

Employer Information Circular



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Membership Division · P.O. Box 15275 · Sacramento, CA 95851-0275

New Requirements for the Reduced Workload Program

Education Code Section 22713 permits the governing board of a school district, a community college district or a county superintendent of schools to allow an employee who is a member of the Defined Benefit (DB) Program to reduce his or her workload from full-time to part-time and still receive the service credit and other benefits, including final compensation, as specified within the program, as if he or she was employed on a full time basis.

Prior to January 1, 2003, to be eligible for the Reduced Workload Program (RWP), a member must have been employed full-time to perform creditable service subject to coverage in the DB Program for at least ten years including five years of full-time employment immediately preceding the reduction in workload. The member must not have had a break in service during these five years. Sabbaticals and other approved leaves of absence did not constitute a break in service.

Effective January 1, 2003, a new requirement has been added to Education Code Section 22713 which affects a member's potential eligibility for the RWP. A member must have accrued ten years of service credit to be eligible to participate in the RWP. In addition, pursuant to Education Code Section 22713(b)(3), retirement shall be considered a break in service. To be eligible to participate in RWP, the member must perform five years of full-time service following reinstatement and immediately preceding the reduction in workload.

Specific Changes to the Reduced Workload Program Requirements:

- Ten years of service credit required.
- Retirement shall be considered a break in service for the purpose of determining eligibility to participate in the RWP.

For further information about the Reduced Workload Program please contact your CalSTRS Pension Program Representative.