

# BENEFITS

## Pre-Retirement Topics

<b>Membership</b>	SPTRFA membership is mandatory upon employment in any position requiring a license issued by the MN Professional Educator Licensing and Standards Board for employment with Saint Paul Public Schools (SPPS), St. Paul College (SPC) – if you were first employed prior to July 1, 1995, or St. Paul Charter Schools – from July 1, 1995 through June 30, 2002. Hereinafter collectively referred to as “Saint Paul Schools.”
<b>Allowable Retirement Service Credit</b>	A full year of retirement service credit is earned after 170 days are worked during each fiscal year. Partial years are calculated based on the ratio of days worked to 170 days. No more than one year of retirement service credit is allowable during any fiscal year.
<b>Definition of Salary</b>	Minnesota Statutes Chapter 354A and the Association Articles and Bylaws define salary as the entire compensation upon which member contributions are required and made.
<b>Refund of Contributions</b>	Coordinated and Basic members who resign from St. Paul Schools may apply for a refund of employee contributions, plus applicable interest. Basic Plan members must be either under Age 55 or ineligible for a pension to receive a refund of contributions.
<b>Repaying a Refund of Contributions</b>	A member who received a refund may reinstate previous retirement service credit by repaying the amount refunded plus applicable interest. Such repayments may only be made after the member has accumulated at least two years of allowable retirement service credit since the last refund was taken.
<b>Leaves of Absence</b>	Subject to certain requirements, members may purchase retirement service credit for the following Saint Paul Schools approved leaves of absence: Sabbatical, Military, Parental, Mobility, Medical, and Family Medical.
<b>Service Payments</b>	Members may repay refunds or purchase SPTRFA retirement service credit by using personal savings or by transferring money from their Roth IRA or tax-sheltered retirement accounts, such as 403(b), 457, 401(k), IRAs, or from another plan qualified under 401(a).
<b>Beneficiary</b>	A beneficiary is the person or persons designated to receive a refund of employee contributions, plus applicable interest, upon the death of the member if no survivor or family benefit is payable. If no valid beneficiary designation form is on file for a member, a refund of contributions plus applicable interest will be paid to the member’s estate.
<b>Marriage Dissolution</b>	Minnesota Statutes Chapter 518 covers marriage dissolutions and requires that SPTRFA receive a copy of the petition and summons, including a copy of the affidavit of service, before any information may be released. In the event that a court order requires a division of pension benefits, a judge signed copy of a decree or domestic relations order is required. All inquiries are kept confidential. Any survivor benefit coverage ends at the dissolution of marriage.
<b>Disability Benefit</b>	Subject to certain requirements, a disability benefit is available to vested members who become totally and permanently disabled.

## Retirement Topics

### Basic Plan Retirement Options

Basic Plan members receive a formula benefit payable for life. An automatic spousal survivor benefit is also provided. This survivor benefit coverage does not cause a reduction in the member's benefit, but does terminate at any dissolution of marriage.

### Coordinated Plan Retirement Options

At the time of retirement, Coordinated Plan members select one of the five benefit annuity options below:

#### C1 Member Life Only

Monthly benefit payable for life to the member, with nothing payable after the member's death.

#### C2 Guaranteed Refund

Reduced monthly benefit payable for life to the member. In exchange for the member's benefit reduction, after the member's death, SPTRFA pays a refund to a designated beneficiary. The refund is equal to the difference between SPTRFA pre-retirement member contributions less cumulative SPTRFA post-retirement benefits paid to the member prior to death.

#### C3 15-Year Certain

Reduced monthly benefit payable for life to the member. In exchange for the member's benefit reduction, SPTRFA continues monthly payments to a beneficiary if the member's death occurs within 15 years after retirement. Beneficiary payments end after the balance of the 15 years of SPTRFA benefit payments (member and beneficiary combined) is fulfilled.

#### C4 100% Joint & Survivor

Reduced monthly benefit payable for life to the member. In exchange for the member's benefit reduction, after the member's death, the member's spouse receives the same monthly benefit for life. If the spouse predeceases the member, the member's benefit would bounceback to the full, unreduced benefit amount payable under the C1 option. Survivor benefit coverage ends at any dissolution of marriage.

#### C5 50% Joint & Survivor

Reduced monthly benefit payable for life to the member. In exchange for the member's benefit reduction, after the member's death, the member's spouse receives 50% of the member's benefit as a monthly benefit for life. If the spouse predeceases the member, the member's benefit would bounceback to the full, unreduced benefit amount payable under the C1 option. Survivor benefit coverage ends at any dissolution of marriage.

## Post-Retirement Topics

### **Post-Retirement SPPS Reemployment**

If a retired member is reemployed by SPPS prior to Age 65, their SPTRFA monthly benefits will be reduced if the retired member earns more than \$46,000 from SPPS in any calendar year. The following year's pension will be reduced by one dollar for every three dollars in SPPS earnings over \$46,000, with the amount of the reduction forfeited to SPTRFA. After age 65, retired members have no SPPS re-employment earnings limitation. Retired members can work for any other employer without a reduction in their SPTRFA pension benefits.

### **90 Day Period of Separation**

Newly retired members must have a complete and continuous 90 day separation from Saint Paul Schools employment in any form. Importantly, "employment" for this purpose includes "any service provided to Saint Paul Schools directly, as an independent contractor, or as an employee of an independent contractor."

### **Post-Retirement Adjustment**

Post-retirement adjustments are determined annually under Minnesota statutes, which may be amended from time to time. For FY2019 post-retirement adjustments were decreased from 1% to 0%.

The postretirement benefit increase applies to each eligible member on January 1 of each year. Members in retirement payment status for at least one full year will receive the full increase noted above. Members in retirement payment status after January 1st but on or before July 1st of the preceding year will receive one-half of the full increase.

## Basic Plan - Summary of Benefits \*\*

Vested members of the Basic Plan are eligible to receive a lifetime monthly pension based on the member's Final Average Salary (FAS), Years of Service (YOS) and a Percentage Multiplier.

The following chart provides an overview of the Tier 1 and Tier 2 retirement benefits in effect for eligible Basic Plan members during FY2019.

Normal Benefit	Minimum	Age	Service	Computation of Annual Benefit
<b>Tier 1</b>				
Unreduced	Rule of 90			} FAS x YOS x 2.0%
	60	25		
	65	5		
Reduced	55	5		Reduced for early retirement by 0.25% for each month a member's age is under 65.
	55	25		Reduced for early retirement by 0.25% for each month a member's age is under 60.

### Tier 2

Unreduced	65	5	FAS x YOS x 2.5%
Reduced	55	5	Formula reduced for early retirement by the use of actuarial tables.

### Deferred Retirement

55	5	Annual Benefit (see above) with augmentation.*
<p>* Augmented by 3% per year from date of resignation to January 1 after reaching Age 55, then 5% per year thereafter, if first hired prior to July 1, 2006.                      Augmented by 2.5% for all years if first hired on or after July 1, 2006.                      Augmentation for all members, regardless of hire date, changed to 2% as of July 1, 2012 for the portion of benefit deferral occurring after June 30, 2012.                      Augmentation was eliminated as of July 1, 2019, for the portion of benefit deferral occurring after June 30, 2019.</p>		

\*\* Please note that effective FY2020, there are no remaining Basic Plan members in active status.

## Coordinated Plan - Summary of Benefits

Vested members of the Coordinated Plan are eligible to receive a lifetime monthly pension based on the member's Final Average Salary (FAS), Years of Service (YOS) and a Percentage Multiplier. Members first hired after June 30, 1989 are only eligible for Tier 2 benefits.

The following chart provides an overview of the Tier 1 and Tier 2 retirement benefits in effect for eligible Coordinated Plan members during FY2019.

Normal Benefit	Minimum	Age	Service	Computation of Annual Benefit									
<b>Tier 1</b>													
Unreduced	Rule of 90	62	30	$(FAS \times \text{First 10 YOS} \times \text{Multiplier}^*)$ + $(FAS \times \text{YOS greater than 10} \times \text{Multiplier}^*)$									
		65	3										
		Any Age	30										
Reduced	55	3	Reduced for early retirement by 0.25% for each month a member's age is under 65.										
	Any Age	30	Reduced for early retirement by 0.25% for each month a member's age is under 62.										
				<b>*Tier 1 Multipliers</b>									
				<table style="width: 100%; border: none;"> <tr> <td style="text-align: center;">Service Prior to July 1, 2015</td> <td style="text-align: center;">First 10 YOS</td> <td style="text-align: center;">Over 10 YOS</td> </tr> <tr> <td style="text-align: center;">Service Effective July 1, 2015</td> <td style="text-align: center;">1.2%</td> <td style="text-align: center;">1.7%</td> </tr> <tr> <td style="text-align: center;">Service Effective July 1, 2015</td> <td style="text-align: center;">1.4%</td> <td style="text-align: center;">1.9%</td> </tr> </table>	Service Prior to July 1, 2015	First 10 YOS	Over 10 YOS	Service Effective July 1, 2015	1.2%	1.7%	Service Effective July 1, 2015	1.4%	1.9%
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Service Effective July 1, 2015	1.2%	1.7%											
Service Effective July 1, 2015	1.4%	1.9%											

### Tier 2

Unreduced	If first employed before July 1, 1989:						
	65	3	$FAS \times YOS \times \text{Multiplier}^*$				
	If first employed on or after July 1, 1989:						
	66	3	$FAS \times YOS \times \text{Multiplier}^*$				
Reduced	55	3	Reduced for early retirement by the use of actuarial tables.				
<b>*Tier 2 Multipliers</b>							
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### Deferred Retirement

55	3	Annual Benefit (see above) with augmentation.*
Any Age	30	
<p>* Augmented by 3% per year from date of resignation to January 1 after reaching Age 55, then 5% per year thereafter, if first hired prior to July 1, 2006.                      Augmented by 2.5% for all years if first hired on or after July 1, 2006.                      Augmentation for all members, regardless of hire date, changed to 2% as of July 1, 2012 for the portion of benefit deferral occurring after June 30, 2012.                      Augmentation was eliminated as of July 1, 2019, for the portion of benefit deferral occurring after June 30, 2019.</p>		

## Retirement History Record

Fiscal Year Ending	Pensions Granted	Persons On Payroll	Benefits Paid (\$)	Fiscal Year Ending	Pensions Granted	Persons On Payroll	Benefits Paid (\$)
June 1910	15	13	\$ 4,860	December 1975	52	778	\$ 3,765,322
June 1931	8	125	69,024	December 1976	77	883	4,393,513
June 1932	8	130	72,961	December 1977	63	919	5,050,507
June 1933	2	126	74,190	December 1978	48	946	5,523,548
June 1934	6	127	74,120	December 1979	40	946	6,240,309
June 1935	9	131	74,001	December 1980	47	963	6,623,804
June 1936	14	135	75,864	December 1981	47	981	7,139,037
June 1937	19	151	80,747	December 1982	61	996	7,725,617
June 1938	17	160	89,709	December 1983	72	1,042	8,555,099
June 1939	11	161	93,184	December 1984	64	1,061	9,466,664
June 1939 to				January 1985 to			
December 1939	0	158	23,870	June 1985	59	1,103	5,324,727
December 1940	71	222	170,685	June 1986	66	1,134	11,267,144
December 1941	35	246	210,257	June 1987	117	1,191	12,478,180
December 1942	27	266	234,217	June 1988	70	1,210	14,690,455
December 1943	38	286	253,031	June 1989	67	1,236	15,506,957
December 1944	34	311	282,299	June 1990	67	1,270	17,382,410
December 1945	56	350	308,113	June 1991	80	1,309	18,811,677
December 1946	51	378	337,512	June 1992	83	1,357	20,509,335
December 1947	28	387	360,571	June 1993	120	1,426	22,763,806
December 1948	42	413	375,912	June 1994	92	1,469	25,044,494
December 1949	42	441	419,618	June 1995	113	1,539	26,792,534
December 1950	30	461	450,641	June 1996	119	1,595	29,446,215
December 1951	27	476	472,670	June 1997	179	1,720	32,056,967
December 1952	28	486	508,923	June 1998	129	1,789	37,852,099
December 1953	32	487	525,959	June 1999	114	1,861	41,724,751
December 1954	10	482	529,429	June 2000	144	1,964	47,121,179
December 1955	38	509	666,994	June 2001	130	2,050	53,851,893
December 1956	46	529	750,146	June 2002	127	2,136	58,738,724
December 1957	59	560	840,883	June 2003	126	2,248	63,357,052
December 1958	41	579	1,019,502	June 2004	141	2,361	67,941,921
December 1959	30	585	1,084,506	June 2005	192	2,505	72,448,201
December 1960	38	600	1,144,380	June 2006	146	2,624	78,420,222
December 1961	39	611	1,230,715	June 2007	138	2,744	82,809,201
December 1962	49	624	1,352,779	June 2008	122	2,851	88,273,233
December 1963	42	647	1,467,461	June 2009	114	2,933	92,137,480
December 1964	33	653	1,545,252	June 2010	166	3,044	95,299,300
December 1965	40	668	1,631,554	June 2011	233	3,212	97,264,937
December 1966	43	676	1,770,083	June 2012	141	3,292	101,989,143
December 1967	36	682	1,862,249	June 2013	166	3,404	103,237,869
December 1968	45	695	1,969,760	June 2014	177	3,529	105,742,221
December 1969	53	726	2,319,186	June 2015	178	3,633	108,877,858
December 1970	31	719	2,385,868	June 2016	159	3,723	111,223,711
December 1971	47	731	2,522,350	June 2017	190	3,851	112,750,820
December 1972	51	745	2,742,660	June 2018	138	3,914	115,315,754
December 1973	36	744	3,039,253	June 2019	154	4,007	116,389,114
December 1974	46	754	3,372,453				