



ARE YOU READY TO RETIRE?

“Information You Should Know Before You Retire”

General Disclaimer

The information included in this presentation is intended to summarize the provisions of the District of Columbia Teachers' Retirement Plan. This presentation is not intended to describe every detail of the Plan completely or to replace or amend Plan terms. If there are any conflicts between the information in this presentation or any information you may receive orally about the Plan, and the D.C. Code or the administrative regulations, the D.C. Code and the regulations will govern.

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Critical Questions to Ask Yourself . . .

1. Why am I retiring?
2. When should I retire?
3. What steps should I take when I'm close to submitting my application?
4. Do I have an income replacement plan in place?
5. What about my health? Am I in relatively good health or should I begin to make a few changes now?
6. Do I have too much life insurance coverage?



How Much Do I Contribute To The Plan?

- If you were hired into an eligible position **prior to** November 1, 1996, then you contribute 7% of your salary to the plan.
- If you were hired into an eligible position **after** November 1, 1996, then you contribute 8% of your salary to the plan.
- Members hired or rehired after March 31, 1986, pay into Medicare.
- Members of the Teachers' Plan **do not pay** into Social Security Retirement.

What Are My Options?

Once you have worked for DCPS and contributed to the plan for 5 years, you will be vested in the Plan. As a vested participant, you can apply for **voluntary retirement** at:

- Age 55 and at least 30 years of service;
- Age 60 and at least 20 years of service;
- Age 62 and at least 5 years of service;
- Any age with at least 30 years of service if hired on or after November 1, 1996.

What Are My Options?



- If you are vested and you are **involuntarily separated** from DCPS, you may retire at:
 - Any age if you have at least 25 years of creditable service in the plan; or
 - Age 50 with at least 20 years of creditable service in the plan.
- If you are under age 55, your benefit will be reduced by 1/6 of 1% for each full month that you are under age 55.

What Are My Options?

Disability Retirement

- You must have at least 5 years of eligible DCPS service when you become disabled;
- You must be incapable of satisfactorily performing your job due to a physical or mental disability; and
- You must be actively employed to retire under disability.

Deferred Annuity

- Must have at least 5 years of eligible service;
- Must be at least age 62; and
- Must not have taken a refund of your contributions.

What Is Creditable Service?

As long as you make mandatory contributions to the Retirement Fund, you earn one year of **teaching service** for each academic year you work:

- In a salary class position ET 1-15 in the DCPS system under a temporary, probationary; or
- Permanent appointment; or
- As a D.C. Public Charter School teacher who is a Plan participant.



What Is Creditable Service?

You may receive teaching credit for the following prior work periods:

- Up to 10 years of service in a public day school system or an equivalent school system outside of the DCPS System (referred to as non-DCPS teaching service).
- Certain other service in the DC or federal governments that is creditable under CSRS.
- Your continuous temporary service with the DCPS system immediately preceding a probationary appointment.

To receive credit for this type of prior work, you must:

- Have at least 5 years of service as a DCPS teacher (eligible service);
- Make service contributions (plus interest) to the Fund for each year that you would like to purchase credit; and
- Purchase the service before you retire.

Name	Emplid	Birthdate	SSN#	Agency	DeptID	Payroll Office	Location	Payroll Office No	Form ID	Retrmnt Plan	RetCode
[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	District Of Columbia	GA60005060	District Of Columbia Ret Board	Washington, DC	00000000	Teachers	V	V

2015 8

FISCAL HISTORY

Year	Ret-Type	Pre-Tax	Post-Tax	Voluntary	Employer Contrib	Cum Ded
1992	Teachers		2,618.65			2,618.65
1993	Teachers		2,843.04			5,461.69
1994	Teachers		3,040.60			8,502.29
1995	Teachers		3,186.59			11,688.88
1996	Teachers		3,347.20			15,036.08
1997	Teachers		3,310.10			18,346.18
1998	Teachers		3,488.05			21,834.23
1999	Teachers		4,175.78			26,010.01
2000	Teachers		3,141.44			29,151.45
2000	Teachers	1,296.19				30,447.64
2001	Teachers	4,251.26				34,698.90
2002	Teachers	4,509.02				39,207.92
2003	Teachers	4,811.27				44,019.19
2004	Teachers	5,112.98				49,132.17
2005	Teachers	5,267.41				54,399.58
2006	Teachers	5,651.12				60,050.70
2007	Teachers	6,117.28				66,167.98
2008	Teachers	5,991.46				72,159.44
2009	Teachers	6,343.01				78,502.45
2010	Teachers	7,523.88				86,026.33

Name	Emplid	Birthdate	SSN#	Agency	DeptID	Payroll Office	Location	Payroll Office No	Form ID	Retrmnt Plan	RetCode
[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	District Of Columbia	GA60005060	District Of Columbia Ret Board	Washington, DC	00000000	Teachers	V	V

SERVICE HISTORY

Effdt	Action	Base Pay	PAR Remarks
02-13-1987	Career Appt		ED-15 step 16
09-03-1993	Reassignment	43,143.00	ED-15 step 11
09-03-1993	Chg in Tenure Group	43,143.00	ED-15 step 11
07-01-1994	WGI	44,760.00	ED-15 step 12
08-12-1994	Promotion	46,062.00	ED-15 step 12
07-01-1995	WGI	47,685.00	ED-15 step 13
10-11-2009	Gen Adj	97,564.00	ED-15 step 16
10-10-2010	Gen Adj	101,466.00	ED-15 step 16
10-01-2011	Gen Adj	106,540.00	ED-15 step 16
10-04-2015	Gen Adj	106,540.00	ED-15 step 16
10-02-2016	Gen Adj	110,802.00	ED-15 step 16
10-01-2017	Gen Adj	114,126.00	ED-15 step 16
10-01-2018	Gen Adj	116,409.00	ED-15 step 16
10-13-2019	Gen Adj	118,736.00	ED-15 step 16
10-11-2020	Gen Adj	121,704.00	ED-15 step 16
10-10-2021	Gen Adj	125,964.00	ED-15 step 16
10-09-2022	Gen Adj	131,003.00	ED-15 step 16

Basic pay prior to a CSRS/FERS appt: 0.00

Leave Without Pay

Year	Tot Hrs
2011	5
2013	8

Name	Emplid	Birthdate	SSN#	Agency	DeptID	Payroll Office	Location	Payroll Office No	Form ID	Retrmnt Plan	RetCode
[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	District Of Columbia	GA60005060	District Of Columbia Ret Board	Washington, DC	00000000	Teachers	V	V

Year	Ret-Type	Pre-Tax	Post-Tax	Voluntary	Employer Contrib	Cum Ded
2011	Teachers	7,014.92				93,041.25
2012	Teachers	7,443.15				100,484.40
2013	Teachers	7,389.92				107,874.32
2014	Teachers	7,457.72				115,332.04
2015	Teachers	7,423.84				122,755.88
2016	Teachers	7,457.72				130,213.60
2017	Teachers	7,478.14				137,691.74
2018	Teachers	8,384.54				146,076.28
2019	Teachers	8,076.61				154,152.89
2020	Teachers	8,290.00				162,442.89
2021	Teachers	8,148.50				170,591.39
2022	Teachers	8,222.59				178,813.98
2023	Teachers	8,780.00				187,593.98
Sub Total		158,442.53	29,151.45	0.00	0.00	187,593.98
Grand Total (Pre + Post)		187,593.98		0.00	0.00	187,593.98

What Impacts My Creditable Service?

You can take up to 6 months of approved leave without pay each **fiscal year** and continue to earn teaching service in the Plan without having to make mandatory contributions.

- **D.C. Public Charter School Leave** – the public charter school must continue to deduct your mandatory retirement contributions from your charter school salary and make the required employer contribution.
- **Teachers' Union Leave** – you must arrange to continue to make your mandatory contributions to the Plan during your leave.

What Impacts My Creditable Service?

- **Educational Leave of Absence** – to receive credit for the time you are on an authorized educational leave of absence without pay, however, you must make the mandatory contributions that you would have had deducted from your teaching salary, plus interest equal to the average rate of return on investments of the Retirement Fund.
- **Workers' Compensation Leave** – the 6 months of approved leave without pay per fiscal year rule applies to the time during which you are on an authorized leave without pay due to workers' compensation for a maximum of 2 calendar years.
- **Military Leave Due to War or National Emergency** – if you leave your teaching position to enter the military service during a period of war or national emergency proclaimed by the President or declared by Congress, you will not be required to make contributions for this military leave to count toward your retirement.

What Benefit Payment Options Are Available?

Depending on your marital/domestic partnership status at the time of your retirement, the following payment options may impact your eligible surviving spouse/domestic partner's survivor benefit:

- **Unreduced Retirement Annuity**
 - No survivor annuity for your spouse/domestic partner (does not impact survivor annuity for eligible child(ren))
- **Reduced Retirement Annuity With a Maximum Survivor Annuity**
 - 55% of your annuity is paid to your surviving spouse/domestic partner
- **Reduced Retirement Annuity With a Partial Survivor Annuity**
 - Fixed dollar amount or percentage less than 55% of your annuity is paid to your surviving spouse/domestic partner

How Are My Retirement Benefits Calculated?

❖ Hired Before November 1, 1996

Benefit Formula:

1.5% x avg salary x 1st 5 years of service

+

1.75% x avg salary x 2nd 5 years of service

+

2.0% x avg salary x years of service over 10

❖ Hired On/After November 1, 1996

Benefit Formula:

2.0% x avg salary x years of service

How Are My Retirement Benefits Calculated?

Average Pay = average of the highest consecutive 36 months of base pay

Jane retired on June 30, 2023. Based on her high consecutive 3 years of base pay, her average pay is determined as follows:

\$84,958 for 6 months = \$42,479.00

\$84,958 for 12 months = 84,958.00

\$82,410 for 12 months = 82,410.00

\$79,938 for 6 months = 39,969.00

Total = \$249,816.00/3

Average Salary = \$83,272.00

Example

❖ Hired Before November 1, 1996

(Average Salary = \$75,000, 30 years)

1.5%	x	\$75,000	x	5 years	=	\$5,625.00
1.75%	x	\$75,000	x	5 years	=	\$6,562.50
2.0%	x	\$75,000	x	20 years	=	\$3,000.00
TOTAL = \$42,187.50 Annual Benefit (plus unused sick leave)						

= \$3,516 *per month*

❖ Hired On/After November 1, 1996

(Average Salary = \$75,000, 30 years)

2.0% x \$75,000 x 30 years = \$45,000 Annual Benefit (plus unused sick leave)

= \$3,750 per month

Sick Leave Conversion Table

No of Days	1 Day and Up	1 Month & Up	2 Months & Up	3 Months & Up	4 Months & Up	5 Months & Up	6 Months & Up	7 Months & Up	8 Months & Up	9 Months & Up	10 Months & Up	11 Months & Up
0	0	173	347	520	693	867	1040	1213	1387	1560	1733	1907
1	6	179	352	526	699	872	1046	1219	1392	1566	1739	1912
2	12	185	358	532	705	878	1052	1225	1398	1572	1745	1918
3	17	191	364	537	711	884	1057	1231	1404	1577	1751	1924
4	23	196	370	543	716	890	1063	1236	1410	1583	1756	1930
5	29	202	376	549	722	896	1069	1242	1416	1589	1762	1936
6	35	208	381	555	728	901	1075	1248	1421	1595	1768	1941
7	40	214	387	560	734	907	1080	1254	1427	1600	1774	1947
8	46	220	393	566	740	913	1086	1260	1433	1606	1780	1953
9	52	225	399	572	745	919	1092	1265	1439	1612	1785	1959
10	58	231	404	578	751	924	1098	1271	1444	1618	1791	1964
11	64	237	410	584	757	930	1104	1277	1450	1624	1797	1970
12	69	243	416	589	763	936	1109	1283	1456	1629	1803	1976
13	75	248	422	595	768	942	1115	1288	1462	1635	1808	1982
14	81	254	428	601	774	948	1121	1294	1468	1641	1814	1988
15	87	260	433	607	780	953	1127	1300	1473	1647	1820	1993
16	92	266	439	612	786	959	1132	1306	1479	1652	1826	1999
17	98	272	445	618	792	965	1138	1312	1485	1658	1832	2005
18	104	277	451	624	797	971	1144	1317	1491	1664	1837	2011
19	110	283	456	630	803	976	1150	1323	1496	1670	1843	2016
20	116	289	462	636	809	982	1156	1329	1502	1676	1849	2022
21	121	295	468	641	815	988	1161	1335	1508	1681	1855	2028
22	127	300	474	647	820	994	1167	1340	1514	1687	1860	2034
23	133	306	480	653	826	1000	1173	1346	1520	1693	1866	2040
24	139	312	485	659	832	1005	1179	1352	1525	1699	1872	2045
25	144	318	491	664	838	1011	1184	1358	1531	1704	1878	2051
26	150	324	497	670	844	1017	1190	1364	1537	1710	1884	2057
27	156	329	503	676	849	1023	1196	1369	1543	1716	1889	2063
28	162	335	508	682	855	1028	1202	1375	1548	1722	1895	2068
29	168	341	514	688	861	1034	1208	1381	1554	1728	1901	2074
30	173	347	520	693	867	1040	1213	1387	1560	1733	1907	2080

Note A: Change 2080 to 2184 in Cell G1 to convert chart basis

Sick Leave Conversion Table

260 Day Conversion Chart (see Note A below)

No of Days	0	1	2	3	4	5	6	7	8	9	10	11	12
	1 Day and Up	Month & Up	Months & Up	Months & Up	Months & Up	Months & Up	Months & Up	Months & Up	Months & Up	Months & Up	Months & Up	Months & Up	Months & Up
1		22	44		66	88	110	131	153	196	218		261
2	1	23		66	88		131	154	175	197	219	240	262
3	2	24	45	67	89	110	132	154	175	197	219	240	262
4	3		46	68		111	133		176	198		241	263
5		25	47		90	112		155	177		220	242	
6	4	26		69	91		134	156		199	221		264
7	5		48	70		113	135		178	200		243	265
8		27	49		92	114		157	179		222	244	
9	6	28	50	71	93	115	136	158	180	201	223	245	266
10	7	29		72	94		137	159		202	224		267
11	8		51	73		116	138		181	203		246	268
12		30	52		95	117		160	182		225	247	
13	9	31		74	96		139	161		204	226		269
14	10		53	75		118	140		183	205		248	270
15	11	32	54	76	97	119	141	162	184	206	227	249	271
16		33	55		98	120		163	185		228	250	
17	12	34		77	99		142	164		207	229		272
18	13		56	78		121	143		186	208		251	273
19		35	57		100	122		165	187		230	252	
20	14	36		79	101		144	166		209	231		274
21	15	37	58	80	102	123	145	167	188	210	232	253	275
22	16		59	81		124	146		189	211		254	276
23		38	60		103	125		168	190		233	255	
24	17	39		82	104		147	169		212	234		277
25	18		61	83		126	148		191	213		256	278
26		40	62		105	127		170	192		235	257	
27	19	41	63	84	106	128	149	171	193	214	236	258	279
28	20	42		85	107		150	172		215	237		280
29	21		64	86		129	151		194	216		259	281
30	22	43	65	87	108	130	152	173	195	217	238	260	282

Note A: Change 260 to 360 in Cell G1 to convert chart basis

What Is The Criteria For Receiving Social Security Benefits?



An individual earns “credits” when working and paying Social Security taxes.

☐ You need to earn 40 credits to be eligible for the retirement benefit.

☐ Each \$1,410 in earnings gives you one credit.

☐ You can earn a maximum of 4 credits a year.

Year of Birth *	Full Retirement Age
1937 or earlier	65
1938	65 and 2 months
1939	65 and 4 months
1940	65 and 6 months
1941	65 and 8 months
1942	65 and 10 months
1943 - 1954	66
1955	66 and 2 months
1956	66 and 4 months
1957	66 and 6 months
1958	66 and 8 months
1959	66 and 10 months
1960 and later	67

**If you were born on January 1st of any year you should refer to the previous year. (If you were born on the 1st of the month, we figure your benefit (and your full retirement age) as if your birthday was in the previous month.)*

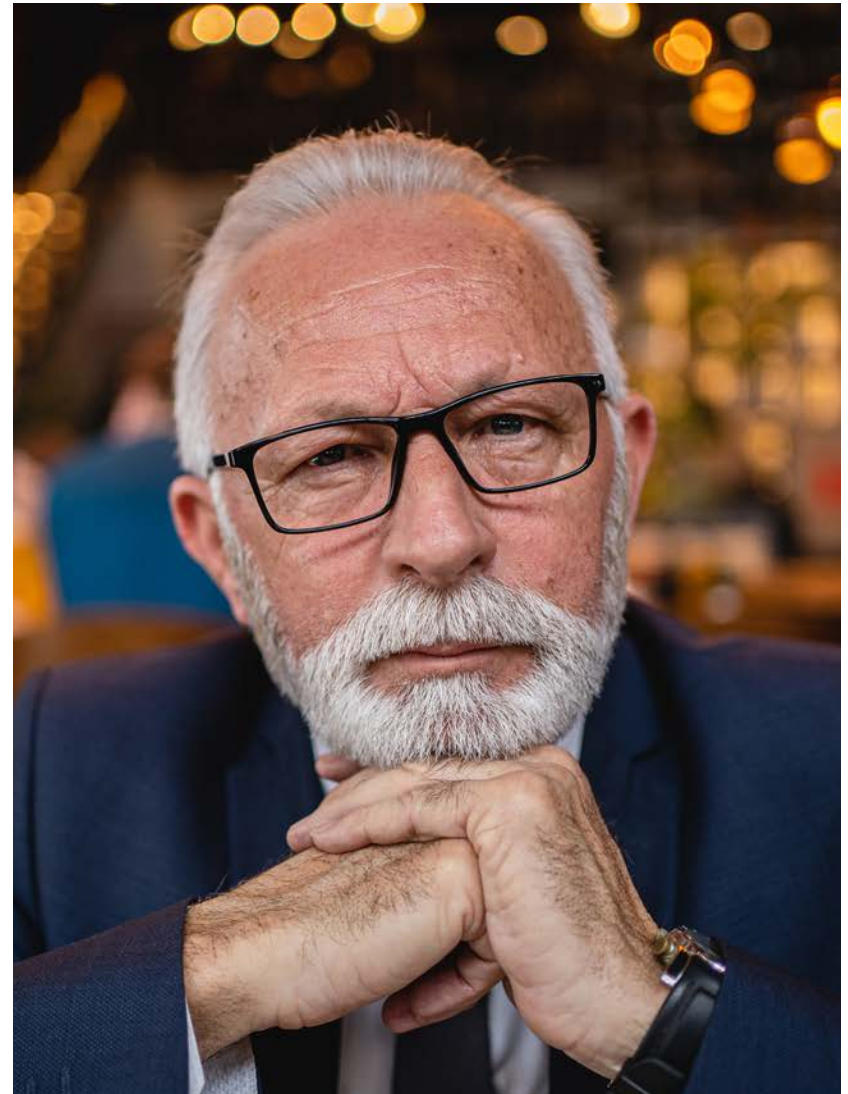
What Is The Windfall Elimination Provision?

- The Windfall Elimination Provision (WEP) reduces the Social Security benefits if you earned both Social Security and a pension from federal, state, or local government employment not covered by Social Security, i.e., the Teachers Retirement Plan.
- The Windfall Elimination Provision impacts your annuity if both of the following are true:
 - You earn a retirement or disability pension from an employer who didn't withhold Social Security taxes.
 - You qualify for Social Security retirement or disability benefits from work in other jobs for which you did pay taxes.

If you meet one of the following criteria:

- You reached age 62 after 1985.
- You developed a qualifying disability after 1985

Then the Windfall Elimination Provision can apply to you.





Windfall Elimination Provision

Your Social Security retirement or disability benefits may be reduced

The Windfall Elimination Provision (WEP) can affect how Social Security calculates your retirement or disability benefit. If you work for an employer who doesn't withhold Social Security taxes from your salary, any retirement or disability pension you get from that work can reduce your Social Security benefits. Such an employer may be a government agency or an employer in another country.

When your benefits can be affected

The following provisions can affect you if both are true:

- You earn a retirement or disability pension from an employer who didn't withhold Social Security taxes.
- You qualify for Social Security retirement or disability benefits from work in other jobs for which you did pay taxes.

The WEP can apply if one of the following is true:

- You reached age 62 after 1985.
- You developed a qualifying disability after 1985.

If the latter applies, you must first have become eligible for a monthly pension based on work where you didn't pay Social Security taxes after 1985. This rule applies even if you're still working.

This provision also affects Social Security benefits for people who performed federal service under the Civil Service Retirement System (CSRS) after 1956. We won't reduce your Social Security benefit amount if you only performed federal service under a system such as the Federal Employees' Retirement System (FERS). Social Security taxes are withheld for workers under FERS.

How it works

Social Security benefits are intended to replace only some of a worker's pre-retirement earnings.

We base your Social Security benefit on your average monthly earnings adjusted for average wage growth. We separate your average earnings into 3 amounts and multiply the amounts using 3 factors to compute your full Primary Insurance Amount (PIA). For example, for a worker who turns 62 in 2023: the first \$1,115 of average monthly earnings is multiplied by 90%; earnings between \$1,115 and \$6,721 are multiplied by 32%; and the balance is multiplied by 15%. The sum of the 3 amounts equals the PIA, which is then decreased or increased

depending on whether the worker starts benefits before or after full retirement age (FRA). This formula produces the monthly payment amount.

When we apply this formula, the percentage of career average earnings paid to lower-paid workers is greater than higher-paid workers. For example, consider workers age 62 in 2023, with average earnings of \$3,000 per month. They could receive a benefit at FRA of \$1,606 (approximately 53%) of their pre-retirement earnings increased by applicable cost of living adjustments (COLAs). For a worker with average earnings of \$8,000 per month, the benefit starting at FRA could be \$2,989 (approximately 37%) plus COLAs. However, if either of these workers starts benefits earlier than their FRA, we'll reduce their monthly benefit.

Why we use a different formula

Before 1983, people whose primary job wasn't covered by Social Security had their Social Security benefits calculated as if they were long-term, low-wage workers. They had the advantage of receiving a Social Security benefit that represented a higher percentage of their earnings. They also had a pension from a job for which they didn't pay Social Security taxes. Congress passed the WEP to remove that advantage.

Under the provision, we reduce the 90% factor in our formula and phase it in for workers who reached age 62 or developed a disability between 1986 and 1989. For people who reach 62 or developed a disability in 1990 or later, we reduce the 90% factor to as little as 40%.

Some exceptions

The WEP doesn't apply if:

- You're a federal worker first hired after December 31, 1983.
- You're an employee of a non-profit organization who was exempt from Social Security coverage on December 31, 1983. This does not apply if the non-profit organization waived exemption and did pay Social Security taxes, but then the waiver was terminated prior to December 31, 1983.
- Your only pension is for railroad employment.
- The only work you performed for which you didn't pay Social Security taxes was before 1957.
- You have 30 or more years of substantial earnings under Social Security.

The WEP doesn't apply to survivors benefits. We may reduce spouses or surviving spouses benefits because of another law. For more information, read *Government Pension Offset* (Publication No. 05-10007).

Social Security years of substantial earnings

If you have 30 or more years of substantial earnings, we don't reduce the standard 90% factor in our formula. See the first table that lists substantial earnings for each year.

The second table shows the percentage used to reduce the 90% factor depending on the number of years of substantial earnings. If you have 21 to 29 years of substantial earnings, we reduce the 90% factor to between 45% and 85%. To see the maximum amount we could reduce your benefit, visit www.ssa.gov/benefits/retirement/planner/wep.html.

A guarantee

If you receive a relatively low pension, and that pension is fully or partially based on earnings after 1956 where you did not pay Social Security taxes, there's a law that might help you. In most cases, we won't reduce your Social Security full retirement age benefit by more than half of your pension amount.

For a more detailed estimate of how the WEP Guarantee may affect your Social Security benefit, please visit www.ssa.gov/benefits/retirement/planner/wep.html to access the WEP Online Calculator.

Contacting Us

The most convenient way to do business with us is to visit www.ssa.gov to get information and use our online services. There are several things you can do online: apply for benefits; start or complete your request for an original or replacement Social Security card; get useful information; find publications; and get answers to frequently asked questions.

Or, you can call us toll-free at **1-800-772-1213** or at **1-800-325-0778** (TTY) if you're deaf or hard of hearing. We can answer your call from 8 a.m. to 7 p.m., weekdays. We provide free interpreter services upon request. For quicker access to a representative, try calling early in the day (between 8 a.m. and 10 a.m. local time) or later in the day. **We are less busy later in the week (Wednesday to Friday) and later in the month.** You can also use our automated services via telephone, 24 hours a day, so you do not need to speak with a representative.

Year	Substantial earnings
1937–1954	\$900
1955–1958	\$1,050
1959–1965	\$1,200
1966–1967	\$1,650
1968–1971	\$1,950
1972	\$2,250
1973	\$2,700
1974	\$3,300
1975	\$3,525
1976	\$3,825
1977	\$4,125
1978	\$4,425
1979	\$4,725
1980	\$5,100
1981	\$5,550
1982	\$6,075
1983	\$6,675
1984	\$7,050
1985	\$7,425
1986	\$7,875
1987	\$8,175
1988	\$8,400
1989	\$8,925

Year	Substantial earnings
1990	\$9,525
1991	\$9,900
1992	\$10,350
1993	\$10,725
1994	\$11,250
1995	\$11,325
1996	\$11,625
1997	\$12,150
1998	\$12,675
1999	\$13,425
2000	\$14,175
2001	\$14,925
2002	\$15,750
2003	\$16,125
2004	\$16,275
2005	\$16,725
2006	\$17,475
2007	\$18,150
2008	\$18,975
2009–2011	\$19,800
2012	\$20,475
2013	\$21,075
2014	\$21,750

Year	Substantial earnings
2015–2016	\$22,050
2017	\$23,625
2018	\$23,850
2019	\$24,675
2020	\$25,575
2021	\$26,550
2022	\$27,300
2023	\$29,700

Years of substantial earnings	Percentage
30 or more	90 %
29	85 %
28	80 %
27	75 %
26	70 %
25	65 %
24	60 %
23	55 %
22	50 %
21	45 %
20 or less	40 %



Securing today
and tomorrow

Social Security Administration
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What Is The Government Pension Offset?



- The Government Pension Offset, or GPO, affects spouses, widows, and widowers with pensions from a federal, state, or local government job.
- Generally, Social Security benefits will not be reduced if:
 - Your government pension is not based on your earnings.
 - Your government pension is from a federal, Civil Service Offset, state, or local government job where you paid Social Security taxes; and at least one of the following applies:
 - You filed for and were entitled to spouse, widow, or widower benefits before April 1, 2004.
 - Your last day of employment at the job was before July 1, 2004.
 - You paid Social Security taxes on your earnings during the last 60 months of government service.



Government Pension Offset

A law that affects spouses and widows or widowers

If you receive a retirement or disability pension from a federal, state, or local government based on your own work for which you didn't pay Social Security taxes, we may reduce your Social Security spouses or widows or widowers benefits. This fact sheet provides answers to questions you may have about the reduction.

How much will my Social Security benefits be reduced?

We'll reduce your Social Security benefits by two-thirds of your government pension. In other words, if you get a monthly civil service pension of \$600, two-thirds of that, or \$400, must be deducted from your Social Security benefits. For example, if you're eligible for a \$500 spouses, widows, or widowers benefit from Social Security, you'll get \$100 a month from Social Security (\$500 - \$400 = \$100). If two-thirds of your government pension is more than your Social Security benefit, your benefit could be reduced to zero.

If you take your government pension annuity in a lump sum, Social Security will calculate the reduction as if you chose to get monthly benefit payments from your government work.

Why will my Social Security benefits be reduced?

Benefits we pay to spouses, widows, and widowers are "dependent" benefits. Set up in the 1930s, these benefits were to compensate spouses who stayed home to raise a family and were financially dependent on the working spouse. It's now common for both spouses to work, each earning their own Social Security retirement benefit. The law requires a person's spouse, widow, or widower benefit to be offset by the dollar amount of their own retirement benefit.

For example, if a woman worked and earned her own \$800 monthly Social Security benefit, but was also due a \$500 spouse's benefit on her husband's record, we couldn't pay that spouse's benefit because her own benefit offsets it. Before enactment of the Government Pension Offset law, if that same woman was a government employee who didn't pay into Social Security and earned an \$800 government pension, there was no offset. We had to pay her a full spouse's benefit and her full government pension.

If this person's government work had been subject to Social Security taxes, we would reduce any spouse, widow, or widower benefit because of their own Social Security retirement benefit. The Government Pension Offset ensures that we calculate the benefits of government employees who don't pay Social Security taxes the same as workers in the private sector who pay Social Security taxes.

When won't my Social Security benefits be reduced?

Generally, we won't reduce your Social Security benefits as a spouse, widow, or widower if you:

- Receive a government pension that's not based on your earnings; or
- Are a federal (including Civil Service Offset), state, or local government employee and your government pension is from a job for which you paid Social Security taxes; and:
 - Your last day of employment (that your pension is based on) is before July 1, 2004; or
 - You filed for and were entitled to spouses, widows, or widowers benefits before April 1, 2004 (you may work your last day in Social Security covered employment at any time); or
 - You paid Social Security taxes on your earnings during the last 60 months of government service. (Under certain

conditions, we require fewer than 60 months for people whose last day of employment falls after June 30, 2004, and before March 2, 2009.)

There are other situations for which we won't reduce your Social Security benefits as a spouse, widow, or widower; for example, if you:

- Are a federal employee who switched from the Civil Service Retirement System (CSRS) to the Federal Employees' Retirement System (FERS) after December 31, 1987; and:
 - Your last day of service (that your pension is based on) is before July 1, 2004;
 - You paid Social Security taxes on your earnings for 60 months or more during the period beginning January 1988 and ending with the first month of entitlement to benefits; or
 - You filed for and were entitled to spouses, widows, or widowers benefits before April 1, 2004 (you may work your last day in Social Security covered employment at any time).
- Received, or were eligible to receive, a government pension before December 1982 and meet all the requirements for Social Security spouse's benefits in effect in January 1977; or
- Received, or were eligible to receive, a federal, state, or local government pension before July 1, 1983, and were receiving one-half support from your spouse.

Note: A Civil Service Offset employee is a federal employee, rehired after December 31, 1983, following a break in service of more than 365 days, with five years of prior CSRS coverage.

What about Medicare?

Even if you don't get benefit payments from your spouse's work, you can still get Medicare at age 65 on your spouse's record if you aren't eligible for it on your own record.

Can I still get Social Security benefits from my own work?

The offset applies only to Social Security benefits as a spouse, or widow, or widower. However, we may reduce your own benefits because of another provision. For more information, go online to read *Windfall Elimination Provision* (Publication No. 05-10045).

Contacting Social Security

The most convenient way to contact us anytime, anywhere is to visit www.socialsecurity.gov. There, you can: apply for benefits; open a *my* Social Security account, which you can use to review your *Social Security Statement*, verify your earnings, print a benefit verification letter, change your direct deposit information, request a replacement Medicare card, and get a replacement SSA-1099/1042S; obtain valuable information; find publications; get answers to frequently asked questions; and much more.

If you don't have access to the internet, we offer many automated services by telephone, 24 hours a day, 7 days a week. Call us toll-free at **1-800-772-1213** or at our TTY number, **1-800-325-0778**, if you're deaf or hard of hearing.

If you need to speak to a person, we can answer your calls from 7 a.m. to 7 p.m., Monday through Friday. We ask for your patience during busy periods since you may experience higher than usual rate of busy signals and longer hold times to speak to us. We look forward to serving you.



Securing today
and tomorrow

What Happens If I Leave Without Retiring?



- If you leave the DCPS system before you retire:
 - If you have less than 5 years of eligible DCPS service, you can receive a refund of your contributions;
 - If you have more than 5 years of eligible DCPS service, you can leave the money in the fund and apply a deferred annuity when you reach age 62.
- Your refund will include your mandatory retirement contributions and any purchase of service contributions you may have made to the plan.
- Partial refunds are not permitted; and
- Your refund does not include employer contributions, earnings, or interest.

Can I Continue My Health Insurance After I Retire?



- Yes!
- Teachers hired before October 1, 1987, participate in **the Federal Health and Life Insurance Plans**.
 - Continuously enrolled in the Federal Health & Life Insurance Plan for at least 5 years at the time of your retirement
- Teachers hired after September 30, 1987, participate in the **District Health and Life Insurance Plans**.
 - Have at least 10 years of creditable service
- Your premium share is deducted from your annuity.



FEHB vs. DCEHB

Federal Government

- The Office of Personnel Management (OPM) sponsors the Federal Employee's Health Benefits (FEHB) program.
- Teachers hired prior to October 1, 1987, participate in **the Federal Health and Life Insurance Plans.**
- Generally, the Federal Government contributes 75% to your health insurance premium.
- As a retiree, you are responsible for the remaining balance of the premium.

- **District Government**

- The District of Columbia Government sponsors the District of Columbia Employees' Health Benefits Program.
- Teachers hired after September 30, 1987, participate in the **District Health and Life Insurance Plans.**
- The District uses a sliding scale to determine the premium cost for you and your family.

How Do I Calculate My DCEHB Premium?



Contribution Percentage Sheet Police Officers & Fire Fighters Retirement Plan Participants, Survivors & Beneficiaries

Insert the percentage listed below based on your Tier, type of retirement (voluntary, disability, etc.) and Provider Information & Calculation Sheet provided.

Tier 2 (Members Hired Before 11/10/1996)

Years of Service	Your Required Contribution Percentage (%)	Survivor Required Contribution Percentage (%)
<5	Not Eligible	Not Eligible
>=5	25%	40%
Performance of Duty	25%	25%

Tier 3 (Members Hired On Or After 11/10/1996)

Years of Service	Your Required Contribution Percentage (%)	Survivor Required Contribution Percentage (%)
< 10	Not Eligible	Not Eligible
10	70%	75%
11	67%	72%
12	64%	69%
13	61%	66%
14	58%	63%
15	55%	60%
16	52%	57%
17	49%	54%
18	46%	51%
19	43%	48%
20	40%	45%
21	37%	42%
22	34%	40%
23	31%	40%
24	28%	40%
25+	25%	40%
Performance of Duty	25%	25%

Updated October 1, 2022



Contribution Percentage Sheet Teacher Retirement Plan Participants, Survivors & Beneficiaries

Insert the percentage listed below based on your retirement date and years of service in the Plan Provider Information & Calculation Sheet provided.

Members Retired Before October 1, 2009

Years of Service	Your Required Contribution Percentage (%)	Survivor Required Contribution Percentage (%)
5+	25%	40%

Members Retired On Or After October 1, 2009

Years of Service	Your Required Contribution Percentage (%)	Survivor Required Contribution Percentage (%)
< 10	Not Eligible	Not Eligible
10	75.0%	80.0%
11	72.5%	77.5%
12	70.0%	75.0%
13	67.5%	72.5%
14	65.0%	70.0%
15	62.5%	67.5%
16	60.0%	65.0%
17	57.5%	62.5%
18	55.0%	60.0%
19	52.5%	57.5%
20	50.0%	55.0%
21	47.5%	52.5%
22	45.0%	50.0%
23	42.5%	47.5%
24	40.0%	45.0%
25	37.5%	42.5%
26	35.0%	40.0%
27	32.5%	40.0%
28	30.0%	40.0%
29	27.5%	40.0%
30+	25.0%	40.0%

Updated October 1, 2022

How Do I Calculate My DCEHB Premium?



2023 District of Columbia Healthcare Open Enrollment Calculation Sheet

Aetna HMO Plan (10% increase)

Type	Enrollment Code	2023 Premium Monthly Total		Your Contribution Percentage (%)		Your Monthly Premium Cost
Self-Only	DCHM1	\$973.63	X	____%	=	\$ _____
Self + 1	DCHM2	\$1,913.86	X	____%	=	\$ _____
Family	DCHM3	\$2,813.56	X	____%	=	\$ _____

Aetna PPO Plan (7% increase)

Type	Enrollment Code	2023 Premium Monthly Total		Your Contribution Percentage (%)		Your Monthly Premium Cost
Self-Only	DCAP1	\$911.58	X	____%	=	\$ _____
Self + 1	DCAP2	\$1,791.93	X	____%	=	\$ _____
Family	DCAP3	\$2,634.31	X	____%	=	\$ _____

Aetna CDHP Plan (9% increase)

Type	Enrollment Code	2023 Premium Monthly Total		Your Contribution Percentage (%)		Your Monthly Premium Cost
Self-Only	DCAC1	\$370.59	X	____%	=	\$ _____
Self + 1	DCAC2	\$728.42	X	____%	=	\$ _____
Family	DCAC3	\$1,070.87	X	____%	=	\$ _____

Kaiser Permanente HMO (1% increase to Self-Only and Family/5% increase to Self + 1)

Type	Enrollment Code	2023 Premium Monthly Total		Your Contribution Percentage (%)		Your Monthly Premium Cost
Self-Only	DCKP1	\$724.25	X	____%	=	\$ _____
Self + 1	DCKP2	\$1,383.31	X	____%	=	\$ _____
Family	DCKP3	\$2,121.97	X	____%	=	\$ _____

United Healthcare Choice (8% increase)

Type	Enrollment Code	2023 Premium Monthly Total		Your Contribution Percentage (%)		Your Monthly Premium Cost
Self-Only	DCMD1	\$894.55	X	____%	=	\$ _____
Self + 1	DCMD2	\$1,708.58	X	____%	=	\$ _____
Family	DCMD3	\$2,620.99	X	____%	=	\$ _____

09/30/2022



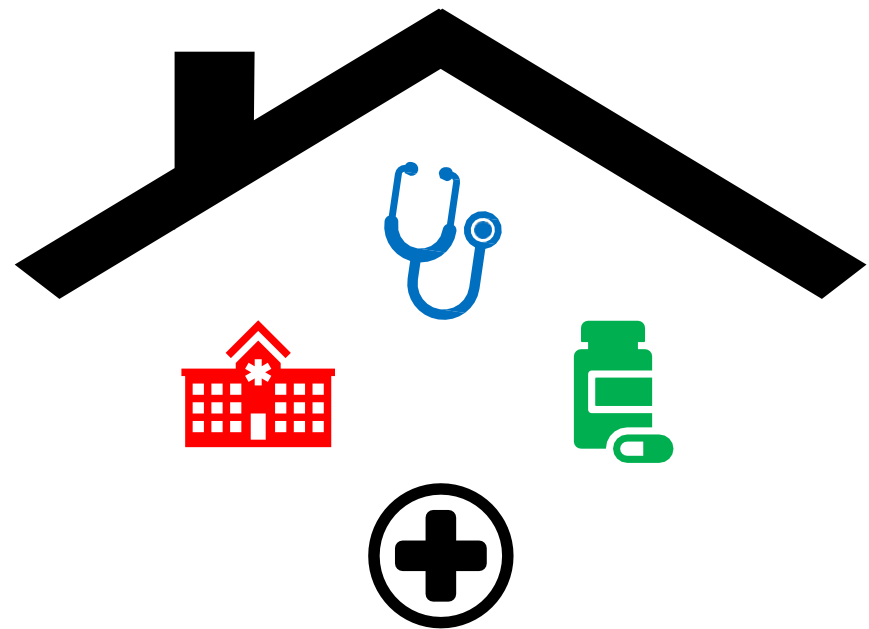
What is the Medicare Advantage Plan?

A plan offered by Medicare-approved private insurance companies that provides the benefits of Medicare Parts A, B, and sometimes D, along with supplemental insurance

Works together with Medicare

Health care is paid based on monthly fee for each enrollee rather than fee for each service

Like commercial plans, includes a monthly premium, annual deduction, and annual out-of-pocket maximum



What About My Life Insurance Coverage?

- You can continue your life insurance coverage into your retirement if you were enrolled in the life insurance plan for 5 consecutive years immediately prior to your retirement date.
- Key questions to consider:
 - Do you have a life insurance policy outside of the DC government?
 - If so, is it a term life, whole life, or universal life insurance plan?
 - Does my plan include a waiver of premium provision?
 - Does my plan include an accelerated death benefit?
 - What goals are you trying to achieve with your life insurance
 - Are my beneficiary designations up to date?

Frequently Asked Questions



- **What are the steps to initiate the retirement process?**
 - The process begins when you submit your DCPS Resignation and Retirement Application online at the following URL: <https://dcps.dc.gov/node/1008722>. Your application will automatically be routed to a member of the DCPS benefits team.
- **What if my years of service aren't correct? Who should I contact?**
 - First, obtain a copy of your individual retirement record (IRR) from the Office of Pay and Retirement Services (OPRS) by sending an email to rbpftincomingmail@dc.gov and request your IRR, also referred to as the SF-2806.
- **How do you know if I have saved enough to retire?**
 - Financial planners often recommend replacing about 80% of your pre-retirement income to sustain the same lifestyle after you retire. This means that if you earn \$100,000 per year, you would aim for at least \$80,000 of income per year (in today's dollars) in retirement.
- **When is the earliest time I should submit my retirement packet?**
 - You should submit your retirement application to DCPS. Unfortunately, we cannot address how much lead time is required by DCPS.

Frequently Asked Questions



- **When will I be eligible to retire?**
 - Generally, your retirement eligibility is based on your age plus your total years of service in the Teachers' Retirement Plan.
 - Age 55 and at least 30 years of service (5 years of which are eligible, DCPS service)
 - Age 60 and at least 20 years of service (5 years of which are eligible, DCPS service)
 - Age 62 and at least 5 years of service (5 years of which are eligible, DCPS service)
 - However, if you have at least 5 years of eligibility in DCPS service and become disabled, you may be eligible to retire under the disability retirement provision.
- **What can I do to prepare now for retirement?**
 - Retirement is expensive. Experts estimate that you will need an estimated 80% of your pre-retirement income to maintain your standard of living when you stop working.
 - Assess your finances. Identify all the sources of retirement income. If you've compiled a lot of credit card debts or other financial obligations, start paying these off now. Make sure you refrain from using retirement savings to pay off your liabilities. Try not to take on any new debt at this time.
- **How can I buy back years of service?**
 - Purchase of service credit must be completed prior to retirement. Also, since such service purchases include interest for the period in which the amounts were not in the Fund, generally, the sooner a purchase is made, the lower the amount will be.

Frequently Asked Questions



Can I combine my PGCPs and DCPS retirement?

- Unfortunately, you cannot combine the 2 retirement systems into 1 plan.
- **How can I see what I've contributed to the plan?**
 - To review your contributions to the plan, contact the Office of Pay and Retirement Services (OPRS) by emailing rbpftincomingmail@dc.gov.
- **How is the Teachers' Retirement Plan funded?**
 - The pension plan is employee- and employer-funded. Contributions to the plan are prudently invested for the benefit of the participants. The Plan's last actuarial valuation indicated that the plan is fully funded.

Do you have information on 457(B) plans?

- To obtain more information about your DC Defined Contribution 457(b) plan, contact Mission Square Retirement at (800) 669-7400 or log into your personal account at <https://www.missionsq.org/>.
- **Does DCPS match what I contribute to the plan?**
 - No, DCPS does not contribute to the Plan. Each year, the District of Columbia Government contributes to the Plan based on the actuary's assessment of the funding requirements for the Plan. This is not a matching contribution; it is a contribution based on the needs of the Fund.

Frequently Asked Questions



- **How does DCPS notify the District of Columbia Retirement Board of my retirement application?**
 - After submitting your application to retire, the DCPS benefits team must verify your total years of service. In addition, the benefits specialist will check to see if you incurred any breaks in service or periods of leave without pay (LWOP). Unfortunately, because much of the verification process is manual and requires the benefits specialist to review multiple systems, it may take some time before your retirement application is finalized and forwarded to DCRB.
- **Can I make an appointment with someone to review my personal situation?**
 - Yes, contact DCPS at (202) 442-4090 or email dcps.retirement@k12.dc.gov.
- **If I paid into Social Security prior to joining DCPS as a teacher, can I get both Social Security and a pension?**
 - Yes, if you are eligible for a pension benefit from your service at DCPS and you are eligible for benefits from the Social Security Administration, you may be entitled to receive both.

Frequently Asked Questions



- **What about Windfall Elimination Act?**
 - The Windfall Elimination Provision (WEP) can affect how Social Security calculates your retirement or disability benefit. Congress passed the WEP to prevent individuals covered under a government-defined benefit plan like the Teachers' Retirement Plan from "double dipping." To learn more about the Windfall Elimination Provision, visit the Social Security Administration's website at <https://www.ssa.gov/pubs/EN-05-10045.pdf>.
- **Once retired, will I be required to pay into the plan? What about union dues and my other payroll deductions? Will they be deducted from my monthly pension benefit?**
 - No, you will not be required to contribute to the retirement plan. Once you retire, only health and life insurance coverages sponsored by the District of Columbia and the Federal government will be deducted from your monthly pension benefit.

Frequently Asked Questions



- **Is sick leave applied to my years of service? Can I receive a lump sum payout?**
 - Sick leave is added to your overall years of service after your human resources department determines your retirement eligibility. Sick leave cannot be paid out as a cash benefit. It is only used to increase your overall years of service to the plan.
- **How does a leave of absence affect my service?**
 - You can generally take up to 6 months of approved leave without pay each **fiscal year** and continue to earn teaching service in the Plan without having to make mandatory contributions. However, periods of leave or absence without pay will not be counted towards your years of creditable service unless you contribute to the Plan. To find out more about how a leave of absence could affect your service, visit https://dcrb.dc.gov/sites/default/files/dc/sites/dcrb/publication/attachments/SPD_Teachers_Plan_2017_Final_6-5-2018.pdf.

Frequently Asked Questions



- **Is my spouse eligible to receive a benefit? How much can they receive?**
 - You can assign a spousal benefit in either a dollar amount or a percentage of your annual annuity. If you select a percentage, the maximum amount that can be assigned is 55% of your annual annuity.
 - Remember, for your spouse to retain health insurance coverage under your health plan if you predecease them, they must receive a spousal annuity.
- **Can my children receive a survivor benefit?**
 - Your child may be eligible for a survivor benefit if he or she is unmarried, not in a registered domestic partnership, and:
 - ☐ is under age 18;
 - ☐ is between 18 and 22 and a full-time student; or
 - ☐ any age, if incapable of self-support due to a physical or mental disability incurred prior to age 18.
- **How do I submit a designation of survivor benefit?**
 - The DCPS Resignation and Retirement Application includes a section where you can designate a survivor benefit and assign a future benefit.

Frequently Asked Questions



- **Does the plan include an early retirement benefit?**
 - The plan does not include an early retirement provision. However, if you are involuntarily separated from DCPS, you may be eligible to apply for the involuntary retirement option if:
 - ☐ at least 50 years old with 20 years of service (5 years of which are eligible, DCPS service); or
 - ☐ any age provided you have 25 years of service (5 years of which are eligible, DCPS service).
 - Please note that if you are under age 55 when you involuntarily retire, your benefit will be reduced by 1/6 of 1% for each full month you are under age 55 on the date you retire. For example, if you are 15 months under 55 on the date you retire, your benefit will be reduced by 2.5% (1/6 of 1% x 15 months) until you reach age 55.
- **Is there a Deferred retirement option available?**
 - Yes, if you have at least 5 years of eligible DCPS service in the Teachers' Retirement Plan and separate before turning 62, you may be eligible to apply for a deferred annuity upon reaching age 62.
 - Note health and life insurance coverage are only available to employees who retire under the voluntary or involuntary retirement options. If you retired under the deferred retirement option, you will not be eligible to continue your life and health insurance coverages into retirement.

Frequently Asked Questions



- **When is the best time to retire?**
 - Transitioning into retirement is very personal. DCRB cannot provide definitive guidance on the best time to retire.
- **How long do retirement payments last?**
 - Pension benefits covered under the Teachers' Retirement Plan are lifetime benefits, meaning that you will receive a pension benefit from the plan for as long as you live.
- **I'm not sure my service is correct. How do I correct the years of service in the system?**
 - If you have questions regarding your years of service, contact your human resources department at DCPS.

Frequently Asked Questions



- **How much do I contribute to health care?**
 - If you were hired prior to October 1, 1987, and you are enrolled in the Federal Employees Health Benefits (FEHB) program, then you pay 25% of the cost of your health insurance plan.
 - If you were hired on or after October 1, 1987, you may be eligible to continue your health insurance coverage under the DC Employees' Health Benefits (DCEHB) program, provided you have 10 years of creditable District service. This plan's premium is based on your years of service with the District.
- **Can I apply for Medicare while I am still working?**
 - Yes, you can apply for Medicare while you are actively working. As an active employee, if you are enrolled in either the FEHB or the DCEHB plan, the insurance you carry as an active employee would be your primary payor, and Medicare would be your secondary payor.
 - Once you retire, Medicare becomes your primary carrier, and your FEHB or DCEHB plan will be your secondary carrier.
- **Should I sign up for Medicare 3 months before my 65th birthday?**
 - Generally, most people sign up for Medicare when they turn age 65. However, you may be eligible to sign up for Medicare during one of their Special Enrollment Periods. To learn more about your options, visit <https://www.medicare.gov/basics/get-started-with-medicare/sign-up/when-does-medicare-coverage-start>.

For More Information



Active Teachers should
contact DCPS Employee
Services Division at
(202) 442-4090.

Retired Teachers should
contact DCRB Member
Services at
(202) 343-3272.

ANY
QUESTIONS?





Thank You!
