

were as follows, it was either placed on the existing...distributed based on the previously negotiated pay schedule, which rewards your more experienced teachers and your more highly educated teachers, ergo your older teachers. Or the other approach was to just use the formula that was in the bill, determine how much money a district got, based on salaries the teachers were getting, and their advanced degrees. Again, that was money that went to the...to the more experienced teachers. But we did...the original premise of 89 was that the negotiations will take place on the local level, and they were negotiated based on needs that exist at the local level. The fact that they didn't do it, the fact that they just simply used this as a means of giving bonuses to teachers doesn't mean that the original idea of 89 was not a good one. What I envisioned, and I think I can recall, either me or somebody else on the floor giving the example of why this local negotiation was a good idea. We said, you can deal with the problems at the local level. If you have a district that genuinely has problems at the local level retaining experienced teachers, and that's identified as a problem, the local boards or the local teacher's associations would decide to reward those people to try to keep them in the teaching profession. On the other hand, if your problem is that you're not competing well for n w teachers, you could beef up a signing bonus sort of arrangement, give bonuses to the first two or three years of teachers, and put it on that level. That was the original intent of LB 89, that this would be negotiated at the local level. I still think it's a good idea to simply make everybody in the whole district get an equal pay check, quite frankly doesn't make a lot of sense to me, and I'm probably not going to be voting for the Conway amendment.

**SPEAKER BAACK:** Thank you, Senator Withem. Before I proceed with any other speakers, I would like to introduce some guests to the Legislature. They are guests of Senator Nelson. We have 72 fourth graders from Dodge Elementary School in Grand Island and their teachers, and they're in the south balcony. Would you folks please stand and be welcomed by the Legislature. Thank you for being with us. Senator Lynch, did you wish to discuss the...Senator Schellpeper, the Conway amendment. Anyone else wishing to discuss the Conway amendment? Senator Moore, did you wish to discuss that?

**SENATOR MOORE:** Yes, Mr. Speaker and members. You know, Senator Conway, he's absolutely correct in what he's saying because, on the other hand, if I vote for the Conway amendment I absolutely