

performance-based arena. What I am looking at this point is looking at the Iowa program. LB 89 was based on the Iowa program. In the Iowa program, there was a phase three, which included locally negotiated performance-based/supplemental pay schemes, which could include such things as rewarding teachers that perform better than others, rewarding teachers that did mentor other teachers, to reward teachers that are in curriculum writing programs. In Iowa, they pay for some staff enhancement training sorts of efforts, so between now and Select File, I will be coming back to you working on a better definition of what we mean by performance-based, but at this point, I would like the Legislature to adopt this amendment going on record that we, at least as the 49 members of this body, if we are going to reappropriate funds, state taxpayer funds for teachers salaries, that we insist that there be some type of quality education component of what it is we are doing. So with that, I will respond to any questions anybody may have concerning this amendment, and would urge you to adopt it.

**SPEAKER BAACK:** Thank you, Senator Withem. Before I go to the next speaker, I would like to introduce some guests of the Legislature. They are guests of Senator Abboud. There are 57 fourth graders from the St. Gerald School in Ralston and their teachers and they are in the south balcony. Would you folks please stand and be welcomed by the Legislature. Thank you for being with us. The next speaker I have is Senator Horgan. Senator Horgan waives off. Senator Abboud, on the Withem amendment.

**SENATOR ABBOD:** Yes, Mr. President, colleagues, you know, I always enjoy getting involved in pieces of legislation where it doesn't appear that there is really a specific purpose for the bill, and I recall when we debated this particular issue two years ago, and originally I think they came in with a proposal of...I am not sure how much money they asked for originally. I think close to the \$100 million range or seven...how much? Hundred and fifty million, that was right, Senator Moore, and Senator Moore foresaw a lot of the budget problems, and when the proposal originally came out, I think Scotty was out front on it saying you have got to be realistic about what you are going to get for this proposal, and he received a lot of heat from teachers throughout the state, kind of raining on their parade, but he was realistic and we came in with a proposal that I felt at the time could be sustained in the budget, the \$20 million. The body said, okay, we will try this \$20 million project for