

simple, if you have got ten teachers, if there is \$1,000 available, each one of them get \$100. It is divided that way. That is what it is, and I think that is the way it should be until we get a better balance across the board on teachers' salaries. The old cliché, the rich get richer and the poor get poorer when you put it to the negotiation, give it to that negotiating team and the school, because it is the teachers with a lot of tenure that decide. Senator Hillman, you left, you said you had a problem with understanding Senator Conway's amendment. It is very simple. If there is a school with ten teachers and they would receive \$1,000, you would divide the ten into the \$1,000, they'd receive \$100 apiece. It would not be predicated on whether you have a master's degree, whether he is a football coach, or the wrestling coach, or the volleyball coach. It is predicated on being a classroom teacher, and, hopefully, that clears your understanding of Senator Conway's amendment up. We are looking into, and, hopefully, it will be drafted later, an amendment that would say that any amount over \$15 million would go to the merit concept that Senator Bernard-Stevens and Senator Withem have been talking about, which I agree wholeheartedly, I think it should be. Thank you.

**SPEAKER BAACK:** Thank you, Senator Robinson. Senator Conway.

**SENATOR CONWAY:** Thank you, Mr. Speaker, and members. Last year, I concurred with Senator Bernard-Stevens and Senator Withem's idea relative to the performance base and I believe that should be there. The problem we had last year was that was after the first 15 million. Where did we come up with the magical 15 million? Because that was all that was on the table last year, and so it was something we never realized anyway. What I am going to do, I know we are going to recess for lunch shortly. Over the noon hour, I already have an amendment to the amendment filed that I think will solve everyone's problem, and that being I will address this distribution formula to the first 15 million that is now being distributed in a different fashion. And then after the \$15 million, we will leave the performance base in for anything after 15 million. I have an amendment that I think does that but, by having that hour off for lunch, I will make sure the language does do it exactly the way we want. And so I think at that point, everyone should be satisfied there will be a performance-base formula like we had after the first 15, or after the first 15 million as is in the current statutes, leave that alone, I don't think anybody will have any problem with it, other than the fact that since it never has been