The Callahan Equalization Law became effective on January 1, 1928. Under this law the state apportions to districts $250 per elementary teacher. This is matched by $250 from the county for each elementary teacher employed within the county. This section of the law has been amended several times since that date to meet the problems of maintaining small schools and of schools that were receiving other aids and consequently were raising no tax to maintain such schools.

The second feature of this bill, the equalization feature, provided that schools with equalized valuations of less than $200,000 would be entitled to extra state aid in addition to the $250 per elementary teacher employed. The Callahan law served its purpose when teachers' salaries were $40 and $50 per month, but it was wholly inadequate when salaries ranged from $200 to $300 per month.

Attempts were made every two years to get legislative action to reorganize school districts. The power to reorganize had been given for years to the town boards, but outside of a few minor district boundary changes, nothing in the way of suitable reorganization work had been done by those boards. In 1943, the legislature gave the state superintendent of schools sweeping powers to consolidate and reorganize low assessed school districts in the state. Manitowoc county, because it had no really "poor" districts escaped the sweeping reorganization of districts carried on so effectively in some of the "poorer" counties.

In 1947 state legislature, after wrestling with a 35 to 60 million dollar school appropriation bill, finally decided to maintain the existing aids with a few supplementary aids, and to throw this whole problem of school reorganization into the hands of a county school committee. The following were the duties of this committee:

DUTIES OF COMMITTEE. The county school committee shall draft a plan for school district reorganization of the school districts within the county and shall hold hearings in each proposed reorganized district or at a convenient place within a reasonable distance therefrom. After approval by a majority vote of its membership, the committee may, by order, create, alter, dissolve, or attach school districts subject to the conditions set forth in section 40.30(1). The order by the county committee shall be final except that any person aggrieved by any order of a county school committee issued and recorded pursuant to the provisions of this section or aggrieved by the refusal or neglect of a county school committee to file orders of alteration, dissolution, consolidation or creation when petitioned to do so may appeal therefrom to the circuit court of the county in which the territory described in the petition lies, within 30 days following the issuing and recording of any order, or where a board or county school committee or county school committees refuse or neglect to issue and record an order of alteration, dissolution, consolidation or creation thereof within 90 days following the filing of the petition.

STATE SUPERINTENDENT TO ADVISE. The state superintendent shall advise and consult with the several county school committees. Whenever in his opinion any school district or districts shall be created, altered, consolidated or dissolved, he may make his recommendations to the county school committee or committees of the county or counties within which the territory affected is situated.

JOINT COUNTY COMMITTEE ACTION. When any territory to be affected by a proposed school district creation, alteration, consolidation or dissolution lies in 2 or more counties the county school committees of said counties shall act as a joint committee. If the membership of a joint committee is an even number then the circuit judge of the circuit in which the greatest valuation of property to be affected lies, shall appoint an additional member to the joint committee from one of the counties affected.

The Manitowoc County School Committee composed of William Kappelman of Kossuth, Art Murphy of Eaton, Mrs. Lillian C. Schmidt of Mishicot, Floyd Evenson of Valders, Willard Sauve of Two Rivers, and John Gable of Reedsville are now studying the problem of reorganization in the county. Definite progress is being made at the close of the first century of public education in Wisconsin towards an improved educational set-up.

RURAL SCHOOL SUPERVISION

Manitowoc county schools, as we have noted in the previous articles, were first "supervised" by a committee of five inspectors of the common schools of the town. That was during territorial days when the number of schools in our county was limited to schools in Manitowoc and at Manitowoc Rapids.

Ample provision was thus made, at least on paper, for supervision of the district schools as no less than five different persons were required to supervise the instruction
and discipline and to give advice on the courses of study, textbooks, and general school administration. These men, however, knowing little or nothing about the technicalities of teaching, could not conduct an ideal type of supervision, even when they did carry it out as required, which was rarely.

When the territory became a state in 1848 the four or five schools of Manitowoc County were placed under the supervision of a town superintendent. The weakness of this type of school supervision was discussed in the article on “Town Superintendents”. In 1862 the supervision of county schools was placed in the hands of the county superintendent.

The first county superintendents were usually men without the qualifications of a teacher. Consequently, they spent much or little of their time in performing the clerical and statistical work connected with a centralized office. They had little time to pay more than brief “inspection” visits to the many Manitowoc County schools which had been organized. The more than one hundred schools of the county, separated by impassable roads during the winter, made close supervision of instruction an impossibility.

It is small wonder then that people interested in rural education favored legislation which would make possible a better means of supervising rural schools than had existed prior to 1900.

In 1901 the legislature passed a measure authorizing the county superintendent, with the consent of the county board of supervisors, to appoint a deputy, provided he had under his jurisdiction not less than one hundred schools. But the consent of the county board of supervisors was difficult to secure, with the result that deputies were appointed in only one or two counties and Manitowoc was not one of them.

The legislators, however, in 1915 created a committee on common schools in each county, consisting of three members, to be appointed by the county board of supervisors. This board had among its powers the right to appoint an assistant county superintendent. In Manitowoc County the board consisted of A. A. Lyken, Henry Goedjen, and Dr. E. C. Cary. These gentlemen appointed Lillian Chloupek to be the assistant to C. W. Meinsnest, then county superintendent. She pioneered in setting up objectives for the county teachers and in formulating the duties of a rural school supervisor since the new law was very vague in listing the qualifications and responsibilities for that position. Those were the horse and buggy days in which she hired liverymen to transport her from school to school. She would leave the city on Sunday night and return on Friday after a continuous school week of visiting and living in the country. Improved rural school teaching resulted through this in-training service.

Two years later a second assistant to the superintendent was appointed. The person chosen for this position was Elizabeth Marquardt.

In 1923 a new law specifically authorized the county superintendent to appoint the supervising teacher or teachers.

Manitowoc County was fortunate in having two supervising teachers each year up to 1933 who devoted their entire time to their work. But then in 1933, in accordance with a ruling of the Attorney General, Manitowoc could retain only one supervisor. After two years, in 1935, Manitowoc County again had the right to appoint two supervising teachers and continued to have two until 1945. Thereafter only one supervising teacher was employed.

The passage of years has brought about higher and higher standards for appointment to this responsible position. The person appointed must have personality, show much initiative, have the confidence of the teachers, and other qualities. By 1934 supervising teachers had to have taught at least three years, one of which was in the elementary schools, and to have held a state license to teach based upon three or four years of professional training in an accredited teacher training institution. Such training had to contain a minimum of twenty credit hours in elementary education.

By 1945 County Superintendents were advised by the state department to employ supervising teachers whose qualifications exceeded the minimum statutory requirements and to make replacements with teachers who held educational degrees. The salary and expenses of supervising teachers are paid by the state out of the income tax moneys. Manitowoc County in the past has supplemented the salary paid by the state with an additional fund of one or two hundred dollars.
Manitowoc County has always had as its supervisors people whose qualifications exceeded the demands of the statutes. The following well-qualified and efficient supervisors helped further the county’s high educational standards:

- Lillian Chloupek 1915-1920
- Elizabeth Marquardt 1918-1925
- Anna M. Pritchard 1920-1927; 1935-1941
- Amanda Heyroth 1925-1929
- Joseph J. Rappel 1928-1942
- Frieda Hammann 1930-1933
- Robert Guse 1942-1945
- Gretta T. Brown 1941-1946
- Clara Lallensack 1946-

**EDUCATIONAL ASSOCIATIONS AND INSTITUTES**

Teachers’ meetings were held as early as 1860, but no formal attempts were made to hold and conduct duly organized sessions until 1872. Efforts were made at that time to set up a county teachers’ association. The first officers elected for the association were Pres. C. A. Viebahn, Vice-Pres. W. A. Walker, and Emma Guyles, secretary. Evidently that organization attempt was not followed through with the result that another attempt was made in 1875. At that time Hosea Barnes was elected president, John Nagle secretary, and Alice Canright treasurer. No further attempt was made to organize an aggressive county association of teachers until the present Manitowoc County Teachers’ Association was organized in 1893.

The present teachers’ association, when it was first organized in 1893, provided that the county be divided into six sections. This sectional idea was continued until 1941 when the four rural sections organized a Manitowoc County Rural Education Association, separate and distinct from the city associations. Each of the sections prior to 1941 held a number of sectional meetings during the year to discuss teaching problems pertinent to each group.

The Manitowoc County Teachers’ Association was organized by a group of county teachers “desirous to attain greater proficiency, and to promote the interests of the common schools”, according to the Constitution adopted and distributed in 1899. The principles for which the association was organized seem to be the principles of the association today for the 1947 Constitution states that the purposes of the organization are to “attain higher professional standards and to promote the interests of education”. Today the Manitowoc County Education Association is one of the oldest, if not the oldest, county teachers’ associations in the state with a record of outstanding and beneficial meetings and conventions having been held during its long existence. At the present time the annual convention is limited to a one-day affair for all classes of teachers. That was not always the pattern, for prior to 1930 the annual conventions were held for two days with general meetings in the forenoon and with separate afternoon sessions arranged for the high school teachers, for the city grade teachers, and for the rural teachers. The teachers in the afternoon meetings listened to leaders in the fields of specialized subjects much as teachers now do in attending a regional or state convention.

With the development of city systems, there arose a demand for city teachers’ associations that would meet the needs and demands of the urban teachers. Two Rivers was the first to organize its own city teachers’ association about 1920. Manitowoc organized its Educational Association in the 1930’s, while the rural teachers set up their organization in 1941. All rural and urban teachers have had 100% membership in the Wisconsin Education Association since about 1930. The teachers of the cities and villages have also 100% membership in the National Education Association and in the Northeastern Education Association. Full attendance of paid-up members at the various teachers’ conventions is an accepted policy.

Way back when the county superintendency was first set up in 1862, one of the duties of the county superintendent of schools was “to organize and conduct at least one institute for the instruction of teachers each year.” The school laws of the present, Chapter 39.19, provide that “the county superintendent of schools may each year conduct one or more institutes for teachers”. During the 85 years that institutes have been held, the type and quality of these meetings have evolved to meet the changing conditions and times. An institute called by Supt. Michael Kirwan for June 12, 1873, at Manitowoc was held for four weeks. Such institutes were the equivalent of the present summer school sessions at state teachers’ colleges, for teachers were assigned lessons and expected to recite daily on common school branches.