

Bartlett City Board of Education		5021
Descriptor Term: RETIREMENT	Descriptor Code: Personnel	Issue Date: 03/27/2014
	Rescinds:	Revised:

1 Retirement shall mean a termination of services under conditions which will allow the employee
2 to draw benefits from retirement plans and/or social security benefits.

3 Employees eligible for retirement benefits may elect to retire at any age according to the
4 provisions of the retirement system.

5 Central office personnel shall assist employees in securing retirement benefits; however, it shall
6 be the responsibility of the retiring employee to obtain verification of eligibility in writing from TCRS
7 to the central office. It shall be the responsibility of the retiring employee to file for eligible benefits.

8 Employees who retire under TCRS may be employed up to one hundred twenty (120) days per
9 year without loss of retirement benefits.

10 Certified Personnel

11 Retired teachers may substitute teach for an additional ninety (90) days if the Superintendent
12 certifies in writing to the Board that no other qualified personnel are available to substitute teach.¹

13 The Superintendent may employ teachers retired for at least one year for full-time employment
14 as a kindergarten through twelfth grade teacher on a year-to-year basis. Retirement benefits will
15 not be lost or suspended under certain conditions, which include but are not limited to the
16 following:²

- 17 1. The Superintendent of the employing system must certify in writing that no other qualified
18 individuals are available to fill the position;
- 19
- 20 2. The Commissioner of Education must certify that the employing school system serves an
21 area that lacks qualified teachers to serve in the position to be filled;
- 22
- 23 3. The retired teacher must hold a valid license and shall not be entitled to tenure status;
- 24
- 25 4. The retired teacher shall not be eligible to accrue additional retirement benefits, accrue
26 leave or receive medical insurance coverage; and
- 27
- 28 5. The salary paid to the retired member shall not be less than the rate of compensation set
29 by the Board for teachers with no experience filling similar positions, nor more than eighty-
30 five percent (85%) of the rate of compensation set by Board for teachers with comparable
31 training and years of experience filling similar positions.

¹ T.C.A. §8-36-805

² T.C.A. §8-36-821