

As Amended by House Committee

Session of 2023

HOUSE BILL No. 2195

By Committee on Financial Institutions and Pensions

1-26

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; requiring participating employers to pay only the
5 statutory employer contribution rate on all compensation of a retirant
6 employed in a covered position for a period commencing July 1, 2023,
7 and ending December 31, 2024; amending K.S.A. 74-4937 and K.S.A.
8 2022 Supp. 74-4914 and repealing the existing sections.
9

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

11 Section 1. K.S.A. 2022 Supp. 74-4914 is hereby amended to read as
12 follows: 74-4914.

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

1 benefits payable under this act shall be paid until the member has
2 terminated such member's office.

3 (2) No retirant shall make contributions to the system or receive
4 service credit for any service after the date of retirement.

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

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

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

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

1 to the system the actuarially determined employer contribution based on
2 the retirant's compensation during any such period of employment. The
3 provisions of the subsection shall expire on January 1, 2018.

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

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

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

1 employer contribution shall be paid to the system.

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

4 (i) Licensed professional nurses or licensed practical nurses
5 employed by the state of Kansas in an institution as defined in K.S.A. 76-
6 12a01(b) or 38-2302(k), and amendments thereto, the Kansas soldiers'
7 home or the Kansas veterans' home. The participating employer of such
8 retirant shall pay to the system the actuarially determined employer
9 contribution based on the retirant's compensation and the statutorily
10 prescribed employee contribution during any such period of employment;

11 (ii) employed by a school district in a position as provided in K.S.A.
12 74-4937(3), ~~(4) or (5)~~; and amendments thereto;

13 (iii) certified law enforcement officers employed by the law
14 enforcement training center. Such law enforcement officers shall receive
15 their benefits notwithstanding this subsection. The law enforcement
16 training center shall pay to the system the actuarially determined employer
17 contribution and the statutorily prescribed employee contribution based on
18 the retirant's compensation during any such period of employment;

19 (iv) members of the Kansas police and firemen's retirement system
20 pursuant to K.S.A. 74-4951 et seq., and amendments thereto, members of
21 the retirement system for judges pursuant to K.S.A. 20-2601 et seq., and
22 amendments thereto, or members of the state board of regents retirement
23 plan pursuant to K.S.A. 74-4925 et seq., and amendments thereto;

24 (v) employed as substitute teachers without a contract or officers,
25 employees or appointees of the legislature;

26 (vi) a poll worker hired to work an election day for a county election
27 officer responsible for conducting all official elections held in the county;

28 (vii) employed by, or have accepted employment from, a participating
29 employer prior to May 1, 2015. Any break in continuous employment by a
30 retirant or move to a different position by a retirant during the effective
31 period of this subsection shall be deemed new employment and shall
32 subject the retirant to the provisions of this subsection. Commencing
33 January 1, 2018, the participating employer of a retirant described in this
34 ~~subsection (7)(b)(vii)~~ *subparagraph* who is employed in a covered
35 position, as defined in K.S.A. 74-49,202, and amendments thereto, shall
36 pay to the system the statutorily prescribed employer contribution rate on
37 the first ~~\$25,000~~ ~~\$35,000~~ **\$50,000** of such retirant's compensation in a
38 calendar year and a 30% employer contribution on any compensation in
39 excess of ~~\$25,000~~ ~~\$35,000~~ **\$50,000** in a calendar year during any such
40 period of employment. If a retirant is employed by more than one
41 participating employer or performing duties in more than one position,
42 contributions shall be made on compensation from all such employment
43 for that calendar year. If a retirant is employed in a non-covered position,

1 no employer contribution shall be paid to the system;

2 (viii) state or local elected officials. A retirant shall not be employed
3 in an elected office within 30 days of such retirant's retirement, except that
4 if a retirant is filling a vacant elected office, no waiting period shall be
5 required; or

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

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

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

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

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

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

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

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

1 than a school district, submits a written assurance protocol, such written
2 assurance protocol shall be signed by the governing body or such
3 governing body's designee for such municipality. Such written assurance
4 protocol shall state that the position was advertised on multiple platforms
5 for a minimum of 30 calendar days and that at least one of the following
6 conditions occurred:

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

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

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

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

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

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

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

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

1 retirant received after such employment began. The participating employer
2 which hired such retirant shall be required to pay to the system any fees,
3 fines, penalties or any other cost imposed by the internal revenue service
4 and indemnify the system for any cost incurred by the system to defend
5 any action brought by the internal revenue service based on in-service
6 distributions which are a result of any determined prearranged agreement
7 and for any cost incurred by the system to collect any monthly retirement
8 benefit required to be repaid by such retirant pursuant to this subsection.

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

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

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

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

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

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

1 retirement.

2 ~~(10)~~(9) (a) Notwithstanding the provisions of subsection ~~(5) or (7)~~ (6)
3 to the contrary, commencing January 1, 2018, any retirant who is retired
4 more than 60 days, if such retirant's age on the date of retirement is 62 or
5 older, or is retired more than 180 days, if such retirant's age on the date of
6 retirement is less than 62, and who is subsequently hired without any
7 prearranged agreement with the participating employer in a covered
8 position, as defined in K.S.A. 74-49,202, and amendments thereto, or an
9 independent contractor or a third-party entity who contracts service to fill
10 such covered position shall not be subject to an earnings limitation that
11 when met or exceeded requires that the retirant not receive a retirement
12 benefit for any month for which such retirant serves in such covered
13 position. The participating employer of such retirant shall pay to the
14 system the statutorily prescribed employer contribution rate on the first
15 ~~\$25,000~~ ~~\$35,000~~ **\$50,000** of such retirant's compensation in a calendar
16 year and a 30% employer contribution on any compensation in excess of
17 ~~\$25,000~~ ~~\$35,000~~ **\$50,000** in a calendar year during any such period of
18 employment. If a retirant is employed by more than one participating
19 employer or performing duties in more than one position, contributions
20 shall be made on compensation from all such employment for that
21 calendar year.

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

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

1 employer and the hired retirant. Upon request of the executive director of
2 the system, the participating employer shall provide such information as
3 may be needed by the executive director to carry out the provisions of this
4 subsection. No retirant shall make contributions to the system or receive
5 credit for service while employed under the provisions of this subsection.

6 (d) *Except as provided in this paragraph, notwithstanding the*
7 *provisions of this subsection to the contrary, for the period commencing*
8 *on July 1, 2023, and ending on December 31, 2024, a participating*
9 *employer shall pay to the system the statutorily prescribed employer*
10 *contribution rate on all compensation of a retirant employed in a covered*
11 *position. The provisions of this subsection relating to an earnings*
12 *limitation and employer contributions shall not apply to any retirant*
13 *described in subsection ~~(7)(b)~~ (6)(b) or to retirants who are independent*
14 *contractors or employees of third-party entities who contract with a*
15 *participating employer as described in subsection ~~(7)(f)~~ (6)(d), except as*
16 *specifically provided in this subsection.*

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

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

1 (2) Any member who is in school employment and who is subject to
2 K.S.A. 74-4940, and amendments thereto, may retire before such
3 member's normal retirement date on the first day of the month coinciding
4 with or following termination of employment not followed by employment
5 with any participating employer within 60 days, or 180 days as provided in
6 K.S.A. 74-4914~~(10)~~(9), and amendments thereto, and the attainment of age
7 55 with the completion of 10 years of credited service, upon the filing with
8 the office of the retirement system of an application for retirement in such
9 form and manner as the board shall prescribe. The member's application
10 for retirement shall contain a certification by the member that the member
11 will not be employed with any participating employer within 60 days, or
12 180 days as provided in K.S.A. 74-4914~~(10)~~(9), and amendments thereto,
13 of retirement and the member has not entered into a prearranged
14 agreement for employment with any participating employer.

15 (3) (a) The provisions of K.S.A. 74-4914~~(5)~~, ~~(7)~~ and ~~(10)~~(6) and (9),
16 and amendments thereto, which relate to an earnings limitation which
17 when met or exceeded requires that the retirant not receive a retirement
18 benefit for any month for which such retirant serves in a position as
19 described herein shall not apply to retirants who either retired under the
20 provisions of K.S.A. 74-4914(1), and amendments thereto, related to
21 normal retirement, or, if they retired under the provisions of K.S.A. 74-
22 4914(4), and amendments thereto, related to early retirement, and are
23 subsequently hired in a position that requires a license under K.S.A. 72-
24 2157, and amendments thereto, or other provision of law. The provisions
25 of this subsection shall only apply to retirants who retired prior to January
26 1, 2018. Except as otherwise provided, when a retirant is employed by the
27 same school district or a different school district with which such retirant
28 was employed during the final two years of such retirant's participation or
29 employed as an independent contractor or by a third-party entity who
30 contracts services with a school district to fill a position as described in
31 this subsection, the participating employer of such retirant shall pay to the
32 system the actuarially determined employer contribution based on the
33 retirant's compensation during any such period of employment plus 8%.
34 Commencing January 1, 2018, if a retirant is employed in a covered
35 position, as defined in K.S.A. 74-49,202, and amendments thereto, the
36 participating employer shall pay to the system the statutorily prescribed
37 employer contribution rate on the first ~~\$25,000~~ ~~\$35,000~~ **\$50,000** of such
38 retirant's compensation in a calendar year and a 30% employer
39 contribution on any compensation in excess of ~~\$25,000~~ ~~\$35,000~~ **\$50,000**
40 in a calendar year during any such period of employment. If a retirant is
41 employed by more than one participating employer or performing duties in
42 more than one position, contributions shall be made on compensation from
43 all such employment for that calendar year. If a retirant is employed in a

1 non-covered position, no employer contribution shall be paid to the
2 system. The participating employer shall enroll all retirants and report to
3 the system when compensation is paid to a retirant as provided in this
4 subsection. Such notice shall contain a certification by the appointing
5 authority of the participating employer that any hired retirant has not been
6 employed by the participating employer within 60 days of such retirant's
7 retirement and that there was no prearranged agreement for employment
8 between the participating employer and the hired retirant. Upon request of
9 the executive director of the system, the participating employer shall
10 provide such information as may be needed by the executive director to
11 carry out the provisions of this subsection. The provisions of this
12 subsection shall not apply to retirants employed as substitute teachers
13 without a contract. ~~The provisions of K.S.A. 74-4914(5), and amendments~~
14 ~~thereto, shall be applicable to retirants employed as described in this~~
15 ~~subsection, except as specifically provided in this subsection.~~ Nothing in
16 this subsection shall be construed to create any right, or to authorize the
17 creation of any right, ~~which that~~ is not subject to amendment or
18 nullification by act of the legislature.

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

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

1 employment with all employers under this subsection does not exceed 36
2 months or three school years, whichever is less. After such period, the
3 retirant shall be subject to the provisions of K.S.A. 74-4914(7), and
4 amendments thereto, which relate to a compensation limitation which
5 when met or exceeded requires that the retirant not receive a retirement
6 benefit for any month for which such retirant serves in a position as
7 described herein. The participating employer of such retirant shall pay to
8 the system a 30% employer contribution based on the retirant's
9 compensation during any such period of employment. The provisions of
10 this subsection shall not apply to retirants employed as substitute teachers
11 without a contract. The provisions of K.S.A. 74-4914(5), and amendments
12 thereto, shall be applicable to retirants employed as special teachers,
13 except as specifically provided in this subsection.

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

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

32 (i) No applications were submitted for the position;
33 (ii) if applications were submitted, none of the applicants met the
34 reference screening criteria of the employer; or
35 (iii) if applications were submitted, none of the applicants possessed
36 an appropriate teaching license for the state of Kansas or possessed the
37 appropriate credentials to receive any type of teaching license from the
38 state of Kansas.

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

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

43 (5) (a) On and after July 1, 2016, a school district may hire a retired

1 licensed professional to fill a non-special teacher position if such retirant is
2 hired not prior to 60 days after such retirant's retirement date without any
3 prearrangement with such school district, and if such school district hires a
4 retirant for a hard-to-fill position in the manner prescribed in this
5 subsection. The participating employer shall enroll all retirants and report
6 to the system when compensation is paid to a retirant as provided in this
7 subsection. Such notice shall contain a certification by the appointing
8 authority of the participating employer that any hired retirant has not been
9 employed by the participating employer within 60 days of such retirant's
10 retirement and that there was no prearranged agreement for employment
11 between the participating employer and the hired retirant. Upon request of
12 the executive director of the system, the participating employer shall
13 provide such information as may be needed by the executive director to
14 carry out the provisions of this subsection.

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

1 ~~retirants employed as described in this subsection, except as specifically~~
2 ~~provided in this subsection.~~

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

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

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

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

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

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

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

33 ~~(6)(b) Notwithstanding the provisions of K.S.A. 74-4914, and~~
34 ~~amendments thereto, or this section to the contrary, for the period~~
35 ~~commencing on July 1, 2023, and ending on December 31, 2024, the~~
36 ~~participating employer shall pay to the system the statutorily prescribed~~
37 ~~employer contribution rate on all compensation of a retirant employed in~~
38 ~~a covered position. Nothing in this paragraph shall be construed to create~~
39 ~~any right, or to authorize the creation of any right that is not subject to~~
40 ~~amendment or nullification by act of the legislature.~~

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

43 ~~(7)(5) For the purposes of this section a prearranged agreement for~~

1 employment may be determined by whether the facts and circumstances of
2 the situation indicate that the employer and employee reasonably
3 anticipated that further services would be performed after the employee's
4 retirement.

5 Sec. 3. K.S.A. 74-4937 and K.S.A. 2022 Supp. 74-4914 are hereby
6 repealed.

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