

JOINT COMMITTEE ON PUBLIC SERVICE
2025-2026 (194th) BILL SUMMARY

Bill Number: H.2932
Title: *An Act relative to benefits for teachers*
Sponsor(s): Rep. Alice Hanlon Peisch (*Wellesley*)
Hearing Date: July 16, 2025
Reporting Deadline: September 14, 2025

Prior History:

2023-24 (H.2630): Reported favorably; Accompanied by S1702 and H2483; Referred to HWM; New draft H.5136; Placed in the Orders of the Day; Read second; Ordered to a third reading; Read third and passed to be engrossed; Referred to SWM

Similar Matters: S.1884 (Miranda – Identical)

CURRENT LAW:

M.G.L. c. 32 § 1 – Definitions: Definitions used throughout the chapter. Specifically, the definition of “teacher” is any person who is employed by one or more school committees or boards of trustees or by any combination of such committees and boards on a basis of not less than half-time service as a teacher, school psychologist, school psychiatrist, school adjustment counsellor or school social worker appointed under section forty-six G of chapter seventy-one, director of occupational guidance and placement appointed under section thirty-eight A or thirty-eight D of chapter seventy-one, principal, supervisor or superintendent in any public school as defined in this section, or as a supervisor or teacher of adult civic education, but excluding any person serving as an exchange teacher in any such public school unless he is a member of the teachers' retirement system at the time of entry into such service.

M.G.L. c. 32 § 3 – Membership: Types of membership within the retirement system, including group classifications. Specifically, paragraph (a) of subdivision (8) states that if a teacher who is a member transfers to new employment but retains membership of the teachers' retirement system, they are entitled to all of the creditable service resulting from their previous employment.

M.G.L. c. 32 § 91 – Payment of pensioners for services after retirement: Earning limitations for retired members of the retirement system who perform services for the Commonwealth. Specifically, subsection (e) states that when there is a critical shortage of certified teachers available for employment within a school district, the district may hire any person who has retired as a member of the teachers' retirement system of Boston retirement system. Such a teacher will not be considered an active member of the retirement system, and their service will not be counted

as creditable service. If such a teacher retired two years before being hired, their earnings they receive will not exceed the salary that is being paid to the position that they retired from or were terminated from.

SUMMARY:

The bill amends the definition of “teacher” used in chapter 32 by adding that any person who served in the described position and is vested in the teachers’ retirement system or Boston retirement system and is subsequently employed by the executive office of education or the department of elementary and secondary education will retain the status of “teacher” and be considered as in service as teacher.

The bill amends paragraph (a) of subdivision (8) of section 3 of chapter 32 by adding language that would allow teachers who are already a member of the teachers’ retirement system on Boston retirement system who subsequently is employed by the executive office of education or the department of elementary and secondary education to maintain their membership to the teachers’ retirement system or Boston retirement system.

The bill further amends subdivision (8) of section 3 of chapter 32 by adding two new paragraphs, (e) and (f). Proposed paragraph (e) states that an employee of the executive office of education or the department of elementary and secondary education and is reinstated as a member of the teachers’ retirement system or Boston retirement system pursuant to paragraph (a) will not be considered as having an interruption of membership or service. When they are reinstated, the employee will pay into the annuity savings fund of the appropriate retirement system an amount equal to the difference between the contributions paid to the state employees’ retirement system and the required contribution of the system they are being reinstated in. Proposed paragraph (f) states that members who are reinstated in the teachers’ retirement system or Boston retirement system will be entered into the state employees’ retirement system as a group one state employee upon retirement.

The bill states that notwithstanding paragraph (i) of subdivision (4) of section 5 of chapter 32, an active or inactive member of the teachers’ retirement system or the Boston retirement system who: (i) is a teacher or school nurse; (ii) became eligible for membership in the teachers’ retirement system before July 1, 2001; (iii) began contributing to the teachers’ retirement system before July 1, 2001; and (iv) did not provide a written election to participate in the alternative superannuation retirement benefit program provided under said subdivision (4) to the teachers’ retirement system or the Boston retirement system before July 1, 2001 or at any other time prior to December 31, 2024 or declined to participate in the alternative superannuation retirement benefit program before July 1, 2001 or at any other time prior to December 31, 2024, shall have a new 1-time opportunity to elect to participate in the alternative superannuation retirement benefit program. A member entitled to make an election under this section shall have 180 days from the effective date of this act to make such election. A member who participates in this program under this section will make contributions at the rate of 11 percent and may be required to make make-up payments at the same rate.

The bill amends section 91 of chapter 32 by striking the current language of paragraph (e) and inserting new language. The new language is identical to the current paragraph but strikes the salary limitation on teachers who retired two years or less before being hired.