



CONNECTICUT Policy and Management

May 29, 2026

This letter is issued to clarify the intent and application of Article I, Section B (4) of the SEBAC 2026 Agreement between the State of Connecticut and the State Employees Bargaining Agent Coalition (SEBAC) with respect to positions represented as eligible for participation in the Connecticut Teachers' Retirement System (TRS).

The inclusion of a position title or classification—such as *teacher* or *principal*—in an offer of employment is not, standing alone, determinative of eligibility for participation in TRS. Eligibility is determined by the Teacher's Retirement Board (TRB) based on its statutory authority and established eligibility criteria, and not solely by a state employer's designation or characterization of a position.

The provisions of Article I, Section B(4) do not create an alternative or either/or pathway under which a state employer may rely solely on a position title or classification without TRB involvement. Rather, the intent of the provision is to ensure that state agencies coordinate with the TRB in advance. Thus, any state agency offering a position as eligible for participation in TRS shall seek and receive pre-qualification in writing by TRB prior to completing the offer. If a state agency employee who is a TRS member moves to another position, such employee may remain in TRS so long as such other position is eligible for TRS participation as determined by TRB.

This clarification is intended to preserve the statutory role of the TRB, promote uniform application of eligibility rules, and prevent misclassification or reliance upon assumptions regarding TRS participation.

State agencies should review their hiring and offer practices to ensure compliance with this clarification and should consult with the TRB as necessary before issuing offers that describe positions as eligible for participation in the TRS.

Please circulate this guidance to appropriate human resources and hiring personnel.

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