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LB 674

they, as Senator Wickersham alluded to, the person who needs a little extra money, it's advantageous to them to wait because every year that they wait their retirement goes up. And with consolidation that's happening throughout the state of Nebraska, the schools are consolidating and there are teachers that are being rified, some of them with...some with a lot of experience, a lot of years, and many hours above their masters. And there are schools that are losing those types of teachers through retirement, so I think what we're going to see is a place for the teachers who are...who are losing their jobs through consolidation or one thing or another have a good opportunity to go into a school system that is looking for someone who has experience. You can't replace, if you have 20 teachers leave a system, you can't...you can but it's...replace them all with first-year teachers which it's a...I mean that's fine, we have to get these young people started somewhere. But you're also going to have to look for teachers with experience, and that is happening in a lot of districts throughout the state right now where they are picking up some of the older teachers, I'm not...I am talking now about teachers with 20, 25 years of experience, who want to continue in that profession, and this is opening up, it's opening up some areas that they can...that they can go into, some of the systems they can go into. So you can see it's one thing takes care of the other. Consolidation, you're opening up more avenues for young teachers and the older teachers who are going to be losing their jobs. So I think in the long run everything is going to work out pretty well. In visiting with some people yesterday that were having a problem with losing some experienced teachers, and they are looking for teachers with experience and first-year teachers. So I think what we're doing here is solving...solving two situations. So with that, I am in favor of LB 674 and look forward to its advancement. Thank you.

**PRESIDENT MAURSTAD:** Thank you, Senator Janssen. Seeing no further lights, Senator Wickersham, you're recognized to close on the advancement of LB 674.

**SENATOR WICKERSHAM:** Mr. President, 674 now makes important changes in the three defined benefit plans, that state patrol, the judges, and the school employees plan outside of the OPS system. In all three of those systems, it provides a 75 percent