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Crete, right down the road, says, we're going to offer this industrial technology teacher a \$3,000 signing bonus. What happens? The NSEA comes in and says, no, you can't do that; takes them to CIR; Crete loses. And what do we do from here? To reiterate the facts of the case, they offered the teacher \$3,000 as a signing bonus; said they couldn't do it. CIR came back or the teachers' union came back and said they couldn't do that. They went back, negotiated a 20...or it started negotiations at a \$24,000 based. Granted, they decreased their index from five to four to three by four, thereby increasing their base salary and what beginning or newer teachers could get; offered a 6.75 percent budget increase for the pay package. NSEA came back said, no, we demand a lower base salary, \$1,800 less than the respondent was offering. Settled for a package that only gives them at a 5.5 percent increase, pretty much directed toward the older, more experienced teachers. They turned down an \$1,800 increase in the base; took a 1.25 percent cut in what the board was offering to protect the older teachers. It did nothing for hiring bonus sources or the younger teachers. Now let's get this straight. We've either got to defend these younger teachers and signing bonuses or...or back away and admit that we're not...not interested in them. The real troubling part of this is, after spending the weekend at home, there's all sorts of districts out there been offering signing bonuses that are not part of the negotiated settlement. Was brought to my attention there's another district going to CIR over this. They won't go because now there's a ruling. They'll just have to back off and see what they do...can do...work out with the teachers there. But, as Senator Bromm pointed out, this is something that should this be studied over the summer, this...

SPEAKER KRISTENSEN: One minute.

SENATOR BAKER: ...teacher pay issue, we need to bring this in to the discussion that if we're not going to allow these local boards to offer signing bonuses, as their negotiated agreements are set up now, then they need to get those in there. I know that people watching this, the debate on the floor, I had several people come up to me over the weekend and say we need to bring this up. Teacher negotiations are currently at a