

## Regular Critical Shortage

## BOCES Critical Shortage

<b>Declaring a Critical Shortage</b>	School districts and BOCES both have to declare a critical shortage by completing a form.	
	<i>Designation of Retirees Working After Retirement in a Critical Shortage Position</i>	<i>Intent to Hire form</i>
<b>Reduced Retirement</b>	A retiree with a reduced retirement must wait two years before returning in a critical shortage capacity to the district or BOCES they retired from.	
<b>Sunset Provision</b>	No longer sunsets 6/30/23. Permanent.	Sunsets 6/30/25.
<b>Eligible Employers</b>	Only rural/small rural school districts are eligible for regular critical shortage. Now allows board of cooperative services or a charter school located within a rural school district to participate.	Because of how BOCES operate, although the retiree would be an employee of the BOCES, they would need to provide services in two or more rural school districts (as defined by the Colorado Department of Education).
<b>Contributions</b>	The school district remits the same contribution amounts (working retiree, employer contribution, AED, and SAED).	Requires an additional 2% from the employer (above the normal employer contribution plus AED and SAED) of the retiree's salary to PERA.
<b>Time Limit</b>	The retiree is limited to six consecutive years being designated.	The retiree can only work for five consecutive years.
<b>Designation Limit</b>	All eligible school districts (rural and small rural) can hire as many critical shortage retirees as they deem necessary provided they designate them by the deadline. (March 31 <sup>st</sup> of the current year for re-designated retirees and upon hire for new designations)	Combined can only hire up to 40 total retirees in a critical shortage position over the duration that BOCES critical shortage is in effect (i.e., five years).
<b>Re-designation</b>	Employer must re-designate a retiree each year by March 31 <sup>st</sup> of the year they are designated.	Employers will need to re-certify designated retirees are working for two or more rural districts on form annually by March 31st.
<b>Eligible Positions</b>	Eligible school districts can designate teachers, bus drivers, food service workers, paraprofessionals and nurses.	BOCES can only designate special service providers (SSP). Some examples: (these are specifically included in the legislation): <ul style="list-style-type: none"> <li>• Speech language pathologists</li> <li>• School psychologists</li> <li>• Social workers</li> <li>• Occupational therapists</li> <li>• Audiologists</li> <li>• Teachers for the visually impaired and hard of hearing</li> <li>• Early childhood educators</li> </ul>
<b>PERACare</b>	Retiree does not receive a PERACare subsidy while designated for Critical Shortage. Designated retirees can still be enrolled in PERACare at full cost.	