

essential. And I think that if they could use these, about every school has a different type of early retirement, some don't have any, some have none at all. Maybe this would open it up that they would look at this, especially in mergers of schools, which we are advocating. You have to get some of these schools together, that means reduction in force. Who's going to get hit when you have reduction in force? The way most of the policies are is that low man on the totem pole is going to have to go, the more expensive one stays there. So I do see a way that you can keep providing a quality education in most schools by using this type of tool in early retirement. Schools have different policies. One school board...school administrator I talked to the other day said we pay them 20 percent of their salary on a buy out or a retirement, if you want to call it buy or retirement, plus their insurance. So if you figure both ends against the middle there you're still going to save, you're saving some dollars by hiring another teacher. But it may be a small amount, but that small amount could be used to provide maybe an extra teacher to get...so you wouldn't have to have class sizes of 45 or 50 kids. And in some cases it's going to come down to that, folks...

SENATOR CROSBY: One minute.

SENATOR JANSSEN: ...you're going to have some large class sizes, and that's not good. So I under...and I appreciate Senator Warner's concerns, but I believe I'm going to have to oppose this amendment he has because I think it is very important we set out...we allow people to...schools to do this with their early retirement. I believe...I don't believe we should hold it as a hammer over their head. Thank you.

SENATOR CROSBY: Thank you, Senator Janssen. Senator Robinson.

SENATOR ROBINSON: Madam President, members of the body, I stand to oppose the last part of the Warner amendment. We're putting schools on spending limits. It's interesting that Millard, or excuse me, not Millard, but Ralston has cut a number of teachers. What did the superintendent of schools from Ralston say? I have to cut the beginning level teachers. They could have probably kept two teachers if they would have had an older teacher that would take early retirement. And if you take that money that's going to be spent on early retirement, if it's not going to be under the lid, I question whether schools will do