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COMPARISON OF TEACHER'S SALARIES AND LIVING COSTS
IN FOUR COUNTIES IN FOUR REGIONS OF ILLINOIS
(TITLE)

BY

George Robert Pinkstaff

PLAN B PAPER

SUBMITTED IN PARTIAL FULFILLMENT OF THE REQUIREMENTS FOR
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AND PREPARED IN COURSE

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1967
YEAR

I HEREBY RECOMMEND THIS PLAN B PAPER BE ACCEPTED AS
FULFILLING THIS PART OF THE DEGREE, M.S. IN ED.

July 20, 1967
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CHAPTER I

INTRODUCTION

Whenever a group of teachers gather, particularly when they come from throughout the state, there is a discussion about the merits of teaching in the Chicago area or downstate. These discussions occur frequently at summer school, conventions, coaching clinics, and the state basketball tournament.

The Chicago area advocates point out that teachers have higher salaries, more chance for professional advancement, better working conditions, better facilities, and better equipment with which to teach. In general, they feel they have better schools.

The downstate advocates believe that, although salaries are lower, so are living expenses. Therefore, they feel they are as well off financially as they would be in the Chicago area.

In an effort to try to determine if teachers are better off economically, a comparison of teachers' salaries and living costs in the Chicago area, west central, east central, and southern Illinois was made. Also, from a different view point, are school boards downstate justified in paying lower salaries?

Method of the Survey

The first problem was to select a county in each area that was representative of that particular area. This was necessary to give a more accurate comparison. Cook County, with Chicago proper, was eliminated. Jackson, Coles, McDonough, McLean, DeKalb, and Champaign Counties were avoided. The larger colleges and universities, such as Southern, Eastern, Western, Normal, Northern, and the University of Illinois, would make living costs, particularly housing, higher than normal for their areas. Sangamon County was eliminated because Springfield would have higher living costs. DuPage, Cass, Crawford, and Franklin Counties were selected as being representative of their respective areas.

The next step was to write to school principals and county superintendents to obtain 1966-67 salary schedules. Additional salary information was obtained from the Illinois Education Association and the National Education Association.

Materials (pamphlets and statistical data) were obtained from the United States Department of Labor. Included was the Consumer Price Index which lists the items used to find the cost of living index. A list, Appendix B, of the major items food, housing, clothing, and transportation was prepared to find the average cost of the items in each county. The information on prices was gathered between November 1 and November 12 with two things in mind (a) the prices should be collected

at nearly the same time and (b) major holidays which might affect prices should be avoided. We were unable to secure all prices and had to depend upon friends or relatives in the areas to provide the additional information. Three to five prices were obtained from real estate agents, newspapers, supermarkets, clothing stores, automobile dealers, and individual utility bills to obtain an average on an item for a particular county.

Limitations of the Study

We would be remiss if we did not recognize and report that there are limitations and weaknesses in the study. For instance, there could be too much generalization in the report.

The cost of living index is based upon urban living, while it was applied to downstate areas that are non-metropolitan.

There was much generalizing in trying to find cost of living for an average of four persons (actually the cost of living index is based on 3.7 people¹). Certainly the wants and needs of families differ. A single person would have different needs than a family.

There was difficulty in accessing average values for housing, food, clothing, utilities, and transportation. Particularly in housing, there was difficulty trying to find comparable dwellings in the various areas.

¹U.S. Department of Labor, The Consumer Price Index, 1964, p. 1.

The selection of counties might not give a true picture of a particular area of the state. The selection of one county to represent an area might have been too narrow.

There was some difficulty in securing salary information. A few schools did not respond. Some did not have salary schedules. One school which does not have a salary schedule, has one according to the Illinois Education Association information.¹

Original plans were to include elementary schools in the survey, but several difficulties were encountered. Some districts had a large number of small elementary schools. The suburban districts have widely dispersed elementary schools. Some downstate districts have rural or semi-rural elementary schools, some with no salary schedules. Rather than work with incomplete data, the survey was based on salaries for high school districts and unit districts (Robinson, Palestine, Hutsonville, Beardstown, Virginia, Ashland, West Frankfort, and Sesser). It was assumed that salary conditions of elementary teachers in the various areas would be similar to secondary teachers.

This assumption produces another possible error. Several downstate districts are unit districts, so that elementary and high school teachers work on the same schedule. In DuPage County most are separate districts;

¹Illinois Education Association, Teachers' Salaries 1965-66, 1965, p. 4.

thus schedules for elementary districts might be lower than for high school districts. A comparison of elementary and high school salary schedules might be the topic for a future study.

CHAPTER II

TEACHER'S SALARIES

As was indicated previously, the study was based on 1966-67 salary schedules. There are three different philosophies appearing in the schedules. One philosophy is to start with a fairly high salary and good increments for about five years, then reduce the yearly increments. The reasoning behind this schedule is that beginning teachers need more money getting started. After five years the furniture, appliances, and other basic items should be purchased. A negative reason is that after teachers stay in an area five years they are not apt to move to a different school. The second philosophy is to start with average salaries and keep a constant increment throughout. The third philosophy is to start with moderate or average salaries and increase the increments with an index system. This serves as a reward and an inducement to stay in a district longer.

Comparing Starting Salaries

There was a range of \$800, from a high of \$5800 in the Elmhurst district (York, Willowbrook, and Addison Trail High Schools) to a low of \$5000, the state minimum, at Oblong, Hutsonville, West Frankfort, Sesser, and

Christopher. Appendix A contains salary schedules for the districts involved.

There was a very pronounced correlation between the salary and the area of the state, as shown in Table 1. In DuPage County a beginning teacher would earn about \$5700. In Cass County the starting salary was about \$5300. The county average was skewed some, because Beardstown's starting salary was \$5500, which was high for that part of the state. Crawford and Franklin Counties starting salaries were about the same, the average in Crawford was \$5100 and in Franklin \$5050. Table 1 illustrates the starting salaries.

TABLE I
STARTING SALARIES ARRANGED IN DESCENDING ORDER¹

School District	County	Starting Salary for B.S.
Elmhurst	DuPage	\$5800
Glenbard	DuPage	5700
Downers Grove	DuPage	5700
Wheaton	DuPage	5650
West Chicago	DuPage	5650
Beardstown	Cass	5500
Lisle	DuPage	5400
Naperville	DuPage	5400
Ashland	Cass	5250
Virginia	Cass	5200
Robinson	Crawford	5200
Palestine	Crawford	5200
Benton	Franklin	5200
Oblong	Crawford	5000
Hutsonville	Crawford	5000
West Frankfort	Franklin	5000
Sesser	Franklin	5000
Christopher	Franklin	5000

¹Appendix A

Comparing Starting and Maximum Salaries

After considering starting salaries, the next consideration was maximum salaries and the number of steps to attain maximum salaries. From the salary schedules a table was prepared to show this information for a Bachelor's and Master's degree. About half of the schools sampled have provisions in their schedules for work beyond the Master's degree. This was present in all DuPage County schools and absent in all Cass County schools. In DuPage County there is more emphasis placed upon obtaining a Master's degree, and doing work beyond, than in downstate schools. A teacher has to obtain a Master's degree in five years, after entering the system, to continue advancing on the salary schedule in most DuPage County schools. Most also have a requirement of getting additional hours every five years after the Master's degree.

An examination of average salaries with a Bachelor's degree reveals the same pattern as with starting salaries. DuPage County has a sizeable lead, Cass and Crawford Counties are about the same, with Franklin County slightly behind.

Average salaries in DuPage County range from a starting salary of \$5663 to a maximum of \$8053 for a Bachelor's degree. This represents a difference of \$2390. The fewest steps are 8 on the Wheaton schedule and the most are 15 on the Downers Grove schedule. The average number of steps, expressed to the nearest whole year, is 12.

This represents an average increment of about \$200.

The Elmhurst district has the top schedule¹, going from a starting salary of \$5800 to a maximum of \$9300 in 14 years. An experienced teacher, entering the system, could be given credit for a maximum of eight years (the 1967-68 schedule allows up to 12 years). With five years to obtain their Master's degree, it would be possible to reach the thirteenth step.

Average salaries in Cass County range from a starting salary of \$5317 to a maximum of \$8053 for a Bachelor's degree. This represents a difference of \$1158. The fewest number of steps is 9 on the Virginia schedule and the greatest number is 12 on the Beardstown and Ashland schedules. The average number of steps is 11, which gives an average increment of \$105. Ashland has the top salary of \$6750 in 12 steps.

Average salaries in Crawford County range from a starting salary of \$5100 to a maximum of \$6286 for a Bachelor's degree. This is a difference of \$1186. The Oblong schedule has 7 steps and the Robinson schedule has 10 steps. The average number of steps was 9, which gives an average increment of \$130. Robinson has the top salary of \$6824 in 10 steps.

Average salaries in Franklin County range from a starting salary of \$5050 to a maximum of \$6159 for a

¹Appendix A

Bachelor's degree. This represents a difference of \$1109. The Benton and Christopher schedules have 10 steps and West Frankfort and Sesser have 12 steps. The average number of steps is 11, which gives an average increment of \$100. West Frankfort has the top salary of \$6512.50 in 12 steps.

An examination of starting and maximum salaries with a Master's degree shows the same pattern. The average for DuPage County ranges from \$6176 to \$10123, a difference of \$3947. The average number of steps is 15, which gives an average increment of approximately \$260. The Glenbard district (East and West High Schools) have the top salary of \$10550 in 14 steps.

The average in Cass County ranges from \$5617 to \$7050, a difference of \$1433. The average number of steps is 12, which gives an increment of approximately \$120. Ashland has the top salary of \$7550 in 13 steps.

The average in Crawford County ranges from \$5462 to \$7379, a difference of \$1917. The average number of steps was 12, which represents an increment of approximately \$160. Robinson has the top salary of \$8080 in 13 steps.

The average in Franklin County ranges from \$5450 to \$6827, a difference of \$1377. The average number of steps is 13, which gives an increment of approximately \$105.

The preceding salary information is illustrated in

Table II, which shows the starting salary, maximum salary, and number of steps with a Bachelor's and Master's degree. The statistics can be verified in Appendix A.

TABLE II
STARTING AND MAXIMUM SALARY
BY DISTRICT AND BY COUNTY

		B.S.			M.S.		
	Starting Salary	No. of Steps	Maximum Salary	Starting Salary	No. of Steps	Maximum Salary	
DuPage County							
Wheaton	\$5650	8	\$7530	\$6200	14	\$9940	
Glenbard	5700	11	8200	6250	14	10550	
Lisle	5400	10	7290	6102	15	9558	
Downers Grove	5700	15	7750	6155	19	9975	
Elmhurst	5800	14	9300	6200	14	10500	
West Chicago	5650	9	7741	6102	13	9662	
Naperville	5400	11	6750	6102	21	9828	
Crawford County							
Robinson	5200	10	6824	5600	13	8080	
Oblong	5000	7	6000	5400	12	7400	
Hutsonville	5000	8	6000	5700	11	6575	
Palestine	5200	9	6320	5648	13	7462	
Cass County							
Beardstown	5500	12	6350	5700	13	6650	
Virginia	5200	9	6325	5600	9	6950	
Ashland	5250	12	6750	5550	13	7550	
Chandlerville (No Schedule)							
Franklin County							
Benton	5200	10	6400	5600	14	7400	
West Frankfort	5000	12	6512.50	5400	13	7182	
Thompsonville (No Schedule)							
Ziegler-Royalton (No Return)							
Sesser	5000	12	5850	5400	16	6450	
Christopher	5000	10	5875	5400	10	6275	

TABLE II--Continued

	B.S.			M.S.		
	Starting Salary	No. of Steps	Maximum Salary	Starting Salary	No. of Steps	Maximum Salary
County Average						
DuPage	\$5663	12	\$8053	\$6176	15	\$10123
Crawford	5100	9	6286	5462	12	7379
Cass	5317	11	6475	5617	12	7050
Franklin	5050	11	6159	5450	13	6827

Salary Comparisons at Specific Intervals

Another interesting point is a comparison of salaries at specific intervals. Table III shows starting salaries and salaries after five and ten years for both the Bachelor's and Master's degree. A quick inspection shows where a teacher will be, or can expect to be, at a particular time. A statistical break-down would be repetitious of the material in the preceding section.

A comparison of Cass and Crawford showed an interesting point which previous tables did not bring out. Cass County had been slightly ahead in starting salaries and maximum salaries for a Bachelor's degree. In Table III this remained true for a 5 year interval, but after 10 years Crawford County had moved slightly ahead. This could be traced to the higher average increment, \$130 for Crawford County to \$105 for Cass County.

TABLE III

SALARY COMPARISONS AT SPECIFIC INTERVALS¹

District	Starting Salary		Five Years		Ten Years	
	B.S.	M.S.	B.S.	M.S.	B.S.	M.S.
DuPage County						
Wheaton	\$5650	\$6200	\$6600	\$7400	\$7500-9yr	\$8900
Glenbard West	5700	6050	6700	7250	7700	8950
Naperville	5400	6102	6102	6696	6642	7722
Downers Grove	5700	6155	6610	7295	7180	8150
Elmhurst	5800	6200	7000	7400	8100	9000
Lisle	(No Response)*					
West Chicago	(No Response)*					
Crawford County						
Robinson	5200	5600	5780	6220	6824	7336
Oblong	5000	5500	5680	6120	6550	7050
Hutsonville	5000	5325	5625	5825	6000-8yr	6450
Palestine	5200	5648	5760	6252	6320-9yr	7003
Cass County						
Beardstown	5500	5800	6000	6200	6250	6550
Virginia	5200	5600	5700	6200	6325	6950
Ashland	5250	5550	5750	6150	6375	6950
Chandlerville	(No Schedule)					
Franklin County						
Benton	5200	5600	5600	6000	6260	6660
West Frankfort	5000	5400	5550	5994	6237	6736
Sesser	5000	5400	5400	5800	5750	6150
Christopher	5000	5400	5500	5900	5875	6275
Thompsonville	(No Schedule)					
Ziegler-Royalton	(No Schedule)					

*The salary information in Tables I and II was obtained from Illinois Education Association publication Teachers Salaries 1965-66.

¹Appendix A

Maximum Salaries for Classroom Teachers

Another prime consideration would be the maximum amount one could make as a classroom teacher. This figure showed the greatest variation of all, since some districts had salary provisions beyond a Master's degree. The Downers Grove district made allowance for the most training, a Master's degree plus 60 semester hours, and also paid the highest salary, \$11740 in 22 steps.

The Cass County schools (Ashland, Beardstown, and Virginia), Oblong, and Christopher all stopped with a Master's degree. Christopher had the lowest salary of \$6075 in 10 steps.

The length of time to attain the top salary also varied greatly. Downers Grove had 22 steps and Naperville had 21 steps. The fewest steps were 9 at Virginia and 10 at Christopher.

The county average, per district, are as follows:
DuPage County \$11,360, Crawford County \$7990, Cass County \$7280, and Franklin County \$7065.

Table IV illustrates the maximum salaries, the level of preparation, and number of years necessary to attain the salary. Salary schedules to verify the information are given in Appendix A.

TABLE IV

MAXIMUM TEACHING SALARIES BY DISTRICT
ARRANGED IN DESCENDING ORDER

School	County	Salary	Level of Preparation	No. of Steps
Downers Grove	DuPage	\$11,740	M.S.+60	22
Glenbard	DuPage	11,600	M.S.+48	15
Wheaton	DuPage	11,460	M.S.+45	16
Elmhurst	DuPage	11,200	M.S.+42	15
Naperville	DuPage	10,800	M.S.+30	21
Robinson	Crawford	8,640	M.S.+30	13
Palestine	Crawford	8,378	M.S.+24	16
Oblong	Crawford	7,794	M.S.	14
West Frankfort	Franklin	7,776	M.S.+ $\frac{1}{2}$	15
Benton	Franklin	7,560	M.S.+24	14
Ashland	Cass	7,550	M.S.	13
Beardstown	Cass	7,350	M.S.	13
Hutsonville	Crawford	7,150	6yrs	14
Virginia	Cass	6,950	M.S.	9
Sesser	Franklin	6,850	M.S.+48	20
Christopher	Franklin	6,075	M.S.	10

Salary Conclusions

All of the salary comparisons show about the same result: the Chicago area pays more; east central and west central areas pay about the same; the southern area pays slightly less than the central area.

For starting salaries with a Bachelor's degree the Chicago area average is only \$400 higher (as shown in Table II) but they pull steadily away as the average annual increment is higher.

The small margin that existed at the starting levels can be traced in part to the 1963 legislation, House Bill 1037, which set minimum starting salaries at \$5000. Further study should substantiate that the

Chicago area schools were above that minimum and were affected very little. Most downstate schools were below the minimum and had to raise their salary schedules, which helped close the gap on beginning salaries. A point of interest here, and a possible subject for future study, would be the effects of House Bill 797, which raised the minimum to \$5600. Several schools have revised their schedules and some sent copies of their 1967-68 schedules. The Chicago area schools were raising their schedules, although most were already above the minimum. This may be necessary to stay ahead of the downstate schools, and thus attract teachers.

At the top of the Master's level the DuPage County schools had a large lead, averaging \$2744 more than Crawford County, \$3073 more than Cass County, and \$3296 more than Franklin County.

Cass County starts higher than Crawford County, \$5617 to \$5462. At the top of the schedule Crawford County has the higher average \$7379 compared to \$7050. The average for Cass County was more than the average for Franklin County, however with work beyond a Master's degree Benton and West Frankfort pay more than the Cass County schools.

The result of the salary comparison is not surprising; it seems to be a well recognized fact. However, the differences at some levels, which are shown in the preceding tables, might be.

CHAPTER III

LIVING COSTS

The real crux of the matter is if the salaries are sufficient, or adequate, to pay for the needs and wants of the individual or family. In the preceding chapter salaries were compared. In this chapter living costs in the four counties will be examined.

A copy of the Consumer Price Index was obtained from the United States Department of Labor. Table II¹ of the Consumer Price Index covers everything people buy for living: food, clothing, automobiles, homes, fuel, drugs, and recreational goods, fees to doctors, lawyers, beauty shops, rent, repair costs, transportation costs, utility rates, etc. It deals with prices actually charged to consumers, including sales and excise taxes. It also includes real estate taxes on owned homes, but it does not include income or personal property taxes.²

The index used a "market basket" approach of about 400 selected items. It is not feasible or necessary to obtain current price quotations on everything that consumers buy in order to calculate a valid index of

¹Appendix C.

²U.S. Department of Labor, The Consumer Price Index, 1964, p.1.

changes in customer prices. The list includes the most important goods and services and a sample of the less important ones. The content of items in the "market basket" is left essentially unchanged, so that a change in the index is due to a change in prices.¹

The index has limitations in that it is not an exact measurement of price changes. It is subject to sampling errors which cause it to deviate somewhat from the results which would be obtained from actual records of retail purchases. Another kind of error occurs because the information is not reported accurately.²

This study does not have the necessary information to apply the index formula. Instead a list of major items was taken from the index and the average price for each item was found in each of the four counties. This information is contained in Appendix B.

Housing

Money spent for housing accounts for 33.23% of expenditures in the index. Of this amount 20.15% was for shelter, 5.26% was for fuel and utilities, and 7.82% for household furnishings and operations. Of the 20.15% for shelter, 5.5% was rent and 14.27% for home ownership.³

¹Ibid., p.3.

²Ibid., p.5.

³Ibid., p.11.

First we will make a comparison of purchasing a home in each of the four counties. An average price for a five year old, three bedroom home was found. This average was obtained by consulting real estate agents and using prices listed in the newspaper want ads.

There was some difficulty in finding comparable housing in all four counties. DuPage County had more new homes, less than ten years old, as more people move out of the city into the suburbs. In Cass, Crawford, and Franklin Counties there were several new homes, but the majority of the homes were older.

There was a noticeable difference within a county among homes that appeared to be similar. This was particularly true in DuPage County, as homes in Elmhurst and Glen Ellyn were generally higher than others in the county. A possible explanation could be that these suburbs have a higher socio-economic status. Another possible reason could be the difference in interior finishing. Carpeting, air-conditioning, built-in appliances, and similar items would affect the value of the property considerably.

With all of the factors to consider, a medium price range rather than an average was settled upon. The medium priced homes in DuPage County ran from \$22000 to \$25000. In Crawford, Cass, and Franklin Counties comparable homes could be found in a \$12000 to \$15000 price range.

Home rentals were much higher in DuPage County because of higher property values and a scarcity of houses to rent. According to one real estate agent, families move in the large apartment complexes; then as soon as a home rental is advertised, they rent it. One factor which does not show up is the quality of the dwelling. Many of the downstate rentals would be older homes, which might not be in as good repair.

By comparison the rental costs are even higher than purchasing prices in the Chicago area. The average was \$225 per month. In Crawford County the average was \$85, in Cass County it was \$75, and in Franklin County \$60.

Comparison of apartment rentals is unrealistic because in the Chicago area there are so many large apartment complexes, with nothing similar to them in the downstate counties. It is like two different worlds. The average rent for unfurnished apartments was as follows: DuPage County \$175, Crawford County \$85, Cass County \$65, and Franklin County \$40.

Table V illustrates comparative costs for purchasing and renting property in the four counties. The information can be verified in Appendix B.

TABLE V

COMPARISON OF HOUSING COST BY COUNTY

County	Medium Price Home Purchased	Average Price Home Rental	Average Price Apt. Rental
DuPage	\$22,000-25,000	\$225	\$175
Crawford	12,000-15,000	85	85
Cass	12,000-15,000	75	65
Franklin	12,000-15,000	60	40

A comparison was made of the average yearly salary and the average purchase price of a home. Since the purchase of a home represents a long range expenditure, the per cent found represents what part of the cost one year's salary will be.

TABLE VI

COMPARING ONE YEAR'S SALARY AND PRICE OF A HOME

County	Price of Home	Starting Salary	Per * Cent	Maximum Salary	Per * Cent
DuPage	\$25,000	\$5663	22.6	\$11360	45.4
Crawford	15,000	5100	34.0	7990	53.3
Cass	15,000	5317	35.4	7280	48.5
Franklin	15,000	5050	33.7	7065	47.1

*The per cent represents one year's salary divided by the cost of a home.

Several teachers rent homes because of lack of job security or a feeling that a home might keep them from moving. Therefore, a comparison of home rentals should be an interesting point. Since rent is more or less

temporary, the per cent found represents what part a year's rent will be of a year's salary.

TABLE VII
COMPARING ONE YEAR'S RENT AND ONE YEAR'S SALARY

County	Rent Per Year	Starting Salary	Per * Cent	Maximum Salary	Per * Cent
DuPage	\$2700	\$5663	47.7	\$11360	23.8
Crawford	1020	5100	20.0	7990	12.8
Cass	900	5317	16.9	7280	12.4
Franklin	720	5050	14.3	7065	10.2

*The percent represents one year's rent divided by a year's salary.

A comparison of apartment rentals was not made because of the difference in types of apartments. In Table V there was a similar pattern to home and apartment rentals.

One of the major subsections under housing was the cost of utilities: gas, electricity, water, and telephone. Utilities account for 5.26% of the total expenditures.¹ Since DuPage County is farther north, the winters are a little colder and a little longer. The average cost for gas during the school months was approximately \$30 a month, for the downstate counties the average ranged from \$20 to \$25 a month. This figure also has many variable factors such as insulation, storm windows, and similar factors. However, the difference was just about

¹Ibid., p.11.

what you would expect with the locations. The Chicago area would pay about \$90 more per year than southern Illinois, and about \$45-\$50 more than the central part of the state.

There are several factors to consider on the cost of electricity: if it is used for cooking, heating, and air-conditioning. There was no significant difference in average cost; it ranged from \$12 to \$14 per month in all four counties.

Water was much more expensive in the Chicago area. The average there was approximately \$10 to \$12 per month, compared to downstate average of \$2.50 to \$4.00 per month. This represents approximately \$90 to \$100 more per year for water in the Chicago area.

The Chicago area was also a little higher on telephone costs. The range went from the Chicago area average of about \$7 per month to Cass County average of about \$4. Again there would be several variable factors, principally long distance calls. The information on utility costs can be verified in Appendix B.

The last major subsection under housing was furnishings and operation. The cost on appliances was practically the same. On the other furniture, there were more stores which handled the expensive, luxurious lines in the Chicago area. However, there were also stores which handled more moderate lines similar to downstate counties. You could purchase similar quality furniture for nearly the same price throughout the state.

Food

Food costs accounted for 22.43% of the expenditures in the index. Of this total 17.89% was for food at home and 4.54% for food away from home. Under the food prepared at home the major items were cereals and bakery products (2.45%), meats (5.63%), dairy products (2.80%), fruits and vegetables (3.02%), and other foods, such as eggs, sugar, beverages, etc. (3.99%).¹

The food costs were the most difficult to compare. Within a county there were differences, with no particular pattern. One item would cost more in one store, a different item more in the next store. After county averages were determined, the same thing held true. A definite pattern, or a more accurate comparison, might occur by finding average prices twice a week for three or four weeks.

Cereals represent .8% of the index. The average prices for cooked and dry cereal were about the same in all four counties. Of the bakery products, bread would probable be the largest item. There was a definite difference as the average price in the downstate counties ranged from 20 to 24 cents, while in the Chicago area the average was 33 cents for a one pound loaf.

Meats represent the largest expenditure for food items in the index. In general, the Chicago area seemed a little higher. However, this would be hard to prove because of the scrambled pattern. The price for sirloin

¹Ibid., p.11.

steak ranged from \$.95 in Cass County to \$1.19 in Crawford County. Hamburger was \$.49 in Crawford County and \$.59 in the other three counties. Chuck roast ranged from \$.49 in DuPage and in Crawford Counties to \$.63 in Cass County. Table VIII illustrates the scrambled prices on beef.

TABLE VIII
COMPARISON OF AVERAGE PRICES ON SAMPLE BEEF CUTS

County	Sirloin Steak	Hamburger	Chuck Roast
DuPage	\$.98	\$.59	\$.49
Crawford	1.19	.49	.49
Cass	.95	.59	.63
Franklin	1.09	.59	.59

Pork prices were generally higher in the Chicago area. This might be caused by downstate grocers selling pork that was locally raised and locally slaughtered. Table IX illustrates the pattern on pork prices.

TABLE IX
COMPARISON OF AVERAGE PRICES ON SAMPLE PORK CUTS

County	Bacon	Pork Chops	Ham
DuPage	\$1.08	\$1.08	\$.79
Crawford	.79	1.09	.69
Cass	.69	.89	.78
Franklin	.69	.99	.59

The prices on frying chicken also showed the Chicago area to be higher. The per pound averages by county were DuPage 43 cents, Crawford 33 cents, Cass 39 cents, and Franklin 25 cents.

The frozen fish was much higher in the Chicago area, 85 cents per pound package compared to 69 cents in Crawford County, 55 cents in Franklin County and 52 cents in Cass County.

There was no significant difference in dairy products. Milk purchased by the quart was virtually the same, the Chicago area was a little higher on the half-gallon. Cass County was highest on butter at \$1.93 per pound, while Crawford County was the lowest at \$.86.

A comparison of fresh fruits showed little difference, except for oranges. Downstate they were 55 to 59 cents per dozen and in the Chicago area they cost 89 cents.

Fresh vegetables were also a little higher in the Chicago area. The two items which showed a significant difference were potatoes and tomatoes. Ten pounds of red potatoes cost an average of 98 cents in DuPage County, 49 cents in Crawford County, 59 cents in Cass County, and 40 cents in Franklin County. Tomatoes cost 25 to 35 cents per pound downstate and 59 cents in the Chicago area.

Canned fruit and vegetables showed a scrambled pattern. If anything, the Chicago area seemed a little lower on canned vegetables. A possible reason would be more canning companies in that area. A factor which

complicates this is the difference by brand.

Clothing

Clothing costs account for 10.63% of the expenditures in the index.¹ The Chicago area might be a little more expensive than the downstate counties. There are more exclusive, more expensive shops in the Chicago area. However, for the medium priced, somewhat moderate clothing teachers normally wear there was no discernable difference. You could buy comparable mens suits, dress shoes, womens dresses and shoes for about the same price.

Transportation

Expenditures for transportation account for 13.88% of the index. Private transportation accounts for 12.64% and public transportation 1.24%.² These figures are derived from suburban living and thus would not be accurate for downstate areas. There is not the extensive use made of taxis, buses, and commuter trains that there is in the suburbs.

The private transportation costs would still be applicable. Of the 12.64%, 9.02% is for purchasing and 3.62% for servicing. The average price for a new Ford or Chevrolet was about \$3300, depending upon equipment and accessories. The average price for a five year old

¹Ibid., p.12.

²Ibid., p.12.

Ford or Chevrolet was about \$700 to \$750. The average price was obtained primarily from the ads in newspapers, thus there was no comparison of condition and extra features.

The sales manager for McKeown-Phalin Chevrolet in Glen Ellyn said the dealers' cost for new cars was the same everywhere. The difference comes in transportation costs. He said cars sell for about \$100 more in the Chicago area than downstate, because of competition and increased overhead. However, the prices found in this study did not bear that out. Again a factor which needs to be kept in mind when considering car prices is the difference in equipment and accessories (automatic or standard transmission, six or eight cylinders, power steering, etc.).

Service costs run slightly higher in the Chicago area, because of higher salaries for mechanics and higher overhead. Automobile insurance runs much higher for the Chicago area. With the traffic congestion, there are more collisions, more claims, and thus higher rates.

Mr. Jene Thomas, the State Farm agent in Charleston, figured the premium on a 1967 Ford or Chevy, which was used for pleasure purposes, with a driver over twenty-five years old. Cass, Crawford, and Franklin Counties all had the same rate, \$52 for 6 months coverage. The same auto, with same conditions would cost \$61.60 for 6 months in the Chicago area. This writer saw his insurance rates jump from \$44 in Cass County to \$78 in

DuPage County for 6 months insurance. It was accepted as a pleasure car in Cass County (which is based on miles driven) and in DuPage County it was figured as being used in the occupation.

Health and Recreation

Health and recreation expenditures account for 19.45% of the index. The costs for drugs and professional services were about the same. The Chicago area was higher for hospital costs. A semi-private room averaged about \$35 per day, while downstate the average was about \$25 per day. A private room cost about \$40 per day in the Chicago area and \$30 downstate.

For personal care, the toilet goods were about the same and services ran higher in the Chicago area. For instance men's haircuts cost \$2.50 in that area and \$1.50 to \$1.75 downstate.

There were more possible sources of recreation or entertainment in the Chicago area, such as theatre, opera, more movies, professional sports, etc. which would cost more money. However, a teacher has a limited amount of time to take advantage of the opportunities.

The final items are alcoholic beverages and tobacco products which cost about the same in all counties.

Conclusions About Living Costs

The biggest difference in living costs were in housing. The price of medium range homes in the Chicago area was \$8000 to \$10000 more than downstate. However, there were more new homes from which to choose.

Renting a home in the Chicago area was just out of reason.

Utilities in the Chicago area were slightly higher, but not as significant as the difference in housing.

Food was generally just a little higher in the Chicago area. The most noticeable differences were in meats, particularly pork, and some fresh fruits and vegetables.

Clothing costs contained no significant difference. In transportation the most noticeable differences were insurance and service charges.

CHAPTER IV

CONCLUSIONS

Following study of the salary schedules and living costs in the four areas, the following conclusions were formulated:

1. There was no significant difference in any of the areas for a beginning teacher. The higher cost of living would balance out the higher salary in the Chicago area, therefore a beginning teacher would do as well financially in southern or central Illinois.

2. After ten to fifteen years the advantage becomes more pronounced. A teacher may make as much as \$4000 more than he would be making in a downstate school, and the difference in the cost of living is less than \$4000 a year.

3. If a person remains in teaching the advantage lies in the Chicago area, since the Chicago area pays substantially more at the top of the scale.

4. There is more chance for professional advancement in the Chicago area because of the growth in population and continual building of new schools.

5. Since more emphasis is placed on getting advanced training in the Chicago area, there are more colleges and more extension courses offered. This provides more oppor-

tunity for obtaining additional professional training.

6. There are increased fringe benefits in the Chicago area such as extended sick leave, sabbatical leaves, health insurance, and tax sheltered annuities.

7. The difference in beginning salaries was greater until House Bill 1037 increased them to \$5000. It will be interesting to watch the results of House Bill 797, which sets starting salaries at \$5600. Some of the schools sent copies of their 1967-68 schedules; there appears to be about the same spread in salaries as in this survey.

8. Downstate boards may be justified in paying slightly less than boards in the Chicago area, because they have less revenue and living costs are less. However, the difference should not be as great as it is at the top salaries.

APPENDIX A
SALARY SCHEDULES

DOWNS GROVE COMMUNITY HIGH SCHOOL DISTRICT #99

SALARY SCHEDULE FOR 1966 - 67

STEP	B	B+8	B+16	B+24	M	M+16	M+36	M+60
1	5700	5815	5930	6040	6155	6385	6610	6840
2	5930	6040	6155	6270	6500	6725	6955	7180
3	6155	6270	6385	6500	6840	7070	7295	7430
4	6385	6500	6610	6725	7070	7295	7525	7640
5	6610	6725	6840	6955	7295	7525	7750	7865
6	6725	6840	6955	7070	7465	7695	7980	8095
7	6840	6955	7070	7180	7640	7865	8210	8320
8	6955	7070	7180	7300	7810	8035	8435	8550
9	7070	7180	7295	7410	7940	8210	8665	8780
10	7180	7295	7410	7525	8150	8380	8835	9005
11	7295	7410	7525	7640	8300	8550	9005	9235
12	7410	7525	7640	7750	8550	8720	9175	9460
13	7525	7640	7750	7865	8720	8890	9350	9690
14	7640	7750	7865	7940	8895	9065	9520	9920
15	7750	7865	7940	8100	9120	9350	9745	10145
16		7940	8095	8210	9290	9520	9975	10375
17			8210	8325	9520	9690	10145	10600
18				8435	9750	9920	10315	10830
19					9975	10145	10490	11060
20						10375	10660	11285
21							10830	11515
22								11740

COMMUNITY HIGH SCHOOL DISTRICT NUMBER 88
 ADDISON TRAIL - WILLOWBROOK - YORK HIGH SCHOOLS
 Addison - Villa Park - Elmhurst, Illinois

FACULTY SALARY SCHEDULE, 1966-67

Years of Experience/Steps	Scale I B.A. Degree	Scale II B.A. / 13 Hrs.	Scale III M.A. Degree	Scale IV M.A. / 13 Hrs.	Scale V M.A. / 26 Hrs.	Scale VI M.A. / 42 Hrs.
14 - 15	\$ 9300	\$ 9450	\$ 10,500	\$ 10,700	\$ 10,900	\$ 11,200
13 - 14	8900	9050	10,200	10,400	10,600	10,900
12 - 13	8700	8850	9,900	10,100	10,300	10,600
11 - 12	8500	8650	9,600	9,800	10,000	10,300
10 - 11	8300	8450	9,300	9,500	9,700	10,000
9 - 10	8100	8250	9,000	9,200	9,400	9,700
8 - 9	7900	8050	8,600	8,800	9,000	9,300
7 - 8	7700	7850	8,300	8,500	8,700	9,000
6 - 7	7500	7650	8,000	8,200	8,400	8,700
5 - 6	7300	7450	7,700	7,900	8,100	8,400
4 - 5	7000	7150	7,400	7,600	7,800	8,100
3 - 4	6700	6850	7,100	7,300	7,500	----
2 - 3	6400	6550	6,800	7,000	7,200	----
1 - 2	6100	6250	6,500	6,700	6,900	----
0 - 1	5800	5950	6,200	6,400	6,600	----

(Adopted April 30, 1966)

GLENBARD TOWNSHIP HIGH SCHOOLS DISTRICT NO. 87

SALARY SCHEDULE
1966 - 1967

	BA	BA+16	BA+32	MA	MA+16	MA+32	MA+48
1	5700	5850	5950	6050	6250	6450	6650
2	5900	6050	6150	6250	6450	6650	6850
3	6300	6450	6550	6650	6850	7050	7250
4	6500	6650	6750	6950	7150	7350	7550
5	6700	6850	6950	7250	7450	7650	7850
6	*6900	7050	7150	7550	7750	7950	8150
7	7100	*7250	7350	8050	8250	8450	8650
8	7300	7450	*7550	8350	8550	8750	8950
9	7500	7650	7750	8650	8850	9050	9250
10	7700	7850	7950	8950	9150	9350	9550
11	8000	8150	8250	9250	9450	9650	9850
12	8200	8350	8450	9650	9950	10150	10350
13	-----	8550	8650	9950	10250	10450	10650
14	-----	-----	8850	10250	10550	10900	11100
15	-----	-----	-----	10550	10850	11200	11600
<hr/>							
	8500	8850	9150	10350	11150	11500	11900
<hr/>							
	8800	9150	9450	11150	11450	11800	12200
<hr/>							
	9100	9450	9750	11450	11750	12100	12500
<hr/>							

Certificated employees with a BA degree who join the staff of District #87 for the first time beginning 1966-67 contract year may not advance on the salary schedule beyond the 6th step BA Degree, 7th Step BA+16, or 8th Step BA+32.

April 19, 1966.

NAPERVILLE PUBLIC SCHOOLS
TEACHER SALARY PROVISIONS
Districts 78 and 107
1966-67

Basic Schedule

Years	BA	6	12	18	24	36	MA	6	12	18	24	30
0	5400	5508	5616	5724	5832		6102					
1	5508	5616	5724	5832	5940		6210	6372				
2	5724	5832	5940	6048	6156		6372	6534	6696			
3	5940	6048	6156	6264	6372		6534	6696	6858	7020		
4	6102	6210	6318	6426	6534		6696	6858	7020	7182	7398	
5	6210	6318	6426	6534	6696		6858	7020	7182	7398	7614	7830
6	6318	6426	6534	6696	6858		7074	7236	7398	7614	7830	8046
7	6426	6534	6696	6858	7020		7290	7452	7614	7830	8046	8262
8	6534	6696	6858	7020	7182		7506	7668	7830	8046	8262	8478
9	6642	6858	7074	7236	7344		7722	7884	8046	8262	8478	8640
10	6750	7020	7236	7398	7560		7992	8154	8316	8532	8694	8856
11		7182	7398	7614	7776		8208	8370	8532	8748	8910	9072
12			7560	7776	7992		8424	8586	8748	8964	9126	9288
13				7992	8208		8640	8802	8964	9180	9342	9504
14					8424		8856	9018	9180	9396	9558	9720
15						8532	9072	9234	9396	9612	9774	9936
16						8640	9180	9450	9612	9828	9990	10152
17						8748	9342	9612	9774	9990	10152	10314
18						8856	9504	9720	9936	10152	10314	10476
19						8964	9666	9828	10044	10314	10476	10638
20						9072	9828	9990	10152	10368	10584	10800

Doctorate:

An earned doctorate approved by the Superintendent in terms of the needs of the assignment shall be recognized as follows: Salary Schedule position on the M. A. 30 step plus \$500.

Prior Experience Credit:

Applicants may receive full credit for acceptable previous experience up to a maximum of five years, and HALF credit for the next ten years of experience. No more than ten years previous experience may be credited.

Family Dependency Allowance:

A dependency allowance of \$438 will be granted teachers who are eligible as defined by the Board of Education policy.

Required In-Service Training:

All teachers not at the M. A. 30 level are required, within the previous five years on the Naperville staff, to have accumulated six semester hours of credit. Any teacher at the Master's Degree plus 30 semester hours level or above is required, within the previous eight years on the Naperville staff, to have accumulated six semester hours of credit. Failure to comply with this provision shall result in no base salary increase for the next year and until the requirement shall be met.

WHEATON COMMUNITY HIGH SCHOOL
WHEATON, ILLINOIS
DISTRICT 95

1967-68 Salary Schedule

<u>Year</u>	<u>AB</u>	<u>AB+12</u>	<u>AB+24</u>	<u>MA</u>	<u>MA+15</u>	<u>MA+30</u>	<u>MA+45</u>
1	100* 6000	102* 6120	104* 6240	110* 6600	112* 6720	114* 6840	116* 6960
2	104 6240	106 6360	108 6480	115 6900	117 7020	119 7140	121 7260
3	108 6480	110 6600	112 6720	120 7200	122 7320	124 7440	126 7560
4	112 6720	114 6840	116 6960	125 7500	127 7620	129 7740	131 7860
5	116 6960	118 7080	120 7200	130 7800	132 7920	134 8040	136 8160
6	120 7200	122 7320	124 7440	135 8100	137 8220	139 8340	141 8460
7	124 7440	126 7560	128 7680	140 8400	142 8520	144 8640	146 8760
8	128 7680	130 7800	132 7920	145 8700	147 8820	149 8940	151 9060
9	132 7920	134 8040	136 8160	150 9000	152 9120	154 9240	156 9360
10		138 8280	140 8400	155 9300	157 9420	159 9540	161 9660
11		** 142 8520	144 8640	160 9600	162 9720	164 9840	166 9960
12		146 8760	148 8880	165 9900	167 10020	169 10140	171 10260
13		150 9000	** 152 9120	170 10200	172 10320	174 10440	176 10560
14			156 9360	175 10500	177 10620	179 10740	181 10860
15			160 9600	** 180 10800	182 10920	184 11040	186 11160
16				185 11100	187 11220	189 11340	191 11460

* Salary Schedule Index

** No teacher will advance beyond this line

District 95 provides:

- 1) 60% of the cost of hospitalization and major medical insurance for each employee (individual plan).
- 2) Sabbatical leave plan.
- 3) An expense allowance for a maximum of 8 semester hours of approved training during each four-year period of employment.
- 4) Sick leave benefits.
- 5) Approved personal leave absences.
- 6) Salary adjustment when approved hours of formal education place an employee in a different column on the above salary schedule.
- 7) Reimbursement for attendance at approved professional meetings.

Teachers entering the District 95 school system with equivalent experience in other school systems will be given full credit for the first 7 years of outside teaching experience.

Andrew M. Plunkett

CRAWFORD COUNTY SUPERINTENDENT OF SCHOOLS
ROBINSON, ILLINOIS

PHONE 544-2719

March 30, 1967

P. O. Box No. 184

Mr. Bob Pinkstaff
2 S 270 Lloyd Ave.
Lombard, Illinois


Dear Mr. Pinkstaff:

With regard to your request of March 25 I regret to inform you that I have no copies of the 1966-67 salary schedules for Robinson, Oblong, Palestine, and Hutsonville High Schools, however, for your information, I am sending to you what the starting salaries for each of those school districts were and, also, photo copies of the 1967-68 schedules. The yearly increments will be the same for 1966-67 as will be found on our new schedules.

	BASE SALARY	
	1966-67	1967-68
Oblong H.S.	\$5000.	\$5700.
Oblong Elem.	\$5200.	\$5800.
Hutsonville Unit	\$5000.	\$5600.
Palestine Unit	\$5200.	\$5600.
Robinson Unit	\$5200.	\$5800.

If I can be of any other assistance to you, do not hesitate to contact me.

Sincerely,



Andrew M. Plunkett
County Supt. of Schools

AMP/ws

HUTSONVILLE COMMUNITY UNIT NO. 1
1987-88
Minimum Salary Schedule

I. Purpose

- A. To secure and retain well-trained and competent teachers.
- B. To encourage superior teaching.
- C. To promote professional growth.
- D. To aid the Board of Education in determining salary requirements for the annual budget.

II. Schedule

T R A I N I N G

Exp.	4	4 1/3	4 2/3	5	5 1/3	5 2/3	6**	Exp.
0	\$5600	\$5650	\$5700	\$5800	\$5850	\$5900	\$6000	0
1	\$5725	\$5775	\$5825	\$5925	\$5975	\$6025	\$6125	1
2	\$5850	\$5900	\$5950	\$6050	\$6100	\$6150	\$6250	2
3	\$5975	\$6025	\$6075	\$6175	\$6225	\$6275	\$6375	3
4	\$6100	\$6150	\$6200	\$6300	\$6350	\$6400	\$6500	4
5	\$6225	\$6275	\$6325	\$6425	\$6475	\$6525	\$6625	5
6	\$6350	\$6400	\$6450	\$6550	\$6600	\$6650-	\$6750	6
7	\$6475	\$6525	\$6575	\$6675	\$6725	\$6775	\$6875	7
8	\$6600	\$6650	\$6700	\$6800	\$6850	\$6900	\$7000	8
9		\$6775	\$6825	\$6925	\$6975	\$7025	\$7125	9
10			\$6950	\$7050	\$7100	\$7150	\$7250	10
11				\$7175	\$7225	\$7275	\$7375	11
12					\$7350	\$7400	\$7500	12
13						\$7525	\$7625	13
14							\$7750	14

Minimum Salary shall be 5000 for nca-degree teacher

OBLONG COMMUNITY CONSOLIDATED SCHOOL DISTRICT #7

INDEX SALARY SCHEDULE

No. of Years Credit	%	No Degree	B.S. or B.A.	+16	M.S. or M.A.	+16
1	100	5,000	5,800	6,000	6,200	
2	102	5,100	5,916	6,120	6,324	
3	104	5,200	6,032	6,240	6,448	
4	107	5,350	6,206	6,420	6,634	
5	110	5,500	6,380	6,600	6,820	
6	113	5,650	6,554	6,780	7,006	
7	116	5,800	6,728	6,960	7,192	
8	119	5,950	6,902	7,140	7,378	
9	122		7,076	7,320	7,564	
10	125		7,250	7,500	7,750	
11	128		7,424	7,680	7,936	
12	131		7,598	7,860	8,122	
13	134				8,308	
14	137				8,494	

Adopted February 9, 1967

PALESTINE COMMUNITY UNIT #3 SALARY SCHEDULE FOR 1967-78

Yrs.		-B.S.	B.S.	+8	+16	+24	M.S.	+8	+16	+24
1	1.00	\$5000.	\$5600.	\$5712.	\$5824.	\$5936.	\$6048.	\$6160.	\$6272.	\$6384.
2	1.025	5125.	5740.	5854.	5969.	6084.	6199.	6314.	6428.	6543.
3	1.05	5250.	5880.	5997.	6115.	6232.	6350.	6468.	6585.	6703.
4	1.075	5375.	6020.	6140.	6260.	6381.	6501.	6622.	6742.	6862.
5	1.10	5500.	6160.	6283.	6406.	6529.	6652.	6776.	6899.	7022.
6	1.125	5625.	6300.	6426.	6552.	6678.	6804.	6930.	7056.	7182.
7	1.15	5750.	6440.	6568.	6697.	6826.	6955.	7084.	7212.	7341.
8	1.175		6580.	6711.	6843.	6974.	7106.	7238.	7369.	7501.
9	1.20		6720.	6854.	6988.	7123.	7257.	7392.	7526.	7660.
10	1.225			6997.	7134.	7271.	7403.	7546.	7683.	7820.
11	1.25				7280.	7420.	7560.	7700.	7840.	7980.
12	1.275					7568.	7711.	7854.	7996.	8139.
13	1.30						7862.	8008.	8153.	8299.
14	1.325							8162.	8310.	8458.
15	1.35								8467.	8618.
16	1.375									8778.

COMMUNITY UNIT SCHOOL DISTRICT NO. 2
 CRAWFORD COUNTY ROBINSON, ILLINOIS

1967-68 SALARY SCHEDULE

Adopted-March 14, 1967

Year	Non-Degree	B. S.	B. S. +15	M. S.	M. S. +15	M. S. +30
1.	\$5400	\$5800	\$6000	\$6200	\$6400	\$6600
2.	5508	5916	6120	6324	6528	6732
3.	5616	6032	6240	6448	6656	6864
4.	5728	6208	6420	6634	6848	7062
5.	5840	6320	6600	6820	7040	7260
6.	6102	6554	6780	7006	7232	7458
7.	6264	6728	6966	7192	7424	7656
8.	6480	6960	7200	7440	7680	7920
9.	6696	7192	7440	7688	7936	8184
10.		7424	7680	7936	8192	8448
11.				8184	8448	8712
12.				8432	8704	8976
13.				8680	8960	9240

ASHE OF COMMUNITY UNIV # 232
 1967-68 salary schedule

Increment	\$100	\$100 - 125.	\$125	\$150
	Non-Degree (7--11.6)	(115-degree)	B. S.	M. S.
0	4850	5050	5550	5850
1	4950	5150	5675	6000
2	5050	5275	5800	6150
3	5150	5375	5925	6300
4	5250	5500	6050	6450
5	5350	5600	6175	6600
6	5450	5725	6300	6750
7	5550	5825	6425	6900
8	5650	5950	6550	7050
9		6050	6675	7250
10			6800	7400
11			6925	7550
12			7050	7700
13				7850

Ten years teaching service may be brought into the system. Years of teaching experience will be based on the following formula:

5 years teaching experience	5 years credit
6 or 7 years teaching experience	6 years credit
8 or 9 years teaching experience	7 years credit
10 or 11 years teaching experience	8 years credit
12 or 13 years teaching experience	9 years credit
14 or 15 years teaching experience	10 years credit

\$500 raise until place on salary schedule is reached.

Allow full raise at time of transition from a non-degree to a bachelor and from a bachelor degree to a master. Teachers who qualify for salary increases by reason of additional educational credits must present satisfactory evidence to the board before September 1 of any year. However, educational credits for which such increases are given must be reviewed and approved by the school administrator or Board of Education.

Compensation for extra duties assigned beyond the regular teaching load and normal extra curricular duties shall be determined by agreement between the individual teacher and Board.

The Board shall reserve the privilege of reviewing this schedule annually and of making any changes necessary to adapt it to the existing economic conditions and to make any other deviations when it appears to be to the best interests of the school to do so.

SALARY SCHEDULE FOR 1966-67 SCHOOL YEAR
Beardstown Community Unit School District No. 15

<u>Years Experience</u>	<u>No Degree</u>	<u>B.S.</u>	<u>1/3</u>	<u>2/3</u>	<u>M.S.</u>
0	4500	5500 5500	5550	5625	5700 5800
1	4525	5500 5625	5650	5725	5800 5950
2	4650	5700 5750	5750	5825	5900 6100
3	4775	5800 5875	5850	5925	6000 6250
4	4900	5900 6000	5950	6025	6100 6400
5	5025	6000 6125	6050	6125	6200 6550
6	5200	6050 6250	6100	6175	6250 6650
7		6100 6375	6175	6250	6350 6750
8		6150 6500	6250	6350	6450 6850
9		6200 6625	6300	6400	6500 6950
10		6250 6625	6350	6450	6550 7050
11		6300 6625			6600 7150
12		6350 6625			6650 7250
13					6650 7350

1966-67 Salary Schedule ⁵⁻⁴⁻⁶⁶
 46
 Virginia C.U. #64

	80	90	100	110	B.S.	+16	M.A.
0					5200	5300	5600
1					5325	5425	5750
2					5450	5550	5900
3					5575	5675	6050
4					5700	5800	6200
5					5825	5925	6350
6					5950	6050	6500
7	4850				6075	6175	6650
8	4950				6200	6300	6800
9	5050	5250	5450	5650	6325	6425	6950

1966-67 SCHOOL YEAR
BENTON CONSOLIDATED HIGH SCHOOL SALARY SCHEDULE

47

Experience outside B.C.H.S.:

First 5 years - full credit for each year taught.

Next 10 years - 1/2 credit for each year taught.

Maximum credit allowable for experience outside B.C.H.S. - 10 yrs.

Work beyond a Bachelor's Degree:

Teachers working toward Master's Degree will be allowed credit for each 12 quarter hours earned by the beginning of the school year. Any work beyond first Master's Degree up to 24 quarter hours may be counted toward increment beyond Master's. Before credit on salary schedule will be given transcript of all college credit earned must be filed with the office before last week in August.

This schedule adopted by the Board of Education on April 14, 1966.

Yrs. Exp.	BS	BS+12	BS+24	BS+36	MS	MS+12	MS+24
0	\$5200	\$5300	\$5400	\$5500	\$5600	\$5700	\$5800
1	5300	5400	5500	5600	5700	5800	5900
2	5400	5500	5600	5700	5800	5900	6000
3	5500	5600	5700	5800	5900	6000	6100
4	5600	5700	5800	5900	6000	6100	6200
5	5700	5800	5900	6000	6100	6200	6300
6	5800	5900	6000	6100	6200	6300	6400
7	5900	6000	6100	6200	6300	6400	6500
8	6120	6220	6320	6420	6520	6620	6720
9	6260	6360	6460	6560	6660	6760	6860
10	6400	6500	6600	6700	6800	6900	7000
11	-----	-----	6700	6800	6900	7000	7100
12	-----	-----	-----	6980	7080	7180	7280
13	-----	-----	-----	-----	7280	7380	7480
14	-----	-----	-----	-----	7400	7500	7560

This salary schedule is for a teaching load of five class periods per day. Attempts will be made to adhere to the North Central Association Recommendation that each teacher have one free period per day. If a teacher is required to teach six periods per day she will be paid \$400 extra for this extra class. Teachers with a free period will be expected to be in the building during this period.

Additional Pay Allotment

Band Director	\$200.00
Chorus Director	200.00
Yearbook Sponsor	300.00
Echo Sponsor	150.00
Play Director	200.00 per play
Cheerleader Sponsor	200.00
Bookstore (also ticket money for all sport events)	300.00
Visual Aid	100.00

The following pay allotments beyond basic salary is listed and would be used in employing new personnel when needed. Any coach presently employed will not receive a decrease in salary because of said indicated allotments. If a coach is entitled to increase from present salary - said increase will be granted.

6-7-68
 Schedule will
 be revised

- 16. Administrative Salary Range--Minimum of \$8,500.00 at \$200.00 per year increment until the maximum is reached.
- 17. Teacher's Basic Salary \$5,000.00 (Bachelor) \$5400 (Master).
- 18. The salary of the Teacher is to be paid in twelve equal payments. The first payment to be 1/12 of the gross yearly salary and is to be paid on the first day of school in that school year. Each succeeding payment is to be made on or before the last Friday in each calendar month.
- 19. The allowed specified amounts for extra-curricular duties are as follows: This amount to be optional with the Board of Education and assignable by the Administration each school year. This schedule shall not be a part of the contract between the Board of Education and the teacher. These duties may be re-assigned yearly.

Reimbursements for extra-curricular duties

Head Football Coach	\$500.00	Dr. Class Sponsor (20 @ \$25.00)	\$500.00
Head Basketball Coach	\$500.00	High. Class Sponsor (20 @ \$25)	\$500.00
Head Girls & Boys Country Coach	\$500.00	Frank. Class Sponsor (20 @ 25)	\$500.00
Asst. Football Coach	\$300.00	Immunization Activities Coach	\$300.00
Asst. Basketball Coach	\$300.00	SGP Club Sponsor	\$25.00
Asst. Track Coach	\$200.00	Night Sellers (3 @ \$75)	\$225.00
Track Sponsor	\$200.00	P.H.A. Sponsor	\$50.00
Year Society Sponsor	\$50.00	Interleader Coach	\$25.00
Band Sponsor	\$50.00	G.A.A. Sponsor	\$25.00
March Sponsor	\$50.00	Latinian	\$50.00
Dr. Class Sponsor (\$75.00)	\$375.00	Latin Club Sponsor	\$50.00
		P.H.A. Sponsor	\$50.00

- 20. Three years of teaching experience will be allowed in this system in computing the total amount of the teacher plan that includes experience. Following is the additional increment for each year of teaching experience:
 - \$100.00 per year for the first five (5) years.
 - \$ 75.00 per year for the next five (5) years.
- 21. 6.25 per semester hour is to be added to the teachers salary for credit earned toward a Master's Degree a total of \$200.00 is allowed for the completion of the 12 semester hours necessary for the degree. The contract will be drawn for the amount of credit due at contract time and will be adjusted to include credits earned during the summer months toward a Master's Degree.
- 22. Persons who were certified teachers with experience prior to entry into military service shall have said service time count as teaching experience.
- 23. Each teacher in the system is to be furnished with a copy of the current and approved salary schedule at the beginning of the school year.
- 24. Any instructor who is assigned to teach an extra period over and above the normal list of seven periods each day shall be reimbursed at the rate of \$400.00 per year for the assignment.

SALARY SCHEDULE
1966--1967

SESSER COMMUNITY UNIT SCHOOL DISTRICT NO. 196, SESSER

Years Exper.	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	
B.S.	5000	5100	5200	5300	5400	5500	5550	5600	5650	5700	5750	5800	5850									
+ 12	5050	5150	5250	5350	5450	5550	5600	5650	5700	5750	5800	5850	5900	5950								
24	5100	5200	5300	5400	5500	5600	5650	5700	5750	5800	5850	5900	5950	6000	6050							
36	5150	5250	5350	5450	5550	5650	5700	5750	5800	5850	5900	5950	6000	6050	6100	6150						
M.S.	5400	5500	5600	5700	5800	5900	5950	6000	6050	6100	6150	6200	6250	6300	6350	6400	6450					
+ 12	5450	5550	5650	5750	5850	5950	6000	6050	6100	6150	6200	6250	6300	6350	6400	6450	6500	6550				
24	5500	5600	5700	5800	5900	6000	6050	6100	6150	6200	6250	6300	6350	6400	6450	6500	6550	6600	6650			
36	5550	5650	5750	5850	5950	6050	6100	6150	6200	6250	6300	6350	6400	6450	6500	6550	6600	6650	6700	6750		
48	5600	5700	5800	5900	6000	6100	6150	6200	6250	6300	6350	6400	6450	6500	6550	6600	6650	6700	6750	6800	6850	

Principals will be paid base salary plus \$100.00 plus an additional \$100.00 for each teacher supervised.			
Assistant Director and Head Coach	\$1,000.00	Senior Class Sponsor	\$50.00
High School Assistant Coach	500.00	Junior Class Sponsor	50.00
Junior High Coach	500.00	Sophomore Class Sponsor	25.00
High School Band Extra Duties	500.00	Freshman Class Sponsor	25.00
Textbook Sponsor	100.00	Jr. High Activities	25.00
Student Council Sponsor	100.00		

Extra pay for training above the bachelors degree will be paid to teachers who have completed college credits toward an advanced degree in the teacher's major teaching field or in a related field, No extra pay on shcedule will be allowed for training in school administration and supervision unless the teacher is serving in that capacity. (This is not to apply to teachers who were employed by the school prior to July 1, 1963.)

FRANKFORT COMMUNITY UNIT SCHOOL DISTRICT NO. 168 SALARY SCHEDULE
(Approved by Board of Education April 14, 1966)

Years	--2½ % Increment		--2 3/4 % Increment				
	Under 3 years	Over 3 years	A.B.	A.B.+½	M.A.	M.A.+¼	M.A.+½
1	4400	4510	5000	5137.50	5400	5548.50	5697
2	4510	4620	5137.50	5275	5548.50	5697	5845.50
3	4620	4730	5275	5412.50	5697	5845.50	5994
4	4730	4840	5412.50	5550	5845.50	5994	6142.50
5	4840	4950	5550	5687.50	5994	6142.50	6291
6	4950	5010	5687.50	5825	6142.50	6291	6439.50
7	5060	5170	5825	5962.50	6291	6439.50	6588
8	5170	5280	5962.50	6100	6439.50	6588	6736.50
9	5280	5390	6100	6237.50	6588	6736.50	6885
10	5390	5500	6237.50	6375	6736.50	6885	7033.50
11	5500	5610	6375	6512.50	6885	7033.50	7182
12		5720	6512.50	6650	7033.50	7182	7330.50
13				6787.50	7182	7330.50	7479
14						7479	7627.50
15							7776

1. Although this schedule is based on training and experience, merit is implied in the total schedule.
2. Service in other schools may be given full credit.
3. Each teacher with less than an A.B. degree must comply with State requirements insofar as additional training is required.
4. Only work leading to an advanced degree above that already held by the teacher will be counted in determining the teacher's training level. Work beyond the Masters should be on the graduate level, though not necessarily toward the Doctorate.
5. It shall be the duty of each teacher to submit proof of his attendance in school by securing a transcript of credit earned, or by submitting other evidences acceptable to the Superintendent.
6. Salary adjustments will be made only before or during the first month of school.
7. In accepting his contract, each teacher agrees to do a reasonable and equitable amount of extra-curricular work.

APPENDIX B
SURVEY SHEETS

DuPage County

52

I Food:

1. Cereals
 - a. Large size dry cereal, Corn Flakes 36, Cheerios 43
Kix 31
 - b. Cooked cereal, sm. box Quaker Oats 29, Cream Wheat 29
 - c. Bread, 1 lb. loaf 33
2. Meats (per lb.)
 - a. beef, Sirloin steak 98, Hamburger 59, Chuck roast 49
 - b. Pork, Bacon 1.08, Pork chops 1.08, Ham 79
 - c. Cold Cuts, Bologna 49, Hot dogs 79
 - d. Poultry, Frying chickens 43
 - e. Fish, frozen fish squares 85
3. Dairy Products
 - a. Milk, per qt 28, half gal 53
 - b. Butter 95
4. Fruits & Vegetables
 - a. Fresh Fruits
 1. Oranges per doz. 89
 2. Apples per lb. 19
 3. Bananas per lb. 19
 - b. Fresh Vegetables
 1. Lettuce per head 33
 2. Carrotts per pkg 15
 3. Celery per pkg 29
 4. Tomatos per lb 59
 5. Potatoes per 10 lb (red) 98
 - c. Processed Fruits & Vegetables #303 cans
 1. Peaches 27
 2. Pears 30
 3. Peas 18
 4. Pork&Beans 15
 5. Green Beans 15
 6. Beets 12

II Housing:

- A. Rent, average home per month \$225.00
- B. Rent, average apartment per month \$175.00
- C. Motel room, Double room per night \$17.00
- D. Home ownership, Upper average; 2 bedroom \$24000.00
(Estimate) 1. Interest rate on financing 6-7%
2. Property taxes \$500-550
- E. Fuel and Utilities, Approx. ave. Per mo. from Sept.-May
 1. Gas, Primarily for heat \$30.00
 2. Electricity \$ 12.00
 3. Water \$12.00
 4. Telephone \$ 7.00

III. Apparel:

- A. Mens dress suit; med. price \$75.00
- B. Mens dress shoes \$15.00
- C. Womans dress; suitable for church wear \$17.00
- D. Womans shoes \$10.00

IV. Transportation

- A. Purchase price of new car; med. price \$3200.00
- B. Used car; med. price 5 yr old model \$750
- C. Gasoline; reg. per gallon .33
- D. Oil; per quart .65

Crawford County

53

I Food:

1. Cereals & 1 lb. bread
 - a. Large size dry cereal, Corn Flakes 37, Cheerios 45,
Bread 20 Kix 35
 - b. Cooked cereal, sm. box Quaker Oats 27, Cream Wheat 29
2. Meats
 - a. Beef per lb, Sirloin steak 1.19, Hamburger 49 Chuck roast 49
 - b. Pork per lb, Bacon 79, Pork chops 1.09 Ham 69
 - c. Cold Cuts per lb, Bologna 59, Hot dogs 69
 - d. Poultry per lb, Frying chickens 33
 - e. Fish lb package frozen fish squares 69
3. Dairy Products
 - a. Milk per qt. 27, half gal 40
 - b. Butter per lb. 86
4. Fruits & Vegetables
 - a. Fresh Fruits
 1. Oranges per doz. 59
 2. Apples per lb. 19
 3. Bananas per lb. 16
 - b. Fresh Vegetables
 1. Lettuce per head 25
 2. Carrots per pkg 10
 3. Celery per pkg 23
 4. Tomatos per lb 25
 5. Potatoes per 10 lb (red) 49
 - c. Processed Fruits & Vegetables #303 cans
 1. Peaches 19
 2. Pears 25
 3. Peas 25
 4. Pork&Beans 15
 5. Green Beans 25
 6. Beets 25

II Housing:

- A. Rent, average home per month \$85.00
- B. Rent, average apartment per month \$85.00
- C. Motel room, Double room per night \$10.30
- D. Home ownership, Upper average; 2 bedroom \$13000.00
(Estimate) 1. Interest rate on financing 6 1/2%
2. Property taxes \$260-285
- E. Fuel and Utilities, Approx. ave. Per mo. from Sept. to May
 1. Gas, Primarily for heat \$23.77
 2. Electricity \$13.91
 3. Water \$ 2.85
 4. Telephone \$ 5.78

III Apparel:

- A. Mens dress suit; med. price \$60.00
- B. Mens dress shoes \$13.00
- C. Womans dress; suitable for church wear \$13.00
- D. Womans shoes \$ 8.00

IV. Transportation

- A. Purchase price of new car; med. Price \$3200.00
- B. Used car; med. price 5yr old model \$ 750.00
- C. Gasoline; reg. per gallon \$.32
- D. Oil; per quart \$.65

I Food:

Cass County

54

1. Cereals

- a. Large size dry cereal, Corn Flakes .33, Cheerios .43, Kix .33.
- b. Cooked cereal, 5m box Quaker Oats .29, Cream Wheat .29,
- c. Bread, 1Lb. loaf .23.

2. Meats

- a. Beef per lb., Sirloin steak .95, Hamburger .59, Chuck roast .63.
- b. Pork per lb., Bacon .69, Pork chops .89, Ham .78.
- c. Cold Cuts, per lb., Bologna .59, Hot dogs .63.
- d. Poultry, per lb., Frying chickens .39.
- e. Fish, lb. package frozen fish squares .52.

3. Dairy Products

- a. Milk per qt. .29, half-gal. .49.
- b. Butter per lb. 1.03.

4. Fruits & Vegetables

a. Fresh Fruits

- 1. Oranges per doz. .55.
- 2. Apples per lb. .15.
- 3. Bananas per lb .18.

b. Fresh Vegetables

- 1. Lettuce per head .33
- 2. Carrotts per pkg .15
- 3. Celery per pkg .29
- 4. Tomatos per lb .35
- 5. Potatoes per 10lb (red) .59

c. Processed Fruits and Vegetables #303 cans

- 1. Peaches .25
- 2. Pears .29
- 3. Peas .19
- 4. Pork&Beans .18
- 5. Green Beans .18
- 6. Beets .19

II Housing:

- A. Rent, average home per month 75.00
- B. Rent, average apartments per month 65.00
- C. Motel room, Double room per night 12.00
- D. Home ownership, Upper average; 2 bedroom 16000.00
(Estimate) 1. Interest rate on financing 6%
2. Property taxes 300-325
- E. Fuel and Utilities, Approx. ave. per mo. from Sept. to May
 - 1. Gas, Primarily for heat 25.00
 - 2. Electricity 13.00
 - 3. Water 2.20
 - 4. Telephone 4.00

III Apparel

- A. Mens' dress suit; med. price 65.00
- B. Mens' dress shoes 10.00
- C. Womans' dress; suitable for church wear 15.00
- D. Womans' shoes 9.00

IV. Transportation

- A. Purchase price of new car; med. price 3200.00
- B. Used car; med. price 5 yr old model 700.00
- C. Gasoline; reg. per gallon .33
- D. Oil; per quart .55

Franklin County

I Food:

55

1. Cereals
 - a. Large size dry cereal, Corn Flakes 33, Cheerios 43,
Kix 31.
 - b. Cooked cereal, sm. box Quaker Oats 27, Cream Wheat 29
 - c. Bread, 1 lb. loaf 24
2. Meats (per lb.)
 - a. Beef, Sirloin steak 1.09, Hamburger 59, Chuck roast 59
 - b. Pork, Bacon 69, Pork chops 99, Ham 59
 - c. Cold Cuts, Bologna 69, Hot dogs 59
 - d. Poultry, Frying chickens 25
 - e. Fish, frozen fish squares 55
3. Dairy Products
 - a. Milk, per qt. 27, half gal 45
 - b. Butter 95
4. Fruits & Vegetables
 - a. Fresh Fruits
 1. Oranges per doz. 59
 2. Apples per lb. 25
 3. Bananas per lb. 15
 - b. Fresh Vegetables
 1. Lettuce per head 25
 2. Carrots per pkg 13
 3. Celery per pkg 15
 4. Tomatos per lb 29
 5. Potatoes per 10 lb (red) 40
 - c. Processed Fruits & Vegetables #303 cans
 1. Peaches 29
 2. Pears 27
 3. Peas 25
 4. Pork&Beans 13
 5. Green Beans 27
 6. Beets 15

II Housing:

- A. Rent, average home per month \$60.00
- B. Rent, average apartment per month \$40.00
- C. Motel room, Double room per night \$ 9.50
- D. Home ownership, Upper average; 2 bedroom \$1500.00
(Estimate) 1. Interest rate on financing 6-7%
2. Property taxes \$220-240
- E. Fuel and Utilities, Approx. ave. Per mo. from Sept.-May
 1. Gas, Primarily for heat \$20.00
 2. Electricity \$12.00
 3. Water \$ 2.50
 4. Telephone \$ 5.50

III Apparel:

- A. Mens dress suit; med. price \$60.00
- B. Mens dress shoes \$15.00
- C. Womans dress; suitable for church wear \$20.00
- D. Womans shoes \$12.95

IV Transportation

- A. Purchase price of new car; med. price \$3200.00
- B. Used car; med. price 5 yr old model \$ 700.00
- C. Gasoline; reg. per gallon \$.32
- D. Oil; per quart \$.50

APPENDIX C
COST OF LIVING INDEX

Table 2. Groups of Goods and Services Priced for the Revised Consumer Price Index,
Their December 1963 Relative Importance, and Number of Items Priced

GROUPS	RELATIVE IMPORTANCE				NUMBER OF ITEMS PRICED			
*All items -----	100.00							
*Food -----	22.43				398			
*Food at home -----		17.89			105	96		
*Cereals and bakery products			2.45				9	
Cereals -----				0.80				4
Bakery products -----				1.65				5
*Meats, poultry, and fish ----			5.63				29	
Meats -----				4.45				21
Beef and veal -----					2.21			9
Pork -----					1.30			6
Other meats -----					.94			6
Poultry -----				.73				3
Fish -----				.45				5
*Dairy products -----			2.80				7	
*Fruits and vegetables -----			3.02				29	
Fresh fruits -----				.76				8
Fresh vegetables -----				.94				11
Processed fruits and								
vegetables -----				1.32				10
*Other food at home -----			3.99				22	
Eggs -----				.64				1
Fats and oils -----				.55				3
Sugar and sweets -----				.64				4
Nonalcoholic beverages --				1.01				6
Prepared and partially								
prepared foods -----				1.15				8
*Food away from home -----			4.54				9	
*Housing -----	33.23							
*Shelter -----		20.15				81	18	
*Rent -----			5.50					1
Hotels and motels -----				.38				1
*Home ownership -----			14.27				16	
Purchase and financing --				9.11				2
Taxes and insurance ----				2.13				3
Maintenance and repairs --				3.03				11
Commodities -----					.98			6
Services -----					2.05			5
*Fuel and utilities -----		5.26					10	
*Fuel oil and coal -----			.73					2
*Gas and electricity -----			2.71					6
Other utilities -----			1.82					2
*Household furnishings and								
operation -----		7.82					53	
Textile housefurnishings ---			.61					6
Furniture -----			1.44					11
Floor coverings -----			.48					4
Appliances -----			1.36					8
Other housefurnishings ---			.83					8
Housekeeping supplies ---			1.55					8
Housekeeping services ---			1.55					8

Table 2. Groups of Goods and Services Priced for the Revised Consumer Price Index, Their December 1963 Relative Importance, and Number of Items Priced--Continued

GROUPS	RELATIVE IMPORTANCE				NUMBER OF ITEMS PRICED			
*Apparel and Upkeep -----	10.63				77			
*Men's and boys' apparel -----		2.86				19		
Men's apparel -----			2.21				15	
Boys' apparel -----			.65				4	
*Women's and girls' apparel -----		4.08				35		
Women's apparel -----			3.23				26	
Girls' apparel -----			0.85				9	
*Footwear -----		1.51				11		
Other apparel -----		2.18				12		
Commodities -----			.71				6	
Services -----			1.47				6	
*Transportation -----	13.88				34			
*Private -----		12.64				29		
Autos and related goods -----			9.02				17	
Auto purchase -----				5.02				12
Gasoline and motor oil -----				3.28				3
Auto parts -----				.72				2
Automobile services -----			3.62				12	
Auto repairs and maintenance -----				.98				6
Other automobile expenses -----				2.64				6
*Public -----		1.24				5		
*Health and recreation -----	19.45				101			
*Medical care -----		5.70				38		
Drugs and prescriptions -----			1.14				20	
Professional services -----			2.59				12	
Hospital services -----			0.36				2	
Health insurance ¹ -----			1.61				4	
*Personal care -----		2.75				12		
Toilet goods -----			1.52				8	
Services -----			1.23				4	
*Reading and recreation -----		5.94				34		
Recreation -----			4.36				27	
Recreational goods -----				2.78				20
Recreational services -----				1.58				7
Reading and education -----			1.58				7	
*Other goods and services -----		5.06				17		
Tobacco products -----			1.89				5	
Alcoholic beverages -----			2.64				9	
Personal expenses -----			.53				3	
Miscellaneous -----	² .38							

*Indicates groups and subgroups for which separate indexes are published monthly.

¹ Represented by prices of hospital and professional services, most of which are included in the count of number of items priced for other subgroups of medical care, and the overhead cost of insurance. The four items shown are three additional services not included in other subgroups and the overhead cost.

² Not priced; imputed from priced items.

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