The Teachers!..

As a teacher in New York City, you will be helped by an outstanding corps of consultants and school supervisors who have been carefully selected and trained to give you sympathetic guidance and expert assistance.

Here are some facts about other benefits enjoyed by our teachers:

■ A salary schedule that ranks with the highest among the world's great cities, with advanced salary placement for experienced teachers ■ Orientation program for newcomers ■ Tenure and security ■ Health plans, welfare funds, social security coverage, excellent pension plan ■ Promotional opportunities ■ Innovative approaches

As a teacher in New York City you will be able to enjoy all this—and more

For additional information about joining the Teachers in New York City please write, telephone or visit the Bureau of Recruitment, Office of Personnel, Dept. A-10
New York City Board of Education, 110 Livingston Street, Brooklyn, New York 11201.
Telephone: (212) 596-8060

ASK FOR MR. BARTON

Salary range for teachers:
September, 1968-June 1969

BA	$6,750-$11,150
BA+30	$7,250-$11,650
MA or equivalent	$8,250-$12,650
MA+30 credits	$9,350-$13,900

Teaching and supervisory positions are based on a merit system with no discrimination in licensure and appointment.

EQUALITY: An NEA Tradition

NEA and the Challenge of Integration

In 1857, a colored educator named Robert Campbell helped found the National Teachers Association, NEA's parent organization, and for more than 100 years, NEA has welcome all educators into its membership. Moreover, the Association was among the first major natonal organizations to oppose local and regional discrimnatory customs.

[illegible] Association became the first group in the nat[illegible] capital to obtain an equal accommodations commitment in the 1940's when NEA's Citizenship Con[illegible] secured written assurance from a large Was[illegible] hotel that it would not discriminate agai[illegible] any conference registrant. Pictured above is a [illegible] group meeting during the Seventh National Citizenship Conference in Washington.

[illegible] 1953, the Repersentative Assembly adopted a poli[illegible] meeting only in cities "where every NEA dele[illegible] would have equality of accommodation" NEA annual meeting in 1953 at Maimi Beach was the [illegible] completely integrated national convention held [illegible] South.

[illegible]A's response to the integration crisis in Little Rock, Arkansas, is an example of the Association's decisive action in emergencies. In 1959, 44 Little Rock teachers who were threatened with unjust expulsion from their jobs were assured of NEA support totaling a quarter of a million dollars.

* * *

[illegible] colored teachers in Giles County, Virginia, v[illegible] dismissed in 1964, after desegration closed the s[illegible] to which they had been assigned. Because N[illegible] 80 percent of the legal fees, the Virginia T[illegible] Association was able to sue the school distr[illegible] secure a percedent-setting court order for rei[illegible]ment of the seven dsplaced teachers.

[illegible] 1965, NEA supported the voter registartion drive [illegible] Selma, Alabama. In order to help teacherss o[illegible] registration obstacles, the Association held two c[illegible]erences for Selma teachers at NEA Headquarters. Association officials and members participated in the march pictured below.

Through conferences, publications, and litigation, NEA has worked for integration. At the 1968 annual convention, the Association passed a resolution declaring its strong opposition to racial isolation:

. . . The Association reiterates its belief that cross-racal experiences form an essential part of the education of every pupil. . . . Among the many grievous problems now plaguing American cities, none is greater or more difficult to solve than the de facto segregation which is presently increasing in nearly all of the major cities.

* * *

NEA joned the legal battle against de factor segregation by filing an amicus curiae brief in the District of Columbia school case, Hansen vs. Hobson. The Association strongly endorse Judge Skelly Wright's historic decision which declared de facto segregation discriminatory.

"The Impact of Model Cities on the School System" was explored by educators, urban specialists, civil rights representatives, and government officials during a workshop in June 1967. The report of this workshop, which was sponsored by the External Advisory Council of the PR&R Committee on Civil and Human Rights of Educators, recommends local actions that can be taken to further economic and racial integration in Model Cities programs.

* * *

NEA has continued to protect the rights of educators. A fund established a generation ago has grown to aid hundreds of teachers. Today, this expanding fund is known as the NEA DuShane Fund for Educator Rights.

In 1964, when Mrs. Willa C. Johnson lost her teaching position because of her leadership in Enfield, North Carolina's voter registration drive, NEA assumed all litigation costs and provided a modest living allowance for her. Mrs. Johnson was reinstated and awarded damages. Moreover, the U.S. Supreme Court upheld her attorney's contention that because teachers have a uniquely sensitive postion, the courts are obligated to protect their rights.

Below, Mrs. Johnson accepts an award during the PR&R Committee's 1967 Human Rights Banquet.

Today's Dilemma Tomorrow's Hope

Education is the daily practice of great ideals that every person bears within himself a promise which can and must be realized; that all persons are entitled to respect and dignity; that freedom of thought, of expression, of movement, and of religious belief belongs to all persons; that liberties entail obligations.

NEA Platform

Equal Opportunity for All is the promise of America and has always been a very important ideal of the National Education Association. Yet NEA recognizes that because equal opportunity is still far from a reality, the most urgent goal of American education must be to attain the ideal and fullfill our nation's promise.

In pursuit of this goal, the Association has undertaken a wide range of programs; several of NEA's special human rights activties which offer resources for teachers are presented below.

NEA BACKS TEACHERS — NEA's DuShane Emergency Fund recently provided more than $31,000 for legal services to teachers in eleven cases, including several involving the failure of school systems to rehire colored teachers displaced during desegregation. The money was channelled through the NAACP Legal Defense and Education Fund and here Mrs. Elizabeth D. Koontz, former NEA president, presents $31,254 check to LDF director, Jack Greenberg.