

3932 that I offered and discussed earlier today, then it will kick in under a performance based program, leaving that intact just as Senator Withem and David Bernard-Stevens alluded to earlier in the discussion. So I offer that amendment to the amendment. It will be passed out. It's...having multiples made right now and so you will have it on your desk while we're discussing it, so it will be there shortly and you can look at it specifically. But what it does simply is applies the even distribution of the bonus monies, if you will, up to \$15 million, using a flat distribution formula and then at \$15 million we will stay with the original concept that was offered last year by Senator Withem and Senator David Bernard-Stevens that we adopted allowing for a performance base analysis and distribution of additional monies beyond 15, and using that technique.

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

**SENATOR WITHEM:** Mr. Speaker and members of the body, I do plan to support this Conway amendment which will, I think, get the underlying Conway amendment into better shape. And I will still oppose the underlying Conway amendment. The concept of mandating in state statute that these dollars have to be distributed on an equal basis really, really still does pull the heart out of one of the things that was intended with LB 89. One of the things that was intended with LB 89 was that labor and management would sit down at the local level and make a collective decision in terms of the best way to distribute, to help education lead to prosperity dollars, that it may not be the same in every district, that there may be a school district that genuinely is having problems retaining their quality career teachers and that in that district, for sound educational reasons, maybe more dollars do need to go to the people up at the other end of the...higher into the pay scale, that another school district, they may make a determination that the dollars...that they're having trouble attracting early teachers, young teachers, and that the best thing they could do would be to put it on as a signing bonus. And they have the ability, even with the first \$15 million, to make a collective decision, labor and management sitting down together and saying, some of these funds really do need to go to help compensate the elementary math teacher who is spending time working with teachers throughout the district to improve their abilities to teach math, and is working on new math ideas and is attending conferences across the country. Some of that money needs to go