

in the way of continued study, no revision had been made in the teachers' salaries since 1922. The State minimum salary schedule for elementary teachers at that time called for a minimum salary of \$950 and a maximum of \$1,150 after eight years of service. The State minimum salary scale for high school teachers began at \$1,150 and stopped after eight years of service. Of course, it is true that some counties were paying additional salaries.

Faithful to my promise to recognize the higher qualifications of teachers and the necessity for readjustments in salaries, a new schedule was enacted by the 1939 Legislature, whereby all teachers without degree start at a minimum salary of \$1,000 and can be increased to a salary of \$1,600. Both elementary and high school teachers with a Bachelor's degree receive a beginning salary of \$1,200 and a maximum salary of \$1,800 after the stipulated period of service. Although this schedule is being put into effect gradually, it has already increased many teachers' salaries beyond the old schedule and will be in full effect within the next few years.

I fully realize that unusual demands have been made upon the teachers and many of them have loyally remained in the classroom at great financial sacrifice. Additional compensation is due the school teachers and I intend to recommend to the Legislature that they get it.

War industry, business, and the military services are making terrific inroads in the teaching personnel. The percentage of teachers lost from the elementary schools is high, but it is considerably higher in the high school field, which has a larger percentage of men. In addition, the number of students entering the teacher-training institutions is considerably lower than ever before. We are facing, then, not only the problem of supplying our schools with the full complement of qualified teachers now, but the possibility that the schools will be even less adequately staffed within the next few years. It is necessary that steps be taken, and quickly, to attract more people into the profession and to hold many upon whom great pressure is being put to go into other fields. To meet this critical situation as efficiently as possible and to prevent further losses to our school system, I believe the salary adjustment plan to be proposed by me will convince present and prospective teachers that fair treatment will be accorded them in a profession where permanency is assured.

Last year legislature, which I approved, was passed providing for issuance of certificates of high school equivalence to persons over 19 years of age who have not graduated from high school but who pass examinations given by the State Board of Education. A number of responsible adults who had suffered from the lack of opportunity for a high school education have successfully passed the examinations which makes them eligible to take positions for which a high school education is a requirement, and many others are planning to take advantage of this excellent provision of the law. This enactment has proven of inestimable value to many of our citizens.

Since the emergency has developed our school administration has made cooperation with the Nation's war effort a major objective. This effort has included the following activities: