

raise. Additionally, there is no guarantee that the funds in Phase II will be used for all salaries. The board will still have the discretion in the use of those funds. Therefore, I feel it is only fair to lengthen that probationary period from three to five years. This would help ensure some benefits for longer tenured teachers. And we do have a few poor teachers in the system, and, after the third year, it is very hard to remove them. What this amendment would do would give the administration a little more time, would give them a little more time to assess and analyze those new teachers. It would give them from three...we would change that from three years, now, to five years, and so I think this is a reasonable amendment, and I would encourage you to support it.

PRESIDENT: Thank you. Senator Ashford, please. Just a moment, Senator Ashford. Senator Withem, for what purpose do you rise?

SENATOR WITHEM: I rise for a point of order. I would challenge the germaneness of this amendment.

PRESIDENT: All right. Hang on just a minute. While I am having a look at this, Senator Withem, would you like to explain why you think it is not germane?

SENATOR WITHEM: Yeah, I would be happy to, Mr. President. Particularly in light of the precedent we set the other day, and now, admittedly, I was on the other side of the germaneness rule, but today I am arguing in favor of consistency in the body. The body the other day made a ruling that our germaneness rule means a very strict germaneness. This bill deals with appropriating money for salaries. The section of the statute dealing with probationary periods, continuing contract is an entirely different section of the statute. It is an important public policy consideration we need to make. It is one that needs a public hearing, that needs to have a bill brought to the Education Committee, or the Business and Labor Committee, whatever committee it would be, a full discussion of the concept of how long this probationary period should be. It is, by no stretch of the imagination is the amount of time a person spends in a probationary time period germane at all to the amount of money that is paid to an individual. I remind the body again, we established a very narrow definition of germaneness the other day when we had...we had a bill, Senator Wehrbein brought an amendment to a bill the other day that amended a section of the bill as it was published, and it was considered because that