

of salaries and of pensions in other countries.

In France, the public men, who have strained every nerve to give *éclat* and efficiency to their educational system, realize that it is fundamentally a problem of salaries and of honours. They have regulated the matter with an eye to effect, just as the military service is regulated. There is a system of promotions; there are positions in the administrative corps and in the superior and local councils of education to which teachers may aspire, and the salaries as fixed by the law of July 19, 1889, although smaller than Buisson and Ferry and other leaders would have had them, are an advance upon the former rates.

Principal teachers are divided into three groups, viz., elementary, superior primary and normal. Each group is divided into five classes, with annual salaries paid by the State as follows:

	NORMAL SCHOOLS.		
	Men.	Women.	
Fifth class.....	\$700	\$600	
Fourth class....	800	700	
Third class.....	900	800	
Second class....	1000	900	
First class.....	1100	1000	
	SUPERIOR PRIMARY TEACHERS.		
	Men.	Women.	
Fifth class.....	\$360	\$360	
Fourth class....	400	400	
Third class.....	450	450	
Second class....	500	500	
First class.....	560	560	
	PRIMARY SCHOOLS.		
	Men.	Women.	
Fifth class.....	\$200	\$200	
Fourth class....	240	240	
Third class.....	300	280	
Second class....	360	300	
First class.....	400	320	

An additional sum of \$40 is allowed principals in charge of a school of three or four classes, and of \$80 for a school of more than four classes. Assistant teachers in primary schools are paid \$160. Assistant teachers in superior primary schools, from \$220 to \$420. In addition to his salary, every teacher must be provided with a residence or with a money equivalent for the same. The law imposes this provision upon the communes, adjusting the rates of indemnity upon the basis of population. These, beginning at \$20 for communes having less than 3,000 inhabitants, form an ascending series of eight grades, increasing uniformly by \$20. For a population above 100,000 the indemnity reaches \$160. A special rate of \$400 is allowed in Paris.

Individual communes may and often do pay an increase over both the minimum salary and the statutory house-indemnity. These rates give a higher average than American salaries. This is, however, a misleading comparison, because in the case of France we are dealing with a single uniform system, and in that of the United States with forty-four or more distinct and widely varying systems. Moreover, the French salary is paid for the full control of the teacher's time, whose working year is eleven months and who is prohibited from all other occupations. The average school year in the United States, on the contrary, is only 6.7 months, which means of course for many States a much shorter session. The remainder of the time the teacher can do what he pleases. This may be an evil in the system, but it is a fact having an important bearing upon the salary question.

By a law passed seventeen years before the establishment of the present Republic, the French civil pension list was extended to include teachers. The pension is available