

# Newburgh Teachers' Association

## Suggestions & Information Regarding Retirement

1. Contact NYSTRS at <https://www.nystrs.org>

See: **New York State Teacher Retirement System Checklist:**

<https://www.nystrs.org/NYSTRS/media/PDF/About%20Us/RetirementChecklist.pdf>

2. Contact the NTA office to receive a **sample copy of a retirement letter** to submit to Human Resources.
3. You will be sent a letter by Human Resources regarding a **Retirement Incentive** if you qualify as long as you submit your irrevocable letter of resignation by February 1 (see #2 above):

**ARTICLE XXVI.P.1: Retirement Incentive Plan** - Those unit members upon reaching the age of 55 within a school year, with 15 or more accredited years of service in this School District, shall be entitled to a retirement incentive of 40% of their last year's compensation, provided that notice of retirement to become effective June 30th of that year is provided by an irrevocable letter of resignation for the purpose of retirement by February 1st in advance of the June 30th retirement date. The retirement incentive shall be paid as a non-elective direct employer contribution into the teacher's Section 403(b) Internal Revenue Code tax sheltered annuity, subject to the cap limitation of Section 415 of the Internal Revenue Code, using a calendar year basis for computing the cap. (See Appendix V).

**ARTICLE XXVI.P.2:** The employer shall pay said incentive between July 1st and December 31st of the calendar year in which the teacher retires.

4. You will be sent a letter by Human Resources regarding **Unused Sick days** if you qualify:

**Article XVI.B.9: Payment for Unused Sick Leave** - Any member in the bargaining unit having twenty years or more of credited service in the District upon retiring from the District to receive benefits from the New York State Teachers Retirement System shall receive payment in the form of a nonelective employer direct contribution into his or her Section 403(b) Internal Revenue Code tax sheltered annuity, subject to the limitation of Section 415 of the Internal Revenue Code, at the rate of \$36.00 per day effective July 1, 2006, \$38.00 per day effective July 1, 2007, \$39.00 per day effective July 1, 2008 and \$41.00 per day effective July 1, 2009 for up to 257 days in 2006-2007, up to 264 days in 2007-2008, up to 271 days in 2008-2009 and up to 278 days effective July 1, 2009, so long as during their last two (2) years of employment, s/he uses no more than an average of eight (8) sick days per year, except that sick days granted for qualified illnesses/disabilities pursuant to the Family and Medical Leave Act of 1993 shall not be counted. To qualify for this benefit, at the time of retirement from the District, the unit member must have at least 125 accumulated sick leave days. Further, in the event the payment would exceed the cap limit of Section 415 of the Internal Revenue Code by reason of payment of this benefit, any overage amount shall be paid in the form of additional compensation. For the purposes of this agreement a calendar year measure shall be used for determining the Section 415 Internal Revenue Code.

5. You will be sent a letter by Human Resources regarding **Health Insurance** if you qualify:

**Article XXII.A.1: Employee Health Insurance** - The District shall continue to fund retiree health insurance premiums at the rate of 100% for individual coverage and 100% for family coverage in the District's New York State Employees Health Insurance Plan.

**Article XXII.A.3: Employee Health Insurance and Vesting Schedule for Retiree Health Insurance** – Except for unit members who have committed to the 2013 Retirement Incentive, effective July 1, 2013, modify the minimum vesting period for entitlement of District contributions towards the costs of retiree health insurance premiums from 10 to 15 years with unit members employed on 9/1/13 with an additional 3 years of service towards the 15 year minimum vesting period.

6. **NTA Benefit Trust Fund:** You will be sent a letter prior to your retirement by the NTA Benefit Trust Fund with information regarding staying a member if you qualify. This letter will normally be sent in the beginning of June with all the details. If you don't receive a letter, call the NTA Benefit Trust directly at 845-562-7988.