

HOW TO CONTACT US

Nebraska Public Employees Retirement Systems



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NPERS
NEBRASKA PUBLIC EMPLOYEES RETIREMENT SYSTEMS

NPERS Plan Info Member Info Employer Reports

NPERS.NE.GOV

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- Link to Ameritas
- Benefit Estimator

Welcome to the Nebraska Public Employees Retirement Systems

We recognize the importance of a successful retirement and are dedicated to providing the highest quality service necessary to assist members in achieving this goal.

[learn more](#)

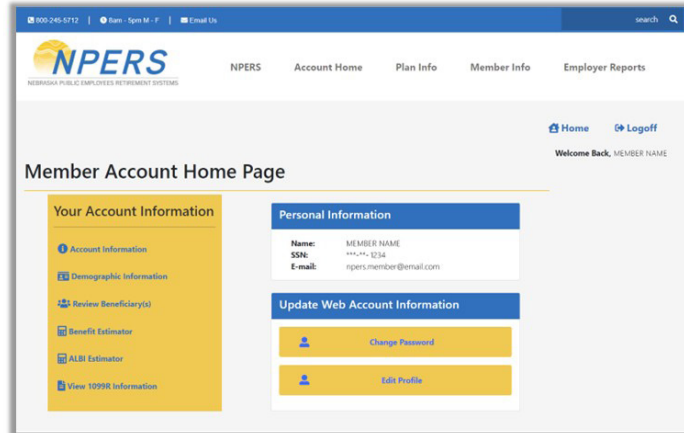
ONLINE ACCOUNT ACCESS

Online Account Access

- Review Compensation
- Review Service
- Review Beneficiaries*
- View 1099R

To Create Your Account

- Valid Email Address
- Social Security #
- Retirement #

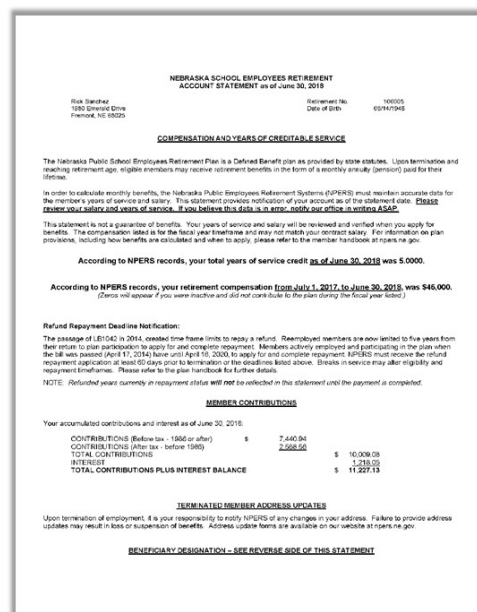


*NOT AVAILABLE FOR ALL ACCOUNTS.

ANNUAL STATEMENT

Please Review!

- Salary
- Years of Service
- Beneficiaries
- Address



HOW TO APPLY

1. Call NPERS.
 - Up to six, but preferably no less than one month prior to retirement.
 - Office visit is not required.
2. NPERS prepares your information.
 - Your work history will be reviewed to verify salary and years of service.
 - An *estimate* of benefits will be created.
 - Your retirement packet will be mailed approximately 45 to 30 days prior to your effective date.
3. Complete and mail your application for retirement to NPERS.

NOTES

Nebraska School Employees Retirement Systems

The following pension information provides an overview of the benefits available to members of the Nebraska School Employees Retirement Systems and does not constitute the plan document which can be found in the Nebraska Statutes 79- Article 9, The Nebraska School Employees' Retirement Act.

The provisions of the School Retirement Laws, in all cases, supercede the information provided in this notebook.

Revised February 2025



**It takes more
than luck to
achieve
financial
security in
retirement!**



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REMEMBER:

It's Your Money

- No one has access
- Invested
- Available when you quit or retire
- No Social Security offset

DEFINED BENEFIT PLAN

HOW IT WORKS:

The Nebraska School Retirement Plan is a “Defined Benefit Plan.” This means that the method for determining your retirement benefit at retirement is based on a **formula** as defined in the Nebraska School Retirement System Law.

There are two distinct concepts of a Defined Benefit Plan:

- **CALCULATION** of your benefit at retirement (how much your benefit will be), and
- **FUNDING** of your retirement benefit (where the money comes from).

Calculation of Your Benefit At Retirement

As a member of a Defined Benefit Plan, your account balance **IS NOT** considered when calculating your retirement benefit.

As a School Plan (Defined Benefit Plan) member, your benefit at retirement is **calculated** based on a **formula**. The formula uses an average of your highest 12-months periods of salary (counting back from the final month of pay), multiplied by your total years of creditable service, the formula factor set by law, and the retirement benefit payment option you select.

FORMULA								
Average Highest 12-Month Periods Compensation	X	Years of Creditable Service	X	Formula Factor (Currently 2%)	X	Option Factor	=	RETIREMENT BENEFIT PAYMENT
<p>NOTE: Your benefit is calculated based on the law in effect at the time you cease employment. To qualify for the 2% multiplier, you must have been employed on or after May 2, 2001, and earned at least one-half year of creditable service on or after the 2000-2001 school year.</p>								

Funding of Your Retirement Benefit

Your retirement benefit is funded from 4 sources:

Source #1	Source #2	Source #3	Source #4
YOUR ACCOUNT	YOUR EMPLOYER	STATE OF NEBRASKA	INVESTMENT EARNINGS
As a MEMBER of the School Retirement System, you are required by law to contribute a set percentage of your gross compensation.	Your EMPLOYER is required by law to match your contributions at the rate of 101% . The employer contributions are not credited to your individual account, but provide funding for your benefit at retirement.	The STATE OF NEBRASKA annually contributes a percentage of total members’ compensation and may contribute an additional amount to fund the Plan, if recommended by the actuary. These funds are appropriated by the Legislature. The current contribution rate is 2.0% .	INVESTMENT EARNINGS on Plan assets help provide funds for both your future benefit and for the interest credited each month to your account.

Your retirement benefit is not based on the contributions made, but is based on a **formula**. The contributions help to fund your benefit **for life**.

BENEFIT CALCULATION

FORMULA:

- Salary (Compensation)
- Creditable Service
- Formula Factor
- Option Factor

AGE (REDUCED/UNREDUCED)

FUNDING

Employee Contributions	Currently 9.78% of gross salary
Employer Contributions	101% of Employee rate
State of Nebraska	Currently 2.0% of Member Salary
Investment Returns	Majority of the funding (on average)

SAFE HARBOR METHOD

Your monthly benefit will be taxed under the "Safe Harbor" method which is calculated by dividing your pre-'86 contributions by the fixed number of payments assigned to your age group. The remaining portion of your benefit will be taxable.

AGE	# OF PAYMENTS
At or Under 55	360
Over 55 but not over 60	310
Over 60 but not over 65	260
Over 65 but not over 70	210
Over 70	160

After receiving the fixed number of payments, the monthly benefit becomes 100% taxable.

EXAMPLE

- \$5,000 in Pre-'86 Contributions
- Age 55 = 360 Payments Assigned

$$\boxed{\$5,000} \div \boxed{360} = \boxed{\$13.89} \text{ Tax-Free for 360 Payments}$$

TAXES

Taxes withheld from each check

- Federal and Nebraska (W-4P & W-4N)

Change as needed

- Must use W-4P (on website with *Checklist*)

Nebraska taxes for Nebraska residents

- Cease NE withholding if not a resident
 - ▶ Must file W4-N stating "Exempt"
 - ▶ Withholding **NOT** based on address
- State taxes determined by new state of residence

TAXATION

IMPORTANT



NPERS does not provide tax advice. In all cases, members should consult the Internal Revenue Service, their state's revenue agency, or a tax professional, as appropriate, for information on tax consequences, questions, or matters.

Contributions to the School Plan are not taxed when deducted from your salary. Distributions, whether in the form of a monthly benefit or refund, are therefore subject to state and federal income tax.

Contributions made prior to January 1, 1986, were taxed before being deducted from salary. These contributions are not subject to State and Federal income tax and will be returned to you tax free (see Safe Harbor in school handbook).

When Receiving a Retirement Benefit

NPERS will withhold federal taxes from each monthly check at the rate you specify on the Withholding Certificate for Annuity Payments form (included in the retirement packet and available on the NPERS website). If you do not complete and submit this form to NPERS, we will withhold at the default rate of "single and zero (0) allowances." You may change your withholding at any time by submitting a new form. Members who have created an online account via the NPERS website may also change withholding online.

If you are a resident of the State of Nebraska when receiving monthly retirement payments, NPERS will withhold Nebraska taxes from your benefit at the same withholding rate you select for federal taxes.

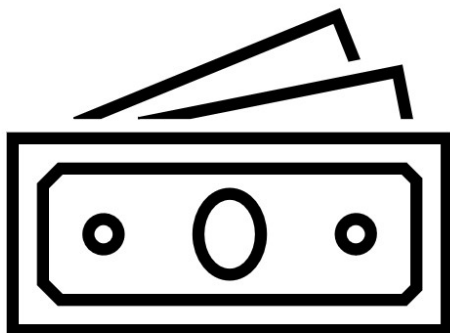
If you move and are *no longer a resident of Nebraska*, you need to submit an updated withholding form. Your benefit will be taxable in accordance of the laws of the state you move to. You may need to contact the Department of Revenue for the state you have moved to in order to determine tax liability and establish a payment process. NPERS can withhold Federal and Nebraska taxes, but not taxes due to another state.

Your retirement income will be reported to you on a 1099-R form each year in January for the payments received the prior year. A copy of that form will also be provided to the Internal Revenue Service.

BENEFIT TIERS

TIER 1	• Joined prior to 7/1/2013
TIER 2	• Joined on 7/1/2013 and prior to 7/1/2016
TIER 3	• Joined on 7/1/2016 and prior to 7/1/2018
TIER 4	• Joined on or after 7/1/2018

SALARY (COMPENSATION)



Three (Tier 1)
or
Five (Tiers 2/3/4)
Highest 12-Month
Periods

COMPENSATION

TIER ONE

At retirement, your **three** highest 12-month periods of salary, counting back from the final month of pay, are used to determine your *final average monthly compensation* when calculating your benefit (for details regarding capping, see [8% Salary Cap](#)).

TIERS TWO/THREE/FOUR

At retirement, your **five** highest 12-month periods of salary, counting back from the final month of pay, are used to determine your *final average monthly compensation* when calculating your benefit (for details regarding capping, see [8% Salary Cap](#)).

Compensation means gross wages or salaries payable to the member for personal services *performed* during the School Plan year and includes overtime pay, member retirement contributions, retroactive salary payments paid pursuant to court order, arbitration or litigation and grievance settlements, and amounts contributed by the member to plans under §125, 403(b), and 457 of the Internal Revenue Code.

Compensation **does not include** fraudulently obtained amounts as determined by the retirement board, amounts for accrued unused sick leave or accrued unused vacation leave converted to cash payments, insurance premiums converted to cash payments, expense reimbursements or per diems paid for expenses, true fringe benefits, or bonuses for services not actually rendered, including, but not limited to, early retirement inducements, cash awards, severance pay, and employer contributions for purposes of separation payments made at retirement.

NOTES

8% SALARY CAP

ACTUAL SALARY		SALARY FOR BENEFIT
2022: \$56,000		2022: \$56,000
2023: \$60,000	} 10% INCREASE	2023: \$60,000
2024: \$66,000		2024: \$64,800
2025: \$69,000		2025: \$69,000

Annotations: } 8% CAP (between 2023 and 2024), } NO CAP (between 2024 and 2025)

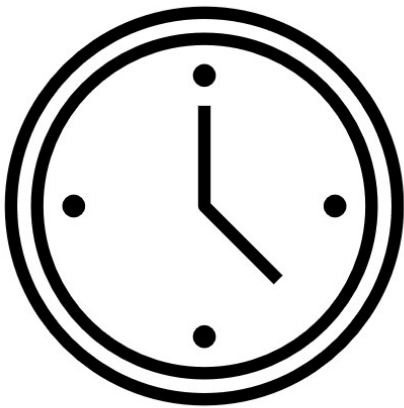
8% SALARY CAP

Increases in compensation for plan members will be capped at 8% per year when calculating retirement benefits per Nebraska statute. No exceptions increasing the 8% cap will be allowed. For any reason, if you received a greater than 8% per year increase in any plan year (July 1 through June 30) salary from the base year (the plan year immediately preceding the capping year) over the five-year capping period, your highest twelve-month periods of compensation may include capped salary.

The capping period is the five plan years preceding the later of your retirement effective date or final compensation date. If one of your plan year salaries is capped during the five-year capping period, subsequent years within that period may also be capped. Salary for the plan year during the capping period is compared to the previous plan year’s actual salary or capped salary, whichever is less.

Therefore, if you received a substantial increase in salary within your most recent years of employment, your retirement benefit may be based upon capped salary, per Nebraska statute. **There are no exceptions to capping.**

SERVICE CREDIT



- Granted for Time Worked
- Service Verified by Employer(s)
- Contributions on Account for that Time

CREDITABLE SERVICE

The service credit used to calculate your benefit is defined per state statute. All employees must have their hours tracked every time they render service, at the time they render service, to ensure they receive the correct retirement benefit.

CREDITABLE SERVICE INCLUDES:

- Hours worked
- Used sick hours, used vacation hours, holidays, and any other leave hours for which you are paid regular wages as part of the agreement with your employer.

CREDITABLE SERVICE DOES NOT INCLUDE:

- Lump-sum payments to the employee upon termination or retirement in lieu of accrued benefits for such days
- Eligibility and vesting credit
- Service years for which member contributions are withdrawn and not repaid by the member
- Service rendered for which the retirement board determines that the member was paid less in compensation than the minimum wage as provided in the Wage and Hour Act
- Service which the board determines was rendered with the intent to defraud the retirement system

Accrual Rate

Service credit is accrued based on the total eligible hours worked.

SINCE JULY 1, 2002, THE FOLLOWING RULES APPLY:

- If you work 1,000 or more hours in a plan year (July 1–June 30), you will receive one year of creditable service.
- You will receive fractional credit for the portion of the School Plan year worked based on 1/1000 of a year credit for each hour worked. Salaried employees who are part-time receive the same percentage of credit as their percentage of full-time equivalency.

RULES FROM JULY 1, 1986 TO JUNE 30, 2002

- One year of creditable service was earned by working 1,032 or more hours during a plan year. For those working between 516 hours and 1,032 hours during a plan year, partial credit was given. No person working less than 516 hours during a plan year earned service credit.

RULES PRIOR TO JULY 1, 1986:

- One year of creditable service was earned on the basis of working full time for at least 120 days in a fiscal year. Under certain conditions, fractional years of service were granted for those working either part time or less than 120 days.

Military Service

Members who are reemployed after qualified military service may be eligible for vesting and service credit for their period of military service. The employer shall be responsible for funding covered military service benefits including member and employer contributions for military service performed on or after July 1, 2017. Military service credit provisions only apply to service that falls within the definition of uniformed service per the Uniformed Services and Reemployment Rights Act of 1994 (USERRA).

Members who wish to have their military service reviewed for potential service credit should file their request to NPERS in a timely fashion. Please contact NPERS for further assistance regarding eligibility, the application process, applicable time frames, and the documentation necessary to support such an agreement.

HEART ACT

Heroes Earnings Assistance and Relief Tax Act of 2008

For any member whose death occurs on or after January 1, 2007, while performing qualified military service, the Heroes Earnings Assistance and Relief Tax Act of 2008 (HEART Act) requires their beneficiary(ies) be entitled to any additional death benefit they would have received had the member been employed during the period of military service when the death occurred. For assistance, contact NPERS.

NOTES

REPAYMENT OF REFUND

- Restores service credit
 - Potential return to prior Tier status
- Must be actively employed in a NE public school & contributing to the plan
- Submit application & repay within 5 years of reemployment and prior to termination
 - Application submitted 60 days prior to deadlines
- Visit NPERS website for estimates

REPAYMENT OF REFUND

INCREASING YOUR CREDITABLE SERVICE

There are several ways you can increase your creditable service through the payment of money to the School Plan. These fall into two categories:

Repayment of Refund

Optional Service Credit

REPAYMENT OF REFUNDED SERVICE

There are two groups of members with different rules for purchasing refunded service:

1. Members hired or rehired on or after April 17, 2014:

These members must elect to repay a refund and purchase refunded service within five years of returning to employment.

2. Members active on or before April 16, 2014 (Sunset Members):

These members had until April 16, 2020, or the date of their termination (whichever came first), to make an election to purchase refunded service. This window has closed, and no exceptions apply.

Repayment of Refund

Repaying a refund reinstates prior creditable service and if the refund is repaid *in full*, it will return you to your prior benefit tier status. In addition if this restored service includes any of your highest 12-month periods of compensation, it will be used when calculating your final average compensation.

An application to repay a refund may be submitted on a **one-time basis** under the following conditions:

- You must be a regular employee contributing to the School Plan.
- You must apply **within the first five years of reemployment or prior to termination**, whichever is earlier.
- Due to processing timelines, your Application for Purchase of Refunded Service form must be received by NPERS **at least 60 days prior to the five-year or termination deadlines**.
- If the refund is not repaid in full by the deadlines, service credit will be restored in proportion to the amount repaid.

Repayment costs are calculated based on the amount of the refund and the actuarial assumed rate of return that would have been earned on the funds from the time the refund was taken until it is repaid. For your convenience, you may *estimate* the cost using the [refund repayment factors](#) on the School “Plan Info” page on the NPERS website.

You may repay all or a portion of the refund. Your “oldest” years must be purchased first and you must purchase the exact amount of service credit earned in each fiscal year. If you wish to return to your prior benefit tier, you must repay the refund in full.

EXAMPLE



If you took a refund which erased three years of service credit:

Starting with the oldest service, you may elect a **one-time** repayment for one, two, or all three years.

STEPS TO REPAY A REFUND

- Step 1** Submit a written request to NPERS at least 90 days in advance of the five-year or termination deadlines to request a refund repayment estimate. NPERS will calculate an estimated cost and send you the Application for Purchase of Refunded Service and Method of Payment forms.
- Step 2** Complete and submit the Application for Purchase of Refunded Service and Method of Payment forms to NPERS. These forms must be received at least 60 days prior to the five-year or termination deadline. **Be aware this will be your one-time opportunity to elect repayment.** NPERS will assign a payment due date and calculate a final cost based on the repayment option you selected. You will be notified by mail of this amount and the due date.
- Step 3** Payment must be received in our office by the five-year or termination deadlines. Methods of payment are explained at the end of this section. Members who submit a repayment application within one year of the five-year or termination deadlines cannot utilize the payroll deduction option for repayment of a refund.

OPTIONAL SERVICE CREDIT

WHY PURCHASE?

- More service = higher monthly benefit
- May help some reach the rule of 85

THREE OPTIONS

- Leave of Absence
- Out of State/Omaha
- 12-month Preretirement

PROCESSING TIMELINES

- Initial request one year prior to term

NOTES

Optional Service Credit

There are three types of optional service credit that may be purchased:

1 LEAVE OF ABSENCE

A leave of absence is a sabbatical, maternity leave, exchange teaching program, full-time leave as an elected official of a professional association or collective bargaining unit or leave of absence to pursue further education or study. You may purchase service credit for a qualified leave of absence under these conditions:

- You must be a regular employee contributing to the School Plan.
- The leave of absence must be authorized by your board of education or the school district.
- You may purchase time equal to the leave which cannot exceed four years in length.
- You must return to employment at a participating school plan employer within one year after completing the leave of absence.
- **Interest Based Purchase** - If you were employed or under contract on or *prior to* July 19, 1996, have not changed employers since that date and elect to pay for your leave of absence *within three years* of returning from the leave, you must pay the required deposits of both the employee and employer that would have been made on your behalf if you had not taken the leave of absence, plus interest that would have accrued on the deposits, based on your compensation for the period immediately prior to the leave of absence.
- **Actuarial Based Purchase** - If you were hired or rehired *after* July 19, 1996, you will pay the actuarial cost to the School Plan for allowing the additional service credit.

In all cases, the creditable service purchased for a leave of absence will be used to calculate your retirement benefit, but the salary associated with the service cannot be used in the calculation.

The leave of absence must be verified before NPERS can provide a purchase cost to you.

2 OUT OF STATE/OMAHA PUBLIC SCHOOLS SERVICE

You may purchase credit for public school service outside of Nebraska or in the Omaha Public Schools under these conditions:

- You are a regular employee, contributing to the School Plan.
- Credit is limited to the amount of service forfeited, up to a maximum of 10 years.
- Credit is limited to an amount equal to your total creditable service acquired in Nebraska upon termination.
- You must provide proof of forfeiture of benefits in order to purchase service.
- You must pay the actuarial cost to the School Plan for the additional service credit.

The service purchased will be used when calculating your retirement benefit, but the salary associated with the out of state service will not be used in the calculation.

Your out-of-state or Omaha Public School service must be verified before NPERS can provide a purchase cost to you.

2 TWELVE-MONTH PRERETIREMENT SERVICE PURCHASE

You may purchase up to five additional years of service credit in contemplation of retirement. To qualify, all of the following conditions must be met:

- You are a regular employee contributing to the School Plan.
- If you joined the School Plan before July 1, 2014, you must have a minimum of five years of earned creditable service. If you joined the School Plan on or after July 1, 2014, you must have a minimum of ten years of earned creditable service. Earned service credit does not include vesting credit (see [Eligibility/Vesting](#)).
- At the time you purchase the service, you must have entered a written agreement that you will retire within 12 months of the day of the agreement.
- If you do not terminate employment and begin receiving benefits, within 12 months from the date of your service purchase agreement, the purchase will be cancelled and all payments returned, excluding any interest earned.
- The cost of the service purchase is the actuarial cost to the School Plan for allowing the additional service credit and must be paid for by the School Plan member.

Payments must be completed prior to termination.

NOTES

STEPS TO PURCHASE OPTIONAL SERVICE CREDIT

- | | |
|---------------|--|
| Step 1 | Contact NPERS in writing and indicate type and amount of service you wish to purchase. Due to the time frames involved, NPERS recommends initiating requests to purchase optional service credit no less than 12 months prior to termination. |
| Step 2 | NPERS will calculate an estimated cost and send you the Application for Purchase of Service and Method of Payment forms. You can get a rough estimate of the cost to purchase out of state or 12-month preretirement service credit by utilizing the optional service credit estimator on the NPERS website. |
| Step 3 | Complete and submit the Application for Purchase of Service and Method of Payment forms to NPERS no less than 60 days prior to your last day of employment. If this paperwork is not received by the 60th day prior to termination, you will not be allowed to purchase service credit. |
| Step 4 | You will be notified by mail of the final purchase price and payment due date. |
| Step 5 | Payment must be received in our office by the due date or prior to termination – whichever is earlier. |

Methods of Payment to the School Plan

You may make payment(s) to the School Plan through after-tax direct payments or installment payments, after-tax payroll deductions or rollover payments. Payment options may be restricted in order to satisfy statutorily mandated deadlines. Personal checks are not accepted.

As payment, you may use a rollover from another qualified 401(a) plan [including a 401(k) plan], a 403(a) or (b) Tax Sheltered Annuity Account, a 457(b) Eligible Deferred Compensation Plan or a 408(a) Individual Retirement Account. You may also use a trustee-to-trustee transfer from a 457 deferred compensation plan.

Payments made to purchase service on an after-tax basis will be subject to contribution limits under §415 of the Internal Revenue Code. §415 limits do not apply to repayment of refund. You may wish to consult with a tax professional for assistance.

SERVICE CREDIT ESTIMATOR

Estimated cost of:

- Out of State/OPS Service
- 12 Month Preretirement Service

Service Estimator link on the School Plan Info page.

The screenshot shows the NPERS website interface. At the top, there is a navigation bar with links for NPERS, Plan Info, Member Info, and Employer Reports. The main heading is 'School Employees Pension Plan'. Below this, there is a red banner for 'IMPORTANT CHANGES: School Plan Services Rendered After Termination'. A sidebar on the right titled 'Member Resources' contains links for Forms, Publications (Member Handbook, Newsletters), Videos, Benefit Estimator, Service Estimator (highlighted with a pink arrow), and Retirement Seminars. At the bottom, there is a table with the following data:

Average Highest 12-month periods of compensation	X	Creditable Service Years	X	Formula Factor (currently 2%)	X	Option Factor
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School Purchase of Service Estimator

Enter Type of Service and Date of Birth

Type of Service

Date of Birth (MM/DD/YYYY)

When did you begin plan participation?

Click **Next** to continue →

Help

Select the type of service for your estimate from the drop down options. You may select "Out of State" (includes Omaha Public Schools) or "12 Month Preretirement". School plan members who wish to repay a refund should use the refund multipliers found on the School Plan Info page.

Enter your date of birth.

Plan participation means the date you joined the Nebraska Public School Retirement Plan. For most members, plan participation began on their initial date of hire. In some instances, the date of plan participation may vary based on initial employment in a temporary or part time basis, or a return to plan participation after taking a refund. Please refer to your member handbook for more information.

NOTE: Due to the time frames involved, NPERS recommends initiating service purchase requests no less than 12 months prior to termination.

School Purchase of Service Estimator

Enter your Retirement and Termination date

What is your estimated date of termination? (MM/DD/YYYY)

What will be your benefit start date? (MM/DD/YYYY)

Click **Next** to continue → **Next**

Help

In the "estimated date of termination" field, input your last day of active employment (providing service).

In the "benefit start date" enter the date (must be the first of the month) you wish your retirement benefit to begin.

Your benefit start date must be after your date of termination.

Estimates for 12 month preretirement service purchases cannot be calculated for individuals more than 14 months away from retirement.

You must be actively employed to purchase service. Completed applications must be received by our office no less than 45 days prior to termination.

School Purchase of Service Estimator

Enter your Service Credit and Salary Information

Enter your total years of service.

Enter your highest 12 month period of salary.

(NO dollar signs or commas)

Click **Next** to continue → **Next**

Help

Enter the total years of service you will have at the time of the service purchase. Under current law, 1,000 or more hours of service in a plan year (July 1 - June 30) provides one full year of service.

Example: You have accumulated 27 years of service prior to this plan year. At the time of purchasing the service you will have worked 700 hours during the current year. You would input 27.70 total years of service.

Years of service are reported annually on member statements or may be researched by creating an online account.

Enter your highest 12 month period of salary. Does not have to be your current salary (but for most members it will be). Input total gross wages (prior to deductions) for the 12 month period.

School Purchase of Service Estimator

Enter Amount of Service

Number of years you wish to purchase?

3

Number of months you wish to purchase?

0

Click **Next** to continue → **Next**

Help

Input the total service you wish to purchase.

Example: If you wish to purchase 3 years of service select 3 for the years and 0 for the month. If you wish to purchase 3 years and 6 months, select 3 for the years and 6 for the months.

Out of State/OPS Credit is limited to the amount of service forfeited, up to a maximum of 10 years. In addition, credit cannot exceed an amount equal to your total creditable service acquired in Nebraska upon termination. Excess service will not be used in the benefit calculation and the purchase cost refunded. You must be currently employed and contributing to the plan to purchase service. You will be required to provide proof of forfeiture of benefits from the prior system.

12 Month Preretirement You may purchase up to a maximum of 5 years. You must be currently employed and participating in the plan. You must have already accrued a minimum amount of service credit in order to purchase additional years of service. You must meet age and years of service requirements (including the service purchased) to be eligible to draw a benefit, and have entered into a written agreement to retire within 12 months.

Your Estimate Information

Current Date:	10/26/2022
Type of Service Purchase:	12 Month Preretirement
Member Date of Birth:	05/05/1967
Termination Date:	02/01/2023
Benefit Start Date:	03/01/2023
Total Years of Service:	27
Highest Salary:	\$55,000.00
Additional service to be purchased:	3.0
Cost:	\$58,605.03
Member Date of Plan Participation:	Before 7/1/2013

The estimated purchase cost produced by this estimator represents a lump sum amount only. You may also purchase optional service credit through tax deferred payroll deduction (post-tax) or direct installment payments (post-tax). Purchases made through payroll deduction or direct installment payments **will include a finance charge and will add to your purchase cost.**

In all circumstances, payment for optional service credit must be completed prior to your termination date.

If you wish to proceed with the purchase of optional service credit, please write to NPERS and indicate the type of service you wish to purchase and the amount of service credit you wish to purchase. In response, NPERS will provide you an **estimated** cost, an Application for Purchase of Service and a Method of Payment form. You must complete and return *both* the Application and Method of Payment form to our office to receive the **actual** cost.

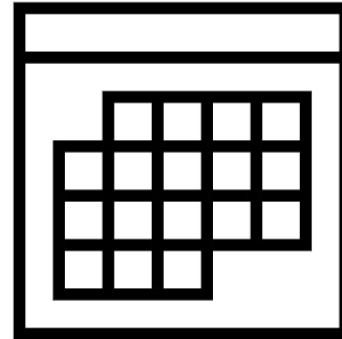
NOTE!

Due to the time frames involved, NPERS recommends initiating service purchase requests no less than 12 months prior to termination. Completed applications must be received no less than 60 days prior to your termination date. Applications submitted after this time frame will not be accepted.

IMPORTANT NOTE: Do not send payment at this time. Your "actual cost" will not be computed until NPERS receives a completed application and method of payment form from you.

ELIGIBILITY/VESTING

- Five (or more) years service credit
- Less than 5 years - only eligible for refund
 - Refund does not include employer match



ELIGIBILITY/VESTING

Determined by your age on your effective date.
Your effective date is when your benefits begin.

UNREDUCED BENEFIT

- ▶ Effective date on or after age 65
- ▶ Effective date prior to age 65
 - ▶ Rule of 85 (Tiers 1/2/3)
 - ▶ Minimum Age 55
 - ▶ Age + Service equals 85 or greater
 - ▶ Rule of 85 (Tier 4)
 - ▶ Minimum Age 60

REDUCED BENEFIT

- ▶ Ages 60-64
 - ▶ 3% Reduction for every year under 65
 - ▶ Permanent Reduction

ELIGIBILITY/VESTING

Members must be vested in order to be eligible for a monthly retirement benefit. Unvested members are only eligible for a refund consisting of their contributions, plus interest.

VESTING PROVISIONS

There are two vesting provisions, per state statute:

- Accruing five years of service credit in the Nebraska Public School Retirement plan
- Working at a participating employer up to age 65 with at least half a year of service credit

IMPORTANT



The half a year vesting provision at age 65 will not apply to a member who joined the School Plan on or after July 1, 2016, or a member who has taken a refund or retirement and returns to plan participation on or after July 1, 2016.

Vesting Credit

Within the first 180 days of employment, a school employee may apply to NPERS for eligibility and vesting credit for years of participation in another Nebraska governmental plan, as defined by §414(d) of the Internal Revenue Code.

IMPORTANT



Vesting credit is not “service credit.” It will not be included as creditable service in your retirement benefit calculation but instead is used to determine eligibility/vesting.

Your employer should provide you with an Application for Eligibility and Vesting Credit form at the time of your initial employment. **To be considered, your completed application must be received by NPERS *within 180 days of your employment*. There are no exceptions.** If you fail to apply for vesting credit within this time frame, you are not eligible for vesting credit.

During the years of participation in another Nebraska governmental plan, you must have been a full-time or a part-time employee.

EXAMPLES OF NEBRASKA GOVERNMENTAL EMPLOYMENT

■ State government

■ Law enforcement

■ Municipal government

■ County government

■ Public power district

■ State university or state college

Employment that would not qualify would be federal government, out-of-state university or college, and any non-governmental employment.

IMPORTANT



If you are moving from one participating School Plan employer to another, you do not need to submit a vesting credit form.

NOTES

ELIGIBILITY/EFFECTIVE DATE

- Effective date is when benefits begin
- First day of the month following...
 - You are eligible for benefits (Age & Vesting); AND
 - Your school employment terminates; AND
 - Your completed application is received by NPERS
- First benefit in approximately 90 days
 - Your contributions/hours must be submitted/reported
 - 1st payment retroactive to effective date
 - Potential 95% “preliminary” benefit

- EXAMPLE -

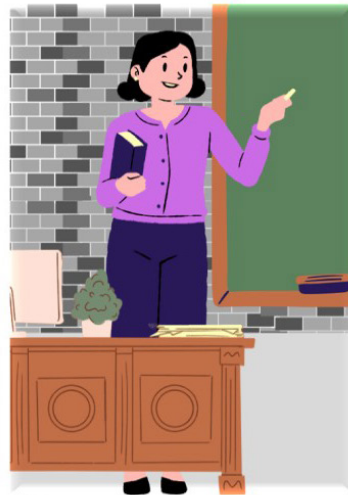
Last Day: May 26

Got paid through August

Rendering Service = NOT Terminated

No rendered service = Terminated on
May 26th

WHEN IS HER EFFECTIVE DATE?



RETIREMENT: AGE

Once vested, your age will determine if you are eligible to begin receiving monthly benefits and if those benefits are reduced.

IMPORTANT



There are three important points to remember:

- NPERS will calculate benefits using your age on your effective date of retirement rather than your age when you ceased employment.
- Benefits are calculated based on the law in effect at the time you terminate employment.
- Reduced versus unreduced? In some instances taking benefits early can be a strategic financial move depending on your specific situation. For examples to help illustrate this, please see the [September 2023 Retirement Newsletter](#) on our website.

Age 65: Unreduced Normal Retirement

“Normal” retirement age is age 65. Vested members are eligible to receive an unreduced retirement benefit at age 65. Monthly benefits will not increase once a vested and terminated member reaches the age/status when they can draw an unreduced benefit.

Rule of 85: Unreduced Early Retirement

TIERS ONE/TWO/THREE

At ages 55 to 64, you may qualify to receive unreduced benefits under the “Rule of 85” if your attained age (years plus months) plus your creditable service equals 85 or greater.

EXAMPLE: 55 YEARS OF AGE, 30 YEARS OF SERVICE



55
Years of Age

+

30
Years of Service

=

85

There is no early retirement reduction of your benefit.

EXAMPLE: 58 YEARS OF AGE, 27 YEARS OF SERVICE



58
Years of Age

+

27
Years of Service

=

85

Eligible for an unreduced retirement benefit.

If you have partial years of service credit, NPERS will use your attained age to determine eligibility for the “Rule of 85.”

EXAMPLE: 55 YEARS, 6 MONTHS OF AGE, 29.5 YEARS OF SERVICE



55.5
Years of Age

+

29.5
Years of Service

=

85

Eligible for an unreduced retirement benefit.

TIER FOUR

At ages 60 to 64, you may qualify to receive unreduced benefits under the Tier Four “Rule of 85” if your attained age (years plus months) plus your creditable service equals 85 or greater.

EXAMPLE: 60 YEARS OF AGE, 25 YEARS OF SERVICE



60
Years of Age

+

25
Years of Service

=

85

There is no early retirement reduction of your benefit.

EXAMPLE: 63 YEARS OF AGE, 22 YEARS OF SERVICE



63
Years of Age

+

22
Years of Service

=

85

You are eligible for an unreduced retirement benefit.

If you have partial years of service credit, NPERS will use your attained age to determine eligibility for the “Rule of 85.”

EXAMPLE: 60.5 YEARS OF AGE, 24.5 YEARS OF SERVICE



60.5
Years of Age

+

24.5
Years of Service

=

85

If you have 24.5 years of service, you will meet the “Rule of 85” once you attain the age of 60 and six months.

Early Retirement At Age 60: Reduced

You may qualify to receive a *reduced* retirement benefit as early as age 60 if you have five or more years of creditable service.

There will be a **permanent** 3% per year reduction for each year your attained age (years plus months) is less than age 65.

ATTAINED AGE (MUST BE AT LEAST 60)	CREDITABLE SERVICE	BENEFIT REDUCTION
60	24 YEARS OR LESS	15%
61	23 YEARS OR LESS	12%
62	22 YEARS OR LESS	9%
63	21 YEARS OR LESS	6%
64	20 YEARS OR LESS	3%

RETIREMENT: EFFECTIVE DATE

An “effective date” is the starting point when your monthly retirement benefits commence.

EFFECTIVE DATE

The effective date of your retirement will be the first day of the month following:

- The date your school employment terminates (see the WARNING message on the following page regarding contracted employees);

AND

- the date your completed Application for Retirement is received by NPERs;

AND

- the date your age and service allow eligibility for benefits.

WARNING



If you do not file your application for retirement with NPERS in a timely manner in accordance with these requirements, it will result in a loss of benefit payments. ***If you have questions about how your effective date of retirement is established, please contact NPERS for clarification.***

EXAMPLE: DETERMINING EFFECTIVE DATE



If you are age 55, have 30 years of service and your school employment terminates May 25, your effective date would be June 1 (provided your application has been received prior to June 1).

$$\begin{array}{|c|} \hline \mathbf{55} \\ \hline \text{Years of Age} \\ \hline \end{array} + \begin{array}{|c|} \hline \mathbf{30} \\ \hline \text{Years of Service} \\ \hline \end{array} + \begin{array}{|c|} \hline \mathbf{5/25} \\ \hline \text{Termination} \\ \hline \end{array} = \begin{array}{|c|} \hline \mathbf{6/1} \\ \hline \text{Effective Date} \\ \hline \end{array}$$

However, if you have 30 years of service, your school employment terminates May 25, but you do not turn age 55 until June 15, your effective date would be July 1. If you were to inadvertently wait until September to submit your completed application to NPERS, your effective date would be October 1, and you would have lost benefit payments for July, August and September.

Nebraska law mandates that it is the responsibility of your employer(s) to notify NPERS of the date of your termination by submitting Non-Contributing Member Termination Information. NPERS has no control over the timeliness of your school system's non-contributing termination reporting, and NPERS cannot issue a benefit without the termination information reported by your employer(s).

IMPORTANT



Nebraska law states if you are a contracted employee, you must have an employment contract with your employer, this includes extended duty or extra days contracts, and that contracts **MUST** include a beginning and end date to your contractual obligations. If no contract(s) exists, NPERS must provide a definitely determinable benefit based on the facts and circumstances of your work history. Please note, your contract end date, not your last day of work, determines your termination date, unless your last day of work is after your contractual end date.

You must incur a bona fide termination in order to begin drawing your retirement benefit. You can expect your first payment approximately **three (3) months after** your effective date of retirement provided NPERS has received all necessary documentation. For instance, if your effective date of retirement is June 1st, your first benefit payment will be processed approximately three (3) months **AFTER** that date. This means your approximate first payment would be at the end of August. **PLEASE KEEP IN MIND**, during peak summer months, such as June, July, and August, processing times could be longer due to the volume of retirees. No matter when you actually receive your first payment, it will be retroactive to your effective date of retirement.

- If the school has reported your total hours and submitted all contributions at the time NPERS processes your account, we will process your benefit payment as a final monthly retirement benefit. Please keep in mind, if your employer payment agreement states you will receive employer payments through June, July, and August, the soonest NPERS will receive final reporting may be some time in September, or even October if your school system reports to NPERS two months in arrears. NPERS has no control over your school system’s reporting schedule, or if they report on time. Unfortunately, school reporting can determine the timeliness of benefit payments to retirees.
- If the school has reported your total hours but not yet submitted all contributions to NPERS, we may be able to process a 95% “preliminary” monthly retirement benefit. If your account is processed as a preliminary benefit payment, NPERS will recalculate your monthly retirement benefit after you have received an equivalent of five months of benefit payments. Under certain circumstances, such as a salary dispute or an extended contract situation, it may be more than five months before the recalculation occurs. The recalculation will include all salary and contribution information received from the school and will finalize your monthly retirement. Recalculation of your benefit may change your monthly benefit amount.

NOTES

RETIREMENT: APPLICATION PROCESS

IMPORTANT

It is your responsibility to contact NPERS and request benefit estimates and a retirement packet, so you may apply for your benefit! Retirement benefits will not start automatically. **Delaying your application may result in a partial or complete loss of pension benefits!**

A **partial loss** may occur when you have reached age 65 and have already terminated. Your retirement benefit is not like Social Security. Once you've reached the age of 65 and terminated, please ensure you have secured your earliest retirement date possible so you do not miss out on any months of benefits after you turn age 65.



A **complete loss** of benefits will occur if you reach your required minimum distribution (RMD) age and fail to begin a benefit before your initial RMD payment is due to the IRS. Please ensure you understand your RMD age, and when NPERS must receive an application for retirement if you have reached your RMD age. Unfortunately, there is nothing NPERS can do to retain your lifetime benefit if you violate the IRS laws regarding RMD payments. (See [Required Minimum Distribution section](#))

STEPS TO TAKE BEFORE YOU RETIRE

- Step 1** Request your retirement benefit estimates and retirement packet. Contact NPERS in writing or by telephone at least **three months** before your anticipated retirement/effective date to avoid delays in payment. If you contact NPERS in writing, please include your name, phone number, home address, Social Security number, employer/position, and your anticipated date of termination. If you wish to include estimated benefits for either the Spousal or Non-Spousal Joint and Survivor options, please include the name and date of birth of the individual you intend to select as your beneficiary (see [Retirement: Benefit Payment Options](#)).


Step 2

NPERS will verify your salary and service history, and create an estimate of benefits *based on your current account status*. NPERS will send you a Retirement Packet. This packet will contain your estimate of benefits and the paperwork you need to complete including the Application for Retirement form. Final benefit amounts will be determined when your employer submits your final salary and service data to our office, and your retirement application is received by NPERS.

Step 3

Complete and return your Application for Retirement to NPERS preferably 30 days, but *no more than 120 days prior* to your effective date of retirement. You may file your application by mail or in person. Please ensure you review your application before submission. Your application packet includes a checklist of common errors for you to review. If you submit an invalid application, NPERS cannot guarantee your requested effective date until we receive a valid application for retirement.

WARNING

 Regardless of how you file, please note: NPERS cannot accept an application earlier than 120 days prior to your effective date and will send a new application for you to resubmit.

Step 4

Every member must verify their age by providing NPERS a legible copy of your Certificate of Birth. If your birth certificate was not recorded before you were age five, you will need to submit an additional document to prove your age. Contact NPERS for a list of additional documents allowed. If you choose a Joint & Survivor Annuity option, you must provide proof of age for your survivor annuitant of choice. Please prepare in advance for proof of age before you submit retirement paperwork.

NOTES



Name		Date of Birth	
First	Middle	-	-
Social Security Number		Email Address	
- - -			
Address			Plan Type
City State Zip Code			School <input checked="" type="checkbox"/>
Home Phone or Cell Phone #		Work Phone #	Employer

School Application for Retirement

Position or Job Title: → _____ If you are/were a contract employee, how many days are/were in your contract? → _____

I am applying for a retirement annuity in accordance with the provisions of the Nebraska School Retirement System.

Retirement Type: Regular Retirement (3400) Disability Retirement (3405) Alternate Payee (3406)
(CHOOSE ONE) →

Enter the date you understand your termination date to be: _____ / _____ / _____
MONTH DAY YEAR

Termination of employment is defined in statute. For employees with contracts, Nebraska law requires contracts to specify the contractual start and end dates. Termination of employment is determined by your contractual end date (unless additional service is rendered). For contract employees, termination of employment is not defined as your last physical day of work. Contract employees should review their contract(s). Documentation from your employer may be required. If your termination date changes, your retirement effective date may change. Please contact NPERS with any questions.

Proposed Retirement Effective Date: _____ / 1 / _____ (NPERS WILL DETERMINE YOUR ACTUAL RETIREMENT DATE.)
MONTH DAY YEAR

If you are eligible for benefits, your retirement effective date will be, the later of, (a) the 1st day of the month following the month your completed application is received by NPERS, or, (b) the 1st day of the month following the month you terminate employment. If you have a reason to claim a retirement date later than (a) or (b) (e.g. to meet the Rule of 85, to receive a lesser age reduction, to lessen wage capping, etc), enter the proposed retirement date. By law, your retirement application may be received by NPERS no sooner than 120 days prior to your retirement effective date. If your termination date changes, your retirement effective date may change and the 120-day filing window of your retirement application may change. Please be aware of the filing timeline so your application is not received too early or too late.

→ → → READ THIS WARNING! DO NOT JEOPARDIZE YOUR RETIREMENT! ← ← ←

Nebraska law states you can only render up to 8 days of substitute and/or volunteer services in a calendar month, at all school plan employers combined, for 180 days following your termination date. If you plan to render more than 8 days of volunteer and/or substitute service during any calendar month during the 180 days after your termination date, then you cannot retire. If you violate this rule, your account will be suspended, and you will be required to repay any benefits you received. IMPORTANT: you cannot pre-arrange a return to service. Please contact NPERS with any questions.

ANNUITY OPTIONS

Select your annuity type below. All options are for your lifetime. Please review page 3 of this form for an explanation of each type of annuity. Your retirement option cannot be changed after your retirement effective date. All prior beneficiary forms at NPERS will be void beginning on your retirement effective date. Ensure you enter your beneficiary designations correctly on this form.

- 1) LIFE ONLY - NO beneficiary listing is allowed. DO NOT LIST BENEFICIARIES ON PAGE 2.
- 2) MODIFIED CASH REFUND - You MUST list beneficiaries on page 2 or this application will be INVALID.
- 3) PERIOD CERTAIN & CONTINUOUS - You MUST list beneficiaries on page 2 or this application will be INVALID.
Select the guarantee period: → A. FIVE-YEAR | B. TEN-YEAR | C. FIFTEEN-YEAR
- 4) JOINT & SURVIVOR - You MUST list your spouse as the sole beneficiary below. The beneficiary cannot be changed. If you list beneficiaries on page 2, this application will be INVALID. This option is not available to an alternate payee.
 A. 50% ANNUITY | B. 75% ANNUITY | C. 100% ANNUITY
Spouse's Name: _____ SSN: _____ Birth Date: ____ / ____ / ____
(Beneficiary cannot be changed.)
- 5) NON-SPOUSAL JOINT & SURVIVOR. - You MUST list one individual as the sole beneficiary. If you list beneficiary(ies) on page 2, this application will be INVALID. This beneficiary cannot be changed. This option is not available to an alternate payee.
Name of Beneficiary: _____ SSN: _____ Birth Date: ____ / ____ / ____
Relationship: _____

IMPORTANT Your application is not valid unless your signature is notarized on the bottom of page 2.

↑ IMPORTANT ↑

School Retirement Application Beneficiary Designation - FOR OPTION 2 AND OPTION 3 ONLY

READ CAREFULLY BEFORE COMPLETING: This Beneficiary Designation applies **only to Option 2 and Option 3**. Do not list beneficiary(s) on this page if you selected **Option 1, Option 4 or Option 5** on page 1 of this form. The beneficiary designation below will replace any previous beneficiary listing, and can be changed at any time. If you wish to designate more than four Primary or Contingent Beneficiaries, please call our office and request a Supplemental Beneficiary Form. Please review the section "DESIGNATING A BENEFICIARY" on the enclosed School Retirement Packet Information sheet for further information. **Please print, no cursive.**

PRIMARY BENEFICIARY(IES):

PRIMARY BENEFICIARY(IES): I designate the following person(s) to be my Primary Beneficiary(ies) for the retirement option selected on page 1 of this form. All Primary Beneficiaries will share equally in the benefit unless I include a percentage (%) on the line following the date of birth. NPERS does not observe the passing of benefits to the heir(s) of deceased beneficiary(ies) per stirpes. **The shares of all Primary Beneficiaries must total 100% or this application will be INVALID.**

NAME OF BENEFICIARY _____	SPOUSE / CHILD / OTHER _____	M / F GENDER	SOCIAL SECURITY NUMBER _____	DATE OF BIRTH _____	% PERCENT _____
NAME OF BENEFICIARY _____	SPOUSE / CHILD / OTHER _____	M / F GENDER	SOCIAL SECURITY NUMBER _____	DATE OF BIRTH _____	% PERCENT _____
NAME OF BENEFICIARY _____	SPOUSE / CHILD / OTHER _____	M / F GENDER	SOCIAL SECURITY NUMBER _____	DATE OF BIRTH _____	% PERCENT _____
NAME OF BENEFICIARY _____	SPOUSE / CHILD / OTHER _____	M / F GENDER	SOCIAL SECURITY NUMBER _____	DATE OF BIRTH _____	% PERCENT _____

CONTINGENT BENEFICIARY(IES):

CONTINGENT BENEFICIARY(IES): I designate the following person(s) to be my Contingent Beneficiary(ies) for the retirement option selected on page 1 of this form. I understand my Contingent Beneficiary(ies) will receive a share of my benefit only if all Primary Beneficiaries pre-decease me or refuse their shares of the benefit. All Contingent Beneficiaries will share equally in the benefit unless I include a percentage (%) on the line following the date of birth. NPERS does not observe the passing of benefits to the heir(s) of deceased beneficiary(ies) per stirpes. **The shares of all Contingent Beneficiaries must total 100% or this application will be INVALID.**

NAME OF BENEFICIARY _____	SPOUSE / CHILD / OTHER _____	M / F GENDER	SOCIAL SECURITY NUMBER _____	DATE OF BIRTH _____	% PERCENT _____
NAME OF BENEFICIARY _____	SPOUSE / CHILD / OTHER _____	M / F GENDER	SOCIAL SECURITY NUMBER _____	DATE OF BIRTH _____	% PERCENT _____
NAME OF BENEFICIARY _____	SPOUSE / CHILD / OTHER _____	M / F GENDER	SOCIAL SECURITY NUMBER _____	DATE OF BIRTH _____	% PERCENT _____
NAME OF BENEFICIARY _____	SPOUSE / CHILD / OTHER _____	M / F GENDER	SOCIAL SECURITY NUMBER _____	DATE OF BIRTH _____	% PERCENT _____

Member Signature

Sign and date **ONLY** in the presence of a Notary Public. **DO NOT** fax or email. This form must be received as an **ORIGINAL**.

- I certify that I have chosen the annuity option on page 1 of this form. I understand that my retirement option selection is irrevocable.

Member Signature: _____ Date: _____ / _____ / _____
Month Day Year

Stamp Here →

**Signature dates
MUST match**

I hereby certify that the above member, whose identity I have established to my own satisfaction, freely and voluntarily signed this form in my presence.

Subscribed and sworn before me this _____ day of _____, _____ Year

State of: _____
 County of: _____

Notary Public Signature: _____ My Commission expires: _____

ACCEPTABLE METHODS OF PROOF

If proof is required in order to ensure the proper distribution of benefits to a member or the beneficiary of a member, the type(s) of proof listed below will be necessary for NPERS to make the legally-required factual determination.

To Prove Age

Preferred Methods of Proof

1. A birth certificate recorded before age 5 (which has a filing date and signature of the local Registrar is required or two proofs will be needed.) (See other proof)
2. A religious record of birth or baptism recorded before age 5. (requires church official signature)
3. A delayed birth certificate.

Other Methods of Proof

Two or more forms must be provided.

1. Hospital birth record or certificate.
2. Notification of registration of birth made before age 5.
3. Physician's or midwife's birth records.
4. Bible or other family record.
5. Naturalization record.
6. Military record.
7. Immigration record.
8. Passport.
9. Selective service registration record.
10. Employer's record. Signed by Employer.
11. Marriage record.
12. A statement signed by the individual giving the reason why he or she cannot obtain other convincing evidence of age and the sworn statements of two other persons who have personal knowledge of the age that the individual is trying to prove.

To Prove Social Security Number

Preferred Methods of Proof

1. Legible copy of the official Social Security Card.
2. Official Communication from the Social Security Administration on their official agency letterhead.

Other Methods of Proof

1. Official communication from the Internal Revenue Service, United States Military or Immigration and Naturalization Service on their official agency letterhead.

To Prove Death

Preferred Methods of Proof

1. A certified copy of or extract from the public record of death, or verdict of the coroner's jury of the state or community where the death occurred; or a certificate or statement of death issued by a local registrar or public health official.
2. A signed statement of the funeral director, attending physician, or official of an institution where death occurred.
3. A certified copy of, or extract from, an official report or finding of death made by an agency or department of the United States or any state.
4. If death occurred outside the United States, an official report of death by a United States Consul or other authorized employee of the United States Department of State, or a certified copy of the public record of death in a foreign country.

Other Methods of Proof

1. The individual who must furnish evidence of death will be asked to explain the reason thereof and to submit other convincing evidence, such as sworn statements of at least two persons who have personal knowledge of the death. These persons must be able to swear to the date, time, place, and cause of death.

To Prove a Valid Marriage

Preferred Methods of Proof

1. A copy of the public record of the marriage, certified by the custodian of the record or by an NPERS employee.
2. A copy of a religious record of the marriage certified by the custodian of the record or by an NPERS employee.
3. The original certificate of marriage.

Other Methods of Proof

1. A sworn statement of the clergyperson or official who performed the marriage ceremony.
2. Other convincing evidence, such as the sworn statements or at least two persons who have direct knowledge of the marriage, preferably eyewitnesses to the marriage ceremony.

To Prove That a Marriage Has Ended

Preferred Methods of Proof

1. A certified copy of the decree of divorce or annulment.
2. Evidence of the death (see To Prove Death) of a party to the marriage.

Other Methods of Proof

1. The marriage has ended cannot be obtained, the member or beneficiary must explain the reason therefore and submit other convincing evidence that the marriage has ended.

To Prove Parent-Child Relationships

Preferred Methods of Proof

1. A copy of the member's or child's public or religious birth record made before the child was 5. If the record shows the same last name, it will be accepted as valid.

Other Methods of Proof

1. Proof of the member's marriage or of the marriage of the member's parents, if needed to remove any reasonable doubt of the relationship.
2. Proof that the person claiming to be a child of the presumed parent would be able to inherit under intestate succession laws of the state where the death occurred (or in which the presumed parent had a permanent home)
3. A signed statement from the presumed parent that the person in question is his or her natural child.
4. A copy of a court order showing that the person in question has been declared to be the child of the presumed parent, or a copy of a court order requiring the presumed parent in question to contribute to the support of the person in question because such person is his or her child.
5. Or other such supporting evidence may be required in order to establish the parent/child relationship.

To Prove Stepparent-Stepchild Relationships

Preferred Methods of Proof

1. Proof may be determined by NPERS by means of the proof required under To Prove That A Marriage Has Ended to show a child's relationship (natural or adoptive) with the spouse of the presumed stepparent and that a valid marriage existed between the presumed stepparent and the spouse.

To Prove a Parent-Child Relationship By Legal Adoption

Preferred Methods of Proof

1. A copy of the decree or order of adoption, certified by the custodian of the record.
2. A photocopy of the decree or order of adoption.
3. Evidence that the spouse of a decedent adopted the children of the decedent after the decedent's death, as specified in the above two subsections.

Other Methods of Proof

1. In the event that the record of adoption is sealed by court order or by law, NPERS will accept as proof of adoption an official notice received by the adoption parents at the time of adoption that the adoption has been completed or a birth certificate issued as a result of the adoption proceeding.

COLA

Cost of Living Adjustment

- Annual adjustment each July
 - After drawing benefits one full fiscal year
- Benefit increase based on annual change in CPI-W
- Tier 1 – a maximum of 2.5%
 - Must maintain 75% purchasing power
- Tiers 2, 3, & 4 – a maximum of 1.0%
 - No 75% purchasing power provision
- If CPI-W is less, you get CPI-W rate

COST-OF-LIVING ADJUSTMENT (COLA)

After you have been retired for at least one full fiscal year, your benefit will be reviewed for a COLA each July 1. This increase will be determined using the Consumer Price Index for Urban Wage Earners and Clerical Workers (CPI-W) during the previous fiscal year.

COLA provisions vary depending on tier status.

TIER ONE:

Your COLA is capped at 2.5%. If the CPI-W is 2.5% or less, you will receive the CPI-W, but if the CPI-W is higher than 2.5%, your COLA will be 2.5%.

Any time inflation erodes the value of your retirement benefit below 75% of the original purchasing power, your COLA for that fiscal year will be the amount of the CPI-W rate. The 2.5% cap does not apply to the 75% purchasing power COLA.

TIERS TWO/THREE/FOUR:

Your COLA is capped at 1.0%. If the CPI-W is 1.0% or less, you will receive the CPI-W, but if the CPI-W is higher than 1.0%, your COLA will be 1.0%. There is no 75% purchasing power COLA provision.

BENEFIT ESTIMATOR

- Non-Secure
- No Login Needed
- Input Your Data
- No Names or SSN
- Future Dates/Data

Your Information | Your Estimate

Your Date of Birth (MM/DD/YYYY)

Estimated Termination Date (MM/DD/YYYY)
If prior to 6/30/1996, contact NPERS Offices for an estimate.

Estimated Month to Begin Benefits [Help](#)
Must be after termination date.

Estimated Years of Service at Retirement

When did you begin plan participation? [Help](#)

[Salaries may be subject to capping](#)

Estimated Highest Annual Salary 1 [Help](#)

Estimated Highest Annual Salary 2

Estimated Highest Annual Salary 3

Your Account Balance
Only required for Modified Cash Refund Estimates

Beneficiary Type [Help](#)

Would you like to calculate your taxes? [Read Before Calculating Taxes](#)

BENEFIT ESTIMATOR

- Drop Down Fields
- Dates of Birth
 - Term Date
 - Benefit Start Date

Your Information | Your Estimate

Your Date of Birth (MM/DD/YYYY)

Estimated Termination Date (MM/DD/YYYY)
If prior to 6/30/1996, contact NPERS Offices for an estimate.

Estimated Month to Begin Benefits [Help](#)
Must be after termination date.

Estimated Years of Service at Retirement

When did you begin plan participation? [Help](#)

[Salaries may be subject to capping](#)

Estimated Highest Annual Salary 1 [Help](#)

Estimated Highest Annual Salary 2

Estimated Highest Annual Salary 3

Your Account Balance
Only required for Modified Cash Refund Estimates

Beneficiary Type [Help](#)

BENEFIT ESTIMATOR

- Plan Start Date
- Tier Participation

Your Information
Your Estimate

Your Date of Birth (MM/DD/YYYY)

Estimated Termination Date (MM/DD/YYYY)
If prior to 6/30/1996, contact NPERS Offices for an estimate.

Estimated Month to Begin Benefits [Help](#)
Must be after termination date.

Estimated Years of Service at Retirement

When did you begin plan participation? [Help](#)
Salaries may be subject to capping

Select Date

Select Date

Before 7/1/2013

From 7/1/2013 to 6/30/2016

From 7/1/2016 to 6/30/2017

From 7/1/2017 to 6/30/2018

On or After 7/1/2018

Estimated Highest Annual Salary 1

Estimated Highest Annual Salary 2

Estimated Highest Annual Salary 3

Your Account Balance
Only required for Modified Cash Refund Estimates

Beneficiary Type [Help](#)

Would you like to calculate your taxes? [Read Before Calculating Taxes](#)

BENEFIT ESTIMATOR

- Est. Highest Salary
- 3 or 5 Years
- Account Balance

When did you begin plan participation? [Help](#)

Salaries may be subject to capping

Estimated Highest Annual Salary 1 [Help](#)

Estimated Highest Annual Salary 2

Estimated Highest Annual Salary 3

Estimated Highest Annual Salary 4

Estimated Highest Annual Salary 5

BENEFIT ESTIMATOR

Pop Up Definitions
 • Click on “Help”

The screenshot shows the 'Your Information' tab of the Benefit Estimator. Fields include: Your Date of Birth (05/22/1954), Estimated Termination Date (05/25/2019), Estimated Month to Begin Benefits (Jun 2019), Estimated Years of Service at Retirement (20), and When did you begin plan participation? (Before 7/1/2013). A pop-up window titled 'Highest Salary' is open, containing the text: 'When inputting your salary, do not use dollar signs or commas. State statutes and NPERS Rules and Regs may limit or cap your salary when calculating your benefit. Please refer to the School Plan Handbook for more information on how NPERS determines your highest periods of salary and definitions of your monthly annuity options.' Buttons for 'Calculate Your Estimate' and 'Reset Fields' are visible at the bottom of the main form.

BENEFIT ESTIMATOR

*Account Balance Optional

Beneficiary Type

- None
- Spousal
- Non-Spousal

This screenshot shows the 'Your Account Balance' field with the value 60000. Below it is the 'Beneficiary Type' dropdown menu, which is currently set to 'None'. The 'Would you like to calculate your taxes?' field is also visible. Buttons for 'Calculate Your Estimate' and 'Reset Fields' are present at the bottom.

Beneficiary DOB

- Spousal
- Non-Spousal

This screenshot shows the 'Beneficiary Type' dropdown menu set to 'Spousal' and the 'Beneficiary's Date of Birth' field with the value 05/22/1954.

BENEFIT ESTIMATOR

Benefit Options

- Handbook Links
- Monthly Amount

Print Estimates

- Printer Icon
- Lower Right



Option	Gross Benefit Amount	Net Benefit Amount
Option 1 - Life Only	\$1,182.99	\$1,182.99
Option 2 - Modified Cash Refund	\$1,170.37	\$1,170.37
Option 3-5 Year Certain & Life	\$1,166.67	\$1,166.67
Option 3-10 Year Certain & Life	\$1,132.77	\$1,132.77
Option 3-15 Year Certain & Life	\$1,084.90	\$1,084.90
Option 4A - 50% J&S	\$1,101.56	\$1,101.56
Option 4B - 75% J&S	\$1,064.91	\$1,064.91
Option 4C - 100% J&S	\$1,030.62	\$1,030.62

Your Estimate Information	
Estimate Calculation Date	01/08/2019
Date of Birth	05/22/1954
Retirement Type	Regular
Plan	School Retirement System Tier 1
Plan Participation	Before 7/1/2013
Benefit Start Date	06/01/2019
Termination Date	05/25/2019
Estimated Total Service Credit (Years)	20.0000
Estimated Average Salary	\$2,916.67
Estimated Account Balance	\$60,000.00
State Tax Additional Withholding	\$0.00
Federal Tax Additional Withholding	\$0.00
Beneficiary Date of Birth	05/22/1954

Tax Estimator

Please read the following BEFORE using a tax estimator!

The Results provided by the Tax Estimators are provided for purposes of illustration and discussion only and do not reflect the actual amount you will receive when you retire. Tax will be determined after your employer submits your final salary and service data to our office and subsequent receipt of your retirement application.

Prior to using the Tax Estimator, please be aware of the following information:

- Estimates are based on the data you input and are not official estimates.
- Tax calculations are determined using current tax tables and are based only on the amount of the estimated benefit. They are not a determination of your actual taxes during retirement.
- Federal law may limit benefits to some highly compensated members.
- The State of Nebraska does not offer annuities for the voluntary Deferred Compensation Plan.

Disclaimer

I have read this disclaimer and understand the estimate I am generating is not an official determination of taxes:

By clicking "I Agree", you acknowledge you have read and agree to the above Terms and Conditions, and Disclaimer, and wish to proceed to the tax estimator.

I Agree

TAX ESTIMATOR

Tax Estimator

Federal Tax

Estimate Federal Tax

Yes [Help](#)

Gross monthly income
 Taxable Amount

Federal Marital Status

Another Job/Annuity Income
 Step 2(b)(iii)

Dependent/Other Credits
 Step 3

Other Income
 Step 4(a)

Deductions
 Step 4(b)

Extra Withholding
 Step 4(c)

State Tax

Estimate State Tax

Yes [Help](#)

Gross monthly income
 Taxable Amount

State Marital Status

Number of Exemptions

Extra Withholding

TAX ESTIMATOR

Tax Estimator

Tax Estimates

Taxable Amount	Federal Tax Amount	State Tax Amount
\$4,500.00	\$211.83	\$158.82

Your Estimate Information

Federal Tax Selection	Yes
State Tax Selection	Yes
Gross monthly income	\$4,500.00
Federal Marital Status	Married
Another Job/Annuity Income	\$0.00
Dependent/Other Credits	\$0.00
Other Income	\$500.00
Deductions	\$250.00
Federal Tax Additional Withholding	\$0.00
State Marital Status	Married
Number of Exemptions	\$0.00
State Tax Additional Withholding	\$0.00

TAX ESTIMATOR

800-245-5712 | 8am - 5pm M - F | Email Us

search Login

NPERS
NEBRASKA PUBLIC EMPLOYEES RETIREMENT SYSTEMS

NPERS Plan Info Member Info Employer Reports

Financial Resources

FINANCIAL RESOURCES

- NPERS + NCEE
- Enrich for Nebraska
- Financial Wellness Resources
- NE Financial Education Resources
- Financial Planning Video

npers.ne.gov - Member Info

In today's rapidly changing economic landscape understanding and managing your financial resources is more important than ever. Whether you're an individual looking to secure your financial future, striving for growth and stability, or seeking financial decisions, this content is here to provide you with valuable insights, strategies, and knowledge to help you navigate the complex world of finance.

Enrich for Nebraska

Discover the ultimate financial education hub at no cost for Nebraska adults of all ages - Enrich, is a robust and comprehensive financial education learning center. With Enrich, you have the freedom to choose the specific financial resources that interest you, allowing you to boost your financial knowledge and confidence.

Join Enrich, a personal finance program provided by National Association of State Treasurers. Popular features include:

- Monthly Challenges
- Money Personality Analysis
- Budget Tools
- Student Loans Tracker

Click on the logo below to sign up for Enrich. Access and explore useful features that help people achieve their financial goals.

REQUIRED MINIMUM DISTRIBUTIONS

IRS requires a distribution be taken from your account to create a taxable event so taxation can be assessed on the funds that have been growing tax free.

WARNING

Failure to meet your RMD deadline could result in the loss of your opportunity for a lifetime, monthly benefit payment.

- 70 1/2** Born prior to 7/1/1949
- 72** Born on or after 7/1/1949 but before 1/1/1951
- 73** Born on or after 1/1/1951 but before 1/1/1960
- 75** Born on or after 1/1/1960

RMD AGES

Legislation changes over the past few years have created different RMD ages depending on when you were born.

If you were born

prior to 7/1/1949

your RMD age is 70½

If you were born

on or after 7/1/1949

but **before 1/1/1951**

your RMD age is 72

If you were born

on or after 1/1/1951

but **before 1/1/1960**

your RMD age is 73

If you were born

on or after 1/1/1960

your RMD age is 75

BENEFIT/ANNUITY PAYMENT OPTIONS

- LIFE ONLY —> NO beneficiary (member benefit only)
- MODIFIED CASH REFUND —> beneficiary flexibility
- PERIOD CERTAIN and CONTINUOUS —> beneficiary flexibility
 - 5-, 10-, and 15-year options
- JOINT and SURVIVOR —> beneficiary = spouse ONLY
 - 50%, 75%, and 100% options
- NON-SPOUSAL JOINT and SURVIVOR —> beneficiary = ONE living person
 - 50% option ONLY

SAMPLE BENEFITS (TIER 1)

BASED ON AN AVERAGE FINAL SALARY OF \$35,000


Options	Normal Age 65, 20 Years	Reduced Age 60, 20 Years	Rule Of 85 Age 55, 30 Years
1. Life Only	\$1,182.99	\$999.96	\$1,759.54
2. Modified Cash Refund (Assumes \$60,000 Account Balance)	\$1,170.37	\$992.28	\$1,757.98
3. Period Certain & Continuous			
a. 5-Year	\$1,166.67	\$991.67	\$1,750.00
b. 10-Year	\$1,132.77	\$975.46	\$1,735.09
c. 15-Year	\$1,084.90	\$951.38	\$1,711.78
4. Joint & Survivor Annuity*			
a. 50%	\$1,101.56	\$943.01	\$1,678.93
b. 75%	\$1,064.91	\$916.90	\$1,641.34
c. 100%	\$1,030.62	\$892.20	\$1,605.40
5. Non-Spousal J&S Annuity**	\$998.40	\$876.25	\$1,589.89
*Assumes both spouses are same age		**Assumes survivor is 20 years younger in age	

RETIREMENT BENEFIT PAYMENT OPTIONS

You will receive a retirement benefit for your lifetime regardless of the benefit payment option (annuity) you select.

ANNUITY OPTION 1	Life Only Annuity – Provides a monthly payment <i>for your lifetime</i> with no refund or death benefit. There is no beneficiary designation under this option.	
ANNUITY OPTION 2	Modified Cash Refund Annuity – Provides a monthly payment <i>for your lifetime</i> . If you die before receiving payments equal to your accumulated retirement account balance at retirement, the remaining amount will be paid in a lump sum to your beneficiary(ies) or estate. You may list as many beneficiaries as you wish, and you may change these beneficiaries at any time after retirement.	
ANNUITY OPTION 3	Provides a monthly payment <i>for your lifetime</i> with a potential death benefit based on a time frame to your beneficiary(ies) or estate. You may list as many beneficiaries as you wish and change them at any time.	
ANNUITY OPTION 4	5-Year	Provides a monthly payment <i>for your lifetime</i> , with a guarantee that if you die before receiving 60 payments , the remaining monthly payments will be paid to your beneficiary(ies) or estate.
ANNUITY OPTION 4	10-Year	Provides a monthly payment <i>for your lifetime</i> , with a guarantee that if you die before receiving 120 payments , the remaining monthly payments will be paid to your beneficiary(ies) or estate
ANNUITY OPTION 4	15-Year	Provides a monthly payment <i>for your lifetime</i> , with a guarantee that if you die before receiving 180 payments , the remaining monthly payments will be paid to your beneficiary(ies) or estate.
ANNUITY OPTION 4	Joint and Survivor Annuity – Provides a monthly payment <i>for your lifetime</i> , and a percentage of that benefit to your spouse after your death. You must list only your spouse as beneficiary and should he/she predecease you, you cannot select another beneficiary. NPERS will require legible proof of age for your spouse and a legible certified copy of your marriage license. (This option is not available to an Alternate Payee. For a definition of alternate payee, see “Spousal Pension Rights Act.”)	
ANNUITY OPTION 4	50%	Provides a monthly payment <i>for your lifetime</i> . When you die, your surviving spouse will receive 50% of your benefit, paid monthly for his/her lifetime.
ANNUITY OPTION 4	75%	Provides a monthly payment <i>for your lifetime</i> . When you die, your surviving spouse will receive 75% of your benefit, paid monthly for his/her lifetime.
ANNUITY OPTION 4	100%	Provides a monthly payment <i>for your lifetime</i> . When you die, your surviving spouse will receive 100% of your benefit, paid monthly for his/her lifetime.
ANNUITY OPTION 5	Non-Spousal Joint and Survivor Annuity – Provides a monthly payment <i>for your lifetime</i> . When you die, your surviving beneficiary will receive 50% of your benefit, paid monthly for his/her lifetime. You may designate only one person as your permanent beneficiary (this cannot be your spouse) and you cannot change this beneficiary after commencement of the benefit. NPERS will require legible proof of age of your beneficiary. (This option is not available to an Alternate Payee. For a definition of alternate payee, see “Spousal Pension Rights Act.”)	

WARNING

 **You cannot change your payment option AFTER your effective date of retirement.** Before you make your selection, we suggest you obtain your personal estimates of benefit amounts by contacting NPERS or using the benefit estimator on the website at npers.ne.gov.

CHOOSING A PAYMENT OPTION

Things to discuss with your family before choosing an option:

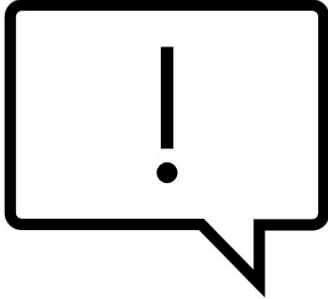
- Your health and family health history
- Other financial income in addition to your retirement benefit
- Your beneficiaries who might depend on a benefit if you die
- The health of your beneficiaries
- Lifestyle desired
- Debt carried into retirement
- Assess your financial “Big Picture”

SALARY REPLACEMENT

YEARS OF CREDITABLE SERVICE	% OF FINAL AVERAGE COMPENSATION AGE 65 – OPTION 3(A)
5	10%
10	20%
15	30%
20	40%
25	50%
30	60%
35	70%
40	80%

To qualify for the 2% multiplier, you must have been employed on or after May 2, 2001, and earned at least one-half year of creditable service on or after the 2000-2001 school year.

SUSPENSION OF BENEFITS



- Keep your address current with NPERS!
- Benefits will be suspended if mail is designated undeliverable & returned to our office.
- Submit updates in writing to our office.
 - All benefits will be restored.

REEMPLOYMENT AFTER RETIREMENT

Federal Tax Code

- Requires a termination to take benefits
 - Benefits = pension/annuity or refund

Bona Fide Termination Per Nebraska Statute

- Minimum 180 calendar day-break
 - At all participating plan employers
- No service during this time
 - Paid or Voluntary
 - Part-time/Temporary/Seasonal



REEMPLOYMENT AFTER RETIREMENT

Substitute and/or Voluntary Service Exception

(Statute 79-902(45)(b)(i))

Subbing and/or Volunteering allowed during the 180-days if...

- Service is on an *intermittent basis*.
 - Defines *intermittent basis* as no more than 8 days in a calendar month of voluntary and/or substitute service provided on a day-to-day basis (no prearrangement).
 - Further defines *day of service* as any length of voluntary and/or substitute service provided during a single calendar day. This is whether that service is 5 minutes or 8 hours long.

SUBSTITUTE AND/OR VOLUNTARY SERVICE EXCEPTION

Things you CAN'T DO:

- Combine 8 subbing days and 8 volunteering days
 - 16 days total
- 8 days at one NE school and another 8 at a second NE School
 - 16 days total
- Agree to train your replacement (prearrangement)
- Refereeing, Officiating, or Coaching -considered regular employment

REEMPLOYMENT AFTER RETIREMENT

Prearranged Returns to Employment

- Not a *bona fide termination*
- Ineligible for pension/annuity or refund
- Any written or verbal agreement made prior to or during the 180-day break
 - Members cannot agree “in advance” to resume service/employment after 180 days
- Includes agreements to provide:
 - Paid or voluntary service
 - Part-time/Temporary/Seasonal/Coaching etc.

REEMPLOYMENT AFTER RETIREMENT

If No *Bona Fide Termination*

- Mandatory benefit repayment
- The full amount paid...
 - May include interest
- Potential garnishment of assets

Reemployed *After a Bona Fide Termination*

- Return as a new member & new account
 - New account in Tier 4
 - Prior account benefit payments continue

REEMPLOYMENT AFTER RETIREMENT

NEW LEGISLATION EFFECTIVE 03/19/2024

LB198

Employees who terminate
BUT DO NOT TAKE A DISTRIBUTION OR BENEFIT
may provide unlimited substitute or voluntary service, as well as
temporary service.

For these individuals, their 180-day period will begin at the *later* of
either their termination date or the date they submit (and it is received
at NPERS) their request to take a distribution or retirement benefit.

*****The IRS sees your end of regular service as termination for RMD
purposes, regardless of if you take money at that time or not!*****

NOTES

REEMPLOYMENT AFTER RETIREMENT

WHEN IN DOUBT... CONTACT NPERS!



REEMPLOYMENT

IMPORTANT



State statute and federal tax code regulations stipulate a member **MUST** incur a bona fide termination of employment in order to receive a refund or retirement benefit. If it is determined a reemployed member did not incur a bona fide termination of employment, benefits will be suspended, and the member shall be required to repay all refunds or benefits plus interest.

Per Nebraska Statute, a member shall not be deemed to have incurred a bona fide termination if they provide service (paid or voluntary) for any School Plan employers combined within their 180-day separation period other than the allowed 8 calendar days of substitute or voluntary service in a calendar month.

A “calendar day” means any length of voluntary and/or substitute service provided during a single day (whether that is 5 minutes or 8 hours of service). For more information regarding this type of service refer to our [School Plan LB 198 Frequently Asked Questions](#) document regarding changes to the termination of employment rules, available on our website. If you still have questions regarding reemployment and the compliance with the termination of employment rules, contact NPERS.

PLEASE BE AWARE: Employers may classify a position as a substitute position, when it is not (for retirement purposes). **As the member, you will be the one responsible to repay your benefit if you have not had a bona fide termination.** Make sure that the substitute service you provide during the 180-day separation period is true substitute service as defined under the [Ineligibility](#) section in the School Handbook.

Avoid Return-to-Employment Violations

Members can face serious consequences due to misunderstandings about reemployment rules with their employers. To help protect your retirement benefits (annuity or refund), it's crucial for YOU to ensure compliance with the rules regarding substitute positions and bona fide termination.

To avoid any termination violation, you may choose to simply refrain from providing any type of service to a school plan employer during the 180-day separation period. If you must provide service during this period, please take the following steps to ensure that any substitute service you provide during the required 180-day separation period meets the official criteria:

What You Should Do

1. **Ask the employer who you are substituting for.** Confirm that you are filling in for a regular employee who is temporarily absent.
2. **Verify** that you are not filling in for a vacant position..
3. **Check for on-call roles.** Avoid positions where employees sign up for shifts, such as ticket-taking or activity driving roles, as these are not considered substitute service.
4. **Avoid “extra help” service.** Do not provide service that is considered “extra help” outside of a bona fide substitute position.

WARNING



Federal law prohibits an employee and employer from prearranging **ANY** return to employment or service at an employer participating in the School Plan during or before the 180-day separation period. Reemployment in the same position, even after the 180-day separation period, could appear as a prearranged return to service. This includes seasonal extra-duty services such as coaching. These arrangements are considered a “sham termination.” If at any time it is determined a sham termination has occurred, benefits will be suspended and all benefits previously issued must be repaid, including interest. The repayment of a benefit can have catastrophic affects in retirement. If you have any questions regarding a return to employment ensure you contact NPERS to verify you are not violating employment laws.

Reemployment Before Retirement

If you have previously taken a refund:

You may repay the total amount and reestablish your prior service credit. If you choose to not repay the refund, you will reenter the system as a new member (see [Repayment of Refund](#)). Members can face serious consequences due to misunderstandings about reemployment rules with their employers. If you have taken a distribution, it is crucial for YOU to ensure compliance with the rules regarding a bona fide termination to avoid costly repayment issues. If you have questions or need clarification, do not hesitate to reach out to NPERS for assistance.

If you have NOT previously taken a refund:

The new service credit you acquire will be added to your previous service when determining total “creditable service” for retirement purposes.

WARNING



If you have terminated employment and taken a refund, your previous beneficiary designation(s) is void and you must complete and submit to NPERS a new Beneficiary Designation form. ([See Beneficiary Designation section.](#))

Reemployment After Retirement

If you return to employment after fulfilling the requirements for a bona fide termination and meet membership requirements, you will return to plan participation as a new member. Retirement contributions will be withheld from your compensation and you will receive service credit for service commencing from the date of eligibility. Your tier of participation will be based on the date you returned to plan participation. You should fill out a new Beneficiary Designation Form for your new account when you return to work.

IMPORTANT



If you provide service other than intermittent voluntary and/or substitute service, **at any participating employer** prior to 180 calendar days from your termination date, you must notify NPERS of your return to service. Members can face serious consequences due to misunderstandings about reemployment rules with their employers. If you have taken a distribution, it is crucial for YOU to ensure compliance with the rules regarding a bona fide termination to avoid costly repayment issues. If you have questions or need clarification, do not hesitate to reach out to NPERS for assistance.

DEATH BEFORE RETIREMENT

Spousal Benefit

- 20 years of service OR age 65+
 - Eligible for annuity (no reduction) or
 - Refund +101%
- 5 to 20 years of service AND <65
 - Eligible for annuity (early retirement reduction) or
 - Refund +101%

Annuity Option

- Spouse must be SOLE PRIMARY per beneficiary form
- File within 12 months of member's death

Recommended to notify NPERS of member's death immediately—especially if member not actively employed and had deferred their retirement benefit

Non-Spousal Benefit OR Less Than 5 Years

- Lump sum payment of member contributions

NOTES

DEATH BENEFITS

Death Benefit After Receiving Retirement Benefits

Your beneficiary(ies) or estate will be eligible for any payments remaining under the retirement option you selected when you retired. Proof of death is required before payment can be made.

Death Benefit Before Receiving Retirement Benefits

Your benefits will go to your named, primary beneficiary(ies). Your benefits will go to your named, contingent beneficiary(ies) only if *all* your primary beneficiary(ies) have predeceased you. NPERS does not observe the passing of benefits to heir(s) of deceased beneficiary(ies) *per stirpes* (see [Beneficiary Designation](#)).

IMPORTANT



The spousal death benefits will apply **ONLY** if you have submitted a beneficiary form to NPERS designating your spouse as your sole, primary beneficiary.

If you die while employed with the public school system, your school district should notify NPERS and complete noncontributing termination (death) information as soon as possible. NPERS will send the necessary forms to the beneficiary(ies) you have listed.

General Beneficiary(ies) Options

If you die prior to retirement, your estate or named beneficiary(ies), other than a surviving spouse (see below for spouse's options), will receive a lump-sum refund of your contributions plus accumulated interest. RMD requirements apply (see [Taxation](#)).

Surviving Spouse's Options

If you die prior to retirement and have designated your spouse as the sole, primary beneficiary by submitting a beneficiary form to NPERS, the following options are available:

If you die with 20 or more years of creditable service...

OR

You are age 65 or older...

YOUR SURVIVING SPOUSE MAY CHOOSE:

ANNUITY OPTION

Provided your spouse applies to NPERS **within 12 months** of the date of your death, they may select a monthly retirement annuity benefit, paid for the rest of their life under a 100% Joint and Survivorship option. The benefit is effective on the date of your death, regardless of your age at death, and will not be reduced for early retirement. NPERS will require legible proof of age for your spouse and a legible certified copy of your marriage license.

If the 12-month deadline is **not** met, your spouse will receive a refund consisting of your contributions plus accumulated interest.

OR THEY MAY CHOOSE:

REFUND OPTION

Provided your spouse applies to NPERS **within 12 months** of the date of your death, they may elect to receive a lump sum refund of your contributions plus interest AND an additional amount equal to 101% of your contributions plus interest. If you terminated prior to May 1, 2001, or the 12 month deadline is **not** met, your spouse will receive a refund consisting of your contributions plus accumulated interest.

If you die with 5 or more years of creditable service but less than 20 years of creditable service...

AND

You are younger than age 65 at death...

YOUR SURVIVING SPOUSE MAY CHOOSE:

ANNUITY OPTION

Provided you were employed in a Nebraska public school on or after May 1, 2001, and your spouse applies to NPERS **within 12 months** of the date of your death, they may select a monthly retirement annuity benefit, paid for the rest of their life under a 100% Joint and Survivorship option. The annuity will be reduced for early retirement. NPERS will require legible proof of age for your spouse and a legible certified copy of your marriage license.

If this deadline is **not** met, your spouse will receive a refund only of your contributions plus accumulated interest.

OR they may choose:

REFUND OPTION

Provided you were employed in a Nebraska public school on or after May 1, 2001, and your spouse applies to NPERS **within 12 months** of the date of your death, they may elect to receive a lump sum refund of your contributions plus interest **AND** an additional amount equal to 101% of your contributions plus interest. If you terminated prior to May 1, 2001, or the 12 month deadline is **not** met, your spouse will receive a refund consisting of your contributions plus accumulated interest.

If you die with less than 5 years of creditable service...

AND

You are younger than age 65 at death...

YOUR SURVIVING SPOUSE WILL RECEIVE:

- A lump-sum refund of your contributions plus accumulated interest.

All or part of a death benefit refund may be rolled over or transferred to another eligible retirement plan or IRA (Traditional or Roth).

IMPORTANT



- If you die after your effective date of retirement, NPERS will pay the benefits under the designated retirement payment option on your Application for Retirement (see [Retirement: Benefit Payment Options](#)).
- Proof of death is required before death benefit payments can be made.
- Once a beneficiary begins receiving a benefit, upon the beneficiary's death any remaining benefit will be paid to the beneficiary's estate. Designations *per stirpes* are not observed.
- NPERS recommends your beneficiary notify our office of your death as soon as possible. This is especially important if, at the time of your death, you were not actively employed in a public school and had deferred your retirement benefit.

BENEFICIARY CHANGES

Change by mail

- Obtain form from employer or NPERS website
 - Cannot ID beneficiaries by phone
 - You can review but not change online
- Complete form and mail in
 - Signature must be notarized



When to designate

- Now
- At retirement, based on retirement payment option

BENEFICIARY DESIGNATION FORM

- Mark plan type
- List primary beneficiary(ies)
 - Your survivors *or*
 - Your estate *or*
 - A trust (or other legal entity)
 - Include name of Trust
 - Include name of Trustee
 - Percentages must equal 100%
 - Fractional amounts up to two decimal places
- List contingent beneficiary(ies)



Name Last First Middle Maiden				Date of Birth	Plan Type (Check all that apply) <input type="checkbox"/> School <input type="checkbox"/> Omaha <input type="checkbox"/> State <input type="checkbox"/> County <input type="checkbox"/> Judges <input type="checkbox"/> Patrol <input type="checkbox"/> DCP
Social Security Number			Email Address		
Address		City	State	Zip	
Home Phone	Work Phone		Employer		

Beneficiary Designation Form

READ CAREFULLY BEFORE COMPLETING: Benefits will be paid to your survivors exactly as you provide on this form. This form supersedes prior beneficiary designation forms. If you name a trust or other legal entity as your beneficiary, include the name of both the trust and the trustee. Submit the original document only; **photocopies and faxes will not be accepted**. If you wish to designate more than five beneficiaries in either the Primary or Contingent category, you must attach a supplemental form(s) and indicate the number of additional pages here. _____

PRIMARY BENEFICIARY(IES): I designate the following person(s) to be my Primary Beneficiary(ies) for the Retirement Plan noted above. All Primary Beneficiaries designated will share equally in the benefit unless I have included a percentage (%) amount on the line following the date of birth below. **(The shares of all Primary Beneficiaries must total 100%.) PLEASE PRINT.**

NAME OF BENEFICIARY	SPOUSE / CHILD / OTHER	M / F GENDER	SOCIAL SECURITY NUMBER	DATE OF BIRTH	% PERCENT
NAME OF BENEFICIARY	SPOUSE / CHILD / OTHER	M / F GENDER	SOCIAL SECURITY NUMBER	DATE OF BIRTH	% PERCENT
NAME OF BENEFICIARY	SPOUSE / CHILD / OTHER	M / F GENDER	SOCIAL SECURITY NUMBER	DATE OF BIRTH	% PERCENT
NAME OF BENEFICIARY	SPOUSE / CHILD / OTHER	M / F GENDER	SOCIAL SECURITY NUMBER	DATE OF BIRTH	% PERCENT
NAME OF BENEFICIARY	SPOUSE / CHILD / OTHER	M / F GENDER	SOCIAL SECURITY NUMBER	DATE OF BIRTH	% PERCENT

CONTINGENT BENEFICIARY(IES): I designate the following person(s) to be my Contingent Beneficiary(ies) for the Retirement Plan noted above. I understand my Contingent Beneficiary(ies) will receive a share of my benefit if all Primary Beneficiaries pre-decease me or refuse their shares of the benefit. All Contingent Beneficiaries designated will share equally in the benefit unless I have included a percentage (%) amount on the line following the date of birth below. **(The shares of all Contingent Beneficiaries must total 100%.) PLEASE PRINT.**

NAME OF BENEFICIARY	SPOUSE / CHILD / OTHER	M / F GENDER	SOCIAL SECURITY NUMBER	DATE OF BIRTH	% PERCENT
NAME OF BENEFICIARY	SPOUSE / CHILD / OTHER	M / F GENDER	SOCIAL SECURITY NUMBER	DATE OF BIRTH	% PERCENT
NAME OF BENEFICIARY	SPOUSE / CHILD / OTHER	M / F GENDER	SOCIAL SECURITY NUMBER	DATE OF BIRTH	% PERCENT
NAME OF BENEFICIARY	SPOUSE / CHILD / OTHER	M / F GENDER	SOCIAL SECURITY NUMBER	DATE OF BIRTH	% PERCENT
NAME OF BENEFICIARY	SPOUSE / CHILD / OTHER	M / F GENDER	SOCIAL SECURITY NUMBER	DATE OF BIRTH	% PERCENT

SIGNATURE OF MEMBER _____ Date _____

I hereby certify that the above member, whose identity I have established to my own satisfaction, freely and voluntarily signed this beneficiary designation form in my presence.

State of _____
 County of _____



Subscribed and sworn before me this _____ day of _____, _____.

NOTARY PUBLIC SIGNATURE _____ My commission expires: _____

Beneficiary Designation Supplemental Form

IMPORTANT: This form is to be used as a supplement to the Beneficiary Designation Form only if you wish to designate more than five Primary or Contingent Beneficiaries. You may use as many Supplemental forms as needed. ***This form will NOT be accepted without the original, notarized Beneficiary Designation Form.***

NAME _____

SOCIAL SECURITY NUMBER _____ - _____ - _____

PRIMARY BENEFICIARY(IES) (continued):

Fill in a percentage amount (%), for all persons designated below **(the shares of all primary beneficiaries must total 100%, including those listed on page 1)**. If all beneficiaries are to share equally, no percentage needs to be listed. **PLEASE PRINT.**

NAME OF BENEFICIARY _____	SPOUSE / CHILD / OTHER _____	M / F GENDER	SOCIAL SECURITY NUMBER _____	DATE OF BIRTH _____	% PERCENT _____
NAME OF BENEFICIARY _____	SPOUSE / CHILD / OTHER _____	M / F GENDER	SOCIAL SECURITY NUMBER _____	DATE OF BIRTH _____	% PERCENT _____
NAME OF BENEFICIARY _____	SPOUSE / CHILD / OTHER _____	M / F GENDER	SOCIAL SECURITY NUMBER _____	DATE OF BIRTH _____	% PERCENT _____
NAME OF BENEFICIARY _____	SPOUSE / CHILD / OTHER _____	M / F GENDER	SOCIAL SECURITY NUMBER _____	DATE OF BIRTH _____	% PERCENT _____
NAME OF BENEFICIARY _____	SPOUSE / CHILD / OTHER _____	M / F GENDER	SOCIAL SECURITY NUMBER _____	DATE OF BIRTH _____	% PERCENT _____
NAME OF BENEFICIARY _____	SPOUSE / CHILD / OTHER _____	M / F GENDER	SOCIAL SECURITY NUMBER _____	DATE OF BIRTH _____	% PERCENT _____
NAME OF BENEFICIARY _____	SPOUSE / CHILD / OTHER _____	M / F GENDER	SOCIAL SECURITY NUMBER _____	DATE OF BIRTH _____	% PERCENT _____
NAME OF BENEFICIARY _____	SPOUSE / CHILD / OTHER _____	M / F GENDER	SOCIAL SECURITY NUMBER _____	DATE OF BIRTH _____	% PERCENT _____

CONTINGENT BENEFICIARY(IES) (continued):

Fill in a percentage amount (%), for all persons designated below **(the shares of all contingent beneficiaries must total 100%, including those listed on page 1)**. If all beneficiaries are to share equally, no percentage needs to be listed. **PLEASE PRINT.**

NAME OF BENEFICIARY _____	SPOUSE / CHILD / OTHER _____	M / F GENDER	SOCIAL SECURITY NUMBER _____	DATE OF BIRTH _____	% PERCENT _____
NAME OF BENEFICIARY _____	SPOUSE / CHILD / OTHER _____	M / F GENDER	SOCIAL SECURITY NUMBER _____	DATE OF BIRTH _____	% PERCENT _____
NAME OF BENEFICIARY _____	SPOUSE / CHILD / OTHER _____	M / F GENDER	SOCIAL SECURITY NUMBER _____	DATE OF BIRTH _____	% PERCENT _____
NAME OF BENEFICIARY _____	SPOUSE / CHILD / OTHER _____	M / F GENDER	SOCIAL SECURITY NUMBER _____	DATE OF BIRTH _____	% PERCENT _____
NAME OF BENEFICIARY _____	SPOUSE / CHILD / OTHER _____	M / F GENDER	SOCIAL SECURITY NUMBER _____	DATE OF BIRTH _____	% PERCENT _____
NAME OF BENEFICIARY _____	SPOUSE / CHILD / OTHER _____	M / F GENDER	SOCIAL SECURITY NUMBER _____	DATE OF BIRTH _____	% PERCENT _____
NAME OF BENEFICIARY _____	SPOUSE / CHILD / OTHER _____	M / F GENDER	SOCIAL SECURITY NUMBER _____	DATE OF BIRTH _____	% PERCENT _____
NAME OF BENEFICIARY _____	SPOUSE / CHILD / OTHER _____	M / F GENDER	SOCIAL SECURITY NUMBER _____	DATE OF BIRTH _____	% PERCENT _____

SIGNATURE OF MEMBER _____ Date _____

HEALTH INSURANCE

Ages 50-64

- *EHA and BCBS*
 - Direct Bill Plan
 - You pay full premium, plus fees
 - Website: ehaplan.org/retiree-info
- *Affordable Care Act?*

EHA Direct Bill Plan for Early Retirees

- Eligibility: Members ages 50–64 with 60 months of continuous medical coverage on an EHA plan
- Medical and dental coverage is mandatory for the educator
- Deductible and coinsurance accumulations from active coverage transfer to Early Retiree plan
- Plan is portable. Members can move out of state and keep their plan

Age 65+

- *Medicare*
 - SHIP Presentation

HEALTH INSURANCE AFTER YOU RETIRE

Maintaining your health insurance coverage after retirement is an important part of providing economic security during your retirement. A group health insurance policy gives you access to both a large network of participating providers and to lower group costs for insurance.

Coverage options

1. You may continue your current coverage on a COBRA plan for up to 18 months after your employment ends, and you will need to contact your COBRA administrator for additional details.
2. If you have 60 months of continuous Educators Health Alliance (EHA) coverage through your school system and are between the ages of 50 – 64, you will be eligible to continue your group health insurance on a **Direct Bill Plan**. Once you turn 65 years old and become eligible for Medicare, you will be given the opportunity to convert to an Educators' Medicare Supplement plan.

3. If you are over age 65 when you terminate your group health insurance plan through an EHA school, you will have the opportunity to apply for an Educators' Medicare Supplement plan.
4. You may purchase your own retail policy by contacting an agent at the insurance company of your choice.

How it works

1. Notify your school benefits department that you intend to retire, and your school will notify Blue Cross and Blue Shield of Nebraska that your group coverage will be terminating.
2. Blue Cross will mail you a health insurance packet of materials that explains your coverage options as an EHA retiree. If notification is received in a timely fashion, your packet will be mailed approximately 45 days before the end of your coverage. If you have questions about your current coverage termination date, please contact your benefits department.
3. Complete your health insurance application and return it to Blue Cross and Blue Shield of Nebraska (Attention: Membership) at PO Box 3248, Omaha, NE 68172.
4. When you near age 65, contact Social Security and Medicare up to 3 months prior to your birth month to apply for Medicare. You can get enrollment information on Medicare's web site at www.medicare.gov, or call Medicare at 1- 800-MEDICARE (1-800-633-4227).
 - a. Social Security can help you with signing up for Medicare Part B. You can reach Social Security at 1-800-772-1213.
 - b. Additional information and help with enrollment in Medicare can be obtained by calling the Nebraska Senior Health Insurance Information Program, SHIIP, at 1-800-234- 7119.
 - c. **Note:** The Educators' Medicare Supplement plans do not include prescription coverage, so you will need to contact an agent with your local health insurance company to purchase a prescription plan.