

paid an annual salary of less than two thousand nine hundred and forty dollars (\$2,940); 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 two hundred and forty dollars (\$3,240); 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 three thousand five hundred and forty dollars (\$3,540); and in any 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