

We feel that the \$6,400 beginning salary becoming effective on October 1 is just simple justice. This is equivalent to what was done for other employees and we need this \$7,000 starting salary as a competitive factor for next year's recruitment, which is underway now.

It should be observed carefully that the passage of H.R. 14526 will not establish the District Schools as the salary leader, nationally, or even among the six other Washington Metropolitan Area school systems.

I have an exhibit, if you have the statement there (Exhibit I) at the end of the statement you might want to turn to. I will be making comment on that.

EXHIBIT I.—A COMPARISON OF THE COMPETITIVE POSITION OF TEACHER SALARIES PROVIDED IN H.R. 14526, PHASE I AND II, AND THE SALARIES PROPOSED FOR D.C. METROPOLITAN SCHOOL SYSTEMS FOR THE 1968-1969 SCHOOL YEAR AND THE PRESENT SALARIES OF THE OTHER 20 MAJOR CITY SCHOOL SYSTEMS

PROPOSED SALARY SCHEDULE

	H.R. 14526—Phase 1				H.R. 14526—Phase 2			
	B.A.	M.A.	M.A.+30	Doctorate	B.A.	M.A.	M.A.+30	Doctorate
STEP 1								
(Beginning salary).....	\$6,400	\$7,030	\$7,345	\$7,660	\$7,000	\$7,770	\$8,050	\$8,400
Rank/D.C. Metro. Area.....	1.5	6	7	7	1	1	1	4
Rank/Big City Systems.....	4.5	5	6	13	1	1	2	4
STEP 10								
(Maximum living level).....	\$8,950	\$9,580	\$9,895	\$10,210	\$9,800	\$10,500	\$10,850	\$11,200
Rank/D.C. Metro. Area.....	4	7	7	7	3	6	6	6
Rank/Big City Systems.....	4	3	5	7	2	2.5	4	5
STEP 13								
(Highest regular step).....	\$9,700	\$10,330	\$10,645	\$10,960	\$10,850	\$11,550	\$11,900	\$12,250
Rank/D.C. Metro. Area.....	5	7	7	7	3	6	7	7
Rank/Big City Systems.....	10	10	13	13	2	3	3	5
STEP "Y"								
(Maximum possible salary)....	\$10,800	\$11,430	\$11,745	\$12,060	\$12,040	\$12,740	\$13,090	\$13,440
Rank/D.C. Metro. Area.....	3	6	7	7	2	4	4	6
Rank/Big City Systems.....	3	5	4	7	1	1	1	1

Exhibit I shows that the District Schools will be totally outclassed in the competition for teachers, nationally and in the Washington Metropolitan Area. Note that the \$6,400 to \$12,060 leaves this school system in about sixth place in this area. Since the District Schools must compete for experienced staff and can grant credit to step 10 on the salary scale, the total schedule needs to be competitive. Phase one of H.R. 14526 is not competitive. It is a holding action and holding actions will not meet our needs.

Phase two of H.R. 14526 improves the competitive position of the District School System at the minimum and competes well among the large city systems. However, it is still weak in terms of salaries at step 10, step 13, and at the maximum.

This is a very important factor, that we can hire an experienced teacher coming in with three, four or five years' experience in another system and can start higher up on the salary scale here than in suburban areas.

The District School System is still in sixth place at these higher levels. However, phase two will allow the District to recruit much more effectively, particularly for younger teachers.