

File

SALARY SCHEDULE FOR PRINCIPALS OF WHITE HIGH SCHOOLS
TWELVE MONTHLY PAYMENTS

TO:

The School Board of Loudoun County, Virginia
Mr. O.L. Emerick, Superintendent of Schools of Loudoun County:

The Leesburg Parent Teacher Association, composed of

citizens, residents and taxpayers of Loudoun County, Virginia, who are interested in the promotion of the educational and civic welfare of the citizens of Loudoun County in general and of the Negro citizens in particular, and on behalf of the Negro teachers, principals and supervisors of Loudoun County, Virginia, do respectfully petition the Loudoun County School Board and Superintendent of schools as follows:

a. To establish and enforce without regard to race or color a single salary schedule for the teachers, principals and supervisors employed in the Loudoun County School System.

b. To take immediate steps to equalize the salaries of white and Negro teachers, principals and supervisors in Loudoun County, Virginia having equal qualifications and experience, and performing essentially the same duties and services, in keeping with the Constitution and laws of the State of Virginia and of the United States.

In support of this petition they respectfully show:

1. That the School Board and Superintendent of Schools of Loudoun County, Virginia, are state agents, maintained for the purpose of administering the local public educational system in accordance with the laws and regulations of the State of Virginia and of the United States;

2. That the Loudoun County School Board is vested with and exercises the power of fixing and determining the compensation of all teachers, principals and supervisors in the public schools of Loudoun County, Virginia; and in the exercise of this power the said Board has adopted and is applying and enforcing the following salary schedule:

SALARY SCHEDULE FOR PRINCIPALS OF WHITE HIGH SCHOOLS

TWELVE MONTHLY PAYMENTS

SALARY SCHEDULE FOR COLORED TEACHERS

LOUDOUN COUNTY, VIRGINIA

LOUDOUN COUNTY, VIRGINIA

Experience	BASIC SALARIES	
	None to two years	Salary
None	Three or more years	\$115
1 and 2 years	None to two years	120
3 and 4 years	Three or more years	125
5 and 6 years		130
7 and 8 years		135
9 years and over		140

SALARY SCHEDULE FOR WHITE TEACHERS
 LOUDOUN COUNTY - TWELVE MONTHS' BASIS
 Effective from September 1, 1938

Previous experience in Years	CERTIFICATES			
	Elementary	Normal Professional	Collegiate	Collegiate Professional
None	--	63	73	77
1 and 2	--	66	76	80
3 and 4	--	69	79	83
5 and 6	--	72	82	86
7 and 8	--	75	85	89
9 and over.	67	78	88	92

1. The salary of each principal of an elementary school will be determined by adding to the above schedule \$5.00 for each assistant teacher.

2. For the collegiate certificate in the elementary grades deduct \$6.00 per month and for the collegiate professional certificate when preparation is for high school work and assignment is in elementary grades deduct \$3.00 per month from the above schedule.

SALARY SCHEDULE FOR COLORED TEACHERS

LOUDOUN COUNTY, VIRGINIA

<u>Certificate</u>	<u>Experience</u>	<u>Salary</u>
Elementary	None to two years	\$55.00
Elementary	Three or more years	60.00
Normal Professional	None to two years	60.00
Normal Professional	Three or more years	65.00

For principals add \$5.00 for each assistant.

3. That said salary schedule in its entirety and at every comparable level provides a higher salary for white teachers, principals and supervisors than for the Negro teachers, principals, and supervisors, although these Negro teachers, principals and supervisors are possessed of equal qualifications and experience and are performing essentially the same duties as the white teachers, principals and supervisors; that this differential is even greater than is indicated on the face of the schedule because the white teachers, principals and supervisors are paid for twelve months of the year while the Negroes are paid for only ten months of the year.

4. That all of the Negro teachers, principals and supervisors in the public schools of Loudoun County hold teaching certificates in accordance with the rules of certification of the Virginia State Board of Education; that white and Negro teachers, principals and supervisors must meet the same requirements to receive teachers' certificates from said State Board of Education and upon qualifying are issued identical certificates.

5. That on June 18, 1940, the United States Circuit Court of Appeals for the Fourth Circuit, sitting at Asheville, North Carolina, in the case of Melvin O Alston, a Negro teacher in the City of Norfolk, Virginia, and the Norfolk Teachers Association, an organization of Negro school teachers and principals of that city, against the School Board of the City of Norfolk and C. W. Mason,

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Superintendent of Schools of Norfolk, declared that the maintenance of a salary schedule which fixes differentials in pay for teachers, and principals of equal qualifications and experience, performing essentially the same duties and services, when these differentials are based solely on race or color, is in violation of both the due process and the equal protection clauses of the 14th Amendment to the Constitution of the United States. On October 28, 1940, the Supreme Court of the United States denied the application of the Norfolk School Board and its Superintendent for a writ of certiorari to review said decision.

In making this petition petitioners are cognizant that this unconstitutional salary differential was not initiated by you and that the case above referred to is the first pronouncement by a higher Federal Court that such practice is unconstitutional. They do feel, however, that now since this question has been adjudicated, you will no longer wish to maintain a practice which not only is in contravention of our democratic ideals, but which is also unconstitutional; and that you will welcome this opportunity to change it.

In making this request for a single standard of pay and for the equalization of salaries petitioners wish to make it clear that it is not their desire that this fact be accomplished by reduction of the pay of any of the teachers, principals or supervisors employed by the Loudoun County School Board.

Respectfully,

Leahung P. J. A.

William C. Harris
President

E. C. Harris
Secretary