

students in order to pay the 20 million. Today it is different, and Senator Withem or I mean Senator Abboud is right, they did come in with a very, very hefty price tag, and I don't blame them for asking because, if they don't ask, no one else will for them. I think we have the worst system in place for encouraging good teachers today. The pay is based on the education level and the experience. In private business and in anything else, we cannot pay our employees based on that. We have to pay and we award the ones that are good, and we have many, many good dedicated teachers. Some of them are very, very...regardless of what the pay is, they are there for the students, and so on, and I know the job has a lot of stress to it, too. But back to it, we pay the teachers on the education level and the experience, and that is the way the LB 89 money went out. Many people with salaries well over \$40,000 were the biggest recipient of the fund, and that is not the way to do it. We had no accountability. The only thing that sometimes we, as parents, are more interested in is far too often sports and did they advance my child to a higher grade, and we are not really as interested as we should be in the final income of education. Some of the teachers are and some aren't, and I know the statistics says we do well in nations. I can tell you where other schools, and in the budget crunch, you take Connecticut, you take New York, you take California, you take Iowa, you take Virginia, there are not only...

SPEAKER BAACK: One minute.

SENATOR NELSON: ...no increases this year, there are decreases. And so I think that we need to weigh this very, very carefully today. About 97 percent of the salaries are collective bargaining, and when all of the benefits, the tax benefits, and the other benefits, the pay is considerably more than what I know a lot of people feel. And as far as I know, and I attended the hearing in the LB 89 money, and whether it enhanced education or not, what I got out of that is it created more animosity between the teachers in the district, and I think in respect the lower paid ones that need it were left out. I could come far closer to supporting across-the-board figure of whatever it might be, \$500 a teacher, or 400, or 500, and have it to every one. It is that low paid...

SPEAKER BAACK: Time.

SENATOR NELSON: Thanks.