

from you and we are now then going to have that money redistributed based on a performance system, a merit system, is probably too heavy-handed a system to work. I think the approach that we did adopt sends the signal we're moving toward performance-base. I'm one that believes we will be in future years adding more money to this program and not taking more money away from it and as more money is added, it will be on a performance-base system and let those local teachers and local school districts spend their time deciding how they're going to implement that and getting a buy in from the people that are going to have to be participating is a preferable way to go. We do not have, I think, a big disagreement on where we need to end up. It's just I prefer the phase in approach...

SPEAKER BAACK: One minute.

SENATOR WITHEM: ...to the approach Senator Abboud is mentioning. Might also mention that if the Senator Abboud's amendment is adopted, we'll probably need to come back and do some changes in it because he makes some reference to a \$20 million appropriation and there's a good chance there won't be a \$20 million, oh, it has been changed from the original so I'm not as up to date on this as I should be, so we should be in fairly good shape with the amendment then, the amendment that I'm not going to vote for. So with that I would urge you not to support Senator Abboud's amendment.

SPEAKER BAACK: Thank you, Senator Withem. Senator Robinson on the Abboud amendment.

SENATOR ROBINSON: Mr. President, members of the body, I have a question for Senator Abboud.

SPEAKER BAACK: Senator Abboud, would you respond, please.

SENATOR ABOUD: Yes, I'll respond.

SENATOR ROBINSON: Since you're going to put 15 or 20 million into performance-base of a performance-base system, would you define it for me, please.

SENATOR ABOUD: I think I explained that earlier in my opening, Senator Robinson. I was following the lead of Senator Withem in working towards a system where at least there would be some sort of movement in the way in which teachers could be based upon