

1 colleges have a better idea of what they ought to be
2 spending. It has been done right along. It is done cur-
3 rently in the budget for the State Department of Education.
4 The State Department of Education has had a problem for
5 years in hiring people to come into the State Department
6 from the State of Maryland for the simple reason that
7 they are controlled in salaries in the State Department
8 of Education, not by the State Board as they used to be,
9 Mr. Case, when you were a member, but by the Personnel
10 Director in the State of Maryland. He sets the salaries
11 for the professional employees.

12 Now, there is evidence of this kind.

13 MR. BOND: Is this bad?

14 MR. RAVEN: Yes, sir, I think it is. I think
15 when you have to go out of State or you have to, so to
16 speak, take second best for appointments, it is not par-
17 ticularly good, sir.

18 MR. SACHS: Would you recommend an analogous
19 provision to the one you are urging be retained here, namely,
20 let's call it immunity for the school budget; would you
21 urge such provision for the budget to the Department of