

SENATOR JONES: I was just thinking about...

SENATOR WEHRBEIN: Plus this is negotiated. Yes.

SENATOR JONES: I was just thinking about one school board. I noticed last year they give the superintendents I think a 4.5 percent increase and the teachers a 1.5 percent. I thought it should a been turned around, but...

SENATOR WEHRBEIN: Um-hum.

SENATOR JONES: ...I guess there's all kinds of ways on it. But you've always stayed with the same, don't matter the wage.

SENATOR WEHRBEIN: Well, that's what we've done, which...unless it was negotiated different and I...I guess I could make a strong argument that this is the fairest way and if there needs to be another change in what you're talking about you can have a change in pay grade. Personnel evaluates a person's duties. I think the State of Nebraska has a very good personnel system and a personnel policy and if there was a reason for changing those kind of things you could make changes within grades,...

SENATOR JONES: Yeah. Okay, thank you a lot.

SENATOR WEHRBEIN: ...based on job duties.

SENATOR CROSBY: Thank you, Senator Jones. Senator Wehrbein.

SENATOR WEHRBEIN: I just had my light on to continue the discussion if someone wanted to ask questions, Senator Crosby, so I will pass at this minute.

SENATOR CROSBY: Thank you. Senator Bernard-Stevens.

SENATOR BERNARD-STEVENS: Thank you and I want to...I want to carry on the discussion Senator Beutler brought up because I think there was a difference in what Senator Beutler was saying and what Senator Wehrbein interpreted that. I think they were both correct but both talking about different...different things that were closely related. What, Senator Beutler, what you're referring to is...is the...the classification of employees of managers and supervisors. They are not covered in any way that I can see and nor would they have been, I mean it's not a mistake necessarily, in 389. Because the 3 percent and 4