

teachers from all parts of our Province, as they have met to spend these three days in pleasant educational fellowship.

First, I have much satisfaction in greeting you in view of the fact that the great work you represent is growing. We have to-day 103 more teachers employed than we had five years ago, and of our 1,417 teachers only 64 are now without diplomas, and in a few years under our new regulations every teacher will have had a professional training at our Normal School, of whose work we have so much reason to be proud, a condition of things such as is not found in the most of the United States. Even in the matter of salaries there is a perceptible advance in the average, though there is still cause here for humiliation. The lowest average is that of women in Elementary Schools, \$183, which is \$23 higher than five years ago. The highest is that of men in the Superior Schools, \$854, which is \$163 higher than five years ago. If the measure of the interest of a thrifty community in education is the compensation paid to its teachers, I know not where to find much occasion for pride—not even in Ontario with its splendid school system, not even in Massachusetts, nor New-York, for in all these choicest parts of our Continent educationally, there are still hundreds of places where the people are mean and the salaries meaner, and average salaries generally even in better States and Provinces, are not any more than the compensation paid to common laborers. In these things there is some improvement in Quebec, but we must still agitate for further improvement, 1st, by way of increased legislative grants; 2nd, in school boards, where they are able to do better, and 3rd, and especially and most loudly among the people themselves, who are generally contented with the disgraceful condition I have described. Still there is some improvement being made in the various parts of our system and work, and because of this improvement I have pleasure now in greeting you.

Again I have satisfaction in welcoming you, because you have come together to stimulate each other in one of the noblest of professions. Your business is *to produce the highest type of Christian citizenship*, not by sectarian instruction, but in part by ethical teaching based upon a devout recognition of God and the grand verities of our Christian faith, the great principles of honour, justice, veracity, kindness, honesty and patriotism. Says Milton: "The