

they gave us on our, I think our different counties. I know I have one on Adams County, but can you explain that in detail for the body so that we, including myself, have a much better understanding of how that would work? See, I have a little concern here about finding out, for instance, the other day that the average teacher's salary in Omaha is like 31,000 already, not including the fringes and even though I agree totally that we do need to make some increases in teachers' salaries for the State of Nebraska, I want to see the bulk of that go for the lower paid, not for the upper income, that the teachers in the upper incomes have. So can you explain that for me, please?

SENATOR LYNCH: Yes, thank you, Senator Smith, I'll do my best, but maybe if a former plumber explains this to a plumber's wife, between the two of us we can understand this.

SENATOR SMITH: I was a former teacher too, by the way.

SENATOR LYNCH: Wow, that's...by golly, you should have been a plumber's helper, you'd have made more money.

SENATOR SMITH: Dan, do you have one of these? Do you want to use this one to explain it to me, please?

SENATOR LYNCH: Well, what I have here, first of all, yes, pass it on. I'd like to explain the distribution of the funds is based on how many teachers are in the district and their level of education. I won't say competence, but level of education. Hopefully, the competence is part of that continual education. For those...and it's also based on FTEs, full-time equivalents. For example, if you have teachers 18,000 or below, there is no proportion of the Phase II monies going to your district because Phase I takes care of that because those teachers who are now being paid between 18,001 to 18,999, there would be a quotient of one-third full-time equivalent. For teachers making between 19,000 and 19,990 it would be two-thirds of a full-time equivalent. For 20 and over it would be one full-time equivalent. For those teaching in your system with a master's degree you would get credit for...a weighted credit of 1.15 full-time equivalent monies. I can't tell you exactly by district, because of the sheer numbers of them, what that would mean but depending upon the number of teachers you have, that amount of money from the Phase II pool could be used at the discretion of the school board to distribute to the teachers who deserve it, and they believe deserve it and for the school