



Supporting Learners & Leaders

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Educator Retirement Modification Bill

General Purpose of Concept:

- Any licensed educator who is retired in the Vermont Teacher Retirement System will be allowed to take a one-year hard to fill position and still receive their retirement

Provisions/Specifics:

- The retired educator would have to pay into the retirement system at the same rate as a new teacher during any contracted period with a school district
- The retired educators health care would be provided by the District for which said educator is employed during the one-year appointment
- The retired educator would receive other benefits as proscribed under any Collectively Bargained Agreement or Employment Agreement made between the retired educator and the District
- The retired educator could only work in an individual school in a hard to fill position for one year
- The retired educator must have, or be able to obtain, a professional educator's license with the appropriate endorsement necessary for the open position
- The retired educator could work in the school or another school in another hard-to-fill position with all other provisions outlined above in effect
- The Agency of Education would develop procedures for a Superintendent to apply for a One-Year- Hard to fill position waiver

Rationale:

- School and school system leaders are finding it much more difficult to attract qualified candidates to apply for teaching positions than in the past
- Some critical positions have a dearth of qualified applicants including: Speech Language Pathologist, Special Educators, School Principals, Upper-Level Math and Science Teachers.
- Across the United States, numerous organizations have noted the trifactor issue that:
 1. Less applicants are applying for key educator positions

2. Less individuals are applying for undergraduate programs in education
 3. More teachers are retiring earlier and qualified replacements are increasingly hard to find
 - Sources: American Federation of Teachers, National Education Association, American Association of School Administrators, National Association of Secondary School Principals, National Association of Elementary Schools, Economic Policy Institute, Learning Policy Institute.
- A few extra points:
 - We often have administrators and teachers retire from other states and come to Vermont to work in our system
 - We often have administrators and teachers retire from our state and go to other states to work and collect Vermont retirement
 - Our rural, poor, and geographical isolated communities are the most suspect to be able to attract and retain strong educators and could benefit greatly from this change

***** The pandemic and the aftermath of the pandemic will make this situation even more critical.**