



LOUISIANA SCHOOL EMPLOYEES'
RETIREMENT SYSTEM

Retirees Who Return To Work

Fact Sheet – 18

Re-employment Under Earnings Limit

Your retirement benefit may be affected in accordance with Louisiana Revised Statute 11:1006 if you decide to return to work (RTW) after retirement. You should keep the following key points in mind when considering re-employment with a Louisiana public school system:

- Employment in the private sector or with a public agency that is **not** covered by LSERS will **not** affect your benefit.
- Employment with a public school system, in a position that **is** covered by LSERS, **will** affect your benefit.
- You are not eligible to re-enroll in LSERS as an active member and retirement contributions are not withheld from your earnings.
- Your earnings are limited to 50% of your final average compensation at retirement as adjusted annually by the Consumer Price Index without affecting your retirement benefits.
- Reimbursement or suspension of your benefit will be enforced if you exceed the 50% limit. The amount to be repaid shall not exceed the amount of retirement benefits you receive for the fiscal year (July 1 through June 30).

Your School Board must:

- Enroll you as a RTW retiree using the online Retiree Return to Work Enrollment form. LSERS will send letters informing you of the amount of allowable earnings you may receive without affecting your retirement benefits.
- Report earnings using the online Retiree Return-to-Work Earnings form.

Re-employment as a Full-Time Bus Operator for Shortage of Qualified Bus Operators

Louisiana Revised Statute 11:1007 governs a retired bus operator who returns to work as a full-time bus operator when a shortage of qualified bus operators exists in the school system. Please keep the following key points in mind when considering re-employment in a full-time bus operator position:

- Your pension is **suspended** for the first 12-month period immediately following your retirement.
- Contributions **will** be withheld from your earnings and will be reported as unsheltered.
- You will **not** earn any additional service credit or benefits in the retirement system.
- You can apply for a refund of your unsheltered member contributions **after** you terminate your employment. As unsheltered, your refund is not taxable income.

Your School Board must:

- Certify to the Board of Elementary and Secondary Education (BESE) that there is a shortage of qualified bus operators.
- Submit declaration of their intent to rehire based on this statute to LSERS before September 1st of each year. Both you and the employer must sign this declaration.
- Enroll you as a RTW retiree each year after a shortage has been certified to BESE using the online Retiree Return to Work Enrollment form.
- Deduct member contributions in the amount of 8% and report the contributions as unsheltered. First date of service rules do not apply to RTW retirees. RTW retirees are treated as new hires.
- Report actual earnings and contributions with all other active LSERS members.