

The National Education Association in its 1967 Resolution on "Professional Salaries" states:

"Still greater efforts are needed to increase teachers' salaries to levels which will retain competent teachers in the schools and attract persons of outstanding ability to the profession.

The association believes that teachers' salaries should compare favorably with income in other professions and occupations requiring comparable preparation."

D.C. teachers salaries must be dramatically raised to top place in both minimum and maximum if we are to obtain the finest teachers for our children and youth. There is a direct relationship between the salaries paid to educators and the quality of education in our schools. People with highest qualifications and training are leaving teaching for higher paying positions. We need such people in the teaching profession where there is a definite teacher shortage.

As of October 1967, there were 685 vacancies in the teaching staff and 70 vacancies in officer positions in D.C. Public Schools. There were 1,129 temporary teachers employed or 27.1%—a drop from 43.2% in October 1965-66.

At present, D.C. teachers' salary minimums for the four educational levels, i.e., AB, MA, MA+30 hours, and MA+60 hours, range from 3rd to 6th place among the seven area school systems; these minimums range from 5th to 10th among the 21 largest school systems.

It is very important that the public upgrade the salary status of teachers promptly, making their salaries commensurate with the importance of the nature of their tasks in our democratic society. Higher salaries for D.C. teachers would lift morale, give added prestige, increase recruitment power and encourage teachers to remain in the classroom to work with children who need skilled teaching.

PROPOSED LEGISLATION

H.R. 15747 would place teachers in Washington, D.C. in first place in minimum salaries. However, it would not give first place to those eligible for maximum salaries since Fairfax teachers will receive \$16,000. The proposed bill, H.R. 15747, provides 12 increments @ \$350 and an increase of \$560 for the X and \$700 for the Y levels. There is a differential of \$700 between the AB, MA, MA+30 credits and MA+60 or Doctorate levels. Its maximums are higher by \$420, \$420, \$770, and \$1,120 respectively than the other bills which provide a range of \$7,000 to \$13,440.

This salary bill is needed *now* if serious educational problems faced by D.C. Public Schools are to be solved.

This proposed legislation also contains the following proposals:

1. Elimination of the 5% limitation on the employment of teacher aides.

2. Amendment of the educational requirement for teacher aides from 60 semester hours beyond high school to 60 semester hours or *equivalent experience*.

3. Authorization to pay salary increases to any employee who shows evidence of completion of courses or degrees qualifying him for placement at a higher educational salary level, retroactive to the date upon which the course work was completed or one year, whichever is earlier. Presently, teachers lose increases if the evidence of completion of requirement is delayed.