

have to say this because he is a good friend of mine, that teachers should be entitled to informal hearings before they are dismissed when they are probationary. They had that privilege but then there was a court case called Meyer vs. Board of Education and the court said, there is nothing in law that entitles this although they had been having that privilege for quite some time. That is the reason we are talking about probationary teachers with a right of an informal hearing. I submit to you if you change hearing to conference, that hearing could be held in a coffee shop on main street. That could be the extent of it. That is a conference. What we are saying here by hearing is that I am about to be dismissed because of incompetence or because of other factors which are present in law and spelled out. I have the right to request to the school board and the administrators who made that decision the reasons why I am being dismissed. It bothers me a little bit when some school board members and some administrators do not want to assume the role of policymakers. They run for the job. They are elected and they hire people. There is no teacher ever gets hired unless the superintendent recommends and the board approves. So I believe it is also appropriate when you are about to dismiss those people that the superintendent recommends or the administrator recommends whether it is elementary or high school principal, junior high principal or some other administrator, that these people are indeed entitled to an informal hearing before the people that hired them in the first place. That is not unreasonable. I know you have received some letters. I received them also, about what an informal hearing costs. That was one case and I am here to tell you today that if I find that informal hearings are abused and go beyond the point of a person being entitled to hear the reasons for their dismissal, I'll be back and say, let's change it. But there are oftentimes people look at something out of context, immediately they see some kind of a ghost or something else and I can tell you right now that many schools in this state, by school board policy, are doing this right now and a few people who don't want to do it, they don't want to do their jobs as administrator or job as a board member for a position they sought and filed for.

SPEAKER MARVEL: You have one minute.

SENATOR KOCH: So what I am saying is that I do not believe it is appropriate that Mr. Goll carry this for Mr. King, that's where it came from. We've gone through this issue. Mr. Goll was thoroughly in favor of informal hearings. He was a board member once on a board of education and I understand when you carry amendments on behalf of certain constituents or on behalf of an association who sometimes fights bills