

You get X amount of money because you have got so many teachers, and what it says then is you take that number of teachers, that FTE, divide it into your local pool, however many dollars that is, and you give them all exactly the same cash amount. If it is \$800, everybody gets \$800, rather than them sitting down and having the old heads take 1,500 and leave somebody else with two. Okay, because it is for teachers. Now, we didn't put anything in our intent language saying this is to make old teachers get more and young teachers to get less, or anything like that. That wasn't our intent. It was to try to enhance the status of the teacher, and by giving a flat rate amount to each teacher I think is a much fairer way of distribution than some of the schemes that are going on out there in the general negotiating patterns that we are looking at. So all this really does is say, okay, once you get your FTE denominator, divide it in, and if it comes out to be 800, or 900, or 750, or whatever that figure is, each teacher, whether they have been there two years or have been there 15 years is going to get the same cash dollar amount. I think then what you have done is you have taken the salary schedule, flipped it a little bit upside down, and can lay some claim to the fact that we are trying to help the lowest paid teachers out there by giving them at least the same amount of cash and, in essence, the higher paid teacher will get percentage less but they can't complain because they are getting the same dollar amount as anybody else in the system. So that is what this amendment does.

**SPEAKER BAACK:** Thank you, Senator Conway. Before we proceed, I would like to introduce some guests of Senator Hefner. We have 20 seniors from Coleridge, Nebraska, and their teacher. They are in the south balcony. Would you folks please stand and be welcomed by the Legislature. Thank you for being with us. An amendment to the amendment, Mr. Clerk.

**CLERK:** Mr. President, Senator Bernard-Stevens would move to amend Senator Conway's amendment. (See FA126 on page 1819 of the Legislative Journal.)

**SPEAKER BAACK:** Senator Bernard-Stevens.

**SENATOR BERNARD-STEVENS:** Thank you, Mr. Speaker, members of the body. My amendment simply would, I think, put us at least into conformity with what we have done already today, and my amendment simply would be to change the Conway amendment to say that the equal division would occur only on those funds that