

Adjunct Faculty Retirement Plan Options

California State Teachers' Retirement System (CALSTRS)

- Enrolling in the Defined Benefit Program.
 - o Please read the fine print on Section 2 of the ES350 form (Permissive Membership).
 - o If you decline membership, you will be provided with the FBC 3121 Retirement Plan.
 - o As a part-time educator, you may choose the Defined Benefit Program at any time during your career.
 - o You are vested after 5 full years (1.0 FTE) of teaching. Being vested means you qualify for retirement benefits after 5 years of service.
 - For example, if you work part time at a .50 FTE, on average, it may take upwards of 10 years to be vested. See page 31 & 32 of the CALSTRS handbook.
- Contribution Rates.
 - o 10.205% for employees enrolling after January 1, 2013.
 - o 10.25% for employees enrolled prior to January 1, 2013.
 - o Employer contributes 16.15%.
 - Employee/Employer rates may or may not change. The changes are determined by the CALSTRS pension.

Please review the CALSTRS handbook (link below) and reach out to CALSTRS if you have any further questions. CALSTRS Member Services: 1-800-228-5453 from Monday – Friday, 8am-5pm.

<https://www.calstrs.com/sites/main/files/file-attachments/memberhandbook2021.pdf?1611783440>

FBC 3121 Retirement Plan

- Contribution Rates.
 - o 3.75% for employee and for the employer.
- You are immediately vested.
- Once enrolled in this plan you may log in to view your account.
 - o <https://pa.schoolsfirstfcu.org/>
- Schools First is the plan administrator.
 - o You may contact them at 1-800-462-8328 ext. 4727.

Key Things to Remember

- Adjuncts are not subject to Social Security taxation.
- The date on your forms should reflect your hire date, which in most cases is the semester start date.
- If you want to make a correction on any form, please initial next to the change.
- If you are a current California Public Employees' Retirement System (CALPERS) member or CALPERS annuitant:
 - o Please reach out to CALPERS at 1-888-225-7377 and inquire about how this can affect your current or future retirement. CALPERS links for more information:
<https://news.calpers.ca.gov/school-members-join-calpers-join-calstrs/>
<https://www.calstrs.com/sites/main/files/file-attachments/joincalstrsjoincalpers.pdf>