



STATE OF CONNECTICUT
DEPARTMENT OF EDUCATION



TO: Superintendent of Schools
Superintendents of Unified School Districts
Directors of Public Charter Schools
Executive Directors of Regional Educational Service Centers
Directors of Approved Private Special Education Programs

FROM: Dr. Shuana K. Tucker, Chief Talent Officer

DATE: June 2, 2020

SUBJECT: Post-Retirement Reemployment Rules & Opportunities

As districts and programs assess staffing needs for the 2020-21 school year, the Connecticut State Department of Education (CSDE) Talent Office is pleased to partner with the Connecticut Teachers' Retirement Board (TRB) on this joint message regarding post-retirement reemployment of retired educators to meet the needs of Connecticut students.

45% Post-Retirement Reemployment:

In accordance with CGS 10-183v, a retired member may be reemployed in a Connecticut public school teaching assignment and receive no more than 45% of the maximum full-time annual salary rate for the assigned position. More information on Post-Retirement Reemployment is available on TRB's website:

- **General Overview** - <https://portal.ct.gov/TRB/Content/Post-Retirement-Reemployment/Post-Retirement-Reemployment-Menu/Understanding-Post-Retirement-Reemployment>
- **45% FAQ** - <https://portal.ct.gov/TRB/Content/Post-Retirement-Reemployment/Post-Retirement-Reemployment-Menu/FAQs>

Teaching Assignment:

Teaching assignment is defined as employment in a position for which certification issued by the CSDE is required, or as a member of the professional staff of the CSDE or of the public state colleges or universities (including charter, magnet and technical schools).

Compensation:

Individuals must be paid a salary at least equal to the salary paid to other non-retired teachers in the same school system with similar training and experience for similar service.

- A retired teacher returning to work cannot accept a reduced salary for a position and must be paid an equal rate to other teachers in the system.
- Maximum salary for teachers and administrators is defined as the highest rate of pay within the collective bargaining agreement; for superintendents, it is the salary advertised for the position.
- Fringe benefits offered through the rehiring institution are included in the maximum total 45% compensation limit.
- The value of health insurance is included in the maximum compensation.
- Allowances above the amount determined by the Federal Rate are included in the maximum compensation limit. (Allowances should only be for instances directly related to the needs of the school district.)

- TRB retirees who accept assignments in multiple districts must pro-rate the maximum salary for each employer posting by the percent of reemployment by each employer in order to determine the combined 45% maximum limit.

Employment Duration:

The 45% maximum compensation figure is based on the school year, defined as July 1st to June 30th.

- Employment under 45% can vary in full-time equivalency and length of assignment for a retiree to meet the needs of a district. For example, an assignment could be full-time for roughly 4.5 months, or part-time spread out through the entire school year provided the 45% maximum compensation is not exceeded
- There is a possibility that a retiree could work full time for longer than 4.5 months, assuming that a returning retiree is not at the top step or tier for the rehired position and is paid based on their qualifications.
- Boards of Education (BOEs) may employ multiple 45% post retirement rehires to fill one full-time position.
- Notice of Post Retirement employment must be filed with the TRB by completing and submitting the Post Retirement form linked here: https://portal.ct.gov/-/media/TRB/Content/PostRetirement/PR_RULE45.pdf?la=en

Designated Shortage Areas and Priority School Districts:

A retired member can work in a Subject Shortage Area, or at a school located in a Priority School District, for one school year and, with prior approval from the TRB, for a second school year with no limitation on earnings, no impact on the member’s pension, and no requirement to reimburse the TRB.

- The limits of one school year and two school years apply both cumulatively and in aggregate to the combination of all of a retired member's post retirement reemployment during their entire retirement, combining all work in all Subject Shortage Areas and in all schools located in all Priority School Districts into a single total.
- The 2020-21 Designated Shortage Area Memo can be found here: <https://portal.ct.gov/-/media/SDE/Digest/2019-20/ShortageAreaMemoSuperintendents04072020.pdf?la=en>

Rescinding Retirement Application:

Given the uncertainty that has been brought about by the COVID-19 pandemic, we recognize that some educators who may have originally planned to retire at the end of the 2019-20 school year may be reconsidering retirement plans. TRB allows an educator to rescind their retirement application prior to the retirement effective date. Additional information can be found here: <https://portal.ct.gov/-/media/TRB/FormsAndPubs/Revofretpdf.pdf?la=en>

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