

am going to oppose the amendment. I am going to vote against it. I think I understand better where Senator Moore is coming from. One of the main intents of this bill is to initially before we do anything with general teachers' salaries is to target some of the money, and it's not a very high proportion of the money, I think six or \$7 million out of the entire appropriation, and that's...those funds will decrease as years go on because of continuing negotiating higher salaries to the point where this phase will be eliminated. The purpose of Phase I is to target money specifically to individuals that are involved in the teaching profession who are being paid less than a fair wage. We had, at the committee hearing, an individual who I think had taught 23 years, down near the Plattsmouth area, teaching in a school and was receiving something like, I forget the numbers, 15,000, \$16,000 a year for teaching in that school. Matter of fact, this teacher had got a cut in pay the previous year because the school board had been so magnanimous as to hire a custodian so the teacher didn't have to clean the room herself and for that relief of work they rewarded her by taking part of her salary away from her. Those are the people we are targeting these dollars to. The philosophy behind Phase I is that there are teachers in this state that are being paid a...experienced teachers, in many cases, that are being paid less than a fair salary and we say before we do anything with general teachers' salaries we bring everybody up to a minimum level. The number \$18,000, perhaps Senator Lynch can defend that or others can defend that better than I can. To me, it seems like a fair starting point to say that \$18,000 is a fair wage for an individual who is in a profession such as teaching with the responsibilities that teaching has. I am going to vote no on the Moore amendment.

PRESIDENT: Thank you. Senator Moore, then Senator Kristensen, please.

SENATOR MOORE: Yes, Mr. President and members of the body, I bring this amendment before you to quite simply make a point on what is in the bill as now. Do you ever vision the bill that says the state...to begin with, in Section 1, you are setting the base salary in the state whether you like it or not because you are saying every teacher in the state has to be paid \$18,000. Now you're trying to get around that by saying for four years, for four years we're going to give you money to bring it up to \$18,000. That's what we're going to do. That sounds all laudable and good but what happens after the fourth