

some of the treatment they get and continue to produce the fine work that they do. The amendment, as proposed by Senator Conway, violates the trust, if we're talking about trust again, of the proposal as was first proposed and was, in fact, adopted by the Legislature. I hope, at this late date, with an amendment that never had a hearing which was thrown in on Select file, will be treated as such and not be considered seriously by this body.

SPEAKER BAACK: Thank you, Senator Lynch. Senator Nelson, on the amendment to the amendment. Anyone else wishing to address this amendment? Seeing no one, Senator Conway, did you wish to close on your amendment to the amendment?

SENATOR CONWAY: Thank you, Senator Baack, and members, the amendment to the amendment, as I alluded to before, is simply to leave the performance based statutes alone as they were designed last year and that, I think, is a good concept. I originally drafted it without looking at performance base simply because, again, it's somewhat of a ghost in that it only kicks in after the first \$15 million has been distributed and, therefore, the chances of us getting to that maybe or maybe not ever come into place simply because it takes \$15 million to be distributed first. And so I am certainly very willing to say that this distribution of the first \$15 million we ought to have some control over. We ought to be in a position where in the future as we go out and speak to people and say, what are we doing with this first \$15 million, is it being directed to follow the goals and the objectives that LB 89 and LB 91 were purported to try to address, to try to get youngest...our young brightest and best people to enter the profession, to try to get people to enhance their academic standing while they're in the profession and then continue with their education? And the very fact that you might say we're only getting maybe 30 cents on the dollar if, in fact, the distribution formula is such that it's the dominant portion or at least a majority of the portion is having to be expensed out to the older teachers, not that they have a salary that is particularly respectable as well but the real question in mind was trying to entice young people in the profession and then trying to keep them in the profession. And, in this way, at least everyone will get the same amount, each teacher probably contributing a very similar amount in terms of their contribution to the educational process. It will help thwart at least any concerns that some people have relative to any dissension with any school system over who gets what and I think