

teacher's salary, specifically the person by name in that classroom today, but where are we going to be three, four, five years down the road when the attitude generally of young people is that the educational profession is such that they are not going to be remunerated, that they are not going to fall under this situation. And the last point, as time is probably getting short, I'd like to point out, if you look at Senator Smith's amendment, I think there is...I don't think she even intended to do it. We talked about incentives and she talked about every year stepping the thing up. If you look at the way she's written it, in '89-90,...

SPEAKER BARRETT: One minute.

SENATOR CONWAY: ...you will have a .6 factor for any teacher earning less than 14. It doesn't say they have to be at 14 to get it, less than 14 they get factored in. If you go to 1991, she moves it up to 16, less than 16. Now, if I was the typical school board that is probably on this list, I'm sitting there saying if I give no salary at all I'm always going to be into the pot for .6, I don't have to give an increase at all. So as the threshold supposedly moves up, it isn't going to change. Everybody below 16,000 is going to get it. I don't think she even intended to write it this way, I don't think. But that's the way it is written, and I don't think it was drafted in the way that she probably intended, because I think she wanted some qualifying threshold. But as it starts up, it just slides and the threshold can take off, it doesn't make any difference, they are going to get as much money, because they're always going to be in there for a .6 factor if they never increase their salaries whatsoever. So, as I look through this information, and I say if any of you want to come over and look at your districts, what they're doing and how they're doing it, I've got all that information here. I've been wading over it,...

SPEAKER BARRETT: Time.

SENATOR CONWAY: ...and there's times that it's...I find it very discouraging in looking at it. Thank you, Mr. Speaker.

SPEAKER BARRETT: Thank you. Senator Withem, followed by Senator Schellpeper.

SENATOR WITHEM: Thank you. Mr. Speaker, members of the body, I cannot add a whole lot to the statistical analysis that Senators