

that wasn't qualifying before. Senator Hefner brought up a good point that I think is worthy of also making sure it's available for everyone to put into their mix of understanding that this is on a per teacher basis. It's not talking about the average salary in a school district. So a school district may have several people that qualify, several others that might not qualify at this particular point in time. They will be able to solicit those funds for those teachers that are qualified. You may have a teacher that for whatever reason you are paying \$17,000 but they have a master's degree, well, then you can factor them in at 1.2 and you can add up whatever you have got in your school district and submit those to the pool. If you decide that your starting salary is going to...you're going to leave it at 15, or 14, or whatever that may be, well, those teachers don't qualify until you get them up to the qualifying factor. But whatever...whatever package of people you've got that you want to qualify, you can send those to the pool. So it isn't a question of average. Simply because you've got high turnover and low salaries means your district will not participate, you can still have those individuals that qualify in that participative pool of monies that are there. What also came out is the...if we don't continue to fund this, it will be a reduction in salary. Well, this isn't really their salary, this is a premium on top that is...the school district is not going to be blamed if these funds are withdrawn in the future, the Nebraska Legislature is. The school district is going to continue to negotiate the salaries at whatever level and then whatever is in this pool that this body decides ought to be there for premiums as incentives to get advanced degrees, as incentives to bring the salaries up, that pool is totally separate and is going to be a premium or a bonus above and beyond whatever the school district negotiated. So the school district, certainly I assume if we discontinue this program in the future, the teachers may say, you know, gee, last year I made 18,000 plus I got an \$800.00 premium on top of that, am I going to get that 800 from the state or not this year? Well, it all depends on the legislative prerogatives at the time of whether they fund it at various levels. I think there would be some burden but not necessarily as a reduction in your salary, it's...the bonus just isn't there anymore coming from the state. And so that sets itself in there. The amendment, as it was put together and then someone else also...I think Senator Howard Lamb mentioned that he wasn't invited to the meeting. I believe the Chairman of the Education Committee yesterday went through the list of all of those people who had filed amendments and