

editorials in a Lincoln paper agreed. I could circulate that, except that I circulated it once before. It is an urban bill because the salaries, in general, are higher in urban areas, no matter whether you're talking about school teachers or any other class of persons. So the fairness of it all needs to be corrected. And that is what Senator Smith is trying to do. There is virtually no incentive in this bill, despite what the proponents say. There is virtually no incentive for a school board to increase salaries, not at all. Now we do have an incentive part of the state aid formula, which is different. In that if a school board hires teachers with masters degrees, then they get...the school district gets more state aid. That does not happen with this bill. There is no incentive for the school district to pay more money. The teacher would get more money if the district paid more money, but the school does not get any more money. And, as a result, we have some teachers here that are not going to benefit. It's the highly paid teachers are going to benefit most, and that system is going to continue. It's absolutely unfair the way the bill is structured at this point, and I don't see how anybody in this body that is interested in the fairness of the situation could not vote for Senator Smith's amendment. That puts more fairness into the system, it should be adopted.

SPEAKER BARRETT: Senator Conway, please.

SENATOR CONWAY: Mr. Speaker and members, I rise in opposition to the Smith amendment on several grounds, and I might as well start with Senator Lamb's comments about fairness. I've been in, you can tell by this pile, for about two weeks digging up various statistical analysis, printouts that have come from the Department of Education primarily, which is our primary data source, doing some cross-referencing on some things and pulling some things out. One of the things I found as I had those 529 teachers that Senator Smith alludes to lifted out in terms of what are their salaries and what are the conditions within the school district by which they represent. First of all, we have to put things into context. The numbers that the Department of Education put out were based upon the salaries of the 1987-88 school year. This plan, when it goes into effect, will be based on the negotiated salaries between the teachers and those school boards for the '89-90 school year, of which a lot of those 529, if you go down the list, they are in that 14, 15, 16,000 dollar range. By that point in time many of those people are going to be qualifiers who are not showing up in the printouts now