

pear. The exigencies of modern education require greater resources than the states can supply and have reduced popular objections. Above all, domestic and foreign conditions dictate that if we are to maintain freedom and justice at home and abroad, we must support the best educational system possible. During the present fiscal year the Federal government will invest more than \$5.7 billion to subsidize a complete spectrum of educational services ranging from day care programs for the toddler to adult education for the senior citizen. Last year Maryland received over \$38 million in Federal funds for education.

State and local governments, educators, administrators, and citizens must recognize and reckon with the increased Federal resources. Proper capitalization is imperative to make this weight count. We can and must channel Federal resources effectively and creatively to produce even greater diversity, vitality and enrichment within our public school system.

The fourth and fundamentally most important weight is our increased teachers' salaries. Competitive compensation is essential to recruit our brightest young scholars, to retain and reward our best teachers. Appreciation of Maryland's progress in this area requires an examination of both the dollar rise in wages and our State's relative rank among the fifty. Twenty years ago, in the 1947-48 fiscal year, Maryland's average annual teacher's salary was only \$3200, but this was the *third* highest in the nation. A decade ago, in the 1957-58 fiscal year, the annual average salary for teachers was \$4862, yet our national competitive status had slipped to the *ninth* position. During the past fiscal year of 1966-67, the average salary climbed to \$7308, but again our national stature declined so that we ranked *twelfth*. This meant that in two decades, while our wages more than doubled, our competitive rank decline had quadrupled.

Fiscal reform has reversed this pattern. Although final tabulations for the 1967-68 fiscal year are not complete, the M.S.T.A. estimates the average teacher's salary will be within the range of \$7800 to \$8000. This will restore Maryland's national standing to *seventh* at the least and possibly *fifth*. In a single year a new administration and a newly apportioned Legislature have enabled Maryland to recover its high rank. We have endeavored to recognize our teachers' right to realize monetary as well as psychological rewards and this recognition reflected on the national scale should attract and retain more well qualified teachers for Maryland.