

county having two hundred teachers or more in all the schools, the county superintendent of such county shall in no case be paid an annual salary of less than three thousand five hundred and forty dollars (\$3,540); and if the county superintendent of such county has acted as county superintendent in the State of Maryland for a period of four years, he shall receive an annual salary of not less than three thousand eight hundred and forty dollars (\$3,840); and, if the county superintendent of such county has acted as county superintendent in the State of Maryland for a period of seven years, he shall receive an annual salary of not less than four thousand one hundred and forty dollars (\$4,140); and the State of Maryland shall, as hereinafter provided, pay out of the General State School Fund to the treasurer of the county board of education, two-thirds of the annual salary of the county superintendent of schools as provided for in this section; provided that salaries paid to county superintendents beyond two thousand nine hundred and forty dollars (\$2,940) shall be shared in by the State only when the superintendent has met the full requirements in academic and professional training, namely, graduation from a standard college or university plus one graduate year's work in education at a recognized university, including public school administration, supervision, and methods of teaching. County boards of education may, in their discretion, pay to a county superintendent an annual salary in excess of the schedule provided in this section, but the State shall not share in the part payment of said excess. The State Superintendent of Schools may remove any county superintendent of schools appointed under the provisions of this section or continuing in office under the provisions of this section, for immorality, misconduct in office, insubordination, incompetency, or wilful neglect of duty, upon making known to him, in writing, the charges against him, and upon giving to him an opportunity of being heard, in person or by counsel, in his own defense, upon not less than ten days' notice. In case of vacancy due to any cause, the county board of education shall fill the vacancy and the appointment shall be for a full term of four years, and until a successor shall qualify.

The board of county commissioners of each county shall levy sufficient funds to meet the salaries provided for in this section; and the salary of no county superintendent regularly employed at the time this section (as re-enacted in 1922) goes into effect shall be diminished by reason of any of its provisions, but every county superintendent shall be entitled to any increase in salary which may herein be granted at the time this section (as re-enacted in 1922) goes into effect.

All salaries as hereinbefore set forth in this section shall be reduced for the fiscal year beginning September 1, 1935, and ending August 31, 1936, and for the fiscal year beginning September 1, 1936, and ending August 31, 1937, in accordance with the following annual scale of reductions, any and all other provisions of this section notwithstanding:

Salaries from \$2,400 to \$2,999 shall be reduced by 13%.

Salaries from \$3,000 to \$3,599 shall be reduced by 14%.

Salaries from \$3,600 and over shall be reduced by 15%.

All provisions of this section creating any salary increase because of length of teaching experience due to employment during one or more years between September 1, 1932, and August 31, 1936, are suspended and non-operative for the fiscal year beginning September 1, 1935, and ending August 31, 1936, and for the fiscal year beginning September 1, 1936,