



PSEA/NEA MEMBER BENEFITS PROGRAMS & SERVICES



FREE COLLEGE TUITION

- **PSEA/Free College Tuition.** The PSEA Free College Benefit offers PSEA Members and their families an accessible, debt-free and convenient higher education opportunity. You, your spouse, domestic partner, children, daughters/sons in-law, siblings, sisters/brothers in-law, grandchildren, nieces and nephews, parents and mothers/fathers in-law can all take advantage of this opportunity. Earn an Associate Degree online with no out-of-pocket costs. A last-dollar scholarship covers the difference between any federal grants and your tuition, fees, and e-books at Eastern Gateway Community College.

FINANCIAL/PERSONAL SERVICES

- **PSEA/Credit Card.** The Power of a Great Education is now available in your wallet with the **PSEA Visa Signature®** Credit Card! Earn rewards¹ with every purchase. Cash Back² rewards in all your favorite categories.³ Year-Round Earnings, No Point Cap, No Opt-In Required. A Cash Back² redemption is applied as statement credit. For a list of current Cash Back categories, please visit psea.org/mb and click on the **PSEA Visa Signature Card** link under Financial & Personal Services.

Disclosures:

1. Visit www.commercebank.com/rewardsterms for complete details.

2. The statement credit will reduce your balance, but you are still required to make at least your minimum payment. Values for non-cash back redemption items such as merchandise, gift cards, and travel may vary.

3. Please note that merchants self-select the category in which transactions will be listed and some merchants may be owned by other companies, therefore transactions may not be counted in the category you might expect.

- **PSEA/Mortgage Discount Program.** Offered through AmeriServ Bank Headquartered in Johnstown, PA. Market leading mortgage interest rates. Available to PSEA Members and family (parents, children, brothers & sisters). No loan origination fees (\$695 savings). One FREE rate relock opportunity (\$400 value). Up to \$250 credit on rate buy down options.
- **PSEA/Home Equity Line/Loan.** Offered through AmeriServ Bank. Secured by primary residence. Always can be used as a line of credit and can convert any portion of the line of credit into a fixed rate/fixed term home equity loan (up to 9 loans). No annual fee. Low introductory rates. Home equity loans up to 89.90% Loan-to-Value. Available to PSEA Members and family (parents, children, brothers & sisters).
- **PSEA/Personal Line of Credit.** Offered through AmeriServ Bank. Unsecured loans. Accessed by checks. No annual fee. Available to PSEA Members and family (parents, children, brothers & sisters). Rates are prime rate plus 3% with a minimum rate of 7%.

- **PSEA/Identity Theft Protection Plans-Securus ID Inc.** PSEA members and their families receive a discount up to 60% (not a trial rate) on individual and family Identity Theft Protection Plans offered through Securus ID Inc., an identity theft service provider powered by Experian. With three plan options available, there is a plan to fit every budget. Month-to-month billing (no contract). Enroll and activate in minutes. It's not if, but when...get protected today!
- **PSEA/Investment & Retirement Products.** Kades-Margolis Money by Design 403(b)(7) and 457(b) accounts.
- **NEA/credit cards.** Low introductory annual percentage rate offers, and competitive APRs; offered by Bank of America.
- **Financial Education Workshops** are available for local associations or regions for after school, early evening or weekend formats.
- **NEA/Investment & Retirement Products.** NEA Value-builder; Direct Invest, Variable Annuity TSA, Mutual Funds, 457, Savings for Retirement and IRA accounts.
- **Personal Legal Services.** PSEA members and dependents can receive two free consultations annually (on two separate matters) up to one-half hour each, and a 30% reduction in fees for non-employment related need in five core areas: wills and estates, real estate, domestic relations, consumer protection, and traffic violations.
- **PSEA/ACCESS.** Savings of up to 50% at salons, gyms, spas, health products, and more.

HEALTH & WELLNESS PROGRAMS

- **PSEA/Contact Fill.** Order brand name contact lenses online at significant savings, with free shipping & handling.
- **PSEA/Discount Prescription Card.** Available at no cost. Accepted by all major chains. Average savings of 40%-45%. The card can also be used for pet prescriptions filled at a pharmacy. NOTE: This discount card cannot be combined with insurance-provided prescription drug benefits.
- **PSEA/Hearing Aids.** Receive discounts of 30-70% on many brands of top-quality hearing aids.
- **PSEA/Opti-Vision Program.** Offers substantial discounts for vision care services, including examinations, frames and lenses; offered by PSEA Health & Welfare Fund.
- **PSEACare Dental & Vision Program.** Available to PSEA-Retired members, their spouses, and dependents up to age 26; offered by PSEA Health & Welfare Fund.
- **PSEA/Voluntary Vision Program.** Available to PSEA members, their spouses, and dependents up to age 26; 12-month or 24-month plan options with monthly enrollment; administered by National Vision Administrators (NVA).

For more information on these PSEA or NEA programs, visit the PSEA website at:

www.psea.org/mb

CONSUMER PRODUCTS/SERVICES

- **PSEA/ACCESS.** Save up to 50% on everyday purchases like dining, apparel, school supplies, movie tickets, hotel stays, and more.
- **NEA/Auto Purchase Advantage Program.** Provides members with low, no-haggle prices on new and used cars at certified dealers across the country.
- **PSEA/Cellular Telephone Discount.** Members can receive a 21% PSEA discount (18% discount plus an additional 3% discount for paperless billing and automatic payment) on eligible calling plans of at least \$39.99. Members can also receive a 35% discount on eligible accessories **when purchased through their My Verizon online account.** Unlimited data plans are excluded from this discount.
- **PSEA/FiOS TV, Internet, & Phone Bundles.** New and existing customers can save up to \$120 per year. **Please note: the only way to register for this discount is through the PSEA website.** Visit psea.org/mb and click on the Verizon Fios link under Special & Discount Programs.
- **NEA/Cellular Telephone Discount.** AT&T - 15% discount on the primary line of an individual or family plan. No activation or conversion fee for members.
- **NEA/Click & Save Program.** Save online at hundreds of your favorite stores.
- **NEA/Magazine Service.** Save up to 85% off the cover price of over 1,000 magazines with a choice of seven payment options.

INSURANCE PROGRAMS

- **PSEA/Auto & Homeowners Insurance – Liberty Mutual.** Members receive a discount of 10% on new and existing automobile policies for PSEA members and an exclusive discount on new and existing homeowners, renters, and condo policies. The Liberty Mutual program includes a special endorsement which reduces deductibles for damage on school grounds or on school business.
- **NEA/Auto & Homeowners Insurance – California Casualty.** Members and their extended family receive discounted rates and exclusive benefits on auto and home insurance. California Casualty is an over 105 yr. old company with a history of 99% Customer Satisfaction. Special rates are locked in for a full year and members receive unique coverages such as reduced deductibles for damage to auto and or stolen personal property on school grounds.
- **PSEA/Individual Life Insurance – URL Insurance Group.** URL brokers multiple highly rated life insurance companies for term life and permanent life insurance. URL strives to educate and provide members and family members with the best possible individual life insurance needs and offers competitive individual life insurance solutions, as well as valuable additional benefits like return of premium and accelerated living benefits for terminal, critical and chronic illnesses for when the “what if” in life becomes the “what now.”
- **NEA/Income Protection Plan.** Provides income when you are unable to work due to illness or injury.
- **NEA/Hospital Care Insurance Plan.** Provides two options to help you pay the extra expenses associated with a hospital stay plus at home recovery.
- **NEA/AD&D Insurance.** Whether you are home or away, make sure your loved ones are covered in case of an accident.
- **NEA/Complimentary Life Insurance.** No-cost life insurance and accidental death and dismemberment insurance while actively employed.

- **NEA/Group Term Life Insurance.** Provides up to \$500,000 of decreasing term life at affordable group rates for members and spouses.
- **NEA/Guaranteed Issue Life Plan.** Coverage guaranteed for NEA members and their spouses ages 45 and older.
- **NEA/Level Premium Term Life Insurance.** Coverage amounts up to \$1,000,000 are available; premiums won't increase or decrease for the entire term.
- **NEA/Introductory Term Life Insurance.** \$15,000 of life insurance at no cost to eligible new members.
- **NEA/Medicare Supplement Program.** Coverage for hospital and medical expenses not covered by Medicare.
- **NEA/Long-Term Care Insurance Program.** Understand your options for long-term care services like nursing home, home health and assisted living care.
- **NEA/Pet Insurance.** Visit any licensed veterinarian. Plans include reimbursement for covered care from specialists and emergency services. Wellness options are available. Offered through Pets Best Insurance.

TRAVEL SERVICES

- **PSEA/BOSCOV'S TRAVEL.** Boscov's Travel offers PSEA Members exclusive vacations at affordable prices. Whether you want to experience the magic of Disney with your family, or you want to relax in the sun and sand in the Caribbean, Boscov's Travel can help make your vacation dreams a reality. **Save 5% on select Disney packages*** when you fly on the Boscov's Travel Exclusive Charter Flights from Reading, Wilkes-Barre/Scranton, Harrisburg and Lancaster. **Enjoy savings of 5% off preferred cruise lines:**** AMA Waterways, Avalon, Celebrity, Disney, Holland America, MSC, Norwegian, Oceania, Regent, Royal Caribbean. **Save 5% off all-inclusive vacations plus guided tour packages** of Europe, the US and beyond from preferred tour operators:** Adventures by Disney, Apple Vacations, CIE Tours International, Globus, G Adventures, Premier World Discovery, Travel Impressions. Financing options available. Plus combine the savings with the best national offers to maximize your benefits.
** Restrictions may apply. ** Savings off base price. Not including taxes, fees or gratuities.*
- **PSEA/ACCESS.** Save on car rentals, travel packages, cruises, hotels, golf, skiing, restaurants, and more.
- **NEA/Car Rental Program.** Get preferred member rates and other special benefits when you reserve your rental car in advance from Hertz, Alamo, or Enterprise.
- **PSEA/Theme Park Discounts.** Receive various theme park discounts through our partnership with Access Corporation.

June 2020



For more information on these PSEA or NEA programs, visit the PSEA website at:

www.psea.org/mb

or call us toll free at:

PSEA Member Benefits

1-800-944-7732 ext. 7127

NEA Member Benefits

1-800-637-4636

PSEA does not represent that its endorsed products are right for all members. Each member must assess the appropriateness of the endorsed products for himself or herself. PSEA does not give investment, tax, or legal advice. PSEA recommends that you seek the counsel of a qualified financial planner and/or an attorney, accountant, or other qualified tax advisor regarding these matters as it applies to your particular situation.



PSEACare Dental & Vision Plan Coverage

Quality/Affordable Insurance for Retirees

Program Information:

- PSEA-Retired Members and eligible dependents can enroll in the PSEACare Dental & Vision Insurance.
- Enroll anytime throughout the year, payments accepted within 60 days prior to the start of the coverage period.
- Payments can be made by your choice of monthly ACH withdrawals or yearly by check.

Dental Coverage Overview:

- Dental program is administered by United Concordia utilizing the **Advantage Plus** Network of Dentists. Visit www.ucci.com, click on **Find A Dentist** and select the Advantage Plus network for a list of providers in your area.
- For general questions regarding this program please call the PSEA Health & Welfare Fund @ (800)944-7732, ext. 7024. For claim and network questions please call UCCI @ (800)332-0366, group number 898381001

Vision Coverage Overview:

- Vision program is administered by National Vision Administrators (NVA). For a list of participating providers, visit www.e-nva.com, click on **Find Provider** and enter group/sponsor number 00350124.
- For general questions regarding this program please call the PSEA Health & Welfare Fund @ (800)944-7732, ext. 7024. For claim and network questions please call NVA @ (800)672-7723.

2020-21 Cost of Coverage for PSEACare Dental & Vision Plan:

Individual Coverage Annual Cost = \$463 / Individual Coverage Monthly ACH Payment Option = \$39

Two-party Coverage Annual Cost = \$926 / Two-party Coverage Monthly ACH Payment Option = \$78

Family Coverage Annual Cost = \$1389 / Family Coverage Monthly ACH Payment Option = \$117

Rates shown are guaranteed for the 12 month benefit contract period.

While premiums can change at each annual enrollment period, it is worth noting that PSEACare premiums have not increased since 2009.

Opting out of the program can only occur at each annual enrollment period. For those who pay via ACH, notification to the PSEA Health & Welfare Fund must be made at least 30 days prior to the start of the next contract year.

For additional information please call 1-800-944-7732 Ext. 7024

Details of benefits are listed on the reverse side →

rev 6/2020

PSEACare Dental & Vision Coverage Summary

(For informational purposes only)

Dental Benefit Coverage	In-Network	Out-of-Network Reimbursement
<p align="center"><u>Diagnostic/Preventive</u></p> <p>Routine Oral Examinations and Cleanings - <i>Twice during the 12 month contract period</i></p> <p>Routine Bitewing X-rays - <i>Twice during the 12 month contract period</i></p> <p>Full Mouth X-rays - <i>Once every 36 months</i></p> <p>Flouride, Sealants, and Space Maintainers * <i>Subject to limitations</i></p>	<p>Covered in Full (100% of MAC*)</p>	<p>Covered at 100% (100% of MAC*)</p>
<p align="center"><u>Basic Services</u></p> <p>Basic Restorations - Amalgam or White Resin Restorations - White resin coverage available for all teeth</p> <p>Simple Extractions</p> <p>Endodontics - Pulpal therapy and root canal filling</p> <p>Denture Repair</p>	<p>Covered at 70% (70% of MAC*)</p>	<p>Covered at 60% (60% of MAC*)</p>
<p align="center"><u>Major Services</u></p> <p>Major Restorative - Inlays, onlays, single crowns (caps)</p> <p>Oral Surgery - Extraction and oral surgery procedures</p> <p>Prosthodontics - Construction & repair of dentures, bridges and partials</p> <p>Denture Relining - Relining existing dentures</p> <p>Periodontics - Surgical & non-surgical treatment of gum disease</p>	<p>Covered at 60% (60% of MAC*)</p>	<p>Covered at 50% (50% of MAC*)</p>
<p align="center"><u>Program Deductibles & Maximums</u></p> <p>Contract Year Deductible - <i>Deductible does not apply to Diagnostic & Preventive Procedures</i></p> <p>Contract Year Program Maximum Benefit Payments</p>	<p>\$50 Per Person</p> <p>\$1,600 Per Person</p>	

*MAC - Maximum Allowable Charge of United Concordia. Out-of-Network Providers may bill above the maximum allowable charge.

Vision Benefit Coverage	In-Network	Out-of-Network Reimbursement
Examination	Covered in Full	\$27 Maximum
Tonometry - <i>One vision examination every 24 months</i>	Covered in Full	\$3 Maximum
Frames - <i>Frames and one pair of lenses every 24 months</i>	\$100 Retail Allowance	\$30 Maximum
Lenses - Single Vision (pair)	Covered in Full	\$24 Maximum
Lenses - Bifocal (pair)	Covered in Full	\$36 Maximum
Lenses - Trifocal (pair)	Covered in Full	\$46 Maximum
Lenses - Aphakic (pair)	Covered in Full	\$72 Maximum
Low Vision Aids (<i>every 24 months, in lieu of exam, lenses and frames</i>)	Covered in Full up to \$250	\$250 Maximum
Contacts - Medical necessity (<i>every 24 months, in lieu of exam, lenses and frames</i>)	Covered in Full up to \$250	\$250 Maximum
Contacts - Cosmetic (<i>every 24 months, in lieu of exam, lenses and frames</i>)	Covered in Full up to \$75	\$75 Maximum

Benefits also include In-Network discount prices on lens options such as UV Coating, Scratch resistance, Progressive lenses, etc.



PSEACare 2020-21 Dental & Vision Enrollment Form

Member's Information:

Name: _____
 Address: _____
 City: _____ State: _____ Zip Code _____
 SSN # _____ Telephone () _____
 Birthdate: ___/___/___ Gender: ___ Male ___ Female

Spouse's Information (if enrolling spouse):

Name: _____ Gender: ___ Male ___ Female
 Social Security # _____ Birthdate: ___/___/___

Dependent's Information (if enrolling dependent up to age 26):

Name: _____ Gender: ___ Male ___ Female
 Social Security # _____ Birthdate: ___/___/___

Dependent's Information (if enrolling dependent up to age 26):

Name: _____ Gender: ___ Male ___ Female
 Social Security # _____ Birthdate: ___/___/___

Your coverage will become effective on the first of the month and year below:

EFFECTIVE DATE: MONTH: _____ YEAR: _____

I certify the statement made herein is complete and true to the best of my knowledge and belief.

Signature

Monthly Rates: Individual	\$39	Annual Rates: Individual	\$463
Two-Party*	\$78	Two-Party*	\$926
Family*	\$117	Family*	\$1,389

* Includes dependent children up to age 26 or any age with certified disability.

Please Choose Payment Option: (Please check one) Monthly _____ Annual _____

If you choose to pay monthly, please complete and sign the ACH Payment Authorization form on the back on this page.

Questions? Please contact us at
1-800-944-7732
Ext. 7024

Please send check payable to:
PSEA Health and Welfare Fund
PO Box 1724
Harrisburg PA 17105-1724

<i>HWF Use Only:</i>
Carrier: _____
ACH: _____

MONTHLY ACH PAYMENT AUTHORIZATION

PSEACare premiums are established each 12-month contract period by the Pennsylvania State Education Association Health & Welfare Fund (“Fund”) Trustees and are subject to change at each renewal.

When signing up for the ACH payments, please send a check in the amount of the first month’s payment. The submitted check will be used to make the first month’s payment and will be the account from which all future payments will be made via ACH. ACH payments will begin in the first month of the benefit period.

Please send completed enrollment form (front side of this page), this ACH Authorization, and check payable to:

PSEA Health and Welfare Fund
P.O. Box 1724
Harrisburg PA 17105-1724

Questions? Contact us at 1-800-944-7732 ext. 7024

2020 amount of first month’s payment: Individual \$39 or Two-Party \$78 or Family \$117

I authorize the PSEA Health & Welfare Fund to make automatic deductions from my checking account for the PSEACare monthly payments. _____ (please initial)

I understand that by initialing above, I am authorizing monthly charges from the checking account provided to the Fund for my PSEACare premium. This charge will be reflected as a debit on the regular account statement for the checking account provided. I further understand that the amount of these premiums may change at the end of each 12-month contract year and that the amount debited from my account for the PSEACare premium may also change to match the premium rate. **Payments will be deducted on or about the 15th of each month.**

I understand that although I am making monthly payments, I am responsible for all twelve (12) months of the PSEACare premium for the coverage I have elected. If I wish to stop participating in PSEACare, I must notify the Fund no less than thirty (30) days before the date of my annual contract renewal. *(For example, assume that your annual contract renewal date is July 1. You must notify the Fund on or before June 1 that you do not wish to continue to participate in PSEACare.)*

I agree to notify the Fund in writing of any changes to my account information at least fifteen (15) days in advance of the scheduled payment date. I understand that if the scheduled payment date falls on a weekend or holiday, the payment may be executed on the next business day. Further, I understand that because this is an electronic transaction, these funds may be withdrawn from my account as soon as the scheduled payment date.

If the ACH transaction is rejected by my bank for non-sufficient funds (“NSF”), I authorize the Fund, at its discretion, to reprocess the charge again no more than thirty (30) days later than the initial charge. In addition, I agree to remit all NSF charges for each attempt that was returned “NSF.” The Fund will recoup any bank charges incurred for the “NSF” transaction and its recovery through an electronic charge that is separate from the regular monthly charge for your premium.

I understand that if there are insufficient funds to pay the PSEACare premium and the Fund has attempted to seek electronic payment, the Fund may discontinue my coverage under PSEACare if I fail to make alternative arrangements with the Fund within 15 days of the original ACH charge for the payment of my premium.

I agree not to dispute the premium charge listed above with my bank provided the premium charge is consistent with the information agreed to in this Form. I release the Fund from any claim, demand, or liability relating to the information that I provide. I acknowledge that the origination of ACH transactions to my account must comply with the provisions of U.S. law.

Signature: _____

Date: _____

rev. 6/2020 HWF

RETIREMENT



AN INVESTMENT IN YOUR FUTURE

Prepared to assist members in answering often-asked questions about the Pennsylvania Public School Employees' Retirement System

PSEA
PENNSYLVANIA STATE
EDUCATION ASSOCIATION

1. **Q What is the significance of my Class of Service with PSERS?**

A Because provisions in our state pension law have changed over time, the Public School Employees' Retirement System (PSERS) currently has four different classes of service. You have been assigned or elected a "class of service" that determines your retirement benefits:

- Class T-C: members hired prior to 7/1/2001, who did not elect Class T-D membership.
- Class T-D: members hired prior to 7/1/2001, who elected Class T-D membership; plus, any members who joined PSERS on or after 7/1/2001, but prior to 7/1/2011.
- Class T-E: members who first joined PSERS on or after 7/1/2011 and did not elect Class T-F membership.
- Class T-F: members who first joined PSERS on or after 7/1/2011 and elected Class T-F membership.

2. **Q How is normal retirement calculated?**

A Your retirement benefit is determined by your class of service. The formula for the maximum single life annuity (Maximum Option) for each class of service is as follows:

- Class T-C: multiply .02 X final average salary X total years of credited service then divide by 12, thereby arriving at the monthly annuity.
- Class T-D: multiply .025 X final average salary X years of credited PA school service, + (.02 X final average salary X years of credited non-school service), then divide by 12, thereby arriving at the monthly annuity.
- Class T-E: (same formula as Class T-C)
- Class T-F: multiply .025 X final average salary X total years of credited service, then divide by 12, thereby arriving at the monthly annuity.

If you are retiring within the school year, you can request a retirement estimate by contacting PSERS at 888-773-7748 or any PSERS field office. You can also calculate your own estimate online by registering as a user on the *Interaction* link on www.psers.state.pa.us

3. **Q When can I take normal retirement?**

A If you meet the age and years of service criteria established for your class of service, it is referred to as normal retirement, or superannuation.

- Class T-C and T-D members can retire with full benefits if they (a) have 35 years of credited service, (b) have 30 years of service and are at least 60 years old, or (c) reach age 62 and have at least one year's service.
- Class T-E and Class T-F members can retire with full benefits if they (a) have 35 years of service and are at least 57 years old, (b) have a combination of age and years of service that equals at least 92 – also known as the "Rule of 92", or (c) reach age 65 and have at least three year's service.

4. **Q Do I have to wait until I reach normal retirement to get a pension benefit?**

A Once you have “vested”, you are eligible to take an early retirement if you should leave school employment prior to reaching normal retirement age. You are also eligible to apply for a disability retirement if you have five or more years of credited service.

Early retirement comes with a reduced monthly pension check. The reduction in your benefit is smaller the closer you are to normal retirement. Benefit estimates for early retirement are available from PSERS.

A disability retirement is based on medical evidence that you cannot fulfill the duties of your job.

5. **Q When does a school employee “vest”?**

A Vesting requirements are as follows:

- Class T-C and T-D members vest with five years of credited service.
- Class T-E and T-F members vest with ten years of credited service.

Once you have vested, you are eligible to receive an immediate or a deferred annuity when you retire or otherwise leave school service. In addition, your beneficiary(ies) are eligible to receive a death benefit if you die prior to retirement.

A school employee who leaves school service prior to normal retirement age without vesting is only entitled to a return of their contributions and interest.

6. **Q What does the phrase “vesting your account” mean?**

A A school employee who vests is entitled to an immediate or deferred annuity. The phrase “vesting your account” refers to deferring receipt of your annuity. By doing so you are electing to leave your contributions and interest at PSERS when you leave school service. Your benefits are then "locked in place" and protected until you reach normal retirement age or otherwise decide to retire at a later date. The longer you wait to receive a pension (until normal retirement age), the less the penalty will be for early retirement.

7. **Q I am planning to retire. What are my options?**

A You are entitled to a pension benefit that is based on a formula provided by state law. The formula produces the **Maximum Option**, which is the largest possible monthly benefit you can receive. PSERS then provides you with several additional options to receive your benefit that are calculated off your maximum. In electing one of these options, your monthly pension benefit will be reduced.

- **Option 1** guarantees that your named beneficiary(ies) will receive the full value of your pension benefit should you die before it has been paid to you.
- **Options 2 & 3** provide protection for a named survivor annuitant by guaranteeing that they will continue to receive 100% (Option 1) or 50% (Option 2) of your benefit after you die.
- **Option 4** allows you to design your own benefit as long as it is approved by PSERS as meeting the rules established in state pension law.

8. Q Can I withdraw my contributions and interest at retirement?

A Pennsylvania is one of the very few states that allows a state or public school employee to withdraw the own contributions and interest at retirement, yet still qualify for a monthly pension benefit. This is called a Lump Sum Distribution. A school employee who elects a lump sum distribution will receive a lower monthly pension benefit as a result.

9. Q What is best for me?

A There are several options because individuals have different needs. You must consider the following questions: How good is your health? Is anyone financially dependent on you? If so, what are their needs in case you die? How much do you need each month? How old are your beneficiaries? Do you need your contributions and interest in a lump sum? These are a few questions that can guide you toward this very personal decision.

10. Q I have decided to retire. What should my retirement date be?

A If you have reached normal retirement age, your retirement date should be stated as the day after the last day of your employment in the school district. There is no need to wait until a birthday, (unless you need to wait for superannuation in order to avoid a penalty) or the first day of the next month. To do so could result in a loss of your monthly benefit payments in the interim.

11. Q You referred to credited service. How do I know how much service I have?

A Each year, PSERS sends a “Statement of Account” to all active members. This statement lists credited service and the amount of contributions plus interest in your account. Check your most recent statement. Is it correct? If not, immediately contact PSERS and request a credited service history. This will itemize all service by type and year. When corresponding with PSERS, give the last four digits of your social security number. PSEA recommends you keep copies of all correspondence and send letters with return receipts requested.

12. Q What do I do if I have trouble getting a response or if I do not agree with the response?

A Contact your local PSEA UniServ Representative or the PSEA Retirement Consultant at 1-800-944-7732 X 1024.

13. Q You referred to “type” of service. Is there more than one type? Is it possible to purchase service?

A PSERS allows for the purchase of previous qualifying Pennsylvania public school service for which you may not have been credited and certain types of creditable non-Pennsylvania school service. The creditable non-school service includes U. S. government service in the field of public education, out-of-state school service, military service, county nurse service, and service in the cadet nurse corps. It may be possible for you to purchase credit for qualifying service. The application forms and instruction sheets that will provide details on purchasing credit for previous Pennsylvania school service and creditable non-Pennsylvania service can be found under “Forms” on PSERS website at www.psers.pa.gov.

14. Q How do I purchase service?

A You would complete the appropriate purchase of service application form in accordance with the instruction sheet and directions explained on the application. You will send the completed form to PSERS and they will notified you that they have received the application.

If you are eligible to purchase the service, PSERS will process the application and provide you with a Statement of Amount Due. It will specify procedures as well as the deadline for notifying PSERS if you decide to buy the service. You may purchase service as long as you are in active service.

15. Q The statement of account lists interest. How much is it?

A PSERS pays “statutory interest”, which is an interest rate that is set by state law at four percent per annum, compounded annually.

16. Q What taxes do I have to pay when I retire?

A Generally speaking, you must pay federal taxes sooner or later on all your income. However, the tax treatment of retirement contributions made to PSERS changed in 1983.

If you were a public school employee prior to 1983, you paid tax on the full amount of your income at the time the money was earned, including your retirement contributions. As a result, no tax is due today on your pre-1983 contributions. If you withdraw the money as part of your lump, it is considered tax-free. If you do not withdraw the money, and have \$4,000 in pre-1983 contributions, the first \$4,000 you receive from PSERS in monthly pension benefits is tax-exempt.

Your retirement contributions starting in 1983 were tax-sheltered and you did not pay federal tax on this portion of your income. As a result, the tax is now due on this portion of your money, your interest and the remaining amount of your monthly pension benefit. If you withdraw this portion of your contribution and your interest as part of your lump sum, you can continue to shelter it and defer paying taxes by rolling it over into a tax-sheltered account such as an IRA. You will have to pay federal tax on this portion of your money as it is paid to you as part of your monthly retirement benefit.

Pennsylvania state and local income tax was paid on your retirement contributions at the time it was paid to you. As a result, you are exempt from paying state and local income tax to Pennsylvania on your lump sum and your monthly pension benefit. However, if you move to another state, you may find that they consider your monthly pension benefit to be taxable income.

17. Q How can I find out the status of retirement legislation and how it might affect me?

A Information is available from several sources. These include your UniServ Representative, local PSEA leaders, the VOICE, the legislative hotline, the PSEA Legislative Committee, and the Retirement and Welfare Committee. You are encouraged to support PSEA's effort to protect and improve retirement benefits by participating in and contributing to PSEA PACE activities.

18. Q Can I withdraw funds before retiring (borrow against my account)?

A No. Your contributions into the pension fund are required by law. You can not borrow from your PSERS account.

19. Q What happens if I am furloughed?

A It is important to remember that furloughed teachers have not severed service from the school district or the PSERS. They have simply changed status. Furloughed teachers may file a refund application and withdraw contributions and interest and buy back the time when recalled to service. Also, vesting rights apply if you have five or more years of service.

20. Q What happens if I die while in service?

A If you do not have five years of service, your beneficiary will receive a refund of your contributions and interest. If you have five or more years, the value of your death benefit is sizably increased (Present value = state contributions, employer contributions, your contributions, and interest). In order to receive the benefit, your beneficiary must submit a copy of the death certificate to PSERS. Your beneficiary should be instructed to contact the PSEA UniServ Representative immediately if you die in service.

21. Q How do I know if I have a beneficiary? Can I change my beneficiary?

A PSERS can disclose the name of your beneficiary only to you. You must write to PSERS to request this confidential information, or simply complete a new beneficiary form (the most recent beneficiary on record always supersedes any others). In order to change your beneficiary, submit a new beneficiary form which is available from your school district business office.

22. Q What if I am disabled?

A You must have five years of service to qualify for disability retirement. Annual examinations and medical documentation are then required until you are declared permanently disabled or reach age 62. The amount of your disability pension will be $33 \frac{1}{3}$ percent of your final average salary up to $16 \frac{2}{3}$ years. From $16 \frac{2}{3}$ years to 24 years your benefit increases to $\frac{1}{2}$ salary. After 24 years, all penalties are removed. An application for disability benefits must be filed within two years of your last day of service.

23. **Q** When can I file my retirement application? How long will it take to get my first check?

A You can apply for retirement up to 90 days before your effective retirement date. You can file your application up to 90 days after the effective retirement date without losing retroactive benefits.

PSERS cannot begin processing your application before your effective retirement date. PSERS issues an estimated retirement benefit within one month after receipt of the application. The amount will be adjusted when final salary data are received from your school district.

24. **Q** My district offers an incentive (or bonus) for retiring. Does it improve my pension?

A No. Your pension is based on your three highest salaries, not including bonuses or incentives. Further questions pertaining to your local contract or district policy can be answered by your UniServ Representative.

25. **Q** What about insurance benefits?

A Insurance coverage for retirees may be addressed in your collective bargaining agreement. In addition, the retirement law provides employees with three very important types of insurance protection for retirees:

Medical and Hospitalization. Act 110 (1988) gives employees who retire with (i) 30 or more years of credited service, (ii) qualify for normal retirement, or (iii) take a disability retirement, the option of continuing coverage in the group health plan to which they belonged as employees. This applies both to the school employee and any dependants. The annuitant may continue to purchase that coverage until age 65 at a cost equal to the program offered active employees plus an additional two percent administrative fees.

Premium Assistance Program. Premium assistance of up to \$100 per month is available to eligible PSERS retirees. This benefit is designed to help retirees pay for basic health insurance. The eligibility requirements for premium assistance are that: (1) You have at least 24 1/2 years of service, or are 62 with 15 or more years of service and are superannuated. (2) If you are receiving a disability benefit from PSERS. (3) You have an out-of-pocket premium expense for basic health insurance coverage from: (a) PSERS Health Options Program, or (b) a school district's (PSERS reporting unit) group health insurance plan providing hospitalization and medical care coverage. Premium assistance, as a reimbursement of out-of-pocket expenses, will not be reflected as taxable income on the 1099-R from PSERS.

If you enroll in the PSERS Health Options Program and are eligible for premium assistance, you will be given up to \$100 toward the premium deducted from your monthly retirement benefit. Individuals who pay premiums directly to the plan will also receive up to \$100. All premium assistance is included in your monthly check.

If you continue coverage under your school's group plan and you are required to pay part or all of the premium cost, up to \$100 will be added to your monthly retirement benefit. In these cases,

PSERS is required to contact your school or their insurance carrier to verify that you contributed an amount equal to or exceeding the amount of premium assistance.

The HOPS Plan and eligibility criteria changed for the 2001-2002 plan year. If you wish to participate in the HOPS plan and receive the premium support payment you must elect coverage at the time you retire, or when a qualifying health care event occurs, such as spousal coverage ending, etc.

If you do not have out-of-pocket premium expenses, or if you receive reimbursement for your premium expenses from another source, you are not entitled to premium assistance.

Disability. With at least five years of credited service, you are eligible for a disability retirement. If you have out-of-pocket health care expenses of \$100/month or more you qualify for premium assistance.

Death Benefit. After five years of service for Class T-C and T-D members, or ten years of service for Class T-E and T-F members, you are entitled to an expanded death benefit payment. Prior to vesting, your death benefit consists of your contributions plus interest paid. After vesting, it consists of your contributions, interest, and the value of your retirement annuity. Remember, that once you have vested, you are eligible for an immediate or deferred pension benefit. The amount needed to pay your pension should you retire, at any age, is the annuity value.

26. Q Is there any reason to purchase eligible service credit now if I am not planning to retire in the near future?

A If you are unsure about purchasing any previous school or non-school service, you can wait until later in your career at which point you will be able to see if the purchase will be to your advantage. However there are also considerations earlier in your career that might cause you to purchase service as early as possible. For example, it is necessary to earn at least five years of credited service to receive disability protection. Should you suffer a disability and you are declared disabled with fewer than five years of credited service, you will not receive a disability pension, even if you were eligible to purchase military, out-of-state, or some other service. Purchase of additional credited service also allows you to vest sooner and adds to your death benefit while in active service.

Revised April 2020

RETIREMENT PRIMER



Prepared to assist members in answering often-asked questions about the Pennsylvania Public School Employees' Retirement System.



RETIREMENT BENEFITS FOR PUBLIC SCHOOL EMPLOYEES

I. WHO IS ELIGIBLE TO PARTICIPATE IN THE SYSTEM?

The following public school employees are mandatory members of the Public School Employees' Retirement System (PSERS):

- Full time employees,
- Part-time salaried employees,
- Part-time per diem and hourly employees who work 80 or more days (per diem) in a school year or 500 or more hours (hourly) in a school year. Beginning with the 2010/2011 school year, once a part-time per diem or hourly employee qualifies for PSERS membership, he/she will remain a member of the retirement system regardless of the number of days/hours worked in subsequent years, as long as there is no substantial break in employment.

II. WHAT IS YOUR PSERS 'CLASS OF SERVICE'?

The Legislature has made periodic changes to the package of retirement benefits provided to public school employees. To distinguish between the different levels of benefits, a "Class of Service" is assigned to every member of the retirement system. There are presently four different classes of service that apply to PSERS members:

Class T-C: Employees who joined PSERS prior to July 1, 2001 and did not convert to Class T-D. Also refers to most non-school service that is purchased by a Class T-D member. The multiplier for Class T-C service is 2.0 percent.

Class T-D: Employees who joined PSERS after June 30, 2001, but prior to July 1, 2011. Also includes Class T-C members who converted to Class T-D when provided the opportunity. The multiplier for Class T-D service is 2.5 percent.

Class T-E: Employees who joined PSERS after June 30, 2011, but did not elect Class T-F membership within a 45-day window. The multiplier for Class T-E service is 2.0 percent.

Class T-F: Employees who joined PSERS after June 30, 2011, and elected Class T-F Membership within a 45-day window. The multiplier for Class T-F service is 2.5 percent.

III. WHAT ARE THE BENEFITS?

- A. An employee must be vested to qualify for an immediate or deferred retirement benefit. How many years does it take for school employees to vest?

Class T-C/Class T-D: Employees vest with five years of credited service.

Class T-E/Class T-F: Employees vest with ten years of credited service.

B. Who qualifies for a normal retirement benefit? (No early retirement penalty)

Class T-C/Class T-D:

- An employee who has 35 years of service can retire at any age.
- An employee who has 30 years of service can retire at age 60.
- An employee who is age 62 with one or more years of service.

Class T-E/Class T-F:

- An employee whose age and years of service when added together equals or exceeds 92 (Rule of 92); provided he/she has at least 35 years of service.
- An employee who is age 65 with three or more years of service.

C. How much does an employee get when they retire?

1. If an employee meets the qualifications for normal retirement, he/she qualifies for a maximum single life annuity based on his/her final average salary. The formula for each employee will depend on his/her class of service:

Class T-C: $FAS^* \times .02 \times \text{total years of credited service} = \text{yearly benefits}$.

Class T-D: $FAS^* \times .025 \times \text{years of credited school service, plus, } FAS \times .02 \times \text{credited non-school service} = \text{yearly benefits}$.

Class T-E: $FAS^* \times .02 \times \text{total years of credited service} = \text{yearly benefit}$.

Class T-F: $FAS^* \times .025 \times \text{total years of credited service} = \text{yearly benefit}$.

* FAS = Final Average Salary as determined by the highest three years of compensation which for most members will be the three highest school years

2. If an employee has vested, but falls short of the requirements for normal retirement as described in III B above, he/she may retire, but with an early retirement penalty that will lower his/her benefit.

3. Once an employee is age 55 with 25 years of service he/she will qualify for Special Early Retirement and the early retirement penalty will be capped at ¼ percent per month (3% per year) and calculated on how far he/she is away from qualifying for normal retirement as described in II B above. For Class T-C/Class T-D members, the reduction will be based on age or years of service, whichever is further from normal retirement. For Class T-E/Class T-F members, the early retirement penalty will be based on age alone since a member is required to have 35 years of service to retire under the Rule of 92.

4. An employee can retire with a disability if he/she has at least five years of credited service and meets the medical qualifications.

5. An employee can purchase other service toward his/her retirement:
 - a. Former credited service,
 - b. Former uncredited full-time school service,
 - c. Former qualifying part-time school service* (e.g. – substitute teacher),
 - d. Leave for professional study/exchange,
 - e. Maternity Leave *prior* to November 1978,
 - f. Special Sick Leave (up to one year),
 - g. Out-of-state school service (one year minimum; 12 years maximum),
 - h. Certain types of military service,
 - i. Service in the cadet nurse corps,
 - j. County nurse employment, and
 - k. Service in education performed with U.S. government.

* NOTE: Qualifying part-time service refers to years in which an employee qualified for membership in PSERS. Salaried employees qualify from day one; however, part-time per diem or hourly employees do not immediately qualify for PSERS membership. Prior to 2010, a part-time per diem or hourly employee had to qualify for PSERS membership each and every year. If a part-time per diem or hourly employee worked 80 or more days (per diem) or 500 or more hours (hourly) in a school year it would be qualifying part-time service and can be purchased. If they worked less than 80 days (per diem) or 500 hours (hourly), it would be non-qualifying part-time service and cannot be purchased. The law was changed starting in 2010 and once a part-time per diem or part-time hourly employee qualified for PSERS membership they remained a member of PSERS regardless of the number of hours or days worked. In addition, any new Class T-E/Class T-F members are able to purchase any former non-qualifying part-time school service if they apply within one year of joining PSERS.

6. Upon first joining PSERS, a new member with previous state service has one year to elect “multiple service.” By electing multiple service, he/she can combine credit for state and school service in order to determine his/her final retirement benefit.

7. An employee who has vested, but leaves school service prior to qualifying for normal retirement, may want to delay filing for retirement in order to reduce their early retirement penalty. They can “vest” their contributions and retire at a later date.

D. What are the plan options?

Maximum Single Life Annuity - Provides for the highest amount to which you are entitled. Beneficiary gets only the balance of your contribution and interest remaining in the account upon your death.

Option 1 - Receive this reduced payment for life. Beneficiary receives balance of the present value of annuity upon your death.

Option 2 - Receive this reduced payment for life. Named survivor annuitant receives same monthly payment until his/her death.

Option 3 - Receive this reduced payment for life. Named survivor annuitant receives one-half (1/2) this amount monthly until his/her death.

Option 4 - Allows member to propose an alternate method of settlement that must be actuarially sound and approved by the Retirement System.

Lump Sum Distribution - Upon retirement, a member can withdraw all or any portion of his/her retirement contributions, plus interest. This can be done in combination with any of the other retirement options; however, a lump sum distribution does result in a reduced annuity.

IV. **HOW TO APPLY FOR RETIREMENT**

A. If you are interested in a personalized retirement estimate, you can use the PSERS online system. Go to the PSERS website www.psers.state.pa.us and click on “Online Applications (Interaction Login).” You can use either a Generic Retirement Benefit Calculator, or a Customized Retirement Benefit Calculator. The Customized Calculator requires that you establish an Interaction Account.

Certain members should not use the online calculators and will need to contact PSERS to request an estimated computation of benefits. These include members who:

- work *only* part-time,
- are vested (eligible for a monthly benefit), but not presently working for a public school employer that is a participant in PSERS,
- have a frozen annuity (previously received a monthly benefit from PSERS),
- considering a disability benefit within the next 12 months, or
- are multiple service (combined state and public school service) and considering retirement within the next 24 months.

B. If you are retiring within the current school year, PSERS will create a retirement estimate for you. You should submit a Request for Retirement Estimate (PSRS-151) form located on the website at www.psers.pa.us under Forms or call the PSERS field office.

C. When you are ready to retire, you may obtain an application for retirement from your school business office or download one from the PSERS website at www.psers.pa.us.

D. Questions regarding retirement should be directed to:

PSEA Retirement Consultant
(PSEA)
400 North Third Street, Box 1724
Harrisburg, PA 17105
800-944-7732 x 1024

Public School Employees’ Retirement System
(PSERS)
5 North Fifth St.
P.O. Box 125
Harrisburg, PA 1710
888-773-7748 for retirement
800-773-7725 for health insurance

V. **WHO'S YOUR BENEFICIARY?**

PSEA is urging all members who can't recall whom they named as beneficiary of their retirement death benefit to contact the Public School Employees' Retirement System, 5 North Fifth Street, P.O. Box 125, Harrisburg, PA 17108.

Neither PSEA nor your school business office have access to this confidential information involving your personal retirement account.

The new PSERS account statements have a space for indicating the principal beneficiary. If your beneficiary is not listed on your account statement, you should obtain a beneficiary form found in your local school district's business office and mail it directly to the Retirement System.

The completed form listing the member's beneficiary becomes the beneficiary of record, superseding the name of any previously listed beneficiary.

A typical example of what could happen if one's beneficiary is not updated on a regular basis:

A teacher with 36 years' credited service died several years ago. The designated beneficiary was not his wife, but his mother, who at the time of his death was a resident incompetent at a state hospital.

The deceased's widow sought help from PSEA. But, because the mother was the legal beneficiary of record, nothing could be done.

It was learned later that the deceased had done a very natural thing in naming his mother beneficiary. As a young college graduate, he had placed his mother's name on record. One year later he married, never thinking of changing his retirement records at the same time.

The true tragedy of the situation was that the death benefit amounted to \$387,000, and reverted back to the state at the mother's death!

Please keep the above situation in mind, handle your affairs accordingly, and pass this information on to your friends.

CHECKLIST AND PROCEDURE FOR RETIREMENT

1. If my planned retirement date is within the next 12 months, I have secured a Request for Retirement Estimate from PSERS, completed the form and submitted it. The form is available on the PSERS website at www.psers.state.pa.us/, or by calling their toll-free number 1-888-773-7748. Upon request for same, PSERS will complete and send the requested estimate.
2. After receiving my estimate, if I desire additional information, I can contact PSERS by calling their toll-free number at 1-888-773-7748, or call the PSEA Retirement Consultant at 1-800-944-7732, ext. 1024.
3. Procedure: I have contacted my PSERS regional office several months prior to my planned retirement to schedule my “exit counseling” session. The phone numbers and addresses for the regional offices, along with a copy of the Retirement Packet are located on the PSERS website at www.psers.state.pa.us/. The packet includes an Application for Retirement and other forms that need to be completed at the exit counseling session.
4. If intending to take a partial lump sum withdrawal, I have set up an “Eligible Retirement Plan” and obtained the required signature from my financial institution to complete the Authorization for Direct Rollover form that is part of the Retirement Packet. This assures the proper treatment of my partial lump sum distribution.
5. I have applied for Health Care Premium Assistance if I am eligible.
6. **I understand that my option choice, upon completion and signing of my application to retire is irrevocable.**
7. I have examined my most recent statement-of-account and my number of years of credited service is correct.
8. I have made an appointment at my local social security office to discuss my social security benefits, which are in addition to my retirement benefits.
9. I have applied for membership in PSEA-Retired by filling out a membership application, or enrolling online at www.PSEA.org/. I understand that by continuing my membership in PSEA by joining PSEA-Retired, I will continue important protections under PSEA’s legal liability umbrella, remain eligible for many of the insurance products offered by NEA and PSEA, and keep access to discounts on my cell phone service and other member benefits. PSEA-Retired membership application can also be obtained by calling PSEA at 1-800-944-7732.

A GUIDE TO YOUR PSERS RETIREMENT

Membership...

MANDATORY

Exception:

- Part-time Per Diem
(who works less than 80 days)
- Part-time Hourly
(who works less than 500 hours)



Prior to the 2010-2011 school year, a part-time per diem or part-time hourly employee had to re-qualify for PSERS membership each year to get credit

Class of Service

- Your PSERS pension benefit is based on your **class of service**, which determines:
 - ✓ When you first become eligible for benefits
 - ✓ The multiplier that is used to determine your pension benefit
 - ✓ How long you must work to earn a full unreduced pension benefit

If unsure of your class of service you can look at your most recent annual statement of account that PSERS has sent you.

Class T-C

Applies to school employees who first became members of PSERS prior to 6/1/2001, and did not elect to convert their PA school service to Class T-D following passage of Act 9 in 2001:

- 5 year vesting
- 2.0% multiplier
- Normal retirement:
 - age 62 with at least 1 year of credited service,
 - age 60 with 30 years of credited service; or,
 - 35 years of service at any age

NOTE: Any non-PA school service purchased by a Class T-D member is also classified as Class T-C service and carries a 2.0% multiplier

Class T-D

Applies to school employees who first became members of PSERS from 7/1/01 through 6/30/11, and those Class T-C members who elected to convert their PA school service to Class T-D following passage of Act 9 in 2001:

- 5 year vesting
- 2.5% multiplier (a 25% higher pension benefit)
- Normal retirement:
 - age 62 with at least 1 year of credited service,
 - age 60 with 30 years of credited service; or,
 - 35 years of service at any age

NOTE: Any non-PA school service purchased by a Class T-D member is classified as Class T-C service and carries a 2.0% multiplier

Class T-E/T-F

Applies to school employees who first became members of PSERS from 7/1/11 through 6/30/19. Members are enrolled in Class T-E and then have the option to within 45 days to elect Class T-F membership:

- 10 year vesting
- Class T-E: 2.0% multiplier
- Class T-F: 2.5% multiplier (25% higher pension benefit)
- Normal retirement:
 - age 65 with at least 3 years of credited service,
 - Rule of 92: age + years of credited service must total 92 with at least 35 years of credited service

Class T-G/T-H and Class DC

Applies to school employees who first became members of PSERS after 6/30/19. Members are enrolled in Class T-G and then have 90 days to elect Class T-H or DC membership:

- 10 year vesting
- Class T-G: 1.25% multiplier plus DC plan
- Class T-H: 1.0% multiplier plus DC plan
- Class DC: DC-only plan
- Normal retirement:
 - age 67 with at least 3 years of credited service,
 - Rule of 97: age + years of credited service must total 97 with at least 35 years of credited service

Vesting

You first become eligible for pension benefits when you vest:

Class T-C/T-D: 5 years of credited service

Class T-E/T-F: 10 years of credited service

If you terminate employment prior to vesting:

- Full Refund of Your Contributions, with 4% Interest
- Not Eligible for a Pension, unless:
 - Class T-C/T-D: age 62 with at least 1 year of credited service
 - Class T-E/T-F: age 65 with at least 3 years of credited service

Vesting...

When vested you become eligible for:

- Death Benefit Payable to Beneficiary;
- An Immediate or Deferred Annuity upon Termination of Service.
- Disability Retirement (with 5 years of credited service)



REMINDER: KEEP YOUR BENEFICIARY UPDATED

Normal Retirement

Class T-C/T-D:

- 35 years credited service (any age)
- Age 60 with 30 years of credited service
- Age 62 with at least 1 year of credited service

Class T-E/T-F:

- Age 65 with at least 3 years of credited service
- Rule of 92 (age plus years of credited service must equal 92 with at least 35 years of credited service)

Early Retirement

- Special Early Retirement (with reduced penalty)
 - Age 55 with 25 Years of Service
 - $\frac{1}{4}\%$ per month penalty (3% a year)

Examples:

Age 56 and 25 years (Class T-D)

- 5 years away from qualifying for 60/30 normal retirement
- $5 \times 3 = 15\%$ penalty, or 85% of normal benefit

Age 58 and 34 years (Class T-D)

- 1 years away from qualifying with 35 years of service
- $3 \times 1 = 3\%$ penalty, or 97% of normal benefit

Early Retirement

- **Early Retirement (with full penalty)**

Penalty varies depending on how close you are to normal retirement

Examples:

Age 60 and 22 years (Class T-C/T-D)

- 87.8% of normal retirement (12.2% penalty)

Age 60 and 22 years (Class T-E/T-F)

- 71.3% of normal retirement (28.7% penalty)

Age 54 and 25 years (Class T-C/T-D)

- 61.0% of normal retirement (39.0% penalty)

Deferred Retirement (Vesting)

Intelligent use of vesting privilege

- Retire – Age 54 and 25 years

 61% of normal retirement (39% penalty)

Alternative: Vest for one year

- Retire – Age 55 and 25 years

 85% of normal retirement (15% penalty)

24% reduction in penalty for 1 year of vesting!!!

Years of Credited School Service

Do you have any uncredited PA school service?

- ✓ **Former Full Time Service**
- ✓ **Approved Paid Leave of Absence**
- ✓ **Qualifying Part-Time School Service**

Only active contributing members of PSERS can apply to purchase previous service

It is important to review your most recent annual statement of account that PSERS to make sure you have proper credit for your PA school service.

Qualifying Part-Time Service...

So what is qualifying service?

Any uncredited part-time service in a school year:

- ✓ Prior to 2010-11 in which you were paid on:
 - **A per diem basis for 80 or more days**
 - **An hourly basis for 500 or more hours**
 - **A salaried basis**
- ✓ Any part-time service regardless of day/hours worked after you first qualify for PSERS starting in 2010-11



Creditable Non-School Service

- ✓ Prior Military Service (up to 5 years)
 - ✓ Activated Military Service
 - ✓ Leave for Professional Study/Exchange
 - ✓ Employment Under County Bd. of School Directors
 - ✓ County Nurse Service
 - ✓ Cadet Nurse Corps
 - ✓ Forced Maternity Leave (Prior to 11/01/78)
- Up to 12 Years Combined:**
- ✓ Out-of-State School Service (1 year minimum)
 - ✓ Certain U.S. Government Public Education Service (1 year minimum)

(Total may not exceed years of creditable PA school service)

Only active contributing members of PSERS can apply

Purchase of Service...

- Payment Options:
 - Payment in Full
 - Payroll Deduction
 - Actuarial Debt

Benefit Formula

Final Average Salary* x 2.5% x Years of Class T-D or
Class Service T-F

+

Final Average Salary* x 2.0% x Years of Class T-C or
Class T-E Service

x

Early Retirement Factor
(if applicable)

* Final Average Salary = Average of 3 Best School Years

Selecting Your Benefit Option

Maximum Single Life Annuity

- Option 1** – Single Life Guarantee Option
- Option 2** – 100% Joint Survivor Annuity
- Option 3** – 50% Joint Survivor Annuity
- Option 4** – Customized Annuity Option

Cathie



- 30 Years of Service
- Final Average Salary is \$60,000
- Retires at age 60
- Husband John is age 62

“The Maximum”

Maximum Single Life Annuity

T-D Formula

$$\text{\$60,000} \times 2.5\% \times 30 = \text{\$45,000}$$

Final Average Salary x .025 x Years of Service

$$\text{\$45,000 a year} = \text{\$3,750 a month}$$

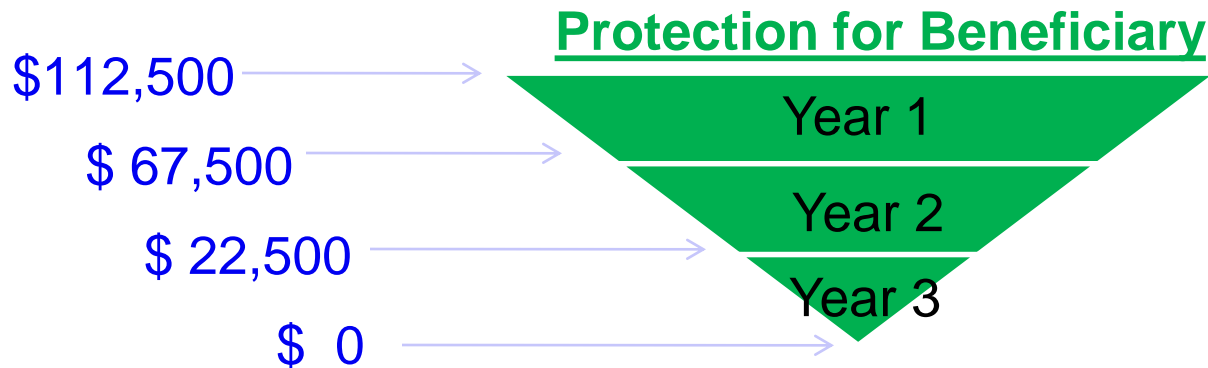
★ NOTE: All other options are calculated off “the Maximum”

Maximum...

Member Contributions (if lump sum not withdrawn):

$$\begin{array}{ccccccc} \$112,500 & \div & \$45,000 & = & 2.5 \text{ years} \\ \text{(member contributions)} & & \text{(annual benefit)} & & \text{(years of protection)} \end{array}$$

- First dollar of benefits paid out of member's contributions:



Maximum...

Advantages:

- Yields highest possible monthly benefit
- Good for individuals in good health, with no one who is dependent on your pension for financial support in retirement

Disadvantage:

- Maximum does **NOT** provide adequate protection for a dependent in and of itself

“The Guarantee”

Option 1 – Single Life Guarantee

- Guarantees member & beneficiary will receive “full value of maximum annuity”

Present Value

$$\begin{array}{rcccl} \$45,000 & \times & 15.619^* & = & \$702,855 \\ \text{(Maximum Annuity)} & & \text{(actuarial calculation factor)} & & \end{array}$$

⇒ * Factor for Member Age 60

NOTE: This formula also determines your death benefit.

Option 1...

You Would Receive:

$$\begin{array}{ccccccc} \$45,000 & \times & .9466^* & = & \$42,597 & \text{ a year} & \\ \text{(Maximum Annuity)} & & \text{(Option 1 reduction factor)} & & \text{(\$ 3,550 a month)} & & \end{array}$$

Upon Your Death Beneficiary Would Receive:

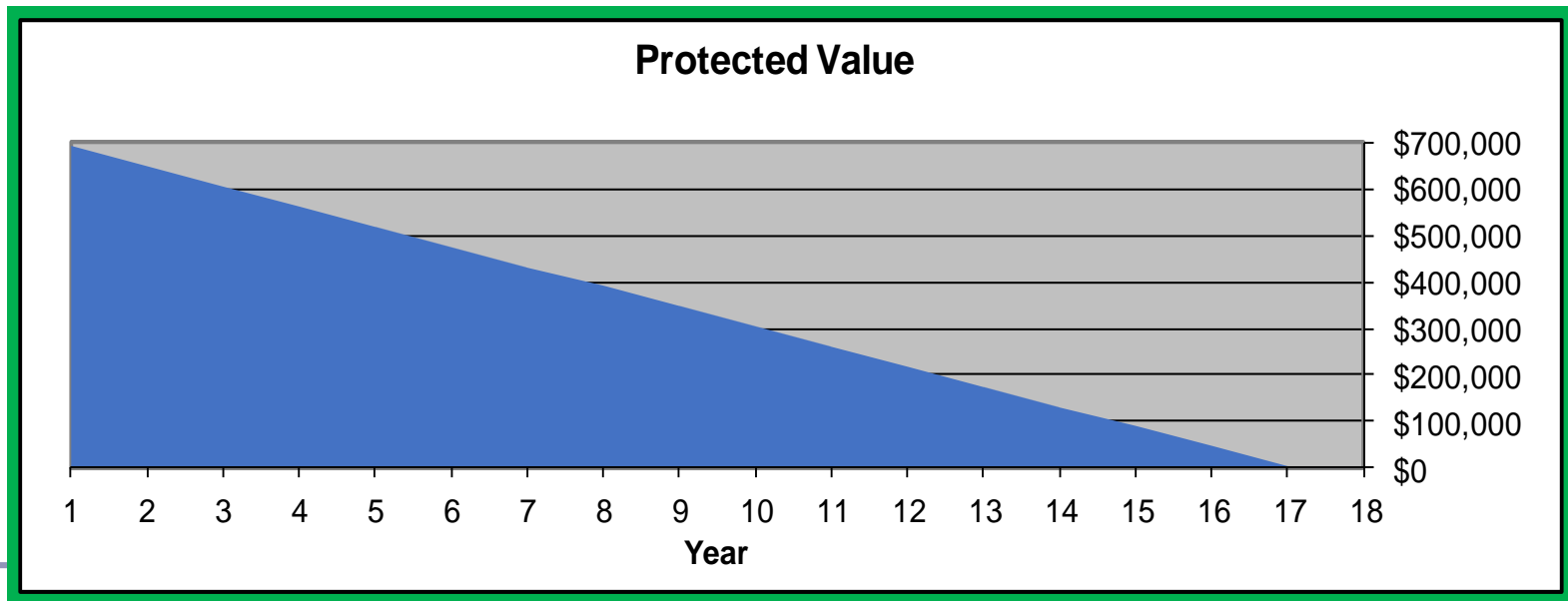
Remaining Protected Value of Account

➡ * Based on member age 60

Option 1...

Protected period:

$$\begin{array}{ccccc} \$702,855 & \div & \$42,597 & = & 16.50 \text{ years} \\ \text{(protected value)} & & \text{(annual benefit)} & & \text{(years of protection)} \end{array}$$



Option 1...

Cost of Protection?

- Cost of Option 1 = \$2,403 (\$45,000 - \$42,597)
or about \$200 a month

⇒ Based on member age 60

Option 1...

Advantages:

- Good for retirees who are not in good health
- Protection for retirees with financial obligations carrying into retirement
- Protection for dependants who are young or disabled

Disadvantage:

- Protection only extends for a limited period after retirement

Option 2

100% Joint and Survivor Annuity

You Would Receive:

$$\begin{array}{rcccl} \$45,000 & \times & .8845^* & = & \$39,802 \text{ a year} \\ \text{(Maximum Annuity)} & & \text{(Option 2 reduction factor)} & & \text{(\$3,317 a month)} \end{array}$$

Survivor Annuitant Would Receive:

$$\begin{array}{r} \$39,802 \text{ a year} \\ \text{(\$3,317 a month)} \end{array}$$

➡ * Based on member age 60 w/survivor annuitant age 62

Sample Reduction Factors For Survivor Annuitants:

Age 10 = .6561

Age 40 = .7556

Age 65 = .9155

Age 80 = .9776

Option 2...

Cost of Protection?

Cost of Option 2 = \$5,198 (\$45,000 - \$39,802)

or about \$433 a month

⇒ Based on member age 60 w/survivor annuitant age 62

Option 2...

Advantages:

- Best long term survivor protection of all PSERS options
- Guarantees specific dollar amount to one individual named as survivor annuitant
- Survivor gets same monthly annuity

Disadvantage:

- The highest cost of protection of all PSERS options

Option 3

50% Joint and Survivors Annuity

You Would Receive:

$\$45,000 \times .9387^* = \$42,242$ a year
(Maximum Annuity) (Option 3 reduction factor) (\$3,520 a month)

Survivor Annuitant Would Receive: $\$21,121$ a year
(\$1,760 a month)

➡ * Based on member age 60 w/survivor annuitant age 62

Option 3...

Cost of Protection?

Cost of Option 3 = \$2,695 (\$45,000 - \$42,242)

or about \$225 a month

- ➔ Based on member age 60 w/survivor annuitant age 62

Option 3...

Advantages:

- Long term survivor protection
- Guarantees specific dollar amount to one individual named as survivor annuitant
- Survivor gets 50% of amount annuitant received

Option 4

Customized Annuity

Must Follow Four Rules:

1. Must be certified to be actuarially equivalent to the maximum single life annuity.
2. Any annuity shall be payable without reduction during lifetime of the member.
3. The sum of the annuities payable to the designated survivor annuitants shall not be greater than $1 \frac{1}{2}$ times the annuity payable to the member.
4. **A member may withdraw all or a portion of their accumulated deductions, in addition to any of the other options.**

Lump Sum Withdrawal



Lump Sum Withdrawal



What is meant by your “Lump sum”?

- Your retirement contributions
- Plus 4% interest, compounded annually

You may elect to take entire lump sum, a portion of your lump sum, or leave the money with PSERS and take the higher benefit.

Lump Sum Withdrawal...

- **You Must Decide:**

Should I take a lump sum withdrawal?

Pro

- You will control the money
- You will determine how it is invested
- You will control distribution to your beneficiaries

Con

- Your benefit will be reduced
- You may not want investment responsibility
- You may prefer PSERS options that are guaranteed

Option 4 (cont.)

- **Effect of Withdrawal of Contributions**

Example: \$112,500 lump sum

$$\begin{array}{rcccl} \$112,500 & \div & 15.619^* & = & \$7,203 \\ \text{(withdrawal)} & & \text{(benefit calc. factor)} & & \text{(reduction)} \end{array}$$

$$\begin{array}{rcccl} \$45,000 & - & \$7,203 & = & \$37,797 \\ \text{(maximum annuity)} & & \text{(reduction)} & & \text{(adjusted value)} \end{array}$$

* Same factor used to determine the full value of your maximum annuity.

Option 4...

A lump sum withdrawal would be part of any of the retirement options

Maximum Single Life Annuity

- Option 1** – Single Life Guarantee Option
- Option 2** – 100% Joint Survivor Annuity
- Option 3** – 50% Joint Survivor Annuity
- Option 4** – Customized Annuity Option

Cathie's Benefit Options

<u>Options</u>	<u>Full Annuity</u>	<u>Lump Sum W/D</u>
Maximum Single Life Annuity	\$45,000	\$37,797
Option 1 – Single Life Guarantee	\$42,587	\$35,779
Option 2 – 100% Jt. & Survivor	\$39,802	\$33,431
Option 3 – 50% Jt. & Survivor	\$42,242	\$35,480

Taxation of Your Pension Benefit?



Who Will Tax Your Pension Benefit?

- U.S. Individual Income Tax
- Pennsylvania Personal Income Tax
- Local Personal or Earned Income Tax in PA



Planning to Move to Another State?
(www.retirementliving.com)

Taxation of Lump Sum Distribution

Withdrawal of Contributions

Tax-free:

- Contributions paid prior to the mid-1980's on which taxes were already paid to the federal government

Taxable (unless rollover to qualified plan):

- Contributions that were tax-sheltered and not yet taxed by the federal government.
- Interest pays on member contributions

Taxation Lump Sum Distribution...

Rollovers to IRA or Other Qualified Plan

- **Trustee-to-Trustee (Direct Rollover)**
 - **Within 60-days – federal withholding not required**
- **Check-in Hand Distributions**
 - **Subject to 20% federal withholding**
 - **Could create a “tax trap”**
- **Early Distributions (prior to age 55)**
 - **10% additional tax penalty**

What is the process to retire from PSERS?

- ✓ Attend a PSERS Foundations for Your Future Program
- ✓ Seek professional investment, tax and/or union advice, if necessary
- ✓ Request an estimate of your benefits from PSERS in year in which you plan to retire
- ✓ Contact PSERS and set up Exit Counseling after you receive your retirement estimate
- ✓ Complete and submit your completed Application for Retirement to PSERS

Health Care Premium Assistance

Up to \$100 per month*

Eligibility:

- 24.5 yrs. of service;
- 15 yrs. of service and terminates service at age 62; or,
- Disability Retirement.

Qualified Plans:

- School Employer Group Medical Plan; or,
- PSERS Health Options Program (HOP).

* IRS rules require that you must have “out-of-pocket” expenses for amount claimed and it must be paid with after tax dollars.

Return to School Service

PSERS is required to freeze your annuity if you return to school employment

Exceptions:

- **Emergency not to extend beyond a school year.**
- **Extracurricular position performed mainly outside regular instructional hours and not part of a mandated curriculum, or**
- **State-related college or university, if offered and elect participation in SERS or an independent retirement program from day one.**

PSERS Online

www.psers.state.pa.us

- Online Retirement Calculators
- Purchase of Service Credit Applications
- Forms to Request a Retirement Estimate
- Retirement Applications
- PSERS Regional Offices, Addresses and Phone Numbers
- Foundation for Your Future Schedule Overview
- Change of Address Forms
- Nomination of Beneficiary Forms
- Information on Health Options Program (HOP)
- Additional Information on PSERS Benefits and Retirement Planning

Continue Membership in PSEA



QUESTIONS

?

Contact Information:

**Corry Schachern
PSEA Retirement Consultant
400 North Third Street
PO Box 1724
Harrisburg, PA 17105-1724**

**Feel free to e-mail any questions to:
cschachern@psea.org**



Why Join?

PSEA Retired

PENNSYLVANIA STATE EDUCATION ASSOCIATION-RETIRED

Annual Member

- ✓ Pay once a year
- ✓ Includes local, state and national dues
- ✓ **NEW!** Commit to five years of annual membership, lock in the current dues rate, and get your *first year free!**

Lifetime Member

- ✓ Pay one time, nothing more to pay... ever!
- ✓ Includes local, state and national dues
- ✓ **NEW!** Pay all at once, or make four equal installments over four years.*

*Certain restrictions apply

Join Online!

www.psea.org/retired

Protection

Your protection continues through the NEA EEL coverage as well as PSEA's Legal Services. Additionally, whether lobbying for pension issues, affordable healthcare, or cost-of-living adjustments, PSEA uses its strength in numbers to more effectively fight for school retirees.

Connection

We know that your commitment to public education and the community doesn't end with retirement. PSEA-Retired brings your colleagues and you together; whether you're working to make a difference in a life, a community, or just having fun.

Information

PSEA-Retired keeps its members up-to-date on issues relevant to school retirees. You can count on PSEA-Retired and NEA-Retired to provide timely and accurate information.

Savings

By using our collective strength, PSEA and NEA have negotiated discounts on thousands of products and services. PSEA-Retired members are able to recoup the cost of membership many times over!

Questions? Call 1.800.944.7732

Pre-Retirement Checklist



- W**ithin five years of expected retirement, attend an association pre-retirement seminar for information on the transition period, Social Security and Medicare benefits, estate planning, PSERS option choices and financial planning. Contact your Uniserv representative for information about these seminars.
- E**xamine your last Statement of Account and verify the information to determine if all credited service for which you are eligible has been purchased and credited to your account.
- W**ithin three years of expected retirement, visit your Social Security office to verify your earnings record.
- C**ontact PSERS at 1.888.773.7748 or www.psers.state.pa.us to secure an estimate of your retirement benefits.
- C**heck with your school district's business office, and read your collective bargaining agreement to find the insurance coverage that will be provided once you retire, or what you must do to maintain group coverage. Act 43 (1989) gives you the option of continuing coverage in the group health plan to which you now belong until you reach age 65 at a cost equal to the program offered employees, plus an additional two percent administration fee. PSERS makes special coverage available to qualified members. The state provides \$100 per month medical insurance premium assistance for:
 - Those retirees with at least 24 and one half years of service
 - Those who retire at age 62 with 15 or more years
 - Those retirees receiving a monthly disability benefit from PSERS.
- C**heck your contract for other negotiated retirement benefits such as early retirement incentives.
- C**onsider very carefully the various retirement options available, based on your personal financial circumstances. At this point, make arrangements for a free retirement consultation with association representatives.
- S**ecure an application for retirement from your local school district business office and submit it to your employer along with your letter of resignation.
- A**n exit counseling session is now required by PSERS. Because of recent tax reform legislation, it is advisable to meet with a tax consultant to determine the amount of federal income tax to be withheld.
- C**onsider applying for direct deposit of your retirement checks.
- P**SEA recommends that you join PSEA-Retired to maintain your affiliation with PSEA and continue to receive benefits of membership. Call 1.800.944.7732, ext. 7065 or visit www.psea.org/retired for more information.
- J**oin PSEA-Retired to maintain your affiliation with PSEA and continue receiving the benefits and privileges of membership!



Part of the PSEA Family

The May 1984 House of Delegates voted overwhelmingly to establish a PSEA retired membership category for all retired school employees. This new membership category is open to all public school employees who are no longer actively involved in the public schools by virtue of their retirement.

This membership category creates an opportunity for all retired school employees to maintain an active role within our organization. It makes sense for PSEA to seek opinions and views of its members who have dedicated many years to the advancement and promotion of the profession and public education. Obviously, retired school personnel possess a wisdom which this organization must seek out and incorporate into its operation.

PSEA-Retired has accomplished a great deal in its short history. Membership has grown to more than 28,000, now has two (2) voting representatives on the PSEA Board of Directors, and is represented on all statewide standing committees.

We owe this growth in large part to our local associations. Many local associations purchase memberships for their retirees. Our goal is to add 100% of our retirees to the PSEA-Retired membership roles and to have a retiree representative sit on every local's executive board or rep. council. This will insure a close relationship between the active school employees and the retired members.

PSEA-Retired offers a comprehensive Member Benefits package. Most importantly, PSEA-Retired has a legislative task force which monitors state and national legislation of concern to retired school employees.

The purpose of PSEA-Retired is to protect and advance the interests of all public school retirees, support the general educational welfare of the state, and to support educational standards.

PSEA-Retired, 400 North Third Street, P. O. Box 1724, Harrisburg, PA 17105-1724

800-944-7732 X 7065



Don't confuse the three - it pays to know the difference!



- The Public School Employees' Retirement System (PSERS) is a state agency created in 1917 to administer the retirement system.
- PSERS serves more than 600,000 Pennsylvania public school employees, retirees, survivors and beneficiaries.



PENNSYLVANIA STATE EDUCATION ASSOCIATION-RETIRED

- PSEA-Retired has its own elected officers, and operates as an integral part of PSEA.
- Retirees have representation on the PSEA Board and serve alongside active members on various standing committees. They can also vote for the state officers of PSEA.
- Unified membership with NEA-Retired and a local association.
- Organized in 1985 to serve the interests of ALL retired school employees while maintaining a strong link with current school employees and student members.
- Represented by trusted, powerful and influential lobbying teams at the state and national levels.



Pennsylvania Association of School Retirees

- The Pennsylvania Association of School Retirees (PASR) is an independent organization that is not affiliated with either PSEA or NEA.
- Initially part of PSEA, but left in 1984 to separately serve the interests of retired school employees.

Benefits of Joining PSEA-Retired

Member Benefits

- By maintaining continuous membership in PSEA through joining PSEA-Retired upon retirement, a member continues to be protected under the PSEA legal liability umbrella. In addition they continue to qualify for the discounted insurance products that were purchased through NEA and PSEA, as well as all discounted shopping and other member benefits.

Staying Connected

- Membership in PSEA-Retired keeps you connected to former colleagues, your profession and the issues that can affect you in retirement.
- You will be a member of a local association and invited to meetings several times each year. The meetings usually include speakers on issues ranging from financial tips and elder law to the health of the pension fund.
- Local associations offer opportunities for involvement in the community. They also offer opportunities to socialize, including sponsoring trips.
- Members also receive PSEA's bimonthly publication, Voice, plus the Statement newsletter from PSEA-Retired and This Active Life from NEA-Retired.

**2020-2021 PRE-RETIRED
 ENROLLMENT FORM**

COUNTY FOR RETIRED ENROLLMENT _____

PSEA ID OR SS#	TITLE <input type="checkbox"/> MRS. <input type="checkbox"/> MR. <input type="checkbox"/> MISS <input type="checkbox"/> DR. <input type="checkbox"/> MS.	LAST NAME	FIRST NAME	M. I.
STREET ADDRESS		CITY		STATE
AREA CODE	HOME NUMBER	AREA CODE	CELL NUMBER	DATE OF BIRTH
				MONTH DAY YEAR
				<input type="checkbox"/> MALE <input type="checkbox"/> FEMALE
EMAIL ADDRESS				

PRE-RETIRED EMPLOYMENT CODE	ETHNIC CLASSIFICATION	POLITICAL AFFILIATION
(✓) CHECK ONE ONLY <input type="checkbox"/> 801 ADMINISTRATOR <input type="checkbox"/> 802 CLASSROOM TEACHER <input type="checkbox"/> 803 HIGHER EDUCATION <input type="checkbox"/> 804 PUPIL SERVICES-Other than School Nurse <input type="checkbox"/> 805 DCTS <input type="checkbox"/> 806 SCHOOL NURSE <input type="checkbox"/> 820 ESP <input type="checkbox"/> 850 OTHER	PSEA is committed to assuring the equitable representation of members of ethnic minority groups at all governance levels of the Association. To help achieve this goal, completion of this section is strongly encouraged. Failure to do so, however, will not affect your membership status, rights or benefits in NEA, PSEA, the local or any of their affiliates. Ethnic minority shall mean those persons designated as ethnic minority by U.S. Bureau of Census. This information will be kept confidential. Please (✓) one: <input type="checkbox"/> 1 AMERICAN INDIAN/ALASKA NATIVE <input type="checkbox"/> 2 ASIAN <input type="checkbox"/> 3 BLACK <input type="checkbox"/> 4 HISPANIC <input type="checkbox"/> 5 CAUCASIAN <input type="checkbox"/> 6 BIRACIAL <input type="checkbox"/> 7 MULTIETHNIC <input type="checkbox"/> 8 NATIVE HAWAIIAN or other PACIFIC ISLANDER	<input type="checkbox"/> REPUBLICAN <input type="checkbox"/> DEMOCRAT <input type="checkbox"/> INDEPENDENT <input type="checkbox"/> OTHER <input type="checkbox"/> NONE

DUES RATES VALID SEPTEMBER 1, 2020 - AUGUST 31, 2021

(Unified membership consists of Local Retired Life = \$75/ PSEA-Retired Life = \$407/NEA-Retired Life = \$300)

I would like to join as: (✓) CHECK ONE OPTION ONLY

- PRE-RETIRED UNIFIED LIFE MEMBER (total dues enclosed \$782)
- PRE-RETIRED UNIFIED LIFE MEMBER (payments split into four installments of \$195.50 over a two-year period; first payment due with enrollment)
- CURRENTLY A PSEA LIFE MEMBER (NO FEE necessary for PSEA-Retired Life)
Join Local Retired Life and NEA Retired Life (total dues enclosed \$375)

SCHOOL DISTRICT CURRENTLY WORKING WITH _____

YEARS EMPLOYED _____ APPROXIMATE DATE OF RETIREMENT _____

(THIS INFORMATION IS REQUIRED TO PROCESS YOUR MEMBERSHIP.)

I UNDERSTAND THAT THIS PAYMENT CONSTITUTES A PAYMENT AND COMMITMENT FOR FUTURE PSEA-RETIRED MEMBERSHIP DUES AND IS NOT REFUNDABLE FOR ANY REASON. I FURTHER UNDERSTAND THAT I MUST PARTICIPATE IN CONTINUOUS UNIFIED MEMBERSHIP AFTER JULY 1, 1969, SO LONG AS I AM ELIGIBLE TO DO SO, OR MY RIGHT TO FUTURE PSEA-RETIRED MEMBERSHIP WILL TERMINATE.

Please Select Payment Option:

- Payment in full**
- Payment Plan** - Payments will automatically be debited to your credit card as described in the plan selected above

Check # _____ Amount _____
 (payable to PSEA-Retired)

or

Credit Card# _____

3 or 4 Digit Security Code _____

Exp. Date _____ Amount _____

X _____

PURCHASER SIGN HERE FOR CREDIT CARD AUTHORIZATION

Cardholder acknowledges receipt of goods and/or services in the amount of the total shown hereon and agrees to perform the obligations set forth in the Cardholder's agreement with the issuer.

BY PROVIDING MY PHONE NUMBER, I UNDERSTAND THAT THE PENNSYLVANIA STATE EDUCATION ASSOCIATION (PSEA), AND THE LOCAL ASSOCIATION MAY USE AUTOMATED CALLING TECHNIQUES AND/OR TEXT MESSAGE ME ON MY CELLULAR PHONE ON A PERIODIC BASIS. PSEA AND THE LOCAL ASSOCIATION WILL NOT CHARGE FOR TEXT MESSAGE ALERTS. CARRIER MESSAGE AND DATA RATES MAY APPLY. I UNDERSTAND THAT I AM NOT REQUIRED TO AGREE TO AUTOMATED CALLING TECHNIQUES AND/OR TEXT MESSAGES AS A CONDITION OF MEMBERSHIP. IF AT ANY POINT YOU NO LONGER WISH TO RECEIVE TEXT MESSAGES OR CALLS, PLEASE SEND AN EMAIL REQUEST TO optout@psea.org.

DUES PAYMENTS ARE NOT DEDUCTIBLE AS CHARITABLE CONTRIBUTIONS FOR FEDERAL INCOME TAX PURPOSES.

MAIL TO:

PA STATE EDUCATION ASSOCIATION
 FINANCIAL MANAGEMENT
 400 NORTH THIRD STREET, PO BOX 1724
 HARRISBURG, PA 17105-1724

Signature _____

Date _____



PLEASE COPY FOR YOUR RECORDS

		COUNTY FOR RETIRED ENROLLMENT		AREA CODE	CELL NUMBER
LAST NAME		FIRST NAME	MIDDLE INITIAL	AREA CODE	HOME NUMBER
STREET ADDRESS		CITY		STATE	ZIP CODE
BIRTHDATE	GENDER	EMAIL ADDRESS (Use space below line)			

IF THE INFORMATION BELOW IS MISSING OR INCORRECT, PLEASE USE CHECK BOX TO UPDATE

RETIRED EMPLOYMENT CODE (✓) Check only one	ETHNIC CLASSIFICATION (✓) Check one
<input type="checkbox"/> 801 ADMINISTRATOR <input type="checkbox"/> 805 DCTS <input type="checkbox"/> 802 CLASSROOM TEACHER <input type="checkbox"/> 806 SCHOOL NURSE <input type="checkbox"/> 803 HIGHER EDUCATION <input type="checkbox"/> 820 ESP <input type="checkbox"/> 804 PUPIL SERVICES- Other than School Nurse <input type="checkbox"/> 850 OTHER	Please (✓) one: <input type="checkbox"/> 5 CAUCASIAN <input type="checkbox"/> 6 BIRACIAL <input type="checkbox"/> 1 AMERICAN INDIAN/ALASKA NATIVE <input type="checkbox"/> 7 MULTIETHNIC <input type="checkbox"/> 2 ASIAN <input type="checkbox"/> 8 NATIVE HAWAIIAN OR <input type="checkbox"/> 3 BLACK OTHER PACIFIC ISLANDER <input type="checkbox"/> 4 HISPANIC
POLITICAL AFFILIATION (✓) Check one	PSEA is committed to assuring the equitable representation of members of ethnic minority groups at all governance levels of the Association. To help achieve this goal, completion of this section is strongly encouraged. Failure to do so, however, will not affect your membership status, rights or benefits in NEA, PSEA, the local or any of their affiliates. Ethnic minority shall mean those persons designated as ethnic minority by U.S. Bureau of Census. This information will be kept confidential.
<input type="checkbox"/> REPUBLICAN <input type="checkbox"/> DEMOCRAT <input type="checkbox"/> INDEPENDENT <input type="checkbox"/> OTHER <input type="checkbox"/> NONE	

Your membership cannot be processed without this required information.

Date of Retirement _____ . **Years of Service** ____ . **School District Retiring from** _____ .

See reverse side for full explanation of membership options and payment options. Selecting the membership option, selecting the payment option, and completing and signing the credit card authorization, below, is your agreement to the terms of the options selected. Unified membership includes membership in Retired Local, PSEA-Retired and NEA-Retired and is not refundable for any reason.

I would like to join as: (✓) Check one option only

DUES RATES VALID SEPT. 1, 2020 - AUG. 31, 2021

- _____ Unified Annual Member at \$72.
- _____ Unified Annual Member (5-year commitment with first year of retirement free and annual payment of \$72 charged to your credit card each May beginning in 2021 and ending in 2024).
- _____ Unified Life Member at \$782.
- _____ Unified Life Member (payment split into four annual payments of \$195.50 charged to your credit card. First payment charged upon receipt of your enrollment and subsequent payments to be charged each May beginning in 2021 and ending in 2023).

If you are currently a PSEA Active Life Member, other discounts may apply. Call 1-800-944-7732 Ext. 3001 for more information.

Please Select Payment Option:

- Payment in full** **Payment Plan** - Payments will automatically be debited to your credit card as described in the plan selected above

Check # _____ Amount _____

or (payable to PSEA-Retired)

Credit Card# _____

3 or 4 Digit Security Code _____

Exp. Date _____ Amount _____

X _____

PURCHASER SIGN HERE FOR CREDIT CARD AUTHORIZATION

Cardholder acknowledges receipt of goods and/or services in the amount of the total shown hereon and agrees to perform the obligations set forth in the Cardholder's agreement with the issuer.

BY PROVIDING MY PHONE NUMBER, I UNDERSTAND THAT THE PENNSYLVANIA STATE EDUCATION ASSOCIATION (PSEA), AND THE LOCAL ASSOCIATION MAY USE AUTOMATED CALLING TECHNIQUES AND/OR TEXT MESSAGE ME ON MY CELLULAR PHONE ON A PERIODIC BASIS. PSEA AND THE LOCAL ASSOCIATION WILL NOT CHARGE FOR TEXT MESSAGE ALERTS. CARRIER MESSAGE AND DATA RATES MAY APPLY. I UNDERSTAND THAT I AM NOT REQUIRED TO AGREE TO AUTOMATED CALLING TECHNIQUES AND/OR TEXT MESSAGES AS A CONDITION OF MEMBERSHIP. IF AT ANY POINT YOU NO LONGER WISH TO RECEIVE TEXT MESSAGES OR CALLS, PLEASE SEND AN EMAIL REQUEST TO optout@psea.org.

DUES PAYMENTS ARE NOT DEDUCTIBLE AS CHARITABLE CONTRIBUTIONS FOR FEDERAL INCOME TAX PURPOSES.

MAIL TO:

PA STATE EDUCATION ASSOCIATION
FINANCIAL MANAGEMENT
400 NORTH THIRD STREET, PO BOX 1724
HARRISBURG, PA 17105-1724

Signature _____

Date _____



Retired Membership Options for 2020-2021

Unified Membership requires membership in Local Retired, PSEA-Retired and NEA-Retired.

Unified Annual Member - Local Retired = \$10/PSEA-Retired = \$27/NEA-Retired = \$35

Total dues are \$72. This annual membership is valid September 1, 2020 through August 31, 2021 only. I understand this payment constitutes a payment in full for annual PSEA-Retired membership for the 2020-2021 year, and the payment is not refundable for any reason.

Unified Annual Member - 5 year commitment with first year of retirement free. Payment of \$72 will be charged to your credit card each May beginning in 2021 and ending in 2024. This multi-year annual membership is valid September 1, 2020 through August 31, 2025. The annual rate in place for each year after that will be billed each June 1. I understand by selecting this option I authorize the named financial institution or credit card company to charge my credit account for payment on an annual basis in each of four years as payment in full for annual PSEA-Retired membership through August 31, 2025, and the payments are not refundable and cannot be waived for any reason. I understand that I am responsible for notifying PSEA of the new expiration date when the credit card entered above has been renewed, or of a valid credit card if the card is cancelled or revoked. **This option is available only to those members retiring last year or the current year.**

Unified Life Member - Local Retired = \$75/PSEA-Retired = \$407/NEA-Retired = \$300

Total dues are \$782. This retired life membership beginning September 1, 2020 is valid for retired membership only. I understand this payment constitutes a payment in full for future PSEA-Retired Life membership, and the payment is not refundable for any reason.

Unified Life Member - four annual payments. First payment of \$195.50 will be charged to your credit card upon receipt of your enrollment and subsequent payments will be charged each May beginning in 2021 and ending in 2023. This retired life membership beginning September 1, 2020 is valid for retired membership only. I understand by selecting this option I authorize the named financial institution or credit card company to charge my credit account for payment on an annual basis in each of four years as payment in full for PSEA-Retired Life membership, and the payments are not refundable and cannot be waived for any reason. I understand that I am responsible for notifying PSEA of the new expiration date when the credit card entered above has been renewed, or of a valid credit card if the card is cancelled or revoked.

By selecting the membership option, selecting the payment option, and completing and signing the credit card authorization, on the reverse side, I agree to the terms explained above for the options I selected.

Where Health Care and Retirement Intersect



RETIREMENT HEALTH BENEFITS MANUAL

Prepared to assist members in answering questions about health benefits received during retirement.

Go to www.psea.org/pre-retirement to get started.

