

Franklin Special Board of Education

Monitoring: Review: Annually, in February	Descriptor Term: Retirement	Descriptor Code: 5.205	Issued Date: 07/23/07
		Rescinds: 5.205	Issued: 11/20/00

1 Retirement shall mean a termination of services under conditions which will allow the employee to draw
2 benefits from retirement plans and/or social security benefits.

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4 Employees eligible for retirement benefits may elect to retire at any age according to the provisions of
5 the retirement system.

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7 Central office personnel shall assist employees in securing retirement benefits; however, it shall be the
8 responsibility of the retiring employee to provide verification of eligibility in writing from TCRS to the
9 central office. It shall be the responsibility of the retiring employee to file for benefits.

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11 Employees who retire under TCRS may be employed up to one-hundred twenty (120) days per year
12 without loss of retirement benefits. Retired teachers may substitute teach for an additional ninety (90)
13 days if the director of schools certifies in writing to the Board that no other qualified personnel are
14 available to substitute teach.¹

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16 The director of schools may employ teachers retired for at least one year for full-time employment as a
17 kindergarten through twelfth grade teacher on a year-to-year basis. Retirement benefits will not be lost
18 or suspended under certain conditions, which include but are not limited to the following:²

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20 1. The director of schools of the employing system must certify in writing that no other qualified
21 individuals are available to fill the position;
- 22 2. The Commissioner of Education must certify that the employing school system serves an area
23 that lacks qualified teachers to serve in the position to be filled;
- 24 3. The retired teacher must hold a valid license and shall not be entitled to tenure status;
- 25 4. The retired teacher shall not be eligible to accrue additional retirement benefits, accrue leave or
26 receive medical insurance coverage; and
- 27 5. The salary paid to the retired member shall not be less than the rate of compensation set by the
28 Board for teachers with no experience filling similar positions, nor more than eighty-five percent
29 (85%) of the rate of compensation set by Board for teachers with comparable training and years
30 of experience filling similar positions.

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37 Legal References:

- 38 1. TCA 8-36-805
39 2. TCA 8-36-821
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