

in it. In my opinion the salary should be given to the position and not to the teacher. But will you tell me who have encouraged the districts to ask candidates to state in their applications the amount of salary required, but the teachers themselves. If I were a teacher I would refrain from applying for a position when such a humiliating request is made in any advertisement, and if all teachers would do the same, the huckstering spirit among trustees and commissioners would soon disappear."

TEACHERS' SALARIES.

WHILE the teachers of Ontario have not yet been reduced to that condition of impecunious serfdom that the letters of Mr. St. Pierre, in the *Montreal Herald*, prove to be so common in Quebec, it is evident that the tendency is steadily downward. An important factor in producing this regrettable result is the crowding of the profession. The excess of the supply of teachers over the demand for their services has resulted, as of necessity it must result, in the reduction of the remuneration to a point at which, if averaged, it would probably not exceed that of the day laborer. Teachers who discuss the matter point to another cause of the decline of salaries that is even more potent than the law of supply and demand, that is, the increasing disposition of School Boards to award a contract for teaching to the lowest tenderer, leaving the question of comparative merit out of consideration. "State salary expected" is a phrase bitterly resented by the teachers of the Province, but which under present conditions they see no hope of having withdrawn from advertisements for teachers.

A young fellow who recently passed his final examinations at the Normal asserts that a large proportion of his classmates, after spending years in

study and becoming in a measure cultured and wideawake educationists, are compelled under the tendering system to offer their services to School Boards for from \$300 to \$400 a year. They know that after the few available prizes are picked up there must be a scramble for the state-salary-expected places, and that the lower their bid the better their chance. As many of them finish their course of study in debt to friends at home, a condition not at all to the liking of a self-respecting young man or woman, they are prepared to make a bargain-day price for their labor that defies competition.

The tendering system seems to have a firm grip of School Trustees and it will not be readily abandoned. We find on looking over our issue of the 14th that of eleven advertisements for teachers eight distinctly require applicants to state salary expected, one leaves this to be inferred, while only two announce the salaries to be paid. These are meagre enough in all conscience, \$900 for a mathematical master who must be an honor graduate, and \$225 for a Model School assistant. We are left to imagine what will be the salary of the eight teachers who are to be selected, partly, let us hope, because of their abilities, but chiefly it is to be feared because they succeed in underbidding their competitors. A more reasonable and humane method of appointment, we submit, would be to fix upon a salary that would afford a decent living and be in some measure equivalent to the duties to be performed, and select the best teacher offering at the salary. Very many of the School Trustees throughout the Province only require to have their attention directed to the demoralizing effect of the tendering system to agree to its abandonment.—*Globe*.

We quote the above extract from a late issue of *The Daily Globe*. Many