

for teachers, the public, for legislators, for local school boards what we have in mind when we talk about performance based. That's really all this does. And there's a laundry list of things in here that it can be used for. Yes, Senator Robinson, probably some of these things are probably going to be those that older teachers will be better able to qualify for and I don't apologize for that. One of the problems with teaching is that as a person gets into the system, starts at ground zero and moves along, they move along on a conveyor belt along with everybody else that entered at that same time and we don't reward superior performance or we don't reward taking on added responsibilities, and there is not really an incentive in the teaching profession for people to perform other than that intrinsic motivation. Thank God, there are a lot of teachers out there that do these kinds of things just because it makes them feel good to deal with kids. But we don't reward them. And what this laundry list says is those are some of the sort of things that can be used. And, yes, if you want to have it pure performance based, which is merit pay, you can do that under this plan and your first year teacher that seems to be doing an outstanding job as a first year teacher could qualify for that. It'd be determined at the local level. What we're doing with this amendment is simply trying to give some direction to the policy choice that we've already made on General File and hopefully that's...you won't vote against this or for this on whether or not you like performance based, you'll vote for it or against it on whether this is a good way of better clarifying that performance-based standard. If you don't like performance based, then the next thing ought to be to put up an amendment to get rid of it altogether. I'd hope that that wouldn't happen, I'd oppose that amendment, but you shouldn't vote against this if you don't like the performance based because we've already made that policy decision.

PRESIDENT MOUL: Thank you, Senator Withem. Senator Crosby.

SENATOR CROSBY: I call the question.

PRESIDENT MOUL: Question has been called. Are there sufficient seconds? We will now vote on the motion to call the question. All those in favor please vote aye, opposed nay. Have you all voted on the motion to cease debate? Have you all voted? Please record, Mr. Clerk.

CLERK: 25 ayes, 0 nays to cease debate, Madam President.