

# The Willie Brown Act

or...how to retire slowly



Brought to you by the folks at the *Yosemite Faculty Association!*

# Signs that it *might* be time to retire...

- You say, “Hey, I’m sure I need to learn all about the new common course numbering, curriculum updates, learning outcomes and accreditation, but ***maybe I can retire before I need to know this...***”
- Your committee work is always “member” rather than “tri-chair.”
- You spend free time at your desk trying out different scenarios with the CalSTRS Retirement Benefits Calculator.

# More signs that it might be time to retire...

- You start thinking that attending a CalSTRS workshop might be a good idea
- You start wondering if the President will offer buyouts (or layoffs) for left-leaning college professors...



# Disclaimer

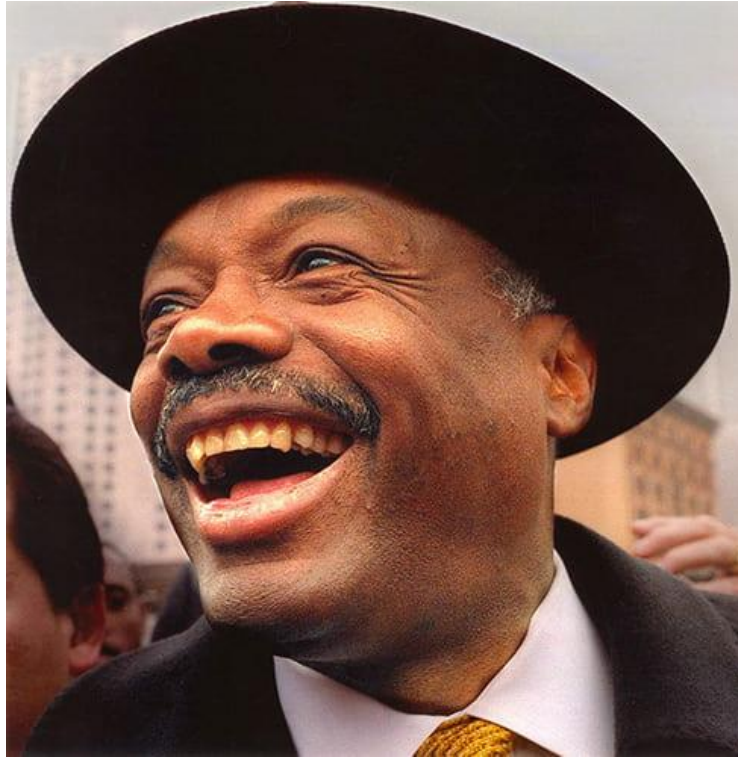
...

I'm not a benefits specialist!

This is why you might actually understand what I'm saying, but it certainly does not guarantee that the information is completely---you know, accurate.



# The Brown Act—Reduced Workload



Thanks, Willie—YOU ROCK THE FEDORA!

# Requirements for Brown Act Reduced Workload:

- 10 years of District faculty service (CBA Article 17.1.1)
- Most recent 5 years must be full-time (with no break in service)
- Age 55 or older

Submit request for Brown Act by March 1, 2026 for 2026-27



# Reduced Workload

- You can petition to reduce your load to 80-50%
- You retain FULL BENEFITS during your reduced workload. Exception—sick leave is pro-rated to the percentage you're working.
- Even though you work less, you still get full-time credit from STRS.
- But—the District pays a pro-rated amount to STRS when you reduce.

So—you work less, and get paid less, but earn full retirement credit.



# How does this impact your STRS pension?

- Your pension amount is calculated on your years of “service credit” and your final 1-3 years of salary. (This number not reduced by Brown)
- Reduced workload—you still get year-for-year full service credit
- But—you’re not getting overload pay (so consider this!)



# YCCD District rules for Brown Act

- Apply by March 1.
- The District must approve your request (they usually do)
- You may ask the District to revoke your reduced workload if you change your mind (they usually would, unless you've shown yourself to be more valuable with a reduced workload...)



# Reduction does not equal Elimination

We need to continue to be good faculty members, with a significant contribution to the College outside of our classroom. The Reduced Workload is a benefit and a privilege.



# Sample Reduced Workload Benefit:

1. You're age 58 and you're DONE, but you still have energy to teach 3 classes.
2. Invoke the Brown Act at 60%.
3. Teach for four more years, until you have reached a high service credit level.
4. You'll make 60% of your salary for four years
5. You'll earn four full years of service credit, and benefits are 100%.
  
6. Fully retire at age 62 (or 61.5). Wait until age 68 to collect Social Security.  
Between age 62 and 68, work a non-school job to make sure you accrue your 40 quarters for Social Security eligibility.
7. Fully retire and collect Social Security at age 68.

# YFA Fought for a Pay Raise for You!

We got our significant pay bump starting Fall 2024.

Your benefits are calculated on your LAST 1-3 YEARS salary.

(So...stick around until 2027 if you're under 2% at 62...)



# Using Banked Leave to Supplement a Reduced Workload

1. Teach an extra section every semester, and earn up to one full semester of Banked Leave.
2. If you want/need to reduce your workload, request a 80% reduced workload.
3. Use 20% of your Banked Leave every semester for five semesters.
4. Work a 60% load, get paid 80% of your check.



# Questions about ANYTHING...

- Please email us at [yfa@yosemite.edu](mailto:yfa@yosemite.edu) or call the office at (209) 575-6699
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- Midory Cruz, Benefits Office, 575-6964
- Jennifer Carrigg, Benefits Office, 575-6915
  
- Social Security Office, SSA.gov

