

lation would amend section 5(c) by allowing either 60 semester hours "or equivalent experience" to meet the qualifications requirements for teacher-aides and would eliminate the 5 percent limitation on the number of teacher-aide positions. The National Education Association reports that approximately 38 percent of the school systems require only elementary school education.

In conclusion, Mr. Chairman and Members of the Committee, I would like to say that it is clear that no single factor establishes a school system's competitive position; it is also clear that salary is not the primary attractor of staff, though it is one of the important factors. In short, the staffing problem cannot be solved only with salaries, but it cannot be solved without a salary advantage. A superior salary schedule is the only major competitive factor which the District Schools can turn to their advantage quickly. Buildings take years to plan and build. Reputations may be lost rapidly and may take years to rebuild. "Challenge" as an attractor is the opportunity to participate in a program of significance, and programs take time to develop and initiate. Compared with these factors, competitive salaries can be established quickly.

Urban teaching demands the most capable and dedicated teachers. Every child should have the benefit of an educational program designed to suit his capacities and to develop him to the limit of his potentialities. Ultimately, education serves all of our purposes, but the one it serves most directly is equality of opportunity. I believe that education is the high road of this opportunity, the great avenue that all must travel to succeed. It is essential that the District have the best teachers for this job. And it is essential, I believe, that we move as expeditiously as possible to see that they are in a competitive position with salaries.

I thank you, Mr. Chairman. I have with me staff and Dr. Carroll from the schools who will be able to answer questions such as you have.

Mr. DOWDY. Do any of you other gentlemen have statements you would like to make before questions?

Dr. CARROLL. Yes, sir. Dr. Manning asked me to express his regrets that he did have an appointment which he just could not change. He asked me if I would present this statement in his behalf.

May I read this statement, and I will try to move as fast as I can, but he asked if I would present it.

**STATEMENT OF DR. WILLIAM R. MANNING, SUPERINTENDENT  
OF THE DISTRICT OF COLUMBIA PUBLIC SCHOOLS, READ BY  
DR. JOSEPH M. CARROLL, ASSISTANT SUPERINTENDENT OF  
SCHOOLS, BUDGET, RESEARCH, AND LEGISLATION**

Dr. CARROLL. Mr. Chairman and Members of the House District Committee:

I very much appreciate having the opportunity to appear before this Committee on behalf of the educational staff of the District of Columbia Public Schools. I speak, of course, with heavy emphasis on the needs of the teachers because more than any other single group of people in this city, I believe the teachers can have more influence than any others, for better or worse, on the lives and futures of our children.