not only from their sense of the dignity of the profession, but also in view of the fact that actuarial experts favor the reserve plan as resting on the sounder financial basis. Furthermore, the experience of many retired teachers enjoying the benefits of the Carnegie Foundation Pension scheme is to the effect that the difference between the salary and retiring allowance is sufficiently great to prevent unnecessary retirements, and thus the tendency of the system is not to deprive the profession of the services of capable and experienced teachers.

An actuarial expert is authority for the following statement: "A pension system considered as part of the real wages of an employe is really paid by the employe, not perhaps in money, but in the foregoing of an increase of wages which he might obtain except for the establishment of a pension system." The writer, however, has been unable to find any evidence to the effect that the tendency of a pension scheme was to depress salaries. President Pritchett also stated that, whatever system is adopted, "it is equally true of teachers as of industrial workers that in the long run and under a permanent system of pensions the teacher will pay a large share of his own pension." Thus it would appear that the pension system above described is really a plan of insurance especially adapted to teachers, and, furthermore, that such a system does not make any unwarrantable demands on the state.

The following recommendations appear in the report of the Carnegie Foundation for 1916 relative to the conditions which the annuity should fulfil:

"1. The annuity must provide an income that will continue after the teacher's active service until the end of life.

"2. A portion of this income, say one-half, must remain after the teachers death to his wife (or dependents) should she (or they) survive him.

"3. Any sums that the teacher has paid in must be returned to him with a fair rate of interest in case of his retirement from the teaching profession. In case of his death before the age of retiring, his accumulation must be returned with a fair interest to his estate, either in the form of cash payment or in the form of an annuity to his wife (or heirs). In case of the early death of either or both after his retirement, any sum remaining to his credit must be returned to his estate."

V. Main Points of Ontario Act.

(a) Contributions. — All teachers and inspectors are to contribute 2½ per cent. of their annual salary, while the provincial government is to contribute a sum equal to 2½ per cent. of the salary of teachers and inspectors. These contributions are compulsory.

A minimum salary of $550 is adopted for the purposes of the act.

(b) Benefits—(1) Forty (40) years of service entitles all teachers, inspectors, and various departmental officials engaged in the work of education to a full pension on retiring.

(2) Such pension is calculated by multiplying 1-60 of the average salary for the last 10 years of service by the actual number of years of employment.

For example, if the average salary were $1,200, the retiring allowance would be forty-sixtieths of $1,200, or $800.

(3) It is provided that the minimum and maximum pensions for full service are $365 and $1,000 respectively.

(4) Teachers in the service before the act was passed shall count the years of employment prior to the date the act became effective, "each as a half-year of employment."

For example, a teacher who had taught for 20 years before the act was passed and 25 years thereafter, and who then retired, would be credited with 35 years of service. Thus his retiring allowance would be thirty-five-sixtieths of his average salary for the last 10 years, but not to exceed $1,000.

(c) Sickness and Disability Benefits.—Certain sickness or disability benefits are also provided on a basis