

**RETIREMENT
NON-INSTRUCTIONAL/SUPPORT PERSONNEL**

MEMBERSHIP

All non-instructional personnel employed by the Terrebonne Parish School Board, working one-third (full-time), with the exception of those employees who are defined as "teachers" or "lunch workers" at least age 18 and under age 60 are eligible to become members of and pay contributions to the Louisiana Employees' Retirement System.

SERVICE RETIREMENT

1. Eligibility
 - a. 60 years of age with 10 or more years of creditable service or
 - b. 55 years of age with 25 or more years of creditable service or
 - c. At any age with 30 or more years of creditable service or
 - d. Any member who, on 09/01/85, has earned sufficient service credit to be eligible for a normal retirement on or before 08/31/95, but has not, on 09/01/85 attained the normal retirement age, shall during the ten year period from 09/01/85 through 08/31/95 be eligible for an early retirement, regardless of age, with benefits reduced to a level which would be actuarially equivalent to a retirement at the normal retirement age using the normal retirement formula.
2. Formula for Service Retirement Benefits
 - a. The maximum retirement benefit is an amount equal to 2½% of the average compensation for the three highest consecutive years of membership service, multiplied by the number of years of service, plus a supplementary allowance of \$24.00 per annum or \$2.00 per month for each year of service. NOTE: The benefit provided in this supplement cannot make the total benefit exceed the average compensation for the three highest years of successive employment.
 - b. Any member who is eligible for an early retirement (as stipulated in Paragraph 1-d above) would have benefits reduced to a level which would be actuarially equivalent to a retirement at the normal retirement age using the

normal retirement formula. The actuary for the retirement system shall develop reduction factors for use in computing the reduced benefit applicable to early retirement. However, in no event shall such benefit reduction be less than one percent for each calendar quarter by which the effective date of retirement is advanced before normal retirement eligibility.

3. Application for Service Retirement

Upon decision to retire, one must make an application in writing to the Board of Trustees. Retirement benefits become effective as of the date a properly executed application for retirement is filed in the retirement office or the day after the member terminates from service, whichever is later. A member cannot cancel his/her application for retirement on or after the effective date of retirement.

DISABILITY RETIREMENT

1. Eligibility

Disability retirement for total and permanent disability is provided at any age after five or more years of service credit while actively employed.

2. Formula for Disability Retirement Benefits.

The formula for disability retirement benefits is the same as that stipulated for service retirement with the exception that no credit will be given for unused sick leave.

Ref: La. Rev. Stat. Ann. §§11:201 et seq., 11:791, 11:1147, 17:425, 17:1231, 42:691.

