The FA contract provides adjuncts with the opportunity to join the New York State Teachers Retirement System (TRS) and to purchase a tax deferred annuity from TRS, or one of the many SUNY approved plans.

The New York State Teachers Retirement System plan includes a pension, death benefits, and a disability pension. It's funded by the employee and the employer.

**How TRS works:**
After enrolling, 3% of the adjunct's gross salary will be deducted from his/her SCCC paychecks by automatic payroll deduction. After contributing for ten calendar years or ten credited years, whichever comes first, the adjunct no longer makes contributions. SCCC will continue to make contributions on the adjunct's behalf when he/she is working.

**How TRS calculates service:**
A year of credited service is equal to 360 teaching hours or 600 non-teaching hours. A three-hour course over a fifteen-week semester will be credited as 45 hours, a six-hour course is credited as 90 hours.

**Vesting:**
After accumulating five years of credited service, an adjunct is vested in the retirement system. What this means is that the adjunct is eligible at the age of 62 to receive a pension based on his/her years of service, whether or not he/she earns further credit in TRS. If he/she wants to buy back prior service, he/she may do so two calendar years after his/her initial enrollment, at 3% of his/her earnings during that service plus 5% interest compounded annually. For example, if the adjunct is 62, has two calendar years of TRS membership or service and buys back five credited years, he/she can start collecting his/her pension. Although the adjunct may continue to work after he/she starts collecting his/her pension, the College will no longer make contributions on the adjunct's behalf.

**Calculating the retirement benefit:**
To calculate one's retirement benefit, first calculate the final salary of the three highest consecutive years of service. To do this, multiply your yearly salary by the number of hours in the classroom (one 3 credit course = 45 hours) and divide by 360. For instance, if an adjunct earned $10,000 in a year and was credited with 180 hours, the formula would look like this: $10,000 x 180 = 1,800,000 divided by 360 = an FAS of $5,000.

The retirement allowance for those who have less than 20 credited years of service is 1.67% of his/her FAS times his/her years of service. Someone who has 10 credited years of service and a FAS of $15,000 will get $2500 a year.

The retirement allowance for those who have over 20 credited years of service is 2% times the FAS times years of service. Those with over 30 years of service add an additional 1.5% times the FAS times the years of service after 30.
Taxes:
For NY State residents, these pension payments are exempt from state and city taxes.

Disability Benefits:
Disability benefits are available to members of TRS who have 10 or more years of service credit (3600 hours). Benefit schedules and formulas are spelled out in the laws relating to Tier IV. See TRS website (www.nystrs.org)

Death Benefit:
The TRS death benefit is 1/12 of the last year's earned salary times the number of years of credited service to a maximum of three credited years. It is payable to the designated beneficiary.

Changes: The TRS system is subject to legislative changes. For example, previously the FAS for teachers was based on a 12-month calendar year. As a result, teachers were credited only for 10 months of service. The change in the current FAS in which teachers are credited for a full year of service for the school (academic) year is the result of NYSUT lobbying, as was the legislation that eliminated the required 3% employee contributions after 10 calendar years of service.

Tax-deferred annuities:
Adjuncts may purchase a tax-deferred annuity from TRS. These are similar to IRAs: one voluntarily sets aside a percentage of one's pay, before it is taxed, and then collects interest on the amount, which is also tax-deferred. In addition, each employee also has the option of contributing to a supplemental retirement program known as a 403 (b) plan. Maximum contribution amounts allowed are determined by legislation. Individual contributions are based on age and years of service criteria. SCCC allows employees to participate in the following supplemental retirement programs approved by SUNY:

- Teachers Insurance and Annuity Association
- ING Life Insurance and Annuity Company (formerly Opportunity Plus)
- Travelers’ Insurance Company
- Connecticut Mutual Life Insurance Company
- Metropolitan Life Insurance Company
- Prudential Insurance Company of America
- John Hancock Mutual Insurance Company
- Paul Revere Life Insurance Company
- Equitable Life Assurance Society
- Security Mutual Life Insurance Company
- Unity Mutual Life Insurance Company
- Massachusetts Mutual Life Insurance Company
- USAA Life Insurance Company
- Variable Annuity Life Insurance Company
- Knights of Columbus
- Northwestern Mutual Life Insurance Company
- Nationwide Life Insurance Company
- IDS Life Insurance Company of New York
- Fidelity Investments
More Information:
For more information and applications for these plans, contact Employee Resources, 451-4200. TRS also has information available at [www.nystrs.org](http://www.nystrs.org)