



# Your TRS Benefits



# Presentation Agenda

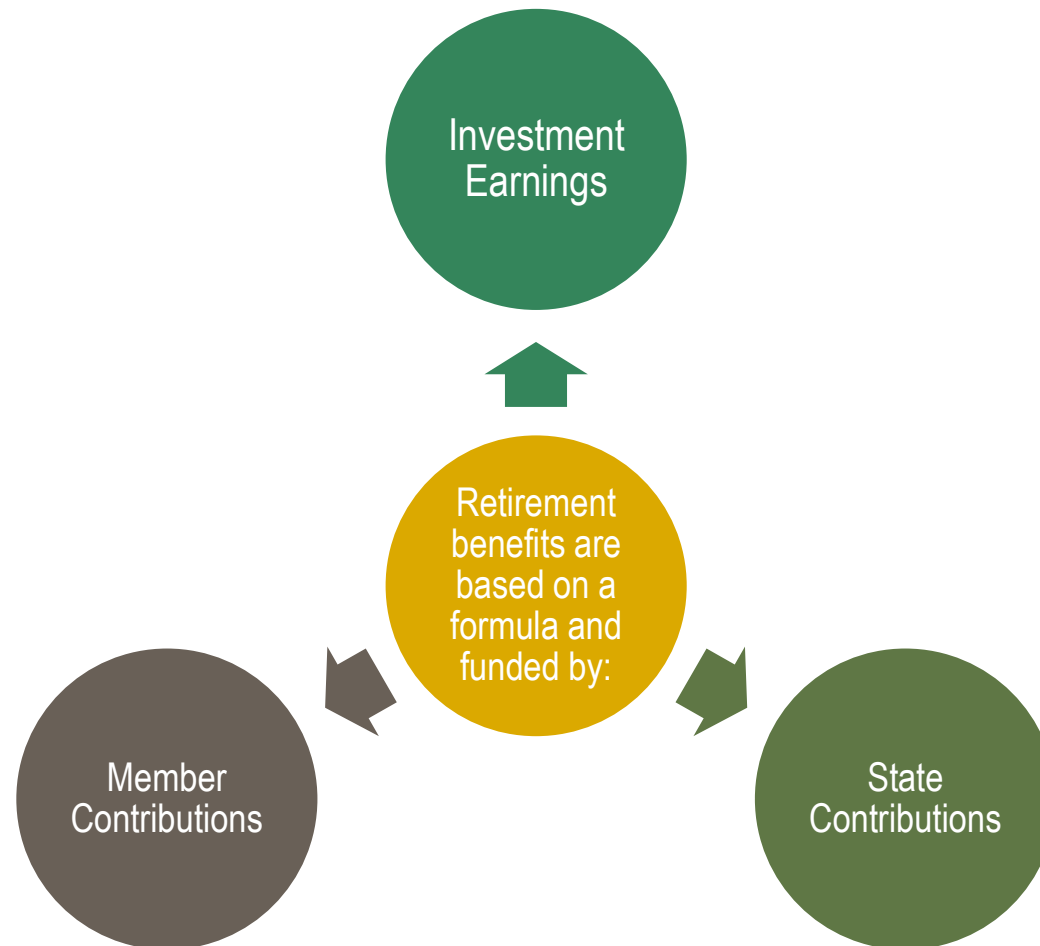
- Membership in TRS
- Service Credit
- Compensation
- Grandfathering
- Membership Tiers
- Service Retirement Benefits
- Retirement Planning
- Employment After Retirement
- Health Benefits
- General Information
- Social Security



# Membership



# TRS is a 401(a) defined benefit plan



# Establishing your Membership



Employment with a single employer expected to last 4 ½ months or more;

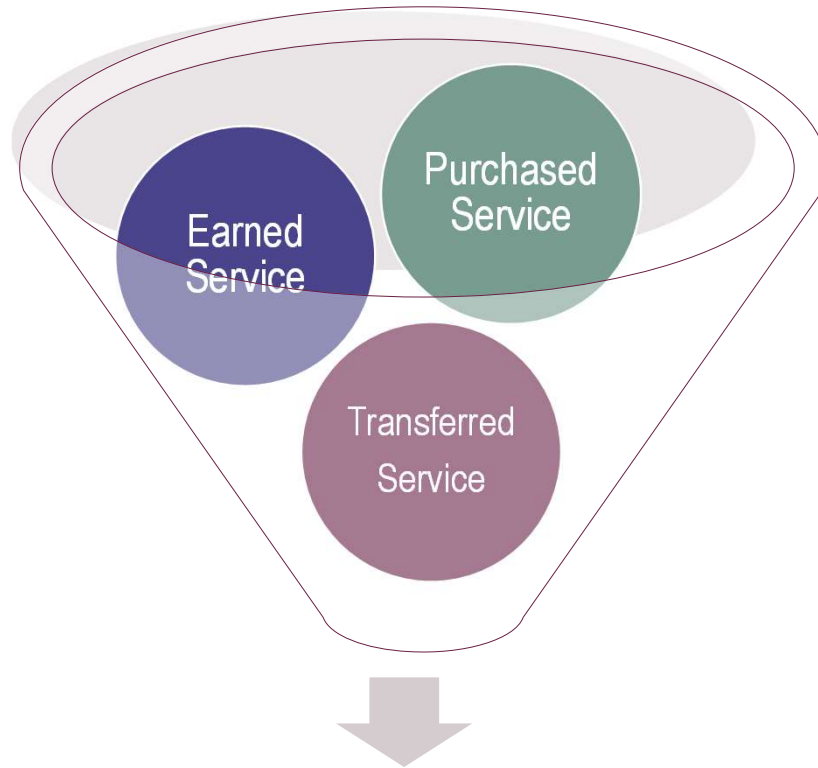
for one-half or more of the full-time workload; and

with compensation comparable to the rate of compensation for other persons employed in similar positions.



# Service Credit

# TRS Service Credit



**Total Years of Service**

# Earning Service Credit

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You must work or receive paid leave from a TRS-eligible position at least 90 days during the school year.

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In the last year of employment before retirement, you may earn a year of service credit by working and/or receiving paid leave for each day of the full fall semester, even if that semester is less than 90 days before you retire.



# Purchasing Service Credit



## Eligible members may purchase the following types of service credit:

- Withdrawn Service
- Unreported Service
- Substitute Service
- State Sick and/or Personal Leave
- Out-of-State Service
- Military Service
- USERRA
- Developmental Leave
- Career & Technology Work Experience
- Membership Waiting Period

# Payment Methods for Service Credit

Rollover

Lump Sum

Installments

Payroll  
Deductions

Coupon  
Book

Bank  
Deductions

# TRS/ERS Transfer



## To Transfer ERS Service to TRS:

Must have at least 3 years of TRS service  
Transfer takes place at retirement

## To Transfer TRS Service to ERS:

Must have at least 36 months of ERS service  
Transfer takes place at retirement

# Proportionate Retirement



## May Be Eligible To:

- Combine service to satisfy TRS retirement eligibility
- Reinstate withdrawn service credit in any participating system

## May Not Use Credit To:

- Calculate monthly TRS retirement benefit amount
- Meet eligibility for TRS-Care or PLSO

## Participating Systems:

Determine eligibility for TRS-Retirement systems currently are:

- |  |  |
|--|--|
| Employees Retirement System of Texas       | Judicial Retirement System of Texas          |
| Texas Municipal Retirement System          | Texas County and District Retirement System  |
| City of Austin Employees Retirement System | City of Austin Police Retirement System      |
| El Paso City Employees' Pension Fund       | El Paso Firemen and Policemen's Pension Fund |



# Compensation



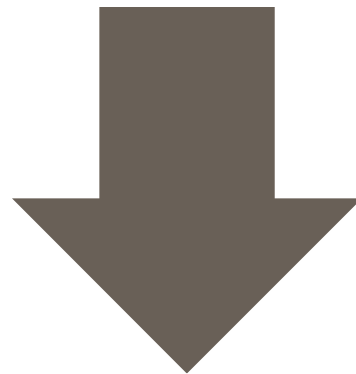
# Annual Compensation

**Annual compensation is defined as salary and wages payable for services rendered.**



## **Includes:**

- Stipends
- Pay for additional duties
- Overtime
- Longevity pay
- Certain performance pay
- Summer school duties
- Teacher Incentive Allotment



## **Excludes:**

- Early retirement incentives
- Fringe benefits
- Allowances
- Expenses
- Unused accrual leave
- Bonuses

# Creditable Compensation Limits



## Percentage Limits on Compensation Increases

- Salary increases in the last **three to five years** before retirement are limited to 10 percent or \$10,000, whichever is greater.

## Conversion of Non-Creditable Compensation to Salary

- Conversion in the last **three to five years** before retirement is excluded and not counted in benefit calculations.



# Grandfathering

# Grandfather Eligibility

If you met at least one of the following criteria before **Sept. 1, 2005**, you are a grandfathered member.



You were at least 50 years old;



your age and years of service totaled 70; or



you had at least 25 years of service.

# Grandfathered vs. Non-Grandfathered



## Grandfathered

- Average of 3 Highest Annual Salaries
- Eligible for PLSO at Age 65 or when age and years of service = 80
- Early Age Retirement Reductions
  - As great as 10% with > than 20 years
  - As great as 53% with < than 20 years

## Non-Grandfathered

- Average of 5 Highest Annual Salaries
- Eligible for PLSO when age and years of service = 90
- Early Age Retirement Reductions
  - As great as 53%





# Membership Tiers

# What is my tier?



## Tier 1 & 2

- Current membership began prior to Sept 1, 2007; and
- Had at least five years of service on Aug. 31, 2014
- Tier 1 if grandfathered
- Tier 2 if non-grandfathered

## Tier 3 & 4

- Current membership began between Sept 1, 2007 and Aug. 31, 2014; and
- Had at least five years of service on Aug. 31, 2014
- Tier 3 if non-grandfathered
- Tier 4 if grandfathered

## Tier 5 & 6

- Current membership began on or after Sept. 1, 2014; or
- Did not have at least five years of service on Aug. 31, 2014
- Tier 5 if non-grandfathered
- Tier 6 if grandfathered

# Tier 1 & 2 Retirement Eligibility

A small map of Texas is visible in the top right corner of the slide, showing major cities like Abilene, Waco, Austin, Junction, and Pecos.

## Normal Age Retirement

- 65 with at least 5 years of service; or
- Meet the rule of 80 with at least 5 years of service

## Early Age Retirement

- At least 55 with five or more years of service but do not meet the Rule of 80; or
- 30 or more years of service credit, but do not meet the Rule of 80.

# Tier 3 & 4 Retirement Eligibility



## Normal Age Retirement

- 65 with at least five years of service; or
- At least 60 and meet the Rule of 80 with at least 5 years of service

## Early Age Retirement

- At least 55 with five or more years of service but do not meet the Rule of 80; or
- 30 or more years of service credit, but do not meet the Rule of 80; or
- Meet the Rule of 80 with at least five years of service credit, but less than 60.

# Tier 5 & 6 Retirement Eligibility



## Normal Age Retirement

- 65 with at least five years of service; or
- At least 62 and meet the Rule of 80 with at least 5 years of service.

## Early Age Retirement

- At least 55 with five or more years of service but do not meet the Rule of 80; or
- 30 or more years of service credit, but do not meet the Rule of 80; or
- Meet the Rule of 80 with at least five years of service credit, but less than 62.



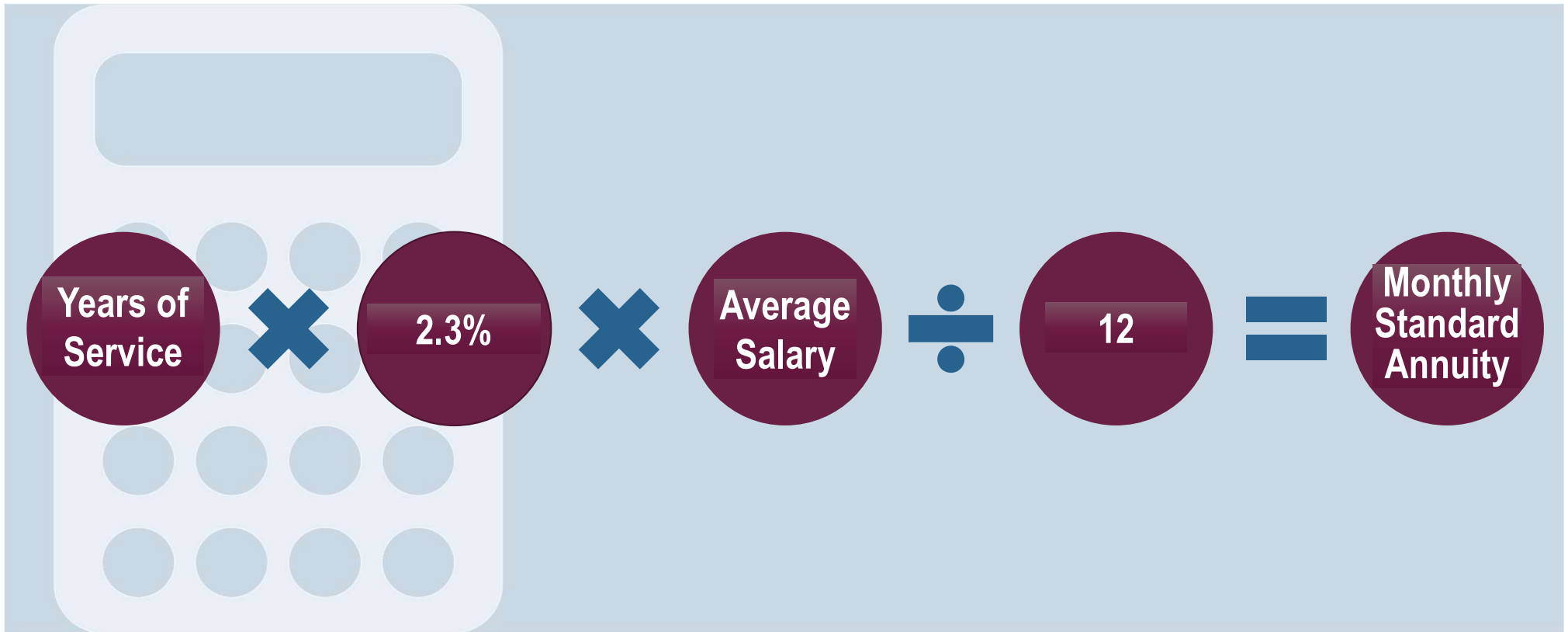
# Disability Retirement

- Regardless of age and years of service, members may apply for disability retirement if:
  - Mentally or physically disabled from further performance of duties; and
  - The disability is probably permanent.



# Retirement Planning

# Retirement Formula – Standard Annuity



# Joint and Survivor Annuity Options

A small map of Texas is visible in the top right corner of the slide, showing major cities like El Paso, Pecos, Odessa, Abilene, Waco, Junction, and Austin.

## Option 1 100% Joint & Survivor Annuity

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- Reduced annuity for your lifetime
- Upon death, named beneficiary would receive 100% of reduced annuity for their life

## Option 2 50% Joint & Survivor Annuity

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- Reduced annuity for your lifetime
- Upon death, named beneficiary would receive 50% of reduced annuity for their life

## Option 5 75% Joint & Survivor Annuity

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- Reduced annuity for your lifetime
- Upon death, named beneficiary would receive 75% of reduced annuity for their life

# Guaranteed Period Annuity Options

A small map of Texas is visible in the top right corner of the slide, showing major cities like El Paso, Pecos, Odessa, Abilene, Ft. Worth, Waco, Junction, and Austin.

## Option 3

### Guaranteed – 60 Monthly Payments

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- Reduced annuity for your lifetime
- If you die before 60 monthly payments have been issued, payments will be made to beneficiary up to 60 monthly payments
- Not available for member retiring at 104 or older

## Option 4

### Guaranteed – 120 Monthly Payments

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- Reduced annuity for your lifetime
- If you die before 120 monthly payments have been issued, payments will be made to beneficiary up to 120 monthly payments
- Not available for member retiring at 93 or older



# Partial Lump Sum Option (PLSO)

Eligibility

Grandfathered:

- Age 65 + 5 Years of Service; or
- Age + Years of Service = 80

Non-Grandfathered:

- Age + Years of Service = 90

PLSO  
Options

Equal to:

- 12, 24 or 36 months of standard annuity

Annuity

If PLSO is taken:

- Annuity is reduced for lifetime

# Early Age Retirement Estimate



Name: JOHN DOE

TRS Participant ID: 00000000

**Important Information:** The following calculations are based on service credit and salary information contained in your file at the Teacher Retirement System (TRS). Please notify TRS if any figures differ from your personal records and explain the differences. The last annual salary is usually estimated. **Your annuity will be recalculated after your employer reports your exact final salary. Annual salaries used in this estimate are subject to audit and adjustment by TRS.**

**ESTIMATE ID:** 000000      Membership Tier: 2  
 Retirement Date: 08/31/2022      Age of Member at Retirement: 60  
 Beneficiary: Spouse      Beneficiary Age: 58

**CALCULATING YOUR ANNUITY**

Highest annual salaries:	2021-22	2020-21	2019-20	2018-19	2017-18
	\$65,695	\$66,294	\$72,823	\$70,934	\$65,804

Highest average salary: \$68,310  
 Years of service credit: 16

**Total service:**  $16 \times 2.300 = 36.80\%$   
 $\$68,310 \times 36.80\% = \$25,138$  Standard Annuity per year (gross)  
 $\$25,138 / 12 = \$2,094.84$  Standard Annuity per month (gross)

Your annuity has been reduced to \$1,379.03 due to early age retirement.  
 Your annuity would be \$2,094.84 if not reduced for early age.

Includes no additional service credit		TRS-Care Eligibility: No		
Retirement Payment Plans	No PLSO elected	PLSO equal to 12 months elected	PLSO equal to 24 months elected	PLSO equal to 36 months elected
Partial Lump Sum Option (PLSO)		\$0.00	\$0.00	\$0.00
Plus Reduced Lifetime Monthly Annuities As Follows				
Standard Annuity	\$1,379.03	\$0.00	\$0.00	\$0.00
Option 1	\$1,257.81	\$0.00	\$0.00	\$0.00
Option 2	\$1,315.59	\$0.00	\$0.00	\$0.00
Option 3	\$1,375.17	\$0.00	\$0.00	\$0.00
Option 4	\$1,364.27	\$0.00	\$0.00	\$0.00
Option 5	\$1,286.08	\$0.00	\$0.00	\$0.00

# Normal Age Retirement Estimate



Name: JANE DOE

TRS Participant ID: 00000000

Important Information: The following calculations are based on service credit and salary information contained in your file at the Teacher Retirement System (TRS). Please notify TRS if any figures differ from your personal records and explain the differences. The last annual salary is usually estimated. Your annuity will be recalculated after your employer reports your exact final salary. Annual salaries used in this estimate are subject to audit and adjustment by TRS.

ESTIMATE ID: 000000 Membership Tier: 2  
 Retirement Date: 05/31/2022 Age of Member at Retirement: 58  
 Beneficiary: Spouse Beneficiary Age: 58

### CALCULATING YOUR ANNUITY

Highest annual salaries:	2021-22	2020-21	2019-20	2018-19	2017-18
	\$70,774	\$70,774	\$65,619	\$65,719	\$65,286

Highest average salary: \$67,634

Years of service credit: 32

Total service:  $32 \times 2.300 = 73.60\%$   
 $\$67,634 \times 73.60\% = \$49,779$  Standard Annuity per year (gross)  
 $\$49,779 / 12 = \$4,148.22$  Standard Annuity per month (gross)

Retirement Payment Plans	Includes no additional service credit			
	No PLSO elected	PLSO equal to 12 months elected	PLSO equal to 24 months elected	PLSO equal to 36 months elected
Partial Lump Sum Option (PLSO)		\$49,778.64	\$99,557.28	\$149,335.92
	Plus Reduced Lifetime Monthly Annuities As Follows			
Standard Annuity	\$4,148.22	\$3,762.44	\$3,377.07	\$2,991.28
Option 1	\$3,779.03	\$3,427.58	\$3,076.51	\$2,725.06
Option 2	\$3,954.91	\$3,587.11	\$3,219.69	\$2,851.89
Option 3	\$4,132.87	\$3,748.51	\$3,364.57	\$2,980.21
Option 4	\$4,088.07	\$3,707.88	\$3,328.10	\$2,947.91
Option 5	\$3,864.90	\$3,505.46	\$3,146.41	\$2,786.98

# Retiree Survivor Benefits

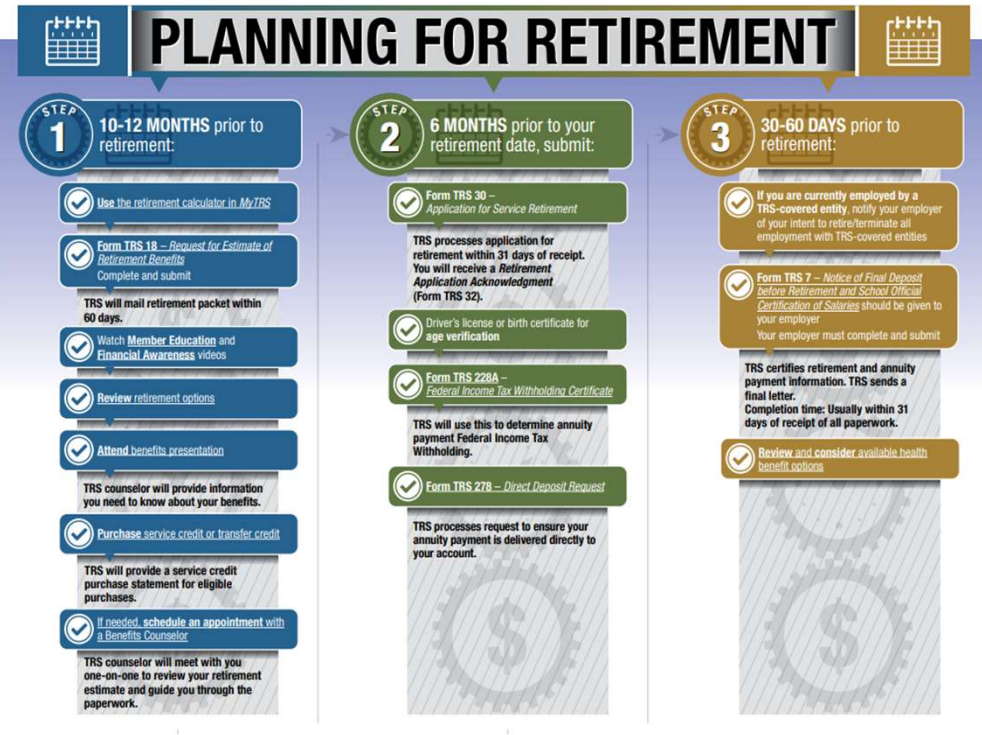
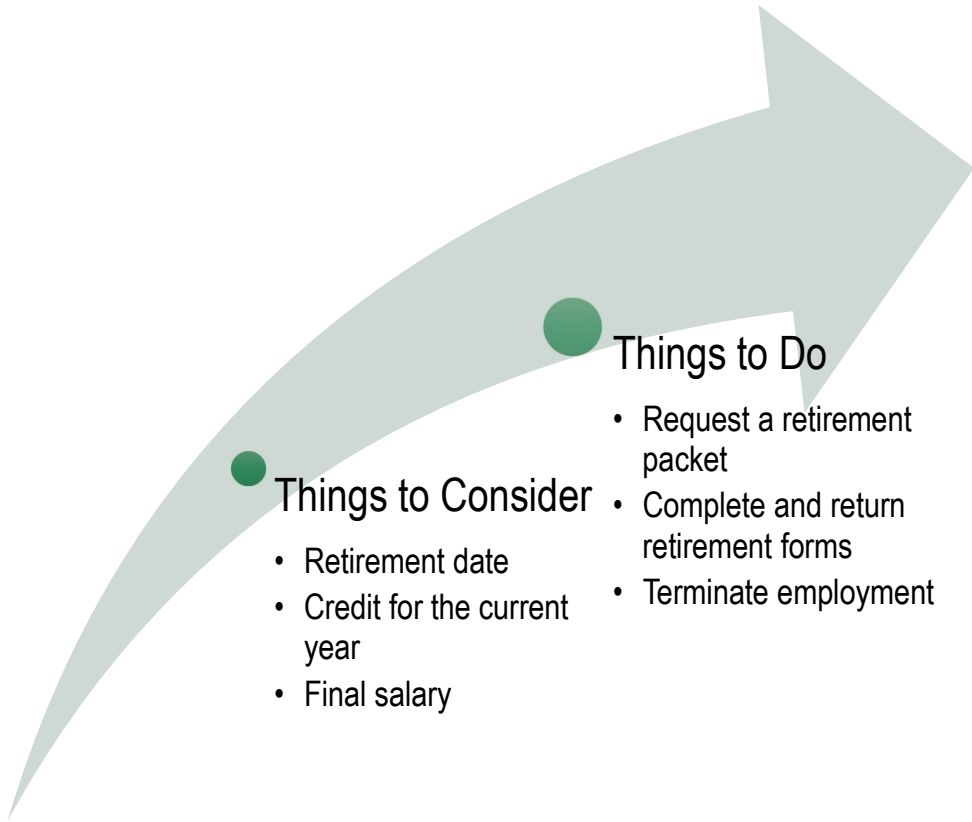
One lump sum payment of \$10,000; or

One lump sum payment of \$2,500; and one of the following:

- \$250 per month for life to the spouse or dependent parent who is age 65 years of age, or beginning at the time the spouse or dependent parent becomes age 65 after your death; or
- \$350 per month to the spouse with one or more children under age 18 payable until the youngest child reaches the age of 18, then \$250 per month to the spouse beginning at age 65; or
- \$350 per month to the guardian of two or more dependent children under age 18, decreasing to \$250 per month when there is only one child under age 18, and ending when the youngest child reaches the age of 18.



# Steps for Retirement



This timeline is meant to be a general example of the retirement process. Your specific timeline may differ. Planning ahead can help ensure a smooth transition into retirement. TRS experiences a high volume of retirements during the months of May through August. **Don't delay!**

## Planning For Retirement

# Important Retirement Deadlines



Retirement Date	Employment Must Be Terminated By	Deadline for Filing Retirement Application with TRS	Deadline for Payment of Additional Service Credit*
January 31	January 31	March 31	March 31
February 28	February 28	April 30	April 30
March 31	March 31	May 31	May 31
April 30	April 30	June 30	June 30
May 31	<b>June 15</b>	July 31	July 31
June 30	June 30	August 31	August 31
July 31	July 31	September 30	September 30
August 31	August 31	October 31	October 31
September 30	September 30	November 30	November 30
October 31	October 31	December 31	December 31
November 30	November 30	January 31	January 31
December 31	December 31	February 29	February 29



# Monthly Payments and Deductions



**Date of Retirement**



Federal Income Tax



**1<sup>st</sup> Check**



Health Benefits Premium





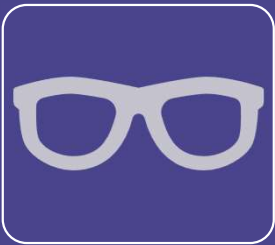
# Employment After Retirement

# Things You Should Know about EAR



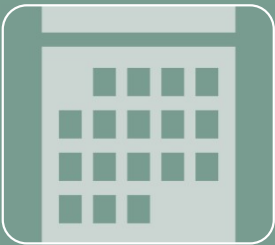
## One-Month Break in Service

- Required for all retirees to avoid revoking retirement



## June 15 Rule

- Effective Retirement Date of May 31
- Must terminate employment no later than June 15
- July becomes one month break in service; may return to work Aug 1



## 12 Full, Consecutive-Calendar-Month Break in Service

- Effective Service Retirement date after Jan. 1, 2021
- May return to work without restrictions or loss of annuity



# What are the EAR Exceptions?



## Substitute:

- A service retiree may work as a substitute without any limits unless the position they are working in is vacant. Generally, a service retiree may only work up to 20 days in a vacant position.

## One-Half Time or Less:

- A service retiree may work in one or more positions for one-half time or less each month, so long as the retiree does not work more than 92 hours total in all positions. One-half time may be measured in days (11 days per month) rather than hours if the one-half time position is combined with substitute work.

## Tutor Under Section 33.913, Education Code:

- A service retiree may work up to full time for a TRS-covered employer in a tutoring position that meets the requirements of Section 33.913, Education Code. Note: A retiree may not be eligible to work full time under this exception if the work is combined with other types of employment.

## Surge Personnel:

- This exception allows a service retiree to return to work up to full time in a position that is in addition to normal staffing levels of the school and perform duties related to the mitigation of student learning loss attributable to the coronavirus disease (COVID-19) pandemic. This exception is not applicable to employment with an institution of higher education. This exception ends Dec. 31, 2024.

# Limits when combining EAR exceptions



Employment Type	Substitute	Tutor Under Section 33.913 Full Time	Tutor Under Section 33.913 One-Half Time	One-Half Time or Less
Substitute	No limit for filled positions; if vacant position, 20-day limit	Cannot be combined	Total combined employment cannot exceed 11 days <b>Oct. 2021:</b> Limit is 10 days	Total combined employment cannot exceed 11 days <b>Oct. 2021:</b> Limit is 10 days
Tutor Under Section 33.913 Full Time	Cannot be combined	No limit	No limit	Cannot be combined
Tutor Under Section 33.913 One-Half Time	Total combined employment cannot exceed 11 days <b>Oct. 2021:</b> Limit is 10 days	No limit	No limit	<b>Beginning Nov. 21:</b> Total combined employment cannot exceed 92 hours <b>Sept. 2021:</b> Limit is 88 hours <b>Oct. 2021:</b> Limit is 84 hours
One-Half Time or Less	Total combined employment cannot exceed 11 days <b>Oct. 2021:</b> Limit is 10 days	Cannot be combined	<b>Beginning Nov. 21:</b> Total combined employment cannot exceed 92 hours <b>Sept. 2021:</b> Limit is 88 hours <b>Oct. 2021:</b> Limit is 84 hours	<b>Beginning Nov. 21:</b> Total combined employment cannot exceed 92 hours <b>Sept. 2021:</b> Limit is 88 hours <b>Oct. 2021:</b> Limit is 84 hours

[For more information click here to view the Employment After Retirement guide](#)



# Monthly Limits



**NEW**

Month	Number of Work Hours Available for Working Half-Time or Less	Number of Workdays available for combining Substitute and Half-Time or Less
September 2021	88	11
October 2021	84	10
November 2021-August 2022 Pending TRS Rule Changes		
November 2021	92	11
December 2021	92	11
January 2022	92	11
February 2022	92	11
March 2022	92	11
April 2022	92	11
May 2022	92	11
June 2022	92	11
July 2022	92	11
August 2022	92	11

# Exceeding Limits – Three Strikes



	First Strike	Second Strike	Third Strike
Collection	None - Warning	For each month of EAR limits violation, retiree must pay either full annuity or dollars earned, whichever is less.	For each month of EAR limits violation, retiree forfeits full annuity.
Months Included	Includes the month of 1st warning letter and all months prior to 1st warning (post 6/2021)	Includes the month following the 1st warning letter through the month of 2nd warning	Includes the month following the 2nd warning letter through the month of 3rd warning

**This does not apply to disability retirees. Disability retirees have different limitations than service retirees. After one full, calendar-month break in service, a disability retiree may work up to 90 days per school year (Sept. – Aug).**

# Public Education Employer Surcharges



## SURCHARGES

- if you retired on or after September 1, 2005, and work more than one-half time in a month, in most cases your employer(s) will owe TRS pension and health care surcharges.
- Effective September 1, 2021, surcharges may not directly or indirectly be passed on to retiree through payroll deduction, fees, or other means designed to recover the cost.







# Health Benefits

# Who Provides Your Group Health Benefits



- Public School Retirees Covered by TRS-Care
- UT Retirees Covered by UT
- A&M Retirees Covered by A&M
- Other Higher-Education Retirees Covered by ERS

## TRS-Care Eligibility

- Members must have at least 10 years of service credit in TRS (may include up to five years purchased active-duty military) and meet one of the following requirements:
  - Rule of 80; or
  - 30 or more years of service credit

# Enrollment in TRS-Care

- Coverage will be effective the first day of the month following receipt of the enrollment application; or as indicated on the application; whichever is later.
- TRS must receive the TRS-Care Initial Enrollment Application by the later of:
  - 90 days from your effective retirement date; or
  - 90 days following the month TRS receives your Application for Service Retirement form TRS 30.
- A retiree may defer the effective date of coverage up to three months from their retirement date.

# What to Do at Age 65?

## You're eligible for Medicare at 65.



TRS recommends that you start the enrollment process **three months** before your 65th birthday month.

- **Purchase Medicare Part B** - contact the Social Security Administration. Buy and maintain Medicare Part B to be eligible for TRS-Care benefits.
- **Send TRS-Care your Medicare number.** TRS cannot enroll you without your number and you risk losing TRS-Care coverage. Medicare enrollment is automatic when receiving SSA benefits.
- **Add Dependents** - Complete and submit the TRS-Care application no later than 31 days from the end of the month in which you retire or turn 65.

TRS will enroll you in the TRS-Care Medicare Advantage and TRS-Care Medicare RX plans once you are eligible and your Medicare coverage is verified.



# TRS-CARE PLAN HIGHLIGHTS

## 2022 TRS-CARE: Care You Can Count On

PLAN HIGHLIGHTS FOR PARTICIPANTS WITH MEDICARE



The TRS-Care Medicare Advantage plan and TRS-Care Medicare Rx plan are available only to TRS-Care participants with Medicare. Your plan year runs from Jan. 1 – Dec. 31. Your deductibles and maximum out-of-pocket amounts (MOOPs) reset each year on Jan. 1.

### TRS-Care Medicare Advantage plan benefits:

- Ability to choose any doctor throughout the U.S. as long they accept Medicare and are willing to bill UnitedHealthcare
- \$0 for your annual wellness visit and \$5 copays for sick visits with a PCP before you meet your deductible
- Other Medicare plans typically charge you a copay per day for your hospital stay. TRS-Care Medicare Advantage only charges you a single \$500 copay for your entire hospital stay – whether you are there for one day, one week or longer
- Low copays for prescription drugs with no coverage gap (no “donut hole”), for example the diabetes drug Januvia would cost you \$70 for a 90-day supply, while other plans would charge you \$329
- Benefits such as free gym memberships with SilverSneakers and free meal delivery after hospital stays

### Your Medicare Eligibility

You're eligible for Medicare at age 65 or if you've received Social Security Disability benefits for a specific amount of time. You can enroll three months prior to the month you turn 65 at [www.ssa.gov/benefits/medicare](http://www.ssa.gov/benefits/medicare).

Remember, **you must also purchase and maintain Medicare Part B** in order to be eligible for benefits through TRS-Care Medicare Advantage.

### Your 2022 TRS-Care Medicare Advantage medical plan is insured by UnitedHealthcare – Cost Per Individual

Plan Details		
<b>Deductible:</b> \$500*	<b>Maximum out-of-pocket:</b> \$3,500	<b>Coinsurance:</b> You pay 5% or a copay after meeting your deductible
<b>Copays:</b>	<b>Deductible Does Not Apply</b> • Primary care physician sick visit: \$5    • Urgent care: \$35    • Emergency room: \$65 <b>Must Meet Deductible</b> • Specialist visit: \$10    • Inpatient hospital stay: \$500    • Outpatient hospital stay: \$250	

Preventive care benefits are covered at 100%

\*Are you currently a TRS-Care participant who will turn 65 in 2022? You will pay \$0 deductible in the TRS-Care Medicare Advantage plan through Dec. 31, 2022. Your \$500 deductible will start on Jan. 1, 2023.

### Your 2022 TRS-Care Medicare Rx prescription drug plan is administered by SilverScript, a CVS Caremark affiliate

Prescriptions	Retail Copays	Mail order or Retail-Plus copays (up to a 90-day supply)
<b>Generic (Tier 1)</b>	\$5	\$15
<b>Preferred brand (Tier 2)</b>	\$25	\$70
<b>Non-preferred brand (Tier 3)</b>	\$50	\$125 <sup>1</sup>

<sup>1</sup>Specialty drugs are limited to a 31-day supply.

### Monthly premiums for most Medicare retirees in 2022<sup>2</sup>

Retiree only	\$135
Retiree + spouse	\$529
Retiree + child(ren) <sup>3</sup>	\$468
Retiree + family <sup>3</sup>	\$1,020

<sup>2</sup> Premiums are determined by the TRS retiree's Medicare eligibility, regardless of their dependents' Medicare status.

<sup>3</sup> Premiums for retirees with disabled children (regardless of the disabled child's age) are reduced by \$200 in tiers with covered children.

## 2022 TRS-CARE: Care You Can Count On

PLAN HIGHLIGHTS FOR PARTICIPANTS WITHOUT MEDICARE



The TRS-Care Standard plan provides health coverage for participants without Medicare.

Your plan year runs from Jan. 1 – Dec. 31. Your deductibles and maximum out-of-pocket amounts (MOOPs) reset each year on Jan. 1.

### TRS-Care Standard plans benefits:

- Freedom to choose any doctor in BCBSTX's broad network without a referral
- \$0 in-network preventive care such as cancer screenings, immunizations, and annual wellness checkups
- Access to 24/7 care from anywhere through BCBSTX NurseLine and Personal Health Guides
- \$0 for certain preventive generic prescription drugs
- Prescription mail order services through CVS Caremark
- General medicine and mental health support through Teladoc
- Add-on benefits such as rewards points, fitness membership, nutrition counseling and more

### Your 2022 TRS-Care Standard plan is administered by BCBSTX (medical) and CVS Caremark (prescription drugs)

Plan Details	In-Network	Out-of-Network
<b>Deductible</b>	\$1,500 individual plan \$3,000 family plan	\$3,000 individual plan \$6,000 family plan
<b>Maximum out-of-pocket (MOOP)</b>	\$5,650 individual plan \$11,300 family plan	\$11,300 individual plan \$22,600 family plan
<b>Coinsurance</b>	You pay 20% after deductible	You pay 40% after deductible
<b>TRS Virtual Health (General Medicine – Teladoc)</b>	\$30 for acute, on-demand medical care (excluding behavioral health and nutrition); counts toward deductible and MOOP	
<b>TRS Virtual Health (Mental Health)</b>	• Initial psychiatry session: \$185 • On-going psychiatry session: \$95	• Psychologist, licensed clinical social worker, counselor, or therapist session: \$85
<b>Generic drug coverage</b>	No cost for certain medications taken to prevent chronic conditions	

### Here's how the 2022 TRS-Care Standard plan works

- You pay the full cost of your medical and prescription costs until you or your family reach the deductible. After that, the plan starts to pay coinsurance for covered expenses.
- Once you meet your annual deductible, the plan pays 80% of your eligible in-network expenses.
- Once you or your family reach your maximum out-of-pocket (MOOP), your plan pays 100% of your medical and prescription expenses for the rest of the plan year. A single person's expenses will not exceed the individual maximum out-of-pocket, even if he or she is on the family plan. Out-of-pocket expenses for the entire family will not exceed the family limit.

### Monthly premiums for most retirees without Medicare in 2022<sup>1</sup>

Retiree only	\$200
Retiree + spouse	\$689
Retiree + child(ren) <sup>2</sup>	\$408
Retiree + family <sup>2</sup>	\$999

<sup>1</sup> If you are planning to retire due to a disability, you'll pay the premium listed here.

<sup>2</sup> For most participants, TRS-Care no longer offers a \$0 premium health plan option for retiree-only coverage. Most retirees now pay \$200 for retiree-only coverage.

We're here to help you. Reach out Monday - Friday, 7 a.m. - 6 p.m. CT. Call us at 1-888-237-6762 or visit us online at [trs.texas.gov](http://trs.texas.gov).

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# 2022 TRS-CARE PLAN HIGHLIGHTS



# General Information



# Keep TRS Informed



TRS provides valuable benefits to members, retirees, and beneficiaries.  
It is important to:

- Notify TRS of name changes;
- Keep your address current; and
- Keep your beneficiary designation current.

## Active member death benefits

- Your coverage became effective on your first day of TRS-covered employment.
- Beneficiaries may be eligible to select from five different payment plans.

# TRS Informational Resources



## Contact us by phone or fax



[1-800-223-8778](tel:1-800-223-8778) **Monday–Friday**, 7 a.m.–6 p.m. Automated information available day or night, seven days a week

[512-542-6597](tel:512-542-6597) **TRS Benefit Services Fax Number**

Note: All forms related to pension benefits are acceptable by fax.

## MyTRS



[Email specific questions about your benefits or request a reset of your MyTRS password](#)

You will receive an encrypted response to your email on record or a call, depending on your preference, within five business days. If you do not have a MyTRS account, [register now](#).

## Social Media

- Find TRS on Facebook, Twitter, YouTube, and LinkedIn!

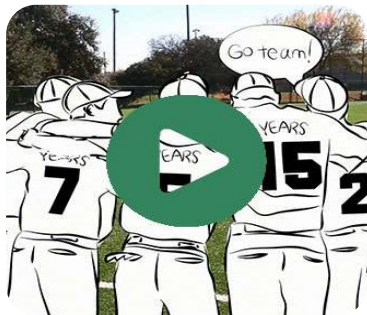
# Member Education and Financial Awareness



## Realistic Savings

Staying in touch with TRS and understanding your benefits will pay off in the long run. TRS Member Education Videos can help you get answers to some of the most frequently asked questions like...

- What tier am I?
- How do I change my beneficiary?



Learn more about retirement self-sufficiency through the TRS financial awareness video series.

A Series of short animated whiteboard videos guide you through three important concepts:

- What you have – your TRS defined benefit plan;
- What you need – to save more; and
- How to get it – by saving smart.



[Retirement Planning Webpage](#)

# Beware of TRS Imposters



Have you been contacted by someone requesting to meet with you in your home to discuss TRS benefits?

- Teacher Retirement System (TRS) staff members do not make home visits.
- If someone contacts you and asks to meet in your home, that person does not represent TRS.
- These individuals often use organization names or initials that sound very much like TRS.



# Social Security

# Social Security

- TRS benefits are not affected by benefits a member may receive from Social Security.
- For information about the Social Security programs:
  - Visit their website at <https://www.ssa.gov> or
  - Call 800-772-1213
- Social Security programs that may affect you:
  - Government Pension Offset
  - Windfall Elimination Provision



**Thank you  
for your time!**