

Employer Information Circular



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Reduced Workload Program

A lawsuit (United Teachers of Los Angeles v. the Los Angeles Unified School District, 24 Cal App. 4th 1510) affecting California State Teachers' Retirement System (CalSTRS) was settled in 1994 (please refer to Circular Volume 11, Issue 9, July 6, 1995). This lawsuit resulted in a recent amendment to Education Code § 22713 in order to clarify the language in the Reduced Workload Program.

The Reduced Workload Program provides governing boards of school districts, community college districts or county superintendents of schools with the authority to establish regulations that allow members of CalSTRS' Defined Benefit Program to reduce their workload from full-time to part-time, and receive service credit based upon the full-time assignment.

On January 1, 2000, Senate Bill 1074 (Chapter 939, PER&SS) changed the section 22713 (b) (5) to read, "The reduced workload shall be performed for a period of time, as specified in the regulations. The period of time specified in the regulations shall not exceed ten years." This clarifies that a reduced workload period can be less than ten years.

"Regulations" refers to the regulations that may be established by governing boards of school districts, community college districts or county superintendents of schools regarding the Reduced Workload Program. It is these regulations that set the maximum period of reduced workload according to each district's discretion, up to ten years. The regulations may vary between organizations, but the period of the reduced workload continues to be prohibited from exceeding ten years.