

Teachers' Retirement System Summary of System and Benefits

The Teachers' Retirement System is a state agency created by the Legislature in 1943 to provide retirement benefits to employees of the public schools of Oklahoma. Membership in the Retirement System includes employees in common schools (K-12), career and technology schools, and public colleges and universities. The System serves over 144,000 active and retired members and pays out more than \$800 million to retirees and beneficiaries. The System has \$9 billion in assets, invested primarily in domestic and international equities and fixed income.

The System is controlled by a 13-member governing board of trustees. Trustees are appointed by the Governor, President Pro Tempore of the State Senate and Speaker of the House of Representatives. The System's operating budget is funded from investment income, but the agency is subject to all executive orders and statutes relating to the general administration of state government.

Teachers' Retirement is authorized to have 52 full-time employees.

Office Hours

Office hours are from 8:00 a.m. to 4:45 p.m. with a 45-minute lunch.

Holidays

Paid holidays are determined by the Governor on an annual basis (usually 10 days). The following days are *generally* those holidays observed by state employees:

- New Year's Day on the first day of January
- Martin Luther King, Jr.'s Birthday on the third Monday in January
- President's Day on the third Monday in February
- Memorial Day on the last Monday in May
- Independence Day on the fourth day of July
- Labor Day on the first Monday in September
- Veterans' Day on the eleventh day of November
- Thanksgiving Day and the day after on the fourth Thursday and Friday in November
- Christmas on the twenty-fifth day of December
(Also, Monday before Christmas if Christmas falls on Tuesday and Friday after Christmas if Christmas falls on Thursday)
- Presidentially declared national holidays *only* when also declared state holidays by the Governor

Annual Leave

Annual leave begins accruing the month following employment and may be used as accumulated, upon approval of the employee's supervisor. State employees are compensated for an unused annual leave balance up to the accumulation limit upon termination of employment.

Years of Service	Accrual Rate	Accumulation Limit
Less than 5 years	15 days/year	30 days
5 but less than 10 years	18 days/year	60 days
10 but less than 20 years	20 days/year	60 days
20 years and over	25 days/year	60 days

Sick Leave

Sick leave begins accruing the month following employment.

Years of Service	Accrual Rate	Accumulation Limit
all state employees accrue the same amount of sick leave, regardless of the number of years of cumulative service	15 days/year	no limit

Longevity Pay

State employees are eligible for longevity pay after two years of continuous service. Below is a schedule:

Years of Service	Payment
At least 2 but less than 4 years	\$250
At least 4 but less than 6 years	\$426
At least 6 but less than 8 years	\$626
At least 8 but less than 10 years	\$850
At least 10 but less than 12 years	\$1,062
At least 12 but less than 14 years	\$1,250
At least 14 but less than 16 years	\$1,500
At least 16 but less than 18 years	\$1,688
At least 18 but less than 20 years	\$1,900
At least 20 years	\$2,000
(\$200 for each additional 2 yrs. of service over 20 yrs.)	

Deferred Compensation Plan

The State of Oklahoma offers employees a 457 Deferred Compensation Plan with several investment options. This is a voluntary tax-sheltered income arrangement which gives you the opportunity to invest part of your salary for your retirement. Your contributions are not taxable until the funds are withdrawn, which usually occurs after separation from State employment. TRS currently contributes \$25 per month to a participating employee's deferred compensation account.

Retirement Plan

Members of the Teachers' Retirement System become vested after five years of service. TRS currently contributes 7% of the employee's total salary (salary plus fringe benefits) to his or her TRS retirement account, which is a 401(a) defined benefit plan. If employment is terminated with TRS (and the employee does not assume employment with another TRS member agency or school) he or she will be eligible to withdraw or rollover 100% of the contributions, less a penalty for early withdrawal, made in his or her behalf. Interest that has been earned on contributions will be payable at the time of withdrawal.

Health, Dental, Disability and Life Insurance

A variety of health and dental plans are available for employees and eligible dependents. Coverage becomes effective on the first day of the month following the employee's enter on duty date. The state currently pays \$554.48 monthly toward an employee's insurance coverage. This allowance must be used for the employee's health, dental, basic life and disability insurance. Any unused portion of the allowance is taxed and added to the employee's gross pay. Basic life insurance is for \$20,000, however, additional insurance for eligible employees and dependents is available for purchase.

If an employee chooses to cover dependents, his or her benefit allowance will increase according to the number of dependents covered.

Payroll

Full-time employees are paid monthly through direct deposit which is available on the last working day of each calendar month for employees on regular payroll and by the 15th of the following month for employees on supplemental payroll. A new employee will start and remain on supplemental payroll until such time that he or she has accrued at least a 40-hour combined balance of annual and sick leave at the beginning of the following pay period.

Overtime

Any approved overtime worked will be compensation in the form of time and not pay.

Pay Increases

TRS cannot grant performance pay increases or cost-of-living increases unless provided for by law.

(This is provided for summary only. Changes may be made to statutes or to rules and procedures that may affect this document. – last revised 2/13/08.)