



**TEACHERS' RETIREMENT BOARD**  
**165 Capitol Avenue**  
**Hartford CT 06106-1673**  
**1 (800) 504 - 1102**

**POST RETIREMENT EMPLOYMENT RULES**

**(Subject Shortage Area, Priority School District, & Graduation from a Historically Black College or University, Hispanic-Serving Institution, or High School In an Education Reform District)**

In accordance with post reemployment rules, Connecticut public funds appropriated for education are required be reported. Subsection (b) of Section 10-183v provides for the reemployment of a retired teacher in a Subject Shortage Area, or Priority School District determined by the State Board of Education. Reemployment is also available under Section 10-183v if the retired teacher graduated from a Historically Black College or University, a Hispanic-Serving Institution or from a high school in an Education Reform District. This form is to be completed by the school district and the employee for reporting the employment and/or requesting an extension of 1 year under these provisions at the start and end of each assignment. Complete and submit this form by August 1st.

<b>Member Name (please print)</b>	<b>Full Social Security #</b>	<b>Connecticut Certification Held</b>
<b>Member Address</b>	<b>Member Phone</b>	<b>Member Email</b>
<b>Reemploying District / Charter School</b>	<b>School Year</b>	<b>Post Retirement Teaching Assignment</b>

A retired member can work under one of the post retirement rules for one school year and, with prior approval from the Connecticut Teachers' Retirement Board (CTRB) for a second school year, with no limitation on earnings, no impact on the member's pension, and no requirement to reimburse the CTRB. The limits of one school year and two school years apply both cumulatively and in aggregate to the combination of all a retired member's post retirement rule reemployment during his or her entire career, combining all work in all into a single total.

Indicate with an "X" if this is your 1<sup>st</sup> or 2<sup>nd</sup> year of reemployment under any Post Retirement Rule(s).

                      
1<sup>st</sup> year
                      
2<sup>nd</sup> year

**Please Select One of the Applicable Post Retirement Employment Qualifying Rules:**

<b>Check Here</b>	<b>Qualifying Designations</b>	<b>Description</b>	<b>Additional Documentation Required</b>
	Subject Shortage Area	SSA Listing Attached	N/A
	Priority School District	PSD Listing Attached	
	Historically Black College or University	Defined in the Higher Education Act of 1965, P.L. 89-329, as amended from time to time, and reauthorized by the Higher Education Opportunity Act of 2008, P.L. 110-315, as amended from time to time.	Please attach a copy of diploma or transcript confirming a degree was earned. Retiree must have completed degree at a qualifying institution
	Hispanic-Serving Institution		
	High School in an Education Reform District	Defined in Section 10-262u, listing attached	

Effective July 1, 2017, health insurance from the reemploying board of education is no longer legally required to be offered, but is not prohibited. The member's board of education from where the member retired must continue to offer health insurance.

A retiree enrolled in the TRB health plan can remain in that plan. I elect to participate in the following health plan during reemployment: Please check one.

- CTRB Health Plan
- Plan from the employer I was at the time of retirement with TRB subsidy
- Plan from the reemploying employer without any TRB subsidy (if offered by the employer, but is not mandated under current law)
- Other:



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**POST RETIREMENT EMPLOYMENT RULES – Page 2**

I, the undersigned, certify that I reviewed the Post Retirement Reemployment Bulletin and I am fully aware of the limitations under State and Federal law for reemployment of retired members in a Connecticut public school teaching assignment. I agree and authorize the Teachers' Retirement Board (TRB) to obtain any information they deem necessary to verify compliance with the Federal and State law requirements regarding my employment in a Connecticut public school. I further agree and authorize the TRB to reduce, suspend or offset against my monthly retirement benefit payment(s) any excess payments, as determined by the TRB, received by me in violation of the Post Retirement Reemployment earning limitations under federal or state law.

Member Signature \_\_\_\_\_ Date \_\_\_\_\_

**REEMPLOYING DISTRICT MUST COMPLETE**

Reemployment Information					
Assignment / Certification	From (MM/DD/YY)	To (MM/DD/YY)	Full Time	Part Time	If Part Time Enter FTE %

\_\_\_\_\_  
Signature of Certifying Official

\_\_\_\_\_  
Title

\_\_\_\_\_  
Telephone Number

\_\_\_\_\_  
Email Address

**EMPLOYER MUST COMPLETE SECTION BELOW TO REQUEST APPROVAL FOR EXTENSION FOR 2<sup>ND</sup> YEAR**

The employing board of education must document for the Connecticut Teachers' Retirement Board (CTRB) that no qualified non-retired candidate is available in order to obtain approval by CTRB to hire a retiree for the 2<sup>nd</sup> year of Post Retirement Reemployment. In determining if no qualified non-retired candidates were available, CTRB will consider the following factors:

- Dates (within the past three months) and specific locations of newspaper, media vacancy notices, university postings, Internet job postings, teacher agency listings, etc;
- The number of non-retired candidates who applied for the position;
- The number of non-retired candidates who held appropriate Connecticut certification;
- The number of non-retired candidates interviewed for the position;
- The reason(s) why certified non-retired candidates, if any, were not hired, including any circumstances and conditions which made this position difficult to fill.

Dates of Newspaper Advertisements	Specify Newspaper or Other Media	Total No. of Certified Non-Retired Applicants	Total No. of Non-Retired Applicants Interviewed

**List the reason(s) why certified non-retired candidates, if any, were not hired. Include circumstances and conditions which made this position difficult to fill.**

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_  
Signature of Certifying Official

\_\_\_\_\_  
Title

**FOR CTRB USE:**

The CT Teachers' Retirement Board hereby approves the reemployment of the above-named member in accordance with C.G.S. 10-183v(b)

TRB Representative \_\_\_\_\_ Date \_\_\_\_\_ Copy mailed to member on: \_\_\_\_\_



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**POST RETIREMENT EMPLOYMENT RULES – Page 3**

A teacher receiving retirement benefits from the system may be reemployed for one full school year (a 2<sup>nd</sup> year will approval from CTRB) by a local board of education, the State Board of Education or by any constituent unit of the state system of higher education if one of the following rules are met:

1. In a position designated by the Commissioner of Education as a subject shortage area for the school year in which the teacher is being employed
2. At a school located in a school district identified as a priority school district, pursuant to section 10-266p of Chapter 167a of the Connecticut General Statutes, for the school year in which the teacher is being employed
3. The teacher graduated from a public high school in an educational reform district, as defined in section 10-262u of Chapter 167a of the Connecticut General Statutes
4. If the teacher graduated from a historically black college or university or a Hispanic-serving institution, as those terms are defined in the Higher Education Act of 1965, P.L. 89-329, as amended from time to time, and reauthorized by the Higher Education Opportunity Act of 2008, P.L. 110-315, as amended from time to time. Notice of such reemployment shall be sent to the board by the employer and by the retired teacher at the time of hire and at the end of the assignment.

**Subject shortage areas** for 2023-24 are as follows:

- Bilingual Education, PK-12
- Special Education, PK-12
  - Partially Sighted, Blind, Deaf / Hard of Hearing & Comprehensive Special Education Endorsement Codes
- Mathematics, 4-12
- School Library and Media Specialist, PK-12
  - Alliance Districts Only
- Science, 4-12
- School Psychologist, PK-12
  - Alliance Districts Only
- Speech and Language Pathologist, PK-12
  - Alliance Districts Only
- Technology Education, PK-12
- TESOL, PK-12
- World Languages, 7-12

**Priority School Districts** for 2023-24 have not been released at this time. Districts in 2020-21 are as follows:

- Ansonia
- Bridgeport
- Danbury
- Derby
- East Hartford
- Hartford
- Manchester
- Meriden
- New Britain
- New Haven
- New London
- Norwalk
- Norwich
- Stamford
- Waterbury
- Windham

**Opportunity Districts** are defined under Connecticut General Statute Section 10-262u which establishes a process for identifying Alliance Districts. Opportunity Districts (previously called Educational Reform Districts) are a subset of Connecticut's Alliance Districts. Opportunity Districts are the 10 lowest performing districts in the state.

- Bridgeport
- Hartford
- Manchester
- New Britain
- New Haven
- New London
- Norwich
- Thompson
- Waterbury
- Windham



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**Retired Employment Rules FAQ**

Q: Is it possible to work for more than one year under one of the four Employment Rules?

- ✓ Reemployment may be extended for an additional school year, provided the local board of education (A) submits a written request for approval to the Teachers' Retirement Board, (B) certifies that no qualified candidates are available prior to the reemployment of such teacher, and (C) indicates the type of assignment to be performed, the anticipated date of rehire and the expected duration of the assignment.

Q: How are subject Shortage and Priority School Districts Determined

- ✓ The Commissioner of Education provides the CTRB with lists of areas determined to be a Subject Shortage area and a Priority School District determined by the State of Connecticut Department of Education.

Q: How are the Historically Black Colleges and Universities determined?

- ✓ The Higher Education Act of 1965 (updated in 2008) through the US Department of Education has identified a list of schools.
  - <https://nces.ed.gov/COLLEGENAVIGATOR/?s=all&sp=4&pg=1>

Q: How are the Hispanic Serving Institutions Determined?

- ✓ Title V of the Higher Education Act define Hispanic-serving institutions are higher education institutions where 25% or greater of the enrolled full-time undergraduate student population identifies as Hispanic. The Hispanic Association of Colleges and Universities regularly updates the listing of qualifying institutions.
  - <https://www.hacu.net/hacu/HSIs.asp>

Q: How are the Alliance School Districts Determined?

- ✓ The Alliance District program is a unique and targeted investment in Connecticut's 33 lowest-performing districts. Connecticut General Statue Section 10-262u establishes a process for identifying Alliance Districts

Q: What proof is required to confirm graduation from an education reform district, Historically Black College or University, or Hispanic-Serving Institution?

- ✓ A copy of the diploma or an official transcript from the qualifying institution must be provided and confirm that a degree was matriculated from the institution. Retirees who attended but did not graduate from the institution are ineligible to work under the Post Retirement Rule.

Q: Can I teach in multiple schools / assignments under the Retired Employment Rules?

- ✓ Each school year of eligibility is inclusive of all possible qualifying post retirement designations for a member. If a member is accepting reemployment in multiple districts or assignments, the assignments must be in the same school year (July 1 – June 30) and meet the qualifications of the Retired Employment Rule(s) being used to qualify for post-retirement employment.

Q: Can I roll over "unused" school year months from year to year?

- ✓ All assignments with a start date during the school year (July 1 – June 30) will be considered as taking place in the school year and fulfill a Member's full school year of post retirement employment rule eligibility. If a typical school year is 10 months and starts September 1st and the reemployment does not start until November 1st there is not an additional two months of reemployment eligibility remaining. The School year of eligibility would end at the sooner of the end of the assignment(s), or June 30th.