

**BILL:** House Bill 743  
**TITLE:** Teachers' Retirement and Pension Systems - Reemployment  
**DATE:** February 15, 2022  
**POSITION:** SUPPORT  
**COMMITTEE:** Appropriations  
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The Maryland Association of Boards of Education (MABE), representing all of the state's local boards of education, supports House Bill 743 to facilitate the rehiring of retired teachers and principals, and to promote the continued service in retirement of educators considering retirement without the opportunities provided by this important legislation.

MABE has consistently supported efforts by the General Assembly to assist local school systems in addressing the critical shortages of highly qualified teachers and principals in the classrooms of all students in every school across the State. At this time, Maryland is experiencing critical shortages across all of the educational and related services professional fields; a critical shortage of the staff needed to deliver and support student learning, and to administer schools as educational leaders.

This legislation appropriately includes classroom teachers, substitute teachers, teacher mentors, and principals among the retirees who may benefit from the pathway to reemployment in retirement. Retaining and recruiting the expertise of retirees in these fields is critically needed. Substitute teachers are playing a key role in delivering instruction, as they always have, but to an unprecedented degree as school systems cope with COVID. The role of the principal as instructional leader is enormously important, and will be pivotal to the successful implementation of Blueprint for Maryland's Future Act, in addition to the array of state and federal policies and programs to improve student achievement. Passage of House Bill 743 will advance these objectives.

Importantly, the expanded opportunity for retired teachers and principals to be rehired would extend only through June 30, 2024. MABE certainly hopes that the critical shortages school systems are currently experiencing will have been remediated to a significant extent over the next 2 years through the initiatives in the Blueprint to address issues regarding professionalism, increases in starting salaries and certification-based raises, and innovative career ladders. Together, these reforms and investments should have a positive and lasting effect on Maryland's ability to recruit, educate, and retain the best educators in the nation.

For these reasons, MABE requests that the Committee issue a favorable report on House Bill 743.