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Proceedings of the Normal School Board of the State of Illinois

Illinois Department of Registration and Education

Illinois Normal School Board

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STATE OF ILLINOIS
DEPARTMENT OF REGISTRATION AND EDUCATION

THE NORMAL SCHOOL BOARD.

EX-OFFICIO MEMBERS

W. H. H. MILLER, Director of Registration
and Education, Springfield, *Chairman*

FRANCIS G. BLAIR, Superintendent of Public
Instruction, Springfield, *Secretary*

APPOINTED MEMBERS

1917-1921

FRANK E. RICHEY, LaSalle
HENRY A. NEAL, Charleston
ELMER T. WALKER, Macomb

1917-1923

FRANK B. STITT, El Paso
LEROY A. GODDARD, Chicago
WILLIAM B. OWEN, Chicago

1919-1925

ROLAND BRIDGES, Carbondale
CHARLES L. CAPEN, Bloomington
JOHN C. ALLEN, Monmouth

PRESIDENTS OF NORMAL SCHOOLS.

DAVID FELMLEY, A. B., LL.D., L. H. D.,
State Normal University, Normal.

HENRY W. SHRYOCK, Ph. B.,
Southern Illinois State Normal University, Carbondale.

J. STANLEY BROWN, A. B., LL. D.,
Northern Illinois State Teachers College, DeKalb.

LIVINGSTON C. LORD, A. M., LL. D.,
Eastern Illinois State Teachers College, Charleston.

WALTER P. MORGAN, A. B., A. M.,
Western Illinois State Teachers College, Macomb.

NOTE

With the enactment of the Civil Administrative Code by the Fiftieth General Assembly, the five separate boards of trustees in charge of the State normal schools were succeeded by the State Normal School Board, consisting of nine members appointed by the Governor, and two ex-officio members—the Director of the Department of Registration and Education, who is designated as Chairman of the Board, and the Superintendent of Public Instruction, who is designated as Secretary of the Board.

This law became effective July 1st, 1917. Governor Frank O. Lowden appointed the following members who, together with the ex-officio members, constituted the first State Normal School Board. In June, 1919, Mr. Brown retired from the Board, being succeeded by Frank B. Stitt, of El Paso.

For term expiring 2d Monday, January, 1923.

J. Stanley Brown.....	Joliet
Leroy A. Goddard.....	Chicago
Wm. B. Owen.....	Chicago

For term expiring 2d Monday, January, 1921.

Frank E. Richey.....	LaSalle
Henry A. Neal.....	Charleston
Elmer T. Walker.....	Macomb

For term expiring January, 1919.

Roland Bridges.....	Carbondale
Charles L. Capen.....	Bloomington
John C. Allen.....	Monmouth

The law requires that the Board should hold at least five meetings each year, one at each of the five normal schools.

FRANCIS G. BLAIR, *Secretary.*

STANDING COMMITTEES

Buildings and Grounds

Mr. Richey
Mr. Neal
Mr. Allen
The Chairman
The Secretary

Rules and Regulations

Mr. Goddard
Mr. Capen
Mr. Walker
The Chairman
The Secretary

Administration and Finance

Mr. Stitt
Mr. Owen
Mr. Bridges
The Chairman
The Secretary

MINUTES OF THE MEETING OF THE NORMAL SCHOOL BOARD.

Springfield, Illinois,
March 16, 1921.

The Normal School Board met at nine o'clock in the office of Director W. H. H. Miller, the chairman of the Board. The following members of the Board were present:

Messrs. Allen, Bridges, Capen, Neal, Owen, Richey, Walker, Miller, Blair.

Absent: Messrs. Goddard, Stitt.

All of the presidents of the normal schools were present.

The minutes of the last meeting were read and approved.

Fifteen minutes were allowed the president of each normal school to present his *budget* for the next biennium. At the conclusion of the reading of these budgets it was moved by Mr. Walker that the Board approve in detail the revised askings of the normal schools for the next biennium as presented by the presidents of the schools at this meeting, which askings shall be made a part of these minutes. Carried unanimously.

It was moved that the Normal School Board request that the bill covering the normal school appropriation be so amended that the appropriation for salary and wages be made in a lump sum and that the power to fix individual salaries and wages be left solely in the hands of the Normal School Board as is provided under the present Administrative Code. Carried unanimously.

The Board then adjourned.

W. H. H. MILLER, *Chairman.*

F. G. BLAIR, *Secretary.*

Approved May 16, 1921.

ILLINOIS STATE NORMAL UNIVERSITY

APPROPRIATIONS REQUESTED FOR BIENNIUM BEGINNING JULY 1, 1921.

	Year Beginning July 1, 1921	Year Beginning July 1, 1922
For Salaries and Wages	\$ 279,249	\$ 279,249
Office Expenses	2,700	2,700
Travel	3,750	3,750
Operation	25,600	25,600
Repairs and Replacements.....	33,000	23,400
Equipment	8,100	8,100
For Visual Instruction	10,000	10,000
For Permanent Improvements	333,100	.....
For Contingencies	5,000	5,000
	\$ 700,499	\$ 357,799

DETAIL SHEET

SALARIES AND WAGES	Approved By Budget Commission Year Beginning July 1, 1921	Requested For Year Beginning July 1, 1921	Requested For Year Beginning July 1, 1922
For present pay roll (50 per cent increase)	\$ 220,695	\$ 254,649	\$ 254,649
For new positions	15,000	15,600	15,600
For S. O. Home	15,000	16,000	16,000
Less Expected Reimbursement from Federal Smith-Hughes Fund.....	.....	7,000	7,000
	<u>\$ 235,695</u>	<u>\$ 279,249</u>	<u>\$ 279,249</u>
OFFICE EXPENSES			
Freight, Express, and Drayage.....	\$ 400	\$ 450	\$ 450
Office Supplies	100	100	100
Postage	600	650	650
Rent	150	150	150
Telephone and Telegraph.....	200	200	200
Miscellaneous	50	50	50
Advertising	100	100	100
Special Publicity .....	.....	1,000	1,000
	<u>\$ 1,600</u>	<u>\$ 2,700</u>	<u>\$ 2,700</u>
TRAVEL			
Officers	\$ 600	\$ 600	\$ 600
Miscellaneous Employees	550	550	550
Student-Teachers at S. O. Home.....	600	600	600
Extension Teachers .....	.....	2,000	2,000
Total.....	<u>\$ 1,750</u>	<u>\$ 3,750</u>	<u>\$ 3,750</u>
OPERATION			
Farm and Garden Supplies.....	\$ 100	\$ 150	\$ 150
Food (Cafeteria)	1,500	1,500	1,500
Fuel	13,000	14,000	14,000
Household Supplies	800	900	900
Amusements (Films)	300	300	300
Power-Plant Supplies	350	350	350
Motor Supplies and Expenses.....	250	250	250
Miscellaneous	500	500	500
Water	800	800	800
Power	2,400	3,000	3,000
School Supplies	3,250	4,000	4,000
Athletic Supplies	750	750	750
Total.....	<u>\$ 24,000</u>	<u>\$ 26,500</u>	<u>\$ 26,500</u>
REPAIRS (AND REPLACEMENTS)			
Buildings	\$ 6,000	\$ 7,000	\$ 7,000
Machinery	1,200	2,500	2,500
Small Tools	250	250	250
Furniture and Fixtures.....	1,500	1,500	1,500
Office Equipment	300	300	300
Motor Vehicles	200	300	300
Laboratory Apparatus	200	200	200
Books and Maps.....	500	500	500
Fire Control	200	200	200
Miscellaneous	300	300	300
Grading and Landscaping	800	800	800
Sewers, Drains, etc.	150	150	150
Walks, Roads, etc.	500	1,500	500
Tunnels	300	3,500	.....
Rewiring Buildings .....	.....	8,000	.....
Septic Tank .....	.....	.....	2,000
Decoration Walls, Fell Hall.....	.....	2,000	.....
Changing Heating Plant to 2-pipe...	.....	.....	400
Rebuilding Plant House and Tool House .....	.....	.....	6,000
Wrecking Old Power House.....	500	.....	500
Fire Escapes .....	.....	4,000	.....
Total.....	<u>\$ 12,900</u>	<u>\$ 33,000</u>	<u>\$ 23,400</u>

EQUIPMENT	Approved By Budget Commission Year Beginning July 1, 1921	Requested For Year Beginning July 1, 1921	Requested For Year Beginning July 1, 1922
Furniture and Fixtures	\$ 500	\$ 1,200	\$ 1,200
Machinery	200	200	200
Office Equipment	200	200	200
Miscellaneous	250	250	250
Laboratory Apparatus	1,500	3,000	3,000
Books and Maps.....	2,250	3,000	3,000
Museum and Art	250	250	250
Total.....	\$ 5,150	\$ 8,100	\$ 8,100
PERMANENT IMPROVEMENTS			
Paving on Main and Mulberry streets..	\$ 13,100	\$ 13,100	.....
Gymnasium .....	.....	225,000	.....
Additions on Dormitory .....	.....	92,000	.....
Campus Lighting .....	.....	3,000	.....
Total.....	\$ 13,100	\$ 333,100	.....

ILLINOIS STATE NORMAL UNIVERSITY

REASONS FOR REQUESTED CHANGES IN THE BUDGET

SALARIES AND WAGES

Salaries at Normal have been increased but little during the past 20 years.

The biennial increase granted by the legislature during this period has been chiefly used in establishing new positions.

There has been no *general* increase in salaries since 1911, except an increase of fifteen per cent made two years ago. The average increase since 1913 has been less than 21 per cent.

Salaries in the public-school field have increased from 60 to 100 per cent since 1913.

The cost of living has more than doubled, and in spite of recent reductions wages in most occupations and retail prices are nearly 100 per cent higher than in 1913.

Transportation rates in Illinois have been raised 80 per cent besides the war tax.

Freight rates and Pullman rates have been almost doubled.

The increase in wages and salaries asked for is—Fifty per cent average increase in the present pay roll including the summer school for all persons now employed or their successors.

$$\$169,766 + 50\% = \dots\dots\dots \$254,649$$

Fifty per cent increase will make the salary rate average 80 per cent above the rate prevailing in 1913.

We ask \$16,000 to pay the principal and ten teachers at the S. O. Home, two of whom teach eleven months.

We deduct from the total, \$7000, which we expect to receive as reimbursement from the Federal Smith-Hughes Fund.

For *new positions* \$15,600. The positions contemplated are—

Two Extension teachers @ \$3000.....	\$6000
One Correspondence teacher.....	1800
One Professor of History.....	3000
One full-time janitor.....	1200
One half-time fireman.....	600
One woman with medical training.....	3000

\$15,600

OFFICE EXPENSES

We ask \$1000 for publicity aside from ordinary printing. This will be used to finance home-comings, conferences, exhibitions, athletic and literary contests, among the high schools, and other *new* ways of attracting students.

TRAVEL

We ask \$2000 for traveling expenses of extension teachers. The fees collected from students in extension courses and turned into the State Treasury will meet this expense.

OPERATION

We ask larger amounts than the Budget—

For Seeds, Sprays, etc. for Campus, greenhouse, and garden \$150 per annum.

For Janitor's supplies.....	\$900 per annum
For Miscellaneous.....	600 per annum
For Power.....	3000 per annum

The local light and power company have been granted an increase in rates to large users.

For School Supplies..... 4000. We are spending this amount today and there is no prospect of a marked decline in prices.

REPAIRS

The report of the State Engineer upon needed repairs at Normal was not made until December 6th, too late to be included in the Budget. He recommended—

1. IMPROVEMENTS requiring immediate attention as soon as appropriations are available:

Reserve vacuum pump.....	\$ 500.00	
New valves on Metcalf Building.....	250.00	
Rewiring Main Building, Library, Gymnasium..	8000.00	
New tunnels	3500.00	
Water pipe to dormitory.....	200.00	
Campus lights	3000.00	
Overhauling telephone system.....	750.00	
		\$16,200.00

2. FUNDS needed during next biennium:

Septic tank	2000.00	
Repair fund to take care of maintenance of existing and proposed equipment.....	10000.00	
		\$12,000.00

3. EQUIPMENT desirable but not absolutely essential:

Changing gymnasium and Library heating to two-pipe system	400.00	400.00
		\$28,600.00

We have asked for upkeep of machinery only half the sum recommended by the State Engineer, trusting that the Contingent Fund will be made large enough to provide additional funds if needed. The sum requested, \$2,500, we trust will cover the Reserve Pump and new valves recommended and the relining of the furnaces with fire brick.

Seven thousand dollars per annum is asked for ordinary repairs including the salary of the Utility man, (\$1,800), the repair of our telephone system, redecoration of walls in two buildings, refinishing of woodwork in Main Building, resurfacing of stairs, painting and upkeep of fences, new floors in library building.

The items below not included in the Budget are recommended by the State Engineer.

EQUIPMENT

Because of our limited appropriations for four years, we have not made needed additions to our laboratory apparatus nor to our supply of books. The sums we request are based upon a careful survey of the needs of each department, for furniture, fixtures, apparatus, and books.

PERMANENT IMPROVEMENTS

Our present gymnasium was erected in 1896. It is in almost constant use. We use also the gymnasium of the M. E. Church, and in summer the public-school gymnasium. The school law now requires physical training in all schools, and demands that the normal schools instruct teachers in this work. Our present facilities are far from adequate. We have one small gymnasium erected in 1896. The building requested will meet our needs for years to come.

The woman's dormitory now accommodates 83 girls. The proposed addition will contain an isolated infirmary for cases of contagious disease, and will provide rooms for 45 girls. The parlors, offices, dining room, and kitchen are of ample size.

VISUAL INSTRUCTION

In order that schools may realize the high value of visual instruction there must be in each state a distributing center whence educational films may be had at low cost. In many states such centers have been established at some one of the state's educational institutions. Wisconsin appropriates \$20,000 for this purpose. For two years we have distributed government films furnished by the Bureau of Education. If this work is to be continued it should be expanded and organized. We cannot undertake to continue and develop this work with less than 10,000 dollars per year.

A FEW FACTS ABOUT THE S. I. N. U.

Out total enrollment, exclusive of the Practice School, is 704. Of these, 572 are preparing to become teachers. Approximately 120 students will be graduated in June. Forty of these 120 seniors are young men. It is doubtful if any other normal school in the United States will this year graduate an equal number of young men. Our "Ag Club" is an organization of students, each of whom is carrying at least one course in Agriculture. The Club has more than 120 members. Ninety-five per cent of these young men expect to teach in country schools.

EASTERN ILLINOIS STATE NORMAL SCHOOL—CHARLESTON

	Estimated Requirements	
	For year beginning July 1, 1921	For year beginning July 1, 1922
Salaries and Wages	\$ 175,310.00	\$ 176,510.00
Office Expenses	1,625.00	1,625.00
Travel	1,100.00	1,100.00
Operation	21,500.00	21,500.00
Repairs	35,000.00	21,500.00
Equipment	16,400.00	7,300.00
Permanent Improvements:		
New power plant complete with all accessories.	215,000.00	.....
Manual Arts and Home Economics Bldg.....	325,000.00	.....
Equipment for Manual Arts and Home Economics Building	80,000.00	.....
Completion of present foundation of Training School	18,000.00	.....
Improvements in Assembly Room in Main Building	30,000.00	.....
Contingencies	1,000.00	1,000.00
Total for the Eastern Illinois State Normal School.....		\$1,150,470.00

SOUTHERN ILLINOIS STATE NORMAL SCHOOL

DESCRIPTION

DESCRIPTION	Appropriation for biennium beginning July 1, 1919	Expendi- tures year beginning July 1, 1919	Estimates	
			Year beginning July 1, 1921	Year beginning July 1, 1922
Recapitulation				
Salaries and Wages.....	\$ 231,120.00	\$ 112,641.00	\$ 193,465.00	\$ 193,465.00
Office expense	3,280.00	2,131.00	1,600.00	1,600.00
Travel	1,200.00	364.00	1,000.00	1,000.00
Operation	26,800.00	13,563.00	19,500.00	19,500.00
Repairs	16,550.00	6,529.00	26,350.00	9,000.00
Equipment	5,080.00	2,929.00	10,200.00	5,700.00
Contingencies	2,000.00	.....	1,000.00	1,000.00
Permanent improvements....	.....	.....	310,000.00	.....
Total direct Appropriation..	\$ 286,030.00	\$ 138,157.00	\$ 563,115.00	\$ 231,265.00
Indirect appropriations:				
Printing and stationery....	4,400.00	1,547.00	3,000.00	3,000.00
	\$ 290,430.00	\$ 139,704.00	\$ 566,115.00	\$ 234,265.00
Revenue		\$ 12,298.00	\$ 12,150.00	\$ 12,150.00

SALARIES AND WAGES

President			\$ 7,000.00	\$ 7,000.00
4 Teachers @ \$4,300.00*.....			17,200.00	17,200.00
3 Teachers @ 4,000.00*.....			12,000.00	12,000.00
2 Teachers @ 3,800.00*.....			7,600.00	7,600.00
3 Teachers @ 3,100.00*.....			9,300.00	9,300.00
6 Teachers @ 3,000.00*.....			18,000.00	18,000.00
4 Teachers @ 2,700.00*.....			10,800.00	10,800.00
5 Teachers @ 2,500.00*.....			12,500.00	12,500.00
3 Teachers @ 2,400.00*.....			7,200.00	7,200.00
1 Teacher @ 2,200.00*.....			2,200.00	2,200.00
1 Teacher @ 2,100.00*.....			2,100.00	2,100.00
8 Teachers @ 2,025.00*.....			16,200.00	16,200.00
1 Teacher @ 2,000.00*.....			2,000.00	2,000.00
3 Teachers @ 1,600.00*.....			4,800.00	4,800.00
1 Dean of Women*.....			300.00	300.00
1 Secretary to President.....			2,400.00	2,400.00
1 Employee @ \$1,800.00.....			1,800.00	1,800.00
3 Employees @ \$1,500.00.....			4,500.00	4,500.00
3 Employees @ 1,400.00.....			4,200.00	4,200.00
2 Employees @ 1,200.00.....			2,400.00	2,400.00
1 Employee @ 1,000.00.....			1,000.00	1,000.00
Student and Transient Fund..			3,140.00	3,140.00
Summer Session			24,700.00	24,700.00
Total.....			\$ 173,340.00	\$ 173,340.00
1 New Position @ \$2,500.00*..			2,500.00	2,500.00
1 New Position @ 2,025.00*..			2,025.00	2,025.00
4 New Positions @ 1,800.00*..			7,200.00	7,200.00
2 New Positions @ 1,500.00*..			3,000.00	3,000.00
1 New Position @ 1,000.00*..			1,000.00	1,000.00
1 New Employee @ 1,800.00...			1,800.00	1,800.00
1 New Employee @ 1,400.00...			1,400.00	1,400.00
1 New Employee @ 1,200.00...			1,200.00	1,200.00
Grand Total.....			\$ 193,465.00	\$ 193,465.00

*36 weeks.

Office Expenses

Freight, express and drayage.....	\$ 320.00	\$ 400.00	\$ 400.00
Office supplies	122.00	150.00	150.00
Postage	280.00	400.00	400.00
Printing and stationery.....	973.00	.....	.....
Telephone and Telegraph.....	344.00	400.00	400.00
Miscellaneous	41.00	150.00	150.00
Advertising	51.00	100.00	100.00
Total.....	\$ 3,280.00	\$ 2,131.00	\$ 1,600.00
Printing and stationery.....	\$ 4,400.00	\$ 1,547.00	\$ 3,000.00

DESCRIPTION	Appropriation for biennium beginning July 1, 1919	Expenditures year beginning July 1, 1919	Estimates	
			Year beginning July 1, 1921	Year beginning July 1, 1922
Travel				
Officers		\$ 176.00	\$ 500.00	\$ 500.00
Miscellaneous employes		88.00	200.00	200.00
Inspectors		100.00	300.00	300.00
Total.....	\$ 1,200.00	\$ 364.00	\$ 1,000.00	\$ 1,000.00
Operation				
Farm and garden supplies....		\$ 280.00	\$ 1,000.00	\$ 1,000.00
Food		16.00	.....	.....
Fuel		6,272.00	9,000.00	9,000.00
Household supplies		733.00	600.00	600.00
Amusements		317.00	500.00	500.00
Medical, hospital and laboratory supplies		195.00	1,250.00	1,250.00
Power plant supplies		41.00	100.00	100.00
Shop supplies		3.00	.....	.....
Stock food		1,832.00	1,500.00	1,500.00
Motor supplies and expenses		38.00	200.00	200.00
Miscellaneous		137.00	100.00	100.00
Water		115.00	500.00	500.00
Power		793.00	1,500.00	1,500.00
School supplies		2,791.00	1,500.00	1,500.00
Athletic supplies .....		.....	750.00	750.00
Total.....	\$ 26,800.00	\$ 13,563.00	\$ 18,500.00	\$ 18,500.00
Repairs (and Replacements)				
Buildings		\$ 3,896.00	\$ 3,500.00	\$ 3,500.00
Machinery		710.00	700.00	700.00
Small tools		11.00	50.00	50.00
Farm implements		166.00	250.00	250.00
Furniture and fixtures.....		747.00	750.00	750.00
Office equipment		43.00	800.00	800.00
Laboratory and testing apparatus		20.00	500.00	500.00
Books and maps .....		.....	500.00	500.00
Museum specimens .....		.....	500.00	500.00
Fire control apparatus.....		.....	600.00	600.00
Miscellaneous		177.00	350.00	350.00
Walks, roads, paving and fencing		594.00	.....	.....
Sewers, drains and watermains		29.00	.....	.....
Tunnels and transmission lines		136.00	.....	.....
Grading and landscaping.....		.....	500.00	500.00
Extraordinary repairs:				
Decorating library .....		.....	1,000.00	.....
Athletic field fence .....		.....	1,000.00	.....
Painting steel water tank .....		.....	250.00	.....
Remodeling main building .....		.....	3,000.00	.....
Decorating model school building .....		.....	2,000.00	.....
Repairing greenhouse.....		.....	300.00	.....
Repairs to science building .....		.....	3,000.00	.....
Repairs to farm buildings .....		.....	1,800.00	.....
Repairs to driveways and walks .....		.....	5,000.00	.....
Total.....	\$ 16,550.00	\$ 6,529.00	\$ 26,350.00	\$ 9,000.00
Equipment				
Farm implements		\$ 25.00	.....	.....
Furniture and fixtures.....		937.00	\$ 500.00	\$ 500.00
Live stock		135.00	500.00	500.00
Machinery .....		.....	450.00	450.00
Office equipment		360.00	.....	.....
Miscellaneous		10.00	250.00	250.00
Lab. and testing apparatus..		41.00	6,000.00	1,500.00
Books and maps		1,323.00	2,250.00	2,250.00
Museum specimens		17.00	250.00	250.00
Small tools		81.00	.....	.....
Total.....	\$ 5,080.00	\$ 2,929.00	\$ 10,200.00	\$ 5,700.00

DESCRIPTION	Appropriation for biennium beginning July 1, 1919	Expenditures year beginning July 1, 1919	Estimates	
			Year beginning July 1, 1921	Year beginning July 1, 1922
Permanent Improvements				
Gymnasium with movable partition to accommodate two classes at one time..			\$ 225,000.00	
One additional wing to the Girls' Dormitory			60,000.00	
Concrete reservoir for fire protection (150,000 gallons capacity)			5,000.00	
Construction of ¼ mile of track on Athletic field....			5,000.00	
Total			\$ 295,000.00	
Contingencies	\$ 2,000.00		\$ 1,000.00	\$ 1,000.00

Revenue				
Farm sales	\$ 3,071.00	\$ 3,000.00	\$ 3,000.00	\$ 3,000.00
Tuition and incidental fees...	8,184.00	8,000.00	8,000.00	8,000.00
Miscellaneous student fees....	88.00	100.00	100.00	100.00
Water rentals	103.00	100.00	100.00	100.00
Miscellaneous sales	157.00	150.00	150.00	150.00
Miscellaneous	695.00	800.00	800.00	800.00
Total	\$ 12,298.00	\$ 12,150.00	\$ 12,150.00	\$ 12,150.00

Operation				
Publicity			\$ 1,000.00	\$ 1,000.00

Permanent Improvements
 Additional unit for heating plant \$ 15,000.00
 A comparison of what the Western Illinois State Normal School at Macomb needs, with what the budget provides.

	Budget		Needs		Increase	
	1st Yr.	2nd Yr.	1st Yr.	2nd Yr.	1st Yr.	2nd Yr.
Salaries and Wages						
Present Positions	\$ 130,676	\$ 130,676	\$ 150,780	\$ 150,980	\$ 20,104	\$ 20,104
New Positions			18,370	18,370	18,370	18,370
Second Summer Term....			5,000	5,000	5,000	5,000
Total	\$ 130,676	\$ 130,676	\$ 174,150	\$ 174,150	\$ 43,474	\$ 43,474

Office Expenses						
Freight, express and drayage	\$ 200	\$ 200	\$ 200	\$ 200		
Office Supplies	250	250	250	250		
Postage	600	600	600	600		
Premiums	50	50	50	50		
Printing and Stationery..			350	350	\$ 350	\$ 350
Telephone and Telegraph.	150	150	150	150		
Miscellaneous	200	200	200	200		
Advertising	200	200	1,000	1,000	800	800
Total	\$ 1,650	\$ 1,650	\$ 2,800	\$ 2,800	\$ 1,150	\$ 1,150

Travel						
Officers.....	\$ 750	\$ 750	\$ 750	\$ 750		
Miscellaneous employes..	2,250	2,250	2,250	2,250		
Total	\$ 3,000	\$ 3,000	\$ 3,000	\$ 3,000		

Operation						
Farm and Garden.....	\$ 50	\$ 50	\$ 50	\$ 50		
Food	225	225	225	225		
Fuel	11,000	11,000	12,000	12,000	1,000	1,000
Household Supplies	650	650	650	650		
Library and Amusements	500	500	500	500		
Med., Hos. and Lab. Supplies	500	500	650	650	150	150
Power Plant Supplies....	250	250	250	250		
Shop Supplies	150	150	150	150		
Motor Supplies	200	200	200	200		
Miscellaneous	225	225	325	325	100	100
Water	1,250	1,250	1,500	1,500	250	250
Power	1,000	1,000	1,000	1,000		
School Supplies	1,250	1,250	1,750	1,750	500	500
Athletic Supplies	750	750	750	750		
Total	\$ 18,000	\$ 18,000	\$ 20,000	\$ 20,000	\$ 2,000	\$ 2,000

	Budget		Needs		Increase	
	1st Yr.	2nd Yr.	1st Yr.	2nd Yr.	1st Yr.	2nd Yr.
Repairs						
Buildings	\$ 4,000	\$ 4,000	\$ 6,000	\$ 6,000	\$ 2,000	\$ 2,000
Machinery	1,000	1,000	1,000	1,000	.....	.....
Small Tools	150	150	150	150	.....	.....
Farm Implements	100	100	100	100	.....	.....
Furniture and Fixtures..	1,000	1,000	1,000	1,000	.....	.....
Office Equipment.....	200	200	200	200	.....	.....
Motor Vehicles	200	200	200	200	.....	.....
Medical and Surgical Ap.	50	50	50	50	.....	.....
Laboratory & Testing Ap.	400	400	400	400	.....	.....
Books and Maps.....	500	500	500	500	.....	.....
Fire Apparatus	150	150	150	150	.....	.....
Miscellaneous	400	400	400	400	.....	.....
Walks, Roads, Paving, Fencing	200	200	200	200	.....	.....
Sewers, Drains & Water Mains	750	750	750	750	.....	.....
Tunnels & Transmission Lines	75	75	75	75	.....	.....
Grading and Landscaping	1,250	1,250	1,250	1,250	.....	.....
Extraordinary Repairs:						
Metal Cornice	10,000	.....	10,000	.....	.....	.....
Bridges	2,000	.....	2,000	.....	.....	.....
Flag Pole	300	.....	300	.....	.....	.....
Replacing Campus Drain	3,000	.....	3,000	.....	.....	.....
Machinery Tool House.	.....	.....	1,300	.....	1,300	.....
Terrazzo Floors .....	.....	.....	4,000	.....	4,000	.....
Stage Settings .....	.....	.....	2,500	.....	2,500	.....
Total	\$ 25,725	\$ 10,425	\$ 35,525	\$ 12,425	\$ 9,800	\$ 2,000
Equipment						
Farm Implements	\$ 50	\$ 50	\$ 50	\$ 50	.....	.....
Furniture and Fixtures..	500	500	500	500	.....	.....
Machinery	250	250	250	250	.....	.....
Office Equipment.....	150	150	150	150	.....	.....
Miscellaneous	250	250	250	250	.....	.....
Laboratory & Testing Ap.	1,500	1,500	3,000	2,000	1,500	500
Medical and Surgical Ap.	50	50	50	50	.....	.....
Books and Maps	2,000	2,000	2,500	2,500	500	500
Museum Specimens.....	250	250	250	250	.....	.....
Small Tools .....	.....	.....	250	250	250	250
Furniture for Arts Bldg.	1,000	.....	1,000	.....	.....	.....
Instruments for Band and Orchestra .....	.....	.....	1,000	.....	1,000	.....
Total	\$ 6,000	\$ 5,000	\$ 9,250	\$ 6,250	\$ 3,250	\$ 1,250
Permanent Improvements.						
Lighting System for Grounds .....	.....	.....	\$ 3,500	.....	\$ 3,500	.....
Water Mains for streets with fire plugs near buildings .....	.....	.....	3,500	.....	3,500	.....
Elevator in School of Arts	.....	.....	7,000	.....	7,000	.....
New Heating Plant and Gymnasium Building.	.....	.....	269,750	.....	269,750	.....
Total .....	.....	.....	\$ 283,750	.....	\$ 283,750	.....
Contingent						
General	\$ 1,000	\$ 1,000	\$ 2,000	\$ 2,000	\$ 1,000	\$ 1,000
Total	\$ 1,000	\$ 1,000	\$ 2,000	\$ 2,000	\$ 1,000	\$ 1,000
Summary of all Accounts						
Salaries and Wages.....	\$ 130,676	\$ 130,676	\$ 174,150	\$ 174,150	\$ 43,474	\$ 43,474
Office Expenses.....	1,650	1,650	2,800	2,800	1,150	1,150
Travel	3,000	3,000	3,000	3,000	.....	.....
Operation	18,000	18,000	20,000	20,000	2,000	2,000
Repairs	25,725	10,425	3,525	12,425	9,800	2,000
Equipment	6,000	5,000	9,250	6,250	3,250	1,250
Permanent Improvements	.....	.....	283,750	.....	283,750	.....
Contingent	1,000	1,000	2,000	2,000	1,000	1,000
Total	\$ 186,051	\$ 169,751	\$ 530,475	\$ 220,625	\$ 344,424	\$ 50,874
Printing	2,750	2,750	2,750	2,750	.....	.....
Grand total	\$ 188,801	\$ 172,501	\$ 533,225	\$ 223,375	\$ 344,424	\$ 50,874
Total for Biennium .....	.....	\$ 361,302	.....	\$ 756,600	.....	\$ 395,298

SOME FACTS ABOUT NORMAL SCHOOL SALARIES

	Average Salary for Professors	Average Salary for Instructors	Average Salary for Training Teacher	President Salary
*Macomb, Ill.	\$ 2,451.00	\$ 1,598.00	\$ 1,279.00	\$ 5,000.00
Terre Haute, Ind.	3,426.00	2,231.00	1,693.00	7,500.00
Pittsburg, Kan.	3,600.00	1,800.00	1,850.00	6,000.00
Mt. Pleasant, Mich.	4,300.00	2,416.00	2,350.00	7,000.00
Kirksville, Mo.	3,600.00	1,800.00	1,850.00	6,500.00
Warrensburg, Mo.	3,500.00	3,000.00	3,000.00	6,500.00
Kent, Ohio.	2,800.00	1,900.00	1,800.00	6,500.00
Indiana, Penn.	2,800.00	1,650.00	1,525.00	7,200.00

Number of Normal Schools included	State	Number of Teachers	Average Salary per Teacher
2	Missouri	95	\$ 2,731.70
2	Michigan	175	2,841.25
7	Wisconsin	222	2,471.04
2	Nebraska	70	2,293.02
2	North Dakota	25	2,270.94
1	Kansas	64	2,347.88
<hr/>			
Total... 16	6 States	651	\$ 2,569.88
3	Illinois	141	1,736.60
*1	Macomb	35	1,711.43

If the average salary of teachers at Macomb were increased 50% it would give \$2,567.15 or \$2.73 less than the average salary of 651 teachers in 16 normal schools in six states.

MINUTES OF THE MEETING OF THE NORMAL SCHOOL BOARD.

Springfield, Illinois,
May 16 and 17, 1921.

The Normal School Board met at nine A. M. in the office of Director W. H. H. Miller, chairman of the Board. The following members were present:

Messrs. Bridges, Capen, Neal, Owen, Richey, Stitt, Walker, Miller, Blair.

Absent: Messrs. Allen and Goddard.

All of the presidents of the normal schools were present.

The minutes of the previous meeting were read and approved.

The chairman of the Board stated that the object of the meeting was to take action on the distribution of the emergency salary appropriation which had just been passed by the Legislature and signed by the Governor. He spoke of a previous meeting in which the question of the distribution of these funds between the teachers and employees receiving upwards of \$100, or \$100 or less was discussed and an agreement reached. It was decided by the Board to conform as nearly as possible to the understanding that the fund should be distributed on the basis of thirty per cent for the semester for all teachers and employees receiving upwards of \$100 and on the basis of forty per cent for the semester for all teachers and employees receiving \$100 or less.

Omar Wright, Director of the Department of Finance was invited to confer with the Board. The matter was discussed before him somewhat in detail. While no positive commitment was made, the general impression was that he would approve of the action of the Board in making a distribution along the lines laid down in the action of the Board.

The presidents of the normal schools were then asked to make their recommendations of the distribution of this fund upon the agreed basis.

President Felmley made his recommendations for the distribution of the emergency fund for the increase of salaries of teachers for the current year. These recommendations were approved by the Board and are made a part of these minutes.

President Lord made his recommendations for the distribution of the emergency fund for the increase of salaries of teachers for the current year. These recommendations were approved by the Board and are made a part of these minutes.

President Shryock made his recommendations for the distribution of the emergency fund for the increase of salaries of teachers for the current year. These recommendations were approved by the Board and are made a part of these minutes.

President Morgan made his recommendations for the distribution of the emergency fund for the increase of salaries of teachers for the current year. These recommendations were approved by the Board and are made a part of these minutes.

President Brown made his recommendations for the distribution of the emergency fund for the increase of salaries of teachers for the current year. These recommendations were approved by the Board and are made a part of these minutes.

President Felmley submitted the names of the graduates of the normal school for the approval of the Board. The Board approved the recommendation with the understanding that certain diplomas should be withheld to the end of the summer term and final granting depend upon the completion of certain work in the summer term.

President Lord presented the names of seventy-three graduates. Approved by the Board.

President Brown presented the names of 117 graduates. Approved by the Board.

President Shryock presented the names of 125 graduates. Approved by the Board.

President Morgan recommended two appointments for the Macomb Normal School, which were approved by the Board.

President Shryock presented for discussion the question of the Contingent Fund. After some general discussion of the matter it was left without any definite action.

The Board authorized the presidents of the normal schools to employ teachers for the summer schools within provisions of the budget and that such appointments be submitted to the Board later for its approval.

The chairman of the Board was authorized to secure stationery with a letter-head for the use of the members of the Board.

Upon the motion of Mr. Richey the chairman and secretary were

designated a committee to formulate such rules as seemed necessary to govern the action of the Board in regular meetings.

The secretary of the Board was compelled to leave the meeting for a part of its session. The chairman appointed Mr. William B. Owen as Secretary *pro tem*.

During the afternoon and a part of the morning session the Board discussed a matter brought before it by Mr. Richey relating to the closer visitation and inspection of the normal schools by the members of the Board. At the conclusion he moved that the normal schools request of the normal school presidents an annual report on the efficiency of their teachers. Action upon this motion was deferred until later in the meeting.

When the Board met at nine o'clock on the morning of May 17th the discussion of the matter was continued. It was moved that Mr. Owen be appointed a committee to present a form of efficiency report of teachers to be presented by the normal schools and placed on file in the office of the chairman of the Board.

The presidents of the normal schools spoke on this motion. The plan in general was approved but it was agreed that such a report should not be made a matter of public record. The motion carried.

The Board adjourned.

W. H. H. MILLER, *Chairman*.

F. G. BLAIR, *Secretary*.

Approved July 6, 1921.

ILLINOIS STATE NORMAL UNIVERSITY

SCHEDULE Providing increased rates of pay for faculty, officers, and employes for the second half of the period of regular employment in the fiscal year 1920-1921. The rate of increase provided is 30 per cent of the half year salary for all salaries of more than \$100 per month; 40 per cent of the half-year salaries of \$100 a month or less.

NAME—POSITION	Present salary as provided in the appropriation	Time for which present salary is paid	Monthly salary as per appropriation of 1919	Bonus as provided by 30 per cent or 40 per cent addition	Added bonus for special desert	Total salary increase under House Bill 105
O. L. Manchester, Dean	\$ 3,195	36 wks.	\$ 355.00	\$ 479.25	.....	\$ 479.25
E. A. Turner, Direc. Train. Sch...	3,195	36 wks.	355.00	479.25	.....	479.25
R. W. Pringle, Prin. of High Sch..	2,835	36 wks.	315.00	425.25	.....	425.25
Professors						
Manfred J. Holmes, Education	2,655	36 wks.	295.00	398.25	.....	398.25
Herman H. Schroeder, Education	2,655	36 wks.	295.00	398.25	.....	398.25
Douglas C. Ridgley, Geography.....	2,655	36 wks.	295.00	398.25	.....	398.25
W. A. L. Beyer Political Science...	2,610	36 wks.	290.00	391.50	.....	391.50
Adnah C. Newell, Manual Training...	2,610	36 wks.	290.00	391.50	.....	391.50

NAME—POSITION	Present salary as provided in the appropriation.	Time for which present salary is paid	Monthly salary as per appropriation of 1919	Bonus as provided by 30 per cent or 40 per cent addition	Added bonus for special desert	Total salary increase under House Bill 103
J. Rose Colby, Literature	2,520	36 wks.	280.00	378.00	.....	378.00
George H. Howe, Mathematics	2,520	36 wks.	280.00	378.00	.....	378.00
Hugh A. Bone, Rural Education...	2,430	36 wks.	270.00	364.50	\$ 50.00	414.50
Frank W. Westhoff, Music	2,430	36 wks.	270.00	364.50	50.00	414.50
Arthur R. Williams, Accounting	2,340	36 wks.	260.00	351.00	50.00	401.00
Howard W. Adams, Chemistry	2,340	36 wks.	260.00	351.00	50.00	401.00
Harvey A. Peterson, Psychology	2,340	36 wks.	260.00	351.00	50.00	401.00
Lewis B. Mull, Physics	2,160	36 wks.	240.00	324.00	.....	324.00
Ralph H. Linkins, Zoology	2,160	36 wks.	240.00	324.00	.....	324.00
Fred S. Sorrenson, Public Speaking....	2,160	36 wks.	240.00	324.00	.....	324.00
Jerome G. Kuderna, Psychology	2,025	36 wks.	225.00	303.75	.....	303.75
Assistant Professors						
Lydia Clark, Physical Education.	2,070	36 wks.	230.00	310.50	.....	310.50
Eleanor Flanagan, Art and Design....	2,070	36 wks.	230.00	310.50	.....	310.50
Edna G. Benson, Arts and Crafts...	1,980	36 wks.	220.00	297.00	.....	297.00
Mary E. Renich, Botany	1,710	36 wks.	190.00	256.50	.....	256.50
O. Lillian Barton, Dean of Women....	1,710	36 wks.	190.00	256.50	100.00	356.50
Alice J. Patterson, Nature Study	1,710	36 wks.	190.00	256.50	50.00	306.50
Mima Maxey, Latin	1,620	36 wks.	180.00	243.00	50.00	293.00
Mildred McConnell, Reading	1,620	36 wks.	180.00	243.00	.....	243.00
Edith I. Atkin, Mathematics	1,530	36 wks.	170.00	229.50	50.00	279.50
Jennie Whitten, French	1,530	36 wks.	170.00	229.50	50.00	279.50
Instructors						
Thomas M. Barger, H. S. Physics.....	1,800	36 wks.	200.00	270.00	.....	270.00
Henry H. Russell, Geog. & Athletics..	1,800	36 wks.	200.00	270.00	50.00	320.00
Elmer W. Cavins, Orthog. & Writing.	1,620	36 wks.	180.00	243.00	50.00	293.00
Paul Benjamin, Agric. & Athlet.	1,620	36 wks.	180.00	243.00	.....	243.00
Alva W. Drago, Mechan. Drawing..	1,620	36 wks.	180.00	243.00	50.00	293.00
Anna Blake, Physiology	1,620	36 wks.	180.00	243.00	.....	243.00
Clara E. Ela, Drawing	1,530	36 wks.	170.00	229.50	.....	229.50
Clyde Hudelson, Agriculture	1,485	36 wks.	165.00	222.75	.....	222.75
May Klipple, Grammar	1,485	36 wks.	165.00	222.75	.....	222.75
Grace Moberly, Physical Education	1,485	36 wks.	165.00	222.75	.....	222.75
Alice Ropes, Music	1,395	36 wks.	155.00	209.25	50.00	259.25

NAME—POSITION	Present salary as provided in the appropriation.	Time for which present salary is paid	Monthly salary as per appropriation of 1919	Bonus as provided by 30 per cent or 40 per cent addition	Added bonus for special desert	Total salary increase under House Bill 105
Ruby Scott, Rhetoric	1,395	36 wks.	155.00	209.25	150.00	359.25
Caroline Fairchild, Shorthand	1,395	36 wks.	155.00	209.25	50.00	259.25
Mae Knight Steele, English	1,395	36 wks.	155.00	209.25	50.00	259.25
Catherine Callahan, Physical Education	1,395	36 wks.	155.00	209.25	.....	209.25
Caroline Porter, English	1,395	36 wks.	155.00	209.25	.....	209.25
Kiturah Parsons, Household Science.	1,260	36 wks.	140.00	189.00	.....	189.00
Ruth V. Simpson, Household Art.....	1,260	36 wks.	140.00	189.00	.....	189.00
Annetta B. Cooper, Household Art.....	1,260	36 wks.	140.00	189.00	.....	189.00
Hughina McKay, Household Science.	1,260	36 wks.	140.00	189.00	50.00	239.00
Lewis Bowyer	1,000	36 wks.	111.11	150.00	50.00	200.00
Training Teachers						
Margaret E. Lee, Direc. Kindergarten	1,620	36 wks.	180.00	243.00	100.00	343.00
Thomas J. Lancaster, 8th grade	1,620	36 wks.	180.00	243.00	100.00	343.00
Alma Hamilton, H. S. English.....	1,395	36 wks.	155.00	209.25	150.00	359.25
Nellie Thompson, 1st grade	1,395	36 wks.	155.00	209.25	150.00	359.25
Gertrude Stephens, H. S. History.....	1,350	36 wks.	150.00	202.50	150.00	352.50
Jessie Le Roux, 3rd grade	1,350	36 wks.	150.00	202.50	50.00	252.50
Jessie Dillon, 4th grade	1,350	36 wks.	150.00	202.50	150.00	352.50
Christine Thoene, 5th grade	1,350	36 wks.	150.00	202.50	150.00	352.50
Lora Dexheimer, 6th grade	1,350	36 wks.	150.00	202.50	150.00	352.50
Irma Imboden, 7th grade	1,350	36 wks.	150.00	202.50	100.00	302.50
Anna B. Harper, 2nd primary	1,260	36 wks.	140.00	189.00	100.00	289.00
Greta Benedict	1,260	36 wks.	140.00	189.00	100.00	289.00
Library Staff						
Ange. V. Milner, Librarian	1,170	36 wks.	130.00	175.50	100.00	275.50
Catherine W. Willey, Asst. Librarian....	900	36 wks.	100.00	180.00	50.00	230.00
Edna Kelley, Library Assistant..	600	36 wks.	66.67	120.00	103.00	223.00
Emploees						
David Felmley, President	5,000	12 mos.	416.67	750.00	.....	750.00
Flora P. Dodge, Sec. to President..	1,200	12 mos.	100.00	240.00	60.00	300.00
Vernie C. Morris, Stenographer.....	1,200	12 mos.	100.00	240.00	.....	240.00
Irene Funk, Stenographer.....	720	12 mos.	60.00	144.00	100.00	244.00
Catherine Carstairs, Registra. Clerk....	1,000	12 mos.	83.33	200.00	100.00	300.00
Jennie A. Johnson, Accountant	960	12 mos.	80.00	192.00	.....	192.00
Drusilla Erickson, Catalog clerk.....	935	11 mos.	85.00	187.00	.....	187.00
Herman Mead, Engineer	1,600	12 mos.	133.33	240.00	50.00	290.00

NAME—POSITION	Present salary as provided in the appropriation.	Time for which present salary is paid	Monthly salary as per appropriation of 1919	Bonus as provided by 30 per cent or 40 per cent addition	Added bonus for special desert	Total salary increase under House Bill 105
Daniel Havens, Fireman	960	12 mos.	80.00	192.00	.....	192.00
Roy Hill, Fireman	960	12 mos.	80.00	192.00	.....	192.00
Charles E. Hill, Fireman	480	6 mos.	80.00	96.00	.....	96.00
George Hill, Gardener	900	12 mos.	75.00	180.00	.....	180.00
George J. Foster, Supt. of Grounds...	1,440	12 mos.	120.00	216.00	.....	216.00
W. A. Rice, Head Janitor	1,200	12 mos.	100.00	290.00	50.00	290.00
Carter Harris, Janitor	960	12 mos.	80.00	192.00	50.00	242.00
George W. Rowley, Janitor	960	12 mos.	80.00	192.00	50.00	242.00
William Hise, Janitor	960	12 mos.	80.00	192.00	50.00	242.00
Emmet Thompson, Janitor	900	12 mos.	75.00	180.00	50.00	230.00
Mrs. Emma Upperman, Janitor	900	12 mos.	75.00	180.00	50.00	230.00
J. A. Moore, Watchman	900	12 mos.	75.00	180.00	50.00	230.00
Thomas J. Lowe, Utility man.....	1,500	12 mos.	125.00	225.00	.....	225.00
				\$ 22,002.00	\$ 3,463.00	\$ 25,465.00

Note—Mr. Lowe, Utility man, is a regular employe hitherto paid out of Repair Fund.

EASTERN ILLINOIS STATE NORMAL SCHOOL—CHARLESTON
PROPOSED DISTRIBUTION OF EMERGENCY APPROPRIATION

TEACHERS EMPLOYED FOR 9 MONTHS

E. H. Taylor.....	\$ 448.99
Mathematics	
Ellen A. Ford	448.99
Latin	
Fiske Allen	433.00
Supervisor Training School	
S. E. Thomas.....	416.01
History	
Florence Skeffington	416.01
English	
A. B. Crowe	384.00
Physical Science	
H. D. Widger	384.00
English	
Isabel McKinney	384.00
English	
Ernest G. Walker	384.00
Psychology	
Charles P. Lantz	336.00
Physical Education	
Annie L. Weller	336.00
Geography	
L. Albert Moore.....	336.00
Agriculture	
Frederich Koch	320.01
Music	
Earl H. Hall	320.01
Biological Sciences	
Charles S. Spooner	320.01
Biological Sciences	
Homer G. Ingram	320.01
Manual Arts	

Earl R. K. Daniels	288.00
English	
Margaret A. Gant.....	272.01
Mathematics	
Gilberta Coffman	272.01
Training School	
Lena B. Ellington	272.01
History	
Florence E. Gardiner	272.01
Training School	
Marie C. Heiberg	272.01
Mathematics	
Ruth Jessup	272.01
History Training School	
Edith E. Ragan	272.01
Training School	
Marguerite Rooke	272.01
Home Economics	
Grace Geddes	264.50
Training School	
Anabel Johnson	255.99
French	
Grace E. Messer	255.99
Drawing	
Isabel Batchelor	240.00
Latin	
Jessie L. Forde.....	240.00
Training School	
Clara M. Kemler	240.00
Training School	
Ruth E. Major	240.00
Music	
Lucile Rhoads	240.00
Training School	
Leah I. Stevens	240.00
Training School	
Agnes Stewart	240.00
Physical Education	
Mary J. Booth	233.70
Librarian	
Gertrude J. Kolle	216.50
Assistant	
Mildred Birdseye	192.00
Drawing	
Lois F. Shortess	163.90
Assistant Librarian	
Gertrude Goldman	189.00
Nurse	
Esther Doty Cable	152.80
Assistant Librarian	

PRESIDENT AND OTHERS EMPLOYED FOR 12 MONTHS.

Livingston C. Lord	788.00
President	
Grace Ewalt	394.00
Registrar	
Edson Clodfelter	274.00
Engineer	
Walter H. Nehrling	265.00
Supt. of Grounds	
Ruth Carman	220.00
Stenographer	
Granvil Shafer	203.00
Head Janitor	
Eva Nelle Chamberlin	208.98
Stenographer	
John Livingston	201.00
Fireman	
B. F. Waters	189.00
Watchman	
Frank Adams	176.00
Janitor	
H. C. Kerr	176.00
Janitor	
William H. McFadden	176.00
Laborer	
Charles McKee	176.00
Laborer	
J. Elmer Neal	176.00
Janitor	
Lewis M. Pattison	176.00
Fireman	

Newton Walker	176.00
Janitor	
Harry L. White	176.00
Laborer	
John D. Freeland	120.00
Laborer—4 months only	
Total.....	\$ 16,326.48

Proposed Distribution of the Emergency Appropriation of \$17,334.00
For the Southern Illinois State Normal University.

	Annual Salary	Amount of Bonus
Bailey, W. M.	\$ 2,800.00	\$ 452.65
Bainum, Glenn C.	2,100.00	347.65
Baldwin, Helen A.	1,800.00	302.65
Bell, Edith	1,500.00	257.65
Boomer, S. E.	2,800.00	452.65
Brown, W. O.	2,100.00	347.65
Browne, G. M.	2,600.00	422.65
Browne, Margaret	1,100.00	197.65
Bryant, T. L.	2,100.00	347.65
Bowyer, Emma L.	1,900.00	317.65
Burket, Grace L.	1,600.00	272.65
Chastaine, Julia	1,200.00	212.65
Cisne, W. G.	2,000.00	332.65
Colyer, F. C.	2,600.00	422.65
Cox, Elizabeth	1,500.00	257.65
Felts, W. T.	2,800.00	452.65
Furr, W. A.	3,000.00	482.65
Hickson, Elizabeth	1,800.00	302.65
Heiliger, Ella C.	1,600.00	272.65
Hunt, Albert	1,500.00	257.65
Jones, Grace E.	1,700.00	267.65
King, Florence R.	1,600.00	272.65
Krill, Eulalia	1,400.00	242.64
Lentz, E. G.	2,000.00	332.64
Miles, Edward V.	1,350.00	262.50
Mitchell, Sarah	1,500.00	257.64
Muckelroy, R. E.	2,600.00	422.64
McAndrew, William	2,000.00	332.64
Newsum, Wanda	1,600.00	272.64
Parkinson, Dr. D. B.	1,500.00	257.64
Peterson, L. C.	2,300.00	377.64
Pierce, J. M.	2,300.00	377.64
Rue, Julia	1,400.00	242.64
Smith, G. W.	3,000.00	482.64
Smith, Helen	1,200.00	212.64
Steagall, Mary M.	2,400.00	392.64
Swain, Ralph	1,000.00	182.64
Trovillion, Mae C.	1,800.00	302.64
Vick, Kate	1,400.00	242.64
Wham, George D.	3,000.00	482.64
Warren, F. G.	2,300.00	377.64
Williams, Gladys	1,700.00	287.64
Caldwell, Dr. Delia	1,400.00	242.64
Robertson, Ruby (part time)	270.00	60.00
Shryock, H. W.	5,000.00	750.00
Youngblood, Kate W.	1,800.00	302.64
Employees.		
Bowers, Frank	1,100.00	252.64
Edmonds, G. H.	900.00	212.64
File, N. C.	240.00	80.64
Goddard, William	1,200.00	240.00
Holder, Abram	840.00	200.64
Lauder, Frank	1,200.00	240.00
Mayhew, Frank	1,000.00	232.64
Herrymon, Harry	840.00	200.64
Nooner, W. T.	900.00	212.64
Sherretz, Lee	1,000.00	232.64
Miller, O. W.	1,500.00	257.64
		\$ 17,334.00

Proposed distribution of emergency appropriation of \$15,080 for Western Illinois State Normal School:

To persons employed for twelve months per year:

Name	Position	Months worked during last half year	Monthly Salary	Amount
F. P. Morgan	President	6	\$ 416.67	\$ 750.00
Glenn Medus	Registrar	6	95.83	230.00
Georgia Mullen	Stenographer	6	90.00	216.00
Fred Smith	Head Engineer...	6	115.00	207.00
William Scott	Asst. Engineer and Fireman	6	83.33	200.00
Rex Rexroat	Fireman	6	69.00	186.00
George Bugg	Fireman.....	4½	69.00	140.00
Ed. DeCamp	Head Janitor	6	100.00	240.00
Creighton Bateson	Janitor	6	83.33	200.00
Chester Kirkbride	Janitor	6	83.33	200.00
Charles Shifley	Janitor	6	74.75	180.00
Charles Whitsell	Janitor	6	71.50	180.00
Guy Lemmer	Night Watchman.	6	69.00	186.00
Ira Post	Ground Man	6	74.75	180.00
M. K. Straight	Janitor	6	70.00	180.00
				\$ 3,475.00

To members of the regular faculty

Name	Position	Months for which member is paid	Monthly Salary	Amount
S. B. Hursh	Professor & Dean	4½	\$ 303.00	\$ 454.50
Caroline Grote	Professor & Dean	4½	245.00	367.50
R. R. Simpkins	Professor	4½	303.00	454.50
Wayne Wetzel	Professor	4½	230.00	345.00
E. E. Van Cleve	Professor	4½	275.00	412.50
D. P. Hollis	Professor	4½	275.00	412.50
R. M. Ginnings	Professor	4½	275.00	412.50
Herbert Bassett	Professor	4½	275.00	412.50
H. D. Waggoner	Professor	4½	275.00	412.50
F. H. Currens	Professor	4½	275.00	412.50
W. L. Schuppert	Professor	4½	275.00	412.50
Lavinia Stinson	Asst. Professor...	4½	181.00	271.50
J. C. Burns	Asst. Professor...	4½	181.00	271.50
Mabel Sweet	Asst. Professor...	4½	181.00	271.50
Ruth B. Glassow	Asst. Professor...	4½	181.00	271.50
Lois Browne	Asst. Professor...	4½	181.00	271.50
Pearle LeCompte	Asst. Professor...	4½	181.00	271.50
R. R. McClurg	Asst. Professor...	4½	186.11	279.18
Jessie Buckner	Asst. Professor...	4½	186.11	279.18
Charles J. Roberts	Asst. Professor...	2⅝	200.00	175.00
Orson Croxton	Asst. Professor...	1⅞	200.00	125.00
Earl F. Roberts	Asst. Professor...	4½	200.00	300.00
W. A. Cleveland	Asst. Professor...	4½	238.10	375.15
H. C. Seal	Asst. Professor...	4½	184.00	276.00
W. H. Eller	Asst. Professor...	4½	184.00	276.00
O. L. Champion	Asst. Professor...	4½	191.00	286.50
Edith Dallam	Instructor	4½	111.11	166.67
Helen Wedum	Instructor	4½	140.00	210.00
Nelda Heegard	Instructor	4½	166.67	250.00
Cora M. Hamilton	Tr. School Teacher	4½	186.11	279.18
Esther Pfeil	Tr. School Teacher	4½	150.00	225.00
Katherine Thompson	Tr. School Teacher	4½	150.00	225.00
Bessie Cooper	Tr. School Teacher	4½	150.00	225.00
Edna May	Tr. School Teacher	4½	135.00	202.50
Lola Hughes	Tr. School Teacher	4½	135.00	202.50
Myrtle Duncan	Tr. School Teacher	4½	120.00	186.47
Ethel Ray	Tr. School Teacher	4½	111.11	166.67
Fanny R. Jackson	Librarian	4½	174.00	261.00
Goldie Ausbury	Asst. Librarian...	4½	75.00	135.00
Cecile Hannah	Asst. Lib. (Stud.)	4½	40.00	72.00
Alberta Strome	Asst. Registrar and Instructor	4½	114.00	171.00
Helen Erickson	St. Asst. ½ time..	4½	37.50	67.50
Olive Spicer	St. Asst. ½ time..	4½	37.50	67.50
				11,605.00
Total.....				\$ 15,080.00

Proposed Distribution of Emergency Appropriation of \$17,009.00 for the Northern Illinois State Normal School, DeKalb, Illinois.

Name	Monthly Salary	Amount Distributed Under House Bill No. 105		
Annas, A. Neil.....	\$ 300	\$ 405.00	30%	.....
Boyd, Evelyn	177 7-9	240.00	30%	.....
Cook, John W.	277 7-9	375.00	30%	.....
Edel, E. F.	177 7-9	240.00	30%	.....
Foster, Jessica	244 4-9	330.00	30%	.....
Gilbert, N. D.	383 1-3	517.50	30%	.....
Harrison, Paul	200	270.00	30%	.....
Jandell, Josephine	155 5-9	210.00	30%	.....
Littlejohn, Carl	222 2-9	300.00	30%	.....
Lyon, Clyde L.	300	405.00	30%	.....
McFarland, C. O.	204 4-9	276.00	30%	.....
McMahon, Eva I.....	127 7-9	210.00	30%	+\$37.50
Mann, Jessie	177 7-9	240.00	30%	.....
Merritt, L. Eveline	244 4-9	300.00	30%	.....
Montgomery, C. E.....	300	405.00	30%	.....
Neptune Celine	204 4-9	276.00	30%	.....
Oakland, Milo	244 4-9	330.00	30%	.....
Page, E. C.	311 1-9	420.00	30%	.....
Parmelee, Anna	177 7-9	240.00	30%	.....
Parson, S. F.	311 1-9	420.00	30%	.....
Phipps, C. Frank	300	405.00	30%	.....
Ritzman, F. R.	400	540.00	30%	.....
Simonson, Ida S.	244 4-9	330.00	30%	.....
Stewart, Josephine	133 1-3	242.15	40%	+ 2.15
Whitman, Mary R.....	244 4-9	330.00	30%	.....
Whittaker, M. L.	222 2-9	330.00	30%	.....
Wiswall, Vera	177 7-9	240.00	30%	.....
Critics				
Adams, E. Louise	166 2-3	225.00	30%	.....
Baie, Tillie C.	166 2-3	225.00	30%	.....
Bellis, Bertha	144 4-9	269.15	40%	+ 9.15
Fitch, Mary	166 2-3	225.00	30%	.....
Huntsman, Bertha	166 2-3	225.00	30%	.....
King, Annie E.	144 4-9	269.15	40%	+ 9.15
McKean, Eva	144 4-9	269.15	40%	+ 9.15
Messenger, Mrs. Helen	144 4-9	269.15	40%	+ 9.15
Meyers, Mrs. Mabel	144 4-9	269.15	40%	+ 9.15
Oakland, Mrs. Milo	144 4-9	269.15	40%	+ 9.15
Ross, Hilma	144 4-9	269.15	40%	+ 9.15
Shattuck, Ethel	155 5-9	210.00	30%	.....
Jackson, Mrs. Pearl	144 4-9	269.15	40%	+ 9.15
Tazewell, Edna	144 4-9	269.15	40%	+ 9.15
Wirtz, Mrs. Burton	144 4-9	269.15	40%	+ 9.15
Tague, Agnes	144 4-9	269.15	40%	+ 9.15
		\$ 12,897.30		
Brown, J. Stanley	416 2-3	750.00	30%	.....
Hensel, Mrs. Julia B.	129 1-6	232.50	30%	.....
Parker, Mary E.	150	270.00	30%	.....
Swift, Olive L.	125	225.00	30%	.....
Clark, James A.	150	270.00	30%	.....
Ebberson, Andrew	115	229.80	40%	+ 23.80
Pollock, Raymond	100	262.15	40%	+ 22.15
Davy, Charles	100	262.15	40%	+ 22.15
Carlson, Charles	100	262.15	40%	+ 22.15
Oberg, Otto	100	262.15	40%	+ 22.15
Derrick, Chris	100	262.15	40%	+ 22.15
Balthis, F. K.	134 1-6	241.50	30%	.....
Murray, Thomas S.	150	270.00	30%	.....
Willrett, Joseph	75	242.15	40%	+ 62.15
		\$ 17,009.00		

(Signed) J. STANLEY BROWN.

MINUTES OF THE MEETING OF THE NORMAL SCHOOL
BOARD.

Springfield, Illinois,
July 6, 1921.

The Normal School Board met in the office of the Department of Registration and Education at nine o'clock July 6th, 1921. The following members were present:

Messrs. Miller, Blair, Capen, Neal, Stitt, Walker.

Absent: Messrs. Allen, Bridges, Goddard, Owen, Richey.

The minutes of the previous meeting were read and approved.

The reports of the presidents of the schools were called for.

President Morgan presented a list of graduates for the approval of the Board and a tentative list with the names of the faculty and employes and salaries as recommended for the year beginning July 1, 1921. The Board approved the recommendation. These lists are made a part of the minutes.

President Morgan also recommended a seal for the Western Illinois Normal School. Action upon this recommendation was deferred until President Morgan could inquire about the legality of the form of the seal.

President Shryock in his report presented his list of faculty and employes with salary recommendations for the year beginning July 1, 1921, which was approved by the Board and is made a part of these minutes.

The suggestion respecting the granting of a bachelor's degree to persons who had attended the normal school for a year, but who received their bachelor's degree in some other institution was referred to the normal school council for its consideration and report.

President Brown presented his salary report for faculty and employes for the year beginning July 1, 1921 which was approved by the Board. Power was given him to fill certain vacancies within the limits of the appropriation. His tentative list of instructors for the summer school was approved.

Report and lists are made a part of these minutes.

President Felmley was not present but his salary list for the faculty and employes for the year beginning July 1, 1921 was presented and approved by the Board, with the understanding that changes might be made with the approval of the Chairman of the Board. Report and lists are made a part of these minutes.

President Lord was not present but his tentative list of salaries for faculty and employes for the year beginning July 1, 1921 was presented and approved by the Board, with the understanding that

changes might be made with the approval of the chairman of the Board. Report and lists are made a part of these minutes.

Three additional names were presented for graduation from the Charleston Normal School :

Erna Lonetta Patterson
Marguerite Mary McTaggart
Trevor Knott Serviss

Livingston C. Lord was elected president of the Eastern Illinois State Teachers College at Charleston for the biennium beginning July 1, 1921, at an annual salary of \$6,500.

David Felmley was elected president of the Illinois State Normal University for the biennium beginning July 1, 1921, at an annual salary of \$6,500.

Henry W. Shryock was elected president of the Southern Illinois State Normal University for the biennium beginning July, 1, 1921 at an annual salary of \$6,500.

W. P. Morgan was elected president of the Western Illinois State Teachers College at Macomb for the biennium beginning July 1, 1921 at an annual salary of \$6,500.

J. Stanley Brown was elected president of the Northern Illinois State Teachers College at DeKalb for the biennium beginning July 1, 1921, at an annual salary of \$6,500.

Following the suggestion made at a former meeting, a uniform letter-head was proposed for use by the members of the Board and the presidents of normal schools. After considerable discussion, the form after being modified, was adopted by the Board.

The Board discussed in some detail the situation resulting from the veto of the "Revolving Fund" which veto rested upon the opinion of the Attorney General that such a fund was unconstitutional.

The Board ordered that the same arrangement which had been followed for the last four years should be continued and authorized the Chairman of the Board to enter into the proper agreement with the presidents of the normal schools for the management of the dormitories, farms and text-book supplies.

The question of the desirability of making the diplomas of the teachers' colleges uniform in their general character was discussed and seemed to meet with the approval of the Board. The matter was referred to a committee consisting of the presidents of the normal schools and the Secretary of the Board to decide upon the form of such a diploma.

The Board adjourned.

W. H. H. MILLER, *Chairman.*

F. G. BLAIR, *Secretary.*

Approved November 14, 1921.

REPORT OF WESTERN ILLINOIS STATE NORMAL SCHOOL

July 6, 1921.

I. STUDENTS.

1. ATTENDANCE, YEAR ENDING JUNE 30, 1921.

College Department including long course and high school students—	Men and Boys	Women and Girls	Total	Total one year ago
Summer Term, 1920.....	53	676	729	634
Fall, Winter and Spring, 1921.....	155	345	500	476
Mid-Spring, 1921	10	64	74	64
Extension, 1920-21	70	522	592	552
Elementary School, 1920-21.....	90	106	196	190
Total.....	378	1713	2091	1916

Increase over former year 9.13 per cent.

2. During the Mid-spring term the enrollment was 74 and during the present summer term 820 have enrolled. The Mid-spring enrollment shows an increase of 15.6 per cent while the summer term shows an increase of 12.5 per cent.

3. The indications are that we shall have about one hundred in attendance during the second summer term which will open on July 25, 1921. The correspondence would also indicate an increased attendance for the next school year beginning September 19, 1921.

4 The following is a list of all graduates at the exercises held June 9, 1921:—

College

Mary Allison Bennett
Orson Croxton
Gladys Harrison

Lola W. Hughes
Maude L. Van Antwerp

Special Diplomas

Ralph B. Carson, Science
Orson Croxton, Chemistry and Physics
Gertrude McDonald, Household Arts
Nell Orwig, Music
Jennette Terrill, Mathematics and Physics

Normal Diploma

Mattie Baughman
Ralph B. Carson
Orson Croxton
Kathryn Ferguson
Mary F. Greer
Mary Gregory
Marcella Hoyer
Grace Hunt
Evelyn B. Kenner
Carol Little
Helen Martin
Gertrude McDonald
Helen Marx

Olive M. Noyes
Nell Orwig
Eva Reihm
Mrs. E. D. Riordan
Walter Ritchie
Rosalind Simpkins
Zeta Spencer
Merrill R. Stephan
Jennette Terrill
Zelma Wear
Louise Wittman
Hazel Willis

Academy

James A. Arvin
Harriet Alleyne Baumgardner
William Beghtol
Elizabeth Maurine Bell
Mary Allison Bennett
Aubrey E. Broderick
Jane Isabel Burnham
Lenora Burnham
Hazel Fae Christison
Carl E. Clark
Edna LaVerne Coffman
Esther Farr
Alta Flinn
Leo F. Folk
Evan Gilchrist
Merle E. Gnann
Cynthia F. Gose
Ruth Elizabeth Gray

Josie Guy
Marian D. Hainline
George W. Henderson
Helen Hendricks
Irving H. Howell
Orville Hoyle
Kittie Huggins
Fred L. Johnson
Floyd L. Karsten
Thelma Kindelsperger
Verne Larson
Edgar C. Logan
Lucienna Marx
Helen McDonald
Doyle Medus
Fenton Melvin
Raymon Miller
Ralph M. Monk

Louise H. Murphy
 Mattie E. Mustain
 Russell C. Peck
 Mary E. Piper
 Avis Elizabeth Ray
 Ray D. Rings
 Dorothy Robertson
 Berneice Riordan
 Edna Simmons

Leota E. Stahl
 Harold Stevens
 Margaret Sticklen
 Dean E. Terrill
 Marlin S. Thompson
 Kathryn Louise Turnbull
 Harvey Wayland
 Alan Yard

The following is a list of the students we expect to graduate from the College and Normal Curriculums July 22, 1921.

College

Elizabeth Balthrop
 Martha Ryan Moody

Gabino Tabunar

Special Diplomas

Helen Arnett, Mathematics and Physics
 Edna Eleanor Braucht, History and English
 Agnes Crawford, Drawing and Design
 Katherine H. Fuhr, Physical Education
 Olive Gash, Drawing and Design
 Cecilia Hannah, Library Economy
 Ruth Lillian Jones, English
 Martha Ryan Moody, Chemistry and Physics

Normal Diploma

Myrle M. Bates
 Ethel May Bliss
 Edna Eleanor Braucht
 Ivan C. Brown
 May L. Collins
 Elizabeth Dutton
 Helen Erickson
 Gladys Evans
 Herbert L. Farnum
 Esther Ferson
 Katherine H. Fuhr
 Donald J. Grubb
 Cecilia Hannah

Ruth Lillian Jones
 Dorothy Long
 Edna May
 Cecile Mills
 Helen Reba Parks
 Bertha Post
 Mary Lena Rennick
 Elvira Sargent
 Isabel Senn
 John Torrens
 Opal Wilson
 Ruth I. Wise
 Paul E. Woods

At the end of the second summer term, August 26, 1921, the following students are expected to complete the work which entitles them to a diploma

Beulah Crow
 Reva G. Roll

Nina L. Teach

II. THE FACULTY

1. The following resignations should be reported,—

Miss Mabel Sweet, head of Public School Music Department
 Mr. R. R. McClurg, head of the Commercial Department
 Miss Lois Browne, Assistant in English
 Miss Nelda Heegard, Teacher of French
 Miss Lavinia Stinson, Teacher of Household Science
 Miss Helen Wedum, Teacher of Household Arts
 Miss Esther Pfeil, Training Teacher in Seventh Grade

The training teacher in the third grade, Miss Bessie Cooper, asks for a year's leave of absence to study at Columbia University.

Miss Eva Colby who is on a leave of absence for study at the University will return to take up her work as head of the Home Economics department to take the place of Miss Stinson. Mr. Paul Winchell who has been on a year's leave of absence to study at Stout Institute is not inclined to return at less than \$2,500 for 42 weeks' work.

2. Recommendations as to these vacancies and others which may occur will be submitted at the next meeting of the board.

3. The following recommendations are now ready for the year beginning July 1, 1921,—

Name and Title	Salary for 36 weeks	Salary for 1st summer term	Salary for 2nd summer term
S. B. Hursh, Dean and Professor.....	\$ 3,510.00	\$ 590.00	.....
Caroline Grote, Dean and Professor.....	2,880.00	470.00	.....
R. R. Simpkins, Professor	3,510.00	590.00	\$ 525.00

Name and Title	Salary for 36 weeks	Salary for 1st summer term	Salary for 2nd summer term
Wayne Wetzel, Professor	2,700.00	425.00	410.00
E. E. Van Cleve, Professor	3,210.00	515.00	.....
D. P. Hollis, Professor	3,210.00	515.00	.....
R. M. Ginnings, Professor	3,210.00	515.00	.....
Herbert Bassett, Professor	3,210.00	515.00	.....
H. D. Waggoner, Professor	3,300.00	527.50	500.00
F. H. Currens, Professor	3,300.00	527.50	500.00
W. L. Schuppert, Professor	3,210.00	515.00	500.00
W. A. Cleveland, Professor	2,700.00	425.00	200.00
Ruth B. Glassow, Assistant Professor	2,100.00	375.00	.....
Blenda Olson, Assistant Professor	2,100.00	375.00	.....
J. C. Burns, Assistant Professor	2,100.00	375.00	.....
Jessie Buckner, Assistant Professor	2,150.00	375.00	.....
Eva Colby, Assistant Professor	2,150.00	375.00	.....
Mabel Corbin, Assistant Professor	2,100.00	375.00	375.00
Pearle Le Compte, Assistant Professor	2,100.00	375.00	.....
Earl F. Roberts, Assistant Professor	2,250.00	375.00	.....
H. C. Seal, Assistant Professor	2,250.00	375.00	.....
W. H. Eller, Assistant Professor	2,250.00	375.00	125.00
Alberta Strome, Instructor	1,500.00	250.00	250.00
Edith Dallam, Instructor	1,275.00	225.00	.....
Cora M. Hamilton, Prin. Training School	2,100.00	400.00	.....
Katherine Thompson, Training Teacher	1,800.00	300.00	.....
Myrtle H. Duncan, Training Teacher	1,800.00	300.00	.....
Ethel Ray, Training Teacher	1,350.00	225.00	.....
Lola Hughes, Training Teacher	1,800.00	300.00	.....
Fanny Jackson, Librarian	2,025.00	325.00	325.00
	Salary for 12 months		
Wm. P. Morgan, President	\$ 6,500.00		
O. L. Champion, Registrar	2,700.00		
Georgia Mullen, Stenographer	1,440.00		
Fred Smith, Head Engineer	1,800.00		
Rex Rexroat, Fireman	1,200.00		
George Bugg, Fireman	1,200.00		
Edward DeCamp, Head Janitor	1,620.00		
Creighton Bateson, Janitor	1,260.00		
Chester Kirkbride, Janitor	1,260.00		
Charles Whitesell, Janitor	1,200.00		
Guy Lemmer, Watchman	1,200.00		
Charles Shifley, Janitor	1,200.00		
Ira Post, Groundman	1,260.00		

3-b. The following is a schedule of positions, showing the titles, monthly salary rates, number of months, total salary for regular year and for summer term (if so employed) for all positions recommended for the year beginning July 1, 1921.

POSITION AND TITLE	Monthly Salary	Months Employed	Salary for 9 months	Summer Salary	Total for year	Corrections
President	\$ 541.67	..	.....	.....	6,500.00	
Professor and Dean						
Head of English Dept.	\$ 390.00	9	\$ 3,510.00	\$ 590.00	\$ 4,100.00	
Head of Rural School	320.00	9	2,880.00	470.00	3,350.00	
Professors						
Head of Department of Education	390.00	9	3,510.00	590.00	4,100.00	
Head of Department of Manual Training	300.00	9	2,700.00	425.00	3,125.00	
Extension Director	356.67	9	3,210.00	515.00	3,725.00	
Extension Director	356.67	9	3,210.00	515.00	3,725.00	
Head of Math. Dept.	356.67	9	3,210.00	515.00	3,725.00	
Head of Geography Dept.	356.67	9	3,210.00	515.00	3,725.00	
Head of Biology Dept.	366.67	9	3,300.00	527.50	3,827.50	
Head of Physics and Chemistry Dept.	366.67	9	3,300.00	527.50	3,827.50	
Head of History Dept.	356.67	9	3,210.00	515.00	3,725.00	
Head of Agriculture Dept.	300.00	9	2,700.00	425.00	3,125.00	

POSITION AND TITLE	Monthly Salary	Months Employed	Salary for 9 months	Summer Salary	Total for year	Corrections
Assistant Professors						
Teacher of Music.....	233.33	9	2,100.00	375.00	2,475.00	
Teacher of Physical Ed. (women)	233.33	9	2,100.00	375.00	2,475.00	
Teacher of French.....	233.33	9	2,100.00	375.00	2,475.00	
Teacher of Latin.....	233.33	9	2,100.00	375.00	2,475.00	
Teacher of Drawing and Design	238.89	9	2,150.00	375.00	2,525.00	
Teacher of Home Econ.	238.89	9	2,150.00	375.00	2,525.00	
Assistant in English....	233.33	9	2,100.00	375.00	2,475.00	
Assistant in English....	233.33	9	2,100.00	375.00	2,475.00	
Assistant in Geography..	175.00	9	1,575.00	260.00	1,835.00	
Asst. in Mathematics...	250.00	9	2,250.00	375.00	2,625.00	
Assistant in History....	250.00	9	2,250.00	375.00	2,625.00	
Assistant in Physics and Chemistry	250.00	9	2,250.00	375.00	2,625.00	
Instructors						
In Drawing and Design.	166.67	9	1,500.00	250.00	1,750.00	
In Home Economics....	141.67	9	1,275.00	225.00	1,500.00	
In Piano	141.67	9	1,275.00	225.00	1,500.00	
In Physical Training....	141.67	9	1,275.00	225.00	1,500.00	
In Music.....	141.67	9	1,275.00	225.00	1,500.00	
In Biology.....	141.67	9	1,275.00	225.00	1,500.00	
Training School						
Principal	233.33	9	2,100.00	400.00	2,500.00	
Teacher, 7th Grade....	210.00	9	1,890.00	360.00	2,250.00	Withheld
Teacher, 6th Grade....	200.00	9	1,800.00	300.00	2,100.00	
Teacher, 5th Grade....	200.00	9	1,800.00	300.00	2,100.00	
Teacher, 4th Grade....	150.00	9	1,350.00	225.00	1,575.00	
Teacher, 3rd Grade....	200.00	9	1,800.00	300.00	2,100.00	
Teacher, 2nd Grade....	150.00	9	1,350.00	225.00	1,575.00	
Teacher, 1st Grade....	200.00	9	1,800.00	300.00	2,100.00	
Librarian	225.00	9	2,025.00	325.00	2,350.00	
Assistant Librarian....	80.00	9	720.00	120.00	840.00	
Asst. Lib. (half time)...	40.00	9	360.00	60.00	420.00	
Registrar	250.00	12	.....	.....	2,700.00	
Stenographer	120.00	12	.....	.....	1,440.00	
Extra Teachers .....	.....	..	480.00	540.00	1,020.00	
Employees						
Head Engineer	150.00	12	.....	.....	1,800.00	
Assistant Engineer	108.33	12	.....	.....	1,300.00	Dormitory
Fireman	100.00	12	.....	.....	1,200.00	
Fireman	100.00	12	.....	.....	1,200.00	
Head Janitor	135.00	12	.....	.....	1,620.00	
Janitor	105.00	12	.....	.....	1,260.00	
Janitor	105.00	12	.....	.....	1,260.00	
Janitor	100.00	12	.....	.....	1,200.00	
Janitor	100.00	12	.....	.....	1,200.00	
Watchman	100.00	12	.....	.....	1,200.00	
Groundman	105.00	12	.....	.....	1,260.00	Dormitory
Miscellaneous						
Student Help .....	.....	..	.....	.....	400.00	
Labor .....	.....	..	.....	.....	750.00	
Lectures .....	.....	..	.....	.....	300.00	
Total.....			\$ 96,040.00	\$ 16,570.00	\$139,200.00	Change

4. It had been expected that some money could be taken from the revolving fund to meet the need of additional members for the faculty. In October it was estimated that approximately \$18,000 would be needed annually for new positions. The above schedule calls for about \$8,500 annually for additional positions although the bill providing the revolving fund has been vetoed. Some arrangements must be made about this.

III. ORGANIZATION. (Nothing to Report).

IV. THE CURRICULUM. (Nothing to Report).

V. BUILDINGS AND GROUNDS.

The cornice on the Main Building and the boilers in the heating plant must be repaired before school reopens in September.

VI. AUXILIARY ENTERPRISES.

A full report will be made at the next Board meeting.

VII. STUDENT LIFE. (Nothing to Report).

VIII. MISCELLANEOUS.

The change of the name of the school has made a few other changes necessary. A new seal is presented for your approval.

IX. SUMMARY.

1. Your final approval of the June graduating list is requested.
2. Your approval of the tentative July and August lists is asked.
3. You are asked to accept the resignations of faculty members as listed.
4. You are asked to grant Miss Cooper a leave of absence for study.
5. The faculty and employee list with salaries attached is presented for your approval.
6. The schedule for next year is ready for your approval.
7. Your permission to fill vacancies is requested.
8. You are asked to give the school an official seal.

Respectfully submitted,

W. P. MORGAN, *President.*

REPORT OF THE SOUTHERN ILLINOIS
STATE NORMAL UNIVERSITY

July 5, 1921.

1. ATTENDANCE:

Our attendance for the spring term which closed June 22, was 1057; 944 were registered in the normal department. Our attendance for the present summer term is 846; with one exception, the largest in the history of the school, the exception being the spring term of 1916. It should be kept in mind, however, that in 1916 we had no regularly organized mid-spring term.

I would call attention to the following table showing the enrollment for the summer term for the past ten years:

1912.....	474
1913.....	482
1914.....	537
1915.....	633
1916.....	952
1917.....	554
1918.....	414
1919.....	662
1920.....	625
1921.....	846

II. FACULTY:

Faculty schedule for first session of the summer term, with amounts to be paid, will be found attached.

I recommend for reelection, at the salaries indicated, the members of the faculty whose names appear on attached list.

I recommend the election of the following persons:

Miss Alberta Gibbons, second assistant, department of mathematics, at a salary of \$2000.00. Miss Gibbons is a graduate of the Metropolis High School, an A. B. of the University of Illinois, and an A. M. of Columbia. She has taught, I think, seven years, five years in the high school at Fairfield, Iowa.

Mr. Harold K. Pritchard, half time, in charge of classes in wind instruments. Mr. Pritchard is a graduate of our school; has for the last five years done an immense amount of work without pay. He wants to do our senior college work, and I am sure half of his time will be worth \$1000.00 per year to us.

Miss Ruby Robertson, \$600.00, part time, piano department. Miss Robertson has taught for us two years as student help. Her work is thoroughly satisfactory, and I wish to retain her with an increase in pay.

Mr. Ralph Swain, who has been a member of our orchestra and who has been supposed to do a half day's teaching in the wind instrument division of the orchestra, is not a candidate for re-election.

Twenty or more members of the faculty will be on duty the second session of the summer term. The list of names will be submitted later. I recommend that we divide equally among the twenty or more, the \$5000.00 set apart for the work of the session. The session will open Monday, August 1, and close Friday, September 2. In order to get in the required number of days it will be necessary to keep the school at work four Saturdays.

SUMMER SESSION PAY ROLL—1921

G. W. Smith, History and Civics.....	\$ 425.00
G. D. Wham, Education.....	425.00
W. A. Furr, Superintendent Training School.....	425.00
Dr. D. B. Parkinson, Physics (half time).....	225.00
W. T. Felts, Mathematics	425.00
S. E. Boomer, Physics	425.00
W. M. Bailey, Biology	425.00
R. E. Muckelroy, Agriculture.....	425.00
F. H. Colyer, Geography and Geology.....	425.00
G. M. Brown, Chemistry	425.00
L. C. Peterson, Manual Arts.....	425.00
M. N. Todd, English	400.00
J. M. Pierce, French, Spanish.....	375.00
F. G. Warren, Mathematics	375.00
T. L. Bryant, Commercial, Registrar and Business Agent.....	375.00
W. O. Brown, Rural School Work.....	375.00
G. C. Bainum, Music	375.00
E. G. Lentz, History and Civics.....	375.00
William McAndrew, Physical Education	375.00
Mary M. Steagall, Biology.....	375.00
Emma L. Bowyer, English.....	375.00
Elizabeth Cox, English	325.00
Grace E. Jones, Domestic Science.....	325.00
Gladys P. Williams, Art	325.00
Elizabeth C. Hickson, English.....	325.00
Helen A. Baldwin, Latin	325.00
Inez L. Hollenberger, Physical Education.....	325.00
Albert A. Hunt, Commercial	325.00
Grace L. Burket, Art.....	325.00
W. G. Cisne, Mathematics.....	325.00
Lulu R. Clark, 1st Primary.....	325.00
Alice Mead, 2nd Primary	325.00
Kate Vick, 3rd Primary	325.00
Marguerite Hanford, 4th Primary.....	325.00
Julia Rue, Geography	325.00
Margaret Browne, Librarian	325.00
Edith Bell, History	325.00
Edward V. Miles, Commercial	325.00
Lucy K. Woody, Domestic Science.....	325.00
Julia Dickerman Chastaine, Music.....	250.00
Helen Smith, Music	250.00
Ralph Swain, Music	150.00
Total	\$ 14,750.00

FACULTY LIST AND PAY ROLL, 1921-1923.

H. W. Shryock, President, Head English Department.....	\$ 6,500.00
G. W. Smith, History and Civics.....	3,900.00
G. D. Wham, Education	3,900.00
W. A. Furr, Superintendent Training School.....	3,900.00
Dr. D. B. Parkinson, Physics (half time).....	2,000.00
W. T. Felts, Mathematics	3,640.00
S. E. Boomer, Physics	3,640.00
R. E. Muckelroy, Agriculture	3,400.00
W. M. Bailey, Biology	3,380.00
F. H. Colyer, Geography and Geology.....	3,380.00
G. M. Browne, Chemistry	3,380.00
F. G. Warren, Mathematics	3,200.00
L. C. Peterson, Manual Arts.....	3,100.00
J. M. Pierce, French, Spanish.....	2,990.00
T. L. Bryant, Registrar and Business Agent.....	2,750.00
W. O. Brown, Bureau Rural School Work.....	2,750.00

G. C. Bainum, Music	2,750.00
William McAndrew, Physical Education	2,700.00
Mary M. Steagall, Biology	2,700.00
Emma L. Bowyer, English.....	2,700.00
E. G. Lentz, History and Civics.....	2,600.00
Dr. Delia Caldwell, Medical Inspct., Physiology, Phys. Ed.....	2,400.00
Mae C. Trovillion, English	2,400.00
Elizabeth C. Hickson, English	2,340.00
Helen A. Baldwin, Latin	2,340.00
Grace E. Jones, Domestic Science.....	2,210.00
Gladys P. Williams, Art.....	2,210.00
Elizabeth Cox, English	2,100.00
Grace L. Burket, Art	2,080.00
Wanda Newsum, Physical Education	2,050.00
....., Mathematics	2,000.00
Albert A. Hunt, Commercial	2,000.00
Edward V. Miles, Commercial	2,000.00
Lucy K. Woody, Domestic Science.....	2,000.00
....., Music (part time).....	1,000.00
Julia Dickerman Chastaine, Music.....	1,500.00
Helen E. Smith, Music.....	1,500.00
W. G. Cisne, Principal Junior High School.....	2,600.00
Edith Bell, Critic Junior High School.....	2,200.00
Florence R. King, Critic Grades 1 and 2.....	2,025.00
Fadra R. Holmes, Critic Grades 5 and 6.....	2,025.00
Sarah S. Mitchell, Critic Junior High School.....	2,000.00
Julia Rue, Special Critic, Grades 3-6.....	2,000.00
Lulu R. Clark, Critic, Grades 3 and 4.....	2,000.00
Margaret Browne, Librarian	1,600.00
Kate W. Youngblood, Secretary to the President.....	2,340.00
Frank Lauder, Engineer	1,500.00
William Goddard, Head Janitor	1,400.00
Frank Bowers, Fireman	1,400.00
Lee Sherrets, Fireman	1,400.00
Frank Mayhew, Janitor	1,200.00
W. T. Noonan, Janitor	1,200.00
Harry Merryman, Janitor	1,200.00
Abram Holder, Watchman	1,200.00
*G. H. Edmonds, Farmer.....	1,000.00
Earl Simpson, Farm Laborer	900.00
Student and Transient Fund	2,358.00
Total.....	\$135,538.00

*And house rent.

NORTHERN ILLINOIS STATE TEACHERS' COLLEGE

	Salaries 1921-1922				
	Regular Salary 1920-21	Proposed Salary 1921-22	Per Cent Over 1920	Summer School 1922	Total Salary
President:					
J. Stanley Brown.....	\$ 5000	\$ 6500	30	....	\$ 6500
Professors:	36 wks.	36 wks.		6 wks.	42 wks.
Gilbert, N. D.....	3450	3750	11	625	4375
Dean					
Annas, A. Neil.....	2700	3100	15+	516 2-3	3616
Music					
Cook, John W.....	2500	2500	..	....	2500
Lecturer					
Foster, Jessica	2200	2500	14	416	2916
Phys. Ed.					
Hensel, Mrs. J. B.....	1550	.....	..	....	.....
Dean of Women					
Littlejohn, Carl	1800	2200	23	366 2-3	2566
Prin. Practice School					
Lyon, Clyde L.	2700	3100	15	516	3616
Reading					
Merritt, L. Eveline	2200	2800	28	466	3266
Art					
Montgomery, C. E.	2700	3100	15+	516	3616
Biology					
Neptune, Celine	1840	2500	35	416	2916
Home Economics					
Oakland, Milo	2200	2800	28	466	3266
Man. Arts					
Page, E. C.....	2800	3500	25	583	4083
History					
Parson, S. F.....	2800	3500	25	583	4083
Mathematics					

Salaries 1921-1922					
	Regular Salary 1920-21	Proposed Salary 1921-22	Per Cent Over 1920	Summer School 1922	Total Salary
Phipps, C. Frank.....	2700	3100	15	516	3616
Phys. & Chem.					
Simonson, Ida	2200	2800	28	466	3266
Literature					
Whitman, Mary R.....	2200	2800	28	466	3266
Language					
Ritsman, F. R.....	1500	1800(½)	20	650	2450
Director Training Schs.					
Whittaker, M. L.....	2000	2400	20	400	2800
Prin. Training School					
	<u>\$47040</u>	<u>\$54850</u>	<u>..</u>	<u>7967</u>	<u>\$62717</u>
Assistant Professors:					
Boyd, Evelyn	1600	2000	25	366	2366
Literature					
Edel, E. F.....	600	1000(½)	60+	366	1366
Penmanship					
Harrison, Paul	800	1000(½)	25	366	1366
Man. Arts					
McFarland, C. O.....	1840	2000	9	366	2366
Geography					
Mann, Jessie	1600	2000	25	366	2366
Biology					
Parmelee, Anna	1600	2000	25	366	2366
Mathematics					
Stewart, Josephine	1200	1500	25	250	1750
Home Economics					
Wiswall, Vera	1600	2000	25	366	2366
Music					
Art .....	....	1800	..	300	2100
Jandell, Josephine.....	1400	1750	25	291	2041
Librarian					
McMahon, Eva I.....	1150	1600	40	266	1866
Asst. Librarian					
English .....	....	1800	..	300	2100
Chem. Physics.....	....	2000	..	366	2366
	<u>\$13390</u>	<u>\$22450</u>	<u>..</u>	<u>4335</u>	<u>\$26785</u>

THE TRAINING SCHOOLS

	Regular Salary 1920-21	Proposed Salary 1921-22	Per Cent Over 1920	Summer School 1922	Total Salary
Adams, E. Louise.....	\$ 1400	\$ 1775	27	366	\$ 2131
1st grade					
Baie, Tillie C.....	1400	1775	27	366	2131
6th grade					
Bellis, Bertha	1400	1775	27	366	2131
8th grade					
Fitch, Mary	1400	1775	27	366	2131
3rd grade					
Huntsman, Bertha	1400	1775	27	366	2131
5th grade					
King, Annie E.	1400	1775	27	366	2131
2nd grade					
McKean, Eva	1300	1675	28+	316	1991
5th grade					
Messenger, Mrs. H.....	1400	1775	27	366	2131
8th grade					
Meyers, Mrs. M.....	1300	1675	28+	316	1991
1st grade					
Oakland, Mrs. M.....	1300	1675	28+	316	1991
2nd grade					
Ross, Hilma	1300	1675	28+	316	1991
3rd grade					
Shattuck, Ethel	1300	1675	28+	316	1991
4th grade					
Jackson, Mrs. P.....	1300	1675	28+	316	1991
6th grade					
Tague, Agnes	1300	1675	28+	316	1991
6th grade					
Tazewell, Edna.....	1300	1675	28+	316	1991
4th grade					
Wirtz, Mrs. Burton.....	1300	1675	28+	316	1991
7th grade					
	<u>\$21500</u>	<u>\$27500</u>	<u>..</u>	<u>5406</u>	<u>\$32836</u>

THE OFFICE

	Regular Salary 1920-21 36 wks.	Proposed Salary 1921-22 36 wks.	Per Cent Over 1920	Summer School 1922 6 wks.	Total Salary 42 wks.
Parker, Mary E. Sec'y to Pres.	\$ 1265	\$ 1265	..	12 mo.	\$ 1265
Swift, Olive L. Clerk	1000	1200	20	12 mo.	1200
.....	\$ 2265	\$ 2465	..	....	\$ 2465
Murray, Thos. S. Supt. of Bldgs.	\$ 1800	\$ 2400	33	12 mo.	\$ 2400
Balthia, F. K. Supt. of Grounds	1610	2400	50	12 mo.	2400
	\$ 3410	\$ 4800	..	....	\$ 4800

THE STEAM PLANT

Clark, Jas. A. Engineer	\$ 1800	\$ 2000	12	12 mo.	\$ 2000
Ebbessen, Andrew Asst. Engineer	1380	1600	16	12 mo.	1600
Gordon, Jack Fireman	1200	1500	25	12 mo.	1500
Pollock, Raymond Fireman	1200	1500	25	12 mo.	1500
	\$ 5580	\$ 6600	..	....	\$ 6600

THE BUILDINGS

Carlson, Chas. Janitor	\$ 1200	\$ 1500	25	12 mo.	\$ 1500
Davy, Charles Janitor	1200	1500	25	12 mo.	1500
Oberg, Otto Janitor	1200	1500	25	12 mo.	1500
Derrick, Chris. Laborer	1200	1500	25	12 mo.	1500
Davy, Irven Laborer	....	....	..	....	....
Harris, Guy Laborer	....	....	..	....	....
Pinkston, Geo. Laborer	1200	1500	25	12 mo.	1500
Willrett, Jos. Watchman	900	1200	33	12 mo.	1200
	\$ 6900	\$ 8700	..	....	\$ 8700

SALARIES 1921-1922

President:					
David Felmley	\$ 5000	\$ 6500	30	....	\$ 6500
Professors:					
Orson L. Manchester Dean	3195	4050	27	600	4650
Edwin A. Turner Director of Tr. School	3195	4050	27	600	4650
Ralph W. Pringle Prin. Univ. High School	2835	3600	27	540	4140
Manfred J. Holmes Elementary Education	2655	3420	29	540	3960
Herman H. Schroeder..... School Administration	2655	3420	29	540	3960
William A. L. Beyer..... Political Science	2610	3420	31	540	3960
J. Rose Colby Literature	2520	3240	28	510	3750
George H. Howe Mathematics	2520	3240	28	510	3750
Adnah C. Newell Manual Training	2610	3240	24	510	3750
Hugh A. Bone Rural Education	2430	3240	33	510	3750
Fred D. Barber Physics	2160	3105	40	480	3585

	Regular Salary 1920-21 36 wks.	Proposed Salary 1921-22 36 wks.	Per Cent Over 1920	Summer School 1922 6 wks.	Total Salary 42 wks.
Howard W. Adams Chemistry	2340	3105	33	480	3585
Harvey A. Peterson Psychology	2340	3105	33	480	3585
Frank W. Westhoff..... Public-School Music	2430	3105	27	480	3585
Arthur R. Williams Commercial Branches	2340	3105	33	480	3585
*Clyde E. Cooper..... Geography	2655	3000	14	360	3360
Ralph H. Linkins Biology	2160	2835	31	450	3285
Clyde Hudelson Agricultural Educ.	2025	2700	32	390	3090 +
Fred S. Sorrenson Public Speaking	2160	2520	17	390	2910
Lydia Clark	2070	2520	22	390	2910
Total.....	\$54905	\$70520	28.4	9780	\$80300
Assistant Professors:					
George Jerome Kuderna... Psychology & Chemistry	\$ 1980	\$ 2430	23	\$390	\$ 2820
Lillian O. Barton..... Dean of Women	1710	2340	37	360	2700
Edna Benson Director of Art Educa.	1620	2340	44	360	2700
Kiturah Parsons Domestic Science	1620	2250	39	360	2610
Ruth V. Simpson Domestic Art	1620	2250	39	360	2610
Alice J. Patterson..... Nature Study	1710	1980	16	300	2280
Edith I. Atkin Mathematics	1530	1980	29	300	2280
Mary Emma Renich..... Botany	1710	1890	11	300	2190
Total.....	\$13500	\$17460	29.3	\$2730	\$20190
Instructors:					
Thomas Barger Physics & Chemistry	\$ 1800	\$ 2250	25	\$360	\$ 2610
Elmer W. Cavins Penmanship & Orthog.	1620	2160	33	330	2490
H. Harrison Russell..... Geography & Athletics	1620	2160	33	330	2490
Alva W. Drago..... Manual Training	1620	2070	28	330	2400
Paul K. Benjamin Agriculture & Athlet.	1800	2070	15	330	2400
*Katherine Scott Art and Design	2070	2070	..	330	2400
Anna Blake Physiology	1485	1980	33	300	2280
Clara E. Ela..... Drawing	1530	1890	24	300	2190
Annetta B. Cooper..... Domestic Art	1395	1890	36	300	2190
Mina Maxey Latin	1395	1890	36	300	2190
Jennie A. Whitten French and Spanish	1395	1890	36	300	2190
Ruby Scott Rhetoric	1395	1890	36	300	2190
Mildred L. McConnell..... Reading and Dramatics	1530	1890	24	300	2190
..... Grammar	1485	1890	27	300	2190
*Ethel M. Dole Domestic Science	1485	1800	21	300	2100
*Marian Johnson Women's Athletics	1395	1800	29	300	2100
*Ruth M. Cleary..... Shorthand	1260	1800	43	300	2100
*Head of Fell Hall	1395	1800	29	300	2100

*A new teacher.

	Regular Salary 1920-21 36 wks.	Proposed Salary 1921-22 36 wks.	Per Cent Over 1920	Summer School 1922 6 wks.	Total Salary 42 wks.
Alice Ropes Music	1260	1620	29	270	1890
May Knight Steele English	1260	1620	28	270	1890
*Roberta Lee Davis Correspondence Instruct'n	1000	1620	62	270	1890
Esther Graham Physical Education	1260	1440	14	240	1680
Total.....	\$32450	\$41490	57.6	\$6660	\$48150

THE TRAINING SCHOOL

Margaret E. Lee..... Director of Kindergarten	\$ 1620	\$ 2070	28	\$330	\$ 2400
Thomas J. Lancaster..... Tr. Teacher 8th grade	1620	2070	28	330	2400
Alma M. Hamilton..... Tr. Teacher High School	1395	1980	42	330	2310
Ethel G. Stephens Tr. Teacher High School	1350	1800	33	300	2100
*Elsie Wendling Tr. Teacher 7th grade	1350	1800	33	300	2100
Lora M. Dexheimer Tr. Teacher 6th grade	1350	1800	33	300	2100
Christine A. Thoene..... Tr. Teacher 5th grade	1350	1800	33	300	2100
Jessie M. Dillon..... Tr. Teacher 4th grade	1350	1800	33	300	2100
Lura M. Eyestone Tr. Teacher 3rd grade	1350	1800	33	300	2100
Amma Belle Harper Tr. Teacher 2nd grade	1260	1710	36	285	1995
Nellie K. Thompson..... Tr. Teacher 1st grade	1395	1845	32	300	2145
*..... Kindergarten Asst.	1260	1710	36	285	1995
Total.....	\$16650	\$22185	33.2	\$3660	\$25845

THE LIBRARY—

Ange V. Milner Librarian	\$ 1170	9 mos. \$ 1440	23	6 wks. \$240	\$ 1680
..... Assistant Librarian	900	1080	20	180	1260
Drusilla Erickson Library Assistant	935	11 mos. 1320	41	....	.....
Edna Kelley Library Assistant	600	9 mos. 1200	50	....	.....
Total.....	\$ 3605	\$ 5040	39.8	....	.....

THE OFFICE—

Flora P. Dodge Sec'y to the Pres.	\$ 1200	\$ 1500	25	....	.....
Vernie C. Morris Stenographer	1200	1320	10	....	.....
Irene Funk Asst. Stenographer	720	1200	67	....	.....
Katherine Carstairs Registrar	1000	1500	50	....	.....
Jennie Johnson Accountant	960	1320	36	....	.....
*Cora V. Porterfield..... Alumni Clerk	....	.....	..	....	.....
Total.....	\$ 5080	\$ 6840	34.6	....	.....

THE STEAM PLANT—

Herman H. Mead..... Engineer	\$ 1600	\$ 1920	20	....	.....
Daniel O. Havens Fireman	960	1320	36	....	.....

*A new teacher.

	Regular Salary 1920-21	Proposed Salary 1921-22	Per Cent Over 1920	Summer School 1922	Total Salary
Roy Hill	960	1320	36	....	.....
Fireman					
Charles E. Hill	480	1320	36	....	.....
Fireman					
	<u>\$ 4000</u>	<u>\$ 5880</u>	<u>47</u>	<u>....</u>	<u>.....</u>
THE GROUNDS—					
George J. Foster	\$ 1440	\$ 1500	4	....	.....
Superintendent					
.....	900	1200	33	....	.....
Gardener					
J. O. Moore .....	....	.....	..	....	.....
Watchman					
	<u>\$ 2340</u>	<u>\$ 2700</u>	<u>15.5</u>	<u>....</u>	<u>.....</u>
Grand total.....	\$15025	\$20460	36	....	.....
THE BUILDINGS—					
(All employed for 12 months)					
William A. Rice	\$ 1200	\$ 1620	35	....	.....
Head Janitor					
Carter Harris	960	1200	25	....	.....
Janitor					
George Rowley	960	1200	25	....	.....
Janitor					
William Hise	960	1200	25	....	.....
Janitor					
Emmett Thompson	900	1200	33	....	.....
Janitor					
Mrs. Emma Upperman	900	1200	33	....	.....
Janitor					
*.....	900	1200	33	....	.....
Janitor					
*Thomas J. Lowe.....	....	.....	..	....	.....
Repair man					
	<u>\$ 6780</u>	<u>\$ 8820</u>	<u>30</u>	<u>....</u>	<u>.....</u>
TEACHERS AT S. O. HOME—					
(Budget page 221)					
		9 mos.			
May Goodwin .....	....	\$ 1800	..	....	.....
Principal					
Rena Partridge .....	....	1250	..	....	.....
Sixth grade					
Jessie Himes .....	....	1250	..	....	.....
Fifth grade					
Mabel Pumphrey .....	....	1250	..	....	.....
Opportunity School					
Sara Rethorn .....	....	1250	..	....	.....
Fourth grade					
Bessie Robinson .....	....	1250	..	....	.....
Third grade					
Grace Anderson .....	....	1250	..	....	.....
Second grade					
Lottie Heller .....	....	1250	..	....	.....
First grade					
Florence Snyder .....	....	1250	..	....	.....
Kindergarten					
		11 mos.			
Margaret Smith .....	....	1400	..	....	.....
Arts and Crafts					
		11 mos.			
Grover Langfeldt .....	....	1800	..	....	.....
Manual Training					
			Approp. 1920-21	Proposed 1921-22	
Lecturers			\$ 500	\$ 650	
Commencement Speakers			75	100	
Pianist			200	500	
Garden Supervisor			50	65	
Extra Labor			981	1182	
Student Labor			750	1000	
			<u>\$ 2556</u>	<u>\$ 3497</u>	
37 per cent.					

EASTERN ILLINOIS STATE TEACHERS
COLLEGE—CHARLESTON

SALARY SCHEDULE FOR THE YEAR JULY 1, 1921—JUNE 30, 1922.

	Salary 1921-22	Service 1921-22	
L. C. Lord.....	President	\$ 6,500	12 months
Ellen A. Ford.....	Professor (Dean), Latin.....	3,825	36 weeks
E. H. Taylor.....	" Mathematics	3,825	36 "
Fiske Allen	" Director of Training School	3,510	36 "
L. F. Ashley.....	" Manual Arts	3,500	36 "
S. E. Thomas.....	" History and Government..	3,380	36 "
Florence Skeffington..	" English	3,380	36 "
Howard DeF. Widger..	Assistant Professor, English.....	3,120	36 "
Isabel McKinney.....	" " English	3,120	36 "
Raymond L. Modesitt..	" " Mathematics	3,120	36 "
.....	Professor, Psychology	3,060	36 "
A. B. Crowe.....	" Physics and Chemistry... ..	3,060	36 "
Annie L. Weller.....	" Geography	2,736	36 "
Charles P. Lantz.....	Asst. Professor, Physical Education..	2,736	36 "
Earl H. Hall.....	Professor, Biological Science.....	2,700	36 "
Charles S. Spooner...	Professor, Biological Science.....	2,700	36 "
Frederick Koch.....	" Music	2,500	36 "
Lewis A. Moore.....	Assistant Professor, Agriculture....	2,500	36 "
Earl R. K. Daniels...	" " English	2,400	36 "
Marguerite Rooke....	" " Home Economics	2,214	36 "
Ruth E. Major.....	Instructor, School Music.....	2,214	36 "
Anabel Johnson.....	" French	2,166	36 "
Lena B. Ellington....	" History	2,160	36 "
Grace E. Messer.....	" Art	2,070	36 "
Helen Fern Daringer..	" English	2,000	36 "
Ruth Carman	" Latin	2,000	36 "
Agnes Stewart.....	" Physical Education.....	1,800	36 "
Edith E. Ragan.....	Training Teacher, Junior High School— Ninth Grade	2,400	36 "
Gilberta Coffman.....	Training Teacher, Sixth Grade.....	2,400	36 "
Florence E. Gardiner..	" " Third Grade.....	2,400	36 "
Anna H. Morse.....	" " First Grade.....	2,400	36 "
.....	Training Teacher, Junior High School— Eighth Grade	2,214	36 "
Ruth Jessup.....	Training Teacher, History.....	2,214	36 "
Elizabeth Hilton.....	" " Second Grade....	1,935	36 "
.....	" " Fourth Grade....	1,935	36 "
Leah I. Stevens.....	Training Teacher, Junior High School— Seventh Grade	1,800	36 "
Jessie L. Forde.....	Training Teacher, Fifth Grade.....	1,800	36 "
Mary J. Booth.....	Librarian	2,070	36 "
Lois F. Shortess.....	Assistant Librarian	1,440	36 "
Marion Baird.....	" "	1,200	36 "
E. F. Erler.....	Cashier and Business Manager.....	3,250	12 months
Gertrude J. Kolle....	Secretary and Registrar.....	1,800	12 "
Josephine Bailey....	Stenographer	1,500	12 "
Eva Nelle Chamberlin..	Stenographer	1,000	12 "
Edson Clodfelter....	Engineer	2,280	12 "
Lewis M. Pattison....	Fireman	1,116	12 "
Walter H. Nehrling..	Superintendent of Grounds.....	1,980	12 "
Granvil Shafer.....	Head Janitor	1,740	12 "
Frank Adams.....	Janitor	1,116	12 "
H. C. Kerr.....	"	1,116	12 "
J. Elmer Neal.....	"	1,116	12 "
Newton Walker	"	1,116	12 "
B. F. Waters.....	Watchman	1,116	12 "
John D. Freeland....	Laborer	1,116	12 "
Wm. H. McFadden....	"	1,116	12 "
Harry L. White.....	"	1,116	12 "
Student Labor .....	.....	650	
Commencement speakers and miscellaneous.....	.....	354	
		<u>\$129,096</u>	