



NOW THAT THEY RETIRED FROM STRS

Feedback we have received of what might happen
after retiring from STRS

- Over the past several years, as a result of workshops presented by SDAFA and featuring speakers from STRS, we found out:
 1. The rules about working after retiring from STRS was that retirees cannot teach more than a 60% load
 2. As Adjuncts, we are already limited to a 60% load
 3. Consequently, if we are old enough, we can retire under STRS and still continue teaching our normal load
 4. The limit is no longer 60%. Now it is income based and is approximately \$42,000 per year.
 5. **Why is this important?**
 1. If you are struggling financially, and are eligible to retire under STRS, you are adding to your income.
 2. It reduces the stress if the Administration is threatening to cancel classes and you don't know what you would do if you lost income.

To
Recap:

What we
learned
about
retiring but
keep on
working

Lesson One: 180 day rule

- One of the rules we are told about retiring and still continuing to teach is that the “180 day rule” says you cannot teach for 180 days after retirement.
- **NOT TRUE!**
- The actual rule is that you cannot collect both a paycheck and retirement for those 180 days
- **Reality:** STRS will probably send you retirement checks before they realize you are still working. Then they will send you a letter asking you to pay the money back. Options:
 1. Send them a check for the retirement amount that they paid to you already or
 2. Arrange with them to instead hold the retirement checks for the 180 days starting when they discovered you were working. Then the checks will start up again. Drawback is that during semester breaks, you won't have income from either source, **but you would not anyway.**

Lesson Two: Social Security #1

- Remember the WEP? Windfall Elimination Provision?
- It is very important that you go to My Social Security and utilize the Earnings Records **to see how many years of Significant Social Security income you have**. Sample worksheets you can use for this calculation are located in the SDAFA website and also on the San Diego Adjunct Faculty Association Facebook page.
- If you have 30 or more years, you will get your full Social Security
- If you have less, then there is a chart on the Social Security website to say what percentage you will receive

Lesson Two: Social Security #2

- Did you start collecting Social Security before you retired from STRS?
- Example, one of our fellow Adjuncts has been collecting Social Security since she turned 62. Now she has retired from STRS
- Under WEP, she is not entitled to full Social Security benefits. Social Security Administration has notified her that the amount of her monthly Social Security payments will be cut in half.

Lesson Two: Social Security #3

- **Do NOT believe people that tell you** “You are a teacher – you can’t collect Social Security.”
- Not true. **Depends** on how many years of significant earnings you have.
- When in doubt – apply for Social Security or at least call them.

Lesson Two: Social Security #4

- Several people have been told that if they were not a teacher, they could collect Social Security as a spouse or ex-spouse or widow/widower. But since they are a teacher.....they cannot.
- The advice their "friends" have given them is "too bad."
- The advice our Social Security speaker gave was this:
 - **When in doubt – Call Social Security**
 - It doesn't cost you any money to call Social Security
 - What is the worst thing that can happen? Your friend is right
 - What could happen? Find out by calling Social Security, then let us know.

Lesson Three: AFT Retiree Chapter

- **AFT Guild has a Retiree Chapter**
 - We cannot belong to it as long as we are still working, even though we are retired. Yes, I tried and they refunded my Retiree Chapter dues.
 - In my short time that I was a member, and attended their workshops, it seemed to me that the group was made up totally of retired full time employees. They didn't seem to know what I was talking about, for example, when I tried to explain that not all employees have 30 years credit
 - Gives us a goal – after we stop teaching, we should become active in their group.
- **CalRTA is the California Retired Teachers Association**
 - They welcome us even if we are still teaching.
 - They are proactive with political issues that affect us, such as trying to repeal the WEP. Neither AFT Guild, nor their affiliated Retiree Chapter seem interested in that effort.

Lesson Four: Kaiser or Medical

- If you have Medical Coverage with the District before you retire
 - You will still have the same coverage as long as you keep teaching 50% or more
- Medicare:
 - When you turn 65, you have to sign up for Medicare but that just means get into their system
 - You do not need to start actually using Medicare until you no longer have private insurance such as provided by the District
 - Kaiser told me that when I no longer have coverage from the District, that I can switch over to Medicare and still keep my Kaiser
 - Medicare does not cost anything – no premiums
 - There is an extra charge for the supplement – but be sure to talk to Kaiser before you sign up for anything
 - Kaiser Medicare does also have Dental and Vision coverage.

Lesson Five: Glad I did it

- When our VP of Instruction was threatening to cancel all classes that didn't have an enrollment that was 80% of cap, frankly it scared a lot of us
- Why? The cap in our classes used to be 35. Then during the budget crisis a few years back, caps were raised to 45 and left there. $80\% \times 45 = 36$
- Many of our classes do not have that many as a starting enrollment.
- What were we, the Adjuncts, going to do if our classes were cut or a Contract Faculty member had their classes cut and they bumped us?
- We would be out of work – even if we only lost one class and still had one or two others... our income would be hurt
- **By retiring under STRS**
 1. **Our income is evened out**
 2. **STRS is no longer deducted. I know in my case, that is \$200 more in my paycheck**