

proposal submitted which would have the support of the teachers and the Board of Education.

In conclusion, I would urge that every effort be expended to secure the enactment of H.R. 15511 by the end of this month.

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Mr. GOODLOE. Mr. Chairman the need for an increase in the salaries of District public schoolteachers is urgent. Such action is necessary to attract capable individuals to our system as well as to retain the superior teachers we already have. The Washington school system is faced with severe competition to bring in the ablest type of men and women. We are surrounded by wealthy suburban counties which can offer attractive conditions of employment to prospective teachers. The Federal Government moreover is able to give lucrative employment to highly trained individuals. This is especially true in the scientific and technical areas. In addition, there is always remunerative employment in the private area of our economy and the compensation offered by public service is not always adequate to outweigh such advantages.

Teaching has, furthermore, become a very strenuous occupation. Indeed, that is quite an understatement. The art of instruction itself is a time-consuming occupation. There is no need to elaborate the fact that preparation for a teaching career is long, hard and costly. Efficient performance on the job, moreover, has always required more than the time actually spent in the classroom. Adequate preparation for class work has always been essential to successful instruction. Constant reading and study, to keep abreast of the bewildering advance of knowledge in all fields of human endeavor, is also a sine qua non for all individuals who expect to remain in this profession.

The professional work of the present-day American public schoolteacher, however, is only a part of what he does. All kinds of tasks unconnected with the teaching process have been piled upon the men and women in the public school systems throughout our country. For instance, time-consuming clerical work saps the energy necessary for the best type of teaching. There are many other miscellaneous activities that have steadily been imposed on top of regular teaching duties. The one just mentioned has, however, become so onerous as to be exhausting. These petty chores are, in fact, driving capable and brilliant individuals out of the field of education. They are leaving the classroom to secure employment more rewarding financially and otherwise.

Incidentally, this brings out the point that financial compensation is not the only factor in hiring and keeping the type of people we need to teach our children. It is, nevertheless, very important in getting hold of the kind of teachers we need in the Nation's Capital.

At this point, we should emphasize the fact that the salaries established by H.R. 15511 are not adequate to recompense individuals of the calibre needed to set up and maintain a school system worthy of our Federal City. We regard this as a temporary adjustment, which will help to keep our schools from deteriorating.

In addition to the problems confronting all public school systems throughout the United States, the District of Columbia is faced with others existing in the centers of our large cities. As is well known, under-