

that's set aside for this purpose will have to be negotiated for performance based, and lists such things as: superior teaching, frankly, what we normally think of as merit pay; curriculum planning; mentoring new teachers; peer coaching for professional growth; additional instruction to students for purposes of decreasing the dropout rate; participating in differentiated staffing assignments; participating on district or school improvement teams; and other such things. Basically, the purpose of this is to spell out more clearly what we mean by performance-based and supplemental pay plans so that when local school boards and teachers associations sit down to negotiate these they'll have some sort of models to follow. They don't have to follow these models, but it's an attempt to make this term better understood. With that, I would urge the adoption of the amendment.

PRESIDENT MOUL: Thank you, Senator Withem. I'll now recognize senators wishing to address the Withem amendment. Senator Hall? Senator Crosby?

SENATOR CROSBY: Thank you, Madam President and members. I just, Senator Withem, I just want to be sure I understand what you're doing in this amendment, and I know you've read...I've read it and I know you went through it, but you're still leaving the local people, it's up to them to, you said the local teachers groups and the boards and so on would, I mean the state, we aren't going to try to micromanage each school district, are we, I hope?

SENATOR WITHEM: Certainly not.

SENATOR CROSBY: Trying to...and there is one thing that concerns me about the description of what you expect from teachers. Do you think eventually that some kind of guidelines are going to come from somewhere, and maybe they have them now because I'm not that familiar maybe with what they do in public schools these days since I don't have any children there, but who's going...who's going to decide which teacher had the most to do with the dropout rate or not the dropout rate? This concerns me just a little, Senator Withem, as to how you're going to get down to that kind of thing. I mean what...

SENATOR WITHEM: Yes, again, the standards for determining what teachers get what pay will be determined at the local level and the concept of the dropout rate I believe was placed in this