



## Division of Fiscal and Administrative Services

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TO: Special Committee on Pensions, Investments, and Benefits

FROM: Dale M. Dennis, Deputy  
Commissioner of Education

SUBJECT: Hard-to-Fill Positions in Unified School Districts

Senate Substitute for House Bill 2095 requires the State Board of Education to annually certify the top five (5) types of licensed positions that are hard to fill. The bill provides the following.

- A school district may hire a retirant for a hard-to-fill position for some or all of a school year and in subsequent school years if the employer is unable to permanently fill the position.
- If a retirant is hired under the provisions of this bill, they may be retained by the employer for up to 36 months or three years.
- The school district must pay a KPERS surcharge while at the same time the employee may continue to receive their KPERS retirement benefits.
- Senate Substitute for House Bill 2095 exempts special education from the five (5) hard-to-fill positions.
- The provisions of this bill expire July 1, 2021.

In summary, a school district may employ retirees for the top five (5) hard-to-fill positions plus special education for up to three years if they are willing to pay the KPERS surcharge.

All school districts responded to the **Fall Vacancy Report** for 2015-16 which contained questions about positions that were difficult to fill. There were 317 vacancies reported as of September 1, 2015. Listed below are the five (5) hard-to-fill positions, excluding special education, for the 2015-16 school year approved by the State Board of Education

1. English Language and Literature (Secondary--Grades 6-12)
2. Science (Secondary--Grades 6-12)
3. Elementary Classroom Teacher
4. Mathematics (Secondary—Grades 6-12)
5. Fine Arts