

WANTED: RETIRED EDUCATORS

Since 2016, retired teachers have been able to return to teaching in critical shortage areas, earn a full salary, and continue to receive VRS retirement pay. Virginia established this innovative program to encourage experienced educators to return to teach in schools that need their expertise, insight, and talents. Gloucester County Public Schools encourages retired teachers to take advantage of this opportunity to make a difference in the lives of children while also contributing to their personal finances. The top ten critical shortage areas are below:

1. Special Education
2. Elementary Education PreK-6
3. Middle Education Grades 6-8
4. Career and Technical Education
5. Mathematics Grades 6-12 (including Algebra 1)
6. School Counselor PreK-12
7. English (Secondary)
8. Science (Secondary)
9. Foreign Language PreK-12
10. Health and Physical Education PreK-12

A retiree may continue to receive VRS benefits while serving as an instructional or administrative employee in a designated critical shortage position, provided that the retiree:

- is licensed and endorsed by the Virginia Board of Education for the position he or she will hold;
- has a break in service of at least 12 consecutive months between the retirement date and the date of hire (this break means not working in any full-time, part-time, or temporary position with any VRS-participating employer);
- has not retired with a reduced VRS benefit under an early retirement incentive program (ERIP);
- has not taken a refund of member contributions and interest or deferred retirement; and
- had no pre-employment commitment, either verbal or written, with the school division prior to the VRS retirement date.

This opportunity is available for any position in the top ten academic disciplines identified as having shortages or any position for which three or fewer qualified candidates applied, subject to the conditions set forth above. For more information, contact the Office of Human Resources at (804) 693-5300.