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districts answered, yes. We need to address the problem of recruiting people to teaching. Clearly, salary is a part of that, but it is very important that we use other tools. As I mentioned, other states have these recruiting tools. They also reward teachers who have national certification. These are bills that you passed. They don't have money attached to them, but next year I believe a separate from the salary issue we also need to deal as we are dealing in the statewide task force with the issues of recruitment and retention of teachers. And with that, I'd like to yield some time to Senator Kiel who has an interest in this issue.

PRESIDENT MAURSTAD: Senator Kiel.

SENATOR KIEL: Mr. Lieutenant Governor, how much time?

PRESIDENT MAURSTAD: Five minutes and seven seconds.

SENATOR KIEL: Oh, okay. Mr. Lieutenant Governor, members of the Legislature, I am particularly interested in this issue because, of course, I also graduated as a teacher back in 1972. But when I graduated, I actually was paying, being from Illinois, I was paying out-of-state tuition and I think the tuition I was paying per semester was about \$350. It's been awhile. People who are interested in going into teaching today come out of college with a very, very large debt for the most part. And when they take a look at salary possibilities, they may actually go and teach for a little while and then determine that they literally cannot afford to pay their student loans off, buy a house, or buy a car or do the kinds of things that they would like to be able to do and so they leave teaching. Now some of them, some young people who come out of teacher's college may not even end up going into teaching because of the salary levels. Salary is an important issue. But I think this is just as an important issue because what it does is it says to young people, we consider teaching to be an important thing to do. We don't think you're just a warm body in front of a classroom. We don't think that you're a warm body out on the playground or in the cafeteria or in the restrooms or wherever we assign you, but we think that what you do is important to us and it's important to the future of this state. And the way that we tell young people that they are important to the future