

course of training for our life-work will end with our departure from this institution, and we must take our place among the world's workers. But wherever we may be and however difficult and exacting the demands upon our time and energy, our *student* days should never end. The field of educational research is unlimited and will claim our most careful study. And, further, at a time when a merry war goes on between this method and that, resolving itself too often into a conflict between prejudice and reason; when the choice and retention of teachers too often depend on the party, sect or society to which they belong; when on the part of the teacher the meagre financial results or the uncongenial work makes him a short and disinterested occupant of the master's chair; when these and many kindred evils are crying for solution; who will say that there is not need for those now going forth into the field to devote their whole being to the task and to labor until the evening.

The work is a noble one, none more so; and noble will he be who performs it.

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It is earnestly to be hoped that very soon the present downward tendency of teachers' salaries will be stayed, and the needed reaction set in. From the last report of the Minister of Education we find that since 1887 the salaries paid public school teachers have shown a steady and marked decrease. In '87 the average salary of male teachers in the Province was \$425, while in '98 it was \$396, and the average salary of female

teachers decreased from \$297 to \$293 during this period. When the same report shows us that the salaries of both male and female teachers in city schools have been substantially increased, we can form a vague idea of the great decrease that must have occurred in rural districts.

Not only does this report reveal a deplorable condition of affairs, but it also shows us at least one cause of the trouble. Between the years '67 and '98 the number of teachers holding first class certificates decreased from 1899 to 450, but the number of those holding second class certificates increased from 2444 to 3456, while the number of holders of third class certificates grew from 386 to 4364. Here, then, is one fruitful source of trouble. The profession is swarmed with "third class" teachers, many of whom will accept ridiculously low salaries, just for the sake of getting a start. When this is continued for a few years there is bound to be a serious average decrease in salary, for teachers with higher certificates must suffer from the competition that arises.

The condition would be sorry enough if competition were always fair, but it is greatly aggravated by despicable underbidding among teachers themselves. Many an applicant is contemptible enough to offer to accept a sum less by a few dollars than his more successful, and generally better qualified, rival would accept; and as some school boards seem to think that all teachers have equal qualifications, the lowest bidder gets the job. Thus those who are in the profession as a life-work are made