TRA allows no more than one year of service during any fiscal year. Service credit for part-time teaching, extracurricular pay, retro pay and summer pay is prorated. Minnesota State service credit is determined by the full-time equivalent as defined in the Minnesota State bargaining agreement. For example, if a Minnesota State employee works 0.5 FTE during the fiscal year, 0.5 (one half) year of service credit is earned.

HIGH-FIVE AVERAGE. Your annual retirement benefit is calculated using the average of your highest annual salary amounts over five consecutive years.

FORMULA. The formula is 1.9 percent for all years of service on or after July 1, 2006.

What is a TRA pension worth?
The average monthly TRA retiree benefit is about $2,300. You would need between $425,000 and $525,000 in a 401(k) or 403(b) account to achieve a similar benefit.

Good to know
Full pension benefits are payable at age 65-66. Reduced benefits are available as early as age 55.
Pension basics for new teachers

TRA is a defined-benefit (“DB”) pension plan that provides retirement, survivor and disability benefits to over 180,000 current and former Minnesota educators—including about 80,000 active teachers and 64,000 retirees.

During your career
You and your employer make mandatory payroll contributions to TRA that are pooled into one large fund managed by the Minnesota State Board of Investment. Here’s how we translate the statistics of your career into retirement income.

Pension math

CONTRIBUTION RATES. During your teaching years, a percentage is deducted from every paycheck for your retirement. The current employee contribution rate is 7.5 percent. Your TRA contributions are pretax, reducing your current taxable income. Your TRA paycheck deductions are determined by Minnesota law and subject to change.

VESTING. You are vested in TRA when you have earned at least three years of service.

SERVICE CREDIT. Service credit affects eligibility for benefits and benefit amount. Paid sick leave, vacation days and required attendance days count toward service credit.

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