

Designation of Retirees Working After Retirement in a Critical Shortage Position

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Rural school districts (as defined by the Colorado Department of Education), Boards of Cooperative Educational Services (BOCES), and charter schools located within rural school districts may declare a critical shortage for certain positions. Once a critical shortage has been determined by the employer, the employer can then hire a Colorado PERA retiree (referred to as a "critical shortage retiree") to work in that position and be exempt from PERA working after retirement limits. This form must be completed and filed with PERA no later than March 31 of the applicable calendar year. Employers should be aware of the following:

- » Retirees must be hired only as a teacher, school bus driver, school food services worker, school nurse, or paraprofessional, and the employer must declare that the critical shortage retiree has specific experience, skills, or qualifications that would benefit the school district.
- » Employers must submit this form to PERA as soon as any new critical shortage retiree is hired, but no later than 30 days after the date of hire.
- » Employers must remit the following contributions as required by law: full employer contribution, Amortization Equalization Disbursement (AED), Supplemental Amortization Equalization Disbursement (SAED), and working retiree contribution.
- » Teachers who retired with a reduced service retirement benefit must wait two years after retirement to return to work as a critical shortage retiree for the employer from which they retired.
- » Retirees may not work in the effective month of retirement and are limited to work for six consecutive years without a reduction in benefits, starting the year the retiree becomes a critical shortage retiree.
- » Critical shortage retirees are eligible to participate in their employers' health insurance programs or the PERACare program; however, no subsidy will be applied toward payment of PERACare premiums.

If the retirees designated below do not meet the qualifications, PERA will notify the employer that the qualifications have not been met.

Section 1: Retiree Information

1.	Retiree Name			SSN	
	Last Name	First Name		MI	
	Position (check one): □ Teacher □ Bus Drive	r 🖵 Food Services Worker	☐ School Nurse	☐ Paraprofessional	Hire Date
	lacksquare This Retiree has been notified that they are	not eligible for the PERAC	are subsidy while	designated under the	e critical shortage provision.
2.	Retiree Name			SSN	
	Last Name	First Name		MI	
	Position (check one): □ Teacher □ Bus Drive	r 🖵 Food Services Worker	☐ School Nurse	☐ Paraprofessional	Hire Date
	☐ This Retiree has been notified that they are	not eligible for the PERAC	are subsidy while	designated under the	e critical shortage provision.
3.	Retiree Name	First Name		SSN	
	Position (check one): ☐ Teacher ☐ Bus Drive	r 🖵 Food Services Worker	☐ School Nurse	■ Paraprofessional	Hire Date
	☐ This Retiree has been notified that they are	not eligible for the PERAC	are subsidy while	designated under the	e critical shortage provision.
4.	Retiree Name_			SSN	
	Last Name	First Name		MI	
	Position (check one): □ Teacher □ Bus Drive	r 🖵 Food Services Worker	☐ School Nurse	☐ Paraprofessional	Hire Date
	lacksquare This Retiree has been notified that they are	not eligible for the PERAC	are subsidy while	designated under the	e critical shortage provision.
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5.	Retiree Name	First Name		55N	
	Position (check one): ☐ Teacher ☐ Bus Drive	r 🖵 Food Services Worker	☐ School Nurse	☐ Paraprofessional	Hire Date

This Retiree has been notified that they are not eligible for the PERACare subsidy while designated under the critical shortage provision.

Section 2: Employer Certification

I hereby certify that we meet the requirements of C.R.S. § 24-51-1101 (1.9) and that the designations have only been made due to a critical shortage of qualified candidates. The designated retirees have unique experience, skill, or qualifications that will benefit us as the employer. I further certify that we understand our obligations under the law to employ these retirees, to notify the retirees that they are not eligible for the PERACare subsidy, and to notify PERA when each retiree we designate is no longer working in a critical shortage position.

Employer No Employer Name	
Name of Certifying Official	Effective Year
Email Address	Phone Number ()
Signature of Certifying Official	Date