

# SUPPORT

## Suspend the Limitation on Earnings in Retirement when Receiving a Pension

The Council supports the Governor's budget proposal to automatically waive, until June 30, 2024, the \$35,000 limitation on earnings for public employees working in a public school position while simultaneously receiving a pension.

Schools have been struggling with hiring shortages in multiple fields for several years. The Council has advocated for years to increase the limitation on earning in retirement. In 2019, the limit was increased by \$5,000. While that change was helpful, for the teaching staff, the impact was felt mostly around the edges with and helped more with substitute teaching availability than filling long term vacancies as teachers begin their careers at salaries higher than that amount.

As the pandemic has worn on, the school staff shortage issue has increased. Some schools struggle to employ educators in only difficult to staff subjects such as English as a new language or special education, while other schools experience hiring difficulties for almost all openings. Most schools have encountered immense challenges with employing bus drivers and substitute teachers.

Whether a school's hiring shortage challenge is significant or an intermittent challenge, this proposal will provide some relief. It offers a significant financial incentive to current and future pensioners to return to the classroom or school district. It is a tool that schools can immediately employ to fill vacancies with qualified and experienced employees.

The Legislature and the Governor should consider extending this provision through June 30, 2025 to provide greater certainty to schools and employees.

More must be done to address staffing shortages. In the interim, this proposal should provide relief and the ability for schools to hire highly qualified staff and teachers.

***The Council supports this legislation and urges its approval.***