

evaluation time to a twenty-three month period. It is my feeling probation is not for the good teachers. Probation period is designed for those that need the nurturing and the additional help and guidance of administration. The second part of my amendment changes one word and that one word is from informal "hearings" to informal "conference." And I changed this word primarily to temper the wording. A hearing by definition is a preliminary exam of an accused person or a session as of an investigative committee in which testimony is taken. The word conference by definition is a meeting for consultation or discussion. That is in essence what my amendment to 259 does. I would urge that you consider its passage. Thank you.

SPEAKER MARVEL PRESIDING

SPEAKER MARVEL: Okay, the motion before the House is the Goll amendment to the committee amendment. Senator Koch, do you wish to speak?

SENATOR KOCH: Thank you, Mr. Speaker and members of the body, I think it is important that I provide you with a background of what happened. First of all the bill was introduced originally by Senator Newell and Senator Wesely and came before the committee last session. The committee, in the interest of all professionals in this state who are seeking some security in their role as a teacher, felt that we should examine the issue of tenure, how it is achieved and how it is being administered and how in some cases it is not being administered at all. There are members of the committee here, Senator Goll included. We spent many hours down there at a hearing. If I recall correctly it went rather late that evening where some school boards were being punitive and they saw it fit every two years to dismiss the faculty. We also note in Omaha and Lincoln who had a tenure law that was placed into law by this body some years ago and we start talking about so many years of probation and so many years of tenure that there again was some abuse. Interesting that some people there would go three years, then they place them on probation for another two years. Their evaluations were excellent. Suddenly they were not a very good staff member anymore, then they were dismissed, and then they were rehired as substitute teachers in the same field. Now isn't that interesting? And so as the chairman of this committee I want you to know that we did find considerable evidence where people who have spent a lot of time trying to get that title of teacher, were not being treated very fairly. Now I placed before you a worksheet on 259. I hope you looked at it. It tells you the source, it tells you the content. I can't make it any more succinct than this or any more above board than what this does. I've had letters. Senator Goll was absolutely enthralled with the fact, and I