



Mid Career

December 11, 2025

Friendly reminders

- This presentation contains general information to be used as a guide during the webinar. For more information, please visit www.TRSL.org
- All participants are muted.
 - Have a question? Type your question in the *Q&A Box*.
 - We will answer questions during the webinar and at Q&A periods.
- This webinar will be recorded. Our recordings & PDFs are available at www.trsl.org/members/webinars
- Check out our YouTube page *@TRSLOnline*

If you have any specific questions about your retirement,
please contact us at AskTRSL.org
so we can look up your account and assist you directly.



Agenda

- Types of TRSL retirement plans
- How your retirement is funded & calculated
- TRSL member retirement eligibility
- Purchases & transfers of service credit
- Leave credit
- Types of retirement offered
- Survivor benefits
- Community property
- Member Access overview

What is TRSL?

- Public trust fund established in 1936
 - » Defined benefit plan
 - » Largest public retirement system in Louisiana
- Benefits guaranteed by the state constitution



TRSL retirement plans

Regular Plan

Most TRSL members, including teachers, administrators, support staff, and university personnel, etc.

Plan B

School food service employees in 20 parishes

How your retirement is funded

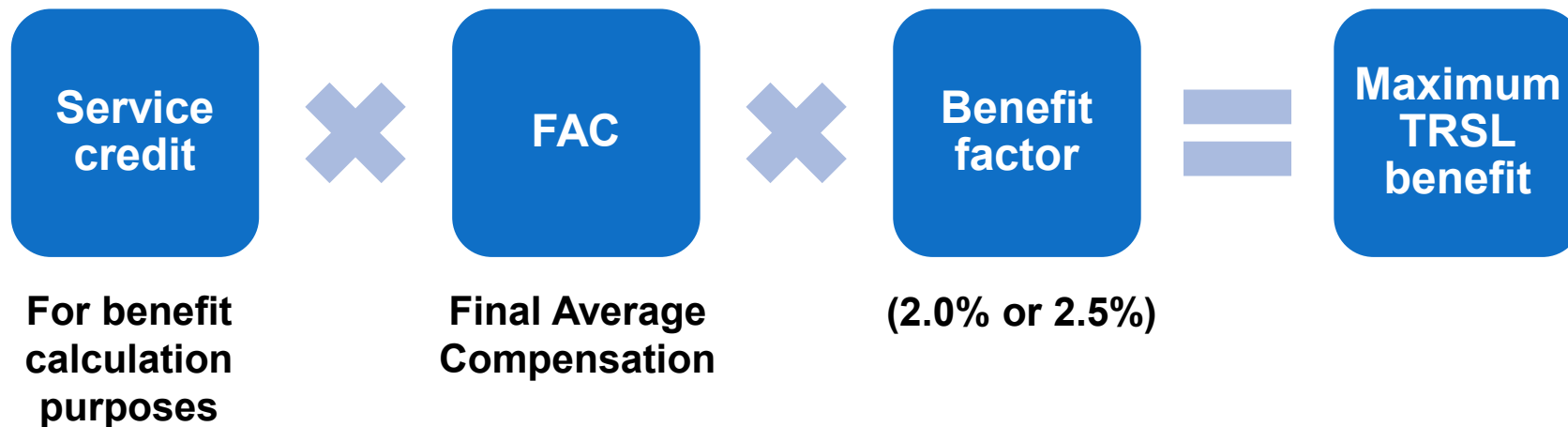
- Members pay a percentage of salary toward retirement:

Regular Plan	8.0%
Plan B (<i>also contributes to SSA</i>)	5.0%

- Employers also pay contributions toward your retirement; the amount is based upon plan type.
- TRSL pools and invests employee and employer contributions.
- Investment earnings fund your lifetime retirement benefits.

How your benefit is calculated

State law defines the benefit formula used to calculate the maximum TRSL benefit for which you are eligible:



How you earn service credit

- Service credit is based on the amount of time you work and contribute to TRSL.
- You cannot earn more than 1.00 year of service credit in a 12-month period (July 1-June 30).
- It is rounded to the closest one-tenth of a year (not to exceed 100% of a year) only at the time of retirement or entering DROP.

Final Average Compensation (FAC)

Membership in state retirement system <u>prior to</u> January 1, 2011	Membership in state retirement system <u>on or after</u> January 1, 2011
Based on <u>3 highest</u> consecutive years of salary	Based on <u>5 highest</u> consecutive years of salary
State law places a <u>10% cap</u> on salary increases in each of the <u>3</u> years used to determine the average compensation.	State law places a <u>15% cap</u> on salary increases in each of the <u>5</u> years used to determine the average compensation.

NOTE: Salary cap does not apply to increases given by legislative acts (state raises) or city/parish/college/university system-wide increases. There is also a 25% limit on salary increases for the 12 months during which a classroom teacher changes employment to that of a classroom teacher in another parish.

Benefit factors

The benefit factor used to calculate your retirement benefit is based on TRSL plan membership and date of enrollment.

TRSL Plan Type	Benefit Factor
Regular Plan (<i>TRSL membership <u>prior to</u> 7/1/99</i>)	2.0% or 2.5%
Regular Plan (<i>TRSL membership <u>on or after</u> 7/1/99</i>)	2.5%
Plan B	2.0%

When will I be eligible to retire?

The answer depends on which plan you belong to and, in some cases, when you joined one of the four state retirement systems.



Regular Plan: Retirement eligibility

Eligibility requirements	Benefit factor
Regular Plan (prior to 7/1/99):	
<ul style="list-style-type: none">• At least age 60 with at least 5 years of service credit, or• Any age with at least 20 years of service credit	2.0%
<ul style="list-style-type: none">• At least age 65 with at least 20 years of service credit, or• At least age 55 with at least 25 years of service credit, or• Any age with at least 30 years of service credit	2.5%

Regular Plan: Retirement eligibility

Eligibility requirements	Benefit factor
Regular Plan (between 7/1/99 and 12/31/10):	
<ul style="list-style-type: none">• At least age 60 with at least 5 years of service credit, or• At least age 55 with at least 25 years of service credit, or• Any age with at least 20 years of service credit (actuarially reduced), or• Any age with at least 30 years of service credit	2.5%

Regular Plan: Retirement eligibility

Eligibility requirements	Benefit factor
Regular Plan (between 1/1/11 and 6/30/15):	
<ul style="list-style-type: none">• At least age 60 with at least 5 years of service credit, or• Any age with at least 20 years of service credit (actuarially reduced)	2.5%
Regular Plan (on or after 7/1/15):	
<ul style="list-style-type: none">• At least age 62 with at least 5 years of service credit, or• Any age with at least 20 years of service credit (actuarially reduced)	2.5%

Purchases & transfers of service credit

Service credit can be purchased for eligible periods of service for which you do not already have TRSL service credit:

Refunded
service credit

Military service

Actuarial
purchases

Actuarial
transfers

Reciprocal
recognition of
service credit


NOTE: Any purchases, transfers, or reciprocals must be completed before the effective date of your retirement or DROP participation.

Purchases & transfers of service credit

- For purchases, members will need to submit a nonrefundable calculation fee that should accompany the application.
 - » Calculation fee not required for purchases of refunded service credit and USERRA service credit.
- TRSL's actuary calculates the liability of TRSL having to pay out a benefit sooner than expected. In general, the closer you are to retirement eligibility, the cost to purchase will be greater.

Refunded service credit

- Withdrawn TRSL contributions (all or a portion) can be restored.
- There is no actuarial fee (cost calculated by TRSL staff)
- Cost to restore = amount withdrawn + interest (current annual rate of 7.25%, compounded daily)

 **Teachers' Retirement System of Louisiana**
8401 United Plaza Boulevard • Baton Rouge, LA 70809-7017
P.O. Box 94123 • Baton Rouge, LA 70804-9123
Telephone: (225) 925-6446 • Fax: (225) 922-2522
www.trsl.org

Form 9D (08/02)
03-9D

Application for Purchase of Refunded Service

Print in ink or type all entries except signatures. **Application should be received by the Teachers' Retirement System of Louisiana (TRSL) at least six months in advance of applying for retirement or DROP.** Complete this form in its entirety to allow a thorough microfilm search for refunded records to be made. The time frame for which service is to be purchased must be provided so that the employer can certify employment. TRSL will request certification from each employer.

DO NOT use this form if you are now a member of another Louisiana public retirement system. Use Form 8BR or 8BT.
Incomplete forms are not acceptable for evaluation by TRSL and will be returned directly to the applicant.

Member information

Name: Last, first, MI, suffix (jr, III, etc.)			Social Security number			
Street / P.O. Box			Date of birth			
City, state, zip			mm-dd-yyyy			
Daytime telephone ()	Evening telephone ()	E-mail address				

PLEASE NOTE:
If you plan to purchase service credit, it must be certified by your employer before you retire.

Eligible actuarial purchases

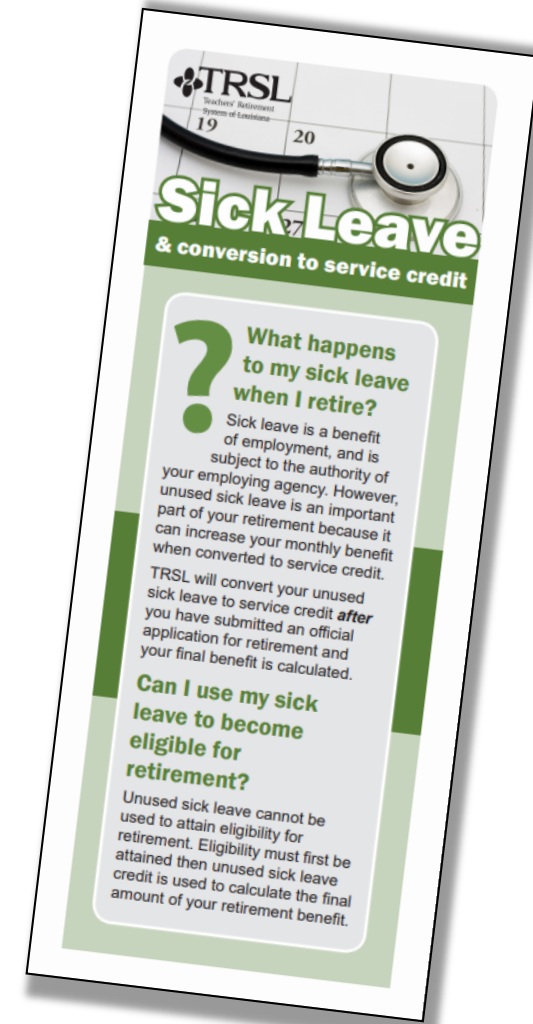
Legal leaves of absence	Sabbatical leave
Substitute teaching service	Involuntary furlough
Local/state public employment	Out-of-state public school service
Nonpublic/private school service (in-state only)	Non-TRSL participating charter school service
Military service (non USERRA)	U.S. dependent school teaching service

Must include salary at the time of employment for an actuarial purchase estimate and it also must first be certified by your employer.

These purchases require a non-refundable fee of \$200 payable to TRSL (actuarial cost)

Leave credit: Sick leave

- Unused sick leave cannot be used to attain eligibility for retirement.
- However, at the time of retirement, unused sick leave may be converted to service credit.
 - » This can increase your monthly retirement benefit.
 - » TRSL makes this conversion after you have retired.
- Employers pay up to 25 days of unused sick leave at the daily rate of pay



Leave credit: Annual leave

- Employees of Louisiana state agencies, colleges, universities, community colleges, and technical colleges may earn annual leave.
- Members who earn annual leave are usually paid up to 300 hours or 37.5 days of annual leave by their employers upon termination of employment.
- Please speak to your employer to discuss your options if you anticipate having more than 300 hours of annual leave upon retirement.

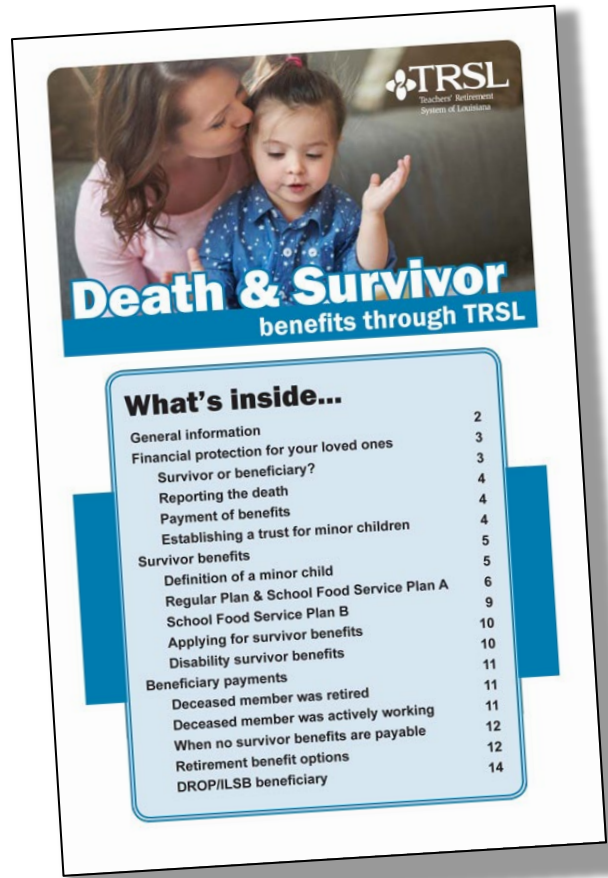
Types of retirement offered

- **SERVICE:** You stop working and begin receiving your lifetime monthly retirement benefit.
- **DROP:** You “freeze” your retirement benefit and continue to work for up to 36 months, building a retirement nest egg. You terminate employment (retire) some time after the completion of DROP participation. Upon termination of employment, you are eligible to withdraw from your DROP account plus receive your regular lifetime monthly retirement benefit.
- **ILSB:** You retire, receive a lump-sum payment of up to 36 times your monthly maximum benefit, and receive an actuarially reduced lifetime monthly retirement benefit.

Types of retirement offered

- **DEFERRED:** Members with at least five years of service credit may terminate their positions and leave their contributions with TRSL. Once eligible, inactive members can apply for a TRSL retirement benefit based on their years of service credit.
- **DISABILITY:** If you are no longer able to perform your current job due to a disabling condition, you can apply for a TRSL disability retirement. It must be approved by the State Medical Disability Board.

Survivor benefits



- If you die during active service, survivor benefits (based on the amount of service credit) may be payable to your spouse and/or minor children.
- If you are not vested, no survivor benefits are payable; however, your accumulated member contributions will be paid in a lump sum to your named beneficiary or succession.

Community property



Community Property
& TRSL benefits

What is community property?
Most payments or benefits that members receive from the Teachers' Retirement System of Louisiana (TRSL) are considered community property in Louisiana and should be accounted for in any community property settlement.

TRSL funds and payments that may be considered community property include the following:

- Regular retirement benefits
- Refunds of contributions
- Deferred Retirement Option Plan (DROP)
- Initial Lump-Sum Benefit (ILSB)
- Death benefits

The court system ultimately determines which of these funds or payments are community property.

If a TRSL member divorces or legally separates, the (ex)spouse may claim a portion of any of the above-mentioned payments and benefits that were earned during the time the member and (ex)spouse were married. This is true even if the benefits are not payable until years after the divorce.

If the question of benefits and payments is not settled in a community property proceeding, it remains pending.

ATTENTION: Those parts of the Employee Retirement Income Security Act (ERISA) and the Internal Revenue Code concerning Qualified Domestic Relations Orders (QDRO) do not apply to TRSL.

- Most payments or benefits received from TRSL are considered community property.
- The court system ultimately determines which funds or payments are considered community property.
- TRSL will not pay benefits to an ex-spouse without court documentation.

Regular retirement
benefits

Refunds

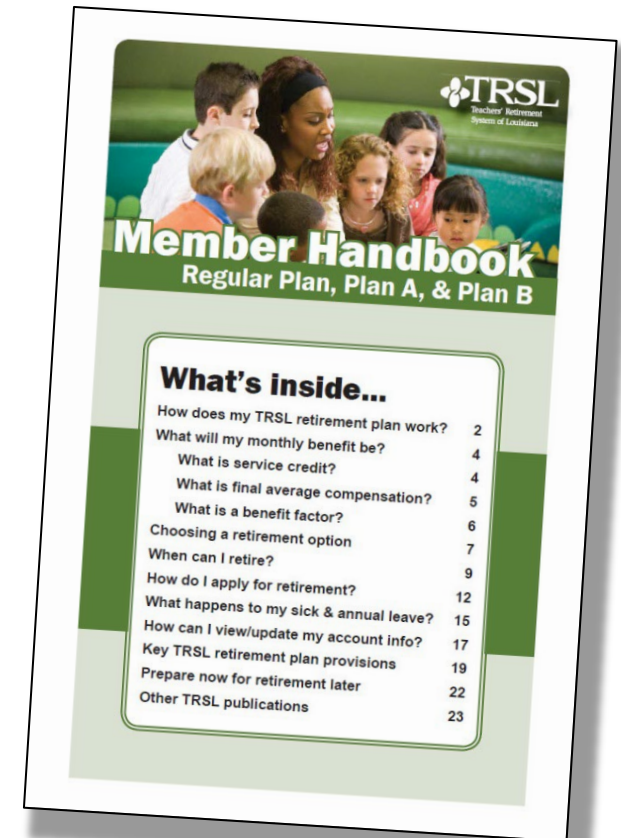
DROP or ILSB
withdrawals

Death
benefits

Other TRSL benefits

- Members who have five years of TRSL service credit are considered “vested.”
- Being vested means you are eligible for valuable benefits and financial protection through TRSL:
 - » Survivor benefits
 - » Deferred retirement
 - » Disability retirement*

* 10 years required if hired on or after 1/11/11

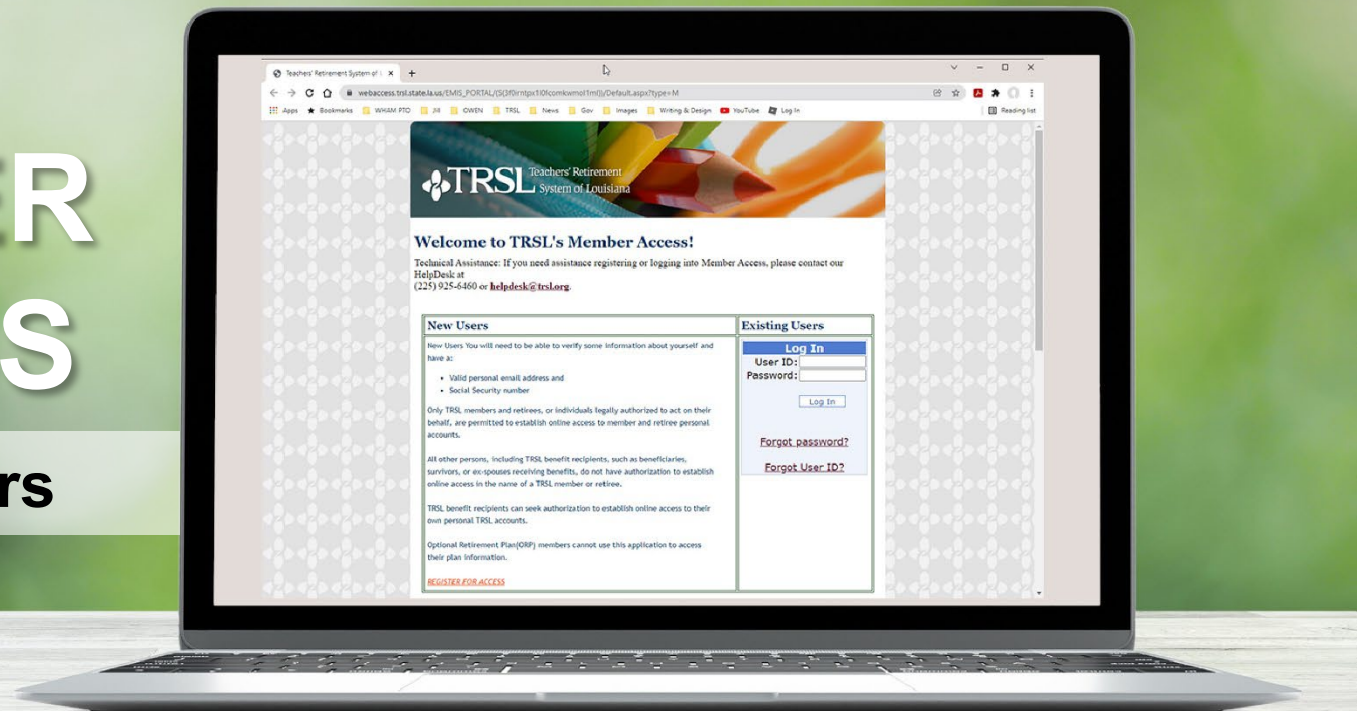


Summary

- TRSL is a defined benefit plan, which guarantees a benefit based on a formula, not your contributions.
- If you have any purchases or transfers of service credit, this could increase your retirement benefit. You would want to consider this earlier in your career than later.
- If you are interested in participating in DROP, find out the EXACT DATE you first become eligible for DROP so you do not miss your “DROP window.”
- Check out our Webinars On Demand at www.trsl.org

MEMBER ACCESS

Active members



- Calculate future retirement estimates
- Update name & mailing/email address
- Apply for retirement/DROP
- View DROP account
- View beneficiary(ies)
- View annual statements

Create a benefit estimate

Online calculators loaded with your account information



1. Log on to Member Access.
2. Under “My Estimates” drop-down menu, select “Estimate Your Retirement Benefit.”
3. Enter your desired retirement date and months of contract (9, 10, 11, 12), then click “Create Estimate!”

Register for MEMBER ACCESS @ www.TRSL.org

For technical assistance with Member Access, contact support@trsl.org.

Things to do now

TRSL CHECKLIST

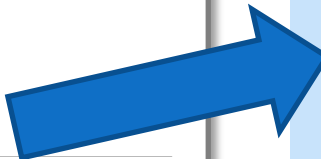
Register for Member Access

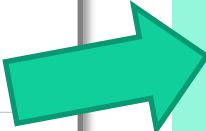
Submit important docs

Update contact info

Check beneficiary designation

Get a retirement estimate!

- 
- Social Security cards (member & beneficiary)
 - Birth certificates (member & beneficiary)

- 
- DIY via TRSL's Member Access
 - Submit Form 10



SHED SOME LIGHT ON
*Your Future with
Online Member Access*

MEMBER ACCESS



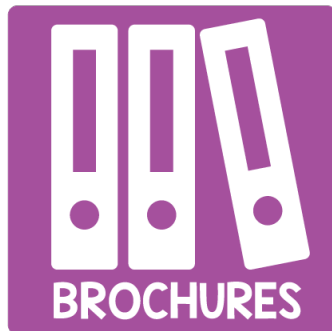
My TRSL

Members

Retirees

Employers

Find it online at www.TRSL.org



We are here for you!



Local phone: (225) 925-6446

Toll free (outside Baton Rouge):
1-877-ASK-TRSL (1-877-275-8775)

Website: *www.TRSL.org*

Questions: *AskTRSL.org*



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