

**Second Regular Session  
Seventy-fourth General Assembly  
STATE OF COLORADO**

**ENGROSSED**

*This Version Includes All Amendments Adopted  
on Second Reading in the House of Introduction*

LLS NO. 24-0726.01 Jessica Herrera x4218

**SENATE BILL 24-099**

---

**SENATE SPONSORSHIP**

**Pelton R. and Marchman,**

**HOUSE SPONSORSHIP**

**Winter T. and McLachlan,**

---

**Senate Committees**  
Education

**House Committees**

---

**A BILL FOR AN ACT**

101      **CONCERNING PUBLIC EMPLOYEES' RETIREMENT ASSOCIATION**  
102                    **LIMITATIONS ON EMPLOYMENT AFTER RETIREMENT FOR A**  
103                    **SERVICE RETIREE EMPLOYED BY A RURAL SCHOOL.**

---

**Bill Summary**

*(Note: This summary applies to this bill as introduced and does not reflect any amendments that may be subsequently adopted. If this bill passes third reading in the house of introduction, a bill summary that applies to the reengrossed version of this bill will be available at <http://leg.colorado.gov>.)*

Current law limits the duration of employment a public employees' retirement association (PERA) service retiree can work for a PERA employer without a reduction in PERA retirement benefits. Under certain circumstances, a rural school district may hire a service retiree who is a teacher, a school bus driver, a school food services cook, a school nurse,

Shading denotes HOUSE amendment. Double underlining denotes SENATE amendment.  
*Capital letters or bold & italic numbers indicate new material to be added to existing law.  
Dashes through the words or numbers indicate deletions from existing law.*

SENATE  
Amended 2nd Reading  
February 15, 2024

or a qualified paraprofessional without the service retiree receiving a deduction in benefits for any length of employment in the calendar year.

The bill adds superintendents and principals to the list of service retirees hired by a rural school district who may be employed without a reduction in benefits and clarifies that the exemption for a rural school district also includes a small rural school district which has a funded pupil count for the prior budget year of less than 1,000 pupils.

---

1 *Be it enacted by the General Assembly of the State of Colorado:*

2           **SECTION 1.** In Colorado Revised Statutes, 24-51-1101, **amend**  
3 (1.9)(a), (1.9)(h), (1.9)(i) introductory portion, (1.9)(i)(I), (1.9)(i)(II), and  
4 (5)(m) as follows:

5           **24-51-1101. Employment after service retirement - report -**  
6 **definitions - repeal.** (1.9) (a) (I) Subject to the provisions of subsection  
7 (1.9)(h) of this section, a service retiree who is a SUPERINTENDENT, A  
8 PRINCIPAL, A teacher, a school bus driver, a school food services cook, a  
9 school nurse, or a paraprofessional, as defined in section 22-60.3-102 (9),  
10 and is hired pursuant to subsection (1.9)(b) of this section by an employer  
11 in the school division of the association that satisfies the criteria specified  
12 in subsection (1.9)(a)(II) of this section may receive salary without  
13 reduction in benefits for any length of employment in a calendar year if  
14 the service retiree has not worked for any employer, as defined in section  
15 24-51-101 (20), during the month of the effective date of retirement. A  
16 service retiree described in this subsection (1.9)(a) who works for any  
17 employer, as defined in section 24-51-101 (20), during the month of the  
18 effective date of retirement shall be subject to a reduction in benefits as  
19 provided in section 24-51-1102 (2).

20           (II) The provisions of this subsection (1.9) apply only if:

21           (A) The employer in the school division of the association that  
22 hires the service retiree is a SMALL RURAL SCHOOL DISTRICT, AS DEFINED

1 IN SECTION 22-54-104.7 (9)(c), OR A rural school district as determined by  
2 the department of education based on the geographic size of the school  
3 district and the distance of the school district from the nearest large,  
4 urbanized area, a board of cooperative services, as defined in section  
5 22-5-103 (2), or a charter school, as defined in section 22-5-119 (3)(d),  
6 that is located within a SMALL RURAL SCHOOL DISTRICT, AS DEFINED IN  
7 SECTION 22-54-104.7 (9)(c), OR THAT IS LOCATED WITHIN A rural school  
8 district ~~and, if the employer is a school district, the school district~~ THAT  
9 enrolls six thousand five hundred students or fewer in kindergarten  
10 through twelfth grade;

11 (B) The school district, board of cooperative services, or charter  
12 school hires the service retiree for the purpose of providing classroom  
13 instruction or school bus transportation to students enrolled by the district,  
14 enrolled by one or more of the districts served by the board of cooperative  
15 services, or enrolled by the charter school, or for the purpose of being a  
16 SUPERINTENDENT, A PRINCIPAL, A school food services cook, a school  
17 nurse, or a paraprofessional, as defined in section 22-60.3-102 (9); and

18 (C) The school district, board of cooperative services, or charter  
19 school determines that there is a critical shortage of qualified  
20 SUPERINTENDENTS, PRINCIPALS, teachers, school bus drivers, school food  
21 services cooks, school nurses, or paraprofessionals, as defined in section  
22 22-60.3-102 (9), as applicable, and that the service retiree has specific  
23 experience, skills, or qualifications that would benefit the district, board  
24 of cooperative services, or charter school.

25 (h) A ~~teacher~~ TEACHER, SCHOOL BUS DRIVER, SCHOOL FOOD  
26 SERVICES COOK, SCHOOL NURSE, SUPERINTENDENT, PRINCIPAL, OR  
27 QUALIFIED PARAPROFESSIONAL who retires before he or she has met the

1 age and service credit requirements for full service retirement benefits  
2 pursuant to section 24-51-602 shall not be employed after retirement  
3 pursuant to this subsection (1.9) by the employer in the school division  
4 that was the teacher's TEACHER'S, SCHOOL BUS DRIVER'S, SCHOOL FOOD  
5 SERVICES COOK'S, SCHOOL NURSE'S, SUPERINTENDENT'S, PRINCIPAL'S, OR  
6 QUALIFIED PARAPROFESSIONAL'S last employer until two years after the  
7 teacher's TEACHER'S, SCHOOL BUS DRIVER'S, SCHOOL FOOD SERVICES  
8 COOK'S, SCHOOL NURSE'S, SUPERINTENDENT'S, PRINCIPAL'S, OR QUALIFIED  
9 PARAPROFESSIONAL'S date of retirement.

10 (i) On or before December 1, 2025, and on or before December  
11 1 of each fifth year thereafter, the association shall submit a report to the  
12 finance AND EDUCATION committees of the house of representatives and  
13 the senate, or any successor committees, regarding the employment after  
14 service retirement provisions of this subsection (1.9). Notwithstanding the  
15 requirement in section 24-1-136 (11)(a)(I), the requirement to submit the  
16 report required in this subsection (1.9)(i) continues indefinitely. The  
17 employers in the school division of the association that employ  
18 SUPERINTENDENTS, PRINCIPALS, teachers, school bus drivers, school food  
19 services cooks, school nurses, or paraprofessionals, as defined in section  
20 22-60.3-102 (9), pursuant to this subsection (1.9) shall provide  
21 information requested by the association for the purposes of the report.

22 The report shall include:

23 (I) The number of SUPERINTENDENTS, PRINCIPALS, teachers,  
24 school bus drivers, school food services cooks, school nurses, and  
25 paraprofessionals, as defined in section 22-60.3-102 (9), who have been  
26 employed after service retirement pursuant to this subsection (1.9) as of  
27 the date of the report;

1           (II) The extent to which this subsection (1.9) has helped  
2 employers in the school division address SUPERINTENDENT, PRINCIPAL,  
3 teacher, school bus driver, school food services cook, school nurse, and  
4 paraprofessional, as defined in section 22-60.3-102 (9), shortages;

5           (5) (m) This subsection (5) is repealed, effective July 1, 2025  
6 JULY 1, 2030.

7           **SECTION 2. Act subject to petition - effective date.** This act  
8 takes effect at 12:01 a.m. on the day following the expiration of the  
9 ninety-day period after final adjournment of the general assembly; except  
10 that, if a referendum petition is filed pursuant to section 1 (3) of article V  
11 of the state constitution against this act or an item, section, or part of this  
12 act within such period, then the act, item, section, or part will not take  
13 effect unless approved by the people at the general election to be held in  
14 November 2024 and, in such case, will take effect on the date of the  
15 official declaration of the vote thereon by the governor.