serve and this is what we want, this is what we all want. So I support the bill.

SPEAKER MARVEL: Senator Haberman.

SENATOR HABERMAN: A question of Senator Wiitala, please. Senator Wiitala, how do the teachers get on the board?

SENATOR WIITALA: Senator Haberman, it is my understanding the State Department of Education asks teachers across the state and there is six of them that serve on this committee to serve and the difficulty is not so much in teachers willingness to serve but it is the difficulties the school districts find themselves in absorbing the costs in their absence and it is the intent of the committee, this advisory committee, to get a cross section of the state made up of parents, members of higher education, businessmen, et cetera, and without getting teachers on this advisory board we really do not, in effect, have a cross section of the state and they are a very vital part of the education process.

SENATOR HABERMAN: Is the advisory board state statute?

SENATOR WIITALA: Yes, it is.

SENATOR HABERMAN: And the State Department of Education picks the teachers to be on the board. Is that right?

SENATOR WIITALA: It expects and it hopes the teachers would serve on the board.

SENATOR HABERMAN: Yes, but they are the ones that select the teachers to serve on the board?

SENATOR WIITALA: Right.

SENATOR HABERMAN: Is the substitute rate across the state for substitute teachers, is that the same or does that depend on which area of the state or the school they come from?

SENATOR WIITALA: Well, that...

SENATOR HABERMAN: Do all schools pay the same substitute rate or are we setting the substitute rate?

SENATOR WIITALA: No, we are not setting, we are saying up to \$60.

SENATOR HABERMAN: Pardon?

SENATOR WIITALA: We are saying up to...the ceiling is \$60 but the pay for substitute teachers varies from school district to school district. So whatever their actual expenses