

We never made our students work this hard before and we are getting much better results.

We have to recognize you cannot do more than 2 years work in one. I am also unhappy about the fact that this artificial limitation of \$75 plus \$15 per dependent is going to be tacked on. I cannot for the life of me understand why. It is an eternal mystery to me why anyone would oppose the willingness, the eagerness of the city school systems to be paying these people at the rate of a beginning teacher's salary.

It just so happens I rode on the airplane to Dallas on Tuesday morning with the superintendent of schools from Philadelphia. He had not been aware of the fact that this was a potential amendment. When I told him of the limitation of \$75 he asked me for perhaps 100 miles as the airplane flies to be sure he had gotten the information from me and I took out this document that I had and showed it to him finally because it was apparent he thought I was making some kind of mistake in communicating to him.

His point of view would be exactly mine, that these people earn a beginning teacher's salary and should be paid a beginning teacher's salary.

I think another point that needs to be emphasized is that we have an opportunity now due to the very large number of people who are willing to apply for NTC out of which we make this very small selection. I might say NTC was not really well organized to do this job initially and would be much better organized now. We are losing the opportunity to really bring in the cream of the people with missionary zeal for this job by putting an artificial limitation.

It is still a fact that the No. 1 problem in American education today is a teacher shortage. None of the devices ever mentioned in either the Sunday supplement kinds of things one reads about education or in any of the books has ever discovered a way to do without the teacher. We will continue to need more teachers and as we get more machines, we will need more teachers even as we begin to get more computers in education.

No matter what the device is it comes down to the fact that the No. 1 problem in the United States today is teacher shortage. How we can stint on the genuine attack on the general teacher shortage problem is more than I can understand.

I have never heard it adequately explained to me why there should be stinting on that and I simply cannot figure out for the life of me why NTC has to be embattled for its very life and why these hearings should not be concerned with how to put many millions of dollars in addition to what has been considered a reasonable level of support.

Mr. FORD. Both of you gentlemen are concerned with the training of teachers and are able to observe this program from a little different point of view than the school superintendent out here facing the day-to-day pressures that almost always overwhelm them to the point of where they have very little opportunity to move in new directions.

One of the things that disturbs me a little bit as we watch the progress of these programs is that as they start to expand the competition for the really good people sets in. The question comes to mind as to how we keep this talent as we develop it in the place in the school system where it is likely to continue to do the most good.