

in Senator Lamb's area, in Senator Wickersham's area, in my district, they cannot be fired unless that school district provides or follows specific guidelines. And what are those guidelines? Incompetence...there are eight different reasons, incompetence, neglect of duty, unprofessional conduct, insubordination, immorality, physical or mental incapacity, failure to receive some sort of professional growth, usually in the form of additional college credits, and a general miscellaneous category, essentially, what it provides for is lifetime tenure, after that first three years of probationary period. Now, does that make a teacher go out there and really give it their all every single time they walk into the classroom. I can only speak from my own experience. If I was paid whatever amount for doing whatever work in that classroom, I probably wouldn't give my 100 percent every day, or week, or month. And the reason I bring this up is that I think, first off I want to say that teachers do a great job in this state. I don't want you to conclude that somehow teachers aren't doing a good job. But when they make comparisons, as their own nice brochure pointed out, with the apples and plumes on the trees, they make comparisons between entry level jobs for an engineer, \$30,000, a lot of money, or a computer science person, 28,000, or a sales and marketing person. The problem with that comparison is this, when you've involved in sales and marketing most of the time that's on how much you sell, and your income is based upon how much you sell. Or when you're an engineer for HDR, up in Omaha, if the boss doesn't think you're doing a good job, you're fired, no lifetime tenure. That's the way society works. Compensation for the amount of security you receive, in the amount of work that in I guess billable time that you provide for that company. Another thing we have to take a look at is how good of a job has our educational system been doing in this country. They have a comparison, in the booklet here, of our ACT scores. And it shows Nebraska with their ACT score right up there at the top, in the Midwest. There's a problem with those comparisons, though, and I know we all get too many facts and figures on the floor, but there is a problem with it in that they state Nebraska is ranked third in the Midwest, fifth in the nation out of 20 some schools...or states that use the ACT scores, and they average the ACT score of 19.6 points, and I had some figures here that I thought were interesting, in that in 1966-67 the average ACT score was 21.4. In 1973, ten years later approximately, it was 20.7, a little bit of a dip. In 1979-80 it was down to 20. In 1984-85 it dipped down to 19.7, that was...and then it dipped up here a little bit in