

THE Key



TEACHERS'
RETIREMENT
SYSTEM OF
LOUISIANA

Employer Bulletin

May/June 2026



The 2026 Regular Legislative Session ended June 1 with the passage of several pieces of legislation that affect TRSL.

Here's a summary:

Return-to-work (RTW)

The governor has signed into law significant return-to-work legislation, **Act 344** (Sen. Price), that creates a single return-to-work (RTW) law for all TRSL retirees regardless of retirement date with several new provisions for retiree reemployment. The new RTW law becomes effective on July 1.

Here's what won't change:

- **12-month waiting period:** Retains the provision that retirees must fulfill a 12-month waiting period, starting on date of retirement, to avoid benefit

- suspension during that period of reemployment.
- **Grandfathered group:** Individuals who retired on/before June 30, 2010 (grandfathered group) can RTW without an impact to their benefit.
 - **Regain active membership/earn supplemental benefit:** Allows any retiree to suspend their retirement benefit and become an actively contributing TRSL member again. Those who choose this option would earn a supplemental benefit for their RTW service.
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New and revised provisions:

- **Critical Shortage:** Expands current critical shortage provisions to include adult education/literacy, orientation and mobility specialists, and educators of the visually impaired; specifies that retirees hired under critical shortage only have to be certified teachers (instead of certified in subject area of critical shortage); and streamlines employer advertising and certification requirements for declaring a critical shortage.
 - **Earnings Limit:** Increases 25% earnings limit in current law to 50% of final average compensation (FAC) for all retirees in any position.
 - **New Age 65 Provision:** Enables retirees who are at least age 65 to RTW without an impact to their benefit.
 - **Contract or Corporate Contract Limitations:** Refines current RTW provisions so that reemployment by contract or corporate contract is subject to the RTW law only if:
 - **For K-12:** The services provided are for (1) instructional programs, including regular, special or vocational education across all age and grade levels; (2) pupil support services; (3) instructional staff services; (4) school administration; and (5) food services operations.
 - **For postsecondary education institutions:** The retiree is reemployed as a professor, adjunct professor, instructor, or researcher.
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What employers need to know:

All retirees currently enrolled with the exception of RTW Supplemental (RTW Option 2) enrollments will be terminated on June 30, 2026. Agencies will need to re-enroll any retiree hired for the upcoming school year.

The critical shortage process will change.

- Employers will need to advertise on your district's website **only**, instead of in the official journal and at colleges.
- Reemployed teachers will no longer need to be certified in the subject area of the critical shortage. They will still need to be certified teachers.
- Form 15CS will no longer be required.

Save the date: RTW webinars

TRSL will host webinars this summer to give an overview of the RTW changes. These webinars are open to members and employers.



Here are the dates and registration links:

- **2 pm, Wednesday, July 1** ([Register](#))
- **10 am, Thursday, July 2** ([Register](#))

Please note: An employers-only webinar with more technical enrollment information will be scheduled in the coming weeks. We will notify you when registration opens.

Phased Retirement Program

House Bill 42 (Rep. Bacala) would create a phased retirement program for public postsecondary education institutions. If employees are eligible for retirement under current law, they could remain in their positions at a reduced work level and receive a reduced retirement benefit.

Example: If an eligible employee works at a 60% level, the retirement benefit would be reduced by 60%.

This legislation would authorize the boards of postsecondary education institutions to develop policies, procedures, and requirements for their phased retirement programs.

Separately, the bill addresses certain areas of the Optional Retirement Plan (ORP):

- Beginning July 1, 2027, requires employers to pay the full administrative fee for all ORP participants.
- Beginning July 1, 2026, increases the ORP employer contribution transferred to individual ORP employee accounts by 1.8% to a total of 8%, if funds are legislatively appropriated for this purpose.

Status: The bill has been sent to the governor for consideration.

Tax Compliance

Act 24 - formerly House Bill 25 (Rep. Spell) is a TRSL-sponsored bill to ensure that state law reflects federal law regarding the date a retired member must begin required minimum distributions. The legislation will also allow a surviving spouse to use their own age to determine the starting date for their required minimum distributions.

Payment toward debt

Act 225 - formerly Senate Bill 13 (Sen. Price) will change requirements for how TRSL's excess investment earnings are applied to debt once the retirement system's oldest debt schedule is paid off.

House Bill 312 (Rep. McFarland) would make a \$1.2 million supplemental appropriation to the TRSL unfunded accrued liability (UAL).

Status: The legislation has been sent to the governor for his consideration.

House Bill 27 (Rep. McMakin) is a proposed constitutional amendment that would remove an existing constitutional provision that directs how the appropriation of 25% of nonrecurring state revenue (when applicable) is to be applied to the unfunded accrued liabilities of the four state retirement systems for public school teachers, school employees, state employees, and state police.

Status: Voters will decide on this constitutional amendment in the Nov. 3, 2026, statewide election.

Want to stay informed? Sign up for our legislative updates via email. Subscribe to TRSL eNews [here](#) and select “Legislation” under topics of interest. You can also bookmark our Legislation page in your browser. We post updates whenever action is taken on a bill affecting TRSL.

Task Forces

Legislators created a few task forces during the session that have been charged with studying and making recommendations in specific areas related to retirement and/or education. They include:

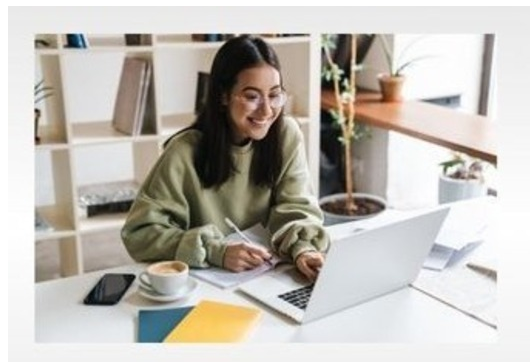
- **Optional Retirement Plan (ORP) Task Force** ([House Resolution 352](#) by *Rep. Timothy Kerner*): To study the ORP with a specific focus on differences affecting long-term participants and options for achieving greater parity with the TRSL defined benefit plan. A written report must be submitted no later than 90 days prior to the start of the 2027 Regular Legislative Session to the House Committee on Retirement. Task force membership will include representatives from: University of Louisiana System, LSU System, Southern University System, Louisiana Community and Technical College System (LCTCS), Board of Regents, TRSL, Division of Administration, actuary for the Legislative Auditor, and Department of Revenue. Additionally, the Speaker of the House is required to appoint two long-term ORP participants.
- **Minimum Foundation Program (MFP) Formula Task Force** ([Senate Concurrent Resolution 80](#) by *Sen. Cameron Henry*): To conduct a comprehensive, top-to-bottom review of the minimum foundation program formula and to develop a recommended restructured formula framework that improves transparency, equity, predictability, and long-term

sustainability, including permanent and predictable funding mechanisms for pay raises for teachers and support staff. A report with proposed recommendations and formula language must be submitted no later than January 1, 2027, to the legislature and the David R. Poynter Legislative Research Library. Task force membership will include representatives from the legislative and executive branches of state government, the Louisiana Federation of Teachers, the State Board of Elementary and Secondary Education, the Louisiana School Boards Association, and the Louisiana Association of School Superintendents and Administrators.

- **Legislative Higher Education Funding and Formula Task Force** (Senate Resolution 172 by Sen. Mike Reese): To study the Louisiana Board of Regents' funding formula and related funding methodologies for public postsecondary education institutions and to propose recommendations and specific proposals for legislation. A written report must be submitted no later than February 26, 2027, to the Senate committees on Finance and Education, the House committees on Appropriations and Education, and the David R. Poynter Legislative Research Library. Task force membership will include representatives from the legislative branch of state government, commissioner of higher education, and system presidents for LCTCS, LSU, Southern, and the University of Louisiana.



myTRSL has been up and running since spring, and we want to thank employers for sharing registration materials with members. Already, thousands have signed up for the new member portal. With *myTRSL*, members can map every mile of their retirement journey.



- Active members who are vested can see their projected retirement eligibility on their personalized home page. They can also upload forms

to update their names and addresses.

- Retired members can easily update their tax withholding and access their 1099-R forms.
- All members have access to quick links that make finding information and other resources a breeze.

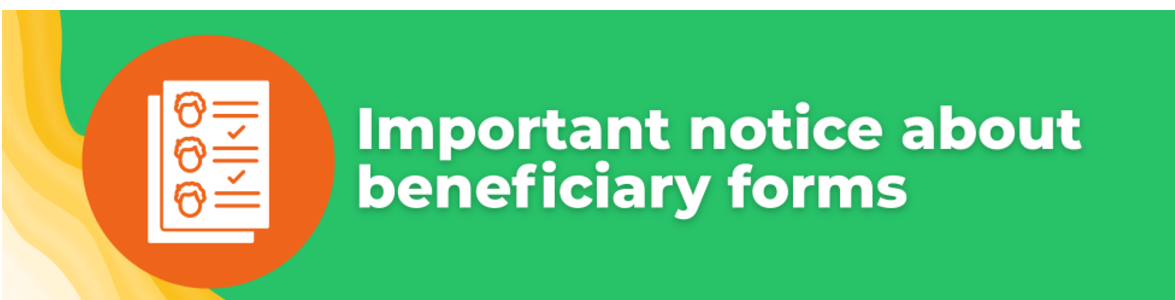
What employers need to know:

Employers will not have access to their employees' personal *myTRSL* accounts because of added security features.

However, employers will continue to have access to EMIS.

We know this change may be an adjustment for employers, but rest assured that your employees will have the tools they need to calculate their own retirement benefit estimates through *myTRSL* or they can contact TRSL for this information.

To learn more, please visit TRSL's [FAQs page](#). You'll find information that you can share with your employees, including registration instructions, answers to frequently asked questions, and step-by-step instructions on how TRSL members can create benefit estimates.



TRSL recently made changes to beneficiary forms that make it easier for members to submit them. Get the latest versions online at www.trsl.org/forms.



What's changed?

- Original versions of the forms are no longer required (see exception below).
- Witness signatures or notary certification are no longer required (see exception below).

EXCEPTIONS: Members who submit an older version of these forms will be required to follow the rules outlined on those forms. That means a scanned version of a form will be rejected if the directions call for an original.

Coming soon! Members will be able to submit beneficiary information through myTRSL.



Leaping lizards: TRSL is 90 this year.

That's 90 years of providing retirement security for Louisiana educators.

Check out our [90th birthday page](#) and help us celebrate. You can take a ride in our time machine, listen to a special radio message, drop us a birthday wish, and flip through a history of TRSL's growth.



And, save the date for 2036 when we reach the century mark.



The end of the school year – and fiscal year – is approaching! Before you get in a summer state of mind, here are a few calendar reminders for the end of the fiscal year.

FY 2023 Corrections	Return to Work	Salary File Submission	Fiscal Year Closeout
<p>DUE BY June 30, 2026, to avoid actuarial costs.</p>	<p>All retirees currently enrolled with the exception of RTW Supplemental (RTW Option 2) enrollments will be terminated on June 30, 2026.</p>	<p>DUE BY July 15, 2026</p>	<p>DUE BY July 16, 2026</p>
<p>Use the Questionable Year Report to identify questionable years for FY 2023.</p>	<p>Submit new RTW online enrollments for the 2026-27 school year for any employed retirees other than RTW Supplemental (RTW Option 2).</p>	<p>Submit all salary files through June 2026.</p>	<p>Clear all contribution exceptions and process all online contribution corrections.</p>

Need a refresher on any or all tasks? We've included [tip sheets](#) for every TRSL reporting requirement.

- [FY 2023 Corrections](#)
- [Salary File Submission](#)
- [Fiscal Year Closeout](#)



Hurricane season just started. It's the perfect time to start transmitting payments to TRSL via wire or ACH transfer instead of using paper checks for contributions.

Storm-related postal delivery delays can result in interest charges. Avoid them by going paperless.

Contact one of TRSL's Accounts Receivable Accountants to get started:

- **ThadMeshia Scott**, 225-925-6422
- **Letha Neal**, 225-922-3222

Please also encourage any retired members you maintain contact with to switch from paper checks to direct deposit.



In this series that spotlights our talented Employer Service Department staff, we're introducing you to the person who works with employers on all enrollments, reporting, and contribution transfers tied to the Optional Retirement Plan (ORP).

Dominique Dorsey is approaching her five year-work anniversary with TRSL.



More about Dominique

Job duties: Responsible for assisting the Accountant Manager, serves as a technical specialist, and is responsible for leading the accounting functions associated with the ORP, including all aspects of eligibility and contribution reporting.

What drew me to TRSL: I was drawn to TRSL because of the opportunity for growth, stability, and the chance to work in a role where I can help employers and members navigate important retirement processes.

Favorite part of the job: My favorite part of the job is building relationships with employers, members, and coworkers. I also enjoy helping resolve issues while learning more about the retirement reporting and eligibility processes every day.

A fun fact about Dominique: I'm currently planning my wedding and enjoy being creative with event planning and decor. I ran track at Southern University

for 4 years. I am a member of Delta Sigma Theta Sorority, Inc., and I am also a part of TRSL's softball team. GEAUX RULERS!

A brief description of jobs you held before TRSL: Before joining TRSL, I worked in customer service and administrative support roles that helped me develop strong communication, organization, and problem-solving skills.



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