

not necessarily fulfilling their duty and they have to stand right beside those teachers and teach. We still have to work to get a system to reward the better teachers, the dedicated teachers, just the same thing as we do in business and Senator Conway's amendment does not address this. As you know, I had an amendment filed that tried to address the lower salaries and to entice the districts to pay that. My people at home are asking me, what am I getting in return for what will be increased tax dollars? Am I getting any guarantees? And we just hope that we get better quality and can retain better quality, entice those students to go to school. I would like to see, and I am supporting, and as you know, I suppose you do, I was one of the groups that met within the group this morning. I've always said all along I'll support somewhere in the neighborhood of around \$20 million. I would have preferred that it went back through state aid and that we didn't try to change the system, but it usually goes back, most of it is teachers anyhow, so that in a matter of compromise I will support that. I do want to commend the change in the formula. The ones that we need to address are the ones that are 22, 25,000 and less. I can't be sympathetic at all for that teacher that is receiving 30, 32,000 and that is in about the top five or six, seven districts in the state. I just did a little bit of a figure at home. I checked on the eight step, a teacher with a master's degree, the increase in the step in that one step is from \$27,634 to \$31,122 or \$3,488 in one step. I believe that we are addressing that, but I have a real concern and in our discussions this morning, what are we going to do, the same concern as Senator Hefner has to those lower paid districts and the rural districts? Some are able to pay more and some are not able to pay more but, as I've said all along, I can't ask my people to subsidize those districts whether or not they don't want to, but we cannot forget those teachers and had we done away with Phase I altogether without recognizing the 16,000 or some enticement, that simply would have happened. I do hope that we can address the probationary period and still try to do something to continually entice the better students into teaching. I will support this proposal now as it is, and I, too, like Senator Dierks, would have preferred that we saw something in property tax relief because this simply is no property tax relief whatsoever...

SPEAKER BARRETT: One minute.

SENATOR NELSON: ...and that is certainly on the minds of all of our people and our constituents, but I think this is much, much