

## SCHOOL EMPLOYEE ELIGIBILITY

Plan	Retirement	Sick Leave Cash-Out	PEBB Health Plans**
<b>TRS 1</b>	Any age with 30 years of service, or at age 60 with five years of service, at age 55 with 25 years of service	At retirement only	At retirement only *** (immediately upon receiving a monthly pension)
<b>TRS 2</b>	At age 65 with five years of service, or an actuarially* reduced benefit at age 55 with 20 years service	At retirement or age 55 with 15 years service	At retirement only ***
<b>TRS 3</b>	At age 65 if vested or an actuarially* reduced benefit at age 55 with 10 years service (defined benefit portion)	At retirement or age 55 with 10 years service	At retirement or age 55 with 10 years service
<b>SERS 2</b>	At age 65 with five years of service, or an actuarially* reduced benefit at age 55 with 20 years service	At retirement or age 55 with 15 years service	At retirement only ***
<b>SERS 3</b>	At age 65 if vested or an actuarially* reduced benefit at age 55 with 10 years of service (defined benefit portion)	At retirement or age 55 with 10 years service	At retirement or age 55 with 10 years service
<b>PERS 1</b>	After 30 years of service, or at age 60 with five years of service or at age 55 with 25 years of service	At retirement only	At retirement only ***

**\*Early Retirement Actuarial Reductions** for TRS and SERS Plan 2 and 3 Members Meeting Age and Service Requirements Above:

Age at Retirement	20-29 years of service for Plan 2 member and 10-29 years for Plan 3 member – benefit as a percentage of age 65 benefit (Early Retirement)	30+ years of service – benefit as a percentage of age 65 benefit (Alternate Early Retirement)
55	37%	80%
56	40%	83%
57	43%	86%
58	49%	89%
59	55%	92%
60	61%	95%
61	67%	98%
62	73%	100%
63	82%	100%
64	91%	100%
65	100%	100%

**Washington Association of School Administrators**  
**John Kvamme, Consultant**  
**360.953.5717 1.800.859.9272**  
**June 13, 2007**

## **"TRS" Out-of-State Service Credit** (RCW 41.32.065)

Out-of state public school service can be used to affect a TRS Plan 1, 2 or 3 member's retirement eligibility date. For Plan 1 members see RCW 41.32.300 and the DRS Plan 1 Handbook at

<http://www.drs.wa.gov/Member/Publications/TRS/handbooks/trs1/servicebenefit.htm> for details.

TRS Plans 2 and 3 members can also use out-of-state public teaching experience to effect their retirement eligibility date. In addition TRS Plan 2 and 3 members can purchase up to seven years of out-of-state service credit after serving as a TRS Plan 2 or 3 member for five years. Details regarding these options are available in RCW 41.32.813 and in the Handbook for TRS Plan 2 Members at

<http://www.drs.wa.gov/Member/Publications/TRS/tree2.htm>

Details for TRS Plan 3 can be found in RCW 41.32.866 and in the Handbook for TRS Plan 3 Members at <http://www.drs.wa.gov/Member/Publications/TRS/tree3.htm>.

It is recommended that you request an estimate of your benefit from DRS to more fully understand the impact of using out-of-state service credit. You can call DRS at 1-800-547-6657. **\*\*PEBB Eligibility at Retirement and Separation:** (WAC 182-12)

1. All eligible school employee plan members have 60 days from the date that employment ends or continuous COBRA ends to complete PEBB enrollment or waive coverage. If commencing to retire a retiree may want to complete the PEBB enrollment form or waiver form when filing the application for retirement benefits. When enrolling in PEBB coverage, the member's coverage is retroactive to the date the active employee's coverage ends.
2. All eligible school employee plan members may make application to waive, during the 60-day period stated in #1, PEBB medical and dental coverage if the member is covered under another comprehensive, employer-provided health benefits package. (Other coverage may be attained through the member's re-employment or the member's spouse's/qualified same-sex domestic partner's employment.) When this continuous employer coverage ends, application must be made with the PEBB program within 60 days of losing the other coverage. **If the member does not enroll in or waive coverage within these 60-day periods, the member forfeits all further rights to enroll in the PEBB program.**

**This information in this article regarding eligibility for retirement, sick-leave cash-out, and PEBB enrollment is not intended to be a thorough coverage of the information available within RCW, WAC, or guidelines developed especially within the Department of Retirement Systems and the Health Care Authority's PEBB.**

### **Much Additional Information on Retirement and PEBB Eligibility can be found at:**

Department of Retirement Systems

<http://www.drs.wa.gov>

1-800-547-6657 or in Olympia (360) 664-7000

Public Employee Benefit Board

<http://www.wa.gov.hca/pebb.htm>

1-800-200-1004

**Washington Association of School Administrators**

**John Kvamme, Consultant**

**360.953.5717 1.800.859.9272**

**June 13, 2007**