

30 and \$40,000 a year salaries in private industry. If we are going to prepare this next generation to take its role in our society to be productive citizens, we're going to have to make some changes in our education system. We're doing it through choice, we're doing it through restructuring, we're doing it through data collection, we're not going to do it if we continue to have those best and brightest young people coming out of our colleges going into professions other than teaching. Will two or \$3,000 additional on a base salary make that much of a difference in the type of people that go into teaching? Maybe not. Maybe it's not enough to make that qualitative difference, but it's a move in the right direction particularly when you have a young person who borrows heavily to go to college, and keep in mind that is another piece of this puzzle we talked about the other day with Senator Chizek's bill, the inordinate cost of getting an undergraduate education. They've gone to four years, they've got a math degree, they've got a science degree, they've got a business degree, given a choice do they start in the teaching profession at \$18,000 a year, \$17,000 a year or do they go into private industry for \$25,000, 30,000, \$35,000 a year? Their choice is going to be obvious, particularly if they have a high debt. The state does have a need to get into this area. I think what we're saying with this bill is the state has an obligation to deal with this problem of getting qualified people into the teaching profession. That's why I support the bill. Quite frankly, I don't support this bill because that the state has an obligation to pay more salaries necessarily to people that have been teaching 20, 30 years. That isn't my concern. My concern is we need to put some things in place that are going to up the salaries in this profession so that our best and brightest people will go into the teaching profession. I think what Senator Moore's...

PRESIDENT: One minute.

SENATOR WITHEM: ...amendment would do, it's a good faith amendment on and it reflects a philosophical point of view and I know Senator Moore carries, but what it is, it's an endorsement of a continuation of the status quo that I think we're going to wake up, maybe not this year, five years from now, 10 years from now, realizing that status quo is failing us. We've got an education system that needs some improvement. We're very smug in this state that we have an adequate education system because some students that elect to take an ACT test or an SAT test do well with it. That's not enough. Our whole system in this