

Elementary and Secondary Schools

There were approximately 19,000 nonpublic, nonproprietary elementary and secondary schools in the United States in 1960, with 120,000 teachers and other employees. Three thousand were independent or private schools and 16,000 were parochial schools. Pension plans were quite usual for teachers in private schools, including many more or less closely affiliated with religious bodies.

Almost three-quarters of the parochial schools were run by Catholic churches, but they employed just over half of all lay teachers. Protestant parochial schools accounted for a quarter of the schools and over one-third of the teachers. Approximately 2 percent of the schools and 10 percent of the teachers served Jewish education. George N. Shuster has pointed out that the present-day plight of Catholic parochial schools stems from the great surge in enrollment in the past two decades without a corresponding increase in members of teaching orders.⁶ The situation has caused a large increase in the number of lay teachers and in the cost of school operation. Since it has not been possible to make most teachers' salaries comparable with those paid by the public and private schools, it is not surprising that pension plans are slow in developing. However, correspondence around the end of 1960 with dioceses and archdioceses with the largest numbers of lay teachers revealed that they were considering the problem. In 1961 the Diocese of Pittsburgh put into effect a TIAA plan for its high schools, and the following year the Archdiocese of New York announced a plan for all lay employees including those in its schools. By October 1960, pension plans were available for teachers and administrators in Jewish schools of all ideologies and in all communities in the United States and Canada. Among Protestant parochial schools there were various plans, including some of the Church Pensions Conference, for the National Union of Christian Schools and for individual schools. In general, coverage was low for all parochial schools; in fact, only about 20 percent of all private and parochial school employees were eligible.

It would appear that almost half of the coverage was in agency-insured plans, and a quarter each in TIAA and noninsured plans. In general, the TIAA plans were for the long-established private schools, and the noninsured plans for Protestant parochial schools in church plans. In 1960-65 the number of independent schools in TIAA increased from 272 to 368. Coverage of independent schools may be expected to increase as college and university coverage has in recent years. Protestant and Jewish parochial school coverage may also be expected to rise fairly rapidly, but it is very difficult at present to foresee how much Catholic parochial pension funds will increase. Pension increases won by unionized public schoolteachers may have an effect on independent and parochial schools.

Other Educational Services

There were about 90,000 employees in other educational services, of which two-thirds were in nonprofit research organizations. The remainder were in libraries, museums, art galleries, botanical and zoological gardens, and schools and educational services not elsewhere

⁶ "Schools at the Crossroads," *Atlantic Monthly*, August 1962.