

that reason I think what the tenure law does, I have never been a great supporter of tenure laws but what the tenure law would do, I think it should do, it should encourage the school board and the superintendent to dismiss many more teachers at the end of the first or second year. Now that might sound a little heartless but I do have that problem with that three year tenure that in the small communities especially, that they become a part of the community and it makes it much more difficult and the decision is no longer made on the basis of the teaching ability but on the community relationship and the emotional appeals. So even though I do support this amendment of Senator Goll's and the three years, I think it should be the same for all school sizes but I would not be opposed to changing that to two years for all systems. Again, certainly the large school systems can do a better job in two years than the small school system can do. In regard to the informal hearing, here again as Senator Goll indicated, the word hearing has a legal connotation. The school board is supposed to be able to dismiss a teacher for any reason, maybe for the reason wears her skirts too short or he shouldn't be wearing a beard or something like that. In other words at the end of two years they can do it for any reason. I hope they don't do it for that reason but...and I don't think that very often happens. I'm sure it doesn't happen but I do know of a situation where a teacher was given a reason. Personally I've always felt the teacher is entitled to a reason and the superintendent should do it in the privacy of his office. I don't think the teacher benefits by having it aired in public but anyway I'll give you one illustration where a school district, the superintendent had recommended that the teacher be, not have her contract renewed after two years because it was quite evident that this teacher did not generate the enthusiasm in the classes that she should, didn't have the enthusiasm for her job that she should, but it's one of those things that you can't put in writing so they had a hearing. The NSEA representative came in with the teacher and in a very adversarial role...

SENATOR CLARK: You have one minute.

SENATOR REMMERS: ...defended the teacher's position, thank you, defended the teacher and encouraged the board to rehire and suggested to them when the board went into executive session the superintendent not go along. The chairman of the board took the advice of this person representing the teacher and the superintendent didn't particularly object because he didn't think there was any question but what the board would follow his recommendation. The board voted three to three to keep the teacher. Of course it takes four to let her go and afterwards the board was very sorry. But anyway, it happened because of the formal nature of that hearing. It took on the appearance of a legal hearing where