

did not recognise the folly of low salaries and large classes. The writer, to use a personal illustration, began work in a rural school at a salary of \$350 a year, and with an average attendance of over sixty of all grades, from a fifth class down to the beginners in the primary reader.

Of late years, however, conditions have been rapidly changing. Higher examination standards have helped to some extent to shut out the temporary teacher. Moreover, young men and women are finding more attractive openings in other professions, and the rapid development of the West has created a demand for teachers that is greater than the supply. But, above all, the scientific spirit has had an effect on the public attitude towards education, and at the present time the tendency is towards higher qualifications, smaller classes, better equipment, and higher salaries. Modern specialisation of labour has brought with it the necessity of specialisation in the courses of study, and the public are beginning in some quarters to realise that education is the most important and the most costly thing which the community has to undertake.

One very important result of these changes is seen in a tendency of teachers to assert their rights and to demand fair treatment at the hands of the public. The fact that the teaching body is less shifting and more stable than formerly, and that the teacher holds a position of increased responsibility in the community, makes it possible for him to some extent to control conditions and to hold his own with the public.

It seems needless to attempt to define what we mean by teachers' rights; for to most teachers it is a very old story, but trite and commonplace as the statement may be, to the younger members of the profession there may be some value in the repetition.

In the first place, the teacher has a right to adequate remuneration and to fair treatment in the terms of his agreement. Yet there are still Boards of Education in whom much of the spirit of the last generation continues to exist, who are so short-sighted, even where their own children are concerned, as to ask applicants to state salary, and who are ready to engage the cheapest teacher, irrespective of qualifi-