

for the certified employees or for the teachers, I assume is an effort to make payments and, in effect, buy out early retirements for older teachers and then hire back young ones. The impact I'd be interested what Senator Bohlke would think of that as a policy and how that fits in the Education Committee. I don't know if that is sufficiently defined for me and how I can put that into the levy limitations. In other words, by saying lump sum payments, I don't know if that's how that's described or down, but I can tell you that from a policy point of view...

SENATOR WILL: Senator Kristensen, the time is up, but your light is next so you may continue.

SENATOR KRISTENSEN: Thank you. I'm not sure how those lump sum payments are going to work as to whether they actually, and I'm trying to think as I talk on how that lump sum works for those employees, but I think that what occurs is that if you are going to buy them out, in effect, they can buy retirement or we can pay off their contracts. Or is that, Senator Janssen, could I engage in discussion so I, I think that through. I'm trying to remember when we did that in the school board.

SENATOR WILL: Senator Janssen, will you respond?

SENATOR KRISTENSEN: I can have an instructor who is, in effect, I'm taking early retirement. I contribute more into their, their plan and, in effect, buy their contract out. And then they can also buy additional years of service. I'll match that and then that's how that occurs.

SENATOR JANSSEN: I believe that's true.

SENATOR KRISTENSEN: Okay. I guess if I was the instructors I'd be...it starts a class warfare to a certain degree within the teachers' profession because you're going to sacrifice some of the older ones so you can get the ones that you don't pay as much for. And I suppose it depends on how old I may be, too. I know it's voluntary. I know it's not mandatory. But I assume you also make that so enticing that you will cause them some real internal problems between the staff. And I guess I'm real hesitant to do it in this, particularly because of the sinking fund issue. I think there's a better way to do the limitations on the schools, and I'm not sure I'm ready for an internal