

## **Changes to Sub HRA and TSA Policy for retired SDLAX Employees – July 1, 2019**

### **HRA**

The 80 hour monthly maximum for retired district subs to be able to work without putting their HRA with Mid America into suspension has been lifted for short term or daily subbing. The HRA will be suspended only for subs who take a Long Term Substitute assignment and this occurs on the first day of the long term assignment. Money will continue to be deposited each month in this case, but the employee will not be able to draw from the account during the period of suspension, including to make premium payments.

### **TSA**

Previous cash payouts in December that were adjusted based on the number of sub hours worked by retired district teachers receiving a TSA payment will no longer be necessary. Regardless of the number of subs hours worked during the year, the TSA will be payout entirely to the TSA account.

### **AFFORDABLE CARE ACT CALCULATIONS - ACA**

Subs will no longer be limited to 120 hours of work per month for purposes of ACA calculations. The ACA calculations are done based on a 12 month look back in May of each year.

### **RETIREMENT SYSTEM**

Former employees of the Wisconsin Public Retirement System who retired after June 30, 2013 will need to be careful to not work more than 880 hours per year to make sure their annuity is not put into suspension by the state. The district will monitor Absence Management and report to subs as we see the need, but it is the employee's responsibility to make sure they are not working more than 2/3 time, defined as 880 hours by the state over the course of the year.

*For questions related to this information please contact:*

*Renee Gavilan, Benefits Coordinator*

*[rgavilan@lacrossesd.org](mailto:rgavilan@lacrossesd.org)*

*Phone: 608-789-7640*

*Hogan Administrative Center- Business Office Room 201*

*School District of La Crosse*

*807 East Avenue South, La Crosse WI 54601*