

be subject to the performance-based pay. It is irresponsible for the Legislature to disburse this money without expecting some accountability. Believe last year or two years ago, when we was debating the bill, we called this the stipend bill. It was extra pay for our teachers. If we are truly going to help education lead to prosperity, then I feel we need to give some guidance, and we just adopted the Withem amendment and certainly that would give the guidance to the local school board that they need. We have all heard the old saying that you can't solve a problem just by throwing money at it and we know that it takes money and some kind of specific program designed to specifically address the problem. If teachers are underpaid and education isn't prosperous, we need to do more than just simply handout those checks, in other words just toss more money at it. Education does not lack state funding. We spend a lot of money on education, but I believe that it does lack ingenuity and incentives and this amendment would help do that. I believe that the full amount funded under LB 91 should be dedicated to performance-based pay and I think in the years to come we'll see that done. But, at the very least, we should dedicate part of this 15 million for performance incentives. Like I said before, this would dedicate one-third, or 5 million, to performance incentives. I feel that teachers need to look at the whole system. If they want the state to become increasingly involved in funding their salaries, they need to expect that the state will develop accountability for those funds. We state legislators are responsible to our citizens for their hard-earned tax dollars. How can we justify a program with no accountability? And so all I'm asking here tonight is that we try to receive a dollar value for each tax dollar that we spend. I also want to call your attention to this handout that was given to you a little while ago and it came out of the NSEA Voice magazine and the title is, "Second Round LB 91 Action Coming Soon". Goes on to say, "Senator Elroy Hefner has proposed an amendment to reduce the 15 million dollar pay provision by an additional 5 million," and, colleagues, that is not true. All my amendment does is says that, out of the 15 million dollar, 5 million would be based on performance-based salary, 10 million would be for the general salary increase. If you have any questions on this, I'd be real pleased to try to answer them for you.

PRESIDENT MOUL: Thank you, Senator Hefner. The speaking order is now Senator Nelson, Lynch, Horgan, Robinson, Withem, and Bernard-Stevens. Senator Nelson.