

tration in the position, if this bill is acted on expeditiously which I know that we all would like to see occur—we would leave the administration in a position to recruit at the \$7,000 figure with some promise that this salary would be available when they reported for duty.

I would think, Mr. Chairman, that under the circumstances, we have moved a great distance. I am not here to say that we have done all that might be done. I am saying that we have done all that I think we can do and I think we are in the right direction and I, for one, pledge myself with your cooperation to do even more to put our teachers, indeed all of our employees, not only in a competitive position but the best position as far as their conditions are concerned. And I think that we must recognize that salary is not the only indication of a good system, that the conditions as the teachers indicated to me when they visited with me, that many of the conditions must be improved. They pointed out there has been some progress. We must continue to make progress, however, with respect to the conditions under which these dedicated public servants have to work.

I further pledge myself to do all I can in this regard because I am indeed concerned about, not only the teachers but all of our employees having the best conditions and the best salaries.

I hope, Mr. Chairman, you will forgive me for my somewhat unprepared statement but I speak a little better in terms of what I believe in when I am not going with the prepared text and I hope you will forgive me for this.

Mr. Dowdy. Most of us do.

BASES FOR RECOMMENDATIONS

Mr. WASHINGTON. I would like to get back to the prepared text and point out that the bases for my recommending legislation adjusting salaries for the current and coming year for D.C. teachers and school officers are several:

First, the increases, averaging 7 percent, in salary levels approved by the six local school jurisdictions for the 1967-68 school year, and the increases for the next school year which average almost 8 percent.

Second, the increases, averaging 8.2 percent, made by all the 20 other cities over 500,000 in population for the 1967-68 school year and the marked changes for next year by such cities as New York, Detroit, Milwaukee and others.

Third, 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 and the 8.4 percent increase in starting salaries being offered this June to college graduates.

Fourth, the high employment qualification requirements for teachers and the overall economic status of teachers.

The primary consideration in the preparation of the proposed 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.

At this point we would like to indicate by our charts where we are compared with other local jurisdictions. Could you, sir, kindly indicate? You might tell them what that chart is.