

**From:** [Vikki Staudinger](#)  
**To:** [JWMCC Exhibits](#)  
**Subject:** SB 1049  
**Date:** Wednesday, May 15, 2019 12:05:19 PM

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Good morning,

I am a high school teacher working in Bend, OR and a Tier 2 PERS member. Teaching is a second career for me and I'm in my 14<sup>th</sup> year of service. I have always told people that teaching is a labor of love; one doesn't get into it to make money. When I committed to this career a decade and a half ago, I did so with that understanding...but also with the understanding that at the end of my career, I could rely on the modest retirement benefit that was promised as part of my compensation. I made a deal with the state of Oregon that I would educate her children at a salary below what is normal for my level of education and experience with the understanding that I would also be given a specific retirement benefit. I suffered through years of underfunding that crammed kids into my classroom, leaving me to manage the mental, emotional, educational, physical, and basic needs of hundreds of students, all while giving "timely, valuable feedback" on their writing and preparing them to take standardized test after standardized test. Again, I accepted this reality with the understanding I would be compensated with a certain retirement. Now, according to PERS analysis, my IAP would be cut 12.5%. That's unacceptable. I'm not bargaining or negotiating for a raise. I'm not an employee coming to my boss demanding a performance or cost of living increase. I am begging an institution that entered into contract with me to uphold its end of the deal and pay me what it agreed to pay me. Oregon agreed to pay me a certain retirement and I made plans, sacrifices, and decisions based on that. It's not fair to change the rules half way through the course of the contract.

30% of my colleagues are eligible to retire today. If SB 1049 passes, 30% of our workforce will leave. That will leave a third of our schools with unexperienced, maybe even underqualified individuals leading classrooms. It doesn't feel right to yet again pass the consequences of poor planning by the adults on to the kids in our classrooms. Please make a decision based on what is best for our kids. Please make a decision that shows respect and appreciation for the educators and public servants in your state. Please, *please*, vote NO on SB 1049. There has to be a better way. We have taken the hit for the "greater good" enough. Please commit to ensuring we get what we were promised.

Thank you for your time,

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