

form or another, anywhere from the lunchroom aide in Montgomery County to the instructional aide in the libraries in other systems, but it is one of the areas of fastest growth as far as assistance to the teacher to give her time to teach.

Mr. FUQUA. This is a new trend, then, in education that is growing all over the country?

Mr. WEINBERG. Especially with the legislation passed by Congress which gave it the impetus that it needed.

Mr. FUQUA. Dr. Carroll, I understand, now, that the starting salary is \$5,840 in the District of Columbia for teachers with a Bachelor's Degree, is that correct?

Dr. CARROLL. That is correct.

Mr. FUQUA. What is the average salary of teachers in the District of Columbia now?

Dr. CARROLL. \$7,300, I believe. Have you the correct figure there?

Mr. WEINBERG. The average salary, overall average salary, for teachers as of June of 1967 was \$7,888, sir.

Mr. FUQUA. So, in effect, then, if my arithmetic is correct, the average salary is some \$2,000 a year more than the beginning salary; hence, we have many teachers who have stayed within the school system. This would indicate that.

Dr. CARROLL. Yes, it would indicate that we have teachers who have stayed with us.

Mr. FUQUA. Yes, I know that, but it would be a rather good percentage. You were giving a percentage of a turnover rate of 17.6 percent of the teachers.

TEACHER TURNOVER

(Subsequently, Dr. Carroll submitted the following additional information respecting loss of teachers:)

TURNOVER AND LOSS OF LEADERSHIP TEACHERS

Last year 1,172 teachers left the system. This amounts to a turnover rate of 17.6% of the 6,661 teachers. This is the highest rate in 40 years, the next highest being 15.2% in FY 1963. There is no question that the District Schools' low salary levels are a major contribution to this signally high rate of turnover.

An analysis of those teachers leaving the service of the District Public School System this past year indicates the following reasons for leaving.

	Number	Percent of total
Reasons for leaving (1966-67):		
Leave of absence.....	206	17.6
Resignation.....	471	40.2
Retirement.....	107	9.1
Terminated.....	20	1.7
Death.....	11	.9
Employment ended (temporary teachers not returning, relocation, marriage, family reasons, other).....	357	30.5

While the lack of adequate staffing has prevented a more sophisticated follow up study of those leaving the system school officials are in strong agreement that most of those resigning and many of those ending employment do so to take up positions in school jurisdictions offering better financial rewards and more favorable working conditions.