

EMPLOYMENT OF RETIRED CERTIFIED PERSONNEL

The Superintendent, or principal, with the approval of the Superintendent, may employ retired employees in accordance with the requirements of law and guidelines of the appropriate retirement system. A retired employee who is hired under such circumstances shall not, however, be guaranteed any position/employment with the Terrebonne Parish School Board.

Certified personnel who are members of the Teachers Retirement System of Louisiana (TRSL) and who are retired may be rehired in accordance with La. Rev. Stat. Ann. §§11:710 and 11:710.1, and guidelines of that retirement system. The School Board shall, within thirty (30) days thereafter, notify the TRSL, in writing, of such employment, the date of re-employment, and a determination as to whether the person is a retired teacher. Upon termination, the School Board shall provide the same notice to the TRSL.

Bus operators who have retired from service may be employed and returned to service as full-time bus operators in accordance with the provisions of La. Rev. Stat. Ann. §11:1007 and the guidelines of the Louisiana School Employees Retirement System (LSERS). Whenever a retired bus operator is re-employed, the School Board shall notify LSERS, in writing, within ten (10) days of such employment of the date employment began. Upon the bus operator's termination, the School Board shall provide LSERS, in writing, with information and notice of the termination.

Any retired non-certified employee, other than a bus operator, may be re-employed as a full-time, part-time, temporary, or substitute employee, in accordance with the provisions of La. Rev. Stat. Ann. §11:1006 and the guidelines of the Louisiana School Employees Retirement System (LSERS). The School Board shall notify LSERS, in writing, of such employment and shall notify LSERS, in writing, of the termination of such employment.

The School Board acknowledges that the TRSL and the LSERS have their own governing boards and their own regulations and interpretations of state laws impacting retirement. Accordingly, School Board staff members do not have the authority to give advice to employees, retirees, or others on retirement matters. Individuals seeking information about retirement matters should contact their respective retirement systems directly.

Adopted: September 2010
Revised: October 2010
Revised: January 2013
Revised: January 2016
Revised: December 2018

Revised: November 2020
Revised: September 2022

Ref: La. Rev. Stat. Ann. §§11:710, 11:710.1, 11:1006, 11:1007, 17:81; Board minutes, 9-21-10, 10-18-11, 1-15-13, 1-19-16, 12-10-20, 10-4-22.