




LOUISIANA SCHOOL EMPLOYEES'  
RETIREMENT SYSTEM

Date: July 1, 2024  
To: Superintendents, Human Resources Directors, Business Managers, Transportation Directors  
From: Charles P. Bujol, Executive Director   
Subject: August 31 Deadline for Hiring Due to a Bus Operator Shortage

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### **Friendly Reminder:**

If your school system is experiencing a shortage of qualified bus operators, state law allows the hiring of a retired bus operator to fill the shortage. There are, however, certain statutory requirements that the school system must meet on an annual basis in accordance with the provisions of La. R.S. 11:1007 (RTW1007). They include:

1. Ensuring the retiree is a former bus operator returning to work in a bus operator position, and
2. Submitting a declaration to LSERS by August 31 stating the school board's intent to rehire a former bus operator. The declaration should include the name and date of birth of the retiree, and it must be signed by both the school system and the retiree. A template for this declaration can be found in the procedure, [Retirees Return-to-Work Enrollment](#).

### **How does returning to work under La. R.S. 11:1007 affect the retiree?**

The retiree's LSERS benefit will be suspended if hired within the 12-month period immediately following the effective date of retirement (6-month if retired before 7/1/2024). The benefit will be suspended for the duration of such active service or the lapse of 12 months (6 months if retired before 7/1/2024) after the effective date of retirement, whichever occurs first. If the declaration is not submitted by August 31, the provisions of the earnings limit law (La. R.S. 11:1006) will apply. Under earnings limit, the retiree continues receiving retirement benefits, but would be subject to an earnings limit and possible overpayment of benefits if the retiree's salary exceeds 50% of the adjusted final average compensation.

Once the retiree is enrolled into LSERS on an annual basis, both the school system and the retiree will pay retirement contributions. Please report RTW1007 through the Salary Contributions Reporting and Corrections Form on LSERS.net with member contributions being Unsheltered. Upon the retiree's termination of employment, the retiree can request a refund of their contributions paid using Form 7, Application for Refund of Member Contributions. LSERS retains the employer contributions.

More information about return-to-work retirees can be found in [Fact Sheet 18 – Retirees Who Return to Work](#) on our website located under Resources > Publications > Fact Sheets.

If you have any questions about the August 31 deadline or about the provisions governing retirees returning to work, please contact LSERS at 225.925.6484 or [webmaster@lsers.net](mailto:webmaster@lsers.net).