

of Norfolk on the 5th relating to an amicable adjustment of the litigation of Melvin O. Alston and the Norfolk Teachers' Association against the School Board of the City of Norfolk and C. W. Mason, Superintendent of Public Schools of Norfolk City, we are authorized to say to you that for the year 1941 the School Board of the City of Norfolk will apply the sum of \$ 30,000 toward adjusting the differences between the salaries of white and negro school teachers in the Public Schools of Norfolk City, where there are differences based solely on race and color; that for the years 1942 and 1943 the School Board will apply a sufficient sum of money to the salaries of the negro teachers to fully adjust such differences, and that thereafter the School Board will avoid all differences between the salaries of white and negro school teachers in the Public Schools of Norfolk City which will be inconsistent with the ruling of the United States Circuit Court of Appeals for the Fourth Circuit in this case.

This adjustment will be over and above the appropriation to be made by the City of Norfolk for increments and readjustments of salaries of all school teachers in the Norfolk City Public Schools.

This letter is being written pursuant to conference in Colonel Chas. B. Borland's office on November 4th, 1940, and in the spirit of the conference for an amicable adjustment and termination of the pending litigation, and is without prejudice to the rights of anyone.

Since 1941 is not far off, it will be appreciated if you will let us have your answer to this letter as soon as you can. Should you approve the proposition authorized here, we will want time to get the City Council to appropriate the necessary monies.

Very truly yours,

(Signed) Alfred Anderson
City Attorney