

Thank you for allowing me to speak to you today.

I am a retired DPSCD teacher. I returned to the district as an Academic Interventionist. I love what I do with the children, but I have an earnings cap of \$24,000 which limits the amount of time I can work.

Why do retired teachers have earnings caps? How did Michigan Compiled Law 38.1361 come about and why? I am a National Board-Certified teacher who would love to return to DPSCD full time but my certification, Elementary K-5 all Subjects and Social Studies 6-8 does not fall under the Critical Shortage positions which have no earnings cap.

I had a position with Houghton Mifflin Harcourt as a Regional Consultant and was told by the Office of Retirement that I could not work as an independent contractor and provide a core service and maintain my pension. I don't understand why there are stipulations on how much I can make and the positions I can take post retirement.

Simply put, this practice is nonsensical. The state has continued to erode the profession of teaching from many directions, but one of the most dangerous is allowing uncertified people into classrooms when there is a backlog of well-equipped retirees willing to return. The arbitrary earnings cap is punitive rather than purposeful, and the state would do better to remove it until the teacher crisis is over.

We have the Read by Grade 3 Law coming into effect this upcoming school year, we have a significant decrease in college students entering the field of education, multiple schools and districts that cannot fill teaching positions and hundreds of thousands of students who need passionate, certified professionals. Who better to assist in filling these voids than retired teachers?

I am proposing that the retirement work rules be changed, and the earnings cap be increased or removed as well as the stipulations so that retired certified teachers can return to work in ALL educational capacities, not just critical shortage but general education, consultation and training.