

CLERK: 25 ayes, 0 nays, Mr. President, on adoption of Senator Lynch's amendment to the bill.

PRESIDENT: The Lynch amendment is adopted.

CLERK: Mr. President, the next amendment I have to the bill is by Senator Hefner and Smith. The amendment is on page 11... Mr. President, the Hefner-Smith amendment is found on page 1171 of the Journal.

PRESIDENT: Senator Hefner, please.

SENATOR HEFNER: Mr. President and members of the body, this amendment is found on page 1171. This is called the "tenure" amendment. I believe that we, if we are going to give the teachers more money, then we should expect a little more from them, and be able to have a little more time to analyze their duties and their work. LB 89 establishes a minimum wage for teachers of 18,000 per year in Phase I, and that is going to cost us \$40 million a year. Then we go to Phase II the next year and this would be additional funds to raise the salaries of all teachers, and this will cost us \$35 million, but, remember, that we need to add the first \$40 million onto that \$35 million, so the second year, it will really cost us \$75 million. The teachers covered by LB 89 include teachers hired by public school districts, ESUs, DPI, DSS, and the Department of Corrections. State statutes provide that the first three years of teaching in any public school, any public school district, or ESU shall be a probationary period. In other words, it takes three years before these teachers obtain tenure. State statutes provide that the probationary period for teachers with DPI, DSS, and Corrections is two years. This amendment makes the probationary period five years for the above teaching positions. I feel that this is a fair amendment for three important reasons. Number one, if we take more authority away from the school boards, and we will be doing this, more authority away from the school boards by establishing a minimum wage, then we need to give them more flexibility in another area. Number two, if teachers get a raise, I believe it is just fair to expect more from them before we give them tenure. Last, and probably the most important reason, some teachers presently have been teaching more than five years and their salaries are only a little higher than the minimum wage instituted by this bill. They will feel very cheated when untenured teachers receive a