

ability to teach or to run a railroad or to run a gas station have been discredited for other reasons, I feel it's very tough to reach a true performance-based level. I have fired people on the railroad who were the worst workers in the world. They couldn't barely walk and carry a spike maul let alone do some productive work and they have consistently gotten in my face when I fired them and said, I'm one of the best workers you have ever had, you don't know what you're doing, it's the biggest mistake you ever made. So, folks, the performance-based standards are great to think about but they're really, really tough to implement, really hard to implement. I would like...I was fairly comfortable with what Senator Conway was trying to do. I wasn't completely comfortable with how he was going about it. I think we do need to get some money on the low end because if, indeed, we're looking at the long term, we don't want to just feed the people at the top. We do not want to do that. We want to make the low end much more attractive for those who are going to consider the job as their career in the future, because if you're talking long term, you don't want to tell somebody, yeah, be a teacher and after 15 or 20 years then you're going to get some nice benefits and salaries. We want to tell them it's a good job, it pays well, if you're good, you will be able to stay with the system and earn some money but we'll also start you out at a decent wage that won't make you sacrifice many of the things that people deserve to have a decent living. I would ask you all to support LB 91, keep it moving along, let's make the commitment to education that 91 calls for, take the time that is needed to address the results and look at the whole picture in the long term and make the vote that education is important and we're addressing it and we will continue to look at the different things that need to be done to address teachers' salaries in education and the whole. I would urge you to support 91.

SPEAKER BAACK: Thank you, Senator Morrissey. I would like to introduce some guests of Senator Landis. We have eight university students from Malasia and Dr. Boetcher is their host and they are under the south balcony. Would you folks please stand and be welcomed by the Legislature. Thank you for being with us. The next speaker on the advancement of LB 91 is Senator Crosby.

SENATOR CROSBY: Thank you, Mr. Speaker, and members, I just rise again to speak in behalf of teachers and the teacher-student relationship. All through our educational