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To: [JWMCC Exhibits](#)
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As an ORSP member I already receive less in "pension" benefits than my Tier 1 predecessors. Not only that I also am more involved in a high risk return like a 401K. The possibility of me losing everything exists. Now, you are actually discussing taking my retirement benefit, which I expect, earn, and plan to use in the future, and making me personally pay for the PERS unfunded liability.

I was not the cause of this issue. Nor am I the current problem. I have seen two PERS reforms, remember it is a sustainable system at this point. Problem is we have to wait until Tier 1 individuals finally pass through. Still some waiting to be done.

Now let's bring up attraction and attention to the profession. I have a lowered salary based on receiving benefits packages. Between shrinking days, pay freezes, cuts, etc..... an educators' salary now is no where near inflation levels over the last two decades. If cost of living/inflation was accounted for, I probably make less now than my counterparts twenty years ago. (People know this going in) But, now, because my wife and I are both public employees, one of us has to give up contractual benefits with no compensation. (boo). Then top it off with taking a reformed okay ish retirement and take more (only from educators) retirement to offset debt(crazy). Autonomy is gone from the profession, accountability of the students is disappearing, lack of social investment, plus everything already mentioned is destroying the attraction to the profession.

Public education support looked to be going in the right direction with the passing of the 2billion dollar funding, but then the attacks came again. How in the world do you plan to attract workers when you are directly sticking them with a bill caused by deals struck two decades ago? Some of these new educators were not even born when these events took place, yet they are supposed to pay off the debt they didn't create?

Thank you for your service but please consider what is really happening in our society before making any rash decisions.

Thanks

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