



Did You Know?

KPERS Facts, Figures and Impact

Retirement benefits matter to those serving Blue Valley students.

3,288

PARTICIPATION

3,288 Blue Valley School District employees benefit from KPERS (Kansas Public Employees Retirement System).

BENEFITS DIFFER

KPERS has three tiers with different levels of benefits based on the year an employee was hired. The work is the same, but the retirement value varies.

**3
Tiers**

54.5%

RETIREMENT BENEFITS

The newer the employee is, the lower the retirement benefit. 54.5% of Blue Valley School District employees are tier 3, the lowest benefit level.

BENEFIT ADEQUACY

KPERS does not provide the same retirement security for new employees that it once did.



6%

EMPLOYEE CONTRIBUTION

Blue Valley School District employees contribute 6% of their gross salary to KPERS.

KPERS PENALTY

Educators working after retirement are required to pay a 30% surcharge of compensation over \$25,000 to KPERS. Other public employees wishing to work after retirement are not subject to this surcharge.

30%

**Wait
Period**

WORKING AFTER RETIREMENT

Recent legislation requires education retirees to wait 60 to 180 days before returning to work. This wait period does not apply to other public retirees. This wait time is a barrier to hiring employees at a time when staffing is a challenge.

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