

just a little and, you know, I was thinking that have you ever gone by Boys Town, Senator Conway? Yeah, you know the statute. He ain't heavy, father, he is my brother, see. So do you know who you are penalizing? You are penalizing those teachers. Do you know who we ought to penalize? We ought to penalize the school boards who do not pay the money they should be paying for their teachers. That is what it is in a nutshell, but you don't penalize the people that are out there. It is surprising, in Appropriations Committee, as we look at the different issues, we look at who is getting all the money, and then we get down here, down at the bottom, and who is not getting the money. So what do we usually do about 98 percent of the time? We help that little guy down there so he can get up a little higher. I don't want to name any institutions or anything that we have done that to, but we have done that a number of times. So, please, vote no on the Conway amendment. Thank you.

SENATOR WARNER: Senator Conway, do you wish...?

SENATOR CONWAY: Thank you, Mr. President and members. I put my light in not thinking I would probably need to talk other than closing, but since no one seems to be rising in support of my amendment, it looks like I am going to have to do it myself. Some of the comments that were made in terms of who we are penalizing, one has to put it in perspective of without this language, what do we have? We are not making anything different for any school who is doing or not doing anything. In other words, the way without this language, what you have got is we take all the teachers in the State of Nebraska, we take \$15 million, we divide all the teachers, the number of total teachers in the state is going to be the denominator, and then they will get that particular amount of money. Now if we talk about a school with one teacher or two teachers, there is going to be no negotiation at that local level. They will simply get the maximum amount. That teacher may be grossly underpaid. That school board may be very unfair to their staff and their ability to recruit. They may have a teacher who is, like you say, who is bound to that community. The reason that salary may be only 9 or 10 thousand dollars is because she is married to a local property owner, and there is too much social pressure locally for her to get a raise, because if she does, everybody's taxes are going to go up. So they live in that environment, and they have agreed to survive in that. Then we talk about will this bring salaries up? And they say, no, it didn't bring the salaries up. I think part of the whole idea, in terms of