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far as tenure is concerned. Now Senator Goodrich might be right that a half a loaf is better than no loaf at all but I guess I would rather have the loaf and I think we stand a chance of getting that loaf. So I am going to have to rise in support of this amendment, in support of Senator Beutler's comments and ask the rest of the body to support and vote for this amendment.

SPEAKER MARVEL: Senator Dworak.

SENATOR DWORAK: Mr. President, I have a question of Senator Goodrich. Senator Goodrich, do they have tenure now? Are we in fact establishing their tenure with this particular piece of legislation?

SENATOR GOODRICH: The community college faculty members have automatic tenure right now and they have it in this way. There is no provision in state law that says that they shall be hired on a probationary period and, therefore, whoever gets hired is automatically hired on a permanent basis which is tenure. So what we are trying to do is build in a provision that says they shall have a probationary period of at least two years and that is where the half a loaf comes in. It is better to get at least a two year probation and that is what we are trying to provide for, because if we don't provide this, they automatically have permanent job status which is tenure the minute they are hired.

SENATOR DWORAK: You used the term "job status", what is the difference between job status and tenure? Are we treating that differently in two different parts of the statute?

SENATOR GOODRICH: I should have said permanent job status, you know, unless they are fired for cause of some sort because I am using the two terms synonymously.

SENATOR DWORAK: But should they be used synonymously?

SENATOR GOODRICH: Excuse me, they're a permanent employee. They are a full time regular employee unless you build in a provision for probation.

SPEAKER MARVEL: Senator Beutler, your light is on. Do you wish to speak?

SENATOR BEUTLER: I wish to close at the proper time.