

Kansas Joint Committee on Pensions, Investments and Benefits  
November 4, 2015  
USA|Kansas and KSSA Recommendations

### **Appeal process for hardship exemption and extension**

USA|Kansas and KSSA would like to recommend school districts complete an Assurance Protocol rather than engaging in an appeals process to a Legislative committee. A district would answer yes or no to a few questions similar to these:

1. Was the position advertised on multiple platforms such as Kansas Teaching Jobs, college placement bureaus, USA/Kansas, and or KASB website for a minimum of 30 calendar days? (YES answer required)
2. Were there any applications submitted for the position? (If NO, sign assurances and submit)
3. Did any applicants meet district reference screening criteria? (If NO, sign assurances and submit)
4. Did any applicant(s) hold an appropriate teaching license for the state of Kansas or hold the appropriate credentials to receive any type of teaching license from the State of Kansas? (If NO, sign assurances and submit)

The Assurance Protocol from the school district which would include the Superintendent and Board Presidents signature would then be submitted to KPERS for record keeping purposes.

### **Working after retirement beyond \$25,000 limit**

USA|Kansas and KSSA believe there may still be an option available to keep quality teachers in the classroom after they choose to retire.

According to the IRS letter submitted to KPERS, retirement is "when an employee legitimately retires, he separates from service with the employer."

We would like to recommend the committee consider allowing KPERS employees to retire, separate from their employer, and be allowed to work in another school district.

1. Maintain the 60 day waiting period
2. Employer pays any additional actuarial cost as established by KPERS