



Los Angeles Community College District

RETIREMENT SERVICES UNIT

Reduced Workload Program (RWP) for CalSTRS Members

Description:

Participation in the Reduced Workload Program (RWP) allows full-time faculty members to reduce their workload to a percent of full-time but still earn full-time service credit and maintain full-time benefits.

Participants in the RWP contribute to CalSTRS the same amount that the member would have contributed had the member performed creditable service on a full-time basis. The district contributes to the retirement system the same amount it would have been required to pay had the member continued full-time.

Eligibility:

To be eligible to participate in the RWP, a faculty member must meet the following conditions:

- He or she must have reached the age of 55 before the reduction in workload.
- He or she must have been employed full-time in an academic position requiring membership in STRS for at least 10 years.
- During the 5 years immediately preceding the reduction in workload, he or she must have been employed full-time in an academic position. An approved leave of absence does not constitute a break in service, but neither does time spent on any leave of absence count towards the required 5 years of full-time uninterrupted service.

Options:

Option I- Participation in the RWP shall end no later than ten years after the faculty member first began to participate in the program. The percent of a full-time workload cannot be less than 50% of a full load.

Option II- Participation in the RWP shall end no later than four years after the faculty member first began to participate in the RWP under this option.

The faculty member shall reduce her/his workload by at least 40% of a full-time workload, but no more than 50%. The faculty member will receive a \$4000 stipend for the first two years in Option 2 of the RWP.

If you are interested in applying for the Reduced Workload Program, please contact Allison Bainlardi in Human Resources at 213-891-2428 or at bainlaal@email.laccd.edu