

**From:** [Thomas Raymond](#)  
**To:** [Lisa Diesslin](#)  
**Subject:** Written Submission for LCPR meeting 5/4/23  
**Date:** Monday, May 1, 2023 10:45:18 PM

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Chair Her and LCPR committee members,

I am writing in full support of HF3294/SF3314 in lowering the NRA. While it does not address the 7% penalties Tier 2 educators face while Tier 1 educators have benefitted from a statutorily protected 3% penalty, a rule of 90, and engorged COLAS for 30 plus years, it is a move in the right direction. Please do not lose sight of helping us address the aforementioned penalties which are hitting Tier 2 educators hard, as we will not lose sight either. Surely TRA leadership will want to work with you in this spirit.

There is work to do and this is a good first step with continuous funding. I would like to thank the LCPR members for understanding the dynamics before you, being able to identify a disparity and start to find balance. I thank all LCPR members for meeting and energetically supporting this wholistic piece of education legislation, even though it may not contain all that you would like to see to help attract and retain teachers.

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