

over a time there is a learning curve that has to be traversed. You have to learn your way around the classroom and it is not the first year teacher that is the best teacher. I would suggest to you that there is hidden costs of going through that painful training, breaking in system and there is a cost in the productivity of teachers.

SPEAKER NICHOL: One minute.

SENATOR LANDIS: If anything, what I think some of those educational statistics tells us is that you put first year teachers in front of kids as a regular diet and those kids will get an inferior education. You get a system that pays the lowest wages and they can't keep somebody for more than one or two years and then they will get their new, fresh teacher right out of college for another one or two years, you are offering your students an inferior brand of education. What you can't do is prove the question of the quality of the classroom through the arbitrary nature of early retirement but you can put more people out of work, and put more people supporting people who have retired, and exacerbating I think a dangerous trend. We should proceed slowly on early retirement with a well-thought-out plan and this may be it but I sure don't know that, and it hasn't been proven to me nor has it I think been proven objectively to this body.

SPEAKER NICHOL: Thank you. Senator DeCamp.

SENATOR DECAMP: Mr. President, I think Senator Johnson, Senator Vard Johnson, and Senator Landis have raised the arguments that I have an obligation to answer and answer competently if I expect you to vote for this amendment, and I would like to briefly go through those arguments and try to provide at least what I think is a fair answer. Senator Landis's principal objection is that it has not had a public hearing on this specific language even though he now acknowledges that there have been hearings on the subject of early retirement. My answer to that is there have been hearings on the exact words of this amendment, word for word, comma for comma, period for period, sentence for sentence. I introduced more than one early retirement bill. This version was one of those bills. His other objection on that subject was if there were hearings they haven't been recent, at least that is the way I recall it. There have been two hearings specifically on this specific wording.