



**Connecticut Education Association**

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Testimony of  
**Kate Dias**  
**Connecticut Education Association**

Before the  
**Appropriations Committee**

Re:

**SB 779 AN ACT PERMITTING RETIRED TEACHERS TO BE REEMPLOYED FULL-TIME IN A  
PUBLIC SCHOOL**

**SB 1524 AN ACT CONCERNING THE INCLUSION OF EMPLOYEES OF THE  
CONNECTICUT ASSOCIATION OF SCHOOLS IN THE TEACHERS' RETIREMENT SYSTEM**

March 28, 2025

Senator Osten, Representative Walker, Representative Nuccio, Senator Somers, and esteemed members of the Appropriations Committee, I am Kate Dias, President of the Connecticut Education Association (CEA). CEA represents over 43,000 active and retired teachers in 160 school districts across the state.

**SB 779 An Act Permitting Retired Teachers to be Reemployed Full-Time in a Public School**

SB 779 would, in concept, permit retired teachers to be reemployed full-time, presumably with more flexibility than is currently provided in statute. Separately, SB 1, which was favorably reported out of the Education Committee, also seeks to remove barriers to the reemployment of retired teachers. CEA believes that any statutory expansion of retired teacher reemployment options should be done with consideration to a number of

factors. In particular, there should be clear language requiring school boards seeking to rehire retired teachers to:

1. Limit filling vacancies to one-year terms, renewable for no more than five years total for any one retiree;
2. Limit eligibility to retirees with at least 32 years of service to prevent early retirements;
3. Submit a written request to the Teachers' Retirement Board, and receive approval for such request;
4. Certify that efforts to fill a vacancy without relying on rehiring retirees have been exhausted; and
5. Include in their request a letter of support from the exclusive bargaining representatives of the affected teachers' unit for each year that a request is submitted to the TRB.

We further ask legislators to consider the actuarial impact of proposed changes. Depending on how language is drafted, filling active teacher positions with retired teachers could affect pension contributions, years of credited service, and other parameters, the effect of which should be assessed prior to passing legislation impacting the fiscal condition of the fund.

### **SB 1524 An Act Concerning the Inclusion of Employees of the Connecticut Association of Schools in the Teachers' Retirement System**

SB1524 would expand eligibility in the TRS to employees employed by a non-public entity that employs career educators. While we understand that participation by non-public entities has been permitted in the past, further inclusion could risk disqualifying the retirement plan and jeopardize the integrity of the fund. Any efforts to expand eligibility should not be done without consideration for preserving the viability of the fund.

If it is determined that such expansion could be carried out without jeopardizing the fund, we would also suggest that any rationale that would provide inclusion of CAS employees should also be applied to any other similar organizations that employ career educators, such as those representing teachers, administrators, superintendents, and boards of education. If such expansion were incurred, the fund could be in further jeopardy. We respectfully request that this consideration be taken when making the determination of whether to make additions of private employees to this public pension fund.