

this city, the remaining physicians would each have twice as large a practice and consequently receive twice as high an income, since the income in this case must be inversely proportional to the number of physicians. Not so, however, with the teacher. Be they few or many each teacher can hold but *one* school, and as it is necessary that all the schools should be supplied, the Education Department has to step in and in a clumsy way fill up the vacancies by what are called "permits." The teachers who could qualify, certainly had a better *choice* of schools than before, but I believe I am safe in saying that it made but very little difference in the average salaries paid to teachers. If, moreover, all the schools are to be kept open or in operation, a deficiency of teachers, of some kind, is impossible, while a redundancy is impracticable. And this is true quite independently of the character of the standard of qualification.

It appears from this that increasing the difficulties of the examinations does not, and can not, decrease the number of acting teachers qualified by both certificate and "permit," and that it does not necessarily increase teachers' salaries, or if it increases them it does so only to a small extent or in a certain manner. A teacher's salary depends principally upon two things, the wealth of the community in which he labors, and the kind of work he has to do. If the community be poor he must be content with a low salary, and if he does the lower and simpler kind of work he cannot expect to be as highly paid as if engaged upon work of a higher type. In the light of these considerations it appears to me that while there can be no objection to a high standard for first-class teachers, the raising of the standard for the lowest class of teachers is neither profitable nor prudent.

Some years ago an attempt was made by the Rev. Dr. Ryerson to raise teachers' salaries upon a different basis. He proposed to fix a minimum salary to be paid by each section, and he visited the different counties setting forth his views and testing the sentiments of the people upon the matter. But the coun-

try was not prepared for anything even approaching sumptuary laws, and the proposal was so poorly supported that it was quietly abandoned. It was shown at that time that in poor back country sections, where people find it extremely difficult to gather in enough during the summer to support them through a long inclement winter, it would be not only absurd but simply impossible to collect even one-half of Dr. Ryerson's minimum salary. This state of things is still in existence, and where it is not even quite so bad the schools are mostly filled with the Department's fourth class teachers, namely, those teaching under permits. And yet I can say, without fear of contradiction, that those schools need and should have a more highly qualified grade of teachers than the lowest schools in this city; for the country school may contain classes as high as the third or fourth, while our lowest ones are confined to children of the first. And yet the Department allows teachers with a permit to preside over the higher school, while indicating that teachers who hold a third class certificate are not qualified for the lower. Admirable consistency! A later attempt at creating a general increase in teachers' salaries was the one to which I have alluded, viz., the raising of the standard of qualification, or the making of the examinations for certificates more difficult. This also, for reasons already pointed out, has failed of success, and now very much as formerly a few teachers in liberal and wealthy localities receive good salaries, while many in poor sections must be willing to take just what their employers can afford to give them. The last effort seems to be that of driving third class teachers out of the cities, in the hope that if the School Boards are compelled to engage second class teachers where they now engage third class ones, they will as a matter of course give higher salaries. But it seems to me an anomalous way of raising salaries to degrade a second class teacher to the working status of a third in order that the former may be able to replace the latter.

I have no confidence in this last