

Prima was instituted to assist the Puerto Ricans to meet the city requirements. Their recruitment program is aimed at retired teachers, substitutes, and college seniors. They expect to need all of their programs to be able to properly staff the schools next fall.

New Orleans, Louisiana was reported in the Wall Street Journal on September 6, 1966 as being short 100 teachers when school opened.

In February 1967, Personnel Director Alfred Hebeison reported all except 3 or 4 of last fall's open positions have been filled. They have hired 425 temporary teachers who do not fully meet the local requirements. Most of these have degrees and State certification but haven't passed the National Teacher Examination. Some were hired without State certification. The areas of greatest need are general elementary, kindergarten, special education (mentally retarded and brain damage classes), mathematics, science, girls' physical education, and industrial arts. They have increased the local salary schedule and are using an active recruitment campaign in areas outside the state of Louisiana.

Minneapolis, Minnesota was reported in the Minneapolis Star on August 25, 1966 as having 112 unfilled teaching positions in the elementary, about 25 unfilled in special elementary education, and about 20 unfilled in junior high school.

In February 1967, Director of Personnel, Loren L. Cahlander reported the meeting of most of their needs by recruiting substitutes, housewives, and college graduates without all requirements satisfied for regular teaching certificates. Persons without full accreditation must take courses for certification. There are anticipated shortages for next fall in the areas of mathematics, industrial arts, and general elementary. They have instituted an active recruitment campaign and have taken steps to shorten the time between the interviewing and contracting. They hope to be able to offer contracts at the time of the interview.

Los Angeles, California was reported in the Wall Street Journal on September 6, 1966 as being faced with a teacher shortage and probably having to hire substitute teachers for full time duty.

In February 1967, Associate Superintendent for Personnel, William B. Brown reported the shortages were met last fall by bringing in 500 teachers on provisional certificates. These persons held college degrees but lacked the professional courses in education. They were given an induction program covering problems and methods of teaching by the local school district. Use was also made of student teachers and interns from the colleges. The critical areas are mathematics and general elementary; also, not all specially funded programs have been activated. Other factors not intervening, it is expected it will be necessary to recruit about 500 liberal arts graduates next fall. The beginning salary for college graduates was raised to \$6,220. An active, year around, recruitment program has been instituted, with emphasis on a talent search of June and summer graduates of liberal arts programs.

Kansas City, Missouri, was reported in the Christian Science Monitor on October 24, 1966 as still having 52 positions remaining unfilled.

In February, 1967, Robert Ward, Assistant Superintendent, reported 30 elementary positions, including some in special education and 20 secondary positions (mostly in mathematics, general science, and special education) were filled with persons not meeting local standards even though they might have State certification. They used substitutes, persons whose age would put an excessive load on the retirement system (between 60 & 66), persons with 120 semester hours of college work but without a degree, and with persons too old to qualify for retirement. They have raised the salary schedule, beginning now at \$5,550. They are offering new teachers a preference of school by zones, and are working with the university to help persons without professional training but with a college degree to work off their education requirements while teaching.

Houston, Texas was reported in the Houston Post on August 28, 1966 as still needing 150 teachers to fill all instructional positions.

In February 1967, Richard H. Jones, Assistant Superintendent reported the need for teachers was met by calling in retirees, using college graduates lacking full certification, and using non-degree persons in kindergarten and some special areas. It is expected there will be need for similar action to staff for next fall. Major areas of need are general elementary, mathematics, and industrial arts.

Detroit, Michigan was reported in the Christian Science Monitor on October 24, 1966 as having about 50 vacancies still existing of the 500 vacancies at the start of school.

In February 1967, Dr. Schiff reported there has been no real easing of the teacher shortage. In the past it has been necessary to employ substitutes for