

RETURN TO WORK



LEGISLATIVE UPDATES TO RTW LAWS

JULY 2026

Friendly reminders

- This presentation contains general TRSL information.
- All participants are muted except the presenters.
- There will be a question-and-answer period during the webinar. Type your question in the **Questions** area during the webinar.

**If you have specific questions about your retirement,
please contact us at [AskTRSL.org](https://www.AskTRSL.org).**

2026 Legislative Session



What to expect

- Overview of the new RTW law
- Time for questions and answers
- How to contact TRSL

OVERVIEW

Return to Work (RTW)

Act 344 - formerly Senate Bill 14 (*Sen. Price*)

Creates a single return-to-work (RTW) law that replaces all other RTW laws.

Retains	Adds	Revises
• 12-month waiting period • Grandfathered group • Ability to regain active membership and earn supplemental benefit	• Age 65 provision	• Critical shortage • Earnings limit • Contract or corporate contracts provisions

How the RTW Law Works



- The RTW Law does not prohibit reemployment.
- The RTW Law does specify how retiree benefits are impacted during reemployment in a TRSL-eligible position and whether contributions are required.
- Standard 12-month waiting period applies to all retirees that begins on date of retirement.

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UNDERSTANDING THE NEW LAW

Provisions for Returning to Work

The RTW law offers TRSL retirees several opportunities to return to work. The provision you fall under determines whether your TRSL benefit will be impacted.

**Grandfathered retirees
(retired on/before June 30, 2010)**

Age 65 or Older Retiree

Critical Shortage

50% Earnings Limit

**Regain Active TRSL Membership
and Earn Supplemental Benefit**



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**NO IMPACT
TO TRSL BENEFIT**

Grandfathered retiree

(retired on or before June 30, 2010)

For individuals who meet this criteria, this RTW provision supersedes all other RTW options when returning to work.

- **Impact to benefit:** You can return to work in any position without any impact to your retirement benefits.
- **Payment of contributions:** Employee and employer unsheltered contributions are required for reemployment. After the end of RTW employment, the retiree can apply for a refund of the employee contributions made to TRSL during reemployment. Employer contributions and interest remain with TRSL.
- **Waiting period:** Yes but already fulfilled.

What are unsheltered contributions?

Contributions that have already been taxed.



Age 65 or Older Retiree

Retirees who are age 65 or older can return to work in any position.

- **Impact to benefit:** No impact to your benefit as long as you fulfill the 12-month waiting period.
- **Payment of contributions:** Employee and employer unsheltered contributions are required for reemployment. After the end of RTW employment, the retiree can apply for a refund of the employee contributions made to TRSL during reemployment. Employer contributions and interest remain with TRSL.
- **Waiting period:** 12-month waiting period required

This RTW provision is effective on the first day of the month in which you turn 65.



Critical Shortage

Available for eligible full-time, part-time, and temporary employment positions.

- **Impact to benefit:** No impact to your benefit as long as you fulfill the 12-month waiting period.
- **Payment of contributions:** Employer and employee unsheltered contributions are required for reemployment. After the end of RTW employment, the retiree can apply for a refund of the employee contributions made to TRSL during reemployment. Employer contributions and interest remain with TRSL.
- **Waiting period:** 12-month waiting period required.

**Your employer must
declare a critical
shortage for
certain positions.**



Critical Shortage (cont.)

Critical shortage can only be certified for certain positions:

- Full-time, part-time, or temporary PreK-12 “classroom teacher” or adult education/literacy instructor with a valid teaching certificate. *Retirees must hold a valid teaching certificate, which can be in any subject area.*
- Full-time, part-time, or temporary certified speech therapist, speech pathologist, audiologist, educational diagnostician, school social worker, school counselor, school psychologist, interpreter, educational transliterator, mobility specialist, educators of the visually impaired, or educator of the deaf or hard of hearing in a school district where a shortage exists. *The position of employment must require a valid Louisiana ancillary certificate approved and issued by the Louisiana Department of Education.*

Critical Shortage (cont.)

Steps for declaring a critical shortage: Reemployment under this provision is only permissible if your employer has declared a critical shortage and fewer than three qualified non-retirees have applied for the position.



Employers certify full-time, part-time, and temporary critical shortage areas to TRSL.



Employers complete advertisement requirements.



At the end of each fiscal year, employers terminate enrollments under the critical shortage provision.



**TRSL BENEFIT IMPACT
DEPENDS ON EARNINGS**

50% Earnings Limit

If you're not covered by other provisions, you can become reemployed in any position and earn up to 50% per fiscal year of your final average compensation.

- **Impact to benefit:** Earnings beyond 50% of FAC reduce benefits, dollar for dollar.
- **Payment of contributions:** Employer and employee unsheltered contributions are required for reemployment. After the end of RTW employment, the retiree can apply for a refund of the employee contributions made to TRSL during reemployment. Employer contributions and interest remain with TRSL.
- **Waiting period:** 12-month waiting period required.

50% Earnings Limit (Cont.)

How the earnings limit works:

Sample calculation: *A retiree with a final average compensation of \$4,000 per month would have an earnings limit of \$24,000 per fiscal year for their reemployment in a position(s) subject to this provision.*

Calculation: Final average compensation $\times$ 12 $\times$ 50%

Example: $\$4,000 \times 12 \times 50\% = \$24,000$ per fiscal year



**TRSL BENEFIT
SUSPENDED**

Regain Active TRSL Membership and Earn Supplemental Benefit

You can choose to suspend your TRSL retirement benefit and regain active status in TRSL for any full-time, direct position eligible for TRSL membership.

- **Impact to benefit:** Benefit suspended for duration of reemployment.
- **Payment of contributions:** Employee and employer unsheltered contributions and interest are not refundable as the retiree is accruing service credit that will be used to calculate a supplemental benefit.
- **Waiting period:** The benefit is suspended regardless of whether reemployment occurs within or outside the 12-month waiting period.

Regain Active TRSL Membership and Earn Supplemental Benefit (Cont.)

How the Supplemental Benefit is Calculated

- **If reemployment lasts at least 36 months:** The supplemental benefit will be calculated based on the higher of the retiree's original final average compensation (FAC) or the FAC since reemployment.
- **If reemployment lasts less than 36 months:** The supplemental benefit will be calculated based on the retiree's original FAC.



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CONTRACT OR CORPORATE CONTRACT

Contract/Corporate Contract Employment

The RTW law applies to eligible full-time, part-time, and temporary contract or corporate contract employment positions under certain situations.

- **Eligible RTW Provisions:** Retirees reemployed under contract/corporate contract cannot choose to regain active membership, but the other provisions of the RTW law will apply (Grandfathered, Age 65+, Critical Shortage, & 50% Earnings limit provisions).
- **Impact to benefit:** Your benefit will be impacted based upon the RTW options you are eligible for and/or select.
- **Payment of contributions:** Employee and employer unsheltered retirement contributions to TRSL are required during reemployment. Employee contributions are refundable upon termination of reemployment. Employer contributions and interest remain with TRSL.
- **Waiting period:** Subject to 12-month waiting period.



Contract/Corporate Contract Employment K-12 Public School Reemployment

Retirees reemployed through contract or corporate contract with a K-12 public school employer are subject to the RTW law if they return to work in any of the areas listed below.

- **Instructional programs:** Including regular and special education instruction across all age and grade levels, and vocational and other instructional programs.
- **Pupil support services:** Including child welfare and attendance services, guidance services, health services, and pupil assessment and appraisal services.
- **Instructional staff services:** Including curriculum development services, parish-wide directors, supervisors and coordinators of instructional programs, media-based instructional staff, educational media or instructional staff, and clerical and support staff that support instructional staff services positions (excludes staff training services).
- **School administration:** Including principals, assistant principals and related administrator positions at school sites, and clerical and support staff that support school administration positions.
- **Food services operations:** Including school food service supervisors and assistant supervisors, cafeteria managers and assistant managers, lunchroom workers, aides, food services personnel, and clerical and support staff that support food services positions.

Contract/Corporate Contract Employment Public Postsecondary Education Reemployment

Retirees reemployed through contract or corporate contract with a public postsecondary education employer are subject to the RTW law if they return to work in any of the areas listed below.

- **Public postsecondary education reemployment:** Contract/corporate contract applies to any retiree is reemployed in any of the following areas:
 - Professor
 - Adjunct Professor
 - Instructor
 - Researcher

RECAP

RTW Law Provision	Impact to Benefit	Payment of Unsheltered Contributions	Waiting Period Required
Grandfathered Retiree Retired on or before June 30, 2010	None	Yes	Yes, but already fulfilled
Age 65 or Older Retiree	None	Yes	Yes
Critical Shortage Position	None	Yes	Yes
50% Earnings Limit	Earnings that exceed 50% of FAC reduce TRSL benefit, dollar for dollar	Yes	Yes
Regain Active TRSL Membership & Earn Supplemental Benefit	Benefit suspended for duration of reemployment	Yes*	N/A**

**Employee unsheltered contributions are not refundable as the retiree is accruing service credit that will be used to calculate a supplemental benefit.*

***The benefit is suspended regardless of whether reemployment occurs within or outside the 12-month waiting period.*



QUESTIONS?



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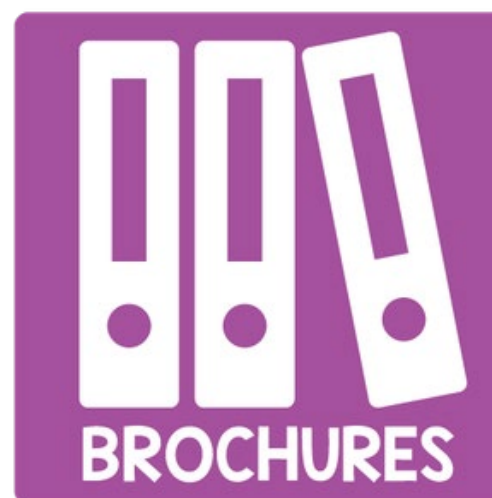
RESOURCES

ACT 344

Return-to-Work Bill Signed Into Law

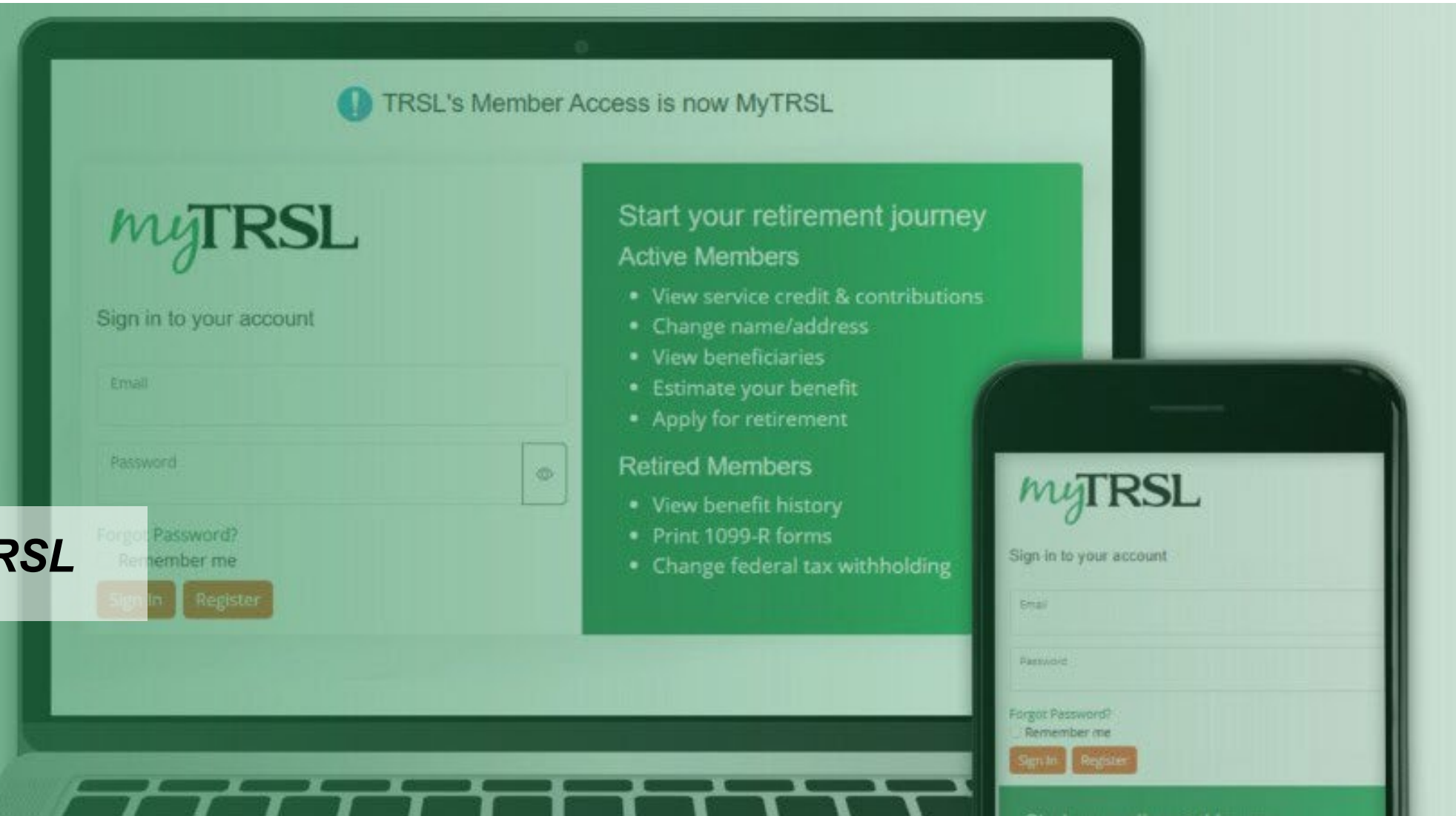
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- Estimate future benefit with online calculators
- View annual statements
- Apply for retirement/DROP
- Upload forms

Retired members

- View DROP account
- View beneficiary(ies)
- Print income verification letter
- Request SS verification letter
- Change withholdings

We are here for you!



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