

I am pleased to note that the Union and the Board of Education are in complete agreement on this bill. I am sure that the members of this Committee, as well as most of the members of Congress, are aware of the necessity of swift enactment of legislation to increase the financial remuneration for teachers. It will suffice here for me to say that this is an absolute must if the educational system of the Nation's Capital is to be improved.

The Union is pleased to note that President Johnson supports our position on the \$7000 starting salary. The Mayor and the Board of Education are also supportive of our request. The Mayor, of course, expressed reservations insofar as the revenue to finance the proposals are concerned. For that reason, he is compelled to support the two-phase bill as reported by the Senate District Sub-committee on Fiscal Affairs. I would further point out to you that the Union and the Board of Education have reached agreement as provided for in our Collective Bargaining contract on this salary proposal. However, since the Board must coordinate its activities with the city government, it too must support the Mayor on the two-phase proposal as approved by the Senate District Subcommittee on Fiscal Affairs. However, the Union feels that a \$7000 salary effective October 1, 1967, is not unrealistic and requests your serious consideration of the matter.

The Union is cognizant of the fact that there have been four additional salary bills introduced by Congressman Joel T. Broyhill. H.R.15183 and H.R.15147 both would provide higher maximum salaries than would H.R.15511. These, of course, would be acceptable and desirable. However, I would call to your attention that the Union has reached agreement with the Board of Education and the City Government to support H.R.15511. I have noted previously that the Mayor and the Board of Education modified their positions in light of the revenue picture in the District.

This proposed legislation indicates that there are members in the House of Representatives who are much more concerned with combating the causes of the educational problems rather than merely dealing with the symptoms. This attitude is essential if change is to be accomplished.

Once again, I must emphasize the fact that I would hope the day will soon come to pass that the valuable time of the Congress of the United States will not be taken up with matters which could be dealt with by the citizens of this city.

For example, an elected School Board with fiscal authority could handle these matters effectively. The citizens in the District do not have anyone who is directly responsive to them. It is true that we can vote for the President and Vice-President of the United States. However, this is not comparable to electing Representatives for Congress, or more important, the leaders of our city government. There are no valid reasons why these basic rights should be denied any longer.

Finally, I would respectfully request that in the future the Committee wait until negotiations between the Board of Education and the Washington Teachers' Union have been completed before introducing legislation which affects teachers in the District of Columbia. This will permit the collective bargaining procedure to follow an orderly process. Once agreement has been reached, there will be one