

How do you say to us that you really want to strengthen the State offices of education, and you want to strengthen your regional offices of education and decentralize it, when the regional education labs are set up as private institutions? I think there was admission in several places that they were set up as private institutions, so that they could bypass the State tax limitations and allow greater freedom in their operation. In each case, these people are getting much higher salaries than your regional associate commissioner or the State superintendent of schools.

It seems to me that all of these things point that we are constantly doing things not to strengthen the State department of education at all, but to bypass it and to set up other organizations that will have more money. That is where you will siphon off personnel, that is where the educational people will look, if they are paid the highest salary, because salary is a status symbol.

These things, it seems to me, are in conflict.

Secretary GARDNER. Well, the failure to know the regional head of education is a very good example, I mean a good indication that we have a great deal of work yet to do, and we have just begun this movement toward decentralization.

The salary thing is another question.

I am sorry to say that I don't see a way around this, if we are going to get effective people into this extremely important business of educational research and development. We face exactly the same thing in our health activities.

People in these fields who are really good, who are capable of making major or national contributions, command very high salaries, and they are operating in a community which provides those salaries; namely, the university community, and it would be very difficult for us to do other than operate in terms of that market and those requirements.

Mrs. GREEN. On the salary matter you have never asked us to subsidize or set up a fund to have a higher salary for a State superintendent of schools.

Doesn't that again say to the committee, that it is more important in your judgment, to have a really qualified person at the regional education lab, with a higher salary, than it would be to have the State department people or regional office of education?

Is it more important to pay high salaries for these people than it is to pay high salaries to the chief State school officer?

Secretary GARDNER. No. I don't think it is.

Mrs. GREEN. Aren't we then, by our actions—

Mr. HOWE. I certainly agree with you, Mrs. Green, that there is a need for change in the salaries of the chief State school officers. This is one of the real problems. I referred to this in a speech not long ago to the assembly and State legislators, and gave them some specific recommendations about the amounts of salary they ought to pay.

Many of them find themselves tied up with the level of Governors' salaries in States, and part of a salary ladder; you have to move the entire ladder in order to move any person on it.

So this is a difficult problem for States, but I thoroughly agree with you about the need for the change in those salaries, and perhaps even for Federal salaries, although you didn't mention them.

Let me comment—