
DIGEST

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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)