

Good afternoon,

We want to make you aware of legislation regarding the Public School Retirement Systems of Missouri (PSRS) that will go into effect **August 28, 2018**.

Senate Bill 892 (CCS/SCS/SB 892) was passed by the Missouri legislature during the 2018 regular legislative session and was signed by the Governor on July 5, 2018. The bill impacts PSRS retirees, because it changes the statutory limits on work after retirement if the retiree works at a PSRS-covered employer in **anon-certificated position**, such as a coach, bus driver, cook or office staff.

Starting August 28, 2018, for PSRS retirees who work after retirement for a PSRS-covered employer in a **non-certificated position**:

- The salary limit has changed. The retiree may earn up to 60% of the minimum teacher's salary set by Missouri law, \$15,000, per school year. (The current minimum teacher salary is \$25,000.)
- This salary limit applies to any/all employment at a PSRS-covered employer in a non-certificated position or positions.
- Employer-paid insurance premiums paid as a result of such employment are considered part of the retiree's salary and count toward this limit.
- There is no limit on the number of hours that can be worked in such a position.
- **Employer contributions are required at the PEERS rate (6.86%).**

Other important considerations if a PSRS retiree works in such a position:

- If the work exceeds the salary limit, the individual's retirement benefits will stop effective the month the limit is exceeded and until the work ends or a new school year begins on July 1.
- If the work over the limit is membership eligible, the individual will be required to start a new PSRS membership. The member will then be required

to pay contributions to PSRS. Employer contributions will continue to be due.

- If the individual works in multiple positions after retirement (at covered employers), it is possible that he or she could be subject to the 550-hour/50% limits for work in certificated positions, as well as the separate, \$15,000 limit for non-certificated positions. In this case, work against each limit should be tracked separately.

Attached to this email are two documents that should be helpful resources for you. Once the File Specs have been updated, we will provide those to you as well.

I hope you find this information helpful, but should you have further questions, please do not hesitate to contact us at **(888) 391-6966**
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The Public School and Education Employee

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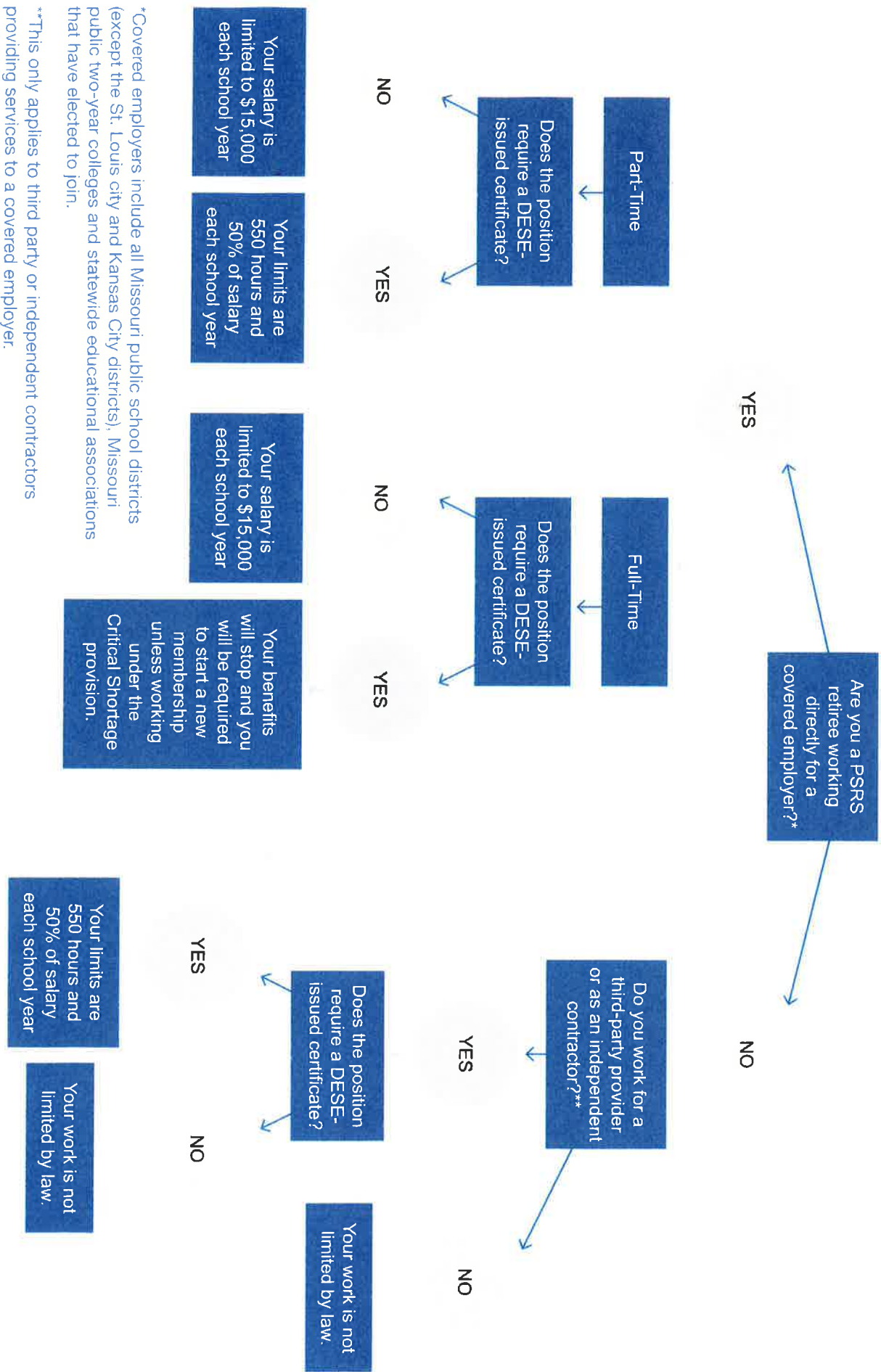
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PSRS Working After Retirement Options and Limits



*Covered employers include all Missouri public school districts (except the St. Louis city and Kansas City districts), Missouri public two-year colleges and statewide educational associations that have elected to join.

**This only applies to third party or independent contractors providing services to a covered employer.



PSRS Retiree* Working After Retirement Quick Reference Guide

Employer	Position Requires DESE-Issued Certificate?	Limits	Report As		Annual Base Required	Contributions Required
			Plan	Wage Type		
Covered K-12 School District	Yes	Per School Year: <ul style="list-style-type: none"> • 550 hours • 50% of the annual compensation payable under the employer's salary schedule for the position or positions, given the level of work experience and education 	Non-Member	Non-Member Retiree	Yes	None
Covered K-12 School District	No	Per School Year: <ul style="list-style-type: none"> • 60% of the minimum teacher's salary set by Missouri law, \$15,000 (The current minimum teacher salary is \$25,000.) 	Non-Member	PSRS as Non-Certificate	No	Employer
Community College	No	Per School Year: <ul style="list-style-type: none"> • 60% of the minimum teacher's salary set by Missouri law, \$15,000 (The current minimum teacher salary is \$25,000.) 	Non-Member	PSRS as Non-Certificate	No	Employer
Third-Party Employer	Yes	Per School Year: <ul style="list-style-type: none"> • 550 hours • 50% of the minimum salary for a beginning teacher with a master's degree set by Missouri law – or \$16,500 (The current minimum salary for a teacher with a master's degree is \$33,000.) 	Non-Member	Non-Member Retiree	No	None
Third-Party Employer	No	None	None	None	No	None

*Different limit for PEERS retirees.