



Michigan Association of
Retired School Personnel
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For Immediate Release

Director
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Retiree group says new law will help with critical shortage in schools

A new law now signed by **Gov. Gretchen Whitmer** will help improve Michigan's schools' need to fill critical shortage positions by making it easier for retired teachers to return to classrooms (HB 4694), says the Michigan Association of Retired School Personnel.

"Prior to 2020 and its unique challenges brought on by the pandemic, Michigan's public school districts had been struggling for years to fill various positions in their districts," explains **Royce Humm**, Michigan Association of Retired School Personnel (MARSP) executive director. "Retired school personnel, who are ideal candidates to help fill critical shortage positions, were prevented from helping due to an outdated law. We applaud Gov. Whitmer, **Rep. Jim Lilly** (R-Park Twp.), **Sen. Rick Outman** (R-Six Lakes) and the Legislature for their bipartisan effort amending Public Act 300 of 1980 to loosen restrictions and allow retirees to serve in critical shortage capacities."

The new law addresses a problem that has troubled many school districts and thousands of K-12 students statewide. Due to an ongoing teacher shortage, districts throughout the state struggle daily to fill substitute teaching needs and other vacancies

in critical positions, including bus drivers and school nurses. Outdated restrictions in PA 300 prevented districts from using retirees to fill such positions, even on a short-term basis.

“As public school retirees, our members would like the opportunity to serve as substitutes and help out by filling positions with critical shortages,” says **Robert Kucera**, MARSP president. “A surplus of talented, trusted educators with recent classroom experience is willing to step in to ensure quality educational opportunities for our kids.”

The revised law will allow districts to hire personnel who have been retired for less than one year for a critical shortage position or if the district is operating under an extended COVID-19 learning plan. Otherwise, the 12-month waiting period before retirees can return to work in a district will remain in effect.

Over the years, exemptions to the law and other rule changes have become confusing and have caught some retirees unaware, sometimes causing them to lose pension benefits.

MARSP is a statewide association of more than 30,000 public school retirees who rely on state provided pensions and health care.

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