

Substitute Teacher Critical Shortage

Declaring a Critical Shortage	School Districts do NOT need to declare a critical shortage by completing a form.
Reduced Retirement	Blanket exemption from typical service retirement requirement. Reduced retirement retirees can participate.
Sunset Provision	Sunsets 7/1/2025.
Eligible Employers	All school districts and charter schools are eligible.
Contributions	The school district remits the same contribution amounts (working retiree, employer contribution, AED, and SAED).
Time Limit	Eligible until sunset 7/1/2025. There is no restriction on the length of the substitute teaching assignment (ex. Someone could be placed into a long-term substitute teacher position for the entire school year, then one year after the other).
Designation Limit	N/A
Re-designation	N/A
Eligible Positions	Substitute teachers only. The retiree need not retire as a teacher, but must hold a valid teaching license (ex. Some principals keep current their teaching licenses).
PERACare	Retirees working under this provision are not required to be offered health care at their employer and, if on PERACare, can receive their subsidy.