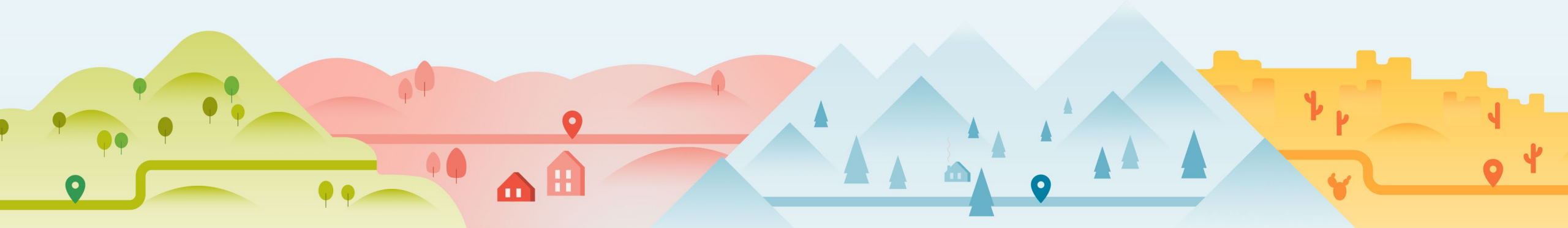
2026 Annual Delegates Meeting

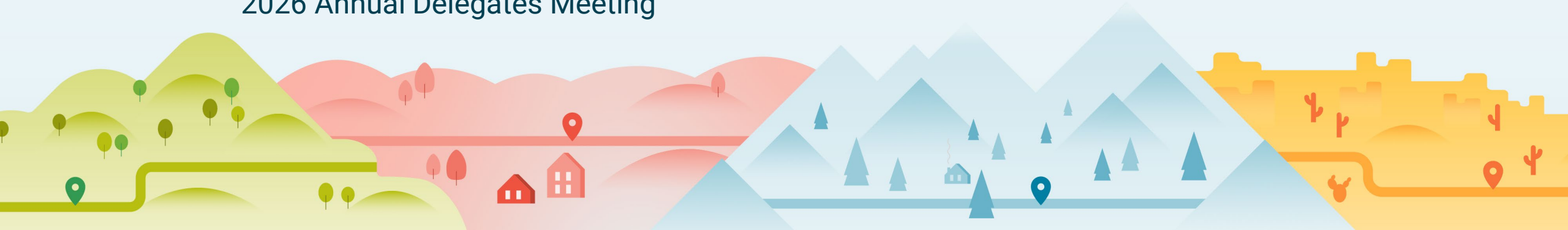
Navigating the Road to Retirement



PRIOR SERVICE

How to Get the Credit You Deserve

Diane Kavanaugh-Black
Information and Communication Center
2026 Annual Delegates Meeting

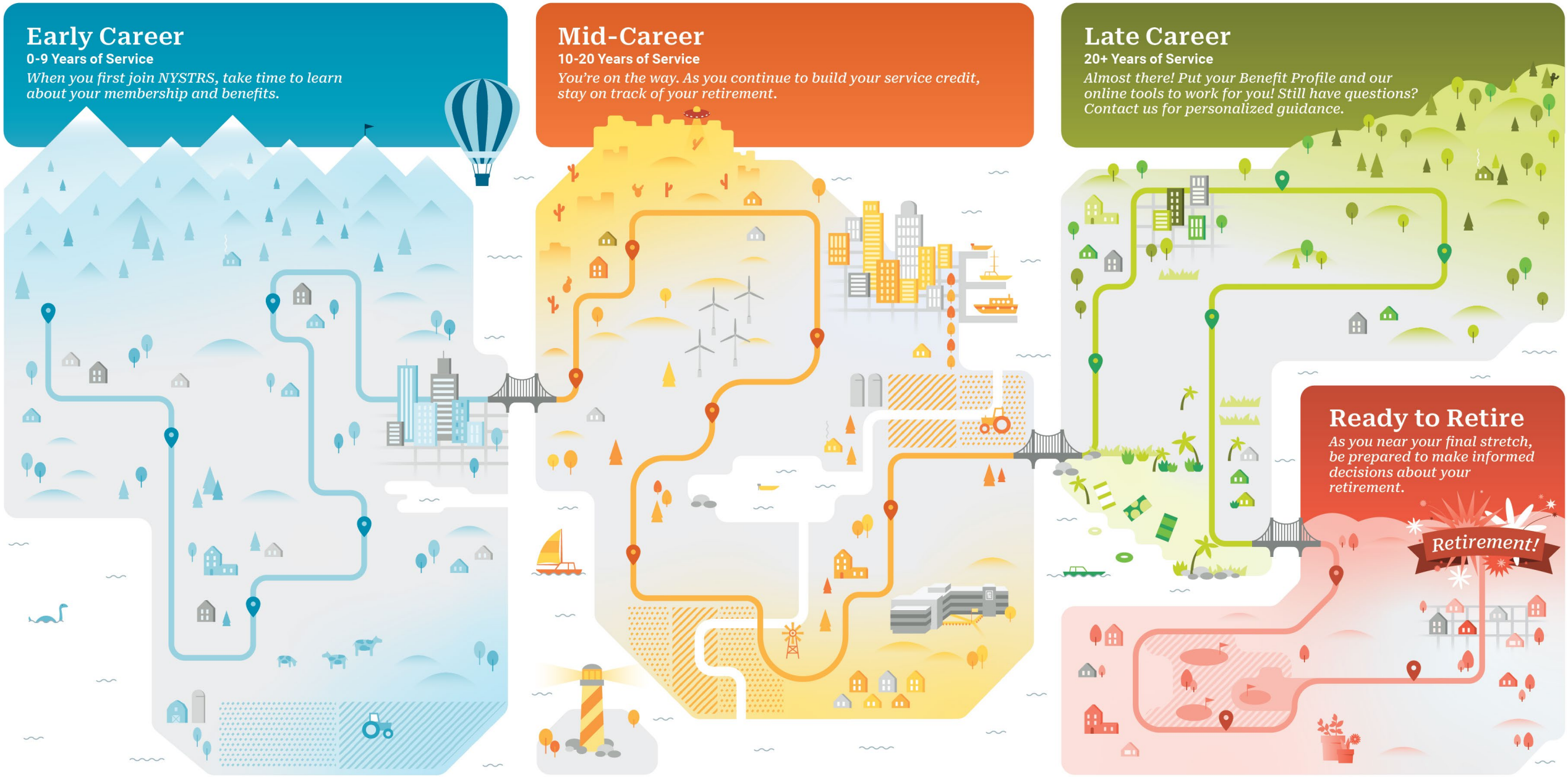


Your Road to Retirement: A Map

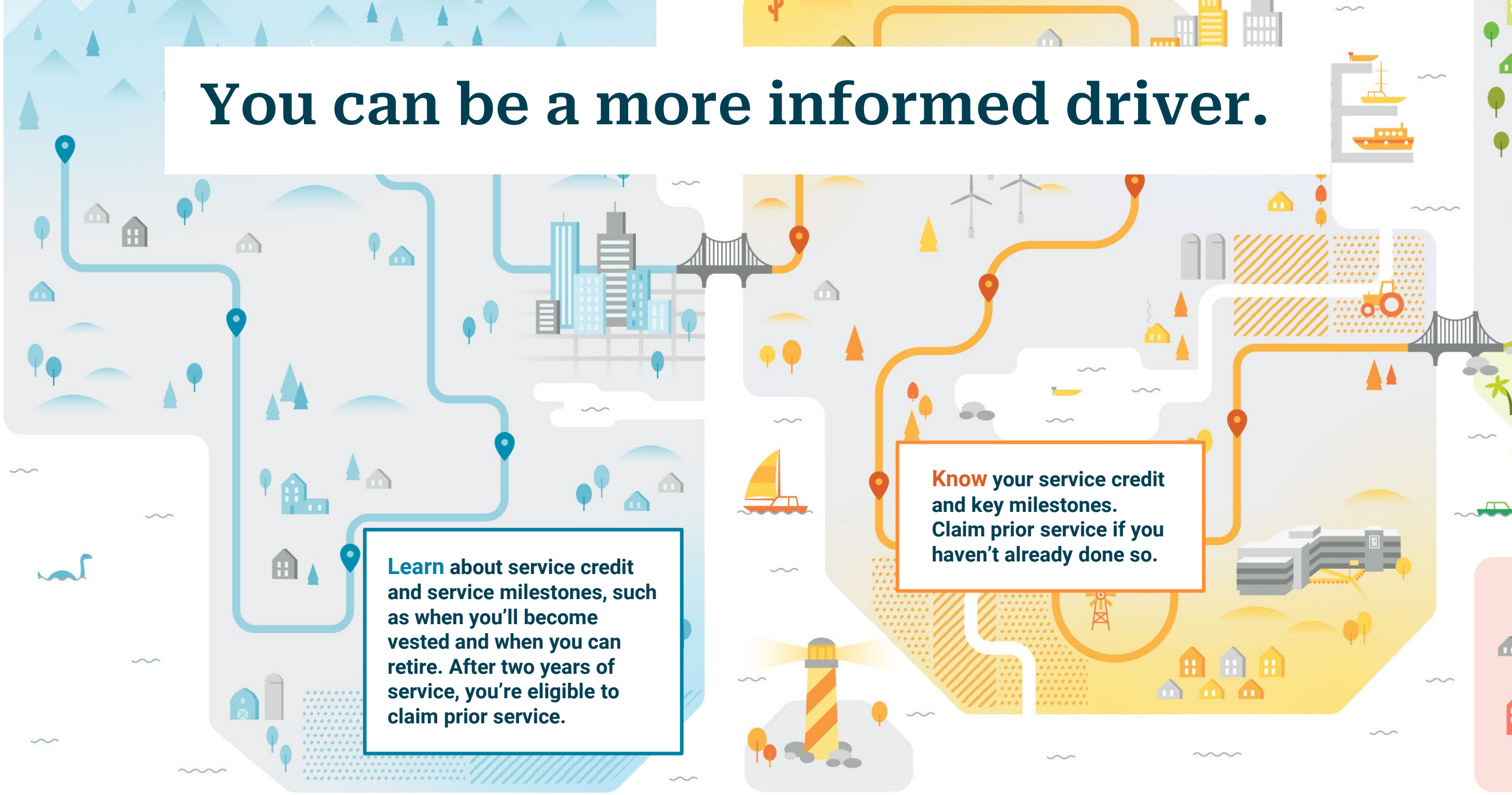







Early Career
0-9 Years of Service
When you first join NYSTRS, take time to learn about your membership and benefits.
Mid-Career
10-20 Years of Service
You're on the way. As you continue to build your service credit, stay on track of your retirement.
Late Career
20+ Years of Service
Almost there! Put your Benefit Profile and our online tools to work for you! Still have questions? Contact us for personalized guidance.
Ready to Retire
As you near your final stretch, be prepared to make informed decisions about your retirement.
Retirement!

You can be a more informed driver.



Learn about service credit and service milestones, such as when you'll become vested and when you can retire. After two years of service, you're eligible to claim prior service.

Know your service credit and key milestones. Claim prior service if you haven't already done so.

You can be ready and make informed decisions if you must take a side trip.





Knowing when you will reach important milestones can help you plan with confidence.

Knowing when you will reach important milestones can help you plan with confidence.

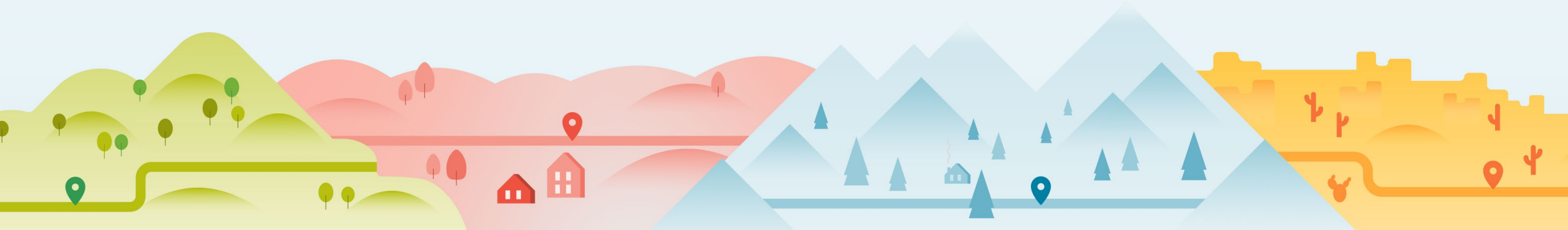




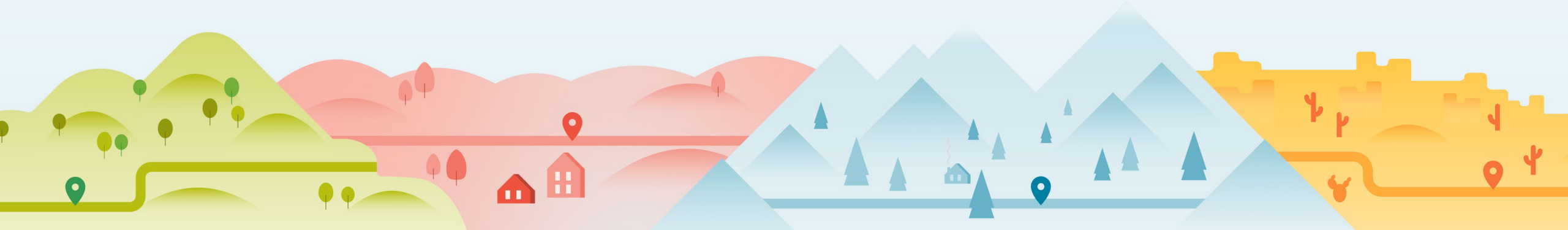
Prior Service should be claimed and purchased in early to mid-career. confidence.

Your Road to Retirement: The Pension Calculation

Service Credit – Final Average Salary –Age at Retirement



Your Road to Retirement: Service Credit



Service Credit:

1. Day-to-Day Work in a Reportable Position

DAYS (July 1 to June 30)	CREDIT
Under 20 days	None
20-29 days	1 Month
30-49 days	2 Months
50-69 days	3 Months
70-89 days	4 Months
90-109 days	5 Months
110- 129 days	6 Months
130-149 days	7 Months
150-169 days	8 Months
170+ days	9 Months
9 months	1 Year

Service Credit:

1. Day-to-Day Work in a Reportable Position
2. Transfer
3. Reinstatement
4. Military
5. Prior Service



PRIOR SERVICE

"What is it?"

Prior Service is:

NYS public service before your current date of membership in this System

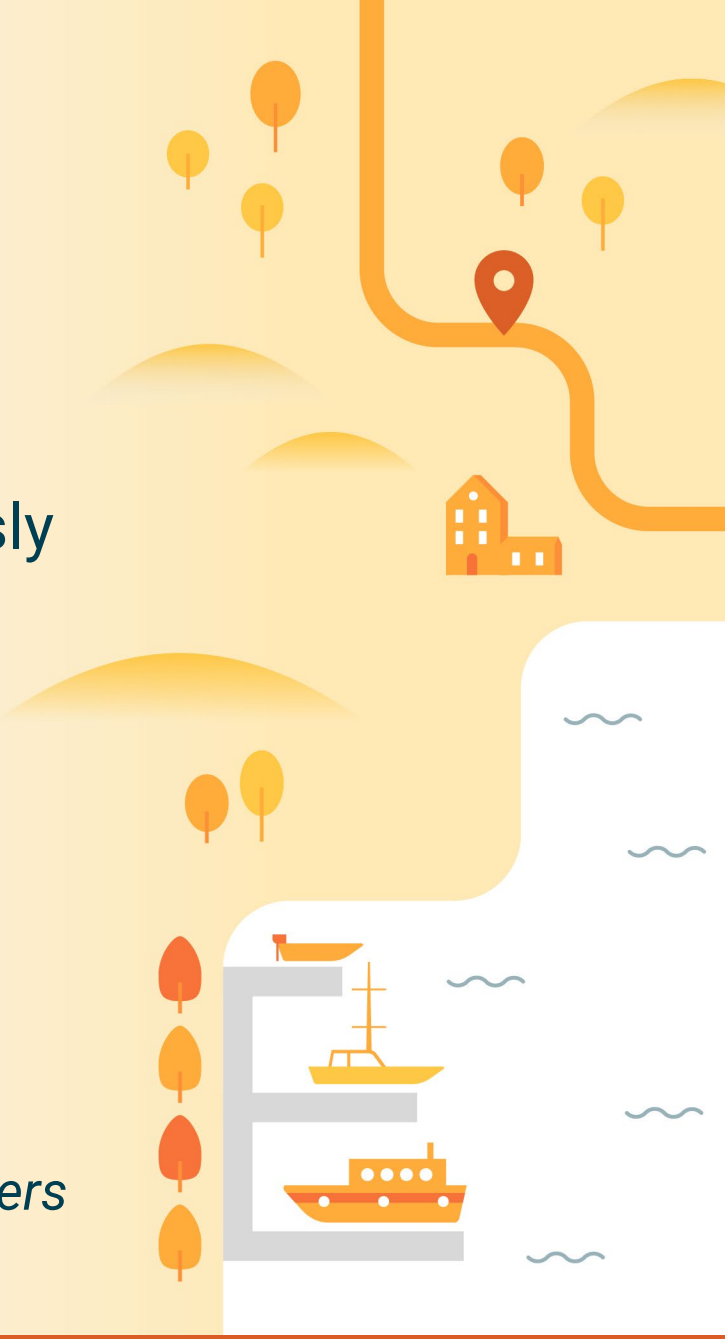
- Public employer payroll
- Before your current date of membership
- For a NYS public employer
- In a pensionable position



Prior Service is NOT:

- Work in exchange for room & board
- Work after the date of membership (that was not previously credited to membership in a NYS retirement system)
- Payment through a private foundation or federal money
- Out-of-state* public service
- Work as an independent contractor or 1099 employee
- Work done while enrolled in TIAA/CREF or the Optional Retirement Plan (ORP) with SUNY

** Excludes Tier 1 members*



Prior Service Cost

Tier 4: 3% of the salary earned at the time, plus 5% interest

Tier 5: 3.5% of the salary earned at the time, plus 5% interest

Tier 6: 6% of the salary earned at the time, plus 5% interest



PRIOR SERVICE

“Is it worth it?”

Example 1:

- Tier 4 Member
- 55 Years of Age
- 30 Years of Service
- $75,000 Final Average Salary

NEW YORK STATE TEACHERS' RETIREMENT SYSTEM
ESTIMATE OF ANNUAL SERVICE RETIREMENT BENEFITS

NAME:	Sample Member	EmplID:	XXXXXXX
Date of Birth			02/04/1972
Retirement Date			07/01/2027
Cease Teaching Date			06/30/2027

Service Credit

New York Pre - 1959	0-0
New York Post - 1959	30-0
Out-of-State	0-0
Total Service	30-0
Pension Factor	60.00%
Final Average Salary 3 Year	$ 75,000

MAXIMUM BENEFIT - NO PAYMENT TO A BENEFICIARY

The largest possible benefit. All benefits stop at my death.

Pension	$ 45,000
Annuity Return	N/A
Maximum Benefit	$ 45,000

Example 1:

30 Years of Service

X 2% Each Year

60% Pension Factor

X $75,000 Final Average Salary

$45,000 Annual Maximum

The average annual pension paid by NYSTRS is $46,263*

*as of 6/30/2025

NEW YORK STATE TEACHERS' RETIREMENT SYSTEM
ESTIMATE OF ANNUAL SERVICE RETIREMENT BENEFITS

NAME: Sample Member	EmplID:	XXXXXXX
Date of Birth		02/04/1972
Retirement Date		07/01/2027
Cease Teaching Date		06/30/2027

Service Credit

New York Pre - 1959	0-0
New York Post - 1959	30-0
Out-of-State	0-0
Total Service	30-0
Pension Factor	60.00%
Final Average Salary 3 Year	$ 75,000

MAXIMUM BENEFIT - NO PAYMENT TO A BENEFICIARY

The largest possible benefit. All benefits stop at my death.

Pension	$ 45,000
Annuity Return	N/A
Maximum Benefit	$ 45,000

Example 1:

- Tier 4 Member
- 55 Years of Age
- 30 Years of Service
- $75,000 Final Average Salary
- **$300 for 1 Month Prior Service**

NEW YORK STATE TEACHERS' RETIREMENT SYSTEM
ESTIMATE OF ANNUAL SERVICE RETIREMENT BENEFITS

NAME:	Sample Member	EmplID:	XXXXXXX
Date of Birth			02/04/1972
Retirement Date			07/01/2027
Cease Teaching Date			06/30/2027

Service Credit

New York Pre - 1959	0-0
New York Post - 1959	30-0
Out-of-State	0-0
Total Service	30-0
Pension Factor	60.00%
Final Average Salary 3 Year	$ 75,000

MAXIMUM BENEFIT - NO PAYMENT TO A BENEFICIARY

The largest possible benefit. All benefits stop at my death.

Pension	$ 45,000
Annuity Return	N/A
Maximum Benefit	$ 45,000

Example 1:

30 Years of Service
X 2% Each Year
60% Pension Factor

\+ .17% 1 Month Prior
60.17% Pension Factor

NEW YORK STATE TEACHERS' RETIREMENT SYSTEM
ESTIMATE OF ANNUAL SERVICE RETIREMENT BENEFITS

NAME: Sample Member	EmplID:	XXXXXXX
Date of Birth		02/04/1972
Retirement Date		07/01/2027
Cease Teaching Date		06/30/2027

Service Credit

New York Pre - 1959	0-0
New York Post - 1959	30-1
Out-of-State	0-0
Total Service	30-1
Pension Factor	60.17%
Final Average Salary 3 Year	$ 75,000

MAXIMUM BENEFIT - NO PAYMENT TO A BENEFICIARY

The largest possible benefit. All benefits stop at my death.

Pension	$ 45,128
Annuity Return	N/A
Maximum Benefit	$ 45,128

Example 1:

30 Years of Service
X 2% Each Year
60% Pension Factor

.1111 (1 Month Prior Service)
X 1.5%
.17% Added Pension Factor

60.00% Pension Factor
\+ .17% Pension Factor
60.17% Pension Factor

NEW YORK STATE TEACHERS' RETIREMENT SYSTEM
ESTIMATE OF ANNUAL SERVICE RETIREMENT BENEFITS

NAME:	Sample Member	EmplID:	XXXXXXX
Date of Birth			02/04/1972
Retirement Date			07/01/2027
Cease Teaching Date			06/30/2027

Service Credit

New York Pre - 1959	0-0
New York Post - 1959	30-1
Out-of-State	0-0
Total Service	30-1
Pension Factor	60.17%
Final Average Salary 3 Year	$ 75,000

MAXIMUM BENEFIT - NO PAYMENT TO A BENEFICIARY

The largest possible benefit. All benefits stop at my death.

Pension	$ 45,128
Annuity Return	N/A
Maximum Benefit	$ 45,128

Example 1:

.6017 Pension Factor

X $75,000 Final Average Salary

$ 45,128 Annual Maximum

NEW YORK STATE TEACHERS' RETIREMENT SYSTEM
ESTIMATE OF ANNUAL SERVICE RETIREMENT BENEFITS

NAME: Sample Member	EmplID:	XXXXXXX
Date of Birth		02/04/1972
Retirement Date		07/01/2027
Cease Teaching Date		06/30/2027

Service Credit

New York Pre - 1959	0-0
New York Post - 1959	30-1
Out-of-State	0-0
Total Service	30-1
Pension Factor	60.17%
Final Average Salary 3 Year	$ 75,000

MAXIMUM BENEFIT - NO PAYMENT TO A BENEFICIARY

The largest possible benefit. All benefits stop at my death.

Pension	$ 45,128
Annuity Return	N/A
Maximum Benefit	$ 45,128

Example 1 Takeaways:

$300 Cost for Prior Service

÷ $128 Increase in Pension

2.34 Years to BREAK EVEN

If the member collects a benefit for 20 years in retirement, that is $2,260 of additional pension, after the Prior Service is purchased.

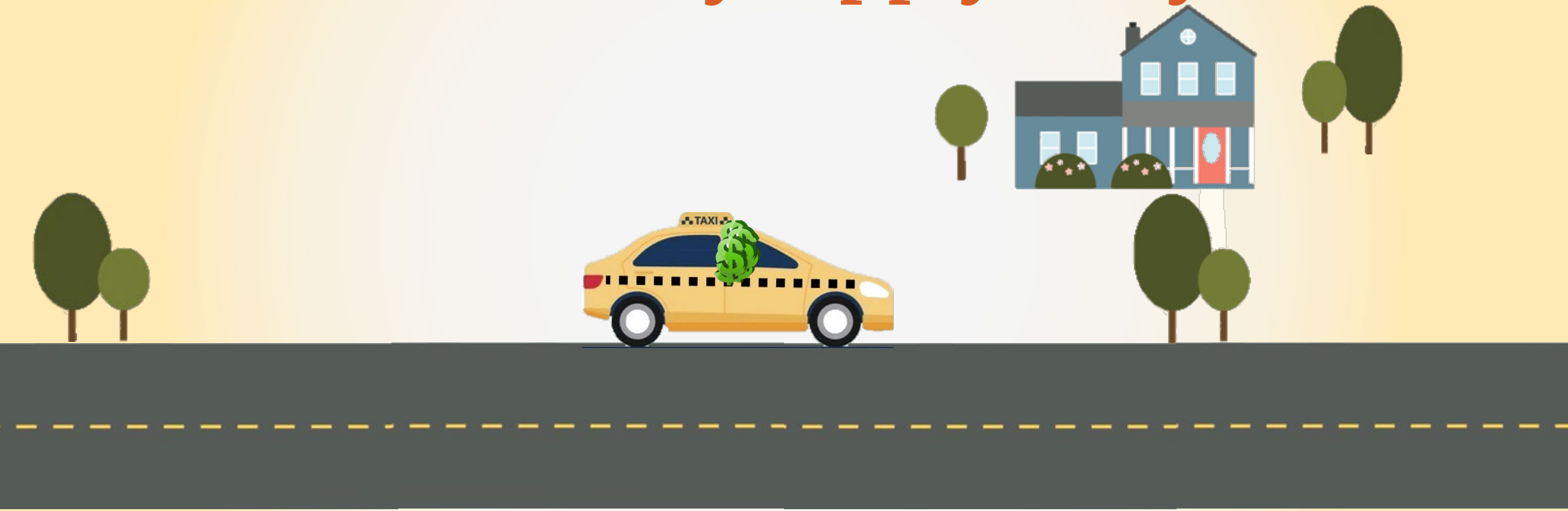


PRIOR SERVICE

Time Costs Money

Delaying Will Cost You More

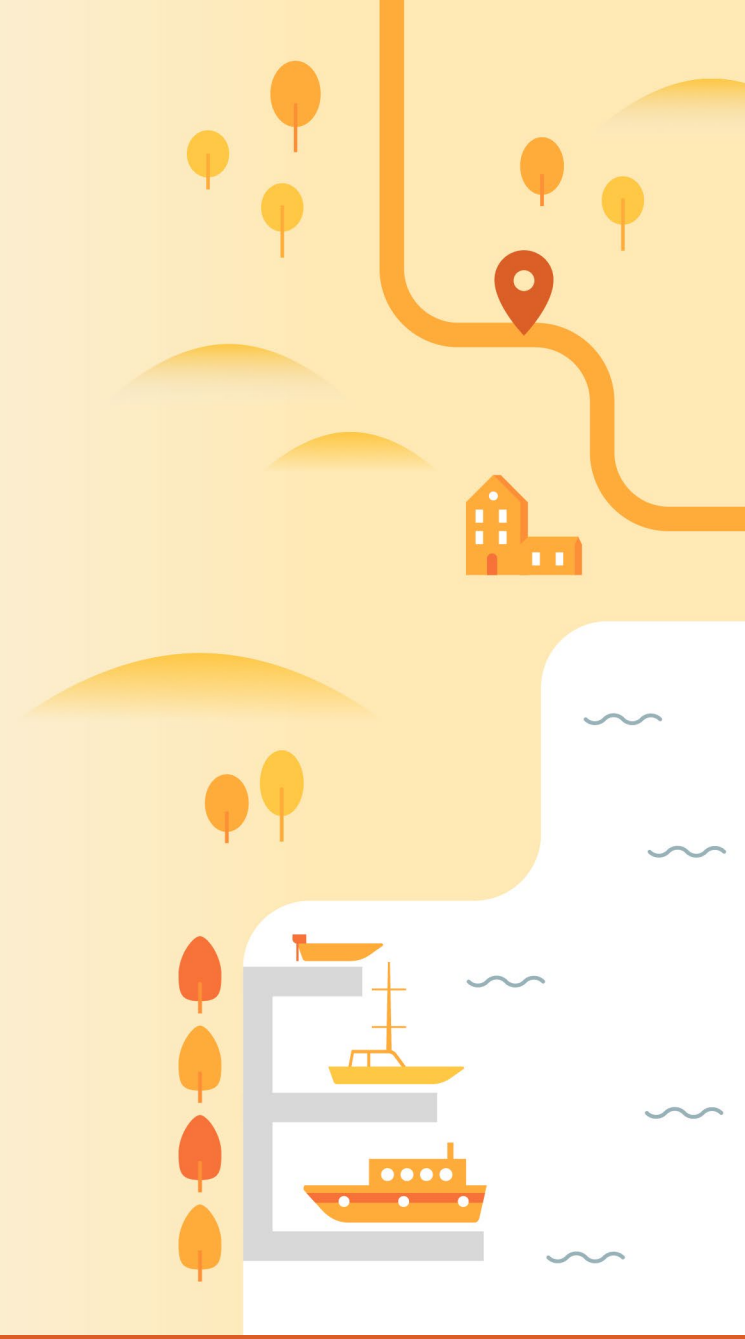
Time Costs Money: Apply Early!



What about Tier 6? Example 2:

It’s especially important to apply early!

- Tier 6 member
- 5 Months of verified Prior Service
- Retiring in 2032 at age 68
- 15 Years of service credit
- Cost to purchase in 2021 was $900



Example 2:

15 Years of Service

X 1.67% Each Year

25% Pension Factor

X $75,000 Final Average Salary

$18,750 Annual Max Pension

NEW YORK STATE TEACHERS' RETIREMENT SYSTEM
ESTIMATE OF ANNUAL SERVICE RETIREMENT BENEFITS

NAME:	Sample Member	EmplID:	XXXXXXX
Date of Birth			12/31/1964
Retirement Date			07/01/2032
Cease Teaching Date			06/30/2032

Service Credit

New York Pre - 1959	0-0
New York Post - 1959	15-0
Out-of-State	0-0
Total Service	15-0
Pension Factor	25.00%
Final Average Salary 3 Year	$ 75,000

MAXIMUM BENEFIT - NO PAYMENT TO A BENEFICIARY

The largest possible benefit. All benefits stop at my death.

Pension	$ 18,750
Annuity Return	N/A
Maximum Benefit	$ 18,750

Example 2:

15 Years of Service

X 1.67% Each Year

25% Pension Factor

\+ .93% 5 Months Prior Service

25.93% Pension Factor

NEW YORK STATE TEACHERS' RETIREMENT SYSTEM
ESTIMATE OF ANNUAL SERVICE RETIREMENT BENEFITS

NAME:	Sample Member	EmplID:	XXXXXXX
Date of Birth			12/31/1964
Retirement Date			07/01/2032
Cease Teaching Date			06/30/2032

Service Credit

New York Pre - 1959	0-0
New York Post - 1959	15-5
Out-of-State	0-0
Total Service	15-5
Pension Factor	25.93%
Final Average Salary 3 Year	$ 75,000

MAXIMUM BENEFIT - NO PAYMENT TO A BENEFICIARY

The largest possible benefit. All benefits stop at my death.

Pension	$ 19,447
Annuity Return	N/A
Maximum Benefit	$ 19,447

Example 2:

.2593 Pension Factor

X $75,000 Final Average Salary

$19,447 Annual Maximum

NEW YORK STATE TEACHERS' RETIREMENT SYSTEM
ESTIMATE OF ANNUAL SERVICE RETIREMENT BENEFITS

NAME:	Sample Member	EmplID:	XXXXXXX
Date of Birth			12/31/1964
Retirement Date			07/01/2032
Cease Teaching Date			06/30/2032

Service Credit

New York Pre - 1959	0-0
New York Post - 1959	15-5
Out-of-State	0-0
Total Service	15-5
Pension Factor	25.93%
Final Average Salary 3 Year	$ 75,000

MAXIMUM BENEFIT - NO PAYMENT TO A BENEFICIARY

The largest possible benefit. All benefits stop at my death.

Pension	$ 19,447
Annuity Return	N/A
Maximum Benefit	$ 19,447

Example 2 Takeaways:

$900 Cost for Prior Service

÷ $697 Increase in Pension

1.29 Years to BREAK EVEN

If the member collects the benefit for 20 years in retirement, that is $13,040 of additional pension, after the Prior Service is purchased



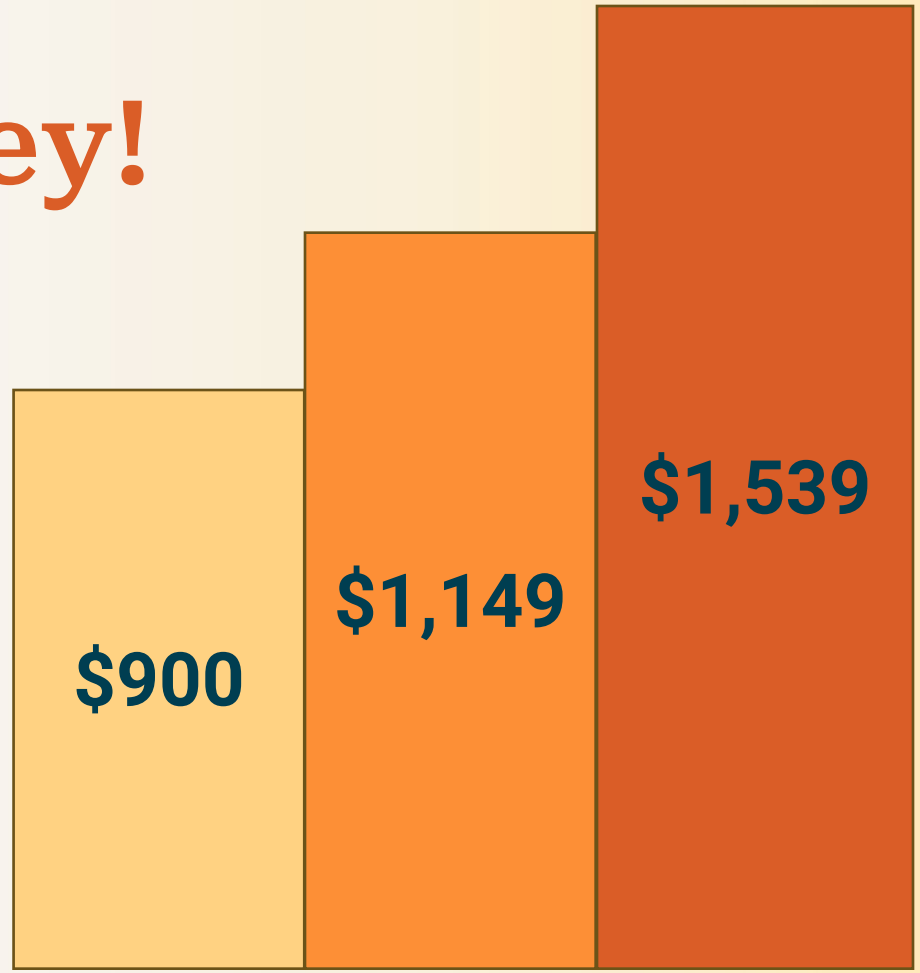
Delays Cost Money!

Prior Service Cost

2021

2026

2032



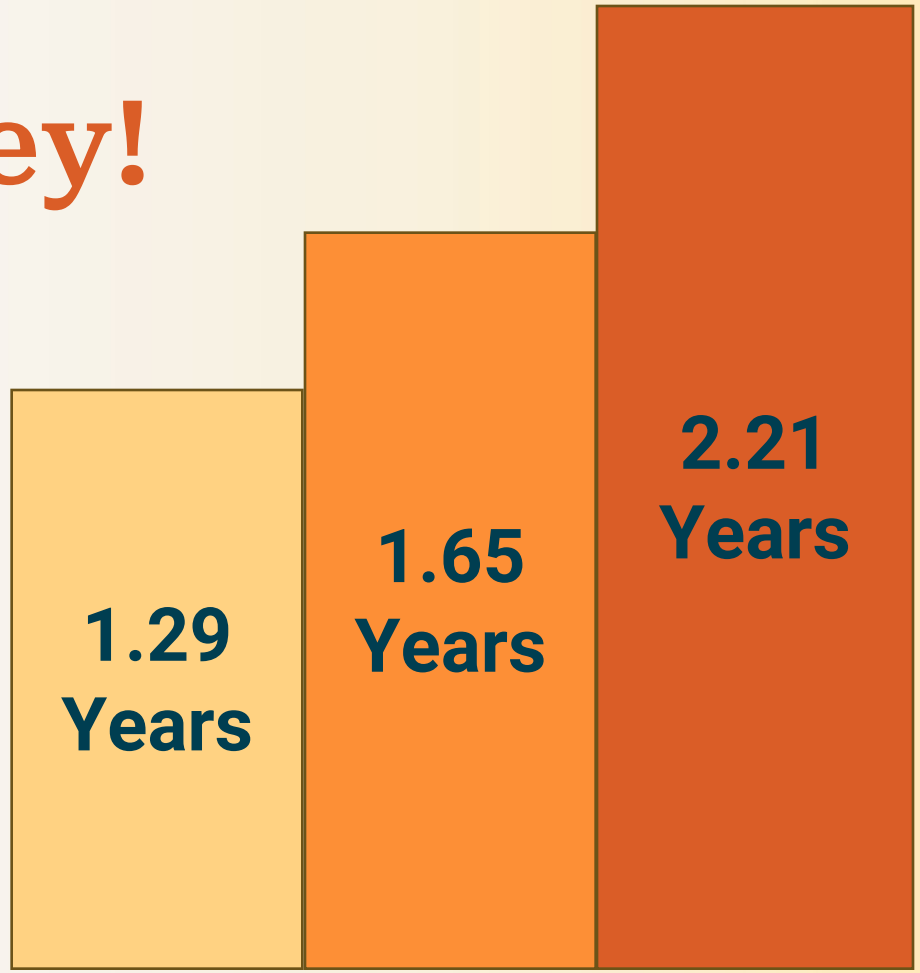
Delays Cost Money!

Break Even Point

2021

2026

2032



Paying For Prior Service

If you have multiple school years of verified prior service, it can be purchased incrementally by school year using:

- Check/Money Order or
- Rollover Funds from a Qualified Pre-Tax Retirement Account (403b, 457, etc.)

Some members take a loan from NYSTRS to pay for their prior service.

Loan eligibility is based on contribution balance and current loan status.

NYSTRS loans are repaid by employer payroll deduction.



Build Processing Time Into Your Travel Plans

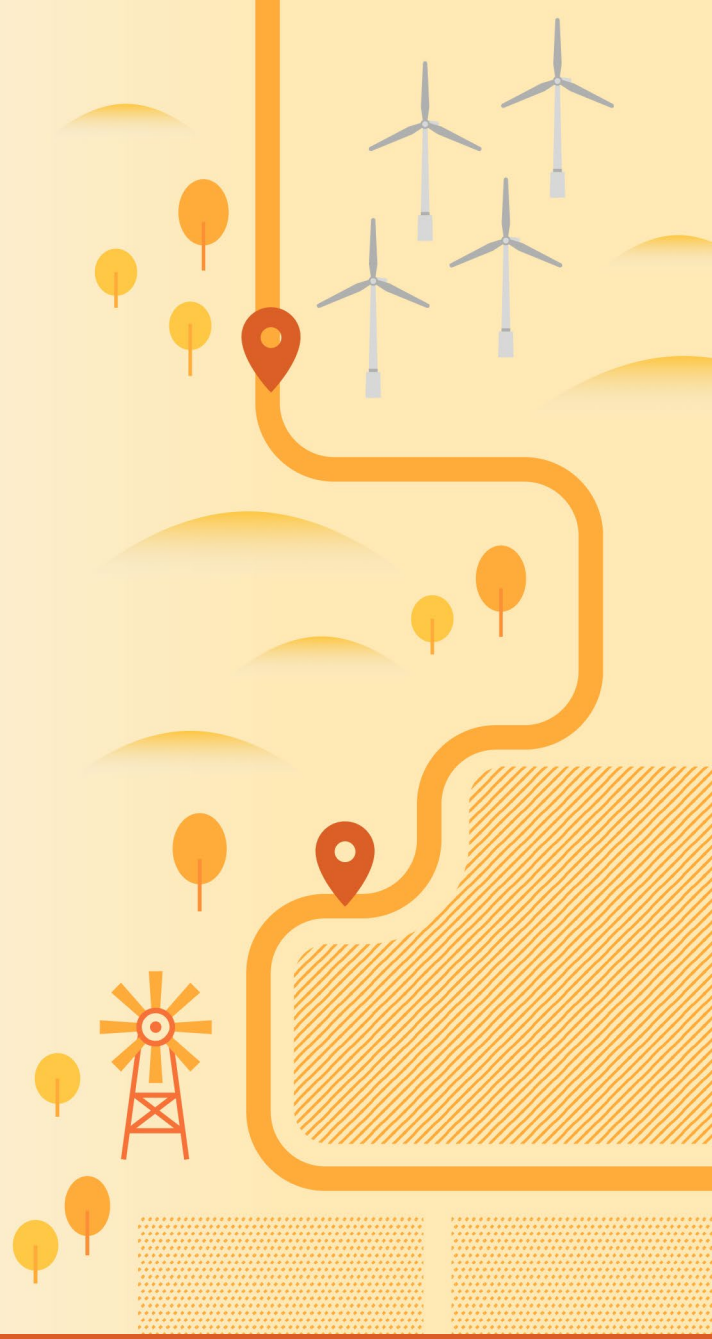
Pursuing Prior Service is a process with several steps.

Expect delays and plan accordingly to arrive on time.



Example 3:

- Tier 4 Member
- 55 Years of Age
- Plans to Retire in July
- Will have 29 Years of Service



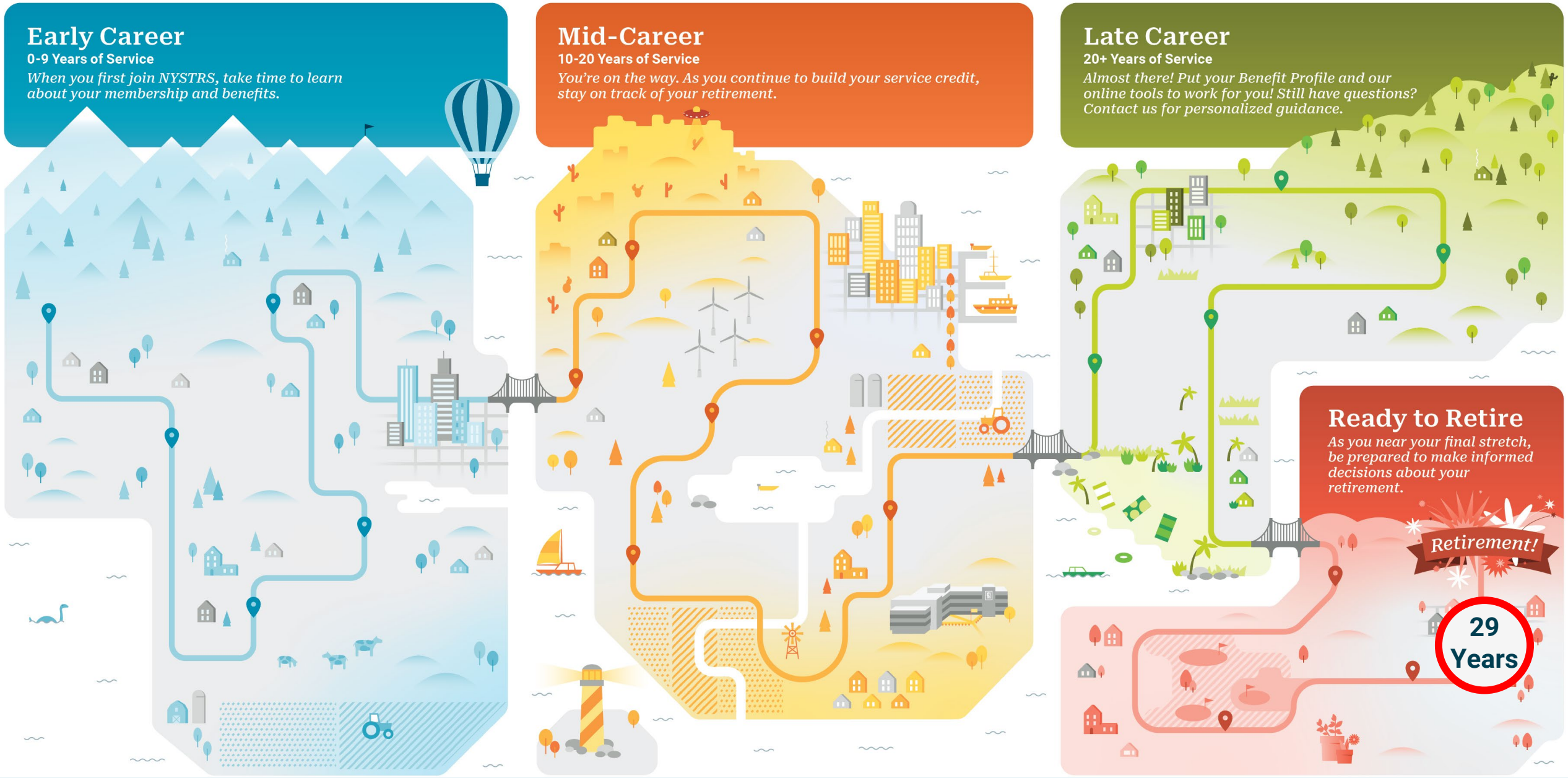
September 2026



Great!
Have you had your prior service verified?

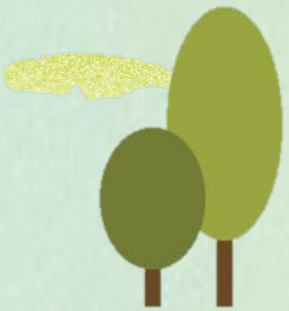
"I want to buy my prior service and get to 30 years. Then I can retire with no age reduction!"

"Not yet. I **KNOW** I worked for at least a year before I joined."

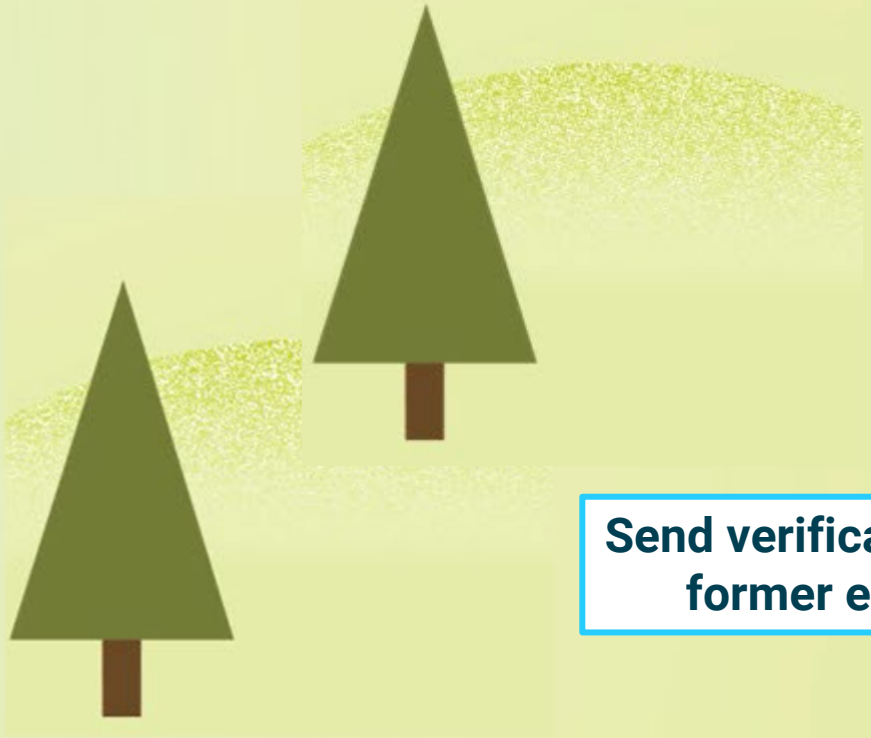

Early Career
0-9 Years of Service
When you first join NYSTRS, take time to learn about your membership and benefits.
Mid-Career
10-20 Years of Service
You're on the way. As you continue to build your service credit, stay on track of your retirement.
Late Career
20+ Years of Service
Almost there! Put your Benefit Profile and our online tools to work for you! Still have questions? Contact us for personalized guidance.
Ready to Retire
As you near your final stretch, be prepared to make informed decisions about your retirement.
Retirement!
29 Years


Uncertainty
Ahead


Uncertainty
Ahead

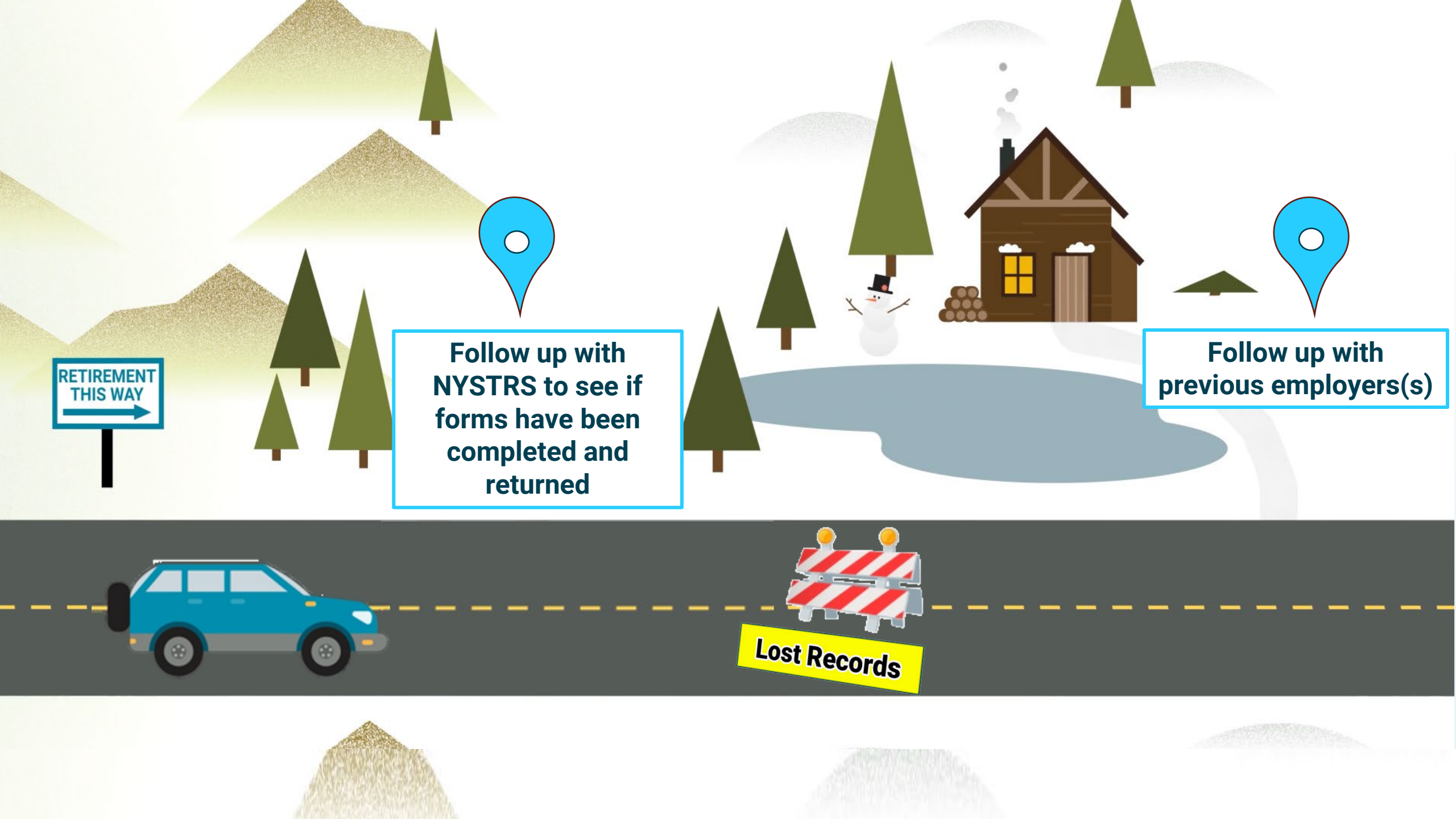


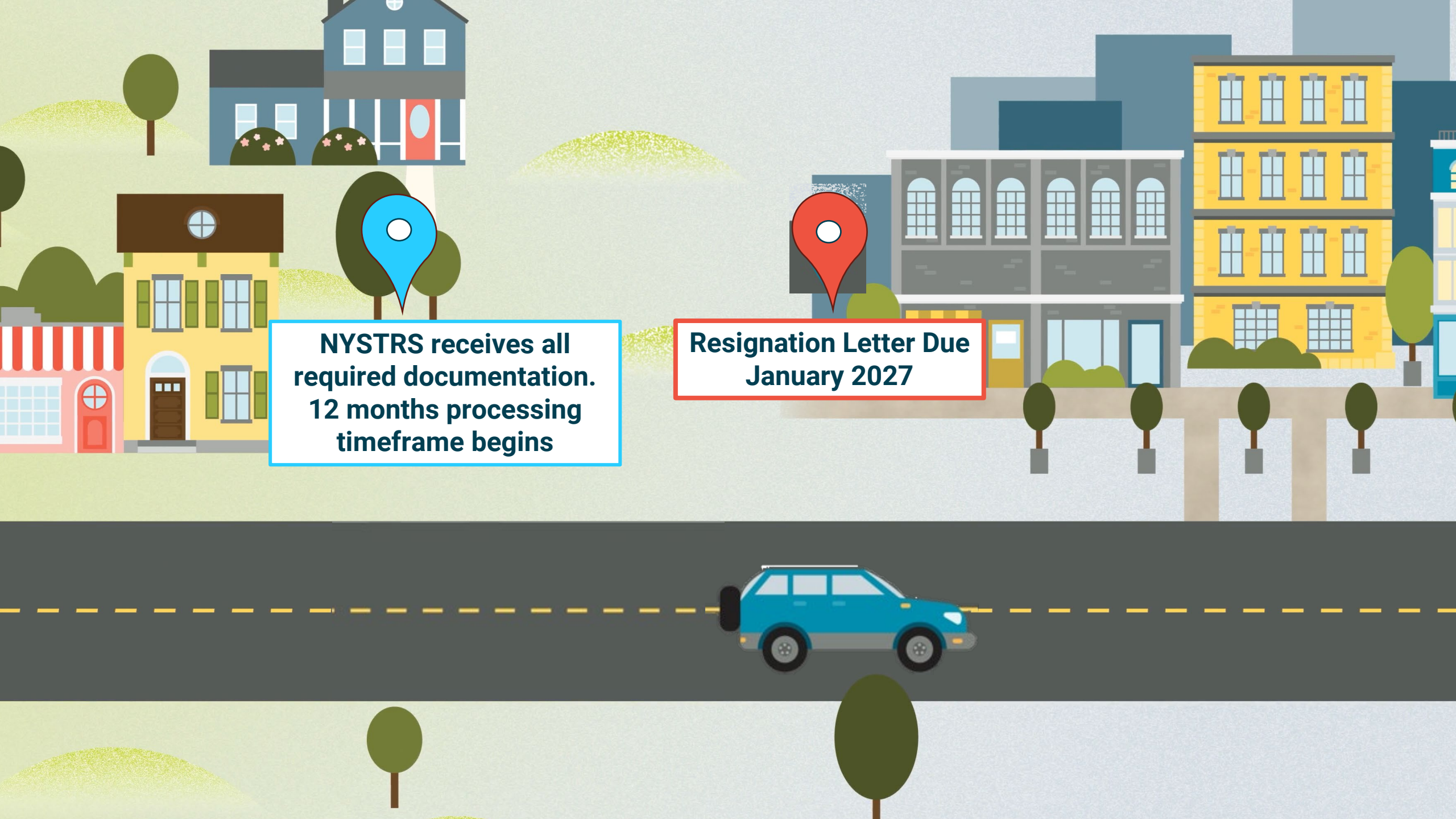
Claim Prior Service in your MyNYSTRS account or file a paper *PRS-2 Prior Service Claim*



Send verification forms to former employers.




RETIREMENT THIS WAY
Follow up with NYSTRS to see if forms have been completed and returned
Follow up with previous employers(s)
Lost Records


NYSTRS receives all required documentation. 12 months processing timeframe begins
Resignation Letter Due January 2027

September 2026



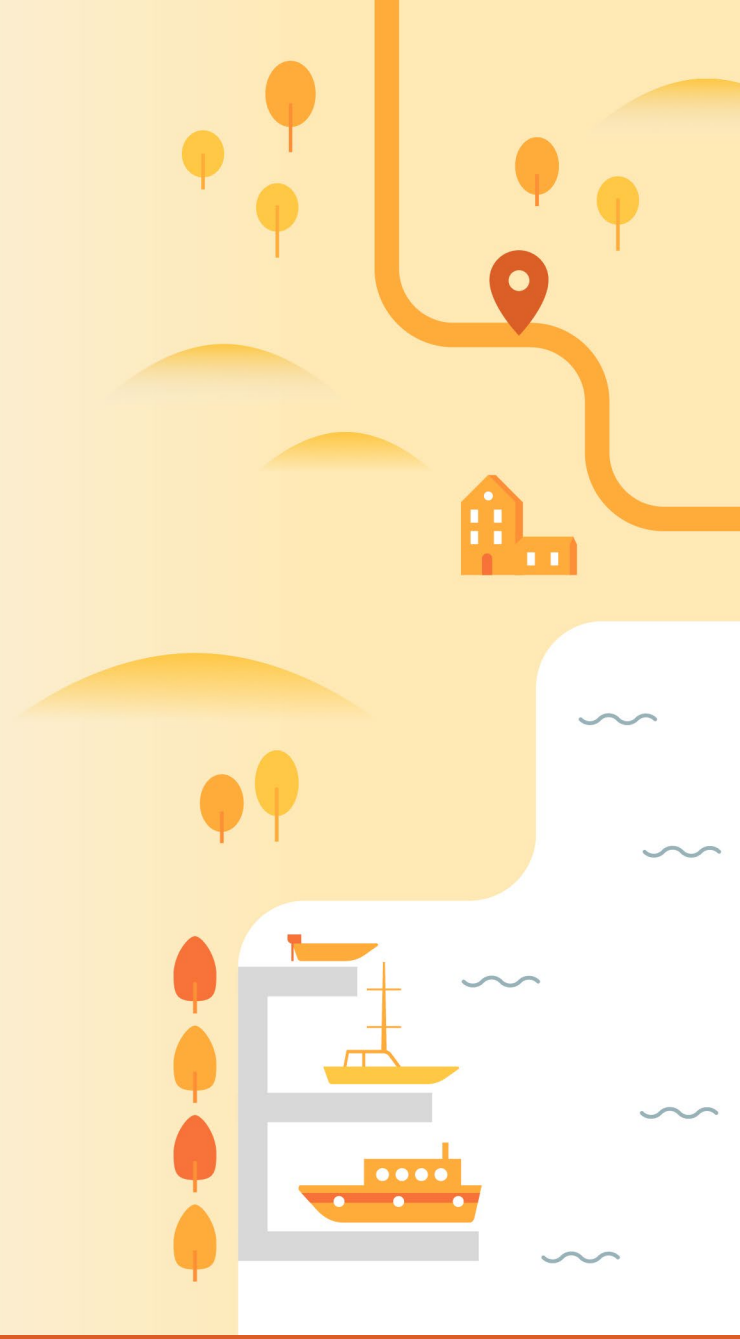
"I can see you purchased your prior service ten years ago. That's great!"

"I am planning to retire at the end of the school year. I can retire with no age reduction!"

"It was such a relief to know in advance how much total service credit I would have at age 55 - and it was so much cheaper too!"

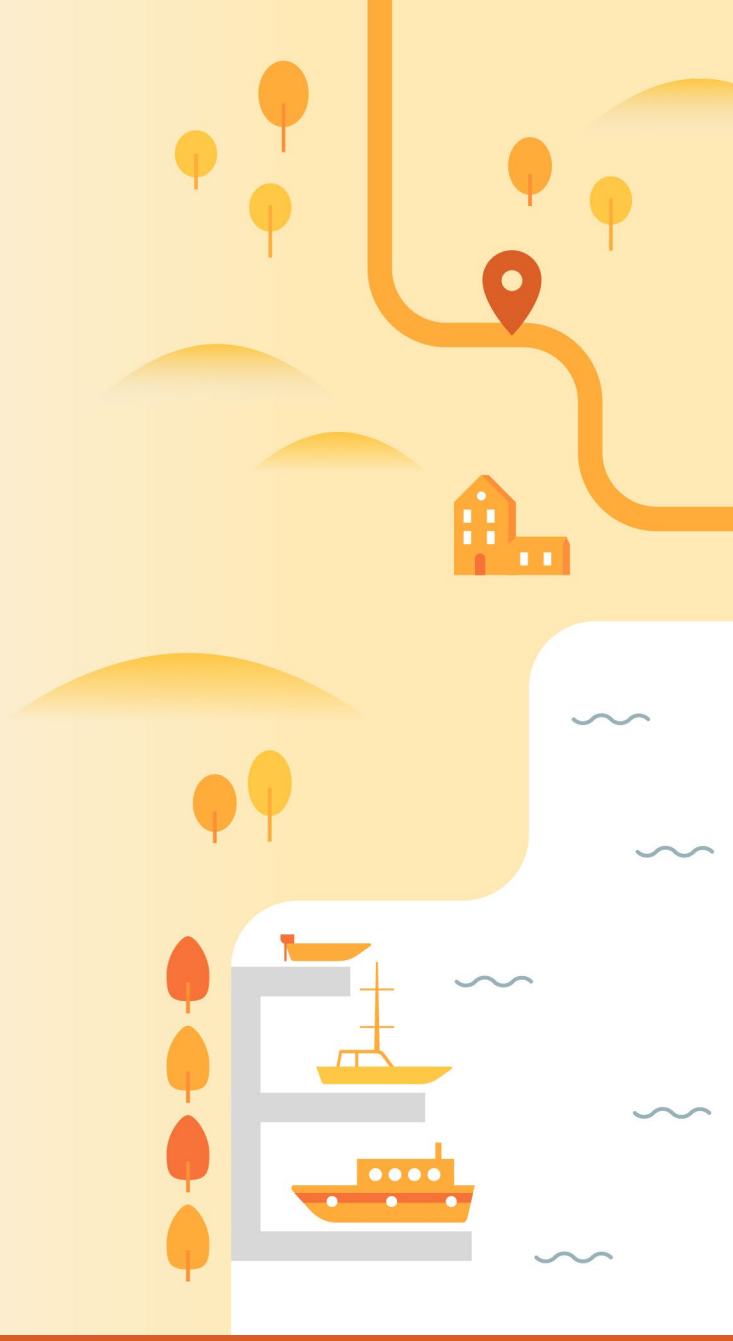
Prior Service Processing Takes The Time It Takes

- Claim for Prior Service, plus
- Receipt of all forms and verifications, then
- Approximately 12 months for processing, until
- Cost and determination letter is mailed to the member



Prior Service Processing Takes The Time It Takes

- Total service credit will be updated once payment is received in full
- Purchasing with pre-tax funds will take additional time
- NYS Pension Law determines which service qualifies as creditable



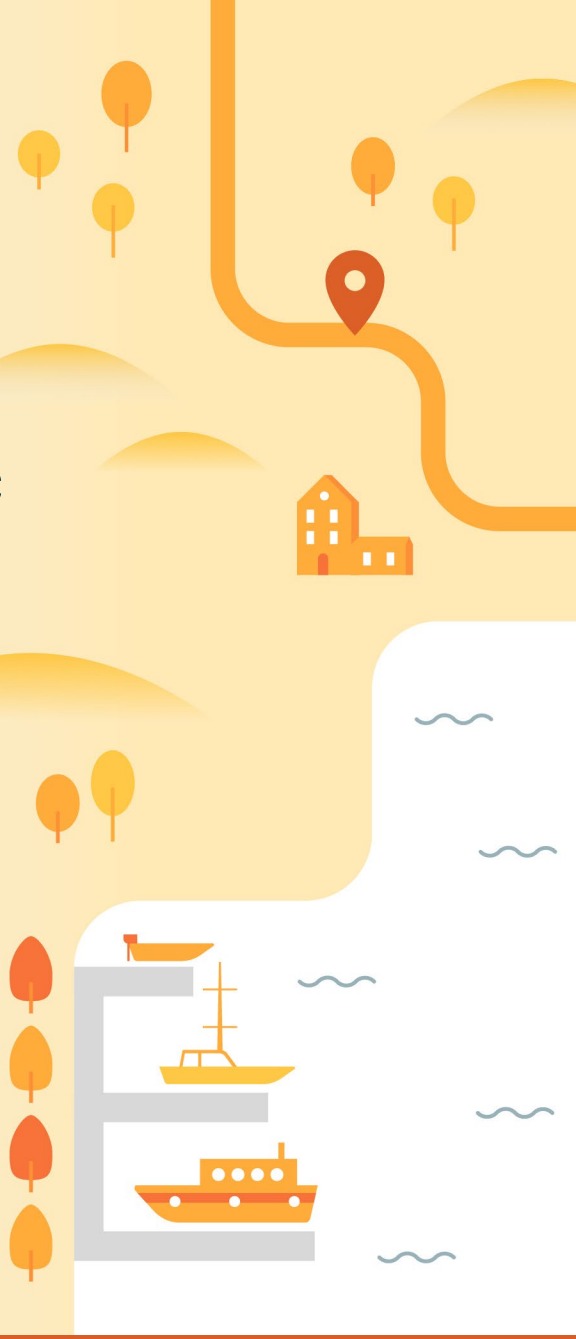
New Member Service Requirement

- Members must have 2 years of service credited to their most recent membership to purchase Prior Service
- Submit your Prior Service Claim to NYSTRS and get your Prior Service verified by the employer(s) ASAP
- The documentation will be at NYSTRS ready to process
- Once you have 2 years of service credit, call NYSTRS and we'll process the claim

Delegates Can Help New Hires

Please encourage anyone who is eligible to join a NYS public retirement system as an optional member to join

- Part-time roles and Per Diem Substitutes
- Part-time and Per Diem Teacher Aides can join New York State & Local Retirement System (NYSLRS/ERS) and if they become teaching assistants or teachers, they can transfer and not have to purchase the time as Prior Service.



Another Benefit of Joining Right Away As An Optional Member

- Tier 6 members pay 3% of salary earned as contributions for the first two school years of employment.
- What if a Tier 6 part-time employee delays joining the retirement system?
- Several years later and now a member, that employee will instead pay 6% of the salary earned plus 5% compounding interest for the service rendered in their first two years.

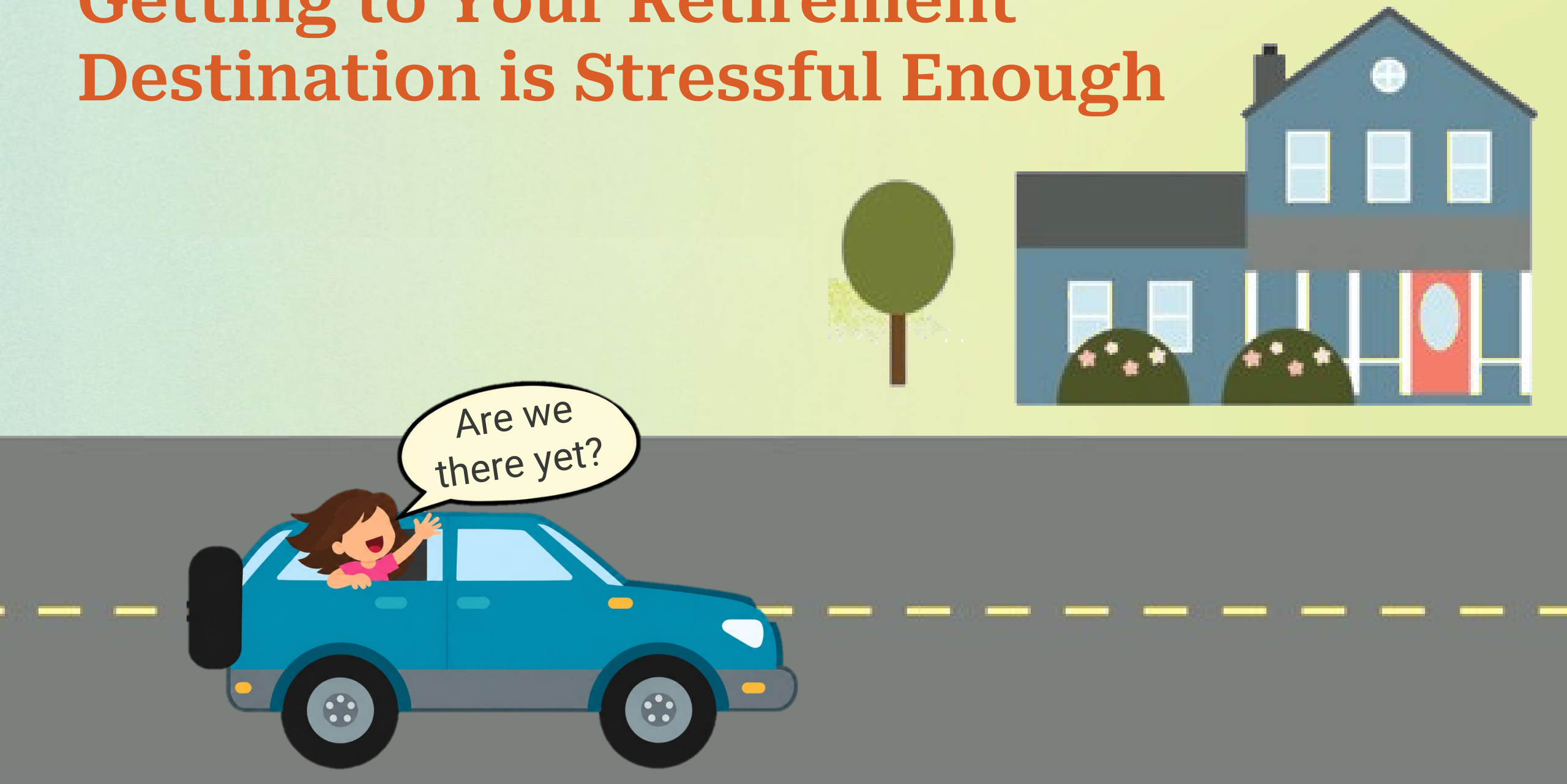
* Members of NYS public retirement systems can withdraw with less than 10 years of service and receive a refund of contributions plus 5% compounding interest.

What about Lost Records?

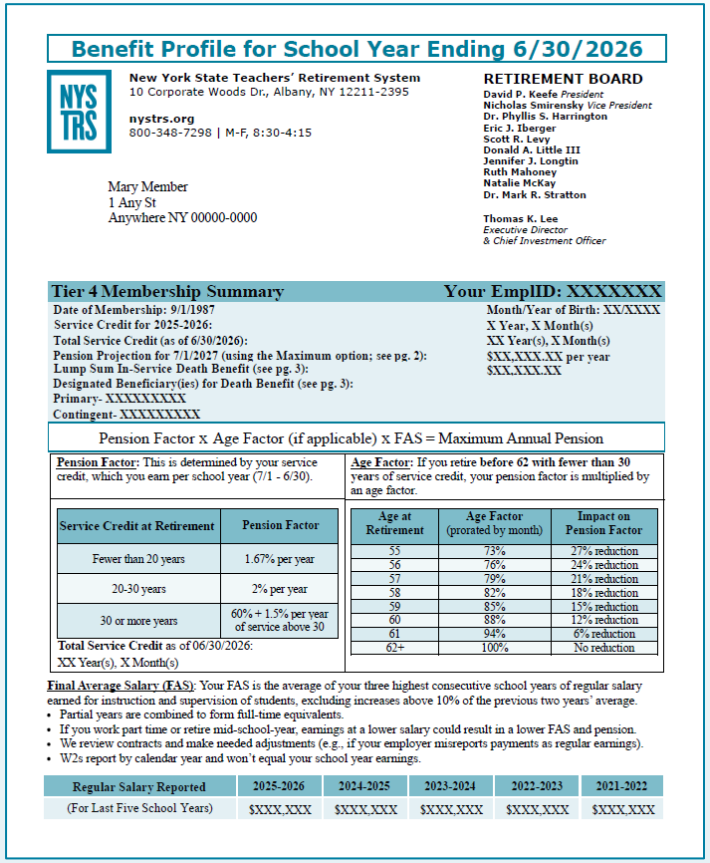
- NYSTRS requires employer signed documentation indicating records are unavailable
- NYSTRS will not review any alternative documentation until we have confirmation that employer records are unavailable
- A member generally receives a more accurate (and favorable) calculation of purchasable service using employer records



Getting to Your Retirement Destination is Stressful Enough



Review Your Active Member Profile



Benefit Profile for School Year Ending 6/30/2026

New York State Teachers' Retirement System
10 Corporate Woods Dr., Albany, NY 12211-2395

nystrs.org
800-348-7298 | M-F, 8:30-4:15

RETIREMENT BOARD
David P. Keefe *President*
Nicholas Smirensky *Vice President*
Dr. Phyllis S. Harrington
Eric J. Iberger
Scott R. Levy
Donald A. Little III
Jennifer J. Longtin
Ruth Mahoney
Natalie McKay
Dr. Mark R. Stratton

Thomas K. Lee
Executive Director
& Chief Investment Officer

Mary Member
1 Any St
Anywhere NY 00000-0000

Tier 4 Membership Summary — **Your EmplID: XXXXXXX**

Date of Membership: 9/1/1987	Month/Year of Birth: XX/XXXX
Service Credit for 2025-2026:	X Year, X Month(s)
Total Service Credit (as of 6/30/2026):	XX Year(s), X Month(s)
Pension Projection for 7/1/2027 (using the Maximum option; see pg. 2):	$XX,XXX.XX per year
Lump Sum In-Service Death Benefit (see pg. 3):	$XX,XXX.XX
Designated Beneficiary(ies) for Death Benefit (see pg. 3):	
Primary- XXXXXXXXX	
Contingent- XXXXXXXXX	

Pension Factor x Age Factor (if applicable) x FAS = Maximum Annual Pension

Pension Factor: This is determined by your service credit, which you earn per school year (7/1 - 6/30).

Service Credit at Retirement	Pension Factor
Fewer than 20 years	1.67% per year
20-30 years	2% per year
30 or more years	60% + 1.5% per year of service above 30

Total Service Credit as of 06/30/2026:
XX Year(s), X Month(s)

Age Factor: If you retire **before 62 with fewer than 30** years of service credit, your pension factor is multiplied by an age factor.

Age at Retirement	Age Factor (prorated by month)	Impact on Pension Factor
55	73%	27% reduction
56	76%	24% reduction
57	79%	21% reduction
58	82%	18% reduction
59	85%	15% reduction
60	88%	12% reduction
61	94%	6% reduction
62+	100%	No reduction

Final Average Salary (FAS): Your FAS is the average of your three highest consecutive school years of regular salary earned for instruction and supervision of students, excluding increases above 10% of the previous two years' average.

- Partial years are combined to form full-time equivalents.
- If you work part time or retire mid-school-year, earnings at a lower salary could result in a lower FAS and pension.
- We review contracts and make needed adjustments (e.g., if your employer misreports payments as regular earnings).
- W2s report by calendar year and won't equal your school year earnings.

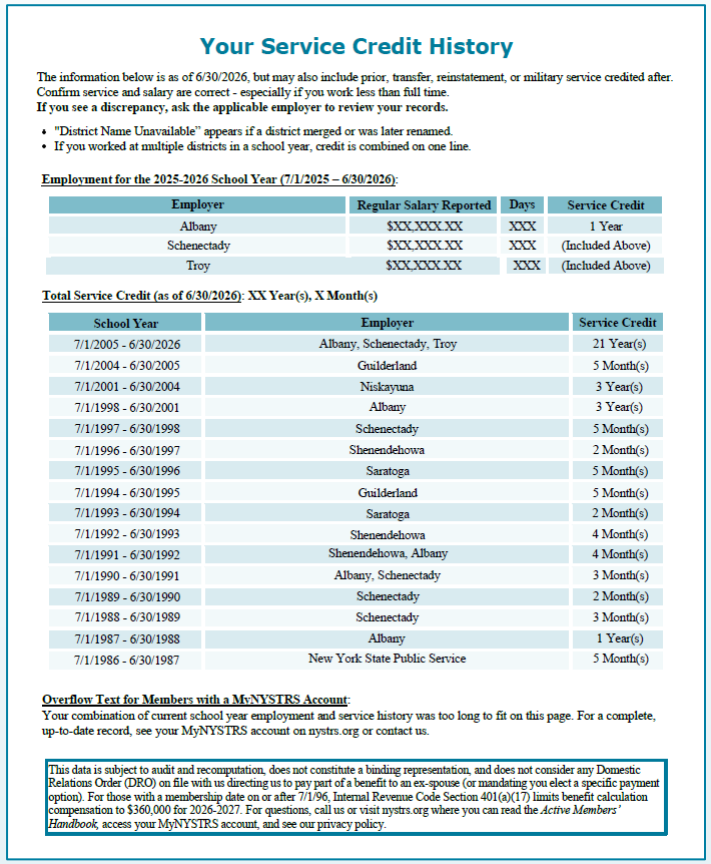
Regular Salary Reported	2025-2026	2024-2025	2023-2024	2022-2023	2021-2022
(For Last Five School Years)	$XXX,XXX	$XXX,XXX	$XXX,XXX	$XXX,XXX	$XXX,XXX

Tier 4 Membership Summary	Your EmplID: XXXXXXX
Date of Membership: 9/1/1987	Month/Year of Birth: XX/XXXX
Service Credit for 2025-2026:	X Year, X Month(s)
Total Service Credit (as of 6/30/2026):	XX Year(s), X Month(s)
Pension Projection for 7/1/2027 (using the Maximum option; see pg. 2):	$XX,XXX.XX per year
Lump Sum In-Service Death Benefit (see pg. 3):	$XX,XXX.XX
Designated Beneficiary(ies) for Death Benefit (see pg. 3):	
Primary- XXXXXXXXX	
Contingent- XXXXXXXXX	

- Were you first hired as a Part-Time, or Substitute Teacher?
- Does your Date of Membership accurately reflect when you first started working with a NYSTRS participating employer?

Confirm your salaries and service credit are accurate

"Hey! Wait a minute!"



Your Service Credit History

The information below is as of 6/30/2026, but may also include prior, transfer, reinstatement, or military service credited after.
Confirm service and salary are correct - especially if you work less than full time.
If you see a discrepancy, ask the applicable employer to review your records.

- "District Name Unavailable" appears if a district merged or was later renamed.
- If you worked at multiple districts in a school year, credit is combined on one line.

Employment for the 2025-2026 School Year (7/1/2025 – 6/30/2026):

Employer	Regular Salary Reported	Days	Service Credit
Albany	$XX,XXX.XX	XXX	1 Year
Schenectady	$XX,XXX.XX	XXX	(Included Above)
Troy	$XX,XXX.XX	XXX	(Included Above)

Total Service Credit (as of 6/30/2026): XX Year(s), X Month(s)

School Year	Employer	Service Credit
7/1/2005 - 6/30/2026	Albany, Schenectady, Troy	21 Year(s)
7/1/2004 - 6/30/2005	Guilderland	5 Month(s)
7/1/2001 - 6/30/2004	Niskayuna	3 Year(s)
7/1/1998 - 6/30/2001	Albany	3 Year(s)
7/1/1997 - 6/30/1998	Schenectady	5 Month(s)
7/1/1996 - 6/30/1997	Shenendehowa	2 Month(s)
7/1/1995 - 6/30/1996	Saratoga	5 Month(s)
7/1/1994 - 6/30/1995	Guilderland	5 Month(s)
7/1/1993 - 6/30/1994	Saratoga	2 Month(s)
7/1/1992 - 6/30/1993	Shenendehowa	4 Month(s)
7/1/1991 - 6/30/1992	Shenendehowa, Albany	4 Month(s)
7/1/1990 - 6/30/1991	Albany, Schenectady	3 Month(s)
7/1/1989 - 6/30/1990	Schenectady	2 Month(s)
7/1/1988 - 6/30/1989	Schenectady	3 Month(s)
7/1/1987 - 6/30/1988	Albany	1 Year(s)
7/1/1986 - 6/30/1987	New York State Public Service	5 Month(s)

Overflow Text for Members with a MyNYSTRS Account:
Your combination of current school year employment and service history was too long to fit on this page. For a complete, up-to-date record, see your MyNYSTRS account on nystrs.org or contact us.

This data is subject to audit and recomputation, does not constitute a binding representation, and does not consider any Domestic Relations Order (DRO) on file with us directing us to pay part of a benefit to an ex-spouse (or mandating you elect a specific payment option). For those with a membership date on or after 7/1/96, Internal Revenue Code Section 401(a)(17) limits benefit calculation compensation to $360,000 for 2026-2027. For questions, call us or visit nystrs.org where you can read the *Active Members' Handbook*, access your MyNYSTRS account, and see our privacy policy.

Be an informed driver on the Road to Retirement.

Investigate and purchase Prior Service early in your career!

If you have questions, call 800-348-7298 or send a Secure Message to NYSTRS.

Enjoy your journey!



Up Next
Noon – 1:30 p.m.
Lunch Break

