

2026 Regular Session

HOUSE BILL NO. 104

BY REPRESENTATIVE BACALA

HIGHER EDUCATION: Authorizes each public postsecondary education management board to develop and implement a voluntary phased retirement program for faculty and staff

1 AN ACT

2 To enact R.S. 17:3357, relative to postsecondary education; to authorize each public
3 postsecondary education management board to develop and implement a phased
4 retirement program; to provide that such a program is subject to board policy; to
5 specify minimum provisions for such policies; to provide for implementation; to
6 provide for effectiveness; and to provide for related matters.

7 Be it enacted by the Legislature of Louisiana:

8 Section 1. R.S. 17:3357 is hereby enacted to read as follows:

9 A. Each public postsecondary education management board may develop
10 and implement a phased retirement program, referred to in this Section as a
11 "program", for institutions under its management and supervision for the purpose of
12 supporting faculty and staff recruitment and retention, facilitating institutional
13 knowledge transfer, and promoting strategic succession planning.

14 B. If a management board opts to exercise this authority, it shall adopt a
15 policy for this purpose which shall address the specific operational and institutional
16 needs of the applicable system and institutions and provide for, at a minimum, all of
17 the following:

1 (2) A definition of eligible employee with respect to program participation,
2 which shall include, at a minimum, all of the following:

3 (a) He is eligible for retirement as provided in R.S. 11:761 at the time that
4 he begins participating in the program.

5 (b) He has a minimum of ten years of collective service at a public
6 postsecondary education institution in Louisiana, whether consecutive or
7 nonconsecutive.

8 (c) He has reached the age of fifty-nine and one-half years or older.

9 (3) An employee participation period of not less than twelve months and not
10 more than thirty-six months.

11 (4)(a) A requirement that a written memorandum of understanding be
12 executed between the public postsecondary education system or institution and the
13 employee that specifies workload, schedule, and program expectations.

14 (b) A requirement that the memorandum of understanding be approved by
15 the institution's human resources officer, chief academic officer, and chief fiscal
16 officer, as applicable.

17 (5) A requirement that participant workload be no less than fifty percent
18 effort during program participation.

19 (6) A requirement for formal written acknowledgment by the employee of
20 all program terms and conditions.

21 C. Each management board may adopt a program policy as provided in this
22 Section prior to July 1, 2027, but shall not begin actual implementation of a program
23 prior to that date.

24 D. Nothing in this Section shall be construed to prohibit a management
25 board, in addition to the policy provided for in this Section, from adopting guidance
26 or implementation measures with respect to a phased retirement program that are
27 consistent with the provisions of this Section and other applicable law.

1 Section 2. This Act shall take effect and become operative if and when the Act
2 which originated as House Bill No. 42 of this 2026 Regular Session of the Legislature is
3 enacted and becomes effective.

DIGEST

The digest printed below was prepared by House Legislative Services. It constitutes no part of the legislative instrument. The keyword, one-liner, abstract, and digest do not constitute part of the law or proof or indicia of legislative intent. [R.S. 1:13(B) and 24:177(E)]

HB 104 Original

2026 Regular Session

Bacala

Abstract: Authorizes each public postsecondary education management board to develop and implement a voluntary phased retirement program for faculty and staff.

Proposed law provides:

- (1) Each public postsecondary education management board may develop and implement a phased retirement program.
- (2) Any such program is subject to board policy, which shall provide for, at a minimum, all of the following:
 - (a) Program participation is voluntary.
 - (b) Eligibility criteria for employees to participate in the program.
 - (c) Program participation period of 12-36 months.
 - (d) Requirement for a memorandum of understanding between the employee and his institution or system about workload (must be no less than 50%), schedule, and program expectations.
 - (e) A requirement for formal written acknowledgment by the employee of all program terms and conditions.
- (3) Authorizes a management board to adopt a policy prior to July 1, 2027, but prohibits program implementation prior to that date.

Effective if and when House Bill No. 42 of this 2026 R.S. is enacted and becomes effective.

(Adds R.S. 17:3357)