



CALSTRS®

YOUR SMART TARGET MEMBER KIT

Midcareer

2020



THE BENEFIT OF A LIFETIME

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.

Your income in retirement is a shared responsibility between CalSTRS and you. As a vested member of CalSTRS, you're eligible to receive a lifetime monthly benefit when you retire, regardless of how well the CalSTRS Investment Portfolio performs.

Your CalSTRS benefit generally will replace 50% to 60% of your final salary. How much will you need for your future? Pension2®, CalSTRS' voluntary supplemental savings plan, can help fill the gap. See page 10 to learn more.

We invite you to take a few minutes now to look through your kit.

Also be sure to check out benefits and financial awareness workshops and videos online at CalSTRS.com.

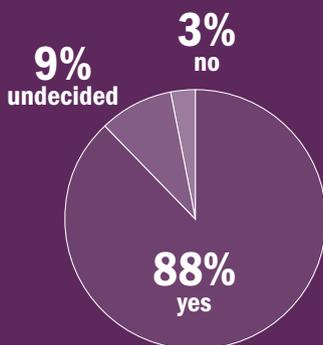
Thank you for choosing education for your career.

Sincerely,



Jack Ehnes
Chief Executive Officer

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



Source: CalSTRS 2019 Member Demographic Survey

Keep your address current

Be sure we have your current mailing and email addresses so you don't miss important communications from us.

Moved or planning a move soon?

Three ways to update your contact information:

1. *myCalSTRS* makes it easy. From the home page, select *Update Your Profile*, then follow the instructions. Not yet registered for *myCalSTRS*? Complete the registration process today to activate your account.

➤ myCalSTRS.com

2. Complete the *Address Change Request* form, sign, date and mail it to us.

➤ CalSTRS.com/forms

3. Call us at **800-228-5453**. To use this option, you must have a valid email address. Best times to call are early morning and late afternoon on Wednesday, Thursday and Friday.

For your security, when you update your mailing or email address, we will send you a letter and an email confirming the update.



CalSTRS Member Handbook

Know your benefits.

Find the handbook online at CalSTRS.com/publications.

Our mission

Securing the financial future and sustaining the trust of California's educators

10

Things to do now for your **smarttarget**

You're helping students build their futures, don't forget about yours.

-  Open Your Smart Target Member Kit
-  Access your account information on *myCalSTRS* 2
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CalSTRS is governed by the Teachers' Retirement Law, available at CalSTRS.com, and other governing laws. If there is a conflict between the law and this booklet, the law prevails. CalSTRS makes reasonable effort to provide accurate information in its publications, but such information is not meant to replace the law or provide legal or financial advice. To stay informed, consult a variety of sources, including CalSTRS.com, the California State Legislative Counsel website at leginfo.legislature.ca.gov, your union and elected legislative representatives. CalSTRS can provide you with information on your benefit choices but does not provide any legal, financial, tax or other advice. For such advice, consider consulting a professional in the relevant field.

Why are we sending you a member kit?

The mission of the California State Teachers' Retirement System—securing the financial future and sustaining the trust of California's educators—drives everything we do. Your member kit explains CalSTRS benefits and other issues fundamental to California's educators, such as Social Security offsets and other policies that could affect your secure financial future. Sending member kits at key points in your career places essential information at your fingertips right when you need it.

Now more than ever, it's important for you to understand the value and security of the CalSTRS defined benefit you're earning. Yet when asked, most midcareer educators report they have a limited understanding of their CalSTRS benefits. For over 10 years, we have refined this kit based on your feedback. We hope you enjoy your member kit.

THE BENEFIT OF A LIFETIME
YOUR CALSTRS DEFINED BENEFIT PENSION MAY BE YOUR GREATEST ASSET. LOOK THROUGH THIS BOOKLET NOW TO LEARN MORE.



Access your CalSTRS information online

myCalSTRS offers easy, secure and convenient access to your accounts and forms—anytime, anywhere. Register at myCalSTRS.com.

With myCalSTRS, you can:

- 1 Update your contact information.
- 2 Access your annual *Retirement Progress Report* and view information reported by your employer.
- 3 View your account balances.
- 4 Name and update your one-time death benefit recipient.
- 5 Exchange secure messages with CalSTRS representatives.
- 6 Complete and submit forms.
- 7 Link to your CalSTRS Pension2 403(b) or 457(b) account, if you have one.

**DID
YOU
KNOW**



You have survivor benefits.

Have you designated your one-time death benefit recipient yet?

You may name one or more recipients for the one-time death benefit—a person, trust, charity, estate, parochial institution, corporation or public entity—and you can change your recipient at any time, with no financial penalty.

Use your myCalSTRS account or the *Recipient Designation* form, available at CalSTRS.com/forms, to designate or update your recipient information.

- See page 14 to learn more.

Your CalSTRS retirement at a glance

As a vested member of CalSTRS, you're entitled to a guaranteed, lifetime monthly benefit when you retire.

If you're like most educators, your retirement income will come from four main sources:

- Your CalSTRS monthly retirement benefit.
- Your CalSTRS Defined Benefit Supplement account funds.
- Your investment savings, such as CalSTRS Pension2® 403(b) and 457(b) plans.
- Other personal savings.

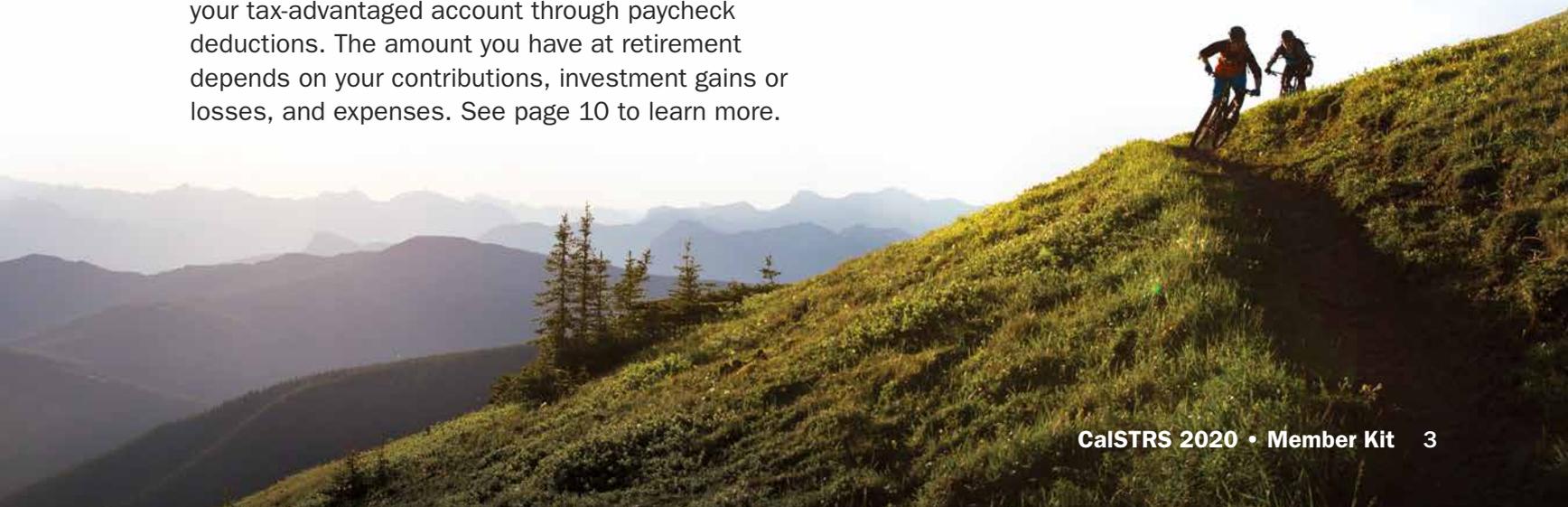
Your income in retirement is a shared responsibility between CalSTRS and you. Your CalSTRS retirement benefit is a strong foundation, but you'll likely need more to meet your retirement income goal.

CalSTRS administers a hybrid retirement system consisting of traditional defined benefit, cash balance and voluntary defined contribution plans:

- **Traditional defined benefit plan:** Your CalSTRS retirement benefit is a defined benefit pension that provides a fixed percentage of your final compensation based on the age you retire and your years of service credit, not on how much you contribute or how CalSTRS investments perform.

service credit x age factor x final compensation

- **Cash balance plan:** Your CalSTRS Defined Benefit Supplement account is a cash balance plan. A portion of your and your employer's contributions on earnings in excess of one year of service are credited to your Defined Benefit Supplement account. All the funds in your account are yours at retirement. See pages 7–8 to learn more.
- **Defined contribution plan:** CalSTRS Pension2 offers 403(b), 457(b), Roth 403(b) and Roth 457(b) plans for additional income in retirement. Contribute to your tax-advantaged account through paycheck deductions. The amount you have at retirement depends on your contributions, investment gains or losses, and expenses. See page 10 to learn more.





Estimate your retirement benefit

How much will your benefit be each month? Your primary retirement benefit is based on a formula set by law:
service credit x age factor x final compensation = your retirement benefit

As a result of the California Public Employees’ Pension Reform Act of 2013, CalSTRS has two benefit structures:

CalSTRS 2% at 60: Members first hired to perform service that could be credited to the Defined Benefit Program on or before December 31, 2012, in addition to certain other members.

CalSTRS 2% at 62: Members first hired to perform service that could be credited to the Defined Benefit Program on or after January 1, 2013.

The 2% refers to the percentage of your final compensation that you’ll receive as a retirement benefit for every year of service credit, also known as the age factor. Other differences between the two benefit structures include final compensation, normal retirement ages, creditable compensation caps and contribution rates.

Service credit

Service credit is the accumulated period of time, in years and partial years, during which you receive creditable compensation and make contributions to the Defined Benefit Program.

If you earn more than one year of service credit in a school year by performing service such as outgrowth assignments or working in multiple positions, most of your and your employer’s contributions from the additional service will go into your Defined Benefit Supplement account (see pages 7–8).

Final compensation

Final compensation is your highest average annual compensation earnable for 36 consecutive months, or your highest 12 consecutive months if you’re a CalSTRS 2% at 60 member and have 25 or more years of qualified service credit.

➤ See the “Your retirement benefit” section in the *Member Handbook*.

📺 View the *Understanding the Formula* video at [CalSTRS.com/videos](https://www.calstrs.com/videos).

Age factor

Your age factor is a percentage based on your age on the last day of the month in which you retire. The age factor is less if you retire at an earlier age and is more if you retire at a later age. See the age factor tables in the *Member Handbook* for more information.

CalSTRS 2% at 60 | Retirement age

55	56	57	58	59	60
1.40%	1.52%	1.64%	1.76%	1.88%	2.00%
61	62	63+			
2.13%	2.27%	2.40%			

CalSTRS 2% at 62 | Retirement age

55	56	57	58	59	60
1.16%	1.28%	1.40%	1.52%	1.64%	1.76%
61	62	63	64	65+	
1.88%	2.00%	2.13%	2.27%	2.40%	

Your retirement formula: How it works

Let's look at Faye:

Faye, a CalSTRS 2% at 60 member, is a first-grade teacher with 29 years of service credit. She just turned 58, and though not in a hurry to retire, she's been thinking more about retirement lately. Her gross monthly salary is \$5,708.

Here are three examples for her Member-Only retirement benefit calculation, not including any unused sick leave she may have that will be converted to service credit at retirement. The examples assume her pay stays the same and she doesn't elect an option to provide a lifetime benefit to someone upon her death.

If Faye retires with at least 30 years of service credit, a 0.2% career factor will be added to her age factor, up to a maximum age factor of 2.4%.

service credit x age factor x final compensation

Example 1

If Faye were to retire today, her monthly retirement benefit would be:

$$\frac{29 \text{ (service credit)} \times 1.76\% \text{ (age factor)} \times \$5,708 \text{ (final compensation)}}{= \$2,913 \text{ (retirement benefit)}}$$

Example 2

If she continues working until her 60th birthday, she would qualify for the career factor. Her monthly retirement benefit would be:

$$\frac{31 \text{ (service credit)} \times 2.2\% \text{ (age factor + career factor)} \times \$5,708 \text{ (final compensation)}}{= \$3,893 \text{ (retirement benefit)}}$$

Example 3

If she continues working until her 62nd birthday, she would be eligible for the maximum combined age factor and career factor of 2.4%, giving her a monthly retirement benefit of:

$$\frac{33 \text{ (service credit)} \times 2.4\% \text{ (age factor + career factor)} \times \$5,708 \text{ (final compensation)}}{= \$4,521 \text{ (retirement benefit)}}$$

CalSTRS 2% at 62 members: There is no career factor benefit enhancement to the age factor.

➤ See the career factor and age factor tables in the *Member Handbook* at [CalSTRS.com/publications](https://www.calstrs.com/publications).

Contributions to your CalSTRS retirement

CalSTRS pays retirement benefits using a combination of investment income and contributions.

Your member contributions

CalSTRS 2% at 60 members: You contribute 10.25% of your Defined Benefit creditable earnings to help finance your retirement benefit.

CalSTRS 2% at 62 members: Your contribution rate is connected with the normal cost of your retirement benefits assessed each year based on the actuarial valuation—the snapshot of CalSTRS’ financial status presented to the Teachers’ Retirement Board each spring. For 2020–21, your contribution rate is 10.205%.

Employer and state contributions

Employer and state contribution rates vary year to year and are deposited in the Teachers’ Retirement Fund to help pay benefits for all members and their beneficiaries.

Inflation protection

Your retirement benefit is protected against rising prices in two ways:

1. Starting September 1 after the first anniversary of your retirement date, your benefit increases automatically each year by 2% of your initial benefit.
2. If inflation erodes the purchasing power of your retirement benefit, you’ll receive an additional quarterly payment, subject to the availability of funds set aside for purchasing power protection. The purchasing power protection level is currently set at 85% of your initial benefit.

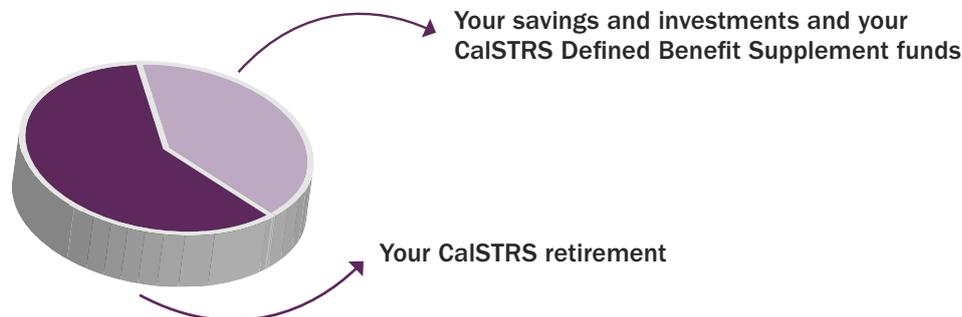
Securing your financial future

Your CalSTRS defined benefit plan is likely the cornerstone of your retirement savings. Since it’s set by a formula, not by the amount of contributions you make, it’s structured to shield you from the risks of investment. In addition to receiving monthly income for the rest of your life, you also have access to disability benefits while working and to survivor benefits to provide financially for your loved ones.

Your CalSTRS retirement benefit—Will it be enough?

On average, the CalSTRS retirement benefit replaces 50% to 60% of a career educator’s salary. You’ll need to close any gap between your retirement income goal and your retirement benefit with savings and investments, such as CalSTRS Pension2.

➤ See pages 10–11 to learn more.



Your Defined Benefit Supplement account— Additional money for retirement

As a Defined Benefit Program member, you have a Defined Benefit Supplement account that provides additional savings for your retirement.

Your Defined Benefit account contains your member contributions for up to one year of service performed in a school year. Any contributions on your earnings in excess of one year of service are credited to your Defined Benefit Supplement account. If you're a CalSTRS 2% at 60 member, your contributions on limited-term payments are also credited to your Defined Benefit Supplement account.

Your Defined Benefit Supplement account balance earns a guaranteed interest rate. For 2020–21, the rate is 2.44%. When you retire, you'll receive the funds in your Defined Benefit Supplement account. Your benefits are paid as either a lump sum or an annuity equal to the total balance of your account.

Contributions to your Defined Benefit Supplement account don't affect your ability to make contributions to 403(b), 457(b) or similar tax-advantaged accounts.

➤ Find your account balance on your *Retirement Progress Report* at myCalSTRS.com.

Excess Contributions

If you make contributions on earnings in excess of one year of service, you're eligible for a return of your contributions that exceed the contribution rate for compensation creditable to your Defined Benefit Supplement account—8% for CalSTRS 2% at 60 members and 9% for CalSTRS 2% at 62 members.

The dollar value of those excess contributions is reported each year on your *Retirement Progress Report*. Your *myCalSTRS* account shows a breakdown of excess contributions by employer.

Your employer is responsible for returning your excess member contributions to you, less any authorized adjustments or tax withholding. If you have questions regarding the return of your excess contributions, contact your employer.

📺 View the Defined Benefit Supplement Program video series at CalSTRS.com/videos.



If you're among the more than 80% of CalSTRS members who have performed additional service beyond their regular full-time assignment, you're already building your Defined Benefit Supplement balance. Last year, over 60% of our members increased their Defined Benefit Supplement account balances by earning excess service credit.

Defined Benefit Supplement account excess contributions example

Gabriel is a CalSTRS 2% at 60 member who earned \$60,000 teaching English at a high school in Northern California. He also taught summer school, where he earned \$5,000 at a lower pay rate than his regular full-time assignment. This extra-pay activity was in addition to the one year of service credit he earned teaching during the regular school year.

Gabriel's member contribution rate to the Defined Benefit Program is 10.25%. His employer deducted this amount from his salary. At the end of the school year, CalSTRS determined \$5,000 of Gabriel's earnings was for excess service earned by teaching summer school, the contribution for which was then credited to his Defined Benefit Supplement account.

Since the contribution rate for the compensation credited to the Defined Benefit Program (regular teaching assignment) is higher than the contribution rate for the compensation credited to the Defined Benefit Supplement Program (summer school assignment), both Gabriel and his employer are eligible for a return of their excess contributions.

If you perform excess service, CalSTRS will return excess contributions to your employer in the fall. Your employer is responsible for returning those funds to you.

Defined Benefit Program

Gabriel earned a year of service credit from his regular teaching assignment to be used to determine his lifetime benefit under the Defined Benefit Program.

Defined Benefit Supplement account

Following the end of the fiscal year, CalSTRS credited the equivalent of 8% of Gabriel's summer school compensation to his Defined Benefit Supplement account on behalf of Gabriel and an additional 8% to his Defined Benefit Supplement account on behalf of his employer.

Excess contributions

CalSTRS returned excess contributions to Gabriel's employer; then his employer returned Gabriel's portion to him.





Increase your retirement benefit

You can increase your benefit by increasing one or more components of the retirement benefit formula:

service credit x age factor x final compensation

Purchase additional service credit

The more service credit you have at retirement, the greater your retirement benefit.

- Buy service credit if you're eligible for:
 - » Employer-approved maternity, paternity or sabbatical leave and leave approved under the federal Family and Medical Leave Act or California Family Rights Act.
 - » Service in out-of-state or foreign public schools, the military, Peace Corps or Job Corps.
- Redeposit previously refunded contributions and restore service credit if you return to CalSTRS membership or work covered by another eligible California public retirement system.
- Purchase nonmember service, such as part-time or substitute service in the California public school system, earned before you were a CalSTRS member or after taking a refund and before becoming a member again.

➤ See the *Purchasing Additional Service Credit* booklet at [CalSTRS.com/publications](https://www.calstrs.com/publications).

📺 View the *Purchasing Service Credit* video at [CalSTRS.com/videos](https://www.calstrs.com/videos).

Work a while longer

The longer you work, the more service credit you'll have—and if you're under the CalSTRS 2% at 60 benefit structure, you may qualify for the one-year final compensation and career factor benefit enhancements.

The older you are, the higher your age factor, which is the percentage of your final compensation you'll receive as a retirement benefit for every year of service credit you earn. The age factor is less if you retire early and is more if you retire at a later age.

Also, if you postpone your retirement, you can still make tax-advantaged contributions to your 403(b), 457(b) or IRA account. Take advantage of catch-up contributions starting at age 50.

Convert unused sick leave to service credit at retirement

CalSTRS will convert your unused sick leave as reported by each employer during your last year to service credit when you retire. If you change employers during your career, be sure to coordinate with your former employer to arrange for the transfer of your accumulated unused sick leave to your new employer.

➤ See the "Your retirement benefit" section in the *Member Handbook*.

It's cheaper to buy service credit now rather than later. Estimate the cost to purchase at [CalSTRS.com/calculators](https://www.calstrs.com/calculators).



Learn the advantages of CalSTRS Pension2 403(b) and 457(b) plans



If you're like many educators, you'll likely need additional savings to bridge the gap between your CalSTRS retirement benefit and your retirement income goal.

With Pension2, you'll belong to a supplemental savings plan with:

- 403(b), Roth 403(b), 457(b) and Roth 457(b) options.
 - Low and transparent costs.
 - Flexible investment options:
 - » **Easy Choice Portfolios**—Consider your risk tolerance and retirement date, with a mix of the core investment options.
 - » **Core Investment Options**—Build your own portfolio from a list of more than 20 funds.
 - » **Self-Directed Brokerage Account**—Access a greatly expanded range of mutual funds.
 - Professional advice, services and retirement income planning tools.
- View the Pension2 ebook and enroll online at Pension2.com or call toll free **888-394-2060**.

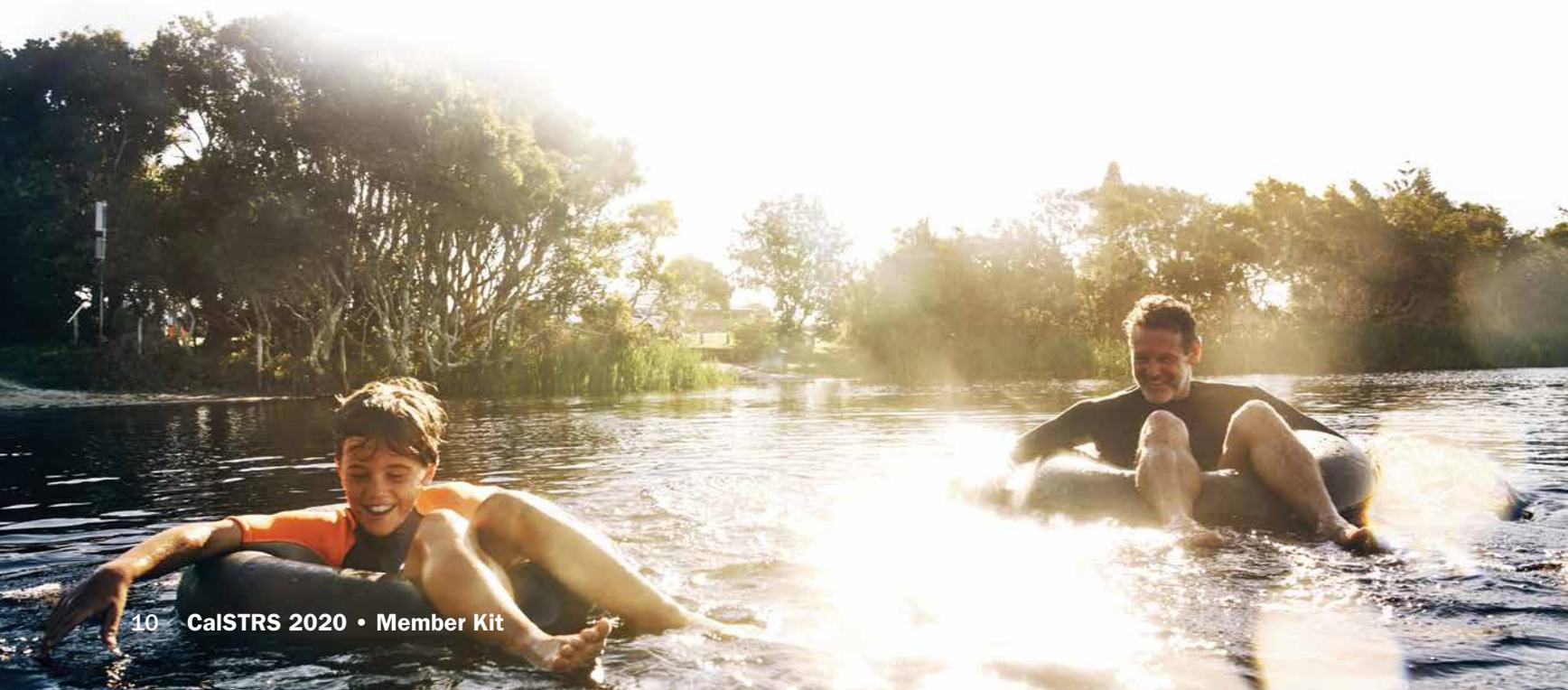
Have other retirement savings accounts? Bring them all together!

Now is the perfect time to combine your retirement accounts. By rolling over money from other qualified retirement plans to CalSTRS Pension2, you'll manage your retirement savings all in one place.

Asset consolidation is a powerful management strategy. Managing one account rather than several makes it easier to implement and track your investment strategy.

You may be able to save on fees. Less in fees can translate into more money for you.

- To get a no-cost, no-obligation comparison of the fees you may pay elsewhere and with Pension2, call **888-394-2060, option 2**.





Increase your 403(b) or 457(b) contribution

Are you saving enough? One way to save is to invest in a 403(b) or 457(b) tax-advantaged account. It's never too late to start.

403bCompare™

Find the right 403(b) for you

403bCompare is your resource for information on the 403(b) plans offered by your school district. You'll find everything you need to compare, select and start building your personal retirement savings.

Visit 403bCompare to:

- Learn about the advantages of a 403(b) account.
- Find your district's approved list of 403(b) vendors.
- Compare 403(b) plans side by side, including fees, services and performance.
- Get information about how to enroll and start easy paycheck contributions.

➤ Check out [403bCompare.com](https://www.403bcompare.com) today.



Did you know?

Power of time and money. With compound interest, you earn interest on your total balance—your original contribution plus all interest earned and any additional contributions—so your money can grow faster.

Tax advantages. When you contribute to your 403(b) or 457(b) account directly out of your paycheck, you defer taxes on the money you invest each month. Your earnings grow tax-deferred, and your monthly taxable income is lower.

Contribute to a Roth 403(b) or Roth 457(b) account through your paycheck and you won't get a tax break up front, but your contributions and earnings will be tax-free at retirement when you withdraw your funds.

Investing involves risk, including risk of loss of principal.

To help you keep your savings on track, use the savings calculator at [CalSTRS.com/savingscalculator](https://www.calstrs.com/savingscalculator). See how much more you could have at retirement if you increased your monthly contribution by \$100.



Review your Retirement Progress Report

Keep tabs on your CalSTRS account and service credit balances by reviewing your *Retirement Progress Report* each year. Your new report is available online on *myCalSTRS* in mid-September.

Your *Retirement Progress Report* summarizes:

- Your service credit.
- The name of your one-time death benefit recipient.
- Accumulated contributions and interest in your Defined Benefit and Defined Benefit Supplement accounts.
- Information about your disability and survivor benefit coverage.
- Two estimates of your CalSTRS monthly retirement benefit and your Defined Benefit Supplement account distribution. These are estimates only and not binding.

Be sure to:

- Verify your paycheck information, including your deductions, each pay period.
- Keep your mailing and email addresses current at **myCalSTRS.com**.



A personal report for: DEFINED BENEFIT MEMBER Birth year: 1952
Client ID: 323233333 Initial membership date: 06/01/2009

Your Retirement Progress Report provides an overview of your CalSTRS benefits. Review this report and verify your account information such as your years of service credit, retirement options, one-time death benefit recipient and employee's account. The information reported by your employer, such as your years of service credit, will be used to calculate your retirement benefit. Contact your employer to correct an error or request a document.

Your Retirement Benefit Basics

As a CalSTRS member, you participate in a hybrid retirement system consisting of traditional defined benefits (Defined Benefit Program), cash balances (Defined Benefit Supplement Program) and voluntary defined contribution (CalSTRS Pension2) plans. With the passage of the California Public Employees Pension Reform Act of 2013, CalSTRS has two benefit structures:

- **CalSTRS 2% at 60:** You're eligible to retire at age 58 with at least 30 years of service credit, at age 55 with at least five years of service credit, or under the special circumstances of discontinued retirement.
- **CalSTRS 2% at 62:** You're eligible to retire at age 55 with at least five years of service credit or under the special circumstances of discontinued retirement.

You can find which benefit structure you're under in the **Special Messages** section on page 3.

Defined Benefit Program

Your retirement benefit is a defined benefit pension calculated using a formula that provides a fixed percentage of your final compensation on the day you retire and your years of service credit, not on how much you contribute or how well CalSTRS investments perform. The formula:

$$\text{Service Credit} \times \text{Age Factor} \times \text{Final Compensation} = \text{Year Retirement Benefit}$$

Service Credit is time, in full and partial years, that you earned creditable compensation for CalSTRS covered service. Your total service credit is listed below.

SERVICE CREDIT ACTIVITY		SERVICE CREDIT
08 beginning balance as of July 1, 2017		10.000
Current year service credit		0.000
08 ending balance as of June 30, 2018		10.000

The Defined Benefit Account Activity shows your 2017-18 fiscal year contributions and interest. For 2017-18, Defined Benefit accounts earned 0.0 percent interest. Remember, your monthly benefit is based on the formula above, not on your contributions or total account balance. For more information, see "Your Defined Benefit Membership" in the Member Handbook at CalSTRS.com/publications.

	MONTHS	RECEIVED		TOTAL
		PRINCIPAL	INTEREST	
08 beginning balance as of July 1, 2017	0.00	\$0,562.00	\$ 7.9844	\$0,321.01
Interest credited 2017-2018			106.62	106.62
Current year contributions	0.00	6,429.00	6,429.00	6,429.00
08 ending balance as of June 30, 2018		\$7,021.00	6,866.37	138,888.11

Log in to your account at myCalSTRS.com to view your earnings and contributions by employer and a glossary of terms used in this report.

Additional Information

More Money for Retirement

Defined Benefit Supplement Account

As a Defined Benefit member, you have a Defined Benefit Supplement account that provides additional benefits for your retirement. This is a separate fund and benefit in addition to your main CalSTRS retirement benefit.

Since you cannot earn more than one year of service credit in a school year, most of your and your employer's contributions from your earnings in excess of one year up to the compensation cap, are credited to this account. You can build your account by taking on extra pay assignments such as summer school, intersession, weekend advisor or music director. When you retire, you'll receive your CalSTRS retirement benefit and your Defined Benefit Supplement funds.

If you're under the CalSTRS 2% at 60 benefit structure, Social Security payments and retirement accounts are also available to your Defined Benefit Supplement account.

Excess Contributions

If you earn more than one year of service in a school year you're eligible for a return of your member contributions that were made in excess of the 8 percent contribution rate on Defined Benefit Supplement compensation. If you made excess contributions in the 2017-18 fiscal year, the total amount of excess contributions is provided in the Special Messages section on page 3.

CalSTRS will return the excess contributions to your employer, typically in October. Your employer is responsible for returning your excess member contributions to you. Adjustments to the excess earnings from prior years may be listed as negative amounts. The timing of any excess member contributions returned to you by your employer will vary. Please contact your employer if you have any questions.

Social Security, CalSTRS and You

As a CalSTRS member, you do not contribute to Social Security so you will not receive Social Security benefits from your CalSTRS-covered service. That's because in 2005, California's public school educators voted against joining the Social Security. If you expect to receive a Social Security benefit through other employment or your spouse, see CalSTRS.com/publications.

Know Your Money - the Wealth Estimator Promise and the Government Pension Offset - they have you with a similar Social Security benefit or possibly no benefit at all. Your CalSTRS retirement benefit will not be reduced by these rules. See the Social Security, CalSTRS and You fact sheet at CalSTRS.com/publications.

CalSTRS Benefits and Financial Awareness Workshops

CalSTRS offers a number of benefits workshops, each designed to meet your needs at different stages during your career. Benefits specialists also provide assistance at CalSTRS member service centers and local offices or by calling 800-228-5453, option 3. Go to CalSTRS.com/benefits-planning for more information.

CalSTRS Pension2 - Save More for Your Future

Your CalSTRS benefit may not be enough for your retirement. CalSTRS Pension2 is a voluntary supplemental savings program that offers 403(b), 457(b), Roth 403(b) and Roth 403(b) plans to help you set aside additional money for retirement.

CalSTRS Pension2 plans feature:

- Easy payroll deductions
- Flexible investment options
- Low and transparent costs—no commissions, no load fee and no surrender charge

Learn more at Pension2.com.

Compare Us - 403(b) Compare

403(b) Compare is your resource for information on the 403(b) plans offered by your school district. You'll find everything you need to compare and select the 403(b) that best fits your needs, including costs, services and performance. Visit [403\(b\)Compare.com](http://403(b)Compare.com).

Glossary of Terms

Need help understanding a term in this report? See our online glossary at CalSTRS.com/glossary.

The Defined Benefit Program Formula: Service Credit x Age Factor x Final Compensation = Year Retirement Benefit



If you believe there's a discrepancy in your report, contact your employer immediately to correct errors.

➔ View your Retirement Progress Report at myCalSTRS.com.



Get the facts on Social Security

As a California public school educator, you do not contribute to Social Security, so you will not receive a Social Security benefit for your CalSTRS-covered employment when you retire.

If you're counting on Social Security through your spouse or other employment, two federal rules—the Government Pension Offset and the Windfall Elimination Provision—may leave you with a smaller Social Security benefit or possibly no Social Security benefit at all.

Your CalSTRS retirement benefit will not be reduced by these rules.

Social Security is a federal program and neither CalSTRS nor the State of California has control over eligibility requirements or benefit calculations.

Government Pension Offset

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.

Windfall Elimination Provision

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.



Your survivor benefits

Your spouse, children and other loved ones may be eligible for survivor benefits after your death. The type and amount of benefits depend on:

- Your years of service credit.
- Your type of coverage: A or B.
Find your coverage on your *Retirement Progress Report*.
- Your membership status.
- If you elect an option.

Depending on your member status at the time of your death, your beneficiaries may be eligible for three types of benefits:

- One-time death benefit.
- Defined Benefit Program monthly benefit.
- Defined Benefit Supplement account distribution.

NOTE: All survivor benefits are considered taxable income.

One-time death benefit recipient

You may designate one or more recipients to receive a one-time death benefit—a person, trust, estate, charitable organization, corporation or public entity. If you die during active service, the benefit is currently \$6,372 under Coverage A and \$25,488 under Coverage B. If you die after you've retired or while receiving a CalSTRS disability benefit, the benefit amount is currently \$6,372.

You can change your one-time death benefit recipient any time, with no financial penalty.

Name your one-time death benefit recipient using *myCalSTRS*. Then be sure to keep your recipient information current.

Defined Benefit Program monthly benefit

If you die before retirement, your survivors, including your spouse or registered domestic partner and dependent children, may be eligible for a monthly survivor benefit.

You may choose to elect an option to provide a lifetime monthly benefit to one or more beneficiaries, instead of a monthly survivor benefit, when you're eligible to retire. You can also elect an option at retirement, or under the Coverage B disability retirement based on your earned income.

Defined Benefit Supplement distribution

Your membership status when you die determines how the balance in your Defined Benefit Supplement account will be distributed.

If you die before retirement, your Defined Benefit Supplement account balance will be distributed to your one-time death benefit recipient. If you did not name a recipient, CalSTRS will pay the balance to your estate.

If you die after retirement, your account balance will be distributed to your one-time death benefit recipient or option beneficiary, depending on the distribution you elected at retirement.

➤ See the *Survivor Benefits* brochure at [CalSTRS.com/publications](https://www.calstrs.com/publications).

📺 View the *Survivor Benefits* video at [CalSTRS.com/videos](https://www.calstrs.com/videos).

Your disability benefits

You may be eligible for disability benefits if you have a medically determined physical or mental impairment that is permanent or expected to last at least 12 consecutive months and prevents you from performing:

- Your usual duties with or without reasonable accommodation.

OR

- Duties in a comparable level position.

In general, the basic disability benefit is 50% of your final compensation. The maximum benefit, including benefits for eligible dependent children, is 90% of your final earned compensation.

In order to have income while your application for disability benefits is being evaluated, you may apply while:

- You're still working.
- You're receiving sick leave or differential pay.

In addition, if you're eligible to service retire, you can apply for service retirement during the evaluation of your application. However, if your disability benefits application isn't approved, you'll remain in service retirement and won't be eligible to apply for disability again.

Your disability benefit does not require your disability to be work related, unlike worker's compensation benefits.

- See *Your Disability Benefits Guide* and the "Your disability benefits" section in the *Member Handbook* at [CalSTRS.com/publications](https://www.calstrs.com/publications).

Health insurance in retirement

CalSTRS does not provide health benefits. Your health benefits depend on your district's agreement with your employee bargaining unit. Many retired educators have to contribute to or pay their own health insurance costs. **Consider setting aside extra money now for your future.**

You and your employer each pay 1.45% of your wages toward Medicare, the federal health insurance program for people age 65 and older.





Your retirement decisions

It's never too early to start planning for your retirement. Attend a CalSTRS workshop or benefits planning session to help you with your retirement decisions.

Are you eligible to retire?

If you're under the CalSTRS 2% at 60 benefit structure, you're eligible to retire as early as age 50 with at least 30 years of service credit or age 55 with at least five years of service credit or under the special circumstances of concurrent retirement.

If you're under the CalSTRS 2% at 62 benefit structure, you're eligible to retire at age 55 with at least five years of service credit or under the special circumstances of concurrent retirement.

Do you want to provide a lifetime monthly retirement benefit to someone after your death?

Member-Only Benefit

The Member-Only Benefit provides the highest monthly benefit. It does not provide a monthly lifetime benefit for someone after your death. After your death, any remaining balance in your account will be paid to your one-time death benefit recipient.

Modified Benefit

You can choose to distribute your retirement benefit over your life and the life of one or more people. You'll receive a reduced monthly lifetime benefit, known as a Modified Benefit, based on the option you choose, your age and your beneficiary's age at election. When you die, your option beneficiary will receive a lifetime monthly benefit.

Your option choices include providing your beneficiary with 100%, 75% or 50% of your modified Member-Only Benefit. Or you can choose the Compound Option that lets you provide a lifetime monthly benefit for one or more individuals and keep a portion of your benefit as a Member-Only Benefit. After you retire, you can change your option beneficiary only under limited circumstances.

To find out how each option would affect your retirement benefit, use the *Retirement Benefits Calculator* at [CalSTRS.com/calculators](https://www.calstrs.com/calculators) or schedule a benefits planning session at [CalSTRS.com/benefits-planning](https://www.calstrs.com/benefits-planning).

Electing an option beneficiary before retirement

You can elect an option beneficiary when you're eligible but not yet ready to retire.

Advantages include:

- The benefit begins immediately after your death.
- If you die before you retire, your option beneficiary will receive a monthly lifetime benefit. If you did not preelect an option beneficiary and you die before retirement, your beneficiary may receive a smaller lifetime benefit or none at all.
- In most cases, the Modified Benefit you'll receive in retirement will be higher if you preelect an option than if you elect an option at the time of retirement.

Disadvantages include:

- If you cancel or change your option before retiring, a lifetime assessment will be applied to your retirement benefit. The assessment may reduce your retirement benefit for life.
- If your option beneficiary dies before you retire, the election will be canceled automatically. Your retirement benefit will be subject to an assessment that may reduce your benefit for life.

If you choose to elect an option before retirement, complete and submit the *Preretirement Election of an Option* form online using *myCalSTRS*.

- See “Protecting your loved ones before you retire” and “Protecting your survivors with a lifetime benefit” in the *Member Handbook*.

📺 View the *Beneficiary Options* video at [CalSTRS.com/videos](https://www.calstrs.com/videos).

How do you want to receive the funds in your Defined Benefit Supplement account?

When you retire, you'll receive the funds in your Defined Benefit Supplement account. Your most recent *Retirement Progress Report* shows the total amount in your account at the end of the last school year.

Things to consider

The amount in your account determines how you can receive your funds at retirement:

- If you have less than \$3,500 in your account, you will receive your account balance as a lump-sum payment. You may receive your funds directly or roll them into a qualified retirement plan, such as CalSTRS Pension2.
- If you have \$3,500 or more in your account, your choice depends on whether you elect a Member-Only Benefit or a Modified Benefit. You can choose a lump-sum payment, annuity payments or both.

➤ See the “Your retirement benefit” section in the *Member Handbook*.

📺 View the three-part Defined Benefit Supplement Program video series at [CalSTRS.com/videos](https://www.calstrs.com/videos).

Ease into retirement under the Reduced Workload Program

If you're not ready to retire but want to cut back on the number of hours you work, consider the Reduced Workload Program (also known as the Willie Brown Act). This program allows you to work less than full time but continue to earn service credit as if you were working full time. You and your employer continue to pay CalSTRS contributions based on your full-time annualized pay rate.

To participate, you must be at least age 55, have at least 10 years of service credit and have been employed full time in a CalSTRS-covered position for the last five years. Talk to your employer to find out whether the program is offered. Availability and participation are at your employer's discretion.

➤ See the “Reduced Workload Program” section in the *Member Handbook*.

If you contributed to another public retirement system

If you're also a member of another public retirement system in California, you'll need to file for retirement separately with each system.

When calculating your retirement benefit, CalSTRS may be able to use your compensation for service performed under the other retirement system if you didn't work for both systems at the same time.

➤ See the *Concurrent Retirement* fact sheet at [CalSTRS.com/publications](https://www.calstrs.com/publications) for more information.

Are you saving enough?

According to the 19th Annual Transamerica Retirement Survey, nearly half of workers say they “guessed” when asked how they estimated their retirement savings needs. About one in four workers estimated the amount based on their current living expenses, and only 12% have used a retirement calculator.

🔗 Use the worksheets on pages 22 and 24 to estimate your expenses and income in retirement.

➤ Estimate your projected retirement benefit using the calculator at [CalSTRS.com/calculators](https://www.calstrs.com/calculators).

Working after retirement

As you plan for retirement, consider how you will spend your days and how much money you will need.

If you think you may return to work, here's what you need to know:

- You can work in any job outside the California public school system with no restrictions on your earnings. This includes working for private schools, state colleges and universities, and the private sector.
- Under the separation-from-service requirement, your CalSTRS benefit will be reduced by the amount you earn performing retired member activities during the first 180 calendar days following your most recent retirement date, up to your benefit amount payable during that period. This includes performing retired member activities as a substitute teacher and as an employee of a public school system, an independent contractor or an employee of a third party.
- If you perform retired member activities as an employee of the California public school system, including substitute teaching, an independent contractor, or an employee of a third party, there's a limit to the amount of money you can earn in a year without affecting your retirement benefit. For fiscal year 2020–21, the postretirement earnings limit is \$47,713.

- If you retired under the Retirement Incentive Program, you will lose the ongoing increase in your benefit from the incentive if you return to work within five years of retirement in any job with the employer that granted the incentive.

Your responsibility

If you return to work in the California public school system, you will need to keep track of your gross earnings (your income before any taxes are deducted) so you do not exceed the earnings limit. CalSTRS will also monitor your earnings, but it usually takes three to four months to receive, review and post your earnings to your account.

If you earn more than the limit, your monthly retirement benefits will be reduced by the excess amount, up to the amount of your total annual benefit. For example, if you earn \$3,000 above the limit in a fiscal year (July 1 to June 30), we will reduce your retirement benefits by \$3,000.

NOTE: About half of CalSTRS retirees volunteer their time during retirement. If you volunteer, be aware that an employment arrangement that involves volunteering in a position to perform service that would otherwise be creditable to CalSTRS may be in violation of the postretirement earnings limitations.

- See the *Working After Retirement* fact sheet at [CalSTRS.com/publications](https://www.calstrs.com/publications) and “Reinstatement to active member status” in the *Member Handbook*.

**DID
YOU
KNOW**



22% of retired members work for pay.

The main reason: they **enjoy working** and want to **stay active (26%)**. Some **24%** of those working for pay said they **need the income for living expenses**. One-third of those retirees working for pay **work in CalSTRS-covered employment**. About half of all CalSTRS retirees do volunteer work.

—CalSTRS 2017 Retirement Readiness Assessment Survey

Our member service centers

CalSTRS has member service centers located throughout the state. Go to [CalSTRS.com/benefits-planning](https://www.calstrs.com/benefits-planning) to see services currently available online or in your area.

To find out more, call 800-228-5453, option 3, or visit [CalSTRS.com/localoffices](https://www.calstrs.com/localoffices).



View our member benefit videos

Browse our library of three- to five-minute member education videos to learn steps you can take now for your secure future.

Understanding the Formula

Know how your retirement benefit is calculated.

The Gap

Consider how much of your working salary you'll need to live the retirement you want.

Defined Benefit Supplement Program

Learn about this additional source of money for retirement.

Disability Benefits

Find out about your disability coverage, eligibility requirements and the application process.

 [CalSTRS.com/videos](https://www.calstrs.com/videos)



Stay engaged

Read our *Connections* newsletter, which provides information about benefits, retirement planning, webinars, legislative news and more.



Go paperless. Sign up on [myCalSTRS](https://www.calstrs.com) to receive your newsletter electronically to help us conserve natural resources and reduce costs.



Attend a workshop

Want to learn more about your benefits as a CalSTRS member? How to save, plan and protect your financial future? Take advantage of our workshops for every stage of your career.

My Retirement workshops

Looking for a quick way to learn how to make the most of your CalSTRS membership? The My Retirement interactive workshop series is for you.

My Retirement System—Introduces your retirement, survivor and disability benefits, how to calculate your retirement benefit, and why it pays to start a 403(b) or 457(b) supplemental savings plan sooner rather than later.

My Retirement Benefits—Provides more in-depth information about your benefits, earned and purchased service credit, and the gap between your CalSTRS benefit and your retirement income goal, plus ways you can bridge it.

My Retirement Decisions—Covers the decisions you'll need to make before you retire, including if you want to elect a beneficiary option, how to complete the application and what you'll need to know after retirement.

➤ Sign up at CalSTRS.com/benefits-planning.

Financial awareness workshops

Learn how to make smart decisions today about your financial future by attending our financial awareness workshops.

Save for Your Future—Discover new ways to create a spending plan, understand your credit report, build and keep good credit, manage debt and ask the right questions before investing.

Plan for Your Future—Create an action plan for your retirement picture, identify your expenses in retirement and how they'll likely change over time, and find out about Medicare basics and Social Security offsets if you'll qualify for Social Security from other work or a spouse.

Protect Your Future—Learn how to maximize and protect your income and reduce the risk of underestimating your expenses in retirement, and how to choose a financial professional.

➤ Register now at CalSTRS.com/financial-awareness.

CalSTRS representatives are available by secure online messaging at myCalSTRS.com and by phone at 800-228-5453, option 3.





Your retirement picture!

Would you like to start a new business? Volunteer? Travel? Spend more time with family or pursue new hobbies?
 Check all the things you see yourself doing when you retire.

Work

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

Family

- Visit family
- 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 often
- 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
- Do maintenance projects
- 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 _____

Your estimated monthly retirement expenses

Fill in the first column with what you're now spending monthly. Next, calculate the inflation factor by following the steps listed on the inflation factor table on the following page, then place the inflation factor in the second column. Multiply the first column by the second column to get an idea of the income you'll need during your first year of retirement. Mortgage, rent, loan and credit card payments are set under specific terms and rates, so no inflation applies.

Expense	Current monthly cost	Inflation factor	Monthly cost at retirement (current cost X inflation factor)
Mortgage/rent (excluding property taxes and insurance)	\$	N/A	\$
Property taxes	\$		\$
Homeowner's insurance	\$		\$
Homeowner's association dues	\$		\$
Utilities (gas, electric, water, sewage, trash)	\$		\$
Cable TV, internet, phone, streaming services	\$		\$
Home maintenance	\$		\$
Automobile/transportation (gas, maintenance, insurance)	\$		\$
Food (groceries, eating out)	\$		\$
Clothing	\$		\$
Personal care	\$		\$
Dependent care	\$		\$
Health care/Medicare	\$		\$
Loan payments (car, home equity, credit line)	\$	N/A	\$
Credit cards (minimum payment)	\$	N/A	\$
Entertainment	\$		\$
Travel	\$		\$
Charitable donations or gifts	\$		\$
Other	\$		\$
MONTHLY TOTAL	\$		\$

Inflation factor

Inflation is defined as a sustained increase in the general level of prices for goods and services. It's measured as an annual percentage. As inflation rises, every dollar you own buys a smaller percentage of goods and services. While inflation affects everyone, those on a fixed income may feel the effect more than others.

The steps to calculate the inflation factor for the worksheet on the previous page are:

1. Choose the number of years until your retirement starts from the far left column in the table below.
2. Select an estimated annual inflation rate from the row across the top. Inflation cannot be predicted from year to year. From 2000 to 2009, inflation averaged 2.56%; from 1990 to 1999, inflation averaged 3%; and from 1980 to 1989, inflation averaged 5.51%. You'll have to make an educated guess.
3. Read across and down to find the appropriate inflation factor corresponding to your predicted rate of inflation. For example, if your retirement is five years out and you guess a 5% annual inflation rate, your inflation factor will be 1.28. List your inflation factor in the inflation factor column of your worksheet.
4. Finally, multiply your estimated monthly living expenses from the first column by the inflation factor in the second column to get an idea of the income you'll need for your first month of retirement if you would like to maintain your current lifestyle.

Years to retirement	Annual inflation rate			
	3%	5%	7%	10%
1	1.03	1.05	1.07	1.10
5	1.16	1.28	1.40	1.61
10	1.34	1.63	1.97	2.59
15	1.56	2.08	2.76	4.18
20	1.81	2.65	3.87	6.73
25	2.09	3.39	5.43	10.83
30	2.43	4.32	7.61	17.45

CHECK YOUR MEDICARE



Medicare starts at age 65, but you may still have expenses that aren't covered, such as copayments, deductibles and custodial care. According to the Employee Benefit Research Institute, Medicare covered 64% of the cost of health care services for those age 65 and older in 2016. Out-of-pocket spending accounted for 11%, with private insurance covering the rest.

Your retirement income worksheet

This worksheet will give you an idea of what your income in retirement will look like. Enter monthly amounts before taxes.

Guaranteed income

Defined Benefit Program pension	
My benefit	\$
Other benefit	\$
Defined Benefit Supplement payment	
Lifetime monthly annuity	\$
Social Security	
My benefit from other work	\$
Other benefit	\$
Veteran's benefit	
My benefit	\$
Other benefit	\$
Annuities	
My annuity income	\$
Other annuity income	\$
Other guaranteed income	
Other income	\$
Total guaranteed monthly income	\$



Guaranteed income checklist

- Have I received estimates of my monthly benefits from all sources?
- Do these income sources adjust with inflation?
- What are the tax considerations of these income sources?
- What happens to these income sources if I or my significant other dies?

Nonguaranteed income

403(b), 457(b), 401(k), IRA	
Monthly distributions	\$
Roth 403(b), Roth 457(b), Roth 401(k), Roth IRA	
Monthly distributions	\$
Brokerage and savings accounts	
Monthly distributions	\$
Full-time and part-time work	
Income	\$
Income outside of work	
Real estate rental income	\$
Other annuity income	\$
Other	\$
Total nonguaranteed monthly income	\$



Nonguaranteed income checklist

- Do I have a strategy for taking distributions from each account?
- Have I looked into converting these accounts to guaranteed income, if needed?
- How do the IRS required minimum distribution rules affect these accounts?
- What are the tax considerations of these income sources?

TOTAL MONTHLY INCOME	\$
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CalSTRS benefits planning offices

Member service centers

Location			Telephone number	Hours
Fresno	Redding*	Santa Clara	800-228-5453 ext. 3	M-F 8-5
Glendale	Riverside	West Sacramento		
Irvine	San Diego			

* Standard hours of operation may not apply to this location.

Satellite offices

Location					Telephone number
Bakersfield	Eureka	Murrieta	Salinas	Santa Maria	800-228-5453 ext. 3
Ceres	Hanford	Ontario	San Francisco	Santa Rosa	
Cordelia	Hayward	Oxnard	San Marcos	Visalia	
Culver City	Hesperia	Palm Desert	San Mateo	Walnut	
Downey	Lancaster	Palm Springs	Santa Barbara		
El Centro	Los Alamitos	Pleasant Hill	Santa Cruz		

Hours and services vary at satellite offices, so call ahead or visit CalSTRS.com/localoffices for more information.

For the most current listing of our member service centers and satellite offices, visit CalSTRS.com/member-service-centers.

CalSTRS resources



WEB

CalSTRS.com
Click *Contact Us* to email

myCalSTRS.com

403bCompare.com

Pension2.com

STAY CONNECTED



CALL

800-228-5453
7 a.m. to 6 p.m.
Monday through Friday

916-414-1099
Calls from outside the U.S.

888-394-2060
CalSTRS Pension2® personal wealth plan

855-844-2468 (toll free)
Pension Abuse Reporting Hotline



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P.O. Box 15275
Sacramento, CA
95851-0275



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Member Services
100 Waterfront Place
West Sacramento, CA 95605

Find your nearest
CalSTRS office at
CalSTRS.com/localoffices



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