

Memorandum of Procedure
to
Equalize Teachers Salaries

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Preliminary Steps

The Teachers:

There are certain basic principles behind a campaign to equalize teachers' salaries. The fundamental principle is that Teachers with Equal Qualifications and Experience and Performing Essentially the Same Duties Shall Receive Equal Salaries.

Cases to equalize teachers' salaries are based on the ^{equal protection clause of the} 14th Amendment to the U.S. Constitution. We must establish that the only basis for the differential in salaries is the race or color of the teachers. In order to establish this we must be able to establish that Negro teachers have ~~equal~~ equivalent qualifications and experience and are performing essentially the same duties. In order to qualify for these cases the Negro teachers must meet this requirement.

N.A.A.C.P. Branches:

(a) The branches should obtain copies of the teachers' salary schedule being used in their county.

(b) A committee, ^{of not more than three} should inspect the minutes of the local board of education to discover how ~~the~~ public funds are being distributed. Watch for comparisons of expenditures for Negro and white schools. ~~the~~ Watch for all information as to teachers' salaries. Make copies of pertinent material and give the dates and page number from the minutes.

(c) After obtaining this information send copies thereof ~~and~~ make a full report to the national office. Our legal staff will then go over this information and advise you as to the next steps.

Organization of Joint Committee