

## HOUSE BILL No. 2711

By Committee on Financial Institutions and Pensions

Requested by Representative Hoye

2-6

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1 AN ACT concerning retirement and pensions; relating to the Kansas public  
2 employees retirement system; employment after retirement; increasing  
3 the amount of retirant compensation subject to the statutory employer  
4 contribution rate; amending K.S.A. 74-4937 and K.S.A. 2023 Supp. 74-  
5 4914 and repealing the existing sections.  
6

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

8 Section 1. K.S.A. 2023 Supp. 74-4914 is hereby amended to read as  
9 follows: 74-4914.(1) The normal retirement date for a member of the  
10 system shall be the first day of the month coinciding with or following  
11 termination of employment with any participating employer not followed  
12 by employment with any participating employer within 60 days, or 180  
13 days as provided in subsection ~~(10)~~ (9), and without any prearranged  
14 agreement for employment with any participating employer, and the  
15 attainment of age 65 or, commencing July 1, 1993, age 62 with the  
16 completion of 10 years of credited service or the first day of the month  
17 coinciding with or following the date that the total of the number of years  
18 of credited service and the number of years of attained age of the member  
19 is equal to or more than 85. In no event shall a normal retirement date for a  
20 member be before six months after the entry date of the participating  
21 employer by whom such member is employed. A member may retire on  
22 the normal retirement date or on the first day of any month thereafter upon  
23 the filing with the office of the retirement system of an application in such  
24 form and manner as the board shall prescribe. Such application shall  
25 contain a certification by the member that the member will not be  
26 employed with any participating employer within 60 days, or 180 days as  
27 provided in subsection ~~(10)~~ (9), of retirement and the member has not  
28 entered into a prearranged agreement for employment with any  
29 participating employer. Nothing herein shall prevent any person, member  
30 or retirant from being employed, appointed or elected as an employee,  
31 appointee, officer or member of the legislature. Elected officers may retire  
32 from the system on any date on or after the attainment of the normal  
33 retirement date, but no retirement benefits payable under this act shall be  
34 paid until the member has terminated such member's office.

35 (2) No retirant shall make contributions to the system or receive

1 service credit for any service after the date of retirement.

2 (3) Any member who is an employee of an affiliating employer  
3 pursuant to K.S.A. 74-4954b, and amendments thereto, and has not  
4 withdrawn such member's accumulated contributions from the Kansas  
5 police and firemen's retirement system may retire before such member's  
6 normal retirement date on the first day of any month coinciding with or  
7 following the attainment of age 55.

8 (4) Any member may retire before such member's normal retirement  
9 date on the first day of any month coinciding with or following  
10 termination of employment with any participating employer not followed  
11 by employment with any participating employer within 60 days, or 180  
12 days as provided in subsection ~~(10)~~ (9), and the attainment of age 55 with  
13 the completion of 10 years of credited service, but in no event before six  
14 months after the entry date, upon the filing with the office of the retirement  
15 system of an application for retirement in such form and manner as the  
16 board shall prescribe. The member's application for retirement shall  
17 contain a certification by the member that the member will not be  
18 employed with any participating employer within 60 days, or 180 days as  
19 provided in subsection ~~(10)~~ (9), of retirement and the member has not  
20 entered into a prearranged agreement for employment with any  
21 participating employer.

22 ~~(5) Except as provided in subsections (7) and (10), on or after July 1,~~  
23 ~~2006, through December 31, 2017, for any retiree who is first employed~~  
24 ~~or appointed in or to any position or office by a participating employer~~  
25 ~~other than a participating employer for which such retiree was employed~~  
26 ~~or appointed during the final two years of such retiree's participation, and,~~  
27 ~~on or after April 1, 2009, for any retiree who is employed by a third-party~~  
28 ~~entity who contracts services with a participating employer other than a~~  
29 ~~participating employer for which such retiree was employed or appointed~~  
30 ~~during the final two years of such retiree's participation to fill a position~~  
31 ~~covered under K.S.A. 72-2215(a), and amendments thereto, with such~~  
32 ~~retiree, such participating employer shall pay to the system the actuarially~~  
33 ~~determined employer contribution and the statutorily prescribed employee~~  
34 ~~contribution based on the retiree's compensation during any such period~~  
35 ~~of employment or appointment. If a retiree is employed or appointed in or~~  
36 ~~to any position or office for which compensation for service is paid in an~~  
37 ~~amount equal to \$25,000 or more in any one calendar year between July 1,~~  
38 ~~2016, and January 1, 2018, by any participating employer for which such~~  
39 ~~retiree was employed or appointed during the final two years of such~~  
40 ~~retiree's participation, and, on or after April 1, 2009, by any third-party~~  
41 ~~entity who contracts services to fill a position covered under K.S.A. 72-~~  
42 ~~2215(a), and amendments thereto, with such retiree with a participating~~  
43 ~~employer for which such retiree was employed or appointed during the~~

1 final two years of such retirant's participation, such retirant shall not  
2 receive any retirement benefit for any month for which such retirant serves  
3 in such position or office. The participating employer who employs such  
4 retirant whether by contract directly with the retirant or through an  
5 arrangement with a third-party entity shall report to the system within 30  
6 days of when the compensation paid to the retirant is equal to or exceeds  
7 any limitation provided by this section. Any participating employer who  
8 contracts services with any such third-party entity to fill a position covered  
9 under K.S.A. 72-2215(a), and amendments thereto, shall include in such  
10 contract a provision or condition which requires the third-party entity to  
11 provide the participating employer with the necessary compensation paid  
12 information related to any such position filled by the third-party entity  
13 with a retirant to enable the participating employer to comply with  
14 provisions of this subsection relating to the payment of contributions and  
15 reporting requirements. The provisions and requirements provided for in  
16 amendments made in this act which relate to positions filled with a retirant  
17 or employment of a retirant by a third-party entity shall not apply to any  
18 contract for services entered into prior to April 1, 2009, between a  
19 participating employer and third-party entity as described in this  
20 subsection. Any retirant employed by a participating employer or a third-  
21 party entity as provided in this subsection shall not make contributions nor  
22 receive additional credit under such system for such service except as  
23 provided by this section. Upon request of the executive director of the  
24 system, the secretary of revenue shall provide such information as may be  
25 needed by the executive director to carry out the provisions of this act. The  
26 provisions of this subsection shall not apply to retirants employed as  
27 substitute teachers without a contract or officers, employees or appointees  
28 of the legislature. The provisions of this subsection shall not apply to  
29 members of the legislature. The provisions of this subsection shall not  
30 apply to any other elected officials. Commencing July 1, 2005, the  
31 provisions of this subsection shall not apply to retirants who either retired  
32 under the provisions of subsection (1), or, if they retired under the  
33 provisions of subsection (4), were retired more than 30 days prior to the  
34 effective date of this act and are licensed professional nurses or licensed  
35 practical nurses employed by the state of Kansas in an institution as  
36 defined in K.S.A. 76-12a01(b) or K.S.A. 38-2302(k), and amendments  
37 thereto, the Kansas soldiers' home or the Kansas veterans' home. Nothing  
38 in this subsection shall be construed to create any right, or to authorize the  
39 creation of any right, which is not subject to amendment or nullification by  
40 act of the legislature. The participating employer of such retirant shall pay  
41 to the system the actuarially determined employer contribution based on  
42 the retirant's compensation during any such period of employment. The  
43 provisions of the subsection shall expire on January 1, 2018.

1 (6) For purposes of this section, any employee of a local  
2 governmental unit ~~which~~ *that* has its own pension plan who becomes an  
3 employee of a participating employer as a result of a merger or  
4 consolidation of services provided by local governmental units, ~~which~~ *that*  
5 occurred on January 1, 1994, may count service with such local  
6 governmental unit in determining whether such employee has met the  
7 years of credited service requirements contained in this section.

8 ~~(7)(6) (a)(i) Except as provided in K.S.A. 74-4937(3), (4), or (5), and~~  
9 ~~amendments thereto, and the provisions of this subsection, commencing~~  
10 ~~July 1, 2016, and ending January 1, 2018, any retirant who is employed or~~  
11 ~~appointed in or to any position by a participating employer, an independent~~  
12 ~~contractor or a third-party entity who contracts services with a~~  
13 ~~participating employer to fill a position, without any prearranged~~  
14 ~~agreement with such participating employer and not prior to 60 days after~~  
15 ~~such retirant's retirement date, shall not receive any retirement benefit for~~  
16 ~~any month in any calendar year in which the retirant receives~~  
17 ~~compensation in an amount equal to \$25,000 or more, pursuant to this~~  
18 ~~subsection. Any participating employer who hires a retirant covered by this~~  
19 ~~subsection shall pay to the system the statutorily prescribed employer-~~  
20 ~~contribution rate for such retirant, without regard to whether the retirant is~~  
21 ~~receiving benefits.~~

22 (ii) Commencing January 1, 2018, for all retirements that occurred  
23 prior to such date, any retirant who is employed or appointed in or to any  
24 position by a participating employer, an independent contractor or a third-  
25 party entity who contracts services with a participating employer to fill a  
26 position, without any prearranged agreement with such participating  
27 employer and not prior to 60 days after such retirant's retirement date, shall  
28 not be subject to an earnings limitation that when met or exceeded requires  
29 that the retirant not receive a retirement benefit for any month for which  
30 such retirant serves in such position. If a retirant is employed in a covered  
31 position, as defined in K.S.A. 74-49,202, and amendments thereto, the  
32 participating employer of such retirant shall pay to the system the  
33 statutorily prescribed employer contribution rate on the first ~~\$25,000-~~  
34 ~~\$50,000~~ of such retirant's compensation in a calendar year and a 30%  
35 employer contribution on any compensation in excess of ~~\$25,000~~ ~~\$50,000~~  
36 in a calendar year during any such period of employment. If a retirant is  
37 employed by more than one participating employer or performing duties in  
38 more than one position, contributions shall be made on compensation from  
39 all such employment for that calendar year. If a retirant is employed in a  
40 non-covered position, no employer contribution shall be paid to the  
41 system.

42 (b) The provisions of this subsection shall not apply, except as  
43 specifically provided in this subsection, to retirants who are:

- 1 (i) Licensed professional nurses or licensed practical nurses  
2 employed by the state of Kansas in an institution as defined in K.S.A. 76-  
3 12a01(b) or 38-2302(k), and amendments thereto, the Kansas soldiers'  
4 home or the Kansas veterans' home. The participating employer of such  
5 retirant shall pay to the system the actuarially determined employer  
6 contribution based on the retirant's compensation and the statutorily  
7 prescribed employee contribution during any such period of employment;
- 8 (ii) employed by a school district in a position as provided in K.S.A.  
9 74-4937(3), ~~(4) or (5)~~, and amendments thereto;
- 10 (iii) certified law enforcement officers employed by the law  
11 enforcement training center. Such law enforcement officers shall receive  
12 their benefits notwithstanding this subsection. The law enforcement  
13 training center shall pay to the system the actuarially determined employer  
14 contribution and the statutorily prescribed employee contribution based on  
15 the retirant's compensation during any such period of employment;
- 16 (iv) members of the Kansas police and firemen's retirement system  
17 pursuant to K.S.A. 74-4951 et seq., and amendments thereto, members of  
18 the retirement system for judges pursuant to K.S.A. 20-2601 et seq., and  
19 amendments thereto, or members of the state board of regents retirement  
20 plan pursuant to K.S.A. 74-4925 et seq., and amendments thereto;
- 21 (v) employed as substitute teachers without a contract or officers,  
22 employees or appointees of the legislature;
- 23 (vi) a poll worker hired to work an election day for a county election  
24 officer responsible for conducting all official elections held in the county;
- 25 (vii) employed by, or have accepted employment from, a participating  
26 employer prior to May 1, 2015. Any break in continuous employment by a  
27 retirant or move to a different position by a retirant during the effective  
28 period of this subsection shall be deemed new employment and shall  
29 subject the retirant to the provisions of this subsection. Commencing  
30 January 1, 2018, the participating employer of a retirant described in this  
31 ~~subsection (7)(b)(vii)~~ *subparagraph* who is employed in a covered  
32 position, as defined in K.S.A. 74-49,202, and amendments thereto, shall  
33 pay to the system the statutorily prescribed employer contribution rate on  
34 the first ~~\$25,000~~ \$50,000 of such retirant's compensation in a calendar year  
35 and a 30% employer contribution on any compensation in excess of  
36 ~~\$25,000~~ \$50,000 in a calendar year during any such period of  
37 employment. If a retirant is employed by more than one participating  
38 employer or performing duties in more than one position, contributions  
39 shall be made on compensation from all such employment for that  
40 calendar year. If a retirant is employed in a non-covered position, no  
41 employer contribution shall be paid to the system;
- 42 (viii) state or local elected officials. A retirant shall not be employed  
43 in an elected office within 30 days of such retirant's retirement, except that

1 if a retirant is filling a vacant elected office, no waiting period shall be  
2 required; or

3 (ix) employed by the Kansas academies of the United States  
4 department of defense STARBASE program.

5 (c) The participating employer shall enroll all retirants, including  
6 retirants under subsection ~~(7)(b)(i)~~ (6)(b)(i), (ii), (iii), (vii) and (viii), and  
7 report to the system when compensation is paid to a retirant as provided in  
8 this subsection. Such report shall contain a certification by the appointing  
9 authority of the participating employer that any hired retirant has not been  
10 employed by the participating employer within 60 days of such retirant's  
11 retirement and that there was no prearranged agreement for employment  
12 between the participating employer and the hired retirant. Upon request of  
13 the executive director of the system, the participating employer shall  
14 provide such information as may be needed by the executive director to  
15 carry out the provisions of this subsection. No retirant shall make  
16 contributions to the system or receive credit for service while employed  
17 under the provisions of this subsection.

18 ~~(d) A participating employer may employ a retirant without regard to~~  
19 ~~the compensation limitation in this subsection for a period of one calendar~~  
20 ~~year or one school year, as the case may be, if the following requirements~~  
21 ~~are met:~~

22 (i) ~~The employer certifies to the board that the position being filled~~  
23 ~~has been vacated due to an unexpected emergency or the employer has~~  
24 ~~been unsuccessful in filling the position;~~

25 (ii) ~~the employer pays to the system a 30% employer contribution~~  
26 ~~based on the retirant's compensation during any such period of~~  
27 ~~employment; and~~

28 (iii) ~~the employer maintains documentation of its efforts to fill the~~  
29 ~~position with a non-retirant and provides such documentation to the joint~~  
30 ~~committee on pensions, investments and benefits upon request of the~~  
31 ~~committee.~~

32 The provisions of this paragraph shall expire on January 1, 2018.

33 (e) ~~An employer may submit a written assurance protocol to the~~  
34 ~~system to extend the exception provided for in subsection (7)(d) by one-~~  
35 ~~year increments for a total extension not to exceed three years. A written~~  
36 ~~assurance protocol shall be submitted to the system for each one-year~~  
37 ~~increment extension. If a school district submits a written assurance~~  
38 ~~protocol, such written assurance protocol shall be signed by the~~  
39 ~~superintendent and the board president of such school district. If a~~  
40 ~~municipality, as defined in K.S.A. 75-1117, and amendments thereto, other~~  
41 ~~than a school district, submits a written assurance protocol, such written~~  
42 ~~assurance protocol shall be signed by the governing body or such~~  
43 ~~governing body's designee for such municipality. Such written assurance~~

1 protocol shall state that the position was advertised on multiple platforms  
2 for a minimum of 30 calendar days and that at least one of the following  
3 conditions occurred:

- 4 (i) ~~No applications were submitted for the position;~~  
5 (ii) ~~if applications were submitted, none of the applicants met the~~  
6 ~~reference screening criteria of the employer; or~~  
7 (iii) ~~if applications were submitted, none of the applicants possessed~~  
8 ~~the appropriate licensure, certification or other necessary credentials for~~  
9 ~~the position.~~

10 The provisions of this paragraph shall expire on January 1, 2018.

11 (f) Retirants who are independent contractors or employees of third-  
12 party entities who contract with a participating employer, shall not be  
13 subject to the compensation limitation or employer contribution  
14 requirements in this subsection or the requirements of ~~subsection (7)(c)~~  
15 ~~paragraph (c)~~ regarding enrollment and reporting to the system, so long as  
16 all of the following apply:

17 (A) The contractual relationship was not created to allow the retirant  
18 to continue employment with the participating employer after retirement in  
19 a position similar to the one such retirant held prior to retirement;

20 (B) the activities performed by the independent contractor or third-  
21 party entity are not normally performed exclusively by employees of that  
22 participating employer; and

23 (C) the retirant meets the classification of independent contractor as  
24 provided in K.S.A. 44-768, and amendments thereto, or activities  
25 performed by the third-party entity that employs the retirant are performed  
26 on a limited-term basis and the third-party entity is not a participating  
27 employer in the system.

28 ~~(g)(e)~~ Nothing in this subsection shall be construed to create any  
29 right, or to authorize the creation of any right, which is not subject to  
30 amendment or nullification by act of the legislature.

31 ~~(8)(7)~~ (a) Except as provided in ~~subsection (8)(b) paragraph (b)~~, if  
32 determined by the retirement system that a retirant entered into a  
33 prearranged agreement for employment with a participating employer  
34 prior to such retirant's retirement and prior to the end of the subsequent 60-  
35 day waiting period, or the 180-day waiting period under ~~subsection (10)~~  
36 ~~(9)~~, the monthly retirement benefit of such retirant shall be suspended  
37 during the period that begins on the month in which the retirant is re-  
38 employed and ends six months after the retirant's termination of such  
39 employment. The retirant shall repay to the retirement system all monthly  
40 retirement benefits paid to the retirant by the retirement system that the  
41 retirant received after such employment began. The participating employer  
42 which hired such retirant shall be required to pay to the system any fees,  
43 fines, penalties or any other cost imposed by the internal revenue service

1 and indemnify the system for any cost incurred by the system to defend  
2 any action brought by the internal revenue service based on in-service  
3 distributions which are a result of any determined prearranged agreement  
4 and for any cost incurred by the system to collect any monthly retirement  
5 benefit required to be repaid by such retirant pursuant to this subsection.

6 (b) For members who retired on and after July 1, 2016, and on or  
7 before July 1, 2019, if determined by the retirement system that a retirant  
8 entered into a prearranged agreement for employment with a participating  
9 employer prior to such retirant's retirement date and the subsequent 60-day  
10 waiting period, or the 180-day waiting period under subsection ~~(10)~~ (9),  
11 and upon being notified of the violation, the retirant terminated such  
12 employment, the provisions of ~~subsection~~ *paragraph* (a) shall not apply. If  
13 any retirant had benefits suspended prior to July 1, 2019, such benefits  
14 shall be reimbursed by the retirement system, if the retirant terminated  
15 such prearranged employment in accordance with the provisions of this  
16 act. On and after July 1, 2019, the executive director may waive such  
17 penalties under this subsection if it is determined by the retirement system  
18 that any of the following conditions were satisfied:

19 (i) The retirant's total length of reemployment was less than 21  
20 calendar days;

21 (ii) the retirant's total compensation during the total length of  
22 reemployment was less than 10% of the amount of such retirant's  
23 retirement benefit that would be suspended pursuant to this subsection; or

24 (iii) other facts and circumstances indicated that the retirant would  
25 not have been reemployed but for an error on the part of the participating  
26 employer or the retirement system in verifying the retirement status of  
27 such retirant and such retirant immediately terminated employment upon  
28 being notified of the violation.

29 (c) On or before the first day of each regular session of the  
30 legislature, beginning with the 2020 regular session, the executive director  
31 shall submit an annual report on the number of waivers granted pursuant to  
32 ~~subsection (8)(b)~~ *paragraph* (b) in the prior calendar year to the joint  
33 committee on pensions, investments and benefits, the house of  
34 representatives standing committee on financial institutions and pensions  
35 and the senate standing committee on financial institutions and insurance,  
36 or the successors of such committees.

37 ~~(9)(8)~~ For the purposes of this section a prearranged agreement for  
38 employment may be determined by whether the facts and circumstances of  
39 the situation indicate that the employer and employee reasonably  
40 anticipated that further services would be performed after the employee's  
41 retirement.

42 ~~(10)(9)~~ (a) Notwithstanding the provisions of subsection ~~(5) or (7)~~ (6)  
43 to the contrary, commencing January 1, 2018, any retirant who is retired

1 more than 60 days, if such retirant's age on the date of retirement is 62 or  
2 older, or is retired more than 180 days, if such retirant's age on the date of  
3 retirement is less than 62, and who is subsequently hired without any  
4 prearranged agreement with the participating employer in a covered  
5 position, as defined in K.S.A. 74-49,202, and amendments thereto, or an  
6 independent contractor or a third-party entity who contracts service to fill  
7 such covered position shall not be subject to an earnings limitation that  
8 when met or exceeded requires that the retirant not receive a retirement  
9 benefit for any month for which such retirant serves in such covered  
10 position. The participating employer of such retirant shall pay to the  
11 system the statutorily prescribed employer contribution rate on the first  
12 ~~\$25,000~~ \$50,000 of such retirant's compensation in a calendar year and a  
13 30% employer contribution on any compensation in excess of ~~\$25,000~~  
14 \$50,000 in a calendar year during any such period of employment. If a  
15 retirant is employed by more than one participating employer or  
16 performing duties in more than one position, contributions shall be made  
17 on compensation from all such employment for that calendar year.

18 (b) Notwithstanding the provisions of subsection ~~(5) or (7)~~ (6) to the  
19 contrary, commencing January 1, 2018, any retirant who is retired more  
20 than 60 days, if such retirant's age on the date of retirement is 62 or older,  
21 or is retired more than 180 days, if such retirant's age on the date of  
22 retirement is less than 62, and who is subsequently hired without any  
23 prearranged agreement with the participating employer in a non-covered  
24 position, or an independent contractor or a third-party entity who contracts  
25 service to fill such non-covered position, shall not be subject to an  
26 earnings limitation that when met or exceeded requires that the retirant not  
27 receive a retirement benefit for any month for which such retirant serves in  
28 such non-covered position. No employer contribution shall be paid to the  
29 system on compensation paid to a retirant hired in a non-covered position.

30 (c) The participating employer shall enroll all retirants, including  
31 retirants under subsection ~~(7)(b)(i)~~ (6)(b)(i), (ii), (iii), (vii) and (viii), and  
32 report to the system when compensation is paid to a retirant as provided in  
33 this subsection. Such report shall contain a certification by the appointing  
34 authority of the participating employer that any hired retirant has not been  
35 employed by the participating employer within 60 days of such retirant's  
36 retirement in the case of a retirant whose age on the date of retirement is  
37 62 or older, or within 180 days of such retirant's retirement in the case of a  
38 retirant whose age on the date of retirement is less than 62, and that there  
39 was no prearranged agreement for employment between the participating  
40 employer and the hired retirant. Upon request of the executive director of  
41 the system, the participating employer shall provide such information as  
42 may be needed by the executive director to carry out the provisions of this  
43 subsection. No retirant shall make contributions to the system or receive

1 credit for service while employed under the provisions of this subsection.

2 (d) The provisions of this subsection relating to an earnings limitation  
3 and employer contributions shall not apply to any retirant described in  
4 subsection ~~(7)(b)~~ (6)(b) or to retirants who are independent contractors or  
5 employees of third-party entities who contract with a participating  
6 employer as described in subsection ~~(7)(f)~~ (6)(d), except as specifically  
7 provided in this subsection.

8 (e) Nothing in this subsection shall be construed to create any right,  
9 or to authorize the creation of any right that is not subject to amendment or  
10 nullification by act of the legislature.

11 Sec. 2. K.S.A. 74-4937 is hereby amended to read as follows: 74-  
12 4937. (1) The normal retirement date of a member of the system who is in  
13 school employment and who is subject to K.S.A. 74-4940, and  
14 amendments thereto, shall be the first day of the month coinciding with or  
15 following termination of employment not followed by employment with  
16 any participating employer within 60 days, or 180 days as provided in  
17 K.S.A. 74-4914~~(10)~~(9), and amendments thereto, and without any  
18 prearranged agreement for employment with any participating employer,  
19 and the attainment of age 65 or, commencing July 1, 1986, age 65 or age  
20 60 with the completion of 35 years of credited service or at any age with  
21 the completion of 40 years of credited service, or commencing July 1,  
22 1993, any alternative normal retirement date already prescribed by law or  
23 age 62 with the completion of 10 years of credited service or the first day  
24 of the month coinciding with or following the date that the total of the  
25 number of years of credited service and the number of years of attained  
26 age of the member is equal to or more than 85. Each member upon giving  
27 prior notice to the appointing authority and the retirement system may  
28 retire on the normal retirement date or the first day of any month  
29 thereafter. Such member's application for retirement shall contain a  
30 certification by the member that the member will not be employed with  
31 any participating employer within 60 days, or 180 days as provided in  
32 K.S.A. 74-4914~~(10)~~(9), and amendments thereto, of retirement and the  
33 member has not entered into a prearranged agreement for employment  
34 with any participating employer.

35 (2) Any member who is in school employment and who is subject to  
36 K.S.A. 74-4940, and amendments thereto, may retire before such  
37 member's normal retirement date on the first day of the month coinciding  
38 with or following termination of employment not followed by employment  
39 with any participating employer within 60 days, or 180 days as provided in  
40 K.S.A. 74-4914~~(10)~~(9), and amendments thereto, and the attainment of age  
41 55 with the completion of 10 years of credited service, upon the filing with  
42 the office of the retirement system of an application for retirement in such  
43 form and manner as the board shall prescribe. The member's application

1 for retirement shall contain a certification by the member that the member  
2 will not be employed with any participating employer within 60 days, or  
3 180 days as provided in K.S.A. 74-4914(10)(9), and amendments thereto,  
4 of retirement and the member has not entered into a prearranged  
5 agreement for employment with any participating employer.

6 (3) The provisions of K.S.A. 74-4914(5), (7) and (10)(6) and (9), and  
7 amendments thereto, ~~which~~ *that* relate to an earnings limitation which  
8 when met or exceeded requires that the retirant not receive a retirement  
9 benefit for any month ~~for~~ *during* which such retirant serves in a position as  
10 described herein shall not apply to retirants who either retired under the  
11 provisions of K.S.A. 74-4914(1), and amendments thereto, related to  
12 normal retirement, or, if they retired under the provisions of K.S.A. 74-  
13 4914(4), and amendments thereto, related to early retirement, and are  
14 subsequently hired in a position that requires a license under K.S.A. 72-  
15 2157, and amendments thereto, or other provision of law. The provisions  
16 of this subsection shall only apply to retirants who retired prior to January  
17 1, 2018. Except as otherwise provided, when a retirant is employed by the  
18 same school district or a different school district with which such retirant  
19 was employed during the final two years of such retirant's participation or  
20 employed as an independent contractor or by a third-party entity who  
21 contracts services with a school district to fill a position as described in  
22 this subsection, the participating employer of such retirant shall pay to the  
23 system the actuarially determined employer contribution based on the  
24 retirant's compensation during any such period of employment plus 8%.  
25 Commencing January 1, 2018, if a retirant is employed in a covered  
26 position, as defined in K.S.A. 74-49,202, and amendments thereto, the  
27 participating employer shall pay to the system the statutorily prescribed  
28 employer contribution rate on the first ~~\$25,000~~ \$50,000 of such retirant's  
29 compensation in a calendar year and a 30% employer contribution on any  
30 compensation in excess of ~~\$25,000~~ \$50,000 in a calendar year during any  
31 such period of employment. If a retirant is employed by more than one  
32 participating employer or performing duties in more than one position,  
33 contributions shall be made on compensation from all such employment  
34 for that calendar year. If a retirant is employed in a non-covered position,  
35 no employer contribution shall be paid to the system. The participating  
36 employer shall enroll all retirants and report to the system when  
37 compensation is paid to a retirant as provided in this subsection. Such  
38 notice shall contain a certification by the appointing authority of the  
39 participating employer that any hired retirant has not been employed by  
40 the participating employer within 60 days of such retirant's retirement and  
41 that there was no prearranged agreement for employment between the  
42 participating employer and the hired retirant. Upon request of the  
43 executive director of the system, the participating employer shall provide

1 such information as may be needed by the executive director to carry out  
2 the provisions of this subsection. The provisions of this subsection shall  
3 not apply to retirants employed as substitute teachers without a contract.  
4 ~~The provisions of K.S.A. 74-4914(5), and amendments thereto, shall be~~  
5 ~~applicable to retirants employed as described in this subsection, except as~~  
6 ~~specifically provided in this subsection.~~ Nothing in this subsection shall be  
7 construed to create any right, or to authorize the creation of any right,  
8 ~~which that~~ is not subject to amendment or nullification by act of the  
9 legislature.

10 (4) (a) ~~On and after July 1, 2016, a school district may hire a retired~~  
11 ~~licensed professional to fill a special teacher position as defined in K.S.A.~~  
12 ~~72-3404, and amendments thereto, if such retirant is hired not prior to 60~~  
13 ~~days after such retirant's retirement date without any prearrangement with~~  
14 ~~such school district in the manner prescribed in this subsection. The~~  
15 ~~participating employer shall enroll all retirants and report to the system~~  
16 ~~when compensation is paid to a retirant as provided in this subsection.~~  
17 ~~Such notice shall contain a certification by the appointing authority of the~~  
18 ~~participating employer that any hired retirant has not been employed by~~  
19 ~~the participating employer within 60 days of such retirant's retirement and~~  
20 ~~that there was no prearranged agreement for employment between the~~  
21 ~~participating employer and the hired retirant. Upon request of the~~  
22 ~~executive director of the system, the participating employer shall provide~~  
23 ~~such information as may be needed by the executive director to carry out~~  
24 ~~the provisions of this subsection.~~

25 (b) ~~A retirant hired under the provisions of this subsection may~~  
26 ~~continue to receive such retirant's full retirement benefit for a period not to~~  
27 ~~exceed three school years or 36 months, whichever is less, and shall not be~~  
28 ~~subject to the provisions of K.S.A. 74-4914(5), and amendments thereto,~~  
29 ~~which relate to a compensation limitation which when met or exceeded~~  
30 ~~requires that the retirant not receive a retirement benefit for any month for~~  
31 ~~which such retirant serves in a position as described herein. Such retirant~~  
32 ~~may be employed by such employer for some or all of a school year, and~~  
33 ~~in subsequent school years if the employer is unable to permanently fill the~~  
34 ~~position with active members, so long as the retirant's total term of~~  
35 ~~employment with all employers under this subsection does not exceed 36~~  
36 ~~months or three school years, whichever is less. After such period, the~~  
37 ~~retirant shall be subject to the provisions of K.S.A. 74-4914(7), and~~  
38 ~~amendments thereto, which relate to a compensation limitation which~~  
39 ~~when met or exceeded requires that the retirant not receive a retirement~~  
40 ~~benefit for any month for which such retirant serves in a position as~~  
41 ~~described herein. The participating employer of such retirant shall pay to~~  
42 ~~the system a 30% employer contribution based on the retirant's~~  
43 ~~compensation during any such period of employment. The provisions of~~

1 this subsection shall not apply to retirants employed as substitute teachers  
2 without a contract. The provisions of K.S.A. 74-4914(5), and amendments  
3 thereto, shall be applicable to retirants employed as special teachers,  
4 except as specifically provided in this subsection.

5 (e) Each school district that uses the provisions of this subsection to  
6 hire retirants shall maintain documentation describing their recruiting  
7 efforts to obtain non-retirant employees to fill the special teacher positions.  
8 Upon request of the joint committee on pensions, investments and  
9 benefits, an employer shall provide such documentation to the committee.  
10 If the committee finds that an employer has not made sufficient efforts to  
11 hire a non-retirant for the position or if the committee finds evidence of  
12 prearrangement in violation of this section, the three-year exemption  
13 provided pursuant to this subsection may be revoked. The committee shall  
14 notify the executive director of the system that a retirant's exemption has  
15 been revoked within 30 days of making such a determination.

16 (d) An employer may submit a written assurance protocol to the  
17 system to make a one-time extension to the exception provided for in this  
18 subsection by one year. Such written assurance protocol shall be signed by  
19 the superintendent and the board president of the school district. Such  
20 written assurance protocol shall state that the position was advertised on  
21 multiple platforms for a minimum of 30 calendar days and that at least one  
22 of the following conditions occurred:

23 (i) No applications were submitted for the position;

24 (ii) if applications were submitted, none of the applicants met the  
25 reference screening criteria of the employer; or

26 (iii) if applications were submitted, none of the applicants possessed  
27 an appropriate teaching license for the state of Kansas or possessed the  
28 appropriate credentials to receive any type of teaching license from the  
29 state of Kansas.

30 (e) Nothing in this subsection shall be construed to create any right,  
31 or to authorize the creation of any right, which is not subject to  
32 amendment or nullification by act of the legislature.

33 (f) The provisions of this subsection shall expire on January 1, 2018.

34 (5) (a) On and after July 1, 2016, a school district may hire a retired  
35 licensed professional to fill a non-special teacher position if such retirant is  
36 hired not prior to 60 days after such retirant's retirement date without any  
37 prearrangement with such school district, and if such school district hires a  
38 retirant for a hard-to-fill position in the manner prescribed in this  
39 subsection. The participating employer shall enroll all retirants and report  
40 to the system when compensation is paid to a retirant as provided in this  
41 subsection. Such notice shall contain a certification by the appointing  
42 authority of the participating employer that any hired retirant has not been  
43 employed by the participating employer within 60 days of such retirant's

1 retirement and that there was no prearranged agreement for employment  
2 between the participating employer and the hired retirant. Upon request of  
3 the executive director of the system, the participating employer shall  
4 provide such information as may be needed by the executive director to  
5 carry out the provisions of this subsection.

6 (b) ~~The state board of education shall annually certify the top five~~  
7 ~~types of licensed positions that are hard to fill. A school district may hire a~~  
8 ~~retirant to fill a hard-to-fill position for some or all of a school year and in~~  
9 ~~subsequent school years if the employer is unable to permanently fill the~~  
10 ~~position with an active member. A retirant first hired under the provisions~~  
11 ~~of this subsection may be retained by an employer even if such retirant's~~  
12 ~~type of position is no longer one of the five types of positions certified by~~  
13 ~~the state board of education. A retirant hired under the provisions of this~~  
14 ~~subsection may continue to receive such retirant's full retirement benefit~~  
15 ~~for a period not to exceed three school years or 36 months, whichever is~~  
16 ~~less, and shall not be subject to the provisions of K.S.A. 74-4914(5), and~~  
17 ~~amendments thereto, which relate to a compensation limitation which~~  
18 ~~when met or exceeded requires that the retirant not receive a retirement~~  
19 ~~benefit for any month for which such retirant serves in a position as~~  
20 ~~described herein. Such retirant may be employed by such employer for~~  
21 ~~some or all of a school year, and in subsequent school years if the~~  
22 ~~employer is unable to permanently fill the position with active members,~~  
23 ~~so long as the retirant's total term of employment with all employers under~~  
24 ~~this subsection does not exceed 36 months or three school years,~~  
25 ~~whichever is less. After such period, the retirant shall be subject to the~~  
26 ~~provisions of K.S.A. 74-4914(7), and amendments thereto, which relate to~~  
27 ~~a compensation limitation which when met or exceeded requires that the~~  
28 ~~retirant not receive a retirement benefit for any month for which such~~  
29 ~~retirant serves in a position as described herein. The participating~~  
30 ~~employer of such retirant shall pay to the system a 30% employer~~  
31 ~~contribution based on the retirant's compensation during any such period~~  
32 ~~of employment. The provisions of this subsection shall not apply to~~  
33 ~~retirants employed as substitute teachers without a contract. The provisions~~  
34 ~~of K.S.A. 74-4914(5), and amendments thereto, shall be applicable to~~  
35 ~~retirants employed as described in this subsection, except as specifically~~  
36 ~~provided in this subsection.~~

37 (c) ~~Each school district that uses the provisions of this subsection to~~  
38 ~~hire retirants for hard-to-fill positions shall maintain documentation~~  
39 ~~describing their recruiting efforts to obtain non-retirant employees to fill~~  
40 ~~the hard-to-fill positions. Upon request of the joint committee on pensions,~~  
41 ~~investments and benefits, a school district shall provide such~~  
42 ~~documentation to the committee. If the committee finds that a school~~  
43 ~~district has not made sufficient efforts to hire a non-retirant for the position~~

1 or if the committee finds evidence of prearrangement in violation of this  
2 section, the three-year exemption provided pursuant to this subsection may  
3 be revoked. The committee shall notify the executive director of the  
4 system that a retirant's exemption has been revoked within 30 days of  
5 making such a determination.

6 (d) ~~An employer may submit a written assurance protocol to the~~  
7 ~~system to make a one-time extension to the exception provided for in this~~  
8 ~~subsection by one year. Such written assurance protocol shall be signed by~~  
9 ~~the superintendent and the board president of the school district. Such~~  
10 ~~written assurance protocol shall state that the position was advertised on~~  
11 ~~multiple platforms for a minimum of 30 calendar days and that at least one~~  
12 ~~of the following conditions occurred:~~

13 (i) ~~No applications were submitted for the position;~~

14 (ii) ~~if applications were submitted, none of the applicants met the~~  
15 ~~reference screening criteria of the employer; or~~

16 (iii) ~~if applications were submitted, none of the applicants possessed~~  
17 ~~an appropriate teaching license for the state of Kansas or possessed the~~  
18 ~~appropriate credentials to receive any type of teaching license from the~~  
19 ~~state of Kansas.~~

20 (e) ~~Nothing in this subsection shall be construed to create any right,~~  
21 ~~or to authorize the creation of any right, which is not subject to~~  
22 ~~amendment or nullification by act of the legislature.~~

23 (f) ~~The provisions of this subsection shall expire on January 1, 2018.~~

24 (6)(4) The provisions of K.S.A. 74-4914(8)(7), and amendments  
25 thereto, shall apply to retirants under the provisions of this section.

26 (7)(5) For the purposes of this section a prearranged agreement for  
27 employment may be determined by whether the facts and circumstances of  
28 the situation indicate that the employer and employee reasonably  
29 anticipated that further services would be performed after the employee's  
30 retirement.

31 Sec. 3. K.S.A. 74-4937 and K.S.A. 2023 Supp. 74-4914 are hereby  
32 repealed.

33 Sec. 4. This act shall take effect and be in force from and after its  
34 publication in the statute book.