

# SENATE . . . . . No. 2783

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## The Commonwealth of Massachusetts

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In the One Hundred and Ninety-Second General Court  
(2021-2022)  
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SENATE, March 24, 2022.

The committee on Public Service, to whom was referred the petitions (accompanied by bill, Senate, No. 1791) of John C. Velis, Joanne M. Comerford, Susannah M. Whipps, Sal N. DiDomenico and other members of the General Court for legislation to provide a retirement enhancement opportunity for certain members of the Massachusetts Teachers Retirement System; and (accompanied by bill, House, No. 2620) of Carol A. Doherty and others for legislation to establish a retirement enhancement opportunity for certain members of the Massachusetts Teachers Retirement System, report the accompanying bill (Senate, No. 2783).

For the committee,  
Michael D. Brady

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An Act to provide a retirement enhancement opportunity for certain members of the Massachusetts Teachers Retirement System.

*Whereas*, The deferred operation of this act would tend to defeat its purpose, which is to provide certain members of the Massachusetts Teacher Retirement System with an optional retirement program, therefore it is hereby declared to be an emergency law, necessary for the immediate preservation of the public convenience.

*Be it enacted by the Senate and House of Representatives in General Court assembled, and by the authority of the same, as follows:*

1           SECTION 1. Notwithstanding the provisions of chapter 32 of the General Laws or any  
2 other general or special law to the contrary, any city, town, regional school committee,  
3 independent or vocational technical school, county agricultural school or educational  
4 collaborative which accepts the provisions of this act in the manner hereinafter provided shall, in  
5 cooperation with and upon the prescribed notification to the teacher's retirement system  
6 established under the provisions of section 20 of chapter 32 of the General Laws, establish and  
7 implement a retirement enhancement opportunity program for members of the teachers'  
8 retirement system; provided, that in order to be deemed eligible for any of the benefit options  
9 under such program, a member shall: (i) be employed by a city, town, regional school  
10 committee, independent or vocational technical school, county agricultural school or educational  
11 collaborative which has accepted the provisions of this act in a timely manner as specified in this

12 act; (ii) be eligible to receive a superannuation retirement allowance in accordance with the  
13 provisions of subdivisions (1) or (4) of section five or subdivision (1) of section ten of said  
14 chapter 32 upon the effective retirement date specified in their written application to the teachers'  
15 retirement board; (iii) be an active member of the teachers' retirement system; (iv) have filed a  
16 written application, on a form approved by the teacher's retirement system, during the  
17 application period specified in this act; and (v) irrevocably agree to a payment schedule for the  
18 purchase of service credit and age credit provided through this act. For the purposes of this act,  
19 words shall have the same meanings as in chapter 32 of the General Laws, unless otherwise  
20 expressly provided or unless the context clearly requires otherwise.

21 SECTION 2. This act shall be accepted only in the following manner: in a city, by vote of  
22 the school committee and the city council, with the approval of the mayor or city manager; in a  
23 town, by vote of the school committee, the select board, and the town meeting; in a regional  
24 school district or for an independent vocational school, by vote of the regional school committee;  
25 for a county agricultural school, with the approval of the county advisory board or other county  
26 legislative body and of the county commissioners or other county executive authority, but in  
27 Barnstable, Nantucket and Suffolk counties, by the county commissioners only; for an  
28 educational collaborative, by vote of its board of directors, with the approval of the city councils  
29 and town meetings in all member municipalities. Any fiscal oversight board or fiscal control  
30 board established by a special act, which consists of at least the secretary of administration and  
31 finance or his designee and the commissioner of revenue or his designee, must also approve a  
32 municipality's acceptance. The retirement enhancement opportunity program authorized by this  
33 act may be offered to teachers by any accepting city, town, regional school committee,  
34 independent or vocational technical school, county agricultural school or educational

35 collaborative in 2022. In order to offer the retirement enhancement opportunity program in 2022,  
36 any such city, town, regional school committee, independent or vocational technical school,  
37 county agricultural school or educational collaborative must accept this act on or after April 1,  
38 2022. The application period in 2022 for retirement under this program shall commence seven  
39 days after acceptance of this act and end on July 31, 2022. Teachers retiring pursuant to this  
40 program in 2022 shall be retired for superannuation between June 30, 2022 and August 31, 2022.  
41 Provided that the application period for the eligible employee classified by the Centers for  
42 Disease Control and Prevention as being at increased risk for getting severely ill from COVID-  
43 19, shall begin seven days after any such city, town, regional school committee, independent or  
44 vocational technical school, county agricultural school or educational collaborative has accepted  
45 this act and end on July 31, 2022. Said teachers classified by the Centers for Disease Control and  
46 Prevention as being at increased risk for getting severely ill from COVID-19, retiring pursuant to  
47 this program shall be retired for superannuation by August 31, 2022. In the event there is a  
48 dispute concerning an employee's status with respect to the Centers for Disease Control and  
49 Prevention increased risk categories, such dispute shall be resolved by decision of a regional  
50 medical panel, as provided by subsection (3) of section 6 of chapter 32. The decision of the  
51 regional medical panel shall be final. Provided that an employee who submits an application to  
52 the teachers' retirement board on or after January 1, 2021 but prior to the effective date of this act  
53 and has met the eligibility qualifications established in parts (i), (ii) and (iii) of section 1 of this  
54 act at the time of their application shall be eligible to purchase service credit and age credit as  
55 provided under this act.

56 SECTION 3. An employer that accepts the provisions of this act is required to fill any  
57 vacancies created by exercise of rights under this act on or before the start of the subsequent

58 school year. In order to ensure that all positions vacated by the retirement of employees  
59 exercising rights under this act are filled prior to the beginning of the following school year, at  
60 the time this act is accepted, the employer shall vote to adopt a plan to fill all vacancies created  
61 as a result of employees exercising rights under this act; provided, that an employer may avoid  
62 this requirement by demonstrating that said vacancy is the result of declining enrollment and it  
63 will have no negative impact on class size or educational programs offered and shall be subject  
64 to collective bargaining with the relevant employee organization pursuant to chapter 150E;  
65 provided further, that the employer's vote to accept the provisions of this act shall incorporate  
66 the annual education aid provided pursuant to chapter 70 to said city, town, county or district;  
67 provided further, that such liability deducted shall be appropriated to the commonwealth's  
68 pension liability fund; and provided further, that ancillary costs attributable to any employee who  
69 retires under the retirement enhancement opportunity program established by this act, limited to  
70 the payment of accrued vacation, unused sick leave or any other severance payment, shall be the  
71 financial obligation of such city, town, county or district recognition responsibility for the  
72 mandated employer contribution as described in section 5.

73 SECTION 4. Notwithstanding any provisions of said chapter 32 to the contrary, the  
74 normal yearly amount of the retirement allowance for an eligible employee who is employed by  
75 a city, town, regional school committee, independent or vocational technical school, county  
76 agricultural school or educational collaborative which accepts the provisions of this act and who  
77 has paid the full amount of regular deductions on the total amount of regular compensation as  
78 determined under paragraph (a) of subdivision (2) of section 5 of said chapter 32 or subsection  
79 (4)(i) of section 5 of chapter 32, shall be based on the average annual rate of regular  
80 compensation as determined under said paragraph (a) and shall be computed according to the

81 table contained in said paragraph (a), or as prescribed under subsection (4)(i) of chapter 5 of  
82 chapter 32, based on the age of such member and his number of years and full months of  
83 creditable service at the time of his retirement increased by up to five years of age, provided that  
84 the purchase of age shall comply with the maximum employee annual plan contribution allowed  
85 under IRC Section 415, or by up to five years of creditable service or by a combination. An  
86 employee who retires and receives an additional benefit in accordance with the provisions of this  
87 act shall be deemed to be retired for superannuation under the provision of said chapter 32 and  
88 shall be subject to any and all provisions of said chapter 32.

89         The total normal yearly amount of the retirement allowance, as determined in accordance  
90 with the provisions of section 5 of said chapter 32, of any employee who retires and receives an  
91 additional benefit under the retirement enhancement opportunity program in accordance with the  
92 provisions of this act shall not exceed four-fifths of the average annual rate of his regular  
93 compensation received during any period of three consecutive years of creditable service for  
94 which the rate of compensation was the highest or of the average annual rate of his regular  
95 compensation received during the periods, whether or not consecutive, constituting his last three  
96 years of creditable service preceding retirement, whichever is greater; provided, that the total  
97 normal yearly amount of the retirement allowance, as determined in accordance with the  
98 provisions of section 5 of said chapter 32, of any employee who became a member on or after  
99 April 2, 2012, who retires and receives an additional benefit under the retirement enhancement  
100 opportunity program in accordance with the provisions of this act shall not exceed four-fifths of  
101 the average annual rate of his regular compensation received during any period of five  
102 consecutive years of creditable service for which the rate of compensation was the highest or of  
103 the average annual rate of his regular compensation received during the periods, whether or not

104 consecutive, constituting his last five years of creditable service preceding retirement, whichever  
105 is greater.

106 SECTION 5. The commissioner of the public employee retirement administration shall  
107 conduct a valuation analysis of the costs attributable to the provisions of this act, which shall be  
108 used to determine the cost for eligible employees to purchase service credit and age credit  
109 provided under this act; provided, that the commissioner shall ensure that any additional  
110 payments are in compliance with the appropriate provisions of the Internal Revenue Code. The  
111 commissioner shall file a report in writing of his findings within thirty days of the passage of this  
112 act; provided, that said report shall be filed with the joint committee on public service and the  
113 house and senate committees on ways and means, and the teachers' retirement board within thirty  
114 days of the passage of this act. Eligibility to retire under the retirement enhancement opportunity  
115 program established by this act shall be contingent upon the payment of the employee's portion  
116 of cost, as determined by the commissioner of the public employee retirement administrator's  
117 analysis, in 1 lump sum or in installments upon such terms as the teachers' retirement board may  
118 provide, of the total cost and the actuarial liabilities attributable to the additional benefits payable  
119 in accordance with the provisions of this act.

120 The teachers retirement board shall prepare a funding schedule for each applicable city,  
121 town, county or district which shall reflect the payment of twenty percent of the costs and the  
122 actuarial liabilities attributable to the additional benefits payable under the retirement  
123 enhancement opportunity program in accordance with the provisions of this section which shall  
124 be used to offset the employee's cost of purchasing age with any residual payments being used to  
125 offset the employee's cost to purchase service; provided, however, that said schedules shall be  
126 designed to reduce the applicable city, town, county or district and the commonwealth's

127 additional pension liability attributable to such costs and liabilities to zero on or before June  
128 thirtieth, two thousand and thirty; provided, however, that in preparing such schedules, the board  
129 shall consider the analysis of the commissioner of public employee retirement administration  
130 filed in accordance with the provisions of this section; provided, further, that said board shall  
131 triennially update such schedules until said June thirtieth, two thousand and thirty. Said board  
132 shall file such funding schedules with the joint committee on public service and the house and  
133 senate committees on ways and means on or before March first, two thousand and twenty-three,  
134 and shall file updates thereto triennially on or before March first of each year. In each of the  
135 fiscal years until the actuarial liability determined under this section shall be reduced to zero, it  
136 shall be deemed an obligation of the applicable city, town, county or district which has accepted  
137 the provisions of this act to appropriate annually an amount sufficient to meet twenty percent of  
138 the additional costs and liabilities attributable to the additional benefits payable under the  
139 retirement enhancement opportunity program and said applicable city, town, county or district  
140 shall pay the same to the commonwealth's pension liability fund annually; provided further that  
141 nothing in this act shall prohibit the employer from making additional payments beyond those  
142 required in this section or the commonwealth from paying, in whole or in part, the employees  
143 'required payment, subject to any and all obligations to collectively bargain with a relevant  
144 employee organization pursuant to chapter 150E.

145         The department of elementary and secondary education shall list each position made  
146 vacant by the retirement of an employee who retires with an enhanced benefit in accordance with  
147 the provisions of this act and shall file such list with the joint committee on public service and  
148 the house and senate ways and means committees on or before September 1, 2022; provided, that  
149 for each position the list includes: (1) the classification title of such position; (2) the salary range



150 for such title; and (3) the salary payable to the person who so retired from such position;  
151 provided, however, that any such city, town, county or district that fails to fill a vacancy pursuant  
152 to section 3 of this act, shall be responsible for paying the total cost attributable to the additional  
153 benefits payable in accordance with the section 5 of this act. To make said payment, the  
154 commissioner of the department of revenue shall deduct such liability from the annual education  
155 aid provided pursuant to chapter 70 to said city, town, county or district; provided further, that  
156 such liability deducted shall be appropriated to the commonwealth's pension liability fund: and  
157 provided further, that ancillary costs attributable to any employee who retires under the  
158 retirement enhancement opportunity program established by this act, limited to the payment of  
159 accrued vacation, unused sick leave and any other severance payment, shall be the financial  
160 obligation of such city, town county or district.