



Board of
Education
Retirement
System

Securing your financial future today

Summer 2025



WHY WORKING THIS SEASON CAN BENEFIT YOUR PENSION:

For non-annual employees in eligible titles

If you're a non-annual employee, meaning you're only paid when you work and don't receive a fixed annual salary, your summer schedule can have a lasting impact on your retirement benefits.

Earn credited service

For some eligible titles, time worked during the summer can count toward your credited service. This service is used to calculate your retirement eligibility and pension amount.

The more credited service you earn, the better positioned you are for retirement.

If your position allows you to work in the summer months, doing so may help increase your years of credited service.

Increase your Final Average Salary

Even if you're not earning credited service during the summer, your work can still make a difference.

Your Final Average Salary (FAS) is a key part of your pension calculation and is calculated by averaging your earnings during your highest-earning consecutive years of credited service.

By working additional weeks or months over the summer, you can:

- **Boost your total annual earnings**
- **Raise your FAS**
- **Potentially increase your future monthly pension**



What to keep in mind

- Not all titles are eligible for summer credited service.
- Work that doesn't count toward credited service may still help improve your FAS.
- Reach out to a BERS representative with questions regarding your eligibility.

If this is an option for you, working a few extra weeks this summer could make a meaningful difference not just now, but for your future. ■

BENEFITS OF BEING A BERS MEMBER | A WISE STEP TOWARD YOUR FUTURE

A WISE STEP TOWARD YOUR FUTURE

BERS Qualified Pension Plan (QPP) benefits

- The right to collect a pension after accruing a certain amount of credited service specified in the terms and conditions of your specific tier/plan.
- The right to designate beneficiaries to receive a lump sum death benefit.
- The right to accidental or ordinary disability retirement benefits, for members who meet the specific criteria.
- The right to potentially access your money before retirement through tax-deferred loans if eligible.
- The right to buy back any eligible employment time and U.S. Military service or restore a previous membership tier if eligible which essentially can increase your future pension amount.
- The right to get a refund if you leave employment and don't accrue the required amount of years to vest and if you have less than 10 years of credited service

**FOR MORE
INFO**

WWW.NYCBERS.ORG

1-929-305-3800

PENSION

For life when you qualify

Being a member of the
**NYC Board of Education
Retirement System (BERS)**
is more than just planning for
retirement, it's investing in your
financial peace of mind.

**But wait
there's
MORE!**

TDA program if eligible

- The opportunity to save additional money for your retirement by participating in the Tax Deferred Annuity (TDA) program if eligible.
- You can choose to invest on a pre-tax basis, Roth basis, or both.
- The right to designate beneficiaries to receive a lump sum death benefit
 - The right to potentially access your money before retirement through tax-deferred loans if eligible.
 - The right to get a refund if you leave your employment (tax implications may apply). ■

WORRIED ABOUT YOUR PENSION?

Rest assured, your pension with the Board of Education Retirement System (BERS) is safe and sound. In 2002, the New York State legislature granted BERS corpus funding, giving BERS financial independence from the NYC Department of Education. This means we can cover all administrative expenses directly from our own assets, which come from four sources: member contributions, earnings on investments, employer contributions, and the City of New York. The City's funding obligations and employer contributions are independently calculated by the NYC Actuary, ensuring accuracy and accountability. Furthermore, the New York State Constitution guarantees that your pension benefits are a contractual right and cannot be diminished. Your financial security is our top priority, backed by robust funding and constitutional protections. ■





















MAKING YOUR SUMMER COUNT

A WEEK IN THE LIFE OF AN ACTIVE CITY EMPLOYEE

Summer brings longer days, warmer weather, and for some city employees a change of pace. Whether you're still working full-time or have more flexibility over the summer months, now is a great time to be more conscious with how you structure your days.



MODEL WEEK: MAKE THE MOST OF EACH DAY

Day	 Morning	 Afternoon	 Evening
Monday	Working? Take a long walk or meditate before heading in. Off? Set an alarm and ease into your day with purpose.	Working? Enjoy a walk during lunch soak up the sun.  Off? Read outside or check off a personal to-do.	Working? Enjoy the extra daylight after work. Off? Catch a concert or a play in the park or try a new recipe. 
Tuesday	Working? Breathe deep, start with positive affirmations.  Off? Try journaling or planning your day over coffee. 	Working? Lunch outdoors, even if just on a bench. Off? Run errands midday to avoid crowds 	Working? Evening stroll or call a friend. Off? Wind down with a favorite show or hobby.
Wednesday	Working? Listen to a motivational quick podcast before work. Off? Take a morning workout class or visit a local farmers market. 	Working? Use your break to walk a nearby block. Off? Explore a new part of your neighborhood.	 Working? Stop by a supermarket on your way home. Off? Try creative activities like drawing or painting.
Thursday	 Working? Coffee, and clarity before the day begins. Off? Watch the sunrise or listen to peaceful music.	Working? Hydrate and step away from the screen. Off? Pack a picnic or visit a park 	Working? Enjoy music during your commute home.  Off? Catch up with someone you haven't talked to in a while.
Friday	Working? Reflect on your productivity for the week. Off? Plan something rewarding for the weekend.	 Working? Treat yourself to a favorite lunch spot. Off? Knock out that one task you've been putting off.	Working? Celebrate the week with dinner out or in. Off? Host a game night or small gathering. 
Saturday	Working or Off? Let your body set the pace, no alarm today. 	Working or Off? Take part in an outdoor activity, class, or visit a museum. 	Working or Off? Grab ice cream and take in a sunset.
Sunday	 Working or Off? Start with a good book, podcast, or quiet time.	Working or Off? Grocery run, prep meals, and tidy up.	Working or Off? Light planning for the week ahead, set intentions and goals.

Whether you're on the clock or off, small actions now can have a lasting impact on your career, health, and retirement. ■

SUMMER 2025 FIRE SAFETY REMINDER

SAFETY COMES FIRST DO NOT LET A FUN SUMMER GO UP IN SMOKE!

As temperatures rise, so does the risk of campfires and home fires. Whether you're camping, grilling, parking, using electrical appliances at home, or just watching fireworks, fire safety starts with YOU.

As we head into summer 2025, we strongly encourage you all to prioritize safety while enjoying the season. Thanks to the U.S. Fire Administration (USFA) and the NYC Fire Department (FDNY) we have a lot of valuable fire safety tips to provide to you all for this summer. Use these following tips provided by these agencies to help you achieve a fireproof summer:



Campfire safety tip

- Build campfires at least 25 feet away from tents or anything that can burn.



Fire hydrant safety tip

- Do Not Block Fire Hydrants: Parking in front of fire hydrant delays emergency response to a fire and wastes valuable water.



Fireworks safety precautions

- Fireworks are illegal in NYC due to it being a serious fire hazard. Don't take the risk this Fourth of July, leave it to the professionals.
- If you want to see fireworks on Independence Day, please go see fireworks displays that are conducted under the supervision of the FDNY. They can cause serious burns which would make your summer a bummer.



BBQ grilling safety precautions

- Never use grills indoors or in enclosed spaces due to carbon monoxide and fire risks.
- Check propane tanks and hoses for leaks or damage. Use soap and water solution to check for leaks. Never use a flame to check for gas leaks as that would be dangerous.
- Position grills, chimineas, and fire pits outdoors only and at least 10 feet away from structures and never leave them unattended.
- Always have a water source or a bucket of sand nearby to extinguish if a fire emergency arises.



Gasoline and natural gas precautions

- Apart from cars, gasoline is used to fuel many household appliances as well such as power washers, air compressors, and lawn care equipment. Please make sure to store gasoline in approved containers and away from heat sources as it can cause extreme explosions.
- If you suspect a gas leak in your home, avoid using electrical appliances as it can potentially cause a severe explosion, leave the house and contact 911.



Electricity safety tips

- Do not plug multiple high-wattage electrical devices into the same outlet at once. Use only outlets designed to tolerate multiple plugs.
- Never use an extension cord for large appliances such as refrigerators.
- Inspect electrical appliances on a regular basis to make sure they work properly.
- Safely charge your E-bike batteries by using the manufacturer-recommended charger and be sure to charge it in a well ventilated area.

The only number that should be on your mind this summer is your BERS membership number, not 911 due to a fire that could have been prevented. Remember, the goal is not only to secure your financial future with BERS, but to

also secure a safe environment for yourself and for your community. By staying alert and following basic fire safety practices, you help protect your home and your neighborhood. ■

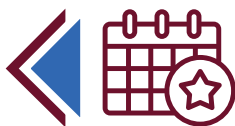
FIXED *and* VARIABLE



UPDATING YOUR TDA INVESTMENT IN THE FIXED AND VARIABLE PROGRAMS

If you are thinking about updating how you invest your TDA contributions, Fixed vs Variable, here is a reminder that the deadline to make these changes is August 30th, 2025. Any changes you submit to BERS will go into effect on October 1st, 2025.

You can change your **future contributions and past contributions** between the Fixed and Variable Programs by completing a 2025 TDA Investment Change form with BERS or by making the change in your Member Self Service portal. Your investment changes to the Fixed and Variable Programs must be elected in 5% increments and must total to 100%. ■



BERS WILL BE CLOSED FOR
THE FOLLOWING HOLIDAYS

Independence Day | Friday, July 4th, 2025
Labor Day | Monday, September 1st, 2025

BERS | Board of
Education
Retirement
System

Service Center

65 Court Street, 1st Floor, Brooklyn, NY 11201

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Call Center hours

Monday through Friday, 8:30 am to 4:30 pm

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