

motive repair shop. The lighting is very poor, the floors are of rough concrete, and here in the Tropics our source of air is from two open doors and a few openings high up which allow the rain as well as the air to come in. No windows at all in the building which is the newest of all. Plans are under consideration to improve the physical facilities but as yet nothing definite.

In spite of poor working conditions we think are doing a good job of teaching our children and maintaining the standards so that when they return to the United States they will have the same standing as their fellow students.

We are hoping that you might have some information or know where we could write to obtain information to use as a basis for a factual discussion of better salary and working conditions.

We here in Kwajalein feel that in keeping with the pay scales of other professions that our salary of \$7,200 should be for a teaching year and that if we desire on an individual basis to work during the summer months we then should be paid at the going rate for that particular job. Also that our working hours should not have to conform to the hourly paid people. Those days which are designated as school holidays should be days off for teachers without taking additional work or suffering loss of pay.

While the pay of \$7,200 might seem high in relation to some areas there should be some incentive for teachers as this is an isolated area. To be exact we are 2,000 miles from any place on the globe. Our island is 2½ miles long and one-half mile wide. We have no chance for professional advancement and other than exchange of ideas among ourselves and the Overseas Education Association and the National Education Association Journals are our only source of educational enrichment.

As the OTA and NEA representative for the school I have written OTA giving them the same information that I am sending you.

We would like your opinion concerning our goals to improve our working conditions and any advice you might care to offer us in helping us to obtain these goals.

Very truly yours,

(Name withheld on request.)

KWAJALEIN, MARSHALL ISLANDS, June 12, 1961.

MR. ROBERT W. McLAIN,
National Education Association, Washington, D.C.

DEAR MR. McLAIN: Your interest in the educational program here on Kwajalein, and concern for the morale of the teachers, is gratifying to say the least. We have had rather a difficult situation here for the past 2 years.

Things have improved quite a bit, however, since Mrs. Smith first wrote in 1959. As a whole, the education received here by the children has been very good. Excellent year-to-year gains have been evidenced by results of the standardized testing program, as well as through correspondence with parents of students who have been transferred elsewhere. Part of the exceedingly poor school facilities described by Mrs. Smith are being replaced by a new school building next year, although even this fails to meet the minimum criteria for a new school plant according to current directives (BuPers Inst.).

We still work under the same contract governing the employment of all TCT employees. It isn't by any stretch of the imagination a document normally signed by a teacher. It is a typical labor contract. The local management of the Transport Co. of Texas maintains a management-labor relationship in its dealing with the school.

Serious morale problems have existed because of nebulous, questionable, and objectionable personnel policies, such as: the requirement that teachers and the principal work in other areas of the company in order to stay on the payroll during the Xmas holidays, unless annual leave is taken (two teachers spent the 2-week period canvassing the housing area counting furniture); the refusal, for ambiguous reasons, to reclassify a teacher to a higher pay classification legally authorized under the terms of the amended BuWeps contract last year (teachers are on the lowest two salary classifications in the manning scale); the refusal, by management, to employ substitute teachers for a period of 3 months this year (K-12 school); status of the school within the company structure—a subordinate element of the Special Services Department; failure to appoint a governing school board, which was recommended by the under-