

Kansas Joint Committee on Pensions, Investments and Benefits
January 13, 2016
USA|Kansas and KSSA Recommendations

Extending the "Grandfathered" exemption

Senate Sub for House Bill 2095 passed in the 2015 session, this Bill exempted licensed professionals who retired from the KPERS system before 5/1/2015. This exemption is scheduled to sunset on 6/30/2017, if this occurs Kansas will lose a large number of quality educators when they are forced to step away from their current positions.

USA|Kansas and KSSA would like to recommend removing the 6/30/2017 sunset, thus allowing any employee who retired and is currently employed by a school district to continue working indefinitely. They would remain exempt from any earning limits as long as they remain in the same job with the same employer with no breaks in service. Employer contribution rules would remain at ARC + 8%.

Working after retirement beyond \$25,000 limit

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

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, 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 President signature and would then be submitted to KPERS for record keeping purposes.