

By: Representative Brown

To: Accountability,
Efficiency, Transparency

HOUSE BILL NO. 1409

1 AN ACT TO REQUIRE THE PUBLIC EMPLOYEES' RETIREMENT SYSTEM TO
2 CONDUCT A STUDY TO DETERMINE THE FEASIBILITY OF ALLOWING ALL
3 RETIRED PUBLIC SCHOOL TEACHERS WHO ARE MEMBERS OF THE SYSTEM TO
4 CONTINUE TO WORK FULL-TIME AS A TEACHER IN ANY PUBLIC SCHOOL
5 DISTRICT AFTER RETIREMENT UNDER A CONTRACT WITH A SCHOOL DISTRICT
6 AND CONTINUE RECEIVING THEIR RETIREMENT ALLOWANCE WHILE RECEIVING
7 THE COMPENSATION PROVIDED FOR UNDER THE CONTRACT; TO REQUIRE THE
8 SYSTEM TO COMPLETE THE STUDY AND MAKE A REPORT TO THE LEGISLATURE
9 ON THE RESULTS OF THE STUDY NOT LATER THAN DECEMBER 1, 2025; AND
10 FOR RELATED PURPOSES.

11 WHEREAS, during the 2024 legislative session, the Legislature
12 passed House Bill No. 765, which created new Section 25-11-126 to
13 authorize certain retired teachers to be employed full-time as a
14 teacher in certain public school districts after retirement and
15 continue receiving their retirement allowance during employment as
16 a teacher; and

17 WHEREAS, Section 25-11-126 limited the retired teachers who
18 may be employed after retirement to those who have at least thirty
19 (30) years of creditable service and provided that they may only
20 be hired to teach in school districts having critical shortages
21 and/or critical subject-area shortages; and



22 WHEREAS, Section 25-11-126 also limited the compensation of
23 those retired teachers who are employed after retirement to no
24 more than fifty percent (50%) of the regular compensation for a
25 teacher with the same years of service and license type; and

26 WHEREAS, it would be helpful to the Legislature to determine
27 the feasibility of allowing all retired teachers to continue to
28 work full-time as a teacher in any public school district after
29 retirement under a contract with the school district and continue
30 receiving their retirement allowance while receiving the
31 compensation provided for under the contract; NOW, THEREFORE,

32 BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF MISSISSIPPI:

33 **SECTION 1.** The Public Employees' Retirement System shall
34 conduct a study to determine the feasibility of allowing all
35 retired public school teachers who are members of the system to
36 continue to work full-time as a teacher in any public school
37 district after retirement under a contract with a school district
38 and continue receiving their retirement allowance while receiving
39 the compensation provided for under the contract. At a minimum,
40 the study shall look at how such authorization for all retired
41 teachers would affect the unfunded liability of the system, the
42 actuarial assumptions for the system, the employer contribution
43 rate, the pattern of retirement for teachers, and other financial
44 aspects of the system. The system shall complete the study and
45 make a report to the Legislature on the results of the study not
46 later than December 1, 2025.



47 **SECTION 2.** This act shall take effect and be in force from
48 and after its passage.

