

**Administrative Procedures for Policy #6035 (Personnel) of the Board of Education
Regarding the Rehiring of Retired Teachers**

I. Process

- A. Calvert County Public Schools shall be responsible for overseeing the rehiring of retired teachers.

II. Guidelines

A. Eligibility

1. A retired teacher who is rehired as a classroom teacher must meet the following conditions:
 - a. Is or has been certified to teach in the state,
 - b. Has verification of satisfactory or better performance in the last assignment prior to retirement,
 - c. Has been appointed in accordance with §4-103 of the Education Article, and
 - d. Retired with normal service retirement or retired with an early service retirement and has been retired at least 12 months.
2. Is employed as a classroom teacher, substitute classroom teacher or teacher mentor in a public school that:
 - a. Is not making adequate yearly progress or is a school in need of improvement as defined under the federal Every Student Succeeds Act (ESSA) of 2015, or
 - b. Is receiving funds under Title 1 of Every Student Succeeds Act (ESSA) of 2015, or
 - c. Has more than 50% of the students attending that school who are eligible for free and reduced-price meals, or
 - d. Provides an alternative education program for adjudicated youths or students who have been expelled, suspended, or identified for suspension or expulsion from public school
 - e. Shall teach in an area of critical shortage, or a special education class for students with special needs, or a class for students with limited English proficiency, or
 - f. Is hired to teach any subject or class or provide education services under a special limited provision granted to the Superintendent.

B. Length of Contract

Personnel Procedures #6035.1

Procedure Written: 4/18/07

Procedure Revised: 3/16/11; 9/17/12; 8/25/17; 6/14/22

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1. Employment contracts for retired teachers who are rehired as classroom teachers are valid for a maximum of one (1) year, not to extend beyond the end of any given school year. Contract renewals are on an as needed basis and not guaranteed.

C. Salary Placement

1. Retired teachers who are rehired as classroom teachers will be placed on the maximum entry step of the Master's salary scale allowed pursuant to the Agreement between the Calvert Education Association and the Board of Education of Calvert County.
2. Retired teachers that are rehired for subsequent years will be eligible for a step increase as determined by the current Agreement between the Board of Education of Calvert County and The Calvert Education Association.

D. Leave

1. Retired teachers who are rehired as classroom teachers will be credited with the same leave benefits as a teachers based on the Agreement between the Board of Education of Calvert County and The Calvert Education Association

E. Evaluation

1. Retired teachers who are rehired as classroom teachers will be observed and evaluated annually, following the tenured teacher observation and evaluation process.

F. Benefits

1. Retired teachers who are rehired as classroom teachers are eligible for the same benefits that are provided to current, non-retired teachers, with the exception of membership in the Maryland State Retirement Agency.

G. Reporting Requirements

1. Calvert County Public Schools must notify the Maryland State Retirement Agency (MSRA) and the Maryland State Department of Education (MSDE) within thirty (30) days of rehiring a retired teacher.
2. Retired teachers who are rehired as classroom teachers must notify the MSRA Board of Trustees in writing of their intent to accept reemployment and the amount of anticipated compensation.

H. Earnings Limitations

1. Calvert County Public Schools is not responsible for any penalties incurred by rehired retirees for exceeding their retirement earnings limitations as determined by the Maryland State Retirement Agency (MSRA).