

HB

89

# HOUSE COMMITTEE REPORT

(7)

Date Referred: January 18, 1989

FURTHER REFERRALS: FINANCE

Date of Committee Action: 2/21/89

The HEALTH, EDUCATION & SOCIAL SERVICES Committee recommends that:

HOUSE BILL NO. 89 [TEACHERS RETIREMENT ELIGIBILITY]  
"An Act relating to eligibility for retirement under the teachers' retirement system."

[X] be replaced with CSHB 89 (HESS) [X] the same title  
[ ] a new title

[ ] have attached amendment(s)

- [X] do pass
- [ ] do not pass
- [ ] no recommendation
- [ ] individual recommendations
- [ ] additional referral to the \_\_\_\_\_ Committee

ADOPTS: \_\_\_\_\_ letter of intent

ATTACHES NEW FISCAL NOTE(S):

- [ ] fiscal impact
- [ ] zero fiscal note
- [ ] zero with analysis

APPROVES PREVIOUS:

- [ ] fiscal note(s) published: \_\_\_\_\_
- [ ] zero fiscal notes(s) published: \_\_\_\_\_

SIGNING DO PASS:

SIGNING OTHER THAN DO PASS:  
(Do Not Pass, No Recommendation, Amend)

J. Ellis  
Mark Boyer  
Cheri Davis  
W. H. ...  
Peter ...  
W. Furnace

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

J. Ellis  
Chairman's signature

## House Bill 89

### "An Act relating to eligibility for retirement under the teachers' retirement system"

## Justification Summary

### PURPOSE:

HB 89 was introduced to correct a glaring inequity in the current statute which sets out eligibility requirements for teachers' retirement under the "20 years of membership service" option. This option was designed for teachers wishing to retire before age 55 (a teacher with at least 8 years of membership service is eligible for retirement at age 55).

Here are some examples of how the eligibility statute currently works:

■ Teacher "A" has taught for twenty years as a full-time teacher, and is eligible for retirement.

■ Teacher "B" has taught for twenty years as a part-time teacher, teaching for at least 1/2 year for each of those twenty years, and is eligible for retirement. The benefits reflect the actual time spent teaching.

■ Teacher "C" has taught for twenty years, the first 10 as a part-time teacher (teaching for at least 1/2 year for each of those ten years), the second 10 as a full-time teacher. Teacher "C" is **NOT** eligible for retirement.

Here are some of the options available if teacher "C" wishes to retire:

- Teach full-time for 5 more years\*  
[10 yrs. part-time + 15 yrs. full-time = 20 yrs. membership service]
- Teach part-time for 10 more years\*  
[20 yrs. part time + 10 yrs. full-time = 20 yrs. membership service]
- Wait until age 55.

Unless the statute is changed, teacher "C" **must** teach considerably more than 20 years to be eligible for retirement, yet teacher "B", with 20 years of strictly part-time service **IS** eligible for retirement. **This is inconsistent and unfair.**

\* Actually, there are several combinations of part-time and full-time years of additional teaching that teacher "C" could use. The above examples were used for purposes of clarity.

## HB 89, Justification Summary (cont'd)

### COSTS:

According to the Department of Administration, Division of Retirement and Benefits, HB 89 has a zero fiscal impact to the department.


Also according to the division, an actuarial analysis indicates that the effect of HB 89 on the viability of the Teachers Retirement Fund would be negligible, but there would be a required increase of 0.06 percent in employer contributions. Based on FY 90 estimated payrolls, the division outlined an increase in these personnel costs approximately as follows:

- Dept. of Education-----\$ 3,000
- University of Alaska-----\$ 30,000
- All school districts combined----\$ 203,500

My staff contacted Mr. Bob Warren, Director of Human Services (personnel) for the University of Alaska, to get his reaction to both the purpose of the bill, and the increased contribution cost to the University. Mr. Warren agreed with the logic and purpose of HB 89. Regarding the increase in the employer's contribution rate, Mr. Warren pointed out that the rate has some fluctuation anyway, and he did not consider a potential increase of \$30,000 substantial enough to be a problem.

To see what the effect on individual school districts may be, my staff contacted Mr. Dale Sandahl, Asst. Superintendent in charge of personnel at the Kenai Peninsula Borough School District. Like Mr. Warren, Mr. Sandahl also agreed with the logic and purpose of HB 89, and did not see the increased contribution rate as a problem (Kenai has a payroll of approximately \$25 million, so an contribution increase of 0.06 % would equal roughly \$15 thousand).

Additionally, Mr. Sandahl felt certain that some of the teachers made eligible for retirement by HB 89 would opt to retire immediately. New replacement teachers would then be hired at a lower "entry level" salary, so the overall increase in personnel costs would likely be negligible.

  
\_\_\_\_\_  
Rep. Mike Navarre  
prime sponsor HB89

FISCAL NOTE

REQUEST:

Revision Date: \_\_\_\_\_ Agency Affected: Department of Administration  
 Title: An Act relating to eligibility BRU: Retirement and Benefits  
for retirement under the TRS.  
 Sponsor: Navarre Components: Retirement and Benefits  
 Requestor: \_\_\_\_\_

EXPENDITURES/REVENUES: (Thousands of Dollars)

| OPERATING         | FY 89 | FY 90 | FY 91 | FY 92 | FY 93 | FY 94 |
|-------------------|-------|-------|-------|-------|-------|-------|
| PERSONAL SERVICES | 0     | 0     | 0     | 0     | 0     | 0     |
| TRAVEL            | 0     | 0     | 0     | 0     | 0     | 0     |
| CONTRACTUAL       | 0     | 0     | 0     | 0     | 0     | 0     |
| SUPPLIES          | 0     | 0     | 0     | 0     | 0     | 0     |
| EQUIPMENT         | 0     | 0     | 0     | 0     | 0     | 0     |
| LAND & STRUCTURES | 0     | 0     | 0     | 0     | 0     | 0     |
| GRANTS, CLAIMS    | 0     | 0     | 0     | 0     | 0     | 0     |
| MISCELLANEOUS     | 0     | 0     | 0     | 0     | 0     | 0     |
| TOTAL OPERATING   | 0     | 0     | 0     | 0     | 0     | 0     |
| CAPITAL           | 0     | 0     | 0     | 0     | 0     | 0     |
| REVENUE           | 0     | 0     | 0     | 0     | 0     | 0     |

FUNDING: (Thousands of Dollars)

|               |   |   |   |   |   |   |
|---------------|---|---|---|---|---|---|
| GENERAL FUND  | 0 | 0 | 0 | 0 | 0 | 0 |
| FEDERAL FUNDS | 0 | 0 | 0 | 0 | 0 | 0 |
| OTHER         | 0 | 0 | 0 | 0 | 0 | 0 |
| TOTAL         | 0 | 0 | 0 | 0 | 0 | 0 |

POSITIONS:

|           |   |   |   |   |   |   |
|-----------|---|---|---|---|---|---|
| FULL-TIME | 0 | 0 | 0 | 0 | 0 | 0 |
| PART-TIME | 0 | 0 | 0 | 0 | 0 | 0 |
| TEMPORARY | 0 | 0 | 0 | 0 | 0 | 0 |

ANALYSIS: (Attach a separate page if necessary)

This bill will not result in increased operational costs to the Division.  
 THIS BILL IS ESTIMATED TO COST THE DEPARTMENT OF EDUCATION AND THE UNIVERSITY OF ALASKA \$33.0  
 IN INCREASED PERSONAL SERVICES COSTS IN FY 90. THIS BILL IS ESTIMATED TO COST SCHOOL DISTRICTS  
 \$203.5 IN INCREASED PERSONAL SERVICE COSTS IN FY 90. Please refer to page 2 for a detailed  
 discussion of these costs.

Prepared By: R.2. Stalvaker Phone: 465-4470  
Sally Smith, Director Date: 1/25/89  
 Division: Retirement and Benefits  
 Approved by Commissioner: John M. Andrews Date: 1/26/89  
 Agency: Department of Administration

Distribution (by preparer):  
 Legislative Finance  
 Legislative Sponsor  
 Requestor  
 Office of Management and Budget  
 Impacted Agency(ies)

House Bill 89  
 Analysis of the Fiscal Implications to the Retirement Fund  
 Prepared by Division of Retirement & Benefits  
 Department of Administration  
 January 20, 1989

Analysis: This bill would enable members of the TRS to receive full credit for part-time and 1/2 year teaching to establish eligibility for benefits. Benefits would continue to be calculated at half-credit. Passage of this bill is estimated to increase the state TRS contribution rate for FY90 by .06%. The FY90 state TRS payroll is estimated to be \$55,085,786 (Department of Education, \$5,025,700; and University of Alaska, \$50,060,086) and remain level for each year thereafter.

The cost to the state of \$33.0 is calculated as follows:

|                                   |                         |
|-----------------------------------|-------------------------|
| Estimated U of A FY90 payroll     | \$ 50,060,086           |
| TRS contribution rate increase    | X <u>          .06%</u> |
| <br>Total U of A cost.....        | <br>\$       30,000     |
| <br>Estimated D.O.E. FY90 payroll | <br>\$ 5,025,700        |
| TRS contribution rate increase    | X <u>          .06%</u> |
| <br>Total D.O.E. cost.....        | <br>\$       3,000      |

In addition to the state cost, there would also be an increase in the school districts' contribution rate of .06%, resulting in a total contribution increase of \$203.5 for FY90 and for each year thereafter.

|   |                         |
|---|-------------------------|
| Estimated School District<br>FY90 payroll | \$ 339,201,043          |
| TRS contribution rate increase            | X <u>          .06%</u> |
| <br>Total School District cost....        | <br>\$       203,521    |

There would not be an adverse impact on the actuarial soundness of the TRS fund. The increase in unfunded liability and the decrease in funding ratio would be negligible.



# NEA-ALASKA

AFFILIATED WITH THE NATIONAL EDUCATION ASSOCIATION

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## FAIRBANKS REGIONAL OFFICE

2118 CUSHMAN STREET  
FAIRBANKS, ALASKA 99701  
(907) 456-4435

February 3, 1989

TO: Representative Johnny Ellis & Members of the HESS Committee

FROM: Judy Salo, President *Judy*

RE: HB 89

After listening to the overview of TRS services and issues I feel compelled to add to our existent position on H.B. 89. The phrase "to attract and retain teachers" used as a guiding light for policy can be interpreted in more than one way. My interpretation certainly varies from that presented by the TRS administrator. But, whatever the interpretation, I think the importance of that mission statement was highly overrated in the discussion of H.B. 89 and H.B. 24.

H.B. 89 is an equity issue. The teachers who have contacted us cannot understand why part-time and full-time service cannot be combined, especially since twenty years of part-time service does make a person eligible for retirement. Under the provisions of H.B. 89 benefits are computed based on the actual work time.

H.B. 89 and H.B. 24 are separate issues. What is most imperative to deal with is the equity issue involved.

We continue our strong support of the bill and are available to answer any questions that may arise.

Thank you.

JS01/Hb89/dl



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## FAIRBANKS REGIONAL OFFICE

2118 CUSHMAN STREET  
FAIRBANKS, ALASKA 99701  
(907) 456-4435

January 31, 1989

To: Rep. Johnny Ellis, Chair  
Members; House HESS Committee

Re: House Bill No. 89; "An Act relating to  
eligibility for retirement under the teachers'  
retirement system."

NEA-Alaska supports and encourages passage of HB 89. This bill correctly addresses an equity concern for part-time teachers in the public schools in Alaska.

It is only reasonable that part-time teachers should be able to use the combination of full-time and part-time service to establish eligibility for retirement as full-time teachers.

In some districts part-time teachers would prefer to have full-time employment but different combinations of circumstance preclude that from being available to them. Funding cuts have necessitated part-time positions in some districts and in others it has been the decision of administration or the board to utilize part-time rather than full-time teachers.

We encourage your favorable response to HB 89.

Thank you for your consideration of our position.

Respectfully submitted,

Bob Manners  
Executive Secretary

cc: Rep. Mike Navarre

m31jan1

Alaska State Legislature



WHILE IN SESSION  
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JUNEAU, ALASKA 99801  
(907) 262-9366

HOUSE MAJORITY LEADER

HOME ADDRESS  
PO BOX 169  
JUNEAU, ALASKA 99801  
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DISTRICT 5

Representative Mike Navarre

Date: January 31, 1989

MEMORANDUM

TO: All members  
House Health, Education and Social Services Committee

FROM: Rep. Mike Navarre

SUBJECT: House Bill 89.

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Attached is some back-up information on HB 89.

This bill was introduced to correct an inequity in the statutes concerning retirement eligibility for certain types of teachers.

Currently, if a teacher has 20 years of full-time service, that teacher is eligible for retirement. In a similar vein, if a teacher has 20 years of part-time service, that teacher is also eligible for retirement (with lesser benefits, naturally). However, if a teacher has a combination of the two (i.e., 10 years full-time and 10 years part-time), that person is not eligible for retirement.

There seems to be an inconsistency in the application of even this method of establishing eligibility, however. Investigation by the House Research Agency (see attached) seems to indicate that if the membership service is weighted heavily toward full-time, combination of the two may be allowed by the department. If this is correct, it lends itself to a subjective determination of retirement eligibility, which is poor policy.

HB 89 rectifies this situation, and makes it clear that the 20 year career of a teacher who combines part and full-time teaching is no less valid than that of a person who makes the career choice of one or the other.

I urge the committee's favorable consideration of this measure.

Thank you.



ALASKA STATE LEGISLATURE  
HOUSE OF REPRESENTATIVES  
RESEARCH AGENCY

P. O. Box Y, State Capitol  
Juneau, Alaska 99811-3100  
Mail Stop 3100  
(907) 465-3991

December 28, 1988

MEMORANDUM

TC: Representative Mike Navarre

ATTN: Pat Malone

FROM: Tom McKenna *TM*  
Legislative Analyst

RE: Effect of Combining Full-time and Part-time Service Credit in the  
Teachers' Retirement System  
Research Request 89.102

You asked us to determine the effect of allowing members of the Teachers' Retirement System (TRS) to combine credit for full- and part-time service in qualifying for the 20-year retirement provision. You wanted to know how many teachers would be affected if these retirement criteria were applied, and what the financial effect on the TRS would be.

As you know, the current statute (AS 14.25.110, Attachment A) allows for retirement after 20 years of membership service, or 20 school years that each involve at least one-half year of membership service as a part-time teacher. According to Bob Stalnaker, Deputy Director of the Division of Retirement and Benefits, Department of Administration, full- and part-time service credit is currently combined in determining membership service. A person with 19 years of full-time teaching service, for example, would need 2 years of half-time service in order to qualify for retirement with 20 years of membership service.

The attached memorandum from Bob Stalnaker (Attachment B) summarizes findings of the state's actuarial consultant for the Division of Retirement and Benefits. The actuary's calculations represent the effects of a change that would allow each year spent teaching, in full- or part-time capacity, to count for a year of credit toward the 20-year requirement. The average amounts of part-time service cited in that memorandum are reported in terms of the number of school years spent part-time teaching, and would denote years of credit toward the 20-year requirement under the proposed change. The benefit costs used in the actuarial analysis, however, are based on actual calculated service; a year of half-time service equals one-half year of calculated service.

Representative Navarre  
December 28, 1988  
Page 11

According to the report, the proposed change would affect 947 people, the number of active TRS members who currently have some part-time service. An unfunded liability of \$150,000 would result over the 25-year period of the actuarial analysis. The liability would require employer contributions to be increased by 0.06 percent, and would have a negligible effect on the accrued benefit funding ratio, the measure of the TRS fund's viability.<sup>1</sup>

The majority of projected costs arise from an increase in benefit payments resulting from extended periods of retirement eligibility, according to Mr. Stalnaker. Although members who combine full- and part-time service in order to qualify for the 20-year requirement would receive smaller individual benefit payments, benefits would be paid to these people for longer periods of time. A smaller fraction of the unfunded liability comes from major medical benefit costs, which are automatically awarded to all TRS retirees. Other assumptions used in this actuarial analysis are standard system assumptions, as outlined in the Annual Financial Report of the PERS and TRS funds.<sup>2</sup>

Please call me if you have any questions.

Attachments

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<sup>1</sup>The accrued benefit funding ratio equals: fund valuation assets (\$)/ present value of accrued benefits (\$).

<sup>2</sup>Bob Stalnaker, personal communication, December 27, 1988.

ATTACHMENT A  
AS 14.25.110

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(b) A teacher may not be credited with service under this section if credit for service as an employee of the Territory of Alaska was granted for the same period under the public employees' retirement system (AS 39.35).

(c) A teacher who elects to receive credited service under this section for service to the Territory of Alaska shall make a retroactive contribution under this system for the period of territorial employment following June 30, 1955. (§ 1 ch 146 SLA 1980)

**Sec. 14.25.107. Credit for Alaska BIA service.** A member who joins the system on or after July 1, 1978, who has Alaska BIA service may claim all of that service as credited service. A retirement benefit payable under this chapter for Alaska BIA service shall be reduced by an amount equal to the retirement benefits paid to the member by the United States government for the same service. (§ 8 ch 137 SLA 1982)

**Sec. 14.25.110. Retirement benefits.** (a) Subject to AS 14.25.167, a member is eligible for a normal retirement benefit if the member

(1) was first hired before July 1, 1975, has attained the age of 55 years, and has at least 15 years of credited service, the last five of which have been membership service;

(2) has attained the age of 55 years and has at least eight years of membership service;

(3) has attained the age of 55 years, has at least five years of membership service, and has at least three years of Alaska BIA service;

(4) has at least 25 years of credited service, the last five of which have been membership service;

(5) has at least 20 years of membership service;

(6) has at least 20 years of combined membership service and Alaska BIA service, the last five of which have been membership service; or

(7) has at least one-half year of membership service as a part-time teacher for each of 20 school years.

(b) Subject to AS 14.25.167, a member is eligible for an early retirement benefit upon completing any one of the service requirements in (a)(1), (2), or (3) of this section and attaining the age of 50 years.

(c) The burden is on the applicant to prove eligibility for retirement benefits to the full satisfaction of the administrator.

(d) The monthly amount of a retirement benefit for a member who has paid the full amount of any indebtedness is two percent of the member's average base salary during any three school years of membership service times the years of credited service, including credited fractional years, divided by 12. An actuarial adjustment must be made for early retirement.

(e) The monthly amount of a retirement benefit must be determined in accordance with (d) of this section as it is in effect on the date of termination of the retiring member's last segment of employment.

(f) The annual amount of retirement benefits for a retiring member who was a member of the retirement system established by the Retirement Act of 1945 may not be less than \$975 plus 10 percent of the total contribution made by the member to the retirement fund of 1945.

(g) A member who is eligible for a service retirement salary under this chapter or under the Retirement Act of 1945 is entitled to a benefit of at least \$25 per month for each year of credited service, excluding adjustments made under AS 14.25.142 or 14.25.143. If the member elected option two under AS 14.25.063(b)(2) for payment of any indebtedness when the member initially applied for a retirement benefit, or if the member elected to receive an early retirement benefit under (b) of this section, the resulting benefit reduction continues in effect.

(h) The monthly retirement benefit for a member who was receiving a retirement benefit on July 1, 1955, is \$50 a month if the member was at least 55 years of age on July 1, 1955.

(i) Benefits payable under this section accrue from the first day of the month after which all of the following requirements are met: (1) the member meets the eligibility requirements of this section; (2) the member terminates employment; and (3) the member applies for retirement. Benefits are not payable under this section during a school year in which credit for a full year of service is granted. The benefits are payable the last day of the month. If payment is delayed, a retroactive payment must be made for the month in which a benefit is payable under this section. The last payment shall be for the month in which the member dies or is no longer eligible for a benefit under this section. (§ 12 ch 145 SLA 1955; am § 4 ch 142 SLA 1957; am § 9 ch 89 SLA 1960; am § 4 ch 86 SLA 1963; am § 6 ch 151 SLA 1966; am § 2 ch 85 SLA 1971; am § 8 ch 66 SLA 1973; am § 1 ch 77 SLA 1973; am § 2 ch 57 SLA 1974; am §§ 1 — 3 ch 173 SLA 1975; am § 5 ch 169 SLA 1976; am § 14 ch 13 SLA 1980; am § 2 ch 146 SLA 1980; am § 9 ch 137 SLA 1982; am § 1 ch 81 SLA 1986; am §§ 1, 2 ch 117 SLA 1986)

**Effect of amendments.** — The first 1986 amendment added paragraph (i) of subsection (a) and made minor, related word and punctuation changes.

The second 1986 amendment added "Subject to AS 14.25.167" at the beginning of subsections (a) and (b) and made related grammatical changes.

**Editor's notes.** — The 1982 amendment of AS 14.25.063(b), which is referred to in subsection (g), deleted the language in that section concerning options

The reference to AS 14.25.063(b)(2) in subsection (g) is incorrect in light of the 1982 amendment of that section, which rewrote subsection (b).

**Opinions of attorney general.** — The legislature did not intend such a strict interpretation as to require a teacher to work the last 5 school years for the full 140-day year. 1966 Op. Att'y Gen. No. 2.

A teacher satisfies the requirement of subsection (a) by working any five creditable years or combination of fractional

**ATTACHMENT B**  
**Memorandum from Bob Stalnaker to Tom McKenna**  
**Summarizing an Acturial Analysis of the Proposed**  
**Changes to the TRS**

MEMORANDUM

STATE OF ALASKA

TO: Tom McKenna  
Legislative Analyst  
House Research Agency

DATE: December 21, 1988

TELEPHONE: 465-4470

FROM: *Bob* Robert F. Stalnaker  
Deputy Director  
Division of Retirement  
& Benefits  
Department of Administration

SUBJECT: Request for  
information regarding  
part-time service credit  
in the TRS.

Your request for information for an actuarial analysis was forwarded to our consulting actuary, William M. Mercer Meidinger Hansen, for consideration. Your questions were as follows:

1. How many teachers would be affected by allowing part-time teaching service to be used the same as full-time teaching service for qualifying for the 20 year retirement provision, and
2. What would the effect be on the financial stability of the Teachers' Retirement System (TRS).

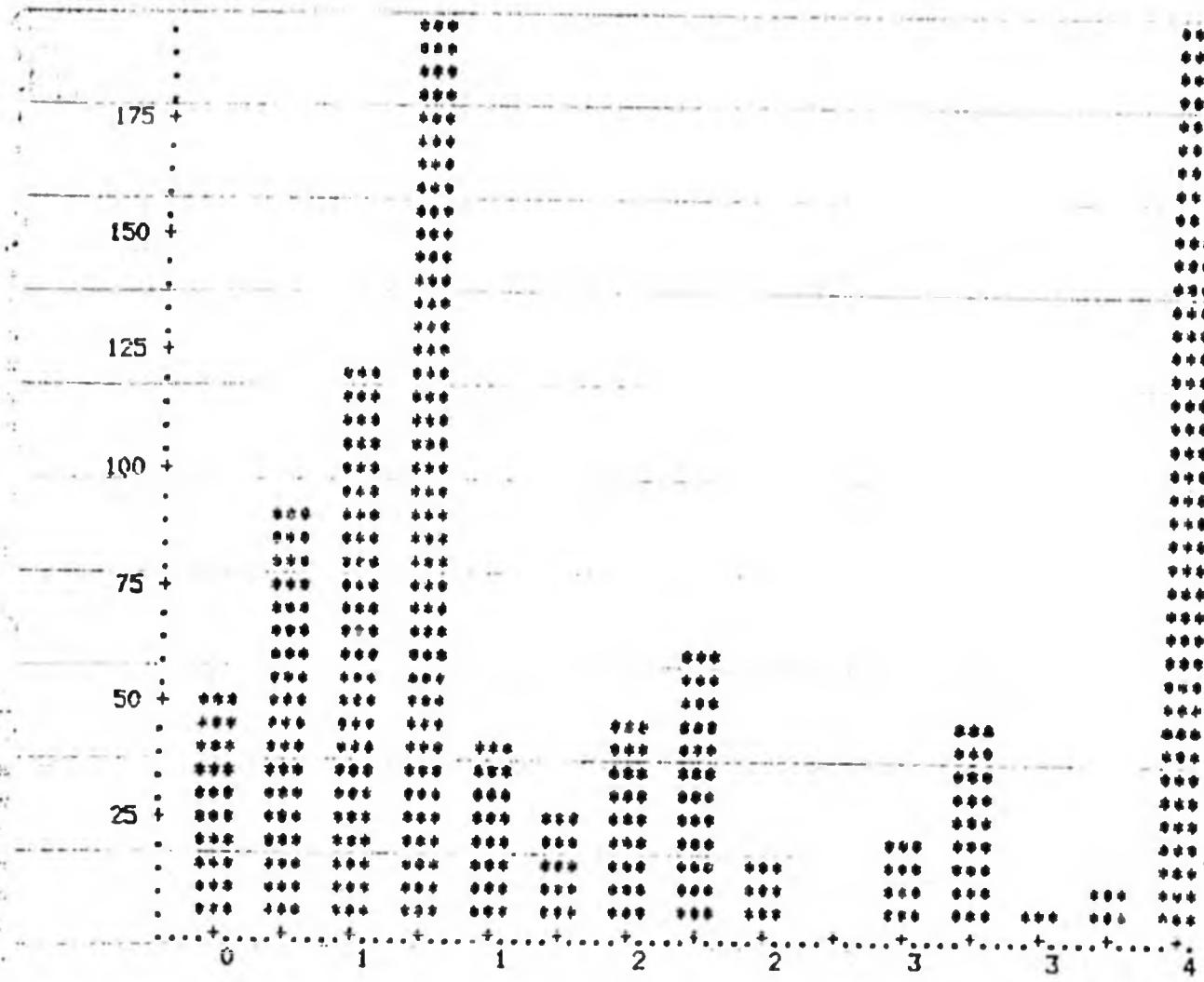
There are currently 947 active members in the TRS who have some part-time service and could therefore possibly benefit by this change. The average amount of part-time service for this group is approximately 2.29 years. There are 257 teachers with three or more years of part-time service.

The estimated increase in TRS contribution rate is .06% of the FY90 estimated TRS payroll. The State FY90 estimated TRS payroll is \$ 55,085,786 and the School District FY90 estimated TRS payroll is \$ 339,201,043. This change would result in an increase of the TRS unfunded liabilities of approximately \$150,000. There would be a negligible effect on the funding ratio.

I have also attached a copy of a chart identifying the breakdown of members having any part-time service. I hope that this information is helpful in your deliberations.

cc: Sally Smith, Director  
Division of Retirement &  
Benefits

Dean Gottehrer  
Special Assistant  
Department of Administration



TOTAL EES 50 93 123 195 42 26 49 61 18 4 23 49 6 13 195

TOTAL EMPLOYEES READ 947

AVERAGE VALUE 2.29

LOWEST VALUE 0.01

HIGHEST VALUE 50.71

STATE OF ALASKA  
THE LEGISLATURE

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Copies of minutes listed below were originally included in this file. The minutes are available on the STAIRS database CMPR. In order to save space copies of minutes have not been left in the files.

Mary Van Nimwegen

H. HESS

2-2-89

Original sponsors: Navarre and  
Swackhammer

1 IN THE HOUSE

BY THE HEALTH, EDUCATION AND  
SOCIAL SERVICES COMMITTEE

2 CS FOR HOUSE BILL NO. 89 (HESS)

3 IN THE LEGISLATURE OF THE STATE OF ALASKA

4 SIXTEENTH LEGISLATURE - FIRST SESSION

5 A BILL

6 For an Act entitled: "An Act relating to eligibility for retirement under  
7 the teachers' retirement system."

8 BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF ALASKA:

9 \* Section 1. AS 14.25.110(a) is amended to read:

10 (a) Subject to AS 14.25.167, a member is eligible for a normal  
11 retirement benefit if the member

12 (1) was first hired before July 1, 1975, has attained the  
13 age of 55 years, and has at least 15 years of credited service, the  
14 last five of which have been membership service;

15 (2) has attained the age of 55 years and has at least eight  
16 years of membership service;

17 (3) has attained the age of 55 years, has at least five  
18 years of membership service, and has at least three years of Alaska  
19 BIA service;

20 (4) has at least 25 years of credited service, the last  
21 five of which have been membership service;

22 (5) has at least 20 years of membership service;

23 (6) has at least 20 years of combined membership service  
24 and Alaska BIA service, the last five of which have been membership  
25 service; or

26 (7) has for each of 20 school years,

27 (A) at least one-half year of membership service as a  
28 part-time teacher;

29 (B) one full year of membership service as a full-time

1           teacher; or

2                            (C) any combination of service qualified under this  
3 paragraph [FOR EACH OF 20 SCHOOL YEARS].  
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