

their performance in the classroom. And apparently Senator Withem followed the lead of an earlier proposal of LB 89 where they had \$15 million appropriated using that specific term.

SENATOR ROBINSON: You're saying that a performance-base system is just zeroed in on what teachers do?

SENATOR ABOUD: I'm saying I'm going to use their language. I look at it this way. I could bring in my own language and they'd have problems with the terms that I would use and I'm willing to give them the responsibility to define that particular term or at least the Department of Education. I'm not going to get into a fight over what is the proper term. I just see it as a system that would least move further towards a basis in which they would be paid or receive this additional \$15 million for performance in the classroom for the teacher.

SENATOR ROBINSON: Well, it seems to me if we're going to spend 15 or \$20 million and put it into this, we ought to have a pretty good idea what it is. Let me ask you this question. Do you see it as merit pay for teachers?

SENATOR ABOUD: Well, Senator Robinson, let me ask you a question. Do you support Senator Withem's amendment where you voted for \$5 million to be used for performance.

SENATOR ROBINSON: I can see some worth to it, but...now answer my question. Do you see it as merit pay for teachers for good performance?

SENATOR ABOUD: You didn't have any problems voting for 5 million but 15 million is not right, is that it?

SENATOR ROBINSON: Do you want me to tell you what the problem is? Now you answer my question. I answered one of yours. Are you for merit pay for teachers? As I listened to you, I get the feeling that you're for merit pay for teachers.

SENATOR ABOUD: Senator Robinson, I'm using...

SENATOR ROBINSON: Okay, let me phrase it this way. Are you for a higher wage for teachers that do a better job?

SENATOR ABOUD: Senator Robinson, I'm using the language that the NSEA brought in. I don't see where you have problems with