

From: [Elizabeth Jones](#)
To: [Janet Wood](#)
Subject: FW: TRS Suggestion
Date: Thursday, August 6, 2020 2:44:55 PM

From: Glenna Santo
Sent: Thursday, August 6, 2020 2:19:30 PM (UTC-06:00) Central Time (US & Canada)
To: Sunset Advisory Commission
Cc: Glenna Santo
Subject: TRS Suggestion

TO: Tamara Aronstein, Project Manager of the TRS Review

Thank you for recognizing the deficiencies in the Executive Summary and in the recommendations, especially for Issue 1.

I am a teacher who retired twice from TRS – once in 1979 after teaching 5 years and again in 2012 after teaching 11 years. I also worked outside of the Texas public school system and contributed to Social Security for 26 years. For the past four years I served as the State Chair for the Retirement Education Committee as a member of the Texas Retired Teachers Association and helping all TRS participants - both retired and active - understand the importance of their benefits has been my primary focus.

The most common question I have been asked during my presentations is: WHY DIDN'T SOMEONE TELL ME? Retirement planning is not a high priority for new hires; many active TRS members do not have the time or energy to initiate any regular checks of the TRS website to see what is happening throughout their careers, and, by the time they are ready to retire, it may be too late to make strategic planning decisions.

Suggestion:

Legislatively mandate that all employers provide a minimum of one hour of retirement education to understand TRS benefits each year for their employees that are active TRS members.

Rationale:

TRS does not have the resources to communicate regularly and effectively directly with all of the active members. Shifting some of the responsibility to the employers would be cost effective because it is only one hour of paid time. And, it could easily be worked into an inservice training schedule.

Sources for material, methods to present, types of presenters, etc., could all be at the discretion of the employer as long as the focus is to understand TRS and retirement benefits. TRS could re-arrange the material on its website to provide sequenced one hour informational videos or other resources for the purpose. These could be used individually for a self-study hour, in small groups for more discussion, or in large presentations – whatever method works best for the employer.

At least once a year, for ONE HOUR, TRS members would be reminded that their contribution is the most important investment of their lifetime.

Appreciate your consideration and am willing to help any way I can,
Glenna Santo