

In the Washington Metropolitan Area, the District now ranks in fifth place for the 1967-68 school year. This is not an advantageous salary position for the District and without a change for next year the District Public Schools will be in last place, \$360 below the 6th place school system.

The median starting salaries in 1967-68 for teachers in large city school systems (generally over 500,000 population) increased more than 8 percent over the previous year. It is interesting to note that fifteen of these school systems, or 75 percent, placed increases into effect in 1965-66, and eighteen of the same twenty, or 90 percent, raised teachers' salaries in 1966-67. A number of these systems will conclude negotiations increasing salaries for next year. The annual salary cycle noted in the local Metropolitan area is taking place in the city school systems which the District traditionally used for comparative purposes.

A continued upward thrust in salary levels for teachers is quite predictable, especially in the light of increased activity in teacher unionization. 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, as can be seen by the Chart #2 before you. (See Charts 3 and 4.) This is what I referred to in my opening remarks as being somewhat reprehensible. This is an extremely undesirable position in which to be and it leaves little hope of recruiting the District's share of qualified teachers in this highly competitive labor market.