

Approved March 27, 1989
Date

MINUTES OF THE HOUSE COMMITTEE ON PENSIONS, INVESTMENTS AND BENEFITS

The meeting was called to order by Representative Vernon L. Williams at
Chairperson

8:03 a.m./~~p.m.~~ on March 14, 1989 in room 521-S of the Capitol.

All members were present except:

Rep. Shallenburger-Excused Rep. Guldner-Excused
Rep. Justice-Excused Rep. Long-Excused
Rep. Allen-Excused

Committee staff present:

Gordon Self
Marshall Crowther
Jack Hawn
Mary Meier

Conferees appearing before the committee:

Hearing Commenced on HB-2310.

Representative Donna Whiteman spoke and presented written testimony (Attachment 1) as a proponent of HB-2310.

Craig Grant, KNEA, appeared as a proponent of the bill, suggesting that the benefits provided are similar to those received by other State employees and that they should be made available to school employees. His written testimony is attached (Attachment 2).

Norman Wilks, Director of Labor Relations, Kansas Association of School Boards, appeared as an opponent of HB-2310, protesting that matters of sick leave should be left to the negotiation process. Testimony attached (Attachment 3).

Chuck Stuart, United School Administrators, appeared as an opponent of the bill. He also remarked that his organization also believed that matters of sick leave should be left to negotiation. Testimony is attached (Attachment 4).

After questions by Representatives Sader and Sutter, and a short discussion the hearing on HB-2310 was declared closed by Chairman Williams.

Hearing on HB-2217 was commenced.

Representative Jesse Harper spoke as a proponent of HB-2217, giving a short outline of the bill, urging its adoption. Written testimony is attached. (Attachment 5).

A balloon copy of HB-2217 was distributed. (Attachment 6).
A letter from Jack Hawn, KPERS, which set forth an actuarial effect of the bill, was also distributed. (Attachment 7).

Basil Covey, Kansas Association of Retired Teachers, appeared as a proponent of the bill, because it addresses the standard of living of the older retiree. Written testimony attached (Attachment 8).

Craig Grant, KNEA, appeared as a proponent of HB-2217. Written testimony attached (Attachment 9).

A discussion followed with Marshall Crowther, KPERS, answering questions by committee members.

Representative Clyde Graeber appeared in support of the bill.

Margaret M. Cochrun appeared as a proponent of the bill. (Attachment 10)
She offered a research paper concerned with how older retired teachers are managing on their pensions.

Unless specifically noted, the individual remarks recorded herein have not been transcribed verbatim. Individual remarks as reported herein have not been submitted to the individuals appearing before the committee for editing or corrections.

CONTINUATION SHEET

MINUTES OF THE HOUSE COMMITTEE ON PENSIONS, INVESTMENTS AND BENEFITS,
room 521-S, Statehouse, at 8:03 a.m./~~p.m.~~ on March 14, 1989

At the conclusion of Ms. Cochrun's testimony, the meeting was adjourned to continue the hearing on HB-2217 at the March 15, 1989 meeting.

Rep. Sam Williams

Please PRINT Name, Address, the organization you represent, and the Number of the Bill in which you are interested. Thank you.

NAME	ADDRESS	ORGANIZATION	BILL NO.
Basil Cowdy	Topeka	KRTA	HB2217, HB2408
Margaret M. Cochran	Leav.	KRTA-LARTA	HB 2217 HB2408
Lloyd & Edith Copenhagen	Topeka	TARTA	HB 2217 HB 2408
Carl Shankland		TARTA	HB 2217 HB2408
Ralph Boyd		Kapers	H.B. 2217
Rachel Daniels	Leavenworth	LARTA	H. B 2217
Leonard Hotstra	Leavenworth	LARTA	HB 2217
Dorothy Hotstra	Leavenworth	KPERS Retd	HB 2217
Joseph F Barnes	Leavenworth	LARTA	H.B. 2217
Jose Korder	Buckler,		
Ruth Wilkin	Topeka	AAUP	
Jim Stringer	Hutchinson	HCC	H. B. 2310
Wes Cannon	Topeka	KAPE	HB 2408
Ray Freeland	Topeka	State Retiree	HB 2408
William E Berry	Topeka	State Retiree	HB 2217 HB 2408
Marshall Conner	Lawrence	KPERS	
Charles Dodson	Topeka	KAPE	
Harold Pitts	Topeka	KRTA	
Donna Whitman	Hutchinson	State Rep	H B 2310
Gerald Anderson	Topeka	USA	2310-2408
Charles L. Stuart	Topeka	USA	2310-2408
Jacque Oakes	Topeka	KPOA	2217-2408

DONNA L. WHITEMAN
MINORITY WHIP
REPRESENTATIVE, 102ND DISTRICT
RENO COUNTY
401 W. FIRST, P.O. BOX 1224
HUTCHINSON, KANSAS 67504-1224

HUTCHINSON NUMBER: (316) 669-0467
TOPEKA: (913) 296-7630
1-800-432-3924



TOPEKA

HOUSE OF
REPRESENTATIVES

March 14, 1989

H.B. 2310

COMMITTEE ASSIGNMENTS
MEMBER: JUDICIARY
LABOR AND INDUSTRY
JOINT COMMITTEE ON ADMINISTRATIVE
RULES AND REGULATIONS
CALENDAR AND PRINTING
LEGISLATIVE, JUDICIAL AND
CONGRESSIONAL APPORTIONMENT
GOVERNOR'S ADVISORY COMMISSION
ON JUVENILE OFFENDERS

PROPOSED BILL: H.B. 2310 provides for compensation of accumulated sick leave upon retirement, resignation, or death of employees for school districts, area vocational schools, and community colleges. Compensation would be an amount equal to the same daily pay rate the employee is currently making at the time of disengagement and is not to exceed 150 days.

CURRENT STATUTE: K.S.A. 75-5517 provides that each state employee who retires with 100 or more accumulated sick days shall receive retirement compensation for their accumulated sick leave as follows:

1. 30 days compensation - if 8 or more years of service and has accumulated at least 100 but less than 125 sick days.
2. 45 days compensation - if 15 years of service and has accumulated at least 125 but less than 150 sick days.
3. 60 days compensation - if 25 years or more service and has accumulated 150 days of sick leave or more.

BENEFITS:

1. Equalizes benefits between urban/rural, wealthy/poor districts.
2. Assists in recruitment in certain areas.
3. Incentives to be healthy.
4. Projected savings to districts with incentive to teachers to retire early who are at the top of their salary ranges.
5. Example - if 10 instructors were to retire over a two year period. The beginning instructors with a Masters Degree would be hired at \$20,000.00. The top salary of the teachers who are retiring is approximately \$33,000.00

House P.I.B.
3-14-89
ATTACHMENT 1

The Honorable Vern Williams, Chairperson
House Committee on Pensions, Investments and Benefits
House of Representatives
Third Floor, Statehouse

Dear Representative Williams:

SUBJECT: Fiscal Note for HB 2310 by Representative Whiteman


In accordance with KSA 75-3715a, the following fiscal note concerning HB 2310 is respectfully submitted to your committee.

HB 2310 is an act providing for compensation of accumulated sick leave upon retirement, resignation or death of employees for school districts, area vocational schools, area vocation-technical schools, and community colleges. Compensation would be an amount equal to the same daily pay rate the employee is currently making at the time of disengagement and is not to exceed 150 days.

The fiscal impact of the bill is hard to determine in exact dollar amounts. The amount will vary based on the salary of the individuals and days of accumulated sick leave. The number of school days required per school year is 180 days. Therefore, the fiscal impact could be up to 83 percent of a full year of salary for some individuals.

In addition, there will be an increase required for the state's contribution to KPERs. According to the Department of Education, the amount compared to the total appropriation would be insignificant.

The fiscal impact of this bill will be directly on local education entities. However, it will indirectly influence state aid appropriations to these local education entities because of the property tax increases to fund the act.

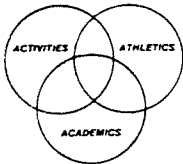

Michael F. O'Keefe
Director of the Budget

MFO:PM:sm

cc: Dale Dennis, Dept. of Education

5731

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NICKERSON - SOUTH HUTCHINSON PUBLIC SCHOOLS

Unified School District 309

SAMUEL D. ULSAKER, Superintendent of Schools
4501 West Fourth
Hutchinson, Kansas 67501

Telephones: Area Code 316

Hutchinson 663-7141

Nickerson 422-3286

March 9, 1989

Jess Harder
Representative, District #103
House of Representatives
State Capitol
Topeka, Kansas 66612

Dear Representative Harder:

In a telephone conversation with you recently, I indicated my support of the concept of district pay back for unused sick leave as would be provided in the House Bill that Donna has introduced. It may be that the total dollar cost of this legislation places it beyond what would be realistic to achieve this year. I think the two important concepts contained in the legislation would be - #1 - Pay back the sick leave at the employees daily rate of pay and #2 - most important - simply the concept of buying back unused sick leave.

In my telephone conversation with you, I also discussed an issue that related to some degree to the bill that Donna has introduced. The money received by an employee as a result of payment for unused sick leave should be included in the total compensation which is used to determine an employee's final average salary over the last four years of employment.

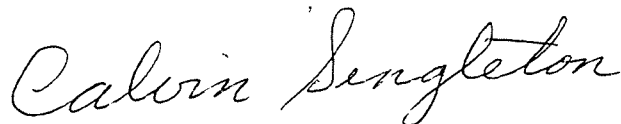
It is my understanding that if the employee is to retire July 1, 1989, payment received from unused sick leave would be included in the first quarter earnings beginning July 1, 1989 and as there would be no other earnings for the balance of the year any payment for unused sick leave would not be a factor in

determining the employee's final average salary. I believe there is ample justification to revise this regulation so that payment for unused sick leave could be used in determining final average salary.

Another point that I raised with you which I believe is a gross injustice, is that an individual such as myself, could retire from employment as a school employee and run for State Legislative Office and if elected, receive the full amount of benefits for which I am eligible and also receive whatever compensation the legislative office would provide without any penalties. While on the other hand, if I were to retire as a school employee and file for position as a County Commissioner and if I should be elected to that office, the current regulations would require that compensation received for retirement would be required to be returned to the State. I think this is a blatant case of injustice, inconsistent application of the concept of "double dipping", poor policy and should be corrected.

I would appreciate your consideration of the issues that I have outlined and if you would like additional background I would be glad to assist in whatever way I could.

Sincerely,

A handwritten signature in cursive script that reads "Calvin Singleton".

Calvin Singleton
Deputy Superintendent

s k m

cc: Donna Whiteman

purposes of providing a procedure for automatic payment of reported time worked, salaries and wages due, and for proper cost allocation and distribution of designated project, indirect overhead or other employee salary and wage cost to establish cost centers or sub-activities, activities, accounts, work project, federal grant or other appropriate account, the encumbrance documents required may be filed against such agency payroll clearing accounts as may be established on the records by the director of accounts and reports to pay such project or shared salary and wage costs. Advances from appropriate accounts within the state treasury in the custody of the state treasurer may be made to such agency payroll clearing accounts on the records in the amount required to cover the estimated salary and wage costs of such officers and employees. Any advances made to such agency payroll clearing account shall be used for the payment of actual salary and wage costs chargeable from actual time and attendance reports or returned to the appropriate account, and such transactions shall be based on claims approved by signature or electronic means by the chief administrative officer of the state agency or such officer's authorized representative. Upon request of any state agency, the director of accounts and reports may authorize the issuance of payrolls within a fund other than that authorized by this section.

(b) Under rules and regulations established as provided in K.S.A. 75-3706 and amendments thereto, the accounting system may include provisions for the settlement of transactions between state agencies by making of debit and credit entries on the books on the basis of adequate vouchers, approved by the director of accounts and reports in lieu of warrants. The director of accounts and reports, upon approval of any such voucher, shall immediately notify the state treasurer of the amount thereof, and of the accounts which are to be debited and credited upon the treasurer's books and records. The state treasurer and the director of accounts and reports shall forthwith make the proper entries upon their books and records to correspond to such debit and credit entries.

History: L. 1953, ch. 375, § 33; L. 1974, ch. 390, § 23; L. 1975, ch. 452, § 16; L. 1983, ch. 298, § 1; May 5.

75-5517. Compensation for accumulated sick leave upon retirement from state service; limitations; employee retirement contributions deducted. (a) Each person retiring from the classified or unclassified service of the state of Kansas who has accumulated one hundred (100) days or more of sick leave shall receive at the time of retirement, compensation for their accumulated sick leave as follows:

(1) Compensation for not more than thirty (30) days, if such person has completed eight or more years of such service and has accumulated at least one hundred (100) but less than one hundred twenty-five (125) days of sick leave;

(2) compensation for not more than forty-five (45) days, if such person has completed fifteen (15) or more years of such service and has accumulated at least one hundred twenty-five (125) but less than one hundred fifty (150) days of sick leave; and

(3) compensation for not more than sixty (60) days, if such person has completed twenty-five (25) or more years of such service and has accumulated one hundred fifty (150) days of sick leave or more.

(b) Retirement employee contributions shall be deducted from all compensation for accumulated sick leave paid to each person who retires and benefit calculations for such person shall include all such compensation.

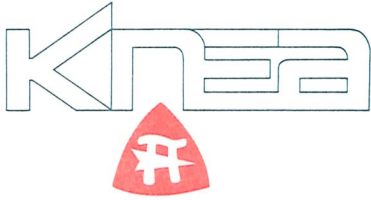
History: L. 1974, ch. 368, § 1; L. 1978, ch. 332, § 50; L. 1980, ch. 290, § 1; May 17.

75-5518. Severability. If any word, phrase, sentence or provision of this act is determined to be invalid, such invalidity shall not affect the other provisions of this act and they shall be given effect without the invalid provision, and to this end the provisions of this act are declared to be severable.

History: L. 1974, ch. 390, § 31; July 1, 1975.

75-5519. Payment of tuition and educational training costs of state agency personnel; rules and regulations. (a) Any state agency may pay the tuition and other educational expenses for the education or training of any personnel of such state agency when it is determined by the head of the state agency that such education or training is of value to the state and such state agency.

(b) All payments under this section shall



Craig Grant Testimony Before The
House Pensions, Investments & Benefits Committee
Tuesday, March 14, 1989

Thank you, Mr. Chairman. I am Craig Grant and I represent Kansas-NEA. I appreciate this opportunity to visit with the committee about HB 2310.

Kansas-NEA supports HB 2310 as a way to reward those employees who have not abused sick leave and who have been fortunate not to have a long illness prior to retirement. We have been able to negotiate this in only a few (less than 50) of our districts, and believe that it is a benefit those employees should receive. It is a similar benefit to that enjoyed by other state employees and we believe that school employees should receive comparable benefits.

Kansas-NEA asks your support of HB 2310. Thank you for listening to the concerns of our members.

House P.I.B.
3-14-89
ATTACHMENT 2



TESTIMONY ON HOUSE BILL NO. 2310
BEFORE THE HOUSE PENSION,
INVESTMENTS AND BENEFITS COMMITTEE

BY

NORMAN D. WILKS, DIRECTOR OF LABOR RELATIONS
Kansas Association of School Boards

March 14, 1989

Mr. Chairman and members of the committee, on behalf of the three hundred one unified school boards of education which are members of the Kansas Association of School Boards, we wish to express our concerns about House Bill No. 2310.

The Professional Negotiation Act provides that salary, wages and sick leave are all terms and conditions of professional services and therefore mandatorily negotiable. One hundred sixty-nine (169) of the 304 school districts currently provide some form of payment for unused leave. A copy of our research bulletin is attached for your information.

The amount of leave payment and the conditions of payment have been set by considering salary, benefits, leaves and retirement benefits. Mandatory payment as required by this bill would prevent the parties from making case by case negotiation decisions.

*House P.I.B.
3-14-89
ATTACHMENT 3*

The primary reason for sick leave benefits has been to protect the income of employees in case of illness and not to provide additional compensation.

Pay for unused sick leave is appropriately determined by the parties through negotiations and this committee should not mandate pay as provided in House Bill 2310.



BULLETIN

PUBLISHED BY THE KANSAS ASSOCIATION
OF SCHOOL BOARDS

February, 1989

Number 6

PAYMENT FOR UNUSED SICK LEAVE

By James Hays, KASB Research Director

As a part of its annual survey of negotiations information, and as a part of the Appendix of Tables to Research Bulletin #5, KASB collects and reports on practices in the various school districts concerning payment for unused sick leave. The table below is published separately because of many requests for this information, and is self-explanatory. Districts which report payment for unused sick leave are ranked from high to low based on their enrollment. The relative "value" of a district's plan may then be compared to its relative enrollment.

USD NAME	USD #	88-89 FTE ENR	-----PAY FOR UNUSED SICK LEAVE-----							MAXIMUM DOLLARS	MAXIMUM DOLLARS/DAY
			PAY UNUSED	MAXIMUM DAYS	RETIRE	RESIGN	DEATH	EXCESS	OTHER		
WICHITA	259	43,971.1	Y	NO MAX	Y	Y	Y		NO MAX	30	
KANSAS CITY	500	21,934.5	Y	60	Y				6,918	109	
TOPEKA	501	14,286.5	Y	60	Y				NO MAX	NO MAX	
LAWRENCE	497	7,891.6	Y	180	Y	Y	Y		4,500	25	
BLUE VALLEY-STNY	229	7,314.5	Y	100	Y		Y		NO MAX	NO MAX	
SALINA	305	6,689.6	Y	120	Y	Y	Y		840	7	
GARDEN CITY	457	5,998.5	Y	NO MAX				Y	NO MAX	NO MAX	
DERBY	260	5,399.6	Y	NO MAX	Y	Y	Y	Y	NO MAX	NO MAX	
HUTCHINSON	308	4,907.9	Y	50	Y	Y			500	10	
EMPORIA	253	4,513.1	Y	90	Y				1,350	15	
LEAVENWORTH	453	4,267.8	Y	10				Y	500	50	
TURNER	202	3,821.0	Y	10	Y			Y	400	NO MAX	
SEAMAN	345	3,316.0	Y	10				Y	330	33	
HAYS	489	3,301.4	Y	NO MAX	Y	Y	Y	Y	NO MAX	20	
HAYSVILLE	261	3,175.2	Y	33	Y	Y	Y		NO MAX	NO MAX	
ARKANSAS CITY	470	3,028.7	Y	12	Y			Y	NO MAX	10	
PITTSBURG	250	2,728.5	Y	100	Y				1,500	15	
INDEPENDENCE	446	2,315.2	Y	80	Y		Y		1,200	15	
MCPHERSON	418	2,306.1	Y	60	Y	Y	Y		1,200	20	
WINFIELD	465	2,256.3	Y	150	Y			Y	6,000	40	
OTTAWA	290	2,156.0	Y	90	Y		Y		1,350	23	
BUHLER	313	2,133.0	Y	70	Y		Y		1,400	20	
BONNER SPRINGS	204	2,072.5	Y	100	Y	Y	Y		1,500	15	
FORT SCOTT	234	2,049.5	Y	NO MAX	Y	Y	Y		NO MAX	NO MAX	
PARSONS	503	1,951.7	Y	90	Y	Y			1,080	12	
MAIZE	266	1,935.6	Y	40	Y		Y	Y	2,560	64	
VALLEY CENTER	262	1,928.0	Y	40	Y	Y	Y		400	10	
CHANUTE	413	1,902.0	Y	45	Y		Y		NO MAX	NO MAX	
AUGUSTA	402	1,882.5	Y	90	Y				NO MAX	NO MAX	
IOLA	257	1,746.0	Y	60	Y	Y	Y	Y	1,442	24	
ATCHISON CITY	409	1,677.9	Y	12	Y			Y	716	59	
DESOTO	232	1,654.4	Y	NO MAX	Y	Y	Y		NO MAX	20	
LABETTE COUNTY	506	1,612.7	Y	50	Y				750	15	
ANDOVER	385	1,595.5	Y	10	Y			Y	500	50	
CLAY CENTER	379	1,554.5	Y	NO MAX	Y	Y	Y		NO MAX	NO MAX	
PAOLA	368	1,512.5	Y	100	Y		Y	Y	1,400	14	
NICKERSON	309	1,473.0	Y	90	Y	Y	Y	Y	1,800	20	
RENWICK	267	1,389.8	Y	60	Y	Y	Y	Y	1,500	25	
ABILENE	435	1,386.7	Y	60	Y		Y		720	12	
CONCORDIA	333	1,352.5	Y	45	Y	Y	Y		450	10	
PRATT	382	1,352.0	Y	9	Y		Y	Y	NO MAX	20	
ROSEHILL	394	1,297.5	Y	10			Y	Y	100	10	
TONGANOXIE	464	1,269.0	Y	120	Y			Y	6,000	50	
COLUMBUS	493	1,261.0	Y	60	Y		Y		1,200	20	
RUSSELL COUNTY	407	1,251.5	Y	NO MAX	Y				NO MAX	NO MAX	
CHAPMAN	473	1,235.2	Y	60	Y		Y		600	10	
SPRING HILL	230	1,234.2	Y	NO MAX	Y	Y	Y		NO MAX	NO MAX	
WAMEGO	320	1,234.0	Y	NO MAX	Y	Y	Y		NO MAX	10	
CIRCLE	375	1,190.5	Y	6				Y	300	50	
BASEHOR-LINWOOD	458	1,149.0	Y	10		Y		Y	125	12	
FT. LARNED	495	1,135.3	Y	90	Y	Y			1,350	15	

KASB RESEARCH DEPARTMENT

1988-89 PAYMENT FOR UNUSED SICK LEAVE INFORMATION

USD NAME	USD #	88-89 FTE ENR	-----PAY FOR UNUSED SICK LEAVE-----						MAXIMUM DOLLARS	MAXIMUM DOLLARS/DAY
			PAY UNUSED	MAXIMUM DAYS	RETIRE	RESIGN	DEATH	EXCESS OTHER		
OSAWATOMIE	367	1,116.5	Y	140	Y		Y	1,400	10	
KINGMAN	331	1,098.9	Y	9	Y		Y	225	25	
SCOTT COUNTY	466	1,072.7	Y	10	Y		Y	500	50	
LOUISBURG	416	1,045.5	Y	75	Y		Y	750	10	
KAW VALLEY !!!!!	321	1,022.0	Y	100	Y	Y	Y	1,500	15	
SABETHA	441	999.0	Y	2	Y	Y	Y	50	25	
PIPER	203	977.5	Y	45	Y	Y	Y	NO MAX	38	
CLEARWATER	264	949.5	Y	12			Y	444	37	
BALDWIN CITY	348	931.9	Y	NO MAX	Y	Y	Y	750	15	
HOLTON	336	918.4	Y	NO MAX			Y	200	20	
HUGOTON	210	904.0	Y	80	Y		Y	800	10	
MARYSVILLE	364	902.5	Y	20	Y		Y	2,255	113	
BAXTER SPRINGS	508	889.0	Y	60	Y		Y	1,200	20	
FREDONIA	484	864.5	Y	10			Y	500	50	
PERRY	343	857.5	Y	30	Y		Y	NO MAX	NO MAX	
BURLINGTON	244	818.8	Y	52	Y		Y	1,575	35	
ATCHISON CO	377	809.5	Y	10			Y	400	40	
CANEY VALLEY	436	803.0	Y	45	Y		Y	2,363	53	
EUDORA	491	794.8	Y	12			Y	600	50	
CHEROKEE	247	786.5	Y	45	Y		Y	4,500	100	
BELOIT	273	780.6	Y	NO MAX	Y		Y	NO MAX	NO MAX	
LYONS	405	766.0	Y	10			Y	150	15	
WEST FRANKLIN	287	756.0	Y	10			Y	250	25	
MAYETTA	337	752.0	Y	10			Y	525	53	
HESSTON	460	733.5	Y	30	Y	Y	Y	300	10	
PHILLIPSBURG	325	719.5	Y	10	Y		Y	200	20	
JEFFERSON WEST	340	716.5	Y	10			Y	1,100	110	
NORTON	211	709.5	Y	12			Y	240	20	
DOUGLASS	396	709.3	Y	25	Y			375	15	
LAKIN	215	689.0	Y	60	Y			900	15	
NORTH LYON CO	251	674.4	Y	5			Y	250	50	
BLUESTEM	205	673.5	Y	10			Y	300	30	
NORTH OTTAWA CO	239	644.5	Y	20	Y		Y	240	12	
HOLCOMB	363	636.5	Y	100	Y		Y	1,000	15	
SOUTH BROWN CO	430	630.9	Y	NO MAX	Y			500	NO MAX	
HUMBOLDT	258	630.5	Y	30	Y	Y	Y	2,775	93	
CHERRYVALE	447	622.0	Y	NO MAX	Y		Y	NO MAX	15	
S.E. OF SALINE	306	617.5	Y	15			Y	150	10	
WAKEENEY	208	605.5	Y	60	Y	Y	Y	NO MAX	35	
OSAGE CITY	420	605.0	Y	20	Y		Y	1,880	94	
SILVER LAKE	372	595.0	Y	10			Y	250	25	
NORTHEAST	246	586.0	Y	40	Y			800	20	
VERMILLION	380	585.0	Y	90	Y	Y	Y	1,800	20	
LEOTI	467	571.0	Y	10	Y			200	20	
CIMARRON-ENSGN	102	554.0	Y	70	Y	Y	Y	1,500	30	
ELLINWOOD	355	553.6	Y	45	Y	Y		1,150	26	
MARION	408	552.8	Y	10			Y	100	10	
CHASE COUNTY	284	548.0	Y	10	Y		Y	100	10	
JAYHAWK	346	539.5	Y	90	Y	Y	Y	NO MAX	NO MAX	
OSKALOOSA	341	521.5	Y	60	Y	Y	Y	2,700	45	
HILL CITY	281	519.5	Y	90	Y	Y		1,800	20	
MCLOUTH	342	509.0	Y	12			Y	600	50	
LEBO-WAVERLY	243	505.5	Y	23	Y	Y		1,035	45	
SUBLETTE	374	502.5	Y	NO MAX	Y		Y	NO MAX	NO MAX	
SOUTH LYON CO	252	500.5	Y	60	Y			1,800	30	
WATHENA	406	491.0	Y	10	Y			400	40	
RMNGTN-WHT/WATER	206	489.5	Y	60	Y		Y	1,500	25	
TWIN VALLEY	240	486.0	Y	30	Y	Y	Y	300	10	
FAIRFIELD	310	481.0	Y	NO MAX	Y		Y	NO MAX	20	
CENTRAL HEIGHTS	288	480.0	Y	100	Y	Y	Y	1,500	15	
UNIONTOWN	235	475.5	Y	65	Y	Y	Y	650	10	
OSWEGO	504	473.0	Y	NO MAX	Y		Y	NO MAX	NO MAX	
VALLEY FALLS	338	467.6	Y	90	Y			2,250	25	
CONWAY SPRINGS	356	456.5	Y	10			Y	200	20	
LINCOLN	298	437.5	Y	23	Y		Y	NO MAX	20	
WEST ELK	282	432.0	Y	10			Y	400	20	
ST JOHN-HUDSON	350	429.0	Y	NO MAX	Y	Y	Y	NO MAX	NO MAX	
JACKSON HEIGHTS	335	428.5	Y	36	Y		Y	600	50	
COMANCHE CO	300	423.0	Y	10	Y	Y	Y	100	10	
FRONTENAC	249	421.5	Y	70	Y	Y		1,050	15	
GREENSBURG	422	418.1	Y	10			Y	100	10	
SYRACUSE	494	412.0	Y	60	Y			600	10	
SEDGWICK	439	409.0	Y	NO MAX			Y	180	NO MAX	
VALLEY HEIGHTS	498	408.0	Y	30	Y	Y	Y	300	10	
OXFORD	358	406.0	Y	10	Y	Y	Y	200	20	
INMAN	448	403.0	Y	100	Y			500	5	
VICTORIA	432	397.0	Y	75	Y	Y	Y	3,000	40	
BARNES	223	389.5	Y	30	Y			600	20	
TROY	429	388.0	Y	32	Y	Y	Y	650	20	
REPUBLICAN VLY	224	385.5	Y	60	Y	Y	Y	600	10	
ALTOONA-MIDWAY	387	385.5	Y	10			Y	300	30	
SKYLINE	438	368.0	Y	NO MAX			Y	NO MAX	25	
QUINTER	293	345.5	Y	15			Y	600	40	
GREELEY COUNTY	200	338.7	Y	10	Y			500	50	
BURLINGAME	454	334.0	Y	60	Y			NO MAX	35	
AXTELL	488	331.0	Y	NO MAX			Y	NO MAX	10	
CUNNINGHAM	332	320.5	Y	NO MAX			Y	NO MAX	20	
CHETOPA	505	313.0	Y	NO MAX			Y	NO MAX	23	
MARAIS DES CYGNE	456	310.0	Y	10				250	25	
LEROY-GRIDLEY	245	307.0	Y	60	Y	Y	Y	1,350	23	
CENTRE	397	300.0	Y	70	Y		Y	1,050	15	
STAFFORD	349	292.5	Y	10			Y	250	25	
CREST	479	292.5	Y	45	Y		Y	NO MAX	148	
MADISON-VIRGIL	386	292.0	Y	15			Y	225	15	
BURRTON	369	280.5	Y	60	Y	Y	Y	900	15	
SOUTHERN CLOUD	334	258.0	Y	11	Y		Y	138	13	
INGALLS	477	254.0	Y	NO MAX	Y		Y	NO MAX	50	
PRETTY PRAIRIE	311	253.0	Y	10	Y	Y	Y	150	15	
LOGAN	326	234.5	Y	NO MAX			Y	NO MAX	NO MAX	
CLAFLIN	354	233.5	Y	NO MAX	Y	Y	Y	325	10	
ELWOOD	486	227.6	Y	10	Y		Y	420	42	
SOUTH HAVEN	509	224.5	Y	70	Y	Y	Y	3,360	48	

KASB RESEARCH DEPARTMENT
1988-89 PAYMENT FOR UNUSED SICK LEAVE INFORMATION

USD NAME	USD #	88-89 FTE ENR	-----PAY FOR UNUSED SICK LEAVE-----						MAXIMUM DOLLARS	MAXIMUM DOLLARS/DAY
			PAY UNUSED	MAXIMUM DAYS	RETIRE	RESIGN	DEATH	EXCESS OTHER		
ATTICA	511	222.0	Y	60	Y	Y		720	12	
MONTEZUMA	371	220.0	Y	50		Y		500	10	
ARGONIA	359	214.5	Y	12	Y		Y	120	10	
CHEYLIN	103	213.0	Y	10			Y	200	20	
WEST SMITH CO	238	213.0	Y	50	Y		Y	6,500	NO MAX	
BLYVILLE-ST.BEN	451	211.5	Y	15	Y		Y	375	25	
MIDWAY	433	211.0	Y	12			Y	480	40	
WHITE ROCK	104	198.5	*Y	40	Y	Y	Y	200	5	
CEDAR VALE	285	198.5	Y	60		Y		1,500	25	
ELK VALLEY	283	185.0	*Y	10			*Y	300	30	
CHASE	401	171.5	Y	10			Y	200	20	
BREWSTER	314	149.5	Y	45	Y	Y		1,350	30	
MOSCOW	209	138.4	Y	10			Y	100	10	
HILLCREST	455	133.0	Y	15	Y	Y		450	30	
HAMILTON	390	131.0	*Y	NO MAX			Y	NO MAX	30	
COPELAND	476	122.5	Y	30	Y	Y		300	10	
SHAWNEE MISSION	512	28,876.8	*N							
OLATHE	233	12,682.7	*N							
JUNCTION CITY	475	6,587.0	N							
MANHATTAN	383	5,915.7	N							
DODGE CITY	443	4,218.9	N							
AUBURN-WASHBURN	437	3,577.5	N							
LIBERAL	480	3,468.5	*N							
SHAWNEE HEIGHTS	450	3,318.8	N							
GREAT BEND	428	3,257.3	N							
NEWTON	373	3,201.6	N							
COFFEYVILLE	445	2,761.6	N							
EL DORADO	490	2,042.4	N							
WELLINGTON	353	1,938.0	*N							
GODDARD	265	1,902.0	N							
MULVANE	263	1,802.6	N							
FT. LEAVENWORTH	207	1,659.0	N							
GARDNER	231	1,647.5	N							
ULYSSES	214	1,556.5	N							
LANSING	469	1,554.0	N							
GOODLAND	352	1,225.5	*N							
SANTA FE TRAIL	434	1,206.1	N							
COLBY	315	1,204.5	N							
HIAWATHA	415	1,148.5	N							
HAVEN	312	1,126.0	N							
ERIE-ST. PAUL	101	1,109.5	*N							
GIRARD	248	1,093.0	N							
ANTHONY-HARPER	361	1,035.0	N							
COUNCIL GROVE	417	1,015.5	N							
GARNETT	365	976.5	N							
PRAIRIE VIEW	362	815.2	N							
LINDSBORG	400	814.5	N							
BARBER CO NORTH	254	800.0	N							
NEODESHA	461	735.0	N							
HOISINGTON	431	731.0	N							
EUREKA	389	726.5	N							
ELLSWORTH	327	723.0	N							
RIVERTON	404	715.0	N							
HALSTEAD	440	708.5	N							
GALENA	499	700.0	N							
WELLSVILLE	289	677.6	N							
BELLE PLAINE	357	676.5	N							
EASTON	449	642.5	N							
SMITH CENTER	237	638.0	N							
BELLEVILLE	427	622.5	N							
ELKHART	218	585.5	N							
HILLSBORO-DURHAM	410	583.5	N							
WESTMORELAND	323	582.5	N							
HERINGTON	487	580.1	N							
OBERLIN	294	578.0	N							
WABAUNSEE EAST	330	576.0	N							
YATES CENTER	366	572.0	N							
KISMET-PLAINS	483	561.0	N							
WACONDA	272	551.5	N							
RILEY COUNTY	378	534.5	*N							
CHENEY	268	531.5	*N							
STERLING	376	521.9	*N							
STANTON COUNTY	452	520.0	*N							
HOXIE	412	519.0	*N							
MILL CREEK VLLY.	329	501.9	N							
LORRAINE	328	496.0	*N							
CHAUTAUQUA CO	286	482.5	N							
PLAINVILLE	270	481.5	*N							
OAKLEY	274	478.1	N							
ATWOOD	318	467.7	N							
ST. FRANCIS	297	436.0	N							
WASHINGTON	222	420.5	N							
MOUNDRIDGE	423	415.5	N							
JEFF CO NORTH	339	414.0	N							
ONAGA-HVLLLE-WHTN	322	413.0	N							
PLEASANTON	344	410.0	N							
STOCKTON	271	409.5	*N							
MEADE	226	403.0	N							
CENTRAL	462	400.2	N							
CANTON-GALVA	419	396.0	N							
PEABODY-BURNS	398	394.5	N							
KINSLEY-OFFERLE	347	387.9	N							
LITTLE RIVER	444	375.0	N							
RURAL VISTA	481	369.5	*N							
SATANTA	507	368.4	N							
NEMAHA VALLEY	442	362.7	N							
LACROSSE	395	362.5	*N							
LYNDON	421	362.5	N							
ELLIS	388	362.0	N							
DIGHTON	482	360.5	*N							
UDALL	463	356.0	N							
ELL-SALINE	307	349.5	N							

KASB RESEARCH DEPARTMENT
1988-89 PAYMENT FOR UNUSED SICK LEAVE INFORMATION

USD NAME	USD #	88-89 FTE ENR	-----PAY FOR UNUSED SICK LEAVE-----					MAXIMUM DOLLARS	MAXIMUM DOLLARS/DAY
			PAY UNUSED	MAXIMUM DAYS	RETIRE	RESIGN	DEATH		
OTIS-BISON	403	338.0	N						
NESS CITY	303	336.7	N						
WALLACE COUNTY	241	315.0	N						
SOUTH BARBER CO	255	313.5	N						
MARMATON VALLEY	256	310.5	N						
CALDWELL	360	305.0	N						
MANKATO	278	300.0	N						
MACKSVILLE	351	299.0	N						
BUCKLIN	459	292.0	*N						
SOLOMON	393	289.5	N						
HIGHLAND	425	283.0	*N						
BLUE VALLEY-RNDH	384	259.5	N						
SPEARVILLE	381	255.0	N						
DEERFIELD	216	253.0	N						
GOESSEL	411	249.6	*N						
PIKE VALLEY	426	247.0	N						
ASHLAND	220	245.0	N						
FLINTHILLS	492	241.0	N						
JETMORE	227	240.0	N						
ROLLA	217	220.0	N						
SYLVAN GROVE	299	213.0	N						
JEWELL	279	200.5	N						
GRAINFIELD	292	199.5	N						
SMOKY HILL	302	198.0	N						
MINNEOLA	219	194.0	*N						
PALCO	269	190.0	N						
NORTHERN VALLEY	212	189.0	*N						
LEWIS	502	184.0	N						
NORTH CENTRAL	221	178.0	N						
PARADISE	399	167.0	N						
EASTERN HEIGHTS	324	166.5	N						
DEXTER	471	163.5	N						
FOWLER	225	161.5	*N						
HAVILAND	474	156.0	N						
PAWNEE HEIGHTS	496	152.0	N						
HANSTON	228	148.5	*N						
GRINNELL	291	144.0	N						
GOLDEN PLAINS	316	142.5	*N						
BAZINE	304	128.7	N						
PRAIRIE HEIGHTS	295	128.0	*N						
W.GRAH-MORLAND	280	126.0	N						
TRIPLAINS	275	117.0	*N						
W.SOLOMON VALLEY	213	116.5	N						
MULLINVILLE	424	116.5	N						
HEALY	468	109.5	N						
WESKAN	242	103.0	N						
NES TRE LA GO	301	95.5	N						
HERNOON	317	74.0	*N						
TOTALS OF YES RESPONSES			169	121	57	77	62	32	

* MEANS NOT NEGOTIATED



HB 2310

Testimony presented before the House Committee on
Pensions, Investments and Benefits
by Charles L. Stuart, Legislative Liaison
United School Administrators of Kansas

March 14, 1989

Mister Chairman and members of the committee:

The United School Administrators of Kansas opposes HB 2310. Pay for accumulated sick leave is an issue covered in the Professional Negotiations Law. Many districts have dealt with this issue through the negotiation process or voluntary adoption of Board policy.

We believe such legislation subverts the Professional Negotiation law and unduly limits local Boards of Education in dealing with reimbursement for accumulated sick leave.

We, therefore, urge the defeat of HB 2310.

CLS/ed

*House P.I.B.
3-14-89
ATTACHMENT 4*

STATE OF KANSAS



TOPEKA

HOUSE OF
REPRESENTATIVES

COMMITTEE ASSIGNMENTS
MEMBER: GOVERNMENTAL ORGANIZATION
EDUCATION
PUBLIC HEALTH AND WELFARE
LEGISLATIVE EDUCATIONAL
PLANNING COMMISSION

JESSE J. HARDER
REPRESENTATIVE, ONE HUNDRED AND THIRD DISTRICT
636 N. MAIN
BUHLER, KANSAS 67522

TO: House Committee on Pensions, Investments and Benefits
FROM: Jess Harder, State Representative, District 103
DATE: March 14, 1989
SUBJECT: House Bill No. 2217, an act concerning the Kansas
Public Employees Retirement System; relating to
past retirement benefit increases for certain members.

Mr. Chairman and members of the committee.

From time to time when retirement benefit bills have been considered I have been concerned about those who retired some years ago when wages and salaries were much lower and whose retirement benefits, consequently, are very small. For such persons a percentage increase is insignificant.

HB 2217 takes a different approach, that of a dollar increase rather than a percentage. It would provide a \$25.00 per month increase for all school and non-school retirees who retired prior to January 1, 1969. About 2,950 retired public employees would benefit if the bill becomes law.

The bill does not apply to Kansas police and firefighters retirement system and the retirement system for judges. Nor does it apply to members of the legislature, pursuant to K.S.A. 74-4998 et seq., the bill we passed in the 1988 session.

A \$25.00 per month increase is a modest amount but I think it would be something of a boost for those who retired more than 20 years ago and whose increases in living cost have far outstripped occasional percentage increases in their KPERS benefits.

Mr. Chairman, I appreciate the hearing on HB 2217 and thank you for the opportunity to present this testimony.

*House P.I.B.
3-14-89
ATTACHMENT 5*

KANSAS PUBLIC EMPLOYEES RETIREMENT SYSTEM

LEGISLATIVE DATA SHEET

HB 2217
(Bill Number)

Representatives Harder, Baker, Barkis, Barr, Bowden,
(Sponsor)

EFFECTS OF BILL:

Brady, Branson, Brown, Buehler, Campbell, Eckert,
Flottman, Fry, Green, Grotewiel, Hamm, Helgerson,
Hurt, Krehbiel, Lacey, Larkin, Littlejohn, Lowther,
Lynch, O'Neal, Pottorff, Ramirez, Reinert, Reinhardt*

The above legislation would provide that effective July 1, 1989, retirement benefits for members who had retired prior to January, 1969 from KPERS or the Kansas City, Kansas School Retirement System would be increased \$25 per month.

FISCAL IMPACT:

Our actuaries have indicated that should House Bill 2217 be enacted it would increase the employer contribution rate by .02% which would require additional employer contributions in the first year for the state of \$394,000 and for local units of government \$86,000.

There would be no administrative cost ramifications to House Bill 2217.

*Rezac, Russell, Sader, Schauf, Shumway, Smith,
Sughrue, Wagnon, Webb, Whiteman, Wiard, Wilbert
and Wisdom

February 16, 1989
(Date)

Jack L. Hawn, Deputy Executive Secretary
(Source)
Martin E. Segal Co.

HOUSE BILL No. 2217

PROPOSED AMENDMENTS TO HOUSE BILL NO. 2217

By Representatives Harder, Baker, Barkis, Barr, Bowden, Brady, Branson, Brown, Buehler, Campbell, Eckert, Flottman, Fry, Green, Grotewiel, Hamm, Helgerson, Hurt, Krehbiel, Lacey, Larkin, Littlejohn, Lowther, Lynch, O'Neal, Pottorff, Ramirez, Reinert, Reinhardt, Rezac, Russell, Sader, Schauf, Shumway, Smith, Sughrue, Wagnon, Webb, Whiteman, Wiard, Wilbert and Wisdom

2-7

22 AN ACT concerning the Kansas public employees retirement system;
23 relating to postretirement benefit increases for certain members.

24 *Be it enacted by the Legislature of the State of Kansas:*

25 Section 1. (a) The retirement benefit, pension or annuity pay-
26 ments accruing after June 30, 1989, to each retirant and each local
27 school annuitant entitled to receive such payments on January 1,
28 1988, shall be increased permanently by \$25, from the retirant's
29 retirement system or the local school annuitant's separate retirement
30 system maintained by a local school district, and shall be paid by
31 such retirement system to the retirant or by such separate retirement
32 system maintained by a local school district to the local school an-
33 nuitant during such period. All such increased payments to local
34 school annuitants shall be paid by the local school district maintaining
35 a separate retirement system and such payments shall be made at
36 no additional cost to any employer other than the local school district.

37 (b) As used in this section:

38 (1) "Retirant" means (A) any person who is a member of a re-
39 tirement system and who retired prior to January 1, 1969, (B) any
40 person who is a special member of a retirement system and who
41 retired prior to January 1, 1969, and (C) any person who is a joint
42 annuitant or beneficiary of any member described in clause (A) or
43 any special member described in clause (B).

44 (2) "Retirement system" means the Kansas public employees re-
45 tirement system, except for a member of the legislature who elected

House P.I.B. 3-14-89 ATTACHMENT C

46 to become a special member of the retirement system pursuant to
 47 K.S.A. 74-4998b *et seq.* and amendments thereto, and the state
 48 school retirement system. Retirement system shall not include the
 49 Kansas police and firemen's retirement system and the retirement
 50 system for judges.

51 (3) "Local school annuitant" means (A) any person who is an
 52 annuitant with 10 or more years of service, who is receiving an
 53 annuity from a school district maintaining a separate retirement sys-
 54 tem, whose annuity is not included, in whole or in part, in payments
 55 made to such school district under K.S.A. 72-5512b and amendments
 56 thereto and who is not a member of a group I or of group II as
 57 defined in K.S.A. 72-5518 and amendments thereto, and (B) any
 58 person who is receiving an annuity from a school district maintaining
 59 a separate retirement system which is receiving an aggregate pay-
 60 ment from the Kansas public employees retirement system under
 61 K.S.A. 72-5512b and amendments thereto and who retired prior to
 62 January 1, 1969.

63 Sec. 2. This act shall take effect and be in force from and after
 64 its publication in the statute book.

Sec. 2. (a) The retirement benefit, pension or annuity payments accruing after June 30, 1989, to each retirant and each local school annuitant entitled to receive such payments on January 1, 1988, shall not be less than \$25, from the retirant's retirement system or the local school annuitant's separate retirement system maintained by a local school district, and any increase in such retirement benefit, pension or annuity payment required by this section shall be paid by such retirement system to the retirant or by such separate retirement system maintained by a local school district to the local school annuitant during such period. All such increased payments to local school annuitants shall be paid by the local school district maintaining a separate retirement system and such payments shall be made at no additional cost to any employer other than the local school district.

(b) As used in this section:

(1) "Retirant" means (A) any person who is a member of a retirement system and who retired prior to January 1, 1988, (B) any person who is a special member of a retirement system and who retired prior to January 1, 1988, and (C) any person who is a joint annuitant or beneficiary of any member described in clause (A) or any special member described in clause (B).

(2) "Retirement system" means the Kansas public employees retirement system, except for a member of the legislature who elected to become a special member of the retirement system pursuant to K.S.A. 74-4998b *et seq.* and amendments thereto, and the state school retirement system. Retirement system shall not include the Kansas police and firemen's retirement system and the retirement system for judges.

(3) "Local school annuitant" means (A) any person who is an annuitant with 10 or more years of service, who is receiving an annuity from a school district maintaining a separate retirement system, whose annuity is not included, in whole or in part, in payments made to such school district under K.S.A. 72-5512b and amendments thereto and who is not a member of a group I or of group II as defined in K.S.A. 72-5518 and amendments thereto, and (B) any person who is receiving an annuity from a school district maintaining a separate retirement system which is receiving an aggregate payment from the Kansas public employees retirement system under K.S.A. 72-5512b and amendments thereto and who retired prior to January 1, 1988.



Kansas Public Employees Retirement System

MARSHALL CROWTHER, Executive Secretary

March 1, 1989

Representative Jess Harder
Statehouse, Room 284-W
Topeka, Kansas 66612

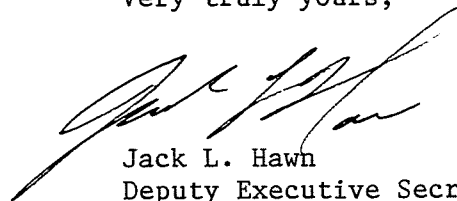
Dear Representative Harder:

You had requested that the retirement system get an estimate of the cost to provide a \$25 per month minimum benefit.

Our actuary has advised us that this would increase the employer contribution rate for both the state and local units of government by .004%. This would require additional annual employer contributions by the state of \$79,000 and \$18,000 for local units of government.

If you have any additional questions, please let me know.

Very truly yours,



Jack L. Hawn
Deputy Executive Secretary

JLH/pl

*House P.I.B.
3-14-89
ATTACHMENT 7*



Kansas Retired Teachers Association

YOUNG HEARTS  STILL SERVING



1988 - 1989

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Independence, KS 67301
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President Elect
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Independence, KS 67301
Phone 316-331-7459

Members of the House Pensions & Investments Committee:

My name is Basil Covey and I represent Kansas Retired Teachers Association.

We support HB 2217 because it addresses the standard of living problem of the older retired teacher.

The \$25 increase represents more income to the retiree than a cost of living percent.

We feel that HB 2217 is an excellent framework to build on in helping the older retiree.

We suggest that the years of coverage should be expanded and the increase in dollars should be increased.

The Leavenworth Retired Teachers and the KRTA Legislative Committee have been working together to improve the lot of the older retired teachers. Research provided by the LRTA brought this problem to our attention. Their research disclosed that in the 50 local units in Kansas there are over 5000 retired teachers in the low poverty level. The LRTA found that last year 167 retired teachers died in this low poverty level.

It is not to the credit of Kansas to allow its public servants to die in poverty.

We support HB 2217 as a means, with some changes, to increase the standard of living of the older retired teachers.

Thank you,

Basil Covey
Basil Covey
Chairman, KRTA
Legislative Committee

*House P.I.C.
3-14-89
ATTACHMENT 8*

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James McCollam
Box 6
Weir, KS 66761

RETIRED TEACHER DEATHS

Jan.	27	Alice Short	Harper	89
		Eveleen Weiss	Hutchinson	84
		Maxine Awalt	Yates Center	83
"	28	Beulah Mogzer	Topeka	82
"	29	Lotavon Gunten	Topeka	86
		Bernice Snider	Topeka	86
		Lynn Bussey	Topeka	68
"	30	Hazel Lewis	Johnson	88
		Thelma Book	Salina	85
		Hazel Hinshaw	Rose Hill	87
"	31	Elsie Baber	Newton	91
		Mahlon Delp	Kan. City	85
Feb.	1	Ruth Freeman	Sabetha	87
		Loye Olmsted	Kiowa	76
		Faye Garber	Wichita	84
		Marilynn Aufdemberge	Leawood	60
"	2	Mattie Broughton	Caney	92
		Rita Rolf	Harper	78
		Ollie Thomas	Winfield	89
"	3	Ruth Schwarm	Greensburg	91
"	4	Verna Ward	Osawatomie	82
"	6	Selma Cox	Richmond	83
		Mary Ross	Topeka	84
		Helen Gill	Great Bend	81
"	7	Alice McGraw	Holton	86
		Joe Mongeau	Zurich	74
		Pearl Rhine	Winfield	84
"	8	Dorothy Mehl	Detroit	69
"	10	Morris McDonald	Abilene	85
		Leonard Nelson	Assaria	91
		Rachel Girvin	Cleveland	97
		Lois Hutchison	Augusta	89
"	13	Lota Mohler	Topeka	83
		Eileen Beam	Ottawa	82
		Mary McAttee	Council Gove	76
		Janet Baker	Marysville	61
"	14	Laverne Brownlee	Lawrence	83
		Myrtle Springgate	Wellington	85
		Ralph Johnson	Lenexa	89
		Everette Varner	Orange, Cal.	83

KPERs
KRTA & LARTA PLAN FOR RETIREES

Year Retired	1% - 1¼% Years Service	Per Year Salary at Retirement	Age at Ret.	1st Pension Check	Pension Check Jan. 1988	Increase for all Years	KRTA & LARTA Plan Increase for 1989	Total Salary 1926-1976 - 60% 1977-1982 - 30% 1983-1985 - 5% 1986-1987 - 3%	% Increase	\$50.00 Raise	1989 Payment	
1926-1987	PERFORMANCE						*	60% KRTA & LARTA *	*			
1963	39 YRS	\$ 6,500.	61	\$ 80.	\$230.	\$150.	\$138.	\$ 368	--	50.	280	
1966	20 YRS	\$ 6,000.	70	\$ 18.	\$188.	\$165.	\$113.	\$ 301.	--	50.	238	
1967	22 YRS	\$ 8,000.	65	\$ 127.	\$170.	\$ 43.	\$102.	\$ 272.	--	50.	220	
1968	25 YRS	\$ 8,000.	64	\$ 155.	\$250.	\$ 95.	\$150.	\$ 400.	--	50.	300	
1969	25 YRS	\$ 8,000.	65	\$ 155.	\$185.	\$ 30.	\$111.	\$ 296.	--	50.	235	
1970	25 YRS	\$10,000.	66	\$ 220.	\$283.	\$ 62.	\$170.	\$ 453.	--	50.	333	
1971	27 YRS	\$11,000.	65	\$ 231.	\$286.	\$ 55.	\$172.	\$ 458.	--	50.	336	
1972	43 YRS	\$10,000.	66	\$ 325.	\$487.	\$162.	\$292.	\$ 774.	--	50.	537	
1973	26 YRS	\$19,000.	63	\$ 196.	\$285.	\$109.	\$171.	\$ 456.	--	50.	325	
1974	30 YRS	\$12,000.	65	\$ 280.	\$320.	\$ 40.	\$125.	\$ 449.	--	50.	370	
1975	15 YRS	\$12,000.	65	\$ 135.	\$184.	\$ 49.	\$110.	\$ 294.	--	50.	234	
1976	27 YRS	\$12,000.	62	\$ 160.	\$186.	\$ 26.	\$112.	\$ 298.	--	50.	236	
1977	29 YRS KS	\$14,000.	57	\$ 250.	\$283.	\$ 33.	\$ 85.	\$ 368.	--	50.	333	
1978	21 YRS	\$14,000.	65	\$ 217.	\$290.	\$ 73.	\$ 87.	\$ 377.	--	50.	340	
1979	33 YRS	\$15,000.	62	\$ 220.	\$260.	\$ 40.	\$ 78.	\$ 338.	--	50.	310	
1980	30 YRS	\$15,000.	61	\$ 285.	\$320.	\$ 35.	\$ 96.	\$ 416.	--	50.	370	
1981	26 YRS	\$17,000.	61	\$ 300.	\$340.	\$ 40.	\$102.	\$ 443.	--	50.	390	
1982	24 YRS	\$19,000.	62	\$ 299.	\$325.	\$ 26.	\$ 98.	\$ 423.	--	50.	375	
1983	30 YRS	\$25,000.	65	\$ 544.	\$655.	\$111.	\$ 33.	\$ 688.	--	26.	686	
1984	37 YRS	\$28,000.	65	\$ 790.	\$860.	\$ 70.	\$ 43.	\$ 903.	--	34.	894	
1985	29 YRS	\$39,000.	64	\$ 714.	\$738.	\$ 24.	\$ 37.	\$ 775.	4%	30.	768	
1986	44 YRS	\$26,000.	62	\$1,040.	----	----	\$ 31.	\$1071.	2%	21.	1099	
1987	43 YRS	\$32,000.	68	\$1,114.	----	----	\$ 33.	\$1147.	2%	23.	1190	

KRTA - Kansas Retired Teacher's Association -
Legislative Chairman-Basil Covey

LARTA - Leavenworth Area Retired Teacher's Association -
Legislative Chairman - Margaret M. Cochrun

(1926 - 1982) - \$50. a month increase.

(1983 - 1985) - 4% a month increase.

(1985 - 1988) - 2% a month increase.

Four Counties - Research

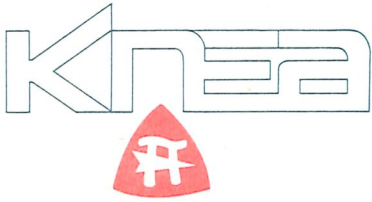
KANSAS STATE RETIRED TEACHERS ASSOCIATIONS

Below
Assoc. Mem.

<u>DIST.</u>	<u>NAME-AREA</u>	<u>TREASURER</u>	<u>TELEPHONE</u>	<u>K PERS MEMBERS</u>	<u>NON MEMBERS</u>	<u>TOTAL - K PERS</u>	<u>TOTAL MEMBERS OF ASSOC.</u>
II	1. Abilene, KS	Alice Loudon	(913) 922-6588	136 +	7 =	143	166
VI	2. Allen County	G. Scott Harman	(316) 365-3452	62 +	2 =	64	71
V	3. Arkansas Area	Lucille Barton	(316) 442-1824	108 +	0 =	108	123
III	4. Atchison County	Ruth Bushman	(913) 872-3153	28 +	0 =	28	26
IV	5. Barton County, KS	Cecil Dryer	(316) 793-6745	128 +	30 =	158	123
VI	6. Bourbon County, KS	Alice Freemster	(316) 223-8846	99 +	8 =	107	99
II	7. Brown County	Genevieve Strahan	(913) 742-2703	59 +	1 =	60	59
V	8. Butler County	L.U. West	(316) 321-3156	162 +	0 =	162	163
VI	9. Chanute, KS	Dorothy Hibbs	(316) 431-4985	99 +	3 =	102	107
II	10. Clay County	Dorothy Gerandy	(913) 632-5740	29 +	1 =	30	46
VI	11. Coffeyville Area	Aladayne Locke	(316) 251-5054	114 +	24 =	138	217
VI	12. Columbus Area	James McCollam	(316) 396-8980	57 +	0 =	57	59
V	13. Derby Area	Arnold Emerson	(316) 788-2605	25 +	4 =	29	27
III	14. Doniphan County	Lucille Jeschke	(913) 983-2465	26 +	1 =	27	34
IV	15. Dodge City	Shirley Vieux	(316) 227-7269	124 +	0 =	124	129
III	16. Douglas County	Alpha Lusk	(913) 843-9283	105 +	0 =	105	157
I	17. Ellis County	Jean McCurdy	(913) 726-4929	36 +	9 =	45	62
VI	18. Emporia Area	Wanda Franzen	(316) 342-6624	192 +	0 =	192	216
IV	19. Sunflower-Garden City	Mildred DeFord	(316) 275-5246	55 +	0 =	55	53
VI	20. Greenwood-Elk County	Gladys Beuchat	(316) 583-6866	56 +	15 =	71	61
IV	21. Harper County	Evelyn Francis	(316) 896-2480	30 +	7 =	37	41
V	22. Hutchinson Area	Ruby Munger	(316) 662-9377	206 +	0 =	206	244
II	23. Jackson County	Earl Dell	(913) 364-2863	22 +	0 =	22	31
III	24. Johnson County	Frances Beaver	(913) 631-6729	250 +	45 =	295	262
II	25. Junction City-Geary Co.	Helen Gugler	(913) 238-4918	71 +	6 =	77	79
III	26. Kansas City, KS	Charles Ireland	(913) 287-8412	192 +	70 =	262	296
III	27. Leavenworth Area	Joseph Barnes	(913) 682-6791	126 +	20 =	146	136
I	28. McPherson, KS	John Sheets	(316) 241-0510	204 +	3 =	207	205
II	29. Manhattan Area	Doris Setterquist	(913) 539-4968	98 +	7 =	105	140
V	30. Marian County	Alma Hilsenleck	(316) 382-2916	43 +	0 =	43	38
III	31. Miami County	Ethel Saridge	(913) 294-2060	64 +	3 =	67	72
V	*32. Mulvane, KS	Hazel Craig	(316) 777-4359	16 +	9 =	25	17
II	33. Memaha County	Hazel Strahm	(913) 336-3916	18 +	0 =	18	35
I	34. Northwest KS	Beulah Flanager	(913) 462-2313	10 +	0 =	10	40
V	35. Newton Unit	Orville Penner	(316) 283-0376	92 +	2 =	94	92
III	36. Ottawa Area	Nellie Gingree	(913) 242-4421	108 +	0 =	108	115
IV	37. Pratt county	Miriam Eads	(316) 672-2909	61 +	0 =	61	64
I	38. Republic County	Frances Gritten	(913) 361-2901	47 +	9 =	56	48
V	39. Rice County	Marjorie Smith	(316) 257-5072	27 +	16 =	43	68
I	40. Russell County	Dorothy Campbell	(913) 483-4432	24 +	7 =	31	31
I	41. Salina Area	John Page	(913) 827-5081	222 +	21 =	243	250
IV	42. Seward County	Fae Pruitt	(316) 624-5207	42 +	6 =	48	49
I	43. Smith County	Thesta McColey	(913) 282-3873	38 +	16 =	54	41
I	44. Smoky Valley	Oren Daniels	(913) 227-2232	10 +	0 =	10	40
IV	45. South Central KS	Jennie McKinley	(316) 886-3601	19 +	3 =	22	21
VI	46. Southeast KS	Wilma Troxel	(316) 231-9628	117 +	10 =	127	145
II	47. Topeka, KS	Jesse Teal	(913) 272-0930	422 +	202 =	624	699
V	48. Wellington, KS	Lucille Jones	(316) 326-3560	39 +	0 =	39	48
V	49. Wichita, KS	Opal Fields	(316) 722-4458	304 +	14 =	318	915
VI	50. Woodson County	Margaret Wilson	(316) 625-2557	21 +	6 =	27	29

5235 (+-)

TOTAL MEMBERS OF ASSOC. (Handwritten)



Craig Grant Testimony Before The
House Pensions, Investments & Benefits Committee
Tuesday, March 14, 1989

Thank you, Mr. Chairman. I am Craig Grant and I represent Kansas-NEA. I appreciate this opportunity to visit with the committee about HB 2217.

Kansas-NEA supports HB 2217 as we do most bills which provide enhanced retirement benefits for those who have already retired. The fiscal note on this bill is not great, but it would be a nice gesture to those who retired prior to 1969, recognizing that many of these people do not receive large pensions.

We cannot go back and increase low salaries for these deserving people during their working days; what we can do is provide them a slight increase in pensions which will let them know that the state at least cares about their well-being. The cost of living increases have been beneficial, but this ad hoc increase will certainly send a good message to these former employees.

Kansas-NEA supports HB 2217 and asks that the committee report the bill favorably. Thank you for listening to the concerns of our members.

*House P.I.B.
3-14-89
ATTACHMENT 9*

Good Morning

Mr. Chairperson
Assistant Chairperson
Members of the Pensions, Investments, and
Benefits Committee
Visitors and Friends

I, Margaret M. Cochrun, Legislative Chairman for the Leavenworth Retired Teachers Association of Leavenworth County have conducted research for the last year. In my research I used a comparison of four counties. People were selected at random, and you have a chart made from these results. A number of government employees were used in the comparison. It compares what the older teacher or employee is getting for a Pension today with what has been done in the past sixty (60) years. Why is this true? I have listed a few reasons:

1. Teachers who joined the old Kansas State Retirement System received a very low salary. They paid in 3% of \$4,000. or \$120. a year.
2. Teachers were granted 15 years of service only when the system came into effect in (1940-41).
3. Each teacher had to have 25 years of service to draw a 100% Pension or \$160. a month. In later years they gave credit to those who had 35 years of service.
4. Pensions were figured on 1% of the average salary, times the years of service. Wages were low and many teachers were required to retire at age 70.

5. The Economic and Financial conditions were changed. In 1926 the average salary was about \$60. a month, or \$480. a year.

6. Many teachers had a break in service over the years and this had an effect on their Pension.

7. In 1940-41 many teachers were only earning \$100. a month. Due to drouth all teachers took a reduction of \$25.00 a month. Some had to retire on the reduced plan.

8. Today, every time the Federal or State government needs a tax increase for more money, they take it from the elderly. Money saved is taxed, money earned is taxed, and every health program needs the old to volunteer. And they need to work to live.

Education is a profession. For many years this was true, but now it seems to have been forgotten and placed on the shelf. We need to be reminded that education is a continuing process.

As an example, I will relate my own situation. I started teaching in 1926 at Oakdale No. 10, Baldwin City, Kansas just after graduation from Lawrence High School. I was required to take a state test in thirteen subjects. This gave me a second class certificate. The next summer after continued schooling I took another state test, which gave me a first class certificate. This continued on for a number of years until I finally secured a B.S. and M.S. in Education, with 20 hours toward my doctorate degree. Remember, I said Teaching is a continuing process. It takes time and most of the money you make to complete your education.

I came from a large family that lived on a farm ten miles from Lawrence. I had to help my father farm and this certainly kept me healthy and well. Today that farm is part of the Clinton Dam. To teach, you need more than just the ability to use books.

I married in 1930, and stayed out of the teaching profession for a year, but left my money in the Pension fund. At the time the Kansas Retirement System was established, my husband was drafted into the army. I took a leave of absence and went with him. My Kansas education was certainly a help to me. My husband's first pay check in the service was \$21.00. I had to go to work. For the next three years I maintained a job in the Finance Office at Camp Stewart, Georgia. Later I worked behind closed doors as a comptometer in the Republic Aircraft office in Long Island, New York. After the war ended, I helped open the Separation Center at Camp Gordon, Georgia. From there I was transferred to Ft. Leavenworth's Finance Office where I remained until its doors closed.

Due to a transfer, I accepted the position for one year at the General Accounting Office in St. Louis, Mo. I did not want to be separated from my husband, so I returned to Leavenworth and I went back to teaching.

In 1947, I was teaching at Olathe when the Kansas Retirement System passed a law that all people who had reached age 70 and were still teaching, had to retire. This was a difficult decision, but returning soldiers needed work.

In all, I spent twenty-four years at Ft. Leavenworth. One of the best schools in the state of Kansas. It was a challenge to teach children of all nationalities. Because of a KPERS regulation, I retired at age 65. And upon retirement, I was honored by being named one of the Outstanding Teachers of America for my long service to the Ft. Leavenworth school system.

On the combined salaries of my husband and myself, we accomplished our life time goals. For thirty years we enjoyed square dancing, attended football games, and traveled through 49 of the United States.

I am telling you all of this because I know many elderly people, especially teachers, who have found their Kansas experiences in education to have been the best. Why, then, can't we reward these instructors for all their years of dedication to the field of education as well as to society as a whole. They need help and you can grant it to them.

I want to thank everyone who has helped me in this survey. I have never taken a dime from anyone since I started to teach. It has been rough, but the Kansas education I received was the best and it served me well.

May you please do the best you can for these people.

May God Bless You All

Margaret M. Cochrun

Margaret M. Cochrun