commending you on an excellent statement—an excellent presentation here this morning.

Mr. WASHINGTON. Thank you.

Mr. BROYHILL. I commend you also for your efforts to work out a proposed solution to the problem of financing within the framework of a very complicated fiscal situation. And as I stated earlier, I particularly want to commend you for your prompt response during this recent crisis in assuring the representatives of the teachers' union of your awareness of the problem and your sympathy with it, and that you are doing everything possible to overcome it. This includes not only you, but the members of your staff as well.

Mr. WASHINGTON. Thank you, sir.

Mr. BROYHILL. I was very much impressed with your activities in that regard, and I think the community owes you an appreciation for what you did.

Mr. WASHINGTON. Thank you, sir.

Mr. BROYHILL. I understand that you do support the bill.

H.R. 14526 is the two-step proposal which included the original proposal by the Commissioner and the Board of Education, and I can see how that can fit better into the fiscal problem or could be more easily solved than the other proposals. However, although we may well have to resign ourselves to that being the maximum we can do unless Congress is willing to be a little more lenient in its own Federal payment, in view of the testimony of Dr. Carroll, about the problem of turnover, the fact that the more experienced teachers are resigning and leaving and going to the suburbs, I wonder if we might consider again talking about the two-step phase that you are supporting instead of the part that is in H.R. 15183 which is identical except for the second step.

The second step is identical at the beginning but, it does have the $350 increment, and Dr. Carroll's—or Dr. Manning's statement, did show that in the upper levels the District is still ranking fourth, fifth, sixth, and seventh in the Metropolitan area.

I know we cannot please everyone in these schedules, and we may get into a lot of complication, but how much more would it cost, Mr. Commissioner—and again, we are talking about that being the second phase beginning in July 1—how much more would that cost per year?

Mr. WASHINGTON. I am advised that the difference would be $2.8 million.

Mr. BROYHILL. Per year more?

Mr. WASHINGTON. Yes, sir.

Mr. BROYHILL. Now, how much is that in ratio to the total salary structure cost?

Mr. WEINBERG. Right now we are showing a payroll of over $64 million. The difference in the second stage of the bill, for example, would be increased to $79 million payroll—to increase salaries from their present level to the level we are talking about right now—about five percent.

Mr. WASHINGTON. About five percent.

Mr. BROYHILL. I was hoping we could, if possible, help to get this thing a little more in those ranges, because I know that in the classified pay scale it was extremely difficult to stop or limit the compression that we had in let's say the GS-18 and GS-1. So obviously, it will be