

teacher in the forties and in the fifties, and that is something that is important. So I'm willing to give a little subsidy, through the retirement plan, to help provide an attraction to those people. But you put too much money into that early retirement system and you don't have the money to pay for the salaries. I'm saying you are putting 57 to 60 million dollars, for the Pappas plan, and more than that for the Rule of 90, and that is money out of the pockets of the teachers, and out of the pockets of the taxpayers that could be going into teachers salary. That is where we should be putting our money, teacher salaries are what is too low, not the retirement benefits. So what you see from this handout is a shortage of teachers, and in fact it says 40 percent of current teachers will retire over the next 5 years and that could add up to a major problem for Nebraska schools; 40 percent could retire over the next 5 years with our current retirement policy. So if you have a more attractive retirement benefit you have even more teachers with the potential of retiring. Well, that is only going to make the situation worse in my estimation. When you are not getting those teachers into the system at a younger age, I think you've got serious problems. You're making a bad situation worse by encouraging early retirement because of the teacher shortage that we are facing. I think if you go through again you'll find many different articles about teacher shortages. There is also another article about the fact that we have changed our attitude about aging in this country. We believe older people have got the abilities and capabilities of continuing work, and we have changed mandatory retirement laws. We used to have mandatory retirement at 65. It is now 70, and we allow continuation beyond that because we recognize that if you are 65, if you are 67, if you are 70 doesn't mean you can't do the job. So we have encouraged people to stay on the job, to work longer, to utilize that resource of experience that these people have. And because of that we have provided for incentives for people to work longer. We are now considering incentives for people to work less, for people to work a shorter period of time. Again, it runs counter to what the trend has been because...

SENATOR BARRETT: One minute.

SENATOR WESELY: ...thank you, we've recognized the need for a change and recognized the ability of older people to get the job done. The final point I would like to make is if we