

first or second grade will not become a productive member of society for 20, sometimes 30 years. But one or two good teachers do make a difference in a person's life. And by providing this amount of money, maybe we can take that gamble. It's apparent to me that the current system, and where we have that \$20 million based only upon the educational advancement that they've received, isn't working. I mean in our only requirements that we have in our tenure laws, those eight reasons,...

SPEAKER BAACK: One minute.

SENATOR ABOUD: ...one of the requirements provides that they must perform, the term that we use in the statute is permanent, certified employee. Which means that every six years they have to come up for permanent certified employment. Now what do they have to do? They have to either, one, get six hours of...semester hours of college credit, usually in a masters, because obviously they have a bachelors degree, or they can use the...they can receive this permanent certified status by using educational travel, I don't know what the heck that is, but maybe they do, professional publications, or work on educational committees. I don't think we're really pushing them. And, darn it, it's our money. It's the people's money. And why not take that gamble, I know I'm willing to do it.

SPEAKER BAACK: Time. I have a list of a number of speakers, and I will check and see if you want to speak to this amendment by Senator Abboud. Senator Crosby, do you wish to speak to this amendment? Senator Nelson, to the Abboud amendment.

SENATOR NELSON: Yes, I guess. I want to commend Senator Abboud for I guess kind of bringing it to us like it is. And we all somewhat skirt around the tenure, and frankly that's one of the reasons that the salary is so low out in God's country. They keep their teachers only two years, so that they do not get involved in the tenure. The tenure, be whatever you want to call it, simply has been to me a hindrance in our education system. And until we are willing to meet that head-on and address it as we should, we're going to have high property tax, we're not going to be proud of our education system. Go to a national meeting or so on, and let's be compared with other systems, let's be compared with Japan, or other countries. Education is...they don't...they have different priorities, they set the levels in college entrance, they do not try to education