



LOUISIANA SCHOOL EMPLOYEES'
RETIREMENT SYSTEM

LSERS

Early and Regular Retirement

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LSERS Retirement Education



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Agenda

- Retirement Eligibility
- Retirement Plans
- Benefit Calculations
- Unused Leave
- Option Plans



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Retirement Eligibility

Member before 7/1/2010

- 10 years of service at age 60
- 25 years of service at age 55
- 30 years of service at any age
- 20 years of service at any age (actuarially reduced)

Member on or after 7/1/2010

- 5 years of service at age 60
- 20 years of service at any age (actuarially reduced)



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Retirement Plans

- Regular Service Retirement
- Early Retirement (20 year Actuarially Reduced)
 - Note: DROP and IBRP are excluded under provisions of early retirement

Covered in a Separate Session:

- Deferred Retirement Option Plan (DROP)
- Initial Benefit Retirement Plan (IBRP)



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Benefit Calculations

RETIREMENT FORMULA

$$\text{service credit} \times \text{accrual rate} \times \text{FAC} \\ = \\ \text{Maximum Benefit}$$

FAC - the average of your highest consecutive years of earnings



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Benefit Calculations

FAC

BASED ON ENROLLMENT DATE:

Prior to 7/1/2006	<ul style="list-style-type: none">•36 highest consecutive months•10% increase limitation
7/1/2006- 6/30/2010	<ul style="list-style-type: none">•60 highest consecutive months•10% increase limitation
7/1/2010-after	<ul style="list-style-type: none">•60 highest consecutive months•15% increase limitation

FAC - the average of your highest consecutive years of earnings



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Benefit Calculations

Accrual Rates

Based on First State Service Date:

Date	Plan	Accrual Rate
Prior to 7/1/2010	Tier 1	3.33%
On or After 7/1/2010	Tier 2	2.50%



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Benefit Calculations

EARLY RETIREMENT FORMULA

$$\text{Regular Service Benefit} \times \text{Reduction Factor} \\ = \\ \text{Early Retirement Benefit}$$

The actuarial factor depends on the number of months away from service retirement eligibility



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Unused Leave

Unpaid and unused sick and annual leave may be converted to your service credit upon separation of service

Calculation:

unused Leave ÷ days in employment year = service credit



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Option Plans

- Maximum
- Option 1
- Option 2
- Option 2A
- Option 3
- Option 3A
- Option 4
- Option 4A



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Option Examples

Member with 30 years and \$30,000 FAC
Member age: 55 Beneficiary age: 54

Self Funded COLA available with all options

	Retiree	Beneficiary
Maximum	\$989.95	No monthly benefit
Option 1	\$988.12	No monthly benefit
Option 2	\$890.12	\$890.12
Option 2A	\$878.92	\$878.92
Option 3	\$937.38	\$468.69
Option 3A	\$931.14	\$465.57
Option 4	\$964.74	\$250.00
Option 4A	\$961.91	\$250.00



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Plan Ahead!

- LSERS offers many tools:
 - Website www.lsers.net
 - Publications
 - Calculator
 - Counselors available M-F, 8:00-4:30
 - Estimates upon request - 3 years from eligibility
 - Workshops
- Webinars
- Contact your Human Resource office at least 6 months prior to making a decision.

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Review

- LSERS offers many types of benefits, based on your situation and eligibility.
- Your earnings, service credit, unused leave and age impact your retirement benefit calculation.
- Planning ahead offers you the opportunity to decide what is best for you.



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Happy Planning!



For more information call
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