

Moore has raised and I think ought to be addressed in a separate amendment and we have the auction on how much money goes into the pot. But if we're going to do this, I wanted to address those second two points, the local control concept and the reinforcement of those districts who have not maintained the salary levels and now we're just simply going to throw cash at them. I have a sheet here from my legislative district and I have school districts that have two teachers in them and they will get as much out of that pot in terms of their salaries are so low that they will get as much out of that relative to those two teachers to pay for a third teacher. I mean, that's the disparity in this case. We're talking \$14,000 lump sum to get them up to a \$17,000 salary level. I think that's inappropriate. What we should be doing is providing some form of an incentive that we will reward school districts if, in fact, they are at this level and have that incentive there so they will work towards it once they get to that level, then they will be reinforced for being at that level. So what the amendment basically does is it eliminates Phase I. Phase I is to be phased out in four years anyway and I think, to some extent, we're going to find school districts that will sit back on their heels and tap the state for all they can for four years before they move up into that next level. What I then also did in that amendment in the second section was to adjust the factors because at the initial writing of the bill at the \$17,000 level as Senator Lynch is now amending from 18 down to 17, at that point there was only a .33 factor that went into the calculation of that pool. I don't think that's enough incentive because if you had about a 4 or 5 thousand dollar spread, you're not going to get enough out of the pot to make it worth your while to get to that level, so I think they will stay back. So what I have done is adjusted that factor to be .6, so if you are between 17 and 19 thousand dollars, then out of that pool of funds you will get a factor of .6 per teacher in that category. Then once you hit the \$19,000 factor, each one of your FTE's will be treated as one full factor and then anyone over the 20,000 that also has an advanced degree, then we'll use the 1.2 factor like as in the bill. So I adjusted the factor to provide a little more incentive also to try to get people to voluntarily move in that area. And if they want to stay down at that lower level, that will be their prerogative. Hopefully, they won't. Hopefully, there will be enough incentive that through their own funds they will try to get up to this base level on their own without us mandating it and then come in with this type of support. So, like I say, I drafted this sheet to