

enough that it opens it up and it gives a sense of what we're interested in as a body but does not restrict your local school boards or tie their hands in such a way that they cannot go into other areas that perhaps better meet the needs and demands of their own communities. But I think, as the bill now stands with merit pay or performance-based pay coming perhaps sometime in the future, that it's good that we at this point lay out at least broad-based parameters telling local school districts what it is we had in mind when we were talking about performance-based pay, and I would encourage the body to adopt the amendment.

PRESIDENT MOUL: Thank you, Senator Horgan. Senator Robinson.

SENATOR ROBINSON: Madam President, members of the body, I'd like to ask Senator Withem a question. You had some dollar amounts in there, didn't you, in your amendment or for next year? What were those?

SENATOR WITHEM: The first 15 million dollars is appropriated without any reference to "performance-based", and that's what is being recommended in this bill at this point.

SENATOR ROBINSON: Okay.

SENATOR WITHEM: Next 5 million dollars would go into, all would go into performance based, and then any money over 20 million dollars would go on a one-third/two-thirds basis, two-thirds for the regular distribution and one-third for performance based.

SENATOR ROBINSON: Over the 20 you said.

SENATOR WITHEM: Anything over the 20.

SENATOR ROBINSON: Yes. Okay. I guess my concern would be that, and Senator Nelson referred to it too, I know I've checked my schools and I have a concern about, you can say, the rich getting richer, although I have no problem with older teachers getting more money, but it'd be my problem with the, in your performance base, that the young people, the youngest teachers, may not benefit as much from the things that you said, like peer instruction and so forth. And I think if we're going to do that we should have some oversight on how those schools are spending their...the money; who's getting the money. Is it the older teachers or are the first...teachers in the first five years