

**RETURN
TO WORK**



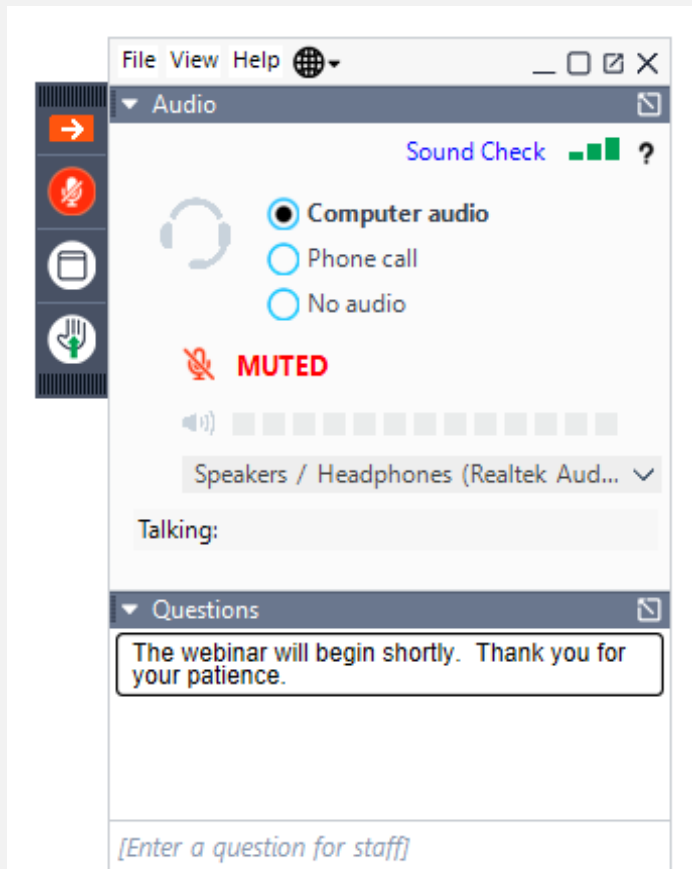
LEGISLATIVE UPDATES TO RTW LAWS

Jessica Trosclair,
TRSL RTW Specialist

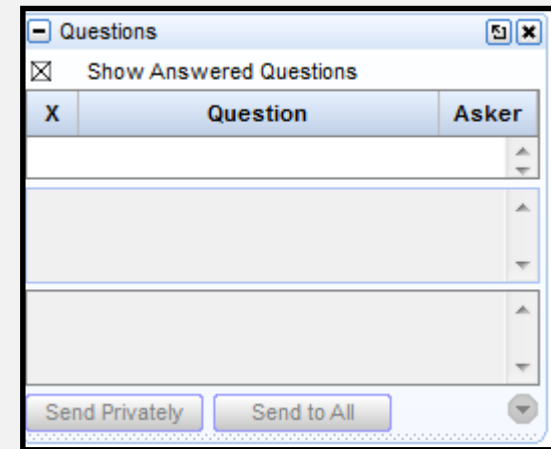
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- All participants are muted except the presenters.
- Have a question?
 - Type your question in the **Questions** area during the webinar. There will be question-and-answer periods during the webinar.
- Please maximize your screen size to have full use of the webinar's features.

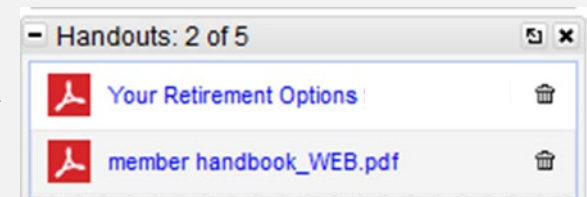
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WHAT TO EXPECT

- Opening remarks
- RTW laws at a glance
- Overview of changes
- Eligibility changes
- 2010 Law changes
- 2022 Law introduction
- Questions and Answers
- Contacting TRSL

RTW LAWS AT A GLANCE

Retired
teacher
provisions*

Retired
member

NEW! Core subjects
& special leave
provisions



* Grandfathered,
earnings limit,
critical shortage

Earnings
limit

Suspend
benefit &
regain active
membership

Suspend
contract
employment



RTW LAWS

NEW! Higher
education critical
shortage



OVERVIEW OF CHANGES

OVERVIEW OF CHANGES

Overall law changes

- Eligibility criteria now based on **retirement date**:*
 - » On/before June 30, 2020 **or**
 - » After June 30, 2020

NOTE: Prior eligibility criteria was based on whether a retiree returned to work on/before June 30, 2020

2010 RTW Law

- Modernize advertising requirements for critical shortage
- New RTW provisions for core subjects and special leave

Higher ed. critical shortage

- New critical shortage provisions for certain retirees filling adjunct nursing instructor positions

**Retirees who retired on/before June 30, 2020 who made an irrevocable election to join the 2020 RTW Group remain subject to the 2020 RTW Law.*

CHANGES TO ELIGIBILITY CRITERIA

ELIGIBILITY CHANGES

Previous eligibility based on retiree's first date of re-employment, with the option to irrevocably elect to transfer from the **2010 RTW Law** to the **2020 RTW Law**.

NEW ELIGIBILITY

Based on retiree's **date of retirement**, regardless of whether they have prior re-employment history

NEW TRANSFER OPTION

Retirees in the 2020 RTW Group (R.S. 11:710.1) who **retired** prior to July 1, 2020, but returned to work for the first time on or after July 1, 2020, can elect to transfer to the 2010 RTW Group (R.S. 11:710).

NOTE: The 12-month waiting period still applies to both the 2010 RTW Law and the 2020 RTW law, and the 36-month waiting period can still apply under the 2010 RTW Law. These waiting periods should be considered prior to electing a transfer.



2010 LAW
La R.S. 11:710

CHANGES TO 2010 RTW LAW

CHANGES TO THE 2010 RTW LAW: New Provisions for 2010 Group

Effective until 07/01/2027

Core subjects



- Retired for at least 12 months
- Certified to teach Math, English Language Arts, Science, or Special Ed. (except gifted and talented)
- Re-employed to fill a position in their area of certification
- Not employed by contract or corporate contract

Special leave



- Retired for at least 12 months
- Certified, at least 62 years of age with at least 30 years of service
- Used to fill vacancies due to maternity, military, sabbatical, or extended sick leave
- Not employed by contract or corporate contract

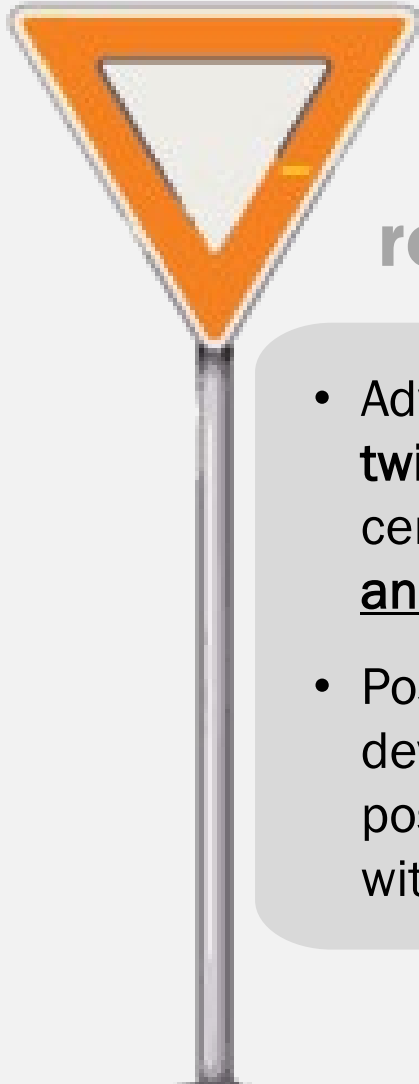
NEW PROVISIONS, CONTINUED

Effective until 07/01/2027

Core Subjects: For positions in Math, English Language Arts, Science, or Special Ed. (except gifted/talented)

- If a certified, non-retired teacher applies for a position in their area of certification, and said position is currently filled with a retiree, the non-retiree shall be employed to replace the retiree at the start of the *next grading period*
- If an employer does not hire the non-retired teacher, and the retiree remains in the position, the Core Subjects provision would no longer be applicable. The retiree would need to be switched to another applicable provision or become a “retired member” with suspension of benefits.

CHANGES TO THE 2010 RTW LAW: Critical Shortage Declaration



Previous requirements

- Advertise in official journal **twice**, that a shortage of certified teachers exists **and** the position to be filled
- Post notice at career development office of every post-secondary institution within 120-mile radius

NEW requirements (FT & PT positions) Effective permanently

- Advertise at least **once per month** in official journal that the employer is soliciting applications for future employment of certified teachers
- Post notice at career development office within 120-miles at the **beginning of each semester** that the employer is soliciting applications for future employment of certified teachers
- Prominently display listing of unfilled positions or positions filled with retirees on employer's website or their governing authority's website

OVERVIEW OF 2010 RTW LAW PROVISIONS (WITH NO IMPACT TO BENEFIT)

Critical shortage

- Available to retirees certified in any subject where a shortage exists
- Continuous declaration requirements
- Annual certification via Form 15CS



Core subjects

- Available to retirees who are certified in the specific subject areas required
- No declaration or certification required



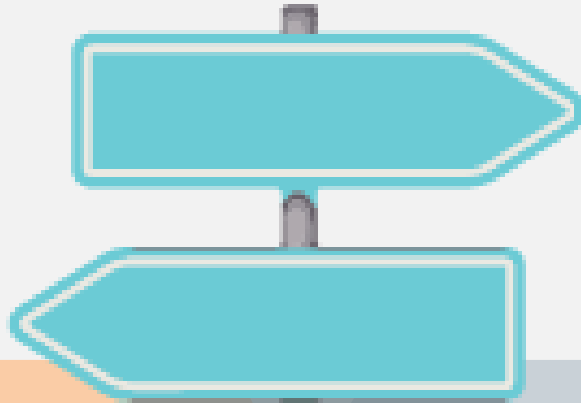
Special leave

- Available to any certified retiree who is at least age 62 with at least 30 years of service
- No declaration or certification required

IMPACT OF CONVERTING

Converting from 2010 Group to 2020 Group

- Earnings limit option available to all directly employed positions
- Earnings limit typically higher when based on FAC
- Option 2 allows for additional service credit



Converting from 2020 Group to 2010 Group

- No impact to benefit if employed in critical shortage*, core subjects, or special leave provisions.
 - *Only available to retirees who retired on/before 06/30/2020 and whose RTW history originated in the 2020 RTW Group*
- *36-month waiting period could apply*

2022 LAW
La R.S. 11:710.2



2022 HIGHER ED GROUP

INTRODUCTION OF LA R.S. 11:710.2

Effective until 07/01/2027

Postsecondary institution critical shortages

Applies to adjunct professor positions in a nursing program where a critical shortage exists

To declare: Must list unfilled positions or positions filled by retirees on websites of:

1. Post-secondary institution
2. Institution's management board
3. Board of Regents

Who is eligible?

- Retired on/before June 30, 2020 (not including disability)
- Have at least 30 years of service
- Be at least age 62

QUESTIONS?

**WE'RE HERE
FOR YOU!**

www.TRSL.org

ASKTRSL.org



RTW resources

Employer Procedures Manual

- Index 15.0 (Overview)
- Index 15.1 (La. R.S. 11:710 – 2010 RTW Law)
- Index 15.2 (La. R.S. 11:710.1 – 2020 RTW Law)

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