

for such officers in the draft legislation be approved. Slightly more than 29 percent of school systems with enrollments of 100,000 or more derived their salary schedules on an index or ratio basis in 1966-67.

C. Salary for the Superintendent of Schools

For a number of years the Board of Commissioners has approved and supported higher salary levels for the Superintendent and Deputy Superintendent. In doing so, the Commissioners have recommended a salary level for the Superintendent higher than their own. Congress, however, has been reluctant to provide a higher salary for the Superintendent than that received by the Commissioners, and therefore, no salary increase was given either the Superintendent or Deputy Superintendent by Congress in 1966. The Superintendent's salary has not been adjusted since 1964.

I also take the position that the Superintendent's salary is too low in comparison with his responsibilities. I am informed that the salary presently authorized for the Superintendent of Schools of the District of Columbia ranks in a tie for 18th place with the 20 other cities over 500,000 population and fourth with the six other local school systems. This certainly does not correlate with either the size of the system or its problems. Accordingly, I vigorously support the \$31,000 salary recommended in the draft legislation.

A survey recently conducted by the D.C. Personnel Office has disclosed that 14, or 70 percent, of the major cities pay the Superintendent of Schools a higher salary than they pay their mayor or city manager, as the case may be, which indicates that it is not unusual for the Superintendent to receive a higher salary than the top administrative position in a city (Reference Chart 6).

For the school year 1966-67 the average salary paid superintendents in systems with enrollments of 25,000 or more was \$25,151. This indicates the need for a salary increase for the D.C. Superintendent of Schools when it is considered that the enrollment in the District is approximately 149,000. I find it of interest to note that the lowest salary paid a superintendent by any one of the 20 other cities over 500,000 population was the \$25,000 paid by San Antonio and St. Louis whose enrollments are substantially below the District's (i.e., 76,000 and 115,000, respectively).

The proposed salary level of \$31,000 for the Superintendent would rank the position in thirteenth place nationally and second place locally, but continue to be below the median of \$32,500.

V. PROPOSED AMENDMENTS OTHER THAN SALARY

A. Removal of Teacher-Aide Limitations

Section 202(4) of Public Law 89-810, approved November 13, 1966, added a section 5(c) to the District of Columbia Teachers' Salary Act of 1955, authorizing the position of teacher-aide (noninstructional) to be established at a grade not higher than GS-4, requiring that the minimum qualification for appointment to this position shall be the successful completion of at least 60 semester hours from a recognized institution of higher learning, and providing that the number of teacher-aides shall at no time "exceed 5%" of the number of classroom teachers in salary class 15" under the Teachers' Salary Act or any other act.

The proposed legislation amends such section 5(c) by allowing either 60 semester hours "or the equivalence thereof" as satisfaction of the educational requirement for teacher-aides. The National Education Association reports that approximately two-thirds of the systems using paid teacher-aides require at least a high school education, although some have no educational requirements, and others require a college degree. Table 7 indicates educational requirements of teacher-aides in 217 systems with 12,000 or more enrollment.

TABLE 7.—EDUCATIONAL REQUIREMENTS FOR PAID TEACHER-AIDES IN 217 SCHOOL SYSTEMS WITH 12,000 OR MORE ENROLLMENT, 1966-67

Educational Requirements	Percent of Systems
Elementary Education.....	38
High-School Education.....	65
Some college but no degree.....	32
College degree.....	18

Source: NEA Research Bulletin; Vol. 45, No. 2, May 1967.