

From: [Jennifer Cobb](#)
To: [Lisa Diesslin](#)
Subject: Tier 2 Teaching Reform- LCPR Testimony
Date: Friday, March 3, 2023 12:02:03 PM

Dear LCPR Members,

I started my teaching career in California about 19 years ago. I taught there for seven years before staying home with my kids (due to massive layoffs when the economy tanked in California, due to the housing crisis). Nine years ago, my family and I moved to Minnesota to have a better quality of life. I had always heard great things about the school and teaching in this state.

Imagine my surprise when I went back to teaching and found the pay to be a tough sell, but also all the deductions. I hardly take home a paycheck that is worth the gas, out of pocket expenses, and time. I teach at a "nice" country school. Most of the families are lovely. But schools all over are experiencing record numbers of behavioral problems and violence, every day, and mine is no different. We go into work and get abused and assaulted and are expected to just pretend it does not happen. All for a wage where we could make more waiting tables or tending bar.

On top of this, our retirement is lackluster. It does not even come close to competing with other states. It makes a weary, downtrodden, underpaid, abused, forgotten group of people feel even more hopeless. As someone who taught in another state, who has brought a lot of new ideas and expertise to our area, it is disheartening that my prior experience would not even count toward my retirement. What other occupation does this?

Teachers are leaving the profession at an alarming rate. If they haven't yet, many have an "exit plan" for the next couple of years. Get on the numerous teacher Facebook groups or the specialized Teacher Transitions groups and you will see this to be true. Fewer and fewer people are going into teaching. We are at the precipice of a major educational crisis.

Please, I beg you, be proactive.

Please support Teacher retirement reform.

Thank you,

Jennifer Cobb
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