

File No. 36404

Baltimore, October 10, 1924.

Dr. Henry S. West,
Sup't of Public Instruction,
Madison and Lafayette Avenues,
Baltimore, Maryland.

Dear Mr. West:

13979

I beg to reply to your letter of October 7th, in reference to the application of Chapter 233 of the Acts of the General Assembly of 1924, known as the Equalization Act.

You inform me that the School Board has placed an equalization fund of \$50,000 in the budget for 1925 under Senior High Schools, and that you arrived at the figure of \$50,000 by assuming that there are about 100 persons who would be affected by the proposed equalization, and that the salary increments they would receive under the Equalization Act of the Legislature would average \$500.00 per person. The Mayor has now called upon the School Board for a detailed memorandum as to how the \$50,000 will be distributed, if the Board of Estimates allows it.

Your letter indicates that you and the School Board are proceeding to bring all salaries in high schools to the maximum amounts now being paid. While this is a comparatively simple thing for the school authorities to do, the effect of it will be to give substantial increases in compensation to certain teachers, and to impose a heavy burden on the taxpayers. It ought to be made clear to you, if the language of the Act does not speak for itself, that all the Legislature did was to prohibit discrimination on account of sex. It did not prohibit the City, acting through your Department and the Board of Estimates, from adopting or enforcing rules and regulations under which the maximum salaries for any particular kind of service may only be reached by those who have demonstrated by their ability and experience that they are entitled to receive such salaries.

The Act contemplates that there shall be equal pay for equal work, but it does not operate to prohibit the making of classifications, or to wipe out such classifications as may already exist. The City must determine what the compensation for each position, or for each