



STATE OF CONNECTICUT
TEACHERS' RETIREMENT BOARD
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"An Affirmative Action/Equal Opportunity Employer"
www.ct.gov/trb

June 8, 2009

To: Superintendents and School Business Managers

From: Darlene Perez, TRB Administrator

Re: Post Retirement Employment (Mandatory)

The Teachers' Retirement Board is governed under Chapter 167a of the C.G.S. The statutes regarding post retirement employment are provided for your information.

Sec. 10-183v. Reemployment of teachers. (a) Except as provided in subsection (b) of this section, a former teacher receiving retirement benefits from the system may not be employed in a teaching position receiving compensation paid out of public money appropriated for school purposes except that such former teacher may be employed temporarily in such a position and receive no more than forty-five per cent of the maximum salary level for the assigned position. Any former teacher who receives in excess of such amount shall reimburse the board for the amount of such excess. Temporary employment means employment for less than a school year. Notice of such employment shall be sent semi-annually on January thirty-first and June thirtieth to the board by the employing officials and by the retired teacher at the end of each assignment.

(b) A former teacher receiving retirement benefits from the system may be reemployed by a local board of education or by any constituent unit of the state system of higher education in a position designated by the Commissioner of Education as a subject shortage area for the school year in which the former teacher is being employed. Such employment may be for up to one full school year but may, with prior approval by the board, be extended for an additional school year. Such request for approval shall be made in writing to the Teachers' Retirement Board and certified by the local board of education that no qualified candidates are available prior to the reemployment of such former teacher and shall include a statement indicating the type of assignment to be performed, the anticipated date of rehire and the expected duration of the assignment.

(c) The employment of a former teacher under subsection (b) of this section shall not be considered as service qualifying for continuing contract status under section 10-151 and the salary of such teacher shall be fixed at an amount at least equal to that paid other teachers in the same school system with similar training and experience for the same type of service. Upon approval by the board of such employment, such former teacher shall be eligible for the same health insurance benefits provided to active teachers employed by such school system. No benefits shall be paid under section 10-183t, while such former teacher is employed by such system.

The Teachers' Retirement Board regards any retiree receiving up to 45% of the maximum salary for the assignment as employed under the "45% rule" and should be reported accordingly, even if the retiree is employed in a subject shortage area.

A retiree employed in a subject shortage area earning in excess of 45% of the maximum salary for the assignment should be considered employed under the subject shortage area provision and should be reported accordingly. If you are considering hiring a retiree into a subject shortage area assignment for a second year (their 2nd year in a subject shortage area) you must obtain prior approval from the Teachers' Retirement Board after advertising the position and you must also attest to the fact that there are no qualified (certified) candidates available before approval to hire a retiree can be granted. Each retired member is restricted to being reemployed (post retirement) 2 years in their lifetime not 2 years per school district; while earning in excess of 45% of the maximum level salary.

A retiree reemployed in a job covered by the Teachers' Retirement Board and earning in excess of 45% of the maximum level salary (other than under the subject shortage area provision) is required to reimburse the Teachers' Retirement Board for those earnings in excess of that allowed. It is imperative that you keep track of a reemployed members earnings to help ensure that this doesn't happen.

If any retired member is reemployed in a TRB position, the reemployment is required to be reported to the TRB.

Examples of CT public school assignments where post retirement reemployment earnings are required to be reported:

- . Teachers
- . Substitute Teachers, including per diem substitutes
- . Principals, Assistant Principals or Supervisors
- . Superintendents, Assistant Superintendents

Provided they:

Possess a certificate or permit issued by the State Board of Education for the position in which they are employed.
Occupy a position, which requires the incumbent to possess certification*.

OR

Members of the professional staff of the State Board of Education or the Board of Higher Education or any of its constituent units (which are also exempt from certification requirements).

We are currently updating the reporting forms and will issue them to you shortly.

Attachment: [2009-10 SUBJECT SHORTAGE AREA REEMPLOYMENT](#)