

Jim Kelly

From: Jim Kelly
Sent: Thursday, March 19, 2015 10:07 AM
To: Steven Johnson
Subject: My thought on an option for non-special ed positions in School Districts, if hard to fill cannot be adequately defined

Steven , ... here is my thought for the non-Special-Ed licensed positions in school districts, if hard to fill cannot be definitely defined. I would really like to see this option included ... the additional 2 one year options can easily be deleted to go along with the one year sunset you have in your language. Jim

If a School District wishes to hire a retired, licensed professional to fill a , non-Special-Ed position, the local School Board will be required to submit a request to the State Board of Education, along with a Board certified report that details all of the efforts taken by the District to fill the open position with a non-retired, licensed replacement. This request must specifically detail the reasons that those that applied for the open position were not a suitable and qualified replacement.

If the District's request is approved by the State Board of Education, the District may hire the retired, licensed professional for a period of one school year, and the retired licensed professional may continue to receive KPERS retirement benefits during this period. The licensed professional may be retained by the District in this position for two additional one year periods, however, the District will be required to follow the same request procedures as outlined above.

Employers would be required to pay the actuarial rate plus 8% on the pay of the retiree's hired under this exemption.

At the end of the 3rd school year the District will have the option to keep the retired licensed professional in the position, however, the retiree's KPERS retirement benefits will cease, and the individual will move into the KPERS Tier 3 cash balance plan. The retiree will be immediately vested in the KPERS tier 3 cash balance plan and the retiree's previous years of service are used to establish retirement credits.