

# Teacher Pension Policy in Pennsylvania

A report card on the sustainability, flexibility and fairness of state teacher pension systems

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For more information about Pennsylvania and other states' teacher retirement policies, including full narrative analyses, recommendations and state responses, see [www.nctq.org/statePolicy](http://www.nctq.org/statePolicy)

## Pennsylvania's pension system ratings

### Sustainability

Pension system is stable and well-funded.



### Flexibility

Pension system is flexible and fair to all teachers.



### Neutrality

Retiree benefits to teachers accrue uniformly with each additional year of work.



● fully meets goal 
 ◐ nearly meets goal 
 ◑ meets goal in part 
 ◒ meets a small part of goal 
 ○ does not meet goal

## Snapshot of Pennsylvania's pension system

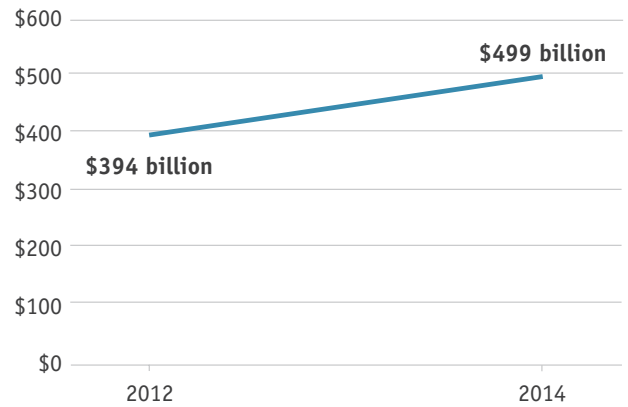
|   |    |
|---|----|
| Teacher pension system is well-funded (at least 90%).                               | NO |
| Teachers have the option of a fully portable primary pension plan.                  | NO |
| Teachers vest in three years or less.   | NO |
| Teachers leaving early can take at least a partial employer contribution with them. | NO |
| Teacher and employer contribution rates are reasonable.                             | NO |
| Retirement eligibility is based on age only.  | NO |
| Pension benefits accrue in a way that treats each year of work uniformly.           | NO |

## Pennsylvania's pension system characteristics

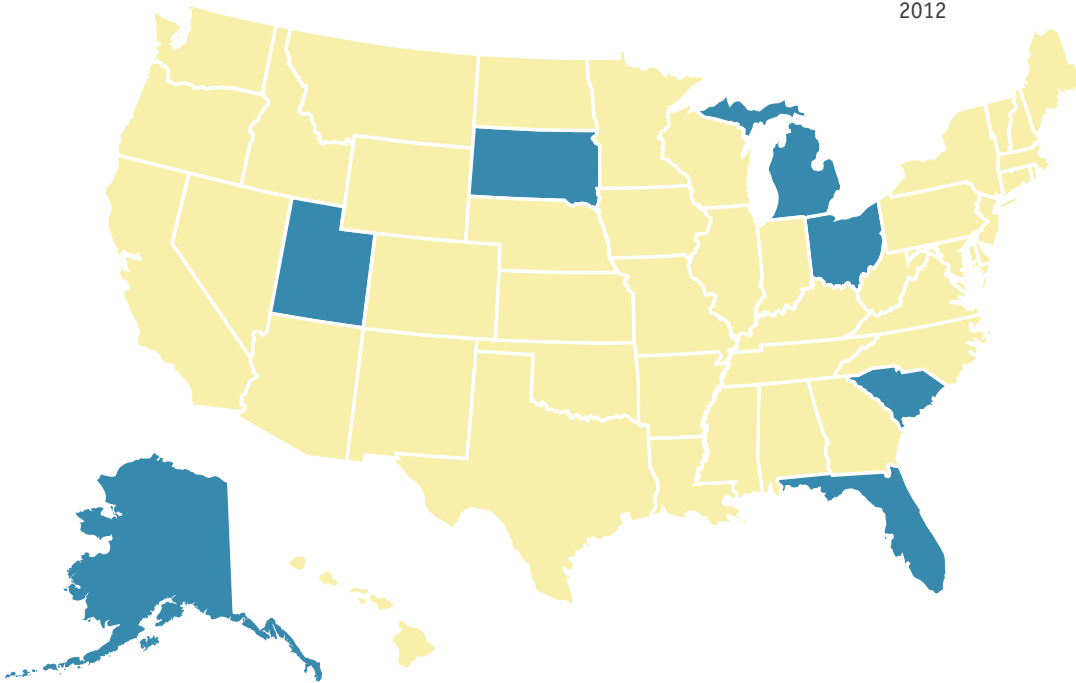
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| Type of plan   | Defined benefit (DB)                                     |
| Unfunded liabilities (percent of system funded)                            | \$32,598,554,000 (63.80%)                                |
| Vesting period   | 10 years   |
| Teacher contribution rate (percent of salary)                              | 7.5/10.3%  |
| Employer contribution rate (percent of salary)                             | 21.4%  |
| Basis for retirement eligibility   | Years of service   |
| Cost of living adjustments   | Ad hoc   |
| Participation in Social Security   | Yes  |
| Contributions teachers may withdraw from plans if they leave after 5 years | Own with interest  |
| Policy for purchasing time for prior teaching or approved leave            | Limited (prior teaching); Not permitted (approved leave) |
| Cost per teacher of allowing retirement before age 65                      | \$731,263  |

# Teacher pension trends in the U.S.

Teacher pension system debt has reached a half trillion dollars.

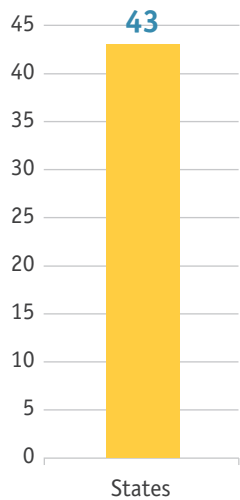


Just seven states offer a fully or nearly fully portable primary pension plan for teachers.

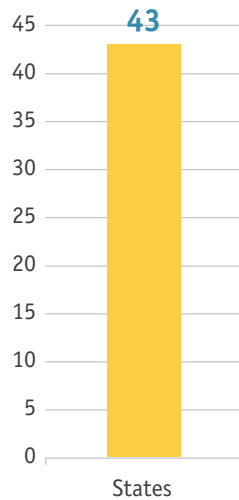


Other indicators also reflect worrisome trends.

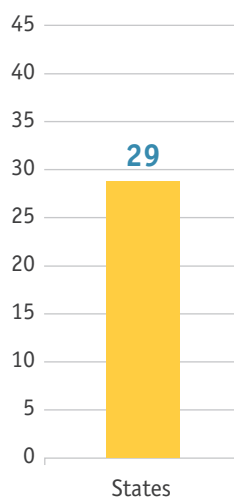
Number of states where pension funding ratios have decreased since 2008



Number of states that require excessive contributions of teachers, employers or both



Number of states that have increased teacher contribution rates since 2008



Number of states that have ten-year teacher vesting periods

