

college and looked at what I could make being a teacher. That wasn't exactly the most lucrative profession, that was the one to get into. Even though it was kind of odd, what I'm doing now defies that logic because I'm making less money now than I would be if I was a teacher. I know that doesn't make any difference. I was definitely concerned about that. And really, honestly, believe me though I disagreed with many things in LB 89, I believe we need to get the beginning teachers' salaries up in Nebraska, but I don't think LB 89 with its minimum salary language was the way to do that. And I'm looking around to see if the amendment is here yet, I'm still supposed to keep talking, okay. Okay, okay, but just to give people, some of us, and this does not include everybody, but some of us that had a variety of amendments to the bill, Senator Jacky Smith, Senator Coordsen's office is represented, Senator Owen Elmer, Senator Dennis Baack, Senator Withem, Senator Lynch, we got together this morning and said, wait a second, we can fight this LB 89 tooth and nail all the way through. But the fact of the matter is we really would like to do something for teachers' salaries and maybe, just maybe, we can come to some agreement. On the basis of the agreement we've come to, will be an amendment that Senator Conway is going to introduce here shortly, if I ever get done talking, but at least it is something that I can support. And I think it is better than the actual amendment I had because, one, it does away with the minimum salary language; two, it lowers the dollar figure from \$25 million each year to \$20 million each year and at least you're getting into the financial ball figure that I can play with, something that I can support. And I believe...I think that is a better approach than the minimum salary approach and actually my amendment because what you do with the upcoming Conway amendment, what you will do when we have a carrot out there, some sort of categorical aid for teachers in the State of Nebraska, that for a school district to get that money they will have to have a teacher's salary at or above a certain level. And I believe the dollar...the first year it is going to be \$16,000 to qualify for state aid for that teacher. The second year it will be \$17,000 to qualify for state aid for that teacher and the third year it will be \$18,000 to qualify for state aid for that individual teacher, with the thought being, this is a carrot approach. We're not going to put in statute a minimum salary, but we're going to say if you're going to get any state aid from this really new state aid funding formula, if that teacher is going to count towards your state aid, he or she has to have a salary of at least, like I said, in the first year, of \$16,000. And