



I've retired. Now what?

TRS retirees may return to work after retirement, with certain limitations.

Non-TRS Employers:

A retiree can work at an employer that does not participate in TRS without any limitations.

TRS Employers:

Retirees cannot work at any TRS Employer in ANY capacity for 60 days following their retirement. After that time period, retirees can return to work subject to certain limitations.

Please note this material describes limitations TRS places on post-retirement employment. There may be other limitations placed on earnings by the Social Security Administration.

Special Situations In Post-Retirement Employment

Disabled Retirees:

Members receiving disability retirement benefits who return to work before their TRS normal retirement age (either 62 or 65 depending on TRS membership date) must communicate with TRS. Return to work may result in reduction or termination of the disability retirement. After normal retirement age, post-retirement employment conditions for regular service retirees will apply.

Working as a Consultant or Independent Contractor:

Income from working as a consultant or independent contractor for a public school is exempt from the TRS earnings limits for retirees.

Returning to Work.

Before Retirement:

The IRS requires a bona fide separation from service from all TRS-covered employers before a member can retire.

What does this mean? Before you retire, you cannot plan either verbally or in writing to return to work with a TRS-covered employer after you retire.

First 60 Days:

TRS retirees **CANNOT** work at any TRS employer in **ANY** capacity for a **60 day period following either their (1) effective retirement date, or (2) last day of preretirement employment, whichever is later.** Failing to observe the 60 day break will result in a forfeiture of all retirement benefits received during this period.

Work after the 60 day period:

TRS retirees have two options when returning to work for a TRS employer after the 60 day break:

- (1) Non-Contributory Status** -or-
- (2) Contributory Status.**

1. Non-Contributory Status:

Retirees continue to receive their monthly retirement benefit, but are subject to earning limitations for the first 36 months following their retirement.

2. Contributory Status:

Retirees suspend their monthly retirement benefit until employment is terminated and are not subject to any earning limitations. These retirees contribute to TRS on the same terms as non-retirees and accumulate additional service years, which may be used to accrue a secondary retirement benefit.

However, consulting contracts must meet strict statutory requirements. Contributions must be paid on earnings unless TRS approves the contract. Earnings for services performed pursuant to an approved contract will not be counted towards TRS's earning limitations and post-retirement contributions will not be due from the TRS employer.

Earning Limitations on Non-Contributory Employment

Retired less than 36 months: 61 or younger:

- Earnings limit is the **lesser** of:
- half of your final average salary
 - or-
 - the SSA annual earnings limit for those younger than full retirement age.

<https://www.ssa.gov>



62 or older:

- Earnings limit is the **lesser** of:
- half of your final average salary
 - or-
 - \$30,000.

Since post-retirement earnings limits are based on a calendar year (Jan-Dec), they are prorated when return to employment occurs in mid-year. Retirees can contact TRS to see how this proration affects their return to work plan.

If you earn more than the stated limits in covered employment, your monthly retirement benefit will be reduced.

If you believe you will exceed the limit, you should notify TRS and either have monthly benefits reduced or plan how to repay any overpayment of retirement benefits.

Retired 36 months or more: No limit on earnings.

Access your MyTRS account at mytrs.trs.ok.gov



Additionally, individuals retired as administrators are not eligible to work as a consultant or contractor for two years after their retirement.

Plan provisions as of 7.1.25

Have more questions about retirement? TRS is here to help!



TRS website: oklahoma.gov/trs

MyTRS: mytrs.trs.ok.gov



(405) 521-2387



mail@trs.ok.gov



301 NW 63rd Street, Suite 500
Oklahoma City, OK 73116-7921