





SPONSORS: REPS HAMRICK & TAGGART AND SEN HANSEN

HB24-1044: **ADDITIONAL PERA SERVICE RETIREES FOR SCHOOLS**

House Bill 24-1044 directly addresses school district staffing shortages by amending the Public Employees' Retirement Association's (PERA) limitations on extended post-retirement employment. This bill proposes a strategic, yet thoughtful, relaxation of hiring restrictions for extended employment service retirees, thereby enabling our educational institutions to benefit from the rich experience and expertise of retired educators without compromising their retirement benefits.

-  **STRATEGIC**
-  **SIMPLE**
-  **EQUITABLE**
-  **IMPACTFUL**

Problem

With critical workforce shortages in education, particularly in classrooms and with special education instructors/special services providers, districts are struggling to fill the gaps in the labor force.

While these vacancies are created due to many complex issues, there is an opportunity to help school districts by increasing the number of extended employment service retirees that a district can use.

Currently, the student population size is not considered in determining how many extended employment service retirees a district can hire, limiting the impact of these valuable positions in larger districts.



Current PERA Allowance

Currently, PERA allows school districts to utilize 10 extended employment service retirees each.



Suggested Change to PERA Allowance

This bill expands the allowance of extended employment service retirees based on the size of the district creating equitable support for larger districts without harming the allocation for smaller districts.

Solution

HB24-1044 will expand the amount of extended employment service retirees that a state university or college or school district based on the size of the district. Districts of 10,000 students or less will still be allocated 10 extended employment service retirees, whereas larger districts will be allowed these 10 + 1 additional extended employment service retiree per 1,000 students above 10,000. Please note that this bill does not affect the Rural Critical Shortage Bill, which is also accessible for rural districts.

EXAMPLE OF HOW HB24-1044 WILL WORK

A district with 9,000 students can hire 10 extended employment service retirees.

A district with 13,000 students will be allowed to hire 13 extended employment service retirees.