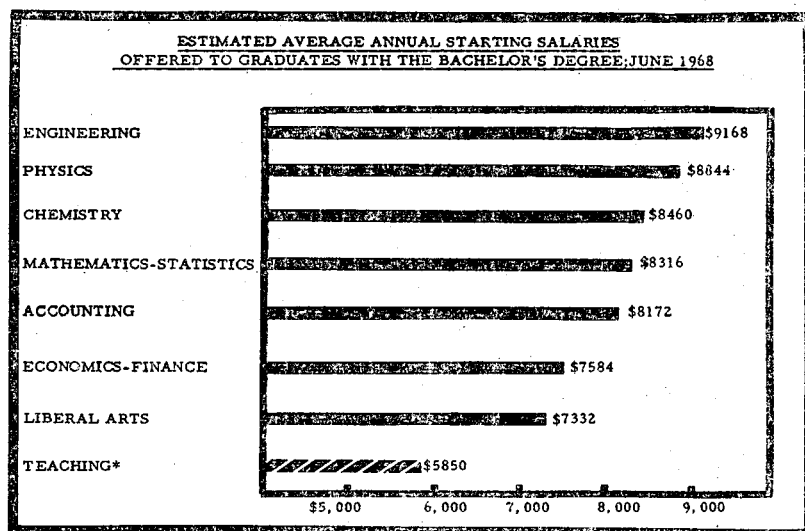


Mr. WASHINGTON. Chart #7 before you on the easel indicates the average annual starting salaries being offered for graduates in various fields for June, 1968. It should be noted that some of these fields can and do attract graduates in education who qualify in chemistry, mathematics, and other technological subjects. Comparing the average starting salary of \$5,850 for teaching with \$8,444 for physics or \$7,332 for Liberal Arts leaves little room for effective competition by public school systems.

As can be seen by the chart, 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.

Chart 7



*Estimated for both men and women teachers in school systems with pupil enrollment of 6000 or more based on a 10 month year, NEA Research Division.

SOURCE: Annual salaries calculated by NEA Research Division by conversion of monthly data furnished in Trends in Employment of College and University Graduates in Business and Industry. Twenty-second Annual Report. Evanston, Illinois: Frank S. Endicott (Director of Placement, Northwestern University), February, 1968.

COST ESTIMATES

Mr. Chairman, the proposals which I have submitted to both the Senate District Committee and the House District Committee provide for an 8.3 percent increase for teachers (\$6,400 entrance salary) costing \$3.4 million for fiscal year 1968 if retroactive to January 1, 1968 and \$5.7 million for a full Fiscal Year. Funds to finance these salary increases have been provided in the appropriation action for Fiscal Year 1968.

Enactment of H.R. 15511 providing a 19.2 percent increase for teachers (\$7,000 entrance salary) retroactive to October 1, 1967, would cost \$11.5 million for Fiscal Year 1968, or \$8.1 million more than provided for in the 1968 budget. H.R. 15747 with a 23.5 percent proposed increase is estimated to cost \$15.8 million for a full Fiscal Year or \$12.4 million more than budgeted. The total additional cost