

Background Information on Pension Coverage for Teaching Personnel in Minnesota

Academic or teaching personnel in the public sector in Minnesota have their public pension coverage by one or more of ten Minnesota public pension plans. Six of those public pension plans have full portability of pension coverage and credit and four do not.

The Minnesota public pension plans involved in providing retirement coverage for public sector academic or teaching personnel, the personnel covered, the nature of the benefit coverage, and the extent of any portability provision applicable to the plan are as follows:

Public Pension Plan	Personnel Covered	Nature of Public Pension Benefit Coverage	Extent of Applicable Portability
Teachers Retirement Association (TRA)	Teachers, principals, superintendents, librarians, counselors, school nurses, school social workers, and school psychologists employed by the public elementary or secondary schools outside Duluth or St. Paul, or employed by MnSCU, unless the teacher elected coverage by the Individual Retirement Account Plan (IRAP). Employees of the University of Minnesota are not included in plan coverage. (Minn. Stat. Sec. 354.05, Subd. 2)	Defined benefit plan, with age and service retirement annuity based on the retiree's highest five successive years average salary and a benefit accrual rate, in most instances, of 1.7% per year of service for service before July 1, 2006, and 1.9% per year of service thereafter. (Minn. Stat. Sec. 354.44, Subd. 6)	Service credit portable for vesting purposes with MSRS-General, the State Patrol Retirement Plan, MSRS-Correctional, the Legislators Retirement Plan, the Elective State Officers Retirement Plan, PERA, PERA-P&F, PERA Correctional, DTRFA, SPTRFA, and the Judges Retirement Plan under the service-in-more-than-one-plan provision; service and salary credit portable for full benefit calculation purposes for the same plans as the service-in-more-than-one-fund provision under the combined service annuity provisions. (Minn. Stat. Sec. 354.60; 356.30; 356.302; 356.303)
Duluth Teachers Retirement Fund Association (DTRFA)	Licensed educational personnel employed by Independent School District No. 709 and teaching personnel at Lake Superior Technical College who elect the coverage. (Minn. Stat. Sec. 354A.011, Subd. 27, DTRFA Articles of Incorporation)	Defined benefit plan, with age and service retirement annuity based on the retiree's highest five successive years average salary and a benefit accrual rate, in most instances, of 1.7% per year of service for service. (Minn. Stat. Sec. 354A.31)	Same as TRA. (Minn. Stat. Sec. 354A.39; 356.30; 356.302; 356.303)
St. Paul Teachers Retirement Fund Association (SPTRFA)	Licensed educational personnel employed by Independent School District No. 625 and teaching personnel at the St. Paul Technical College who elect the coverage. (Minn. Stat. Sec. 354A.011, Subd. 27; SPTRFA Articles of Incorporation.)	Defined benefit plan that is substantially identical to DTRFA. (Minn. Stat. Sec. 354A.31)	Same as TRA. (Minn. Stat. Sec. 354A.39; 356.30; 356.302; 356.303)
General State Employees Retirement Plan of the Minnesota State Retirement System (MSRS-General)	Various state employees, including employees at MnSCU not covered by another plan, and employees of the University of Minnesota as designated for coverage by the Board of Regents. (Minn. Stat. Sec. 352.01, Subd. 2a)	Defined benefit plan that is substantially identical to DTRFA. (Minn. Stat. Sec. 352.116)	Same as TRA. (Minn. Stat. Sec. 352.72)

Public Pension Plan	Personnel Covered	Nature of Public Pension Benefit Coverage	Extent of Applicable Portability
Unclassified State Employees Retirement Program (MSRS-Unclassified)	State University and College presidents and deans, various MnSCU administrative personnel, employees of the legislature, employees of the constitutional officers, and agency and department heads and deputies. (Minn. Stat. Sec. 352D.02)	Defined contribution plan, based on an employer contribution of 6.00% and a member contribution matching the MSRS-General employee contribution rate. (Minn. Stat. Sec. 352D.04, Subd. 2; 352D.06)	MSRS-Unclassified Program covered service recognized by other statewide and major Minnesota pension plans for vesting purposes; MSRS-Unclassified Program covered salary recognized by other statewide and major Minnesota pension plans for defined benefit plan benefit computation purposes, if applicable.
Individual Retirement Account Plan (IRAP)	Full-time MnSCU faculty members and part-time MnSCU faculty members if the initial appointment is at least 25%. (Minn. Stat. Sec. 354B.20, Subd. 4; 354B.21)	Defined contribution plan, based on a member contribution of 4.5% of pay and an employer contribution of 6%. (Minn. Stat. Sec. 354B.23)	No portability beyond the inherent portability of defined contribution plans with other defined contribution plans.
MnSCU Supplemental Retirement Plan	Substantially identical to IRAP membership. (Minn. Stat. Sec. 354C.11)	Defined contribution plan based on a negotiable amount member and employer contributions, with a minimum contribution of \$450 each. (Minn. Stat. Sec. 354C.12)	Same as IRAP.
University of Minnesota Faculty Retirement Plan	Associate professors or higher ranked professors, assistant professors with two years of service, research associates with two years of service, instructors with three years of service, researchers with three years of service, and professional administrative staff meeting prior service requirements based on relative salary level, employed by the University of Minnesota as designated by the Board of Regents.	Defined contribution plan, based on a member contribution of 2.5% of pay and a University employer contribution of 13% of pay.	Same as IRAP.
University of Minnesota Faculty Supplemental Retirement Plan	University of Minnesota faculty retirement plan participants who began participation before 1963 and their surviving spouses.	Defined benefit plan, with an age and service retirement annuity based on the retiree's highest five successive years average salary, subject to a salary maximum, and a benefit accrual rate of 1.6667% per year of service credit to a maximum of 30 years, to the extent that the calculated amount exceeds the regular faculty retirement plan defined contribution plan life annuity plus the estimated 100% Social Security benefit payable for University service.	No portability. Plan augments University of Minnesota Faculty Retirement Plan.