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of professional development. Most of the jobs that I've held I've had an opportunity to attend conferences, to have professional development opportunities, and that was on the time of the person or the organization that paid me. I did that...teachers do that outside the classroom. They pay baby-sitters, they have to pay their own transportation, they take their time away from their families. What...I don't agree with Senator Chambers on this issue. I think we should reward those teachers who do go that extra mile. And they are the people that we want all teachers to aspire to, to seek out for help. Those teachers that are failing or having trouble with their effectiveness in the classroom, one of the things that the literature on this program tells us is that administrators seek out these teachers to help others, to help mentor, to help problem solve, to help raise the level of teaching skills among all their staff members. That's a lot of responsibility and that is what we should be rewarding. You can't not recognize the importance of money for people. This is something that takes a considerable amount of their time. Teachers don't make a lot of money. I come from a family of teachers and one of the things my mother was embarrassed about when she retired from teaching is that she hadn't even cracked a \$20,000 salary level. She did teaching for the love of teaching; but if she had been single and supporting a family, she would not have been able to do that. She was able to do that because we had two incomes in the family, and we were able to be educated as their children and so forth. But this is not a high paying profession. And a lot of the artificiality of the teaching salaries is the fact that we as a state have capped districts and their ability to pay. We have a different way of financing that limits the ability of local districts to do some of the things that they could do to be competitive. This is one thing, and that's a whole other issue, and that's another part of LB 1399. This is one way that we can as a state reward that quality, tell those people who have gone that extra mile, who are the models in the state for quality teaching, that we appreciate it, we recognize it and that we reward it financially. One of the things we talked about extensively on the 3 R Task Force was what is the respect for teaching as a profession. And after hearing from Senator Chambers on this, I guess I'm feeling that that's as big a problem as we in the task force saw it to be. We need to do things that reward quality teachers, that help the public