

authorized, has made it necessary for me to recommend many new positions in the government service to maintain services at current and improved levels. You will find a net increase of 803 positions, which will cost \$2,967,271. Standard salary increments for the year will amount to \$1,782,709, and faculty scale increments, to \$568,607.

The Commissioner of Personnel, as you know, conducts a continuing review of State salary scales to test their adequacy for the recruiting and retention of personnel. At the recommendation of the Standard Salary Board, I am proposing adjustment of the scales of 319 classes, affecting 7,163 employees. The cost of these adjustments for the fiscal year is estimated to be \$1,365,000 in general funds and \$740,000 in special funds.

It is well to point out, I think, that 86.4 per cent of the money we are spending is allotted to enhance the well-being of the individual citizens of Maryland—through programs of education, health and welfare.

Regarding education, I have dealt already with the subject of teachers' salaries and aid for school construction. In this connection, let me state affirmatively that I am keenly conscious of the necessity of maintaining high standards of teaching in our public schools, which can be done only if we retain our strong competitive position with regard to teaching salaries. I think it may be well that we remind ourselves of the fact that Maryland currently is ranked by the National Education Association as eleventh among the 50 states in the salaries paid to its school teachers. Statistically of even greater consequence is our State's minimum salary scale. Maryland established a scale of minimum salaries in 1904, and we are one of six states which has maintained a minimum salary law for 50 years or more. You all know, of course, that local school districts are free to pay salaries higher than those prescribed by State law, and, in fact, Baltimore City and all of the twenty-three counties do actually pay salaries higher than those required by the State.

We may conclude from these data, therefore, that Maryland has set precedents in establishing and maintaining minimum salaries and has managed to stay well ahead of national average salaries for public school teachers. In honesty, it cannot be asserted that Maryland has neglected its school teachers. I am proud that this is so, as I know you are.

To keep pace in this all-important area of endeavor—the education of our children—I am recommending in this budget a total net in-