

*sioned prior thereto, and whose average salary for the last five years of his or her employment by the city was two hundred dollars per month or more but less than two hundred fifty dollars per month, shall have his or her pension computed on fifty-five per centum of his or her average salary during the aforesaid five year period of time. Any employe who had been a member of the pension fund prior to the first day of June, one thousand nine hundred fifty-one, and who had retired or was pensioned prior thereto, whose average salary during the last five years of his or her employment with the city was two hundred fifty dollars per month or more, shall receive a pension of not more than one hundred thirty-seven dollars fifty cents per month.*

APPROVED—The 18th day of January, A. D. 1952.

JOHN S. FINE

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No. 600

AN ACT

To provide for minimum compensation and increments for administrators and members of the faculty of State Teachers Colleges; providing for leaves of absence; imposing certain duties upon the Boards of Trustees and Presidents of State Teachers Colleges and the Superintendent of Public Instruction; and repealing inconsistent laws.

The General Assembly of the Commonwealth of Pennsylvania hereby enacts as follows:

Section 1. Salary Payments.—Compensation of each member of the faculty of each State Teachers College shall be payable in nine (9) equal monthly installments during the regular college year.

Section 2. Classification and Salaries.—Each person heretofore or hereafter appointed to a position as a member of the faculty of a State Teachers College within the classifications hereinafter set forth shall receive the following minimum salaries and yearly increments for services rendered during the regular college year:

Professor Qualifications — an earned Doctor's Degree; at least seven years of teaching experience, four of which shall have been in public schools: minimum annual salary, five thousand dollars (\$5,000); minimum annual increment, two hundred dollars (\$200); minimum number of increments, five (5).

Associate Professor Qualifications — minimum of Master's Degree, including a total of sixty semester hours of graduate credit; at least five years of experi-

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ence as a teacher, three years of which shall have been in public schools: minimum annual salary, four thousand five hundred dollars (\$4,500); minimum annual increment, two hundred dollars (\$200); minimum number of increments, five (5).

Assistant Professor Qualifications — minimum of Master's Degree; at least four years of experience, three years of which shall have been in public schools: minimum annual salary, four thousand dollars (\$4,000); minimum annual increment, two hundred dollars (\$200); minimum number of increments, five (5).

Instructor Qualifications — minimum of Bachelor's Degree; with at least three years experience, two years of which shall have been in public schools: minimum annual salary, three thousand five hundred dollars (\$3,500); minimum annual increment, one hundred dollars (\$100); minimum number of increments, five (5).

Laboratory School Teachers.—Members of the college faculties who are assigned to College Laboratory Schools shall receive total annual salaries for which they would qualify in accordance with the above classifications, regardless of whether salary is paid entirely by the State or in part by the public schools.

Co-operating Teachers.—Full-time employes of public school systems not classified as College Laboratory School Teachers but assisting with the supervision of student teachers qualifications — minimum of a Baccalaureate Degree and at least three years experience as a public school teacher: minimum annual compensation, fifty dollars (\$50) for each student teacher under his or her supervision, which student teacher shall be enrolled to secure twelve (12) semester hours of student teaching credit.

Heads of Academic Departments.—Heads of Academic Departments shall receive one (1) additional increment of two hundred dollars (\$200).

The compensation of all instructional employes of the State Teachers Colleges not covered by the provisions of this act shall be determined by the executive board under the regulations prescribed by the Administrative Code.

Section 3. Leaves of Absence.—Upon recommendation of the President and approval by the Board of Trustees and the Superintendent of Public Instruction, a leave of absence of one semester with full pay or a leave of absence of one year with half pay, for restoration of health, study, travel or other appropriate purposes, may be granted to any member of the faculty of any State Teachers College who has completed ten or more years of continuous and satisfactory service in such institution. No State Teachers College shall limit the

number of such leaves of absence in any one school year to less than ten per centum of the number of persons eligible for such leaves.

No leave of absence shall be granted unless such person shall agree, in writing, to return to his or her employment with the State Teachers College for a period of not less than one year immediately following the expiration of such leave of absence.

No such leave of absence shall be considered a termination or breach of the contract of employment and the person on leave of absence shall be returned to the same position he or she occupied prior thereto.

Every employe, while on such leave of absence, shall be considered to be in regular full-time daily attendance in the position from which the leave was taken during the period of said leave, for the purpose of determining the employe's length of service and the right to receive increments as provided by law.

Every person on leave of absence shall retain the right to make contributions as a member of either the State Employes' Retirement Fund or the Public School Employes' Retirement Fund and continue his or her membership therein in which ever system he currently holds membership.

Nothing in this section shall be construed to prevent any person on leave of absence from receiving a grant for further study from any institution of learning other than the State Teachers College by which employed.

The Trustees of each State Teachers College shall have the right to make such regulations as they may deem necessary to make sure that employes on leave shall utilize such leave properly for the purpose for which it was granted, requiring reports from the employe or employes on leave in such manner as they may deem necessary.

Section 4. Annual Employment.—Nothing contained herein shall be construed as prohibiting the payment of compensation beyond the salaries prescribed in this act, nor shall any part of this act be construed as prohibiting the employment of members of the administrative staffs of the State Teachers Colleges on a twelve (12) month basis.

Section 5. Promotions.—Any faculty member who, during the term of his employment, shall have attained the qualification necessary for the next higher classification, as hereinbefore set forth, shall, commencing with the next succeeding regular college year, within the percentage limitation prescribed by this act, receive the compensation prescribed for such advanced classification, which shall be at least two hundred dollars (\$200) in

excess of the increment earned by him during the previous year.

Section 6. Administration of Salary Schedule.—The provisions of this act shall not be construed as authorizing any decrease in the salary paid any member of the faculty of any State Teachers College at the effective date of this act.

Each person employed as a member of the faculty of a State Teachers College receiving compensation equivalent to or in excess of the minimum salary prescribed by the above schedule shall, for the college year 1951-1952, be raised to the next higher step on the schedule, unless such increase shall be less than one full increment, in which case he shall be raised to the next higher step on the applicable schedule. Each such person receiving compensation less than the minimum salary prescribed by the schedule shall, for the college year 1951-1952, be raised to such minimum salary, unless such increase shall be less than one full increment, in which case he shall be raised to the next higher step on the applicable schedule: Provided, That no compensation shall be paid in excess of the maximum salary for each class when this act becomes effective.

Upon satisfactory completion of a probationary period of three years, the increments prescribed in this act shall become mandatory.

Classifications of any employe enumerated in the foregoing salary schedule and the qualifications of such employe must be approved by the Superintendent of Public Instruction to entitle any employe to the benefits of this act. Not more than thirty per centum of the total number of the faculty of any State Teachers College shall be approved for classification as professor. The duties of each classification shall be defined by the Superintendent of Public Instruction.

The Superintendent of Public Instruction shall be vested with the sole and final authority in interpreting the provisions of this act pertaining to the classification of any person covered thereby.

Section 7. Repeal.—All acts and parts of acts are hereby repealed in so far as they are inconsistent with the provisions of this act.

APPROVED—The 18th day of January, A. D. 1952.

JOHN S. FINE