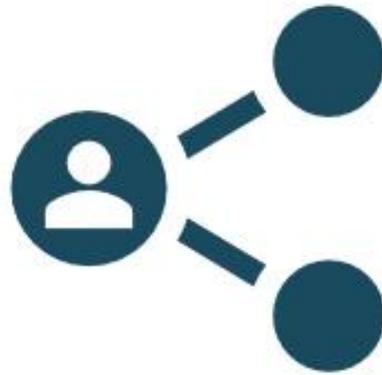


The People Behind California Public Education

A DEMOGRAPHIC STUDY OF CALSTRS MEMBERS

Why study demographics?

Demographic
Characteristics



Financial
Outcomes



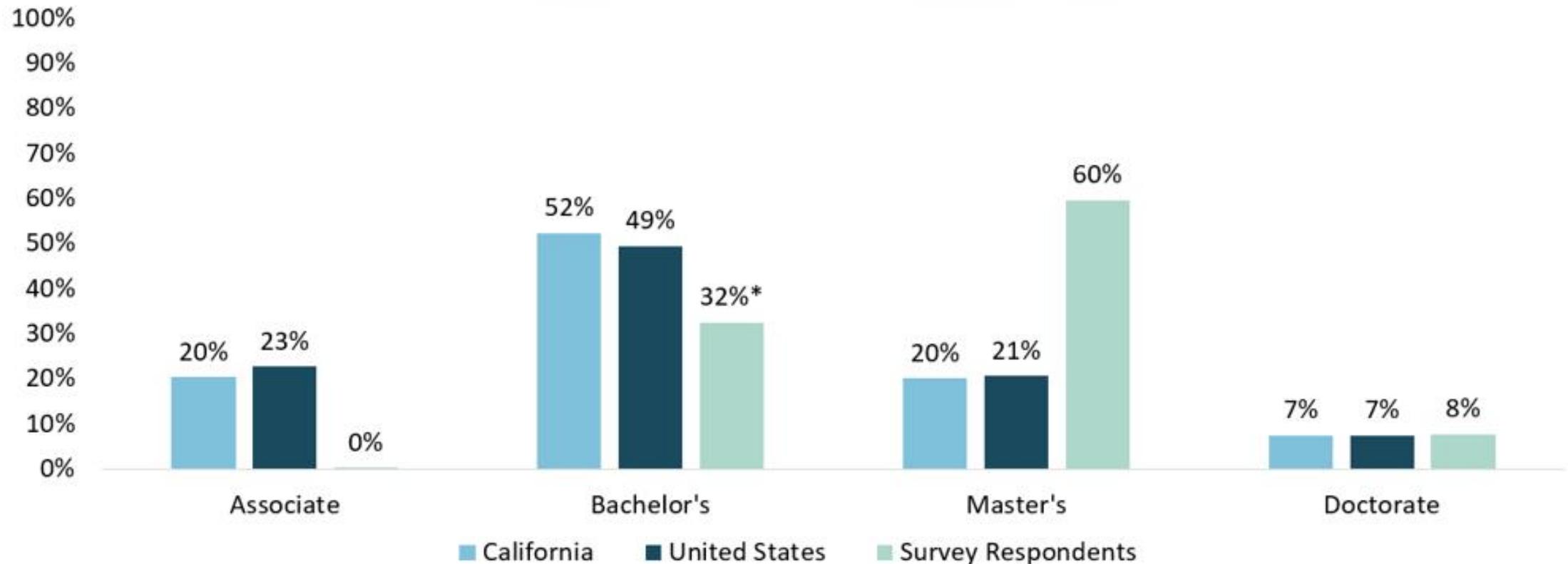
Retirement
Outcomes



How are
CalSTRS
members
different?



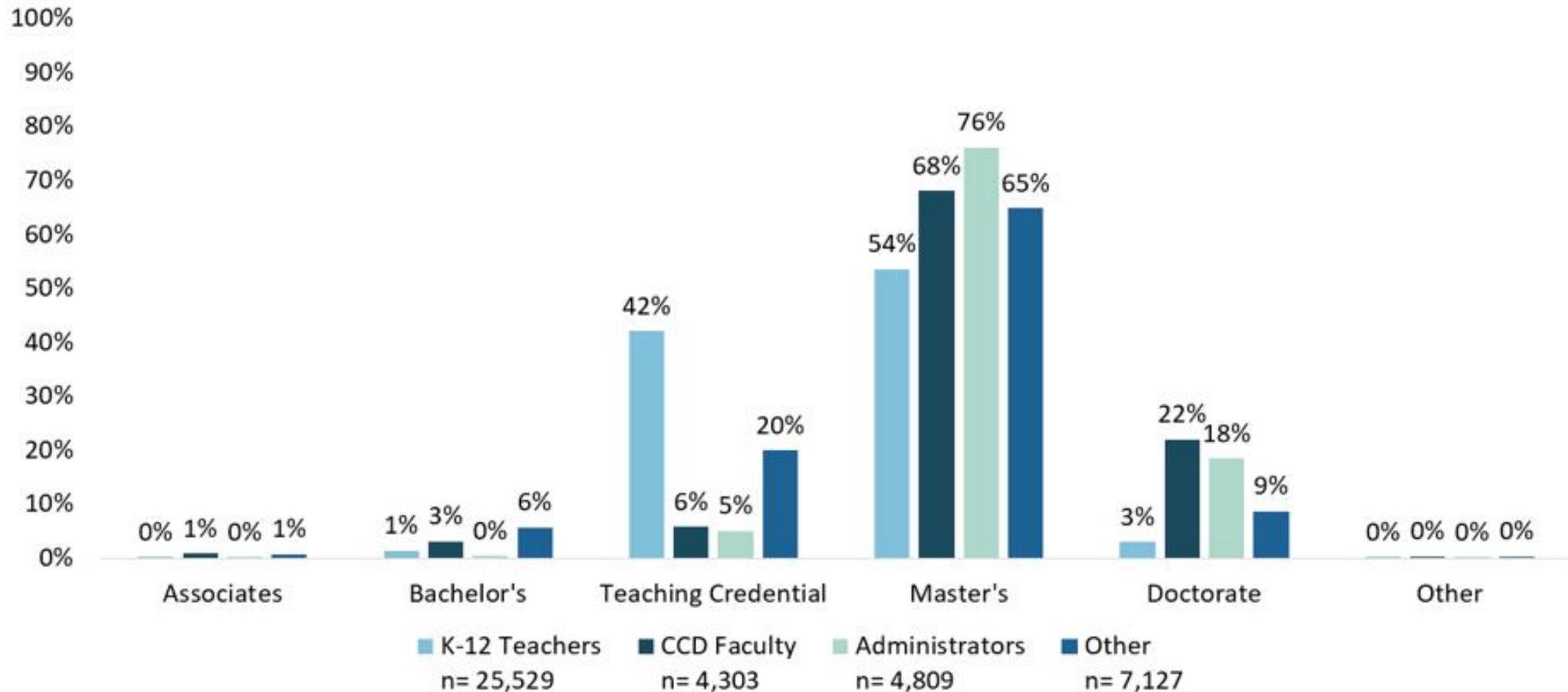
Educational attainment comparison



U.S. Census Bureau, Current Population Survey, Annual Social and Economic Supplement, 2018

*Includes survey respondents with a Teaching Credential.

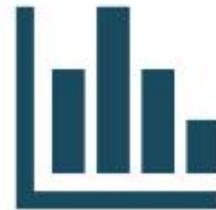
Highest degree by position



Getting it right



- ✓ Consultation
- ✓ Outreach
- ✓ Analysis
- ✓ Benchmarking





How are
we using
the
data?

Why did you become a teacher?

We asked our early career members to tell us all the reasons they joined the education profession. Active member survey respondents stated:

69% I wanted to make a difference in the lives of students

40% I wanted to give back to the community

39% I had a teacher who inspired me

27% I have known my whole life I wanted to be an educator

25% I liked the teaching schedule

14% I came from a family of educators

Whatever your reason, we thank you!

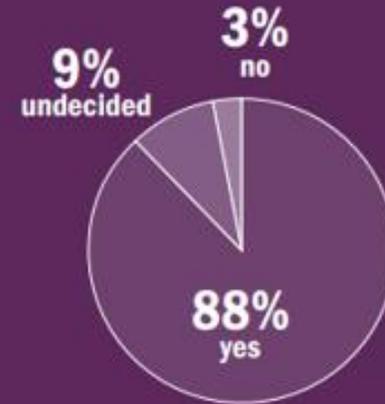
Source: 2019 CalSTRS Demographic Survey

Early Career Member Kit

Dear CalSTRS member,

As your retirement plan, CalSTRS is dedicated to your secure financial future and helping you get there. In our 2019 Member Demographic Survey, 88% of respondents indicated they plan to continue to work in California public education until they retire. This is great news since the length of service is one of the factors that enhance retirement benefits.

Percentage of active member respondents who plan to stay in California public education until they retire.



Source: CalSTRS 2019 Member Demographic Survey

Midcareer Member Kit

Affects the Social Security benefit you receive as a spouse, widow or widower.

- May reduce or eliminate your spousal Social Security benefit.
- Will offset your Social Security benefit by two-thirds of the amount of your CalSTRS retirement benefit.

For example: If your spouse is receiving \$2,000 a month from Social Security, you could be eligible for \$1,000 per month before the application of the Government Pension Offset. If you're receiving a CalSTRS benefit of \$1,500 or more, then you will not be eligible to receive a Social Security spousal benefit at this time because two-thirds of \$1,500 is \$1,000. You still may be eligible to receive a widow's or widower's benefit in the future.

For more information

Find details, including calculators, to help you determine if these federal rules might affect you at ssa.gov.

Affects your Social Security benefit that is based on your earnings from other employment.

- May reduce your Social Security benefit but will not eliminate it. The amount of reduction depends on your years of Social Security earnings and the amount of your CalSTRS benefit.
- The reduction to your Social Security benefit cannot be more than half of your monthly CalSTRS benefit.
- Does not apply if you have 30 or more years of Social Security substantial earnings.

- See the *Social Security, CalSTRS and You* fact sheet at CalSTRS.com.
- View the *Introduction to Social Security* video at CalSTRS.com/videos.

Twenty-seven percent of respondents to our 2019 CalSTRS Member Demographic Survey indicated they were married to another CalSTRS member. If you're part of this population, consider how these two provisions could affect each of you when planning for retirement.

Midcareer Member Kit



According to CalSTRS' 2019 Member Demographic Survey, 77% of respondents indicated they are satisfied or completely satisfied with their quality of life in retirement. How do you envision your retirement?

Check all the things you see yourself doing:

Work

- Start a new career or business
- Work part time or consult
- Volunteer
- Mentor

Family

- Visit family often
- Care for grandchildren
- Care for a parent
- Care for a spouse

Education

- Take classes
- Learn a language
- Read more
- Focus on staying healthy

Travel

- Travel as much as possible
- Take one trip per year
- Buy an RV

Fun

- Spend more time on hobbies
- Dine out often
- Attend special events
- Plant a garden

Transportation

- Reduce the number of cars I own
- Use public transportation

Housing

- Stay in my current home
- Downsize my living space
- Pay off a home mortgage
- Remodel
- Rent
- Buy a second or vacation home
- Move to an active adult community
- Live with family
- Look into assisted living

Location

- Live near friends or family
- Live in a different climate
- Live closer to my interests
- Move somewhere with a lower cost of living

Other

Near Retirement Member Kit

CALSTRS[®]
HOW WILL YOU SPEND YOUR FUTURE?