

Salary Act of 1955 to provide salary increases for teachers and school officers in the District of Columbia public schools, and for other purposes."

The first section of the bill gives the legislation the title "District of Columbia Teachers' Salary Act Amendments of 1968."

Paragraphs (1) and (2) of section 2 of the bill provide for salary increases for teachers in two phases. The first phase pay schedule, to be effective on the first day of the month following the date of enactment, provides an average increase of 8.3 percent, costing approximately \$5.7 million per year. This schedule is identical to that proposed by the District Government in draft legislation submitted to the Congress by letter dated November 14, 1967 to the Speaker of the House of Representatives and introduced as H.R. 14051. The District accordingly supports the increases provided in the first phase pay schedule in H.R. 14526, but recommends that such increases become effective October 1, 1967. With such an effective date, the cost of these increases for Fiscal Year 1968 would be approximately \$5.0 million. Funds have been reserved in the District of Columbia budget for fiscal year 1968 to pay the increases provided by this first phase pay schedule, assuming an effective date of January 1, 1968, and additional funds to pay these salaries retroactive to October 1, 1967 can be obtained from a number of the District's reserve accounts, provided that such funds are reimbursed in increased revenue provided in Fiscal Year 1969. The District's proposed budget for fiscal year 1969 also contains a reserve to cover teacher salaries during such fiscal year at the rates of this first phase schedule.

The second phase pay schedule, provided by paragraph (2) of section 2 of H.R. 14526, to be effective twelve months after the first phase, provides for an additional increase, averaging 11 percent and costing an additional \$7.3 million per year. The Government of the District of Columbia, as was stated in the letter to you dated March 18, 1968 respecting District recommendations for pay increases for teachers, police, and firemen, supports the second phase pay schedule for teachers contained in this bill, if made effective July 1, 1968. Additional funds have been sought and are being sought from the Congress to pay for these increases in Fiscal Year 1969.

Paragraphs (3), (4), (5), and (6) are substantially similar to provisions recommended by the District Government in its November 14, 1967 letter to the Speaker, and the District accordingly, for the reasons stated therein, endorses their enactment.

Paragraph (7) provides for a higher pay schedule for the summer and adult education schools, effective on the first day of the month following enactment of the bill. This pay schedule is identical to the one proposed by the District Government in its letter of November 14, 1967 to the Speaker, and accordingly the District endorses its inclusion in teacher pay legislation, but recommends that this pay increase be effective October 1, 1967, the effective date recommended by the District for general teacher pay increases.

Paragraph (8) provides a second phase pay increase for teachers in the summer and adult education schools, to be effective twelve months after paragraph (7), in conjunction with the general second phase pay raise contained in paragraph (2). The District recommends that this provision be made effective July 1, 1968.

Section 3 of the bill makes paragraphs (3), (4), and (5) of section 2 effective on the first day of the month following enactment of H.R. 14526. The District offers no objection to this provision but reiterates its recommendations that paragraphs (1) and (7) be effective October 1, 1967 and that paragraphs (2) and (8) be effective July 1, 1968.

In connection with its recommendation that paragraphs (1) and (7) of section 2 be effective October 1, 1967, the District recommends the addition to the bill of several standard provisions which are uniformly incorporated in legislation providing for retroactive compensation. Accordingly, the District proposes that section 3 be renumbered section 5 and that the following sections be inserted:

"Sec. 3. (a) Retroactive compensation or salary shall be paid by reason of this Act only in the case of an individual in the service of the Board of Education of the District of Columbia (including service in the Armed Forces of the United States) on the date of enactment of this Act, except that such retroactive compensation or salary shall be paid (1) to any employee covered in this Act who retired during the period beginning on October 1, 1967, and ending on the date of enactment of this Act, for services rendered during such period, and (2) in accordance with the provisions of subchapter 8 of chapter 55 of title 5, United States Code (relating to settlement of accounts of deceased employees), for services rendered during the period beginning on October 1, 1967, and ending date of enactment of this Act, by any such employee who dies during such period.