

2011-2012 Reporting Changes

- 6 major areas:
 - State Contribution Rate Change
 - Earning a year of service credit
 - Minimum Employment Eligible for TRS Membership
 - Employment After Retirement
 - TRS-Care Surcharge Increase
 - New Position Code for Peace Officers

New State Contribution Rate

- The matching state contribution rate to the pension fund for the 2011-2012 school year will be 6.00%. This is effective with the September 2011 reports due October 6, 2011.
- The state contribution to TRS-Care remains 1.00 %.

The state contribution rate affects the following reports:

- Federal Fund/Private Grant
- Statutory Minimum
- Non-Educational/General Funds
- Educational/General-Local Funds
- Reporting Entity Payment for New Members
- Reporting Entity Pension Surcharge for Reported Retirees



Reporting work days for TRS service credit Public Schools

TRS Rule 25.131

Effective with the 2011-2012 school year

Effective date will vary based on start date of contract or work agreement for the
2011-2012 school year



Change in receiving TRS service credit

Report days available to work in a calendar month for employees in a TRS eligible position.

Based on *available days*, not *actual* days worked

- Categorize employees by class:
 - **10-month**
 - **11-month or**
 - **12-month employees**
- Available days
 - Count the number of work days in a calendar month (how many Monday-Fridays, excluding days district is closed)
- Everyone in that class has same number of “available” days
 - Regardless of number of days in the individual’s contract or work agreement

Not tied to pay

- **Regardless of when paid**
 - Report available work days in the month they occur, not by payroll period
 - Example: If September has 21 available work days. Report 21 days on September report unless an employee is docked one or more full days or works additional days.
- **Not based on how many hours an employee works in a day**
 - Remember—number of available days for that class of employee, not actual days worked

ADD additional days if:

- worked more than 5 days in one work week (a work week is Monday-Sunday)

OR

- worked extra days on holidays or during breaks/summer for that class of employee.

SUBTRACT docked days:

- If docked for a full day of pay
- Receiving pay for any part of a day is not considered a “docked day”
- Do not total up hours of docked pay in a month and divide by 8 to convert to 8 hour days.

Guidelines for Reporting Work Days for TRS-Eligible Employees Public School Reporting Entities

Report number of work days available in a calendar month for class of employee*

- Do not report actual days worked.
- Report the number of work days (Monday – Friday) in a calendar month for that class of employee excluding days the employer is closed for business.
- For a new employee who begins work after the school year begins, report the number of work days available for that calendar month, for that employee, beginning with the employee's first day of employment.
- Report part-time employees the same as full-time employees within the same class of employee.**

Add

Add Additional days worked

- Report additional days of work only if the employee worked in excess of 5 days in one work week.
- Report work performed for any part of a day (Monday – Friday) when the employer is closed for business.
- Report days worked during the scheduled summer breaks for 10 month and 11 month employees.
- No more than 1 day may be counted for each day of work regardless of the number of hours worked that day.

Subtract

*Refer to Definitions


**Refer to Part-time Employment

Subtract full day(s) of docked pay

- Do not subtract any day for which the employee received any amount of pay.
- Do not total number of hours of docked pay in a calendar month and convert to 8 hour days.
- Subtract day(s) of docked pay from the calendar month in which the absence occurred.
- If absence occurred in a previous month, submit an RP15 adjustment record to reduce the number of days originally reported for that month.

Equals

**Number of
days reported
for the
employee**



Changes to: Employment Eligible for TRS Membership

TRS Laws Chapter 822, Subchapter A, Section 822.001 and TRS Rules
Chapter 25, Subchapter A Rules 25.1 and 25.2



Employment Eligible for TRS Membership

Membership in TRS is a condition of employment (mandatory) if an employee is working in a TRS eligible position.

3 criteria to be an eligible position

- 1: Employment must be for $\frac{1}{2}$ or more of the full-time requirement
- 2: Must be employed for indefinite time period or a definite period of $4\frac{1}{2}$ months or more
- 3: Salary must be comparable to full rate of pay for others in similar positions

Minimum Employment Eligible

If there is no full-time standard:
minimum employment eligible for TRS
membership is no less than 15 hours
per week.

Applies to ALL positions

- This includes bus drivers
 - No longer eligible for TRS membership based on driving one route per day that meets TEA guidelines.
 - All employees **must** meet minimum 15 hours per week requirement



Significant Changes to Employment After Retirement

Retired before **1/1/2011**

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No limits on working after
retirement

Surcharges continue to apply if the
member retired **AFTER 9/1/2005.**

Retired AFTER 1/1/2011

Work without loss of monthly annuity:

- Substitute (taking the place of a current employee)
- Half-time or less
- (pending new definition of 1/2 time)
- Full-time (greater than 1/2 time) *after 12 consecutive month break in service*
- Half the number of work days in a month if combining substitute and half-time employment

All Full Time Exceptions are GONE

- **No** *6-month* Exception
- **No** *Acute Shortage Area* Exception
- **No** *Principal/Assistant Principal* Exception
- **No** *Bus Driver* Exception
- **No** *Nursing Faculty* Exception

Retired AFTER 1/1/2011

- Work resulting in loss of monthly annuity:
 - Full time without 12 consecutive month break in service
 - More than half the number of work days in a month if combining substitute and half-time employment

Reminder

- All retirees must have a break from Texas public education for a minimum of one full calendar month after retirement.
- Retirement may be revoked if a retiree works for a public education entity in any capacity during the first full calendar month after retirement.

Surcharges Due

- For retirees who retired AFTER September 1, 2005 and are working in a TRS-eligible position (half-time or more)
 - *Pension surcharge
 - Member rate (6.4%) + State rate (6%) = 12.4%
 - New rate effective September 2011. Rate is 13.04% through August 2011
 - TRS-Care Surcharge
 - See next slide

New TRS-Care Surcharge Rates

Effective September 1, 2011

TRS-Care Employer Surcharge Amounts - Return to Work Effective September 1, 2011

TRS-Care 1	EMPLOYER SURCHARGE						
	TRS-Care 2			TRS-Care 3			
	Years of Service			Years of Service			
	< 20	20-29	30+	< 20	20-29	30+	
Retiree or Surviving Spouse Only							
With Part A&B of Medicare	\$37	\$216	\$232	\$248	\$259	\$275	\$291
With Part B of Medicare Only	\$131	\$288	\$304	\$320	\$421	\$445	\$469
Not Eligible for Medicare	\$237	\$736	\$752	\$768	\$781	\$805	\$829
Retiree and Spouse							
Retiree and Spouse with Part A&B of Medicare	\$45	\$389	\$413	\$437	\$426	\$458	\$490
Retiree and Spouse with Part B Only of Medicare	\$147	\$424	\$456	\$488	\$448	\$496	\$544
Retiree and Spouse not Eligible for Medicare	\$261	\$1,021	\$1,053	\$1,085	\$994	\$1,042	\$1,090
Retiree with A&B/Spouse with B Only	\$46	\$354	\$386	\$418	\$288	\$328	\$368
Retiree with A&B/Spouse not Eligible for Medicare	\$48	\$501	\$533	\$565	\$472	\$512	\$552
Retiree with B Only/Spouse not Eligible for Medicare	\$157	\$571	\$603	\$635	\$634	\$682	\$730
Retiree with B Only/Spouse with A&B	\$139	\$461	\$485	\$509	\$587	\$627	\$667
Retiree not Eligible for Medicare/Spouse with A&B	\$240	\$909	\$933	\$957	\$947	\$987	\$1,027
Retiree not Eligible for Medicare/Spouse with B Only	\$254	\$872	\$904	\$936	\$810	\$858	\$906
Retiree or Surviving Spouse and Child(ren)							
With Part A&B of Medicare	\$42	\$224	\$240	\$256	\$270	\$286	\$302
With Part B of Medicare Only	\$136	\$294	\$310	\$326	\$430	\$454	\$478
Not Eligible for Medicare	\$240	\$744	\$760	\$776	\$792	\$816	\$840
Retiree, Spouse, and Children							
Retiree and Spouse with Part A&B of Medicare	\$50	\$397	\$421	\$445	\$437	\$469	\$501
Retiree and Spouse with Part B Only of Medicare	\$152	\$432	\$464	\$496	\$459	\$507	\$555
Retiree and Spouse not Eligible for Medicare	\$266	\$1,029	\$1,061	\$1,093	\$1,005	\$1,053	\$1,101
Retiree with A&B/Spouse with B Only	\$51	\$362	\$394	\$426	\$299	\$339	\$379
Retiree with A&B/Spouse not Eligible for Medicare	\$53	\$509	\$541	\$573	\$483	\$523	\$563
Retiree with B Only/Spouse not Eligible for Medicare	\$162	\$579	\$611	\$643	\$643	\$691	\$739
Retiree with B Only/Spouse with A&B	\$144	\$469	\$493	\$517	\$597	\$637	\$677
Retiree not Eligible for Medicare/Spouse with A&B	\$245	\$917	\$941	\$965	\$958	\$998	\$1,038
Retiree not Eligible for Medicare/Spouse with B Only	\$258	\$880	\$912	\$944	\$819	\$867	\$915
Surviving Child(ren) Only							
	\$3	\$8	\$8	\$8	\$11	\$11	\$11

Disability Retirees

Regardless of retirement date:

- Can work no more than 90 days as a substitute or half-time in a school year
- Can work a one-time trial work period of up to 3 consecutive months of full-time employment
- If the retiree continues to work full-time after their trial work period, their disability retirement will be revoked and they will be returned to active membership

New information for Disability Retirees

- If a disability retiree chooses to use the 3-month trial work period and continues working full-time after the 3 months:
 - Their disability retirement will be revoked and they will be returned to Active member status.
 - (NOTE: the retiree may still work 90 days as a substitute or half-time before or after the 3-month trial work period)

New Position Code on MD40

- Peace Officers—position code “06”
 - *commissioned by the school district or higher education institution under Section 37.081, Education Code, or Subchapter E, Chapter 51, Education Code.*

Questions?

Send an email to: Reporting@trs.state.tx.us

Please be sure to include your 4-digit TRS number and the name of your reporting entity

THANK YOU!!