

A continued upward thrust in salary levels for teachers is quite predictable, especially in the light of increased activity in teacher unionization. As a result, teachers are more prone than in the past to take concerted action to press their demands. The catalyst for the exercise of increased organized pressure has been the receptivity of Boards of Education and public officials to determine wages through collective bargaining. This pressure is quite evident by the recent increases given teachers in New York and Detroit. Both contracts provide for increases over the next two school years.

At the present time, in comparison with the twenty other cities over 500,000 population, the District ranks in 15th place for beginning teachers. This is an extremely undesirable position to be in and it leaves little hope of recruiting the District's share of qualified teachers in this highly competitive labor market. The District will also have a difficult time in meeting its second policy guide that the District should be in a favorable competitive position with the 20 other cities over 500,000 population.

C. Trends in Beginning Salaries Paid by Private Industry

Frank S. Endicott, in his 21st annual report entitled, "Trends in Employment of College and University Graduates in Business and Industry," notes that, in addition to federal, state, county, and local government needs for new college talent, there is very great demand in 1967 by private industry for new college graduates. This same market for women college graduates has increased 21 percent over 1966.

Table 2 indicates the average annual starting salaries for men and women graduates in various fields. It should be noted that some of these fields can and do attract graduates in education who qualify in chemistry, mathematics, and other technological subjects.

TABLE 2.—AVERAGE ANNUAL STARTING SALARIES PAID TO MEN¹ AND WOMEN² GRADUATES WITH BACHELOR'S DEGREES, JUNE, 1967

Field	Men	Women
Engineering.....	\$8,544	\$8,208
Accounting.....	7,344	6,984
Business Administration.....	6,864	-----
Liberal Arts.....	6,780	6,000
Chemistry.....	7,896	7,452
Physics.....	8,196	-----
Mathematics-Statistics.....	7,632	7,104
Economics-Finance.....	7,088	6,630
Secretaries.....	-----	5,088
Teaching.....	5,142	5,142

¹ Based on "Trends in Employment of College and University Graduates in Business and Industry" by Frank S. Endicott, Dec. 1966.

² Based on 1966 salaries since companies recruit women individually through direct application and projections cannot be made as in the case of men.

The College Placement Council (a highly computerized service) indicates even higher salary levels for these curriculum fields. The levels for all technical fields average 7.5 percent over 1966, while for all nontechnical fields they average 8.3 percent over 1966.

As can be seen from Table 2, private industry can be very attractive from a monetary standpoint to technically trained graduates who are also in a shortage category in the teaching field.

IV. PROPOSED SALARY ADJUSTMENT FOR D.C. TEACHERS AND SCHOOL OFFICERS

A review of the information contained in the first part of this study indicates that the trend in teachers' salary levels has changed rather significantly in the surrounding school jurisdictions as well as in the other major cities over 500,000 populations. If the District is to abide by its salary policy, then a salary increase of approximately 8 percent seems justified and highly desirable.

The impact of this increase on the salaries of teachers and school officers is indicated below: