

amendment to indicate to school districts that have those problems that they may wish to, in their performance-based plans, may want to take account of that. Specifically how they do that, that would be determined at the local levels.

SENATOR CROSBY: Okay, and when you developed this amendment, did you work with teacher teams, or did you do it with...how did you do it? How'd you come up with it?

SENATOR WITHEM: This particular amendment was drafted initially by my staff. Was then sent to NSEA for their review. They suggested a number of changes in it. Most, I think all of the changes they suggested we made and I believe their position on this amendment is, in all honesty, they'd probably rather not address the whole issue of performance based at all, but beings that it appeared as though that was the intent of the Legislature to do it, I believe they feel comfortable with this approach.

SENATOR CROSBY: Well, performance based translates into merit pay, more or less. Right?

SENATOR WITHEM: No, not necessarily.

SENATOR CROSBY: Well, what...what...what else is it?

SENATOR WITHEM: Participating in curriculum planning and development teams, mentoring new teachers, peer coaching for professional growth, providing additional instruction to students for purposes..., and the laundry list that's in here.

SENATOR CROSBY: As over the...over it, I think it's really difficult with any kind of public employees to establish, and I know we do it in the Legislature, we give our...sometimes we give an employee a merit raise and that kind of thing, and the agencies do it, but on appropriations we question very closely each time on merit raises because...and I know you don't think they're same, but they sound the same to me. I'm not necessarily opposing. I just wanted to be sure that I understood some of the finer points, because I think when we put something like this into a statute we are really getting down to a fine point on trying to establish what each local school district is going to do in how they're going to...how they're going to evaluate people that we don't know, really. So thank you. I don't know how I'm going to vote. Thank you.