

### **Salaries of Teachers.**

The question of salaries of teachers is one which concerns the people of Nova Scotia generally more than it does the teachers themselves personally; for the teacher can improve his position very simply—and he is doing so—by taking up another occupation. But no matter how modern or ideal the general educational system may be, if it has the one defect of indifferent teachers all the other perfections will avail little. It is plain to every one who thinks, that without “living salaries” it is impossible to retain more than a very few able teachers. Under these circumstances it is the people who suffer; for too large a proportion of the clever members of the profession will enter other more remunerative employments. No passing of laws, no dissemination of instructions, no amount of inspection, however agonized the officer may be over his mass of defectives, can produce good results when the teacher is weak. And if the salaries are to remain low, only the weaker as a rule will remain in the profession, even should circumstances force many rising individuals to take temporary employment in the service.

It is greatly to be regretted that within the last year from one to two hundred teachers have left Nova Scotia for the central and western provinces of Canada. Some of these have been educated lately at the public expense in our own Normal School. It is hardly fair for such teachers to leave us without giving at least three years’ service as they were formerly required to promise before admission to the Normal School. But if our people cannot or will not employ them at such salaries as they are offered elsewhere, what can the educational authorities do?

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### **Principal and Supervisor.**

Every school section, according to law, must have one expert head, a duly licensed teacher who may be known as the Principal, or when there are so many schools that his time is taken up mainly with supervision instead of teaching, as the Supervisor. It was found to be necessary for the purpose of properly coordinating the work in the several departments, and especially for the purpose of unifying the statistics of the school section in the “returns” to the Education Department.

This Principal or Supervisor is also made the official adviser of the school board, and is expected to be present at all ordinary meetings of the board as the representative of the teachers for the purpose of giving information to the board, and so that he may fully understand its policy and thus be better able to direct the teachers under his supervision. The members of the school board should be careful on the other hand to obtain the views of the Principal on all school matters; for no matter how intelligent they may be in their own business affairs, they cannot be expected to understand fully many things to which the teacher only can be alive. After having all the information and advice which the Principal can give, the members of the school board then have the right to decide according to their own judgment what shall be done. The Principal has no vote, merely an opportunity for giving information and discussing the bearings of any proposed action. When a school board does not feel like inviting the Principal to be present with them for the mutual consideration of affairs coming within the purview of Regulation 23, the logical course is to get another Principal. Otherwise an appeal against their decisions may be effectively made.