

not affect in the statutes Section 79-12,107 through to 12,121 which offers 11 reasons why a teacher can be fired, if in case they don't agree, not just within the first three years of employment, but anytime, and they include, for example, lack of state certification; or need for reduction in force, which means if you are losing money, you can lay people off; failure to sign a contract on a specific date; incompetency; neglect of duty; unprofessional conduct; insubordination; immorality; physical or mental incapacity; failure to give evidence of professional growth or other conduct which interferes substantially with the continued performance of duties. And then it has a catch-all at the very end, I pass this out to you so you can read it as well, and it says, and can be dismissed at the end of the year, period. That is your first year, second year, third year for any reason the school board seems sufficient. Last year, there were, in '87-88, there were 71 teachers fired. Now you can get elected to Congress and get fired in two years. You can go to work for anybody else in any kind of employment, the probation period sometimes can be 30 days, sometimes 3 months, sometimes 6 months, in some cases a year, but three years? What are we suppose to tell teachers, that it is going to take whoever they work for up to five years now to determine whether or not they are competent? I, first of all, want you to understand that I agree with the Chair's position on germaneness, but, secondly, in the process of that to assure you that existing laws providing that local control for the school board over teachers is not affected by LB 89. So what you would attempt to do on the one hand has nothing to do with tenure because we don't have it in the state, and, secondly, isn't needed because of the obvious, almost overkill. They wrote a song once, "A Thousand Ways To Kill Your Lover." You have got all kinds of reasons to fire your teacher already and this, I think, is overkill. I would, hopefully, suggest you would not support the amendment.

PRESIDENT: Thank you. Senator Crosby, did you wish to speak on germaneness?

SENATOR CROSBY: Yes. Mr. Chairman, as usual, Senator Dan Lynch says most of the things I was going to say, but I do have...thank you for the recognition. I do have just a couple of more things, and it is "Fifty Ways to Leave Your Lover", not a thousand ways to kill him. I just wanted to correct that, Dan. One of the the things he said, I just wanted to point out that it does seem to me that five years is a long probationary period and Senator Lynch mentioned that public employees,