

Section 2(4) amends section 8(a) by adding after the word "position" each time it appears in the sub-section the words "or class". This will allow an employee in salary class 15 who changes from one position to another within the same class to be credited for the total experience in both positions toward the satisfaction of the 2-year probationary period.

Section 2(5) amends section 10(a) to allow the Board of Education to credit educational attainment of a teacher or school officer 12 months prior to the date of Board approval.

Section 2(6) amends section 13(a) by changing the manner of designating rates in the summer school and adult education school from a per diem to a per period basis.

Section 3 of the draft bill makes the legislation effective on the first day of the first month following its enactment.

I am attaching hereto a justification for the salary schedule proposed in the draft bill and an analysis of the other provisions incorporated therein. I strongly urge that the Congress enact this much needed raise for District public school teachers. The District of Columbia Board of Education endorses this proposal.

The estimated cost for the pay raises is \$5,685,000 on a full year basis. Should the effective date of the proposed bill be January 1, 1968, the additional cost to the District of Columbia will be \$3.4 million for the last six months of Fiscal Year 1968. The funds required to meet such additional cost for this portion of Fiscal Year 1968 have been reserved in the 1968 Appropriation Bill, as reported by the Senate Appropriations Committee. The financing for Fiscal Year 1969 will have to be considered in conjunction with the preparation of the 1969 budget.

I have been advised by the Bureau of the Budget that, from the standpoint of the Administration's program, there is no objection to the submission of this legislation to the Congress.

Sincerely yours,

WALTER E. WASHINGTON,
Commissioner of the District of Columbia.

JUSTIFICATION FOR TEACHER PAY RAISES AND ANALYSIS OF DRAFT BILL

I. BASIS FOR RECOMMENDATION

The basis for my recommending this proposed legislation adjusting salaries for D.C. teachers and school officers are several and are cited as follows:

1. The increases, averaging 7 percent, in salary levels approved by the six local school jurisdictions for the 1967-68 school year.
2. The increase, averaging 8.2 percent, made by all of the 20 other cities over 500,000 in population for the 1967-68 school year.
3. The marked increase, averaging 8.3 percent higher in June 1967 for nontechnical occupations and 7.5 percent for technical fields, in beginning salaries offered college graduates by private industry.
4. The high employment qualification requirements for teachers and the overall economic status of teachers.

The primary consideration in the preparation of the draft legislation is to insure quality education in the District of Columbia. With the continual increase in school enrollment, an adequate number of teachers is only part of the problem. The other part is quality. I believe that the quality of the teacher is the key to good education.

II. RESTATEMENT OF SALARY POLICY

The effectiveness of any sound salary administration program is its ability to recruit its share of qualified employees in the labor market, retain highly competent employees who are giving quality performance and provide a salary level which gives employees relative economic security.

"Setting salaries" is a phrase having several different meanings; however, for the purpose of salary setting for D.C. teachers and school officers, the following philosophy is used as a general guide:

1. That the minimum salaries for District of Columbia public school teachers should be significantly higher than minimum salaries paid by school systems in the Washington Metropolitan Area and that the maximum salaries for the District of Columbia public school teachers should be close to the highest rates paid in this area. That the salaries for District of Columbia school officers should be close to the highest salaries paid by school systems