

conceptually is still what my amendment is attempting to do, is to address those kinds of concerns. The first thing that I found to address those concerns that I think made the most sense was to eliminate the Phase I portion in the bill or Section 5 as it is known in the bill. What that particular phase does is simply subsidizes, takes those people who have not paid in the past, those school districts, those school boards that have not brought their salaries up to a very respectable level. It established a minimum of in the original bill, I believe it was 18,000, as of yesterday it was amended to 17. We will be...part of my amendment will be to bring that to 16. But anyone who has not been paying up to 16, it would simply give them the money to bring them up to 16. What you are going to find in many cases, I believe, are school districts who will not raise their salaries, probably are going to be very difficult negotiators for the next four years because I know the state is just going to bring them up to that level anyway, and so by eliminating that what we are attempting to do in this amendment is to give them a reinforcer, an incentive to bring them up on their own behalf and then we will reward them at that point. So by eliminating Phase I, I think we've done a lot in addressing that as well as addressing the concern that people have for local control. They still have absolute control of what their salaries are going to be. There will be a state incentive to do things if they want to participate, but if they don't want to participate, they don't have to. They can leave the salaries right where they are and this pool of money will then not be made available to them, and so by eliminating Phase I you basically do that. What I also attempted to do was to change some of the waiting factors so that they would be able to or maybe be enticed to participate at an earlier level. Before, they needed, originally in the bill, 18,000 before they had any factor at all and that was only going to be weighted at a .33. If you are paying in the 13, \$14,000 range, to add 5,000 and then only come in at a factor of a minor little .33 per teacher in that level isn't going to be much of an enticer, so I powered that factor up to a .6 between the original bill...well, let me talk about the numbers changed. Originally, it was 18, Senator Lynch brought it to 17; under my amendment we put it at 16. So what you're going to have now is from 16 to \$19,000, if you're paying in that category, we're going to give you a weight of .6. From 19 to 20, we will give you a factor of, or excuse me, from anything over 19 then, we give you a factor of 1.0 and then for advanced degrees we give you a 1.2, under the amendment as it has been drafted and since has also included the total dollar