



Ready to Retire

HI-ED Presentation



Presentation Agenda



- 1 Understanding your Benefits
- 2 Planning Tools
- 3 Retirement Forms
- 4 Health Benefits
- 5 Finalizing Retirement
- 6 Employment After Retirement
- 7 Member Responsibilities

Service Credit



Withdrawn Service	Developmental Leave*
Military Service	USERRA Service
Out-of-State Service*	State Sick and/or Personal Leave*
Unreported Service and/or Compensation*	Work Experience (Career or Tech Teacher)*
Substitute Service*	Membership Waiting Period*

* Actuarial cost

Payment Options

Lump Sum

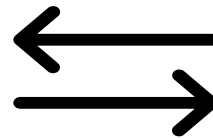
Installments

Rollover



To transfer ERS service to TRS

- Must have at least 3 years of active TRS service.



To transfer TRS service to ERS

- Must have at least 36 months of active ERS service.

Important Note: ERS Group 4 members (cash balance group) are not eligible to transfer ERS service to TRS or vice versa. This is also true for ERS Group 4 members that have pre-September 1, 2022, ERS service that was withdrawn and not reinstated prior to September 1, 2022.

May be eligible to:

- Combine service to satisfy TRS retirement eligibility
- Reinstate withdrawn service credit

May Not Use Credit To:

- Calculate monthly TRS retirement benefit amount
- Meet eligibility for TRS-Care or PLSO

Participating Systems:

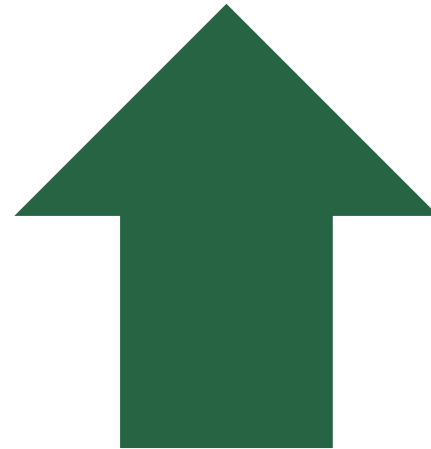
- Employees Retirement System of Texas
- Texas Municipal Retirement System
- City of Austin Employees Retirement System
- El Paso City Employees' Pension Fund
- Judicial Retirement System of Texas
- Texas County and District Retirement System
- City of Austin Police Retirement System
- El Paso Firemen and Policemen's Pension Fund

Creditable Compensation



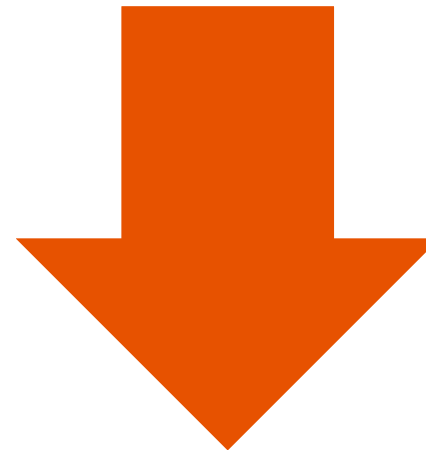
Creditable Compensation

Creditable compensation is defined as salary and wages payable for services rendered.



Includes:

- Stipends
- Pay for additional duties
- Overtime
- Longevity pay
- Certain performance pay
- Summer school duties
- Teacher Incentive Allotment



Excludes:

- Early retirement incentives
- Fringe benefits
- Allowances
- Expenses
- Unused accrual leave
- Bonuses

Percentage Limits on Compensation Increases

- The amount of compensation credited by TRS in the last **three to five** years prior to retirement may not exceed the amount of allowable compensation for the preceding school year by more than 10 percent or \$10,000, whichever is greater.

Conversion of Non-Creditable Compensation to Salary

- Conversion of non-creditable compensation to eligible salary and wages during the last **three to five** years before retirement is excluded from the benefit calculation.

Grandfathering



If you were a TRS member and met at least one of the following criteria before **Sept. 1, 2005**, you are a grandfathered member.



You were at least 50 years old;



your age and years of service totaled 70; or



you had at least 25 years of service.

Grandfathered

- Average of 3 Highest Annual Salaries
- Eligible for PLSO at Age 65 or when age and years of service = 80
- Early Age Retirement Reductions
 - As great as 10% with \geq than 20 years
 - As great as 53% with $<$ than 20 years

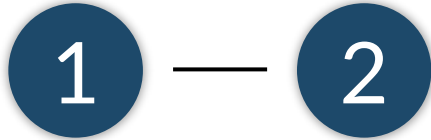
Non-Grandfathered

- Average of 5 Highest Annual Salaries
- Eligible for PLSO when age and years of service = 90
- Early Age Retirement Reductions
 - As great as 53%

Membership Tiers



What is My Tier?



Tier 1 (GF)

Tier 2

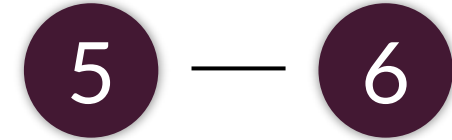
- Current membership began prior to Sept. 1, 2007; and
- Had at least five years of service on Aug. 31, 2014



Tier 3

Tier 4 (GF)

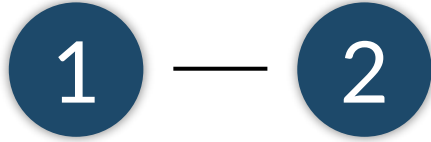
- Current membership began between Sept. 1, 2007, and Aug. 31, 2014; and
- Had at least five years of service on Aug. 31, 2014



Tier 5

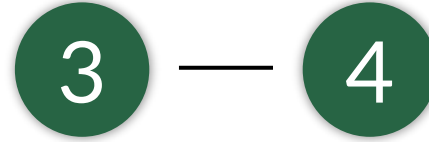
Tier 6 (GF)

- Current membership began on or after Sept. 1, 2014; or
- Did not have five years of service on Sept. 1, 2014



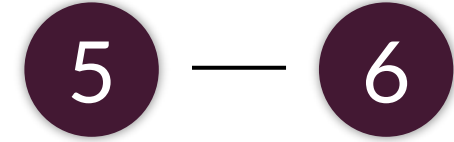
Tier 1 (GF)

Tier 2



Tier 3

Tier 4 (GF)



Tier 5

Tier 6 (GF)

Normal:

65 and at least 5 years of service; or

Rule of 80 and at least 5 years of service

Early:

55 and at least 5 years of service; or

30 years of service, but **do not** meet the rule of 80

Normal:

65 and at least 5 years of service; or

60 AND Rule of 80 with at least 5 years of service

Early:

55 and at least 5 years of service, or

30 years of service, but **do not** meet the rule of 80; or

Less than 60, meet Rule of 80 AND have at least 5 years of service.

Normal:

65 and at least 5 years of service; or

62 AND Rule of 80 with at least 5 years of service

Early:

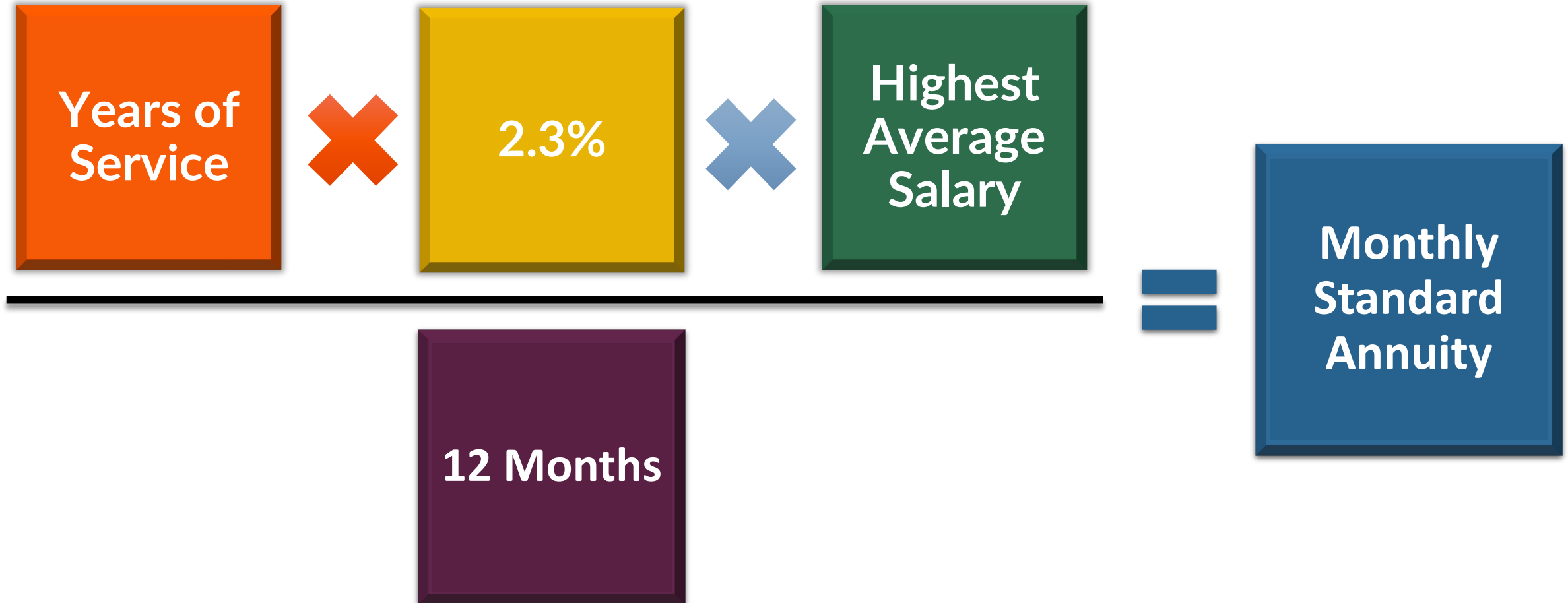
55 and at least 5 years of service; or

30 years of service, but **do not** meet the rule of 80; or

Less than 62, meet Rule of 80 AND have at least 5 years of service.

Retirement Formula and Options





Standard Annuity

No Annuity Payment to Beneficiary

Option 1

100% Joint and Survivor Annuity

Option 2

50% Joint and Survivor Annuity

Option 3

Guaranteed Period – 60 Monthly Payments

Option 4

Guaranteed Period – 120 Monthly Payments

Option 5

75% Joint and Survivor Annuity

Partial lump payment options at retirement for a permanently reduced monthly benefit

12-Month PLSO

Choice of one annual payment

24-Month PLSO

Choice of one or two annual payments

36-Month PLSO

Choice of one, two, or three annual payments

Survivor benefits
are payable in
addition to any
optional
retirement
annuity payment

- \$10,000 lump sum payment; or
- \$2,500 lump sum payment plus a monthly payment (if beneficiary is a spouse or dependent parent)

- TRS survivor benefits are not life insurance payments and are taxable payments.

Eligibility

- Mentally or physically disabled from the further performance of duties; and
- Disability is probably permanent
- No age and years of service credit requirement

Less than 10 years of service

Monthly benefit of \$150 per month for the lesser of the number of months covered by TRS, duration of disability, or duration of life.

10 years of service or more

Monthly annuity not reduced due to early age. Optional annuity payments are available.

MyTRS Planning Tools



If you have not yet registered for MyTRS, we encourage you to [establish your account](#) now to access your information online.

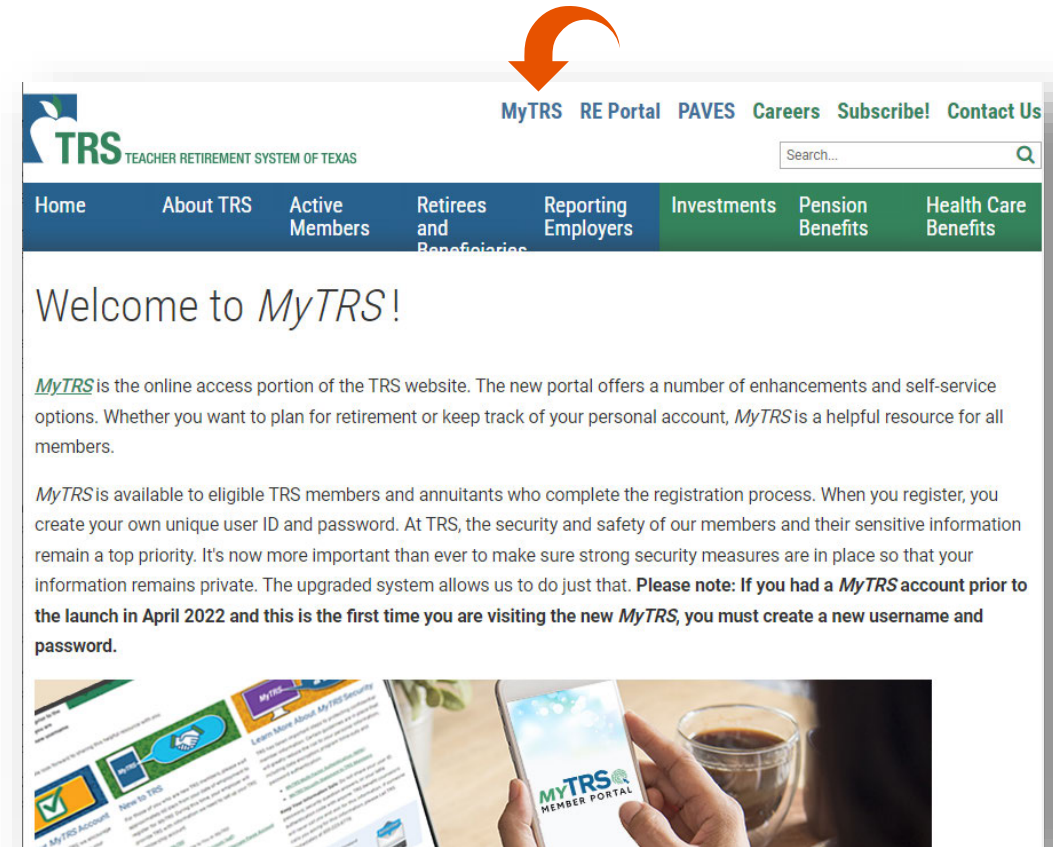
Register Now for MyTRS

Log in to MyTRS

Video: How to Establish Your MyTRS Account

How to Establish Your MyTRS Account (pdf)

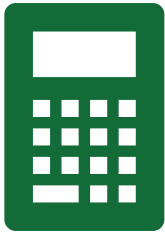
MyTRS Registration Reminders



The screenshot shows the MyTRS website homepage. At the top, there is a navigation bar with links for MyTRS, RE Portal, PAVES, Careers, Subscribe!, and Contact Us. Below this is a search bar. The main navigation menu includes Home, About TRS, Active Members, Retirees and Beneficiaries, Reporting Employers, Investments, Pension Benefits, and Health Care Benefits. The main content area features a welcome message: "Welcome to MyTRS!". Below the welcome message, there is a paragraph explaining that MyTRS is the online access portion of the TRS website, offering enhancements and self-service options. A second paragraph states that MyTRS is available to eligible TRS members and annuitants who complete the registration process. It mentions that users create their own unique user ID and password, and that security and safety are a top priority. A "Please note" section states that if a user had a MyTRS account prior to the launch in April 2022 and is visiting the new MyTRS for the first time, they must create a new username and password. At the bottom of the screenshot, there is a banner image showing a person holding a smartphone displaying the MyTRS Member Portal app, with a laptop displaying the MyTRS website in the background.

Scan for
MyTRS
Resources





Benefit Calculator



Request an Estimate



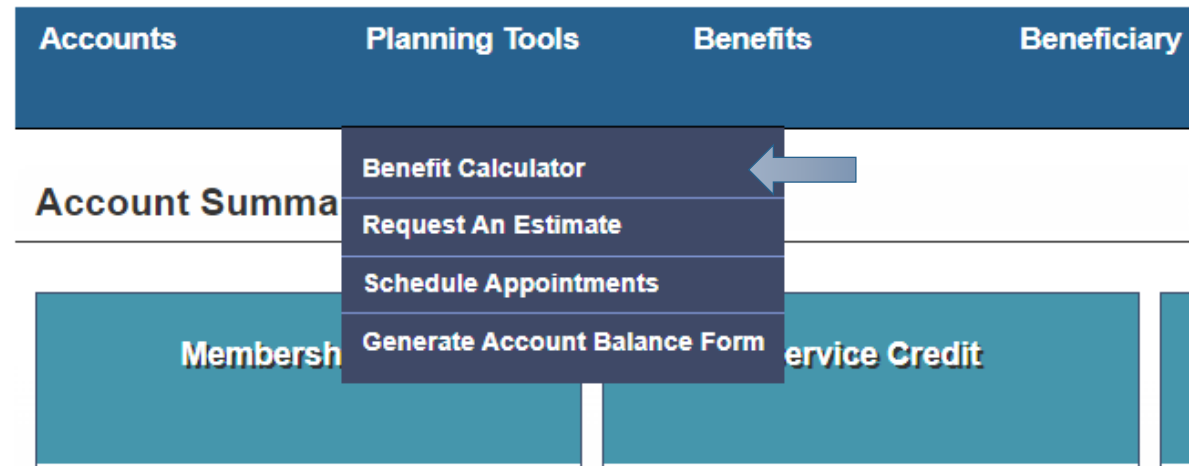
Schedule Appointments



Accounts	Planning Tools	Benefits	Beneficiary
Account Summary	<ul style="list-style-type: none"> Benefit Calculator Request An Estimate Schedule Appointments Generate Account Balance Form 		
Memberships		Service Credit	

Retirement Calculator

If you are considering retirement, log in to your MyTRS account to explore options with the retirement calculator.

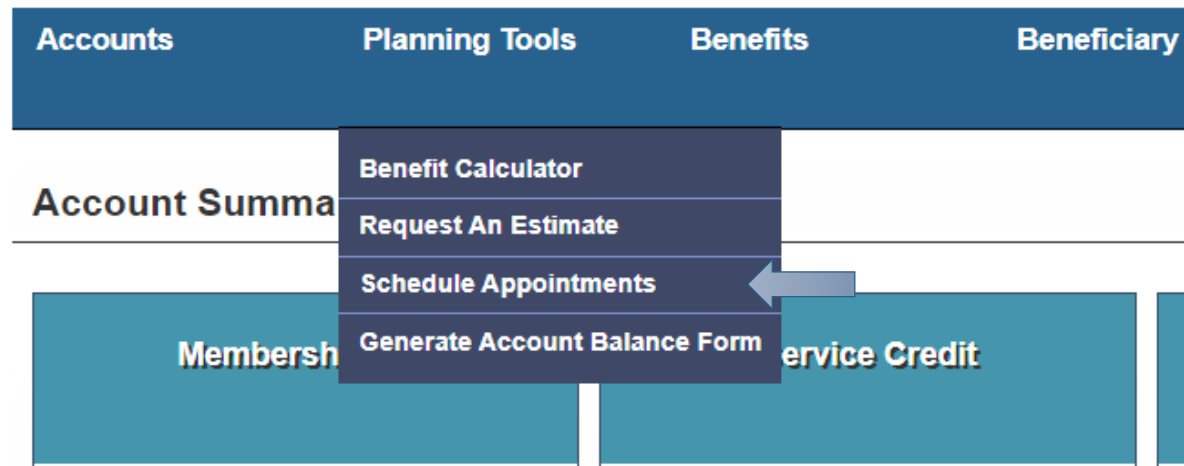




Accounts	Planning Tools	Benefits	Beneficiary
Account Summary	Benefit Calculator		
	Request An Estimate		
	Schedule Appointments		
Memberships	Generate Account Balance Form	Service Credit	

Request Retirement Estimate

After using the MyTRS retirement calculator, if you're confident that retirement is in sight, feel free to request a formal estimate.



Scheduling an Appointment



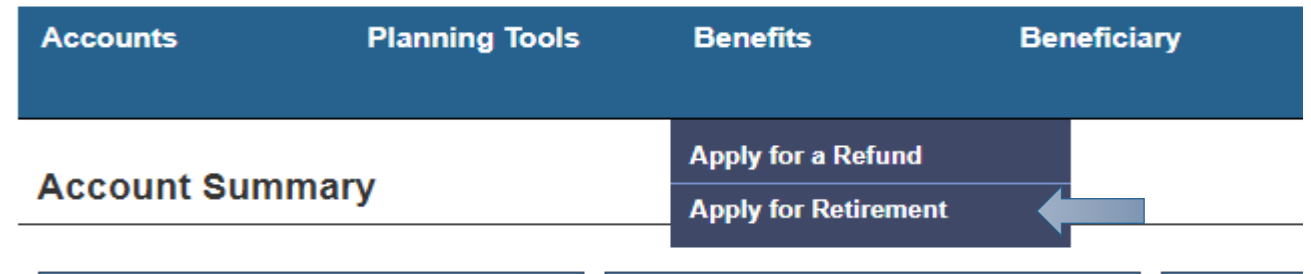
Individual retirement session



Retirement forms session

Apply for Retirement

If you are ready to retire, you can lock in your retirement date by submitting your application online.

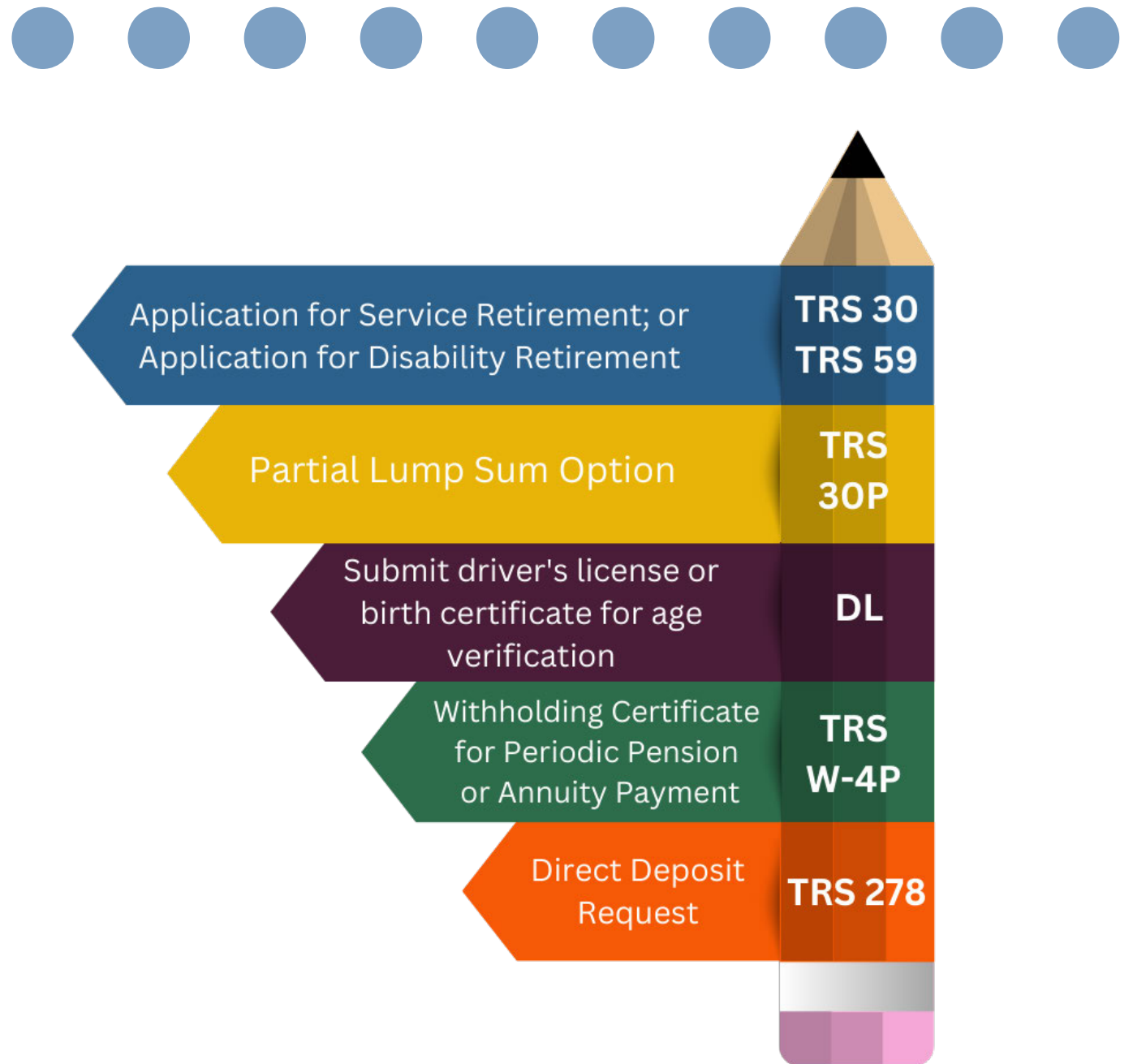


Retirement Forms



Retirement Forms

The following forms need to be submitted for retirement:

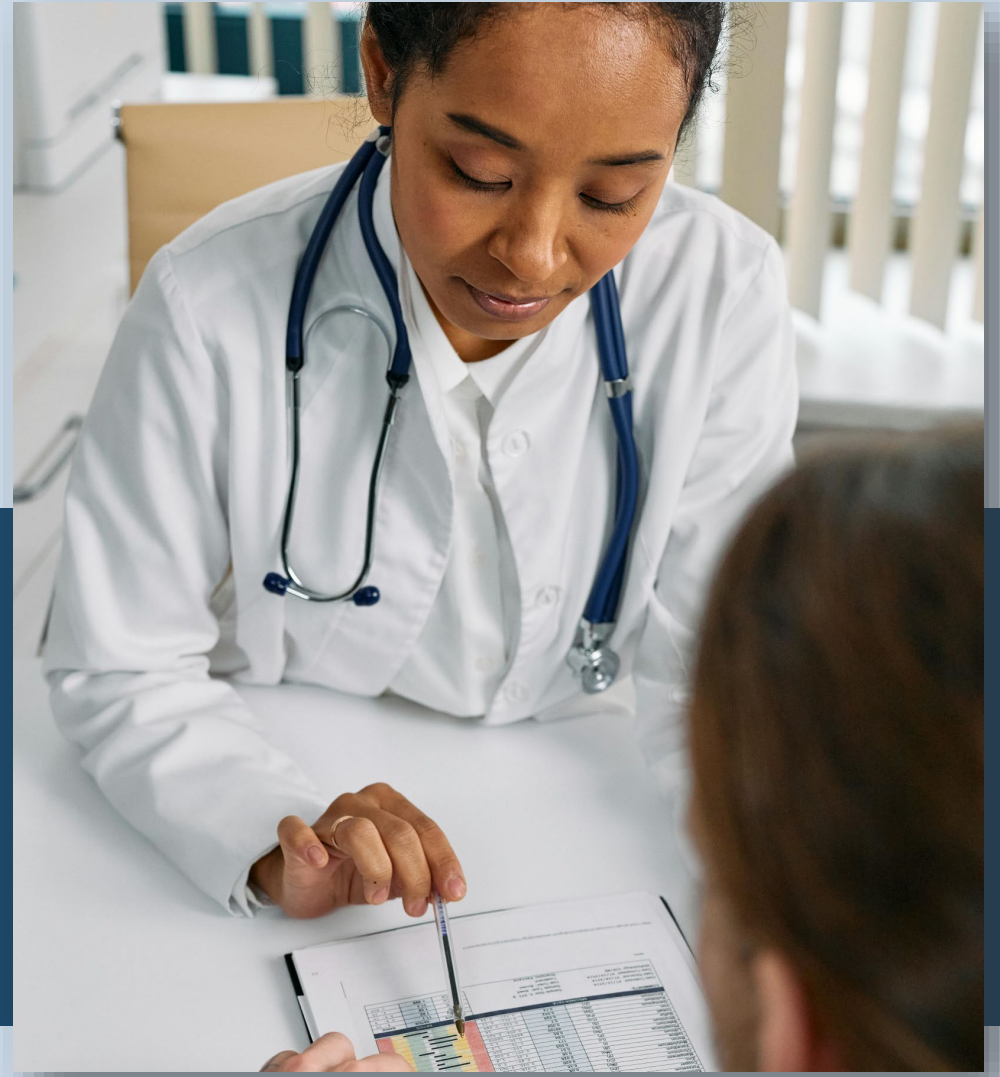


Important Retirement Deadlines



Retirement Date	Employment Must be Terminated by	Deadline for Filing Retirement Application with TRS	Deadline for Payment of Additional Service Credit
January 31	January 31	March 31	March 31
February 28	February 28	April 30	April 30
March 31	March 31	May 31	May 31
April 30	April 30	June 30	June 30
May 31	June 15	July 31	July 31
June 30	June 30	August 31	August 31
July 31	July 31	September 30	September 30
August 31	August 31	October 31	October 31
September 30	September 30	November 30	November 30
October 31	October 31	December 31	December 31
November 30	November 30	January 31	January 31
December 31	December 31	February 28	February 28

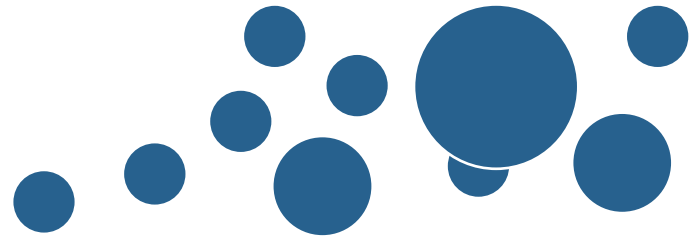
Health Benefits



- Public School Retirees Covered by TRS-Care
- UT Retirees Covered by UT
- A&M Retirees Covered by A&M
- Other Higher-Education Retirees Covered by ERS

Finalizing Retirement



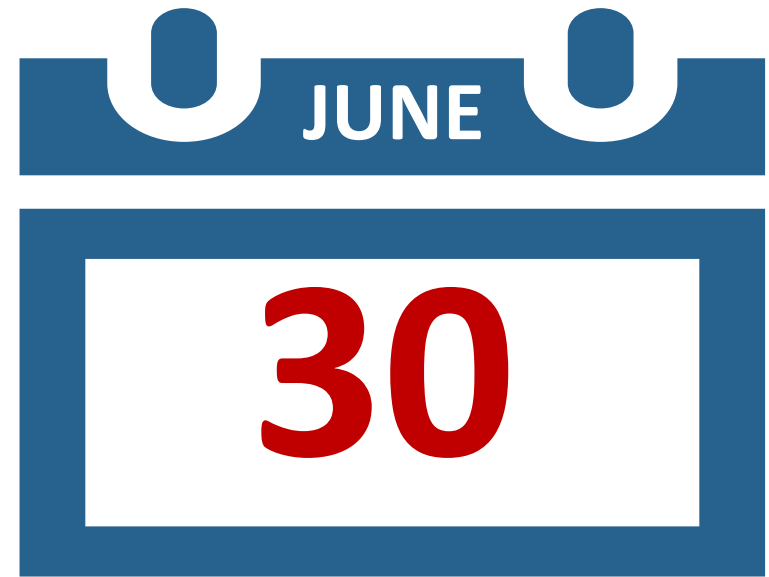


Terminate employment
with all TRS-Covered
entities





Date of Retirement



1st Annuity Payment



Payroll Deductions

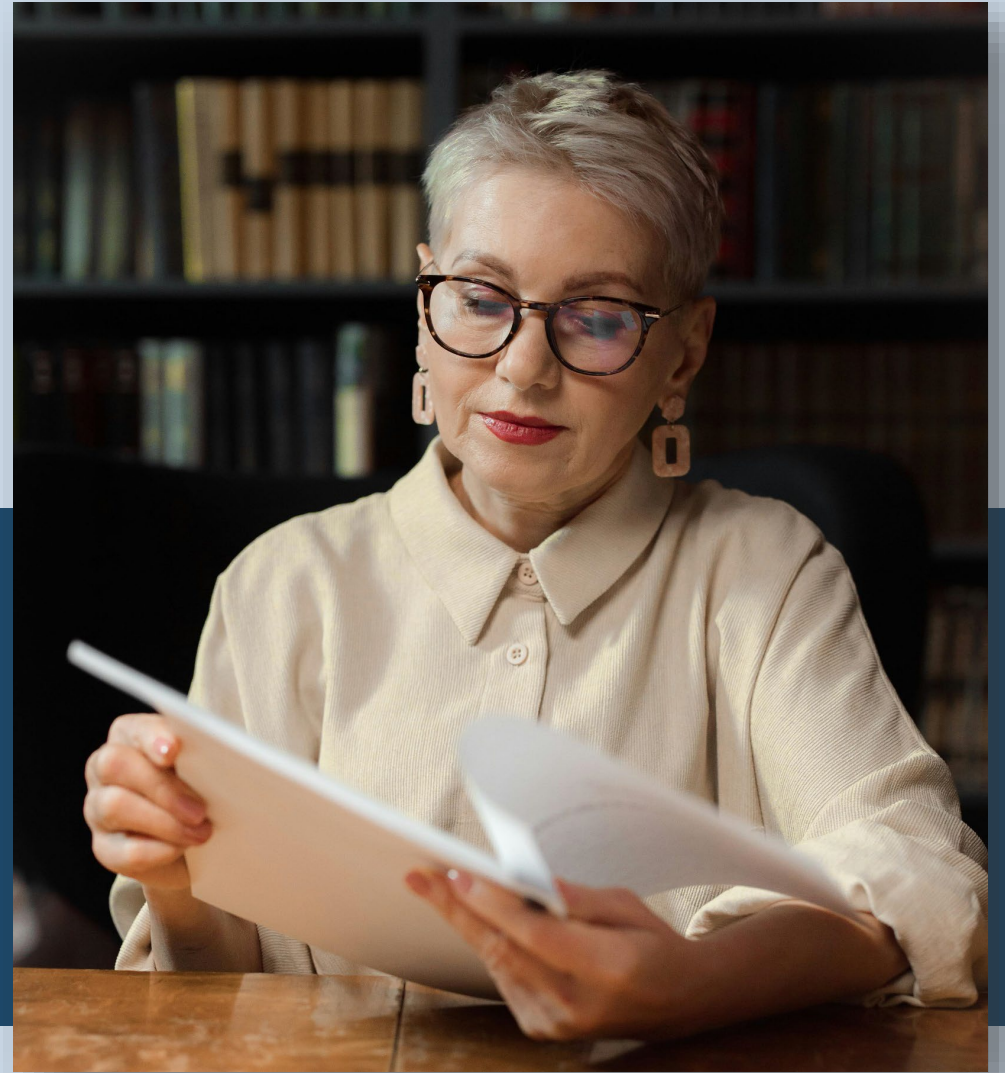


Federal Income Tax



Health Benefits Premium

Employment After Retirement





One-Month Break in Service

- Required for all retirees
- May not work for a TRS covered employer, even work that is covered by an EAR exception.
- Begins after your effective date of retirement



June 15 Rule

- Effective Retirement Date of May 31
- Must terminate employment no later than June 15
- July becomes one month break in service; may return to work Aug 1



Substitute

- A service retiree may work as a substitute without any limits unless the position they are working in is vacant. A service retiree may work in a vacant position for up to 20 days during a school year, but that position must not be vacant because you retired from it.

One-Half Time or Less

- A service retiree may work in one or more positions for one-half time or less each month, so long as the retiree does not work more than 92 hours total in all positions. One-half time may be measured in days (11 days per month) rather than hours if the one-half time position is combined with substitute work.

12 Full, Consecutive Calendar Month Break in Service

- Effective Service Retirement date after Jan. 1, 2021
- A service retiree may return to work without restrictions or loss of annuity

Tutor Under Section 33.913, Education Code

- A service retiree may work up to full time for a TRS-covered employer in a tutoring position that meets the requirements of Section 33.913, Education Code. Note: A retiree may not be eligible to work full time under this exception if the work is combined with other types of employment.

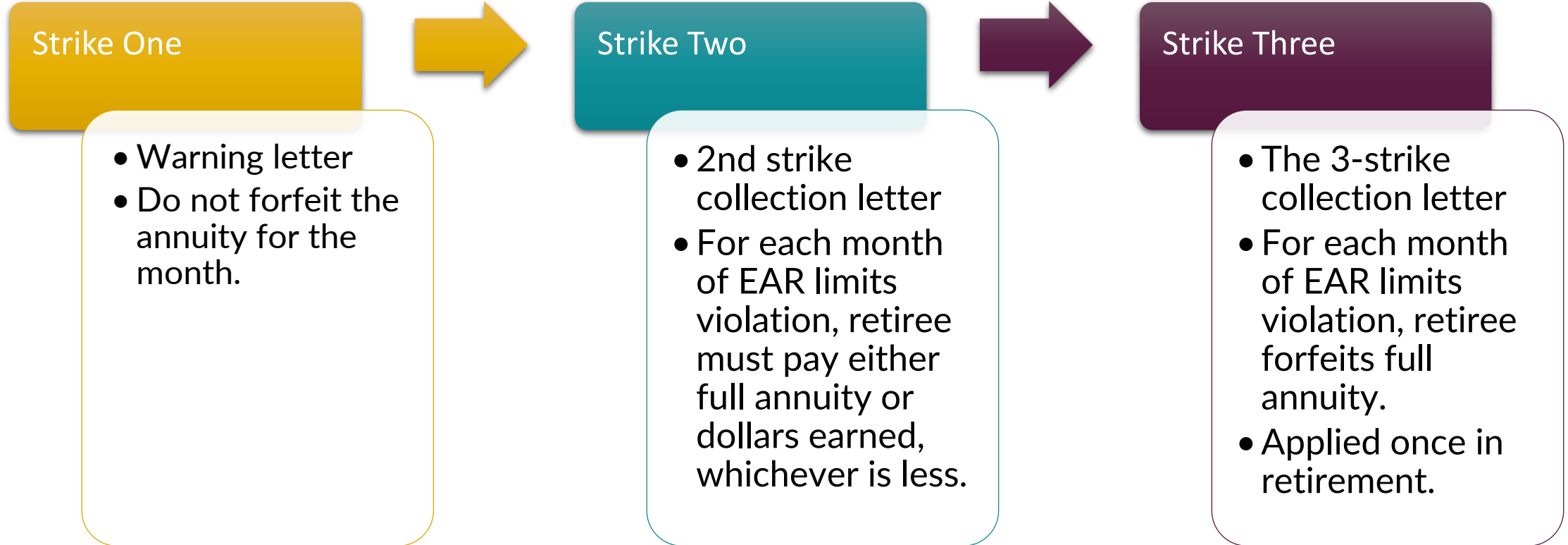
Surge Personnel

- This exception allows a service retiree to return to work up to full time in a position that is in addition to normal staffing levels of the school and perform duties related to the mitigation of student learning loss attributable to the coronavirus disease (COVID-19) pandemic. This exception is not applicable to employment with an institution of higher education. This exception ends Dec. 31, 2024.

Limits on Combining EAR Exceptions



Employment Type	Substitute	Tutor Under Section 33.913 Full Time	Tutor Under Section 33.913 One-Half Time	One-Half Time or Less
Substitute	No limit for filled positions; if vacant positions, 20-day limit	Cannot be combined	Total combined employment cannot exceed 11 days	Total combined employment cannot exceed 11 days
Tutor Under Section 33.913 Full Time	Cannot be combined	No limit	No limit	Cannot be combined
Tutor Under Section 33.913 One-Half Time	Total combined employment cannot exceed 11 days	No limit	No limit	Total combined employment cannot exceed 92 hours
One-Half Time or Less	Total combined employment cannot exceed 11 days	Cannot be combined	Total combined employment cannot exceed 92 hours	Total combined employment cannot exceed 92 hours



This **does not apply to disability retirees**. Disability retirees have different limitations than service retirees. After one full, calendar-month break in service, a disability retiree may work up to 90 days per school year (September – August).



If you work more than one-half time in a month, your employer(s) may owe TRS pension and health care surcharges. Surcharges may not directly or indirectly be passed on to a retiree through payroll deduction, fees, or other means designed to recover the cost.

Pension
Surcharge
(16.50%)



TRS-Care
Surcharge
(\$535)



Employer
Surcharges

General Information





IMPORTANT

TRS provides valuable benefits to members, retirees, and beneficiaries. It is important to keep your address, beneficiaries and name updated.



Keep your address current

You must inform TRS in writing of any address changes.

- Log in to MyTRS to update your address.



Keep your beneficiary designation current:

- Log into MyTRS to update your beneficiary.



Notify TRS of name change:

TRS requires notification in writing when you change your name. You must:

- Active members should officially change your name with your TRS employer
- Submit written notice with your Social Security number and your signature.
- Include a copy of a court order or marriage license.





Contact us by phone or fax

- **1-800-223-8778 Monday–Friday**, 7 a.m.– 6 p.m. Automated information available day or night, seven days a week
- Upload Forms and Documents from the TRS website
- **512-542-6597 TRS Benefit Services Fax Number**
Note: All forms related to pension benefits are acceptable by fax.
- Send a Secure Message from your **MyTRS** account



Social Media

- **Find TRS on Facebook, X (formerly Twitter), YouTube, and LinkedIn!**

Social Security



If you are currently contributing or have contributed in the past, you may receive a social security benefit. To determine if you are eligible for social security and estimate potential benefits, contact the Social Security Administration.

Two federal social security provisions could impact your social security benefits – the [Government Pension Offset](#) and the [Windfall Elimination Provision](#). Contact your financial planner or tax professional to learn more about these provisions.

For information about the Social Security programs:

- Visit their website at <https://www.ssa.gov> or
- Call 800-772-1213



THANK YOU



<https://trs.texas.gov>



Austin Headquarters
El Paso Regional Office



Phone: 1-800-223-8778
Fax: 512-542-6597

Presentation Survey

TRS values your opinion and wants the Benefit Presentation to be as useful as possible to members. Please take a moment to complete this form to help us achieve our goal.

