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How does my TRSL retirement plan work?

With TRSL, you have a defined benefit retirement plan, often called a pension.

Your TRSL benefit is paid to you for your entire life, and is calculated using three factors:

1. your years of TRSL service credit,
2. your final average compensation (FAC), and
3. a benefit factor (2.0%, 2.5%, or 3.0%).

These three factors multiplied together total the maximum TRSL benefit that you are eligible to receive.

Your retirement income from TRSL is based on these factors, not on how much you contribute to your retirement or the balance in a retirement account.

How is my retirement funded?

Your retirement is funded by a percentage of your salary and contributions from your employer. Employee and employer contributions are transferred to TRSL and maintained in a trust fund. TRSL pools and invests the contributions. These contributions and the interest earned on TRSL investments pay for your future lifetime retirement benefits.

Most TRSL members do not participate in Social Security, which often makes TRSL their primary source of retirement income.

How much do I contribute to my TRSL retirement?

TRSL administers three different retirement plans. Employee contribution rates for each plan are as follows:

- **REGULAR PLAN** – 8.0% of salary
- **PLAN A** – 9.1% of salary
- **PLAN B** – 5.0% of salary (also participates in Social Security)
What TRSL retirement plan am I in?

The plan you are in is determined by your position (and sometimes, where you are employed). Most TRSL members belong to the Regular Plan. There are also two plans for members who work in school food service—Plan A and Plan B.

**REGULAR PLAN** includes most TRSL members, including teachers, administrators, etc.

**PLAN A** includes school food service personnel not employed in a Plan B parish (as listed below). As of 1983, Plan A no longer takes new members. Therefore, school food service personnel hired after 1983 in a non-Plan B parish belong to the Regular Plan.

**PLAN B** includes school food service employees in the following parishes: Allen, Assumption, Avoyelles, Cameron, Catahoula, Concordia, DeSoto, East Feliciana, Jefferson, Jefferson Davis, Lafayette, LaSalle, Morehouse, Orleans, Red River, St. Helena, St. John the Baptist, St. Mary, Washington, and West Feliciana. These members also participate in Social Security.

Each plan has slight differences in retirement eligibility requirements, employee contribution rates, and benefit computation methods.

**Unsure which plan you’re in?** Log into your Member Access account through our website. If you aren’t registered for Member Access, visit [www.TRSL.org](http://www.TRSL.org) and click on the Member Access link. Follow the easy instructions to complete a one-time registration.

**Optional Programs**

TRSL offers a variety of optional programs that can help you attain your financial goals: the Deferred Retirement Option Plan (DROP), the Initial Lump-Sum Benefit (ILSB), and for employees in higher education, the Optional Retirement Plan (ORP).

It is important to review these programs to see if they are right for you and if you meet eligibility requirements. For more information, visit [www.TRSL.org](http://www.TRSL.org).
What will my monthly retirement benefit be?

Your lifetime retirement benefit is calculated using a formula set by state law. This formula calculates the maximum monthly retirement benefit for which you are eligible, and is based upon three factors: (1) your TRSL service credit, (2) final average compensation (FAC), and (3) a benefit factor of 2.0%, 2.5%, or 3.0%.

<table>
<thead>
<tr>
<th>BENEFIT FORMULA</th>
<th>EXAMPLE</th>
</tr>
</thead>
<tbody>
<tr>
<td>Years of Service Credit × Final Average Compensation (FAC) × Benefit Factor (2.0%, 2.5%, or 3.0%)</td>
<td>30 Years × $48,000 FAC × 2.5% Benefit Factor</td>
</tr>
<tr>
<td></td>
<td>=</td>
</tr>
<tr>
<td></td>
<td>$36,000 ($3,000/month)</td>
</tr>
</tbody>
</table>

What is service credit?

Service credit is the amount of time you work and contribute to TRSL. It can also include any of your unused sick and/or annual leave. TRSL converts your unused sick and/or annual leave to service credit at the time you retire. These types of leave cannot be used to attain eligibility for retirement.

How does TRSL use service credit?

TRSL uses service credit for two purposes: (1) to determine when you are eligible to retire, and (2) to calculate your retirement benefit.

For many members, the amount of service credit they have for retirement eligibility and benefit computation is the same. For some, however, the amounts may be different. This can happen when a member works part-time or takes sabbatical leave.

You can see how much service credit you have for retirement eligibility and benefit computation purposes by reviewing your TRSL account online through Member Access at www.TRSL.org.
**How do I earn service credit?**

- You earn one year of service credit for each full year worked.
- You cannot earn more than one year of service credit in a 12-month period that begins July 1 and ends June 30.
- If you do not work a full year, your service credit for that year will likely be based on a percentage of the actual salary paid to you, divided by what you would have earned if you had worked the full year.
- In most cases, if you go on leave without pay (LWOP), you will not earn a full year of service credit.
- You can increase your service credit through a purchase, transfer, or reciprocal recognition agreement. For more information about purchasing service credit, see our handbook *Purchases and Transfers of Service Credit*, available at [www.TRSL.org](http://www.TRSL.org).

**What if I work part time?**

Members with part-time or sabbatical service credit may receive full credit for retirement eligibility purposes, but only partial service credit for benefit computation purposes. These members may find they are eligible for retirement or DROP participation earlier than expected, but their benefits may be less than anticipated.

Members with part-time service or sabbatical leave (especially those nearing retirement or DROP participation eligibility) should contact TRSL to have their records verified.

**What is final average compensation (FAC)?**

The FAC is the average of your highest years of salary consecutively earned. TRSL looks at your entire salary history to find the three or five years of highest consecutive earnings to calculate your FAC, based upon when you first became a member of one of Louisiana’s four state public retirement systems: TRSL, State Employees, School Employees, or State Police.

- **Three-year FAC**: Used for individuals who first joined one of the four state retirement systems *prior to January 1, 2011*
- **Five-year FAC**: Used for individuals who first joined one of the four state retirement systems *on or after January 1, 2011*
State law places a 10% or 15% salary cap in each of the years used to determine your FAC.

- **10% salary cap**: Used for individuals who first joined one of the four state retirement systems *prior to* January 1, 2011
- **15% salary cap**: Used for individuals who first joined one of the four state retirement systems *on or after* January 1, 2011

The salary cap does not apply to salary increases that result from legislative acts (state raises) or system-wide raises for cities, parishes, and colleges or universities.

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.

**Does overtime count toward my FAC?**

Yes, it does. Overtime is considered a part of your salary for retirement purposes. This includes differential pay, contract pay, and grants paid to a TRSL member, unless those earnings are received because of employment normally eligible for a different retirement system.

**What is a benefit factor?**

This is a percentage used to calculate your retirement benefit. Your retirement plan and the date you joined TRSL determine which benefit factor will be used to compute your retirement benefit.

<table>
<thead>
<tr>
<th>Retirement Plan</th>
<th>Benefit Factor</th>
</tr>
</thead>
<tbody>
<tr>
<td>Regular Plan: <em>Joined prior to July 1, 1999</em></td>
<td>2.0% or 2.5%</td>
</tr>
<tr>
<td>Regular Plan: <em>Joined on or after July 1, 1999</em></td>
<td>2.5%</td>
</tr>
<tr>
<td>Plan A</td>
<td>3.0%</td>
</tr>
<tr>
<td>Plan B</td>
<td>2.0%</td>
</tr>
</tbody>
</table>

*For Regular Plan members who joined TRSL before July 1, 1999, the benefit factor (2.0% or 2.5%) is determined by age and years of service.*

**NOTE:** DROP/ILSB benefit accrual rates and eligibility may differ. Please see our DROP Handbook and ILSB brochure for more information.
Choosing a retirement option

Once you’ve calculated the maximum retirement benefit to which you are eligible, you will need to decide how much you and your beneficiary (if you choose) will receive each month. This is done by selecting a retirement option.

When you retire, you will select from one of eight retirement options. The following tables list each retirement option and the benefit information for you and a beneficiary.

<table>
<thead>
<tr>
<th>Retirement Option</th>
<th>Member Benefit</th>
<th>Beneficiary Benefit</th>
</tr>
</thead>
<tbody>
<tr>
<td>Maximum Option</td>
<td>Member receives largest monthly benefit possible (maximum benefit).</td>
<td>None</td>
</tr>
</tbody>
</table>

**Maximum Option conditions:** All benefits cease at member’s death. Only the amount of member contributions that have not been paid out in monthly benefits or in DROP deposits and interest is due the member’s estate.

<table>
<thead>
<tr>
<th>Option 1</th>
<th>Member receives a monthly benefit slightly less than Maximum Option, which is determined by total member contributions and age at retirement.</th>
<th>More than one beneficiary can be designated, and can be changed at any time by member/retiree.</th>
</tr>
</thead>
</table>

**Option 1 conditions:** Beneficiary receives remaining balance of member’s contributions (if any) in one lump-sum payment. Option 1 cannot be selected if member participates in Initial Lump-Sum Benefit (ILSB).

Under the next six benefit options, only one beneficiary can be named and that beneficiary can never be changed. These options provide a retirement benefit that is actuarially reduced from the Maximum Option benefit. Reductions are based on your age at retirement and the age of your named beneficiary.
<table>
<thead>
<tr>
<th>Retirement Option</th>
<th>Member Benefit</th>
<th>Beneficiary Benefit</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Option 2</strong></td>
<td>Member receives an actuarially reduced monthly benefit.</td>
<td>Beneficiary receives same lifetime benefit member received.</td>
</tr>
<tr>
<td><strong>Option 2A</strong> (<em>Pop Up)</em></td>
<td>Member receives a monthly benefit slightly less than Option 2.</td>
<td>Beneficiary receives same lifetime benefit member received.</td>
</tr>
<tr>
<td><strong>Option 3</strong></td>
<td>Member receives a monthly benefit greater than Option 2 or 2A benefit.</td>
<td>Beneficiary receives lifetime benefit equal to ½ of benefit amount member received.</td>
</tr>
<tr>
<td><strong>Option 3A</strong> (<em>Pop Up)</em></td>
<td>Member receives a monthly benefit greater than Option 2 or 2A benefit but less than Option 3 benefit.</td>
<td>Beneficiary receives lifetime benefit equal to ½ of benefit amount member received.</td>
</tr>
<tr>
<td><strong>Option 4</strong></td>
<td>Member receives a reduced monthly benefit based upon amount member designates for beneficiary.</td>
<td>Beneficiary receives lifetime benefit designated by member, not to exceed Option 2 benefit amount.</td>
</tr>
<tr>
<td><strong>Option 4A</strong> (<em>Pop Up)</em></td>
<td>Member receives a reduced monthly benefit based upon amount member designates for beneficiary.</td>
<td>Beneficiary receives lifetime benefit designated by member, but not to exceed the Option 2 benefit amount.</td>
</tr>
</tbody>
</table>

*Pop Up Option conditions: If beneficiary dies before member, the member’s benefit “pops up” to Maximum Option.*

**Annual COLA Option (ACO):** An additional retirement option provides a retiring member a self-funded, guaranteed annual 2.5% cost-of-living adjustment (COLA) by accepting an actuarially reduced retirement benefit. For more information, see our brochure *Annual COLA Option (ACO)* at [www.TRSL.org](http://www.TRSL.org).
When can I retire?

TRSL members must meet certain age and service credit requirements to retire. Eligibility requirements are based upon the plan you are in and when you first became a member of one of Louisiana’s four state public retirement systems: TRSL, State Employees, School Employees, or State Police.

DROP/ILSB accrual rates and eligibility may differ. Please see our DROP Handbook and ISLB brochure for more information.

REGULAR PLAN: Retirement eligibility

In the TRSL Regular Plan, eligibility for retirement is determined by the date you joined TRSL. Refer to the membership dates below to find the retirement eligibility criteria that apply to you.

<table>
<thead>
<tr>
<th>Membership prior to July 1, 1999</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>2.0% benefit factor</strong></td>
</tr>
<tr>
<td>• At least age 60 with at least 5 years of service credit*, or</td>
</tr>
<tr>
<td>• Any age with at least 20 years of service credit*</td>
</tr>
<tr>
<td><strong>2.5% benefit factor</strong></td>
</tr>
<tr>
<td>• At least age 65 with at least 20 years of service credit**, or</td>
</tr>
<tr>
<td>• At least age 55 with at least 25 years of service credit, or</td>
</tr>
<tr>
<td>• Any age with at least 30 years of service credit</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Membership between July 1, 1999 - December 31, 2010</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>2.5% benefit factor</strong></td>
</tr>
<tr>
<td>• At least age 60 with at least 5 years of service credit*, or</td>
</tr>
<tr>
<td>• At least age 55 with at least 25 years of service credit, or</td>
</tr>
<tr>
<td>• Any age with at least 20 years of service credit* (actuarially reduced), or</td>
</tr>
<tr>
<td>• Any age with at least 30 years of service credit</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Membership between January 1, 2011 - June 30, 2015</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>2.5% benefit factor</strong></td>
</tr>
<tr>
<td>• At least age 60 with at least 5 years of service credit*, or</td>
</tr>
<tr>
<td>• Any age with at least 20 years of service credit* (actuarially reduced)</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Membership on or after July 1, 2015</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>2.5% benefit factor</strong></td>
</tr>
<tr>
<td>• At least age 62 with at least 5 years of service credit*, or</td>
</tr>
<tr>
<td>• Any age with at least 20 years of service credit* (actuarially reduced)</td>
</tr>
</tbody>
</table>

*Excludes military service purchased after September 10, 1982
**Excludes any military service
What does actuarially reduced mean?

Retiring with 20 years of service credit is considered an early retirement. Therefore, the retirement benefit is reduced based upon the number of years it would have taken you to reach the next retirement eligibility criteria (regular retirement). The greater the number of years to regular retirement, the greater the actuarial reduction will be.

NOTE: Early retirements for members who joined TRSL prior to July 1, 1999, are calculated with a lower 2.0% benefit factor.

PLAN A: Retirement eligibility

Plan A members include those who were members of the Louisiana School Lunch Employees’ Retirement System when that system merged with TRSL in June of 1983. They remain members of Plan A as long as they are employed as school food service workers in one of the 46 parish and city school boards that contribute to TRSL’s Plan A.

Plan A parishes are all those that are not listed as Plan B parishes on the next page.

Plan A members who change employment and are no longer paid by school food service funds, but are still eligible for TRSL membership, must become members of the Regular Plan.

Minimum eligibility requirements for Plan A are as follows:

<table>
<thead>
<tr>
<th>All Plan A members</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>3.0% benefit factor</strong></td>
</tr>
<tr>
<td></td>
</tr>
<tr>
<td></td>
</tr>
</tbody>
</table>

*Excludes military service purchased after September 10, 1982
## PLAN B: Retirement eligibility

Plan B includes school food service employees who work in the parishes listed below. Plan B members also participate in Social Security.

Retirement eligibility for Plan B is determined by the date you joined TRSL. Refer to the membership dates below to find the retirement eligibility criteria that apply to you.

### Membership prior to July 1, 2015

| 2.0% benefit factor | • At least age 60 with at least 5 years of service credit*, or  
| • At least age 55 with at least 30 years of service credit |

### Membership on or after July 1, 2015

| 2.0% benefit factor | • 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) |

*Excludes military service purchased after September 10, 1982

### PLAN B Parishes:

- Allen
- Assumption
- Avoyelles
- Cameron
- Catahoula
- Concordia
- DeSoto
- East Feliciana
- Jefferson
- Jefferson Davis
- Lafayette
- LaSalle
- Morehouse
- Orleans
- Red River
- St. Helena
- St. John the Baptist
- St. Mary
- Washington
- West Feliciana
How do I apply for retirement?

You can apply for retirement as early as six months before your desired date of retirement. Please complete all purchases, transfers, and reciprocals of service credit before your retirement date. (See our handbook, *Purchases and Transfers of Service Credit*, for more information about purchasing or transferring service credit.)

**Apply online!**

The easiest way to apply for retirement is online through TRSL’s Member Access. If you aren’t registered for Member Access, visit [www.TRSL.org](http://www.TRSL.org) and follow the easy instructions.

**Or complete and submit the following forms:**

- Application for Service Retirement, ILSB, or DROP (Form 11)
- Direct Deposit of Benefits (Form 15D)

**Copies of other documents you’ll need to submit** (Please do not submit originals. TRSL will notify you if an original or certified copy of a legal document is needed.):

- Social Security cards (member and beneficiary)
- Birth certificates (member and beneficiary)
- Marriage license to current spouse
- Death certificate, if spouse is deceased
- Divorce decree or judgment of separation (including community property settlement), if member is divorced, legally separated, or remarried

For a list of other acceptable records in place of a birth certificate, refer to the *Retirement Application Checklist* in the "Brochures" section of [www.TRSL.org](http://www.TRSL.org). Go to the page entitled "Date-of-Birth Verification Documents."

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**REMEMBER: Write your name and Social Security number on each document you submit to TRSL.**
If you meet eligibility requirements for retirement, TRSL will send you an Affidavit of Retirement Option Election (Form 11E or Form 11E-5) so you can select a retirement option.

TRSL recommends that you coordinate your retirement date with your employer and inform TRSL of any change before cashing or depositing a retirement benefit check. Once you cash or deposit (includes direct deposit) a benefit check, you are retired as of the effective date of the retirement application, and the retirement cannot be canceled.

**When will I get my first retirement check?**

By law, TRSL can issue your initial retirement payment only after a minimum 30-day waiting period from the date of your retirement.

Retirement benefit payments, including estimated benefit payments, are made on the first of each month, pending completion of the minimum 30-day waiting period. The first retirement payment will be a paper check that will be mailed to your home address. State law requires TRSL to make subsequent payments by direct deposit.

Your monthly retirement payments are based on the retirement option you choose. See pages 7-8 for information about benefit options.

*EXAMPLE: If your retirement date is June 6, the benefit can be set up for the August 1 payroll as long as TRSL receives the necessary forms by the first week of July.*

**What is an estimated benefit payment?**

Estimated benefit payments are payments you will receive from TRSL until your employer verifies all of the information TRSL needs to calculate your retirement benefit, including unused sick and annual leave. These payments are calculated based on information TRSL currently has on file, which is subject to change as determined by your employer.

Until TRSL receives verification from your employer, you will receive monthly estimated benefit payments. TRSL generally begins paying estimated benefits after the retirement option affidavit and the Direct Deposit of Benefits (Form 15D) have been returned to TRSL.
When will my benefit be finalized?
TRSL will finalize your benefit once all required information is received from you and your employer(s). Until that time, you will receive an estimated benefit.

Other information about estimated benefit payments:
• Once your benefit is finalized, TRSL will retroactively pay you additional retirement benefits due, if any, going back to your date of retirement.
• Retroactive payments are paid in the month the final benefit is calculated, prior to the finalized benefit being issued.

When will I have access to my retirement benefits made by direct deposit?
Benefits are deposited directly into your checking or savings account on the first of the month. However, when the first of the month falls on a weekend or a holiday, the deposit is typically posted to your account the first business day of the month. Direct deposits cannot be processed on a weekend or federal holiday because these are nonbanking days for the Federal Reserve Bank. If you need account information regarding the posting of your payment, please contact your financial organization.

Changing banks? To change your banking institution and/or account information, submit a new direct deposit form (Form 15D) with your new financial institution’s information. Be sure to complete the appropriate form for your deposit. Direct deposit forms are available at www.TRSL.org on our “Forms” web page.

How do I cancel my retirement application?
You can cancel your retirement application by sending TRSL a signed and dated written request by mail or fax. Remember, once a retirement benefit payment has been cashed (or direct deposited), you are considered retired and cannot cancel your retirement application or change your retirement date.
What happens to my sick & annual leave?

Sick leave

Sick leave is a benefit of employment, and is subject to the authority of your employing agency. However, unused sick leave is an important part of your retirement because it can increase your monthly benefit when converted to service credit.

TRSL converts all of your unused sick leave to service credit after you have submitted an official application for retirement and your final benefit is calculated. For more information, see our brochure Sick Leave & Conversion to Service Credit at www.TRSL.org.

What you should know about sick leave:

• Unused sick leave is not used to attain eligibility for retirement. Eligibility must first be attained; then unused sick leave credit is used to calculate the final amount of your retirement benefit.

• The amount of unused sick leave that can be used to compute your benefit depends on when the sick leave was earned. Different laws govern sick leave credit earned on or before June 30, 1988; earned between July 1, 1988 and June 30, 1990; and earned on or after July 1, 1990.

• The amount of sick leave that an employer allows a member to accumulate may be different from the amount state law will allow for retirement benefit computation credit.

• School boards pay up to 25 days of unused sick leave at the daily rate of pay, or the number of unused days at the discretion of the employer.
Annual leave

For state employees

Employees of Louisiana state agencies, colleges, universities, community colleges, and technical colleges may receive credit for unused annual leave at no cost, with certain restrictions.

The formula for computing unused annual leave is as follows: divide the annual leave days remaining by the days of the contract to determine the percentage of the year for retirement credit.

Unused annual leave can be converted to service credit for use in computing your retirement benefit; it cannot be used attain retirement eligibility.

What you should know about annual leave:

• Members who were first eligible to retire after June 30, 1990, can convert unused annual leave earned after that date to service credit by purchasing the leave at actuarial cost.

• For a member to obtain credit for unused annual leave, TRSL must receive official certification of the member’s accrued annual leave for which an attendance record was maintained by the employer.

• Members who are state employees are usually paid for 300 hours or 37.5 days of annual leave by their employers upon termination of employment. The number of days for which a member is paid is deducted from the number of days certified as unused by the employer.

For school board employees

Employees of school boards are eligible to receive credit for unused annual leave if it is purchased at actuarial cost. This leave must have accrued under established leave regulations, and an employee attendance record must have been maintained by the employer.

School board employees are eligible to purchase unused annual leave for which they are not entitled to payment.

At its discretion, the employer can pay up to 50% of the purchase price to convert unused annual leave to service credit. However, if the employer makes such a payment for one employee, it must do the same for all employees.
## How can I view or update my account information?

The easiest and most convenient way to see your TRSL account information is through TRSL’s secure Member Access.

If you haven’t registered for Member Access, visit [www.TRSL.org](http://www.TRSL.org) and follow the easy registration instructions.

<table>
<thead>
<tr>
<th>Working members</th>
<th>Retired members</th>
</tr>
</thead>
<tbody>
<tr>
<td>• View past annual member statements</td>
<td>• View your benefit history</td>
</tr>
<tr>
<td>• Estimate your benefit with calculators that load your account information</td>
<td>• View and print your 1099-R tax document</td>
</tr>
<tr>
<td>• Update your name</td>
<td>• Change your federal income tax withholding</td>
</tr>
<tr>
<td>• Update your address</td>
<td></td>
</tr>
<tr>
<td>• Apply for retirement</td>
<td></td>
</tr>
</tbody>
</table>

### What is an annual member statement?

Member statements detail the salaries, contributions, and service credit reported by your employer(s) as well as your accumulated funds and total service credit for the most recently completed fiscal year. Member statements for the most recent fiscal year are available for viewing online through Member Access in August.

The statement may also contain a retirement benefit estimate—based upon employment information on record—for members with at least five years of TRSL service credit. Your current beneficiary designation and your home address as last reported to TRSL are also listed on the statement.

### What do I do if my member statement is incorrect?

Check your statement carefully. Contact your employer if you believe the information on your statement is inaccurate. An uncorrected error could affect your future retirement benefit. Ask your employer to submit corrections to TRSL and contact TRSL about any problem that cannot be resolved by your employer.
**Correction of errors**

You and your employer have three years to correct any errors in salary reported to TRSL by paying the correct amount of employee and employer contributions plus interest.

For any corrections to earnings or salary made more than three years after a contribution report is due, TRSL will require that the actuarial cost of the service credit be paid by the responsible parties (you and/or your employer).

**Appeals**

You can file an appeal if you feel your rights under state law and/or the policies of TRSL have been violated. It is the duty of the TRSL Board of Trustees to hear such appeals and issue timely written decisions in these cases.

Appeals can be made in writing to:

TRSL Board of Trustees  
P.O. Box 94123  
Baton Rouge, LA 70804-9123

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**How do I get an estimate?**

The easiest way is through TRSL’s secure Member Access. Log in and use the retirement calculators, pre-loaded with your information, to get a benefit estimate.

Or, complete and submit to TRSL a *Benefit Estimate Request* (Form 10), available at [www.TRSL.org](http://www.TRSL.org).
## REGULAR PLAN

### KEY PLAN PROVISIONS

<table>
<thead>
<tr>
<th>Membership</th>
<th>Most TRSL members are in the Regular Plan which includes those employed in any of the classifications defined by law as a “teacher.”</th>
</tr>
</thead>
<tbody>
<tr>
<td>Contribution Rate</td>
<td>8.0% of salary</td>
</tr>
<tr>
<td>Retirement Eligibility (see page 9)</td>
<td>There are different eligibility requirements for members who joined TRSL:  \begin{itemize}     \item before July 1, 1999; \item between July 1, 1999 - December 31, 2010; \item between January 1, 2011 - June 30, 2015; and \item on or after July 1, 2015. \end{itemize}</td>
</tr>
<tr>
<td>Benefit Formula (see page 9)</td>
<td>Years of service \times \text{final average compensation (FAC)} \times \text{benefit factor (2.0% or 2.5%)}</td>
</tr>
<tr>
<td>Disability Retirement</td>
<td>Members are eligible to apply for disability retirement if they acquire a permanent disability while actively employed. See our TRSL Disability Retirement handbook for more information.</td>
</tr>
<tr>
<td>Survivor Benefit</td>
<td>The spouse and minor children of a member may be eligible for survivor benefits if the member dies while actively employed and had at least five years of TRSL service credit. See our handbook, Death and Survivor Benefits.</td>
</tr>
<tr>
<td><strong>Membership</strong></td>
<td>Includes school food service workers who were active members of the School Lunch Employees’ Retirement System on July 1, 1983, when that system merged with TRSL, and are employed in one of the 46 parishes that contribute to Plan A. (No new members can join this plan.)</td>
</tr>
<tr>
<td>----------------</td>
<td>--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------</td>
</tr>
<tr>
<td><strong>Contribution Rate</strong></td>
<td>9.1% of salary</td>
</tr>
</tbody>
</table>
| **Retirement Eligibility** | • At least age 60 with at least five years of service credit, excludes military service purchased after September 10, 1982;  
• At least age 55 with at least 25 years of service credit; or  
• Any age with at least 30 years of service credit |
| **Benefit Formula** | Years of service  
×  
final average compensation (FAC)  
× 3.0% benefit factor |
| **Disability Retirement** | Members with at least five years of TRSL service credit (excluding any service credit earned while on workers’ compensation) can apply for disability retirement if they acquire a permanent disability while actively employed. See our TRSL Disability Retirement handbook for more information. |
| **Survivor Benefit** | The spouse and minor children of a member may be eligible to receive survivor benefits if the member dies while actively employed and had at least five years of TRSL service credit. See our handbook, Death and Survivor Benefits. |
## PLAN B

### KEY PLAN PROVISIONS

<table>
<thead>
<tr>
<th>Membership</th>
<th>Includes school food service employees who work in the 20 parishes that have not withdrawn from Social Security coverage. See page 11 for a list of Plan B parishes.</th>
</tr>
</thead>
<tbody>
<tr>
<td>Contribution Rate</td>
<td>5.0% of salary. Plan B members also contribute to the old-age portion of Social Security and become eligible for unreduced Social Security benefits when reaching the required age for Social Security retirement.</td>
</tr>
<tr>
<td>Retirement Eligibility</td>
<td>• At least age 60 with at least five years of service credit, excludes military service purchased after September 10, 1982, or • At least age 55 with at least 30 years of service credit</td>
</tr>
<tr>
<td>Benefit Formula</td>
<td>Years of service [\times] final average compensation (FAC) [\times] 2.0% benefit factor</td>
</tr>
<tr>
<td>Disability Retirement</td>
<td>Members with at least five years of TRSL service credit can apply for disability retirement if they acquire a permanent disability while actively employed. See our TRSL Disability Retirement handbook for more information.</td>
</tr>
<tr>
<td>Survivor Benefit</td>
<td>The spouse of a member may be eligible to receive survivor benefits if the member dies while actively employed and had at least 20 years of TRSL service credit. Social Security pays minor child benefits. See our handbook, Death and Survivor Benefits.</td>
</tr>
</tbody>
</table>
Prepare NOW for retirement LATER:

Register for Member Access
- Check your personal account information for accuracy.
- Get an estimate of your TRSL benefit.
- Use self-service features to update your address and apply for retirement.

Keep your personal information current
- Name change (Active members): Active Member Name Change Request (Form 2NC)
- Address Change:
  » Active members: Active Member Change of Address Authorization (Form 2AC)
  » Retirees, survivors, and beneficiaries: Retiree Change of Address Authorization (Form 15C)

Keep your beneficiary information current
- Active members: Beneficiary Designation (Form 3)
- Retirees (Option 1 retirees only): Change of Beneficiary for Option 1 Retiree (Form 3A)

Submit required documents
- If you’re near retirement, submit birth certificates, Social Security cards, and divorce documents now, so we’ll already have them when you’re ready to go.

Register for a TRSL workshop or webinar
- Register at www.TRSL.org. Find out about your retirement. Get your questions answered.

Find us online
- Our website, www.TRSL.org, has tons of information, brochures, and forms that will guide you through the retirement process.
- Email: web.master@trsl.org
- Facebook: Teachers' Retirement System of Louisiana
- Twitter: @TRSLonline
Other TRSL publications:

- **DROP Handbook: Deferred Retirement Option Plan.** Know the specifics of this optional plan so you can decide if it’s right for you.

- **Initial Lump-Sum Benefit (ILSB).** Get information about another optional plan for eligible TRSL members.

- **Purchases and Transfers of Service Credit.** Get information about the types of service credit eligible for purchase and transfer to TRSL and how the process works.

- **TRSL Disability Retirement.** Understand the eligibility requirements and the application process for a TRSL disability retirement.

- **Death & Survivor Benefits.** Learn about the benefits your loved ones may be eligible to receive upon your death.

- **Sick Leave & Conversion to Service Credit.** Understand what happens to your unused sick and annual leave upon retirement.

- **Community Property & TRSL Benefits.** Louisiana is a community property state. Find out what this means for you and your TRSL retirement benefits.

- **Special Tax Notice Regarding TRSL Payments.** Payments from TRSL may be subject to certain taxes. Find out how you may be affected.

- **Taking a Refund of Your Contributions.** Specific provisions govern the withdrawal of your member contributions from TRSL. Make sure you know them.

- **TRSL & Social Security Benefits.** If you’re counting on Social Security income in retirement, find out how certain federal laws could impact you.

- **Returning to Work after Retirement.** Find out if your TRSL benefit will be impacted if you decide to return to work.
Questions about your retirement?

We’re here to help!

Physical address:
8401 United Plaza Blvd, Ste 300
Baton Rouge LA 70809-7017

Mailing address:
PO Box 94123
Baton Rouge LA 70804-9123

Telephone: 225-925-6446
Toll free (outside Baton Rouge area):
1-877-ASK-TRSL (1-877-275-8775)

Email: web.master@trsl.org
Web: www.TRSL.org

Facebook: facebook.com/TRSLonline
Twitter: @TRSLonline

 Teachers’ Retirement System of Louisiana