

the original proposal which was a two year period of time for the faculties of the community colleges. It is the administration and the board of governors who are responsible for making a determination as to the competency of a faculty member or the incompetency and I agree that if you cannot determine within two years the quality of the faculty, either vocational or academic, then there is something wrong with your evaluation system and you probably are never going to make an accurate assessment of the abilities. I would much rather take the two year period of time which is most common throughout this state in terms of the kinds of profession we are talking about than to have immediate tenure for anyone who is retained in the community colleges. That is unreasonable because there is no assessment outside of a credential that you read and generally that is favorable or the person probably wouldn't have applied in the first place. What we are saying here is that legislation is generally the art of compromise from one position to another. I am recommending that this body look at the original bill which was two years. Even with that there can still be an opportunity by the immediate supervisor to recommend that that faculty member be placed on probation an additional year prior to the time of dismissal or a permanent position. This is being done in various public schools in this state now. It is a matter of keeping careful records of the procedures of supervision and advising the faculty that you have these kinds of criticisms. I am firmly convinced that the public schools this body gave two years to a number of years ago that it is working even though there were those at that time that had some concern. I believe the community colleges can make two years work and we have taken the step towards providing an assessment procedure for some kind of tenure. The way it is now they are going to have tenure immediately. I am saying that this is a compromise, and the last thing, I would remind you again is in my correspondence and my visitation with the board of governors, and there has been numerous ones on other things, such as the state system, there was not one complaint over the original 442 introduced by Senator Goodrich for a two year period of probation. Thank you.

SPEAKER MARVEL: Senator Vickers and then Senator Dworak.

SENATOR VICKERS: Mr. Speaker, members, as a member of the Education Committee, I am going to have to stand in support of this amendment. Basically I think of fair as fair and this amendment is actually making the junior colleges pretty similar to the rest of the college system in this state as