



**STATE SENATE**  
**DISTRICT 25**

Thank you Chair and members of the Workforce committee. I am State Senator Laurie Monnes Anderson and am here to testify on SB 768. This bill would allow teachers under the PERS to re-employ as a teacher without regard to the 1040 hour limit each year. The advantage to the employer is they would not be contributing 6% into the PERS system. Currently there is a complicated framework and members and employers have to carefully monitor the number of hours worked

I was talking with a Superintendent who was giving anecdotal information on teachers retiring and school districts still needing them to teacher. This included substitute teaching also. I have known a few teachers, that after retirement have moved to Washington State to start teaching after retiring from teaching in Oregon.

There have been a number of ideas discussed to possible changes to this bill.

1. Apply this all public employees. Tier 1,2, and OPSRP.
2. Give discretion to the employer to rehire if the retired employee wants to work. Some schools would rehire retired teachers whose specialties might be math, science, career technical education, counselors, nurses.
3. It is important to hire new teachers and I would not want this legislation to prevent that. Many districts want to hire new teachers rather than keep the older teachers because they want diversity in the workforce.
4. Firefighters many not want to rehire a retired firefighter because some love it so much they'd stay around until they were 80 plus years old. Another reason to allow the employer the option to rehire.
5. Another idea is to have the 6% that the employer would pay into the PERS be applied to their unfunded liability.
6. I think a sunset might be to necessary to evaluate if this is working in a positive way for both the employer and the employee.
7. There are federal law considerations and I would not want this bill to jeopardize our status under federal tax law.

I don't know the number who might opt to do this, or who would want to do this, or how much money it would save the employers. Those are questions that someone from PERS might be able to answer. I thank you for considering SB 768.