

The eyes of the Nation are on the Washington, D.C. Schools to see whether an exemplary, a model, school system can be created in one of our major cities. This will not occur until the D.C. Schools can recruit some of the best teachers in the Nation. We must, however, promise a salary that is adequate.

It is certainly true that all of this will not come about only because of salaries, and this I think the Mayor has pointed to properly.

Surely many other things must be done as well; but it is absolutely certain that none of these will be forthcoming if the District Schools cannot compete for staff with a superior salary scale. The lessons of the past are patently clear. It may be possible to attract a few teachers of the highest quality to tackle one of the toughest teaching jobs in the Nation for equal money or perhaps a little less than what they could earn in the more affluent areas. But, we need not a few but a large number of these leadership teachers. Certainly, it is not reasonable to expect teachers to take on the more difficult job for less money.

If our surrounding suburbs pay approximately the same as the District, they compete at an advantage over the District in the search for teachers. Again, let me reiterate that there is more than just dollars in the psychology of recruitment affecting our problem. The dollars represent how a community views the importance of teaching. It represents an element of position within the profession. It is part of the symbol of success which permeates many aspects of our national life and from which teaching is not immune, although it has been my observations that this is less of a factor in teaching than in other professions. Indeed, this must be the case for so many capable teachers to remain in teaching when they learn that the garbage collectors in New York City are now paid a beginning salary of \$6,424, approximately \$600 more than beginning teachers presently earn in the District.

We do not say this is the whole thing, we just say this is an important part of it.

SPECIFIC RECOMMENDATIONS

The Committee is considering five bills today. The Board of Education supports, with some modification, H.R. 14526. It should be noted that H.R. 14526 provides for salary increases in two phases. The first phase provides for salaries equivalent to those provided in H.R. 14051; the second phase provides for salaries equivalent to those in H.R. 15511. Thus, in supporting H.R. 14526, the Board also supports these two bills.

The other two bills that I think Mr. Broyhill mentioned, H.R. 15183 and H.R. 15747, present very desirable salary levels. We are personally convinced, publicly and privately, that the Mayor and the District Government have made a real effort to find as much money as possible and we do not see how this can be financed, at least they have not been able to find it, so we feel that the bills we are supporting present the strong competitive position that we can achieve within present financial limitations.

The Board of Education recommends that the effective dates of H.R. 14526 be amended to provide for the first phase to become effective retroactive to October 1, 1967, and for the second phase to become effective July 1, 1968.