

## Employee News - RITE

**This message is for any employee who plans to retire on or after January 1, 2023.**

The Board believes it is important to acknowledge the non-benefited service provided by employees who held non-benefited positions immediately prior to benefited positions. These employees made impactful contributions to the operations of Frederick County Public Schools (FCPS) prior to meeting eligibility for participation in the Maryland State Retirement and Pension System. Employees provided consistent support to the students, staff and general management of the school system.

If you are a potential retiree within the next five (5) years, who worked in a non-benefited position immediately prior to your years of service in a benefited position for FCPS, you may be eligible for service credits toward your retirement insurance benefits.

### **Eligibility Criteria:**

1. Meet the criteria for early or regular retirement according to [Maryland State Retirement and Pension System](#)
2. Have completed a minimum of ten (10) years of service with FCPS
3. The employee must have worked as a non-benefited employee immediately prior to placement in a benefited assignment; and
  - The employee must have been paid for a minimum of six hundred thirty (630) hours each fiscal year in a non-benefited assignment for which eligibility is sought.
4. This benefit will take effect January 1, 2023, for all retirees moving forward.

***NOTE: This is not a retroactive benefit.***

To Request a Review of Non-Benefited paid time, complete the following request:

- [Retirement Insurance Tier Eligibility \(RITE\)](#)

**More information will be forthcoming at the upcoming retirement seminars.**