

From: [Dupuis, Lisa](#)
To: [Lisa Diesslin](#)
Subject: Tier 2 Educator Pension Reform
Date: Thursday, March 2, 2023 3:24:02 PM

I am writing concerning the state of Tier II retirement in Minnesota

Please look for the 60/30 proposal bill to be presented to the Legislative Commission on Pensions and Retirement as per the TRA meeting many of us attended on January 18, 2023. TRA voted through a majority vote to propose a retirement plan for teachers of 60 years old and 30 years of service.

1) I am originally from the state of Iowa. My entire teaching career, 30 years, has been in the state of Minnesota. My peers in Iowa, same age, similar years of service enjoy the following taken from the Iowa Teacher's Pension webpage:

"For new teachers starting out in Iowa, they can retire with their full benefits **when their age and years of service equals or exceeds 88, or at age 62 with 20 years of service**. Additionally, Iowa allows early retirement once educators reach age 55 and are no longer working." Minnesota's current retirement pension is not adequate.

My peers in Iowa are astonished by my retirement situation of 67 years without penalty and 62/30 WITH penalty.

2). We have some of our best and brightest recent High School graduates coming back from university to substitute teach while job hunting and/or waiting for graduate school admissions. I've mentioned to them many times, "you are a natural at this, have you thought about a teaching license?" The answer is always NO! The amount of work for the pay, the dwindling health insurance and the dismal retirement is emphatically replied. One of our own administrators, an obvious cheerleader of education, deters his own children, who have been subbing not to go into education due to the state of our retirement.

3) Many issues facing the future of education could be solved by addressing the teacher retirement situation. My peers and myself are experiencing many issues in our lives; aging parents, helping with grandkids and trying to find time to address our own health issues. It is heartbreaking to see so many energetic, intelligent, motivated young people, concerned with social justice and the well-being of society, with a passion for education deterred from it based on what used to be an attraction.....pension and retirement.

My father, a former teacher from Iowa, said to me many times, "Your grandmother was a teacher, I am a teacher, if it's one thing you can count on you will be taken care of. Don't worry about the pay, you can't beat the benefits!" He taught in Iowa and Missouri and continued to tell me that Minnesota will improve.

Most of us had chosen our careers based on the precedent of the Rule of 90. We accepted the historically low pay believing that in the end we would receive a just pension as precedent has always conveyed in our state and those around us. We are hoping Minnesota joins the states around us and makes good on precedent.

Please, please consider restoring teacher pension back or at least close to the way it was when we made the choice to dedicate our lives to education. Show our youth and potential educators that education and educators are valued. Please consider TRA's proposal of 60/30 and Education Minnesota's proposal for the Rule of 90. Thank you for your time and energy in improving retirement and investing in recruitment and retention for Minnesota teachers.

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