

say, \$17,000. However, if a district falls below a certain mill levy, then...then we help them pick up the tab. I mean, there are really poor districts in this state. I recognize that. But some of them that are paying the lowest salaries are not poor and they should come up to speed. And I think we can all agree on that. I would also like to point out that many times there is peer pressure, if you will, or pressure in the community because if we pay one teacher who happens to be a farmer's wife any more, then all the neighbors will complain, and so forth. If the state would set the policy, then I don't think there would be some of that pressure. In most cases,...

SPEAKER BAACK: Time.

SENATOR SCHIMEK: ...in fact, all 43 of these teachers happen to be female. It happens time and again.

SPEAKER BAACK: Time has expired. Senator Conway, you're next.

SENATOR CONWAY: Thank you, Mr. Speaker, and members, I will try to be somewhat brief but Senator Schimek and Senator Nelson have hit upon something that if you go back to LB 89 when we first started discussing that, there was amendments that I offered at that time not giving bonuses to teachers who happened to be in some of those other districts. Some people thought that was more of a stick approach than a carrot approach trying to get people...those districts to bring those up. And I can remember getting into a debate with Senator Smith at that time in the Adams County area when she was fighting to make sure that all of those teachers, regardless of what their salaries were, to be part of the bonus system. And what that did and Senator Schimek doesn't have...she needs another column on her list, looking at those lowest paid teachers, when we did the research at that time we found in almost every single case the teacher who was making the very low end, the 9, 10, 11, 12, 13,000 dollar range, in almost every single case they were in some of the districts that had the lowest mill levy applied for education in the state. These were the school systems who could most afford to pay and everybody thought that they were the poor districts and that's why they weren't paying. They were not paying because they didn't want to pay and they didn't want to see that mill levy that might be 45 or 50 cents go up. The highest paid teachers were those in most cases that were in the districts that were up against the wall, the ones who were actually reaching down the farthest to pick up the tab to pay for good