

Effective August 1, 2020, retirees of the Teachers' Retirement System of Louisiana (TRSL) who return to work in a position eligible for TRSL membership are subject to one of the following two laws governing their return to work employment.

- 2010 RTW Law:** For retirees who retired on or before June 30, 2010 or who returned to work before July 1, 2020. These retirees are subject to La. R.S. 11:710, enacted in 2010.
- 2020 RTW Law:** For retirees who returned to work for the first time on or after July 1, 2020 or retirees who have made an irrevocable election to be subject to the 2020 RTW law. These retirees are subject to La. R.S. 11:710.1, enacted in 2020.

To help you understand which RTW group a retiree falls under, please refer to the decision tree below.

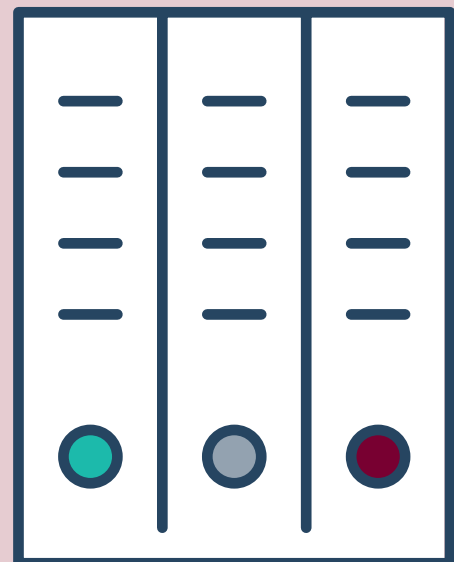
Question #1 →	YES	NO
<p>Did retiree retire on or before June 30, 2010? OR Was retiree <i>first</i> re-employed on or before June 30, 2020?</p>	Go to next question	Retiree falls under the 2020 RTW law (see chart on Page 3)



Question #2 →	YES	NO
Does the retiree want to make the <i>irrevocable election</i> to convert from the 2010 RTW law to the 2020 RTW law?	Retiree falls under 2020 RTW law (see chart on Page 3)	Retiree falls under the 2010 RTW law (see chart on Page 2)

PLEASE NOTE that the following apply to both 2010 and 2020 RTW groups:

- All retirees are subject to a waiting period.
- An enrollment is required for all RTW types.
- Unsheltered contributions are required unless otherwise indicated:
 - » Not required for retirees classified as "retired members" under La. R.S. 11.710. (2010 RTW Group)
 - » Not required for retirees enrolled under "contract" or "corporate contract" under La. R.S. 11:710.1 (2020 RTW Group).
- A Form 15ELEC is required for all enrollments under the RTW 2020 group.
- Include **all** RTW retirees on (RET) Annual salary file.



Refer to the Employer Procedures Manual:
Index 15 & Index 18.0



Follow this process when hiring a retiree who was first employed on or before June 30, 2020 or who retired on or before June 30, 2010.

*NOTE: Retirees who first returned to work on or before June 30, 2020, or who retired on or before June 30, 2010, can make an **irrevocable election** to join the RTW 2020 Group*

- The RTW 2010 Group is subject to either a 12- or 36-month waiting period (see Index 15.1)
- Salary and Unsheltered contributions are required for all enrollments unless the retiree falls under the “retired member” classification

What is a “classroom teacher?”	Employee holds a position that requires a Louisiana teaching certificate and performs professional activities of instructing pupils in courses in classroom situations for which daily attendance figures are kept, or is assigned to proctor admissions, evaluations, or assessment testing.
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Question #1 →	YES	NO
<p>Did the retiree retire on or before June 30, 2010, or does he/she hold an advanced degree in speech therapy, speech pathology, or audiology? <i>Verify retirement date in Employer Access (EMIS).</i></p>	<p style="color: #009999;">“Retired Teacher” Sub-Category <i>Re-employment eligible retiree (grandfathered group)</i></p>	<p style="color: #800040;">Go to next question.</p>

Question #2 →	YES	NO
<p>Is the retiree returning to work in one of the following capacities?</p> <ul style="list-style-type: none"> • a substitute PreK-12 “classroom teacher” • an adjunct professor (as defined in the RTW law) • instructing adults through an adult education or literacy program administered through a public institution of elementary and secondary education • a presenter of professional development training • school nurse, as defined in R.S. 17:28. • a tutor for any PreK-12 student • a “classroom teacher” employed in a temporary capacity to proctor tests 	<p style="color: #009999;">“Retired Teacher” Sub-Category <i>Re-employment eligible retiree (25% earnings limit)</i></p>	<p style="color: #800040;">Go to next question.</p>

Question #3 →	YES	NO
<p>Is the retiree returning to one of the following critical shortage positions?</p> <ul style="list-style-type: none"> • full- or part-time PreK-12 “classroom teacher” where critical shortages exist; or • full-time certified speech therapist, speech pathologist, audiologist, school counselor, school social worker, educational diagnostician, school psychologist, interpreter, educational transliterator, or educator of the deaf or hard of hearing where a critical shortage area exists. 	<p style="color: #009999;">“Retired Teacher” Sub-Category <i>Re-employment eligible position, critical shortage position (full & part-time)</i></p> <p>Employer must certify critical shortage subject area to TRSL and BESE within 45 days of enrollment. (Use Form 15CS for TRSL certification.)</p>	<p style="color: #800040;">“Retired Member” Category <i>Employee & employer contributions are not required</i></p>



Follow this process when hiring a retiree who was first employed on or after July 1, 2020, or who makes the **irrevocable election** to convert from the 2010 RTW law to the 2020 RTW law.

- Retirees in the RTW 2020 Group are subject to a 12-month waiting period.
- Unsheltered contributions are required for all enrollments unless the retiree is enrolled under “contract” or “corporate contract.”
- A [Form 15ELEC](#) is required for all retirees enrolled under the 2020 RTW law.

Question #1 →	YES	NO
Is retiree being employed via contract or corporate contract in a TRSL-eligible position?	<p>Suspension of benefits for duration of re-employment</p> <p><i>(No salary reporting. Employee and employer contributions are not required.)</i></p>	Go to next question



Question #2 →	YES	NO
Is retiree employed in a full-time TRSL-eligible direct employment position?	<p>Retiree can elect one of the following options:</p> <ul style="list-style-type: none"> • RTW Option 1: 25% earnings limit based on retiree’s final average compensation • RTW Option 2: Suspension of benefits with supplemental benefit calculation (<i>Regain active membership</i>) 	<p>Retiree only eligible to elect RTW Option 1</p> <p>(25% earnings limit based on FAC)</p>