

tenure and pensions. At that time the average annual salary for certificated masters in England was \$605, and of certificated mistresses \$365.75. Mr. Mundella challenged the statement, offering to pay part of the expenses of a Continental tour to the delegate who should bring satisfactory evidence of its correctness. Mr. Wild made the tour and as a result submitted a report full of interest and suggestion. He ascertained among other particulars, that in Berlin the average annual salary of 707 assistant mistresses was \$365; that of 1,385 assistant masters, \$558; and that of 137 head-masters, \$885; or a general average of \$515, with the addition in every case of free residence, light and fire.* The Berlin teachers seemed to Mr. Wild better off than the London teachers, although the average salary of head-masters in London had reached \$1,095, and the general average for all teachers \$580. It was generally felt that Mr. Wild had sustained his point.

Pension provisions occupied a prominent place in Mr. Wild's report. The general regulations in Prussia respecting this matter are as follows: 25 per cent. of salary after 20 years' service; 50 per cent. after 30 years';

* For Mr. Wild's full report, see *The Schoolmaster* (London April 11, 1885, pp. 557-58.

75 per cent. after 40 years'; and the full salary after 50 years. The State requires all teachers to pay an annual premium into the pension fund, rated at 1 per cent. of a salary of \$400, at 1½ per cent. of salaries from \$400 to \$1,000, and at 2 per cent. of all higher salaries. It frequently happens that the city or commune pays the premium for the teachers, and also adds to the amount of the legal pension. One head teacher, who calculated his pension with Mr. Wild, indulged the expectation of 2,985 marks from the State, which amount, he said, would be increased by the city to 3,000 marks, or \$750.

In both France and Germany the teacher's pension, or a part of it at least, may be continued after his death to his widow and minor children.

In the other German States and also in Holland, Belgium, Denmark, Austria and Russia the pension is a feature of the educational system. In Belgium Mr. Wild encountered a teacher who was the fortunate recipient of a pension of \$1,000 per annum. This is an extreme case, however, the pension in that country usually ranging between \$200 and \$400. In Switzerland, pension regulations, like all other educational interests, are settled by the individual cantons. Some of these maintain pensions, others do not.

TO TEACH.

THERE are over a quarter of a million persons in this country who engage in the work of teaching. As men rise in civilization they set apart more and more persons to perform a kind of work that is not only seen to be a factor in that civilization, but is a contributing means to happi-

ness, morality, and prosperity. What is teaching? What is the work that teachers perform?

Let us observe one who occupies the place of power in the school-room. He calls a number of children to come before him; they stand in a row; they hold printed books in their