

February 5, 1980

LB 442

Committee's amendment was voted down. Now I have come back and I am taking a second look at the bill, and I am asking you to take a second look at it. One of the things that concerns me...it says that any contract of employment entered into after July 1st, 1979 between teaching staff and the technical community college, and then it provides for the two year probationary period, but it says...but it says, may provide, may provide for a two year probationary period. I am suggesting to you that this really is not a true compromise, two years, at all. What it is is a two year ceiling. In other words, the probationary period can be as long as two years but it may be bargained down below two years, because it doesn't say, shall be two years, it says, may be... may provide for a two year probationary period. What is really going to happen using the analogy of the loaves of bread which was used in the original debate, you will recall that it was said that we were dividing a loaf in half and the Education Association was taking one-half a loaf and the technical community college was taking the other half of the loaf. But the Education Association under this provision is going to take their half of the loaf and put it in the cupboard and keep it, and then they are going to tell the technical community college to bring their half of the loaf to the bargaining table. In other words, it protects the Education Association, but it provides for the bargaining down of the two year probationary period, or it allows for it. This is not the case so far as I know with high schools. This is not the case with any of our other probationary periods. They don't say "may", they say "shall". So the first part of my amendment would simply change "may" to "shall", and make for a certain probationary period. The second part of the amendment would allow for an extension of the probationary period for a third year. Before I came to you with the Education...the Education Committee came to you and asked for a three year probationary period plus the possibility of a one year extension. This amendment provides for the two year probationary period but the possibility of a one year extension. I remind you again that even if you adopt this amendment, two years plus a one year probationary period, that that probationary period is less than what is currently applicable in Lincoln and in Omaha with the high school teachers. It seems to me that as a matter of theory it should be higher than the high schools. The technical community colleges, generally speaking the faculty is paid somewhat more than high school people. We should be a little more sure about their quality. We are expecting a higher level performance out of those people. We should have a little more time to be sure that the performance is going to be what we are paying for. In addition I would argue that the bargaining units, the education bargaining units

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