

April 8, 1992

LB 719

education. And so that reversal or that's just an upside down situation relative to teacher's salary and affordability and we get into that whole question that we're going back into 89, but much of that data has been forgotten and, like I say, I was rejuvenated when I was speaking to a class last week because I had to go back and think about some of those things again. What this is doing...and I wish that I would have, if you go back through LB 89 and we think about what we did at that time, a lot of us were very optimistic. Remember, we discussed the local control and let this local school system and those teachers make some kind of decision in terms of how they wanted to invest this money into their education. And some of us even felt and I held out hope for the first year until history proved us wrong that some of these schools would reward those lowest paid teachers to try to entice people into their school system and to have colleagues that were being brought in that were talented colleagues to contribute to the educational system. I even had dreams and visions that some of that money might be set aside into a pool and allow some of those initial entry level teachers to apply for continuing education grants and go back and maybe work on a masters because then they would qualify for more points going into the future system. But what we found is none of those kinds of innovative ideas came out of this. What we found was most of the monies were distributed simply as per a pro ration relative to salary schedule. And if that be the case, I think they actually were working counter to what we intended. So, in light of watching this unfold for a couple of years, I think the only recourse is that if, in fact, those novel ideas have never been implemented, probably never will be implemented, that it's time for us to be able to justify looking at the goals of bringing in quality people and getting those entry salary commitments up a little bit through the bonus system that we're offering and to move to a flat rate and simply do away with these...these wishes and dreams that we have learned will never...never come to pass. So I think this is a much better way to address it at this time.

**SPEAKER BAACK:** Thank you, Senator Conway. Senator Robak, you're next. The question has been called. Do I see five hands? I do. We will now vote on ceasing debate. All those in favor vote aye, opposed vote no. We are voting on ceasing debate. Have you all voted? Record, Mr. Clerk.

**ASSISTANT CLERK:** 25 ayes, 0 nays to cease debate, Mr. President.

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