

Your MTRS Benefits

Reference guide

2024

MTRS
MASSACHUSETTS TEACHERS'
RETIREMENT SYSTEM



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Contacting us...

The MTRS operates two offices; depending on where you are employed, you should contact the office in Charlestown or in Springfield.



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9 a.m. – 5 p.m., Monday through Friday

When writing to us...

Please include your name and member number (if known) on your correspondence; do not include any portion of your Social Security number. For your protection, be sure to keep your member number confidential.

Visit us at mass.gov/mtrs!

- Estimate your retirement benefits under Options A, B and C
- Watch videos on topics covered in this program
- Download forms

Save yourself the drive—visit our website or call us with your questions.

*Receive periodic email updates from us—
Register online to join our email list—it's easy!*

Your MTRS Benefits

Seminar and reference guide for Tier 1 members

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The MTRS staff has developed this presentation to remind and inform you of your retirement benefit options, to give you the information you need to estimate your actual retirement allowance and to point out other issues you will need to consider in retirement.

This booklet, written by the staff of the MTRS, was prepared exclusively for use by members of the Massachusetts Teachers’ Retirement System in conjunction with the seminar entitled *Your MTRS Benefits*. It is not intended as a substitute for the Massachusetts General Laws nor will its interpretation prevail should a conflict arise between the contents of this booklet and M.G.L. c. 32; rules governing retirement are subject to change periodically either by statute of the Massachusetts Legislature or by regulation of the Teachers’ Retirement Board. Finally, no part of this publication may be reproduced in any form or by any means without the prior written permission of the Massachusetts Teachers’ Retirement System.

IMPORTANT NOTICE TO MEMBERS WHOSE EFFECTIVE MEMBERSHIP DATE IN A MASSACHUSETTS CONTRIBUTORY RETIREMENT SYSTEM IS ON OR AFTER APRIL 2, 2012:
Based on your membership date, you are in Membership Tier 2, and subject to a different, less advantageous benefit structure than provided under Tier 1. Please note that, unless otherwise noted, the benefit examples illustrated in this program and booklet reflect the benefits provided under Tier 1, **not** Tier 2. If you have questions about your retirement benefits, or specific calculations, please visit our website.



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- Part 4 Benefit calculations**
The three options, the retirement formula and sample calculations
- Part 5 Retirement issues**
Things to consider before *and* after you retire

Q&A



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Preliminary note

Terminology

“Membership Tier”

- Pension Reform III created a different benefit structure for new members of Massachusetts public retirement systems on or after April 2, 2012
- Because benefits are now based, in part, on membership date, MTRS distinguishes between two “Membership Tiers” based on when you established membership:
 - Before April 2, 2012 **Tier 1**
 - On or after April 2, 2012 **Tier 2**

NOTE: The benefit calculation examples in this program reflect Tier 1 benefits, not Tier 2 benefits.

- Pension Reform III, effective November 16, 2011, created a new benefit structure for individuals who became members of Massachusetts public retirement systems on or after April 2, 2012.

- Changes to the benefit structure for Tier 2 members include:

- an increase in the minimum retirement age from 55 to 60;
- an increase in the final salary average period from 3 years to 5 years; and,
- a reduction in the age factors used to calculate retirement benefits.

- For a side-by-side comparison of the differences between Tier 1 and Tier 2 provisions, see page 25.


- Formed on July 1, 1914, the MTRS has now been proudly serving Massachusetts educators for more than 100 years!

- **Take note:** Because the MTRS is a defined benefit plan, fluctuations in the financial markets do **not** affect the formula or the amount of your benefits. The pension fund is managed by the Pension Reserves Investment Management (PRIM) Board, and is invested in a well diversified portfolio, with a focus on long-term returns.

- The current MTRS Board members are:

- Iraida J. Álvarez, Esq., Chair, Designee of the Commissioner of Elementary and Secondary Education
- Deborah B. Goldberg, State Treasurer
- Diana DiZoglio, State Auditor
- Dennis J. Naughton, elected member
- Jacqueline A. Gorrie, elected member
- Richard L. Liston, Board appointee
- Anne Wass, Governor’s appointee

For brief biographical sketches of our Board members, see our website.



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Part 1: Meet the MTRS

What is the MTRS?

The plan

- Formed under M.G.L. Chapter 32
- Operates as a **defined benefit plan** under Section 401(a) of the Internal Revenue Code
- Benefits based on age, service and salary
- Retirement benefit guaranteed for life
- Governed by seven-member, unpaid Board
- Two offices, in Charlestown and Springfield; 100+ staff members

Part 1: Meet the MTRS 5

What is the MTRS?

Membership

- Massachusetts public elementary and secondary, charter, and collaborative school teachers and administrators
- All eligible employees are required to enroll with the MTRS and make mandatory contributions
- The **largest** of the 104 Massachusetts contributory retirement systems...

Active members	102,510
Inactive members	35,762
Retirees and survivors	71,282
Total	209,554

- The MTRS and you, our members, have mutual responsibilities. Throughout your career, please be sure to contact us if you:
 - are injured while performing the duties of your job (if you file an accident report with your school district, please request that a representative send a copy of that report to us, so that it is on file with us in the event that you apply for a disability retirement allowance);
 - change your name;
 - want to change your beneficiary designation;
 - get divorced; or,
 - have any questions about your retirement plan.

Part 1: Meet the MTRS 6

What do we do for you?

- **When you join...**
 - Establish your MTRS annuity savings account
- **Throughout your career...**
 - Maintain your MTRS annuity savings account
 - Process your service purchases, if any
 - Keep you informed of retirement issues via seminars, broadcast e-mail
- **If you leave active service prior to your retirement...**
 - Refund your account upon request
 - If you die, process a benefit to your survivor
- **During your retirement...**
 - Pay you a monthly retirement allowance
 - Pay a benefit to your survivor, if applicable

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Resources for members

Online at mass.gov/mtrs

- Home > Forms >
 - Active and inactive members
 - Service purchase applications
 - Beneficiary designation form
 - Retirement and refund applications
- Retirement benefit estimator
- Info on plan benefits, pending legislation, regulations, useful links—and more!
- **Join our email list** to receive periodic updates via email—it's easy!

- If you have not yet registered, go to our website and join our email list to receive our program announcements and updates.

Part 2: Your membership 9

All members contribute a percentage of earnings...

Your rate is determined by the date on which you established membership rights in the public retirement system

MA retirement system start date	Rate
Prior to 1/1/75	5%
1/1/75 through 12/31/78	7%
1/1/79 through 12/31/83	7% + 2% on earnings over \$30K
1/1/84 through 6/30/96	8% + 2% on earnings over \$30K
7/1/96 through 6/30/01	9% + 2% on earnings over \$30K
7/1/2001 through 4/1/2012	11% (RetirementPlus)
On or after 4/2/2012 (Tier 2)	11% (RetirementPlus; reduced by 3% after 30 years of service)


Reminder: Next time you get your pay stub, check your contribution rate.



Divide the amount of your retirement withholding by your gross income, and then refer to the chart above. If your contribution rate is not correct, confirm your calculation with your payroll office and then contact the MTRS.

Note: If the 2% contribution also applies, make sure it is included.

- The 2% contribution on your salary over \$30,000 is *in addition to your regular contribution*. For example, if your enrollment date is January 2, 1979 and your salary is \$35,000, your total contribution would be 7% of \$35,000 *plus* 2% of \$5,000.
- **New members as of July 1, 2001** are required to participate in RetirementPlus.
- **New members transferring to the MTRS** from other Massachusetts public retirement systems with service starting in the other MA public retirement system **prior to 7/1/2022** will have 180 days to opt out of RetirementPlus; if they do not respond, they are enrolled in RetirementPlus. New members transferring to the MTRS from other Massachusetts public retirement systems with service starting in the other MA public retirement system **on or after 7/1/2022** have no election option and will automatically participate in RetirementPlus.
- As an active, contributing member, you do not have access to the funds in your annuity savings account. In other words, you are not eligible to withdraw any portion of your annuity savings account, nor may you borrow money from that account or assign the funds to someone else. Additionally, your account may not be garnished or attached by a lien except by the IRS, Massachusetts Department of Revenue or, in the event of divorce, pursuant to a Domestic Relations Order.



Part 2: Your membership 10

You contribute on your regular compensation...

Included...	Excluded...
<ul style="list-style-type: none"> ■ Annual base salary per collective bargaining agreement (CBA) or individual contract ■ Regular longevity ■ Athletic coaching ■ Annual payments for additional services pursuant to CBA 	<ul style="list-style-type: none"> ■ Amounts paid due to employer's knowledge of retirement ■ Sick leave buy-back ■ Unused vacation ■ Hourly payments ■ Temporary salary augmentations ■ Annuities and fringe benefits


- Just as you pay contributions only on earnings that count as "regular compensation," when we determine your final salary average for your retirement benefit calculation, we count only your "regular compensation."
- **Temporary salary augmentations:** Pursuant to Public Employee Retirement Administration Commission (PERAC) regulation 840 CMR 15.03, regular compensation excludes extraordinary, ad hoc, nonrecurring salary enhancements, such as enhanced longevity buy-out provisions (ELBOs).
- **Exceptions to hourly payment exclusion:** Hourly payments for coaching, breakfast/lunch duty may qualify as regular compensation. These payments will be reviewed when you retire, and their status determined at that time.

Regular compensation and the Pension Reform Act of 2009

Members with membership dates after 12/31/1995 are subject to pensionable earnings limits

There are federal and state limits on the amount of pensionable earnings ("regular compensation") that can be used in computing benefits for active members of public retirement systems with effective membership dates after 12/31/1995. Specifically, for members with effective membership dates:

- **After 12/31/1995**, the pensionable earnings limit for calendar year 2024 is **\$345,000** (pursuant to Internal Revenue Code § 401(a)(17); refer to 2024 PERAC Memo 4).
- **After 1/1/2011**, the pensionable earnings limit for calendar year 2024 is **\$220,800** (pursuant to Section 23 of Chapter 131 of the Acts of 2010; refer to 2024 PERAC Memo 5). For the purposes of imposing a pension "cap," the maximum amount of regular compensation that may be used in the determination of the final average salary was set at 64% of the annual limit pursuant to the Internal Revenue Code, 26 U.S.C. 401(a)(17). In 2024, the 401(a)(17) limit is \$345,000. Accordingly, the maximum amount of regular compensation for a member whose most recent date \$220,800 in 2024 (64% of \$345,000).




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Your MTRS benefits

- **Your MTRS annuity savings account**
 - If you leave service before retiring, you may take a refund or leave your funds on account
- **Retirement benefits**
 - Retirement ("superannuation")
 - Disability (ordinary and accidental)
 - Termination
- **In-service death benefit**
 - If you die while you are an active teacher, a benefit to your survivor(s)

Leaving MTRS service prior to retirement

- If you leave teaching before retiring from the MTRS, you will need to decide what you want to do with your annuity savings account:
 - take a refund of your annuity savings account,
 - leave your funds on account with the MTRS until some future date or event, or
 - receive a retirement allowance, if eligible.
- If you **take a refund...**
 - You forfeit all membership rights. If you then later return to teaching in the Massachusetts public schools—or another position that requires your membership in a Massachusetts contributory retirement system—you will be treated as a **new** member, in Membership Tier 2, and be subject to that tier's benefit structure.




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Taking a refund: What you will receive

If you leave MTRS service by:

- **Resigning voluntarily, and you have:**
 - **Less than ten years** of creditable service, you will receive interest at the rate of 3% on your accumulated total deductions compounded annually
 - **Ten or more years** of creditable service, you will receive interest at the regular rate
- **Being involuntarily terminated, you will receive interest at the regular rate**
- In all cases, you may receive interest only for two years after your separation from service

- If you **leave your funds on account...**
 - You do not need to notify us that this is what you are doing. We will simply keep your funds on account and continue to send you annual statements that show your balance and any activity, such as the addition of interest. Please note, however, that although your statement will reflect interest each year, you may not be eligible to receive all of the accrued interest if you apply for a refund more than two years after your date of separation from service.
 - If you have at least 10 years of creditable service at the time you leave service, you may be eligible to leave your funds on account until you attain a certain age and become eligible for a retirement benefit. If, at the time you leave service, you have at least 10 years of creditable service, and you are in:
 - **Membership Tier 1** (you established membership before April 2, 2012), and you are under age 55, you may leave your funds on account until you attain age 55, at which time you may then apply for a retirement allowance.
 - **Membership Tier 2** (you established membership on or after April 2, 2012), and you are under age 60, you may leave your funds on account until you attain age 60, at which time you may then apply for a retirement allowance.
 - If you later return to a position which requires membership in a Massachusetts contributory retirement system, all interest reported on your statements will be credited. Additionally, since you left your money on account, you will be entitled to your "old" contribution rate (the contribution rate in effect at the time you left service) in your new position.
 - If you take a refund **AFTER** you are eligible to receive a retirement allowance from the MTRS, and you receive a benefit from Social Security, your Social Security benefit will be subject to the Windfall Elimination Provision (WEP) and will be reduced. For more information, please contact the Social Security Administration (www.ssa.gov).



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Taking a refund: Be aware of what it means...

If you take a refund and later return to MTRS membership, you will be considered a **new** member, under Membership Tier 2, which provides for **significantly lower benefits**, including:

- A new age factor table that will require you to work longer for the same or a similar benefit that you would receive under the current table
- An increase in the salary average period used in the benefit calculation formula from 3 years to 5 years
- An increase in the minimum retirement age from 55 to 60

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Tier 1

Eligibility

Two "superannuation" retirement plans, each with different eligibility criteria:

1) "Regular"

- Any age, with **20 years** of creditable service, OR
- **Age 55 with 10 years** of creditable service

...and...

- Your eligibility for retirement is based on your Membership Tier:
 - **Tier 1** (established membership before 4/2/2012):
 - 20 years of creditable service at any age, OR
 - at least age 55, with 10 years of creditable service.
 - **Tier 2** (established membership on or after 4/2/2012): At least age 60, with 10 years of creditable service.

Part 3: Your benefits for pre-April 2, 2012 members 16

Tier 1

Eligibility

2) RetirementPlus (for participating members)

- Any age, with **30 years** of creditable service, at least **20 years** of which must be "membership" service with the MTRS or the Boston Retirement System as a "teacher"
- **Enhanced benefit:** Additional 12% added to allowable "percentage of salary average" upon reaching 30 years, with additional 2% for each full year thereafter

- Two types of purchased service count toward the 20-year "membership" service requirement:
 - repayment of a refund from the MTRS or the Boston Retirement System, and
 - if you began your teaching service on a temporary or part-time basis, the purchase of your mandatory six-month waiting period.
- All other types of purchased service do **not** count toward the 20-year "membership" service requirement (out-of-state teaching, non-public school teaching, substitute teaching, maternity leave, military service, Peace Corps, vocational experience and other Massachusetts government service).
- If you *elected* to participate in RetirementPlus, but then do not meet either the 20-year "membership" or the 30-year total service requirement by your date of retirement, you will receive a retirement benefit calculated under the regular formula and a refund of your RetirementPlus contributions, plus regular interest.

RetirementPlus percentage table

Your full years of creditable service	Your Membership Tier	
	Tier 1 <i>Established membership before 4/2/2012</i>	Tier 2 <i>Established membership on or after 4/2/2012</i>
30	12%	14%
31	14%	16%
32	16%	18%
33	18%	20%
34	20%	22%
35	22%	24%
36	24%	26%
37	26%	28%
38	28%	30%
39	30%	32%
40	32%	34%

- **Enhanced benefit for Membership Tier 2 members:** An additional 14% is added to the allowable "percentage of salary average" upon reaching 30 years, with an additional 2% for each **full** year thereafter.

Part 3: Your benefits for pre-April 2, 2012 members 17

Your MTRS benefits

Disability retirement

- **Ordinary disability retirement**
 - Service requirement: at least 10 years
 - Benefit formula
 - **Nonveteran:** Superannuation retirement formula, with age factor increased to age 55
 - **Veteran:** 50% of last annual salary, plus annuity
- **Accidental disability retirement**
 - No service or age requirements
 - Disability must be due to injury or hazard sustained while performing job duties
 - Benefit formula: 72% of last annual salary, plus annuity*

* Annuity = Member's account balance x actuarial factor

- **Ordinary disability retirement benefit formula for Tier 2 nonveterans:** superannuation retirement formula with age factor increased to age 60.

Part 3: Your benefits for pre-April 2, 2012 members 18

Your MTRS benefits

Termination retirement

- Service requirement: at least 20 years
- Termination must:
 - Be completely involuntary (for example, as a reduction in force or failure of reappointment)
 - **Not** be due to "moral turpitude"
- Benefit formula:

$$(3\text{-year salary average} \times 1/3) + \text{Annuity}^* = \text{Option A}$$

* Annuity = Member's account balance x actuarial factor

- A termination retirement benefit is not available to members in Tier 2.




Part 4: Benefit calculations for pre-April 2, 2012 members 20

Creditable service

Regular service

- **Full-time service**
 - 10-month contract = 1 year
 - 12-month contract = 1 year
- **Leaves of absence**
 - Paid vs. unpaid
- **Full years and full months of creditable service will be counted**
(see notes on "years of service" in Appendix B, page 26)

- For leaves of absence or sabbaticals, you will receive creditable service depending on how you were compensated during your leave. If you received:
 - **full compensation**, you will receive full service credit;
 - **partial compensation**, you will receive partial service credit;
 - **no compensation** (an unpaid leave), you will receive either the exact number of days of your leave if it was for one month or less, or one month of service if it was for longer than one month.
- Paid sabbaticals, regardless of when they were rendered, will always be prorated to reflect the percentage at which they were paid. For example, a sabbatical at 75 percent pay will be credited as 0.75 year of service.



Part 4: Benefit calculations for pre-April 2, 2012 members 21

Creditable service

Regular service


- **Part-time membership service**

For part-time service rendered...	You will receive...
On or before 11/9/1990	Full-time credit
Between 11/9/1990 and 7/9/2010	If your employment status during this period: ■ did not change, full-time credit ■ changed, prorated credit
On or after 7/9/2010	Prorated credit

For an example and more info, see Appendix E, page 34

- A "change in employment status" means that you went from being employed on a part-time basis to a full-time basis, or vice versa.
- Prorated credit is based on the percentage of full-time service that it represents. For example, if you worked for one year on a half-time basis, you will receive 0.50 year of service credit for that year.
- **Pre-kindergarten or kindergarten teaching service:** If you rendered any part-time membership service prior to 7/9/2010 as a pre-kindergarten or kindergarten teacher, that service will be credited as full-time equivalent (FTE).
- **A note about substitute, temporary or part-time service purchased prior to 2001:** Because of a change in MTRS Regulation 807 CMR 3.03, effective April 27, 2001, you may be eligible to purchase previously ineligible substitute, temporary or part-time service. Specifically, if you purchased—or were billed for—part-time service that you rendered prior to 2001, please call either our Charlestown or Springfield office and request a review of your pre-2001 part-time service purchase application.

Part 4: Benefit calculations for pre-April 2, 2012 members 22



Creditable service


Purchasable service

Billed at "actuarial" interest rate (currently, 7%)

- Refund buy-back
- MA state or municipal employment
- MA substitute or temporary teaching
- Out-of-state public school teaching
- Nonpublic school teaching BEFORE 1973
- Dept. of Defense overseas dependent school teaching

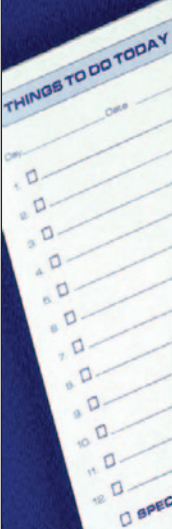
Billed at "buyback" interest rate (currently, 3.5%)

- Military service
- Nonpublic school teaching in a MA publicly funded school
- Vocational education
- Peace Corps service



- Service rendered as an "independent contractor" is not eligible for purchase.
- Credit for day-to-day substitute service is based on the number of full days worked, divided by 180 (the number of days in a standard school year).
- **A note about pre-1975 maternity leave credit** (not listed on slide): As you may know, in 2001, eligible members who took an unpaid leave, or resigned, for maternity or adoption purposes prior to January 1, 1975, were given the opportunity to purchase creditable service for their leaves; this service had to be purchased by December 31, 2001. However, in certain rare circumstances, members who did not have ten years of creditable service as of December 31, 2001 may qualify to purchase this service upon attaining ten years of creditable service. If you believe that you may qualify, please contact our office for assistance.

Part 4: Benefit calculations for pre-April 2, 2012 members 23



Creditable service


How do I purchase service?

- **Download** service purchase forms from mass.gov/mtrs > Forms > Active & inactive members
- **Submit** completed form to MTRS for processing; we will send you an invoice
 - The cost typically includes **principal** (past earnings x applicable contribution rate) and **interest**
 - Special formulas apply to certain types of purchases (e.g., voc-exp, military)
- **Pay** by personal check, a pre-tax rollover or transfer from an eligible plan, or through our five-year installment plan (must be paid for *before* your date of retirement)

- **Be sure to complete your application in full.** Incomplete applications will cause delays as they will be returned to you for completion.

Part 4: Benefit calculations for pre-April 2, 2012 members 24

Important reminders...



- In order to purchase service, you must be **active** at the time of application (exception: Peace Corps service and refund buybacks)
- All service purchases must be paid in **full prior** to your date of retirement
- Late payments will postpone your date of retirement and delay your first retirement check

Review the types of creditable service on the next page. If applicable, take steps to purchase your past creditable service. Please note:

- 1) **You must pay for all of your service purchases BEFORE your date of retirement. Late payments will DELAY your date of retirement—and because retirement benefits are retroactive only to your date of retirement, late payments will cause you to lose money!**
- 2) **Start early.** Since it may take time for you and your prior employers to gather documentation of your past service, we strongly encourage you to start the service purchase process early—please don't wait until the last minute!

Creditable service

What it is, how it's credited and/or purchased, and applicable interest rates

The amount of creditable service you have is very important: it is one of the three factors used to calculate the amount of your retirement benefit (the other two are your age and salary average); and, it determines whether you are “vested” for purposes of receiving a retirement benefit.

■ Service that is automatically credited by the MTRS

- **Regular MA public school teaching service:** Credited through your school's monthly deduction reporting. [Note: If you previously rendered MA public school service, and then left and took a refund of your MTRS account, you may “buy back” your prior service credit (this is known as a “refund buyback”). See Other MA public service, below.]
- **Authorized leaves of absence, including sabbaticals:** For paid leaves, credited based on the length of your leave and amount of compensation received, as documented by you and your school district; for unpaid leaves, up to one month of credit.
- **Military leave of absence during your membership in a MA contributory retirement system:** If you are called to military duty while you are a member of a Massachusetts retirement system, and, within two years of your discharge or release, you return to membership service, your military leave will be credited based on documentation from you and your school district or municipality.

■ Service that you must apply to purchase—and pay for prior to your date of retirement

If you rendered any of the types of service listed below, you may be eligible to purchase credit for your service. If you wish to purchase credit, you must complete and submit the appropriate service purchase applications (available on our website at mass.gov/mtrs), along with any required documentation. We will review your application, determine your eligibility to purchase your service, and send you an invoice. Please note:

- As of July 3, 2014, to be eligible to purchase service (excepting Peace Corps service and refund buybacks), at the time you submit your service purchase application, you must be a member in service with the MTRS (generally, you are a “member in service” if you are: actively teaching; receiving Workers' Compensation for total incapacity; on a sick leave; or, on an authorized unpaid leave of less than one year).
- All service purchases must be **paid for in full** prior to your date of retirement; late payments will delay your date of retirement.
- Be aware that the service purchase process may take several months, so please be sure to start the service purchase process as early as possible in advance of your desired retirement date.

Type of purchasable service	Maximum time creditable	Applicable interest rate
<input type="checkbox"/> Other MA public service with the MTRS or a MA town, city, state, county or regional authority¹, during which...		Actuarial interest (as of 1/1/2023, 7.00%) ¹
<input type="checkbox"/> You were NOT a member of a MA contributory retirement system	20 years	
<input type="checkbox"/> You WERE a member of a MA contributory retirement system, and after which, you withdrew your funds (known as a “refund buyback”)	No maximum	
<input type="checkbox"/> MA public school substitute, temporary or part-time teaching or tutoring service	20 years	
<input type="checkbox"/> Out-of-state public school teaching service^{2, 4}	10 years	
<input type="checkbox"/> Nonpublic, private school teaching service BEFORE 1973^{2, 3, 4} (out-of-state or in MA)	10 years	Buyback interest (as of 1/1/2023, 3.5%)
<input type="checkbox"/> Overseas dependent school teaching service^{2, 4}	5 years	
<input type="checkbox"/> Vocational education work experience (for Chapter 74 certified educators)	3 years	
<input type="checkbox"/> Nonpublic school teaching service in a MA publicly funded school^{3, 4}	10 years	
<input type="checkbox"/> Peace Corps service	3 years	
<input type="checkbox"/> Pre-1975 maternity leave (except in rare situations, you must have purchased this service by 12/31/2001; however, if you believe you may qualify, please contact our office)	4 years	No interest charged on 1st invoice, 1st due date; thereafter, buyback interest
<input type="checkbox"/> Active military service in U.S. armed forces, MA National Guard or Active Reserves (other than a military leave of absence during membership in a MA contributory retirement system)	Generally 4 years	

¹ EXCEPTION: If you established membership in a Massachusetts public retirement system on or after April 2, 2012, and you had previously been a member of a Massachusetts public retirement system and taken a refund of your account, you will have one year from the date that you re-entered public service to apply and pay for your service purchase at the lower “buyback” interest rate. After your first year of re-entry to membership, you will be subject to actuarial interest.

² You may purchase a combined total maximum of ten years of out-of-state service (i.e., service rendered: in an out-of-state public school; before 1973 in an out-of-state nonpublic school; or, in an overseas dependent school).

³ You may purchase a combined total maximum of ten years of nonpublic school service.

⁴ In order to receive credit for your out-of-state and/or nonpublic school purchases toward your retirement benefit calculation, you must—at the time of retirement—also have at least as many years of “matching” Massachusetts membership service; you may not count your same years of “matching” Massachusetts membership service toward both the out-of-state and nonpublic school “matching” service requirements.

Part 4: Benefit calculations for pre-April 2, 2012 members 25

The three benefit options

Option	Retiree benefit amount	Survivor benefit, if any, upon retiree's death
A	Maximum allowance	None
B	Appr. 1-3% less than Option A amount	One-time lump-sum payment of balance, if any, remaining in retiree's account; no restrictions on beneficiary designation
C	Appr. 9–11% less than Option A amount	Monthly benefit, equal to 2/3 of retiree's benefit, to one named beneficiary (restrictions apply); pop-up provision

Option B

- There are no restrictions on who or how many individuals or entities may be named as a beneficiary.
- In most cases, the member's annuity account will be depleted 9 to 11 years after his or her retirement date.

Option C

- The beneficiary must be the member's parent, child, sibling, spouse or unmarried former spouse.
- If your Option C beneficiary predeceases you, your monthly benefit will "pop up" to the Option A benefit amount that you would have received on the date of your retirement, plus any cost-of-living adjustments.

■ The Option A Age Factor Chart for Tier 1 members

Age	Factor	Age	Factor	Age	Factor
41	.001	50	.010	59	.019
42	.002	51	.011	60	.020
43	.003	52	.012	61	.021
44	.004	53	.013	62	.022
45	.005	54	.014	63	.023
46	.006	55	.015	64	.024
47	.007	56	.016	65+	.025
48	.008	57	.017		
49	.009	58	.018		

- For all factor tables and a worksheet you can use to estimate your benefits, see Appendix C, page 28.
- For Tier 1 members, the salary average is the average of your three highest consecutive years' salaries or your last three years' salaries, whichever is greater; for Tier 2 members, the salary average period is five years. Additionally, the annual increase in pensionable earnings of each of the years used to determine your final salary average can be no more than 10% of the average of the previous two years' salaries.
- **Veteran's benefit:** If you are a military veteran as defined in M.G.L. c. 32 § 1, a veteran's benefit will be added to your Option A allowance. This benefit is equal to \$15 per year of creditable service, up to a maximum annual total of \$300. You will need to submit a copy of your military discharge (also known as Form DD214). If you are eligible to receive the maximum retirement allowance—80% of your final salary average—by reason of your established creditable service and age, you will still receive your veteran's benefit on top of your maximum allowance. For the purpose of calculating the veteran's benefit, all partial year values are rounded up to the next whole number (e.g., if a veteran has 15.2 years of creditable service, his or her service will be rounded up to 16, resulting in a veteran's bonus of \$240, or 16 x \$15/year).
- **Dual members:** If you are a member of more than one Massachusetts public retirement system, you may receive a separate retirement benefit from each system, based on your service and salary earned while in that system; however, your retirement benefit cannot be calculated on a combination of your salaries. Exemptions: Members who do not have service in two systems, simultaneously, on or after 1/1/2010; and, members who have such service, but were vested in both systems prior to 1/1/2010.

Part 4: Benefit calculations for pre-April 2, 2012 members 26

The retirement formula

Age factor

x Your **creditable service**

Base percentage of salary average

+ **RetirementPlus** percentage, if applicable
(additional 12% at 30 years, plus 2% for each full year thereafter)

Total percentage of your salary average (80% max)

x **Salary average** (highest three consecutive years)

Your Option A annual benefit

+ **Veteran's benefit**, if applicable
(\$15 per year of creditable service, up to \$300)

Your total Option A annual allowance

Part 4: Benefit calculations for pre-April 2, 2012 members 27

Mary Educator

Regular retirement on 6/30/24

RetirementPlus status Nonparticipating

Age 59 (age factor .019)

Creditable service

Regular service	Pittsfield	30.0 years
Out of state	Kentucky	4.0 years
Substitute	Springfield	0.4 years
Other MA	Parks & Rec. Dept.	0.6 years
		35.0 years

Salary average **\$75,000**

2021–22	\$73,000
2022–23	\$75,000
2023–24	\$77,000
Total	\$225,000 ÷ 3 = \$75,000

Veteran status Veteran

Part 4: Benefit calculations for pre-April 2, 2012 members 28

Mary Educator

Regular retirement on 6/30/24

Option A

Age factor (age 59 at retirement)	0.019
x Years of creditable service	x 35.0
Base percentage of salary average	66.5%
+ RetirementPlus percentage , if applicable	+ 0%
Total percentage of salary average (80% max)	66.5%
x Salary average (highest three consecutive years)	x \$75,000
Option A annual benefit	\$49,875
+ Veteran's benefit , if applicable (\$15 per year of creditable service, up to \$300)	+ \$300
Total Option A allowance	\$50,175/yr \$4,181/mo

We advise you to file your retirement application four months before your retirement date. However, by law, you may file your application up to 60 days after your effective date of separation from service and still use the date of separation as your retirement date.

❗ If you file your application more than 60 days after your date of separation from service, your retirement date—and your benefits—will NOT be retroactive to your resignation date. In this case, the earliest effective date of retirement you may use will be 15 days *after* the date we receive your signed application. For example, if you decide during summer vacation that you want to retire instead of returning to the classroom in the fall, you must file your completed application on or before August 29 to use June 30 as your retirement date and have your benefits be retroactive to June 30. If you file your application on August 30, your earliest retirement date would be September 14, and you would lose two and a half months' worth of retirement benefits (from July 1 through September 14).

❗ If you are retiring on your **birthday**, use that exact day as your date of retirement, **not** the day after.

For information on choosing your retirement date, please see page 35.

■ For your reference, the retiree class of 2023 chose as follows:

Option A	60%
Option B	13%
Option C	27%

Your option selection is a personal choice, to be based on **your** individual financial and personal situation.

■ When you estimate your retirement benefits, be sure to do the calculations for more than one date. For example, estimate what your benefits would be if you retired at the end of the school year, versus what they would be if you waited until you reached another birthday and accumulated more creditable service.

■ For example, Mary Educator's birthday is November 30. If she waits to retire on her birthday, then the calculations would look like this as of November 30, 2024:

Age 60 (age factor 0.020)

Creditable service

Pittsfield.	30.3
Kentucky	4.0
Springfield.	0.4
Parks & Rec Dept.	0.6
Total	35.3

Salary average

21–22 (70% of \$73,000)	\$51,100
22–23	\$75,000
23–24	\$77,000
24–25 (30% of \$79,000)	\$23,700
Total.	\$226,800
Average.	\$75,600

■ If Mary Educator waits to retire on her birthday—November 30, 2024—then her Option A allowance would be greater than if she retired on June 30, 2024:

Age factor	0.020
x Years of creditable service	x 35.3
Base percentage of salary average	70.6%
+ RetirementPlus percentage	+ 0.0%
Total percentage of salary average	70.6%
x Salary average	x \$75,600
Option A allowance	\$53,374
+ Veteran's benefit	+ \$300
Option A annual allowance	\$53,674
Monthly	\$4,473

Part 4: Benefit calculations for pre-April 2, 2012 members 29

Mary Educator

Regular retirement on 6/30/24

Option B

- Option A allowance \$50,175/yr
- Option B allowance \$49,707/yr**
- Option B is less by \$468/year, a difference of less than 1-3%

(See example in margin)

- Generally, Option B is approximately 1-3% less than Option A. However, depending on your age and annuity account balance at retirement, the reduction could be greater.

For example, if Mary Educator retires at age 60 with 20 years of creditable service, a salary average of \$80,000, and an annuity savings account balance of \$150,000, her Option B amount is 1.5% less than Option A. If Mary Educator retires at age 67 with 20 years of creditable service, a salary average of \$80,000, and an annuity savings account balance of \$150,000, her Option B amount is 3% less than Option A.

- Your retirement benefit components are approximately as follows:
 - Your contributions and interest, known as the **annuity portion** 20%
 - Pension fund assets and MA tax revenue known as the **pension portion** 80%
- The amount in your annuity savings account is “spent down” over time, usually 9 to 11 years. After your account is depleted, your full benefit continues until your death; however, upon your death, no benefit will be paid to your beneficiary. If you die before your account is depleted, the balance remaining is paid to your beneficiary.

- **Mary’s Option B calculation:** Based on account balance of \$150,000 and actuarial factors for age 60...

	Option A	Option B
Annuity	\$13,662	\$13,194
Pension	\$36,513	\$36,513
Total	\$50,175/yr	\$49,707/yr

- For example, on Mary’s retirement date of June 30, 2024, the balance in her annuity savings account was \$150,000. Based on her closer age of 60 and actuarial tables, the annual reduction in her annuity savings account—which has been transferred to the Commonwealth’s pension fund to partially pay for Mary’s benefit—is \$13,194.
- Every year, Mary’s account is “charged” \$13,194 and decreases by that amount. After 5 years, the balance in her annuity savings account has decreased by \$65,970 (annual reduction of \$13,194 x 5 years). After 10 years, the balance in the annuity savings account has decreased by \$131,940 (annual reduction of \$13,194 x 10 years). After 11.4 years, the balance has been depleted.

Part 4: Benefit calculations for pre-April 2, 2012 members 30

Mary Educator

Regular retirement on 6/30/24

Option C

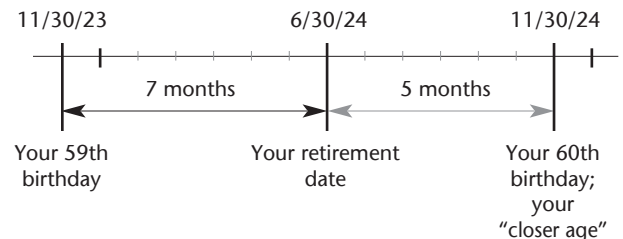
Option C factor: Based on member's and beneficiary's ages closer to member's date of retirement

Member's closer age	Beneficiary's closer age
50	50
51	51
52	52
53	53
54	54
55	55
56	56
57	57
58	58
59	59
60	60
61	61
62	62
63	63
64	64
65	65
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87	87
88	88
89	89
90	90
91	91
92	92
93	93
94	94
95	95
96	96
97	97
98	98
99	99
100	100

■ Member's closer age 60
 ■ Beneficiary's closer age 59
 ■ Option C factor 0.9099

- For the Option C factor chart, please see page 31.
- To determine your "closer age," count the number of months and days between your birthday before your date of retirement, and your next birthday *after* your date of retirement. Your "closer age" is your age on your birthday that is closer to your date of retirement.

For example, if you are retiring on June 30, and your birthday is November 30, your "closer age" is your age on your birthday *after* your retirement date.



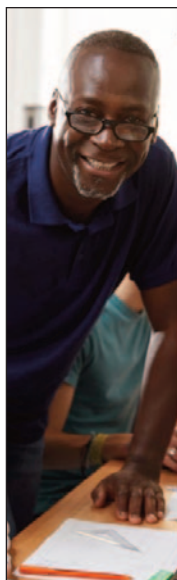
Part 4: Benefit calculations for pre-April 2, 2012 members 31

Mary Educator

Regular retirement on 6/30/24

Option C

Option A annual benefit	\$49,875/yr
x Option C factor	x 0.9099
Option C annual benefit	\$45,381
+ Veteran's benefit, if applicable	+ \$300
Mary's Option C allowance	\$45,681/yr \$3,807/mo
x Survivor factor	x 2/3
Survivor allowance	\$30,454/yr \$2,538/mo



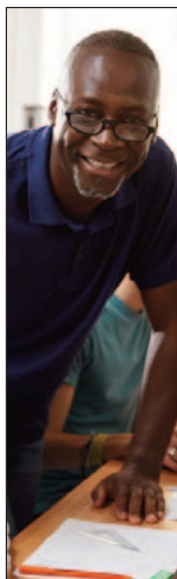
Part 4: Benefit calculations for pre-April 2, 2012 members

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Tom Teacher

RetirementPlus retirement on 6/30/24

RetirementPlus status	Participating
Age	58 Age factor .018
Creditable service	34.5 years
Salary average	\$75,000
Veteran status	Veteran



Part 4: Benefit calculations for pre-April 2, 2012 members

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Tom Teacher

RetirementPlus retirement on 6/30/24

Option A

Age factor (age 58 at retirement)	0.018
x Years of creditable service	x 34.5
Base percentage of salary average	62.1%
+ RetirementPlus percentage, if applicable	+ 20.0%
Total percentage of salary average (80% max)	80.0%
x Salary average (highest three consecutive years)	x \$75,000
Option A annual benefit	\$60,000
+ Veteran's benefit, if applicable (\$15 per year of creditable service, up to \$300)	+ \$300
Total Option A allowance	\$60,300/yr \$5,025/mo

- For a comparison of the allowable percentages of salary average by combination of age and years of service for each Membership Tier, see Appendix B, page 26.

Reminder: Use our online retirement benefit estimator to estimate your retirement allowance, or use the worksheet provided in Appendix C (page 28) to estimate your benefits under each of the three options.



Compare what your benefits would be on one particular date as well as on a later date, when you have accumulated more creditable service and/or reached another birthday.

Part 4: Benefit calculations for pre-April 2, 2012 members 34

Your MTRS benefits

In-service death benefits

- A one-time, lump-sum distribution of your annuity savings account
- OR**
- A monthly member-survivor benefit
 - Calculated the same as Option C (no reduction)
 - Age factor increased to 55 (if member under 55)
 - Dependent child(ren) allowance
 - \$120/month to eldest child;
 - \$90/month for each additional child
 - Payable until age 18, or age 22 if full-time student

Keep your MTRS beneficiary designation current!

- The amount of the member-survivor benefit is equal to the amount that the member would have received under Option C if he or she had retired at *either*:
 - his or her last age, *or*
 - if he or she is in:
 - Membership Tier 1, age 55,
 - Membership Tier 2, age 60
 whichever age is higher.
- In other words, for the purpose of calculating the member-survivor benefit, the member's age is advanced the number of years and months needed to reach age 55 for Tier 1 members (members who established membership before April 2, 2012) or age 60 for Tier 2 members (members who established membership on or after April 2, 2012); the age of the beneficiary is also advanced the same number of years and months.

Reminder: Update your beneficiary designation in light of life events.

Ensure that your survivor benefit is paid according to your wishes. Review your designation if and when:



- you marry or divorce;
- your beneficiary marries or divorces;
 - your beneficiary dies;
 - your beneficiary changes his or her name; or
 - you have a child.

In-service death benefits: Additional considerations

- It is very important that you designate a beneficiary, or beneficiaries, for your MTRS account while you are an active member. (Note that, when you retire, your "active member" beneficiary designation will end, and, if you select Option B or C, you will be required to designate your "retired member" beneficiary.)
- The type of benefit that your survivors receive depends upon their relationship to you as well as what type of beneficiary you specified and who you named as a beneficiary on your MTRS *Beneficiary Designation Form*.
 - A **lump-sum beneficiary** will receive your accumulated contributions and interest in a single, lump-sum amount. There are no restrictions on who may be a lump-sum beneficiary and you may name more than one person or entity and you may designate the percentage of the benefit that each is to receive. You may also name contingent beneficiaries who will be paid in the event that the primary lump-sum beneficiary is not alive at the time of your death.
 - A **member-survivor beneficiary** will receive a monthly allowance instead of a lump-sum payment, if, at the time of your death, you have accrued at least two years of creditable service. A member-survivor beneficiary must be your parent, sibling, child, spouse or unmarried former spouse. You may designate only one member-survivor beneficiary.
- Note: Pursuant to Massachusetts law, if you are married, **your surviving spouse and/or the guardian of your dependent children may have a superior legal right to any benefits awarded as a result of your death**, regardless of whom you named as a beneficiary. If you need more information about naming a beneficiary, please contact us.
- **Minimum spousal survivor benefit:** If you are survived by a spouse, he or she will be entitled to a guaranteed minimum benefit of \$500 per month if:
 - you were a member in service at the time of your death,
 - you had completed at least two full years of creditable service,
 - your spouse was married to you for at least one year, and
 - your spouse was living with you at the time of your death (or living apart for cause).

If your spouse meets these requirements, he or she will also be entitled to an additional set allowance for dependent children (currently, \$120 per month for the first child and \$90 for each additional child).

If there is no surviving spouse, the guardian of the surviving dependent children may be entitled to the minimum payments.

Part 5: Retirement issues
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Plan ahead for your employer health insurance coverage

Avoid surprises—
a year **BEFORE** your date of retirement...

- Contact your appropriate insurance coordinator...
 - if **In** Retired Municipal Teachers' (RMT) Program (see list): Group Insurance Commission
 - if **not** in RMT: Local insurance coordinator; also applies if district participating in "GIC Municipality Program"
- If you qualify for Medicare, ask how your school district insurance will supplement your Medicare
- Understand survivor health insurance benefits—Do they exist? What are the costs?
- Arrange to have premiums withheld from your retirement check

Avoid penalties—**BEFORE** your 65th birthday... contact the SSA to determine your eligibility for Medicare and when you need to apply for Part B



- For information regarding your Medicare eligibility, see www.medicare.gov/MedicareEligibility.
- Generally, you are eligible for Medicare if:
 - you or your spouse worked for at least 10 years in Medicare-covered employment and you are 65 years or older and a citizen or permanent resident of the United States, or
 - through your employer(s), you have paid the Medicare tax of 1.45% on your earnings for at least 10 years.

Source: www.medicare.gov/MedicareEligibility > General Enrollment and Eligibility.
- If you were hired by a Massachusetts public employer on or after April 1, 1986, you are required to pay the 1.45% Medicare tax. While this does not earn you any Social Security "credits," it does entitle you to Medicare coverage at age 65 if you have paid this tax for at least 10 years.
- Individuals who do not sign up for Medicare Part B when they are first eligible may be subject to a substantial late-enrollment penalty. Thus, be sure to inquire about your Medicare eligibility at least three months prior to your 65th birthday and follow the application procedures at www.ssa.gov.
- **Special circumstances (Special Enrollment Periods)**
Once your Initial Enrollment Period ends, you may have the chance to sign up for Medicare during a Special Enrollment Period (SEP). If you're covered under a group health plan based on current employment, you have a SEP to sign up for Part A and/or Part B anytime as long as:
 - You or your spouse (or family member if you're disabled) is working.
 - You're covered by a group health plan through the employer or union based on that work.

You also have an 8-month SEP to sign up for Part A and/or Part B that starts at one of these times (whichever happens first):

 - The month after the employment ends
 - The month after group health plan insurance based on current employment ends

Usually, you don't pay a late enrollment penalty if you sign up during a SEP.
- **An important notice for charter school employees and inactive members:** If, at the time of your retirement, you are either an employee of a charter school, or you are not employed by a school district, **be sure to investigate your eligibility for health coverage as a retiree early.** School districts have different rules, and your district may or may not provide you with insurance benefits in retirement.
- **Note:** If you are retiring from a district participating in the RMT program (see next page), you must have continuous group coverage with the district up to your date of retirement.

For information on your health insurance coverage options in retirement, if your district:

- Participates in the Retired Municipal Teachers' (RMT) Program (see list, below), contact the **Group Insurance Commission** at mass.gov/gic, or 617-727-2310.
- Is not listed as participating in the RMT Program, below, please contact **your local insurance coordinator**. (Note: Your city or town may participate in the "GIC Municipality Program." If so, you should still contact your local insurance coordinator as he or she will administer your coverage, which is provided through the GIC.)

Districts participating in the Retired Municipal Teachers' (RMT) Program as of March 2023

Amesbury	Eastham	Newbury	Revere	West Bridgewater
Barnstable	Everett	North Adams	Rockland	Westfield
Billerica	Granby	North Attleboro	Rockport	West Springfield
Blackstone Valley Regional	Greater Lawrence Regional	North Middlesex Regional	Rutland	Whitman-Hanson Regional
Bourne	Holyoke	Norwell	Salisbury	Wilbraham
Braintree	Hudson	Paxton	Shawsheen Valley Regional	Woburn
Bridgewater (Not Bridgewater-Raynham Reg.)	Martha's Vineyard Regional	Pioneer Valley Regional	Spencer (Not Spencer-East Brookfield)	
Dedham	Milton	Plainville	Stoughton	
Dennis (Not Dennis-Yarmouth Reg.)	Montague	Quabbin Regional	Upper Cape Cod Regional	
	Narragansett Regional	Rehoboth (Not Dighton-Rehoboth Reg.)	Wareham	

For the latest list, always go to mass.gov/gic, or contact your local insurance coordinator




Reminder: Obtain the following information from your local insurance coordinator (generally, your local treasurer or school business office).

- 1) What percentage of your health insurance premium will your school district pay when you retire? %
- 2) Your health plan options...
 - Which health plans will your district make available to you when you retire?
 - What are the differences in premiums?
 - Does your district provide an option that will cover you if you move out of state? ☐ No ☐ Yes (describe)

Health plan	Premiums
- 3) If you qualify for Medicare, what are the insurance plan options provided by your school district to supplement Medicare?

- 4) If you cover a spouse or dependent(s):
 - What will happen to your survivor's coverage in the event of your death?
 - Will the district continue to pay a portion of your survivor's health insurance?



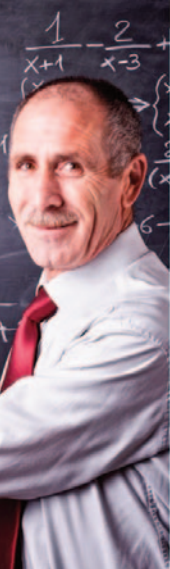
Part 5: Retirement issues 37

Working after retirement

There are **no limits** on the following:

- Employment in the private sector
- Employment in another state—public or private
- Employment within the federal government

- These limitations apply to post-retirement employment with a Massachusetts public employer. In other words, if you render service to a Massachusetts city, town, county or the Commonwealth, the limitations will apply.
- The work that you perform does not necessarily have to meet the requirements for membership in a Massachusetts contributory retirement system; these limitations apply if you work as a “consultant” or a “leased employee” or if you receive *any* check issued by a public employer in Massachusetts.
- Please note that, for the purpose of determining your post-retirement employment earnings limit, “earnings” does not necessarily equal “salary” as used here. “Earnings” is a broader term, and, while life and disability insurance premiums, annuities and fringe benefits are not considered “regular compensation” (or “salary,” as used here), they **are** “earnings” and count toward your post-retirement employment limitation.



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Working after retirement


General time and earnings limitations on re-employment in the **MA public sector...**

- **If returning to same employer from which you retired:** Must be separated from service for 60 days before returning (waived if retiring at age 62 or above or at 80% maximum benefit)
- **Time:** Service cannot exceed **1,200 hours** in a calendar year
- **Earnings:** Post-retirement earnings **cannot exceed** the difference between the salary being paid for the position from which you retired, and the amount of your annual pension; after retired for one full January–December calendar year, limit increased by \$15,000

- **Waiving or “freezing” your retirement benefit**
 - You may elect to waive or “freeze” your benefit if you are approaching your earnings or service limits. If you exceed the allowable limits, the MTRS or your employer must recover all excess earnings from you.
 - Please note that, if you retire, then go back to work for a Massachusetts public employer and waive your retirement benefits while you are working, you cannot later have your retirement allowance reinstated for 1,200 hours during a calendar year. The law does not permit retirees who waive their retirement benefits and then accept public employment to supplement their incomes by the device of reinstating their retirement allowances for the 1,200-hour period during each calendar year. [Opinion of the Attorney General, Feb. 2, 1979.]

- **“Unretiring” and reinstating as an active member**
 - Effective July 1, 2004, members of the MTRS (and the other Massachusetts contributory retirement systems) who retired under superannuation or termination retirement were allowed to reinstate as active members of the MTRS.
 - In other words, retired members who agree to certain terms and conditions, can return to active membership in the MTRS and, in effect, “unretire.” Under this provision, the retiree must pay back to the retirement system the total pension benefits received while retired, plus interest at one-half of the actuarial assumed rate of 7.00%, or 3.5%. Additionally, the retiree must be employed in a full-time position subject to membership in the MTRS, for at least five full years from his or her reinstatement date, in order to accrue additional retirement benefits.

For additional information, as well as the link to PERAC’s interactive “Post-Retirement Earnings Calculator” that you and your employer can use to determine and understand your specific restrictions, see our web page on working after retirement. Go to mass.gov/mtrs > Retirees > Working after retirement > PERAC memos, including an interactive earnings calculator.



Part 5: Retirement issues 39

Working after retirement

An example of earnings restrictions

Mary Educator retires June 30, 2024 from a position that paid \$77,000 per year


School year 2024–25 salary* for Mary’s former position	\$79,000
– Mary’s annual gross MTRS pension	– \$50,175
Mary’s allowable earnings for the rest of calendar year 2024	\$28,825

Beginning **January 1, 2026**, Mary may earn an additional \$15,000 per calendar year

* “Salary” includes earnings such as regular longevity, athletic coaching and contracted stipends. It does not include annuity/insurance premiums or other fringe benefits.

Part 5: Retirement issues

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Working after retirement

Different rules in the event of an ESE-approved "critical shortage":

- RetirementPlus retirees must wait two years to be eligible
- School district must apply to the ESE to obtain a one-year "waiver" for a specific position
- If above are met, the retiree may work without earnings limitation for the duration of the critical shortage "waiver"

- The earnings limitations on re-employment of retirees in the Massachusetts public schools may be eased if the Department of Elementary and Secondary Education (ESE) determines there is a "critical shortage" in a particular position. ESE has adopted regulation 603 CMR 7.14(13)(b), allowing the Commissioner of Elementary and Secondary Education to deem that a district has a "critical shortage" upon the request of a superintendent and demonstration that the district has made a good-faith effort to hire non-retirees and has been unable to find them. The "critical shortage" application process is similar to that for requesting a waiver for certification.
- The ESE will send a written notice of its decision on the critical shortage application both to the school district and the person it wishes to hire. Accordingly, please do not assume that you are working under a critical shortage waiver unless you have received a copy of the approval from the ESE.

The restrictions on working after retirement and when they apply

Restriction	When NO critical shortage	When a critical shortage IS declared by ESE	
	ALL MTRS Retirees	Retirees under Regular formula	Retirees under RetirementPlus
1) Time limitation: 1,200 hours in a calendar year.	Applies	Waived	Waived
2) Earnings limitation (for superannuation retirees): On a calendar year basis, a rehired retiree's post-retirement earnings cannot exceed the difference between the salary being paid for the position from which the member retired, and the amount of his or her annual pension. After the member has been retired for at least one full calendar year (one full January-through-December year), this earnings limit is increased by \$15,000.	Applies	Waived	Applies for first two years of member's retirement; waived thereafter
<div style="display: flex; justify-content: space-between;"> <div>Date of retirement</div> <div>Date eligible to earn additional \$15,000</div> </div> <div style="display: flex; justify-content: space-between;"> <div>1/1/2024 – 12/31/2024</div> <div>1/1/2026</div> </div> <div style="display: flex; justify-content: space-between;"> <div>1/1/2025 – 12/31/2025</div> <div>1/1/2027</div> </div> <div style="display: flex; justify-content: space-between;"> <div>1/1/2026 – 12/31/2026</div> <div>1/1/2028</div> </div>			
3) Separation from service: If returning to same employer from which the member retired, 60 days. <i>Exception:</i> Presently, this particular restriction does not apply if the member retired <i>either</i> at age 62 or older <i>or</i> at the maximum benefit amount of 80 percent of his or her allowable salary average.	Applies	Applies	Applies

How is the "salary being paid" for the position from which I retired determined?

If, in the position from which you retired, you:

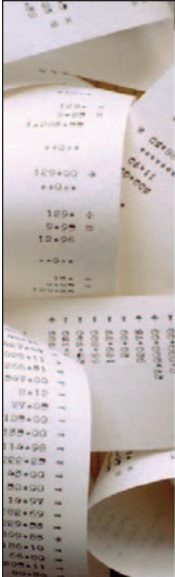
- **were** covered by a collective bargaining agreement, the "salary being paid" is the current annual contract rate for your step and education level on the salary schedule.
- **were not** covered by a collective bargaining agreement (e.g., you were an administrator or other educator covered by an individual contract), then the "salary being paid" is your last annual salary prior to retirement, plus an inflation factor equal to the Consumer Price Index (CPI-W) as certified by the Commissioner of Social Security, unless you can provide sufficient evidence for the MTRS to reliably determine what you would have earned in a year after your retirement. An example of sufficient evidence would be a written, contemporaneous policy showing that the class of employees of which you would have been a member had you not retired, would all receive the same raise in a given year.

NOTE: "Salary" includes earnings such as regular longevity, athletic coaching and contracted stipends. It does not include annuity/insurance premiums or other fringe benefits.

If you worked **part-time** in your last year of employment, then the "salary being paid" for the position from which you retired is, likewise, your **former** part-time equivalent of the **current** full-time salary. For example: Mary Music (Appendix E, page 34) works on a 50%-of-full-time basis and retires June 30, 2024. For the 2023–24 school year, she earned \$37,000, or 50% of the full-time salary of \$74,000.

School year 2024–25 full-time salary for Ms. Music's former position				\$76,000
x	Ms. Music's former part-time basis (50%)	x	50%	
"Salary being paid" for Ms. Music's position in 2024–25 on a 50% basis				\$38,000
–	Ms. Music's annual gross pension	–		\$29,250
Ms. Music's allowable earnings for the rest of calendar year 2024				\$8,750
<i>Beginning January 1, 2026, Ms. Music can earn an additional \$15,000 per calendar year.</i>				

As described in Appendix E, Ms. Music's full-time equivalent salary is used to calculate her final salary average; this increases the annual benefit she will collect the rest of her life, but limits or eliminates her ability to work in the public sector in retirement.



Part 5: Retirement issues 41

Taxation of your benefit

- Your retirement allowance is **not** subject to Massachusetts state income tax; it is federally taxable
- Many of you will have slightly reduced “taxable” earnings each year because of “post-tax” dollars in your annuity savings account at the time of your retirement
- If you intend to move out of state, check with the Dept. of Revenue in that state to determine if your retirement allowance is subject to state income tax
- By January 31st of each year, we will mail you a 1099-R tax form (the retiree version of your W-2 form)
- Every other year, the MTRS will send you a Benefit Verification Form to prevent pension fraud; your signature and a witness signature are required

- As a reminder, your “after-tax” amount includes your contributions prior to 1988 plus any after-tax payments made to buy-back prior service.
- If you move to another state after retirement, your allowance may be subject to that state’s income taxes. It is advisable to check with the other state’s department of revenue, or the Massachusetts Department of Revenue (mass.gov/dor). **The MTRS cannot withhold state taxes.**
- **If you retire before age 59-1/2:** Please note that in the year that you turn age 59-1/2, we will send you **two** 1099-R tax forms, as the IRS requires that we identify and distinguish between payments that are made to you when you are *under* age 59-1/2, and payments that are made to you when you are *over* age 59-1/2.
- In retirement you can change your federal tax withholding at any time by submitting a new Substitute Form W-4P, available on our website.

A note about the Benefit Verification process

As required by the agency that oversees all Massachusetts public retirement systems (the Public Employee Retirement Administration Commission, or PERAC), you are periodically required to provide proof that you remain eligible (i.e., alive) to receive your retirement benefits. At least once every two years, we conduct our Benefit Verification process, which is designed to prevent pension fraud and ensure that your benefits are being paid to the rightful and living recipient. We will send you a Benefit Verification form (which is mailed in the same envelope as your 1099-R tax form), which you must complete, have witnessed, and return in order to continue to receive your benefits.



Part 5: Retirement issues 42

Important issues

Social Security:

Two “double-dipping” laws

If you are eligible for Social Security benefits based on your...

- **Own employment earnings:**
Windfall Elimination Provision (WEP)
 - Exempt from WEP if you were eligible to retire from the MTRS prior to 1/1/86
- **Spouse's employment earnings:**
Government Pension Offset (GPO)
 - Exempt from GPO if you were eligible to retire prior to 12/1/82

See Appendix G of program guide (page 36)

- For additional information, please visit www.socialsecurity.gov.
- While the reductions under Social Security's two “double-dipping” laws apply to *retirees* of Massachusetts public pension systems who also receive Social Security benefits, these reductions do **not** apply to the *survivors or beneficiaries* of public retirees.

For example, Mary Educator retired under Option C and named her spouse, John, as her beneficiary. John is retired from the private sector and is receiving Social Security benefits based on his own employment earnings. Upon Mary's death, John will begin receiving Mary's MTRS Option C survivor benefit, and his Social Security benefits will not be reduced.
- If you receive Social Security benefits in addition to your MTRS retirement allowance, and you are subject to either the WEP or GPO, you may be required to report cost-of-living adjustments (COLAs) to your MTRS pension to the Social Security Administration.
- Be aware that, if you are eligible to receive Social Security benefits, and, at the time you are eligible for an MTRS retirement benefit you instead take a refund of your MTRS account, your Social Security benefits could be subject to reduction under the Windfall Elimination Provision.
- Remember: Avoid penalties—**BEFORE your 65th birthday**, contact the SSA to determine your eligibility for Medicare and when you need to apply for Part B.



Part 5: Retirement issues 43

Important issues

Cost-of-Living Adjustments

- **Eligibility:** MA public retirees are eligible for COLAs after one full fiscal year of retirement
- **Granted by Legislature:** As part of the annual budget process, a COLA is subject to approval by vote of the MA Legislature
- **Amount:** Currently, 3% or the CPI, whichever is less, on the first \$13,000 of your retirement allowance, for a maximum increase of \$390 per year

- Retirees are eligible to receive a COLA after one full fiscal year of retirement. For example, if you retire on June 30, 2024, you will not be eligible to receive a COLA until July 1, 2025 (in other words, *after* the 2025 fiscal year, which runs from July 1, 2024 through June 30, 2025). For additional information and an example of how your date of retirement affects your eligibility for your first COLA—and what that means—please see Appendix F, page 35.
- The Board continues to support securing the purchasing power protection of our retired members, and establishing an employee pension contribution rate that is reflective of the retirement benefits earned by our members.

[illegible]

Appendix A

Membership Tier 1 vs. Tier 2

How they differ, by provision

Provision	Membership Tier 1	Membership Tier 2
Effective membership date	Before April 2, 2012	On or after April 2, 2012
When eligible to retire (superannuation)	EITHER 20 years of creditable service, at any age, OR at age 55 with 10 years of creditable service.	At age 60 with at least 10 years of creditable service
Termination retirement formula	Available	Not available
Age factors	One age factor table; maximum factor of 0.025 reached at age 65	Two age factor tables: one for members with 30 years of service, and another for members without 30 years of service; maximum factor of 0.025 reached at age 67
Final salary average period	3 years	5 years
RetirementPlus additional 2% begins...	After 24 years of service (i.e., with 30 years of creditable service, the additional R+ percentage is 12%)	After 23 years of service (i.e., with 30 years of creditable service, the additional R+ percentage is 14%)
Contribution rate	Does not change	When the member has 30 years of creditable service, the contribution rate is decreased by 3% . Note: For Tier 2 members participating in RetirementPlus, the contribution rate will decrease from 11% to 8%; for those not participating in RetirementPlus, the contribution rate will decrease from 9%, plus 2% on earnings over \$30,000/year, to 6%, plus 2% on earnings over \$30,000/year.
Active death benefit formula for member-survivors	If member is under age 55 at the time of death, his or her age is increased by the number of years and months to reach age 55 (age factor 0.015); survivor's age increased by same period.	If member is under age 60 at the time of death, his or her age is increased by the number of years and months to reach age 60 (without 30 years of creditable service, the age factor 0.0145; with 30 years of creditable service, the age factor is 0.01625); survivor's age increased by same period.
Ordinary disability retirement benefit formula for nonveterans	If member is under age 55 at the time of retirement, the age factor for 55 is used (0.015).	If member is under age 60 at the time of retirement, the age factor for 60 is used (without 30 years of creditable service, the age factor is 0.0145; with 30 years of creditable service, the age factor is 0.01625).
Ordinary disability retirement excludable	Begins when retiree attains age 55	Begins when retiree attains age 60
Right to buyback interest on §3 SCPs after 4/2/2013	None; all §3 purchases subject to actuarial interest after 4/2/2013	If member had previously taken a refund from a MA contributory retirement system, then he or she may purchase §3 service at buyback interest if the purchase is made within one year of returning to MA public service.

Appendix B

The “retirement percentage” chart: Membership Tier 1

For members with effective membership dates before April 2, 2012

A comparison of the percentage of salary average allowed under the regular and RetirementPlus formulas, by service and age

To be eligible for regular retirement (also known as *superannuation* retirement) under either the “regular” formula, or, if you are participating in RetirementPlus, the enhanced RetirementPlus benefit, you must meet the corresponding eligibility requirements:

- **“Regular” formula:** You must **EITHER** have 20 or more years of creditable service at any age, **OR** be age 55 with 10 or more years of creditable service.
- **RetirementPlus formula:** You must have 30 or more years of creditable service, at least 20 of which are membership service with the MTRS or the Boston Retirement System as a teacher; there is no minimum age requirement. If you *elected* to participate in RetirementPlus, but then do not meet either the 20-year “teaching” or the 30-year total service requirement by your date of retirement, you will receive a retirement benefit calculated under the regular formula and a refund of your RetirementPlus contributions, plus regular interest.

Note: Members who transfer into the MTRS from another Massachusetts contributory retirement system have 180 days in which to elect to participate in RetirementPlus; if they do not respond, they are enrolled in RetirementPlus.

			AGE AT RETIREMENT																				
		R+ % Formula increase	46	47	48	49	50	51	52	53	54	55	56	57	58	59	60	61	62	63	64	65+	
YEARS OF SERVICE *	10	Regular —	Tier 1 members are eligible to retire EITHER with 20 or more years of creditable service at any age, OR at age 55 with 10 or more years of service.										15.0	16.0	17.0	18.0	19.0	20.0	21.0	22.0	23.0	24.0	25.0
	11	Regular —											16.5	17.6	18.7	19.8	20.9	22.0	23.1	24.2	25.3	26.4	27.5
	12	Regular —											18.0	19.2	20.4	21.6	22.8	24.0	25.2	26.4	27.6	28.8	30.0
	13	Regular —											19.5	20.8	22.1	23.4	24.7	26.0	27.3	28.6	29.9	31.2	32.5
	14	Regular —											21.0	22.4	23.8	25.2	26.6	28.0	29.4	30.8	32.2	33.6	35.0
	15	Regular —											22.5	24.0	25.5	27.0	28.5	30.0	31.5	33.0	34.5	36.0	37.5
	16	Regular —											24.0	25.6	27.2	28.8	30.4	32.0	33.6	35.2	36.8	38.4	40.0
	17	Regular —											25.5	27.2	28.9	30.6	32.3	34.0	35.7	37.4	39.1	40.8	42.5
	18	Regular —											27.0	28.8	30.6	32.4	34.2	36.0	37.8	39.6	41.4	43.2	45.0
	19	Regular —											28.5	30.4	32.3	34.2	36.1	38.0	39.9	41.8	43.7	45.6	47.5
	20	Regular —	12.0	14.0	16.0	18.0	20.0	22.0	24.0	26.0	28.0	30.0	32.0	34.0	36.0	38.0	40.0	42.0	44.0	46.0	48.0	50.0	
	21	Regular —	12.6	14.7	16.8	18.9	21.0	23.1	25.2	27.3	29.4	31.5	33.6	35.7	37.8	39.9	42.0	44.1	46.2	48.3	50.4	52.5	
	22	Regular —	13.2	15.4	17.6	19.8	22.0	24.2	26.4	28.6	30.8	33.0	35.2	37.4	39.6	41.8	44.0	46.2	48.4	50.6	52.8	55.0	
	23	Regular —	13.8	16.1	18.4	20.7	23.0	25.3	27.6	29.9	32.2	34.5	36.8	39.1	41.4	43.7	46.0	48.3	50.6	52.9	55.2	57.5	
	24	Regular —	14.4	16.8	19.2	21.6	24.0	26.4	28.8	31.2	33.6	36.0	38.4	40.8	43.2	45.6	48.0	50.4	52.8	55.2	57.6	60.0	
	25	Regular —	15.0	17.5	20.0	22.5	25.0	27.5	30.0	32.5	35.0	37.5	40.0	42.5	45.0	47.5	50.0	52.5	55.0	57.5	60.0	62.5	
	26	Regular —	15.6	18.2	20.8	23.4	26.0	28.6	31.2	33.8	36.4	39.0	41.6	44.2	46.8	49.4	52.0	54.6	57.2	59.8	62.4	65.0	
	27	Regular —	18.9	21.6	24.3	27.0	29.7	32.4	35.1	37.8	40.5	43.2	45.9	48.6	51.3	54.0	56.7	59.4	62.1	64.8	67.5		
	28	Regular —	22.4	25.2	28.0	30.8	33.6	36.4	39.2	42.0	44.8	47.6	50.4	53.2	56.0	58.8	61.6	64.4	67.2	70.0			
	29	Regular —	26.1	29.0	31.9	34.8	37.7	40.6	43.5	46.4	49.3	52.2	55.1	58.0	60.9	63.8	66.7	69.6	72.5				
YEARS OF SERVICE *	30	Regular — R+ 12%					30.0 42.0	33.0 45.0	36.0 48.0	39.0 51.0	42.0 54.0	45.0 57.0	48.0 60.0	51.0 63.0	54.0 66.0	57.0 69.0	60.0 72.0	63.0 75.0	66.0 78.0	69.0 80.0	72.0 80.0	75.0 80.0	
	31	Regular — R+ 14%					34.1 48.1	37.2 51.2	40.3 54.3	43.4 57.4	46.5 60.5	49.6 63.6	52.7 66.7	55.8 69.8	58.9 72.9	62.0 76.0	65.1 79.1	68.2 80.0	71.3 80.0	74.4 80.0	77.5 80.0		
	32	Regular — R+ 16%	RetirementPlus vs. regular formula NO DIFFERENCE MAXIMUM DIFFERENCE: Member receives full amount of RetirementPlus % increase LESSER DIFFERENCE: Member receives only that amount of RetirementPlus % increase needed to reach 80% salary maximum				38.4 54.4	41.6 57.6	44.8 60.8	48.0 64.0	51.2 67.2	54.4 70.4	57.6 73.6	60.8 76.8	64.0 80.0	67.2 80.0	70.4 80.0	73.6 80.0	76.8 80.0	80.0 80.0	80.0 80.0		
	33	Regular — R+ 18%									42.9 60.9	46.2 64.2	49.5 67.5	52.8 70.8	56.1 74.1	59.4 77.4	62.7 80.0	66.0 80.0	69.3 80.0	72.6 80.0	75.9 80.0	79.2 80.0	80.0 80.0
	34	Regular — R+ 20%									47.6 67.6	51.0 71.0	54.4 74.4	57.8 77.8	61.2 80.0	64.6 80.0	68.0 80.0	71.4 80.0	74.8 80.0	78.2 80.0	80.0 80.0	80.0 80.0	
	35	Regular — R+ 22%									52.5 74.5	56.0 78.0	59.5 80.0	63.0 80.0	66.5 80.0	70.0 80.0	73.5 80.0	77.0 80.0	80.0 80.0	80.0 80.0	80.0 80.0	80.0 80.0	
	36	Regular — R+ 24%									57.6 80.0	61.2 80.0	64.8 80.0	68.4 80.0	72.0 80.0	75.6 80.0	79.2 80.0	80.0 80.0	80.0 80.0	80.0 80.0	80.0 80.0	80.0 80.0	
	37	Regular — R+ 26%									62.9 80.0	66.6 80.0	70.3 80.0	74.0 80.0	77.7 80.0	80.0 80.0	80.0 80.0	80.0 80.0	80.0 80.0	80.0 80.0	80.0 80.0	80.0 80.0	
	38	Regular — R+ 28%									68.4 80.0	72.2 80.0	76.0 80.0	79.8 80.0	80.0 80.0	80.0 80.0	80.0 80.0	80.0 80.0	80.0 80.0	80.0 80.0	80.0 80.0	80.0 80.0	
	39	Regular — R+ 30%									74.1 80.0	78.0 80.0	80.0 80.0	80.0 80.0	80.0 80.0	80.0 80.0	80.0 80.0	80.0 80.0	80.0 80.0	80.0 80.0	80.0 80.0	80.0 80.0	
	40	Regular — R+ 32%									80.0 80.0	80.0 80.0	80.0 80.0	80.0 80.0	80.0 80.0	80.0 80.0	80.0 80.0	80.0 80.0	80.0 80.0	80.0 80.0	80.0 80.0	80.0 80.0	

* **Two notes on “years of service”:** For the purposes of determining your:

- 1) **“RetirementPlus % increase,”** only **whole** years of creditable service will be counted (the amount is not rounded up). For example, if you have 32.9 years of creditable service, your “RetirementPlus % increase” is based on 32 years of creditable service, or 16%.
- 2) **Percentage of allowable salary average,** your **full years and full months** of creditable service will be counted.
For example, Jane Educator is a teacher on a 10-month contract, and is retiring mid-year, on March 10. At that time, she will have 32 years, 6 months and 10 days of creditable service—or 32.6549 years of creditable service. The amount of creditable service that will be used to calculate Jane’s allowable percentage of salary average is 32.6 years. (Because the first decimal place represents full months, and the last three decimal places represent only partial months, the last three decimal places will not be included in Jane’s final benefit calculation.)

The “Retirement percentage” chart: Membership Tier 2

For members with effective membership dates on or after April 2, 2012

A comparison of the percentage of salary average allowed under the regular and RetirementPlus formulas, by service and age

To be eligible for regular retirement (also known as *superannuation* retirement) under either the “regular” formula, or, if you are participating in RetirementPlus, the enhanced RetirementPlus benefit, you must meet the corresponding eligibility requirements:

- **“Regular” formula:** You must be age 60 and have 10 or more years of creditable service.
- **RetirementPlus formula:** You must be age 60 and have 30 or more years of creditable service, at least 20 of which are membership service with the MTRS or the Boston Retirement System as a teacher. If you *elected* to participate in RetirementPlus, but then do not meet either the 20-year “teaching” or the 30-year total service requirement by your date of retirement, you will receive a retirement benefit calculated under the regular formula and a refund of your RetirementPlus contributions, plus regular interest.

Note: Members who transfer into the MTRS from another Massachusetts contributory retirement system have 180 days in which to elect to participate in RetirementPlus; if they do not respond, they are enrolled in RetirementPlus. New members automatically participate in RetirementPlus.

			AGE AT RETIREMENT								
	Formula	RetirementPlus % increase	60	61	62	63	64	65	66	67+	
YEARS OF SERVICE *	10	Regular	—	14.50	16.00	17.50	19.00	20.50	22.00	23.50	25.00
	11	Regular	—	15.95	17.60	19.25	20.90	22.55	24.20	25.85	27.50
	12	Regular	—	17.40	19.20	21.00	22.80	24.60	26.40	28.20	30.00
	13	Regular	—	18.85	20.80	22.75	24.70	26.65	28.60	30.55	32.50
	14	Regular	—	20.30	22.40	24.50	26.60	28.70	30.80	32.90	35.00
	15	Regular	—	21.75	24.00	26.25	28.50	30.75	33.00	35.25	37.50
	16	Regular	—	23.20	25.60	28.00	30.40	32.80	35.20	37.60	40.00
	17	Regular	—	24.65	27.20	29.75	32.30	34.85	37.40	39.95	42.50
	18	Regular	—	26.10	28.80	31.50	34.20	36.90	39.60	42.30	45.00
	19	Regular	—	27.55	30.40	33.25	36.10	38.95	41.80	44.65	47.50
	20	Regular	—	29.00	32.00	35.00	38.00	41.00	44.00	47.00	50.00
	21	Regular	—	30.45	33.60	36.75	39.90	43.05	46.20	49.35	52.50
	22	Regular	—	31.90	35.20	38.50	41.80	45.10	48.40	51.70	55.00
	23	Regular	—	33.35	36.80	40.25	43.70	47.15	50.60	54.05	57.50
	24	Regular	—	34.80	38.40	42.00	45.60	49.20	52.80	56.40	60.00
	25	Regular	—	36.25	40.00	43.75	47.50	51.25	55.00	58.75	62.50
	26	Regular	—	37.70	41.60	45.50	49.40	53.30	57.20	61.10	65.00
	27	Regular	—	39.15	43.20	47.25	51.30	55.35	59.40	63.45	67.50
	28	Regular	—	40.60	44.80	49.00	53.20	57.40	61.60	65.80	70.00
	29	Regular	—	42.05	46.40	50.75	55.10	59.45	63.80	68.15	72.50
	30	Regular	—	48.75	52.50	56.25	60.00	63.75	67.50	71.25	75.00
		R+	14%	62.75	66.50	70.25	74.00	77.75	80.00	80.00	80.00
	31	Regular	—	50.37	54.25	58.12	62.00	65.87	69.75	73.62	77.50
		R+	16%	66.37	70.25	74.12	78.00	80.00	80.00	80.00	80.00
	32	Regular	—	52.00	56.00	60.00	64.00	68.00	72.00	76.00	80.00
		R+	18%	70.00	74.00	78.00	80.00	80.00	80.00	80.00	80.00
	33	Regular	—	53.62	57.75	61.87	66.00	70.12	74.25	78.37	80.00
		R+	20%	73.62	77.75	80.00	80.00	80.00	80.00	80.00	80.00
	34	Regular	—	55.25	59.50	63.75	68.00	72.25	76.50	80.00	80.00
		R+	22%	77.25	80.00	80.00	80.00	80.00	80.00	80.00	80.00
	35	Regular	—	56.87	61.25	65.62	70.00	74.37	78.75	80.00	80.00
		R+	24%	80.00	80.00	80.00	80.00	80.00	80.00	80.00	80.00

RetirementPlus vs. regular formula

- ☐ NO DIFFERENCE
 ☒ MAXIMUM DIFFERENCE: Member receives full amount of RetirementPlus % increase
 ☐ LESSER DIFFERENCE: Member receives only that amount of RetirementPlus % increase needed to reach 80% salary maximum

* Two notes on “years of service”: For the purposes of determining your:

- 1) “RetirementPlus % increase,” only **whole** years of creditable service will be counted (the amount is not rounded up). For example, if you have 32.9 years of creditable service, your “RetirementPlus % increase” is based on 32 years of creditable service, or 18%.
- 2) **Percentage of allowable salary average**, your **full years and full months** of creditable service will be counted. For example, Jane Educator is a teacher on a 10-month contract, and is retiring mid-year, on March 10. At that time, she will have 32 years, 6 months and 10 days of creditable service—or 32.6549 years of creditable service. The amount of creditable service that will be used to calculate Jane’s allowable percentage of salary average is 32.6 years. (Because the first decimal place represents full months, and the last three decimal places represent only partial months, the last three decimal places will not be included in Jane’s final benefit calculation.)

Appendix C

Overview of retirement Options A, B and C, tables and factors, and benefit estimate worksheet

Overview of retirement Options A, B and C

The Massachusetts Retirement Law (M.G.L. c. 32) regulates your retirement allowance and allows you to choose one of three benefit options. These options differ with regard to the amount paid and whether any benefits will be paid to someone else after your death.

Option	Monthly benefit amount	Survivor benefit
A	Maximum allowance	None; all allowance payments cease upon your death and no benefits will be provided for any survivors.
B	Approximately 1-3% less than Option A amount <i>However, depending on your age and annuity account balance at retirement, the reduction could be greater.</i>	One-time, lump-sum payment of balance, if any, remaining in member's annuity savings account <i>Note: There are no restrictions on who or how many individuals or entities may be named as beneficiary. In most cases, the member's annuity account will be depleted 9 to 11 years after his or her retirement date.</i>
C	Approximately 9-11% less than Option A amount	A monthly survivor benefit, equal to 2/3 of the retiree's monthly benefit at the time of death, paid to one beneficiary. <i>Note: Beneficiary must be the member's parent, child, sibling, spouse or unmarried former spouse.</i>

Option A age factor table

Your age on your retirement date	Your Membership Tier	
	Tier 1 <i>Established membership before 4/2/2012</i>	Tier 2 <i>Established membership on or after 4/2/2012</i> With less than 30 years of creditable service With 30 years or more of creditable service
41	0.001	Tier 2 members are not eligible to retire until age 60
42	0.002	
43	0.003	
44	0.004	
45	0.005	
46	0.006	
47	0.007	
48	0.008	
49	0.009	
50	0.010	
51	0.011	
52	0.012	
53	0.013	
54	0.014	
55	0.015	
56	0.016	
57	0.017	
58	0.018	
59	0.019	
60	0.020	0.0145 0.01625
61	0.021	0.0160 0.01750
62	0.022	0.0175 0.01875
63	0.023	0.0190 0.02000
64	0.024	0.0205 0.02125
65	0.025	0.0220 0.02250
66	0.025	0.0235 0.02375
67+	0.025	0.0250 0.02500

RetirementPlus percentage table

If you are participating in RetirementPlus, add the percentage that corresponds to your number of **full years** of creditable service (e.g., if you have 32.8 years of service, your RetirementPlus percentage is the percentage listed for 32 years, not 33 years).

Your full years of creditable service	Your Membership Tier	
	Tier 1 <i>Established membership before 4/2/2012</i>	Tier 2 <i>Established membership on or after 4/2/2012</i>
30	12%	14%
31	14%	16%
32	16%	18%
33	18%	20%
34	20%	22%
35	22%	24%
36	24%	26%
37	26%	28%
38	28%	30%
39	30%	32%
40	32%	34%

For the Option C factor table, see page 31.

Benefit estimate worksheet and examples

Formula		Your Membership Tier <input type="text"/>		Example: Tier 1 Established membership before 4/2/2012	Examples: Tier 2 Established membership on or after 4/2/2012	
		You as of <input type="text"/> / <input type="text"/> / <input type="text"/>	You as of <input type="text"/> / <input type="text"/> / <input type="text"/>		With less than 30 years of creditable service	With 30 years or more of creditable service
Option A	Option A age factor (see table)	Age <input type="text"/>	Age <input type="text"/>	Age 58 0.018	Age 60 0.0145	Age 60 0.01625
	x Years of creditable service	x <input type="text"/>	x <input type="text"/>	x 35	x 28	x 30
	Base % of salary average	<input type="text"/> %	<input type="text"/> %	63.00%	40.60%	48.75%
	+ RetirementPlus %, if applicable*	+ <input type="text"/> %	+ <input type="text"/> %	+ Participating 22.00%	+ Participating 0.00%	+ Participating 14.00%
	Total % of salary average**	<input type="text"/> %	<input type="text"/> %	80.00%	40.60%	62.75%
	x Salary average Tier 1, 3-yr; Tier 2, 5-yr	x \$ <input type="text"/>	x \$ <input type="text"/>	x 3-yr sal avg \$65,000	x 5-yr sal avg \$60,000	x 5-yr sal avg \$63,000
	Option A annual allowance	\$ <input type="text"/>	\$ <input type="text"/>	\$52,000	\$24,360	\$39,533
+ Veteran's benefit***	+ \$ <input type="text"/>	+ \$ <input type="text"/>	+ \$300	+ \$300	+ \$300	
Final Option A annual allowance		\$ <input type="text"/>	\$ <input type="text"/>	\$52,300	\$24,660	\$39,833
Option B	Option A annual allowance	\$ <input type="text"/>	\$ <input type="text"/>	\$52,000	\$24,360	\$39,533
	x 99% (1% less than Option A)****	x 99%	x 99%	x 99%	x 99%	x 99%
	Option B annual allowance	\$ <input type="text"/>	\$ <input type="text"/>	\$51,480	\$24,116	\$39,138
	+ Veteran's benefit***	+ \$ <input type="text"/>	+ \$ <input type="text"/>	+ \$300	+ \$300	+ \$300
Final Option B annual allowance		\$ <input type="text"/>	\$ <input type="text"/>	\$51,780	\$24,416	\$39,438
Option C	Option A annual allowance	\$ <input type="text"/>	\$ <input type="text"/>	\$52,000	\$24,360	\$39,533
	x Option C Factor (see table)	x <input type="text"/>	x <input type="text"/>	Ben. age 57 x 0.9194	Ben. age 59 x 0.9099	Ben. age 59 x 0.9099
	Option C annual allowance	\$ <input type="text"/>	\$ <input type="text"/>	\$47,809	\$22,165	\$35,971
	+ Veteran's benefit***	+ \$ <input type="text"/>	+ \$ <input type="text"/>	+ \$300	+ \$300	+ \$300
	Final Option C annual allowance	\$ <input type="text"/>	\$ <input type="text"/>	\$48,109	\$22,465	\$36,271
	x 2/3 (survivor portion)	x 2/3	x 2/3	x 2/3	x 2/3	x 2/3
Annual member-survivor benefit		\$ <input type="text"/>	\$ <input type="text"/>	\$32,073	\$14,977	\$24,181

* If you are participating in RetirementPlus, and you have 30 or more years of creditable service—at least 20 of which are “membership” service with the MTRS or the Boston Retirement System as a teacher—enter the appropriate percentage from the RetirementPlus percentage table.

** Your “Total % of salary average” may not exceed 80 percent.

*** If you are a wartime veteran, \$15 for each year of teaching service (up to a maximum of \$300) is added to the Option A annual allowance.

**** The Option B allowance is approximately 1% less than the Option A amount. For purposes of illustration only, we have estimated the Option B amount at 1% less than the Option A amount. However, depending on your age and annuity account balance at retirement, the reduction could be greater.

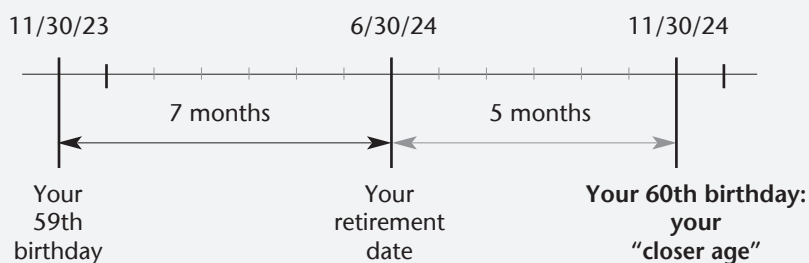
How to determine your Option C factor

To obtain your Option C factor (see table on next page), determine what your age will be *on your birthday closer to your retirement date*; then determine what your beneficiary's age will be *on his or her birthday that is closer to your retirement date*. Your Option C factor is the number where the row and column for your ages intersect.

To determine your "closer age," count the number of months and days between your birthday before your date of retirement, and your next birthday *after* your date of retirement. Your "closer age" is your age on your birthday that is closer to your date of retirement.

For example, if you are retiring on June 30, and your birthday is November 30, your "closer age" is your age on your birthday *after* your retirement date.

Determining your and your beneficiary's "closer" ages



		Beneficiary's closer age																		
Member's closer age		50	51	52	53	54	55	56	57	58	59	60	61	62	63	64	65	66	67	68
	50	.9509	.9528	.9546	.9565	.9583	.9601	.9618	.9635	.9652	.9669	.9685	.9700	.9715	.9730	.9744	.9758	.9771	.9783	.9796
	51	.9460	.9480	.9500	.9520	.9539	.9558	.9577	.9596	.9614	.9632	.9650	.9667	.9683	.9699	.9715	.9730	.9744	.9758	.9772
	52	.9408	.9429	.9450	.9471	.9492	.9512	.9533	.9553	.9573	.9592	.9611	.9630	.9648	.9665	.9683	.9699	.9715	.9730	.9745
	53	.9350	.9372	.9395	.9417	.9440	.9462	.9484	.9506	.9527	.9548	.9569	.9589	.9609	.9628	.9646	.9665	.9682	.9699	.9716
	54	.9287	.9311	.9335	.9359	.9383	.9406	.9430	.9453	.9477	.9499	.9522	.9544	.9565	.9586	.9606	.9626	.9645	.9664	.9682
	55	.9219	.9244	.9270	.9295	.9320	.9346	.9371	.9396	.9421	.9445	.9470	.9493	.9517	.9539	.9562	.9583	.9604	.9625	.9644
	56	.9146	.9173	.9199	.9226	.9253	.9280	.9307	.9334	.9360	.9387	.9413	.9438	.9463	.9488	.9512	.9536	.9559	.9581	.9603
	57	.9068	.9096	.9124	.9152	.9181	.9209	.9238	.9267	.9295	.9323	.9351	.9379	.9406	.9433	.9459	.9484	.9509	.9534	.9558
	58	.8984	.9013	.9043	.9073	.9103	.9133	.9163	.9194	.9224	.9254	.9284	.9314	.9343	.9372	.9400	.9428	.9455	.9482	.9507
	59	.8895	.8925	.8956	.8987	.9019	.9051	.9083	.9115	.9147	.9179	.9211	.9243	.9274	.9305	.9336	.9366	.9395	.9424	.9452
	60	.8800	.8831	.8863	.8896	.8929	.8963	.8997	.9031	.9065	.9099	.9133	.9167	.9200	.9233	.9266	.9299	.9330	.9361	.9392
	61	.8699	.8732	.8765	.8799	.8834	.8869	.8904	.8940	.8976	.9012	.9048	.9084	.9120	.9156	.9191	.9225	.9260	.9293	.9326
	62	.8592	.8626	.8661	.8696	.8732	.8769	.8806	.8844	.8882	.8920	.8958	.8996	.9034	.9072	.9110	.9147	.9184	.9220	.9256
	63	.8481	.8516	.8551	.8588	.8626	.8664	.8703	.8742	.8782	.8822	.8862	.8902	.8943	.8983	.9023	.9063	.9102	.9141	.9179
	64	.8364	.8400	.8437	.8475	.8513	.8553	.8594	.8635	.8676	.8718	.8760	.8803	.8846	.8888	.8931	.8973	.9015	.9057	.9098
	65	.8241	.8278	.8316	.8355	.8395	.8436	.8478	.8521	.8564	.8608	.8653	.8697	.8742	.8787	.8832	.8877	.8922	.8967	.9011
	66	.8113	.8151	.8190	.8230	.8271	.8314	.8357	.8401	.8446	.8492	.8539	.8585	.8633	.8680	.8728	.8775	.8823	.8870	.8917
	67	.7980	.8018	.8058	.8099	.8142	.8186	.8230	.8276	.8323	.8370	.8419	.8468	.8517	.8567	.8617	.8667	.8717	.8768	.8817
	68	.7840	.7879	.7920	.7962	.8006	.8051	.8097	.8144	.8192	.8242	.8292	.8343	.8394	.8446	.8499	.8552	.8605	.8658	.8711
	69	.7694	.7734	.7776	.7819	.7863	.7909	.7956	.8005	.8055	.8105	.8157	.8210	.8264	.8318	.8373	.8428	.8484	.8540	.8596
	70	.7542	.7582	.7624	.7668	.7713	.7760	.7808	.7858	.7909	.7962	.8015	.8070	.8125	.8182	.8239	.8297	.8355	.8414	.8473

Beneficiary's closer age

	50	51	52	53	54	55	56	57	58	59	60	61	62	63	64	65	66	67	68	69	70	71	72	73	74	75
50	.9509	.9528	.9546	.9565	.9583	.9601	.9618	.9635	.9652	.9669	.9685	.9700	.9715	.9730	.9744	.9758	.9771	.9783	.9796	.9807	.9818	.9829	.9839	.9849	.9858	.9867
51	.9460	.9480	.9500	.9520	.9539	.9558	.9577	.9596	.9614	.9632	.9650	.9667	.9683	.9699	.9715	.9730	.9744	.9758	.9772	.9785	.9797	.9809	.9820	.9831	.9842	.9851
52	.9408	.9429	.9450	.9471	.9492	.9512	.9533	.9553	.9573	.9592	.9611	.9630	.9648	.9665	.9683	.9699	.9715	.9730	.9745	.9760	.9773	.9787	.9799	.9811	.9823	.9834
53	.9350	.9372	.9395	.9417	.9440	.9462	.9484	.9506	.9527	.9548	.9569	.9589	.9609	.9628	.9646	.9665	.9682	.9699	.9716	.9731	.9747	.9761	.9775	.9789	.9802	.9814
54	.9287	.9311	.9335	.9359	.9383	.9406	.9430	.9453	.9477	.9499	.9522	.9544	.9565	.9586	.9606	.9626	.9645	.9664	.9682	.9700	.9716	.9732	.9748	.9763	.9777	.9791
55	.9219	.9244	.9270	.9295	.9320	.9346	.9371	.9396	.9421	.9445	.9470	.9493	.9517	.9539	.9562	.9583	.9604	.9625	.9644	.9664	.9682	.9700	.9717	.9734	.9750	.9765
56	.9146	.9173	.9199	.9226	.9253	.9280	.9307	.9334	.9360	.9387	.9413	.9438	.9463	.9488	.9512	.9536	.9559	.9581	.9603	.9624	.9644	.9664	.9683	.9701	.9719	.9735
57	.9068	.9096	.9124	.9152	.9181	.9209	.9238	.9267	.9295	.9323	.9351	.9379	.9406	.9433	.9459	.9484	.9509	.9534	.9558	.9581	.9603	.9624	.9645	.9665	.9685	.9703
58	.8984	.9013	.9043	.9073	.9103	.9133	.9163	.9194	.9224	.9254	.9284	.9314	.9343	.9372	.9400	.9428	.9455	.9482	.9507	.9533	.9557	.9581	.9604	.9626	.9647	.9667
59	.8895	.8925	.8956	.8987	.9019	.9051	.9083	.9115	.9147	.9179	.9211	.9243	.9274	.9305	.9336	.9366	.9395	.9424	.9452	.9480	.9506	.9532	.9557	.9582	.9605	.9628
60	.8800	.8831	.8863	.8896	.8929	.8963	.8997	.9031	.9065	.9099	.9133	.9167	.9200	.9233	.9266	.9299	.9330	.9361	.9392	.9422	.9451	.9479	.9507	.9533	.9559	.9584
61	.8699	.8732	.8765	.8799	.8834	.8869	.8904	.8940	.8976	.9012	.9048	.9084	.9120	.9156	.9191	.9225	.9260	.9293	.9326	.9359	.9390	.9421	.9451	.9480	.9508	.9535
62	.8592	.8626	.8661	.8696	.8732	.8769	.8806	.8844	.8882	.8920	.8958	.8996	.9034	.9072	.9110	.9147	.9184	.9220	.9256	.9290	.9325	.9358	.9391	.9422	.9453	.9483
63	.8481	.8516	.8551	.8588	.8626	.8664	.8703	.8742	.8782	.8822	.8862	.8902	.8943	.8983	.9023	.9063	.9102	.9141	.9179	.9217	.9254	.9290	.9325	.9360	.9393	.9426
64	.8364	.8400	.8437	.8475	.8513	.8553	.8594	.8635	.8676	.8718	.8760	.8803	.8846	.8888	.8931	.8973	.9015	.9057	.9098	.9139	.9178	.9217	.9256	.9293	.9329	.9364
65	.8241	.8278	.8316	.8355	.8395	.8436	.8478	.8521	.8564	.8608	.8653	.8697	.8742	.8787	.8832	.8877	.8922	.8967	.9011	.9054	.9097	.9139	.9180	.9221	.9260	.9298
66	.8113	.8151	.8190	.8230	.8271	.8314	.8357	.8401	.8446	.8492	.8539	.8585	.8633	.8680	.8728	.8775	.8823	.8870	.8917	.8964	.9009	.9055	.9099	.9143	.9185	.9227
67	.7980	.8018	.8058	.8099	.8142	.8186	.8230	.8276	.8323	.8370	.8419	.8468	.8517	.8567	.8617	.8667	.8717	.8768	.8817	.8867	.8916	.8965	.9012	.9059	.9105	.9150
68	.7840	.7879	.7920	.7962	.8006	.8051	.8097	.8144	.8192	.8242	.8292	.8343	.8394	.8446	.8499	.8552	.8605	.8658	.8711	.8763	.8816	.8868	.8919	.8969	.9019	.9067
69	.7694	.7734	.7776	.7819	.7863	.7909	.7956	.8005	.8055	.8105	.8157	.8210	.8264	.8318	.8373	.8428	.8484	.8540	.8596	.8652	.8708	.8763	.8818	.8871	.8925	.8977
70	.7542	.7582	.7624	.7668	.7713	.7760	.7808	.7858	.7909	.7962	.8015	.8070	.8125	.8182	.8239	.8297	.8355	.8414	.8473	.8532	.8591	.8650	.8708	.8766	.8822	.8878
71	.7384	.7425	.7467	.7512	.7558	.7606	.7655	.7706	.7758	.7812	.7867	.7923	.7981	.8039	.8099	.8159	.8220	.8281	.8343	.8406	.8468	.8530	.8592	.8653	.8714	.8774
72	.7220	.7261	.7304	.7349	.7396	.7444	.7494	.7546	.7600	.7655	.7711	.7769	.7828	.7889	.7950	.8013	.8076	.8140	.8205	.8270	.8336	.8402	.8467	.8532	.8597	.8660

Member's closer age


Option C factor table

If the age combination for you and your beneficiary is not listed, please see the listing for member ages 21-90 and beneficiary ages 21-90 on PERAC's website at www.mass.gov/perac/docs/forms-pub/pub/memos/archive/3704a.pdf.

Appendix D

Retirement planning

- **We advise you to file your retirement application FOUR months before your retirement date. However, by law, you may file your application up to 60 days after your effective date of separation from service and still use the date of separation as your retirement date.**

 If you file your application more than 60 days after your date of separation from service, the earliest effective date of retirement you may use will be 15 days after the date we receive your completed application. Also, if you are retiring on your birthday, use that exact day as your date of retirement, **not** the day after. See Appendix F (page 35) for information on choosing your retirement date.

- **Retirement applications are processed on a first-come, first-served basis.**

Please understand that it may take up to four months before your benefit calculation is complete and you are sent your Notice of Estimated Retirement Benefit and first payment information from the MTRS.

- **If you file four months in advance, you can generally plan on receiving your first retirement check at the end of the SECOND full month after your effective date of retirement.**

For example, if you wish to retire on June 30, and you file your application by March 1, your first check will most likely be issued by the end of August. Of course, your first check will be sent earlier if possible. Be assured that **all first checks are paid retroactive to your effective date of retirement.**

- **In some cases, your first retirement check will be mailed to your home.**

This slight delay is to allow the State Treasury time to test your electronic funds transfer before your first direct deposit is made.

- **Retirement checks are issued at the end of each month and represent payment for the previous month.**

For example, the payment that you receive at the end of January is the payment **for** January.

- **Direct deposit statements are NOT mailed to you every month.**

Once your direct deposit commences, you will receive a statement in the mail detailing your monthly benefit and deductions. After this initial statement, you will receive a statement in the mail when:

- there is a change in the amount of your deposit from the prior month; or,
- we need to provide retirees with new information and we print a special notice on the top portion of the direct deposit statement.

- **Find out more about retirement issues.**

Visit our website at mass.gov/mtrs for important information on:

- the three retirement options: A, B and C;
- purchasing creditable service;
- health insurance;
- Social Security;
- working after retirement;
- taxes; and,
- cost-of-living adjustments (COLAs).

Your retirement process timeline and checklist


To fill in the dates, start with "Your date of retirement" and work backward

! IMPORTANT REMINDERS REGARDING CREDITABLE SERVICE

ALL service purchases must be applied for while you are a member in service (except Peace Corps service and refund buybacks), and paid for in full BEFORE your effective date of retirement. **LATE PAYMENTS WILL DELAY YOUR DATE OF RETIREMENT**—and because retirement benefits are retroactive only to your date of retirement, **late payments will cause you to lose money!**

As you will see on the application, you are asked to list all of your creditable service and provide your "best estimate" of your total number of years. However, it is NOT necessary for you to request a "creditable service estimate" from the MTRS in order to complete your application. When we process your application, we will determine your exact amount of creditable service and notify you of the total before your benefit is finalized.

If you have any questions about purchasing service, please contact our office.

When (in relation to your date of retirement)	Action	Your dates
At least a year before	<input type="checkbox"/> GO to our website at mass.gov/mtrs , and select Members > Creditable service. Review all of the types of service listed and apply to purchase any that apply to you and for which you have not yet established credit.	<input type="text" value="/"/> <input type="text" value="/"/> <input type="text" value=""/>
One year before	<input type="checkbox"/> CONTACT your local health insurance coordinator to confirm the health insurance coverage for which you will qualify as a retiree. If you cover a spouse or other dependent, be sure to ask about dependent coverage while you are retired <i>and</i> in the event of your death.	<input type="text" value="/"/> <input type="text" value="/"/> <input type="text" value=""/>
6 months before	<input type="checkbox"/> GO to our website at mass.gov/mtrs , Members > select Apply for retirement. Follow the steps to estimate your benefits, review FAQ and download and print your retirement application. <input type="checkbox"/> If you have any pending creditable service purchases, request invoices from us and be sure to tell us that you are retiring.	<input type="text" value="/"/> <input type="text" value="/"/> <input type="text" value=""/> <input type="text" value="/"/> <input type="text" value="/"/> <input type="text" value=""/>
5 months before	<input type="checkbox"/> Complete Part 1 of the application and forward Part 2 to your payroll officer for completion. <input type="checkbox"/> Gather your required documents. <div>  NOTE: If you do not submit the required documents with your application, your application will not be processed. <ul style="list-style-type: none"> <input type="checkbox"/> Photocopy of your marriage certificate (<i>if you no longer use your former or maiden name or if you are selecting Option C and naming your spouse as beneficiary</i>) <input type="checkbox"/> Your certified birth record* (<i>photocopy not accepted</i>) <input type="checkbox"/> Photocopy of your military discharge form DD214 (<i>if you are a veteran</i>) <input type="checkbox"/> Photocopy of your notice of resignation (<i>if you are filing for an involuntary termination retirement allowance OR are retiring on a day other than the last day in your contract year</i>) <input type="checkbox"/> Photocopies of your contracts/salary schedules for your 3-year salary average period, including any pages referencing contractual language to substantiate any earnings in excess of your regular contract rates <input type="checkbox"/> A VOIDed check (<i>if your designated account for direct deposit is a checking account</i>) or your bank's signed, official savings account verification document (<i>if your designated account for direct deposit is a savings account</i>) <input type="checkbox"/> Photocopy of your qualified Domestic Relations Order (<i>if you are divorced and have such an order in effect; please include your ex-spouse's current address</i>) <input type="checkbox"/> Your beneficiary's certified birth record* (<i>if you are selecting Option C; photocopy not accepted</i>) <p>* Your original documents will be returned to you.</p> </div>	<input type="text" value="/"/> <input type="text" value="/"/> <input type="text" value=""/>
4 months before	<input type="checkbox"/> Receive signed Part 2 from your payroll officer. <input type="checkbox"/> Make a copy of Part 1, Part 2 and ALL attachments. <input type="checkbox"/> Submit your application and ALL attachments to MTRS. <i>After we have reviewed your application for completeness, we will notify you in writing if it is complete or if additional information is needed.</i> <input type="checkbox"/> Make payment for any pending creditable service purchases. <input type="checkbox"/> Remind your local health insurance coordinator that you are retiring, and complete any necessary insurance paperwork.	<input type="text" value="/"/> <input type="text" value="/"/> <input type="text" value=""/> <input type="text" value="/"/> <input type="text" value="/"/> <input type="text" value=""/> <input type="text" value="/"/> <input type="text" value="/"/> <input type="text" value=""/> <input type="text" value="/"/> <input type="text" value="/"/> <input type="text" value=""/>
Your date of retirement		<input type="text" value="/"/> <input type="text" value="/"/> <input type="text" value=""/>
3–4 months after you file your complete retirement application	<input type="checkbox"/> Receive your <i>Notice of Estimated Retirement Benefit</i> (NERB), which will show your estimated retirement benefit.	<input type="text" value="/"/> <input type="text" value="/"/> <input type="text" value=""/>
EITHER first full month after you receive your NERB OR first full month after your date of retirement, whichever is later	<input type="checkbox"/> Receive your first retirement benefit payment. [Note: Your first payment will include benefits retroactive to your date of retirement.]	<input type="text" value="/"/> <input type="text" value="/"/> <input type="text" value=""/>

Appendix E

Part-time service: How it is credited and other notes

Pursuant to 807 CMR 3.04

For part-time membership service rendered...	You will receive...
■ On or before 11/9/1990	Full-time credit
■ Between 11/9/1990 and 7/9/2010	If your employment status during this period: <input type="checkbox"/> did not change (i.e., you did not go from part-time to full-time, or vice versa), full-time credit <input type="checkbox"/> changed (i.e., you went from part-time to full-time, or vice versa, excepting pre-kindergarten or kindergarten service), prorated credit based on the percentage of full-time service it represents (e.g., if you worked for one year on a half-time basis, you will receive 0.50 year of service credit for that year).
■ On or after 7/9/2010	Prorated credit based on the percentage of full-time service it represents, regardless of any change in your employment status (e.g., if you worked for one year on a half-time basis, you will receive 0.50 year of service credit for that year).

Pre-kindergarten and kindergarten teaching service

If you rendered any part-time membership service prior to July 9, 2010 as a pre-kindergarten or kindergarten teacher, please note that the service is credited as full-time equivalent (FTE) service.

Sabbaticals and partially paid leaves of absence

All sabbatical leaves and partially paid leaves of absence are prorated based on the percentage of full-time salary you received (e.g., if you were on a full-year sabbatical at 50% salary, you will receive 0.50 year of service credit for that year).

Part-time nonmembership service

All part-time nonmembership service is prorated based on the percentage of full-time service that it represents. Additionally, all part-time service in the Boston Retirement System will be prorated.

Membership service and RetirementPlus

Membership service is service you acquire while working in a position eligible for membership in the MTRS during which you contribute directly to the MTRS via a payroll deduction by your school district. If you are participating in RetirementPlus, you must have 30 years of creditable service—at least 20 of which must be “membership” service with the MTRS or the Boston Retirement System as a teacher—in order to receive the enhanced benefit.

An exception: Part-time service and eligibility for ordinary disability retirement

For the purpose of determining your eligibility for ordinary disability benefits, part-time service will count as full-time service for purposes of meeting the ten-year minimum service requirement, but not for purposes of determining your benefit amount.

Full-time salary equivalent

Whenever prorated part-time service is used in the calculation of a retiring member’s benefit allowance, the MTRS will use the member’s full-time equivalent salary to determine his or her final salary average. In other words, your service credit will be prorated, but your salary equivalent will not—you will not be “double-prorated” in the calculation of your retirement benefit.

An example: Mary Music

For illustration purposes only; results may not be typical

A part-time music teacher her entire career and a member of the MTRS prior to April 2, 2012, Mary has always worked on a 50%-of-full-time basis. She is retiring at age 60 on June 30, 2024. She did not elect to participate in RetirementPlus.

Creditable service (all on a 50%-of-full-time basis)

9/1/1994–6/30/2010 (full-time equivalent)	16 yrs
9/1/2010–6/30/2024 (at 50%)	7 yrs
Total	23 yrs

Salary average

	Actual earnings	Full-time equivalent
9/1/2020–6/30/2021	\$35,000	\$70,000
9/1/2021–6/30/2022	\$36,000	\$72,000
9/1/2022–6/30/2023	\$37,000	\$74,000
Total	\$108,000	\$216,000
÷ 3 years	÷ 3	÷ 3
Salary average	\$36,000	\$72,000

Benefit calculations

Age factor (age 60)		0.020
x Years of creditable service	x	23
% of salary average		46%
+ RetirementPlus percentage	+	n/a
Allowable % of salary average		46%
x Salary average (full-time equivalent)	x	\$72,000
Option A allowance		\$33,120

Appendix F

Choosing your retirement date

Summer birthdays, mid-year retirements and other considerations

Your retirement date affects not only the amount of your benefits, but when they become payable and when you become eligible to receive your first cost-of-living adjustment (COLA). For some members, choosing a retirement date is a simple decision; for others, it is a difficult and emotional choice. To choose the retirement date that is best for you—financially and personally—make sure that you understand how the formula works and the financial considerations involved.

Consider what these dates could mean for you...

■ June 30	The majority of MTRS members retire on June 30, the date on which most contracts for teachers come to an end. Additionally, by regulation, MTRS members retiring at the end of the school year must use June 30 as their retirement date even if the last day of school is earlier in the month. This rule exists so that teachers not only complete their contractual obligations, but also receive full service and salary credit for the year for their retirement calculations.
■ Your birthday*	<p>In July or August: If you're under age 65 (Tier 1) or age 67 (Tier 2), it may be in your financial interest to retire on your birthday instead of June 30. On your birthday, your age factor will be higher, resulting in a greater retirement benefit for the rest of your life. Note, however, that you need to consider the amount of retirement benefits that you "give up" by postponing your retirement date until your birthday. Example: Joe Teacher will turn 61 on his birthday on August 2. If he retires on his birthday instead of June 30, he will "give up" the equivalent of one month and two days of retirement benefits that he would have received if he had retired on June 30. However, it is financially advantageous for Joe to wait until his birthday because he has determined that his retirement allowance will be sufficiently greater on that date—allowing him to recoup the retirement payments he "gave up" in a short period of time—and he will receive his increased benefit for the rest of his life.</p> <p>During the school year: To receive the benefit of a higher age factor, you may want to retire on your birthday during the school year—or at the end of the month in which your birthday occurs. The MTRS calculates creditable service based on full years and full months of employment. Accordingly, if your birthday is October 17, it would most likely be in your financial interest to work until the end of October and use October 31 as your retirement date; by using October 31, you will receive service credit for the full month.</p> <p>*Using a later birthday as a retirement date will not result in an increase in:</p> <ul style="list-style-type: none"> ■ the age factor used in the calculation of your retirement allowance if you are already at age 65 (Tier 1) or age 67 (Tier 2); or, ■ your total percentage of salary average, if, based on the current combination of your age and years of creditable service, you have already reached the maximum allowance of 80% of your final salary average.
■ Any date during the school year	If circumstances arise that cause you to decide to retire during the school year, please keep in mind that the MTRS calculates creditable service based on full years and full months of employment. Accordingly, it would most likely be in your financial interest to work until the end of a particular month, if possible, so that you receive service credit for the full month. Reminder: If you are on fully paid sick leave, you are accruing full service and salary credit toward retirement.
■ After your separation from service	<p>Within 60 days of your separation from service: Your retirement date may be retroactive to your date of separation from service up to 60 days if you file your retirement application—along with a copy of your school district's written acceptance of your retroactive retirement date—within 60 days of your separation from service.</p> <p>More than 60 days after your separation from service: If you file your retirement application more than 60 days after your separation from service, your date of retirement cannot be retroactive—it may be no earlier than 15 days from the date that we receive your application. Example: Mary Educator resigns her teaching position on June 30, 2024 to explore another career. On February 1, 2025, the MTRS receives her retirement application. Her earliest retirement date is February 16, 2025.</p>

...and understand what your date of retirement means regarding COLAs...

Reminder—
While annual COLAs have been granted in recent years, COLAs are subject to legislative approval every year, and are not guaranteed.

Eligibility for first COLA: You must be retired for a full fiscal year in order to receive your first cost-of-living adjustment (COLA), and fiscal years run from July 1 to June 30. Accordingly, if you retire on June 30, 2024, you will be eligible to receive your first COLA on July 1, 2025; if you retire just one month later, on July 30, 2024, you must wait until July 1, 2026—nearly two calendar years—to receive a COLA.

COLAs are cumulative: If they are granted, COLAs are added to your gross retirement allowance. For example, if your annual retirement allowance is \$40,000 and the COLA is \$390, your gross allowance becomes \$40,390. With the next year's COLA, your allowance increases to \$40,780; the following year it is \$41,170, and so on. In other words, that first \$390 "stays" in your allowance over the years. So if you retire on July 30 instead of June 30, you will not only "miss" that first COLA of \$390 in your first year of retirement, but every year thereafter. Over the course of 20 years, that could result in \$7,800 in "missed" COLAs; while this may not make enough of a difference for you to change your choice of retirement date, you should be aware of the effect this might have on your benefits.

If you have questions about choosing your retirement date, please ask us—we're here to help!

Appendix G

Social Security and the MTRS member

Remember to contact the Social Security Administration, and **understand** whether—and how—the two offsets may apply to you

Q During your membership in the MTRS, you pay into the retirement system instead of Social Security. Do you still need to contact the Social Security Administration?

YES—all MTRS members should contact the Social Security Administration to determine their eligibility for Social Security benefits, including Medicare—and when they need to apply for Part B—**EITHER three months before your retirement OR three months before age 65, whichever comes first.**

Massachusetts is one of a handful of “non-Social Security” states. This means that you, as a member of a contributory retirement system, pay into our system instead of Social Security; you do not earn any Social Security “credits” or “quarters” for your MTRS contributions or service. However, you may have earned Social Security credits through other employment. If you are eligible for Social Security benefits—either based on your own past employment, or your spouse’s past employment, you may be subject to one of two Social Security “double-dipping” laws, as outlined below.

Q Do you expect to be eligible to collect Social Security benefits based on...

1) ...your **own** past employment? ☐ Yes ☐ No

If yes, you may be subject to the **Windfall Elimination Provision (WEP)**. If you have 40 credits (or “quarters”) under the Social Security system (in other words, you are eligible to receive Social Security benefits), then Social Security will use a “modified formula” to calculate your pension **unless**:

- you had 20 years of creditable service with the MTRS before January 1, 1986 *or*
- you were age 55 and had at least 10 years of creditable service before January 1, 1986 *or*
- you will have at least 30 years of “substantial earnings” under the Social Security system. For further information on “substantial earnings,” contact your local Social Security Administration office.

If you do not meet any of these requirements, you will receive a reduced Social Security pension. In order to determine the amount of the reduction that applies to you, please contact the Social Security Administration at 800-772-1213.

If you are eligible to receive Social Security benefits, and, at the time you are eligible for an MTRS retirement benefit you instead take a refund of your MTRS account, your Social Security benefits could be subject to reduction under the Windfall Elimination Provision.

2) ...your **spouse’s** past employment? ☐ Yes ☐ No

If yes, you may be subject to the **Government Pension Offset (GPO)**. If you expect to collect a spousal or widow’s benefit under Social Security, these benefits may be reduced by two-thirds of the amount of your MTRS retirement allowance. You will be exempt from this offset if you meet all the requirements for Social Security Spousal benefits in effect in 1977 *and*:

- you had 20 years of creditable service with the MTRS before December 1, 1982 *or*
- you were age 55 and had at least 10 years of creditable service before December 1, 1982 *or*
- you were age 55 or had 20 years of creditable service before July 1, 1983 *and* you received half support from your spouse.

In all cases, the Social Security Administration requires that male retirees of the MTRS must have received at least half support from their wives to apply for spousal benefits.

The Windfall Elimination Provision (WEP)

Your Social Security retirement or disability benefits may be reduced

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

When your benefits can be affected

The following provisions can affect you if both are true:

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

The Windfall Elimination Provision can apply if one of the following is true:

- you reached 62 after 1985.
- you developed a qualifying disability after 1985.

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

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

How it works

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

Social Security bases your Social Security benefit on your average monthly earnings adjusted for average wage growth. Social Security separates your average earnings into three amounts and multiplies the amounts using three factors to compute your full Primary Insurance Amount (PIA). For example, for a worker who turns 62 in 2024, the first \$1,174 of average monthly earnings is multiplied by 90%; earnings between \$1,174 and \$7,078 are multiplied by 32%; and the balance by 15%. The sum of the three amounts equals the PIA, which is then decreased or increased depending on whether the worker starts benefits before or after full retirement age (FRA). This formula produces the monthly payment amount.

When Social Security applies this formula, the percentage of career average earnings paid to lower-paid workers is greater than higher-paid workers. For example, consider workers age 62 in 2024, with average earnings of \$3,000 per month. They could receive a benefit at FRA of \$1,640 (approximately 55%) of their pre-retirement earnings increased by applicable cost of living adjustments (COLAs). For a worker with average earnings of \$8,000 per month, the benefit starting at FRA could be \$3,084 (approximately 39%) plus COLAs. However, if either of these workers start benefits earlier than their FRA, Social Security will reduce their monthly benefit.

Why Social Security uses a different formula

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

Under the provision, Social Security reduces the 90% factor in their formula and phases it in for workers who reached age 62 or developed a disability between 1986 and 1989. For people who reach 62 or developed a disability in 1990 or later, Social Security reduces the 90% factor to as little as 40%.

Social Security
Administration
Factsheet:
SSA Publication
No. 05-10045
January 2024

**Amount considered
"substantial,"
by year**

Year	Substantial Earnings
1937-54	\$ 900
1955-58	1,050
1959-65	1,200
1966-67	1,650
1968-71	1,950
1972	2,250
1973	2,700
1974	3,300
1975	3,525
1976	3,825
1977	4,125
1978	4,425
1979	4,725
1980	5,100
1981	5,550
1982	6,075
1983	6,675
1984	7,050
1985	7,425
1986	7,875
1987	8,175
1988	8,400
1989	8,925
1990	9,525
1991	9,900
1992	10,350
1993	10,725
1994	11,250
1995	11,325
1996	11,625
1997	12,150
1998	12,675
1999	13,425
2000	14,175
2001	14,925
2002	15,750
2003	16,125
2004	16,275
2005	16,725
2006	17,475
2007	18,150
2008	18,975
2009-2011 . .	19,800
2012	20,475
2013	21,075
2014	21,750
2015-2016 . .	22,050
2017	23,625
2018	23,850
2019	24,675
2020	25,575
2021	26,550
2022	27,300
2023	29,700
2024	31,275

Percentage applied to "substantial" earnings

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

Some exceptions

The Windfall Elimination Provision doesn't apply if:

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

The Windfall Elimination Provision doesn't apply to survivors benefits. Social Security may reduce spouses or surviving spouses benefits because of another law. For more information, see the Government Pension Offset (Publication No. 05-10007), below.

Social Security years of substantial earnings

If you have 30 or more years of substantial earnings, Social Security doesn't reduce the standard 90% factor in their formula. See the table titled *Amount considered "substantial," by year*, on the previous page, that lists substantial earnings for each year.

The table titled *Percentage applied to "substantial" earnings*, in the margin at left, shows the percentage used to reduce the 90% factor depending on the number of years of substantial earnings. If you have 21 to 29 years of substantial earnings, Social Security reduces the 90% factor to between 45% and 85%. To see the maximum amount Social Security could reduce your benefit, visit www.ssa.gov/benefits/retirement/planner/wep.html.

A guarantee

If you receive a relatively low pension, and that pension is fully or partially based on earnings after 1956 where you did not pay Social Security taxes, there's a law that might help you. In most cases, Social Security won't reduce your Social Security full retirement benefit by more than half of your pension amount. For a more detailed estimate of how the WEP Guarantee may affect your SS benefit, please visit www.ssa.gov/benefits/retirement/planner/wep.html to access the WEP Online Calculator.

The Government Pension Offset (GPO)

A law that affects spouses and widows or widowers

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

How much will my Social Security benefits be reduced?

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

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

Why will my Social Security benefits be reduced?

Benefits Social Security pays to spouses, widows and widowers are "dependent" benefits. Set up in the 1930s, these benefits were to compensate spouses who stayed home to raise a family and were

financially dependent on the working spouse. It's now common for both spouses to work, each earning their own Social Security retirement benefit. The law requires a person's spouse, widow, or widower benefit to be offset by the dollar amount of their own retirement benefit.

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

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

When won't my Social Security benefits be reduced?

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

- receive a government pension that's not based on your earnings; or
- are a federal (including Civil Service Offset), state, or local government employee and your government pension is from a job for which you paid Social Security taxes; and
 - your last day of employment (that your pension is based on) is before July 1, 2004; or
 - you filed for and were entitled to spouse's, widow's or widower's benefits before April 1, 2004 (you may work your last day in Social Security covered employment at any time); or
 - you paid Social Security taxes on your earnings during the last 60 months of government service. (Under certain conditions, Social Security requires fewer than 60 months for people whose last day of employment falls after June 30, 2004, and before March 2, 2009.)

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

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

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

What about Medicare?

Even if you don't get cash benefits from your spouse's work, you still can get Medicare at age 65 on your spouse's record if you are not eligible for it on your own record.

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

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

Contacting Social Security

The most convenient way to do business with the SSA is to visit www.ssa.gov to get information and use their online services. There are several things you can do online: apply for benefits; get useful information; find publications and get answers to FAQs.

Or, you can call SSA toll-free at **1-800-772-1213** or at **1-800-325-0778** (TTY) if you're deaf or hard of hearing. You can call from 8am-7pm, weekdays. They provide free interpreter services upon request. For quicker access to a rep, try calling early in the day (between 8-10am local time) or later in the day. **They're less busy later in the week (Wed-Fri) and later in the month.** You can also use their automated services via phone, 24 hrs a day, so you don't need to speak with a rep.

If you believe that, based on your age and/or amount of creditable service with the MTRS, you are exempt from either the WEP or the GPO, the Social Security Administration will require you to submit a letter from us that states the date on which you met the eligibility requirement. To request this letter, call us at 617-679-6877.

[illegible]



After you retire, we will still be here to serve you—and we look forward to continuing our relationship with you for many years. Please know that, throughout your retirement, we will continue to have responsibilities to each other.

During your retirement, **YOU** need to:

- **CONTACT** the MTRS if you...
 - **CHANGE** your name, address or Social Security number
 - **BECOME RE-EMPLOYED** by a Massachusetts public employer and exceed the time and earnings limitations
 - **BECOME DIVORCED**, and your retirement allowance is divided
 - **WANT TO CHANGE** your withholding for federal taxes, retiree beneficiary designation (Option A month-of-death, pro-rata payment only, or Option B), or direct deposit information
 - **WANT TO PARTICIPATE** in the governance of the MTRS or Pension Reserves Investment Board (PRIM) as an elected Board member
 - If you are receiving an ordinary or accidental disability retirement benefit, **BEGIN TO RECEIVE** Workers' Compensation benefits, or **HAVE A CHANGE** in your Workers' Compensation benefits
- **COMPLETE** and **RETURN** your Benefit Verification form when we mail it to you, to confirm that you are still eligible to receive your benefit payment
- **ADVISE** your survivors to contact us in the event of your death

During your retirement, **WE** will:

- **PAY** you a monthly retirement allowance
- **FORWARD** your health insurance payment, if applicable
- Pursuant to your instructions, **WITHHOLD** federal income tax from your benefit payment
- In January of every year, **SEND** you a 1099-R tax form
- **PAY** a benefit to your survivor, if applicable

MASSACHUSETTS TEACHERS' RETIREMENT SYSTEM

MAIN OFFICE

500 Rutherford Avenue, Suite 210, Charlestown, MA 02129-1628

Phone 617-679-MTRS (6877)

Fax 617-679-1661

WESTERN REGIONAL OFFICE

One Monarch Place, Suite 510, Springfield, MA 01144-4028

Phone 413-784-1711

Fax 413-784-1707

ONLINE

mass.gov/mtrs