

## RETIREMENT OPTIONS FOR ADJUNCT FACULTY

New Adjunct Faculty may elect to be covered by [Social Security](http://www.ssa.gov) (www.ssa.gov) or the [Public Agency Retirement System](http://www.parsinfo.org) (www.parsinfo.org) within 60 days of employment. If no election is made, Adjunct Faculty automatically become members of the [California State Teacher's Retirement System](http://www.calstrs.com) (www.calstrs.com) [Cash Balance Program](#).

- Adjunct Faculty can permissively elect into the [CalSTRS Defined Benefit Plan](#) at any time.
- Adjunct Faculty wishing to elect the Social Security option should contact their local Social Security Office or go to the Social Security Administration website ([www.ssa.gov](http://www.ssa.gov)) to acquire information on the Social Security program, vesting, earning limits, and benefits.

The chart below is provided to assist employees with comparing retirement options available to adjunct faculty. For additional information on a specific retirement plan, consult the retirement system directly. Individuals eligible to elect a retirement system should consult a tax advisor and/or attorney for any tax or legal advice needed. District staff are available to assist with processing.

WHAT ARE THE DIFFERENCES AMONG PLANS?*				
ITEM	STRS DEFINED BENEFIT (DB)	PARS	STRS CASH BALANCE (CB)	SOCIAL SECURITY
Employee Contribution	8.00% of salary	3.5% of salary	3.75% of salary	6.2% of salary
LACCD Contribution	8.25% of salary	4.00% of salary	4.25% of salary	6.2% of salary
Vesting	5 years full-time teaching (part-timers will take longer to vest; e.g., 50% load would require 10 years of service)	Immediate	Immediate	40 calendar quarters
Benefits Summary	Lifetime monthly allowance based on service credit x age x salary formula	Lump sum paid = total contributions plus interest accrued	Choice of lump sum (annuity options with account balance over \$3,500)	Lifetime monthly payments (less possible offsets)
Withdraw Early	Receive employee contribution	Receive employee + employer contribution	Receive employee + employer contribution	Not possible
Election Form	<a href="#">DB – Permissive Election</a>	<a href="#">CB - Employee Notification &amp; Election</a>		

\* Adapted from *Adjunct Survival Guide*, Los Angeles College Faculty Guild, AFT 1521, Fall 2007, page 12.

### NEW OPTION FOR CASH BALANCE BENEFIT PROGRAM PARTICIPANTS!

Between March 1, 2008 and May 1, 2008 of the Spring 2008 semester, Adjunct Faculty who are enrolled in the Cash Balance Program will have a one-time opportunity to switch retirement plans from the CB Benefit Program to Social Security.

- If you choose to change to Social Security during the designated election period, the change becomes effective July 1, 2008 and all LACCD earnings will be subject to Social Security after that date, unless at a later date you join the CalSTRS Defined Benefit Program or change back to the Cash Balance Program.

Recent legislation has made this one time opportunity to change to Social Security available to Adjunct Faculty who are currently participants of the CalSTRS Cash Balance (CB) Benefit Program.