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SENATOR SYNOWIECKI: It's the same amount of money, but how it's defined in terms of, is it compensation or is it a retirement benefit, are two different things.

SENATOR LOUDEN: Now, we get back to my original question then. If it isn't compensation then, is it used in...as part of the needs for calculating their state aid to education formula?

SENATOR SYNOWIECKI: It's my understanding--and I would defer to Senator Stuhr--but it's my understanding that all of these expenditures relative to retirement and compensation and salary for teachers is under the cap and is part of the formula. Now, that's my understanding.

SENATOR LOUDEN: Okay.

SENATOR SYNOWIECKI: Perhaps Senator Kopplin could be of assistance here as well.

SENATOR LOUDEN: Well, I guess that's fine. What I was getting at is, perhaps they've been using it for years and that sort of thing, but if we're going to look at the cost of education and what the state has to pay, is this something that we should be doing in...as part of our education formula? Should retirement inducements be considered part of the needs? Myself, I don't think so. I think that should be outside of it. I think the retirement fund, the way the retirement fund has been set up,...

SENATOR JANSSEN: One minute.

SENATOR LOUDEN: ...there are probably some mechanisms that these teachers can retire early if they so desire. Because on this, where you're using these inducements, that's to get someone to retire. If they don't want to retire, why, it...you can't use it as inducements. Most of it is, if you put enough money out there, why, somebody will retire. So I still kind of question whether this is something that we really should be doing, until we...until it's studied further, and that sort of thing. And I'll return the rest of my time to Senator Synowiecki if he so desires to have it.