

Mr. HOWE. I don't think the labs ought to have imposed upon them the salary lag to which the chief State school officers are subject. Their salaries are set in most cases by State legislatures.

There is a definite lag in getting administrative salaries moved by State legislatures. It seems to me that the directors of the laboratories, if they are to be successful, that is, the laboratories, ought to be people for whom the top levels of the educational world are competing, who would be the kind of people who would be commanded by significant city superintendencies or really well paying chief State school jobs, or by colleges or universities which would be seeking major officers, deans, or college presidents.

These are the kinds of comparisons that the lab should be making in seeking their top personnel if they are going to be the kind of outfits that they want them to be.

This doesn't disturb me in the least.

Mr. ERLBORN. It doesn't disturb you at the level of the regional lab and doesn't disturb you at the level of the competence of the people that you employ in the regional office or at the enticement there might be for them to leave your employ as regional office directors to go into more lucrative employment as directors of regional labs?

Mr. HOWE. In a narrow way perhaps it does, but in a broad way whenever education has the opportunity to bring some first-rate executive salaries into the picture, it is helping all of education because it is going to help education to move other executive salaries.

This is important. Executive levels in education have been underpaid. They have kept a lid, therefore, on other endeavors in education. I think it is very poor economy to pay low levels for leadership positions.

Mr. SCHEUER. Will my colleague yield?

Mr. ERLBORN. Let me make one further observation.

One of our titles in our act is called strengthening State school administrations. It would seem to me that the regional labs, as set up, are working at cross purposes to the strengthening of our chief State school officers and their administration.

I would be happy to yield.

Mr. HOWE. Let me make an observation on that.

I would worry if I felt this were the case. I would like to know what evidence there is for this. We are trying very hard to bring the regional labs into appropriate service to State education departments.

You will find State officers of education departments, frequently the chief State school officer, on the board of directors of many of the regional laboratories, if not all of them.

It seems to me that their endeavors ought to be not to duplicate, not to interfere with, but to offer additional possibilities to the State education departments.

Mr. SCHEUER. I would like to reemphasize that point and say from our experience the problem is not trying to diminish salaries at the top and reduce excellence in these regional labs, but to improve the quality of the State education officers, particularly of the title I planing officers in the States.

They are the people through whom Congress and the Office of Education is working. When you have States in the South who pay \$8,000