

salaries coming up, was simply to have 15 or 20 million dollars on the table naturally shows the average teacher's salary is going to be increased. But as I tell my statistic students, if I put one foot on a block of ice, and the other one on a hot plate, on the average I should be relatively comfortable. That is the kind of averages we are pushing around here. A little later I have got an amendment that talks about the distribution level. What ends up being is \$15 million that is going to be distributed out to school systems. They are going to negotiate. The school boards know that this is a bonus, and they have no role in it, so they let the teachers do what they want with it, and the old heads garner the big proportion of that amount of money, and these entry level teachers end up with whatever their salary schedule proportionality was, which may mean a very, very minute amount, and the teacher who probably least needs this kind of support and these kinds of incentives, because it isn't the incoming potential teacher. When they look at salaries, they look at entry level salaries, and that is where we are really hurting is in this entry level, and I think that what you have got to do is develop some kind of a system and some kind of an incentive to try to get those entry levels up. The average salary is a questionable figure to a 17-year old who is thinking about his professional career, he is going to be looking at entry level. And I have worked with many a student who have come in my door pursuing a profession, and when I explain to them that if they go into education, their starting salary might be 15, 16 thousand dollars. If they become an accountant with about the same amount of energy, we may start them out at 28, 29, 30 thousand. And in all fairness to that remuneration, they invariably of late have been choosing to go into accounting, and not go into teaching because the money is just not there at the entry level. What we are also doing by simply having, one, a .1 weight, in essence, for every teacher in every school system regardless of what that school is doing, regardless of whether that teacher has higher standing or whatever, is basically reenforcing the schools not to do it, and lay back and let the state be the sole provider of any increases, any enhancements, any bonuses that go along. We have got to have a system that goes along. Now, granted, there are 1,200 teachers, or whatever, that are now going to be in the pool that weren't before, but I think that those that weren't in the pool before, again, we have got to go back, why are we doing this? Is it simply to fly over the top of the state and toss some money out for the teachers to add to their averages, or do we have an actual incentive intention, a plan, some incentives built into