBSTITUTES.

CLASS I—LIST "A"

Name	Assignment
Mary B. Adams.....	School No. 62
Ruth H. Anderson.....	" 86
Edna C. L. Arnold.....	" 68
Pearl Bettigole	" 93
Elsie M. Blann.....	" 55
Emily W. Blunt.....	" 73
Marie V. Bockover.....	" 27
Lillian D. Braun.....	" 39
Hilda Bull	On Leave
Rhoda M. Bullock.....	" 220 (Mor. Pk.)
Carolyn Cawthorne.....	School No. 83
Elsie Cline	" 223 (Pimlico)
Grace A. Cole.....	" 222 (Orangv'e)
Anna Caplan	School No. 10
Ruth Clifton	" 59
Mildred E. Curtis.....	" 220 (Mor. Pk.)
M. Mildred Davis.....	School No. 30
Catherine V. Delcher.....	" 19
Mildred L. Delevett.....	" 63
Ruth Dell	" 201 (Arling'n)
Mary C. Diggs.....	School No. 83
Mary A. Drummond.....	Asst. Supv. Phys. T.
Nellie R. Durr.....	School No. 93
Rebecca Ehudin	" 30
Ida F. Fastie.....	" 24
Gertrude A. Fenzel.....	" 59
Margaret L. Galloway.....	" 203 (Brooklyn)
S. Lillian Gatchell.....	School No. 19
Minnie Gerkins.....	" 211 (Gard'ville)
Angela Getty	School No. 31
Frances E. Gibbons.....	" 224 (Rol. Pk.)
Martha E. Grube.....	" 208 (Cur. Bay)
Sophie E. Grothey.....	Unassigned
Bernardine H. Hanlon.....	School No. 77
Mary Harris	" 34

CLASS I—LIST "A"—Continued.

Name	Assignment
Charlotte Harrison	" 85
Blanche Haslup	" 21
Helen A. Hensen.....	" 95
Thelma Hess	" 213 (Govans)
Margaret E. Hofmann.....	School No. 24
Dorothy Holloway	" 212 (Gar. Hts.)
Edwina C. Horst.....	School No. 24
Anna G. Kuff.....	" 8
Lydia Immler	Unassigned
Blanche N. Johnson.....	School No. 83
Gladys Jones	" 63
Alice E. Keen.....	" 77
Jessie E. Kilmore.....	" 48
Helen Korber	" 229 (Bank St.)
Elizabeth Laughlin	School No. 22
Catherine E. Leister.....	" 48
Julia Madigan	" 67
Caroleen M. Magness.....	" 98
Dora E. Mainster.....	" 218 (How. Pk.)
Henrietta J. Masbach.....	" 220 (Mor. Pk.)
Josephine Mathers	School No. 65
Doris W. Meeks.....	" 37
B. Serena Michelson.....	On Leave
Margrethe Middlethon	School No. 55
Mary E. Mills.....	" 76
Beulah E. Morecraft.....	" 76
Lucille C. Murry.....	" 228 (16th St.)
Thirza J. Niner.....	Montebello
Elizabeth D. Oldfield.....	School No. 63
Flora B. Parker.....	" 39
Ethel M. Pascoe.....	" 228 (16th St.)
Margaret W. Picking.....	School No. 65
Kathryn Pryor	" 24
Grace E. Reed.....	" 58

CLASS I—LIST "A"—Continued.

Name	Assignment
Margaret K. Reese.....	" 228 (16th St.)
Ruth Richards	" 223 (Pimlico)
M. Antoinette Ritter.....	School No. 83
Bessie K. Robinson.....	" 214 (Guilford)
Sara Robinson	School No. 26
Nellie A. Rupp.....	" 55
Jane Salter	" 68
Emma A. Schad.....	Montebello
Christine M. Schlag.....	" 212 (Gar. Hts.)
Anna F. Shaw.....	School No. 64
Mary E. Shutt.....	" 3
Camilla Stack	" 76
Ellen K. Stack.....	" 65
Grace C. Stack.....	" 228 (16th St.)
Regina A. Stack.....	School No. 16
Mildred Stein	" 16
Thea Stinchomb	" 20
Margaret G. Sutherland.....	" 59
Mary A. Svec.....	" 26
Mildred E. Swann.....	" 9
Helen M. A. Sweeney.....	" 218 (How. Pk.)
Florence Tyler	School No. 22
Margaret C. Warnken.....	" 28
Alva M. Webb.....	" 213 (Govans)
Rose Weisblatt	School No. 93
A. Victoria Whittington.....	" 81
Cornelia A. Wilson.....	" 214 (Guilford)
Catherine Winters	Unassigned

CLASS I—LIST "B"

Name	Assignment
Wade G. Bounds.....	School No. 47
Arthur H. Bryon.....	" 211 (Gard'ville)
Samuel Staiman	School No. 2
Carlton A. Walls.....	" 68

CLASS I—LIST "C"

Name	Assignment
E. Romaine Adams.....	School No. 101
Viola M. Bagwell.....	" 100
Audrey B. Berry.....	" 101
Josephine Brown	" 100
Louise B. Brown.....	" 103
Daisy G. Coleman.....	" 102
Lillian Dorsey	" 107
Eleanor L. Gee.....	" 109
Hallie Hamer	" 101
Gladys R. Holly.....	" 109
Roberta F. Holmes.....	" 104
Clara L. Johnson.....	" 101
M. Dorothy Johnson.....	" 106
Viola J. Jones.....	" 108
Georgia C. Lawrence.....	" 104
Elizabeth G. Lee.....	" 102
Emma N. Lloyd.....	" 102
Mildred L. McMechen.....	" 104
Constance E. Murphy.....	" 101
Amanda L. Mussenden.....	" 101
Olga C. Nicholson.....	" 104
S. Louise Parrott.....	" 100
Alphua A. Peck.....	" 101
Alma T. Rich.....	" 104
Margaret A. Taylor.....	" 112
E. Gertrude Vessells.....	" 100
M. Catherine Wafford.....	" 116
Etta T. White.....	" 107
Mary A. Woodyard.....	" 103

CLASS I—LIST "D"

Name	Assignment
Charles R. Campbell.....	School No. 100
David H. Groll.....	" 109

Name	Assignment
John W. Grinage.....	“ 116
Leo D. Harrison.....	“ 104
Irving W. Lockerman.....	“ 116
Thomas B. Nelson.....	“ 102
George S. Whyte.....	“ 101

CLASS I—LIST “F”—MANUAL TRAINING

Name	Assignment
Philip Green	School No. 47
Wm. G. Healey.....	“ 76
John F. Herbert.....	“ 65
Milton M. Kellert.....	“ 78
Charles A. Kooke.....	“ 59
Allan Lee	“ 58
Kenneth V. Libhart.....	“ 58
Melvin LeRoy Moritz.....	“ 47
Violet E. O’Keeffe.....	“ 98
J. LeRoy Phillips.....	“ 80
William G. Stansbury.....	“ 70
Ralph L. Zimmerman.....	“ 79

CLASS I—LIST “G”—COOKERY

Name	Assignment
Mabel I. Addison.....	School No. 104
Anna Coleman	“ 113
Mary B. Everitt.....	“ 208 (Cur. Bay)
Helen Gates	School No. 65
Clara M. Lankford.....	“ 6
Elizabeth O. Perkins.....	“ 47
Sybil Smith	“ 51
Mary Thomas	“ 47
Mary V. Willison.....	“ 22

 CLASS I—LIST "H"—SEWING

Name	Assignment
Ellen G. Ashbrook.....	School No. 76
Helen F. Douglas.....	" 109
Jeannette L. Pollard.....	" 103

 CLASS I—LIST "I"—KINDERGARTEN
TEACHERS

Name	Assignment
Helen E. Hayden.....	On Leave
Margaret S. Smith.....	School No. 22
Marvel A. Williams.....	" 83

 CLASS I—LIST "J"—KINDERGARTEN
ASSISTANTS.

Name	Assignment
Katherine Ashburner	Unassigned
Kathleen M. Akers.....	School No. 2
Vivienne Akers	" 24
M. Hannah Broadbelt.....	" 13
Ella Hayen.....	" 92
Mary V. Hopkins.....	" 27
Ariel G. Johnson.....	" 106
Frances B. Lomax.....	" 112
Clara E. Rush.....	" 43
Eleanor M. Thomas.....	" 11
Florence F. Thompson.....	" 158 (Rol. Pk.)
Alverda G. Van Sant.....	School No. 55

 CLASS II—LIST "A"

Name	Assignment
Margaret Amig	
Mildred Brown	
M. Catherine Cohee.....	

Name	Assignment
Mary W. Coyne.....	
Elsie M. Crew.....	
Mary J. De Ran.....	
Thelma Devries	
Alice Diggs	
Margaret B. Duke.....	
Bettie B. Frye.....	
Georgia Guthrie	
Eunice S. Harris.....	
W. R. Irving.....	
Betty Joyce	
Myrtle King	
Irene Miller	
Annie E. Ritchie.....	
Magdalena Schmuck	
Miriam A. Shawn.....	
Marie M. Soper.....	
Marguerite V. Stoner.....	
Emma C. Tucker.....	
Grace M. Tull.....	
Elizabeth F. Webster.....	
Ruth Wrightson	

CLASS II—LIST "C"

Name	Assignment
Elizabeth V. Anthony.....	
Inez E. Brooks.....	
Elizabeth Brown	
Evelyn R. Brown.....	
Martha E. Brown.....	
Katharine H. Burkett.....	
Mary H. Butler.....	
Mercia E. Carter.....	
Katherine N. Connor.....	
Marjorie E. De Vere.....	

Name	Assignment
Daisy F. Dail.....	
Ada Louise Fauntleroy.....	
Genevieve T. Fletcher.....	
Catherine B. Freeman.....	
Mildred J. Goldsborough.....	
Selma Grant	
Irma D. Hatton.....	
Ida M. Holmes.....	
Myrtle V. Holmes.....	
Anna B. Hooper.....	
Eleanor Johnson	
Mary E. Johnson.....	
Florice V Jones.....	
Nora G. Jones.....	
S. Louise Jones.....	
Marie E. Mitchell.....	
Caroline Murray	
Katharine D. Oliver.....	
Anna E. Price.....	
Frances O. Proctor.....	
Lillian A. Robinson.....	
Sarah I. Scott.....	
Mary J. Slocum.....	
Fannie H. Smith.....	
Annie V. Taylor.....	
Gwendolon P. Taylor.....	
Dessadra M. Thomas.....	
Emma W. Thompson.....	
Odell P. Watkins.....	
Marjorie B. White.....	
Ruth M. White.....	
Elaine G. Young.....	

CLASS II—LIST "D"

Name	Assignment
Edward F. Frazier.....	
Harry J. Hunt.....	
Walter C. Jones.....	
James I. Watson.....	
Louis H. Wilson.....	

CLASS II—LIST "F"—MANUAL TRAINING

Name	Assignment
I. Mae Bowers.....	
Harry A. Collett.....	
Calvern Elgert	
William B. Wright.....	

CLASS II—LIST "G"—COOKERY

Name	Assignment
Sadie Fristoe.....	
Edna H. Gibbons.....	
Frances Jones	
Ruth Miller	
Elizabeth P. Shantz.....	
Maria E. Montgomery.....	

CLASS II—LIST "H"—SEWING

Name	Assignment
Sadie M. Adams.....	
Ruth W. Crooks.....	
Marjorie E. De Vere.....	
Katherine E. Fletcher.....	
Mary E. Jones.....	
Helen F. Klein.....	
Florence S. Lansdowne.....	
Ethel D. Marshall.....	
Margaret V. Moler.....	
Nannie Purnell	
Georgia Singleton	

Name	Assignment
Bertha d'Unger	
Eva M. Woolford.....	
Beulah M. Wellener.....	

**CLASS II—LIST "I"—KINDERGARTEN
TEACHERS.**

Name	Assignment
Ella M. Baxley.....	
Adelaide Field	
Mary V. Hopkins.....	
Katherine L. McBride.....	
Ida L. Maholl.....	

**CLASS II—LIST "J" KINDERGARTEN
ASSISTANTS.**

Alma E. Edwards.....
Vivian C. Green.....
Sara E. Jones.....
Mercedes C. Christopher.....
Pearle Datcher

RULES
OF THE
BOARD OF SCHOOL COMMISSIONERS

ARTICLE I.

MEETINGS OF THE BOARD.

Thursday

1. The regular meetings of the Board shall be held on the first and third ~~Fridays~~ of each month at four o'clock P. M.

2. The President shall call special meetings at the request of five members of the Board, or whenever he deems it necessary.

3. At the regular meetings the order of business shall be as follows:

1. Reading of the journal of the previous meeting.
2. Report of the Superintendent.
3. ~~Report of the Supervisor of School Buildings.~~
- 3 4. Reports of the Committees.
- 5 5. Unfinished business.
- 6 6. New business.
- 7 7. Communications.

4. No rule of the Board can be suspended except by the affirmative vote of six members.

ARTICLE II.

COMMITTEES.

1. There shall be six standing committees, consisting of three members each—the Committee on Accounts, the Committee on Rules, the Committee on Increased Accommodations, the Committee on Architecture, the Committee on Hygiene and Physical Education and the Committee on Attendance.

2. The Committee on Accounts shall prepare the budget, and the specifications for supplies and books, and submit the same to the Board. It shall make all emergency purchases, audit all bills and make monthly reports to the Board.

3. The Committee on Rules shall consider all matters relating to the rules, curriculum, books and libraries referred to it by the Board.

4. The Committee on Increased Accommodations shall have charge of all matters pertaining to the securing of increased accommodations for the pupils of the city as to the locality in which such increased accommodations are necessary and their extent, and shall report its conclusions from time to time to the Board. All communications and all reports from visitors in regard to the erection of new school buildings, or

addition to those already in use, shall be referred to this Committee.

5. The Committee on Architecture shall have supervision of all work upon school buildings involving questions of architecture, namely: construction of buildings, alterations, additions and changes in the heating, sanitary and plumbing work.

6. The Committee on Hygiene and Physical Education shall consider all matters relating to health and sanitation referred to it by the Board.

7. The Committee on Attendance shall have supervision over all matters relating to the School Attendance Department.

8. All reports of committees shall be in writing.

ARTICLE III.

SECRETARY.

1. The Secretary shall notify members of all meetings.

2. He shall attend all meetings of the Board, note the proceedings, record the same, and conduct all the official correspondence of the Board.

3. He shall be the ~~paymaster~~ of the Department of Education.

4. He shall, at least 10 days before the beginning of each quarter, issue bills for the tuition fees of all non-resident pupils, and send them to the Principals for forwarding to the parents or guardians. Said bills shall have printed upon them the city ordinance on the subject, and also a notification that if the bill is not paid on or before the date thereof the pupil shall be dismissed.

See Page 173 P. 5

ARTICLE IV-A.

BUSINESS MANAGEMENT.

1. The Director of Management shall be the head of the Business Office, under the direction of the Superintendent of Public Instruction; and he shall be the custodian of the Administration Building.

2. He shall have authority to assign to the clerical assistants in his department their respective duties.

3. He shall have immediate jurisdiction over the Supervisor of School Buildings, and, in conjunction with the latter, shall have general supervision of all buildings used for school purposes, the equipment thereof, and alterations and repairs thereto. He shall carefully inspect each building at least once

in every six months, and make a written report of its condition to the Board of School Commissioners with recommendation.

4. He shall keep in his office a complete description and record of each building so used, and the condition of the entire property. *forward to the proper authorities*

5. He shall ~~present to the Committee on Accounts~~ all properly approved requisitions made by the Principals, and Supervisors, and countersigned by the Superintendent for furniture, apparatus, repairs and alterations.

6. He shall devote his services exclusively to the public schools.

7. He shall attend the meetings of the Board.

ARTICLE IV-B.

SUPERVISOR OF SCHOOL BUILDINGS.

A Supervisor of Heating, Plumbing and Ventilation of School Buildings, to be known as the Supervisor of School Buildings, may be appointed by the Board, who shall, in addition to the supervision of school buildings in respect to their heating, plumbing and ventilation, perform such other duties as the Board may direct. He shall aid the Superintendent of Public Instruction in ascertaining the sanitary condition of every school.

1. The Supervisor of School Buildings, under the jurisdiction of the Director of Management, shall have general supervision over engineers, firemen, janitors, and janitresses, ~~and shall nominate them for appointment to the Board.~~ He shall have power to suspend such employees, but all suspensions shall be reported to the Board for final action.

2. He shall visit the several schools and report to the Director of Management recommendations as to the needs thereof as to equipment, repairs, and alterations.

3. He shall inspect all fuel purchased, and see that it is properly weighed, delivered, and economically used.

4. He shall be held responsible for the cleanliness and sanitary condition of all buildings used for school purposes.

5. He shall devote his services exclusively to the public schools.

6. He shall attend the meetings of the Board.

ARTICLE V.

SUPERINTENDENT AND ASSISTANTS.

The Board shall appoint a Superintendent of Public Instruction and one or more Assistant Superin-

tendents of Public Instruction, one of whom shall be the First Assistant and act as Superintendent of Public Instruction if that officer is disabled.

The said Superintendents shall all be persons of education and experience in the management of schools. They shall not be less than twenty-five years of age at the time of their appointment, and shall discharge the duties herein prescribed, and such other duties as the Board may direct.

The duties of the Superintendent of Public Instruction and Assistant Superintendents of Public Instruction shall include the examination of teachers and their nomination to the Board of School Commissioners for appointment or promotion, and the supervision of schools and the study and suggestion of methods by which the public school system of the City of Baltimore may be maintained and improved. They shall hold regular meetings as a Board of Superintendents of Public Instruction, and keep a record of the same, which shall be submitted to the Board of School Commissioners.

For the work of supervision and examination, *standing committees shall be designated by the Superintendent of Public Instruction annually.* Of every such committee the Superintendent of Public Instruction or the First Assistant Superintendent of Public Instruction, or both, shall be members *ex-officio*, and the number of additional members shall be determined, from time to time, as circumstances may require.

Every school shall be visited at frequent intervals by the Superintendent of Public Instruction, or one of the Assistant Superintendents of Public Instruction, and written reports on its condition shall be filed in the office of the Superintendent of Public Instruction, with such recommendations as circumstances may call for.

It shall be the duty of the Superintendent of Public Instruction and his Assistants to devote their services exclusively to the public schools under such regulations as the Board of School Commissioners may prescribe. It shall be the duty of said Superintendent of Public Instruction, with the aid of the Supervisor of School Buildings, to ascertain the sanitary condition of every school and to report to the proper authorities what repairs or improvements are necessary.

It shall be the duty of the Superintendent of Public Instruction and his Assistants, as examiners, to ascertain, by appropriate committees, appointed as hereinbefore provided, the training, knowledge, aptness for teaching, and character of every future candidate for the place of teacher, and to report to the Board of School Commissioners graded lists of those whom they deem qualified for appointment, from which graded lists all nominations of teachers shall be made by the Superintendent of Public Instruction and his Assistants to the Board of School Commissioners.

All such nominations of teachers shall be made in the order in which the names of the nominees appear upon such graded lists. In the preparation of these graded lists the Superintendent of Public Instruction and his Assistants shall ascertain by competitive examinations the relative qualifications of those candidates who desire appointment and shall place the names of the accepted candidates upon said graded lists in the order of their relative qualifications so ascertained by such competitive examination.

It shall be their duty to advise the Board of School Commissioners, whenever called upon, or whenever they think it important, in respect to the course of studies, text-books or methods of instruction.

Whenever the Superintendent of Public Instruction and his Assistants are in doubt what course to pursue they shall ask instructions from the Board of School Commissioners, to whom they may present a majority and minority report, and the decision of the Board of School Commissioners shall be final. The Superintendent of Public Instruction and Assistants shall perform such other duties as may be prescribed by order of the Board of School Commissioners not inconsistent with this Article. The Superintendent of Public Instruction shall be immediately notified by the School Visitors in case of an emergency requiring attention.

The Superintendent of Public Instruction, whenever the interests of the schools require it, or whenever it is thought important for the office of a Visitor to be defined, or organization of the school system to be considered, may call the School Visitors together and the characteristics of a good school shall be clearly stated to them.

1. The Superintendent of Public Instruction is the executive officer of the Board.

2. He shall assign and have the right to transfer all teachers.

3. He shall define their duties.

4. He shall have the right, subject to the approval of the President of the Board of School Commissioners, to suspend any teacher from duty pending a report to the Board of School Commissioners at its next meeting.

5. He shall assign substitutes to take the place of absent teachers. When, in his judgment, the good of the service requires it, he may assign substitutes to assist retarded

children and others needing individual attention, or to aid Principals.

6. He shall have power to call meetings of teachers whenever he may deem such meetings necessary.

7. He shall have authority to secure lecturers to address teachers on educational subjects at their meetings, and for this purpose a sum shall be put at his disposal not exceeding \$400 in any one scholastic year.

8. The Superintendent and the Assistants shall attend the meetings of the Board. They shall be in attendance at the office of the Board from 9 A. M. to 12 noon on Saturdays, and one or more of them from 4 to 5 P. M. on other week days, and shall afford to citizens and strangers information concerning the public schools.

9. The Superintendent shall, at the end of each scholastic year, submit to the Board a report of the condition of the schools.

The Superintendent of Public Instruction shall make a detailed report of the work of the supervisory department to the Board of School Commissioners at the end of November, February and June of each scholastic year. These reports shall include detailed statements in writing from all supervisory officers concerning their activities.

10. The Superintendent shall have the power to close temporarily any of the public schools in case of emergency.

9 11. The Superintendents are authorized to order one session whenever such action is, in their judgment, necessary. Whenever one session is ordered the hour for closing shall be 1 o'clock.

12. On or before the first of January of each year the Superintendent shall file and keep as a permanent record a report showing the rating of each principal and teacher, as "Excellent," "Good," "Fair," "Unsatisfactory," and shall furnish on demand of a principal or a teacher the report of his or her rating. A teacher upon whom an adverse report is made shall be furnished forthwith with a copy of such report, and such teacher shall have the right of appeal to the Board of Superintendents.

13. The Superintendent of Public Instruction shall be the "Personnel Clerk" for all employee ratings in the Department of Education, and shall also be the officer designated by the School Board for all communications between the Department of Education and the City Service Commission.

ARTICLE VI.**PRINCIPALS.**

1. Principals shall have general control over the schools committed to their charge. They shall give to teachers support in the enforcement and maintenance of discipline. They shall require a faithful discharge of duty on the part of teachers and other employees, and in case of any neglect or inefficiency shall report the same to the Superintendent. They shall have charge of the school property and be responsible for its care, and shall be allowed to expend for small items needing immediate attention a sum not exceeding \$25 per annum.

2. Principals shall not be absent from their respective schools during school hours, except on account of sickness, or when leave shall have been obtained in writing from the Superintendent. They shall devote themselves exclusively to the work of the schools during school hours.

3. Principals shall make a monthly report, setting forth the names of all absent teachers (including all the special teachers), the names of substitutes, lateness of teachers, and all other items of information called for on the printed forms furnished for said report. The lateness of regular teachers

shall be reckoned from fifteen minutes before the time for opening of school.

9 4. Principals shall keep the Secretary informed of their addresses and those of teachers, janitors and firemen, and shall also promptly notify the Secretary of the marriage of any female teacher in the schools.

5. Principals shall keep a record of all books and stationery furnished for the use of their schools and shall see that proper care is taken thereof by the pupils; and in case of loss or wanton destruction of school property by any pupil, they shall require such pupil to replace the same. They shall, at the closing of the schools in June, require the pupils to return all books and stationery in their possession. They shall, annually, report the quantity and condition of the books and stationery in their respective schools.

6. All requisitions for furniture, apparatus, repairs and alterations shall be made by Principals and forwarded to the proper authorities through the office of the Superintendent.

7. The Principal of each School shall keep a register of the names and ages of pupils, the date and manner of their admission to and withdrawal from the school, and of the names and residence of their parents

or guardians. In addition to said register he shall see that the roll books showing the daily attendance in the several classes are kept.

8. Principals shall perform such other duties in addition to regular class instruction as may from time to time be delegated to them by the Assistant Superintendent.

9. Principals shall give special attention to the instruction, when necessary, of newly appointed teachers, and of teachers whose work is reported as defective by the Assistant Superintendent. They shall keep such records of assistance rendered to unsuccessful and inexperienced teachers as will show, in case of inquiry, what opportunity and assistance such teachers have had to enable them to succeed.

10. At least twice a month Principals shall exercise the teachers and pupils of their respective schools in rapid dismissal, so that in case of emergency safe egress from the building can be effected with the greatest possible dispatch. Fire drills should not be held during inclement weather.

11. Principals shall be in their respective schools on two days before the regular opening day of schools from 9 A. M. to 2 P. M., to meet parents, issue transfers, receive new pupils and to make all other necessary prep-

arations for the prompt opening of the schools. Such days will be designated by the Superintendent. Failure to attend on any of the days specified shall be considered absence from duty.

12. Principals shall notify the Superintendent of the non-return of any teachers whose leave of absence has expired.

ARTICLE VII.

TEACHERS.

The Board shall confirm or reject all nominations of teachers made to it as hereinafter provided by the Superintendent of Public Instruction and his Assistants. It shall not confirm the appointment of any teacher whose name does not appear upon the graded lists. It may remove any teacher on the recommendation of the Superintendent of Public Instruction after charges preferred and trial had. It shall fix the salaries of teachers, provided the aggregate amount of the appropriation by ordinance is not exceeded. It shall appoint the principal, professors, tutors and instructors of the City College; the principal, tutors and instructors of the Polytechnic Institute and of the High Schools.

The training, knowledge, aptness for teaching and character of every future candidate for the place of a teacher shall be ascertained and the preparation of the graded lists of those thus deemed qualified for appointment shall be made by the Superintendent of Public Instruction and his Assistants.

All nominations of teachers to the Board shall be made from these graded lists, and in the order in which the names of the nominees appear upon such graded lists. In the preparation of these graded lists, the Superintendent of Public Instruction and his Assistants shall ascertain by competitive examinations the relative qualifications of those candidates who desire appointment, and place the names of the accepted candidates upon said graded lists in the order of their respective qualifications so ascertained by such competitive examinations.

1. The teachers shall be in their several classrooms for the reception of pupils at least fifteen minutes before the time appointed for the opening of the school morning and afternoon, and shall commence the exercises promptly at the time required by the rules of the Board (see Article XIII). In no case shall preparation for dismissal of school be begun previous to the hour fixed for closing the session, but the regular school work shall continue until the hour for closing arrives.

2. Teachers shall, immediately upon entering their respective schools, record their arrival on blanks furnished for the purpose, and if late, state the exact amount of lateness.

3. Teachers shall not be absent from school during school hours, except on account of sickness, or when leave has been obtained in writing from the Principal. If

such leave has been granted, the Principal shall at once communicate this leave of absence to the Superintendent. Leave of absence shall not be given to any Principal or teacher beyond a period of one week without the authority of the Board. All teachers who ask leave of absence on account of sickness shall send in a certificate from their medical adviser. Their application must be addressed to the Superintendent, who shall report the same to the Board. In asking for leave of absence for other causes than personal illness, the applicant must state the reason for such request.

The maximum period for which a single leave of absence on account of personal illness may be granted is three months; and a teacher on such leave is directed to communicate with the Superintendent concerning the condition of his health at least once a month.

Teachers who are planning to obtain a leave of absence for the purpose of study must confer with the Superintendent before requesting such leave as to what kind of collegiate or special work would be most beneficial and profitable not only to them, but also to the scholars.

Applications for leave of absence shall be referred to the Superintendent, who shall be

empowered to act upon same and report to the Board. If desired, either the applicant or Superintendent shall have power to refer the request to the Board for decision.

Applications from officers and teachers to attend educational meetings shall be filed in the office of the Superintendent at least four weeks prior to the date of such meetings. The Superintendent shall consider these applications and shall make to the Board such recommendations as will in his judgment promote the best interests of the entire service. The Superintendent shall see that provision is made for the proper performance of the school duties of such officers and teachers as may be granted leave of absence. Such officers and teachers granted leave of absence shall be required to make a report of their observations of the meetings attended.

4. Teachers may be absent, without loss of pay, first, when the absence is in obedience to legal process; second, when absence is because of contagious disease in the house in which the teacher resides, but the Board expects a teacher thus situated to use every reasonable effort to leave such house; third, when visiting schools at the request of the Superintendent, not exceeding two days in any scholastic year; fourth, for a period not

exceeding four calendar days when there is a death in the immediate family (the word "immediate family" shall be held to embrace all those lineally related to, and also the wife, brothers and sisters, father-in-law and mother-in-law of the teacher absent), when the deceased was a member of the household in which the teacher resides, provided the deceased was aunt, uncle, niece, nephew or first cousin.

9 5. Teachers absent from school for any cause other than personal illness or causes enumerated above, shall receive no pay during such period of absence.

(a) From the salaries of teachers absent on account of personal illness, 50 per cent. of such salaries shall be deducted for such school days absence but after an absence in the aggregate of sixty-five school days in any one scholastic year they shall receive no pay for further absence due to personal illness in the same scholastic year.

(b) Any teacher who has in each of two successive scholastic years received the full benefit of this rule must have returned to active service and have taught at least two weeks before being entitled to a further benefit; provided, however, that such further benefit may be drawn only for days of absence due to personal illness occurring after the teacher's return to duty.

(c) Teachers are paid for the entire month of September, provided they report on the opening day of school and take up their classroom work. A teacher who fails to do so automatically forfeits the

right to pay for the period intervening between the first day of September and the date of opening of school. A teacher who reports on the opening day and fails to continue in actual service until the expiration of the month shall be entitled to pay only for the actual school days served. This rule does not apply to absence on account of personal illness.

(d) Absent teachers shall be required to report to the office their contemplated return the day before such return. If the teacher does not so report the day before, the penalty shall be loss of salary for the day.

(1) No leave of absence for any reason other than personal illness shall be granted for more than one scholastic year.

(2) A request for such leave to be considered a resignation if the applicant fails to return to the service at the expiration of the period for which such leave was approved.

(3) The Board reserves the right to deal with special cases and with extension of leaves for purpose of study. 2

6. The salary per ~~day~~ is ascertained by dividing the yearly salary by 300.

7. The Board reserves the right under the above rules to deal with extraordinary cases of absence upon formal presentation of the facts. 9

8. Teachers shall devote their entire time during school hours to the discipline and instruction of the pupils under their charge, and in no case shall any teacher leave the schoolhouse while any pupil under his care shall be detained after the regular school hours.

9. Teachers shall not receive any presents from pupils nor make presents to their principals or other supervising officers.

10. Teachers in elementary schools are not employed for any particular school or grade, but are subject to assignment and transfer.

11. All teachers in the service on a regular salary must give to the school to which they are assigned five full hours of service daily, and in all cases of part-time schooling or other arrangements where a teacher does not have five hours with his or her own class, the remainder of the five hours' period shall be devoted to work in the school under the direction of the principal.

12. In the matter of attendance of teachers at the funeral of a fellow teacher of the same faculty, two members of a school faculty may be delegated to attend the funeral of a fellow teacher, without loss of pay, as representing the faculty of the school.

13. Teachers shall have the right of appeal to the Board of School Commissioners.

ARTICLE VIII.

THE TRAINING OF TEACHERS.

1. Graduates of the secondary schools of Baltimore who are recommended by the sev-

eral faculties as having the personal qualities desirable in teachers of the young may offer their averages in making application for admission to the Training Schools. Preference shall be given to those whose scholarship averages for the last two years of school are highest. All other applicants except graduates of approved colleges must pass an examination equal to the academic examination, and the averages attained therein shall be taken to fix their place upon the list of applicants. The names of applicants shall be arranged in the order of their averages upon a list, and admission to the Training Schools shall be made from the list successively beginning at the head. An opportunity for application, limited to a date named, shall be given before the admission of a new class, and the names of those applying shall be placed in the order of averages among the names already on the list before the admissions are made. The length of the course shall be two years. Pupils in the last year of the course may receive such part of their training in performing substitute work as the needs of the service permit. ~~For this work they shall receive \$1.50 per day of actual service.~~ Those who, by examination, can show that they possess the necessary requirements

may enter the second year of the Training School course. College graduates may come into the service of the elementary schools by passing the professional examination, and through this be placed on the list of Substitutes, Class II.

2. Senior students in the Eastern, Western and Colored High Schools and the Baltimore City College, after graduation and before being admitted into the Teachers' Training School, are required to pass a satisfactory medical examination. All students other than graduates of the city secondary schools are required to take a medical examination before entering the Teachers' Training School, and admittance in the school shall be conditional upon passing such examination.

ARTICLE IX.

QUALIFICATION OF TEACHERS.

A. Elementary Schools.

All candidates for positions as teachers in elementary grades must pass a competitive examination in "training and knowledge" and demonstrate their "aptness for teaching," as required by the Charter,

before they can be placed upon the graded lists.

2. The examination in "training and knowledge" shall cover as far as possible the prescribed course in the Teachers' Training Schools. The standard for passing shall be a general average of 75 per cent., with no mark below ~~50~~ per cent. The names of accepted candidates shall be placed upon lists in the order of their respective qualifications, as determined by such professional examination. 60

3. The examination in "aptness for teaching" shall consist of a test in actual teaching done under ordinary school conditions; first, as substitutes of Class II, and afterwards as substitutes of Class I. After candidates have developed ability by substituting in Class II, the Superintendent shall place them in Class I in such numbers as the needs of the service require, reporting this action to the School Board. Candidates without previous experience in approved school systems shall serve as Class II Substitutes, and for the period of one year shall serve as Class I Substitutes. Candidates with satisfactory previous experience in approved school systems may be recommended for election by the Superintendent without being required to serve the

probationary period in Class II and Class I. The record of the examination in "training and knowledge" and the record of the actual classroom work in demonstrating "aptness for teaching" shall be of equal value in fixing the final average by which the candidate is placed upon the graded list. The Superintendent of Public Instruction shall report the names of all candidates placed upon the graded lists to the Board of School Commissioners; he shall also report the names of all substitutes of Class I, who fail to demonstrate their "aptness for teaching" by the end of a year's trial, with a recommendation for such action as he may deem advisable.

4. Before taking the competitive examinations, candidates must have completed the course in one of the Baltimore Training Schools or a course in some other training school whose standard of admission and whose requirements are equivalent to those of the Baltimore Training Schools, or they must have taught acceptably for four years, and must have passed an examination which shall be known as the Academic Examination, in the following subjects: English, including grammar, composition and literature, history and civics, arithmetic, plane

geometry, physics or botany or zoology, geography, physiology and hygiene.

The Superintendent may, however, absolve from the academic examination persons who are certified graduates of standard public high schools or who hold other acceptable diplomas demonstrating equivalent qualifications.

5. Candidates admitted to any examination may, if they choose, omit any subject in which at an examination held not to exceed twelve months previously they gained a mark of 75 per cent., or above. The average in such omitted subjects will be taken from the records of the former examination.

6. Approval may be given, on the recommendation of the Superintendent, for the holding of duplicate teachers' examinations outside of Baltimore under conditions guaranteeing competent and reliable supervision.

7. Candidates other than graduates of the Baltimore Training School, admitted to any examination, are required to file a satisfactory certificate from the Board's physician.

8. The several lists shall be as follows:

Class II, Class I and Graded Lists:

A—White women.

B—White men.

C—Colored women.

D.—Colored men.

E—Physical Training.

F—Teachers of Manual Training.

G—Teachers of Cooking.

H—Teachers of Sewing.

I—Teachers in Kindergarten.

J—Assistants in Kindergarten.

B. Secondary Schools.

Fitness for appointment to teach in the secondary schools shall be determined by careful scrutiny of such diplomas or certificates of graduation as may be issued by colleges of good repute or by examination, oral or written, disclosing equivalent qualifications in the subject or subjects which the candidate proposes to teach. Candidates who cannot show these qualifications cannot be considered. Proof of success in the actual work of teaching, as well as the possession of the requisite knowledge, will be considered.

C. Kindergarten.

1. Candidates for the position of kindergarten teachers or salaried assistants in kindergartens must pass an examination as provided in Article VII.

2. Teachers in kindergartens must have completed a three years' course in an approved kindergarten training school, or a two years' course, supplemented by two years of successful experience.

3. Paid Assistants in kindergarten must have completed a two years' course in an approved kindergarten school.

4. Unpaid assistants to kindergarten teachers may be admitted to practice work in the public kindergartens, provided they have attended an approved kindergarten training school one year and are recommended by the principal of such school.

D. Home Economics.

5. Candidates for positions as teachers for home economics must possess the following qualifications:

Academic—Graduation from secondary school equal in entrance requirements and courses of study to the secondary schools of Baltimore.

Professional—Graduation from a school of Home Economics of recognized reputation, or equivalent training. Equivalent training shall be defined as follows: The attested completion of courses in elementary and advanced home economics and credits for other work amounting in all to no less

than sixty points, if said credits have been allowed by a first-class university or college.

Experience—Successful experience in teaching, whether in teaching home economics or in ordinary school work, while not laid down as an absolute requirement, will be given due consideration.

E. Practice Teachers.

6. No teacher shall be eligible to appointment as a practice teacher unless he has had four years of successful teaching experience, exclusive of the year of probationary teaching as Class I Substitute.

F. Junior High School Teachers.

7. No candidate shall be eligible for appointment to a position in a Junior High School unless he has had at least one year of approved experience in teaching. (This regulation shall not apply to candidates who took the examination in 1921.) The previous experience of candidates shall be included in determining eligibility for appointment.

To be eligible for appointment in the junior high schools the candidate must have the qualifications for appointment to elementary schools, and must pass an examination in the following:

(a) General professional subjects.

(b) Subject matter of collegiate grade in two departments to be selected by the candidate.

(c) General theory of the junior high school, and methods of teaching the subjects selected under (b).

Candidates who have already qualified under (a), or (b), or both of them, may be excused from examinations in these divisions. No candidate may omit the examination in (c), except that candidates having five or more years of approved experience in teaching may submit certificates or other credentials of standard institutions in partial or whole fulfillment of requirement (c).

G. Principals and Supervisors of Special Departments.

1. Fitness for appointment as principal, or supervisor of a special department, shall be determined by a careful scrutiny of such diplomas or certificates as may be issued by colleges or special schools of good repute. Candidates not offering such evidences of graduation may present credentials of studies pursued or of work done, specially qualifying them for the department to which they aspire. Records of success in teaching or supervision in such department will re-

ceive due consideration; nor shall any appointment to a principalship be ratified by the Board until after a satisfactory probationary period of six months.

2. The Superintendent shall submit in writing two or more names whenever practicable, in making all recommendations for supervisors of special departments.

3. Candidates recommended for election may be requested to present themselves for a personal interview with the Board of School Commissioners whenever said Board shall deem a personal interview desirable.

ARTICLE X.

SUBSTITUTES.

1. Substitutes shall be under the immediate direction of the Superintendent, who shall distribute them throughout the city as the work demands.

2. All permanent appointments into the elementary school service shall be made from the graded lists selected as stated in Article IX, Section 3. Vacancies in the graded list created by appointment into the service or by resignation, or by removal or by death, shall be filled from those standing highest on the list of Class I Substitutes.

3. Applicants who secure a general average between 60 and 75 per cent. either in the academic or professional examinations, may serve as emergency substitutes when the names in Class I and Class II have been exhausted. Married or single ex-teachers of experience may be called in for day-to-day substituting.

ARTICLE XI.

GRADING OF SCHOOLS.

1. The schools under control of the Board shall be classified as kindergartens, elementary schools, junior high schools, and senior high schools. The standard elementary school shall include the kindergarten and Grades I to VI, inclusive; the standard junior high school Grades VII to IX; and the standard senior high school Grades X to XII. The junior high and senior high schools may be called secondary schools.

2. Special classes shall be maintained for pupils who cannot work to advantage in a regular class of ordinary size by reason of their need of individual instruction.

ARTICLE XII.

TERM.

The scholastic year shall commence on the first day of September, and close on the 30th day of June, but the date of the opening and closing of the schools shall be fixed by the Board.

ARTICLE XIII.

SESSIONS.

The schools shall be open for instruction daily from Monday to Friday inclusive. All the schools shall be open at nine o'clock a. m. The secondary schools shall have one session daily, closing at half-past 2 p. m. The elementary schools, except the first grade and the preparatory classes, shall have two sessions daily until June 1st, the morning session closing at 12 m., the afternoon session commencing at half-past one and closing at half-past three o'clock. ~~The first grade shall ordinarily be in session only during the forenoon or afternoon.~~ During the month of June the elementary schools shall have one session daily, closing at one o'clock. When there are half-time classes one

class shall attend from eight-thirty a. m. to eleven, and the other from eleven to one-thirty p. m. o'clock. If the weather at noon should be extremely bad, raining or snowing, the principal may keep the children until 12.30, and should there then be no sign of clearing the classes may be dismissed for the day at one o'clock. In every case that a one-session is given under this rule the principal shall immediately notify the Superintendent in writing.

In inclement weather pupils arriving at school early shall be permitted to enter the school buildings upon their arrival in order to get under shelter.

ARTICLE XIV.

RECESS.

All pupils of elementary schools shall be allowed a recess of fifteen minutes each forenoon, and one of ten minutes each afternoon from the time they leave their seats until again seated. In case of one session, the second recess may be omitted.

ARTICLE XV.

VACATIONS.

Vacations shall be in conformity with the scholastic calendar adopted at the beginning

of each school year, and shall embrace from the twenty-third of December to the morning of the third day of January; the twenty-second of February; from the close of Wednesday before Easter to the Tuesday after Easter; Decoration Day; Thanksgiving Day; and the day following.

ARTICLE XVI.

OPENING EXERCISES.

Each school, either collectively or in classes, shall be opened by the reading, without comment, of a chapter in the Holy Bible and the use of the Lord's Prayer. The Douay version may be used by those pupils who prefer it.

ARTICLE XVII.

DISCIPLINE OF PUPILS.

1. The schools shall be governed without corporal punishment. For serious misconduct pupils beyond the age of compulsory school attendance may be suspended by the Principal, and shall be readmitted only by the order of the Superintendent. If, in the

judgment of the Superintendent, the pupils should not be readmitted, he shall report the case to the Board for its action. However, it is understood that a Principal of a secondary school may, in his discretion, without imposing the penalty of formal suspension, exclude an offending pupil from one or more classrooms or from the school, for a period not exceeding five school days, re-admission to be contingent upon a satisfactory interview with the parent of such pupil. If a satisfactory interview cannot be had with the parent, the case shall be referred to the Superintendent.

2. Pupils who cannot work to advantage in any regular class, and the pupils who persist in non-attendance, obstinacy, quarreling, disorderly or immoral conduct in the school or in the street, or who shall in or about the school premises use or write any profane or unchaste language may, on the approval of the Superintendent, be transferred by the Principal to such ungraded classes as may be provided by the Board. Such pupils may be suspended by the Principal for a period not exceeding five days, pending such adjusting. Such transferred pupils shall not be readmitted to their original school, except by order of the Superintendent. The Principal shall promptly

report in writing cases of suspension and transfer under this rule to the Superintendent and to the parent or guardian of the pupil, giving all the facts. If any case is of sufficient importance, it shall be carried to the Juvenile Court, as provided in Article XVIII, Section 15.

3. Non-resident pupils violating the above regulations shall be removed from the school, and no part of the fee for tuition shall be returned.

4. If any pupil shall, by cutting or marking, damage any furniture or other property of the school, the parent or guardian of such pupil shall be required to pay for such damage.

5. Pupils are required to be present at the opening of school morning and afternoon.

6. For deficient recitations pupils may be detained after school hours for a period not exceeding thirty minutes. No pupil shall be detained after the close of the morning session. On half-session days, due to inclement weather, no pupil shall be detained after the close of school.

7. No pupil shall be permitted to leave school before the regular hour of closing, except for some extraordinary reason, of which the Principal shall be the judge. If

the Principal is in doubt he shall consult the Superintendent.

8. It shall be the duty of the teachers to cause the pupils after the closing of the schools to leave the neighborhood immediately and in an orderly manner. Playing in the street in the vicinity of the school shall not be allowed.

9. A pupil absent from school or late shall, upon returning, bring a written excuse from parent or guardian.

10. All pupils participating in public school athletics, and all pupils desiring to participate in such athletics, shall be required to present certificates of eligibility from the designated physician of the Health Department. However, in the case of pupils under the control of the Public Athletic League, a proper certificate from the League's examiner may be accepted in lieu of the Health Department certificate.

ARTICLE XVIII.

DUTIES OF SCHOOL ATTENDANCE OFFICERS.

1. The School Attendance Officers shall perform the duties of their office under the direction of the ~~Second Assistant Superintendent.~~

Director in Charge

2. The city shall be divided into school attendance districts; each district shall be assigned to one officer, who shall be held responsible under these regulations and such regulations as may further be prescribed, for the judicious and faithful discharge of his duty.

3. It shall be the duty of the Second Assistant Superintendent to keep a record of the doings of the several officers; to keep a file of their reports and his own; to keep a complete and full record of all cases of truants, absentees, and non-attendants; and to keep such other records as may from time to time be prescribed.

4. The Second Assistant Superintendent shall, on the third day of each month, transmit to the Superintendent of Instruction a report of himself and his subordinates and the Superintendent shall report the same to the Board with such suggestions and recommendations as seem to him desirable.

5. The Second Assistant Superintendent shall immediately investigate any charges made against an officer, and shall report such charges, with the result of his investigation, in writing to the Superintendent.

6. The Second Assistant Superintendent shall keep himself thoroughly informed of all the details of the school attendance de-

partment, the work of the officers and the manner in which each officer performs his duty. He shall report in writing to the Superintendent any serious negligence in their work on the part of his subordinates; any conduct unbecoming an officer; or any violation of these regulations coming within his knowledge.

7. The Second Assistant Superintendent and his subordinates shall meet at the School Administration Building once a week at four o'clock p. m., except during the time the schools are closed. At these meetings, the Second Assistant Superintendent shall preside. A record shall be kept by him of the officers present and absent, and of the proceedings. The officers shall confer together as to the best methods of performing their work, and transact such business as may be necessary.

8. A register shall be kept in each school in which the Attendance Officer shall record each time he visits the school. The principals of the different schools shall report at the close of each month the number of times the School Attendance Officer has recorded his name at his school; from which statement the Second Assistant Superintendent shall submit the payroll containing the

amounts due the several School Attendance Officers.

9. The ~~Second Assistant Superintendent~~ shall keep his office open daily from twelve to one o'clock p. m., for conference with Attendance Officers when necessary.

10. The several officers shall submit, at the regular meetings, a written report, in detail of their doings for the week, including in such reports all cases of truants, absentees, and non-attendants; all violation of the law with regard to the attendance of children at the school which they may have investigated; and a statement of exceptional cases connected directly or indirectly with their work, which may have been attended to. Each officer shall also state in his weekly report all absences from his work, the length of such absence, with the reason therefor; and the ~~Second Assistant Superintendent~~ shall keep a record of such absences, and include a statement of the same in his monthly report to the Superintendent.

11. Each officer shall give his whole time to the discharge of the duties of his office. He shall make himself thoroughly conversant with these regulations and shall implicitly observe them.

12. Each officer shall endeavor to procure the attendance at school of all children in

the district assigned to him who are required by law to attend school, and especially of such as are not pupils at any school, visiting them at their homes or places of employment, or looking after them in the streets, for this purpose; and he shall, by persuasion and argument both with the children and their parents and guardians, and by other means than legal compulsion, strive to secure such attendance.

13. When their services are requested by the teachers to inquire into the absence of pupils, the officers shall take action in those cases only which are reported to them with the details properly given on the regular cards furnished for the purpose, and shall report on such cases as soon as possible. When the services of an officer are required by the teacher for any purpose other than recited above, the teacher shall furnish in writing a statement of such case giving the details of the information desired. The officers shall note on each card the details of their investigation, with the date of completion thereof and affix their signatures. These cards shall then be forwarded once a week to the ~~Second Assistant Superintendent~~. The officers shall include a statement of all such cases in their weekly reports.

14. The officers shall investigate and report upon cases which may be referred to them, in writing, by any member of the Board of Superintendents, or a Principal. A statement of such cases with the result of their investigations shall be included in their weekly reports to the ~~Second Assistant Superintendent~~.

15. When a School Attendance Officer shall be unable, in a district assigned to him, to procure the attendance at the school, either public or private, of any child who is an habitual truant, or who is required by the provisions of statute law to attend school, it shall be the duty of such officer to file with the ~~Second Assistant Superintendent~~ a written statement giving the ~~name, age and residence~~ of the child; the names of the parents or guardians, and, in cases of truancy, the name of the school attended by the child, the name of the teacher, and the number of instances of supposed truancy during the three months immediately preceding the filing of the statement. Thereupon, the ~~Second Assistant Superintendent~~, if in his judgment the case is a proper one for prosecution, shall authorize the application to the Juvenile Court for a warrant for the arrest of such child.

16. The officers shall report to the Principals of the schools assigned to them once a day. When this daily visit is impracticable, visitations of certain schools on certain days may be omitted ~~whenever the Second Assistant Superintendent shall so direct.~~ The officers shall collect the communications and cards from the several boxes once a day when practicable.

17. In case of sickness which prevents an officer from attending to his duty, he shall immediately notify the ~~Second Assistant Superintendent,~~ who shall see that the work is properly performed during the illness of such officer.

18. An officer may make application in writing to the ~~Second Assistant Superintendent~~ for leave of absence, stating clearly his reasons therefor. The ~~Second Assistant Superintendent~~ may, in his discretion, grant such leave for not more than twenty-four hours. Requests for more extended leave shall be submitted, through the ~~Second Assistant Superintendent~~ to the Superintendent, who shall take such action thereon as he shall deem proper.

19. No officer shall be absent from his work except under the above conditions. The vacation of the officers shall be ar-

ranged by the Board of School Commissioners.

20. If in the opinion of the Board of Superintendents any officer shall violate any of the foregoing rules and regulations, the Superintendent may suspend him from duty and from pay, and shall immediately report the case to the Board of School Commissioners.

21. The officers shall reside within the limits of the City of Baltimore.

22. Before any appointments are made to positions of Attendance Officers a physical examination by the Board's Physician must be taken by the candidates.

Note No. 1.—The officers are to understand that these regulations are not intended to cover every case which may arise in the discharge of their duty. Something must necessarily be left to the intelligence and discretion of individuals. In an exceptional case, when an officer is in doubt as to his authority to act, or as to the wisest course to pursue, he is to be governed by the advise of the Second Assistant Superintendent.

Note No. 2.—**Parental School:**

No. 138—An ordinance to authorize the Board of School Commissioners of Baltimore City to establish and maintain in Baltimore City or in one or more counties of the State, a Parental School or Parental Schools for children between eight and sixteen years of age, who are habitual truants from school or instruction, and to

make and alter rules and regulations governing the same; and to repeal Ordinance No. 80, approved June 6th, 1904.

Section 1. Be it ordained by the Mayor and City Council of Baltimore, That the Board of School Commissioners of Baltimore City be and they are hereby authorized to establish in Baltimore City or in one or more counties of the State, under such name or title as said Board may select, a Parental School or Parental Schools, for children between eight and sixteen years of age who are habitual truants from school or instruction.

Section 2. And be it further ordained, That the said Board of School Commissioners of Baltimore City be, and they are hereby given the authority to make such rules and regulations for the confinement, maintenance and instruction of said children in such Parental School, or Schools, for such a period of time not exceeding, as to any such child, the time when such child will arrive at the age of sixteen years, and for the management of such Parental School, or Schools, as they may deem expedient; and modify and repeal the same at their discretion; provided such rules and regulations so made or modified be not inconsistent with the laws of this State or the ordinances of the City. The said Board are hereby further authorized to employ all teachers necessary and proper for the conduct of such Parental School, or Schools, in the manner prescribed by the City Charter, Section 99 to 102, inclusive, and to prescribe the courses of study and the books to be used in such School or Schools.

Section 3. And be it further ordained, That the said Board of School Commissioners of Baltimore City be and they are hereby authorized, with the approval of the Mayor and the Comptroller, to acquire such property either by purchase of condemna-

tion, or to lease such property and buildings, or portions of buildings, or grounds, as may be necessary for the conduct of such Parental School or Schools.

Section 4. **And be it further ordained,** That Ordinance No. 89, approved June 6, 1904, be and it is hereby repealed, and that this Ordinance shall take effect from the date of its passage.

Approved July 3, 1912.

James H. Preston, Mayor.

23. The Second Assistant Superintendent shall have supervision over the instruction and discipline at the Parental School.

Note: Under date of Jan. 5, 1916, the First Assistant Superintendent was placed in charge of the Attendance Department.

Wm. H. Preston

ARTICLE XIX.

ADMISSION AND TRANSFER OF PUPILS.

1. Children over six years of age, presenting certificates of vaccination from physicians, may be admitted any time to any of the grades except that for beginners, upon the assurance from the parents or guardians that the pupils shall attend regularly and shall always appear in school with the proper regard to neatness and cleanliness. Admission of beginners to first grade will be made under the following conditions:

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- (1) Applicants for the first semester must be six years of age on or before October 31; those for the second semester must be six years of age on or before March 16.
 - (2) Reliable evidence of the applicant's age must be presented, such as:
 - A birth certificate obtainable from the City Board of Health.
 - A notice of birth registration sent by the Board of Health to the parents showing the registration of the child's birth.
 - A certificate of baptism or other church registry.
 - A record entered soon after the time of the child's birth in a family Bible.
 - A passport in the case of foreign-born child. Parent's affidavit as to date of birth.
 - (3) Admissions should be confined in so far as possible, to the first week of each semester.
 - (4) Kindergarten children, after becoming 6 years of age, shall be passed into first grade at the beginning of the next following semester.

Admission to kindergarten will be made under the following conditions:

- (1) Applicants for the first semester must be five years of age on or before October 31; those for the second semester must be five years of age on or before March 16.
- (2) Evidence of applicant's age must be given in the same manner as prescribed for the admission of beginners to first grade.
- (3) The age limit need not be regarded in kindergartens which are unable to secure a full enrollment of five-year-old children. Such kindergartens may complete their enrollment by admitting four-year-old children with the understanding that these will be excluded later should five-year-old children apply for admittance.

2. Parents, upon first entering their children into an elementary school, shall have the right to choose any school, provided the school selected has the accommodations. In the event of a school having more applicants for admission than it can accommodate, children living nearest to said school shall have the preference.

3. The pupils of one school may be transferred to any other school by the Principal in case of change of residence of a pupil.

All transfers from one school to another for other reasons than change of residence must be made by the Superintendent.

4. The Principal of the school shall inquire whether the parents or the guardians of the pupil seeking admission are residents of the city, and no Principal shall admit or allow to remain in a school a pupil whose parent or guardian is a non-resident, until the required tuition has been paid.

Bills for non-resident pupils seeking admission may be obtained at the office of the Secretary.

5. The Secretary shall, at least ten days before the beginning of each quarter, issue bills for the tuition fee of all non-resident pupils, and send them to the Principals, who shall forward them to the parents or guardians. ~~Said bills shall have printed upon them the city ordinance on the subject, and also a notification that if the bill is not paid on or before the date thereof the pupil shall be dismissed.~~ The Principal shall require a receipt signed by the Comptroller on or before the designated date on said bills.

The Principal shall immediately notify the Secretary in writing, of the entrance, withdrawal, transfer or dismissal of a non-resident pupil.

Tuition Fees. Effective Sept. 1, 1922.

Baltimore City College,

per capita \$125.00 per scholastic year.

Baltimore Polytechnic Institute,

per capita \$150.00 per scholastic year.

Colored High School,

per capita \$80.00 per scholastic year.

Eastern and Western High Schools,

per capita \$75.00 per scholastic year.

Elementary Schools,

per capita \$40.00 per scholastic year.

Junior High and Vocational Schools,

per capita \$50.00 per scholastic year.

Teachers' Training Schools,

per capita \$42.00 per scholastic year.

Night Schools (12 nights per month, 6 months), per capita \$8.00 (1/5 of a day school tuition).

6. Promotions from grade to grade in the elementary schools to the secondary schools shall be made upon the judgment of the Principal and the teacher of the class. Parents of the children not recommended for promotion may appeal to the Principal, who shall, if unable to satisfy them of the justice of his decision, give the children an examination, using questions within the limits of the course of study of the particular grade from which the promotion is sought.

7. A student, who presents upon his admission to a secondary school of this city, a certificate of studies successfully pursued in another secondary school or preparatory school (not under the supervision of the Board), and who shows during the attendance of at least one year in the school entered thorough habits and scholarly capacity, may be recommended by the instructors in the several departments to receive credits in such of the subjects set forth in his certificate as are offered in the said secondary school of this city, the recommendation in each case being based upon one or more of the following requirements:

(a) Excellence of the work done in the city's secondary school entered.

(b) Satisfactory exhibit of papers, laboratory note books, etc.

(c) Examination tests, oral or written.

Certificates presented shall in the case of every student give a specific statement of the character of the work done in the school from which the student comes.

8. No student shall be eligible to compete for a Peabody prize unless all the work offered by him for graduation shall have been done in the public schools of Baltimore and completed in not more than four years, and at least thirty-six of his credits shall

have been obtained by the pursuit of courses in subjects set for the fourth year. Students completing courses in the Baltimore City College and the Eastern and Western High Schools in February of any year, shall be eligible to compete for Peabody prizes with the students completing their course in the following June.

9. Students in the senior high schools pursuing music or art as a major subject may be credited for outside study of music or art under the provisions of the special arrangement approved for such outside study. Similar credits are to be allowed in music and art to pupils of the ninth grade in junior high schools.

10. Pupil attendance is to be recorded in exact accordance with the actual presence of the pupils in the schools, and there shall be no substitution of any average figure on days of religious holidays.

ARTICLE XX.

TEXT-BOOKS.

1. No text-book or stationery shall be used in the schools until approved by a majority of the Board. All propositions for

a change of any text-book must be submitted to the Board at least one month before the purchase is made. The text-books to be used in sectional teaching shall consist of not more than four titles in each grade on each subject; but the present stock of books shall be used as substitutes for one or more of the titles so long as the same titles are used in the classrooms; and of each title adopted a number of books shall be furnished equal to two-thirds of the number of the pupils in the class.

2. The members of the Board of School Commissioners decline to receive individually any books or stationery that may be submitted to them by publishers or dealers. Such books, maps, and other articles may be sent to the office of the Board, where they will be accessible to all parties interested.

ARTICLE XXI.

NIGHT SCHOOLS.

1. Night schools shall be opened on the first Monday in October, and closed on the last Friday in April.

2. Eligible lists of teachers not employed in the day schools shall be established by

means of suitable examinations. Night school teachers, as such, are not eligible to teach in the day schools. Any night school teacher whose services are unsatisfactory may be dropped from the list by the Superintendent.

3. All female assistants in the night schools shall be limited to the eligible applicants not engaged as teachers in the day schools. Male assistants may be selected from the day school force when the night eligible list does not provide a sufficient number of properly qualified teachers.

4. The exercises shall commence at half-past seven o'clock and close at half-past nine o'clock. The teacher shall be at the school when the doors open for the reception of the pupils fifteen minutes before the time of commencing the exercises.

5. No person who can attend a day school shall be admitted to a night school, except to pursue a study not taught in a day school; nor shall anyone be admitted who is under fourteen years of age.

6. When a school shall have obtained corps of teachers, the number of pupils in the average attendance required to retain them all shall be 30 for 2 teachers, 50 for 3 teachers, 70 for 4 teachers, 100 for 5 teachers and one teacher for each 25 additional.

7. The following regulations shall govern the special classes in applied science: An attendance of not less than 20 pupils, allows a director and an assistant, and an additional assistant may be appointed for each 15 students in attendance thereafter.

ARTICLE XXII.

SCHOLARSHIPS.

1. All applications for scholarships shall be referred to the Superintendent. He shall give notice by advertisement of the time and place for holding a competitive examination for scholarships. He shall conduct examinations, report the result to the Board and keep a detailed record of the same.

2. All offers of scholarships shall be referred to the Committee on Rules, in conjunction with the Superintendent, with power to act. No scholarships or prizes of any advertising or commercial nature shall be awarded in any public school.

ARTICLE XXIII.

ORGANIZATION OF TEACHING STAFF IN THE SECONDARY SCHOOLS.

1. The teaching staff of the Baltimore City College shall consist of a Principal, a

Vice-Principal, seven heads of departments, teachers of drawing, teachers of physical culture, and as many assistants in each department as may be needed.

The seven departments shall be as follows:

English Language and Literature.

Ancient Languages (Latin and Greek),
Mathematics.

Modern Languages.

History.

Science.

Commerce.

The Principal may be the head of one of these departments. Until the head of any department is designated, all teachers of the department shall report directly to the Principal.

2. The teaching staff of the Baltimore Polytechnic Institute shall consist of a Principal, a Vice-Principal, seven heads of departments, and as many assistants in each department as may be needed.

The seven departments shall be as follows:

The Department of Engineering.

The Department of Practice.

The Department of Mathematics.

The Department of Science.

The Department of English.

The Department of History and Civics.

The Department of Modern Languages.

The Principal may be the head of one of these departments.

Until the head of a department is designated, all the teachers of the departments shall report directly to the Principal.

The following three curricula are offered :

Course A—A college preparatory course, covering five years' work in four, open only to those pupils whose ability, as evidenced by their record, is sufficient to enable them to undertake the extra amount of work.

Course B—A college preparatory course. Covers four years of high school work in four years.

Course C—A non-college preparatory course. Covers four years' work in four years.

The diploma received by a pupil at graduation is to indicate which curriculum he has completed.

3. The teaching staffs of the Eastern and Western High Schools shall each consist of a Principal, a Vice-Principal, eight heads of departments, and as many assistants as may be needed. The eight departments shall be as follows:

English.

Mathematics.

History.

Latin.

Modern Languages.

Science.

Commercial Subjects.

Home Economics.

The Principal may be the head of one of these departments. Until the head of a department is designated, all the teachers of a department shall report directly to the Principal.

4. The teaching staff of the Colored High School shall consist of a Principal, six heads of departments and as many assistants in each department as may be needed.

The six departments shall be as follows:

English and History.

Mathematics.

Languages.

Science.

Manual Training.

Domestic Science and Art.

The Principal may be the head of one of these departments. Until the head of a department is designated, all the teachers of the department shall report directly to the Principal.

ARTICLE XXIV.**MISCELLANEOUS.**

All officers, secretaries, clerks, and employees shall be appointed by the Board, and are subject to the provisions of the City Service.

The salaries of all officers, ~~secretaries~~, teachers, clerks and employees shall be ~~fixed~~ by said Board, subject to the approval of the Mayor and City Council.

Whenever the construction of a new school house, or the enlargement or repairs of an old school house is authorized, the instruction of the Board of School Commissioners shall be regarded by the Inspector of Buildings in the preparation of his plans, and no plan shall be finally adopted without the concurrence of said Board.

All text-books, stationery and furniture required for the public schools shall be purchased by the said Board after the compliance with all the requirements of Sections 14 and 15 of the City Charter.

1. Should any teacher be arrested on charges or allegations of cruelty or misconduct towards a pupil or pupils, the President of the Board is hereby authorized and empowered to employ counsel whenever he shall deem it advisable to do so, at the expense of the Board, to appear and defend the teacher so arrested.

2. Pupils shall not be sent on a personal errand of any kind, nor be required to do any service not connected with their duty in the school room.

3. No person other than the Superintendent or his assistants shall be permitted to interrupt the teachers or exercises. Proper facilities shall be afforded visitors to see school work, but with such limitations as shall prevent interruption or annoyance to teachers and classes. No address or lecture shall be delivered to the pupils during school hours without the consent of the Superintendent. No one shall engage the services or co-operation of the pupils or teachers, as such, upon any subject whatever. No agent shall be allowed to canvass in any school building at any time.

4. All collections of money, all announcements and notices, all distribution of papers, advertising samples or publications relating to any matter, are strictly prohibited, both during and after school hours.

5. (1) Applications for the use of school buildings shall be referred upon receipt to the Superintendent, who shall report the same to the President of the Board with recommendation; whereupon the President shall have power to grant or refuse such requests. The applicant or President, if desired, may refer the request to the Board for final action. (2) School buildings shall be devoted primarily to the use for which they are intended, and no privileges shall be

granted that interfere with the regular school work. The name of the public schools shall not be associated with any exhibition or entertainment for which there shall be a charge for admission. Secondly, school buildings may be used for purposes relating to education when the audiences are not pupils as such, but the School Board shall under no circumstance relinquish its control, and all such lectures shall be given under its auspices, and not under the auspices of an organization not connected with the schools. The subjects of the lectures must be submitted to the Board and approved by it, and the schools where such lectures are to be delivered determined by the Board.

6. The Board allows suitable school property to be used for entertainment and festivals under the immediate supervision of the principal of the school concerned where admission may be charged and refreshments sold, provided in each case that a detailed program of such entertainment or festival be approved by the Board of Superintendents, and the proceeds of said entertainment and sale are to be used solely for the benefit of said school, and provided further that each case receive the approval of this Board.

Upon application to the Board of School Commissioners, the assembly room or other

suitable rooms of school buildings may be used by responsible civic and improvement associations for the discussion of questions of a public, civic and educational, but not of a partisan or religious nature, and associations or organizations working for the improvement of physical and moral conditions may also be permitted to use certain rooms in the school buildings at the discretion of the Board of School Commissioners. It is understood that no association of a partisan or religious nature shall be allowed to use any school building. The above use of school buildings shall be under the following conditions:

First—Such associations shall pay the expense of having the school janitor in attendance.

Second—The use of tobacco upon school premises is prohibited, unless this restriction is waived by the Board upon suitable conditions.

Third—Only the room specified in the application and permission shall be used.

Fourth—Any damage to the building or its contents caused by such use must be made good by association.

Fifth—The permission granted in any case shall be revocable at the pleasure of the Board.

The publication of class books by the secondary schools is permitted, provided the assent of the Principal be first obtained, and that all matter intended for publication shall be submitted to the Principal for censorship; nothing to be printed, published or circulated unless approved by the Principal, under whose authority the use of the building by the students for such purposes shall be regulated and always subject to the provisions of this Article.

The Principal of each secondary school shall have the authority, subject to the approval of the Superintendent of Public Instruction, to grant the use of the assembly hall or other parts of each school building in his charge, to the Alumni Association, or to any class organization of such school with the approval of the Alumni Association.

Mixed Dancing in School Building.

Upon application to the Board of School Commissioners, permission may be granted for mixed dancing in school buildings under the following general conditions, the Board reserving the right to impose any additional stipulation if considered desirable:

- (1) Dance to be under the personal supervision of the principal of the school in which the dance is held.

- (2) Dance to be under proper chaperonage, approved by the principal.
- (3) Hours of the dance to be from 8.30 to 11 o'clock p. m.
- (4) All persons in attendance to be restricted to the part of the building in which the dance is held.
- (5) Rule regarding smoking in the building is to be strictly obeyed.

9 7. The use of tobacco upon school premises is prohibited, unless this restriction is waived by the Board upon suitable conditions.

9 8. No teacher or pupil having contagious or infectious disease, as scarlet fever, diphtheria, measles, smallpox, mumps, chickenpox or whooping cough shall be permitted to attend the public schools. Whenever a case of scarlet fever, diphtheria or smallpox is reported in any family, not only the sick one, but all of those belonging to that household shall be kept away from school until they are supplied with certificates of health by the Health Commissioner. Whenever cases of measles or chickenpox are reported, the same rules as to the exclusion of the children of the household shall be followed; but in this case the certificate from the attending physician stating that all danger of in-

fection has passed can be accepted, provided two weeks have elapsed after the notification card has been received by the teacher. Whenever whooping cough or measles are reported, the children suffering with the disease must be kept from school, and all other children of the same family, except such as are given special certificates by the Health Department. In case of the reported ill health of a dangerous character on the part of a teacher, or in case a teacher's mental or physical condition leads the Superintendent to believe that said teacher cannot discharge his duties properly, the Superintendent shall ask the teacher thus affected to be examined by the Board's physician; and he shall report the result of the examination to the Board, whereupon the Board shall determine the advisability of the teacher's retention in active service.

9. No teacher suspended for any cause shall be allowed any salary for the time of such suspension, temporary suspension may be made by the Superintendent of Public Instruction after consultation with the President of the Board of School Commissioners and with his approval, said action to be reported to the Board at its next meeting. Temporary suspension by the Board of School Commissioners may not exceed thirty

days without a trial upon charges preferred and due notice and opportunity to the teacher to be heard in his or her defense.

10. All resignations shall take effect at the end of the month and upon thirty days' notice in writing, and no teacher resigning shall be entitled to any salary except for the time of actual service. Resignations, fixing the date of withdrawal from the service at less than thirty days from the beginning of the school term shall take effect September 1st. A teacher who shall withdraw from school without giving notice as provided above shall not be entitled to any compensation, or may be deprived of such part thereof as the Board may direct.

11. Every female teacher shall be regarded as having resigned on the date of her marriage.

12. All communications from the teachers to the Board and all directions or orders from the Board to teachers, shall be sent through the Superintendent.

13. No employee of the Board shall be allowed to sell pupils any books, stationery or other articles.

14. The Superintendent shall be authorized, when funds for the purpose are available, to furnish an instructor for any group of twenty teachers who desire instruction

which will tend to give them greater skill in teachings. The compensation shall not exceed three dollars and fifty cents per lesson. When a bill for normal extension is presented to the Committee on Accounts, such bill shall be accompanied on the part of the Superintendent by the request of the teachers calling for such extension. No supervisory officer, or teacher of the training school, shall receive extra compensation for work done in the Normal Extension Course, but other teachers, who may be fitted for the work and who can discharge it without conflicting with their regular duties, may be employed.

15. The Eastern and Western High Schools shall each be given a clerk, to be nominated by the Superintendent from the graduates of the commercial department of the school.

16. The Eastern and Western High Schools shall each be allowed a librarian. Applicants for such positions must be graduates of approved training schools for librarians, and shall have had previous experience in library work with schools.

17. Any change or revision in a course of study shall, before adoption, be referred by the Board of Superintendents to the Com-

mitte on Rules for consideration to the Board.

18. There shall be a Statistician to the Board of School Commissioners, who shall hold office at the pleasure of the said Board without a definite term. It shall be the duty of the Statistician to collect such statistics as may be required by the Board of School Commissioners and perform such other duties as may be deemed necessary.

19. Delegations appearing at Board meetings will be limited in time as follows: where but one speaker appear, 10 minutes will be the maximum time allowed and in case of two or more speakers the total time given shall not exceed 15 minutes.

ARTICLE XXV.

SCHOOL VISITORS.

In order to secure the continuance of local interest in the oversight of the public schools, there shall be appointed annually by the Board such number of unpaid School Visitors as may be found requisite. One or more of these Visitors shall be assigned to each school, and every Visitor so assigned shall be a resident or engaged in business within half a mile of the school to which he or she is assigned, so that the parents and inhabitants of every neighborhood may have easy access to an official of the public schools. The said Visitors shall perform the duties

hereinafter prescribed, and such other duties as the said Board may direct.

The School Visitors shall visit the schools to which they are assigned and report upon their condition at least once in every quarter, and oftener if they think it desirable. In case of emergency requiring attention they shall immediately notify the Superintendent of Public Instruction.

The School Visitors may be called together by the Board of School Commissioners or the Superintendent of Public Instruction whenever the interests of the school require it, or whenever it is thought important for the office of a Visitor to be defined; the organization of the school system to be considered and the characteristics of a good school to be clearly stated to them. They shall perform such other duties as the Board of School Commissioners may prescribe not inconsistent with this article.

ARTICLE XXVI.

Salaries.

Rules governing the Relation of the Budget for 1923 to the New Salary Schedule.

1. The Budget for 1923 could not be made to match the new Salary Schedule except in the lower steps of the various classifications; but the increases proposed for 1923 will provide advances, upon approved service for 1922, toward the new schedule allowances; and subsequent annual advances until the schedule is in full operation will be recom-

mended for all who possess the requisite qualifications and a record of approved service.

2. The regular salary schedule is to apply equally to all persons in the various branches of the service with the following proviso: Teachers, vice-principals, and heads of departments, when appointed to boys' schools, or when given special duties in addition to regular assignments in co-educational or girls' schools, may be advanced beyond the regular schedule.

3. The salaries allotted in the annual budget to particular positions are to be construed as the maximum amounts allowable for the given positions, and not as the actual salaries to be paid the incumbents, unless so ordered by the Board of School Commissioners.

4. Where the proposed increases for 1923 will pass teachers and others beyond the *maximum on service* this advance is not to be granted until credits are delivered according to the credit rule to be adopted.

5. The credit rule for 1923 for salary advance over each step in the credit area of the salary schedule for secondary schools shall be as follows: This advance shall require the successful completion of two 30-hour approved courses of work beyond the *standard*

qualifications for appointment—provided, however, that teachers of approved experience with records not technically meeting, the foregoing requirement may present equivalent attainments and have their credits passed upon individually.

6. Teachers selected for assignment as ungraded or special class teachers, when not possessing the full qualifications for official appointment to such positions, may be allowed pay at the rate of \$100 per year beyond their regular elementary grade salary.

II.—New Salary Schedule.

1.—Classification :

Elementary School Teachers.

Include here also—Teachers of the *special subjects*: Manual Training, Cooking, Sewing, Physical Training, Music, Drawing and Kindergarten Teachers.

Probationary year (Class I substitutes), \$1,200; first year after full appointment, \$1,300; second year, \$1,400; third year, \$1,500; fourth year, \$1,600; fifth year, \$1,700; sixth year, \$1,800, *Maximum on Service*; seventh year, \$1,900; eighth year, \$2,000; ninth year, \$2,100; tenth year, \$2,200, *Maximum with Credits*.

Kindergarten Assistants, \$1,200 to \$1,700; annual increase, \$100.

2.—Classification.

Junior High School Teachers.

Include here also—Teachers of *special classes* (ungraded, deaf, cripples, open air, etc.) and *assistant supervisors* of the special subjects.

First year, \$1,450; second year, \$1,600; third year, \$1,700; fourth year, \$1,800; fifth year, \$1,900; sixth year, \$2,000; seventh year, \$2,100; eighth year, \$2,200, *Maximum on Service*; ninth year, \$2,300; tenth year, \$2,400; eleventh year, \$2,500; twelfth year, \$2,600, *Maximum with Credits*.

3.—Classification:

Senior High School Teachers.

First year, \$1,500; second year, \$1,650; third year, \$1,800; fourth year, \$1,950; fifth year, \$2,100; sixth year, \$2,250; seventh year, \$2,400; eight year, \$2,550; *Maximum on Service*; ninth year, \$2,700; tenth year, \$2,850; eleventh year, \$3,000, *Maximum with Credits*.

4.—Classification:

Teachers' Training School Teachers.

(a) Theory Staff: First year, \$2,200; second year, \$2,350; third year, \$2,500; fourth year, \$2,650; fifth year, \$2,800, *Maximum on Service*; sixth year, \$2,950; seventh year, \$3,100; eighth year, \$3,300, *Maximum with Credits*.

(b) Practice Staff: First year, \$1,800; second year, \$1,950; third, \$2,100; fourth year, \$2,250; fifth year, \$2,400; sixth year, \$2,550, *Maximum on Service*; seventh year, \$2,700; eighth year, \$2,850; ninth year, \$3,000, *Maximum with Credits*.

(c) Demonstration School Staff: Same as Junior High School Teachers.

5.—Classification.

Elementary School Principals.

Class V (Five to seven rooms).

First year, \$1,950; second year, \$2,100; third year, \$2,250; fourth year, \$2,400, *Maximum on Service*; fifth year, \$2,500; sixth year, \$2,600; seventh year, \$2,700; eighth year, \$2,800, *Maximum with Credits*.

Classification:

Elementary School Principals.

Class IV (Eight to fifteen rooms).

First year, \$2,150; second year, \$2,300; third year, \$2,450; fourth year, \$2,600, *Maximum on Service*; fifth year, \$2,700; sixth year, \$2,800; seventh year, \$2,900; eighth year, \$3,000, *Maximum with Credits*.

Classification:

Elementary School Principals.

Class III (Sixteen to twenty-three rooms).

First year, \$2,350; second year, \$2,500; third year, \$2,650; fourth year, \$2,800, *Maximum on Service*; fifth year, \$2,900; sixth year, \$3,000; seventh year, \$3,100; eighth year, \$3,200, *Maximum with Credits*.

Classification:

Elementary School Principals.

Class II (Twenty-four to Thirty-one rooms).

First year, \$2,550; second year, \$2,700; third year, \$2,850; fourth year, \$3,000, *Maxi-*

mum on Service; fifth year, \$3,100; sixth year, \$3,200; seventh year, \$3,300; eighth year, \$3,400, *Maximum with Credits*.

Classification :

Elementary School Principals.

Class I (Thirty-two and more rooms).

First year, \$2,750; second year, \$2,900; third year, \$3,050; fourth year, \$3,200, *Maximum on Service*; fifth year, \$3,350; sixth year, \$3,500; seventh year, \$3,650; eighth year, \$3,800, *Maximum with Credits*.

6.—Classification.

Junior High School Principals.

Class III (Below twenty-four rooms).

First year, \$2,500; second year, \$2,650; third year, \$2,800, *Maximum on Service*; fourth year, \$2,950; fifth year, \$3,100; sixth year, \$3,250; seventh year, \$3,400, *Maximum with Credits*.

Classification :

Junior High School Principals.

Class II (Twenty-four to thirty-one rooms).

First year, \$2,900; second year, \$3,050; third year, \$3,200, *Maximum on Service*;

fourth year, \$3,350; fifth year, \$3,500; sixth year, \$3,650; seventh year, \$3,800, *Maximum with Credits.*

Classification :

Junior High School Principals.

Class I (Thirty-two or more rooms).

First year, \$3,300; second year, \$3,450; third year, \$3,600, *Maximum on Service*; fourth year, \$3,750; fifth year, \$3,900; sixth year, \$4,050; seventh year, \$4,200, *Maximum with Credits.*

7.—Classification :

Senior High School Principals.

Class I.

First year, \$3,800; second year, \$4,000; third year, \$4,200, *Maximum on Service*; fourth year, \$4,400; fifth year, \$4,600; sixth year, \$4,800; seventh year, \$5,000, *Maximum with Credits.*

Classification :

Senior High School Principals.

Class II.

First year, \$3,600; second year, \$3,800, *Maximum on Service*; third year, \$4,000; fourth year, \$4,200, *Maximum with Credits.*

8.—Classification :

Senior High School Vice-Principals.

First year, \$3,000; second year, \$3,200; third year, \$3,400, *Maximum.*

9.—Classification :

Senior High School Heads of Departments.

First year, \$3,000; second year, \$3,200, *Maximum.*

10.—Classification :

Teachers' Training School Principals.

Class I, fixed by special action up to \$5,500.

Class II, first year, \$3,800; second year, \$4,000; third year, \$4,200, *Maximum.*

Demonstration School Principals to be the same as Junior High School Principals, Class III.

11.—Classification :

Supervisors of Special Subjects and Grade Supervisors.

Salaries to range from \$2,200 to \$3,800, as fixed by special action.

12.—Classification :

Directors.

Salaries to range from \$3,800 to \$4,500, as fixed by special action.

13.—Classification :

Assistant Superintendents.

Salaries to range from \$4,000 to \$6,000, as fixed by special action.

14.—Classification: *Clerks.*

Senior Clerk, Senior Stenographer, Senior Typist, \$1,000-\$1,600.

Junior Clerk, Junior Stenographer, Junior Typist, \$900-\$1,300.

Chief Clerk to Superintendent, and Credit Examiner, \$1,600-\$2,000.

15.—Classification :

Assistant Attendance Officers.

Salaries to range from \$1,000 to \$1,500.

16.—Classification: *Substitutes.*

To be paid according to the special rules enacted.

17.—*Salaries of all other individuals and groups* to be fixed by special action.

III. Salaries under the 1923 appropriation.

[Note.—The Budget for 1923 as presented by the Board of School Commissioners was heavily cut by the Board of Estimates. In this process the salaries of various positions were fixed to remain at the same figure as was granted for 1922, and the sum of \$500,000 was allowed for increases in 1923 to teachers and principals on the rolls on December 31, 1922, and for new additions needed in the service. As the total increase thus allowed was only about one-third of the increase asked for, the Board of School Commissioners met this exigency by ordering that all teachers and principals be granted an increase amounting to 30% of the increase intended for them; that is: \$30 in place of \$100, \$45 in place of \$150, \$60 in place of \$200, etc.]

GENERAL ADMINISTRATION.

Departmental Secretary	\$2,750	3000
First Assistant Secretary.....	2,100	2800
Second Assistant Secretary.....	2,100	2500
Principal Account Clerk.....	2,000	2500
Clerk to Secretary.....	1,200	

Supervisor of School Buildings.....	2,300
Building Custodian	1,200
3 Senior Stenographers at.....	1,200
Junior Typist	1,000
Junior Typist	900

ADMINISTRATIVE.

Superintendent of Schools.....	\$8,000
2 Assistant Superintendents at.....	6,000
1 Assistant Superintendent	5,500
1 Assistant Superintendent	4,060
Director of Physical Education.....	4,000
Director of Vocational Education.....	5,000
Director of Bureau of Research.....	5,000
Director of Management.....	3,500
Supervisor of Industrial Education...	3,660
Supervisor of Household Economics Education	3,390
Supervisor of Commercial Education..	3,390
Supervisor of Music.....	2,650
Supervisor of Art.....	2,000
Kindergarten-Primary Supervisor.....	2,630
Supervisor of Colored Schools.....	3,500
Supervisor, Junior High Schools.....	2,260
6 Supervisors, Elementary Grades....	2,230
Chief Attendance Officer.....	1,860
14 Assistant Attendance Officers at....	1,130
4 Assistant Attendance Officers at....	1,030
Substitute Attendance Officer.....	600

Senior Clerk	1,500
2 Senior Stenographers at.....	1,300
2 Senior Stenographers at.....	1,200
1 Senior Stenographer at.....	1,000
1 Junior Stenographer	1,200
1 Junior Clerk	1,200
1 Junior Stenographer	1,000
1 Statistical Clerk	1,200
1 Junior Clerk and Stenographer.....	1,100
1 Junior Typist and Clerk.....	1,200
Senior Clerk and Credit Examiner...	1,500
Statistician	2,000
Telephone Clerk and Typist.....	900

TEACHERS' TRAINING SCHOOLS.

1 Principal	\$4,060
1 Principal	3,560
1 Teacher-Librarian	1,220
1 Clerk	1,200
1 Clerk	1,000

Teachers to receive increases of 30% of \$250 and of \$150 over their salaries for 1922, resulting in a scale ranging from \$1,750 to \$2,545. Exceptional action may be taken in exceptional cases.

SENIOR HIGH SCHOOLS.

Principals of City College, Polytechnic Institute, Eastern High School and Western High School, each to re- ceive	\$4,000
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Principal of the Colored High School.	3,860
Vice-principals of City College and Polytechnic Institute	3,400
Vice-principals of Eastern and West- ern High Schools.....	2,845
Vice-principal of Colored High School.	2,745
Heads of Departments to range from \$2,195 to	3,200
Laboratory assistants and shop assist- ants range from \$1,200 to.....	1,400
1 Teacher-Librarian.....	1,220
1 Teacher-Librarian.....	1,130
1 Teacher-Librarian.....	1,000
4 Clerks at.....	1,200
1 Clerk at	1,100
1 Clerk at.....	1,000
1 Clerk at.....	900

Teachers to receive increases of 30% of \$150 over their salaries for 1922, resulting in a scale ranging from \$1,500 to \$2,895—except one teacher at \$3,000.

Exceptional action may be taken in exceptional cases.

JUNIOR HIGH SCHOOLS.

Principals to range from \$2,360 to \$3,135.

Vice-principals to receive \$2,060.

Teachers to receive increases of 30% of \$100 or of \$150 over their salaries for 1922, resulting in a scale ranging from \$1,450 to

\$1,930, as follows: First year, \$1,450; second and third years, \$1,495; fourth to seventh years, \$1,630; eighth to thirteenth years, \$1,730; fourteenth to eighteenth years, \$1,880; nineteenth year and higher, \$1,930.

Sewing teachers to receive increases of 30% of \$100 or \$150 over their salaries in 1922, and to be paid salaries of \$1,450 to \$1,730.

Emergency substitutes in junior high schools (except for manual training and cooking) to receive \$3.50 per day for each day of actual service. Special substitutes in junior high schools shall be paid according to the scale for special substitutes in elementary schools increased by \$100 per annum.

Manual training and cooking substitutes may receive \$5.00 per day for each day of actual service.

ELEMENTARY SCHOOLS.

Principals to range from \$1,760 to \$2,790—except one principal at \$3,200.

Vice-principals to receive \$1,860.

Teachers to receive increases of 30% of \$100 over their salaries in 1922, resulting in a scale ranging from \$1,200 to \$1,660, as follows: Class I substitute (probationary

year) \$1,200; first year, \$1,300; second year, \$1,330; third, fourth and fifth years, \$1,430; sixth and seventh years, \$1,530; eighth to fourteenth years, \$1,630; fifteen and higher years, \$1,660.

Kindergarten assistants to receive salaries ranging from \$1,000 to \$1,430.

Class. II substitutes to receive \$3.50 per day for each day of actual service.

Emergency substitutes to receive \$3.00 per day for actual service.

Emergency manual training and cooking substitutes may receive \$5.00 per day for each day of actual service.

Special substitutes to be paid salaries ranging from \$600 to \$1,400 according to the rule found below.

Class—Former Baltimore Teachers: First year, \$1,200. This salary may be advanced to \$1,300 after five years of service as teacher and substitute, at least one year of which must be after continuous assignment as *Special Substitute*. Substitute teachers of this class, when assigned to *officially designated special classes*, may be paid \$100 per annum additional.

Class—Former Class I Substitutes: First year, \$1,200. This salary may be advanced to \$1,300 after five years of service, at least

one year of which must be after continuous assignment as Special Substitute.

Class—College Graduates: First year, \$1,000; second year, \$1,100; third year, \$1,200.

Class—Normal Graduates having less than one year of continuous approved experience: First year, \$840; second year, \$900; third year, \$1,000; fourth year, \$1,100; fifth year, \$1,200. Normal graduates having continuous approved experience of one, two, three or four years shall receive the salary corresponding to such experience in the above scale.

Class—Non-normal Graduates having less than one year of continuous approved experience: First year, \$600; second year, \$660; third year, \$720; fourth year, \$780; fifth year, \$840; sixth year, \$900; seventh year, \$1,000; eighth year, \$1,100; ninth year, \$1,200. Non-normal graduates having continuous approved experience of one, two, three, four, five, six or seven years shall receive the salary corresponding to such experience in the above scale.

Deductions—All rules relating to deductions of salary for absence of teachers shall apply to Class I Substitutes and Special Substitutes. Emergency Substitutes shall not receive any pay for lost time.

VOCATIONAL SCHOOLS.

1 Principal.	\$2,700
2 Teachers at.	2,400
1 Teacher.	2,250
1 Teacher.	2,100
2 Teachers at.	2,050
1 Teacher.	1,950
1 Teacher.	1,900
2 Teachers at.	1,800
1 Teacher.	1,600

For Colored Vocational School Teachers,
\$10,000

SUPPLY WAREHOUSE.

Stock Clerk	\$1,500
Assistant Clerk	1,200
Extra Help	200
Incidentals.	300
Chauffeur.	1,080
Auto Truck Maintenance.	700

NIGHT SCHOOLS.

Principals, 70 nights, elementary night schools, at \$4.00 per night.

Teachers, 70 nights, at \$3.50 per night.

Cooking and Sewing Teachers, 40 nights, at \$3.50 per night.

Principals, secondary schools, 70 nights, at \$7.00 per night.

Teachers of special subjects, 70 nights, at \$5.00 per night.

Firemen, Janitors and Janitresses at \$1.00, \$1.50 and \$2.00 per night.

PROVISIONS OF THE SMITH-HUGHES ACT.

Teachers, 50 nights, at \$5.00 per night.

AMERICANIZATION STAFF.

Director, full time.....	\$3,800
Supervisor of Instruction.....	1,630
Foreign Language Workers.....	2,000
Teachers of English and Citizenship..	8,900

17. When teachers are elected to the service before the 15th of any month, the new salary shall take effect on the first day of the month. When the election occurs later than the 15th of any month, the new salary rate shall take effect on the first day of the next month.

18. Newly elected teachers may be given whatever salary previous experience may warrant not in excess of the maximum salary.

19. The pay-rolls of the Department of Education shall cover the entire month, and they shall clearly show all deductions, and only the net amounts shall be lifted from the City Treasury.

**LOCATION OF TEACHERS TRAINING
SCHOOLS AND SENIOR
HIGH SCHOOLS.**

**TEACHERS TRAINING SCHOOL, Carrollton and
Lafayette Avenue.**

**COLORED TRAINING SCHOOL, Mount and Sara-
toga Streets.**

**BALTIMORE CITY COLLEGE, Howard Street, op-
posite Centre.**

**EASTERN HIGH SCHOOL, North Avenue and
Broadway.**

**WESTERN HIGH SCHOOL, Lafayette Avenue and
McCulloh Street.**

**BALTIMORE POLYTECHNIC INSTITUTE, North
Avenue and Calvert Street.**

**COLORED HIGH SCHOOL, Pennsylvania Avenue
and Dolphin Street.**

LOCATIONS OF SCHOOLS AND HOW TO REACH THEM BY STREET CARS.

(From the Administration Building)

No. 1 (EDGAR ALLAN POE SCHOOL)—Northeast corner Fayette and Greene Streets.

Madison Avenue car to Fayette Street, two blocks west.

Pennsylvania Avenue and Gilmor Street cars to school.

No. 2 (ALMEDA SCHOOL)—Stiles and Lloyd Streets.

Pennsylvania Avenue car or Highlandtown car to school.

No. 3 (WILLIAM PATTERSON SCHOOL.)—Eastern and Montford Avenues.

Highlandtown car to school.

Pennsylvania Avenue car to Eastern Avenue, one block east.

No. 4 (GENERAL HENRY LEE SCHOOL)—Hanover and Lee Streets.

Harford Avenue car to Lee Street, one block east.

Carey Street car to Lee Street, one block west.

No. 5 (WELLS AND McCOMAS SCHOOL)—Broadway and Ashland Avenue.

Preston Street car to Ashland Avenue, two blocks east.

Monument Street car to Broadway, two blocks north.

No. 6 (WILLIAM FELL SCHOOL)—Ann Street near Fleet.

Madison Avenue car to Fleet Street, one block east.

North Avenue and Washington Street car to school corner.

No. 8 (STEPHEN DECATUR SCHOOL)—Caroline Street, near Lombard.

Madison Avenue car to Baltimore and Caroline Streets, two blocks south.

Preston Street car to school.

No. 9 (ALICIA CROSSLAND SCHOOL)—South-west corner Fayette and Greene Streets.

Madison Avenue car to Fayette, two blocks west.

Pennsylvania Avenue and Gilmore Street cars to school.

No. 10 (JAMES McHENRY SCHOOL)—Hollins Street, near Schroeder.

Gay Street car to Schroeder Street, one block south.

Frederick Road car to Schroeder, one block north.

No. 11 (JOHN STRICKER SCHOOL)—Gilmore and Mosher Streets.

Preston Street car to Gilmore Street, two blocks north.

Gilmore Street car to school.

No. 12 (MICHAEL WARNER SCHOOL)—Barre and Warner Streets.

Fremont Avenue car to Fremont and Barre, one block east on Barre.

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- No. 13 (TENCH TILGHMAN SCHOOL)**—Patterson Park Avenue and McElderry Street.
Orleans Street car or Monument Street to Patterson Park Avenue, one block south.
- No. 14 (SIDNEY LANIER SCHOOL)**—Linden Avenue and Wilson Street.
Linden Avenue car to School.
McMechen Street car to Linden Avenue, one block north.
- No. 15 (BENJAMIN FRANKLIN SCHOOL)**—Carrollton Avenue and Saratoga Street.
Wilkins Avenue car to school.
Carey Street car to school or to Saratoga Street, one block east.
- No. 16 (HENRY STEVENSON SCHOOL)**—Harford and Ashland Avenues.
York Road car to Madison Street, one block east, one block north.
Gay Street car to Ensor Street and Ashland Avenue, half block west.
- No. 19 (SAMUEL CHASE SCHOOL)**—Hollins Street, near Monroe.
Gay Street car to Fulton Avenue, one block south.
Frederick Road car to Fulton Avenue, one block north.
- No. 20 (ROBERT EDEN SCHOOL)**—Eden and Preston Streets.
Preston Street car or Wilkins Avenue car to school.
Harford Avenue car to Preston Street, one block east.

No. 21 (FRANCIS NICHOLSON SCHOOL)—Pennsylvania Avenue and Robert Street.

Pennsylvania Avenue car to school.

Druid Hill Avenue car to Presstman Street, two blocks west, one block south.

No. 22 (GEORGE WASHINGTON SCHOOL)—Scott and Hamburg Streets.

Morrell Park car to Scott Street, two blocks south.

Fremont Avenue car to Washington Boulevard, two blocks west, two blocks south.

No. 23 (WOLFE SCHOOL)—Gough and Wolfe Streets.

Madison Avenue car to Broadway and Gough Street, walk two blocks east to school.

Washington Street car to school.

No. 24 (CANTON SCHOOL)—Fait Avenue and Linwood Avenue.

Pennsylvania Avenue car to Fait and Kenwood Avenues, one block east.

Highlandtown car to Eastern and Linwood Avenues, three blocks south.

No. 25 (HENRY FLEET SCHOOL)—Bond Street, near Canton Avenue.

Madison Avenue car to Fleet Street, one block west.

Preston Street car to Fleet Street, one block east.

No. 26 (LEONARD CALVERT SCHOOL)—Orleans Street, near Bond.

Preston Street car to Orleans Street, walk north to Bond Street.

Orleans Street car to school.

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- No. 27 (JOHN RODGERS SCHOOL)**—Southwest corner Fayette and Chester Streets.
Linden Avenue car marked Fayette and Luzerne Streets to school.
- No. 28 (WEBSTER SCHOOL)**—Battery Avenue and Gittings Street.
Carey Street car to Battery Avenue, one block north.
Orleans Street car to Clement Street, two blocks east.
- No. 29 (HORATIO SHARP SCHOOL)**—Sharp Street, near West.
Harford Avenue car to Sharp and Cross Streets.
Fremont Avenue car to Sharp and Hamburg Streets, one block south.
- No. 30 (CHRISTOPHER GIST SCHOOL)**—Hollins Street, near Monroe.
Gay Street car to Monroe Street, one block south.
Frederick Road car to Monroe Street, one block north.
- No. 31 (HENRY SCHROEDER SCHOOL)**—Schroeder and Pierce Streets.
Wilkins Avenue car to school.
Fremont Avenue car to Pierce Street, two blocks west.
- No. 32 (GUILFORD SCHOOL)**—Southwest corner Guilford Avenue and Lanvale Street.
Gilmor Street car to school.
North Avenue car to Guilford Avenue, two blocks south.
Wilkins Avenue, Caroline and Preston Street cars to Guilford Avenue, three blocks north.

No. 33 (ARMISTEAD SCHOOL)—Light and Clement Streets.

Orleans Street car to school.

Carey Street car to Light Street, one block north.

No. 34 (BARRISTER CHARLES CARROLL SCHOOL)—Carey Street and Washington Boulevard.

Fremont Avenue car or Madison Avenue car, transfer to Washington Boulevard car to school.

No. 35 (FORT COVINGTON SCHOOL)—Hanover Street, near Winder.

Madison Avenue car, transfer to Harford Road car, ride to terminus at foot of S. Charles Street, one block south, one block west.

No. 37 (PATRICK HENRY SCHOOL)—Biddle Street and Patterson Park Avenue.

Wilkins Avenue car to Patterson Park Avenue, one block south.

Orleans Street car to school.

No. 38 (CHESAPEAKE SCHOOL)—Kenwood Avenue and Hudson Streets.

Pennsylvania Avenue car or Wolfe Street car to school.

No. 39 (JAMES CALHOUN SCHOOL)—Carrollton and Riggs Avenues.

McMechen Street car to Fremont Avenue and Mosher Street, two blocks west on Mosher, one block north on Carrollton Avenue.

Carey Street car to Riggs Avenue, one block east.

No. 40 (FLORENCE NIGHTINGALE SCHOOL)—Aisquith and Orleans Streets.

Linden Avenue car to Aisquith Street, one block north.

Orleans Street car or Harford Avenue car to school.

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- No. 42 (PAUL JONES SCHOOL)**—Broadway and Bank Street.
Madison Avenue car or Highlandtown car to school.
- No. 43 (DOLLY MADISON SCHOOL)**—High Street, near Fayette.
Linden Avenue car or Madison Avenue car to High Street.
- No. 44 (MONTEBELLO SCHOOL)** Harford Road and Thirty-second Street.
Harford Avenue car to school.
- No. 45 (OTHO HOLLAND WILLIAMS SCHOOL)**—Greenmount Avenue and Eager Street.
Wilkins Avenue car or Preston Street car to Greenmount Avenue, three blocks south.
York Road car to school.
- No. 47 (HAMPSTEAD HILL SCHOOL)**—Eastern and Linwood Avenues.
Highlandtown car to school.
- No. 48 (JAMES MONROE SCHOOL)**—Hollins and Monroe Streets.
Baltimore Street car to Monroe Street, one block south.
Frederick Road car to Monroe Street, one block north.
- No. 49 (ROBERT E. LEE SCHOOL)**—1205 Cathedral Street.
Wilkins Avenue car or Preston Street car to Cathedral Street, one-half block south.
Roland Park (No. 10) to Cathedral Street, one-half block north.

No. 50 (CLIFTON SCHOOL)—Gorsuch and Kennedy Avenues.

McMechen Street car to North Avenue and Charles Street, transfer to car No. 17, marked Gorsuch Avenue, ride to Abbottston and Kennedy Avenues, walk two blocks south.

No. 51 (WAVERLY SCHOOL)—34th and Frisby Streets.

York Road car to 34th Street, two blocks east.

No. 52 (WILLIAM RINEHART SCHOOL)—Oak and Twenty-fourth Streets.

McMechen Street car, transfer to Roland Park car, to Twenty-fourth Street, one block west.

No. 53 (MARGARET BRENT SCHOOL)—Twenty-sixth and St. Paul Streets.

McMechen Street car, transfer to No. 29 or No. 17 car at Charles Street and North Avenue to school.

No. 54 (GEORGE PEABODY SCHOOL)—Twenty-fifth Street, near Charles Street.

McMechen Street car, transfer at North Avenue and Charles Street to Roland Park car, ride to 25th and St. Paul Streets, one-half block west.

Gilmor Street car to 25th St., one-half block west.

No. 55 (HAMPDEN SCHOOL)—Chestnut Avenue and Thirty-seventh Street.

McMechen Street car, transfer at Maryland Avenue to Roland Park car (No. 10), or to Mt. Washington car, to Chestnut Avenue and 36th Street, one block north.

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- No. 56 (MOUNT VERNON SCHOOL)** Ash Street and Clipper Road, Woodberry.
McMechen Street car, transfer to Roland Park car, to Roland Avenue and Thirty-sixth Street, west to Ash Street, one block South.
- No. 57 (HOBACE ABBOTT SCHOOL)**—Church Street, north of Merryman's Lane.
McMechen Street car, transfer to Roland Park car to 40th Street, one block west.
Mt. Washington car to 40th Street, two blocks east.
- No. 58 (WOODBERRY SCHOOL)**—Woodberry Avenue, near Hooper Avenue.
Roland Park car (No. 10) or Belvedere Avenue car (No. 25), transfer at Union Avenue to the "tripper."
- No. 59 (LOUISA M. ALCOTT SCHOOL)**—Keyworth Avenue and Reisterstown Road.
Emory Grove, Owings Mills, Pikesville, Pimlico or West Arlington car to Keyworth Avenue, one block west.
- No. 60 (DRUID SCHOOL)**—Francis Street opposite Clifton Avenue.
Carey Street car to Francis Street, one block north.
Druid Hill Avenue car to Retreat Street, one block west and one block north.
- No. 61 (JOHN EAGER HOWARD SCHOOL)**—Linden Avenue and Koenig Street.
Linden Avenue car to School.
North Avenue car to Linden, one block north.
- No. 62 (SMALLWOOD SCHOOL)**—Walbrook Avenue and Smallwood Street.
North Avenue car to Smallwood Street, one block north.

No. 63 (WALBROOK SCHOOL) Rosedale Street and Westwood Avenue.

Edmondson Avenue car to school.

North Avenue car to Rosedale Street, one block south.

No. 64 (LIBERTY SCHOOL)—Garrison Avenue and Maine Avenue.

Garrison Boulevard car to school.

Linden Avenue car (No. 32) to Garrison and Liberty Heights Avenues, walk one block south.

No. 65 (ALEXANDER HAMILTON SCHOOL)—Poplar Grove Street, between Lanvale Street and Lafayette Avenue.

Edmondson Avenue car to school.

No. 66 (WESTOVER SCHOOL)—Old Frederick Road near Thirteenth Street.

Frederick Road car to School Lane, one block north.

No. 67 (FREDERICK SCHOOL)—Old Frederick Road and Fairview Avenue.

Irvington or Catonsville car, get off at Hilton Street and walk west one block on Old Frederick Road to McCurley Street.

No. 68 (BETSY ROSS SCHOOL)—Millington Lane and Lehman Street.

Wilkins Avenue car to Millington Lane, two blocks north.

Madison Avenue car to Baltimore and Howard, take Lombard Street car going west to Millington Avenue, one block south.

No. 70 (FEDERAL SCHOOL)—Warren Avenue and William Street.

Madison Avenue car, transfer to Orleans Street car to Warren Avenue, one block east.

Madison Avenue car, transfer to Carey Street car to Henrietta Street, two blocks east.

No. 72 (MARTHA WASHINGTON SCHOOL)—Ridgely Street, near Barre.

Madison Avenue car, transfer at Baltimore and Liberty Streets to Westport car, to school.

Fremont Avenue car to Ridgely Street, walk one block south.

No. 73 (WILLIAM PINKNEY SCHOOL)—Aisquith, near Lexington Street.

Madison Avenue car to Aisquith Street, two blocks north.

Orleans Street or Harford Avenue cars to school.

Linden Avenue cars to Aisquith Street, one-half block north.

No. 74 (OLIVER CROMWELL SCHOOL)—Twenty-second Street and Homewood Avenue.

Wilkins Avenue car, transfer to York Road car to 22nd Street, two blocks east.

North Avenue car to Homewood Avenue, three blocks north.

No. 75 (CARROLLTON SCHOOL)—Carrollton Avenue and Lexington Street.

Wilkins Avenue car to Carrollton Avenue and Saratoga Street, half block south.

Carey Street car to Lexington Street, one block east.

No. 76 (FRANCIS SCOTT KEY SCHOOL)—Fort Avenue and Decatur Street.

Carey Street car to Decatur Street.

No. 77 (SAMUEL SMITH SCHOOL)—Washington Street near Fayette.

Linden Avenue car (No. 3) to corner Washington and Fayette Streets, one-half block south.

Highlandtown or Sparrows Point car to Fairmount Avenue and Washington Street, one-half block north.

No. 78 (ROBERT FULTON SCHOOL)—Harlem Avenue and Monroe Street.

Madison Avenue car to Franklin Street, transfer to Edmondson Avenue car to Monroe Street, one block north.

No. 79 (LAFAYETTE SCHOOL)—Park Avenue and Hoffman Street.

Callow Avenue car (No. 12) to school.

Preston Street car to Park Avenue, one block north.

Wilkins Avenue car to Park Avenue, one block south.

No. 80 (CHEVALIER D'ANMOUR SCHOOL)—Eden and Federal Streets.

Harford Avenue car to Federal Street, one block east.

Preston Street to Wilkins Avenue car to Eden street, three blocks north.

No. 81 (ROBERT MORRIS SCHOOL)—Gilmor and Presstman Streets.

North Avenue car, transfer to Gilmor Street car at North Avenue and Pennsylvania Avenue.

Gilmor Street car to school.

No. 83 (WILLIAM PACA SCHOOL)—Lakewood Avenue and Fayette Street.

Sparrows Point car to Lakewood Avenue, one block north.

Linden Avenue car to Eastern terminus, one block east.

No. 84 (THOMAS JOHNSON SCHOOL)—Johnson and Heath Streets.

Orleans Street car to Randall Street, one block east, one block south.

Fort Avenue car to Battery Avenue, two blocks south.

No. 85 (FORT WORTHINGTON SCHOOL)—Lakewood Avenue and Oliver Street.

Milton Avenue car to Oliver Street, two blocks east.

Wilkins Avenue car to Luzerne Street, two blocks north, one block east.

No. 86 (ABRAHAM LINCOLN SCHOOL)—Mulberry and Payson Streets.

Edmondson Avenue car to Payson Street, two blocks south.

Ellicott City car to Mulberry Street, one block west.

No. 92 (OLIVER H. PERRY SCHOOL)—Charles and Ostend Streets.

Harford Avenue and Carey Street cars to school.

Orleans Street car to Ostend Street, one block west.

No. 93 (CHARLES CARROLL OF CARROLLTON SCHOOL)—Baltimore and Aisquith Streets.

Madison Avenue, Harford Avenue and Orleans St. cars to school.

No. 94 (WINFIELD SCOTT SCHLEY SCHOOL)—
Chase and McDonogh Streets.

Wilkins Avenue car to Broadway and Preston Street, walk two blocks south on Broadway, one block east on Chase.

Madison Avenue car, transfer to Gay Street car, two blocks east on Chase Street.

No. 95 (LEXINGTON SCHOOL)—Lexington St.,
east of Fremont Avenue.

Fremont Avenue car to Lexington Street, half block east.

Gilmor Street car to Fremont Avenue, one block north, half block east.

No. 96 (NATHANIEL RAMSAY SCHOOL)—Ashton
and Smallwood Streets.

Wilkins Avenue car to Smallwood Street, one block north.

Frederick Road car to Smallwood Street, four blocks south.

No. 98 (SAMUEL F. B. MORSE SCHOOL)—Ashton
and Pulaski Streets.

Wilkins Avenue car to Pulaski Street, then walk two blocks north.

No. 99 (COLUMBUS SCHOOL)—North Avenue and
Washington Street.

North Avenue cars to school.

CARROLL VOCATIONAL SCHOOL—Lombard and
Front Streets.

Druid Hill Avenue, Pennsylvania Avenue or Hudson Street car to school.

Madison Avenue car to Baltimore and Front Streets, then two blocks south.

PARENTAL SCHOOL—Maiden Choice Lane, Catonsville.

Catonsville car to Paradise Avenue, to Maiden Choice Lane, to "Highwood."

No. 201 (ARLINGTON SCHOOL)—Main Street and Walnut Lane, Arlington.

Garrison Boulevard car to Main Street, Arlington, walk north to school.

Emory Grove, Pikesville, Owings Mills car to Rogers Avenue and Park Heights, walk west to Main Street.

No. 202 (ATHOL TERRACE SCHOOL)—Frederick and Maple Avenues, Irvington.

Catonsville car to school.

No. 203 (BROOKLYN SCHOOL)—N. W. Cor. Fourth Street and Potomac Avenue.

Madison Avenue car to Baltimore and Light Streets, walk south to Light and Redwood Streets, to No. 6 car to school.

No. 204 (CANTON SCHOOL)—First Street, near Toone.

Madison Avenue car, transfer at Broadway and Bank Street to the Pennsylvania Avenue car, ride to terminus, walk half a block north.

No. 205 (CANTON KINDERGARTEN)—First and Elliott Streets, Canton.

Madison Avenue car, transfer to Canton car at Broadway and Bank Street.

No. 206 (CANTON KINDERGARTEN)—East Avenue and Dillon Street.

Madison Avenue car, transfer to Canton car at Broadway and Bank Street.

No. 207 (CANTON SCHOOL)—Fifth and Dillon Street.

Garrison Boulevard car (No. 31) to South and Lombard Streets, transfer to Hudson Street car to end of line, two blocks east to Fifth, one block south.

Highlandtown car to Fifth Street, walk five blocks south on Fifth Street.

No. 208 (CURTIS BAY SCHOOL)—Church Street and Fairview Avenue.

Madison Avenue car to Baltimore and Light Streets, walk south to Light and Redwood to No. 6 car to school.

No. 209 (EVERGREEN SCHOOL)—Prospect Avenue, near Cold Spring Lane.

McMechen Street car, transfer at North and Maryland Avenues, to Roland Park car (No. 10), ride to Roland Avenue and Cold Spring Lane.

No. 210 (FAIRFIELD SCHOOL)—East Brooklyn.

Madison Avenue car to Baltimore and Light Streets, walk to Redwood and Light and transfer to Curtis Bay car to Pennington Avenue, transfer to Fairfield car to school.

No. 211 (GARDENVILLE SCHOOL)—Belair Road and Franklin Avenue.

Madison Avenue car, transfer at Gay and Baltimore to Overlea car to school.

Wilkins Avenue car, transfer at Gay and Preston Streets to Overlea car to school.

No. 212 (GARRETT HEIGHTS SCHOOL)—Ailsa Avenue, Hamilton.

Wilkins Avenue car to Harford Avenue car marked "Hamilton," ride to Ailsa Avenue.

No. 213 (GOVANS SCHOOL)—Govans Avenue and Campbell lane.

Wilkins Avenue car, transfer at Greenmount Avenue and Preston Street to the Govans or Towson car.

No. 214 (GUILFORD SCHOOL)—York Road and Cold Spring Lane.

Wilkins Avenue car, transfer to the York Road, Towson and Govans cars.

No. 215 (HIGHLANDTOWN SCHOOL)—Pratt and Clinton Streets.

Sparrows Point car to Baltimore Street and East Avenue, two blocks south and one block east. Highlandtown car to Eastern Avenue and Clinton Street, three blocks north.

No. 216 (HIGHLANDTOWN KINDERGARTEN)—Third Street near Eastern Avenue.

Highlandtown car to Third Street.

No. 217 (HILLSDALE SCHOOL)—Forest Avenue, Hillsdale.

Garrison Boulevard car to Walbrook Junction, transfer to Hillsdale car, ride to terminus, walk two blocks south.

No. 218 (HOWARD PARK SCHOOL)—Liberty Heights Avenue, near Gwynn Oak Junction.

Garrison Boulevard car to Liberty Heights Avenue, transfer to Woodlawn car (No. 32) and ride to Gwynn Oak Junction, walk half block west.

No. 219 (MASONVILLE SCHOOL)—Masonville, Brooklyn Station.

Curtis Bay car to Ninth Street.

-
- No. 220 (MORRELL PARK SCHOOL)**—Columbia Avenue and Spence Street.
Madison Avenue car, transfer at Baltimore and Liberty Streets to Morrell Park car to school.
- No. 221 (MT. WASHINGTON SCHOOL)**—North Avenue and Second Street, Mt. Washington.
Electric Park and Mt. Washington car to Mt. Washington Station.
- No. 222 (ORANGEVILLE SCHOOL)**—Ninth Street near Ashland Avenue.
Monument Street car (No. 4) marked Monument and Eleventh Streets, ride to Monument and Eighth Streets and walk north on Eighth Street.
- No. 223 (PIMLICO SCHOOL)**—Pimlico Road and Oakley Avenue.
Pikesville, Emory Grove, Pimlico or West Arlington cars to Oakley Avenue, walk east to Pimlico road.
Mt. Washington car marked Belvedere Avenue, to Pimlico Road and Belvedere Avenue, walk south to Oakley.
- No. 224 (ROLAND PARK SCHOOL)**—St. John's Road and Roland Avenue.
Roland Park car to terminus, walk north four blocks to school.
- No. 225 (WESTPORT SCHOOL)**—Maryland Avenue, Westport.
Madison Avenue car and transfer at Baltimore and Liberty Streets to Westport car, to school.

No. 226 (VIOLETVILLE SCHOOL)—Whittemore, opposite Maple Avenue, Violetville.

Wilkins Avenue car marked "Halethorpe" to Whittemore Avenue, walk three squares to school.

No. 227 (ST. HELENA SCHOOL)—Colgate Avenue, Dundalk.

Sparrows Point car to St. Helena Avenue, walk west to Central Avenue and one block north to Colgate Avenue.

No. 228 (SIXTEENTH STREET SCHOOL)—Sixteenth Street near Eastern Avenue.

Highlandtown car to Eastern Avenue and Eighth Street, transfer to Clinton and Fifteenth Street car and ride to Fifteenth and Fleet Streets, walk one block east to Sixteenth Street.

No. 229 (BANK STREET SCHOOL)—Bank Street near Highland Avenue.

Highlandtown car to Eastern and Highland Avenues, one block north, one half block east.

No. 231 (BREHM'S LANE SCHOOL)—Brehm's Lane, near Belair Road.

North Avenue car to Overlea car at Gay Street and North Avenue to Brehm's Lane.

No. 100 (FREDERICK DOUGLAS SCHOOL)—Mount and Saratoga Streets.

Wilkins Avenue car to Saratoga and Gilmor, one block west.

Ellicott City car to school.

No. 101 (PAUL LAWRENCE DUNBAR SCHOOL)—Jefferson and Caroline Streets.

Preston Street car to Jefferson Street.

Edmondson Avenue and Monument Street car to Caroline Street. two blocks south.

No. 102—Bond and Jefferson Streets.

Preston Street car to Jefferson Street, one block east.

East Monument Street car to Bond St., two blocks south.

No. 103 (HENRY HIGHLAND GARNET SCHOOL)

—Division Street near Lanvale.

Wilkins Avenue car to Division Street, two blocks north.

Druid Hill Avenue car to Dolphin Street, two blocks north, one block west.

No. 104 (ROBERT BROWN ELLIOTT SCHOOL)—

Carey and School Streets.

Carey Street car to school.

Pennsylvania Avenue car to School Street, one block west.

No. 105—East Street, near Lexington Street.

Madison Avenue car, transfer to Gay Street car to East Street, one and a half blocks south.

Linden Avenue car to East Street, half block north.

No. 106 (BOOKER T. WASHINGTON SCHOOL)—

Hill Street, near Sharp.

Harford Avenue car to Hill Street, half block east.

Carey Street car to Hill Street, one and a half blocks west.

No. 107—Biddle Street, near Pennsylvania Avenue.

Pennsylvania Avenue car to Biddle Street, half block east.

Druid Hill Avenue car to Biddle Street, half a block west.

No. 108—Caroline Street, near Bank.

Preston Street car to Caroline and Bank Streets,
one half block south.

Pennsylvania Avenue car to Gough and Caroline
Streets, one-half block south.

No. 109—Fremont and King Streets.

Frederick Road car to Fremont Street, one-half
block south.

Fremont Street car to school.

No. 110—Fremont Avenue and Waesche Street.

Fremont Avenue car to school.

Gilmor and Carey Street cars to Fremont Avenue,
one and a half blocks north.

No. 112—Laurens and Calhoun Streets.

Carey Street car to Laurens Street, one block west.

Pennsylvania Avenue car to Laurens Street, three
blocks west.

No. 113 (BENJAMIN BANNEKER SCHOOL)—Federal and Carter Streets.

Govans, Towson or York Road car to Federal
Street, one block west.

Gilmor Street car to Federal Street, two blocks
east.

No. 115—Merryman's Lane near Greenmount Avenue.

McMechen Street car, transfer to Gorsuch Avenue
car at Charles Street and North Avenue to
Greenmount Avenue and Thirty-first Street,
half block west, one block north.

Wilkins Avenue car, transfer to York Road or
Towson car to Greenmount to Merryman Ave-
nue, half block west.

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- No. 118**—Druid Hill Avenue, near Biddle Street.
Druid Hill Avenue car to school.
Preston Street car to Druid Hill Avenue, half block south.
- No. 118**—Argyle Avenue, near Lanvale Street.
Preston Street car to school.
Pennsylvania Avenue car to Lanvale Street, one block west, half block south.
- No. 151 (ARLINGTON SCHOOL)**—Denmore and Patapsco Avenues.
Pimlico car to Pimlico, half block north to Patapsco Avenue and one block west to Denmore Avenue.
- No. 152 (BROOKLYN SCHOOL)**—Patapsco Avenue, between Sixth and Seventh Streets, Brooklyn,
Curtis Bay car to Patapsco Avenue and Seventh Street.
- No. 153 (CANTON SCHOOL)**—Toone Street west of Clinton Street.
Pennsylvania Avenue car to Toone Street, walk half block west.
- No. 154 (FAIRFIELD SCHOOL)**—Seventh Street, between Second and Third Avenues, Fairfield.
Curtis Bay car, transfer to Fairfield car at Stone House Cove.
- No. 155 (LAURAVILLE SCHOOL)**—Hillen Road and Grindon Lane.
Wilkins Avenue car, transfer to car marked "Hamilton" at Central Avenue, ride to Arlington Avenue, walk to Hillen Road.

No. 156 (MORRELL PARK SCHOOL)—Ridgely Street, Mt. Winans.

Westport car to Farmers' Rest, walk to Cemetery Lane, turn to the right.

No. 157 (MT. WASHINGTON SCHOOL)—42 Kelly Avenue, Mt. Washington.

Electric Park and Mt. Washington car to Dixon Park.

No. 158 (ROLAND PARK SCHOOL)—Falls Road near Cold Spring Lane.

Electric Park or Mt. Washington car, ride to one block north of Cold Spring Lane.

No. 159 (GOVANS SCHOOL)—Schwartz Lane near York Road.

Wilkins Avenue car, transfer at Greenmount Avenue to Towson car.

SUMMARY OF STATISTICS FOR THE SCHOLASTIC YEAR 1921-22.

Population of Baltimore, U. S. Census (January, 1923)	773,850
Total assessable basis of taxation (for 1923)	\$1,325,718,921
School Tax	\$.6667 on \$100
Appropriation for public schools for fiscal year 1923:	
From tax levy and revenues	\$7,263,047.54
From loans	4,025,000.00
	<hr style="width: 20%; margin-left: auto; margin-right: 0;"/>
Total	\$11,288,047.54

Number of children 6 to 18 years of age (Police census November, 1921):

	Male.	Female.	Total.
White	56,000	54,898	110,898
Colored	7,112	7,956	15,068
			<hr style="width: 20%; margin-left: auto; margin-right: 0;"/>
			125,996

1921-1922.

Number of different pupils enrolled during the year:

Day schools	103,492
Night schools	8,046
Summer vacation schools	3,409
	<hr style="width: 20%; margin-left: auto; margin-right: 0;"/>

Total

Net roll (excluding permanent withdrawals) at close of year:

Day schools	92,900
Night schools	4,398
Summer vacation schools	2,864

Average net roll of pupils belonging during the year:

Day schools	94,831
Night schools	7,706
Summer vacation schools.....	3,061

Average daily attendance:

Day schools	84,574
Night schools.....	5,670
Summer vacation schools.....	2,862

Per cent. of attendance:

Day schools.....	89
Night schools.....	74
Summer vacation schools.....	93

Number of day schools.....	153
Number of night schools.....	19
Number of summer vacation schools.....	9
Parental schools.....	2

Number of teachers:

Day schools:

Normal schools	16
Secondary schools	314
Junior high schools.....	304
Elementary schools	2,061
Kindergarten teachers	50
Kindergarten assistants	46

Night schools:

Secondary schools	47
Elementary schools	81
Industrial and vocational.....	39

Summer vacation schools:

Review:

Secondary schools	23
Elementary schools	56

Number of principals:	
Day schools:	
Normal	2
Secondary	5
Junior High Schools.....	9
Elementary	116
Night schools:	
Secondary	2
Elementary	12
Industrial and vocational.....	1
Summer vacational schools.....	9
Superintendents, supervisors and special teachers:	
Superintendent	1
Assistant superintendents	4
Director:	
Americanization	1
Assistant, Americanization	1
Supervisors:	
Practice counted in T. T. S. faculty....	(4)
Grade Supervisors	4
School and Home Gardens.....	1
Music	1
Drawing	1
Home economics	1
Physical training	1
Manual training	1
Special teachers (elementary schools):	
School and home gardens.....	5
Drawing	11
Sewing	68
Physical training	17
Manual training	15
Domestic science	22
Music	11

White Schools.

	1st yr.	2nd yr.	Total.
Pupils in training schools...	159	73	232

Pupils in high schools:

1st yr.	2nd yr.	3rd yr.	4th yr.	Total.
2,410	2,162	1,462	1,105	7,139

Pupils in junior high schools:

7th	8th	9th	Total.
4,314	2,944	805	6,063

Pupils in Elementary Schools:

Grades—Kg.	1st	2nd	3rd	4th	5th
	1,570	9,652	9,161	10,059	10,033

6th	7th	8th	Ung.	Total.
8,037	1,955	1,989	717	62,775

Pupils in Parental school..... 41

Pupils in Vocational school..... 122

Number of classes:

Kg.	1st	2nd	3rd	4th	5th
43	233	207	229	237	233
6th	7th	8th	9th	Ung.	Total
224	172	143	49	22	1,792

Colored Schools.

	1st yr.	2nd yr.	Total.
Pupils in training school...	132	30	162

Pupils in high school:

1st yr.	2nd yr.	3rd yr.	4th yr.	Total.
495	309	161	100	1,065

Pupils in elementary schools:

Grades—Kg.	1st	2nd	3rd	4th	5th
	349	2,426	2,381	2,296	1,860

6th	7th	8th	Ung.	Total.
1,114	759	560	62	13,313

Number of classes:

Grades—Kg.	1st	2nd	3rd	4th	5th
	8	53	49	53	48

6th	7th	8th	Ung.	Total.
39	22	20	2	331

SUMMARY OF APPROPRIATIONS FOR 1923.

Business administration:

Salaries	\$19,150	00
Stationery & expenses..	3,200	00
	_____	\$22,350 00
Salaries—Administrative		\$111,100 00

Day schools:

Salaries:

Normal schools	\$97,350	00
Senior High schools	807,175	80
Junior High schools	643,150	00
Elementary schools.	3,069,550	00
Vocational schools.	35,000	00
School and Home Garden (and ex- penses)	7,500	00
	_____	\$4,659,725 80

Free text-books and materials of instruction

\$130,000 00

Stationery and classroom supplies

130,000 00

Manual Training and cookery supplies ..

17,500 00

Equipping school buildings

145,200 00

Vocational schools:

Expenses

16,000 00

\$438,700 00

Expenses of operation:

Salaries of engineers, firemen, janitors and other employees....

\$360,000 00

Summary of Appropriations.

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Supplies, light and power	42,500 00	
Fuel	173,100 00	
Rent	25,000 00	
	<u>600,600 00</u>	
Special salary fund.....		\$500,000 00
Expenses of maintenance:		
Repairs and replacements	\$125,000 00	
Improvements to and additions to grounds and portables	25,000 00	
	<u>150,000 00</u>	
Miscellaneous expenses..	83,300 00	
Night schools:		
Salaries	\$79,010 00	
Expenses	6,000 00	
	<u>85,610 00</u>	
Summer schools—salaries.....		20,000 00
Parental schools—salaries and expenses		28,500 00
Supply warehouse—salaries and expenses		5,400 00

NAMES OF SCHOOLS.

School No.	Name.
57	Abbott, Horace.
59	Alcott, Louisa M.
2	Almeda.
33	Armistead.
113	Bannecker, Benjamin.
53	Brent, Margaret.
39	Calhoun, James.
26	Calvert, Leonard.
24	Canton.
75	Carrollton.
34	Carroll, Barrister Charles.
93	Carroll, Charles, of Carrollton.
19	Chase, Samuel.
38	Chesapeake.
50	Clifton.
99	Columbus.
	Crippled Children, Classes for—
4	Lee, General Henry.
20	Eden, Robert.
	Children's Hospital.
	Kernan's Hospital.
74	Cromwell, Oliver.
9	Crossland, Alicia.
80	D'Anmour, Chevalier.
75	Deaf Mutes, Class for.
8	Decatur, Stephen.
100	Douglas, Frederick.
60	Druid.
101	Dunbar, Paul Lawrence.
20	Eden, Robert.
112	Elliott, Robert Brown.
70	Federal.
6	Fell, William.
25	Fleet, Henry.

-
- 35 Fort Covington.
85 Fort Worthington.
15 Franklin, Benjamin.
67 Frederick.
78 Fulton, Robert.
30 Gist, Christopher.
103 Garnet, Henry Highland.
32 Guilford.
55 Hampden.
65 Hamilton, Alexander.
47 Hampstead Hill.
87 Henry Patrick.
61 Howard, John Eager.
84 Johnson, Thomas.
42 Jones, Paul.
76 Key, Francis Scott.
79 Lafayette.
14 Lanier, Sidney.
4 Lee, General Henry.
49 Lee, Robert E.
95 Lexington.
64 Liberty.
86 Lincoln, Abraham.
10 McHenry, James.
43 Madison, Dolly.
48 Monroe, James.
81 Morris, Robert.
98 Morse, Samuel F. B.
56 Mount Vernon.
21 Nicholson, Francis.
40 Nightingale, Florence.
Open Air Classes—
6 Fell, William.
22 Washington, George.
93 Carroll, Charles of Carrollton.
76 Key, Francis Scott.

-
- 83 Paca, William.
3 Patterson, William.
54 Peabody, George.
64 Penhurst (Branch).
92 Perry, Oliver H.
73 Pinkney, William.
1 Poe, Edgar Allan.
96 Ramsay, Nathaniel.
52 Rinehart, William.
27 Rodgers, John.
68 Ross, Betsy.
94 Schley, Winfield Scott.
31 Schroeder, Henry.
29 Sharpe, Horatio.
62 Smallwood.
77 Smith, Samuel.
11 Stricker, John.
16 Stevenson, Henry.
13 Tilghman, Tench.
63 Walbrook.
12 Warner, Michael.
22 Washington, George.
106 Washington, Booker T.
72 Washington, Martha.
51 Waverly.
28 Webster.
5 Wells & McComas.
45 Williams, Otho Holland.
66 Westover.
23 Wolfe.
58 Woodberry.

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CALENDAR 1923-1924

SEPTEMBER

Su	Mo	Tu	We	Th	Fr	Sa
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DECEMBER

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BALTIMORE PUBLIC SCHOOLS

Baltimore
Polytechnic Institute
Baltimore, Maryland

CATALOGUE

1925-1926

BALTIMORE PUBLIC SCHOOLS

Baltimore
Polytechnic Institute
200-240 East North Avenue
Baltimore, Maryland.

CATALOGUE

1925-1926

FORTY-FIRST ACADEMIC YEAR.

Published by Authority of the
SCHOOL BOARD,
CITY OF BALTIMORE,
1925.

SCHOOL CALENDAR FOR 1925-1926

Opening of schools—Tuesday, September 8, 1925.

Defenders' Day—Saturday, September 12, 1925.

Columbus Day—Monday, October 12, 1925. Schools open.

Peggy Stewart Day—Monday, October 19, 1925. Schools open.

Armistice Day—Wednesday, November 11, 1925. Schools open.

Thanksgiving Holidays—Thursday and Friday, November 26 and 27, 1925.

Christmas Holidays—Schools close Wednesday, December 23, 1925, and reopen on Monday, January 4, 1926.

Close of First Semester—Friday, January 29, 1926.

Douglass Day—Sunday, February 14, 1926.

Washington's Birthday—Monday, February 22, 1926. Schools will be closed.

Maryland Day—Thursday, March 25, 1926. Schools open.

Easter Holidays—Schools close Wednesday afternoon, March 31, 1926, and reopen on Tuesday, April 6, 1926.

Arbor Day—To be fixed by proclamation of the Governor. Schools open.

Decoration Day—Sunday, May 30, 1926.

Flag Day—Monday, June 14, 1926. Schools open.

Annual High School Commencements—Dates to be fixed by the Board.

This Calendar provides for 191 days of school.

Baltimore Polytechnic Institute

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A GENERAL STATEMENT OF THE PLAN, PURPOSE AND CURRICULA OF THE BALTIMORE POLYTECHNIC INSTITUTE

The primary aim of the Baltimore Polytechnic Institute is to give to its pupils fundamental instruction in applied science together with such cultural background as to prepare for intelligent service in the engineering and technical professions.

For those who expect to enter higher institutions of technology the Institute's program will be found to be more than sufficient to meet their needs.

In recognition of the variations in abilities of pupils, their differing educational needs, and their various vocational destinations three courses of study are offered. In each course there is the same qualitative standard of achievement.

Up to September, 1922, this school offered only one course of study, Course A. The graduates were admitted to advanced standing at all the leading technical universities of the country.

Owing to the fact that the unity of purpose to become engineers which characterized the students of former years had disappeared, and that the student body was not uniformly capable of assimilating the advanced work which was offered by Course A, three courses of study were introduced in September, 1922.

Course A is designed for those who wish to enter the second year of a technical college or university. It is essentially the course which has for many years been given at this Institute, the chief difference being in the requirement of more English. Heretofore, all pupils have been required to take this course; but now only those are admitted to it who show that they have the ability to keep up with the advanced work which it offers.

Inasmuch as the mathematics in Course A includes Algebra, Geometry (Plane and Solid), Trigonometry, Analytic Geometry, and Differential and Integral Calculus, it will be necessary for pupils who enroll for this course from the elementary schools or junior high schools to do so at the beginning of the first year. If, however, a pupil desires to enter this course after he has completed the ninth grade in the junior high school, he may be admitted by attending summer school and passing satisfactory examinations in the subjects of the first year of Course A.

Course B is designed for those who expect to enter the Freshman class in a technical college.

Course C is designed for pupils who do not expect to go to college.

It does not necessarily follow that all pupils who do not expect to go to college should take this course. Pupils who are entitled to take Course A should carefully consider taking the Advanced College Preparatory Course in preference to Course C because after four years training in high school pupils often desire to go higher.

COLLEGE ENTRANCE REQUIREMENTS

To enter college a pupil must have had at least fifteen units of preparatory work. "A unit represents a year's study of any subject in a secondary school, constituting approximately a quarter of a full year's work." It is understood that four or five recitations a week, forty to sixty minutes in length, will be given to each subject.

The college entrance requirements can usually be satisfied by three years of English, three years of mathematics, two years of foreign language, two years of history, two years of science, and enough shop work and drawing to make up fifteen units.

COURSES OF STUDY

BALTIMORE POLYTECHNIC INSTITUTE

ADVANCED COLLEGE PREPARATORY COURSE (Course A)

Only those pupils who receive a grade of excellent or good for their 8th Grade work are admitted to this course.

Graduates of Course A are admitted to second-year standing at the leading technical colleges.

	Years	Periods
English.....	4	619
French.....	3	407
History & Civ.	2	333
Mathematics .	4	926
Science.....	3	646
Shop Prac....	3	444
Engineering..	4	982

COLLEGE PREPARATORY COURSE (Course B)

The amount of work to be done in this course is less than in Course A. It is also less technical.

It is designed to meet the entrance requirements of a technical college.

	Years	Periods
English.....	4	666
French.....	3	481
History & Civ.	3	518
Mathematics .	4	704
Science.....	3	555
Shop Prac....	3	444
Engineering..	4	777

HIGH SCHOOL TECHNICAL COURSE (Course C)

The aim of this course is to give a pupil such technical training, along with academic instruction, that he will be well qualified for immediate employment in engineering and allied fields.

	Years	Periods
English.....	3	455
History, Civ. & Econ.	3	556
Mathematics .	4	742
Science.....	3	555
Shop Prac....	3½	666
Engineering..	4	1110

**ADVANCED COLLEGE PREPARATORY
COURSE
(Course A)**

FIRST YEAR

Term I	Periods
English 1A1	4
Algebra 1A1	4
Geometry 1A1	4
French 1A1	5
English History 1A1	5
Mechanical Drawing 1A1	4
Shop Practice 1A1	4
	<hr/>
	30

Term II	Periods
English 1A2	4
Algebra 1A2	4
Geometry 1A2	4
French 1A2	5
English History 1A2	5
Mechanical Drawing 1A2	4
Shop Practice 1A2	4
	<hr/>
	30

SECOND YEAR

Term I	Periods
English 2A1	4
Algebra 2A1	3
Geometry 2A1	3
French 2A1	3
American History 2A1	4
Physics 2A1	5
Mechanical Drawing 2A1	4
Shop Practice 2A1	4
	<hr/>
	30

Term II	Periods
English 2A2	4
Algebra 2A2	3
Geometry and Trigonometry 2A2 ...	4
French 2A2	3
American History 2A2	4
Physics 2A2	4
Mechanical Drawing 2A2	4
Shop Practice 2A2	4
	<hr/>
	30

THIRD YEAR

Term I	Periods
English 3A1	5
Trigonometry 3A1	3
Analytic Geometry 3A1	4
French 3A1	3
Chemistry 3A1	4
Electricity 3A1	3
Mechanical Drawing 3A1	4
Shop Practice 3A1	4
	<hr/>
	30

Term II	Periods
English 3A2	3
Heat Engines 3A2	5
Analytic Geometry 3A2	4
French 3A2	3
Chemistry 3A2	4
Electricity 3A2	3
Mechanical Drawing 3A2	4
Shop Practice 3A2	4
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	30

FOURTH YEAR

Term I	Periods
English 4A1	5
Calculus 4A1	5
Chemistry 4A1	4
Electricity 4A1	4
Heat Engines 4A1	3
Mechanics 4A1	5
Study	4
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Term II	Periods
English 4A2	5
Calculus 4A2	5
Mechanical Laboratory 4A2	4
Electricity 4A2	4
Heat Engines 4A2	3
Mechanics of Materials 4A2	5
Drawing 4A2	4
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COLLEGE PREPARATORY COURSE

(Course B)

FIRST YEAR

Term I	Periods
English 1B1	5
Algebra 1B1	5
French 1B1	5
Civics 1B1	5
Mechanical Drawing 1B1	4
Shop Practice 1B1	4
Supervised Study	2
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Term II	Periods
English 1B2	5
Algebra 1B2	5
French 1B2	5
Civics 1B2	5
Mechanical Drawing 1B2	4
Shop Practice 1B2	4
Supervised Study	2
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SECOND YEAR

Term I	Periods
English 2B1	5
Plane Geometry 2B1	5
French 2B1	5
Physics 2B1	5
Mechanical Drawing 2B1	4
Shop Practice 2B1	4
Supervised Study	2
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Term II	Periods
English 2B2	5
Plane Geometry 2B2	5
French 2B2	5
Physics 2B2	5
Mechanical Drawing 2B2	4
Shop Practice 2B2	4
Supervised Study	2
	<hr style="width: 10%; margin-left: auto; margin-right: 0;"/> 30

THIRD YEAR

Term I	Periods
English 3B1	4
Algebra 3B1	5
French 3B1	3
Chemistry 3B1	5
Modern European History 3B1	4
Mechanical Drawing 3B1	4
Shop Practice 3B1	4
Supervised Study	1
	<hr style="width: 10%; margin-left: auto; margin-right: 0;"/> 30

Term II	Periods
English 3B2	4
Trigonometry 3B2	5
French 3B2	3
Chemistry 3B2	5
Modern European History 3B2	4
Mechanical Drawing 3B2	4
Shop Practice 3B2	4
Supervised Study	1
	<hr style="width: 10%; margin-left: auto; margin-right: 0;"/> 30

FOURTH YEAR

Term I	Periods
English 4B1	4
Solid Geometry 4B1	4
Electricity 4B1	5
American History 4B1	5
Elements of Steam Engineering 4B1..	5
Drawing 4B1	4
Supervised Study	3
	30

Term II	Periods
English 4B2	4
Mathematics Review 4B2	4
Electricity 4B2	5
American History 4B2	5
Mechanics 4B2	5
Engineering Laboratory 4B2	4
Supervised Study	3
	30

In Course B, Supervised Study is given in History and Civics, Mathematics, or English.

HIGH SCHOOL TECHNICAL COURSE

(Course C)

For those Students who do not expect
to go to College

FIRST YEAR

Term I	Periods
English 1C1	5
Algebra 1C1	5
Civics 1C1	5
Mechanical Drawing 1C1	4
Shop Practice 1C1	8
Supervised Study	3
	<hr/>
	30

Term II	Periods
English 1C2	5
Algebra 1C2	5
Civics 1C2	5
Mechanical Drawing 1C2	4
Shop Practice 1C2	8
Supervised Study	3
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SECOND YEAR

Term I	Periods
English 2C1	5
Plane Geometry 2C1	5
Physics 2C1	5
Modern European History 2C1	5
Mechanical Drawing 2C1	4
Shop Practice 2C1	4
Supervised Study	2
	<hr/>
	30

Term II	Periods
English 2C2	5
Plane Geometry 2C2	5
Physics 2C2	5
Modern European History 2C2	5
Mechanical Drawing 2C2	4
Shop Practice 2C2	4
Supervised Study	2
	<hr/>
	30

THIRD YEAR

Term I	Periods
English 3C1	5
Algebra 3C1	5
Chemistry 3C1	5
Heat Engines 3C1	5
Mechanical Drawing 3C1	4
Shop Practice 3C1	4
Supervised Study	2
	<hr/>
	30

Term II	Periods
English 3C2	5
Trigonometry 3C2	5
Chemistry 3C2	5
Heat Engines 3C2	5
Mechanical Drawing 3C2	4
Shop Practice 3C2	4
Supervised Study	2
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	30

FOURTH YEAR

Term I	Periods
Industrial History 4C1	5
Solid Geometry 4C1	5
Electricity 4C1	5
Mechanics 4C1	5
Drawing 4C1	4
Engineering Laboratory 4C1	4
Surveying 4C1	2
	30

Term II	Periods
Economics 4C2	5
General Mathematics 4C2	5
Electricity 4C2	5
Mechanics of Materials 4C2	5
Drawing 4C2	4
Industrial Organization and Shop Practice 4C2	4
Surveying 4C2	2
	30

In Course C, Supervised Study is given in History and Civics, Mathematics, or English.

**TIME DEVOTED TO THE DIFFERENT
SUBJECTS COMPRISING THE
COURSES OF STUDY**

	Total Number of Periods		
	Course A	Course B	Course C
Department of Engineering			
Heat Engines	203	92	185
Mechanics	92	92	92
Mechanics of Materials.....	92	...	92
Engineering Laboratory ...	74	74	74
Surveying .....	...	...	74
Machine Design	74	...	74
Descriptive Geometry	74	37	74
Mechanical Drawing	372	481	444
Department of Practice			
Wood Shop Practice	74	74	74
Sheet Metal Practice.....	74	74	74
Elementary Patternmaking, Wood Turning	74	74	74
Forging	74	74	74
Wood Patternmaking	74	74	74
Machine and Vise Shop Practice, Pipe Fitting ...	74	74	222
Industrial Management and Shop Practices .....	...	...	74
Department of Mathematics			
Algebra	258	278	278
Geometry	241	259	278
Explanation	36	...	...
Analytic Geometry	148	...	...
Trigonometry	93	93	93
Review .....	...	74	...
Differential Calculus	93	...	...
Integral Calculus	93	...	...
General Mathematics .....	...	...	93

	Total Number of Periods		
	Course A	Course B	Course C
Department of Science			
Physics	92	111	111
Physics, Laboratory	74	74	74
Chemistry	92	111	111
Chemistry, Laboratory	129	74	74
Electricity	185	111	111
Electricity, Laboratory	74	74	74
Department of English			
Composition	315	333	303
Literature	314	333	152
Department of French			
French	407	481	...
Department of History and Civics			
Civics .....	...	185	185
English History	185	...	...
Modern European History ..	...	148	185
Economics .....	...	...	93
Industrial History .....	...	...	93
American History	148	185	...

DEPARTMENT OF ENGINEERING

In the Department of Engineering the course of instruction is divided into four parts, Drawing, Mechanics, Steam and Gas Engineering, and Surveying.

Drawing: Three years of mechanical drawing are given in all the courses. The instruction includes the use of instruments, isometric drawing, machine sketching, detail and assembly drawing. In addition to this, one-half year of descriptive geometry is taught in all the courses. In courses A and C is also given a half year of elementary machine design, involving the application of mechanics and the use of empirical formulæ in the design of machine parts.

Mechanics: A half year of theoretical mechanics is given in all the courses. This includes the laws of equilibrium, of friction, and of motion, and of the principle of work. In courses A and C an additional half year is devoted to instruction in the mechanics of materials, involving the theory of beams, center of gravity, moment of inertia, and graphical statics.

Heat Engines: The subject of Steam and Gas Engineering is given in all the courses. This work consists of the elementary thermodynamics of the steam engine, engine and boiler efficiencies, and simple engine design. In gas engineering special attention is given to the principles of construction, of ignition, and of governing; and to the kinds of fuel need. This study of theory is supplemented by work in the engineering laboratory, where are made comprehensive tests illustrating the class-room work.

Surveying: One year of surveying is given in Course C. The work consists of the solution of problems in the class-room, supplemented by the use of instruments in the field.

DEPARTMENT OF PRACTICE

No attempt is made to teach trades, but the equipment is of such nature that the instruction given in the shops necessarily results in the acquisition of a considerable degree of manual dexterity, though designed to be correlative to the work in the class-room. It is believed that instruction in correct methods of using tools and practical illustrations of how, and for what purpose, things are done, are of more value than mere excellence in hand skill.

The equipment in the machine, pattern, forge, sheet metal, and carpentry shops is equal to that of any similar institution in the country.

DEPARTMENT OF MATHEMATICS

In the Department of Mathematics each of the three courses comprises four years of instruction. Algebra, Plane and Solid Geometry, and Plane Trigonometry comprise the work of the first three and one-half years in courses B and C. The latter half of the fourth year in Course B is devoted to a coordination and review of the subjects previously taught. In the latter half of the fourth year of Course C, an elementary treatment of Analytic Geometry and Calculus is given, with special reference to the relation of these two subjects to practice.

In Course A instruction is given in Algebra, Plane and Solid Geometry, Plane Trigonometry, Analytical Geometry, and the Differential and Integral Calculus.

DEPARTMENT OF MODERN LANGUAGES

The work in French in courses A and B is designed to give the pupil a thorough knowl-

edge of the fundamental principles of grammar and pronunciation; and such instruction as will enable him to read French easily, and to successfully pursue advanced courses in the study of the language.

DEPARTMENT OF SCIENCE

Science work may be considered under three subdivisions: Physics, Chemistry, and Electricity.

Physics is a standard course of high school grade and is given in the second year in all the courses. The work is made as practical as possible, the engineering features receiving special emphasis. Two periods per week of laboratory work are required.

Chemistry in all courses embraces one year of regular high school work, and is given the time and treatment usually required in such a course, with special emphasis on steel, iron, copper, brass, blue printing, and other materials and reactions which have engineering value. In Course A there is added a half year of analytical chemistry, most of the time being spent in the laboratory.

Electricity, in courses B and C, is taught as a comprehensive one year course. The action of currents and the application of electricity to industrial work receives much consideration; the treatment of fundamental theories and laws is as thorough as time will permit. The course includes the telephone, the telegraph, radio communication, electric lighting, automobile circuits, railways, and general power-house equipment. Individual laboratory work is required. In Course A there is added a full year of applied electricity, in which special treatment is given to the generator, the motor, railways, alternating current machinery, poly-phase currents, and the

transmission and distribution of power. The equipment for demonstration is well adapted to the courses, the power supply being of such varied nature that direct, single-phase, and poly-phase currents, with a great range of voltage, are instantly available. Advanced laboratory work is required.

DEPARTMENT OF ENGLISH

In the Department of English the courses comprise the theory and practice of composition, and the reading of books by representative authors of England and America. In composition special attention is given in all the courses to the forms commonly used in business and professional life; and in courses A and B considerable attention is given to the composition of technical papers. In literature the aim is to meet the college entrance requirements; and, in addition, to have the pupils read as widely as is practicable books that are worth while.

DEPARTMENT OF HISTORY AND CIVICS

The Department of History and Civics offers instruction in English History, Modern European History, and American History. In each of these subjects a knowledge of modern institutions is emphasized and the origin of these institutions is traced into the past.

In addition to the purely historical subjects mentioned above, the Department affords an opportunity for the study of civics and the elementary principles of Economics. It is intended, through these courses, to train the student to participate in government intelligently, to teach him some of the present industrial problems, and to show him his responsibility as a citizen.

Throughout all of the courses it is the aim of the Department to develop the critical faculties of the students, to create what is known as historical mindedness, and to stimulate an interest in historical writings.

REPORTS TO PARENTS

Quarterly reports of a pupil's standing are made to the parents.

Deficiencies shown on report cards may be cleared by attending Summer School; passing an examination during the Make-Up Examinations, held in October and March; or, in some cases, by doing assigned work prescribed by the Head of Department concerned.

NON-RESIDENT PUPILS

A pupil who is not a resident of Baltimore City must pay a tuition charge of \$150. Checks should be made payable to the Mayor and City Council, and payment should be made at the Comptroller's Office. Bills are rendered quarterly and must be paid in advance.

CHANGING COURSES

Any pupil who finds that he has made a mistake in the choice of his course may, with the permission of the Principal, change to another course. Those pupils, however, who complete the first year's work of Course B or Course C and wish to change to Course A, must not only have the Principal's permission, but they must also attend summer school, and pass a satisfactory examination in the work of the first year of Course A.

THE SCHOOL DAY

9:00	to	9:07½	—Opening exercises	7½	minutes
9:07½	to	9:57½	—First Period	50	minutes
9:57½	to	10:45	—Second Period	47½	minutes
10:45	to	11:32½	—Third Period	47½	minutes
11:32½	to	12:20	—Fourth Period	47½	minutes
12:20	to	1:00	—Recess	40	minutes
1:00	to	1:45	—Fifth Period	45	minutes
1:45	to	2:30	—Sixth Period	45	minutes

SPECIMEN ENTRANCE EXAMINATION
PAPERS (1924)

Spelling and Penmanship

Writing from dictation a paragraph or two of some standard text—Irving's Rip Van Winkle or Bancroft's United States History.

- I. Use each part of speech in a different sentence, indicating the part of speech used in each sentence by underscoring and naming it.
- II. Define and give an example of a simple sentence, of a complex sentence, and of a compound sentence.
- III. Parse the italicized words in the following sentence: "By not heeding the *counsels* of our elders, *how* often do we *lose what* we should gain!"
- IV. Analyze the following sentence: "If we send the sailors a message in time, they will help us when the savages attack."
- V. Write sentences illustrating the correct use of any perfect tense of each of the following verbs: sit, set, seat, lie, lay, write, go.

Composition

The subject set is a description of some well-known place or object or an account of some historical event.

American History

1. The following men were early explorers or discoverers; indicate for what country each man was working: Coronado, Verrazano, Drake, Pizarro, Cartier, Columbus, Frobisher, DeSoto, Balboa, Cabot.

2. Arrange the following events in the order in which they occurred: Formation of the Constitution; Purchase of Louisiana; Battle of Saratoga; Settlement of Jamestown; Secession of South Carolina; War of 1812; Battle of Quebec; Discovery of the Mississippi; Battle of Gettysburg; Election of Cleveland as President.

3. What is the Monroe Doctrine? What influence has it had? Explain.

4. Give the names of Ten Presidents of the United States.

Name the thirteen original States of the United States.

5. Mention five inventions that have been made by Americans, and give the name of the inventors.

Mention five American authors, and give the name of a work that each has written.

6. In how many wars has the United States been engaged since 1865? State the causes of these wars.

Arithmetic

1. Simplify $(2\frac{3}{4} + 6\frac{7}{8} - 3\frac{2}{3}) \times 4\frac{1}{2} \div 6\frac{1}{4}$

2. Simplify $\frac{0.005}{25} + \frac{0.6}{0.002}$ expressing

the result in decimal form.

- Find the simple interest on \$486.25 at 6% for 4 months and 12 days.
- A man sold a house for \$5,000, and thereby gained 20%; would he have gained or lost, and how much per cent., if he had sold it for \$4,000?
- How many blocks 1 ft. 6 in. by 2 ft. 3 in. will it take to pave an alley 165 ft. long and 18 ft. wide?

Algebra

- Divide $-30x-14x^2+2x^3+12$ by $2x+4$

- Add $\frac{x+1}{3}$ and $\frac{x-1}{4}$

- Add $\frac{5}{x-y}$ and $\frac{3}{x+y}$

- Solve the equation

$$\frac{1}{2} - \frac{4}{9x} - \frac{4}{9} - \frac{1}{6x} \text{ for } x$$

and check the result.

- Solve the equation

$$4(2x-5) - 3(x+10) + 15 = 0 \text{ for } x$$

and check the result.

- Solve the equations:

$$\frac{2x+1}{3} - \frac{3y+2}{2} = x-2y$$

$$\frac{3x-1}{2} + \frac{2y+2}{3} = 5x-y \text{ for } x \text{ and } y$$

RULES FOR THE STUDENTS OF THE BALTIMORE POLYTECHNIC INSTITUTE

The following rules were formulated by the Student Advisory Board, passed by the Student Council, and approved by the Principal:

1. A student may go to his locker during class hours with the written consent of his instructor. During the change of periods no student may open his locker.

2. The throwing of paper on the floor of the corridors will not be tolerated.

3. No running, unnecessary noise or whistling will be tolerated in the halls and no paper must be thrown on the school grounds.

4. Students will not be permitted to enter or leave the school by the entrance to the Central Building, except in case of fire drill and at 1 o'clock.

5. All students going downstairs shall use the two end stairways. All students going upstairs shall use the Central stairway. This rule is void before 9 A. M., at 1 P. M., and after school.

6. No student will be allowed to linger on the upper floors at 12.20 except by special permission.

7. No smoking will be allowed in any part of the building or on the grounds.

8. No student will be permitted to deface school property in any manner whatsoever.

9. Students must conduct themselves at all times in such a manner as not to bring discredit upon the school.

10. Any student having a complaint to make concerning school affairs shall write the complaint clearly, furnishing any necessary data, and drop the complaint in the Advisory Board box in the East Wing, first floor. Complaints must be signed by the person making them.

ELIGIBILITY RULES

On March 12, 1914, the Principals of the City College and the Polytechnic Institute, the two male secondary public schools of Baltimore, agreed upon a code of rules which shall govern the eligibility of students of the two institutions to participate in athletics and in other competitions.

THE CODE

1. Only those students who maintain a grade of scholarship satisfactory to the Principal shall be permitted to represent the school in any competition.

2. No student who has reached his twenty-first birthday shall represent his school in any competition.

3. No student under the penalty of discipline shall represent his school in any competition.

4. All post-graduates are ineligible for competitions, and no under-graduate shall be eligible for a longer period than four years from the date of his original entry, unless his graduation has been prevented one year by absence on account of sickness.

5. Only those students who are taking full work in a regular course (a minimum of 15 periods per week) shall be eligible to represent their school in any competition.

6. Only those students who are in good standing as amateurs shall represent their school.

7. The Principal of each school shall be held to have ultimate responsibility for the representatives of his school in all matters concerning inter-school contests.

8. All games shall be played on Fridays, Saturdays, or on weekday holidays.

9. All schedules and arrangements for competitions shall be made by members of the teaching staffs of the two institutions, and all officials shall be selected at least two days before a contest.

10. A member of the teaching staff shall manage the finances.

11. A student who does not attain a standard of attendance satisfactory to his Principal may not participate in any contest.

12. A student who enters school later than October 8th must have attended two months before becoming eligible to participate in any contests of competition.

13. Each Principal shall supply the other within three days of the date of any competition a list of the regulars and substitutes whom it is proposed to use.

14. In all cases of students entering from other secondary schools their records in such schools shall determine their eligibility in accordance with these rules.

15. February entrants, unless they come from other high schools or by promotion from the elementary schools, are ineligible to contest until the following September.

THIS CARD TO BE DETACHED AND RETURNED TO PRINCIPAL OF B. P. I.

		Course	ALLOWED BY PRINCIPAL	
			DESIRED BY PUPIL	
		Section	PRESENT [OF PUPIL]	
			PRESENT	
			ALLOWED	
		TO ENTER 9TH GRADE		
		TO ENTER 10TH GRADE		
		DATE		

FAMILY NAME		GIVEN NAME AND INITIAL	
BALTIMORE POLYTECHNIC INSTITUTE			
PARENT'S SIGNATURE			
ADDRESS		TELEPHONE	
FROM SCHOOL No.		AGE YR. MO.	
REMARKS:			
.....			
.....			

CIRCULAR OF INFORMATION



**FREDERICK DOUGLASS
HIGH SCHOOL**
(for Colored Pupils)

**BAKER STREET AT CAREY
AND CALHOUN STREETS**

MASON A. HAWKINS, Principal
CARRINGTON L. DAVIS, Vice-Principal

1924

BALTIMORE, MARYLAND

GENERAL INFORMATION

REQUIREMENTS FOR ADMISSION

1. By Promotion

Boys and Girls promoted from eighth grades of local elementary schools for colored pupils are eligible for admission to the first year high school.

2. Certificate

Pupils coming from other than local elementary schools are admitted upon certificates from the last school which they attended, to the class or grade of work to which their certificates entitle them.

TUITION

3. Tuition is free to pupils whose parents or legal guardians are bona fide residents of the city of Baltimore. Non-residents or students whose parents or guardians are not legal residents of Baltimore, are required to pay tuition equal to the per capita cost of education in the high school. The tuition, at present \$80.00, is payable in four installments at the beginning of each quarter.

ADVICE TO STUDENTS AND PARENTS

1. A pupil entering the high school should, after consultation with his parents and the principal, choose that one of the four elective groups of studies which will fit him most completely for whatever he intends to do after leaving school. When the student has made a choice he should apply himself faithfully to the subjects offered in that group with the purpose of mastering them. The average pupil will need to spend from two to three hours at home, daily, in the preparation of his lessons.
2. Parents are advised to keep themselves informed as to the progress of their children by careful observation of reports which are issued monthly, by conferences with principal and teachers and visits to the school.

PROGRAM OF STUDIES

Aim: It is our aim to set forth in this outline the courses offered in the several departments of the Douglass High School, and to show what is attempted by way of subject matter, the scope and the method of presentation, and the results which may be obtained.

DEPARTMENTS

The work of the school is distributed over six departments: Department of English and History, Department of Mathematics, Department of Foreign Languages, Department of Sciences, Department of Manual Training for Boys, and Department of Home Economics. Each Department offers a series of courses some of which are prescribed; others elective.

CURRICULA OR PROGRAM OF STUDIES

The program of studies is arranged in four main groups:

- Group I.—Latin or College Preparatory
- Group II.—Modern Language, Science
- Group III.—Commercial
- Group IV.—Two-Year Vocational

GENERAL INFORMATION—Continued

Group I. follows the line of the conventional high school course, with the addition of two years of prescribed manual training, four periods per week, for both girls and boys. Latin is the beginning foreign language with the possibility of taking up French in the second or third year. This course fits the pupil either for college or the Teachers' Training School.

Group II. differs from Group I. in foreign language; French instead of Latin, and General Science instead of history.

Group III.—The commercial course is a regular four year course. All the subjects in this curriculum are prescribed. The object of the course is to fit the individual for business or industrial life. At present the stress is placed upon training stenographers and typists. A student choosing the commercial course must be willing to spend time and effort necessary to mechanical dexterity. Skill in typewriting and stenography requires aptness, and great industry. The student must expect to enter business or industrial life upon graduating. Do not expect to become a teacher.

Group IV.—The Two-Year Vocational Course is open to pupils promoted from the eighth grade and other boys and girls, of at least fourteen years of age who appear, upon examination, sufficiently mature and qualified to do successfully the work of the two-year course. The course aims to give those students who are unable to spend more than two years in the high school, such training of a practical character as will enable them to take up immediately upon leaving school some trade or other work for which they have been fitted. To this end, courses in dressmaking, millinery, household science and a brief clerical course for girls are offered. For boys, a brief clerical course, printing, carpentry, and automobile mechanics are offered. Commercial arithmetic, and bookkeeping, English, history, and economics form a suitable counterpart of all industrial courses. One or more industrial subjects may form the major part of the work according to the election of the student.

FIRST YEAR**Group I.****College Preparatory**

Subjects:	Periods Per Week
Latin	5
English	5
Algebra	5
History	4
Drawing	2
Music	1
Manual Training	4
Study	4

Group II.**Training School**

Subjects:	Periods Per Week
French	5
English	5
Algebra	5
Manual Training	4
Drawing	2
Music	1
General Science	5
Study	3

Group III.**Commercial Course**

Subjects:	Periods Per Week
English	4
Algebra	5
Bookkeeping	4
Commercial Arithmetic	2
French	5
Penmanship	1
Manual Training	4
Study	5

Group IV.**Two-Year Vocational Course**

Subjects:	Periods Per Week
English	3
History	3
Commercial Arithmetic	3
F. H. Drawing	2
Vocational Subjects	14
Physical Training	1
Music	1
Study	3

SECOND YEAR**Group I.****College Preparatory**

Subjects:	Periods Per Week
Latin	5
English	5
Geometry	5
French	5*
Biology	5
Drawing	2
Manual Training	4
Music	1
Study	3

Group II.**Training School**

Subjects:	Periods Per Week
French	5
English	5
Geometry	5
Biology	5
Drawing	2
Manual Training	4
Music	1
Study	3

SECOND YEAR—Continued

Group III.		Group IV.	
Commercial Course		Two-Year Vocational Course	
Subjects:	Periods Per Week	Subjects:	Periods Per Week
English	4	Business English	3
French	4	Economics	3
Bookkeeping	4	Mech. or Freehand Drawing	4
Steno. and Typewriting....	5	Composite Science	3
Biology	4	Vocational Subjects	14
Manual Training	4	Physical Training	1
Study	5	Music	1
		Study	1

Notes:—

1. Pupils of 3B classes may elect Bookkeeping, Stenography and Typewriting. Those of 4B may elect Typewriting.
2. No credits shall be given in Bookkeeping and Stenography for less than two courses; nor in Typewriting for less than two courses.
3. Physical Culture is required one period per week for three years.
4. 164 Credits are required for graduation.
5. The School day is divided into seven periods, ranging from 45 to 50 minutes each. It is desirable that each pupil select such a program as will allow at least four study periods per week.

Ordinarily a student carries not more than four major subjects per term.

 THIRD YEAR

Group I.		Group II.	
College Preparatory		Training School	
Subjects:	Periods Per Week	Subjects:	Periods Per Week
Latin	5*	French	5*
French	5*	Physics	5*
English	5*	History	4*
Physics	5*	English	5
History	4	Typewriting	5*
Algebra and Solid Geom....	5*	Music	1
Music	1		

THIRD YEAR—Continued**Group III.****Commercial Course**

Subjects:	Periods Per Week
English	5
French	5
Bookkeeping	4
Stenography and Typewriting	5
Com. Geography	2
English History	4

Group IV.**Two-Year Vocational Course**

Any one of the following may be taken as a major subject for the Two-Year Vocational Course:

Girls

Two-Year Clerical Course— Bookkeeping, Stenography and Typewriting
Household Science— Cooking Sewing Housekeeping Home Laundering Dressmaking Millinery

FOURTH YEAR**Group I.****College Preparatory**

Subjects:	Periods Per Week
Latin	5*
French	5*
Chemistry	5*
English	5*
History	4*
Economics	4*
Music	1
Trigonometry	

Group II.**Training School**

Subjects:	Periods Per Week
French	5*
English	5*
Chemistry	5*
History	4*
Economics	3*
Music	1

Group III.**Commercial Course**

Subjects:	Periods Per Week
English	5
History and Civics	4
Stenography and Typewriting or Industrial Chem... ..	4
Economics	3
History of Commerce.....	2
Business Management	2
Commercial Law.....	2

Group IV.**Two-Year Vocational Course****Boys**

Now Offered:
Clerical Course same as for girls
Printing
Carpentry
Will be Offered as Required:
Paper-hanging
Painting (House and Sign)
Plumbing
Concreting
Tin-smithing

* Electives.—In the third and fourth year, each student is required to carry at least four major subjects.

INFORMATION FOR THE GUIDANCE OF PUPILS AND PARENTS IN THE SELECTION OF COURSES

I. Upon entering the school a pupil may select any one of the four groups of subjects.

II. After the first three weeks a pupil, except upon the written request of the parent or guardian and the approval of the Principal, will not be allowed to give up the group which he has elected, but must take the required subjects of that group for at least two consecutive school years.

III. Within each group, the subjects that are starred (*) may be elected, but the pupil shall not carry more than four major subjects in his first year. Thereafter he may be allowed to carry more than four subjects, provided he has made in a preceding term, a general average of 75 %, and has no deficiencies.

IV. Although the subjects for the third and fourth years are largely elective, the program suggests a combination of courses in keeping with the work pursued in the first two years of the high school course.

V. The 164 credits required for graduation must always include the credits earned from constants, and the additional credits may be made up of major and minor subjects.

VI. Definition of Terms:

Major Subjects are subjects requiring home preparation.

Minor Subjects such as manual training and drawing, are subjects that do not require home preparation.

Constants are the subjects which must form a part of the four year high school course, regardless of the group selected, with the exception of the commercial course, which is prescribed.

A **Credit** is earned by pursuing a major subject successfully one period per week for a term, or one-half year. Minor subjects receive one-half credit for the same time. A major subject pursued five periods per week for a term will yield five credits.

VII. Pupils desiring to become teachers must keep in mind in selecting their courses the subjects required for admission to the Training School.

GRADUATION AND PROMOTION

Classes are designated according to years as follows:

1B—Lower first	3B—Lower third
1A—Upper first	3A—Upper third
2B—Lower second	4B—Lower fourth
2A—Upper second	4A—Upper fourth

Different sections of the same grade are indicated by number following the letter, as 1B1, 1B2; 2A1, 2A2, etc.

BASIS OF PROMOTION

- 1B to 1A—16 credits, or passing in three major subjects.
 1A to 2B—34 credits, or passing in three major subjects.
 2B to 2A—56 credits, or passing in three major subjects.
 2A to 3B—80 credits, or passing in three major subjects.
 3B to 3A—106 credits, or passing in three major subjects.
 3A to 4B—134 credits, or passing in three major subjects.
 4B to 4A—150 credits, or passing in three major subjects.

A pupil falling of promotion in any term may count toward graduation, the marks and credits of all courses in which he has received an average of 65 % or more.

REQUIREMENTS FOR GRADUATION (Constants)

Credits	Years	Subjects
30	3	English
8	1	History
10	1	Science
20	2	Mathematics
4	2	Drawing
8	2	Manual Training
20	2	Foreign Language

REQUIREMENTS FOR TRAINING SCHOOL

Credits	Years	Subjects
40	4	English
16	2	History (one of which shall be American History and Civics)
20	2	Science
20	2	Mathematics
4	2	Drawing
8	2	Manual Training
20	2	Foreign Language

Note:—Vocal music and physical training required in all years.
 Certificate Grade—75 %.

FOREST PARK HIGH SCHOOL

Junior High School Senior High School

BALTIMORE, MD.

CIRCULAR OF INFORMATION

PROGRAM OF STUDIES

REQUIREMENTS FOR GRADUATION

GLENN OWENS, A. M., Principal

ALFRED P. SCOTT, A. B., Vice-Principal

M. ROSE PATTERSON, Vice-Principal and Dean

The Forest Park Junior-Senior High School

The Forest Park High School has two departments: the Junior High School, consisting of grades seven, eight, and nine; the Senior High School, consisting of grades ten, eleven, and twelve.

THE JUNIOR HIGH SCHOOL DEPARTMENT

Pupils promoted from the second term of the sixth grade of Baltimore Public Schools, or the equivalent, are admitted to the first term of the seventh grade. During the first semester of the seventh grade all pupils follow one course, given below. At the close of this semester, pupils are asked to make a choice between three courses. These are: academic with Latin or French, commercial, and technical. Students who expect to prepare for college or to take up teaching, nursing, or other professions should choose the academic course. Those who intend to go into business or to become secretaries or stenographers should choose the commercial course. The technical course gives a fuller acquaintance with shop work, and is preliminary to the technical course of the senior school. Full explanations of the courses are given to the 7B pupils before they are asked to choose, and the Principal will be glad to confer with parents regarding such choices.

CONTENT OF CURRICULUMS

7B (General)

English	Hygiene	Shop (boys)
History	Art	Mechanical Dr'g (boys)
Geography	Physical Education	Home Economics (girls)
Mathematics	Music	
Penmanship		

7A

All Classes take:—

English	Hygiene	Penmanship
History	Art	Home Economics or
Geography	Physical Education	Mechanical Drawing
Mathematics	Music	and Shop Practice
Academic Course	Commercial Course	Technical Course
adds:	adds:	adds:
Latin or French	Junior Business Practice	Two additional periods
		of Shop Practice

8B and 8A

English	Art	Household Management
History	Physical Education	or Mechanical Drawing
Mathematics	Music	and Shop Practice
General Science		
Academic Course	Commercial Course	Technical Course
adds:	adds:	adds:
Latin or French	Junior Business Training	Two additional periods
	and Typing	of Shop Practice

9B and 9A**All Classes take:—**

English
Civics
Mathematics

Art
Physical Education
Music

Review of Clothing
and Foods or
Mechanical Drawing
and Shop Practice

Academic Course
adds:

Latin and French

Commercial Course
adds:

Bookkeeping and Typing
Penmanship
Commercial Arithmetic

Technical Course
adds:

French and four
additional periods of
Shop Practice

The shop work includes practice in some of the following shops: wood-working, advanced woodworking, sheet-metal, printing, machine, electricity, and automobile.

In the ninth grade, the student of the academic course begins his second foreign language.

A department of vocational and educational guidance offers a course of fifteen lessons in "Information about Occupations" to selected sections. The Vocational Counsellor is glad to receive inquiries from pupils or parents.

FOREST PARK HIGH SCHOOL

Senior High School

GENERAL INFORMATION

There are three groups of curriculums offered in this department; namely, Academic, Commercial, and Technical.

Academic	Commercial	Technical
1. Latin-Mathematics	5. Stenographic	7. Technical
2. History	6. General Business	
3. Foreign Languages		
4. Science		

Of these the Academic group is immediately preparatory to college entrance; the Commercial group for various types of business career; and the Technical for entrance to Technical colleges, or as preparatory to Technical occupations.

Those intending to go to the Teachers' Training School should choose the Latin-Mathematics Course preferably.

CONSTANTS

The subjects required for graduation in all curriculums are the following:

1. Three years of English.
2. Two years of mathematics. (In the commercial courses, one year of arithmetic, and two years of bookkeeping.)
3. Two years of a foreign language. (Except in Commercial course.)
4. One year of history.
5. One year of science.
6. Two years of drawing.
7. Two years of music.

In addition, every student must take two years of physical training, and every girl two years of home economics.

COURSE—CREDITS AND GRADES

The successful completion of at least 16 units of work in major subjects, (these are subjects scheduled for 4 or 5 periods per week and requiring home preparation) and, in addition to these at least two years of drawing and two years of music.

No credit will be allowed in any subject for less than a full year of work.

To be eligible for the 10th grade, a pupil must have passed the highest grade of the junior high school. He should have credit for at least two major subjects of 9th grade standing.

For promotion to the 11th grade a student must have credit for at least seven major subjects including those major subjects pursued in the 9th grade.

For promotion to the 12th grade a student must have credit for at least eleven major subjects including those major subjects pursued in the 9th grade.

In order that a pupil may be eligible for graduation he must carry at least four major subjects and earn credit in at least three major subjects in the year next preceding graduation.

No credit will be allowed for less than two years of any foreign language.

Every curriculum will contain at least two subjects, called principal subjects, pursued for three or more years each, and at least two subjects, called subordinate subjects, pursued for two years or more each.

No pupil may carry less than four major subjects nor more than five major subjects in any year without the special permission of the Principal.

In the Commercial Curriculum, bookkeeping and commercial arithmetic will satisfy the requirements in Mathematics, and no foreign language need be included.

In the Technical Curriculum shop work will be required in every year in addition to the sixteen units of major subjects named above.

MAJOR CREDIT IN MUSIC AND ART

Major credit for outside work in music and art to a yearly maximum of one major course in music, and one major course in art, will be allowed under certain prescribed conditions, but no pupil will be permitted to carry both these courses in any one year. If major work in music or art is elected, such major may be substituted for one of the other required majors or minors, care, however, being taken to see that graduation requirements are provided for.

FOREST PARK HIGH SCHOOL

Senior High School

LATIN-MATHEMATICS CURRICULUM

10th Grade

Subjects:	Periods
English II	5
Latin II	5
Mathematics II	5
French II	4
or	
French I	5
Drawing II	2
Music II	1
Physical Education II	2
Home Economics II	2
(for girls)	

11th Grade

Subjects:	Periods
English III	5
Latin III	5
Mathematics III	5
French II or III	4
Physics	5
Music III	1
Physical Education III	2
*Drawing III	2
*Home Economics III	2
*Elective	

12th Grade

Subjects:	Periods
English IV	5
History IV	5
Latin IV	5
Mathematics IV	5
or	
French III	4
Music IV	1
Physical Education IV	2
*Drawing IV	2
*Home Economics IV	2
*Chemistry	5
*Elective	

MODERN LANGUAGES CURRICULUM

10th Grade

Subjects:	Periods
English II	5
Latin II	5
Mathematics II	5
French II	4
or	
French I	5
Drawing II	2
Music II	1
Physical Education II	2
Home Economics II	2
(for girls)	

11th Grade

Subjects:	Periods
English III	5
French II or III	4
German I	5
or	
German II	4
Physics	5
or	
Mathematics III	5
Music III	1
Physical Education III	2
*Drawing III	2
*Home Economics III	2
*Elective	

12th Grade

Subjects:	Periods
English IV	5
History IV	5
French III	4
German II or III	4
Music IV	1
Physical Education IV	2
*Drawing IV	2
*Home Economics IV	2
Note:—If French III has been completed, Mathematics III or Chemistry may be substituted.	
*Elective	

SCIENCE CURRICULUM**10th Grade**

Subjects:	Periods
English II	5
Mathematics II	5
Biology I	5
Select one:	
Latin II	5
French I	5
History II	4
Drawing II	2
Music II	1
Physical Education II	2
Home Economics II	2
(for girls)	

11th Grade

Subjects:	Periods
English III	5
Physics	5
Select two:	
French II	4
Mathematics III	5
History III	4
Latin III	5
Music III	1
Physical Education III	2
*Drawing III	2
*Home Economics III	2
*Elective	

12th Grade

Subjects:	Periods
English IV	5
History IV	5
Chemistry	5
Select one:	
French III	4
Latin IV	5
Mathematics IV	5
Music IV	1
Physical Education IV	2
*Drawing IV	2
*Home Economics IV	2
*Elective	

SOCIAL STUDIES CURRICULUM**10th Grade**

Subjects:	Periods
English II	5
Mathematics II	5
History II	4
Latin II	5
or	
French I	5
Drawing II	2
Music II	1
Physical Education II	2
Home Economics II	2
(for girls)	

11th Grade

Subjects:	Periods
English III	5
History III	4
French II	4
or	
Latin III	5
Mathematics III	5
or	
Physics	5
Music III	1
Physical Education III	2
*Drawing III	2
*Home Economics III	2
(for girls)	
*Elective	

12th Grade

Subjects:	Periods
English IV	5
History IV	5
Latin IV	5
or	
French III	4
Chemistry	5
or	
Mathematics IV	5
Music IV	1
*Drawing IV	2
Physical Education IV	2
*Home Economics IV	2
*Elective	

TECHNICAL CURRICULUM**10th Grade**

Subjects:	Periods
English II	5
Mathematics II	5
French II	4
English History	4
Mechanical Drawing	4
Shop Work	4
Music II	1
Physical Education II.....	2

11th Grade

Subjects:	Periods
English III	5
Mathematics III	5
French III	4
Physics	5
Mechanical Drawing	4
Shop Work	4
Music III	1
Physical Education III.....	2

12th Grade

Subjects:	Periods
English IV	5
Mathematics IV	5
History IV	5
Chemistry	5
Physical Education IV.....	2
Select one:	
Electricity	8
Auto Mechanics	8
Mechanical or Architectural Drawing	8
Machine Work or Pattern Making	8

COMMERCIAL—GENERAL BUSINESS CURRICULUM**10th Grade**

Subjects:	Periods
English II	5
Bookkeeping II	4
Commercial Geography	4
Biology	5
Typewriting II	4
Drawing II	2
Music II	1
Physical Education II.....	2
Home Economics II	2
(for girls)	

11th Grade

Subjects:	Periods
English III.....	5
Bookkeeping III.....	5
History III.....	4
Office Practice I.....	5
or	
Retail Selling I.....	5
Business Organization and Office Management.....	5
Music III.....	1
Physical Education III.....	2
*Drawing III.....	2
*Home Economics III.....	2

*Elective

12th Grade

Subjects:	Periods
English IV	5
History IV	5
Office Practice II	5
or	
Retail Selling II	5
Commercial Law and Economics	5
Review Arithmetic	2
Music IV	1
Physical Education IV.....	2
*Drawing IV	2
*Home Economics IV.....	2

*Elective

**COMMERCIAL—STENOGRAPHIC
CURRICULUM**

10th Grade

Subjects:	Periods
English II	5
Bookkeeping II	4
Stenography I	4
Typewriting II	4
Biology	5
Drawing II	2
Music II	1
Physical Education II	2
Home Economics II	2
(for girls)	

11th Grade

Subjects:	Periods
English III	5
Bookkeeping III	5
Stenography II	5
Typewriting II	5
History III	4
Music III	1
*Drawing III	2
Physical Education III	2
*Home Economics III	2
*Elective	

12th Grade

Subjects:	Periods
English IV	5
History IV	5
Commercial Law and Economics	5
Stenography and Typewriting III	5
Office Practice and Machines	5
Music IV	1
Physical Education IV	2
*Drawing IV	2
*Home Economics IV	2
*Elective	

EASTERN HIGH SCHOOL

BALTIMORE, MD.



CIRCULAR OF INFORMATION

PROGRAM OF STUDIES

REQUIREMENTS FOR GRADUATION

LAURA J. CAIRNES, Principal

LEONORA E. CARPENTER, Vice-Principal

1925

GENERAL INFORMATION

To Prospective High School Pupils:

Before deciding what program of work she is going to follow in High School, every girl should read thoughtfully the following explanations and then study very carefully the various curriculums.

Nine curriculums are offered in this pamphlet, namely:

Academic	Commercial
1. Latin-Mathematics	6. Stenographic
2. History	7. Accounting
3. Foreign Languages	8. Office Practice
4. Science	9. Retail Selling
5. Home Economics	

Of these, the first four are immediately preparatory to college entrance. No. 5 is designed especially for girls who wish to specialize in home economics. Nos. 6, 7, 8 and 9 prepare for various types of business career. Those intending to go to the Teachers' Training School should choose one of the first four.

CONSTANTS

The subjects required for graduation in all curriculums are the following:

1. Three years of English.
2. Two years of mathematics. (In the commercial courses, one year of arithmetic, and two years of bookkeeping.)
3. Two years of a foreign language.
4. One year of history.
5. One year of science.
6. Two years of drawing.
7. Two years of music.

In addition, every girl must take two years of physical training, and two years of home economics.

CREDITS AND GRADES

160 credits are required for graduation, at least 144 of which must be earned in prepared subjects. No credit will be allowed in any subject for less than a full year of work.

The number of credits required for promotion:

To the second year,	23
To the third year,	66
To the fourth year,	109

The passing mark shall in general be 60%. If a pupil is deficient in the second semester of a subject, the passing mark in that subject shall be 70% for the year.

GENERAL INFORMATION—Continued

In order that a pupil may be eligible for graduation, at least 30 credits must be earned in the year immediately preceding such graduation.

No credit will be allowed in any foreign language for less than two years of work.

Subjects marked "required" in any curriculum must be taken by every pupil choosing that curriculum.

Every curriculum will contain at least two subjects, *majors*, pursued for *three or more years* each, and at least two subjects, *minors*, pursued for *two or more years* each.

No pupil can add to her program in a given year any *additional major* or *minor* without the permission of the Principal. Such permission will not be granted unless the pupil requesting it shall have given proof of her ability to do a high grade of work. *Opportunity is thus open to pupils of superior ability to complete graduation requirements in less than four years.*

CHANGE OF CURRICULUM

Under certain conditions, pupils carrying any academic curriculum will be permitted to take up shorthand and typewriting in the third year. Similarly, pupils who start with the commercial curriculum may change to the academic at the beginning of the second year.

MAJOR CREDIT IN MUSIC AND ART

Major credit for outside work in music and art to a yearly maximum of eight in music, and six in art, will be allowed under certain prescribed conditions, but no pupil will be permitted to carry both these courses in any one year. If major work in music or art is elected, such major may be substituted for one of the other required majors or minors, care, however, being taken to see that graduation requirements are provided for.

LATIN-MATHEMATICS CURRICULUM

First Year			Second Year				
Required:	Periods	Credits	Required:	Periods	Credits		
English I.....	5	10	English II.....	5	10		
Mathematics I.....	5	10	Mathematics II.....	5	10		
Latin I.....	5	10	Latin II.....	5	10		
History I.....	4	8	French I }.....	5	10		
Drawing I.....	2	2	or German I }.....				
Home Economics I	2	2	Drawing II.....	2	2		
Phys. Tr. I.....	2	2	Home Econ. II.....	2	2		
Music I.....	1	1	Phys. Tr. II.....	2	2		
	26	45	Music II.....	1	1		
			27	47			
Third Year			Fourth Year				
Required:	Periods	Credits	Required:	Periods	Credits		
English III.....	5	10	English IV.....	5	10		
Latin III.....	5	10	Latin IV.....	5	10		
French II }.....	4	8	History IV.....	5	10		
or German II }.....				Rev. Math. }.....	2	4	
Select one { Physics.....	5 or	10 or	or Rev. Arith. }.....				
History II.....	4	8	Music IV.....	1	1		
Music III.....	1	1	Select one { French III (4).....	4 or	8 or		
	20 or	39 or	German III (4).....				
	19	37	Biology (4).....			5	10
			Chemistry (5).....				
			22 or	43 or			
			23	45			
Elective:			Elective:				
Algebra II.....	3	6	Trigonometry.....	2	4		
Solid Geometry...	2	4	Phy. Tr. IV.....	2	2		
Drawing III.....	2	2	Drawing IV.....	2	2		
Phy. Tr. III.....	2	2	Home Econ. IV.....	2	2		
Home Econ. III...	2	2					
Note.—Algebra II required for college entrance.			Note.—Review Mathematics should be taken by college preparatory pupils.				

HISTORY CURRICULUM

First Year			Second Year			
Required:	Periods	Credits	Required:	Periods	Credits	
• English I.....	5	10	English II.....	5	10	
Math. I.....	5	10	Math. II.....	5	10	
Select one { Latin I.....	5 or	10 or	Select one {	Latin II		
Biology.....	4	8		or		
History I.....	4	8		French I.....	5	10
Drawing I.....	2	2		or		
Phys. Tr. I.....	2	2		German I		
Home Econ. I.....	2	2		History II.....	4	8
Music I.....	1	1	Drawing II.....	2	2	
			Phys. Tr. II.....	2	2	
	26 or	45 or	Home Econ. II.....	2	2	
	25	43	Music II.....	1	1	
				26	45	
Third Year			Fourth Year			
Required:	Periods	Credits	Required:	Periods	Credits	
English III.....	5	10	English IV.....	5	10	
History III.....	4	8	History IV.....	5	10	
Select one { Latin III (5)			Select one {	Latin IV (5)		
French II (4)....	5 or	10 or		French III (4)....	5 or	10 or
German II (4)....	4	8		German III (4)....	4	8
Physics.....	5	10		Chemistry.....	5	10
Music III.....	1	1		Music IV.....	1	1
	20 or	39 or			21 or	41 or
	19	37		20	39	
Elective:			Elective:			
*Algebra II.....	3	6	*Rev. Math.	2	4	
Drawing III.....	2	2	Rev. Arith.	2	4	
Phys. Tr. III.....	2	2	Drawing IV.....	2	2	
Home Econ. III....	2	2	Phys. Tr. IV.....	2	2	
			Home Econ. IV....	2	2	
*Required for college entrance.			*Should be taken by college preparatory pupils.			

FOREIGN LANGUAGES CURRICULUM

First Year			Second Year			
Required:	Periods	Credits	Required:	Periods	Credits	
English I.....	5	10	English II.....	5	10	
Math. I.....	5	10	Math. II.....	5	10	
Latin I.....	5	10	Latin II.....	5	10	
History I } or	4	8	French I } or	5	10	
Biology			German I			
Drawing I.....	2	2	Drawing II.....	2	2	
Phys. Tr. I.....	2	2	Phys. Tr. II.....	2	2	
Home Econ. I.....	2	2	Home Econ. II.....	2	2	
Music I.....	1	1	Music II.....	1	1	
	<u>26</u>	<u>45</u>		<u>27</u>	<u>47</u>	
Third Year			Fourth Year			
Required:	Periods	Credits	Required:	Periods	Credits	
English III.....	5	10	English IV.....	5	10	
French II } or	4	8	History IV.....	5	10	
German II			French III } or	4	8	
French I } or	5	10	German II			German III } or	4	8
German I			German II			
History III.....	4	8	Music IV.....	1	1	
or	5	10		<u>19</u>	<u>37</u>	
Physics.....			5	10		
Music III.....	1	1				
	<u>19 or</u>	<u>37 or</u>				
	20	39				
Elective: (At least one required)			Elective: (At least one required)			
Phys. Tr. III.....	2	2	Review Arith.	2	4	
Drawing III.....	2	2	Review Math.	2	4	
Home Econ. III.....	2	2	Drawing IV.....	2	2	
*Algebra II.....	3	6	Phys. Tr. IV.....	2	2	
			Home Econ. IV.....	2	2	
			Chemistry IV.....	5	10	
*Required for college entrance.						

SCIENCE CURRICULUM

First Year			Second Year		
Required:	Periods	Credits	Required:	Periods	Credits
English I.....	5	10	English II.....	5	10
Math. I.....	5	10	Math. II.....	5	10
Biology I.....	4	8	Biology II.....	5	10
History I.....	4	8	French I	}	5
Drawing I.....	2	2	or		
Phys. Tr. I.....	2	2	German I	}	2
Music I.....	1	1	Drawing II.....		
Home Econ. I.....	2	2	Phys. Tr. II.....	2	2
	<u>25</u>	<u>43</u>	Music II.....	1	1
			Home Econ. II.....	2	2
				<u>27</u>	<u>47</u>
Third Year			Fourth Year		
Required:	Periods	Credits	Required:	Periods	Credits
English III.....	5	10	English IV.....	5	10
Physics	5	10	Chemistry	5	10
Select { History II (4)	}	8	History IV.....	5	10
two { French II (4)			}	4	French III
{ German II (4)					or
Music III.....	1	1	German III	}	1
	<u>19</u>	<u>37</u>	Music IV.....		
				<u>20</u>	<u>39</u>
Elective: (At least one required)			Elective: (At least one required)		
Drawing III.....	2	2	Review Math.	2	4
Phys. Tr. III.....	2	2	Review Arith.	2	4
Home Econ. III.....	2	2	Drawing IV.....	2	2
*Algebra II.....	3	6	Phys. Tr. IV.....	2	2
			Home Econ. IV....	2	2
*Required for college entrance.					

HOME ECONOMICS CURRICULUM

First Year			Second Year		
Required:	Periods	Credits	Required:	Periods	Credits
English I.....	5	10	English II.....	5	10
Mathematics.....	5	10	Mathematics II....	5	10
Biology.....	4	8	French I	}..... 5	10
History I.....	4	8	or		
Home Econ. I.....	2	2	German I	}..... 4	8
Music I.....	1	1	History II.....		
Drawing I.....	2	2	Home Econ. II.....	2	2
Phys. Tr. I.....	2	2	Music II.....	1	1
	<u>25</u>	<u>43</u>	Drawing II.....	2	2
			Phys. Tr. II.....	2	2
				<u>26</u>	<u>45</u>
Third Year			Fourth Year		
Required:	Periods	Credits	Required:	Periods	Credits
English III.....	5	10	English IV.....	5	10
Home Econ. V.....	5	10	Home Econ. VI....	5	10
French II	}..... 4	8	Chemistry.....	5	10
or					
German II	}..... 5	10	History IV.....	5	10
Physics.....					
Drawing III.....	2	2	Rev. Arith.....	2	4
Music III.....	1	1	Drawing IV.....	2	2
	<u>22</u>	<u>41</u>	Music IV.....	1	1
				<u>25</u>	<u>47</u>
Elective:			Elective:		
Phys. Tr. III.....	2	2	Phys. Tr. IV.....	2	2

COMMERCIAL CURRICULUM

First Year (Ninth Grade)

Required:	Periods	Credits
English I	5	10
Business Mathematics ...	4	8
Bookkeeping & Penmanship	5	9
Typewriting I.....	4	4
Community Civics	4	8
Drawing I.....	2	2
Phys. Tr. I.....	2	2
Home Economics I.....	2	2
Music I.....	1	1
	<hr/>	<hr/>
	29	46

Second Year (Tenth Grade)

A.—Stenographic			B.—Accounting		C.—Office Practice		D.—Retail Selling	
Required:	Periods	Credits	Required:	Periods	Credits	Required:	Periods	Credits
English II.....	5	10	English II.....	5	10			
Bkp. and Pen. II..	4	8	Bkp. and Pen. II...	4	8			
Biology	4	8	Biology	4	8			
Type. II and Junior Office Practice	4	4	Type. II and Junior Office Practice.....	4	4			
Stenography	4	8	French I	}	5	10		
Drawing II.....	2	2	or					
Phys. Tr. II.....	2	2	German I					
Home Econ. II.....	2	2	or					
Music II.....	1	1	Spanish I					
	<hr/>	<hr/>	Drawing II.....	2	2			
	28	45	Phys. Tr. II.....	2	2			
			Home Econ. II.....	2	2			
			Music II.....	1	1			
				<hr/>	<hr/>			
				29	47			

COMMERCIAL CURRICULUM—Continued

Third Year (Eleventh Grade)

A.—Stenographic

Required:	Periods	Credits
English III.....	5	10
Stenography II....	4	8
Typewriting III....	4	4
History III.....	4	8
Com. Geography....	3	6
French I	}..... 5	10
or German I		
or Spanish I		
Music III.....	1	1
	<u>26</u>	<u>47</u>

Elective:

Drawing III.....	2	2
Phys. Tr. III.....	2	2
Home Econ. III....	2	2

B.—Accounting

Required:	Periods	Credits
English III.....	5	10
Bookkeeping III....	4	8
Typewriting III....	4	4
History III.....	4	8
Com. Geography....	3	6
French II	}..... 4	8
or German II		
or Spanish II		
Music III.....	1	1
	<u>25</u>	<u>45</u>

Elective:

Drawing III.....	2	2
Phys. Tr. III.....	2	2
Home Econ. III....	2	2

Third Year (Eleventh Grade)

C.—Office Practice

Required:	Periods	Credits
English III.....	5	10
Office Practice and Machines ...	4	4
Typewriting III....	4	4
History III.....	4	8
Com. Geography....	3	6
French II	}..... 4	8
or German II		
or Spanish II		
Music III.....	1	1
	<u>25</u>	<u>41</u>

Elective:

Drawing III.....	2	2
Phys. Tr. III.....	2	2
Home Econ. III....	2	2

D.—Retail Selling

Required:	Periods	Credits
English III.....	5	10
Retail Selling....	5	10
Typewriting III....	4	4
History III.....	4	8
Com. Geography....	3	6
French II	}..... 4	8
or German II		
or Spanish II		
Music III.....	1	1
	<u>26</u>	<u>47</u>

Elective:

Drawing III.....	2	2
Phys. Tr. III.....	2	2
Home Econ. III....	2	2

COMMERCIAL CURRICULUM—Continued

Fourth Year (Twelfth Grade)

A.—Stenographic

Required:	Periods	Credits
English IV.....	5	10
Economics (½ year) }.....	5	10
Com. Law. (½ year) }		
Stenog. III and Office Practice... 6	10	
History IV.....	5	10
French II } or German II }.....	4	8
or Spanish II }		
Music IV.....			1	1
	<u>26</u>	<u>49</u>

Elective:

Drawing IV.....	2	2
Phys. Tr. IV.....	2	2
Home Econ. IV....	2	2

B.—Accounting

Required:	Periods	Credits
English IV.....	5	10
Economics (½ year) }.....	5	10
Com. Law. (½ year) }		
Elem. Accounting... 5	10	
History IV.....	5	10
French II } or German II }.....	4	8
or Spanish II }		
Music IV.....			1	1
	<u>25</u>	<u>49</u>

Elective:

Drawing IV.....	2	2
Phys. Tr. IV.....	2	2
Home Econ. IV....	2	2

Fourth Year (Twelfth Grade)

C.—Office Practice

Required:	Periods	Credits
English IV.....	5	10
Economics (½ year) }.....	5	10
Com. Law. (½ year) }		
Office Practice and Type. IV....	4	4
Review Arith.	2	4
History IV.....	5	10
French II } or German II }.....	4	8
or Spanish II }		
Music IV.....			1	1
	<u>26</u>	<u>47</u>

Elective:

Drawing IV.....	2	2
Phys. Tr. IV.....	2	2
Home Econ. IV....	2	2

D.—Retail Selling

Required:	Periods	Credits
English IV.....	5	10
Economics (½ year) }.....	5	10
Com. Law. (½ year) }		
Retail Selling II... 5	10	
Review Arith.	2	4
History IV.....	5	10
French II } or German II }.....	4	8
or Spanish II }		
Music IV.....			1	1
	<u>27</u>	<u>53</u>

Elective:

Drawing IV.....	2	2
Phys. Tr. IV.....	2	2
Home Econ. IV....	2	2

Note.—Co-operative, week-about plan, will be instituted in the second semester of the fourth year, where possible.

WESTERN HIGH SCHOOL

BALTIMORE, MD.



CIRCULAR OF INFORMATION

PROGRAM OF STUDIES

REQUIREMENTS FOR GRADUATION

ERNEST J. BECKER, Principal

MARY B. ROCKWOOD, Vice-Principal

1925

GENERAL INFORMATION

To Prospective High School Pupils:

Before deciding what program of work she is going to follow in High School, every girl should read thoughtfully the following explanations and then study very carefully the various curriculums.

Nine curriculums are offered in this pamphlet, namely:

Academic	Commercial
1. Latin-Mathematics	6. Stenographic
2. History	7. Accounting
3. Foreign Languages	8. Office Practice
4. Science	9. Retail Selling
5. Home Economics	

Of these, the first four are immediately preparatory to college entrance. No. 5 is designed especially for girls who wish to specialize in home economics. Nos. 6, 7, 8 and 9 prepare for various types of business career. Those intending to go to the Teachers' Training School should choose one of the first four.

CONSTANTS

The subjects required for graduation in all curriculums are the following:

1. Three years of English.
2. Two years of mathematics. (In the commercial courses, one year of arithmetic, and two years of bookkeeping.)
3. Two years of a foreign language.
4. One year of history.
5. One year of science.
6. Two years of drawing.
7. Two years of music.

In addition, every girl must take two years of physical training, and two years of home economics.

CREDITS AND GRADES

160 credits are required for graduation, at least 144 of which must be earned in prepared subjects. No credit will be allowed in any subject for less than a full year of work.

The number of credits required for promotion:

To the second year,	23
To the third year,	66
To the fourth year,	109

The passing mark shall in general be 60%. If a pupil is deficient in the second semester of a subject, the passing mark in that subject shall be 70% for the year.

GENERAL INFORMATION—Continued

In order that a pupil may be eligible for graduation, at least 30 credits must be earned in the year immediately preceding such graduation.

No credit will be allowed in any foreign language for less than two years of work.

Subjects marked "required" in any curriculum must be taken by every pupil choosing that curriculum.

Every curriculum will contain at least two subjects, *majors*, pursued for *three or more years* each, and at least two subjects, *minors*, pursued for *two or more years* each.

No pupil can add to her program in a given year any *additional major* or *minor* without the permission of the Principal. Such permission will not be granted unless the pupil requesting it shall have given proof of her ability to do a high grade of work. *Opportunity is thus open to pupils of superior ability to complete graduation requirements in less than four years.*

CHANGE OF CURRICULUM

Under certain conditions, pupils carrying any academic curriculum will be permitted to take up shorthand and typewriting in the third year. Similarly, pupils who start with the commercial curriculum may change to the academic at the beginning of the second year.

MAJOR CREDIT IN MUSIC AND ART

Major credit for outside work in music and art to a yearly maximum of eight in music, and six in art, will be allowed under certain prescribed conditions, but no pupil will be permitted to carry both these courses in any one year. If major work in music or art is elected, such major may be substituted for one of the other required majors or minors, care, however, being taken to see that graduation requirements are provided for.

LATIN-MATHEMATICS CURRICULUM

First Year			Second Year		
Required:	Periods	Credits	Required:	Periods	Credits
English I.....	5	10	English II.....	5	10
Mathematics I....	5	10	Mathematics II...	5	10
Latin I.....	5	10	Latin II.....	5	10
History I.....	4	8	French I }.....	5	10
Drawing I.....	2	2	or		
Home Economics I	2	2	German I }.....	2	2
Phys. Tr. I.....	2	2	Drawing II.....		
Music I.....	1	1	Home Econ. II....	2	2
			Phys. Tr. II.....	2	2
	26	45	Music II.....	1	1
				27	47
Third Year			Fourth Year		
Required:	Periods	Credits	Required:	Periods	Credits
English III.....	5	10	English IV.....	5	10
Latin III.....	5	10	Latin IV.....	5	10
French II }.....	4	8	History IV.....	5	10
or					
German II }.....	5 or	10 or	Rev. Math. }.....	2	4
Select one { Physics					
History II.....	4	8	or		
Music III.....	1	1	Rev. Arith. }.....	1	1
			Music IV.....		
	20 or	39 or	Select one { French III (4)	4 or	8 or
	19	37	German III (4)....		
			Biology (4)....			5	10
			Chemistry (5)		
				22 or	43 or
				23	45
Elective:			Elective:		
Algebra II.....	3	6	Trigonometry	2	4
Solid Geometry ...	2	4	Phy. Tr. IV.....	2	2
Drawing III.....	2	2	Drawing IV.....	2	2
Phy. Tr. III.....	2	2	Home Econ. IV... 2	2	2
Home Econ. III... 2	2	2			
Note. —Algebra II required for college entrance.			Note. —Review Mathematics should be taken by college preparatory pupils.		

HISTORY CURRICULUM

First Year			Second Year			
Required:	Periods	Credits	Required:	Periods	Credits	
	English I.....	5 10		English II.....	5 10	
	Math. I.....	5 10		Math. II.....	5 10	
Select one {	Latin I.....	5 or 10 or	Select one {	Latin II		
	Biology.....	4 8		or	French I.....	5 10
	History I.....	4 8		or	German I	
	Drawing I.....	2 2			History II.....	4 8
	Phys. Tr. I.....	2 2			Drawing II.....	2 2
	Home Econ. I.....	2 2			Phys. Tr. II.....	2 2
	Music I.....	1 1			Home Econ. II.....	2 2
	26 or	45 or		Music II.....	1 1	
	25	43		26	45	
Third Year			Fourth Year			
Required:	Periods	Credits	Required:	Periods	Credits	
	English III.....	5 10		English IV.....	5 10	
	History III.....	4 8		History IV.....	5 10	
Select one {	Latin III (5).....	5 or 10 or	Select one {	Latin IV (5).....	5 or 10 or	
	French II (4).....	4 8		French III (4).....	4 8	
	German II (4).....	4 8		German III (4).....	4 8	
	Physics.....	5 10		Chemistry.....	5 10	
	Music III.....	1 1		Music IV.....	1 1	
	20 or	39 or		21 or	41 or	
	19	37		20	39	
Elective:			Elective:			
	*Algebra II.....	3 6		*Rev. Math.	2 4	
	Drawing III.....	2 2		Rev. Arith.	2 4	
	Phys. Tr. III.....	2 2		Drawing IV.....	2 2	
	Home Econ. III.....	2 2		Phys. Tr. IV.....	2 2	
				Home Econ. IV... 2	2	
*Required for college entrance.			*Should be taken by college preparatory pupils.			

FOREIGN LANGUAGES CURRICULUM

First Year			Second Year		
Required:	Periods	Credits	Required:	Periods	Credits
English I.....	5	10	English II.....	5	10
Math. I.....	5	10	Math. II.....	5	10
Latin I.....	5	10	Latin II.....	5	10
History I	4	8	French I	5	10
or Biology					
Drawing I.....	2	2	German I	2	2
Phys. Tr. I.....	2	2	Drawing II.....	2	2
Home Econ. I.....	2	2	Phys. Tr. II.....	2	2
Music I.....	1	1	Home Econ. II.....	2	2
	<u>26</u>	<u>45</u>	Music II.....	1	1
				<u>27</u>	<u>47</u>
Third Year			Fourth Year		
Required:	Periods	Credits	Required:	Periods	Credits
English III.....	5	10	English IV.....	5	10
French II	4	8	History IV.....	5	10
or German II					
French I	5	10	French III	4	8
or German I					
History III.....	4	8	French II	4	8
or Physics.....	5	10	German III		
Music III.....	1	1	or German II	4	8
	<u>19 or</u>	<u>37 or</u>	Music IV.....	1	1
	<u>20</u>	<u>39</u>		<u>19</u>	<u>37</u>
Elective: (At least one required)			Elective: (At least one required)		
Phys. Tr. III.....	2	2	Review Arith.	2	4
Drawing III.....	2	2	Review Math.	2	4
Home Econ. III.....	2	2	Drawing IV.....	2	2
*Algebra II.....	3	6	Phys. Tr. IV.....	2	2
			Home Econ. IV.....	2	2
			Chemistry IV.....	5	10

*Required for college entrance.

SCIENCE CURRICULUM

First Year			Second Year		
Required:	Periods	Credits	Required:	Periods	Credits
English I.....	5	10	English II.....	5	10
Math. I.....	5	10	Math. II.....	5	10
Biology I.....	4	8	Biology II.....	5	10
History I.....	4	8	French I	}..... 5	10
Drawing I.....	2	2	or		
Phys. Tr. I.....	2	2	German I	}..... 2	2
Music I.....	1	1	Drawing II.....		
Home Econ. I.....	2	2	Phys. Tr. II.....	2	2
			Music II.....	1	1
	25	43	Home Econ. II.....	2	2
				27	47
Third Year			Fourth Year		
Required:	Periods	Credits	Required:	Periods	Credits
English III.....	5	10	English IV.....	5	10
Physics.....	5	10	Chemistry.....	5	10
Select { History II (4)	8	16	History IV.....	5	10
two { French II (4)			}..... 4	8	
German II (4)					or
Music III.....	1	1	German III	}..... 1	1
	19	37	Music IV.....		
				20	39
Elective: (At least one required)			Elective: (At least one required)		
Drawing III.....	2	2	Review Math.	2	4
Phys. Tr. III.....	2	2	Review Arith.	2	4
Home Econ. III.....	2	2	Drawing IV.....	2	2
*Algebra II.....	3	6	Phys. Tr. IV.....	2	2
			Home Econ. IV.....	2	2
*Required for college entrance.					

HOME ECONOMICS CURRICULUM

First Year			Second Year		
Required:	Periods	Credits	Required:	Periods	Credits
English I.....	5	10	English II.....	5	10
Mathematics.....	5	10	Mathematics II....	5	10
Biology.....	4	8	French I.....	5	10
History I.....	4	8	or		
Home Econ. I.....	2	2	German I.....	4	8
Music I.....	1	1	History II.....		
Drawing I.....	2	2	Home Econ. II.....	2	2
Phys. Tr. I.....	2	2	Music II.....	1	1
	25	43	Drawing II.....	2	2
			Phys. Tr. II.....	2	2
				26	45
Third Year			Fourth Year		
Required:	Periods	Credits	Required:	Periods	Credits
English III.....	5	10	English IV.....	5	10
Home Econ. V.....	5	10	Home Econ. VI....	5	10
French II.....	4	8	Chemistry.....	5	10
or					
German II.....	5	10	History IV.....	5	10
Physics.....					
Drawing III.....	2	2	Rev. Arith.....	2	4
Music III.....	1	1	Drawing IV.....	2	2
	22	41	Music IV.....	1	1
				25	47
Elective:			Elective:		
Phys. Tr. III.....	2	2	Phys. Tr. IV.....	2	2

COMMERCIAL CURRICULUM

First Year (Ninth Grade)

Required:	Periods	Credits
English I	5	10
Business Mathematics ...	4	8
Bookkeeping & Penmanship	5	9
Typewriting I	4	4
Community Civics	4	8
Drawing I	2	2
Phys. Tr. I	2	2
Home Economics I	2	2
Music I	1	1
	<hr/>	<hr/>
	29	46

Second Year (Tenth Grade)

A.—Stenographic		
Required:	Periods	Credits
English II	5	10
Bkp. and Pen. II..	4	8
Biology	4	8
Type. II and Junior Office Practice	4	4
Stenography	4	8
Drawing II	2	2
Phys. Tr. II	2	2
Home Econ. II	2	2
Music II	1	1
	<hr/>	<hr/>
	28	45

B.—Accounting C.—Office Practice D.—Retail Selling		
Required:	Periods	Credits
English II	5	10
Bkp. and Pen. II..	4	8
Biology	4	8
Type. II and Junior Office Practice	4	4
French I or German I }	5	10
or Spanish I }		
Drawing II	2	2
Phys. Tr. II	2	2
Home Econ. II	2	2
Music II	1	1
	<hr/>	<hr/>
	29	47

COMMERCIAL CURRICULUM—Continued

Third Year (Eleventh Grade)

A.—Stenographic

Required:	Periods	Credits
English III.....	5	10
Stenography II....	4	8
Typewriting III....	4	4
History III.....	4	8
Com. Geography....	3	6
French I	}..... 5	10
or German I		
or Spanish I		
Music III.....			1	1
	<u>26</u>	<u>47</u>

Elective:

Drawing III.....	2	2
Phys. Tr. III.....	2	2
Home Econ. III....	2	2

B.—Accounting

Required:	Periods	Credits
English III.....	5	10
Bookkeeping III....	4	8
Typewriting III....	4	4
History III.....	4	8
Com. Geography....	3	6
French II	}..... 4	8
or German II		
or Spanish II		
Music III.....			1	1
	<u>25</u>	<u>45</u>

Elective:

Drawing III.....	2	2
Phys. Tr. III.....	2	2
Home Econ. III....	2	2

Third Year (Eleventh Grade)

C.—Office Practice

Required:	Periods	Credits
English III.....	5	10
Office Practice and Machines ...	4	4
Typewriting III....	4	4
History III.....	4	8
Com. Geography....	3	6
French II	}..... 4	8
or German II		
or Spanish II		
Music III.....			1	1
	<u>25</u>	<u>41</u>

Elective:

Drawing III.....	2	2
Phys. Tr. III.....	2	2
Home Econ. III....	2	2

D.—Retail Selling

Required:	Periods	Credits
English III.....	5	10
Retail Selling....	5	10
Typewriting III....	4	4
History III.....	4	8
Com. Geography....	3	6
French II	}..... 4	8
or German II		
or Spanish II		
Music III.....			1	1
	<u>26</u>	<u>47</u>

Elective:

Drawing III.....	2	2
Phys. Tr. III.....	2	2
Home Econ. III....	2	2

COMMERCIAL CURRICULUM—Continued

Fourth Year (Twelfth Grade)

A.—Stenographic

Required:	Periods	Credits
English IV.....	5	10
Economics (½ year) }.....	5	10
Com. Law. (½ year) }.....	5	10
Stenog. III and Office Practice....	6	10
History IV.....	5	10
French II or German II }.....	4	8
or Spanish II }.....	4	8
Music IV.....	1	1
	<u>26</u>	<u>49</u>

Elective:

Drawing IV.....	2	2
Phys. Tr. IV.....	2	2
Home Econ. IV....	2	2

B.—Accounting

Required:	Periods	Credits
English IV.....	5	10
Economics (½ year) }.....	5	10
Com. Law. (½ year) }.....	5	10
Elem. Accounting..	5	10
History IV.....	5	10
French II or German II }.....	4	8
or Spanish II }.....	4	8
Music IV.....	1	1
	<u>25</u>	<u>49</u>

Elective:

Drawing IV.....	2	2
Phys. Tr. IV.....	2	2
Home Econ. IV....	2	2

Fourth Year (Twelfth Grade)

C.—Office Practice

Required:	Periods	Credits
English IV.....	5	10
Economics (½ year) }.....	5	10
Com. Law. (½ year) }.....	5	10
Office Practice and Type. IV....	4	4
Review Arith.	2	4
History IV.....	5	10
French II or German II }.....	4	8
or Spanish II }.....	4	8
Music IV.....	1	1
	<u>26</u>	<u>47</u>

Elective:

Drawing IV.....	2	2
Phys. Tr. IV.....	2	2
Home Econ. IV....	2	2

D.—Retail Selling

Required:	Periods	Credits
English IV.....	5	10
Economics (½ year) }.....	5	10
Com. Law. (½ year) }.....	5	10
Retail Selling II...	5	10
Review Arith.	2	4
History IV.....	5	10
French II or German II }.....	4	8
or Spanish II }.....	4	8
Music IV.....	1	1
	<u>27</u>	<u>53</u>

Elective:

Drawing IV.....	2	2
Phys. Tr. IV.....	2	2
Home Econ. IV....	2	2

Note.—Co-operative, week-about plan, will be instituted in the second semester of the fourth year, where possible.

Roger B. Williams

R. WALTER GRAHAM, Comptroller,

Appellant,

vs.

CLAY T. JOYCE,

Appellee.

IN THE
Court of Appeals

OF MARYLAND

APRIL TERM, 1926.

GENERAL DOCKET NO. 53.

APPELLEE'S BRIEF.

STATEMENT.

This is an appeal from an order of the Baltimore City Court directing, on the petition of the appellee, the principal of the Westport Public School, the issue of a mandamus requiring the appellant, the Register of the City of Baltimore, to issue his warrant for the payment of the salary due the appellee, as the principal of said school, for the months of January and February, 1926, as fixed by the Board of School Commissioners of Baltimore City.

The petition states that the appellee is a resident of Baltimore City, forty-nine years of age, and a graduate of the Maryland State Normal School, that such graduation qualified him to be a teacher in the public schools of the State of Maryland; that he has had an uninterrupted experience of twenty-eight years in teaching in the public schools, the first twenty-three years being in Baltimore County, where he began teaching in the grade schools;

that he attended regular institute courses provided by said County for its teachers, and attended the Summer School at the Johns Hopkins University and night courses in said University, and has always kept abreast of the best teaching methods; that in 1912 he became the principal of the Westport Public School in Baltimore County—a small school, at that time, of but four teachers, and building and land of a value of but about \$10,000; and that he continued in the service of the Board of School Commissioners of Baltimore County in that capacity until Westport became a part of Baltimore City in the recent extension of the territorial limits of said City, when he was retained as the principal of said School by the Board of School Commissioners of Baltimore City hereinafter called the School Board. That during his incumbency in said position the number of pupils in said school increased until, after the annexation of said territory to the City, they numbered 450 pupils. That formerly his salary, fixed by the said School Board, was \$2,480 per annum, payable in ten monthly installments; but that recently, the City erected in place of the old school a new and greatly enlarged school building to which were transferred the pupils of the school at Lakeland, so that the number of pupils in the Westport School was increased to six hundred and seventy-five in nineteen classes in nineteen rooms, thereby greatly increasing the labors and responsibility of the appellee; in recognition of which the School Board increased his salary in December, 1925, to \$2,680, payable in ten monthly installments on the last day of each month, and that the said School Board has full authority to determine what his salary should be under Section 99 of the Charter of the City of Baltimore which provides that “the salary of all officers, *teachers*, secretaries,

clerks and employees shall be fixed by said Board, not to exceed in the aggregate the amount appropriated by ordinance." (Record, pp. 4 and 5.)

The petition further alleges that in the estimate prepared by the School Board and submitted to the Board of Estimates, the School Board stated that the amount appropriated for the salary of the appellee for the year 1925 was \$2,480 and that the estimate of the amount required to pay the salary of the appellee for the year 1926 was \$2,780, being an increase of \$300, but that the Board of Estimates struck out said increase in the Budget submitted by said Board of Estimates to the City Council and appropriated in said Budget \$2,480 to pay the salary of the appellee, which amount was included in and appropriated by the ordinance of estimates for the year 1926 as and for the proper salary of the appellee for that year; and that, by so doing, the Board of Estimates, in disregard of the power and duty conferred by the Charter of Baltimore City on the School Board, undertook itself to fix salaries, including the salary of the appellee.

The petition further alleges that thereafter the School Board fixed the salary of the appellee for the year 1926 at \$2,680 and that the first installment thereof, \$268, became due on the last day of January, 1926, and that, in accordance with its usual practice, the School Board sent, to the Central Pay Roll Bureau of the appellant's office, the roll, specifying the salaries to be paid for the month of January, 1926, to the various teachers, including therein, at \$268, the amount due the appellee, and in like manner did the same with respect to the salaries of teachers for the month of February, including that of

the appellee at \$268, but, that on the 16th day of October, preceding, the Board of Estimates passed the following resolution:

“RESOLVED: That the Board of School Commissioners be notified that no salary will be paid any officer, secretary, clerk or employe of said Board in excess of the amount appropriated in the Ordinance of Estimates of 1926 for the position to which he may be assigned by said Board; that no salary will be paid to any person employed by said Board unless an appropriation for the position occupied by him appears in the Ordinance of Estimates of 1926; and that unexpended balances from salary appropriations in the Ordinance of Estimates of 1926 in cases where vacancies now exist or occur during the fiscal year of 1926, may not be used for the purpose of creating new positions not appearing in the Ordinance of Estimates of 1926 or used for the purpose of increasing the amount of salary fixed for any position in said Ordinance.”

And in obedience to said resolution the appellant refused payment of the salary of the appellee at \$268 for said months and in lieu thereof tendered payment at \$248 for said months, as the salary of the principal of said school of which the appellee is the principal, which tenders he refused to accept.

The petition further alleges that thereupon the appellee consulted counsel, who advised him that, under the Charter of the City of Baltimore, the School Board only, and not the Board of Estimates or the City Council, had the power to determine and fix the appellee's salary, and that having fixed it at \$2,680, payable in ten equal monthly installments on the last day of each month, the appellee was entitled to payment by the City of Balti-

more through the appellant's office, of the said installments of \$268 each, for the months of January and February. The petition further alleges that the appellee, desiring not to take any action which might embarrass the School Board, thereupon addressed the following letter to the School Board:

“Baltimore, Md., February 10, 1926.

To the Board of School Commissioners,
Administration Building,
Madison & Lafayette Avenues,
Baltimore, Maryland.

Gentlemen:

The Secretary of your Board has advised me informally that the Director of the Central Payroll Bureau had refused to issue a check to me for my January salary, amounting to \$268, the amount fixed by the recent action of your Board. I am greatly disappointed at not receiving this sum as the compensation authorized by your Board is only about \$20 a month more than I had been receiving in a smaller school when our school occupied the old building. As is well known to your Board, my compensation as principal of the old Westport School was at the rate of \$2,480.00 per annum at a time when my school consisted of thirteen classes, and approximately 450 children. Since then our School has taken possession of the new building and has absorbed a large part of the Lakeland School, so that I have charge of nineteen classes, containing approximately 675 children, and in which my duties have been substantially increased, not only because of the large increase in the number of classes and students and the varied activities incident to the full operation of the new building, but where I am responsible for the operation of a valuable school plant which has cost the City of Baltimore about

\$650,000 and in which the number of employes, other than teachers, is substantially larger than in the old quarters.

Feeling that the small increase in salary (\$200 per year) is amply justified and that your judgment in the matter should really govern and not be subject to a rescission by the Board of Estimates, I am prepared to question the authority of the Board of Estimates over the School Board in this particular by appropriate action at law. Before undertaking the matter, however, I should like to know that such action on my part will not be regarded as insubordinate and that your body has no objection to my testing the question in such way as may be advised by my counsel.

In view of the fact that I am receiving no salary whatsoever pending the determination of the question, may I ask that my letter be given a prompt reply.

Very respectfully yours,

(Signed) CLAY T. JOYCE."

And received the following reply thereto:

"Baltimore, Md., February 10, 1926.

Mr. Clay T. Joyce,
Principal of New Westport School No. 225,
Baltimore, Md.

Dear Mr. Joyce:

Your letter of February 10th, addressed to the Board of School Commissioners has been duly received. The Board has directed me to say that it is in entire sympathy with your effort to have determined once for all whether the Board of Estimates has the right to interfere with the School Board on individual salary questions. The Board is of the opinion that in the nature of things, it is far better

informed as to the propriety of an increase in the salary of the individual teacher and that its judgment in such instance should prevail.

After you had taken possession of the new plant at Westport with its greatly enlarged facilities, your application for increased compensation in accordance with the schedule adopted by the Board several years ago and found in the book of Rules of the Board of School Commissioners, Article XXVI, page 198, for basing the pay of school principals was carefully considered by the Committee on Rules, to which is committed hearings on salary questions. The number of rooms which you now have entitled you to be paid as a Class III principal instead of Class IV principal, that is to say, your pay would be increased from \$2,480.00 to \$2,680.00 per annum.

You are therefore formally advised by the Board of School Commissioners that it has no objection whatsoever to your suggestion that you employ counsel and have your rights passed upon by the Courts.

The Board would welcome a judicial determination of its powers as to fixing salaries of teachers, and we believe that you will be rendering a public service by having the question settled.

Very truly yours,

(Signed) ISAAC S. FIELD,

President Board of School Commissioners."

That the appellee then made formal demand upon the appellant for the payment of his salary for the months of January and February at \$268 each, and payment was refused. The petition further alleges that as fixed by the School Board for the year 1926, the salaries of all officers, teachers, secretaries, clerks, and employees

do not exceed in the aggregate the amount appropriated to the School Board for salaries in the said Ordinance of Estimates, and that payment to the appellee of the salary for him, fixed by the School Board, will not cause the salaries, fixed by said Board, to exceed in the aggregate the amount appropriated by said ordinance.

The petition further alleges that the question involved in the appellee's claim to said salary at the increased rate involves the relative powers of the School Board and the Board of Estimates and the City Council, under the Charter of the City. That the purpose and effect of the provision of the Charter, authorizing the School Board to fix salaries of teachers, is to give the School Board absolute and exclusive power to fix the same, provided the aggregate amount of the salaries fixed shall not exceed the amount appropriated by ordinance, and that the possession of such power by the School Board is essential to controlling the educational policies of the school system (Record, pp. 6 to 11).

The appellant filed to said petition a voluminous answer and exhibits, in which, in the first six paragraphs thereof, all the facts alleged in the petition are admitted, and in the seventh to the fourteenth and concluding paragraph inclusive of said answer the only defense offered to the petition is set up. In the seventh paragraph is given a list of the members of the Charter Commission which prepared the Charter of the City enacted into law by the Act of 1898, C. 123, of the General Assembly, and a quotation from the Commission's report to the General Assembly; and a sketchy statement of the powers of the Board of Estimates in regard to control of appropriations; and reference is therein made to five exhibits filed

with said answer, consisting of forms prescribed by the Board of Estimates, to be used by the various departments and boards of the City Government, in reporting to the Board of Estimates their estimates of the amounts of money estimated by them to be required to conduct their business during the ensuing year.

The eighth paragraph of said answer consists of an argument and opinion of the counsel of the appellant, that the intention of the City Charter Commission and the General Assembly was to establish, for the City a Budget System, controlling the appropriation and expenditures of each department, sub-department officer, commission and board.

The ninth paragraph states that at the close of the year 1924 there were unexpended balances of the appropriations for that year to the School Board for salaries, aggregating \$145,810.20; and that, at the close of 1925, there were unexpended balances of the appropriations to said board for salaries, aggregating \$175,024.81; and that estimates, based on the salary expenditures of the School Board in January and February and March, 1926, indicate the possibility of unexpended balances at the end of the fiscal year 1926 of \$250,000 to \$500,000; and it is alleged that any attempt by the School Board to divert unexpended balances of appropriations to the different positions appearing in the departmental estimates, for the purpose of creating other positions not allowed in such estimates, or in the Ordinance of Estimates; or to increase the compensation attached to existing position, is prohibited by Section 36 of said Charter.

The tenth paragraph of said answer states that the

total school budget in 1917 was \$2,322,810.69, since which time it has increased year by year, until the Ordinance of Estimates shows a total appropriation to the School Board for 1926 of \$8,097,331.50, not including large sums appropriated annually for repairs to school buildings, or the enormous expenditures made out of the loan funds for the construction of new school buildings. It further states that the total salary appropriation increased during the same period from \$1,973,710 to \$6,816,431.50 and a statement of said appropriations year by year since 1917 is filed as an exhibit. It is then stated that in 1924, the Central Pay Roll Bureau was established to check and audit and arrange for payment of salaries and wages of employees of the City Government and what the former practice was in paying salaries, and that when the Central Pay Roll Bureau took over the work of paying salaries, it was discovered that the School Board was paying many salaries not in accordance with the appropriations contained in the departmental estimates or the Ordinance of Estimates, and that it was impossible for the appellant and the Central Pay Roll Bureau to keep adequate and complete accounts with respect to the payment of salary appropriations made to the School Board. But said paragraph does not specify any particulars of said alleged improper payment of salaries by the School Board. And said paragraph further alleges that the School Board on October 15, 1925, requested the City Solicitor to give it a written opinion defining its powers to fix salaries, and that he rendered said opinion advising said Board that it was bound by the *items* appearing in the departmental estimates, and a copy of said opinion, consisting of 21 pages of closely written typewritten matter, was filed as an exhibit to be taken as part of said answer.

In the eleventh paragraph of said answer it is alleged that in giving consideration to the various requests for appropriations for the year 1926, many serious problems, arising from the necessities of a growing community and the necessity to lighten taxation, were presented, and that it was determined that no increase in the salary of any officer or employee of the City should be made, and that although appropriations to the School Board were increased to enable it to meet the necessity of creating new positions and for other purposes of immediate importance, all salary increases requested by said Board were eliminated as was done with respect to similar requests from other departments; and that, notwithstanding this, the School Board increased the salary of the appellee and four other teachers, and that said Board did not assign said five teachers to existing positions paying new rates of salary, but undertook to increase the appropriations made for the positions then occupied; and that two members of the School Board voted against the increase; that the Board of Estimates and the Mayor and City Council, not having provided salaries at increased amounts for the positions occupied by the teachers whose salaries were increased as aforesaid, the appellant was only authorized to pay the sums fixed by the School Board not exceeding the appropriation for *each* position and that payment of the increased amounts from January 1st would involve an unlawful diversion from other appropriations to the extent of the increase.

The twelfth paragraph alleges that the enormous growth in the school and other departments of the City Government renders increasingly important the strictest supervision by the financial department over expendi-

tures, and that the adoption by ordinance of a pension system has created new duties with respect to keeping complete information of compensation paid each employee of the City Government, and the appellant avers that if the School Board is allowed to ignore the *items* of salary appropriations in the Ordinance of Estimates it will be difficult if not impossible for the Board of Estimates to make proper calculations of amounts to be appropriated and give intelligent consideration to requests for increases in salaries and positions, and for the Board of Estimates to calculate the amounts to be appropriated for the pension systems; and a copy of the pension ordinance is filed with said Answer.

The thirteenth and fourteenth paragraphs of said answer are entirely an argument against allowing the School Board to fix the salaries of the teachers.

The appellee, adopting the practice approved in *Jackson vs. Hopkins*, 113 Md. 557, 560, demurred to the first six paragraphs of the answer and to so much of the seventh as was not embraced in the motion next mentioned, and filed said motion to strike out, (a) all of the seventh paragraph beginning with the words "This section requires the Board of Estimates annually to make out three lists," etc., and ending with the end of the paragraph, because the same was an incomplete statement of the provisions of the Charter which speaks for itself; and (b) all the five exhibits filed and referred to in the seventh paragraph because unnecessary and irrelevant to the legal question involved in the suit, and (c) to all of paragraphs 8, 9, 10, 11, 12, 13 and 14 because the same consisted of irrelevant matter, not pertinent to the legal question presented, and of argument; and because the

same unnecessarily and unreasonably swelled the Record and tended to confuse the issue. (Record, p. 61.)

The appellant then moved and obtained leave to amend his answer by adding paragraph 8½ alleging that the first 222 sections of the City Charter (Chapter 123 of the Acts of 1898) with all amendments thereto and certain additional sections, not important to be stated, were submitted to and adopted by the qualified voters of Baltimore City at an election held in November, 1918, as a Charter of the City under the provisions of Art. XIA of the Constitution of Maryland and that since then, all acts of the Mayor and City Council of Baltimore have been performed under and by virtue of the authority conferred by the General Assembly pursuant to the provisions of said Article. (Record, p. 22.)

The Court overruled said motion to strike out, and the appellee then demurred to the whole answer and each paragraph thereof. (Record, p. 63.)

After full argument, the Court sustained the demurrer and ordered the issue of the mandamus prayed for (Record, p. 63); and thereupon the respondent (appellant) appealed to this Court (Record, p. 64).

IT WILL THUS BE SEEN THAT THIS CASE INVOLVES NOT MERELY THE QUESTION WHETHER OR NOT THE APPELLEE IS ENTITLED TO TWENTY DOLLARS MORE, PER MONTH, SALARY, AND INDIRECTLY THE RIGHT OF AT LEAST FOUR OTHER TEACHERS TO INCREASES VOTED THEM BY THE SCHOOL BOARD; BUT—MORE IMPORTANT THAN ALL—IT INVOLVES THE RELATIVE POWERS OF THE SCHOOL BOARD, ON THE ONE HAND, AND OF THE BOARD OF ESTIMATES AND THE CITY COUNCIL ON THE OTHER, WITH RESPECT TO THE DETERMINATION OF WHAT THE SALARIES OF THE PUBLIC SCHOOL TEACHERS SHALL BE.

HISTORY.

In the Code of Public General Laws of 1860, there is no provision in regard to public education, and the only provisions in the article (Article 4) of the Public Local Laws of 1860 relating to Baltimore City on the subject of education is this:

“Section 827. The Mayor and City Council of Baltimore shall have power to establish public schools within said City and levy and collect such taxes for the support thereof as may be necessary; provided said taxes be not levied upon any property by law exempt from taxation.”

and then a provision that the Treasurer of Maryland shall annually pay to the Mayor and City Council of Baltimore such portion of the school fund of the State as said City may be entitled to; and further provision for the appropriation of funds of persons, dying intestate without heirs, for the use of the schools.

The next legislation was the Act of 1868, c. 407, entitled

“An Act to add a new article to the Code of Public General Laws, to be entitled ‘Public Education,’ providing a general system of free public schools for the State of Maryland and to repeal all laws inconsistent therewith.”

This act is divided into ten chapters each of a number of sections dealing with different subjects. Section 2 of Chapter VII, relates to Baltimore City and authorizes the Board of Commissioners of Public Schools of Baltimore City:

“to examine, appoint and remove teachers, prescribe their qualifications, fix salaries, and select text books for the schools of said City.”

This act was repealed and re-enacted with amendments by the Act of 1870, Chapter 311, which also repealed all laws inconsistent with said act of 1870. It introduced the words "subject to the approval of the Mayor and City Council" after the words "fix salaries" in the above quotation from the Act of 1868.

Next came the Act of 1872, Chapter 377, which repealed and re-enacted with amendments the Act of 1870, Chapter 311, and all laws inconsistent therewith. This act contained the same provision for fixing salaries as the Act of 1870. Then came the Act of 1888, Chapter 98, which also left the provision for fixing salaries (Section 26) the same as in the Acts of 1870 and 1872, and the provision of this act in regard to fixing salaries is codified in the Code of P. G. L. of 1888 in Article 77, Section 89, as it appears in the Act of 1872, Chapter 377.

The provisions of the Act of 1872, relating to this subject, were codified also in Article 44 of the Code of Public Local Laws of Maryland of 1888, and thus stood until the passage of the Act of 1898, Chapter 123, which became the Charter of Baltimore City.

Curiously enough, the ordinances of the Mayor and City Council of Baltimore contained in the Baltimore City Codes of 1879 and 1892 (the only Codes prior to that of 1906) relating to the powers of the School Board, purport to authorize the School Board to fix the salaries of teachers, without any such proviso as that introduced by the Act of 1870, making their action in fixing salaries subject to the approval of the Mayor and City Council, *thus reflecting the views of the citizens of Baltimore in regard to where the authority to fix the salaries of teachers should be vested.*

The sections relating to schools in the City of Baltimore, carried into the Code of P. G. L. of 1888 from the Act of 1872, are printed in Bagby's Annotated Code (1924), and appear as Sections 188-191; and Section 189 contains the same provision for fixing the salaries of teachers as the Act of 1872; but in 1898 the Charter of Baltimore City, prepared by the Charter Commission, was adopted and passed by the General Assembly as Chapter 123 of the Acts of that year, and in its first section, Article 4 of the Code of P. L. L. was entirely repealed. The repealing and re-enacting part of said section read as follows:

“Section 1. Be it enacted by the General Assembly of Maryland that Article 4, entitled ‘City of Baltimore,’ of the Code of Public Local Laws of Maryland, and the several acts and parts of acts amendatory thereof, be and the same are hereby repealed, and said Article 4 is hereby re-enacted with amendments, under two sub-titles, to be known as ‘Charter’ and ‘Miscellaneous Local Laws’ so as to read as follows.”

But, without an express repeal, the revision given the whole subject by the Act of 1898 would operate a repeal by implication.

State vs. Gambrill, 115 Md. 506, 512.

The only provision therefore new existing on the subject of fixing the salaries of teachers in the public schools of Baltimore City is the provision contained in the Charter of Baltimore City, to which reference will hereafter be made.

THE QUESTION AND CONTENTIONS OF THE PARTIES.

The question is, where, under the Charter of Baltimore City, is the power to fix the salaries of the teachers in the public schools vested?

Who has the power to determine what those salaries shall be?

CONTENTION OF THE APPELLANT.

On behalf of the appellant it is contended that the Board of Estimates and the City Council have that power, because, it is claimed, the Board of Estimates has the power to designate in the Ordinance of Estimates the specific amount payable, as salary, for *each teaching position*, and that thus the Board of Estimates had the power to specify in said Ordinance the amount of salary for the position of principal of the Westport Public School, occupied by the appellee; and that the City Council has the power to cut down, but not to increase the amount so specified, and that when the ordinance is passed by the City Council, the amount specified therein for each teaching position is finally fixed and cannot be altered by the School Board; though the School Board may pay less than the amount so fixed; and that the School Board cannot increase the salary of any teacher, occupying a teaching position, for which a salary is specified in said ordinance, above the amount specified for said position, although it may have adequate funds in hand to do so (from lapses of salaries caused by deaths, resignations, suspensions of positions or otherwise), without exceeding the total amounts appropriated in the Ordinance for salaries of teachers.

CONTENTION OF THE APPELLEE.

The contention of the appellee is that the Charter of Baltimore City gives the School Board specific power, in unmistakable terms, to fix the salaries of the teachers in the public schools, provided the aggregate amount of salaries fixed by it shall not exceed the amount appropriated by ordinance; and that this power is absolute and exclusive; that under it the School Board has the power to fix the salaries of the teachers at such amounts as, in its sole and uncontrolled judgment, it deems necessary to the efficiency of the teaching force, having regard to the individual qualifications, teaching ability and fitness of the teachers, and to every other consideration which may have a proper bearing upon their value as teachers; and that the only power the Board of Estimates and the City Council have is to fix by ordinance the total amount the School Board may spend in paying salaries.

THE SCHOOL BOARD.

In their report to the General Assembly, submitting to it the proposed Charter, which, by the Act of 1898, C. 123, was enacted into law, the Charter Commission, consisting of the following well known, able, experienced and eminent men, one of whom was the president of a great university, one a former Mayor of the City, Governor of the State and United States Senator, several eminent lawyers, another a former Mayor of the City, one Mayor of the City at that time, one of them afterwards a Judge of the Court of Appeals of Maryland, one afterwards a Judge of the Supreme Bench of Baltimore City, viz:

William Pinkney White, Chairman;
Ferdinand C. Latrobe,

Daniel C. Gilman,
 Samuel D. Shoemaker,
 George R. Gaither, Jr.,
 Thomas Ireland Elliott,
 Thomas G. Hayes,
 Lewis Putzel,

stated that:

“The provisions of the proposed Charter relating to the public school system have been framed after careful consideration and research respecting the systems in force in various cities of importance * * * The endeavor has been made to secure three things.”

* * * * *

one of which was

“oversight of the schools by a Board of School Commissioners, so selected as to ensure conservative administration and full responsibility.”

And they provided in the Charter, Section 99, that:

“The members of said Board shall be residents of the City of Baltimore for at least one year, citizens of the State of Maryland for at least five years prior to their appointment. The members of said Board shall be chosen by the Mayor, from among those he deems *most capable of promoting the interest of public education by reason of their intelligence, character, education or business habits. In the selection of members of said Board, and in their action in the administration of the public schools, ecclesiastical and party ties shall not be regarded, so that the public schools may be entirely out of the field of political and religious differences and controversies.*”

To that Board, the Charter committed the entire management of the School System, specifying its powers and duties in Section 99 and in numerous sections of the Charter following Section 99. In *Thomas vs. Field*, 143 Md. 128, this Court had before it a case (which will later herein be more fully referred to) in which it had occasion to speak of the type of that Board and its fitness for the management of school affairs and said (pp. 137-8), speaking through Judge Offutt:

“The people of Baltimore have, in their Charter, provided with the most meticulous care for the selection of a School Board entirely free from sectarian, ecclesiastical or political influence or prejudices, composed of citizens of the City held in the highest esteem for their character, intelligence and learning; and to that Board they have committed the management of the schools. The Board thus selected is furnished with such assistance and devices as are necessary to acquire a comprehensive and detailed knowledge of the needs of the Public School System of Baltimore City, its resources and obligations. Because they have at hand information relevant to the various administrative matters which come before them, and because of their knowledge and experience in the special work of the Board, the members of the School Board are better able to deal intelligently with such matters as come before it and dispose of them, to the best interests of the municipality and the patrons of the schools, than would any other officials not possessing similar information, knowledge and experience. Or, to state it another way, the School Board, because of its special facilities, is naturally in a better position to deal intelligently with school matters than any other agency not having those or like advantages” (pp. 137-8).

Having thrown around the selection of the School

Board all the safeguards possible, in order to ensure the selection of a non-partisan board, composed of men of experience, education, intelligence and high character, and having put into their charge the responsible management of the schools, where did the Legislature lodge the power to determine what the salaries of the teachers should be? Where would one expect to find it lodged? The General Assembly lodged it exactly where any one would expect to find it lodged—in the School Board.

Section 99 declares:

“The salary of all officers, *teachers*, secretaries, clerks and employees shall be fixed by said Board, not to exceed in the aggregate the amount appropriated by Ordinance.”

That power is absolute and exclusive and subject to but one qualification; that the aggregate of all the salaries fixed shall not exceed the amount appropriated by ordinance. No language could be plainer or more explicit than that in which the power is conferred. It was clear to the Charter Commission, as it must be to any one, that the power to fix salaries of teachers is of the highest importance to the body of men in charge of the schools, because, let the qualifications of teachers for their calling be ever so high, they are but human, and their enthusiasm for their work and their efficiency and ability to pass their enthusiasm and learning down to the scholars, depends, in a large measure, upon their feeling that they are justly treated as regards compensation, and their compensation must be proportionate to their deserts as shown by the results of their work.

What authority can be in so good a position to judge of their qualifications and fitness and the loyalty and

efficiency with which they are discharging their duties as that body of men which, at all times, has its finger upon the pulse of the school system?

The location in the School Board of the power to fix the salaries of the teachers in the public schools harmonizes both with what the citizens of Baltimore deemed to be the proper place to locate it, as evinced by the ordinances of the Mayor and City Council of Baltimore on that subject, hereinbefore referred to, printed in the Baltimore City Codes of 1879 and 1892, and with the policy of the State with respect to the general public school system in the counties, as manifested in the Article on Public Education in the Code of P. G. L.

In the old Code of 1888, Art. 77, Sec. 57, it is expressly provided that the salaries of teachers shall be fixed by the Boards of School Commissioners of the Counties, and in Bagby's Annotated Code of P. G. L. (1924), Art. 77, Sec. 52, p. 2455, it is provided that the County Boards of Education (corresponding to the Board of School Commissioners of Baltimore City) shall fix the salaries of the teachers in the county public schools, subject to the provisions of Chapter 8 of said Article.

The qualification "subject to the provisions of Chapter 8" is somewhat confusing at first blush, when the provisions of that Chapter are looked at, unless they are considered in connection with certain other provisions, and it is necessary here to digress for a moment, in order to explain them.

Chapter 8, Section 90, p. 2470 provides that no teacher in a public school shall receive a salary *less than* the

sum specified in that section for a teacher of his or her grade, and the County Commissioners of each county are required "to levy sufficient funds to meet the scale of salaries provided for *in this section.*"

In other words, the counties are required to provide sufficient funds to cover those minimum amounts. But the County Boards of Education are empowered to fix the amounts of the salaries the teachers are to receive, and the specification of the minimum amounts, and the direction that the counties shall raise by taxation enough to cover them, do not destroy or impair that power. They only prevent the County Boards of Education from fixing salaries at *less than* the minimum amounts specified. The amounts which the Counties are required to provide are not the only funds available to the County Boards of Education. Section 204, of Art. 77 establishes a "General State School Fund" to aid in the support of public schools, and Section 205 directs that a State tax of fifteen cents per hundred dollars of value shall be levied throughout the State on all taxable property for the support of free public schools, to be distributed by the State Treasurer to the Board of School Commissioners of the City of Baltimore and the several counties; and the manner in which the amount of the State funds the County Boards of Education are to receive is ascertained and set forth in Sections 207-209 (pp. 2510-11) and in Section 209, the State Treasurer is required to pay to the treasurers of the County Boards of Education the amount they are entitled to receive. Thus the County Boards of Education obtain from two sources—the county levies and the State Treasury—the funds with which to pay such salaries as they may see fit to fix.

THE POINTS OF THE APPELLANT.

The appellant relies, for his position, entirely upon the provisions of Sections 36 to 40 of the Charter, wherein the powers of the Board of Estimates and the City Council with reference to appropriations are defined. We will not attempt to state the provisions of any of these sections, but merely the obvious effect of them.

Section 36 makes the Board of Estimates the watchdog of the City Treasury. It requires that Board, every year, to make a survey of the needs of the various departments of the City Government, in money, to carry on during the next ensuing year, as estimated by those departments; and to scrutinize their estimates; compare them with the City's income from all sources, and decide what amount of expenditures the City Treasury can afford to stand, and how far the Board will back those estimates. When the Board of Estimates has made that decision, it is required to prepare an ordinance called the Ordinance of Estimates, containing the appropriations which it is prepared to recommend to the City Council, and to submit the ordinance to the City Council for its passage.

In order that the Board of Estimates may be in a position to make the survey, and to form its own opinion of the relative importance of the claims of the various departments for funds, each department is required to submit to it, in great particularity and detail, its own estimate of its requirements, including a statement of the salaries of all employees; and before the Board prepares the Ordinance of Estimates, it is required to prepare three lists, one of which, called the "Departmental Estimates," is the list of the amounts *estimated by the Board*

of *Estimates* to be required to pay the expenses of conducting the public business for the next ensuing year; and the amounts intended to cover the salaries of employees of the various departments are, of course, included in this list. When the three lists have been prepared, then the Ordinance of Estimates is prepared. When the Ordinance reaches the City Council it is required to consider and investigate the estimates contained in the Ordinance, and the City Council has the power to *reduce* the amounts fixed by the Board of Estimates, but *cannot increase them nor insert new items*, and when the Ordinance has been passed and signed by the Mayor, the sums stated in it are to be deemed appropriated, after the beginning of the next fiscal year, for the several purposes named therein, and cannot be diverted to any other use.

It is under these provisions that the appellant claims the Board of Estimates and the City Council have the power to definitely and conclusively fix the salaries for every teaching position which, of course, is the same thing as claiming the right to fix the salaries of the teachers. This was suggested by us in the Court below; but the counsel for the appellant shied at it and insisted that fixing the salaries of positions was not the same thing as fixing the salaries of the individuals occupying them. It occurs to us that whatever difference there is, is the difference between tweedle dum and tweedle dee. Manifestly, if the Board of Estimates and City Council can fix what shall be the salary for each teaching position, the power given the School Board in Section 99 is nothing but a gesture.

The main reliance of the counsel of the appellant for

his contention was the provisions of Section 36, which require the several departments of the City Government to submit to the Board of Estimates, in great detail, their estimates of the amount of money they respectively will require to run their departments, including, in the details submitted, a statement of the salaries of officers, clerks, deputies, assistants, employees and subordinates. For, said he, why should the section require the School Board to submit to the Board of Estimates a statement of each of the salaries of its teachers, unless it was for the purpose of enabling the Board of Estimates to fix the salaries of each teaching position? It may be worthy of note that if the language of the section, in regard to the statements of salaries, is to be taken exactly as it is written, it does not say that each department shall submit a statement of *each* of the salaries. It says:

“including a statement of *each* of the salaries of the members of the City Council and *its* officers and clerks,”

but, in regard to the statements to be furnished by the various *departments*, the words are

“And the salaries of the deputies, assistants, clerks, employees and subordinates in each department, sub-department, municipal office or special commission or board”

omitting the word “*each*”; and when it is remembered that the power to fix the salaries of the teachers is expressly given to the School Board in Section 99, and similar power is given in other sections to the other departments of the City Government, it may well be that the statement of salaries which Section 36 requires of them is merely the totals.

Under the appellant's contention, the School Board could not raise the salary of the appellee a single dollar to keep his services, if, for example, some business house, learning that he had unusual business capacity, should come along and invite him to go into its service and offer him a higher salary than the Board of Estimates specified for his position in the Ordinance of Estimates. Nor could the School Board raise the salary of a single teacher above the amount specified in said Ordinance for his or her teaching position, no matter how important it might be, in the judgment of the School Board, to do so, in order to be just or maintain the efficiency of the teaching staff.

In his opinion, rendered last October to the School Board, the City Sollicitor took the position that the Board of Estimates and City Council had the power to specify in the Ordinance of Estimates the salary for each teaching position, and that the amounts, so fixed, were in each case, merely a maximum limit, and did not infringe upon the power of the School Board, because, he said, it could fix the salaries at any figure it saw fit *less than* such maximum limit. Such a power claimed for the Board of Estimates and City Council would be plainly repugnant to the power given the School Board in Section 99.

Section 99 says that—

“The salary of all officers, teachers, secretaries, clerks and employees *shall be* fixed by said Board”
* * *

Could any language be plainer than that?

If there had been added the words “without any control or interference from the Board of Estimates and

City Council" it would not have been made plainer than it is without them, that no such control or interference is permitted.

But there is a qualification to the power given, and it is expressed by the words "not to exceed *in the aggregate* the amount appropriated by ordinance." The only qualification of the power which the Charter, therefore, makes is that the *aggregate*—the sum total— of the salaries it fixes shall not exceed the appropriation for salaries. The section contemplates that there shall be one appropriation of a single sum as the City's allowance to the School Board for the payment of salaries, and that that single sum shall be the only limit to its power to fix salaries. What those salaries shall be, the Charter leaves to the judgment of the School Board. The City Solicitor's view would scrap the words "in the aggregate," and substitute, for the limitation the Charter sets up, another for which there is no warrant in the language of the Charter.

In *Cearfoss vs. State*, 42 Md. 403, at p. 407, this Court said:

"Statutes should be interpreted according to the most natural and obvious import of their language, *without resorting to subtle and forced construction* for the purpose of either limiting or extending the operation * * *"

And in *B. & O. R. R. vs. Waters*, 105 Md. 405, this Court, quoting from Judge Legrand's opinion, in *Alexander vs. Worthington*, 5 Md. 471, said:

" * * * We are not to be at liberty to *imagine* an intent, and bind the letter of the Act to that intent * * * with a view of making the letter express

an intent which the Statute in its native form does not evidence.' ”

And in *Agricultural College vs. Atkinson*, 102 Md. 561, this Court, speaking through Judge Burke, said:

“Beyond the words employed, if the meaning be plain and intelligible, neither officer nor Court is to go in search of legislative intent; but the Legislature must be understood to intend what is plainly expressed, and nothing then remains but to give the intent effect.”

And in *Smith vs. State*, 66 Md. 217:

“Even when a Court is convinced that the Legislature really meant and intended something not expressed by the phraseology of the Act, it will not deem itself authorized to depart from the plain meaning of language which is free from ambiguity.”

A glance at Section 31 of the Charter will disclose that the Board of Estimates and the School Board are coordinate boards, each in a different department, and each supreme and independent of the other in the sphere assigned to it.

If there is any conflict between the powers given the Board of Estimates and City Council in Section 36, and the power given the School Board in Section 99, it is no half-way conflict. One or the other must give way. Which?

CONFLICTING PROVISIONS.

The provisions of Section 36 are *general* in character, to apply to many subjects, and if its language, standing alone and without reference to any other provision of the Charter is broad enough to authorize the Board of

Estimates and City Council to fix the salaries of teaching positions, then it is in direct conflict with the specific power given to the School Board in Section 99 to fix the salaries of the teachers. It cannot be supposed that the intelligent men who wrote the Charter intended to give the same power to two different bodies. Common sense dictates that, where there is one provision of a *general* nature, intended to cover a considerable number of subjects, and another is a *specific* provision with reference to one of those subjects, the subject dealt with by the specific provision should be deemed excepted from the general provision; and such is the law. The following are several statements of it from text-books:

“General and Particular Clauses: It is an old familiar rule that where there is in the same statute a particular intent and also a general one, which, in its most comprehensive sense would include what is embraced in the former, the particular enactment must be operative, and the general enactment must be taken to affect only such cases within its general language as are not within the provisions of the particular enactment.”

26 Am. and Eng. Encyc. of Law, pp. 618-9.

“Where there is an act or provision which is general and applicable, actually or potentially, to a multitude of subjects, and there is also another act or provision which is particular and applicable to one of these subjects and inconsistent with the general act, they are not necessarily so inconsistent that both cannot stand, though contained in the same act, or though the general law were an independent enactment. The general act would operate according to its terms on all the subjects embraced therein except the particular one which is the subject of the special act. That would be deemed an exception, unless the terms of the later general law manifested an inten-

tion to exclude the exception. If the general and special provisions are in the same act, or passed on the same day, in separate acts, or at the same session of the Legislature, the presumption is stronger that both were intended to operate.”

Southerland on Statutory Construction, Section 217, p. 286.

“Words expressive of a particular intent will be construed to make an exception, so that all parts of the act may have effect.”

Ibid, Section 216, p. 286.

To the same effect, Sedgwick on Statutory and Constitutional Law, p. 360. Illustrations of this principle are not wanting in Maryland.

In *Stockett vs. Bird*, 18 Md. 484, the facts were that Mrs. Bird died intestate and without issue, possessed of choses in action. Her husband’s administrator and her administrator both claimed them, the husband’s administrator, under the proviso of Section 2. of Article 45 of the Code of 1860, which provided that if a married woman should die intestate and without children her personal property should vest in her husband absolutely. Her administrator claimed under the proviso of Section 32 of Article 93, which provided that if the husband should not, in his lifetime, reduce his wife’s choses in action into possession they should devolve on her administrator.

These two provisos being in apparent conflict, the Court held that the second must be regarded as an *exception* out of the first, saying:

“In the argument of the case it was contended,

that under the second section of Article 45, of the Code, the choses in action in question, vested absolutely in Jacob W. Bird, the appellee's intestate, he having survived his wife. This construction of that provision entirely defeats the operation of the portion of the Act of 1798 referred to, and re-enacted in the 32nd section of Article 93. This view of these statutory provisions is erroneous. It is the duty of the Court to construe these apparently repugnant provisions so as to give them effect, and by applying a familiar rule of construction in such cases, we think there can be no difficulty in reaching that result. The provision contained in the second section of Article 45, is *general* in its terms, and by it, the personal property of the wife, dying intestate, is made to vest in the husband absolutely; yet, as the Legislature did, by the 32nd section of Article 93, provide for a case of a husband surviving his wife, she leaving choses in action, and these not reduced into possession, or judgments obtained on them by the husband, such legislative Act *creates an exception*, and the two provisions should be read together and construed in that relation. So considered, they must be construed upon the rule, '*that when a general intention is expressed in a statute, and the Act also expresses a particular intention, incompatible with the general intention, the particular intention is to be considered in the nature of an exception.*' *Dwarris on Statutes*, 765 * * * "

In *Riggin vs. Wyatt*, 139 Md. 476, this Court *applied* the principle, though, in its opinion it did not expressly refer to it. The facts were that the appellants filed a petition for mandamus to declare the election of Pierce, as a councilman of Crisfield, void. The lower Court dismissed the petition and an appeal was taken, but not within twenty days; and in the Court of Appeals the appellees moved to dismiss the appeal on that ground.

The appellants claimed that they had a right to appeal within two months, by virtue of Section 6 of Article 5 of the Code, which declares that

“All appeals * * * from any judgment or determination of a Court of law to the Court of Appeals, other than from decisions of questions arising under the insolvent law, and from decisions and determinations or rulings in cases of issues sent from the Orphans’ Court to a Court of law to be tried, shall be taken within two months from the date of such judgment or determination and not afterwards.”

And the appellants further claimed that the provision in Section 48 of Article 5

“And from every final judgment or order granting or refusing a peremptory mandamus in any case hereafter brought involving the title or right to a public office, either party shall have a right to appeal within twenty days * * * ”

merely gave a privilege in such cases, *but did not limit to twenty days the right to appeal, because that right was secured to them for two months by Section 6 of Article 5.*

The Court, however (these two provisions being in obvious conflict), treated the provision in Section 48 as an exception from Section 6, and held that Section 48 settled the time within which the appeal could be taken.

In *Alexander vs. Workington*, 5 Md. 471, 485, the same principle was expressed in the following language:

“The construction is to be on the entire statute, and where one part is susceptible, indifferently, of two constructions, and the language of another part

is clear and definite and is consistent with one of the two constructions of which the former part of the statute is susceptible, and is opposed to the other construction, then we are to adopt that construction which will render all clauses of the statute harmonious, rather than that other construction which will make one part contradictory to the other." (P. 485.)

BALTIMORE CITY VS. GORTER, 93 MD. 1.

The appellant considers that this case disposes of the contention of the appellees. The Court reviewed the provisions of Sections 36-40 of the Charter of Baltimore City and used general language which the appellant endeavored to turn to his account. *But the case was a totally different one from the case now at Bar. It involved no question concerning the powers of the School Board, nor any power given in the Charter in conflict with the powers conferred on the Board of Estimates.*

The facts were these:

The Ordinance of Estimates sent to the City Council provided for new improvements as follows (p. 15):

“Purchase of lots, with the approval of the Mayor, City Comptroller and President of the School Board, erecting buildings, enlargement of existing buildings for school purposes..... \$190,000

New pavements:

Carey St. from Lexington to Columbia Ave.—Belgian blocks..... 44,000”

and then numerous other similar appropriations (except as to amounts) for paving other streets.

The City Council, instead of passing the Ordinance as

submitted, substituted in it, for the appropriations it contained when sent to it, the following:

“In lieu of the first appropriation ‘\$190,000 for erecting buildings, &c., for school purposes,’ ‘amount to be appropriated by the City Council for new improvements, to be constructed by the Inspector of Buildings for the Board of School Commissioners during the fiscal year 1901’..... \$190,000

“In lieu of the several items for new pavements:

Amount to be appropriated by the City Council for new improvements to be constructed by the City Engineer during the year 1901..... \$180,000”

These substitutions made by the City Council were in flagrant disregard of the provisions of Section 36 of the Charter, and in the very teeth of the prohibition to the City Council against the introduction of new items.

It is submitted that that case and what this Court said in its opinion have no application to the present controversy. But there is a case directly bearing upon and conclusive of it.

THOMAS VS. FIELD, 143 MD. 128.

The facts of this case were these:

There had been in Batlimore, for years, an agitation for equalization of the pay of school teachers on the basis of equal pay for equal work, without distinction of sex or color. As a result of it, there was included in the Ordinance of Estimates for 1922 the following:

“Allowance of fund to the Board of School Commissioners, to be used in their discretion solely for the purpose of equalizing salaries of secondary teachers on the basis of equal pay for equal work, without distinction to sex or color (p. 129)..... \$40,525.80”

The School Board refused to apply this fund as specified or to use it at all. Thereupon, certain taxpayers filed a petition for a mandamus to compel them to use it as specified, on the theory that the appropriation was *mandatory to the extent of requiring the School Board to apply the fund to the objects specified*, and discretionary as to the manner in which they should apply it.

The School Board declined to use the fund at all, because in its judgment, the amount was totally inadequate (p. 132).

The trial Court refused the writ of mandamus and this Court affirmed its action.

On reference to the Record, p. 5, in that case, it will be found that the appellants alleged in their petition that the appropriation was *mandatory*, so far as expending it or not was concerned, and *required* the School Board to expend it; and that the only discretion allowed the Board was to determine the proportions in which it should be applied; and the appellants, in their brief, p. 7, made the same contention, and that the City Council had the power, by ordinance, to override the authority given to the School Board in Section 99 of the Charter, and, pp. 16-29, *relied upon the case of Mayor & City Council vs. Gorter, 93 Md. 1, as an absolutely conclusive authority in their favor. So confident were they of this*

that they printed almost the entire opinion in their brief. The appellees, in their brief, pointed out that the power of the School Board, in regard to salaries, could not be controlled by the Board of Estimates or City Council, and at p. 28 quoted an opinion on the subject, rendered by Mr. Bruce, when he was City Solicitor.

The question, which came from the Comptroller, was whether the School Board could apply \$78,000 appropriated in the Ordinance of Estimates for 1906 "for increase of salaries in the Elementary Schools" could be used otherwise than for the benefit of *all* teachers in said schools.

The question was prompted by the fact that the School Board proposed to withhold it from 190 teachers in said schools and use it solely for increases of the salaries of 591 of the teachers in said schools.

Mr. Bruce quoted the power given the School Board in Section 99, and said that the action the School Board proposed to take was within their authority, and added:

*"As we have seen, the sum of \$78,000 was appropriated absolutely and unconditionally * * * Indeed, as the power of fixing the compensation of teachers is, under the Charter, vested in the Board absolutely, the appropriation could not have been made in any other form."*

Mr. Marchant, as *City Solicitor*, represented the School Board in the case of Thomas vs. Field, and as he was citing Mr. Bruce's opinion in favor of the contention of the appellees (the School Board), his opinion was, of course, the same, as to the powers of the School Board,

as Mr. Bruce's; and it is evident that the contention of the appellant in the case at Bar is a novel one.

The extent of the power given the School Board in Section 99 in regard to fixing salaries, and whether it was exclusive or whether the Board of Estimates and City Council could control it, was, therefore, brought directly in issue, was thoroughly argued, and was dealt with by this Court as a point in issue; although this Court disagreed with the appellants as to the *construction* of the language of the appropriation, and said that in its judgment the discretion referred to in the appropriation was intended to be a discretion to apply the fund or not, as the School Board saw fit.

This Court, in its opinion, discussed the powers given to the Board of Estimates and City Council, and the School Board and all the arguments of the appellants, and said (p. 139, middle):

“But nowhere in the enumeration of powers conferred upon the Mayor and City Council, or upon the Board of Estimates, can we find any intention to clothe either of these departments with the powers, or impose upon them the duties belonging to the other departments of the City Government” &c.

And again (p. 136) (*italics are ours*):

“If the provision of the ordinance of estimates appropriating \$40,525.80 for the equalization of the salaries of secondary teachers in the City of Baltimore, which will be referred to as the ‘equalization provision’ *means* that the School Board *must* add that amount to the salaries of the teachers in the secondary schools, it is in irreconcilable *conflict with section 99 of the Charter, which gives the School*

*Board power to fix the salaries of all teachers in Baltimore City without any limitation whatever, except that the aggregate of all the salaries so allowed must not exceed the appropriation * * **

And again (pp. 139-40) (italics are ours):

“ * * * we cannot agree with the contention so forcibly presented by the counsel of the appellants, that the language of the ‘equalization provision’ indicates clearly and unequivocally an intention to *require* the School Board to expend the fund appropriated for equalization of salaries, leaving them only the right to pass upon the manner of its apportionment, and in our opinion, it was intended to leave the question, as to whether it should or should not be used, in their discretion. Any other construction would necessarily make the provision conflict with that provision of the Charter which authorizes the School Board to fix the salaries of the teachers in the City Schools; for until it is amended, under the Charter *that power undoubtedly rests with them and not with the City Council or the Board of Estimates*. It is true the Board of Estimates can and does determine the *aggregate amount* to be allowed for teachers’ salaries; *but that is a very different power from one which would authorize them to say what salary each teacher or any particular class of teachers should receive.*”

It was impossible for the Court to have so expressed itself, if the Board of Estimates and City Council possessed the power claimed for them in the case at Bar.

What this Court said in *Thomas vs. Field*, on the subject of the power of the School Board to fix salaries, was not *obiter*.

In *Carstairs vs. Cochran*, 95 Md. 488, at 499-500, it was contended that something the Court had said in the case of *Monticello Co. vs. Baltimore City*, 90 Md. 416, which was not essential to the disposition the Court made of the *Carstairs* case, was an *obiter dictum*, and therefore was not decisive of the issue involved in the *Carstairs* case. To that this Court said:

“We cannot agree that the expression referred to was an *obiter dictum*.”

And this Court discussed what an *obiter dictum* is, and said (p. 499):

“It may be difficult to frame a precise definition of an *obiter dictum*, applicable to every such expression of opinion, and some courts incline to the rule that the most deliberate expression of opinion, upon a question distinctly raised in the Record, and fully argued by counsel may, nevertheless, be regarded as a *dictum*, unless essential to the disposition made of the case. But as Bonvier well says, ‘it is difficult to see why, in a philosophic point of view, the opinion of the Court is not as persuasive on all the points, *which were so involved in the cause that it was the duty of counsel to argue them, and which were deliberately passed on by the Court*, as if the decision had hung upon but one point,’ and in *Maryland the rule is in accord with this view*.”

“In *Alexander vs. Worthington*, 5 Md. 489, it is said: ‘all that is necessary in *Maryland* to render a decision of the Court of Appeals authoritative, on any point decided, is to show that there was an application of the judicial mind to the precise question adjudged.’

And in *Michael vs. Morey*, 26 Md. 261, it was said that a decision there cited could not be *obiter*

dictum, 'as the question was directly involved in the issues of law raised by the demurrer to the bill, and the mind of the Court was directly drawn to and distinctly expressed upon the subject.' "

These views were approved again in 133 Md. 247, at 257—*McGraw vs. Merryman*.

It is submitted, therefore, that *Thomas vs. Field* is a conclusive authority and decisive of the issue involved in this appeal.

Respectfully submitted,

FREDERICK J. SINGLEY,

CLARENCE K. BOWIE,

D. K. ESTE FISHER,

Attorneys for Appellee.

CITY SOLICITOR'S OFFICE

File #45056.

May 19th, 1926.

William B. Rawls, Esq.,
President - Board of School Commissioners,
Maryland Trust Building,
Baltimore, Maryland.

RE: Equalization of teachers'
salaries in the Colored
High Schools.

Dear Sir :

COPY
In September 1925, Howard E. Young and others, filed a petition for mandamus in the Superior Court of Baltimore City against the Mayor and City Council of Baltimore, the Board of Estimates and the School Board, for the purpose of having included in the plan of equalization of teachers' salaries, approved by the School Board and the Board of Estimates on the eleventh day of June 1925, the teachers in the Frederick Douglas Senior-Junior High School and the Colored Training School.

This case has been set for trial on Friday, May 28th, before Judge Ulman, provided counsel for the petitioners and the defendants are able to agree upon the facts. In substance, the petitioners claim that the action of the School Board and the City in approving the equalization plan, violates chapter 233 of the Acts of 1924, of the General Assembly of Maryland, which prohibits any distinction or discrimination in the appointment, assignment, compensation, promotion, transfer, dismissal and all other matters appertaining to the employment of

CITY SOLICITOR'S OFFICE

William L. Rawls, Esq.

#2.

teachers in the public schools on account of sex, and that it also violates the first clause of the Fourteenth Amendment of the Federal Constitution in that teachers in the Frederick Douglas Senior-Junior High School and the Colored Training School are deprived of the equal protection of the laws.

The answer of the City, in substance, states that the question of teachers' salaries is solely within the discretion of the School Board, and also alleges that there is no distinction or discrimination on account of sex, because teachers in the Frederick Douglas Senior-Junior High School and the Colored Training School, both male and female, with equal years of service and similar work, are paid equal salaries.

In the event that we are not able to agree on the facts, it will probably be necessary for some members of the School Board to testify in this case, and therefore, I am writing you this letter in order that you may have time to consider the questions raised.

If you would like to have a copy of the petition and the answer of the City, I shall be glad to send them to you.

Very truly yours,

RBW/R

Assistant City Solicitor.



DAVID E. WEGLEIN
SUPERINTENDENT OF PUBLIC INSTRUCTION

CARLETON E. DOUGLASS
ASSISTANT SUPERINTENDENT
GRAMMAR GRADES

Laura Frazee
ASSISTANT SUPERINTENDENT
PRIMARY GRADES AND KINDERGARTEN

WM. R. FLOWERS
ASSISTANT SUPERINTENDENT
GENERAL ADMINISTRATION AND
ELEMENTARY EDUCATION

JOHN COULBOURN
ASSISTANT SUPERINTENDENT
SECONDARY EDUCATION

DEPARTMENT OF EDUCATION

SCHOOL ADMINISTRATION BUILDING
COR. MADISON AND LAFAYETTE AVENUES

April 19, 1926.

Mr. Roger B. Williams,
Assistant City Solicitor,
Room 217, Court House,
Baltimore, Maryland.

My dear Mr. Williams :

In accordance with your request I am
sending you herewith the following:

1. A copy of our Book of Rules. You will find on pages 193 to 211, inclusive, the article relating to salaries.
2. A copy of the Equalization Schedule adopted in June, 1925.
3. A list of the faculty of the Douglass Senior High School, together with their salaries and the number of years of service up to January 1, 1925.

If there is any other information that you desire to have, please let me know.

Assuring you of our cooperation, I am,
with cordial greetings,

Very truly yours,

David E. Weglein,
Superintendent.

W/B

CHARLES C. WALLACE
CITY SOLICITOR

Trial Division

ALLEN A. DAVIS (IN CHARGE)
GEORGE E. KIEFFNER
PAUL F. DUE
JOHN F. OYEMAN
WILLIAM LOVITT

Collections

JOHN J. McCUSKER

Claims

WILLIAM B. HENKEL

City of Baltimore
Department of Law

217 COURT HOUSE
BALTIMORE, MD.

Special Assistant
EBEN J. D. CROSS

Real Estate Division
ALFONSO VON WYSZECKI
FRANK DRISCOLL
W. WALLACE RHYNHART

Judgments and Taxes
SYDNEY R. TRAUB
STEPHEN J. McDONOUGH
JOSEPH PATI, JR.

April 9, 1926.

Mr. Roger B. Williams,
Assistant City Solicitor.

Dear Mr. Williams:

I transmit petition for mandamus filed by Howard E. Young, et al, against the Board of School Commissioners, relating to equalization of salaries of colored school teachers.

I have agreed tentatively that this case be heard on the 26th inst., before Judge Stein. W. Ashbie Hawkins is attorney for the petitioners.

Will you please take charge of the case.

Very truly yours,

CHARLES C. WALLACE,

W/H

City Solicitor.



HENRY S. WEST
SUPERINTENDENT OF PUBLIC INSTRUCTION

DAVID E. WEGLEIN
FIRST ASSISTANT SUPERINTENDENT
SECONDARY EDUCATION

CARLETON E. DOUGLASS
ASSISTANT SUPERINTENDENT
GRAMMAR GRADES

LAURA FRAZEE
ASSISTANT SUPERINTENDENT
PRIMARY GRADES AND KINDERGARTEN

WM. R. FLOWERS
ASSISTANT SUPERINTENDENT
OFFICE AND GENERAL ADMINISTRATION

DEPARTMENT OF EDUCATION

SCHOOL ADMINISTRATION BUILDING
COR. MADISON AND LAFAYETTE AVENUES

January 25, 1926.

Mr. C. C. Wallace,
Assistant City Solicitor,
Court House,
B a l t i m o r e .

My dear Mr. Wallace:

Your letter of the 22d instant, together with the enclosure, has been received. I am returning to you, herewith, the tentative draft of a portion of the document to be submitted, and I have indicated in brackets the portion of the answer which, preferably, should be omitted. This is the phrase about which I spoke to you over the telephone.

Assuring you of my hearty cooperation at all times, I am, with cordial greetings,

Very truly yours,

David E. Weglein,
Superintendent.

Answering further said paragraph, these defendants say that the term "equal service merit" used in said paragraph is meaningless and indefinite, and in the school system of Baltimore City there is no such classification applied to the teaching force, and consequently these defendants do not admit that there are some colored female teachers in The Frederick Douglass Senior-Junior High School of "equal service merit" doing work prescribed by the Board of School Commissioners the same as male white teachers in the Baltimore City College and the Baltimore Polytechnic Institute, and do not admit that there are some colored male teachers in The Frederick Douglass Senior-Junior High School of "equal service merit" doing the same work prescribed by the Board of School Commissioners as is done by white female teachers in the Western High School and the Eastern High School; these defendants further say that if the petitioners in the use of the term "equal service merit" mean thereby that some *female* colored teachers in The Frederick Douglass Senior-Junior High School have equal years of service, and do work prescribed by the Board of School Commissioners for the male white teachers in the Baltimore City College and the Baltimore Polytechnic Institute, and if the petitioners further mean in the use of that term ^("equal service merit") that there are some colored male teachers in The Frederick Douglass Senior-Junior High School having equal years of service and doing work prescribed by the Board of School Commissioners for white teachers in the Western High School and the Eastern High School, then these defendants do admit that there are some such of equal years of service, but these defendants deny that because thereof (equal years of service) similar salaries must be paid one with the other.

CITY SOLICITOR'S OFFICE

January 22nd, 1926.

Dr. David E. Weglein,
Superintendent of Schools,
Madison & Lafayette Avenues,
Baltimore, Maryland.

Dear Dr. Weglein:-

I enclose a redraft of the paragraph relating to white and colored school teachers, regarding "equal years of service" as against "equal service merit."

Will you criticise and return to me quite promptly?

Very truly yours,

Assistant City Solicitor.

LAW OFFICES
MULLIKIN & PORTER
1601-2 CITIZENS NAT'L BANK BLDG.
BALTIMORE

January 20th, 1926.

Mr. Charles C. Wallace,
Assistant City Solicitor,
Court House,
Baltimore, Maryland.

Re: Howard E. Young et al.

Dear Mr. Wallace:-

Vs. Mayor & City Council of Baltimore.

I called up Dr. Waglein this afternoon regarding the answer in the above matter and he states that he thinks it would be an unnecessary concession to use the term "equal service merit" in the manner which you have on page 3 in the tenth line from the bottom and also in the sixth line from the bottom. The term "equal years of service" might be sufficiently descriptive without conceding that this service implied equality in merit.

I note that the answer is based primarily on the proposition that the statute is meant to equalize the salaries of certain male and female teachers in the secondary and white schools. Analytically, I presume that this is about the only real distinction that can be made .

I am returning copy of the answer herewith.

Very truly yours,

Dict. AEM/SSP.



LAW OFFICES
MULLIKIN & PORTER
1601-2 CITIZENS NAT'L BANK BLDG.
BALTIMORE

January 16th, 1926.

Mr. Charles C. Wallace,
Assistant City Solicitor,
Court House,
Baltimore, Maryland.

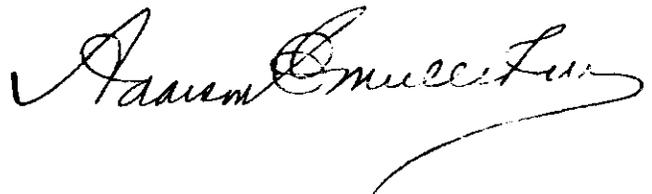
Dear Mr. Wallace:-

Re: Howard E. Young et al.
Vs. Mayor & City Council of
Baltimore City.

I have your letter of the 14th inst.
enclosing copy of the answer in the above matter, and I
have forwarded the same to Dr. Weglein for his examination
and comment.

Your answer covers the situation as I
view it, but if any suggestions occur to me upon the
return of the same from Dr. Weglein, I will write you
further.

Very truly yours,



Dict. AFM/SSP.

CITY SOLICITOR'S OFFICE

January 14th, 1926.

Addison E. Mallikin, Esq.,
Citizens National Bank Bldg.,
Baltimore, Maryland.

Dear Mr. Mallikin:-

Will you and Dr. Weglein review the
enclosed and advise me if it properly sets out the facts,
as well as your opinion of the law?

Very truly yours,

Assistant City Solicitor.

CCW-2

HAWKINS & MCMECHEN

ATTORNEYS AT LAW

BANNEKER BUILDING

14 E. PLEASANT STREET

BALTIMORE, MD.

TELEPHONE
VERNON 5205

November 20th, 1925.

C. C. Wallace, Esq.,
Attorney at Law,
City Solicitor's Office,
Courthouse,
Baltimore, City.

Dear Sir:

December 2nd, has been set by Judge Frank as the day for a hearing in the matter of "Equalization of Teachers Salaries".

Thanking you for your courtesy in this matter.

Yours very truly,

WAH:MLF.

W. Ashbie Hawkins

PHILIP B. PERLMAN,
CITY SOLICITOR

WIRT A. DUVALL, JR.,
DEPUTY CITY SOLICITOR

Trial Division

ALLEN A. DAVIS (IN CHARGE)
GEORGE E. KIEFFNER
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FRANK DRISCOLL
ROBERT KANTER

Judgments and Taxes
SYDNEY R. TRAUB
STEPHEN J. McDONOUGH
WILLIAM LOVITT
W. WALLACE RHYNHART,
CLERK

September 8, 1925.

Mr. Charles C. Wallace,
Ass't City Solicitor.

Dear Mr. Wallace:

I am enclosing herewith for your attention petition filed by Howard E. Young, et al against the School Board in the matter of the equalization of salaries of teachers of the Colored High School.

Very truly yours,

PHILIP B. PERLMAN,

City Solicitor.

P/H
Encl.

The last on 11 June 1925

Cook made bird's nest

H 1-1916 (nest)
(nest 4 eggs =
mouldy)

Cook what 2440-

Snake = her 1 egg 4 withered eggs her -
Sept 16-1914)

2240

Whitney

~~Whitney~~

#1 - The only request is equivalent to a ~~request~~ ~~to~~ doing the same thing with some expenses
~~that~~ to say that trade & labor = not more
one in mathematics is about.

(a) That they had the absolute power
to fix salaries

(b) That power has never been declared
unless the Act of 1924 has done
so - as that not expressly
but only by implication.

(c) That only refer to pay = not to
costs = not to qualifications =
not to particular requests -

(d) It is a well established content that
the explicit power in act does so
with a presumption knowledge of
of the law

^{I.}
John Barry - 526 W. Hoffman

to mylen = do you have any difficulties in
obtaining employees & teachers for
newly begun schools

MEMORANDUM OF AUTHORITIES

Mandamus Pleadings

See Code, Art. 60

Petitioner may demur to answer.

Frederick Co. v. Font,
110 Md. 165, 169

Barney v. State, 42 Md. 489

Hardcastle v. Md. & Del. R.R.Co.
32 Md. 34

Petitioner must take issue or demur.

Richelberger v. Sifford,
27 Md. 328

Barney v. State, 42 Md. 490

See:

82 Md. 142

126 Md. 325

94 Md. 760

Demurrer to petition for mandamus not proper.

82 Md. 142, 418-9

Crosbie v. Mayor, &c.
137 Md. 655.

Mandamus will not be issued to compel the performance of a
negatory act.

Poe on Practice, page 791-2 citing

Hardcastle v. Md. & Del.R.R.Co.
32 Md. 32

State v. County Comrs. 46 Md. 621

State v. Register, 59 Md. 287

State v. Taylor, 59 Md. 344

Georges Creek C. & I. Co. v.
Comrs. 59 Md. 259.

Code AVT 77 Sec 90 & 195
Decs 202 & 203

Power to fix salaries of teachers is in
the absolute discretion of the School Board.

Before the Charter of 1898, the power to fix salaries of teachers was vested in the Board of Commissioners of Public Schools, subject to approval of the Mayor and City Council.

Baltimore City Code (1893), Sec. 777 provided

"The Board of Commissioners of Public Schools of Baltimore City shall have power to examine, appoint and remove teachers, prescribe the qualifications, fix the salaries, subject to the approval of the Mayor and City Council ****."

By the Charter of 1898, the power to fix salaries was placed in the School Board. Section 99 of the present Charter provides

"The salary of all officers, teachers, secretaries, clerks, and employees shall be fixed by said Board, not to exceed in the aggregate, the amount appropriated by ordinance."

In 1906 the question of the power of the School Board to fix the salaries of teachers under Section 99 of the Charter was considered in an opinion by City Solicitor Bruce. This opinion follows:

Baltimore, February 6th, 1906.

"George R. Heffner, Esq.,
Comptroller,

Dear Sir:-

I am in receipt of your letter of the 6th instant, asking me whether the Board of School Commissioners can apply the sum of \$78,000 appropriated in the Ordinance of Estimates for the year 1906 'for increase of salaries of teachers in the Elementary Schools,' except for the equal benefit of all the teachers in the Elementary Schools.

The question is prompted, as you state, by the fact that the Board proposes to withhold the benefit of the sum in question from 190 of the teachers in the Elementary Schools, and to use it solely to cover increases of salary accorded to 591 of these teachers.

In taking the action that they do, the Board, in my judgment, are keeping within the limits of their authority. By the terms of Section 99 of the City Charter, it is provided as follows:

The salary of all officers, teachers, secretaries, clerks and employees shall be fixed by said Board, not to exceed in the aggregate the amount appropriated by ordinance.

As we have seen, the sum of \$78,000 was appropriated absolutely and unconditionally to the Board for increase in salaries of teachers in the Elementary Schools. Indeed, as the power of fixing the compensation of teachers is, under the Charter, vested in the Board absolutely, the appropriation item could not have been in any other form. It was for the Board of Estimates and the City Council to prescribe in the Ordinance of Estimates the aggregate limit of the amount appropriated by that Ordinance for the increase of salaries of teachers in the Elementary Schools, and for the Board of School Commissioners to say how the aggregate amount should be apportioned among these teachers.

I am, of course, not to be understood as expressing any opinion as to the soundness of the policy which the Board has adopted in applying the amount of the appropriation. With that, in my capacity as City Solicitor, I have nothing to do.

I feel constrained, however, to say that, so far as I, as one member of the Board of Estimates, was concerned, the amount was not appropriated with any understanding that the Board of School Commissioners was not to be at liberty to pass over any teacher in the Elementary Schools in applying the amount of the appropriation. The delegation of ladies that waited upon the Board insisted that all the teachers in the Elementary Schools should share equally in the benefit of the appropriation, but Mr. Packard, the President of the School Board, in reply to them insisted, according to my recollection, most unequivocally, upon the whole matter being left to the discretion of the Board, to be exercised in accordance with their views as to the requirements, under the circumstances, of what has come to be known as the Merit System of appointment or promotion.

Truly yours,

(Signed) W. Cabell Bruce,

City Solicitor"

Thomas v. Field, 143 Md. 128.

This case arose on a petition for a mandamus to compel the School Board to accept an appropriation of \$40,525.80 to equalize the salaries of teachers in the Secondary Schools.

The Court of Appeals held that the School Board had the power to fix the salaries of all teachers and the right, in exercise of its discretion, to refuse to accept said appropriation.

The Court said at page 140:

"It is true, the Board of Estimates can and does determine the aggregate amount to be allowed for teachers' salaries, but that is a very different power from one which would authorize them to say what salary each teacher or any particular class of teachers should receive, and we know of no existing provision of law which requires the School Board to expend the entire amount so appropriated, to the payment of such salaries, if, in their judgment, the needs of the system do not require it."

In the case of Joyce v. Mayor and City Council of Baltimore, it was decided by Judge Duffy that the School Board had the sole power to fix the salaries of teachers, exclusive of any control of the Board of Estimates, except that it could not exceed ~~the~~ the aggregate the amount appropriated by ordinance.

Mandamus does not lie compel exercise of a discretionary duty.
Wailes v. Smith, 76 Md. 469.

Congress by the Act of 1861, levied a direct tax of twenty millions upon real property, and this tax was apportioned among the states according to representation. Maryland paid its share to the United States Treasury. By the Act of 1891, the amount paid was refunded, the act providing that no part of the refund should be paid as commissions to any attorney or agent, and the money was accepted by the state on these terms. Held, that a mandamus would not lie to compel the comptroller to issue a warrant on the Treasurer for the payment of commission of the amount refunded, to an agent who claimed to have rendered services in procuring the refunding, he having been appointed by the Act of 1878 with authority to prosecute claims of the State against the United States, as the act of issuing the warrant was not strictly a ministerial duty, the Comptroller being obliged to consider and

determine whether the sum refunded constituted a claim within the meaning of the Act of 1878, and if so whether it was recovered through the efforts of the agent entitling him to commissions
The Court said at page 476-478:

"Now, it can hardly be necessary to say that a mandamus is a mandatory writ, and only lies where the ordinary and usual modes of proceeding and forms of remedy are powerless to afford redress, and where, without its aid, there would be a failure of justice. And even in such cases it only lies to enforce the performance of a strictly ministerial duty. And by 'ministerial' we mean where one is entrusted with the performance of an absolute and imperative duty, the discharge of which requires neither the exercise of official discretion nor judgment. As, for instance, where a specific sum of money is appropriated by law for the payment of certain defined services rendered the State, no one questions that in such a case the payment for such services by the proper officer may be enforced by mandamus. Where, however, the duty is one which necessarily requires the exercise of discretion and judgment, it is well settled that a mandamus will not lie to control or reverse the decision of one to whom the discharge of such duty is confided. It will not lie, because it is his discretion and judgment which are to be exercised, and not the discretion and judgment of the court. But whilst this distinction will be found to run through all the cases, there is, it must be admitted, some conflict of opinion, in this country at least, as to what constitutes, strictly speaking, a ministerial duty as distinguished from a discretionary duty, within the meaning of the rule, and it may not be easy to reconcile the principles which are supposed to govern these decisions. Be that as it may, we take it to be settled by the best considered cases, that where the duty is such as necessarily requires the examination of evidence and the decision of questions of law and fact, such a duty is not ministerial, and not being ministerial, the decision of a public officer to whom the discharge of such duty has been confided cannot be reviewed or reversed in a mandamus proceeding. In the leading case of United States v. Seaman, 17 How. 230, where the relator, a printer to the United States Senate, applied for a mandamus to compel the Superintendent of Public Printing to deliver to him certain public documents, the printing of which he claimed to be entitled to under an Act of Congress, Mr. Chief Justice Taney said: 'Now, it is evident that this case is not one which the Superintendent had nothing to do but to obey the order of a superior authority. He had inquiries to make before he could execute the authority he possessed. He must examine evidence; that is to say, he must ascertain in which House the order to print was first passed. And after he had made up his mind upon this fact, it was still necessary to examine into the usages and practice of Congress

in marking a communication in their proceedings as a document; and to make up his mind whether separate communications upon the same subject or on different subjects from the same office, when made at different times, were, according to the usages of Congress, described as one document, or different documents, in printing and publishing their proceedings. He was obliged, therefore, to examine evidence and form his judgment before he acted; and, whenever that is to be done, it is not a case for a mandamus.' And the rule thus laid down was approved and adopted by this court in Green v. Purnell, 12 Md. 329, where it was held that the Comptroller, having the exclusive power under the Constitution, of adjusting and settling public accounts, was not a mere ministerial officer, and could not, therefore, be compelled by mandamus to perform any act in the discharge of his duties, which involved the exercise of discretion and judgment."

Foot v. Harrington, 129 Md. 123.

The writ of mandamus should not issue to compel the Governor, Comptroller and Treasurer to recommend the refunding to certain oyster packers of the taxes that had been paid by them under Acts since declared by the Supreme Court to have been unconstitutional.

The Court said at p. 126:-

"It is well settled in this State that although the Courts will in a proper case exercise their mandatory power to require a public official to perform a strictly ministerial act or to exercise a discretion conferred upon him by the law, they will not interfere with or control the method of the exercise of such discretion or of the performance of any duty requiring the exercise of judgment or discretion nor will they correct errors of judgment or discretion which have been honestly made in the discharge of such duty."

In George's Creek C.&I. Co. v. County Commissioners, 59 Md.

259, Judge Alvey said at page 259:

"Mandamus is a most valuable and essential remedy in the administration of justice, but it can only be resorted to to supply the want of some more appropriate ordinary remedy. Its office, as generally used, is to compel corporations, inferior tribunals, or public officers to perform their functions, or some particular duty imposed upon them, which, in its nature, is imperative, and to the performance of which the party applying for the writ has a clear legal right. The process is extraordinary, and if the right be doubtful, or the duty discretionary, or of a nature to require the exercise of judgment, or if there be any ordinary adequate legal remedy to which the party applying could have recourse, this writ will not be granted. The application for the writ being made to the sound judicial discretion of the court, all the circumstances of the case must be considered in determining whether the writ should be allowed or not; and it will not be allowed unless the court is satisfied that it is necessary to secure the ends of justice, or to subserve some just or useful purpose."

Act of 1924, Ch. 233. This Act follows:-

"AN ACT to make it unlawful for the State Superintendent of Schools, or his assistants, and the Board of School Commissioners of the City of Baltimore, and the Superintendents or Commissioners of public schools in the various counties of the State and in all other municipal corporations of the State of Maryland, to make any distinction or discrimination based upon, or because of sex, in the employment or appointment of teachers or in the matter of compensating, promoting, transferring or dismissal of teachers in the public schools.

Section 1. BE IT ENACTED BY THE GENERAL ASSEMBLY OF MARYLAND, That it shall be unlawful for the State Superintendent of Schools or any of his assistants, and for the Board of School Commissioners of Baltimore City, or for any superintendent or assistant employed by said Commissioners, and for any superintendent or commissioner of public education in any of the counties or municipal corporations of the State of Maryland, and for any assistants employed by them or either of them, to make any distinction or discrimination in favor of or against any teacher who may be employed in any of the public schools of this State, or of the City of Baltimore, or of the various counties or municipal corporations of this State, on account of sex, it being the intent and purpose of this Act that the provisions thereof shall apply with reference to the appointment, assignment, compensation, promotion, transfer, dismissal and all other matters pertaining to the employment of teachers in the public schools of the State of Maryland, the City of Baltimore and the various counties and municipal corporations of the State of Maryland.

Approved April 9, 1924.

Analysis of Act 1924, Ch. 233

Since the adoption of the Charter of 1898 (Acts 1898 Ch. 123) the power of the School Board to fix the salaries of teachers has never been challenged except in the cases of Thomas vs. Field, 143 Md. 128, and Graham v. Joyce, now pending in the Court of Appeals and in each of these cases the power and discretion vested in the School Board by Sec. 99 of the Charter has been upheld by the Appellate Court and the Baltimore City Court. By the inherent nature of the subject of education a discretion in the matter of salaries must be vested in the School Board and what the limits of this discretion may be the law did not undertake to define until the Act of 1924. This Act dealt solely with the question of Sex:

The Act provides "that it shall be unlawful x x x for the Board of School Commissioners of Baltimore City x x x to make any distinction or discrimination in favor of or against any teacher who may be employed x x x on account of sex x x x".

Taking this language literally can it be argued that there must be employed the same number of female teachers as male teachers?

The Act also provides that "it being the intent and purpose of this Act that the provisions thereof shall apply with reference to the appointment, assignment, compensation, promotion, transfer, dismissal, &c."

Suppose the School Board should decide that it was necessary to assign a male teacher rather than a female teacher to instruct a class of bad boys, would this be a distinction or discrimination on account of sex prohibited by the Act?

By similar reasoning would the School Board be required to promote the same number of male teachers as female teachers? Or would the School Board be required to dismiss the same number of female teachers as male teachers? Or would the School Board be required to transfer from one school to another the same number of male teachers as female teachers?

In all of these matters the question of sex is involved but it is submitted that if the Act is to be given this construction it is manifestly absurd and unworkable. We are therefore driven to the narrow construction of the Act -- that is, that none of the matters mentioned in the Act are prohibited unless sex is the controlling reason -- qua sex.

What is the meaning of "distinction" or "discrimination" as found in the Act? It is submitted that a distinction or discrimination on account of sex involves an affirmative volitional act of the mind in the appointment, &c. of teachers qua sex, and this is the only limitation placed by the Act upon the discretion vested in the School Board.

Equal Protection of the Laws.

Cummings v. Richmond County Board of Education,
175 U.S. 528, 44 L.Ed. 262 Note.

Plaintiffs complained that the Georgia Board of Education used the funds in its hands to assist in maintaining a high school for white children without providing a similar school for colored children and asked an injunction against the white school. The state court did not deem the action of the Board of Education in suspending temporarily and for economic reasons the high school for colored children a sufficient reason why the defendant should be restrained from maintaining the white school. Held, that under the

circumstances disclosed, this court could not say that this action of the state court was, within the meaning of the 14th Amendment, a denial by the State to the plaintiffs of the equal protection of the laws, or of any privileges belonging to them as citizens, of the United States. Harlan J. said at p. 545:--

"We may add that while all admit that the benefits and burdens of public taxation must be shared by citizens without discrimination against any class on account of their race, the education of the people in schools maintained by state taxation is a matter belonging to the respective states, and any interference on the part of Federal authority with the management of such schools cannot be justified except in the case of a clear and unmistakable disregard of rights secured by the supreme law of the land."

Plessy v. Ferguson, 163 U.S. 537.

The Louisiana Act of 1890 requiring railway companies carrying passengers in their coaches in that State, to provide equal but separate accommodations for the white and colored races held not to violate the 13th or 14th Amendments to the Federal Constitution.

See Hart v. State, 100 Md.

Lehew v. Brummell, 103 Mo. 546.

The establishment of separate schools for white and colored children does not violate the constitutional right of the latter to the equal protection of the laws, although a school for colored children is not established in any district unless there are fifteen or more of them, and if there are less than that number they are allowed to attend any district in the county in which such school is established, and although the effect may be to compel them to go farther to reach school than white children have to go.

Berea College v. Ky. 123 Ky. 209, affirmed 211 U.S. 45.

Berea College was indicted under a Kentucky statute making it unlawful for any person or corporation to receive white and colored pupils together for instruction. A fine was imposed of \$1,000 and this was affirmed by the Supreme Court.

Cisco v. School Board, 161 N.Y. 598

Neither the provisions of article 9 of the Constitution of 1894, relating to a system of free common schools, nor those of Section 383 of the Penal Code, making it a misdemeanor for teachers or officers of the common schools and public institutions of learning to exclude any citizen from the equal enjoyment of any accommodation or privilege, qualify the right to establish separate schools of such a character, the school board having the right to determine where different classes of pupils shall be educated, provided equal facilities and accommodations are afforded all.

King v. Gallagher, 93 N.Y. 438.

Under the provisions of the Common School Act of 1864 authorizing the establishment of separate schools for the education of the colored race, in cities and incorporated villages, the school authorities therein have power, when, in their opinion, the interests of education will be promoted thereby, to establish schools for the exclusive use of colored children; and when such schools are established and provided with equal facilities for education they may exclude colored children from the schools provided for the whites.

Ruger C.J. said at p. 447:--

"It has been argued from this language that such rights and privileges as are granted to its citizens, and depend solely upon the laws of the State for their original support, are not within the constitutional inhibition and may be lawfully denied to any class or race by the States at their will and discretion. This construction is distinctly and plainly held in The Slaughter House Cases (16 Wall. 36) by the Supreme Court of the United States. The doctrine of that case has not to our knowledge, been retracted or questioned by any of its subsequent decisions.

"It would seem to be a plain deduction from the rule in that case that the privilege of receiving an education at the expense of the State, being created and conferred solely by the laws of the State, and always subject to its discretionary regulation might be granted or refused to any individual or class at the pleasure of the State."

Cory v. Carter, 48 Ind. 327.

In a suit by a negro father for a mandate to compel the admission of his children into a school for white children where the statute provided separate schools for whites and blacks, it was held that the statute was not in conflict with the 14th Amendment.

Crosby v. Mayfield, 133 Ky. 215.

Where the State divides its school fund equally among all the children of the State, white and colored, providing further support for the schools by the taxation of property owned by white persons to be used for the support of schools for white children and taxation of property owned by colored persons for the support of schools for colored children, it does not violate the 14th Amendment by discriminating between the races.

Lowery v. Kernersville Graded School, 140 N.C. 33, 52 S.E. 267

Difference in appropriations for schools of different races does not constitute a denial of the equal protection of the laws where the difference is based on the respective number of pupils of the two races.

Petitioner cannot claim under void ordinance.

State v. Maryland Institute, 87 Md. 643.

The regulations of a private school, supported in part by public appropriation, which exclude colored persons do not violate the Fourteenth Amendment of the Federal Constitution.

The Court said at p. 661:-

"It is contended on behalf of the appellant that the ordinance is to be regarded as the act of an agency established by the State, and that it is therefore subject to the Fourteenth Amendment. And that the exclusion of colored pupils consequently makes it invalid. No other objection to the ordinance is stated; and therefore we will confine our attention to this point, without expressing an opinion on any other question in this regard. It must be obvious, however, if the ordinance is unconstitutional, that the appellant can have no rights under it, and that his prayer for mandamus must be denied."

Giles v. Harris, 189 U.S. 475.

A Circuit Court of the United States in Alabama has not jurisdiction of an action in equity brought by a colored man, resident in Alabama, on behalf of himself and other negroes to compel the board of registrars to enroll their names upon the voting lists of the county in which they reside under a constitution alleged to be contrary to the Constitution of the United States. Holmes, J. said at p. 486:-

"The difficulties which we cannot overcome are two, and the first is that: The plaintiff alleges that the whole registration scheme of the Alabama constitution is a fraud upon the constitution of the United States, and asks us to declare it void. But, of course, he would not maintain a bill for a mere declaration in the air. He does not try to do so, but asks to be registered as a party qualified under the void instrument. If then we accept the conclusion, which it is the chief

the court a party to the fraudulent scheme, by accepting it and adding another voter to its fraudulent lists 412-

purpose of the bill to maintain, how can we make the court a party to the unlawful scheme by accepting it and adding another voter to its fraudulent lists?"

Yick Wo v. Hopkins, 118 U.S. 356.

An ordinance of the City of San Francisco to regulate the carrying on of public laundries within the City held to violate the 14th Amendment in that it conferred upon the city authorities arbitrary power, at their own will, and without regard to discretion in the legal sense of the term, to give or withhold consent as to persons or places, without regard to the competency of the persons applying, or the propriety of the place selected, for the carrying on^{of} the business.

Acts done under the authority of a municipal ordinance passed in virtue of power conferred by the State are embraced in the 14th Amendment.

Horn T. & T. Co. v. Los Angeles,
227 U.S. 278

Classification into Classes

Lang v. N.J. 209 U.S. 467-472

Watson on Constitution, p. 1630.

See also:

14 L.R.A. 581

5 R.C.L. p. 597, &c.

13 Am. & Eng. Anno. Cas. p. 342

45 Ark. 12

44 L. Ed. 262

"The constitutional provision in its effect declares that the law in the states shall be the same for the black as for the white, that all persons, whether colored or white, shall stand equal before the laws of the states; and in regard to the colored race for whose protection it was primarily designed, that no discrimination shall be made against them because of their color. Equality, however, does not mean identity of rights, and hence it is that laws providing for a system of public education wherein schools are established for the instruction of colored children separate from those provided for white children are uniformly held to be valid.

5 R.C.L. p. 596-7

See Hall v. DeCuir, 95 U.S. 485, 504-6.

Mandamus Pleadings

See Code Art 60

Petitioner may demur to answer.

Frederick Co vs Flint 110 Md 165, 169

Barney vs State 42 Md 489

Hardcastle vs Md + Del RRCO 32 Md 34

Petitioner must take issue or demur.

Eichelberger vs Sifford 27 Md 328

Barney vs State 42 Md 490

See 82 Md 142

126 Md 325

94 Md 760

Demur to Petition for mandamus
not proper

82 Md 142, 148-9

Crosbie vs Mayor &c — Md —

mandamus will not be issued to compel the performance of a negative act!

Poe on Practice page 791-2 citing
Hardcastle vs Md & Del R.R. Co. 32 Md 32
State vs County Commrs. 46 Md 621
State vs Register 59 Md 287
State vs Taylor 59 Md 344
Georges Creek C & D Co vs Commrs 59 Md 259

As to ministerial & discretionary Acts see
~~Georges Creek C & D Co vs Commrs 59 Md 259
Mississippi vs Johnson & Wallace 498
Poe on Practice page ~~796~~ 670
Wales vs Smith 76 Md 476
Simpson vs Woods
* Thomas vs Field 143 Md 128~~

Analysis of Act 1924 Ch 233

Since the adoption of the Charter of 1898 (Acts 1898 Ch 123) the power of the School Board to fix the salaries of teachers has never been challenged except in the cases of Thomas vs Field 143 Md 118 and Grahm vs Joyce now pending in the Court of Appeals and in each of these cases the power and discretion vested in the School Board by Sec 99 of the charter has been upheld by the Appellate Court and the Baltimore City Court. By the inherent nature of the ~~subject~~^{subject} of education a discretion in the matter of salaries must be vested in the School Board and what the limits of this discretion ~~was~~^{may be} the law did not undertake to define until the Act of 1924. This Act dealt solely with the question of sex. This act provides "that it shall be unlawful ~~xxx~~ for the board of school commissioners of Baltimore City ~~xxx~~ to make any distinction ~~of~~ or discrimination in favor of or against any teacher ~~xxx~~ who

may be employed xxx on account of sex xxx

Taking this language literally can it be argued that there must be employed the same number of female teachers as male teachers. ~~If this is the proper construction of the act it is manifestly absurd and unworkable.~~

The Act also provides that "it being the intent and purpose of this Act that the provisions thereof shall apply with reference to the appointment, assignment, compensation, promotion, transfer, dismissal &c

Suppose the School Board should decide that it was necessary to assign a male teacher rather than a female teacher to instruct a class of bad boys would this be a distinction or discrimination on account of sex prohibited by the Act?

By similar reasoning would the School Board be ~~limited~~ required to promote the same number of male teachers as female teachers?

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Or would the School Board be required to transfer from one school to another the same number of male teachers as female teachers?

In all of these matters the question of sex is involved but it is submitted that if the Act is to be given this construction it is manifestly absurd and unworkable. We are therefore driven to the narrow construction of the Act - that is that none of the matters mentioned in the Act are prohibited unless sex is the ~~the~~ controlling reason - *qua* sex.

What is the meaning of "distinction" or "discrimination" as found in the Act. It is submitted that a distinction or discrimination on account of sex involves an affirmative volitional act of the mind in the appointment of teachers *qua* sex and this is the only limitation placed by the Act upon the discretion vested in the School Board.

(1)

2 P. Laws

Cumming vs Richmond County Board of Education 175 U.S. 528, 44 L. ed 262 note

Plaintiffs complained that the Georgia Board of Education used the funds in its hands to assist in maintaining a high school for white children, without providing a similar school for colored children and asked an injunction against the white school. The state court did not deem the action of the Board of Education in suspending temporarily and for economic reasons the high school for colored children a sufficient reason why the defendant should be restrained from maintaining the white school. Held that under the circumstances disclosed, this court could not say that this action of the state court was within the meaning of the 14th Amendment a denial by the state to the plaintiffs of the equal protection of the laws, or of any privileges belonging to them as citizens of the United States. Harlan J. said at p 545. "we may add that while all admit that the benefits and burdens of public

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taxation must be shared by citizens without discrimination against any class on account of their race, the education of the people in schools maintained by state taxation is a matter belonging to the respective states, and any interference on the part of Federal authority with the management of such schools cannot be justified except in the case of a clear and unmistakable disregard of rights secured by the supreme law of the land".

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The Louisiana Act of 1890 requiring railway companies carrying passengers in their coaches in that State, to provide equal but separate accommodations for the white and colored races held not to violate the 13th or 14th Amendments to the Federal Constitution.

See Hart vs State 100 Ind.

(2) Lehew vs Brummell 103 Mo 546 (3)

The establishment of separate schools for white and colored children does not violate the constitutional right of the latter to the equal protection of the laws, although a school for colored children is not established in any district unless there are fifteen or more of them, and if there are less than that number they are allowed to attend any district in the county in which such school is established, and although the effect may be to compel them to go farther to reach school than white children have to go.

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(4)

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N.Y.

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Ruger C. J. said at p 447: "It has been argued from this language that such rights and privileges as are granted to its citizens, and depend solely upon the laws of the State for their origin and support, are not within the constitutional inhibition and may lawfully be denied to any class or race by the States at their will and discretion. This construction is distinctly and plainly held in The Haughton House Cases (16 Wall 36) by

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the Supreme Court of the United States. The doctrine of that case has not to our knowledge, been retracted or questioned by any of its subsequent decisions.

It would seem to be a plain deduction from the rule in that case that the privilege of receiving an education at the expense of the State, being created and conferred solely by the laws of the State, and always subject to its discretionary regulation might be granted or refused to any individual or class at the pleasure of the State"

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⑦
Crosby vs Mayfield 133 Ky 215

Where the state divides its school fund equally among all the children of the state, white and colored, providing further support for the schools by the taxation of property owned by white persons to be used for the support of schools for white children and taxation of property owned by colored persons for the support of schools for colored children it does not violate the 14th Amend. by discriminating between the rates.

~~Hart vs State 100 Ind 511
Lehew vs Burdwell 105 Mo 546
Buchanan vs Wadley 245 U.S. 60
1897. Ord~~

(11)
Yick Wo vs Hopkins 118 U.S. 356.
An ordinance of the city of San Francisco to regulate the carrying on of public laundries within the city held to violate the 14th Amendment in that it conferred upon the city authorities arbitrary power, at their own will, and without regard to discretion in the legal sense of the term, to give or withhold consent as to persons or places, without regard to the competency of the persons applying for the propriety of the place selected, for the carrying on of the business.

(8) Lowery vs Kemersville Graded School
140 U.S. 33, 52 A.E. 267

Difference in appropriations for schools of different races does not constitute a denial of the equal protection of the laws where the difference is based on the respective number of pupils of the two races.

11 F.S.A. p 904, 906

12 C.J. p 1174 and note

P. 50

9
State vs Md Institute 87 Md 643

The regulations of a private school, supported in part by public appropriation, which exclude colored persons do not violate the fourteenth amendment of the federal constitution.

The Court said at p 661; "It is contended on behalf of the appellant that the ordinance is to be regarded as the act of an agency established by the State, and that it is therefore subject to the Fourteenth Amendment. And that the exclusion of colored pupils consequently makes it invalid. No other objection to the ordinance is stated, and therefore we will confine our attention to this point, without expressing an opinion on any other question in this regard. It must be obvious, however, if the ordinance is unconstitutional, that the appellant can have no rights under it, and that his prayer for mandamus must be denied."

(10)

Giles vs Harris 1894, D 475

A Circuit Court of the United States in Alabama has not jurisdiction of an action in equity brought by a colored man, resident in Alabama, on behalf of himself and other negroes to compel the board of registrars to enrol their names upon the voting lists of the county in which they reside under a constitution alleged to be contrary to the Constitution of the United States.

Holmes J. said at p 486; "The difficulties which we cannot overcome are two, and the first is this: The plaintiff alleges that the whole registration scheme of the Alabama constitution is a fraud upon the Constitution of the United States, and asks us to declare it void. But of course he could not maintain a bill for a mere declaration in the air. He does not try to do so, but asks to be registered as a party qualified under the void instrument. If then we accept the conclusion

(over)

which it is the chief purpose of
the bill to maintain, how can we
make the court a party to the
unlawful scheme by accepting it
and adding another vote to
its fraudulent lists? "

~~12~~
Acts done under the authority of a
municipal ordinance passed in virtue
of power conferred by the State are
embraced in the 14th Amendment.

Hon T + T Co vs Los Angeles 227 U.S. 278

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~~Notion on Constitution p1630~~

Classification into classes

Lang is N. J. 2094.2. 467-472
See Notion on Constitution p1630

See also

14 J.R.D. 581

5 R.C.F. p 597 kc

13 Am & Eng Arms Corp 342

45 A.M. 121

~~Cummins vs Richardson Co 175 U.S. 2528,~~

44 J. Ed 262

Mandamus
Bladyns

82 M 142 ✓

126 " 325 ✓

94 ind 760

14007

1. Petitioner wants City to admit preamble.

Howard E. Young 1100 Druid Hill Ave

James E. Fiske 1630 E. Monument St.

Osiak L. Brown 108 W. Montgomery St.

Truly Hatchett 2028 Druid Hill Ave

William H. Thomas 1211 W. Lanvale St.

2. Ordinance of Estimates for 1925

Questions

1. What is curriculum at Frederick Douglass
2. Why was some money used for City & Poly.

Proof.

- ✓ 1. Ordinance of estimates for 1925
- ✓ 2. Minutes of Board of Estimates (Hanna)
- ✓ 3. Petition to prove money paid out
4. Allegation.
 - (a) What the schools are
 - (b) Curriculum
 - (c) Basis on teachers are classified in white and colored schools.
 - (d) Salary scale.

~~99~~

no 55 approve Ap. 10, 1896

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113

"

July 3, 1896

Giles vs Deasly 193 U.S., 146
Giles vs Hamid 189 U.S. 475
Myers vs Anderson 219 U.S.

Bruce
Const Art VIII Sec 1
Act 1868 Ch 407
Charter page 6, 28
Hooper vs New 85 Md 565, 584

Defendants' ^{1st} Prayer.

The Defendants pray the Court to instruct itself sitting as a jury that the petitioners have offered no evidence in this case legally sufficient to entitle them to recover, and that therefore its verdict must be for the defendants.

granted

DEFENDANTS' PRAYER

The court instructs itself sitting as a jury that the burden of proof is upon the petitioners to establish their case by a preponderance of evidence, and if the mind of the court sitting as a jury is in a state of equipoise, or even balance, then its verdict must be for the Defendants.

Defendants' Prayer.

The court instructs itself sitting as a jury that under the pleadings in this case, the burden of proof is upon the plaintiffs to establish their case by a preponderance of evidence, and if the mind of the court sitting as a jury is in a state of equipoise, or even balance, then its verdict must be for the defendants.

Defendants' Prayer

The defendants pray the Court to instruct itself sitting as a jury that there is no evidence in this case legally sufficient to show any discrimination in the Salaries of the teachers of The Frederick Douglass Senior High School on account of sex and therefore its verdict must be for the defendants.

Defendants' Prayer.

The defendants pray the Court to instruct itself sitting, as a jury, that there is no evidence in this case legally sufficient under the pleadings to entitle the plaintiffs to recover and therefore its verdict must be for the defendants.

Defendants'

Prayer.

The Defendants pray the Court to instruct itself sitting as a jury that the petitioners have offered no evidence in this case legally sufficient under the pleadings to entitle them to recover, and therefore its verdict must be for the defendants.

(3)

Redden # 700 - 1917

Redden 1200 1920

Redden 1790 1925

M Daniels 780 1911

1500 1920

2040 1925

Difference on account
of previous experience
hot sex

Maxwell 720 1906 5 yrs exp

E. Lewis 720 1906

M 900 1909

J 900 1909

M 1700 1920

L 1900 1920

John Barry

5 yrs at Douglas H.S.
left June 1924

(2)
David E. Weglin

~~No teachers~~

Cook

~~Appointed~~ H.D. Feb 1, 1916

Barbour, Mathematics

Appointed H.D. 1916

Schedule 1922

never ~~stop~~ in
operation - paper
not in operation
no increase since
1923

Reg

Cook 1920 - 2200

Barbour 1920 # 1800

1921 2100

1922 2150

1923 2195

1923 2240

Cook 1920 2200

1921 2400

1923 2490

Same would have
been done.

Redden A.B. Morgan College 1915

Mc Dan A.B. Brown Union 1911

① Plaintiff.

Direct

Howard Young



Cases cited by Hawkins

Barbier vs Connolly 113 U. S. 31

Strader vs W. Va.

245 U. S. 60

163 U. S. 537

288 U. S. 222

Code Art 77 Rec 91

Code Art 77 Rec 90 & 195

Recs 202 & 203

MEMORANDUM OF AUTHORITIES

Mandamus Pleadings

See Code, Art. 60

Petitioner may demur to answer.

Frederick Co. v. Font,
110 Md. 165, 169

Barney v. State, 42 Md. 489

Hardcastle v. Md. & Del. R.R.Co.
32 Md. 34

Petitioner must take issue or demur.

Eichelberger v. Sifford,
27 Md. 328

Barney v. State, 42 Md. 490

See:

82 Md. 142

126 Md. 325

94 Md. 760

Demurrer to petition for mandamus not proper.

82 Md. 142, 418-9

Crosbie v. Mayor, &c.
137 Md. 655.

Mandamus will not be issued to compel the performance of a
negatory act.

Poe on Practice, page 791-2 citing

Hardcastle v. Md. & Del. R.R.Co.
32 Md. 32

State v. County Commrs. 46 Md. 621

State v. Register, 59 Md. 287

State v. Taylor, 59 Md. 344

Georges Creek C. & I. Co. v.
Commrs. 59 Md. 259.

Power to fix salaries of teachers is in
the absolute discretion of the School Board.

Before the Charter of 1898, the power to fix salaries of teachers was vested in the Board of Commissioners of Public Schools, subject to approval of the Mayor and City Council.

Baltimore City Code (1893), Sec. 777 provided

"The Board of Commissioners of Public Schools of Baltimore City shall have power to examine, appoint and remove teachers, prescribe the qualifications, fix the salaries, subject to the approval of the Mayor and City Council *****."

By the Charter of 1898, the power to fix salaries was placed in the School Board. Section 99 of the present Charter provides

"The salary of all officers, teachers, secretaries, clerks and employees shall be fixed by said Board, not to exceed in the aggregate, the amount appropriated by ordinance."

In 1906 the question of the power of the School Board to fix the salaries of teachers under Section 99 of the Charter was considered in an opinion by City Solicitor Bruce. This opinion follows:

Baltimore, February 6th, 1906.

"George R. Heffner, Esq.,
Comptroller,

Dear Sir:-

I am in receipt of your letter of the 6th instant, asking me whether the Board of School Commissioners can apply the sum of \$78,000 appropriated in the Ordinance of Estimates for the year 1906 'for increase of salaries of teachers in the Elementary Schools,' except for the equal benefit of all the teachers in the Elementary Schools.

The question is prompted, as you state, by the fact that the Board proposes to withhold the benefit of the sum in question from 190 of the teachers in the Elementary Schools, and to use it solely to cover increases of salary accorded to 591 of these teachers.

In taking the action that they do, the Board, in my judgment, are keeping within the limits of their authority. By the terms of Section 99 of the City Charter, it is provided as follows:

'The salary of all officers, teachers, secretaries, clerks and employees shall be fixed by said Board, not to exceed in the aggregate the amount appropriated by ordinance.'

As we have seen, the sum of \$78,000 was appropriated absolutely and unconditionally to the Board for increase in salaries of teachers in the Elementary Schools. Indeed, as the power of fixing the compensation of teachers is, under the Charter, vested in the Board absolutely, the appropriation item could not have been in any other form. It was for the Board of Estimates and the City Council to prescribe in the Ordinance of Estimates the aggregate limit of the amount appropriated by that Ordinance for the increase of salaries of teachers in the Elementary Schools, and for the Board of School Commissioners to say how the aggregate amount should be apportioned among these teachers.

I am, of course, not to be understood as expressing any opinion as to the soundness of the policy which the Board has adopted in applying the amount of the appropriation. With that, in my capacity as City Solicitor, I have nothing to do.

I feel constrained, however, to say that, so far as I, as one member of the Board of Estimates, was concerned, the amount was not appropriated with any understanding that the Board of School Commissioners was not to be at liberty to pass over any teacher in the Elementary Schools in applying the amount of the appropriation. The delegation of ladies that waited upon the Board insisted that all the teachers in the Elementary Schools should share equally in the benefit of the appropriation, but Mr. Packard, the President of the School Board, in reply to them insisted, according to my recollection, most unequivocally, upon the whole matter being left to the discretion of the Board, to be exercised in accordance with their views as to the requirements, under the circumstances, of what has come to be known as the Merit System of appointment of promotion.

Truly yours,

(Signed) W. Cabell Bruce,

City Solicitor"

Thomas v. Field, 143 Md. 128.

This case arose on a petition for a mandamus to compel the School Board to accept an appropriation of \$40,525.80 to equalize the salaries of teachers in the Secondary Schools.

The Court of Appeals held that the School Board had the power to fix the salaries of all teachers and the right, in exercise of its discretion, to refuse to accept said appropriation.

The Court said at page 140:

"It is true, the Board of Estimates can and does determine the aggregate amount to be allowed for teachers' salaries, but that is a very different power from one which would authorize them to say what salary each teacher or any particular class of teachers should receive, and we know of no existing provision of law which requires the School Board to expend the entire amount so appropriated, to the payment of such salaries, if, in their judgment, the needs of the system do not require it."

In the case of Joyce v. Mayor and City Council of Baltimore, it was decided by Judge Duffy that the School Board had the sole power to fix the salaries of teachers, exclusive of any control of the Board of Estimates, except that it could not exceed ~~the~~ the aggregate ~~the~~ amount appropriated by ordinance.

Mandamus does not lie compel exercise of a discretionary duty.
Wailes v. Smith, 76 Md. 469.

Congress by the Act of 1861, levied a direct tax of twenty millions upon real property, and this tax was apportioned among the states according to representation. Maryland paid its share to the United States Treasury. By the Act of 1891, the amount paid was refunded, the act providing that no part of the refund should be paid as commissions to any attorney or agent, and the money was accepted by the state on these terms. Held, that a mandamus would not lie to compel the comptroller to issue a warrant on the Treasurer for the payment of commission ~~of~~ the amount refunded, to an agent who claimed to have rendered services in procuring the refunding, he having been appointed by the Act of 1878 with authority to prosecute claims of the State against the United States, as the act of issuing the warrant was not strictly a ministerial duty, the Comptroller being obliged to consider and

determine whether the sum refunded constituted a claim within the meaning of the Act of 1878, and if so whether it was recovered through the efforts of the agent entitling him to commissions
The Court said at page 476-478:

"Now, it can hardly be necessary to say that a mandamus is a mandatory writ, and only lies where the ordinary and usual modes of proceeding and forms of remedy are powerless to afford redress, and where, without its aid, there would be a failure of justice. And even in such cases it only lies to enforce the performance of a strictly ministerial duty. And by 'ministerial' we mean where one is entrusted with the performance of an absolute and imperative duty, the discharge of which requires neither the exercise of official discretion nor judgment. As, for instance, where a specific sum of money is appropriated by law for the payment of certain defined services rendered the State, no one questions that in such a case the payment for such services by the proper officer may be enforced by mandamus. Where, however, the duty is one which necessarily requires the exercise of discretion and judgment, it is well settled that a mandamus will not lie to control or reverse the decision of one to whom the discharge of such duty is confided. It will not lie, because it is his discretion and judgment which are to be exercised, and not the discretion and judgment of the court. But whilst this distinction will be found to run through all the cases, there is, it must be admitted, some conflict of opinion, in this country at least, as to what constitutes, strictly speaking, a ministerial duty as distinguished from a discretionary duty, within the meaning of the rule, and it may not be easy to reconcile the principles which are supposed to govern these decisions. Be that as it may, we take it to be settled by the best considered cases, that where the duty is such as necessarily requires the examination of evidence and the decision of questions of law and fact, such a duty is not ministerial, and not being ministerial, the decision of a public officer to whom the discharge of such duty has been confided cannot be reviewed or reversed in a mandamus proceeding. In the leading case of United States v. Seaman, 17 How. 230, where the relator, a printer to the United States Senate, applied for a mandamus to compel the Superintendent of Public Printing to deliver to him certain public documents, the printing of which he claimed to be entitled to under an Act of Congress, Mr. Chief Justice Taney said: 'Now, it is evident that this case is not one which the Superintendent had nothing to do but to obey the order of a superior authority. He had inquiries to make before he could execute the authority he possessed. He must examine evidence; that is to say, he must ascertain in which House the order to print was first passed. And after he had made up his mind upon this fact, it was still necessary to examine into the usages and practice of Congress

in marking a communication in their proceedings as a document; and to make up his mind whether separate communications upon the same subject or on different subjects from the same office, when made at different times, were, according to the usages of Congress, described as one document, or different documents, in printing and publishing their proceedings. He was obliged, therefore, to examine evidence and form his judgment before he acted; and, whenever that is to be done, it is not a case for a mandamus.' And the rule thus laid down was approved and adopted by this court in Green v. Purnell, 12 Md. 329, where it was held that the Comptroller, having the exclusive power under the Constitution, of adjusting and settling public accounts, was not a mere ministerial officer, and could not, therefore, be compelled by mandamus to perform any act in the discharge of his duties, which involved the exercise of discretion and judgment."

Foot v. Harrington, 129 Md. 123.

The writ of mandamus should not issue to compel the Governor, Comptroller and Treasurer to recommend the refunding to certain oyster packers of the taxes that had been paid by them under Acts since declared by the Supreme Court to have been unconstitutional.

The Court said at p. 126:-

"It is well settled in this State that although the Courts will in a proper case exercise their mandatory power to require a public official to perform a strictly ministerial act or to exercise a discretion conferred upon him by the law, they will not interfere with or control the method of the exercise of such discretion or of the performance of any duty requiring the exercise of judgment or discretion nor will they correct errors of judgment or discretion which have been honestly made in the discharge of such duty."

In George's Creek C.&I. Co. v. County Commissioners, 59 Md.

259, Judge Alvey said at page 259:

"Mandamus is a most valuable and essential remedy in the administration of justice, but it can only be resorted to to supply the want of some more appropriate ordinary remedy. Its office, as generally used, is to compel corporations, inferior tribunals, or public officers to perform their functions, or some particular duty imposed upon them, which, in its nature, is imperative, and to the performance of which the party applying for the writ has a clear legal right. The process is extraordinary, and if the right be doubtful, or the duty discretionary, or of a nature to require the exercise of judgment, or if there be any ordinary adequate legal remedy to which the party applying could have recourse, this writ will not be granted. The application for the writ being made to the sound judicial discretion of the court, all the circumstances of the case must be considered in determining whether the writ should be allowed or not; and it will not be allowed unless the court is satisfied that it is necessary to secure the ends of justice, or to subserve some just or useful purpose."

Clear Legal Right.

"The rule goes to the extent that mandamus will not issue to enforce a doubtful right; that it is incumbent upon the party to show in all cases a clear legal right. In other words, the writ of mandamus is a remedy to compel the performance of a duty required by law, where the party seeking relief has no other remedy, and the duty sought to be enforced is clear and indisputable."

- 2 Bailey on Jurisdiction (1899) Sec 590

See vs Fitch 131 Md 30.

Judge Burke said at p 40; "It was said in Upham vs Baltimore City 94 Md 743, that: 'It must be remembered that a writ of mandamus is not a writ of right granted, as of course, but is one which is allowed only at the discretion of the court to whom the application is made. This discretion must not be exercised in favor of applicants unless some just or useful purpose may be answered by the writ.' Booze vs Humbird 27 Md 44. It is also well settled that the

relator's right which is sought to be enforced, must be a clear distinct legal right. *State ex rel O'Neill vs Register et al* 59 Md 287, and that it must be certain and free from doubt. Mandamus is an extraordinary process' and if the right be doubtful, or the duty discretionary, or of a nature to require the exercise of judgment &c, this writ will not be granted'. And in *Brown vs Braquiner* 79 Md 234, it was said: 'The remedy by mandamus is not one which is accorded ex debito iustitiae. The writ is a prerogative one; and unless the right which the relator seeks to enforce is clear and unequivocal, and the correlative duty which the respondent refuses to perform is purely ministerial, and there be no other adequate remedy at law, it will not be granted'.

See also *Andrader vs King* 112 Md 518, 524
Caroline Co vs Hunsfer 126 Md 471, 472
White vs Taind 127 Md 120.

" M'Evoy vs City 126 Ind 111, 124

The granting or withholding of the writ rests largely in the discretion of the Court xxx and will not be granted where it is altogether unnecessary, or would work injustice, or would be unavailing or nugatory, or would introduce into a municipal administration great confusion or disorder."

Mandamus

Want of Funds

38 C.J. tit Mandamus p. 556
Citing State vs Ashdown Dist 183 SW 209
Helson Bank vs Lawrence County
69 So 209.

18 R.C.L. 151

Act of 1924, Ch. 233. This Act follows:-

"AN ACT to make it unlawful for the State Superintendent of Schools, or his assistants, and the Board of School Commissioners of the City of Baltimore, and the Superintendents or Commissioners of public schools in the various counties of the State and in all other municipal corporations of the State of Maryland, to make any distinction or discrimination based upon, or because of sex, in the employment or appointment of teachers or in the matter of compensating, promoting, transferring or dismissal of teachers in the public schools.

Section 1. BE IT ENACTED BY THE GENERAL ASSEMBLY OF MARYLAND, That it shall be unlawful for the State Superintendent of Schools or any of his assistants, and for the Board of School Commissioners of Baltimore City, or for any superintendent or assistant employed by said Commissioners, and for any superintendent or commissioner of public education in any of the counties or municipal corporations of the State of Maryland, and for any assistants employed by them or either of them, to make any distinction or discrimination in favor of or against any teacher who may be employed in any of the public schools of this State, or of the City of Baltimore, or of the various counties or municipal corporations of this State, on account of sex, it being the intent and purpose of this Act that the provisions thereof shall apply with reference to the appointment, assignment, compensation, promotion, transfer, dismissal and all other matters pertaining to the employment of teachers in the public schools of the State of Maryland, the City of Baltimore and the various counties and municipal corporations of the State of Maryland.

Approved April 9, 1924.

Analysis of Act 1924, Ch. 233

Since the adoption of the Charter of 1898 (Acts 1898 Ch. 123) the power of the School Board to fix the salaries of teachers has never been challenged except in the cases of Thomas vs. Field, 143 Md. 128, and Graham v. Joyce, now pending in the Court of Appeals and in each of these cases the power and discretion vested in the School Board by Sec. 99 of the Charter has been upheld by the Appellate Court and the Baltimore City Court. By the inherent nature of the subject of education a discretion in the matter of salaries must be vested in the School Board and what the limits of this discretion may be the law did not undertake to define until the Act of 1924. This Act dealt solely with the question of Sex:

The Act provides "that it shall be unlawful x x x for the Board of School Commissioners of Baltimore City x x x to make any distinction or discrimination in favor of or against any teacher who may be employed x x x on account of sex x x x".

Taking this language literally can it be argued that there must be employed the same number of female teachers as male teachers?

The Act also provides that "it being the intent and purpose of this Act that the provisions thereof shall apply with reference to the appointment, assignment, compensation, promotion, transfer, dismissal, &c."

Suppose the School Board should decide that it was necessary to assign a male teacher rather than a female teacher to instruct a class of bad boys, would this be a distinction or discrimination on account of sex prohibited by the Act?

By similar reasoning would the School Board be required to promote the same number of male teachers as female teachers? Or would the School Board be required to dismiss the same number of female teachers as male teachers? Or would the School Board be required to transfer from one school to another the same number of male teachers as female teachers?

In all of these matters the question of sex is involved but it is submitted that if the Act is to be given this construction it is manifestly absurd and unworkable. We are therefore driven to the narrow construction of the Act -- that is, that none of the matters mentioned in the Act are prohibited unless sex is the controlling reason -- qua sex.

What is the meaning of "distinction" or "discrimination" as found in the Act? It is submitted that a distinction or discrimination on account of sex involves an affirmative volitional act of the mind in the appointment, &c. of teachers qua sex, and this is the only limitation placed by the Act upon the discretion vested in the School Board.

Equal Protection of the Laws.

Cummings v. Richmond County Board of Education,
175 U.S. 528, 44 L.Ed. 262 Note.

Plaintiffs complained that the Georgia Board of Education used the funds in its hands to assist in maintaining a high school for white children without providing a similar school for colored children and asked an injunction against the white school. The state court did not deem the action of the Board of Education in suspending temporarily and for economic reasons the high school for colored children a sufficient reason why the defendant should be restrained from maintaining the white school. Held, that under the

circumstances disclosed, this court could not say that this action of the state court was, within the meaning of the 14th Amendment, a denial by the State to the plaintiffs of the equal protection of the laws, or of any privileges belonging to them as citizens, of the United States. Harlan J. said at p. 545:--

"We may add that while all admit that the benefits and burdens of public taxation must be shared by citizens without discrimination against any class on account of their race, the education of the people in schools maintained by state taxation is a matter belonging to the respective states, and any interference on the part of Federal authority with the management of such schools cannot be justified except in the case of a clear and unmistakable disregard of rights secured by the supreme law of the land."

Plessy v. Ferguson, 163 U.S. 537.

The Louisiana Act of 1890 requiring railway companies carrying passengers in their coaches in that State, to provide equal but separate accommodations for the white and colored races held not to violate the 13th or 14th Amendments to the Federal Constitution.

See Hart v. State, 100 Md.

Lehew v. Brummell, 103 Mo. 546.

The establishment of separate schools for white and colored children does not violate the constitutional right of the latter to the equal protection of the laws, although a school for colored children is not established in any district unless there are fifteen or more of them, and if there are less than that number they are allowed to attend any district in the county in which such school is established, and although the effect may be to compel them to go farther to reach school than white children have to go. The Court said at p. 552,

"Equality and not identity of privileges and rights is what is guaranteed to the citizen."

Berea College v. Ky. 123 Ky. 209, affirmed 211 U.S. 45.

Berea College was indicted under a Kentucky statute making it unlawful for any person or corporation to receive white and colored pupils together for instruction. A fine was imposed of \$1,000 and this was affirmed by the Supreme Court.

Cisco v. School Board, 161 N.Y. 598

Neither the provisions of article 9 of the Constitution of 1894, relating to a system of free common schools, nor those of Section 383 of the Penal Code, making it a misdemeanor for teachers or officers of the common schools and public institutions of learning to exclude any citizen from the equal enjoyment of any accommodation or privilege, qualify the right to establish separate schools of such a character, the school board having the right to determine where different classes of pupils shall be educated, provided equal facilities and accommodations are afforded all.

Kang v. Gallagher, 93 N.Y. 438.

Under the provisions of the Common School Act of 1864 authorizing the establishment of separate schools for the education of the colored race, in cities and incorporated villages, the school authorities therein have power, when, in their opinion, the interests of education will be promoted thereby, to establish schools for the exclusive use of colored children; and when such schools are established and provided with equal facilities for education they may exclude colored children from the schools provided for the whites.

Ruger C.J. said at p. 447:--

"It has been argued from this language that such rights and privileges as are granted to its citizens, and depend solely upon the laws of the State for their original support, are not within the constitutional inhibition and may be lawfully denied to any class or race by the States at their will and discretion. This construction is distinctly and plainly held in The Slaughter House Cases (16 Wall. 36) by the Supreme Court of the United States. The doctrine of that case has not to our knowledge, been retracted or questioned by any of its subsequent decisions.

"It would seem to be a plain deduction from the rule in that case that the privilege of receiving an education at the expense of the State, being created and conferred solely by the laws of the State, and always subject to its discretionary regulation might be granted or refused to any individual or class at the pleasure of the State."

Cory v. Carter, 48 Ind. 327.

In a suit by a negro father for a mandate to compel the admission of his children into a school for white children where the statute provided separate schools for whites and blacks, it was held that the statute was not in conflict with the 14th Amendment.

✓ Crosby v. Mayfield, 133 Ky. 215.

Where the State divides its school fund equally among all the children of the State, white and colored, providing further support for the schools by the taxation of property owned by white persons to be used for the support of schools for white children and taxation of property owned by colored persons for the support of schools for colored children, it does not violate the 14th Amendment by discriminating between the races.

* Lowery v. Kernersville Graded School, 140 N.C. 33, 52 S.E. 267

Difference in appropriations for schools of different races does not constitute a denial of the equal protection of the laws where the difference is based on the respective number of pupils of the two races.

The Court said at p 48; "We are unable to perceive how or why the erection of a necessary school building for 307 white children is a discrimination against 68 colored children for whom an amply sufficient and commodious building has been supplied. To require the same size building for 68 children as is furnished for 307 would be to keep the law neither in letter nor in spirit."

Petitioner cannot claim under void ordinance.

State v. Maryland Institute, 87 Md. 643.

The regulations of a private school, supported in part by public appropriation, which exclude colored persons do not violate the Fourteenth Amendment of the Federal Constitution.

The Court said at p. 661:-

"It is contended on behalf of the appellant that the ordinance is to be regarded as the act of an agency established by the State, and that it is therefore subject to the Fourteenth Amendment. And that the exclusion of colored pupils consequently makes it invalid. No other objection to the ordinance is stated; and therefore we will confine our attention to this point, without expressing an opinion on any other question in this regard. It must be obvious, however, if the ordinance is unconstitutional, that the appellant can have no rights under it, and that his prayer for mandamus must be denied."

Giles v. Harris, 189 U.S. 475.

A Circuit Court of the United States in Alabama has not jurisdiction of an action in equity brought by a colored man, resident in Alabama, on behalf of himself and other negroes to compel the board of registrars to enroll their names upon the voting lists of the county in which they reside under a constitution alleged to be contrary to the Constitution of the United States. Holmes, J. said at p. 486:-

"The difficulties which we cannot overcome are two, and the first is that: The plaintiff alleges that the whole registration scheme of the Alabama constitution is a fraud upon the constitution of the United States, and asks us to declare it void. But, of course, he would not maintain a bill for a mere declaration in the air. He does not try to do so, but asks to be registered as a party qualified under the void instrument. If then we accept the conclusion which it is the chief

purpose of the bill to maintain, how can we make the court a party to the unlawful scheme by accepting it and adding another voter to its fraudulent lists?"

Yick Wo v. Hopkins, 118 U.S. 356.

An ordinance of the City of San Francisco to regulate the carrying on of public laundries within the City held to violate the 14th Amendment in that it conferred upon the city authorities arbitrary power, at their own will, and without regard to discretion in the legal sense of the term, to give or withhold consent as to persons or places, without regard to the competency of the persons applying, or the propriety of the place selected, for the carrying on ^{of} the business.

Acts done under the authority of a municipal ordinance passed in virtue of power conferred by the State are embraced in the 14th Amendment.

✓
^{Howe}
Horn T. & T. Co. v. Los Angeles,
227 U.S. 278

Classification into Classes

Lang v. N.J. 209 U.S. 467-472

Watson on Constitution, p. 1630.

See also:

14 L.R.A. 581

5 R.C.L. p. 597, &c.

13 Am. & Eng. Anno. Cas. p. 342

45 Ark. 12

44 L. Ed. 262

"The constitutional provision in its effect declares that the law in the states shall be the same for the black as for the white, that all persons, whether colored or white, shall stand equal before the laws of the states; and in regard to the colored race for whose protection it was primarily designed, that no discrimination shall be made against them because of their color. Equality, however, does not mean identity of rights, and hence it is that laws providing for a system of public education wherein schools are established for the instruction of colored children separate from those provided for white children are uniformly held to be valid.

5 R.C.L. p. 596-7

See Hall v. DeCuir, 95 U.S. 485, 504-6.

EXTRACT FROM MINUTES OF BOARD OF ESTIMATES OF 7/14/25.

On July 11th Mr. Isaac S. Field, President of the School Board, wrote to the Board as follows:-

"In conformity with the action of your Honorable Board on June 11, 1925, in approving the equalization plan as presented by the Board of School Commissioners on that date, I am sending herewith the requested list showing the effect of the said equalization plan on individual salaries in the Senior High Schools.

"It will be seen that the total amount involved is \$65,973.00, and it is recommended that approval be given to finance the plan from the \$50,000 appropriated for the purpose in the budget for 1925, the remaining \$15,973 to be taken from the surplus from the appropriation of \$330,000 for teachers' arrearages and from the general salary fund.

"For your information I might say that each individual case has been given careful study from the records in possession of the Board of School Commissioners and each item has been checked and verified."

On motion of the City Solicitor, the Board approved the School Board's salary list and recommendations dated July 11th, but decided not to make any disbursement until the City Solicitor reports favorably to the Comptroller.



DEPUTY COMPTROLLER

*1/25
Exp Mas*

DOUGLAS SENIOR HIGH SCHOOL

Name	Position	Sex	Date of Election to D.S.H.S.	Salary as of Jan. 1, 1925	Years of Service as of 1/1/25
Mason A. Hawkins	Prin.	Male	1907	\$4,000.	24
Carrington L. Davis	V.P.	"	1907	2,790.	22
Ralph V. Cook	Head	"	1901	2,490.	24 ✓
Emma D. Price	Head	Female	1913	2,240.	17 ✓
Ralph W. Reckling	Head	Male	1911	2,240.	14 ✓
Levi V. Moore	Tchr.	"	1910	2,240.	21
John J. Wheeler	Head	"	1906	2,240.	27 ✓
Joshua E. Maxwell	Tchr.	"	1906	2,240. ✓	26
Fannie L. Barbour	Head	Female	1901	2,240.	36 ✓
Gough McDaniels	Tchr.	Male	1911	2,040.	14 ←
P.D.G. Pennington	"	"	1911	2,040.	15
Ethel A. Lewis	"	Female	1906	2,040.	19 ✓
J. A. B. Callis	"	Male	1905	2,040.	20
H. M. Frisby	"	"	1917	1,940.	12
Daisy E. Bailey	"	Female	1915	1,940.	16
Chas. H. Johnston	"	Male	1924	1,890.	23
Kate I. Sheppard	"	Female	1923	1,890.	25
Chas. M. Woodford	"	Male	1920	1,890.	9
J. C. Chambers	"	"	1922	1,840.	23
Wm. D. Johnson	"	"	1921	1,790.	18
Meta R. Redden	"	Female	1917	1,790.	9
Iradelle B. Williams	"	"	1924	1,740.	2
J. Beatrice Breeding	"	"	1924	1,740.	3
Fannie T. White	"	"	1922	1,740.	6
Lena S. Holcombe	"	"	1922	1,740.	5
Cyrus W. Marshall	"	Male	1921	1,740.	12
Mary F. Goode	"	Female	1921	1,740.	7
L. U. Gibson	"	Male	1921	1,740.	7
Martha R. Kenner	"	Female	1920	1,740.	7

Name	Position	Sex	Date of Election to D.S.H.S.	Salary as of Jan.1, 1925	Years of Service as of 1/1/25
May Miller	Tchr.	Female	1920	\$1,740.	5
Ruth E. Wilkins	"	"	1920	1,740.	7
Elsie L. Taylor	"	"	1923	1,650.	6
W. E. Payne	"	Male	1923	1,500.	2
Camille C. Levy	"	Female	1923	1,500.	4
Don B. Goodloe	"	Male	1923	1,500.	3
Nellie A. Buchanan	"	Female	1923	1,500.	4
Wm. C. Anderson	"	Male	1923	1,500.	4
Aisley L. Lindsay	"	Female	1922	1,500.	3
Ella T. Beames	\$1. "	"	1922	1,500.	-

DOUGLAS SENIOR HIGH SCHOOL

Name	Position	Sex	Date of Election to D.S.H.S.	Salary as of Jan. 1, 1925	Years of Service as of 1/1/25
Mason A. Hawkins	Prin.	Male	1907	\$4,000.	24
Carrington L. Davis	V.P.	"	1907	2,790.	22
Ralph V. Cook	Head	"	1901	2,490. ¹¹	24
Emma D. Price	Head	Female	1913	2,240.	17 ✓
Ralph W. Heckling	Head	Male	1911	2,240. ¹⁴	14 ✓
Levi V. Moore	Tchr.	"	1910	2,240. ²¹	21
John J. Wheeler	Head	"	1906	2,240.	27 ✓
Joshua E. Maxwell	Tchr.	"	1906	2,240.	26
Fannie L. Barbour	Head	Female	1901	2,240.	36 ✓
Gough McDaniels	Tchr.	Male	1911	2,040.	14 ✓
P.D.G. Pennington	"	"	1911	2,040. ^{3 m} _{1 f}	15
Ethel A. Lewis	"	Female	1906	2,040.	19
J. A. B. Callis	"	Male	1905	2,040.	20
H. M. Frisby	"	"	1917	1,940. ^{1 m}	12
Daisy E. Bailey	"	Female	1915	1,940. ^{1 f}	16
Chas. H. Johnston	"	Male	1924	1,890.	23
Kate I. Sheppard	"	Female	1923	1,890. ^{2 m} _{1 f}	25
Chas. M. Woodford	"	Male	1920	1,890.	9
J. C. Chambers	"	"	1922	1,840. ^{1 m}	23
Wm. D. Johnson	"	"	1921	1,790. ^{1 m}	18
Meta R. Redden	"	Female	1917	1,790. ^{1 f}	9 ✓
Iradelle B. Williams	"	"	1924	1,740.	2
J. Beatrice Breeding	"	"	1924	1,740.	3
Fannie T. White	"	"	1922	1,740. ^{8 f}	6
Lena S. Holcombe	"	"	1922	1,740. ^{2 m}	5
Cyrus W. Marshall	"	Male	1921	1,740.	12
Mary F. Goode	"	Female	1921	1,740.	7
L. U. Gibson	"	Male	1921	1,740.	7
Martha R. Kenner	"	Female	1920	1,740.	7

Name	Position	Sex	Date of Election to D.S.H.S.	Salary as of Jan. 1, 1925	Years of Service as of 1/1/25
May Miller	Tchr.	Female	1920	\$1,740.	5
Ruth E. Wilkins	"	"	1920	1,740.	7
Elsie L. Taylor	"	"	1923	1,650. ^{tt}	6
W. E. Payne	"	Male	1923	1,500.	2
Camille C. Levy	"	Female	1923	1,500.	4
Don B. Goodloe	"	Male	1923	1,500.	^{3 m} 3
Nellie A. Buchanan	"	Female	1923	1,500.	^{4 6} 4
Wm. C. Anderson	"	Male	1923	1,500.	4
Aisley L. Lindsay	"	Female	1922	1,500.	3
Ella T. Beames	\$1. "	"	1922	1,500.	-

Name	Position	Sex	Date of Election to D.S.H.S.	Salary as of Jan. 1, 1925	Years of Service as of 1/1/25
Irabelle B. Williams	Tchr.	Female	1924	\$1740.	2
Chas. H. Johnston	"	Male	1924	1890.	23
J. Beatrice Breeding	"	Female	1924	1740.	3
Elsie L. Taylor	"	Female	1923	1650.	6
Kate I. Sheppard	"	"	1923	1890.	25
W. E. Payne	"	Male	1923	1500.	2
Camille C. Levy	"	Female	1923	1500.	4
Don B. Goodloe	"	Male	1923	1500.	3
Nellie A. Buchanan	"	Female	1923	1500.	4
Wm. C. Anderson	"	Male	1923	1500.	4
Fannie T. White	"	Female	1922	1740.	6
Aisley L. Lindsay	"	"	1922	1500.	3
Lena S. Holcombe	"	"	1922	1740.	5
J. Clarence Chambers	"	Male	1922	1840.	23
Ella T. Beames	Elem. "	Female	1922	1500.	
Cyrus W. Marshall	"	Male	1921	1740.	12
Wm. D. Johnson	"	"	1921	1790.	18
Mary F. Goode	"	Female	1921	1740.	7
L. U. Gibson	"	Male	1921	1740.	7
Martha R. Kenner	"	Female	1920	1740.	7
May Miller	"	"	1920	1740.	5
Ruth E. Wilkins	"	"	1920	1740.	7
Chas. M. Woodford	"	Male	1920	1890.	9
Herbert M. Frisby	"	"	1917	1940.	12
Meta A. Redden	"	Female	1917	1790.	9
Daisy E. Bailey	"	"	1915	1940.	16
Emma D. Price	Head	"	1913	2240.	17
Ralph W. Reckling	"	Male	1911	2240.	14
Gough McDaniels	Tchr.	"	1911	2040.	14
Perry D.G. Pennington	"	"	1911	2040.	15

Name	Position	Sex	Date of Election to D.S.H.S.	Salary as of Jan. 1, 1985	Years of Service as of 1/1/25
Levi V. Moore	Tchr.	Male	1910	\$2240.	21
Mason A. Hawkins	Prin.	"	1907	4000.	24
Carrington L. Davis	V. P.	"	1907	2790.	22
John J. Wheeler	Head	"	1906	2240.	27
Ethel A. Lewis	Tchr.	Female	1906	2040.	19
Joshua E. Maxwell	"	Male	1906	2240.	26
James A. B. Callis	"	"	1905	2040.	20
Fannie L. Barbour	Head	Female	1901	2240.	36
Ralph V. Cook	"	Male	1901	2490.	24

ADJUSTMENT OF SENIOR HIGH SCHOOL SALARIES

I. General Rules for the 1925 Salary Adjustment.

1. The salary equalization scale for 1925, based upon standard qualifications, length of service, efficiency, and credits (the last to apply for all increases beyond \$2550), as set forth under Section II below, shall not operate to lower the salary of any man or woman.
2. There are to be no salary increases in 1925, to either men or women, except as provided by the equalization scale.
3. Following the credit system, in effect since January 1, 1923, there will be allowed no increases beyond \$2550, the service maximum, except upon the delivery of credits as provided by the credit rule.
4. Length of service is to be counted in whole years up to December 31, 1924.
5. The credit rule for 1925 shall be the same as it has been since January 1, 1923, namely: For each step of advance up the salary scale beyond \$2550, the service maximum, a teacher must present another year of satisfactory experience accompanied by credits for the successful completion of two thirty-hour approved courses of work beyond the standard qualifications for appointment into a senior high school. In no case shall experience or classroom efficiency be accepted, in lieu of earned credits, for salary advances beyond the service maximum. The standard requirement for appointment is a Bachelor of Arts degree, or other equal degree, from a recognized college; or in the case of non-academic teachers an amount of training and experience evaluated as the equivalent of a bachelor's degree. Moreover, by ruling of the School Board, the standard requirement for appointment in senior high schools, in the cases of teachers of extended experience in the Baltimore public schools, may be met by the presentation of sixteen years of satisfactory teaching in the Baltimore public schools, of which eight must have been in a Baltimore public senior high school.

II. The 1925 Salary Equalization Scale.

1. This scale ranges from \$1500, the minimum salary for the first year of high school service (in effect since January 1, 1921) up to the service maximum of \$2550 (in effect for men since January 1, 1922); and beyond the service maximum three further steps of advance are provided based upon additional experience, approved service, and the delivery of credits, up to the ultimate maximum with credits, \$3000.

First Year	\$1500	Second Year	\$1500	Third Year	\$1650
Fourth Year	1650	Fifth Year	1800	Sixth Year	1950
Seventh Year	2100	Eighth Year	2250	Ninth Year	2400
Tenth Year	<u>2550</u>	<u>Maximum on service and efficiency only</u>			
Eleventh Year	2700	Service, efficiency, and <u>credits</u> required			
Twelfth Year	2850	Service, efficiency, and <u>credits</u> required			
Thirteenth Year	3000	Service, efficiency, and <u>credits</u> required, the final <u>maximum with credits.</u>			

Heads of Departments \$3000 to \$3200, depending on length of service.

Vice-Principals \$3000 to \$3400, depending upon length of service.

2. This salary scale for 1925 shall be applicable to all men and women teachers alike in those senior high schools in which unequal salaries for men and women prevailed in 1924; and this scale shall become effective as of January 1, 1925 - provided, however, that no teacher's present salary be lowered.

ADJUSTMENT OF SENIOR HIGH SCHOOL SALARIES

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Aug 6, 1925 chs for 6 mos pd thereafter
monthly for 4 mos.

Baltimore, Md.
DEPARTMENT OF EDUCATION
Office of
The Superintendent of Public Instruction

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July 9, 1925.

List of teachers in Baltimore City College,
Baltimore Polytechnic Institute, Eastern High School,
Western High School, and Forest Park Senior High
School, with salaries as affected by Equalization Plan
adopted on June 11, 1925.

Total amount required for the year 1925 -- \$65,975

REORGANIZATION PLAN INCLUDING CREDITS

Baltimore City Colleges

<u>Name</u>	<u>Present Salary</u>	<u>Proposed Salary</u>	<u>Increase</u>
<u>Principal</u>			
Smith, Wilbur F.	4380	no change	-
<u>Vice-Principal</u>			
Blake, Frank R.	3400	no change	-
<u>Heads of Departments</u>			
Edwards, Philip H.	3200	no change	-
Fleagle, Benj. E.	3000	no change	-
Harry, Stephen C.	3200	no change	-
Ingham, Leslie H.	3200	no change	-
Kaye, Percy L.	3200	no change	-
Travers, R. Foulton	2940	3200	260
Uhlig, J. Conrad	3200	no change	-
<u>Teachers</u>			
Alsy, Warren W.	2190	no change	-
Armstrong, Herbert E.	2700	no change	-
Ballard, Harold H.	2940	3000	60
Barker, John B.	2190	2550	360
Bivaly, John H.	2190	no change	-
Blair, Henry D.	2700	no change	-
Brundie, Burt K.	2090	no change	-
Brewbough, Chambers S.	2090	3000	150
Cunningham, Ray	2190	no change	-
Dawson, Frank W.	1740	no change	-
Diver, Grant	2540	2550	10
Hankaiser, Benj. F.	1650	no change	-
Hoard, G. Millard	2190	no change	-
Friess, Philip H.	3000	no change	-
Gale, Walter R.	2350	no change	-
Gainer, Albert J.	2700	no change	-
Gainer, A. Roland	2550	no change	-

BALANCE SHEET PLAN INCLUDING GRANTSBaltimore City College (Continued)

<u>Name</u>	<u>Present Salary</u>	<u>Proposed Salary</u>	<u>Increase</u>
<u>Teachers:</u>			
Goddard, Henry	2850	no change	-
Golder, Archibald	1740	no change	-
Green, Joseph R.	2850	no change	-
Harris, J. Morris	2850	no change	-
Macaltine, Robert I.	2850	3000	150
Headrick, James A.	2250	2550	300
Hecht, Lawrence W.	1500	no change	-
Hills, Edward T.	2850	no change	-
Holden, Floyd T.	2850	no change	-
Jones, Harvey G.	2700	no change	-
Kandy, Sanford H.	2190	2550	360
Kolb, Charles H.	2640	3000	360
Koontz, Wilbur L.	2190	2400	210
Litz, Francis A.	2340	2400	60
Loretz, John T.	2550	no change	-
Melamet, Karl	2340	no change	-
Parker, Richard	1650	no change	-
Parrish, S. R. Wallis	2700	no change	-
Pearce, Wm. E., Jr.	2850	no change	-
Plitt, Charles G.	2850	no change	-
Robb, Philip L.	2940	3000	60
Schnehl, Carl N. W.	1740	1950	210
Scheid, Victor A.	2490	no change	-
Schwartz, John H. Jr.	1800	no change	-
Sparks, S. Walter	2150	no change	- (not in system 11/25)
Steele, George A.	2940	3000	60
Sweeny, B. Wheeler	2850	no change	-

QUALIFICATION PLAN UNLIDING CREDITS

Baltimore City College (Continued)

<u>Name</u>	<u>Present Salary</u>	<u>Proposed Salary</u>	<u>Increase</u>
<u>Teachers</u>			
Sweeney, John J., Jr.	1500	no change	-
Walbeck, James W.	2100	no change	-
Willis, Harold E. D.	2040	no change	-
Wise, Hugo B.	2000	no change	-
Yost, Henry E.	1740	2100	360
			<hr/>
	Total		\$ 2,970

REVALUATION PLAN INCLUDING CREDITS

Baltimore Polytechnic Institute

<u>Name</u>	<u>Present Salary</u>	<u>Proposed Salary</u>	<u>Increase</u>
<u>Principal</u>			
Dehauff, Wilmer A.	4320	no change	-
<u>Vice-Principal</u>			
Clark, Norman L.	3200	no change	-
<u>Heads of Departments</u>			
Anderson, G. Norman	3200	no change	-
Dougherty, Philip H.	3200	no change	-
Flagg, William J.	2940	3200	260
Frank, Harry F.	2940	3200	260
Richardson, Wm. E. Jr.	3200	no change	-
Wilhelm, William H.	3200	no change	-
<u>Teachers</u>			
Adams, Charles E.	2940	3000	60
Alexander, John D.	2190	no change	-
Bacharach, Abram F.	2190	no change	-
Bacharach, Oliver	2650	no change	-
Batty, Howard A.	2190	no change	-
Boggs, Henry, Jr.	2650	no change	-
Bolte, John K.	1690	no change	-
Bosley, Edgar B. A.	1690	no change	-
Bowers, Frank	2650	no change	-
Brown, Eger	2790	no change	-
Brown, Walter A.	2650	no change	-
Coplos, Harry L.	2940	3000	60
Chappell, John T.	2040	no change	-
Clark, J. David	2190	no change	-
Collett, Harry A.	1690	1950	60
Curtis, J. Raymond	2640	2850	210
DeLoquelaine, Maurice V.	2190	2650	360
Deuling, Walter F.	2340	no change	-

REVALUATION PLAN INCLUDING CREDITSBaltimore Polytechnic Institute (Continued)

<u>Name</u>	<u>Present Salary</u>	<u>Proposed Salary</u>	<u>Increase</u>
<u>Teachers</u>			
Dooley, John H.	2540	2700	60
Fahn, Frank, Jr.	2750	no change	-
Facknuel, Herbert H.	2540	no change	-
Fleagle, James H.	2440	3000	360
Freedman, Norman H.	2190	no change	-
Gedright, H. Nelson	2700	no change	-
Hall, Wm. H.	3400	no change	-
Hann, Elmer H.	2940	3000	60
Hanriller, Wm. J. G.	2190	2350	360
Hester, S. Roy	2190	no change	-
Hobbs, Jesse V.	2700	no change	-
Hoopfagle, Charles G.	2040	2250	210
Hussinger, Harvey S.	2600	no change	-
Jackwick, Joseph A.	2640	no change	-
Lilly, Wm. S.	2100	no change	-
List, Eugene B.	2750	no change	-
McBride, Charles A.	2340	3000	660
McLitt, Ernest E.	2750	3000	210
Mason, Tom G.	2540	no change	-
Macubin, W. A.	2190	no change	-
Mackley, Cyril H. A.	2700	no change	-
Miller, Luther B.	2750	no change	-
Miller, William J.	2940	3000	60
Noylan, Charles E.	2040	2100	60
O'Keefe, William	2190	no change	-
Otis, Isaac L.	2650	3000	150
Peony, Jos. B.	2340	2350	210
Pettit, Charles	2750	no change	-
Platt, Samuel P.	2350	no change	-

MANUFACTURER YEAR TERMINATING CREDITS

Manufacture Polychlorobiphenyls (Continued)

Name	Present Salary	Proposed Salary	Increase
Swabrows			
Forster, Harry P.	2640	3000	60
Fyfe, James H.	2340	no change	-
Hendry, Charles F.	2940	3000	60
Hofstler, Edward	2650	no change	-
Hofter, Robert A.	2700	no change	-
Richardson, Wm. G.	2850	no change	-
Roby, V. P.	2640	no change	-
Rogers, Henry P.	2700	no change	-
Roble, Andrew H.	2940	3000	60
Shurps, N. H.	2340	2350	10
Slavin, Walter	2400	no change	-
Smith, George F.	2340	no change	-
Smith, H. H.	2340	2350	10
Souther, Allen B.	2940	3000	60
Sperry, Harold E.	2400	3000	610
Spalden, Ernest R.	2700	3000	310
Splaining, Fred J.	2040	2100	60
Stupling, Wm. P., Jr.	2150	no change	-
Swilley, Irving L.	2940	3000	60
Veldens, Geo. A.	2700	3000	300
Walker, James H. G.	2190	no change	-
Ward, George W.	2940	3000	60
Webber, H. K.	2190	2250	60
Winters, Otto H.	2700	3000	310
Williams, Leo	2340	no change	-
Total			\$ 5,600

EQUALIZATION PLAN IMMEDIATE CREDITSEastern High School

<u>Name</u>	<u>Present Salary</u>	<u>Proposed Salary</u>	<u>Increase</u>
<u>Principal</u>			
Cairnes, Laura J.	4000	no change	-
<u>Vice-Principal</u>			
Carpenter, Leonard E.	2890	3400	510
<u>Heads of Departments</u>			
Garretty, Margaret	2690	3200	510
Hoag, Katherine E.	2690	3200	510
White, Elizabeth G.	2690	3200	510
Wickes, Rose C.	2690	3200	510
<u>Teachers</u>			
Anderson, Mary G.	2340	2550	210
Armstrong, Harriet	2640	2850	210
Armstrong, Jessie L.	1890	2400	510
Baldwin, Ross	2490	3000	510
Brooks, Rebecca B.	2490	2850	360
Brown, C. Hazel	2040	2550	510
Suchholz, Agnes	2490	3000	510
Buckwald, Leona G.	2000	2400	400
Caldor, Alice E.	2490	2850	360
Cleveland, Habel Dush	1890	2250	360
Crowl, A. Naomi	2490	2700	210
Dandy, M. Alice	2190	3000	810
Davy, Mary W.	1800	2400	600
Gaylord, Rhona H.	1740	3000	1260
Contrus, Charles H.	1800	no change	-
Grote, Caroline	1845	3000	1155
Haddaway, Mildred J.	2190	no change	-
Huspeon, Elinor M.	1890	no change	-
Hackup, Ruth	2490	3000	510
Hoskins, Eleanor R.	2490	2550	60

EQUALIZATION PLAN INCLUDING CREDITSEastern High School (Continued)

<u>Name</u>	<u>Present Salary</u>	<u>Proposed Salary</u>	<u>Increase</u>
<u>Teachers</u>			
Halsey, Henry B.	2340	2700	360
Joosting, Edith	2190	no change	-
Johnson, Edna M.	2490	2650	160
King, Mary E. W.	2040	3000	960
Mahon, Theodosia B.	2490	2550	60
Makibbin, Elizabeth M.	2490	3000	510
Mallouca, Alice G.	2490	3000	510
Meid, E. Lenore	1890	2100	210
Miller, Helen S.	1800	1950	150
Millikin, Caroline B.	2190	2550	360
Newman, Ida	2490	3000	510
Normant, Ada B.	2490	2550	60
Otto, Lillian B.	2490	3000	510
Parrish, Mary M.	1740	no change	-
Porter, Estelle	2490	3000	510
Powersmeyer, Theresa	1740	no change	-
Ripyard, Helen W.	2490	2550	60
Roycroft, William D.	900	no change	-
Russell, Bertha L.	2040	2550	510
Schultz, Travis Rader	1650	no change	-
Seyforth, Sophie	2190	3000	810
Slater, Olive C.	2490	3000	510
Smith, Edith A.	2040	3000	960
Smith, Ruth L.	1890	2250	360
Sponce, Lydia E.	2550	3000	450
Stephenson, Letitia M.	1890	3000	1110
Stephenson, Mabel L.	2190	2550	360
Stewart, Sadie B.	2340	2850	510

EQUALIZATION PLAN INCLUDING CREDITS

Eastern High School (Continued)

<u>Name</u>	<u>Present Salary</u>	<u>Proposed Salary</u>	<u>Increase</u>
<u>Teachers</u>			
Champeon, Edith V.	2190	2650	660
Thornburg, Carrie	2490	3000	510
Travers, Mary R.	3490	2550	60
Wills, Mary H.	1740	2250	510
Kouck, A. Marguerite	2100	2250	150
			<hr/>
	<u>Total</u>		\$ 23,695

EQUALIZATION PLAN INCLUDING CREDITSEastern High School

<u>Name</u>	<u>Present Salary</u>	<u>Proposed Salary</u>	<u>Increase</u>
<u>Principal</u>			
Becker, Ernest J.	4300	no change	-
<u>Vice-Principal</u>			
Rockwood, Mary B.	2890	3400	510
<u>Heads of Departments</u>			
Alford, Della R.	2690	3200	510
Dallas, M. Theresa	2690	3200	510
Elfroth, Miriam	2690	3200	510
Englar, Margaret T.	2690	3200	510
Mallick, Mary H.	2690	3200	510
White, Annabel	2690	3200	510
<u>Teachers</u>			
Adams, Florence	2490	3000	510
Adams, Mattie J.	2390	3000	610
Alford, Laura L.	2490	3000	510
Alford, M. Jane	2250	3000	75 (for January only)
Arnold, Grace B.	2040	2550	510
Bachrach, Helen K.	2190	2650	460
Bangert, Florence	2490	3000	510
Betts, Evelyn W.	2340	3000	660
Burworth, Mary A. T.	2040	3000	960
Burke, Eva M.	2190	3000	810
Corbett, Una A.	1900	1950	150
Dennis, Hazel V.	2490	3000	510
Ditty, Augusta F.	2490	3000	510
Dixon, N. Leola	2490	3000	510
Doetsch, Agnes	1500	no change	-
Eaton, Marion	2190	2700	510
Ebough, Jessie M.	2490	3000	510
Foley, Mary A.	2490	3000	510

EQUALIZATION PLAN INDIVIDUAL CREDITS

Western High School (Continued)

<u>Name</u>	<u>Present Salary</u>	<u>Proposed Salary</u>	<u>Increase</u>
<u>Teachers</u>			
Gardner, Rosalie E.	2190	2350	160
Gray, Ethel R.	2190	3000	810
Groisman, Winona	2190	3000	810
Harrison, E. Ann	2490	3000	510
Harrison, M. Ella	2490	3000	510
Haupt, Lisa C.	1690	no change	-
Heaps, Pearl I.	2490	3000	510
Hibbard, Corrine	1690	2400	710
Holden, M. Elisabeth	2490	3000	510
Hollstein, Susie H.	2490	3000	510
Houston, Ann C.	2490	3000	510
Jarvis, Marion	2190	2350	160
Jones, Charlotte A.	2490	3000	510
Kelton, Elizabeth F.	2190	2700	510
Kleinbaker, Bessie E.	2490	3000	510
Klinowith, Bessie	2390	2350	50
Masson, Lucile T.	1600	no change	-
Mimick, Elizabeth	2490	2550	60
Murray, Lucy E.	2490	3000	510
Falen, Helen B.	2490	3000	510
Perry, Margaret G.	2490	3000	510
Reinhard, Emily S.	2490	3000	510
Ross, Edna S.	2040	3000	960
Shaw, Miriam	2490	3000	510
Smith, Lolla	2490	2350	60
Snyder, Ann C.	2190	2700	510
Swick, Elizabeth	2490	3000	510
Taylor, Ruth	1690	1950	60
Thelbitzer, Louise	2490	3000	510

REVALUATION PLAN INCLUDING CREDITS

Western High School (Continued)

<u>Name</u>	<u>Present Salary</u>	<u>Proposed Salary</u>	<u>Increase</u>
<u>Teachers</u>			
Wightman, Virginia	2550	3000	450
Witters, Elsie May	1500	no change	-
Wood, Mary W.	2490	2850	360
Worley, Helen J.	2190	3000	810
			<hr/>
	Total		\$ 26,025

EQUALIZATION PLAN INCLUDING CREDITS

Forest Park Senior High School

<u>Name</u>	<u>Present Salary</u>	<u>Proposed Salary</u>	<u>Increase</u>
<u>Principal</u>			
Owens, Glenn W.	3900	no change	-
<u>Vice-Principals</u>			
Patterson, H. Rose	3200	no change	-
Scott, Alfred P.	3200	no change	-
<u>Heads of Departments</u>			
Goughlin, Mildred M.	2690	3000	310
Frederick, Edwin L.	2940	3000	60
Harris, Grover W.	2940	3000	60
Schueler, Otto K.	2940	3000	60
Templeman, James P.	2940	3000	60
Yocum, William K.	2940	3000	60
<u>Teachers</u>			
Becker, Sophie M.	2040	2250	210
Borrodalle, Gilbert J.	2190	no change	-
Bullen, Irene E.	1500	no change	-
Chase, Margaret W.	2040	2550	510
Church, Doris V.	1740	2400	660
Engle, Edna M.	2190	2700	153 (for Jan, Feb, and March, only)
Fox, Ethel H.	1890	1950	60
Hubbard, Thomas J.	2000	no change	-
Itzel, John	2490	no change	-
Jolly, William H.	2100	no change	-
Jones, Mary Elizabeth	2190	2250	60
Jones, Victor R.	2190	3000	810
Journey, Lucy H.	1650	no change	-
Katenkamp, Chester H.	2040	no change	-
Layman, Florence M.	2550	3000	450
Lee, Minnie V.	2190	3000	810

REVALUATION PLAN INCLUDING CREDITS

Fernat Park Senior High School (Continued)

<u>Name</u>	<u>Present Salary</u>	<u>Proposed Salary</u>	<u>Increase</u>
<u>Teachers</u>			
Merrill, Irving W.	2190	2400	210
Harris, Nellie	2190	2400	210
Rains, Blanche	1800	no change	-
Hoe, Irene	2040	2250	210
Schleswohl, John H.	2400	no change	-
Sims, H. Rex	2040	no change	-
Thompson, Madeline	2190	2400	210
Wholey, Ida A.	2040	no change	-(not in high sch. Jan. 1, 1925)
			<hr/>
	Total		\$ 5,475

SUMMARY

Baltimore City College		\$ 2,970
Baltimore Polytechnic Institute		5,000
Eastern High School:		
Men	360	
Women	23,335	23,695
Western High School		28,035
Forest Park Senior High Schools:		
Men	1,320	
Women	4,153	5,473
	TOTAL	<hr/> \$ 65,975

NEW
NO 2

Baltimore, Md.
DEPARTMENT OF EDUCATION
Office of
The Superintendent of Public Instruction

0000000

July 9, 1925.

List of teachers in Baltimore City College,
Baltimore Polytechnic Institute, Eastern High School,
Western High School, and Forest Park Senior High
School, with salaries as affected by Equalization Plan
adopted on June 11, 1925.

Total amount required for the year 1925 - \$65,973

EQUALIZATION PLAN INCLUDING CREDITSBaltimore City College

<u>Name</u>	<u>Present Salary</u>	<u>Proposed Salary</u>	<u>Increase</u>
<u>Principal</u>			
Smith, Wilbur F.	4320	no change	-
<u>Vice-Principal</u>			
Blake, Frank R.	3400	no change	-
<u>Heads of Departments</u>			
Edwards, Philip H.	3200	no change	-
Fleagle, Benj. E.	3000	no change	-
Harry, Stephen G.	3200	no change	-
Ingham, Leslie H.	3200	no change	-
Haye, Percy L.	3200	no change	-
Travers, R. Poulton	2940	3200	260
Uhlig, J. Konrad	3200	no change	-
<u>Teachers</u>			
Almy, Warren W.	2190	no change	-
Armstrong, Herbert E.	2700	no change	-
Ballard, Harold H.	2940	3000	60
Barker, John B.	2190	2550	360
Birely, John H.	2190	no change	-
Blair, Henry D.	2700	no change	-
Brendle, Burt K.	2090	no change	-
Brunbaugh, Chalmers S.	3050	3000	150
Cunningham, Ray	2190	no change	-
Dawson, Frank W.	1740	no change	-
Diver, Grant	2540	2550	10
Eisenheiser, Benj. F.	1650	no change	-
Foard, G. Millard	2190	no change	-
Friese, Philip H.	3000	no change	-
Gale, Walter R.	2850	no change	-
Gminder, Albert J.	2700	no change	-
Gminder, A. Roland	2550	no change	-

EQUALIZATION PLAN INCLUDING CREDITSBaltimore City College (Continued)

<u>Name</u>	<u>Present Salary</u>	<u>Proposed Salary</u>	<u>Increase</u>
<u>Teachers:</u>			
Goddard, Henry	2550	no change	-
Golder, Archibald	1740	no change	-
Green, Joseph E.	2850	no change	-
Harris, J. Morris	2550	no change	-
Haseltine, Robert I.	2850	3000	150
Headrick, James A.	2250	2550	300
Hecht, Lawrence W.	1500	no change	-
Hills, Edward T.	2850	no change	-
Holden, Floyd E.	2850	no change	-
Jones, Harvey C.	2700	no change	-
Keady, Sanford M.	2190	2550	360
Kolb, Charles H.	2640	3000	360
Koontz, Wilbur L.	2190	2400	210
Litz, Francis A.	2340	2400	60
Lorett, John T.	2550	no change	-
Melamet, Karl	2340	no change	-
Parker, Richard	1650	no change	-
Parrish, S. R. Wallis	2700	no change	-
Pearce, Wm. E., Jr.	2850	no change	-
Plitt, Charles G.	2850	no change	-
Robb, Philip L.	2940	3000	60
Schuehl, Carl E. W.	1740	1950	210
Schmid, Victor A.	2490	no change	-
Schwartz, John H. Jr.	1800	no change	-
Sparks, S. Walter	2550	no change	- (not in system 1/1/25)
Steele, George A.	2940	3000	60
Sweany, B. Wheeler	2850	no change	-

EQUALIZATION PLAN INCLUDING CREDITS

Baltimore City College (Continued)

<u>Name</u>	<u>Present Salary</u>	<u>Proposed Salary</u>	<u>Increase</u>
<u>Teachers</u>			
Sweeney, John J., Jr.	1500	no change	-
Walbeck, James W.	2190	no change	-
Willis, Harold B. D.	2040	no change	-
Wise, Hugo B.	2000	no change	-
Yost, Henry T.	1740	2100	360
			<hr/>
	Total		\$ 2,970

EQUALIZATION PLAN INCLUDING CREDITSBaltimore Polytechnic Institute

<u>Name</u>	<u>Present Salary</u>	<u>Proposed Salary</u>	<u>Increase</u>
<u>Principal</u>			
Dehuff, Wilmer A.	4320	no change	-
<u>Vice-Principal</u>			
Clark, Norman L.	3200	no change	-
<u>Heads of Departments</u>			
Anderson, G. Norman	3200	no change	-
Dougherty, Philip H.	3200	no change	-
Flagg, William J.	2940	no 3200	260
Frank, Harry F.	2940	3200	260
Richardson, Wm. W. Jr.	3200	no change	-
Wilhelm, William H.	3200	no change	-
<u>Teachers</u>			
Adams, Charles E.	2940	3000	60
Alexander, John D.	2190	no change	-
Bacharach, Abram F.	2190	no change	-
Bacharach, Oliver	2850	no change	-
Batty, Howard A.	2190	no change	-
Bogue, Henry, Jr.	2850	no change	-
Bolte, John K.	1890	no change	-
Bosley, Edgar B. A.	1650	no change	-
Bowers, Frank	2550	no change	-
Brown, Mayer	2790	no change	-
Brown, Walter A.	2550	no change	-
Caples, Harry L.	2940	3000	60
Chappell, John T.	2040	no change	-
Clark, J. David	2190	no change	-
Collett, Harry A.	1890	1950	60
Curtis, J. Raymond	2640	2850	210
DeRoquelaine, Maurice V.	2190	2550	360
Dewling, Walter F.	2340	no change	-

EQUALIZATION PLAN INCLUDING CREDITSBaltimore Polytechnic Institute (Continued)

<u>Name</u>	<u>Present Salary</u>	<u>Proposed Salary</u>	<u>Increase</u>
<u>Teachers</u>			
Dooley, John M.	2640	2700	60
Fahn, Frank, Jr.	2790	no change	-
Fankhanel, Herbert K.	2640	no change	-
Fleagle, James E.	2640	3000	360
Freedman, Norman M.	2190	no change	-
Gambrell, H. Nelson	2700	no change	-
Hall, Wm. H.	3400	no change	-
Harr, Elmer H.	2940	3000	60
Heimiller, Wm. J. G.	2190	2550	360
Hetzer, S. Roy	2190	no change	-
Hobbs, Jesse V.	2700	no change	-
Hoofnagle, Charles G.	2040	2250	210
Housekeeper, Harvey S.	2850	no change	-
Jackovick, Joseph A.	2640	no change	-
Lilly, Wm. S.	2100	no change	-
Link, Eugene B.	2790	no change	-
McBride, Charles A.	2340	3000	660
McNatt, Ernest T.	2790	3000	210
Mabon, Tom G.	2640	no change	-
MacCubin, W. A.	2190	no change	-
Markley, Cyril H. A.	2700	no change	-
Miller, Luther B.	2790	no change	-
Miller, William J.	2940	3000	60
Moylan, Charles E.	2040	2100	60
O'Keefe, William	2190	no change	-
Otis, Isaac L.	2850	3000	150
Poery, Jos. B.	2340	2550	210
Pettit, Charles	2790	no change	-
Platt, Samuel P.	2850	no change	-

REQUALIFICATION PLAN INCLUDING CREDITSBaltimore Polytechnic Institute (Continued)

<u>Name</u>	<u>Present Salary</u>	<u>Proposed Salary</u>	<u>Increase</u>
<u>Teachers</u>			
Porter, Harry P.	2940	3000	60
Pyle, James H.	2340	no change	-
Ranft, Charles F.	2940	3000	60
Reisler, Edward	2850	no change	-
Reits, Robert A.	2700	no change	-
Richardson, Wm. G.	2850	no change	-
Roby, V. F.	2540	no change	-
Rogers, Henry P.	2700	no change	-
Sable, Andrew E.	2940	3000	60
Sharpe, R. H.	2340	2550	210
Simon, Walter	2490	no change	-
Smith, George F.	2340	no change	-
Smith, H. E.	2340	2550	210
Souther, Allen B.	2940	3000	60
Speare, Morris E.	2490	3000	510
Spedden, Ernest R.	2790	3000	210
Spinning, Fred J.	2040	2100	60
Topking, Wm. F., Jr.	2190	no change	-
Twilley, Irving L.	2940	3000	60
Vaiden, Geo. A.	2700	3000	300
Waller, James M. C.	2190	no change	-
Ward, George W.	2940	3000	60
Weber, H. K.	2190	2250	60
Whitmore, Otho M.	2790	3000	210
Williams, Ira	2340	no change	-
		Total	\$ 5,800

EQUALIZATION PLAN INCLUDING CREDITSEastern High School

<u>Name</u>	<u>Present Salary</u>	<u>Proposed Salary</u>	<u>Increase</u>
<u>Principal</u>			
Cairnes, Laura J.	4000	no change	-
<u>Vice-Principal</u>			
Carpenter, Leonora E.	2890	3400	510
<u>Heads of Departments</u>			
Garrett, Margaret	2690	3200	510
Moog, Katherine E.	2690	3200	510
White, Elisabeth G.	2690	3200	510
Wickes, Rose O.	2690	3200	510
<u>Teachers</u>			
Anderson, Mary C.	2340	2550	210
Armstrong, Harriet	2640	2850	210
Armstrong, Jessie L.	1890	2400	510
Baldwin, Rosa	2490	3000	510
Brooks, Rebecca B.	2490	2850	360
Brown, C. Maud	2040	2550	510
Buchholz, Agnes	2490	3000	510
Buchwald, Leona O.	2000	2400	400
Calder, Alice E.	2490	2850	360
Cleveland, Mabel Bush	1890	2250	360
Crowl, A. Naomi	2490	2700	210
Dandy, M. Alice	2190	3000	810
Davy, Mary W.	1800	2400	600
Gayleard, Rhona M.	1740	3000	1260
Contrus, Charles H.	1800	no change	-
Grote, Caroline	1845	3000	1155
Haddaway, Mildred J.	2190	no change	-
Hampson, Elinor M.	1890	no change	-
Haslup, Ruth	2490	3000	510
Hoskins, Eleanor R.	2490	2550	60

EQUALIZATION PLAN INCLUDING CREDITS

Eastern High School (Continued)

<u>Name</u>	<u>Present Salary</u>	<u>Proposed Salary</u>	<u>Increase</u>
<u>Teachers</u>			
Hudson, Henry E.	2340	2700	360
Joesting, Edith	2190	no change	-
Johnson, Edna M.	2490	2850	360
King, Mary E. W.	2040	3000	960
Nahon, Theodosia B.	2490	2550	60
Nakibbin, Elizabeth M.	2490	3000	510
Mallalieu, Alice G.	2490	3000	510
Reid, E. Lenore	1890	2100	210
Miller, Helen S.	1800	1950	150
Mullikin, Caroline B.	2190	2550	360
Newman, Ida	2490	3000	510
Normant, Ada B.	2490	2550	60
Otto, Lillia B.	2490	3000	510
Parrish, Mary M.	1740	no change	-
Porter, Estelle	2490	3000	510
Powdermaker, Theresa	1740	no change	-
Ripyard, Helen W.	2490	2550	60
Roycroft, William D.	900	no change	-
Russell, Bertha L.	2040	2550	510
Schultz, Travis Bader	1650	no change	-
Sayferth, Sophie	2190	3000	810
Slater, Olive G.	2490	3000	510
Smith, Edith A.	2040	3000	960
Smith, Ruth L.	1890	2250	360
Spence, Lydia E.	2550	3000	450
Stephenson, Letitia M.	1890	3000	1110
Stephenson, Nabel L.	2190	2550	360
Stewart, Sadie B.	2340	2850	510

EQUALIZATION PLAN INCLUDING CREDITS

Eastern High School (Continued)

<u>Name</u>	<u>Present Salary</u>	<u>Proposed Salary</u>	<u>Increase</u>
<u>Teachers</u>			
Thompson, Edith V.	2190	2850	660
Thornburg, Carrie	2490	3000	510
Travers, Mary R.	2490	2550	60
Wills, Mary M.	1740	2250	510
Zouck, A. Marguerite	2100	2250	150
			<hr/>
	Total		\$ 23,695

EQUALIZATION PLAN INCLUDING CREDITSWestern High School

<u>Name</u>	<u>Present Salary</u>	<u>Proposed Salary</u>	<u>Increase</u>
<u>Principal</u>			
Becker, Ernest J.	4320	no change	-
<u>Vice-Principal</u>			
Rockwood, Mary B.	2890	3400	510
<u>Heads of Departments</u>			
Alford, Delia R.	2690	3200	510
Dallan, M. Theresa	2690	3200	510
Elfroth, Miriam	2690	3200	510
Englar, Margaret T.	2690	3200	510
Mallikin, Mary H.	2690	3200	510
White, Annabel	2690	3200	510
<u>Teachers</u>			
Adams, Florence	2490	3000	510
Adams, Hattie J.	2190	3000	810
Alford, Laura L.	2490	3000	510
Alford, M. Jane	2250	3000	75 (for January only)
Arnold, Grace B.	2040	2550	510
Bachrach, Helen K.	2190	2650	660
Bangert, Florence	2490	3000	510
Betts, Evelyn W.	2340	3000	660
Bunworth, Mary A. T.	2040	3000	960
Burke, Eva M.	2190	3000	810
Corbett, Una A.	1800	1950	150
Dennis, Hazel V.	2490	3000	510
Ditty, Augusta F.	2490	3000	510
Dixon, E. Leola	2490	3000	510
Doetsch, Agnes	1500	no change	-
Eaton, Marion	2190	2700	510
Ebaugh, Jessie M.	2490	3000	510
Foley, Mary A.	2490	3000	510

EQUALIZATION PLAN INCLUDING CREDITS

Western High School (Continued)

<u>Name</u>	<u>Present Salary</u>	<u>Proposed Salary</u>	<u>Increase</u>
<u>Teachers</u>			
Gardner, Rosalie E.	2190	2850	660
Gray, Ethel R.	2190	3000	810
Greiman, Winona	2190	3000	810
Harrison, E. Anna	2490	3000	510
Harrison, M. Ella	2490	3000	510
Haupt, Elsa G.	1890	no change	-
Heaps, Pearl I.	2490	3000	510
Hibbard, Corrine	1890	2400	510
Holden, M. Elizabeth	2490	3000	510
Hollstein, Susie H.	2490	3000	510
Houston, Emma C.	2490	3000	510
Jenney, Marion	2190	2850	660
Jones, Charlotte A.	2490	3000	510
Kellum, Elizabeth F.	2190	2700	510
Kleibacker, Bessie E.	2490	3000	510
Klinosmith, Bessie	2190	2550	360
Masson, Lucile T.	1800	no change	-
Minnick, Elizabeth	2490	2550	60
Murray, Lucy B.	2490	3000	510
Palen, Helen B.	2490	3000	510
Perxy, Margaret G.	2490	3000	510
Reinhard, Emily S.	2490	3000	510
Ross, Maud S.	2040	3000	960
Shaw, Miriam	2490	3000	510
Smith, Leila	2490	2550	60
Snyder, Emma C.	2190	2700	510
Swick, Elizabeth	2490	3000	510
Taylor, Ruth	1890	1950	60
Thalwitzer, Louise	2490	3000	510

EQUALIZATION PLAN INCLUDING CREDITS

Western High School (Continued)

<u>Name</u>	<u>Present Salary</u>	<u>Proposed Salary</u>	<u>Increase</u>
<u>Teachers</u>			
Wightman, Virginia	2550	3000	450
Witters, Elsie May	1500	no change	-
Wood, Mary W.	2490	2850	360
Worley, Helen J.	2190	3000	810
			<hr/>
	Total		\$ 28,035

EQUALIZATION PLAN INCLUDING CREDITS

Forest Park Senior High School

<u>Name</u>	<u>Present Salary</u>	<u>Proposed Salary</u>	<u>Increase</u>
<u>Principal</u>			
Owens, Glenn W.	3900	no change	-
<u>Vice-Principals</u>			
Patterson, M. Rose	3200	no change	-
Scott, Alfred P.	3200	no change	-
<u>Heads of Departments</u>			
Coughlin, Mildred M.	2690	3000	310
Frederick, Edwin L.	2940	3000	60
Norris, Grover W.	2940	3000	60
Schmid, Otto K.	2940	3000	60
Templeman, James P.	2940	3000	60
Yocum, William K.	2940	3000	60
<u>Teachers</u>			
Becker, Sophie M.	2040	2250	210
Borrodaile, Gilbert J.	2190	no change	-
Bullen, Irene E.	1500	no change	-
Chase, Margaret W.	2040	2550	510
Church, Doris V.	1740	2400	660
Engle, Edna M.	2190	2700	153 (for Jan. Feb. and March, only)
Fox, Ethel H.	1890	1950	60
Hubbard, Thomas J.	2000	no change	-
Itzel, John	2490	no change	-
Jolly, William H.	2100	no change	-
Jones, Mary Elizabeth	2190	2250	60
Jones, Victor R.	2190	3000	810
Journey, Lucy H.	1650	no change	-
Katenkamp, Chester H.	2040	no change	-
Layman, Florence M.	2550	3000	450
Lee, Minnie V.	2190	3000	810

EQUALIZATION PLAN INCLUDING CREDITS

Forest Park Senior High School (Continued)

<u>Name</u>	<u>Present Salary</u>	<u>Proposed Salary</u>	<u>Increase</u>
<u>Teachers</u>			
Merrill, Irving W.	2190	2400	210
Norris, Nellie	2190	2400	210
Rains, Blanche	1800	no change	-
Roe, Irene	2040	2550	510
Schieswohl, John H.	2400	no change	-
Sims, H. Rex	2040	no change	-
Thompson, Madelaine	2190	2400	210
Wholey, Ida A.	2040	no change	- (not in high sch. 1/1/25)
			<hr/>
		Total	\$ 5,473

SUMMARY

Baltimore City College			\$ 2,970
Baltimore Polytechnic Institute			5,800
Eastern High School:			
Men	360		
Women	23,335	.....	23,695
Western High School			28,035
Forest Park Senior High School:			
Men	1,320		
Women	4,153	.....	5,473
			<hr/>
	TOTAL		\$ 65,975

Baltimore, Md.
DEPARTMENT OF EDUCATION
Office of
The Superintendent of Public Instruction

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July 9, 1925.

List of teachers in Baltimore City College,
Baltimore Polytechnic Institute, Eastern High School,
Western High School, and Forest Park Senior High
School, with salaries as affected by Equalization Plan
adopted on June 11, 1925.

Total amount required for the year 1925 - \$65,973

REORGANIZATION PLAN INCLUDING CREDITS

Baltimore City College

<u>Name</u>	<u>Present Salary</u>	<u>Proposed Salary</u>	<u>Increase</u>
<u>Principal</u>			
Smith, Wilbur F.	4320	no change	-
<u>Vice-Principal</u>			
Blake, Frank R.	3400	no change	-
<u>Heads of Departments</u>			
Edwards, Philip H.	3200	no change	-
Floogle, Benj. B.	3000	no change	-
Harry, Stephen C.	3100	no change	-
Ingham, Leslie H.	3200	no change	-
Kaye, Percy L.	3200	no change	-
Travers, R. Poulton	2940	3200	260
Uhlig, J. Konrad	3200	no change	-
<u>Teachers</u>			
Aly, Warren W.	2190	no change	-
Armstrong, Herbert E.	2700	no change	-
Ballard, Harold H.	2940	3000	60
Barber, John B.	2190	2550	360
Birely, John H.	2190	no change	-
Blair, Henry D.	2700	no change	-
Burdle, Burt K.	2090	no change	-
Brudough, Chalmers S.	3050	3000	150
Cunningham, Ray	2190	no change	-
Dawson, Frank W.	1740	no change	-
Diver, Grant	2540	2550	10
Hambauer, Benj. F.	1650	no change	-
Peard, G. Millard	2190	no change	-
Friess, Philip H.	3000	no change	-
Gale, Walter R.	2650	no change	-
Quinder, Albert J.	2700	no change	-
Quinder, A. Roland	2550	no change	-

BALANCE PLAN INCLUDING CREDIT

Baltimore City College (Continued)

<u>Name</u>	<u>Present Salary</u>	<u>Proposed Salary</u>	<u>Increase</u>
<u>Teachers:</u>			
Goddard, Henry	2150	no change	-
Golder, Archibald	1740	no change	-
Green, Joseph R.	2850	no change	-
Harris, J. Norris	2850	no change	-
Hascitino, Robert I.	2850	3000	150
Hodrick, James A.	2250	2550	300
Hocht, Lawrence W.	1500	no change	-
Hills, Edward T.	2850	no change	-
Holden, Floyd T.	2850	no change	-
Jones, Harvey G.	2700	no change	-
Keady, Sanford H.	2190	2550	360
Kolb, Charles H.	2640	3000	360
Koontz, Wilbur L.	2190	2400	210
Litz, Francis A.	2340	2400	60
Loretz, John T.	2550	no change	-
Meluzet, Karl	2340	no change	-
Parker, Richard	1650	no change	-
Parrish, S. R. Wallis	2700	no change	-
Pearce, W. E., Jr.	2850	no change	-
Plitt, Charles C.	2850	no change	-
Rebb, Philip L.	2940	3000	60
Schnabl, Carl H. W.	1740	1950	210
Schmid, Victor A.	2490	no change	-
Schwenka, John H. Jr.	1800	no change	-
Sparks, S. Walter	2550	no change	- (not in system 1/1/25)
Steele, George A.	2940	3000	60
Swartz, B. Wheeler	2850	no change	-

QUALIFICATION PLAN INCLUDING CREDITS

Baltimore City College (Continued)

<u>Name</u>	<u>Present Salary</u>	<u>Proposed Salary</u>	<u>Increase</u>
<u>Teachers</u>			
Sweeney, John J., Jr.	1500	no change	-
Walbeck, James W.	2190	no change	-
Willis, Harold E. D.	2040	no change	-
Wise, Hugo B.	2000	no change	-
Yost, Henry T.	1740	2100	360
			<hr/>
	Total		\$ 2,970

REVALUATION PLAN INCLUDING CREDITSBaltimore Polytechnic Institute

<u>Name</u>	<u>Present Salary</u>	<u>Proposed Salary</u>	<u>Increase</u>
<u>Principal</u>			
Behuff, Wilmer A.	4300	no change	-
<u>Vice-Principal</u>			
Clark, Norman L.	3000	no change	-
<u>Heads of Departments</u>			
Anderson, G. Norman	3300	no change	-
Dougherty, Philip H.	3200	no change	-
Flagg, William J.	2940	3200	260
Frank, Harry F.	2940	3200	260
Richardson, Wm. G. Jr.	3200	no change	-
Wilhelm, William H.	3200	no change	-
<u>Teachers</u>			
Adams, Charles E.	2940	3000	60
Alexander, John D.	2190	no change	-
Bacharach, Abram F.	2190	no change	-
Bacharach, Oliver	2650	no change	-
Batty, Howard A.	2190	no change	-
Bogue, Henry, Jr.	2650	no change	-
Bolte, John K.	1690	no change	-
Bosley, Edgar B. A.	1650	no change	-
Bowers, Frank	2550	no change	-
Brown, Meyer	2790	no change	-
Brown, Walter A.	2550	no change	-
Caplan, Harry L.	2940	3000	60
Chappell, John T.	2040	no change	-
Clark, J. David	2190	no change	-
Collett, Harry A.	1990	1950	60
Curtis, J. Raymond	2650	2650	210
DeRoquelaine, Maurice V.	2190	2550	360
Dewling, Walter F.	2340	no change	-

REVALUATION PLAN INCLUDING CREDITSBaltimore Polytechnic Institute (Continued)

<u>Name</u>	<u>Present Salary</u>	<u>Proposed Salary</u>	<u>Increase</u>
<u>Teachers</u>			
Dooley, John M.	2540	2700	60
Fahn, Frank, Jr.	2790	no change	-
Faschnel, Herbert H.	2540	no change	-
Fleagle, James E.	2540	3000	360
Freedman, Norman H.	2190	no change	-
Gasbrill, H. Nelson	2700	no change	-
Hall, Wm. H.	3400	no change	-
Hara, Elmer H.	2940	3000	60
Heimiller, Wm. J. C.	2190	2550	360
Hetzer, S. Roy	2190	no change	-
Hobbs, Jesse V.	2700	no change	-
Hoodnagle, Charles C.	2060	2250	210
Housekeeper, Harvey S.	2050	no change	-
Jackewick, Joseph A.	2540	no change	-
Lilly, Wm. S.	2100	no change	-
Link, Eugene B.	2790	no change	-
McBride, Charles A.	2340	3000	660
McNitt, Ernest T.	2790	3000	210
Mason, Tom G.	2540	no change	-
Maccubin, W. A.	2190	no change	-
Martley, Cyril H. A.	2700	no change	-
Miller, Luther B.	2790	no change	-
Miller, William J.	2980	3000	60
Mylan, Charles E.	2040	2100	60
O'Keefe, William	2190	no change	-
Otis, Isaac L.	2850	3000	150
Peery, Jos. B.	2340	2550	210
Pettit, Charles	2790	no change	-
Platt, Samuel P.	2050	no change	-

BUDGETARY PLAN INCLUDING CREDITS

Baltimore Polytechnic Institute (Continued)

<u>Name</u> <u>Teachers</u>	<u>Present</u> <u>Salary</u>	<u>Proposed</u> <u>Salary</u>	<u>Increase</u>
Porter, Harry P.	2940	3000	60
Pyle, James H.	2340	no change	-
Rauff, Charles F.	2940	3000	60
Reidner, Edward	2650	no change	-
Reits, Robert A.	2700	no change	-
Richardson, Wm. G.	2650	no change	-
Rohy, V. F.	2640	no change	-
Rogers, Henry P.	2700	no change	-
Soble, Andrew H.	2940	3000	60
Stamps, R. H.	2340	2550	210
Simon, Walter	2490	no change	-
Smith, George F.	2340	no change	-
Smith, H. E.	2340	2550	210
Souther, Allen B.	2940	3000	60
Spence, Morris H.	2490	3000	510
Spedden, Ernest H.	2790	3000	210
Spinning, Fred J.	2040	2100	60
Styking, Wm. F., Jr.	2190	no change	-
Swilley, Irving L.	2940	3000	60
Vaiden, Geo. A.	2700	3000	300
Waller, James H. G.	2190	no change	-
Ward, George W.	2940	3000	60
Weber, H. K.	2190	2250	60
Whitmore, Otho H.	2790	3000	210
Williams, Ira	2340	no change	-
		<u>Total</u>	<u>\$ 5,000</u>

REVALUATION PLAN INCLUDING CREDITSEastern High School

<u>Name</u>	<u>Present Salary</u>	<u>Proposed Salary</u>	<u>Increase</u>
<u>Principal</u>			
Gairnes, Laura J.	4000	no change	-
<u>Vice-Principal</u>			
Carpenter, Leonora K.	2690	3400	510
<u>Heads of Departments</u>			
Garrett, Margaret	2690	3200	510
Hoag, Katherine E.	2690	3200	510
White, Elizabeth G.	2690	3200	510
Wickens, Rose O.	2690	3200	510
<u>Teachers</u>			
Anderson, Mary G.	2340	2550	210
Armstrong, Harriet	2640	2850	210
Armstrong, Jessie L.	1090	1400	510
Baldwin, Rosa	2490	3000	510
Brooks, Rebecca B.	2490	2850	360
Brown, G. Hazel	2040	2550	510
Buchholz, Agnes	2490	3000	510
Buchwald, Leona G.	2000	2400	400
Calder, Alice E.	2490	2850	360
Cleveland, Hazel Bush	1990	2250	260
Crowl, A. Naomi	2490	2700	210
Dandy, M. Alice	2190	3000	610
Davy, Mary W.	1800	2400	600
Gaylord, Rhona E.	1740	3000	1260
Centron, Charles H.	1800	no change	-
Grote, Caroline	1045	3000	1155
Haddaway, Mildred J.	2190	no change	-
Hampson, Elinor H.	1890	no change	-
Hackup, Ruth	2490	3000	510
Haskins, Eleanor R.	2490	2550	60

REVALUATION PLAN LEARNING CREDITSEastern High School (Continued)

<u>Name</u>	<u>Present Salary</u>	<u>Proposed Salary</u>	<u>Increase</u>
<u>Teachers</u>			
Hudson, Henry E.	2340	2700	360
Joesting, Edith	2190	no change	-
Johnson, Mrs. M.	2490	2850	360
King, Mary E. W.	3040	3000	960
Nahon, Theodosia B.	2490	2850	60
Nakibbin, Elizabeth M.	2490	3000	510
Hallalieu, Alice S.	2490	3000	510
Naid, E. Louise	1890	2100	210
Miller, Helen S.	1800	1950	150
Millikin, Caroline B.	2190	2550	360
Newman, Ida	2490	3000	510
Normant, Ada B.	2490	2550	60
Otto, Millie B.	2490	3000	510
Parrish, Mary H.	1740	no change	-
Porter, Estelle	2490	3000	510
Powdermiller, Theresa	1740	no change	-
Riggard, Helen W.	2490	2550	60
Roycroft, William D.	900	no change	-
Russell, Bertha L.	2040	2550	510
Schultz, Travis Bader	1580	no change	-
Sayferth, Sophie	2190	3000	810
Slater, Olive G.	2490	3000	510
Smith, Edith A.	2040	3000	960
Smith, Ruth L.	1890	2250	360
Spence, Lydia E.	2550	3000	450
Stephenson, Lotitia M.	1890	3000	1110
Stephenson, Nabel L.	2190	2550	360
Stewart, Sadie B.	2340	2850	510

EQUALIZATION PLAN INCLUDING CREDITS

Eastern High School (Continued)

<u>Name</u>	<u>Present Salary</u>	<u>Proposed Salary</u>	<u>Increment</u>
<u>Teachers</u>			
Thompson, Edith V.	2190	2850	660
Thornburg, Carrie	2490	3000	510
Travers, Mary R.	3490	2850	60
Wills, Mary H.	1740	2250	510
Wozak, A. Marguerite	2100	2250	150
			<hr/>
	<u>Total</u>		\$ 23,695

REVALUATION PLAN INCLUDING CREDITSEastern High School

<u>Name</u>	<u>Present Salary</u>	<u>Proposed Salary</u>	<u>Increase</u>
<u>Principals</u>			
Becker, Ernest J.	4500	no change	-
<u>Vice-Principal</u>			
Rockwood, Mary B.	2690	3100	510
<u>Heads of Departments</u>			
Alford, Delia R.	2690	3200	510
Dallas, M. Theresa	2690	3200	510
Elfreth, Miriam	2690	3200	510
Englar, Margaret T.	2690	3200	510
Hallikin, Mary H.	2690	3200	510
White, Annabel	2690	3200	510
<u>Teachers</u>			
Adams, Florence	2490	3000	510
Adams, Hattie J.	2190	3000	810
Alford, Laura L.	2490	3000	510
Alford, M. Jane	2250	3000	75 (for January only)
Arnold, Grace B.	2040	2550	510
Bachrach, Helen K.	2190	2850	660
Bergert, Florence	2490	3000	510
Betts, Evelyn W.	2340	3000	660
Bunworth, Mary A. T.	2040	3000	960
Burke, Eva M.	2190	3000	810
Corbett, Una A.	1900	1950	150
Dennis, Hazel V.	2490	3000	510
Ditty, Augusta F.	2490	3000	510
Dixon, E. Loola	2490	3000	510
Doetsch, Agnes	1500	no change	-
Eaton, Marion	2190	2700	510
Ebaugh, Jessie M.	2490	3000	510
Felcy, Mary A.	2490	3000	510

REVALUATION PLAN INCLUDING CREDITS

Western High School (Continued)

<u>Name</u>	<u>Present Salary</u>	<u>Proposed Salary</u>	<u>Increase</u>
<u>Teachers</u>			
Gardner, Rosalie E.	2190	2250	60
Gray, Ethel R.	2190	3000	810
Groisman, Winona	2190	3000	810
Harrison, R. Anna	2490	3000	510
Harrison, M. Ella	2490	3000	510
Haupt, Elsa C.	1890	no change	-
Heaps, Pearl I.	2490	3000	510
Hibbani, Corvino	1890	2400	510
Holden, M. Elizabeth	2490	3000	510
Hollestein, Susie H.	2490	3000	510
Houston, Emma G.	2490	3000	510
Jenny, Marion	2190	2250	60
Jones, Charlotte A.	2490	3000	510
Kellum, Elizabeth F.	2190	2700	510
Kleibacker, Bessie E.	2490	3000	510
Klinowith, Bessie	2190	2250	60
Mason, Lucile T.	1800	no change	-
Minnick, Elizabeth	2490	2250	60
Murray, Lucy B.	2490	3000	510
Palen, Helen B.	2490	3000	510
Perry, Margaret G.	2490	3000	510
Reinhard, Emily S.	2490	3000	510
Ross, Maud S.	2040	3000	960
Shaw, Miriam	2490	3000	510
Smith, Lolla	2490	2250	60
Snyder, Emma C.	2190	2700	510
Swick, Elizabeth	2490	3000	510
Taylor, Ruth	1890	1950	60
Thalwitzer, Louise	2490	3000	510

EQUALIZATION PLAN INCLUDING CREDITS

Western High School (Continued)

<u>Name</u>	<u>Present Salary</u>	<u>Proposed Salary</u>	<u>Increase</u>
<u>Teachers</u>			
Wightman, Virginia	2550	3000	450
Witters, Elsie May	1500	no charge	-
Wood, Mary W.	2400	2850	450
Worley, Helen J.	2190	3000	810
			<hr/>
	<u>total</u>		<u>\$ 28,025</u>

EQUALIZATION PLAN INCLUDING CREDITS

Forest Park Senior High School

<u>Name</u>	<u>Present Salary</u>	<u>Proposed Salary</u>	<u>Increase</u>
<u>Principal</u>			
Owens, Glenn W.	3900	no change	-
<u>Vice-Principals</u>			
Patterson, M. Rose	3200	no change	-
Scott, Alfred P.	3200	no change	-
<u>Heads of Departments</u>			
Goughlin, Mildred M.	2690	3000	310
Frederick, Edwin L.	2940	3000	60
Harris, Grover W.	2940	3000	60
Schmid, Otto K.	2940	3000	60
Tasplovan, James P.	2940	3000	60
Yocum, William K.	2940	3000	60
<u>Teachers</u>			
Becker, Sophie M.	2040	2250	210
Berrodalle, Gilbert J.	2190	no change	-
Ballen, Irene E.	1500	no change	-
Chase, Margaret W.	2040	2250	210
Church, Doris V.	1740	2400	660
Eagle, Edna M.	2190	2700	153 (for Jan. Feb. and March, only)
Fox, Ethel H.	1890	1950	60
Hubbard, Thomas J.	2000	no change	-
Itzol, John	2490	no change	-
Jolly, William H.	2100	no change	-
Jones, Mary Elizabeth	2190	2250	60
Jones, Victor R.	2190	3000	810
Journey, Lucy H.	1650	no change	-
Katenkamp, Chester H.	2040	no change	-
Layman, Florence M.	2550	3000	450
Lee, Minnie V.	2190	3000	810

QUALIFICATION PLAN IMMEDIATE CREDITS

Forest Park Senior High School (Continued)

<u>Name</u>	<u>Present Salary</u>	<u>Proposed Salary</u>	<u>Increase</u>
<u>Teachers</u>			
Morrill, Irving W.	2190	2400	210
Norris, Nellie	2190	2400	210
Rains, Blanche	1800	no change	-
Roe, Irene	2040	2560	520
Schieswohl, John H.	2400	no change	-
Sims, H. Rex	2040	no change	-
Thompson, Madelaine	2190	2400	210
Wholey, Ida A.	2040	no change	-(not in high sch. Jan. 1, 1925)
			<hr/>
	Total		\$ 5,475

\$ 65,973

TOTAL

5,473

4,103
1,320

MAN
WOMEN

Forest Park Senior High School:

23,035

Western High School

23,095

23,355
360

MAN
WOMEN

Eastern High School:

5,000

Ball State Polytechnic Institute

\$ 2,970

Ball State City College

XXXXXXXX



DAVID E. WEGLEIN
SUPERINTENDENT OF PUBLIC INSTRUCTION

CARLETON E. DOUGLASS
ASSISTANT SUPERINTENDENT
GRAMMAR GRADES

LAURA FRAZEE
ASSISTANT SUPERINTENDENT
PRIMARY GRADES AND KINDERGARTEN

WM. R. FLOWERS
ASSISTANT SUPERINTENDENT
GENERAL ADMINISTRATION AND
ELEMENTARY EDUCATION

JOHN COULBOURN
ASSISTANT SUPERINTENDENT
SECONDARY EDUCATION

DEPARTMENT OF EDUCATION

SCHOOL ADMINISTRATION BUILDING
COR. MADISON AND LAFAYETTE AVENUES

May 25, 1926.

Mr. Roger B. Williams,
Assistant City Solicitor,
Court House,
B a l t i m o r e .

My dear Mr. Williams:

In accordance with your request, I am sending you, herewith, two copies of the following:

A list of the names of teachers, positions, sex, date of election, and salary, as of January 1, 1925, of the following schools, Baltimore Polytechnic Institute, Western High School, and the Douglass Senior High School.

Please note that the salaries for the Baltimore Polytechnic Institute and the Western High School are after equalization.

Very truly yours,

David E. Weglein
Superintendent.

DOUGLASS SENIOR HIGH SCHOOL

<u>Name</u>	<u>Position</u>	<u>Sex</u>	<u>Date of Election to D.S.H.S.</u>	<u>Salary as of Jan. 1, 1925</u>
Mason A. Hawkins	Prin.	Male	1907	\$4000
Carrington L. Davis	V.P.	"	1907	2790
Fannie L. Barbour	Head	Female	1901	2240
Ralph V. Cook	"	Male	1901	2490
Emma D. Price	"	Female	1913	2240
Ralph W. Reckling	"	Male	1911	2240
John J. Wheeler	"	"	1906	2240
Wm. C. Anderson	Tchr.	"	1923	1500
Daisy E. Bailey	"	Female	1915	1940
Ella T. Beames	Elem. Tchr.	"	1922	1500
J. Beatrice Breeding	Tchr.	"	1924	1740
Nellie A. Buchanan	"	"	1923	1500
James A. B. Callis	"	Male	1905	2040
J. Clarence Chambers	"	"	1922	1840
Herbert M. Frisby	"	"	1917	1940
L. U. Gibson	"	"	1921	1740
Mary F. Goode	"	Female	1921	1740
Don B. Goodloe	"	Male	1923	1500
Lena S. Holcombe	"	Female	1922	1740
Wm. D. Johnson	"	Male	1921	1790
Chas. H. Johnston	"	"	1924	1890
Martha R. Kenner	"	Female	1920	1740
Camille C. Levy	"	"	1923	1500
Ethel A. Lewis	"	"	1906	2040
Aisley L. Lindsay	"	"	1922	1500
Cyrus W. Marshall	"	Male	1921	1740
Joshua E. Maxwell	"	"	1906	2240
Gough McDaniels	"	"	1911	2040
May Miller	"	Female	1920	1740
Levi V. Moore	"	Male	1910	2240

DOUGLASS SENIOR HIGH SCHOOL

<u>Name</u>	<u>Position</u>	<u>Sex</u>	<u>Date of Election to D.S.H.S.</u>	<u>Salary as of Jan. 1, 1925</u>
W. E. Payne	Tchr.	Male	1923	\$1500
Perry D.G. Pennington	"	"	1911	2040
Meta A. Redden	"	Female	1917	1790
Kate I. Sheppard	"	"	1923	1890
Elsie L. Taylor	"	"	1923	1650
Fannie T. White	"	"	1922	1740
Ruth E. Wilkins	"	"	1920	1740
Iradell B. Williams	"	"	1924	1740
Chas. M. Woodford	"	Male	1920	1890

Faculty of Douglass Senior High School

<u>Name</u>	<u>Salary</u> <u>as of Jan.1/25</u>	<u>Years of Service</u> <u>as of Jan.1/25</u>
Mason A. Hawkins, Prin.	4000	24
Carrington L. Davis, Vice -Prin.	2790	22
Fannie E. Barbour, Hd. Dept.	2240	36
Ralph V. Cook, Hd. Dept.	2490	24
Ralph W. Reckling, Hd. Dept.	2240	14
John J. Wheeler, Hd. Dept.	2240	27
Emma D. Price, Hd. Dept.	2240	17

Teachers:

Wm. Cato Anderson	1500	4
Daisy Bailey	1940	16
Ella T. Beames (assigned elementary teacher)		
J. Beatrice Breeding	1740	3
<i>not in service Jan 1, 1925</i> Bernard R. Briggs (Appointed July, 1925)		
Nellie A. Buchanan	1500	4
James A. B. Callis	2040	20
J. Clarence Chambers	1840	23
Dorothy G. Craft (Appt. Sept. 1925)		
J. Ethel Cummings (Appt. Sept. 1925)		
Ruth W. DeMond (Appt. Sept. 1925)		
Mamie L. Diggs (Appt. Sept. 1925)		
Herbert M. Frisby	1940	12
Thelma A. Garland (Appt. Sept. 1925)		
Leonard U. Gibson	1740	7
Mary F. Goode	1740	7
Don B. Goodloe	1500	3
Lena S. Holwombe	1740	5
Wm. D. Johnson	1790	18
Charles H. Johnston	1890	23
Ethel G. Jones (Appt. Sept. 1925)		
Martha L. Kenner	1740	7
Helen R. Reynolds (Appt. Sept. 1925)		

<u>Name</u>	<u>Salary</u> <u>as of Jan. 1/25</u>	<u>Years of service</u> <u>as of Jan. 1/25</u>
Camille C. Levy	1500	4
Ethel A. Lewis	2040	19
Aisley L. Lindsay	1500	3
Gough McDaniels	2040	14
Cyrus W. Marshall	1740	12
Lillia L. Martin (Appointed Feb. 1925)		
Joshua E. Maxwell	2240	26
May Miller	1740	5
Levi V. Moore	2240	21
Thomas B. Nelson (Appt. Feb. 1925)		
W. E. Payne	1500	2
Perry B. G. Pennington	2040	15
Meta A. Redden	1790	9
F. Marion Reid (Appt. Sept. 1925)		
Kate I. Sheppard	1890	25
Elsie L. Taylor	1650	6
Leroy Taylor (Appt. Sept. 1925)		
Fannie T. White	1740	6
Ruth E. Wilkins	1740	7
Iradell L. Bond Williams	1740	2
Nelson M. Williams (Appt. Sept. 1925)		
Charles M. Woodford	1890	9
Wm. L. Wilson, Asst. Supervisor of Music		

BALTIMORE POLYTECHNIC INSTITUTE

<u>Name</u>	<u>Position</u>	<u>Sex</u>	<u>Date of Election to B.P.I.</u>	<u>Salary as of Jan. 1st, 1925 after Equalization</u>
Wilmer A. Dehuff	Prin.	Male	1921	\$4320
Harry F. Frank	V. P.	"	1920	3200
Geo. N. Anderson	Head	"	1908	3200
Philip Dougherty	"	"	1908	3200
Wm. J. Plagg	"	"	1920	3200
Wm. H. Hall	"	"	1886	3400
Wm. G. Richardson, Jr.	"	"	1918	3200
W. H. Wilhelm	"	"	1907	3200
Chas. E. Adams	Tchr.	"	1912	3000
John D. Alexander	"	"	1920	2190
E. Howard Askew	"	"	1912	2190
Abram F. Bacharach	"	"	1921	2190
Oliver Bacharach	"	"	1908	2850
Howard A. Batty	"	"	1920	2190
Henry Bogue, Jr.	"	"	1906	2850
John K. Bolte	"	"	1922	1890
Edgar B. A. Bosley	"	"	1924	1650
Frank Bowers	"	"	1919	2550
Meyer Brown	"	"	1918	2790
Walter A. Brown	"	"	1919	2550
Harry L. Caples	"	"	1913	3000
John T. Chappell	"	"	1922	2040
J. David Clark	"	"	1920	2190
Harry A. Collett	"	"	1922	1950
J. Raymond Curtis	"	"	1919	2850
Maurice V. DeRoquelaine	"	"	1921	2550
Walter F. Dewling	"	"	1920	2340
John M. Dooley	"	"	1919	2700
Frank Fahm	"	"	1918	2790
Herbert E. Fankhanel	"	"	1919	2640
James E. Fleagle	"	"	1919	3000

BALTIMORE POLYTECHNIC INSTITUTE

<u>Name</u>	<u>Position</u>	<u>Sex</u>	<u>Date of Election to B.P.I.</u>	<u>Salary as of Jan. 1st, 1925, after Equalization</u>
Norman N. Freedman	Tchr.	Male	1920	\$2190
H. Nelson Gambrill	"	"	1918	2700
Elmer M. Harn	"	"	1904	3000
Wm. J. C. Heimiller	"	"	1920	2550
S. Roy Hetzer	"	"	1920	2190
J. Vinton Hobbs	"	"	1912	2700
Chas. C. Hoofnagle	"	"	1921	2250
Harvey S. Houskeeper	"	"	1906	2850
Joseph A. Jackowick	"	"	1919	2640
Wm. S. Lilly	"	"	1923	2100
Eugene B. Link	"	"	1916	2790
Tom C. Mabon	"	"	1920	2640
Walter A. Maccubin	"	"	1920	2190
Cyril H. A. Markley	"	"	1915	2700
Clarence McBride	"	"	1921	3000
Ernest T. McNutt	"	"	1915	3000
Luther B. Miller	"	"	1916	2790
Wm. J. Miller	"	"	1914	3000
Chas. E. Moylan	"	"	1922	2100
Wm. D. O'Keefe	"	"	1920	2190
Isaac L. Otis	"	"	1904	3000
Joseph B. Peery	"	"	1920	2550
Chas. A. Pettit	"	"	1912	2790
Samuel P. Platt	"	"	1897	2850
Harry P. Porter	"	"	1912	3000
James H. Pyle	"	"	1920	2340
Chas. F. Ranft	"	"	1908	3000
Edward Reisler	"	"	1904	2850
Robert A. Reitz	"	"	1918	2700
Wm. G. Richardson	"	"	1897	2850
V. F. Roby	"	"	1919	2640
Henry P. Rogers	"	"	1918	2700

BALTIMORE POLYTECHNIC INSTITUTE

<u>Name</u>	<u>Position</u>	<u>Sex</u>	<u>Date of Election to B.P.I.</u>	<u>Salary as of Jan. 1st, 1925 after Equalization</u>
Andrew E. Sable	Tchr.	Male	1912	\$3000
R. H. Sharpe	"	"	1920	2550
Walter Simon	"	"	1920	2490
Geo. F. Smith	"	"	1920	2340
H. E. Smith	"	"	1920	2550
Allan B. Souther	"	"	1905	3000
Ernest R. Spedden	"	"	1915	3000
Fred Spinning, Jr.	"	"	1921	2100
Wm. F. Tapking, Jr.	"	"	1921	2190
Irving L. Twilley	"	"	1903	3000
Geo. A. Vaiden	"	"	1918	3000
James M. C. Waller	"	"	1921	2190
Geo. W. Ward	"	"	1914	3000
H. K. Weber	"	"	1921	2250
Otho M. Whitmore	"	"	1918	3000

BALTIMORE POLYTECHNIC INSTITUTE

<u>Name</u>	<u>Position</u>	<u>Sex</u>	<u>Date of Election to B.P.I.</u>	<u>Salary as of Jan. 1st, 1925 after Equalization</u>
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Philip Dougherty	"	"	1908	3200
Wm. J. Flagg	"	"	1920	3200
Wm. H. Hall	"	"	1886	3400
Wm. G. Richardson, Jr.	"	"	1918	3200
W. H. Wilhelm	"	"	1907	3200
Chas. E. Adams	Tchr.	"	1912	3000
John D. Alexander	"	"	1920	2190
E. Howard Askew	"	"	1912	2190
Abram F. Bacharach	"	"	1921	2190
Oliver Bacharach	"	"	1908	2850
Howard A. Batty	"	"	1920	2190
Henry Bogue, Jr.	"	"	1906	2850
John K. Bolte	"	"	1922	1890
Edgar B. A. Bosley	"	"	1924	1650
Frank Bowers	"	"	1919	2550
Meyer Brown	"	"	1918	2790
Walter A. Brown	"	"	1919	2550
Harry L. Caples	"	"	1913	3000
John T. Chappell	"	"	1922	2040
J. David Clark	"	"	1920	2190
Harry A. Collett	"	"	1922	1950
J. Raymond Curtis	"	"	1919	2850
Maurice V. DeRoquelaine	"	"	1921	2550
Walter F. Dewling	"	"	1920	2340
John M. Dooley	"	"	1919	2700
Frank Fahm	"	"	1918	2790
Herbert E. Fankhanel	"	"	1919	2640
James E. Fleagle	"	"	1919	3000

BALTIMORE POLYTECHNIC INSTITUTE

<u>Name</u>	<u>Position</u>	<u>Sex</u>	<u>Date of Election to B.P.I.</u>	<u>Salary as of Jan. 1st, 1925 after Equalization</u>
Norman N. Freedman	Tchr.	Male	1920	\$2190
H. Nelson Gambrill	"	"	1918	2700
Elmer M. Harn	"	"	1904	3000
Wm. J. C. Heimiller	"	"	1920	2550
S. Roy Hetzer	"	"	1920	2190
J. Vinton Hobbs	"	"	1912	2700
Chas. C. Hoofnagle	"	"	1921	2250
Harvey S. Houskeeper	"	"	1906	2850
Joseph A. Jackowick	"	"	1919	2640
Wm. S. Lilly	"	"	1923	2100
Eugene B. Link	"	"	1916	2790
Tom C. Mabon	"	"	1920	2640
Walter A. Maccubin	"	"	1920	2190
Cyril H. A. Markley	"	"	1915	2700
Clarence McBride	"	"	1921	3000
Ernest T. McNutt	"	"	1915	3000
Luther B. Miller	"	"	1916	2790
Wm. J. Miller	"	"	1914	3000
Chas. E. Moylan	"	"	1922	2100
Wm. D. O'Keefe	"	"	1920	2190
Isaac L. Otis	"	"	1904	3000
Joseph B. Peery	"	"	1920	2550
Chas. A. Pettit	"	"	1912	2790
Samuel P. Platt	"	"	1897	2850
Harry P. Porter	"	"	1912	3000
James H. Pyle	"	"	1920	2340
Chas. F. Ranft	"	"	1908	3000
Edward Reisler	"	"	1904	2850
Robert A. Reitz	"	"	1918	2700
Wm. G. Richardson	"	"	1887	2850
V. F. Roby	"	"	1919	2640
Henry P. Rogers	"	"	1918	2700

BALTIMORE POLYTECHNIC INSTITUTE

<u>Name</u>	<u>Position</u>	<u>Sex</u>	<u>Date of Election to B.P.I.</u>	<u>Salary as of Jan. 1st, 1925 after Equalization</u>
Andrew E. Sable	Tchr.	Male	1912	\$3000
R. H. Sharpe	"	"	1920	2550
Walter Simon	"	"	1920	2490
Geo. F. Smith	"	"	1920	2340
H. E. Smith	"	"	1920	2550
Allan B. Souther	"	"	1905	3000
Ernest R. Spedden	"	"	1915	3000
Fred Spinning, Jr.	"	"	1921	2100
Wm. F. Tapking, Jr.	"	"	1921	2190
Irving L. Twilley	"	"	1903	3000
Geo. A. Vaiden	"	"	1918	3000
James M. C. Waller	"	"	1921	2190
Geo. W. Ward	"	"	1914	3000
H. K. Weber	"	"	1921	2250
Otho M. Whitmore	"	"	1918	3000

WESTERN HIGH SCHOOL

<u>Name</u>	<u>Position</u>	<u>Sex</u>	<u>Date of Election To W.H.S.</u>	<u>Salary as of Jan. 1st, 1925 after Equalization</u>
Ernest J. Becker	Prin.	Male	1921	\$4320
Mary B. Rockwood	V.P.	Female	1903	3400
Delia R. Alford	Head	"	1910	3200
M. Theresa Dallam	"	"	1897	3200
Miriam Elfreth	"	"	1906	3200
Margaret T. Englar	"	"	1907	3200
Mary W. Mullikin	"	"	1909	3200
Annabel White	"	"	1909	3200
Florence L. Adams	Tchr.	"	1914	3000
Hattie J. Adams	"	"	1920	3000
Laura L. Alford	"	"	1908	3000
Grace S. Arnold	"	"	1923	2550
Helen K. Bachrach	"	"	1914	2850
Florence G. Bangert	"	"	1915	3000
Evelyn W. Betts	"	"	1913	3000
Mary A. T. Bunworth	"	"	1923	3000
Eva M. Burke	"	"	1919	3000
Una A. Corbett	"	"	1923	1950
Hazel V. Dennis	"	"	1911	3000
Augusta F. Ditty	"	"	1899	3000
E. Leola Dixon	"	"	1907	3000
Agnes Doetsch	"	"	1924	1500
Marion Eaton	"	"	1914	2700
Jessie M. Ebaugh	"	"	1919	3000
Mary A. Foley	"	"	1910	3000
Rosalie E. Gardner	"	"	1918	2850
Ethel Gray	"	"	1919	3000
E. Anna Harrison	"	"	1907	3000
M. Ella Harrison	"	"	1911	3000
Elsa C. Haupt	"	"	1924	1890
Pearl I. Heaps	"	"	1912	3000

WESTERN HIGH SCHOOL

<u>Name</u>	<u>Position</u>	<u>Sex</u>	<u>Date of Election to W.H.S.</u>	<u>Salary as of Jan. 1st, 1925 after Equalization</u>
M. Corinne Hibberd	Tchr.	Female	1922	\$2400
M. Eliz. Holden	"	"	1910	3000
Emma C. Houston	"	"	1915	3000
Marion Janney	"	"	1916	2850
Charlotte A. Jones	"	"	1907	3000
Elisabeth F. Kellum	"	"	1916	2700
Winona G. King	"	"	1920	3000
Bessie E. Kleibacher	"	"	1904	3000
Bessie Klinesmith	"	"	1921	2550
Minnie V. Lee	"	"	1917	3000
M. Lucille Masson	"	"	1924	1800
Elizabeth Minnick	"	"	1912	2550
Lucy E. Murray	"	"	1903	3000
Helen B. Palen	"	"	1913	3000
Margaret G. Perry	"	"	1911	3000
Emilie S. Reinhard	"	"	1901	3000
Maud S. Ross	"	"	1922	3000
Miriam W. Shaw	"	"	1911	3000
Lelia H. Smith	"	"	1904	2550
Emma A. Snyder	"	"	1919	2700
Elizabeth Swick	"	"	1915	3000
Ruth Taylor	"	"	1920	1950
Louise E. Thalwitzer	"	"	1900	3000
Virginia Wightman	"	"	1924	3000
Elsie M. Witters	"	"	1924	1500
Molly W. Wood	"	"	1910	2850
Helen J. Worley	"	"	1919	3000

WESTERN HIGH SCHOOL

<u>Name</u>	<u>Position</u>	<u>Sex</u>	<u>Date of Election To W.H.S.</u>	<u>Salary as of Jan. 1st, 1925 after Equalization</u>
Ernest J. Becker	Prin.	Male	1921	\$4320
Mary B. Rockwood	V.P.	Female	1903	3400
Delia R. Alford	Head	"	1910	3200
M. Theresa Dallam	"	"	1897	3200
Miriam Elfreth	"	"	1906	3200
Margaret T. Englar	"	"	1907	3200
Mary H. Mullikin	"	"	1909	3200
Annabel White	"	"	1909	3200
Florence L. Adams	Tchr.	"	1914	3000
Hattie J. Adams	"	"	1920	3000
Laura L. Alford	"	"	1908	3000
Grace S. Arnold	"	"	1923	2550
Helen K. Bachrach	"	"	1914	2850
Florence G. Bangert	"	"	1915	3000
Evelyn W. Betts	"	"	1913	3000
Mary A. T. Bunworth	"	"	1923	3000
Eva M. Burke	"	"	1919	3000
Una A. Corbett	"	"	1923	1950
Hazel V. Dennis	"	"	1911	3000
Augusta F. Ditty	"	"	1899	3000
E. Leola Dixon	"	"	1907	3000
Agnes Doetsch	"	"	1924	1500
Marion Eaton	"	"	1914	2700
Jessie M. Ebaugh	"	"	1919	3000
Mary A. Foley	"	"	1910	3000
Rosalie E. Gardner	"	"	1918	2850
Ethel Gray	"	"	1919	3000
E. Anna Harrison	"	"	1907	3000
M. Ella Harrison	"	"	1911	3000
Elsa C. Haupt	"	"	1924	1890
Pearl I. Heaps	"	"	1912	3000

WESTERN HIGH SCHOOL

<u>Name</u>	<u>Position</u>	<u>Sex</u>	<u>Date of Election to W.H.S.</u>	<u>Salary as of Jan. 1st, 1925 after Equalization</u>
M. Corinne Hibberd	Tchr.	Female	1922	\$2400
M. Eliz. Holden	"	"	1910	3000
Emma C. Houston	"	"	1915	3000
Marion Janney	"	"	1916	2850
Charlotte A. Jones	"	"	1907	3000
Elisabeth F. Kellum	"	"	1916	2700
Winona G. King	"	"	1920	3000
Bessie E. Kleibacher	"	"	1904	3000
Bessie Klinessmith	"	"	1921	2550
Minnie V. Lee	"	"	1917	3000
M. Lucille Masson	"	"	1924	1800
Elizabeth Minnick	"	"	1912	2550
Lucy E. Murray	"	"	1903	3000
Helen B. Palen	"	"	1913	3000
Margaret G. Perry	"	"	1911	3000
Emilie S. Reinhard	"	"	1901	3000
Maud S. Ross	"	"	1922	3000
Miriam W. Shaw	"	"	1911	3000
Lelia H. Smith	"	"	1904	2550
Emma A. Snyder	"	"	1919	2700
Elizabeth Swick	"	"	1915	3000
Ruth Taylor	"	"	1920	1950
Louise E. Thalwitzer	"	"	1900	3000
Virginia Wightman	"	"	1924	3000
Elsie M. Witters	"	"	1924	1500
Molly W. Wood	"	"	1910	2850
Helen J. Worley	"	"	1919	3000

Mason A. Hawkins	Prin	Male	1907	4000	24	✓
Carington L. Davis	V. P.	Male	1907	2790	22	✓
Ralph V. Cook	Head	Male	1901	2490	24	✓
Emma D. Price	Head	Female	1913	2240	17	✓
Ralph W. Reckling	Head	Male	1911	2240	14	✓
Levi V. Moore	Tchr	Male	1910	2240	21	✓
John J. Wheeler	Head	Male	1906	2240	27	✓
Joshua E. Maxwell	Tchr	Male	1906	2240	26	✓
Fannie L. Barbour	Head	Female	1901	2240	36	✓
Joseph M. Daniels	Tchr	Male	1911	2040	14	✓
P. D. Pennington	Tchr	Male	1911	2040	15	✓
Ethel A. Lewis	Tchr	Female	1906	2040	19	✓
J. A. B. Callis	Tchr	Male	1905	2040	20	✓
H. M. Frisby	Tchr	Male	1917	1940	12	✓
Daisy E. Bailey	Tchr	Female	1915	1940	16	✓
Chas. H. Johnston	Tchr	Male	1924	1890	23	✓
Kate J. Sheppard	Tchr	Female	1923	1890	25	✓
Chas. M. Woodford	Tchr	Male	1920	1890	9	✓
J. C. Chambers	Tchr	Male	1922	1840	23	✓
Wm. D. Johnson	Tchr	Male	1921	1790	18	✓
Meta R. Redden	Tchr	Female	1917	1790	9	✓
Madelle B. Williams	Tchr	Female	1924	1740	2	✓
J. Beatrice Breeding	Tchr	Female	1924	1740	3	✓
Fannie T. White	Tchr	Female	1922	1740	6	✓
Lena A. Holcombe	Tchr	Female	1922	1740	5	✓
Cyrus W. Marshall	Tchr	Male	1921	1740	12	✓
Mary F. Goode	Tchr	Female	1921	1740	7	✓
L. H. Gibson	Tchr	Male	1921	1740	7	✓
Martha R. Kemmer	Tchr	Female	1920	1740	7	✓
May Miller	Tchr	Female	1920	1740	5	✓
Ruth E. Welkins	Tchr	Female	1920	1740	7	✓

Elsie L. Taylor	Tchr	Female	1923	1650	6	✓
W. E. Payne	Tchr	Male	1923	1500	2	✓
Camille C. Levy	Tchr	Female	1923	1500	4	✓
Don B. Goodloe	Tchr	Male	1923	1500	3	✓
Hellie A. Buchanan	Tchr	Female	1923	1500	4	✓
Wm. C. Anderson	Tchr	Male	1923	1500	4	✓
Aisley L. Lindsay	Tchr	Female	1922	1500	3	✓
Ella T. Blames	El. Tchr	Female	1922	1500	—	✓

CITY SOLICITOR'S OFFICE

Amended Answer

HOWARD E. YOUNG,
et al,

-VS-

MAYOR AND CITY COUNCIL OF
BALTIMORE CITY, a municipal
corporation, et al.

:
:
:
:
:
:
:

IN THE
SUPERIOR COURT
OF
BALTIMORE CITY.

.....

TO THE HONORABLE, THE JUDGE OF SAID COURT:-

The defendants, Mayor and City Council of Baltimore City, a municipal corporation, Howard Bryant, Howard W. Jackson, R. Walter Graham, Philip B. Perlman and Bernard L. Crozier, constituting the Board of Estimates of the Mayor and City Council of Baltimore and Isaac S. Field, Addison E. Mallick, John W. Edel, Theodore E. Straus, Dr. Frank J. Goodnow, Warren S. Sepp, John W. Marshall, Mrs. John Wesley Brown, Mrs. Lewis H. Levin, constituting the Board of School Commissioners of the Mayor and City Council of Baltimore, by Charles C. Wallace, City Solicitor, its and their Attorney, demur to the petition for mandamus filed against them, and for cause of demurrer say:

1. That said petition is bad in substance.
2. That said petition is insufficient in law.

AND the said defendants without waiving their demurrer, for answer to said petition show:

1. They neither admit nor deny the allegations of the preamble of the petition, but insist upon full proof of all facts as will entitle the plaintiffs to maintain their suit.

2. Answering the first paragraph of said petition, these defendants admit the passage of the annual Ordinance of Estimates for the year 1925 and admit the extract therefrom as quoted in the petition,

CITY SOLICITOR'S OFFICE

but do not waive the proof thereof in the manner prescribed by law. Further answering said paragraph, these defendants say that the ordinance or extract therefrom as quoted in said paragraph making said appropriation referred to, was not passed upon any principle of equal pay for equal work without discrimination as to sex or color; these defendants deny that any such policy exists in the law of Maryland today; on the contrary, they aver that said appropriation was used to equalize certain salaries among white male and white female teachers in the Senior High Schools of Baltimore City, which had not theretofore been equalized, and in so doing these defendants acted within the discretion imposed in them by law, which discretion is not reviewable by this Honorable Court.

3. Answering the second paragraph of said petition, these defendants say that The Baltimore City College, The Baltimore Polytechnic Institute, The Eastern Female High School, The Western Female High School and The Forest Park Senior-Junior High School are Senior High Schools and are devoted exclusively to white pupils taught by white male and white female teachers, and have always been so devoted and taught; that The Frederick Douglass Senior-Junior High School is a Senior High School devoted exclusively to the colored race and taught by colored teachers; these defendants deny that The Colored Training School mentioned in said paragraph is a Senior High School within that definition or classification, but on the contrary is a school standing by itself and devoted exclusively to preparing male and female colored persons to teach in the colored schools of Baltimore City.

4. Answering the third paragraph of said petition, these defendants say that the sum of Fifty Thousand Dollars (\$50,000.00) appropriated in the annual Ordinance of Estimates for 1925 was used by them for the purpose of carrying out the policy of equalization of salaries established by the Board of School Commissioners of Baltimore City between the white male and white female teachers in The Baltimore City College, the Eastern Female High School, The Western Female High School

CITY SOLICITOR'S OFFICE

and The Forest Park Senior-Junior High School, in which schools and among the teachers therein there had not formerly existed and been established a policy of equalization of salaries; that in so establishing the equalization in those schools, The Frederick Douglass Senior-Junior High School (devoted exclusively to the colored race and taught by the colored race) was omitted for the reason that no discrimination exists in the pay of colored male and colored female teachers in that school.

Further answering said paragraph and referring particularly to The Colored Training School, these defendants submit that it has already been shown that that institution stands in a class by itself and cannot be compared with any other institution existing in Baltimore City, and they also say that as to that institution, the colored male and colored female teachers are treated alike in so far as compensation is concerned in comparison to work and service.

5. Answering the fourth paragraph of said petition, these defendants admit that the colored male and colored female teachers of The Frederick Douglass Senior-Junior High School and The Colored Training School were omitted in the distribution of said Fifty Thousand Dollars (\$50,000.00), but only because, as has been heretofore shown, no discrimination exists in the compensation of colored teachers on account of sex.

6. Answering the fifth paragraph of said petition, these defendants say that the Act of the General Assembly therein referred to speaks for itself, is something of which this Court must take judicial knowledge, and its construction and interpretation is solely a matter of law; consequently, these defendants do not admit the construction placed on that statute by the petitioners.

Answering further said paragraph, these defendants say that the term "equal service merit" used in said paragraph is meaningless and indefinite, and in the school system of Baltimore City there is no such

CITY SOLICITOR'S OFFICE

classification applied to the teaching force, and consequently these defendants do not admit that there are some colored female teachers in The Frederick Douglass Senior-Junior High School of "equal service merit" doing work prescribed by the Board of School Commissioners the same as male white teachers in the Baltimore City College and the Baltimore Polytechnic Institute, and do not admit that there are some colored male teachers in The Frederick Douglass Senior-Junior High School of "equal service merit" doing the same work prescribed by the Board of School Commissioners as is done by white female teachers in the Western High School and the Eastern High School; these defendants further say that if the petitioners in the use of the term "equal service merit" mean thereby that some female colored teachers in The Frederick Douglass Senior-Junior High School have equal years of service as male white teachers in the Baltimore City College and the Baltimore Polytechnic Institute, and if the petitioners further mean in the use of that term ("equal service merit") that there are some colored male teachers in The Frederick Douglass Senior-Junior High School have equal years of service as white female teachers in the Western High School and the Eastern High School, then these defendants do admit that there are some such of equal years of service, but these defendants deny that because thereof (equal years of service) similar salaries must be paid one with the other.

Further answering this paragraph, these defendants say that so far as colored male and colored female teachers in the Junior High Schools are concerned, those of the Junior Branch are paid the same salaries as white male and white female teachers in the Junior Branch of the Forest Park Senior-Junior High School, and they further say that only those male and female colored teachers in the Senior Branch of The Frederick Douglass Senior-Junior High School receive different salaries than those of the white male and white female teachers in the Senior

CITY SOLICITOR'S OFFICE

Branch of the Forest Park Senior-Junior High School.

Further answering said fifth paragraph, these defendants deny that there exists, and for a long time has existed, distinction and discrimination in the salaries of the male and female teachers, in the Senior Branch of The Frederick Douglass Senior-Junior High School, doing precisely the same work, of equal service in point of years, experience and qualification, on account of sex.

7. Answering the sixth and seventh paragraphs of said petition, these defendants deny that their action in the premises is unwarranted or unlawful, deny that the salaries are grossly inequitable and arbitrarily discriminatory and deny that the situation as existing has created a condition not helpful to the work of the colored teachers and deny that colored teachers are leaving the service because of any difference in salaries.

8. Answering the eighth paragraph of said petition, these defendants deny that any action taken by them is unwarranted or unlawful or is in violation of any provision of the Federal or State Constitution or of any law of this State.

9. Answering the whole of said petition, and each paragraph thereof, these defendants say that under the laws of this State, the matter of fixing salaries is entirely a matter for these defendants; that in fixing salaries, there is no law of this State which requires that salaries for colored teachers shall be the same as white teachers, and that the Act of 1924, Chapter 233, on which the petitioners rely for support in this suit, does not intend and never was intended, to require similar salaries, and was never intended as interfering with the firmly established law in this State which long recognized the difference in salaries between white and colored teachers; these defendants say that the true intent and meaning of that statute was to prohibit discrimination on account of sex, and these defendants say that no discrimination exists in the public schools of Baltimore City today between white male and white female teachers so far as sex is concerned and no discrimination exists

CITY SOLICITOR'S OFFICE

between colored male and colored female teachers so far as sex is concerned; that white male and white female teachers doing the same work, with the same teaching ability, with the same service are paid alike, and on the other hand, colored male and colored female teachers doing the same work, with the same teaching ability, with the same service, are paid alike, and with that situation the statutes of this State are fully gratified.

Answering further said petition, these defendants say that the Act of 1924 must be construed in pari materia with the other statutes of this State on the same subject and not in entire substitution for the latter; that for many years the statute law of this State enacted by the General Assembly of Maryland has recognized a difference in salaries between teachers of white schools and teachers of colored schools (Sections 89-90-202-206, Article 77, Annotated Code of Maryland) and that by those Sections a minimum salary is specified for white schools of Six Hundred Dollars (\$600.00) per annum, while for those teaching in the colored schools a minimum salary of Four Hundred and Eighty Dollars (\$480.00) per annum is established; that it was never the intention of the General Assembly of Maryland in the enactment of the Statute of 1924 to set aside these principles established in these statutes for to do so would cause a result which would amount to equal pay for unequal work and would burden the cost of public education beyond all imagination and beyond the requisites of public necessity; that at most, the construction to be given to the Act in question is that no discrimination should exist as to sex.

HAVING FULLY ANSWERED said petition praying for a Writ of Mandamus against these defendants, these defendants pray that said petition may be dismissed and that they may be hence dismissed with their costs.

AND your respondents will ever pray, etc.

City Solicitor - Attorney for
Defendants.

CITY SOLICITOR'S OFFICE

STATE OF MARYLAND.

To Wit-

CITY OF BALTIMORE.

I HEREBY CERTIFY, That on this day of June, 1926,
before me, the subscriber, a Notary Public of the State of
Maryland, in and for the City of Baltimore aforesaid, personally
appeared HOWARD W. JACKSON, Mayor of Baltimore City, one of the
defendants herein, and on behalf of himself and his co-defendants
made oath in due form of law that the matters and facts stated
in the foregoing ~~Amended Answer~~ are true to the best of his
knowledge, information and belief.

COPY

AS WITNESS my hand and Notarial Seal.

Notary Public.

Leave to file this Amended Answer is hereby granted.

CITY SOLICITOR'S OFFICE

HOWARD E. YOUNG,
et al,

IN THE

vs.

SUPERIOR COURT

MAYOR AND CITY COUNCIL OF
BALTIMORE CITY, a municipal
corporation,
et al.

OF

BALTIMORE CITY.

.....

TO THE HONORABLE, THE JUDGE OF SAID COURT:-

The defendants, Mayor and City Council of Baltimore City, a municipal corporation, Howard Bryant, Howard W. Jackson, R. Walter Graham, Philip B. Perlman and Bernard L. Crozier, constituting the Board of Estimates of the Mayor and City Council of Baltimore and Isaac S. Field, Addison E. Mulliken, John W. Edel, Theodore E. Straus, Dr. Frank J. Goodnow, Warren S. Seipp, John W. Marshall, Mrs. John Wesley Brown, Mrs. Lewis H. Levin, constituting the Board of School Commissioners of the Mayor and City Council of Baltimore, by Philip B. Perlman, City Solicitor, its and their Attorney, demur to the petition for mandamus filed against them, and for cause of demurrer say:

1. That said petition is bad in substance.
2. That said petition is insufficient in law.

AND the said defendants without waiving their demurrer, for answer to said petition show:

1. They neither admit nor deny the allegations of the preamble of the petition, but insist upon full proof of all facts as will entitle the plaintiffs to maintain their suit.

2. Answering the first paragraph of said petition, these defendants admit the passage of the annual Ordinance of Estimates for the year 1925 and admit the extract therefrom as quoted in the petition, but do not waive the proof thereof in the manner prescribed by law.

Further answering said paragraph, these defendants say that the ordinance

CITY SOLICITOR'S OFFICE

or extract therefrom as quoted in said paragraph making said appropriation referred to, was not passed upon any principle of equal pay for equal work without discrimination as to sex or color; these defendants deny that any such policy exists in the law of Maryland today; on the contrary, they aver that said appropriation was used to equalize certain salaries among white male and white female teachers in the Senior High Schools of Baltimore City, which had not theretofore been equalized, and in so doing these defendants acted within the discretion imposed in them by law, which discretion is not reviewable by this Honorable Court.

3. Answering the second paragraph of said petition, these defendants say that The Baltimore City College, The Baltimore Polytechnic Institute, The Eastern Female High School, The Western Female High School and The Forest Park Senior-Junior High School are Senior High Schools and are devoted exclusively to white pupils taught by white male and white female teachers, and have always been so devoted and taught; that The Frederick Douglass Senior-Junior High School is a Senior High School devoted exclusively to the colored race and taught by colored teachers; these defendants deny that The Colored Training School mentioned in said paragraph is a Senior High School within that definition or classification, but on the contrary is a school standing by itself and devoted exclusively to preparing male and female colored persons to teach in the colored schools of Baltimore City.

4. Answering the third paragraph of said petition, these defendants say that the sum of Fifty Thousand Dollars (\$50,000.00) appropriated in the annual Ordinance of Estimates for 1925 was used by them for the purpose of carrying out the policy of equalization of salaries established by the Board of School Commissioners of Baltimore City between the white male and white female teachers in The Baltimore City College, the Eastern Female High School, The Western Female High School and The Forest Park Senior-Junior High School, in which schools and among the teachers therein there had not formerly existed and been established a policy of equalization of salaries; that in so establishing the equalization in those schools, The Frederick Douglass Senior-Junior High School (devoted exclusively to the colored race and taught by the colored race) was

CITY SOLICITOR'S OFFICE

omitted for the reason that no discrimination exists in the pay of colored male and colored female teachers in that school.

Further answering said paragraph and referring particularly to The Colored Training School, these defendants submit that it has already been shown that that institution stands in a class by itself and cannot be compared with any other institution existing in Baltimore City, and they also say that as to that institution, the colored male and colored female teachers are treated alike in so far as compensation is concerned in comparison to work and service.

5. Answering the fourth paragraph of said petition, these defendants admit that the colored male and colored female teachers of The Frederick Douglass Senior-Junior High School and The Colored Training School were omitted in the distribution of said Fifty Thousand Dollars (\$50,000.00), but only because, as has been heretofore shown, no discrimination exists in the compensation of colored teachers on account of sex.

6. Answering the fifth paragraph of said petition, these defendants say that the Act of the General Assembly therein referred to speaks for itself, is something of which this Court must take judicial knowledge, and its construction and interpretation is solely a matter of law; consequently, these defendants do not admit the construction placed on that statute by the petitioners.

CITY SOLICITOR'S OFFICE

Answering further said paragraph, these defendants say that the term "equal service merit" used in said paragraph is meaningless and indefinite, and in the school system of Baltimore City there is no such classification applied to the teaching force, and consequently these defendants do not admit that there are some colored female teachers in The Frederick Douglass Senior-Junior High School of "equal service merit" doing work prescribed by the Board of School Commissioners the same as male white teachers in the Baltimore City College and the Baltimore Polytechnic Institute, and do not admit that there are some colored male teachers in The Frederick Douglass Senior-Junior High School of "equal service merit" doing the same work prescribed by the Board of School Commissioners as is done by white female teachers in the Western High School and the Eastern High School; these defendants further say that if the petitioners in the use of the term "equal service merit" mean thereby that some female colored teachers in The Frederick Douglass Senior-Junior High School have equal years of service as male white teachers in the Baltimore City College and the Baltimore Polytechnic Institute, and if the petitioners further mean in the use of that term ("equal service merit") that there are some colored male teachers in The Frederick Douglass Senior-Junior High School have equal years of service as white female teachers in the Western High School and the Eastern High School, then these defendants do admit that there are some such of equal years of service, but these defendants deny that because thereof (equal years of service) similar salaries must be paid one with the other.

Further answering this paragraph, these defendants say that so far as colored male and colored female teachers in the Junior High Schools

CITY SOLICITOR'S OFFICE

are concerned, those of the Junior Branch are paid the same salaries as white male and white female teachers in the Junior Branch of the Forest Park Senior-Junior High School, and they further say that only those male and female colored teachers in the Senior Branch of The Frederick Douglass Senior-Junior High School receive different salaries than those of the white male and white female teachers in the Senior Branch of the Forest Park Senior-Junior High School. *X inside*

7. Answering the sixth and seventh paragraphs of said petition, these defendants deny that their action in the premises is unwarranted or unlawful, deny that the salaries are grossly inequitable and arbitrarily discriminatory and deny that the situation as existing has created a condition not helpful to the work of the colored teachers and deny that colored teachers are leaving the service because of any difference in salaries.

8. Answering the eighth paragraph of said petition, these defendants deny that any action taken by them is unwarranted or unlawful or is in violation of any provision of the Federal or State Constitution or of any law of this State.

9. Answering the whole of said petition, and each paragraph thereof, these defendants say that under the laws of this State, the matter of fixing salaries is entirely a matter for these defendants; that in fixing salaries, there is no law of this State which requires that salaries for colored teachers shall be the same as white teachers, and that the Act of 1924, Chapter 233, on which the petitioners rely for support in this suit, does not intend and never was intended, to require similar salaries, and was never intended as interfering with the firmly established law in this State which long recognized the difference in salaries between white and colored teachers; these defendants say that the true intent and meaning of that statute was to prohibit discrimination on account of sex, and these defendants say that no discrimination exists in the public schools of Baltimore City today between white male and white female teachers so far as sex is concerned and no discrimination exists

CITY SOLICITOR'S OFFICE

between colored male and colored female teachers so far as sex is concerned; that white male and white female teachers doing the same work, with the same teaching ability, with the same service are paid alike, and on the other hand, colored male and colored female teachers doing the same work, with the same teaching ability, with the same service are paid alike, and with that situation the statutes of this State are fully gratified.

Answering further said petition, these defendants say that the Act of 1924 must be construed in pari materia with the other statutes of this State on the same subject and not in entire substitution for the latter; that for many years the statute law of this State enacted by the General Assembly of Maryland has recognized a difference in salaries between teachers of white schools and teachers of colored schools (Sections 89-90-202-203, Article 77, Annotated Code of Maryland) and that by those Sections a minimum salary is specified for white schools of Six Hundred Dollars (\$600.00) per annum, while for those teaching in the colored schools a minimum salary of Four Hundred and Eighty Dollars (\$480.00) per annum is established; that it was never the intention of the General Assembly of Maryland in the enactment of the Statute of 1924 to set aside these principles established in these statutes for to do so would cause a result which would amount to equal pay for unequal work and would burden the cost of public education beyond all imagination and beyond the requisites of public necessity; that at most, the construction to be given to the Act in question is that no discrimination should exist as to sex.

HAVING FULLY ANSWERED said petition praying for a Writ of Mandamus against these defendants, these defendants pray that said petition may be dismissed and that they may be hence dismissed with their costs.

AND your respondents will ever pray, etc.

City Solicitor - Attorney for
Defendants.

C O P Y.

In the
Superior Court
of
Baltimore City.

Howard E. Young, James E.
Fisher, Isaiah L. Brown,
Truly Hatchett and William
H. Thomas,

Plaintiffs,

vs.

The Mayor and City Council
of Baltimore City, a municipal
corporation, et al.

Defendants.

Amended Petition.

Mr. Clerk;
Please file.

Attorneys for Plaintiffs.

589
1925
Howard E. Young,
James E. Fisher,
Isaiah L. Brown,
Truly Hatchett,
William H. Thomas,
Plaintiffs,

vs.

Mayor and City Council of
Baltimore City, a municipal
corporation,
Howard Bryant, Howard W. Jackson,
R. Walter Graham, Philip B. Perlman,
and Bernard L. Crozier, constituting
the Board of Estimates of the Mayor
and City Council of Baltimore and
Isaac S. Field, Addison E. Mullikin,
John W. Edel, Theodore E. Straus, Dr.
Frank J. Goodnow, Warren S. Seipp,
John W. Marshall, Mrs. John Wesley
Brown, Mrs. Lewis H. Levin, constituting
the Board of School Commissioners of the
Mayor and City Council of Baltimore,
Defendants.

* In the
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* Baltimore City.
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AMENDED PETITION.

To the Honorable, Ely Frank, the Judge of the Superior Court of Baltimore City.

The petition of Howard E. Young, James E. Fisher, Isaiah L. Brown, Truly Hatchett and William H. Thomas, all of whom are residents in, and citizens of, the City of Baltimore in the State of Maryland and all of whom are tax payers of said City and some of whom are parents of children who are attending the senior branch of the Douglass Senior-Junior High School and the Colored Training School hereinafter referred to, respectfully represents and shows unto your Honor:

1. That in recognition of the fundamental principle of equal pay for equal work without distinction as to sex or color as expressed both by the City Council of Baltimore and the legislature of the State of Maryland, the Mayor and City Council of Baltimore, acting through its proper agencies, the Board of Estimates and the City Council, made the necessary provisions for the application of said principle in the Annual Ordinance of Estimates of the Mayor and City Council of Baltimore for the year 1925 (Ordinance No. 260

which was approved November, 10th, 1924, by appropriating to the Board of School Commissioners of Baltimore City, the sum of fifty thousand dollars (\$50,000.00) for this purpose in an item in said ordinance worded as follows: "Equalization of Salaries to be paid during the year 1925 in Senior High Schools, the appropriation for Senior High School salaries elsewhere in this ordinance together with fifty thousand dollars (\$50,000.00) herein provided for or so much thereof as may be necessary, to be considered a lump appropriation and to be expended only in accordance with a new schedule of salaries the Senior High Schools to be filed with, and approved by the Board of Estimates subsequent to the passage of this Ordinance?"

2. That there are in the City of Baltimore, under the management and control of the aforesaid Board of School Commissioners, the following schools, designated by the said Board of School Commissioners as Senior High Schools, to wit: The Baltimore City College, The Baltimore Polytechnic Institute, The Eastern High School, The Western High School, The Forest Park Senior-Junior High School, The Frederick Douglass Senior-Junior High School and The Colored Training School, all except the last being described and designated, in the publication of the Board of School Commissioners, as Senior High Schools.

3. That the Board of School Commissioners on Thursday, the 11th day of June, in the year 1925, submitted to the Board of Estimates a new schedule of salaries for Senior High Schools and a plan by which said salaries were to be equalized which by resolution passed on the said 11th day of June, in the year 1925, was approved by the said Board of Estimates, but your complainants aver that the said schedule and plan were limited in their application, to The Baltimore City College, The Polytechnic Institute, The Eastern High School, The Western High School and The Forest Park Senior-Junior High School, thus purposely omitting, from the operation of the plan of equalization of salaries thus approved The Frederick Douglass Senior-Junior High School and The Colored Training School.

4. That the Board of School Commissioners in submitting its lists of schools and teachers entitled to enjoy the benefits of the sum of money appropriated as aforesaid by the Mayor and City Council of Baltimore in its

scheme of equalization of salaries of the teachers in the Senior High Schools of the City and the aforesaid Board of Estimates at the joint meeting of said bodies held on the 11th day of June, 1925, to consider the matter of equalization of salaries deliberately left out of any consideration on their part, the said Frederick Douglass Senior-Junior High School and The Colored Training School and the members of the faculties of both schools who by their years of service and credits are fully entitled in every way to share in this scheme of equalization of salaries, along with the teachers in the other Senior High Schools of the City.

5. That the legislature of the State of Maryland passed an act in the year 1924 (Chapter 233) approved April 9th, 1924, against distinction or discrimination in the public schools of the State of Maryland and in Baltimore City on account of sex in the following words:

"Be it enacted by the General Assembly of Maryland, That it shall be unlawful for the State Superintendent of Schools or any of his assistants, and for the Board of School Commissioners of Baltimore City, or for any superintendent or assistant employed by said Commissioners, and for any superintendent or commissioner of public education in any of the counties or municipal corporations of the State of Maryland, and for any assistants employed by them or either of them, TO MAKE ANY DISTINCTION OR DISCRIMINATION in favor or against any teacher who may be employed in any of the public schools of this State, or of the City of Baltimore, or of the various counties or municipal corporations of this State on account of sex, it being the intent and purpose of this Act that the provisions thereof shall apply with reference to the appointment, assignment, compensation, promotion, transfer, dismissal and all other matters pertaining to the employment of teachers in the public schools of the State of Maryland, the City of Baltimore and the various counties and municipal corporations of the State of Maryland: and your petitioners say that there are many female teachers employed in The Frederick Douglass Senior-Junior High School and The Colored Training School of equal service merit doing work prescribed by the said Board of School Commissioners of Baltimore City, precisely as is prescribed and done by the male teachers in The Baltimore City College, and the Polytechnic Institute and on the other

hand there are many male teachers in The Frederick Douglass Senior-Junior High School and The Colored Training School of equal service merit doing work prescribed by the said Board of School Commissioners of Baltimore City, precisely the same as is prescribed and done by the female teachers in the Western and Eastern High Schools; and your petitioners further allege that in the Senior branch of The Frederick Douglass Senior-Junior High School there exists and for a long time has existed distinction and discrimination in the salaries of the male and female teachers doing precisely the same work, of equal service in point of years, experience and qualification; and unless the respondents by the Writ of Mandamus are commanded to include in the plan of equalizing the salaries of the teachers of The Frederick Douglass Senior-Junior High School and the Colored Training School on a parity with the teachers of The Baltimore City College, The Polytechnic Institute and the Eastern and Western High Schools, the law of this State as set forth in Chapter 233 of the year 1924 will be flagrantly violated and set at naught.

6. That your petitioners are advised that said action of the said Board of School Commissioners and the said Board of Estimates in excluding from the plan of equalization aforesaid, the said Frederick Douglass Senior-Junior High School and The Colored Training School is wholly unwarranted and unlawful, and that while it is in the discretion of the said Boards under the terms of said appropriation items to schedule how the amount of said appropriation shall be actually distributed and applied in individual instances upon the basis of length of service experience etc., for the purpose of securing the equalization of the salaries paid to teachers in said secondary schools in accordance with the said principle of equal pay for equal work and in accordance with said Chapter 233, 1924 Acts of the General Assembly of Maryland, they have no lawful right whatever, ^{wholly} to exclude from the plan of equalization, the teachers of The Frederick Douglass Senior-Junior High School and The Colored Training School as they have done.

7. That your petitioners aver and charge that the discrimination in the matter of salaries paid by the said Board of School Commissioners, between the teachers engaged in The Frederick Douglass Senior-Junior High School and The Colored Training School and the teachers engaged in the other secondary

schools of Baltimore City is grossly inequitable and arbitrarily discriminatory and creates and maintain a condition among the teachers in the former which is not helpful to the work done at these schools, in that many of these teachers, are constantly on the lookout for better paying positions elsewhere and as soon as they are found, which frequently happens, they leave with the result that inexperienced teachers must be taken to fill their places.

8. That your petitioners are advised that the action of the said Board of School Commissioners in submitting to the Board of Estimates the new schedule of salaries of teachers in secondary schools, covering the list of schools, and teachers entitled to share in the appropriation aforesaid, leaving out therefrom the teachers of The Frederick Douglass Senior-Junior High School and The Colored Training School, who are entitled to be named therein, and the action of the said Board of Estimates in approving the schedule of salaries so submitted, is wholly unwarranted and unlawful, and is a violation of the first clause of the 14th Amendment of the Constitution of the United States in that it denies to the teachers engaged in The Frederick Douglass Senior-Junior High School and The Colored Training School and the children who attend, from time to time, said schools the equal protection of the laws.

WHEREFORE, your petitioners pray that a Writ of Mandamus may be issued, directed to the Mayor and City Council of Baltimore City and to the persons who constitute at present the said Board of Estimates; namely, Howard Bryant, Howard W. Jackson, R. Walter Graham, Philip B. Perlman and Bernard L. Crozier and also to the persons who constitute at present the said Board of School Commissioners: namely, Isaac S. Field, Addison E. Mullikin, John W. Edel, Theodore E. Strauss, Dr. Frank J. Goodnow, Warren S. Seipp, John W. Marshall, Mrs. John Wesley Brown and Mrs. Lewis H. Levin, all residents in the City of Baltimore in the State of Maryland, commanding them and each of them to include in the said plan of equalization approved by said Boards on the 11th day of July, 1925, the teachers of The Frederick Douglass Senior-Junior High School and The Colored Training School and to apply the said sum of fifty thousand dollars (\$50,000.00) or such additional sum or sums of money as may be necessary to the equalization of the present salaries of said

secondary teachers in The Frederick Douglass Senior-Junior High School and The Colored Training School in conformity with the policy and principle of equal pay for equal work and in conformity with the law of the State of Maryland.

Attorneys for Plaintiffs.

STATE OF MARYLAND, CITY OF BALTIMORE, to wit:

I hereby certify, that on this day of in the year 1926, before me, the subscriber, a Notary Public, of the State of Maryland, in and for the City of Baltimore aforesaid, personally appeared Howard E. Young, James E. Fisher and Truly Hatchett, three of the petitioners named in the foregoing petition, and on their own behalf and on behalf of the other Petitioners made oath in due form of law that the matters and facts stated in said petition are true to the best of their knowledge and belief.

As witness my hand and Notarial Seal hereto set the day and year aforesaid.

Notary Public.

Ordered, this day of in the year 1926, by the Superior Court of Baltimore City, on the foregoing petition, that a rule be, and it is hereby, laid on the said Mayor and City Council of Baltimore City and on the persons who constitute, at present the said Board of Estimates; namely Howard Bryant, Howard W. Jackson, R. Walter Graham, Philip B. Perlman and Bernard L. Crozier and on the persons who constitute, at present, the said Board of School Commissioners; namely, Issac S. Field, Addison E. Mulliken, John W. Edel, Theodore E. Strauss, Dr. Frank J. Goodnow, Warren S. Seipp, John W. Marshall, Mrs. John Wesley Brown and Mrs. Lewis H. Levin, the defendants named in said petition, requiring then and each of them to show cause why the Writ of Mandamus should not issue as prayed, and that the day of 1926, be and it is hereby fixed for a hearing of said petition; provided that a copy of this Order is served on the said defendants or their attorney or attorneys, on or before the day of in the year 1926.

copy
IN
THE SUPERIOR COURT
OF
BALTIMORE CITY

HOWARD E. YOUNG, et al
VS.
MAYOR AND CITY COUNCIL
OF BALTIMORE CITY, et al

PETITION FOR MANDAMUS

(COPY)

WARNER T. MCGUINN
ATTORNEY AT LAW
215-217 ST. PAUL PLACE
BALTIMORE, MD.

FILED

Service admitted on August 7th
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CC Walling
5/8/25
SK

Nov 7th

Board of Estimates and the City Council, made the necessary provisions for the application of said principle in the Annual Ordinance of Estimates of the Mayor and City Council of Baltimore for the year 1925 (Ordinance No. 260); which was approved November 10th, 1924, by appropriating to the Board of School Commissioners of Baltimore City, the sum of fifty thousand (\$50,000.00) for this purpose in an item in said Ordinance worded as follows: "Equalization of salaries to be paid during the year 1925 in Senior High Schools, the appropriation for Senior High Schools salaries elsewhere in this Ordinance together with fifty thousand dollars (\$50,000.00) herein provided for or so much thereof as may be necessary, to be considered a lump appropriation and to be expended only in accordance with a new schedule of salaries the Senior High Schools to be filed with, and approved by the Board of Estimates subsequent to the passage of this Ordinance."

2. That there are in the City of Baltimore, under the management and control of the aforesaid Board of School Commissioners, the following schools, designated by the said Board of School Commissioners as Senior High Schools, to wit: The Baltimore City College, The Baltimore Polytechnic Institute, the Eastern High School, The Western High School, The Forest Park Senior-Junior High School, The Frederick Douglass Senior-Junior High School and The Colored Training School, all except the last being described and designated, in the publication of the Board of School Commissioners, as Senior High Schools.

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3. That the Board of School Commissioners on Thursday, the 11th day of June, in the year 1925, submitted to the Board of Estimates a new schedule of salaries for Senior High Schools and a plan by which said salaries were to be equalized which by resolution passed on the said 11th day of June, in the year

1925, was approved by the said Board of Estimates, but your complainants aver that the said schedule and plan were limited in their application, to The Baltimore City College, The Polytechnic Institute, The Eastern High School, The Western High School and The Forest Park Senior-Junior High School, thus purposely omitting, from the operation of the plan of equalization of salaries thus approved The Frederick Douglass Senior-Junior High School and The Colored Training School.

4. That the Board of School Commissioners in submitting its list of schools and teachers entitled to enjoy the benefits of the sum of money appropriated as aforesaid by the Mayor and City Council of Baltimore in its scheme of equalization of the salaries of the teachers in the Senior High Schools of the City and the aforesaid Board of Estimates at the joint meeting of said bodies held on the 11th day of June, 1925, to consider the matter of equalization of salaries deliberately left out of any consideration on their part, the said Frederick Douglass Senior- Junior High School and The Colored Training School and the members of the faculties of both schools who by their years of service and credits are fully entitled in every way to share in this scheme of equalization of salaries, along with the teachers in the other Senior High Schools of the City.

5. That the legislature of the State of Maryland passed an act in the year 1924 (Chapter 233) approved April 9th, 1924, against distinction or discrimination in the public schools of the State of Maryland and in Baltimore City on account of sex in the following words:

"Be it enacted by the General Assembly of Maryland, That it shall be unlawful for the State Superintendent of Schools or any of his assistants, and for the Board of School

Commissioners of Baltimore City, or for any superintendent or assistant employed by said Commissioners, and for any superintendent or commissioner of public education in any of the Counties or municipal corporations of the State of Maryland, and for any assistants employed by them or either of them, TO MAKE ANY DISTINCTION OR DISCRIMINATION in favor of or against any teacher who may be employed in any of the public schools of this State, or of the City of Baltimore, or of the various counties or municipal corporations of this State on account of sex, it being the intent and purpose of this Act that the provisions thereof shall apply with reference to the appointment, assignment, compensation, promotion, transfer, dismissal and all other matters pertaining to the employment of teachers in the public schools of the State of Maryland, the City of Baltimore and the various counties and municipal corporations of the State of Maryland; and your petitioners say that there are many female teachers employed in the Frederick Douglass Senior-Junior High School and the Colored Training School of equal service merit doing work prescribed by the said Board of School Commissioners of Baltimore City, precisely the same as is prescribed and done by the male teachers in the Baltimore City College and the Polytechnic Institute and on the other hand there are many male teachers in the Frederick Douglass Senior-Junior High School and the Colored Training School of Equal service merit doing work prescribed by the said Board of School Commissioners of Baltimore City, precisely the same as is prescribed and done by the female teachers in the Western and Eastern High Schools and unless the respondents by the Writ of Mandamus are commanded to include in the plan of equalizing on the salaries of the teachers of the Frederick Douglass Senior-Junior High

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School and the Colored Training School on a parity with the teachers of the Baltimore City College, the Polytechnic Institute and the Eastern and Western High Schools, the law of this State as set forth in Chapter 233 of the year 1924 will be flagrantly violated and set at naught.

6. That your petitioners are advised that said action of the said Board of School Commissioners and the said Board of Estimates in excluding from the plan of equalization aforesaid, the said Frederick Douglass Senior-Junior High School and the Colored Training School is wholly unwarranted and unlawful, and that while it is in the discretion of the said Boards under the terms of said appropriation items to schedule how the amount of said appropriation shall be actually distributed and applied in individual instances upon the basis of length of service experience etc., for the purpose of securing the equalization of the salaries paid to teachers in the said secondary schools in accordance with the said principle of equal pay for equal work and in accordance with said chapter 233, 1924 Acts of the General Assembly of Maryland, they have no lawful right whatever wholly to exclude from the plan of equalization, the teachers of the Frederick Douglass Senior-Junior High School and the Colored Training School as they have done.

7. That your petitioners aver and charge that the discrimination in the matter of salaries paid by the said Board of School Commissioners, between the teachers engaged in the Frederick Douglass Senior-Junior High School and the Colored Training School and the teachers engaged in the other secondary schools of Baltimore City is grossly inequitable and arbitrarily discriminatory and creates and maintains a condition among the teachers in the former which is not

unwarranted or
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on document

helpful to the work done at these schools, in that many of these teachers, are constantly on the lookout for better paying positions elsewhere, and as soon as they are found, which frequently happens, they leave with the result that inexperienced teachers must be taken to fill their places.

8. That your petitioners are advised that the action of the said Board of School Commissioners in submitting to the Board of Estimates the new schedule of salaries of teachers in secondary schools, covering the list of schools and teachers entitled to share in the appropriation aforesaid, leaving out therefrom the teachers of the Frederick Douglass Senior-Junior High School and the Colored Training School, who are entitled to be named therein, and the action of the said Board of Estimates in approving the schedule of salaries so submitted, is wholly unwarranted and unlawful, and is in violation of the first clause of the 14th Amendment of the constitution of the United States in that it denies to the teachers engaged in the Frederick Douglass Senior-Junior High School and the Colored Training School and the children who attend, from time to time, said schools the equal protection of the Laws.

WHEREFORE, your petitioners pray that a Writ of Mandamus may be issued, directed to the Mayor and City Council of Baltimore City and to the persons who constitute at present the said Board of Estimates; namely, Howard Bryant, Howard W. Jackson, R. Walter Graham, Philip B. Perlman, and Bernard L. Crozier and also to the persons who constitute at present the said Board of School Commissioners; namely, Isaac S. Field, Addison E. Mulliken, John W. Ediel, Theodore E. Straus, Dr. Frank J. Goodnow, Warren S. Seipp, John W. Marshall, Mrs. John Wesley Brown and Mrs. Lewis H. Levin, all residents in the City of Baltimore in the State of Maryland, commanding them and each

of them to include in the said plan of equalization approved by said Boards on the 11th day of July 1925, the teachers of the Frederick Douglass Senior-Junior High School and the Colored Training School and to apply the said sum of fifty thousand dollars (\$50,000.00 or such additional sum or sums of money as may be necessary to the equalization of the present salaries of said secondary teachers in the Frederick Douglass Senior-Junior High School and the Colored Training School in conformity with the policy and principle of equal pay for equal work and in conformity with the law of the State of Maryland.

	<u>Howard E. Young</u>
	<u>James E. Fisher</u>
} <u>W. Aubie Hawkins</u> <u>Warner H. Sims</u> Attorneys for Plaintiffs	<u>Isaiah L. Brown</u>
	<u>Truly Hatchett</u>
	<u>William K. Thomas</u>

STATE OF MARYLAND, City of Baltimore, to wit:

I hereby certify, that on this 5th day of in the year 1925, before me, the subscriber, a notary public, of the State of Maryland, in and for Baltimore City aforesaid, personally appeared Howard E. Young, James E. Fisher, and Truly Hatchett, three of the Petitioners named in the foregoing petition, and on their own behalf and on behalf of the other Petitioners made oath in due form of law that the matters and facts stated in said petition are true to the best of their knowledge and belief.

As witness my hand and Notarial Seal hereto set the day and year aforesaid.

Carlos C. Jennings
Notary Public

ORDERED, this 8 day of Sept in the year 1925, by the Superior Court of Baltimore City, on the foregoing petition, that a rule be, and it is hereby, laid on the said Mayor and City Council of Baltimore City and on the persons who constitute, at present, the said Board of Estimates; namely, Howard Bryant, Howard W. Jackson, R. Walter Graham, Philip B. Perlman and Bernard L. Crozier and on the persons who constitute, at present, the said Board of School Commissioners; namely, Isaas S. Field, Addison E. Mulliken, John W. Edel, Theodore E. Straus, Dr. Frank J. Goodnow, Warren S. Seipp, John W. Marshall, Mrs. John Wesley Brown and Mrs. Lewis H. Levin, the defendants named in said Petition, requiring them and each of them to show cause why the Writ of Mandamus should not issue as prayed, ~~and that the~~ ^{on or before September 18,} ~~day of~~ ~~1925, be and it is hereby fixed for a hearing of said~~ ~~Petition;~~ provided ~~that~~ a copy of this Order is served on the said defendants or their attorney or attorneys, on or before the 11 day of Sept in the year 1925.

RFS -

HOWARD E. YOUNG, et al

-vs-

MAYOR AND CITY COUNCIL
OF BALTIMORE, et al.

* IN THE
* SUPERIOR COURT OF
* BALTIMORE CITY
*
*
*

It is agreed by the Petitioners and the Defendants that this case may be tried by the Court, without the intervention of a jury, and that both Petitioners and Defendants shall have the right of appeal to the Court of Appeals of Maryland.

Attorneys for Petitioners

Attorney for Defendants.

IN
THE SUPERIOR COURT
OF
BALTIMORE CITY

HOWARD E. YOUNG
ET AL

VS.

MAYOR AND CITY
COUNCIL OF BALTIMORE
CITY, A MUNICIPAL
CORPORATION, ET AL.

REPLICATION

COPY

IN
THE SUPERIOR COURT
OF
BALTIMORE CITY

HOWARD E. YOUNG
ET AL

VS.

THE MAYOR AND
CITY COUNCIL OF
BALTIMORE CITY,
A MUNICIPAL CORPORATION,
ET AL.

MOTION
NE RECIPIATUR

COPY

HOWARD E. YOUNG
ET AL

VS.

THE MAYOR AND
CITY COUNCIL OF
BALTIMORE CITY,
A MUNICIPAL CORPORATION, ET AL.

IN
THE SUPERIOR COURT
OF
BALTIMORE CITY.

The plaintiffs in this cause by W. ASHBIE HAWKINS and
WARNER T. MCGUINN, their attorneys, move the Court not to receive
the General Demurrer, undertaken to be incorporated in the Answer
filed by the defendants, one and all of them, to the petition for
Mandamus in this cause:

First: For the reason that a general demurrer to a
Petition for Mandamus does not admit the facts as alleged, in the
Petition, and raises no issue upon which the Court can act.

Second: Because the laws of the State of Maryland in
a proceeding for Mandamus specifically require that the Defendants
shall file an Answer, fully setting forth all the defenses upon
which they rely, which the respondents in this case have done.

Third: Because a similar Demurrer filed by the same
Defendants in this case, and to the same effect has already been
heard and passed upon by the Court.

W. Ashbie Hawkins
Warner T. McGuinn
ATTORNEYS FOR PLAINTIFFS.

Copy

IN
THE SUPERIOR COURT of
BALTIMORE CITY.

HOWARD E. YOUNG, et al,
Plaintiffs,

VS.

MAYOR and CITY COUNCIL
of BALTIMORE CITY, et al,
Defendants.

ORDER to file- ANSWER.

IN THE
SUPERIOR COURT
OF
BALTIMORE CITY

HOWARD E. YOUNG et al

vs.

MAYOR & CITY COUNCIL
OF BALTIMORE et al

MOTION RECIPREATUR

Mr. Clerk;
Please file.

Warner G. G. G.
Attorneys for Plaintiff.

Service of copy admitted this
day of November, 1925.

Attorney for Defendant.

CITY SOLICITOR'S OFFICE

HOWARD E. YOUNG,
JAMES E. FISHER,
ISIAH L. BROWN,
TRULY HATCHETT,
WILLIAM H. THOMAS,
Plaintiffs,

IN THE

vs.

SUPERIOR COURT

MAYOR AND CITY COUNCIL OF BALTIMORE
CITY, a municipal corporation,
HOWARD BRYANT, HOWARD W. JACKSON,
R. WALTER GRAHAM, PHILIP B. PERLMAN
and BERNARD L. CROZIER, constituting
the Board of Estimates of the Mayor and
City Council of Baltimore and ISAAC S.
FIELD, ADDISON E. MULLIKEN, JOHN W. EDEL,
THEODORE E. STRAUS, DR. FRANK J. GOODNOW,
WARREN S. SEIPP, JOHN W. MARSHALL, MRS.
JOHN WESLEY BROWN, MRS. LEWIS H. LEVIN,
constituting the Board of School Com-
missioners of the Mayor and City Council
of Baltimore,

OF

BALTIMORE CITY.

Defendants.

COPY

The defendants, Mayor and City Council of Baltimore City, a municipal corporation, Howard Bryant, Howard W. Jackson, R. Walter Graham, Philip B. Perlman and Bernard L. Crozier, constituting the Board of Estimates of the Mayor and City Council of Baltimore and Isaac S. Field, Addison E. Mulliken, John W. Ediel, Theodore E. Straus, Dr. Frank J. Goodnow, Warren S. Seipp, John W. Marshall, Mrs. John Wesley Brown, Mrs. Lewis H. Levin, constituting the Board of School Commissioners of the Mayor and City Council of Baltimore, by Philip B. Perlman, City Solicitor of Baltimore City, its and their Attorney, demur to the Petition for Writ of Mandamus filed against them in this cause, and for cause of demurrer say:

1. That said petition is bad in substance.
2. That said petition is insufficient in law.

City Solicitor - Attorney for
Defendants.



CITY SOLICITOR'S OFFICE



HOWARD E. YOUNG, et al,

:

IN THE SUPERIOR COURT

:

vs.

:

OF

MAYOR AND CITY COUNCIL OF
BALTIMORE CITY, a municipal
corporation, et al,

:

BALTIMORE CITY.

:

:

.....

TO THE HONORABLE, THE JUDGE OF SAID COURT:-

The petition of the defendants in this case respectfully shows:

1. That on September 8th, 1925, this Court, on the petition of the plaintiffs, directed the defendants, municipal officials of Baltimore City, to show cause on or before September 18th, 1925, why the writ of mandamus should not be issued as prayed in the petition of the plaintiffs.

2. That on the 17th of September, 1925, this Court extended the time until September 28th, 1925 for the defendants to show cause why the writ should not be issued.

3. That before the defendants can properly decide what action to take to said petition, it is necessary to secure data from the Board of School Commissioners relating to the distribution of salaries, and that data has not yet been completed; consequently, the defendants are not now in a position to answer said petition or to take such other action thereto as may be demanded.

WHEREFORE, the defendants pray that an Order may be signed extending the time within which to answer or take such further action to the petition for mandamus as may be proper.

AND your petitioners will ever pray, etc.

Upon the foregoing petition, it is by the
SUPERIOR COURT OF BALTIMORE CITY, this 25 day
of September, 1925,

ORDERED that the time for showing cause why
the writ of mandamus should not be issued as prayed in
the petition of the plaintiffs, be and the same is
hereby extended until 15 days from September 28th,
1925.

COPY
J. P. Guter



HOWARD E. YOUNG, ET AL.,
VS.
MAYOR AND CITY COUNCIL OF
BALTIMORE, ET AL.

:
IN THE
:
SUPERIOR COURT
:
OF
:
BALTIMORE CITY.
:
:

.....

TO THE HONORABLE, THE JUDGE OF SAID COURT,

COPY

The petition of the defendants in this cause

respectfully shows:

1. That on September 8th, 1925, this Court, on the petition of the plaintiffs, directed the defendants, municipal officials of Baltimore City, to show cause on or before September 18th, 1925, why the writ of mandamus should not be issued as prayed in the petition of the plaintiffs.

2. The defendants have not had sufficient time to prepare the defense and are advised that the time should be extended.

WHEREFORE the defendants pray that an order may be signed extending the time within which to answer or take such further action to the petition for mandamus as may be proper.

AND the petitioners will ever pray, etc.

City Solicitor, Attorney for Defendants.

Upon the foregoing petition, it is by the
SUPERIOR COURT OF BALTIMORE this 17 day of September, 1925,
ORDERED that the time for showing cause as to why the writ of mandamus
should not be issued as prayed in the petition of the plaintiffs be
and the same is hereby extended until September 28th, 1925.

~~COPY~~ *W. F. F. F.*

CITY SOLICITOR'S OFFICE



HOWARD E. YOUNG, ET AL.,
VS.
MAYOR AND CITY COUNCIL OF
BALTIMORE, ET AL.

:
IN THE
:
SUPERIOR COURT
:
OF
:
BALTIMORE CITY.
:
:

.....

TO THE HONORABLE, THE JUDGE OF SAID COURT:

COPY

The petition of the defendants in this cause

respectfully shows:

1. That on September 8th, 1925, this Court, on the petition of the plaintiffs, directed the defendants, municipal officials of Baltimore City, to show cause on or before September 18th, 1925, why the writ of mandamus should not be issued as prayed in the petition of the plaintiffs.

2. The defendants have not had sufficient time to prepare the defense and are advised that the time should be extended.

WHEREFORE the defendants pray that an order may be signed extending the time within which to answer or take such further action to the petition for mandamus as may be proper.

AND the petitioners will ever pray, etc.

City Solicitor, Attorney for Defendants.

Upon the foregoing petition, it is by the
SUPERIOR COURT OF BALTIMORE this day of September, 1925,
ORDERED that the time for showing cause as to why the writ of mandamus
should not be issued as prayed in the petition of the plaintiffs be
and the same is hereby extended until September 28th, 1925.

COPY

"Board of School Commissioners.

Salaries:

Educational Administration (7.10a).....	\$84,480.00
Elementary Schools (7.11a).....	3,476,120.00
Junior High Schools (7.12a).....	1,004,180.00
Senior High Schools (7.13a).....	931,590.00
Equalization of salaries to be paid during year 1925 in Senior High Schools, the appropriation for Senior High Schools salaries elsewhere in this ordinance together with the \$50,000.00 herein provided for or so much thereof as may be necessary, to be considered a lump appropriation and to be expended only in accordance with a new schedule of salaries for Senior High Schools to be filed with, and approved by the Board of Estimates subsequent to the passage of this ordinance (7.14a).....	
	50,000.00
Vocational Schools (7.15a).....	69,260.00
Summer Schools (7.16a).....	20,830.50
Teachers Training Schools (7.17a).....	129,850.00
Night Schools (7.18a).....	96,039.00
Parental Schools (7.19a).....	10,150.00
School and Home Gardens (7.20a).....	6,400.00
Arrearages (7.21a).....	330,000.00
Business Administration (7.22a).....	36,500.00
Employees (7.23a).....	452,204.00
Per Diem Employees (7.24a).....	47,920.00

\$ 6,745,523.50"

Said Ordinance is made a part of this Agreed Statement of Facts and may be read from the printed volumes published by the authority of the Mayor and City Council of Baltimore.

-Third-

That there are in the City of Baltimore under the management and control of the Board of School Commissioners the following schools designated as Senior High Schools: The Baltimore City College, The Baltimore Polytechnic Institute, The Eastern High School, The Western High School, The Forest Park Senior High School and the Frederick Douglass Senior High School. The Frederick Douglass Senior High School is a colored high school devoted to the colored race, attended exclusively by colored pupils who are taught exclusively by colored teachers. The Baltimore City College, The Baltimore Polytechnic Institute, The Eastern High School, The Western High School and The Forest

Park Senior High School are white high schools devoted to the white race, attended exclusively by white pupils who are taught exclusively by white teachers. The Colored Training School is not a senior high school, and the teachers thereof are not entitled to be considered in the equalization plan.

-Fourth-

That a schedule for the sole purpose of the equalization of the salaries of men and women teachers in the senior high schools for the year 1925, was prepared and approved by the Board of School Commissioners of Baltimore City and submitted to the Board of Estimates of Baltimore City and approved by said Board of Estimates on the eleventh day of June, 1925. A copy of said equalization schedule is attached hereto and made a part of this Agreed Statement of Facts.

-Fifth-

In the year 1924 unequal salaries for men and women teachers prevailed in the following senior high schools, namely: The Baltimore City College, The Baltimore Polytechnic Institute, The Eastern High School, The Western High School and The Forest Park Senior High School. That unequal salaries for colored men and colored women teachers did not prevail in the Frederick Douglass Senior High School in the year 1924 because there was no difference in salaries of teachers in said school on account of sex.

-Sixth-

That there is no difference in salaries paid to white and colored teachers in the elementary schools nor in the junior high schools, the only place where such difference is manifest is in the Frederick Douglass Senior High School.

We the undersigned attorneys for the plaintiffs and defendants respectively, in the above entitled cause hereby agree that the following facts shall be considered by the Court at the hearing of this cause to the same extent and for the same purposes as though they had been proven in Court by competent witnesses and evidence and that all proper inferences of law and fact may be drawn by the said Court, from the said facts to the same extent as though the same had been regularly proven at the trial of this cause hereby waiving all irregularities of pleadings.

-First-

That the complainants herein one and all of them are citizens of the State of Maryland, residents and tax payers of the City of Baltimore, and some, if not all of them, are parents of children in attendance upon the public schools of Baltimore City.

-Second-

That from the passage of the Ordinance No. 264, on May 3rd, 1888 (City Code 1893, Page 892) providing for the employment of Colored teachers in the public schools of Baltimore City there was this provision aimed at an equalization of salaries: The salaries paid to such Colored teachers shall be equal to those now paid to white teachers in the white schools.

That the Mayor and City Counsel of Baltimore passed an Ordinance in 1925, (Ordinance No. 260) approved November 10th, 1924, under which there was made an appropriation ~~made~~ of fifty thousand (\$50,000) dollars, the purpose of which was to equalize the salaries to be paid during the year 1925 to teachers in Senior High Schools, said salaries to be paid according to the new schedule to be approved by the Board of Estimates, that a new schedule of salaries was submitted for approval to the Board of Estimates, subsequent to its passage and that the said sum of money mentioned therein has been paid out.

-Third-

That there are in the City of Baltimore under the management and control of the Board of School Commissioners the following schools designated as Senior High Schools: The Baltimore City College, The Baltimore Polytechnic Institute, The Eastern High School, The Western High School, The Forest Park

Senior-Junior High School, and the Frederick Douglass Senior-Junior High School.

-Fourth-

That the Board of School Commissioners on June 11th, 1925, submitted to the Board of Estimates a new schedule of salaries for Senior High Schools, and a plan by which said salaries were to be equalized, which said plan was approved by the Board of Estimates, that said schedule and plan took into consideration all of the designated Senior High Schools, except the Frederick Douglass Senior-Junior High School.

-Fifth-

That the Board of School Commissioners in submitting its list of schools and the teachers therein entitled to the enjoyment of the benefits of the plan for equalization of salaries, and the aforesaid Board of Estimates at the joint meeting of their two bodies held on the 11th day of June 1925, left out of any consideration on their part the Frederick Douglass Senior-Junior High School and the members of the Faculty of this school, who by their years of service and credits were entitled to share in this scheme of "EQUALIZATION OF SALARIES."

*Sixth-

That the legislature of the State of Maryland passed an act in the year 1924 (Chapter 233) approved April 9th, 1924, against distinction or discrimination in the public schools of the State of Maryland and in Baltimore City on account of sex in the following words:

Chapter 233, Page 746, Laws of Maryland 1924.

An Act to make it unlawful for the State superintendent of Schools, or his assistants and the Board of School Commissioners of the City of Baltimore and the Superintendents and Commissioners of Public Schools in the various counties of the State of Maryland, to make any distinction or discrimination based upon, or because of sex, in the employment or appointment of teachers or in the matter of compensating, promoting, transferring or dismissal of teachers in the public schools.

Section 1. Be it enacted by the General Assembly of Maryland, That it shall be unlawful for the State Superintendent of Schools or any of his

assistants, and for the Board of School Commissioners of Baltimore City, or for any superintendent or assistant employed by said Commissioners, and for any superintendent or commissioners of public education in any of the counties or municipal corporations of the State of Maryland, and for any assistants employed by them or either of them, to make any distinction or discrimination in favor of or against any teacher who may be employed in any of the public schools of this state, or of the City of Baltimore, or of the various counties or municipal corporations of this state, on account of sex, it being the intent and purpose of this Act that the provisions thereof shall apply with reference to the appointments, assignment, compensation, promotion, transfer, dismissal and all other matters pertaining to the employment of teachers in the public schools of Maryland, the City of Baltimore and the various counties and municipal corporations of the State of Maryland.

Approved April 9th, 1924.

-Seventh-

That there are female teachers in the Frederick Douglass Senior-Junior High School who are receiving less salaries than male teachers in same school of equal years of service and credits, and that there are male teachers in the Frederick Douglass Senior-Junior High School, who are receiving less salaries than some female teachers in the other Senior High Schools of the City of equal years of service, and still less salaries than male teachers in other of the Senior High Schools of the City.

-Eighth-

That in all departments of the City Government, with the exception of the Frederick Douglass Senior-Junior High School, there is no discrimination in the matter of salaries paid account of color. That the following is admitted to be a correct list of teachers employed in the Frederick Douglass Senior-Junior High School, the years of their service therein, and the salaries paid them.

First:	Bernard Briggs, elected 1925	Salary
system-----	(1 years secondary teaching experience) before entering	\$1890
	Elsie L. Taylor, elected 1923,	
ing system-----	(eight years secondary teaching experience) before enter-	1650

2
out
out

The

+ Vic. versa

What

6

Meta L. Redden, elected 1917-----\$1790

Martha L. Reynolds Kenner, elected 1920
(2 years secondary teaching experience) before
entering system----- 1740

Second: Ralph V. Cook, elected Head of Department
1917----- 2490

Fannie L. Barbour, elected Head of Department
1915----- 2240

Third: Levi L. Moore, elected 1910----- 2240

Joshua E. Maxwell, elected 1906----- 2240

Ethel A. Lewis, elected 1907----- 2040

Fourth: Gough D. McDaniels, elected 1911----- 2040

Daisy L. Bailey, elected 1914----- 1950

Both eight years experience which is the salary
unit.

-Ninth-

That no teacher in the Douglass High School is receiving the salary
to which his years of service and credits entitles him, according to the
adopted schedule of the School Board.

untrue

-Tenth-

That teachers are ~~compelled~~ very frequently to enter the service
in the Douglass Senior-Junior High School as substitutes at \$1400, instead
of as teachers on probation at \$1500.

-Eleventh-

~~That there is no difference in salaries paid in
the primary schools, nor in the Junior High Schools, the only place where
such discrimination is manifest, is in the Frederick Douglass Senior-Junior
High School and the white senior high schools~~

difference

That there is no difference in salary paid to white & colored teachers in the elementary & junior high schools.

-Twelfth-

That the Board of Estimates in the year 1920 committed itself to
the principle of equal pay for equal work without discrimination on acco-
unt of sex or color

-Thirteenth-

That there are two teachers giving $1\frac{1}{2}$ and 2 years service in the Frederick Douglass Senior-Junior High School, still receiving \$1500, to wit:

A. L. Lindsay

I. Trigg Perkins.

That there are two teachers still employed on a basis of appointed substitute after $1\frac{1}{2}$ years of service, to wit:

Iradell Bond

J. B. Breeding.

That there are two teachers still receiving less than \$2000, after five years of service, to wit:

J. C. Chambers

Meta A. Reeden.

That there are seven teachers still below the \$2550 maximum, after 18 years of service, to wit:

D. E. Bailey

J. A. B. Callis

G. D. McDaniels

J. E. Maxwell

L. V. Moore

E. A. Lewis

P. D. G. Pennington.

That there are six Heads of Departments for 8 years and over, and teachers of from 10 to 23 years, receiving less than \$2550, service maximum for teachers, and below the initial figure (\$2940.00) for heads of departments, to wit:

F. L. Barbour

R. V. Cook

C. L. Davis

E. Dorsette Price

R. W. Reckling

J. J. Wheeler.

*no increase
in High S.
since 1927
Accepted*

-Fourteenth-

It is hereby agreed by the parties to this agreement that either party shall have the right to appeal from the decision of the Court upon the above agreement of facts, and the right of such appeal is hereby reserved.

Attorney for Plaintiffs

Attorney for Plaintiffs