

to the Superintendent of Public Instruction, Dowell J. Howard; to John G. Blount, Jr., Finance Director of the Department of Education; to Charles H. Smith, Director of the Virginia Supplemental Retirement System; to David J. Mays and Henry T. Wickham, counsel; and to John B. Boatwright, Jr., and G. M. Lapsley, Secretary and Recording Secretary, respectively, to the Commission, and their staff; and to many others who have given their counsel and made specific suggestions, all of which have been carefully considered.

Respectfully submitted,

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