

remain effective until repealed, changed or modified by the Pennsylvania Public Utility Commission, and transferring and appropriating to the Pennsylvania Public Utility Commission any unexpended balance of any existing appropriation to The Public Service Commission of the Commonwealth of Pennsylvania," amended March 31, 1949 (P. L. 369), is amended to read:

Section 1.

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Compensation.

(c) Each of the commissioners shall receive an annual salary of [fourteen] *nineteen* thousand dollars [(\$14,000)] (*\$19,000*), except the chairman, who shall receive an annual salary of [fifteen] *twenty* thousand dollars [(\$15,000)] (*\$20,000*).

Act effective immediately.

Section 2. The provisions of this act shall, to the extent permitted by the Constitution, become effective immediately upon final enactment.

APPROVED—The 16th day of July, A. D. 1957.

GEORGE M. LEADER

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No. 409

AN ACT

Amending the act of January 18, 1952 (P. L. 2111), entitled "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," increasing the minimum compensation and increments and changing conditions of payment.

State Teachers Colleges, classification and salaries of members of faculties, etc. Sections 2, 5 and 6, act of January 18, 1952, P. L. 2111, amended April 13, 1956, P. L. 1473, further amended.

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

Section 1. Sections 2, 5 and 6 of January 18, 1952 (P. L. 2111), entitled "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 Board of Trustees and Presidents of State Teachers Colleges and the Superintendent of Public Instruction; and repealing inconsistent laws," amended April 13, 1956 (P. L. 1473), are amended to read:

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, two of which shall have been in public schools: minimum annual salary, [five thousand five hundred dollars (\$5500)] *six thousand dollars (\$6000)*; minimum annual increment, [two hundred dollars (\$200)] *three hundred dollars (\$300)*; minimum number of increments ten (10).

Associate Professor Qualifications—minimum of Master's Degree, including a total of [sixty] *seventy* semester hours of graduate credit; at least five years of experience as a teacher, two years of which shall have been in public schools: minimum annual salary, [five thousand dollars (\$5000)] *five thousand five hundred dollars (\$5500)*; minimum annual increment, [two hundred dollars (\$200)] *two hundred fifty dollars (\$250)*; minimum number of increments [ten (10)] *eight (8)*.

Assistant Professor Qualifications—minimum of Master's Degree; at least four years of experience, two years of which shall have been in public schools: minimum annual salary, [four thousand five hundred dollars (\$4500)] *five thousand dollars (\$5000)*; minimum annual increment, two hundred dollars (\$200); minimum number of increments [ten (10)] *eight (8)*.

Graduate degrees and preparation to meet the qualifications of this act shall be earned in fields related to the service rendered to the college.

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, [four thousand dollars (\$4000)] *four thousand five hundred dollars (\$4500)*; minimum annual increment, [one hundred dollars (\$100)] *two hundred dollars (\$200)*; minimum number of increments five (5).

In lieu of experience in public schools, teaching experience in other than public schools may be accepted with the approval of the Superintendent of Public Instruction.

Upon the recommendation of the president of a State Teachers College, the Superintendent of Public Instruction may accept other education and experience qualifications than those mandated in this act for temporary appointments, one year or less in length at the instructor and assistant professor levels.

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)] *seventy-five dollars (\$75)* 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; minimum annual increment, five dollars (\$5); minimum number of increments five (5).

[Administrative officers, deans] *Deans*, directors of special curricula, [and heads of departments] or other administrative officials, may receive not to exceed [five hundred dollars (\$500)] *one thousand dollars (\$1000)*, as additional compensation, *and department heads may receive not to exceed five hundred dollars (\$500)*, as *additional compensation*, according to the policies developed by the board of presidents and approved by State Superintendent of Public Instruction.

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 of the Commonwealth under the regulations prescribed by the Administrative Code.

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

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)] *one (1) additional increment on the new schedule* in excess of the increment earned by him during the previous year when recommended by the president of the college and approved by the board of trustees.

Any professional employe, after reaching maximum salary of his rank, may be paid an additional increment of five hundred dollars (\$500) for each additional five years of service.

Section 6. Administration of Salary Schedule.—The provisions of this act shall not be construed as authoriz-

ing any decrease in the salary paid or any reduction in the attained rank of 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] *may be granted the increments as prescribed in this amendment: Provided, however, That each person employed as a member of the faculty of a State Teachers College having satisfactorily completed the three year probationary period, shall be granted, for the college year [1955-1956] 1957-1958 two increments as prescribed by this amendment, and for the college year 1958-1959 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 1955-1956 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.*

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, except where a member of the faculty has met the requirements of a professorship and has been an associate professor for at least three years when recommended by the president of the college and approved by the board of trustees.

The position on the salary schedule of any faculty member employed after the approval of this act shall be that recommended by the president of the Teachers College and approved by the board of trustees and 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, according to the policies developed by the board of presidents of State Teachers Colleges.

Section 2. This act shall take effect immediately.

Act effective immediately.

APPROVED—The 16th day of July, A. D. 1957.

GEORGE M. LEADER