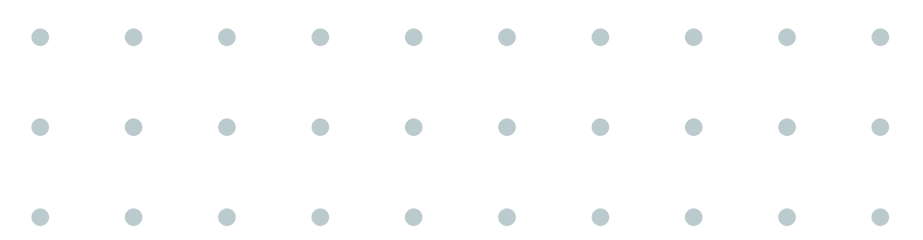


RETURN TO WORK

Back to School Refresher



- 01. INTRO
- 02. KEY TERMS
- 03. NOTIFICATION PROCESS
- 04. 2010 VS 2020
- 05. RESOURCES



AGENDA

01.



Jessica Trosclair
Program Manager



Cherish Wilson
RTW Liaison

HELLO!



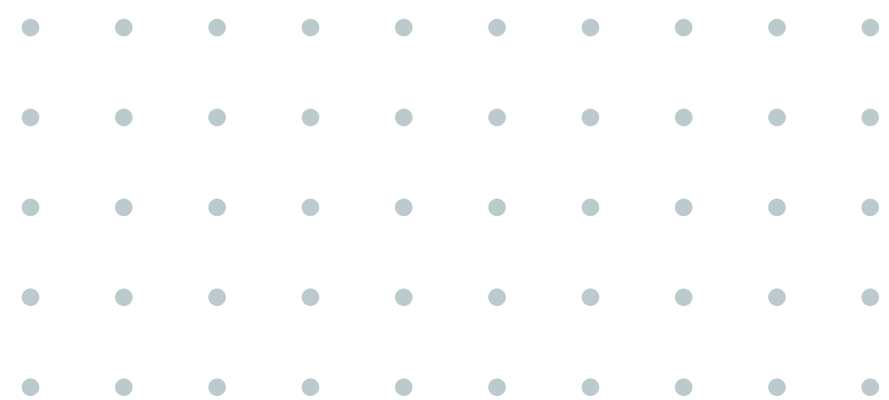
INTRODUCTION TO RTW LAWS

As of June 2022, there are three separate RTW laws, each of which specify how retiree benefits are impacted during reemployment in a TRSL -eligible position.

2010 RTW Group - [La. R.S. 11:710](#)

2020 RTW Group - [La. R.S. 11:710.1](#)

2022 RTW Group - Higher Education Only - [La. R.S. 11:710.2](#)





Mandatory Waiting Period

All retirees are subject to a 12-month waiting period which begins on the date of retirement .

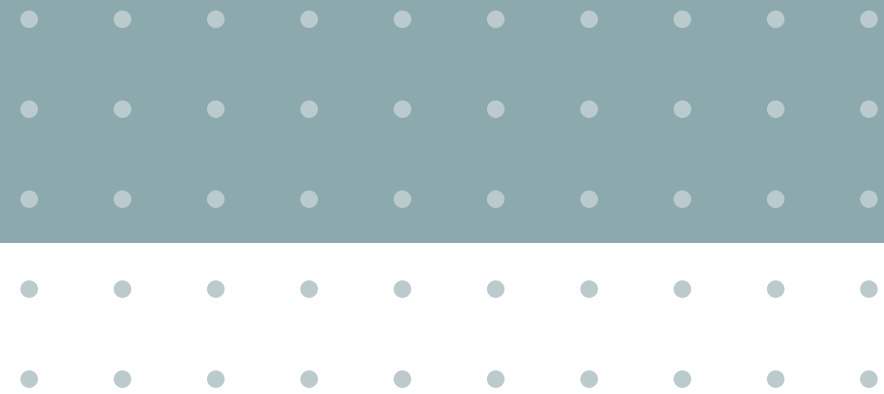
Reemployment in the waiting period requires a suspension of benefits for the duration of reemployment or until waiting period expires, whichever occurs first (DROP accounts not included).

This waiting period supersedes all provisions; there are no exceptions.



02.

KEY TERMS



KEY TERMS

RTW Laws apply to TRSL retirees when employed in TRSL positions or when employed via contract or corporate contract to provide TRSL-eligible services

Retiree

TRSL Position

“Classroom Teacher”

Contract Employment

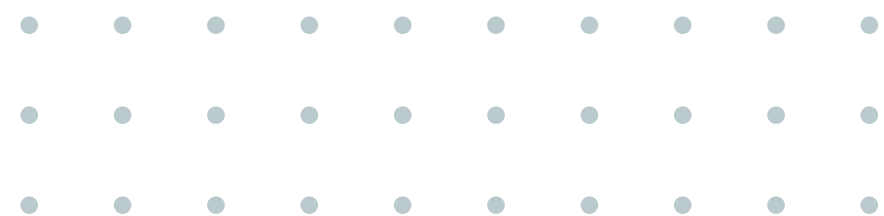
Direct Employment



RETIREE

Is: a TRSL member who is drawing, or recently applied to draw, benefits. Includes regular service retirees, ILSB retirees, post-DROP retirees.

Is not: Regular disability retiree (before service conversion), LSU Co-op retiree, retiree of other state or public retirement system, inactive members, refunded members, etc.



TRSL POSITION

Per La R.S. 11:701, all employee positions within K-12 excluding those on the bus or custodial/maintenance positions. Additionally, all unclassified positions within higher education


Includes part-time, seasonal, temporary employment as well as employment by contract/corporate contract





“CLASSROOM TEACHER”

The law defines a “classroom teacher” as any employee:

- whose position of employment requires a valid Louisiana teaching certificate ; and
 - who is assigned the professional activities of instructing pupils in courses in classroom situations for which daily pupil attendance figures for the school system are kept.
- 

DIRECT EMPLOYMENT

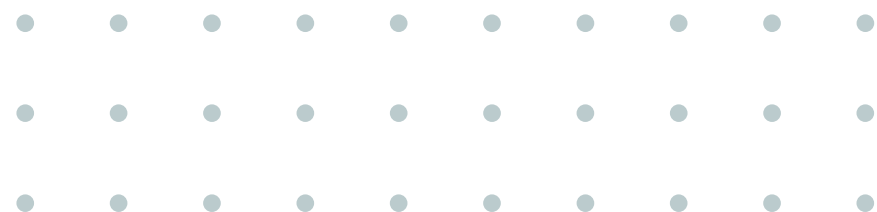
Individuals hired directly by the school board or agency

Typically, individuals directly employed will have their earnings reported on an IRS W-2 Form (paid through payroll).

CONTRACT EMPLOYMENT

In general, individuals **hired through contract** are independent contractors who are providing services for an employer that participates in TRSL. Compensation paid is typically reported to the IRS on a 1099 Form.

Employment by **corporate contract** is when an individual is performing services for a company pursuant to its contract with an employer that participates in TRSL.



03.

NOTIFICATION PROCESS





ENROLLMENTS

All retirees employed in TRSL positions require an online enrollment within 30 days of hire.

TERMINATIONS

Employers should submit an online termination date at the end of the reemployment period.



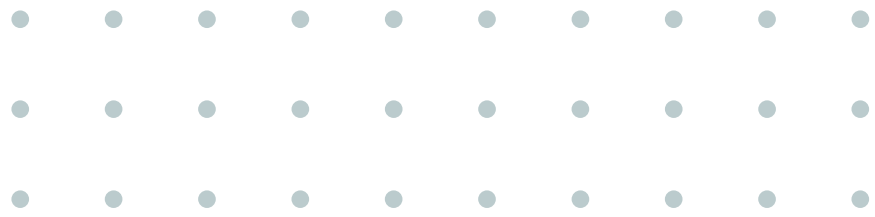
FORMS

15ELEC
Required for every 2020 RTW Enrollment

15CS
Required for every critical shortage enrollment

11RTW
Required for RTW Option 2
allows retiree's benefit to be resumed

7A, 7D
7A-Required to initiate refund process
7D-Allows refund of eligible contributions
specifically for direct deposit



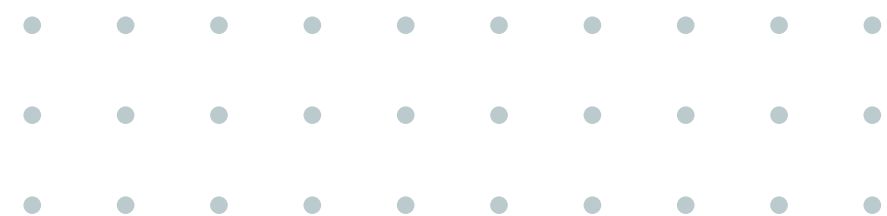


EMPLOYER IMPACT

The employing agency will be charged for any overpayment of benefits which occur from failure to notify TRSL in a timely manner.

Overpayments can occur when:

- Enrollment requires a benefit suspension and is submitted more than 30 days from date of hire.
- Earnings limit is exceeded and the enrollment is submitted more than 30 days from date of hire or monthly salary report is more than 30 days after month's close.
- Retiree is reclassified due to error in RTW enrollment type.



SWITCHING LAWS



SWITCHING BETWEEN PORTAL A/B

All retirees in the 2010 RTW Group can make an irrevocable election to “switch” groups. Doing so would allow them to be covered by the options within the 2020 Law.

Special Transfer Group: Additionally, there is a small group of individuals currently in the 2020 RTW Group who retired prior to July 1, 2020. This special transfer group has the option to be covered by the 2010 RTW Law.

PORTAL A/B

These markers indicate which law the retiree belongs to.

Portal A = 2010 Law Group

Portal B = 2020 Law Group

Review a retiree’s date of retirement and their portal history to help determine whether they have the option to switch laws.

1- DAY ENROLLS

A retiree must be actively covered by the 2010 RTW Law for at least 1 day in order to make the election to switch groups.



EMIS Examples

Status Information

Sys	Seq	Status	Code	Date	DROP Record
4	0	DROP RET	(RR)	06/30/2016	DROP Summary
4		RTW921-394	(SC)	08/02/2024	

Employment History					
Empr ID	Emp Ind	Employer Name	RTW Type	RTW Portal	Employment Dates
0047	P	ST JAMES SC BD			10/18/1970 to 06/22/2000
0047	R	ST JAMES SC BD	RTW-ACT1173	A	01/01/2007 to 05/08/2007
0048	R	ST JOHN SC BD	RTW-ACT1173	A	12/01/2006 to 05/24/2007
0048	R	ST JOHN SC BD	RTW-ACT1173	A	11/01/2007 to 12/20/2007
0047	R	ST JAMES SC BD	RTW-ACT1173	A	02/01/2008 to 06/30/2008

Please make selection below to continue.

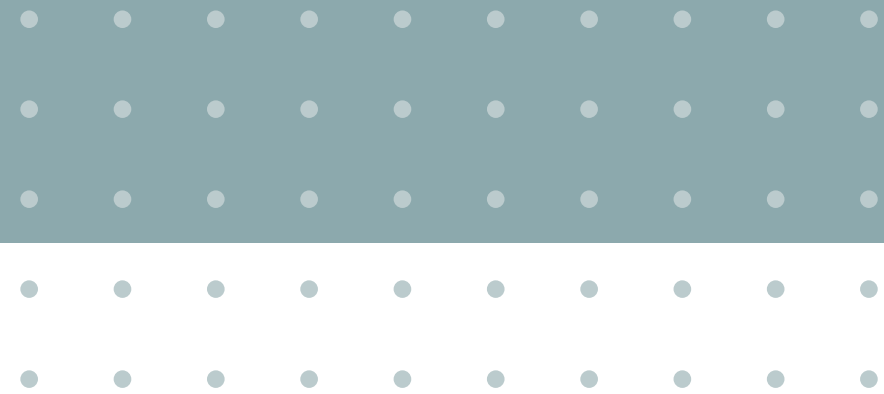
- Portal A: 2010 RTW Law (Group to which retiree currently belongs)
- Portal B: 2020 RTW Law

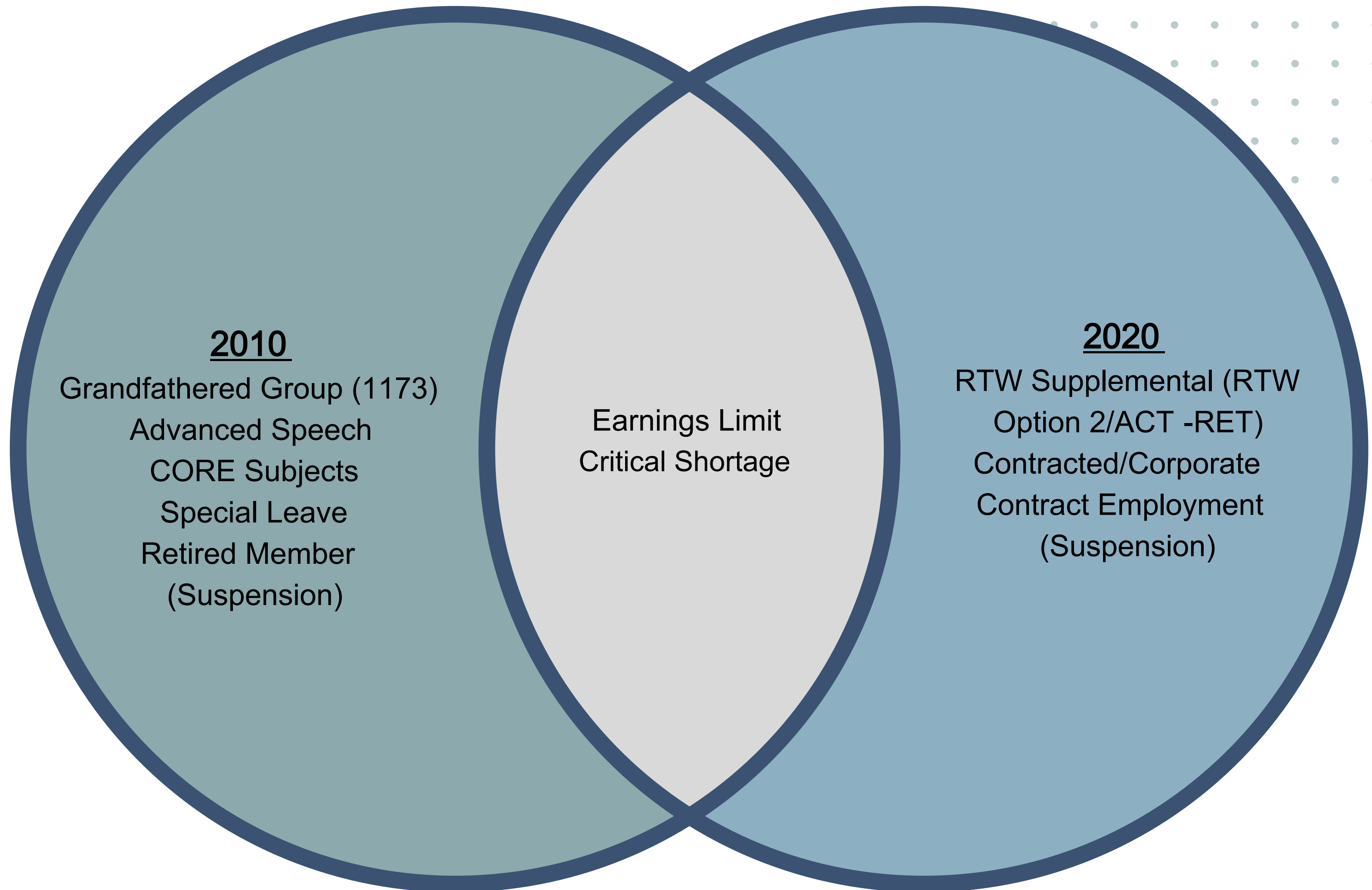
[Continue Enrollment](#)



04.

2010 LAW VS 2020 LAW





2010

Grandfathered Group (1173)
Advanced Speech
CORE Subjects
Special Leave
Retired Member
(Suspension)

Earnings Limit
Critical Shortage

2020

RTW Supplemental (RTW
Option 2/ACT -RET)
Contracted/Corporate
Contract Employment
(Suspension)

NO IMPACT ENROLLMENTS

CRITICAL SHORTAGE

Available to retirees certified in any subject where a shortage exists (full- or part-time teaching, plus certain non-teaching positions)

- Continuous declaration requirements; annual certification via Form 15CS

CORE SUBJECTS

Available to directly employed retirees certified in math, science, English language arts, or special education (excluding gifted/talented)

- No declaration process or form
- Retiree ineligible if non - retiree available

SPECIAL LEAVE

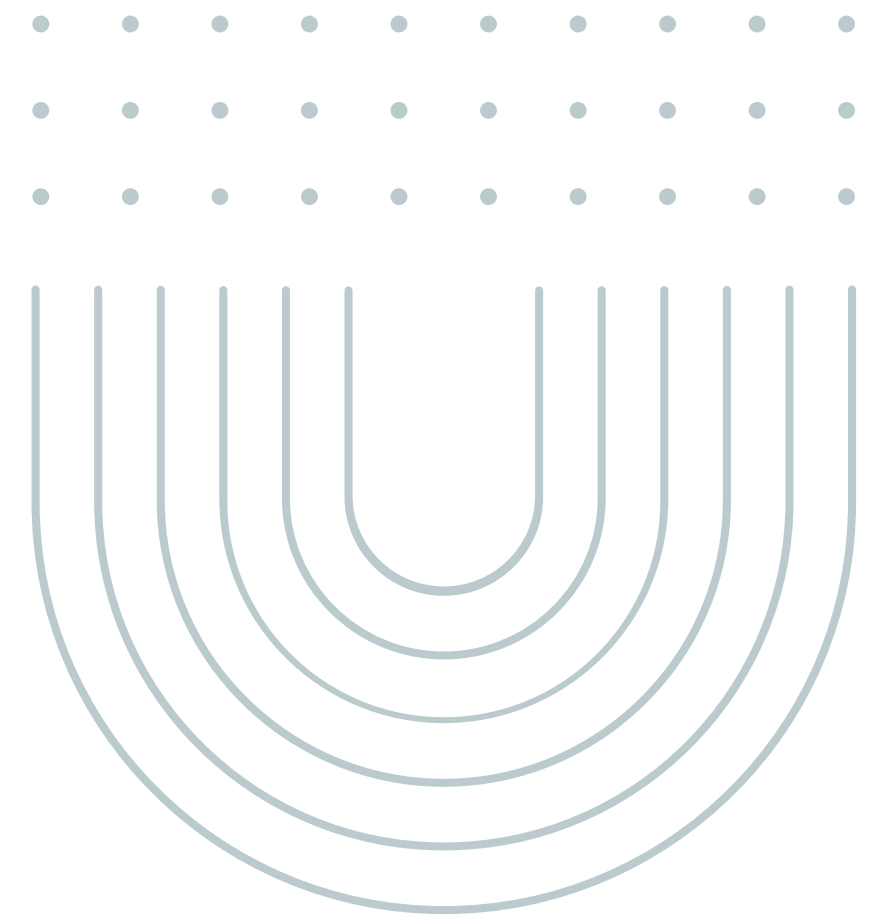
Available to directly employed, certified retirees age 62+ with 30+ years of service, when filling a teaching vacancy due to maternity leave, military leave, extended sick leave or sabbatical leave

- No declaration process or form

NON-TRADITIONAL CLASSROOM TEACHER

The law defines a “classroom teacher” as any employee:

- whose position of employment requires a valid Louisiana teaching certificate; and
- who is assigned the professional activities of instructing pupils in courses in classroom situations for which daily pupil attendance figures for the school system are kept.



Examples of “classroom situations” and non -traditional classroom settings:

Providing instruction during a regular school day whereby:

1. Services provided are a component of the child’s instruction in a subject area(s); and
2. Attendance record is maintained by the teacher providing the instruction or by a teacher to whom the child is primarily assigned, if the instructional services are supplemental to the primary course work

Example: An interventionist or resource teacher who provides supplemental instruction for children needing assistance under the Individuals with Disabilities Education Act (IDEA)

Assigned a class(es) to provide instruction to a designated number of students in a designated subject area or grade

Providing distance learning via the internet or other means, if daily attendance is recorded

Providing instruction to homebound students, if daily attendance is recorded

RESOURCES

Employers - TRSL - Teachers' Retir x +

https://www.trsl.org/employers

Self Service Legislative Team Epi... La Legislature NeoGov Home - LEO VOYA CB Retirement Man... Corebridge Supervisors HR intra... Web Security Mana...

IMPORTANT NOTICE: Click [here](#) to learn more about the recently enacted Social Security Fairness Act.

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TRSL

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Change Text Size: **A A A**

My TRSL TRSL Members ORP Participants Retirees **Employers**

Employers

TRSL is here to help you get your job done with ease and efficiency. This section of the TRSL website includes resources for transmitting employer data, TRSL employer procedures, and training opportunities.

Need electronic reporting assistance?

Contact our HelpDesk at support@trsl.org.

15.0	Retirees Returning to Work - OVERVIEW (09/2022)	RTW flowcharts
	15.1 - 2010 RTW Law (01/2025)	
	15.2 - 2020 RTW Law (08/2024)	
	15.3 - 2022 RTW Law (09/2022)	

Employer Services

- TRSL Liaisons
- Employer Training
- Employer Surveys

GASB 68

- Contact

Employer Reporting

- EMIS Instructions
- FTP/File Layouts

Procedures Manual



THANK YOU

Do you have any questions?

225-925-6446

1-800-ASK-TRSL

webmaster.employerservices@trsl.org

www.trsl.org/employers

