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standards...rather than merit pay, but setting up the standards where a teacher would enter and they would go up that career ladder according to how they would improve themselves. They could stop at some point, they could continue up the ladder. And so this will be something that the task force will be looking at and coming back. And, if you look at that, it's not...I agree with you, one of the real tragedies would be to go through all of this and come back and not do anything. But I think we have a commitment from a large number of people that that won't happen. But this, I think, is apart from that. And as Senator Raikes was asking Senator Thompson will all teachers be able to do this, and my answer would have been no, and I think Senator Thompson, you know, got to that point. And I think the teacher that she just used in her example would be an example if she came before the committee, she said, in her original application she did not make two of the qualifications and had to go back for another year, rework it, and was now coming back to get that final certification. So to say that all teachers will be able to do this, I don't think that they will be able to. I do think it provides the incentive for those teachers who know that they wish to become a Master Teacher, that they feel that the rigor here is something that they could attain is one that I think is a very positive incentive. Would we like to have every single teacher be able to have...be able to get their National Board Certification? I think everyone would say yes. But would we like to...would you like to, at Nucor or anywhere else, have the very best person that...from anywhere in the country in every position at your company? Yes, but I don't think you're probably going to attain that. This is recognizing those that we know are considered to be Master Teachers and saying, because of that, because of your willingness to improve, because of your concentration on improving your skills, we will come back with a reward. And I do think that it's something that we do, regardless of what we do with the issue of paying teachers for what they know and do, which is a whole new way of thinking about how we pay all teachers presently in the state of Nebraska and what we may be doing...what we may do differently after the task force has an opportunity to look at using standards in a direct ladder that teachers could follow, and then that would be the way that they would be compensated for their salary. So one is a salary issue; this, I believe, is an issue and incentive for teachers