

CITY PHYSICIAN.

Elected biennially in January by Board of Aldermen. Salary, \$600 per annum.

DR. CHARLES H. COOK.

Office: 37 Green Street.

ASSISTANT CITY PHYSICIAN.

Elected biennially in January by Board of Aldermen. Salary, \$100 per annum.

DR. E. U. SARGENT.

Office: Penacook.

CITY SOLICITOR.

Elected biennially in January by Board of Aldermen. Salary, \$800 per annum.

ELWIN L. PAGE.

OVERSEERS OF THE POOR.

Elected biennially in January by Board of Aldermen.

Ward 1—HARRY F. JONES, Penacook.

Salary, \$30 per annum.

Ward 2—CLARENCE I. TEBBETTS, East Concord.

Salary, \$10 per annum.

Wards 3, 4, 5, 6, 7, 8, 9—ARTHUR E. ROBY, City Hall.

Salary, \$350 per annum.

CITY OF CONCORD.

POLICE DEPARTMENT.

JUSTICE MUNICIPAL COURT.

Appointed by Governor and Council. Salary, \$1,200 per annum.

HARRY J. BROWN.*

WILLIAM L. STEVENS.†

Office: Police Station.

CLERK MUNICIPAL COURT.

Appointed by Justice. Salary, \$600 per annum.

JOHN W. STANLEY.

CITY MARSHAL.

Appointed by Board of Aldermen. Term, unlimited. Bond of \$1,000 required.
Salary, \$2,600 per annum.

GEORGE A. S. KIMBALL.

Office: Police Station.

ASSISTANT MARSHAL.

Appointed by Board of Aldermen. Term, unlimited. Salary, \$2,200 per annum.

VICTOR I. MOORE.

* Died November 11, 1924.

† Appointed December 10, 1924.

REGULAR POLICE AND NIGHT WATCH.

Appointed by City Marshal, subject to confirmation by Board of Aldermen. Term, unlimited. Salary, \$1,650 per annum to \$1,916, according to term of service. Police Station service, \$1,000 to \$1,300.

SAMUEL L. BACHELDER, Captain of Night Watch.

* J. EDWARD SILVA, Captain of Night Watch.

Salary, \$2,000 per annum.

CHRISTOPHER T. WALLACE, Sergeant.

Salary, \$1,950 per annum.

Samuel L. Bachelder, George H. Silsby, Irving B. Robinson,
House Officers.

Samuel Rodd,	Merle F. Densmore,
John B. Long,	Fred N. Marden,
C. H. Curtis,	F. Scott Rogers,
A. W. McIsaac,	Eugene G. Densmore,
Paul H. Moore,	James J. Halligan,
	George M. Dooley,
Abraham D. Cushing,	Thomas M. Harrison, Chauffeurs.

RESERVE OFFICERS.

GEORGE H. ABBOTT, Captain.

Edward J. O'Connell,	Frank Silva,
Joseph King,	Herbert E. Clark,
Harold B. Page,	Mathew Peabody,
William E. White,	Addison N. Martin,
Edward L. Howland,	Joseph P. Morrill,
D. Otis Swain,	Perley H. Morse,
Mark D. Casey,	Hayward C. Logan,
John P. Walsh,	Joseph G. Andrews,
	Harry D. Long.

* Appointed May 15, 1924.

PUBLIC LIBRARY.

TRUSTEES.

Appointed biennially in January by Mayor, subject to confirmation by Board of Aldermen. Salary, none.

- Ward 1*—CHARLES H. SANDERS.
Ward 2—OSCAR H. WOODWARD.
Ward 3—LEVIN J. CHASE.
Ward 4—JOHN A. BLACKWOOD.
Ward 5—WILLIS D. THOMPSON.
Ward 6—THOMAS W. D. WORTHEN.
Ward 7—WILLIAM W. FLINT.
Ward 8—PERLEY B. PHILLIPS.
Ward 9—WILLIAM J. AHERN, JUNIOR.

LIBRARIAN.

Elected annually by trustees of library. Salary, \$1,200 per annum.

GRACE BLANCHARD.

ASSISTANTS.

Salary, \$800 per annum.

JOSEPHINE M. BROWN. HELEN C. CLARKE.
MARY W. DENNETT.

Salary, \$700 per annum.

BERTHA N. CARR.

CITY WATER WORKS.

WATER COMMISSIONERS.

Two appointed annually in March, for four years, by Board of Mayor and Aldermen.
Salary, none.

Office: Room 1, City Hall.

WILLIS H. FLINT, MAYOR, *ex-officio*,

JOHN B. ABBOTT,	Term expires March 31,	1925
BURNS P. HODGMAN,	“ “ “	1925
N. E. MARTIN,	“ “ “	1926
H. H. DUDLEY,	“ “ “	1926
MELVIN L. TOWLE,*	“ “ “	1927
BENJAMIN H. ORR,†	“ “ “	1927
CARLOS H. FOSTER,	“ “ “	1927
FRANK P. QUIMBY,	“ “ “	1928
GEORGE T. KENNEY,	“ “ “	1928

President—N. E. MARTIN.

Clerk—BURNS P. HODGMAN.

SUPERINTENDENT OF WATER WORKS.

Appointed by Board of Water Commissioners. Salary, \$3,800 per annum.
Term unlimited.

PERCY R. SANDERS.

Office: City Hall.

TRUSTEES OF TRUST FUNDS.

NATHANIEL E. MARTIN,	Term expires January,	1925
CARL H. FOSTER,	“ “ “	1926
HARRY H. DUDLEY,	“ “ “	1927

* Died September 27, 1924.

† Appointed to fill vacancy.

CITY OF CONCORD.

FIRE DEPARTMENT.

CHIEF ENGINEER.

Elected by Board of Aldermen. Term, unlimited. Salary, \$2,600 per annum.

WILLIAM C. GREEN.

ASSISTANT ENGINEERS.

Elected by Board of Aldermen. Term, unlimited.

FOR PRECINCT.

Salary, \$145 each per annum.

WALTER J. COFFIN.
SYLVESTER T. FORD.*
W. A. KING.†

FOR PENACOOK.

Salary, \$100 per annum.

FRED M. DODGE.

FOR EAST CONCORD.

Salary, \$20 per annum.

C. E. ROBINSON.

FOR WEST CONCORD.

Salary, \$20 per annum.

GEORGE W. KEMP.

STEWARD FIRE STATION, EAST CONCORD.

Elected by Board of Aldermen. Salary, \$30 per annum.

M. J. LACROIX.

* Died January 6, 1924.

† Appointed February 11, 1924.

SUPERINTENDENT FIRE ALARM, PENACOOK.

Elected by Board of Aldermen. Salary, \$100 per annum.

FRED M. DODGE.

BUILDING INSPECTOR.

WILLIAM C. GREEN, CHIEF, *ex-officio*.

FRED W. LANG.*

SUPERINTENDENT OF CITY CLOCKS.

Elected by Board of Aldermen. Salary, \$85 per annum.

MERVIN E. BANKS.

BOARD OF HEALTH.

Appointed biennially in January, by Mayor, subject to confirmation by Board of Aldermen. Salary, none.

WILLIS H. FLINT, MAYOR, *ex-officio*,

Dr. CHARLES H. COOK, *ex-officio*,

DR. SIBLEY G. MORRILL.

REGISTRAR OF VITAL STATISTICS.

ARTHUR E. ROBY.

Office: City Hall.

* Elected August 11, 1924.

BOARD OF HYDRANT COMMISSIONERS.

No salary.

FRED W. LANG,	City Engineer
WILLIAM C. GREEN,	Chief of the Fire Department
PERCY R. SANDERS,	Supt. of the Water Works

PARK COMMISSIONERS.

Two appointed annually in January, for three years, by Mayor, subject to confirmation by Board of Aldermen. No salary.

WILLIS H. FLINT,	MAYOR, <i>ex-officio</i> .		
WILLIS D. THOMPSON, JR.,	Term expires January,	1925	
WILL J. DREW,	" " "	1925	
JOHN P. GEORGE,	" " "	1926	
CHARLES L. JACKMAN,	" " "	1926	
BEN C. WHITE,	" " "	1927	
ALPHEUS M. JOHNSON,	" " "	1927	

SUPERINTENDENT OF PARKS.

FRANK ATKINSON.

CEMETERY COMMITTEES.

One from each ward (except Wards 4, 5, 6, 9, and part of Ward 7, consolidated) appointed annually in January, for three years, by Mayor, subject to confirmation by Board of Aldermen. Salary, none.

WARD 1.

OLIVER J. FIFIELD,	Term expires January,	1925
CHARLES H. SANDERS,	“ “ “	1926
WALLACE C. HOYT,	“ “ “	1927

WARD 2.

CHARLES T. STANIELS,	Term expires January,	1925
SCOTT FRENCH,	“ “ “	1926
C. A. CHAMBERLIN,	“ “ “	1927

WARD 3.

ROYAL D. HOLDEN,	Term expires January,	1925
MATHEW H. PEABODY,	“ “ “	1926
LEWIS S. PARMENTER,	“ “ “	1927

WARD 7.

ALBERT S. TRASK,	Term expires January,	1925
FRANK G. PROCTOR,	“ “ “	1926
IRVING F. CURRIER,	“ “ “	1927

WARD 8.

ROBERT E. PHILBRICK,	Term expires January,	1925
ALMAH C. LEAVITT,	“ “ “	1926
BENJAMIN J. PRESCOTT,	“ “ “	1927

COMMISSIONERS OF CEMETERIES.

FOR WARDS 4, 5, 6, 9, AND PART OF WARD 7.

Two members appointed annually in March, for three years, by Mayor, subject to confirmation by Board of Aldermen. Salary, none.

WILLIS H. FLINT, MAYOR, *ex-officio*.

FRED W. LANG,	Term expires March, 1925
CHARLES L. JACKMAN,	“ “ “ 1925
CHARLES G. REMICK,	“ “ “ 1926
JOHN P. GEORGE,	“ “ “ 1926
HERBERT G. ABBOTT,	“ “ “ 1927
HARRY G. EMMONS,	“ “ “ 1927

SUPERINTENDENT BLOSSOM HILL AND OLD NORTH CEMETERIES.

FRED N. HAMMOND.

UNDERTAKERS.

Appointed biennially in January by Mayor, subject to confirmation by Board of Aldermen. Salary, none.

FOR OLD NORTH AND BLOSSOM HILL CEMETERIES.

GEORGE W. WATERS,
 HAMILTON A. KENDALL,
 CARLOS H. FOSTER,
 HIRAM G. KILKENNY,
 FRANK J. KELLEY,
 WILLIAM H. HOYT,
 JOHN F. WATERS.

FOR WOODLAWN CEMETERY, PENACOOK.

OLIVER J. FIFIELD.

FOR EAST CONCORD CEMETERY.

SCOTT FRENCH.

FOR WEST CONCORD CEMETERY.

LEWIS S. PARMENTER.

FOR MILLVILE CEMETERY.

W. OSCAR PROCTOR.

FOR SOUHOOK CEMETERY.

BENJAMIN J. PRESCOTT.

INSPECTOR OF PETROLEUM.

Appointed annually in January by Mayor, subject to confirmation by Board of Aldermen. Fees, one-fourth cent per gallon for inspection, paid by owner of oil.

CLARENCE I. TEBBETTS.

FENCE VIEWERS.

Appointed annually in January by Mayor, subject to confirmation by Board of Aldermen. Fees, \$2 per day, paid by parties interested.

FRED W. LANG,
EVERETT H. RUNNELLS,
ALFRED CLARK.

POUND KEEPER.

Appointed annually in January by Mayor, subject to confirmation by Board of Aldermen. Fees, two cents each for impounding sheep, and five cents each for all other creatures, paid by owners.

OMAR L. SHEPARD, JR.

SEALERS OF LEATHER.

Appointed annually in January by Mayor, subject to confirmation by Board of Aldermen. Fees, reasonable price, paid by person employing.

JOHN C. THORNE,
FRANK E. GALE.

SEALER OF WEIGHTS AND MEASURES.

Appointed annually in January by Mayor, subject to confirmation by Board of Aldermen. Salary, \$720.

FRED S. PENDLETON.

Office: 11 Court Street.

CULLER OF STAVES.

Appointed annually in January by Mayor, subject to confirmation by Board of Aldermen. Fees, bbl. staves, 28 cents; hhd. staves, 34 cents; pipe staves, 40 cents; butt staves, 45 cents; hoop, 50 cents; heading, 33 cents per M.—paid by party for whom culling is done.

FRED H. PERLEY.

WEIGHERS OF HAY, COAL, ETC.

Appointed annually in January by Mayor, subject to confirmation by Board of Aldermen. Fees, reasonable price per load, paid by party requiring service.

Arthur G. Stevens,	H. T. Ross,
Everett L. Davis,	C. H. Staniels,
Hallett E. Patten,	Frank J. Clancy,
Arthur N. Day,	William H. Meserve,
James F. Fitzgerald,	G. W. Lovejoy,
Fred H. Perley,	Alphonse King,
Fred I Rolfe,	John S. Chandler,
William J. Mullen,	R. E. Sanderson,
Henry A. Brown,	William Gooden,
Charles E. Hardy,	Guy Rowell,

Arthur F. Carr,	Clarence S. Anderson,
Frank Jutras,	C. H. Hanson,
Otis Lynch,	C. J. Roers,
Frank L. Smith,	James B. Riley,
Charles J. Sawyer,	Charles F. Jenks,
E. E. Young,	Roger W. Fowler,
H. C. Morgan,	Charles E. Cook,
R. J. Rowland,	V. J. Bennett,
Archie Black,	Waldo A. Holmes,
Charles H. Smith,	Joseph W. Brawn,
Asher E. Ormsbee,	Earl Woodbury,
E. W. Saltmarsh,	Robert C. Jewell,
R. W. Gordon,	John Nyhan,
Fred E. Wattles,	S. A. Clark,
Edward Watkins,	G. F. Rogers,
Frank E. Gale,	Herbert A. Stuart,
Chester D. Parkhurst,	J. W. Currier,
J. A. Provost,	G. W. Hunter,
John White,	F. W. Morgan,
Nelson Forrest,	D. C. Taylor,
George B. Whittredge,	A. M. Follett,
Howard Perley,	John E. Coulter,
W. A. Flanders,	H. L. Barnard,
J. F. McCauley,	Phillip Desmarais,
J. S. Callahan,	Omar C. Allard,
Harold C. Lee,	L. M. Quimby,
T. Mulligan,	T. F. O'Neil,
C. E. Boardman,	J. T. Turcotte,
Frank Edmunds,	C. G. Rowell,
William Arthur Stevens,	Robert A. Ranson,
Henry F. Sullivan,	Thomas Harrison,
Owen E. Hilliard,	Stillman H. Clough,
Algernon B. Tewksbury,	Everett Gagnon,
Ellsworth A. White,	Robert J. Byrne,
Thomas Murphy,	Mark D. Casey,
W. J. Callahan,	Herbert J. Kennedy,
W. L. Fenton,	George H. Abbott.

CITY WEIGHER.

WILLIAM A. KELLEY.

Office: Rear of Police Station.

SURVEYORS OF PAINTING.

Appointed annually in January by Mayor, subject to confirmation by Board of Aldermen. Fees, reasonable price, paid by party employing.

George Abbott, Jr.,	George Griffin,
Charles F. Mudgett,	Moses E. Haines.

SURVEYORS OF MASONRY.

Appointed annually in January by Mayor, subject to confirmation by Board of Aldermen. Fees, reasonable price, paid by party employing.

Fred L. Plummer,	William Rowell.
	Stephen H. Swain,

SURVEYORS OF WOOD, LUMBER AND BARK.

Appointed annually in January by Mayor, subject to confirmation by Board of Aldermen. Fees, for surveying shingles and clapboards, 4 cents per M.; boards and timber, 16 cents per M.; measuring cord wood, 4 cents per cord or load, or 40 cents per hour for over twenty cords—paid by person employing.

Arthur G. Stevens,	John Rolfe,
John A. Blackwood,	Fred G. Chandler,
Albert O. Preston,	Oliver Reno,
Alfred Clark,	Silas Wiggin,
Edgar D. Eastman,	F. E. Frost,
Harry Jones,	Irving T. Chesley,
William Pierce,	B. J. Prescott,
George Darrah,	Arthur C. Stewart,
Arthur N. Day,	Fred W. Lang,
Frank E. Dimond,	Charles H. Swain,
Henry Rolfe,	Everett L. Davis,
William E. Virgin,	Ezra B. Runnells,

Oliver J. Fifield,	E. D. Ashley,
Hallett E. Patten,	W. F. Frost,
Fales P. Virgin,	W. J. Mullen,
Clinton O. Partridge,	Henry M. Richardson,
Harvey H. Hayward,	Arthur R. Stewart,
Alfred D. Mayo,	Edward R. Foster,
Louis F. Merrill,	Irving Burbank,
Joseph Messier,	John E. Colton,
Herbert W. Rolfe,	Everett Runnells,
Herman C. Colby,	Clifford G. Culver,
Edward L. Foster,	Horace B. Annis,
C. H. Osgood,	Carl F. Mellin,
Richard J. Hennessey,	Guy F. Avery,
Stacy E. Oliver,	S. O. Daigneau,
Harry Walsh,	Henry J. McCrossan,
Charles A. Bartlett,	Robert E. Philbrick,
Harry L. Billings,	William T. Tippet,
Guy F. Avery,	Algernon B. Tewksbury,
J. O. Clark,	Solon Colby.

LICENSED DRAIN LAYERS.

Appointed annually in January by Mayor, subject to confirmation by Board of Aldermen. No salary.

William Rowell,	W. Arthur Bean,
J. Henry Sanborn,	Willis H. Robbins,
Everett S. Mahoney,	Henry Rolfe,
William H. McGuire,	G. Arthur Nichols,
P. Henry D. Leary,	Fred L. Plummer,
William J. Bishop,	John H. Clark,
William A. Lee,	Ned J. Morrill,
Richard J. Lee,	Seth R. Hood,
Zeb F. Swain,	William Stanley,
Albert S. Trask,	George E. Robinson,
Charles W. Bateman,	Joseph J. Booth,
Elmer E. Babb,	Arthur W. Buntin,

Clarence J. Spead,	Harris S. Parmenter,
W. J. Sleeper,	Manley W. Morgan,
John W. McGowan,	Henry Riley,
Henry Morrill,	Fred W. Lang,
Harry H. Kennedy,	Charles H. Berry,
John Sweeney,	Niram M. Kays,
John R. Hall,	Wilfred H. Brennan,
Joseph A. Normandeau,	James H. Brannigan,
Michael J. Lee,	E. H. Smart,
Arthur W. Brown,	John C. Smith,
Edward E. Beane,	Walter Dow,
Robert F. Keane, Jr.,	I. J. Huneau,
Victor T. Lauze,	Philip W. Clark,
William H. Murphy,	Joseph Clement.
Malcolm Butler,	

BOARD OF EXAMINERS OF PLUMBERS.

Appointed annually in March by Mayor, subject to confirmation by Board of Aldermen. No salary.

CHARLES H. COOK, M. D., *ex-officio*,
 FRED W. LANG, *ex-officio*,
 WILFRED BRENNAN.

WARD OFFICERS.

SUPERVISORS OF CHECK-LISTS.

- Ward 1*—FRANK P. ROBERTSON,
ELI LAFLAMME,
GEORGE F. MCGIRR.
- Ward 2*—M. J. LACROIX,
FRED J. CARTER,
C. E. ROBINSON.
- Ward 3*—LAWRENCE W. KNIGHT,
MARGARET A. DIMOND,
J. HAROLD JOHNSON.
- Ward 4*—HAROLD CHENEY,
NUTE B. FLANDERS,
HARRY D. CHALLIS.
- Ward 5*—JOSEPH P. SARGENT,
FRANKLIN B. GORDON,
E. W. WALKER.
- Ward 6*—CHARLES DUNCAN,
ARTHUR W. STEVENS,
ERNEST W. SALTMARSH.
- Ward 7*—FRANK I. MANNING,
WALDO S. ROUNDY,
CLARENCE O. PHILBRICK.
- Ward 8*—FRED SMITH,
C. C. STUART,
ALBERT J. AYOTTE.
- Ward 9*—PATRICK J. GAVAGHAN,
DENNIS J. KENNEY,
FRANK J. SPAIN.

WARD CLERKS.

- Ward 1*—JOHN B. DODGE.
Ward 2—WALTER C. SANBORN.
Ward 3—EARL N. WOODBURY.
Ward 4—WILLIAM B. McINNIS.
Ward 5—EDWARD A. DAME.
Ward 6—GUY JEWETT.
Ward 7—GEORGE B. WHITTREDGE.
Ward 8—GEORGE E. JACOBS.
Ward 9—ANDREW E. SALTMARSH.
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MODERATORS.

- Ward 1*—JOHN H. ROLFE.
Ward 2—WARREN F. ESTY.
Ward 3—FRANK C. BLODGETT.
Ward 4—JOSEPH S. OTIS.
Ward 5—WILLIAM L. STEVENS.
Ward 6—ARTHUR E. DOLE.
Ward 7—ALBERT W. THOMPSON.
Ward 8—CORNELIUS McCORMICK.
Ward 9—PAUL E. CASEY.

MAYORS OF CITY OF CONCORD.

The original charter of the city was adopted by the inhabitants March 10, 1853, and until 1880 the Mayor was elected annually. Since 1880 the Mayor has been elected for two years at each biennial election in November. Under the City Charter, adopted May 11, 1909, the Mayor was elected in December, 1910, for one year, and biennially thereafter in November, beginning in the year 1911.

HON. JOSEPH LOW,	1853-'54.
“ RUFUS CLEMENTS,*	——-'55.
“ JOHN ABBOTT,	1856-'57-'58.
“ MOSES T. WILLARD,	1859-'60.
“ MOSES HUMPHREY,	1861-'62.
“ BENJAMIN F. GALE,	1863-'64.
“ MOSES HUMPHREY,	——-'65.
“ JOHN ABBOTT,	1866-'67.
“ LYMAN D. STEVENS,	1868-'69.
“ ABRAHAM G. JONES,	1870-'71.
“ JOHN KIMBALL,	1872-'73-'74-'75.
“ GEORGE A. PILLSBURY,	1876-'77.
“ HORACE A. BROWN,†	1878-'79-'80.
“ GEORGE A. CUMMINGS,‡	1880-'81-'82.
“ EDGAR H. WOODMAN,	1883-'84-'85-'86.
“ JOHN E. ROBERTSON,	1887-'88.
“ STILLMAN HUMPHREY,	1889-'90.
“ HENRY W. CLAPP,	1891-'92.
“ PARSONS B. COGSWELL,	1893-'94.
“ HENRY ROBINSON,	1895-'96.
“ ALBERT B. WOODWORTH,	1897-'98.
“ NATHANIEL E. MARTIN,	1899-1900.
“ HARRY G. SARGENT,	1901-'02.
“ CHARLES R. CORNING,	1903-'08.
“ CHARLES J. FRENCH,	1909-'15.
“ NATHANIEL W. HOBBS,	1916-'17.
“ CHARLES J. FRENCH,	1918-'19.
“ HENRY E. CHAMBERLIN,	1920-'23.
“ WILLIS H. FLINT,	1924-

* Died in office, January 13, 1856.

† Term closed in November, 1880.

‡ Term commenced in November, 1880.

DEPARTMENT REPORTS.

SCHOOL REPORT.

BOARD OF EDUCATION, 1924-1925.

HARRY F. LAKE, Esq. *President*
MRS. OSMA C. MORRILL *Secretary*

MEMBERS.

TERM EXPIRES.

1925.

HARRY F. LAKE, Esq., 29 Auburn Street
MRS. DOROTHY B. JACKSON, 35 Liberty Street
MR. CARL H. FOSTER, 40 Rumford Street

1926.

MR. BENNETT BATCHELDER, 104 School Street
MRS. ELISABETH R. ELKINS, 24 Union Street
MR. JOSEPH S. OTIS, 26 Church Street

1927.

REV. W. STANLEY EMERY, 110 North State Street
MRS. OSMA C. MORRILL, 123 North State Street
DR. CARLETON R. METCALF Kensington Road

STANDING COMMITTEES.

FINANCE.

MR. FOSTER. MR. BATCHELDER. MR. OTIS.

HIGH SCHOOL.

MR. EMERY. MR. LAKE. DR. METCALF.

JUNIOR HIGH SCHOOLS.

MRS. ELKINS. MR. FOSTER. MR. BATCHELDER.

ELEMENTARY SCHOOLS.

MRS. JACKSON. MR. EMERY. DR. METCALF.

KINDERGARTENS.

MRS. MORRILL. MRS. JACKSON. DR. METCALF.

	RURAL SCHOOLS.	
MR. EMERY.	MRS. ELKINS.	MRS. JACKSON.
	BUILDINGS AND REPAIRS.	
MR. BATCHELDER.	MR. LAKE.	MR. OTIS.
	DISCIPLINE.	
MR. LAKE.	MRS. MORRILL.	MR. EMERY.
	HYGIENE.	
DR. METCALF.	MRS. MORRILL.	MR. EMERY.
	MANUAL TRAINING.	
	<i>Wood and Iron.</i>	
MR. BATCHELDER.	MRS. JACKSON.	MR. OTIS.
	<i>Sewing and Cooking.</i>	
MRS. JACKSON.	MRS. MORRILL.	MRS. ELKINS.
	MUSIC.	
MRS. MORRILL.	MR. BATCHELDER.	MRS. ELKINS.
	DRAWING.	
MRS. ELKINS.	MR. FOSTER.	MRS. JACKSON.
	TEXT-BOOKS.	
MR. EMERY.	MR. LAKE.	MRS. ELKINS.
	TRAINING SCHOOL.	
MR. OTIS.	MR. FOSTER.	MRS. JACKSON.
	NIGHT SCHOOL.	
MR. OTIS.	MR. FOSTER.	DR. METCALF.

SUPERINTENDENT OF SCHOOLS.

LOUIS JOHN RUNDLETT.

15 Summit Street. Office: Parker School.
 Hours: 4 to 6 p. m., school days. Office open 8 to 12 a. m.,
 1.30 to 6 p. m. Telephones: Office, 1325; house, 603R.

ASSISTANT SUPERINTENDENT OF SCHOOLS.

CHARLES WATERMAN WALKER.

74 School Street. Office: Parker School.
 Hours: 3 to 5 p. m., school days. Telephones: Office, 1325.
 House 1157W.

REPORT OF THE BOARD OF EDUCATION.

To the Citizens of Union School District:

The only addition to the equipment of the district during the past year has resulted from the purchase, remodeling and equipment of our Practice House. In accordance with the vote of the district, that a house should be bought to provide accommodation for the Domestic Arts course, the house at 59 Warren Street, adjacent to the High School, was obtained and has been used during the school year. It has proved to be very practical and satisfactory. Excellent sewing and fitting rooms give the sewing classes an opportunity to work under the best conditions the district has ever provided. The kitchen and pantry are used by the cooking classes and meals are served in the dining room, while a laundry in the basement makes instruction in washing and ironing possible. Miss Wallace, the head of the department, lives at the house, paying rent to the district and has direct supervision of the property. Her office also is in the building.

The project has worked admirably, and the Board of Education feels that in view of the housing conditions which exist in the district, the purchase of this practice house was the best method to relieve the congestion in the High School. When the need for such a house shall have passed, it may easily be turned into offices for the district or because of its situation and the improvements which have been made it would find a ready market.

The Board of Education has been troubled for a long time over the problem of transportation. There is probably but one district in the state which has more territory to cover, or spends more money for the purpose. We have thirteen different routes, conveying 271 children. There are no conveyances to be had really suitable for the purpose. Those furnished locally are such only as are the left-overs from the now obsolete livery stable business. The wagons and

barges used as conveyances are so constructed as to leave the children when enroute without proper supervision, and in cold and rainy weather are so enclosed by curtains as to hide the children almost entirely throughout the trip.

We have for a long time felt that there was much in our transportation system that was not dignified, nor in keeping with Concord schools. There are standard barges which are used to a great extent throughout the country, which afford every possible safeguard to the health and morals of the children. We believe that possibly three such motor barges would take care of several of our routes at an expense not greater than the present. The mandate which involves the taking of no risks with the lives and health of our children rests heavily upon us. We have, therefore, inserted an article in the warrant under which appropriate action can be taken, and we hope the district will provide means to buy one or more standard motor vans for school purposes the coming year. We believe that such motor vans can be operated substantially the whole year,—certainly they could be so operated during an open season like the present one. If the operation of such as might be purchased now should prove successful, more could be provided at a later date. We unreservedly recommend such purchase for immediate use.

The time has arrived when Union School District should give some attention to the matter of pensions for its teachers. A large number of our teachers have given the district long and faithful service, and much of this service was given at a time when salaries were meager. There will be, before many years, several retirements from the ranks of the teaching force, and we feel that in no event will these teachers be able to retire into comfortable circumstances so far as their own savings are concerned.

In consequence, your Board desires the establishment of some appropriate pension system for the teachers of Union School District. That in Manchester, by a special enabling act of the Legislature, permits the city to appropriate money annually as a pension to such former teachers as are recom-

mended for the purpose, year by year, by the Board of Education. It is obvious that this method lacks that degree of security particularly desirable in such a matter. Another system, adopted in many places, embodies the payment on the part of the teachers into a common fund, which establishes in time a very substantial principal from which, upon retirement, teachers may receive a stated annual income. It is evident that by this system the teachers have their pensions created out of their own earnings, instead of receiving them as additions to their annual salaries, which is the method followed under the system first suggested.

If the idea of providing a so-called pension, which as applied to teachers is to be regarded only as deferred compensation for services actually rendered, finds favor with the district, we hope that such interest may be created in the matter as will result in devising and establishing a proper pension system, so-called, at an early date.

The most important matter facing the district is that of a new High School building. The High School, the Parker School, and the Penacook, Cogswell, Rumford and Chandler Schools are overcrowded. The High School, designed for 496, will next year have nearly 700 in attendance,—the Parker School, made to accommodate 180, has now 280, while the other grade schools mentioned are taking care of substantially twenty-five per cent more than good results will permit. We believe that the District well understands that the erection of a new High School building, and the transferring of the entire Junior High School to the present High School building, and the use of the Parker School to relieve congestion in the grade schools named south of Pleasant Street, is the only practical plan for the immediate future.

Such a plan was contemplated in the vote of the last annual meeting, authorizing the School Board to obtain an act from the Legislature enabling the district to incur such a debt as would be necessary for the carrying out of the undertaking suggested. This bill has been prepared, introduced into the Legislature, passed by it, and signed by the Gov-

ernor. Under its provisions, we shall have ample funds to acquire a site and erect and equip a building, paying for the same during such period less than forty years as may be agreed upon by the city and the district.

We therefore recommend that under the appropriate article in the warrant, a committee of citizens be appointed to act with the School Board or a committee thereof, and that to this joint committee authority be given to select a site, employ architects and with them plan a High School building to accommodate at least 1,000 pupils, and immediately to build and properly equip the same,—and as necessary for this purpose, that the district vote to raise and appropriate a sufficient sum.

Bearing upon the cost of such a proposition, the School Board has made only such investigation as was possible, without the expenditure of money. We believe that a building of the character suggested can be erected and equipped for approximately \$500,000. The additional cost of a site is problematical, depending obviously upon the amount of land taken, and the number and value of the buildings thereon. We make no suggestion herein as to the site,—that should be left to the committee appointed, or provided for at the annual meeting. There follows this report certain correspondence that is self-evident.

Respectfully submitted,

HARRY F. LAKE
DOROTHY B. JACKSON
CARL H. FOSTER
BENNETT BATCHELDER
ELISABETH R. ELKINS
JOSEPH S. OTIS
W. STANLEY EMERY
OSMA C. MORRILL
CARLETON R. METCALF

Board of Education of Union School District.

CONCORD, N. H., February 11, 1925.

*Harry F. Lake, Esq., Chairman Board of Education, Concord,
New Hampshire:*

DEAR MR. LAKE: The cost of printing the annual city report is large. This document includes in full the reports of Union School District, and I find it is really a large part thereof.

In the interests of economy, we have asked all departments to make reports as brief as possible consistent with comprehensiveness. If it is possible for the usual school reports to be shortened without loss of value to the district, we should appreciate your efforts to this end.

WILLIS H. FLINT,
Chairman Finance Committee.

CONCORD, N. H., February 13, 1925.

Hon. Willis H. Flint, Concord, N. H.:

MY DEAR MAYOR FLINT: Your letter of February 11 is just at hand. The School Board will be mindful of your suggestions, and will endeavor to abbreviate as much as can reasonably be done the various reports. We are, of course, pleased to co-operate with you in this matter.

Very respectfully yours,

HARRY F. LAKE,
President Board of Education.

SPECIAL APPROPRIATION ACCOUNT.

Received, appropriation,		\$8,500.00
Expended:		
House and lot,	\$4,100.00	
Recording deed,	.87	
Wiring,	147.60	
Plumbing,	369.62	
Heating supplies,	899.98	
Refinishing,	761.85	
Tin roof,	15.00	
Cement,	1.60	
Taxes,	131.51	
Concreting,	56.95	
Architect fees,	137.00	
Furniture,	425.62	
Furnishings,	215.27	
Freight and trucking,	4.24	
Grading,	172.30	
Repair work,	1,060.10	
Balance,	.49	
	<hr/>	\$8,500.00

REPORT OF TREASURER.

UNION SCHOOL DISTRICT.
March 15, 1924, to March 11, 1925.
H. L. ALEXANDER, *Treasurer.*

APPROPRIATION.

Amount voted by district,	\$283,808.37
Domestic Arts housing,	8,500.00
Dog licenses,	2,145.51
Abial Walker Fund,	36.61
	<hr/>
	\$294,490.49
Amount drawn from city treasurer,	\$279,000.00
Balance due from city treasurer,	15,490.49
	<hr/>
	\$294,490.49

RECEIPTS.

Balance on hand March 25, 1924,	\$58.02
Drawn from city treasurer,	279,000.00
Received from tuition,	4,341.02
Received from cash sales for school lunches,	3,951.32
" " " " " miscellaneous,	113.71
" " " " " text-books,	116.46
" " " " " scholars' supplies,	443.90
Received from cash sales for medical inspection,	.90
Received from cash sales for repairs,	9.45
Received from state of New Hampshire,	2,402.89
	<hr/>
	\$290,437.67

EXPENDED.

1. Expenses of School Board and other district officers,	\$325.00
2. Expenses of superintendents,	4,500.00
3. Truant officer and census,	140.51
Salary of truant officer,	799.76

4. Other expenses of administration—	
Maintenance,	\$3,163.57
Salaries,	2,013.80
5. Salaries of principals and regular teachers,	146,747.19
6. Salaries of supervisors of special subjects,	35,801.53
7. Text-books,	4,748.08
8. Reference books, maps, apparatus, etc.,	327.28
9. Scholars' supplies,	5,153.70
10. Flags,	7.50
11. Graduation exercises, exhibits, advertising,	174.47
12. Other expenses of instruction,	2,314.37
13. Janitors' salaries,	15,111.87
Janitor and building supplies,	965.76
14. Fuel,	13,858.88
15. Water,	543.25
16. Light and power,	1,951.42
17. Repairs—Salaries,	1,702.25
Maintenance,	5,969.18
18. Other expenses of operation and maintenance,	1,085.81
19. Libraries,	14.09
20. Medical inspection—Maintenance,	1,118.10
Salaries,	4,306.36
21. Transportation,	10,604.88
22. Other special activities—School lunches,	3,270.81
Night school,	319.50
23. Insurance,	5,019.14
24. Rebate of tuition,	30.78
25. Lands and new buildings,	8,499.51
26. New equipment,	3,393.81
27. Miscellaneous,	6,220.00
Balance on hand,	235.51

\$290,437.67

H. L. ALEXANDER,

Treasurer.

CONCORD, N. H., March 11, 1925.

We hereby certify that we have examined the foregoing accounts of the Financial Agent of Union School District, and find the expenditures correctly cast and a proper voucher for each item.

H. H. METCALF,
CLYDE M. DAVIS,
Auditors.

SCHOOL REPORT.

85

COST PER CAPITA.

Cost per pupil, including all current expenses,	\$89.347
Cost per pupil, including all current expenses, based on average membership,	100.09
Cost per pupil for tuition, including music, drawing, superintendents, etc.,	58.914
Cost per pupil for tuition, exclusive of special teachers and superintendent,	45.02
Cost per pupil for tuition, exclusive of special teachers and superintendent, in all schools below the High School,	36.31
Cost per pupil for tuition, exclusive of special teachers and superintendent, in the High School,	61.987
Cost per pupil for text-books and supplies in all schools,	3.048

TUITION RECEIPTS.

High School,	\$4,271.48
Walker School,	21.79
Rumford School,	18.00
Dewey Training School,	24.16
Cogswell School,	5.59
	<hr/>
	\$4,341.02

FOR EVERY DOLLAR EXPENDED

1924-1925.

\$0.629+	for teachers' salaries.
.055+	for janitors' salaries and supplies.
.047+	for fuel.
.036+	for transportation of pupils.
.029+	for lands and new buildings.
.026+	for repairs to buildings.
.024+	for new equipment.
.021+	for state per capita tax.
.018+	for medical inspection.
.017+	for scholars' supplies.
.017+	for other expenses of administration.
.016+	for text-books.
.015+	for superintendents' salaries and expenses.
.014+	for insurance on buildings.
.007+	for alterations of old buildings.
.007+	for other expenses of instruction.
.006+	for light and power.
.003+	for truant officer and census.
.003+	for other expenses of operation and maintenance.
.001+	for water.
.0004+	for graduation, exhibits, etc.
.0001+	for reference books, maps, etc.
.0001+	for salaries and expenses of School Board.
.0084+	for all other things.

SCHOOL BOARD REPORT OF FINANCIAL BUDGET
FOR 1925-1926.

Amount of money required by law (\$3.50 on each \$1,000 of the inventory).

	Elementary Schools.	High Schools.
I—Budget (school money):		
(a) For support of schools,	\$160,839.01	\$92,004.65
(b) For purchase of text-books and scholars' supplies,	5,470.63	3,129.37
(c) For purchase of flags and appurtenances,	15.90	9.10
(d) For payment of tuitions in high schools,		
(e) Total amount required for the above items,	166,325.54	95,143.12
(f) Estimate of \$5 tax on 1924 inventory,	124,354.68	
II—Requirements to meet the Budget:		
(a) For support of elementary schools,		166,325.54
(b) For support of high school and high school tuitions,		95,143.12
Total support of all schools,		261,468.66
III—School Board report of assessment required:		
(1) For the support of schools and the purchase of required books, supplies and flags, and the payment of high school tuitions,		261,468.66
Estimate of \$3.50 tax on 1924 assessed valuation,	87,048.27	
Estimate of additional sums needed,	174,420.39	
(2) For the payment of per capita tax,		6,386.00
(3) For the payment of debt (statutory),		17,000.00
(4) For the payment of interest (statutory),		6,210.00
(5) For the payment of other statutory requirements,		
(6) For the general administration of the schools,		8,777.00
Total budget for 1925-1926,		299,841.66

REPORT OF THE SUPERINTENDENT.

To the Board of Education of Union School District:

The sixty-fifth annual report of the schools of this district and my own thirty-ninth report as superintendent is herewith submitted for your approval.

The prosperity of your schools for the last year has been definitely marked in many different ways. In the various lines of work improvement is noticeable that justifies the expense, the anxieties, the labor and the constant care that must always accompany its successful realization.

No system of education can progress in a broad way by simply considering local demands. It must be constructed and carried on with a knowledge of national and state requirements to make it a worth-while local institution.

As a national proposition public education is before the country in a constantly expanding form seeking to add support to our scheme of government and insure it an increasing power. This improvement is being sought by legislation that will strengthen national organization and reduce illiteracy.

Prominent among the many suggestions for improvement we find a growing desire for radical changes in the requirements of the secondary school curricula, changes that bear directly upon improving the manner of living the common life and these, I think, will be accomplished at no distant day. The following also are subject to the serious thought of educators: The testing of pupils for intelligence and achievement. The growth of the platoon method of conducting public schools. Providing for the advancement of superior children through amplified courses of study. Reorganization of the courses of study in history and geography. The expansion of domestic arts courses. More definite plans for looking after the health of the pupils. The expansion of musical organizations and definite credit for extra-curricula activities.

The matter of state educational activity is being closely and carefully managed so that the plan, which has placed New Hampshire in the front rank educationally, is being perfected and carried into effect by a capable corps of officials.

The work of our own schools in the various departments has been carefully planned and carried on to success. The course of study authorized by the state is followed as closely as possible, varied only by local demands that must be recognized.

Very definite results obtained from standardized tests show your schools to be in the superior class. In certain branches they are not surpassed in the country.

Probably the greatest hindrance to further improvement is the lack of room for the junior high schools, and for the elementary schools in certain sections.

We hope that the good judgment of the people of this city will cause the erection of a new high school building whose occupancy will furnish enough additional room to allow the proper expansion for the junior high schools and relief for crowded elementary grades for a long period of time.

PUPIL ENROLLMENT.

The peak of pupil enrollment was reached this year. There were many rooms crowded beyond reasonable working numbers. In the first semester it was found that there were fifteen rooms each with an enrollment of from forty to fifty pupils. With such handicaps standard work is out of the question.

These conditions forced the transfer of many pupils beyond the established lines for attendance at the various schools causing much inconvenience to parents, but they have met it with little complaint even in the most extreme cases. Extra help has been furnished for the Kimball, Cogswell, Walker and Harriet P. Dame primary grades.

The part of the district lying south of Pleasant Street suffers most from the lack of proper housing conditions.

All available rooms here are in use and a majority of them are overcrowded.

Complaint has been made by the people living in the vicinity of Hall Street about the distance the small children have to walk to reach the nearest school building; and the accompanying dangers from traffic. These complaints are well-founded and the difficulties should be obviated as soon as possible.

The efficiency of the work in the junior and the senior high schools is seriously impaired by a lack of room. This can be best relieved by the early erection of a new high school building on a lot with a much needed field for physical culture.

The transportation of pupils to the city schools still continues to be one of the district's great problems. Early in the year I called your attention to the need of better and safer facilities for carrying the children. This should be considered from two very serious viewpoints. The physical security and the moral uplift of the children. No risks should be taken with such things as these. They are not being realized to the fullest extent now. We need newer, safer, and more commodious vehicles with responsible drivers. There are now being carried 271 pupils by thirteen different routes.

SENIOR HIGH.

The attendance at this school has varied from 576 to 597. Probably about 675 pupils will be enrolled in the fall. During the year 134 pupils have graduated, 22 of whom entered college and 2, normal schools.

The record of tardinesses has improved. The various activities have been carried on much the same as in other years. A dramatic club has been formed that is a distinct addition to the extra-curricula activities. The Lyceum has entered the Interscholastic Debating League. A new arrangement for mathematics has been made that is expected to increase efficiency in this branch. The principal commends the efforts of the cadet teachers and notes

effective progress being made as well as a growing school spirit. Mr. Walker's work in behalf of the school is commendable.

JUNIOR HIGH SCHOOLS.

The junior high schools have functioned effectively as intermediate steps from the elementary to the senior high grades. When reasonable accommodations are furnished these schools by housing them for two years in one building, their efficiency, which is already proved, will be doubled.

THE ELEMENTARY SCHOOLS.

The substantial work of these grades is reflected in the advanced work of the grades following. The usual adjustments are being made to keep the grading up to the capacity of the pupils.

KINDERGARTENS.

The kindergartens have shown an increase in attendance, particularly in the Rumford and Dunklee Street schools. This department was an interesting feature of the school parade, the children showing attractively with their sun-bonnets and caps of rainbow colors. The assistants have been employed in helping out the primary grades in the afternoons. The work has been aided by parents and friends in making gifts and by the gradual introduction of the Hill Blocks. The supervisor and subordinate teachers have accomplished much.

THE MORRILL SCHOOL OF MECHANIC ARTS.

I beg leave to call your attention to the high standards attained by this school in all its lines of work. A department of book-binding was inaugurated last fall with the idea that it would prove its worth both financially and educationally. The eventual purpose is to rebind all of the books belonging to the district whenever needed.

The school was represented in the parade by an exact model of the building made at the school. It received much in favorable comment.

The equipment of this school is reasonably full. Its broad sphere of usefulness coupled with the fine work attained in the various departments are invaluable in educating boys along lines of proper living and in maintaining Concord's reputation for the best in public school work.

DOMESTIC ARTS.

This department has been reorganized since the last report. At the close of the spring term Miss B. Lillian Barker, for a number of years at the head of the sewing department and for one year supervisor of domestic arts, resigned. Her place was taken by Miss Grace I. Wallace who is working out a new plan. With skilled supervision there is no reason why this department should not equal any other of the kind in the state.

The practice house at 59 Warren Street, at which a great deal of the work in this branch is done, is a distinct addition to the school system. It contains a commodious pantry, kitchen, dining room, living room, and supervisor's office on the first floor, and a large room for sewing with cutting and fitting room adjacent, a bath room, and a chamber on the second floor. This chamber is rented by two teachers at a reasonable sum per week.

In the attic are two small unfinished chambers that may eventually be called into use.

In the basement is a boiler, heated by gas, providing heat for the entire house. In addition there is a large space for storage and laundry purposes.

The high school class had the furnishings and their arrangement as a project, and the girls of the domestic arts department with commendable spirit raised a sum of money to assist in equipping the kitchen. The sewing classes aided in making towels, curtains, and table linen. The design is to make this house a real home for the girls both in working and in leisure hours.

Sewing in grade five has been discontinued to allow classes K and L an hour a week each for taking up this work.

School lunches have been conducted along traditional lines. They seem to be giving good satisfaction.

I recommend: That the lunch rooms be made more attractive. That education in food selection be made prominent so that pupils may be directed toward the nutritious side of the lunch. That more sewing machines be furnished. That the course be made a full credit course the same as others.

This department starts out auspiciously. The instructors are apparently capable, earnest workers. The initial year of the supervisor promises a continuation of the success that has been evident.

MUSIC.

The district continues to be fortunate in retaining the services of Mr. Conant as director. The work of Miss Colburn has been confined to the lower grades where her efforts have been successful.

A new brass band of more than ordinary merit has been started in the High School with distinct success. We have now, outside of the school choruses, a brass band, an orchestra, a girls' glee club, and a boys' glee club in the High School; and a girls' glee club, a boys' glee club, and an orchestra in the Junior High School. Music has made decided advancement since the last report. Music Week was observed and many of Concord's best musicians under the direction of Mrs. Morrill gave their services to the schools with vocal and instrumental selections.

DRAWING.

Miss Helen C. Redfield resigned during the summer, and Mr. William P. Hopkins was chosen to fill her place. He also resigned in March.

A reorganization of the work is needed.

PHYSICAL EDUCATION.

Both Mr. Callahan and Miss Pease have not been working under the best conditions, but they have accomplished a great deal.

Outside of the various forms of strenuous athletics the work of Mr. Callahan has been confined to hygienic exercises with the pupils. There is improvement noticed in the general carriage of the pupils and in obedience to commands.

An extra half hour should be added to the session-time and devoted wholly to this work. It should be conducted upon a definite credit basis.

MEDICAL INSPECTION.

This work has been the subject of much thought during this year. The pupils are now given a physical examination once a year and are weighed and measured once each month. The work of Dr. Day is proving of great value in raising health standards. In this he has an able assistant in Mrs. Helen Y. Upham, R.N. The following statistics are of interest. Of 3,296 children weighed and measured, 522 were found to be below normal weight. This number was reduced 50 per cent in four months' time.

67,756 milk and cracker lunches were served last year, representing an increase of 15,283 over the year preceding.

New rules were formulated and put in practice to prevent contagion from colds and other communicable diseases.

HEALTH SUBJECTS.			DENTAL CLINIC.	
	No. Cases.	Corrections.		
Malnutrition,	522	255	No. clinics held,	39
Defective vision,	115	57	Pupils Treated,	448
Defective teeth,	659	360	Cleanings,	405
Cardiac disease,	2	0	Amalgam Fillings,	303
Pediculosis,	15	6	Cement "	155
Orthopedic defects,	4	0	Extraction,	490
Hypertrophied tonsils,	37	0	Treatments,	5
Unvaccinated,	7	1	Examinations,	448
Tuberculosis,	1	1		
Skin Disease,	1	1		1,815
Enlarged glands,	2	0		
Hernia,	0	0		
	<hr/>	<hr/>		
	1,273	681		

SCHOOL PARADE.

A parade of all the public school children took place on Friday, June 13, 1924, in the forenoon. About 2,900 children were in line, all the various grades and departments being represented. The affair was so illuminating and well-ordered that it won the approval of everybody. The march was short, but countermarching on Main Street gave all the opportunity of seeing the entire line.

The parade was reviewed from the balcony of the Eagle Hotel by the Board of Education, Mayor Flint, Commissioner Butterfield and other distinguished citizens.

OBITUARY.

Miss Luella Anne Dickerman, a teacher for many years in our schools, died May 15, 1924.

Miss Dickerman received her elementary and secondary education in the public schools of this city, continuing her post-secondary education in various special schools.

Following her graduation from Concord High School she taught two years in Hooksett, N. H. Then she came directly to Concord schools where she was in service thirty-three years, the last seventeen of which were spent as principal of the Parker Junior High School.

Miss Dickerman's professional study was wide, varied, and thorough. It is a question whether any other teacher in the state at the time was better informed on professional matters and educational progress.

She taught at different times in summer schools and in 1915 received the degree of M.A. from Bates College.

As a lecturer on educational subjects her services were in frequent demand by many different organizations, her papers always being forceful, instructive and entertaining.

Miss Dickerman's contribution to the success of Concord's Schools cannot be adequately written. She exhibited in a high degree the many qualities that belong to a successful teacher. Her impress upon pupils was not

confined to the classroom. It extended far beyond, entering into the lives of her pupils abundantly, and acting upon their subsequent careers as a guiding star. The various manifestations of esteem by her former pupils during her final sickness paid just tribute to one of the strongest teachers I have ever known.

■■■■■■■■■■

THE TEACHING FORCE.

One of the prime functions of successful school administration is to secure a competent teaching corps and keep their professional standing on a high plane. Everything else aside, the teaching force determines the success of any educational system.

I am confident that the teachers of our schools can measure up adequately to the standard of intelligence, energy, and general teaching ability that the modern school must have for successful work.

However this may be, no teacher nor any body of teachers can afford to rely upon past experience alone to meet the growing standards year by year. If we work with our eyes upon the traditions of the past, the school world will move on without our help and our knowledge.

The following tabulation gives a clear idea of the standing of Concord teachers with respect to their professional equipment:

The whole number of teachers who are graduates of colleges,	28
The whole number of teachers who are graduates of normal schools,	23
The whole number of teachers who are graduates of city training school,	65
The whole number of teachers who have attended summer schools during the last three years,	39

This shows that 28 per cent of the teachers have sought to improve their teaching ability by extra effort in the summer vacation in the last three years.

During this winter many of the teachers have taken the College Extension Course in psychology which was conducted by Harvard professors. Those who earned a full

certificate will be allowed to count it as an equivalent to attendance at a normal school for one summer.

The available sources for professional training here are quite unusual for a city of this size. The Dewey Normal Training School functions admirably in keeping up primary standards by furnishing trained teachers for the grades. There are now in the school eleven young ladies who promise success, two in the senior class and nine in the junior class. Probably from now on we shall have entering classes normal in size.

In addition to the training school we have two university graduates in teaching fellowships. Each has shown aptitude for teaching both in regular class work and in substitutions which cover the work of both the junior and the senior high schools. They have been under the immediate training and direction of Mr. Walker whose work has shown to advantage. This training is economical from every point of view.

Nevertheless, training and experience in regular positions wears itself out unless renewal occurs at reasonably frequent periods. Such periods are valuable not only for renewal and enlargement of one's professional equipment but for that which is just as valuable, the associations with fellow teachers from different parts of the Country.

The teachers are to be commended for faithful application that they have shown under many disheartening conditions. Without complaint they have exhibited commendable pride in trying to keep their schools up to former standards. No one appreciates this more than the superintendent and he gladly brings it to the attention of the committee and the public.

I feel very keenly, however, the importance of frequently reviving one's professional associations and the amplification of one's professional training. May I not ask that we all make extra effort to have Concord teachers one hundred per cent perfect in this respect.

I cannot close this report without acknowledging the

great assistance I have received from the Board of Education, the assistant superintendent, and the entire teaching corps. This co-operation has resulted in a distinct advance in school work.

Respectfully submitted,

L. J. RUNDLETT,
Superintendent.

REPORT OF THE ASSISTANT SUPERINTENDENT.

Mr. Louis J. Rundlett, Superintendent of Schools:

DEAR SIR: I am presenting herewith a brief summary of several educational activities for the past year together with a number of recommendations.

EVENING SCHOOL.

The enrollment in the evening school at the present time is sixteen. The school meets three evenings a week in the High School building. Mrs. Grace Putnam, who has been in charge of this work for a number of years, is, as usual, doing very excellent work.

The work of the evening school might be extended very profitably in three directions. First, classes for the express purpose of preparing our foreign born neighbors for taking out their citizenship papers should be offered. A special committee of the Chamber of Commerce has been working recently on the problem of naturalization. This committee has gathered information concerning the number of Concord residents who are not yet American citizens, and has found that there are a large number who do not know how to read, write or speak the English language. The public evening school seems to be the most available means through which this instruction can be given. Because of the activity of the Chamber of Commerce and other local organizations interested in this problem of naturalization, we are looking forward to a rather large increase in night school enrollment for the coming year.

The second direction in which evening school activities might be expanded is through the establishment of classes along the lines of the practical arts. The Morrill School and the new Practice House are buildings well adapted for this type of work. Short unit courses in mechanical

drawing, printing, applied physics, radio instruction, etc., could be offered to young men, while courses in cooking, sewing, dress making, etc., might be offered to young women at the Practice House.

As a third means of expansion, we recommend that subjects of high school grade be offered in the evening school. There have been several applications for work of this kind during the past two years by pupils who have left school before completing their high school work. This work could be made rather practical in nature along the lines of bookkeeping, typewriting, mathematics, English and history.

PROFESSIONAL IMPROVEMENT.

School teachers, as well as members of other professions, must keep abreast of the times. The science of education has made rapid advances during the last decade. The general public is demanding more and more that the teachers of its children be more than "quizzers." Witness the legislators passing laws demanding better qualified teachers; witness state and local boards raising the standard of professional training for those who are to engage in the teaching profession, and witness the consensus of opinion of the teachers themselves as exemplified in the slogan "A well-trained teacher for every school." During their summer sessions the normal schools and universities are crowded to capacity.

Our Concord teachers, as a group, are professionally inclined. Several of them have attended summer sessions at Harvard, Columbia or at normal schools. The financial cost of summer school attendance is not low, ranging from \$150-\$300, depending on the amount of work taken and the standard of living maintained. Yet it is a good investment for the public and the teacher.

In a city in a neighboring state, before the introduction of a junior high school system, thirty-six of the teachers attended summer school for the expressed purpose of studying the organization, best methods of instruction and other