to weaken it and I think that we don't want to do that at this point. It seems to me that tenure is an important question in the state. It is talking about quality education. It seems to me, and its not been that long since I was in our public schools here in Lincoln, that there are occasions where teachers are not doing the best job possible. Under those cases if you have just cause you're still allowed the opportunity to remove those teachers but you have to have a good reason for doing it and I think that is a system that has been established throughout education in this country and has worked well and we should maintain it in this state. Our efforts here are not to protect teachers that are not doing a good job, absolutely not, and we don't touch the question of the causes for which a teacher can be removed. We're talking about protecting good teachers who are doing a good job and for perhaps frivolous reasons from time to time are threatened with a job loss for no good reason and I think in those cases we need to protect those teachers and that's what we are talking about with the tenure system. This bill does not touch the question of the bad teacher being removed. It talks about the good teacher trying to improve the system making sure they know why they are being removed when they are on probation and trying to improve the process. It is a compromise. It is not everything Senator Newell and I wanted in the bill we introduced last year. We've given up quite a bit. We don't want to give up any more. Senator Goll is asking for too much at this point and I strongly oppose the Goll amendment and would ask your support to oppose that. Thank you.

SENATOR CLARK: Senator Dworak.

SENATOR DWORAK: Senator Clark, colleagues, it seems to me we have two different issues on the Goll amendment, the issue of whether we should have two years and three years, depending on the location of the school system and then the issue of the formal conference. Now I personally believe that if three years is right in Omaha and Lincoln, three years is right in the greater Nebraska area or if two years is right in the greater Nebraska area, then two years should be right in Omaha and Lincoln. I think there should be consistency and I think any endeavor by this Legislature to perpetuate the inconsistency that exists right now is a mistake. I have no problem with the informal conference and would just as soon see that provision stay in the bill. I would support the Goll amendment to go to three years in the greater Nebraska area and I would oppose the Goll amendment deleting the informal conference, therefore, I would like to request that we divide the question, that we vote on the two specific concepts and I would move that we divide the question.