

**Policy Statement #6035 (Personnel) of the Board of Education  
Regarding Retire Rehire Teachers and Principals**

I. Purpose

- A. To permit retire rehire teachers and principals in order to address areas where a shortage of credentialed teacher and principal candidates exists

II. Definitions

- A. Credentialed employee – an employee who satisfies the licensure and/or certification requirements as set forth by the Maryland State Department of Education (MSDE)
- B. Core academic subject – includes the following areas where students earn credit: art, music, dance, drama/theater, social studies (civics and government, history, geography), economics), English, reading or language arts, mathematics, science, and world languages.
- C. Highly qualified teacher – is one who meets all of the following criteria:
  - i. Holds at least a bachelor’s degree from a four-year institution.
  - ii. Fully credentialed by MSDE.
  - iii. Demonstrates competence in each core academic subject area in which the teacher teaches.
- D. Retire rehire employee - a retired credentialed employee who is a member of the State Teachers' Retirement System or the State Teachers' Pension System and who is hired by a local school system under the provisions of State Personnel and Pensions Article, §§22-406 and 23-407, Annotated Code of Maryland

III. Policy Statement

- A. The Calvert County Board of Education is committed to placing an effective, credentialed and highly qualified teacher in each classroom or principal in each school. Therefore, for the exclusive purpose of filling school level vacancies, unless otherwise specified in the law, Calvert County Public Schools will consider the employment of retired teachers and principals in a manner which is consistent with state law and sound instructional decision making; and which follows the salary placement for teachers and principals as outlined in the corresponding Negotiated Agreements.

IV. Delegation of Authority

- A. The Superintendent of Schools shall establish administrative procedures to implement this policy in accordance with all local policies and local, state and federal laws and regulations and to communicate this policy and accompanying procedures to all relevant parties.

V. Exceptions

- A. There are no exceptions to this policy. However, the Board, by majority vote may temporarily suspend all or part of this policy. Suspension of all or part of this policy, however, in no way relieves the Board of its obligation to comply with the pertinent local, state and federal laws and regulations or the rules and regulations of the Maryland State Board of Education and the Maryland State Department of Education.

VI. Review

- A. This policy will be reviewed at the end of three years, or sooner, if approved by majority vote of the Board of Education in public session.

VII. Effective Date

- A. This policy is effective February 13, 2025.

Citations

State Law: § 22-406 and § 23-407 of the State Personnel and Pensions of the Annotated Code of Maryland  
State Reg.: COMAR 13A.07.02.05  
Federal Law:  
Adm. Reg.:  
Neg. Agr.: The Negotiated Agreements between Calvert County Public Schools and Calvert Education Association and Calvert Association of Supervisors and Administrators  
Other Citation: