



**ADMINISTRATIVE
POLICIES AND PROCEDURES MANUAL**

**DATE ISSUE
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**REVISION
1**

**PAGE
D5-130.0**

SUBJECT

RETIREMENT PLANS

SUB-TOPIC

TEACHER RETIREMENT SYSTEM (TRS)

THE PLAN

It is required that all part-time and full-time regular employees of UTD, except those eligible for and accepting the Optional Retirement Plan (ORP), join the Teacher Retirement System (TRS) upon appointment. This Plan, while providing a retirement income for eligible employees, also contains death and survivor benefits, disability income, and an investment program.

TRS provides that a percentage of an employee's gross monthly salary be deducted; and the State contributes a mandated percentage. Additionally, there is an annual charge to each employee for administrative expenses.

Details of the Plan are described in the booklet "Teacher Retirement in Texas," which is available from the Human Resources Office. It should be read carefully. If there are any questions regarding the Plan, contact the Human Resources Office.

BENEFITS

a. RETIREMENT

Based upon the age and length of service in State employment, a retiring employee may select one of the TRS retirement annuity plans designed to provide him/her with a continued income after retirement. Members are eligible to receive these full formula benefits at:

1. Age sixty-five (65) with five (5) through nineteen (19) years of creditable service.
2. Age sixty (60) with twenty (20) or more years of creditable service.
3. Age fifty-five (55) with thirty (30) or more years of creditable service.

Reduced formula benefits may be elected by employees at:

1. Age fifty-five (55) with at least five (5) years of creditable service.
2. Any age below fifty-five (55) with thirty (30) years of creditable service.



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TEACHER RETIREMENT SYSTEM (TRS), Continued

BENEFITS, Continued

b. DEATH OF RETIRED EMPLOYEES

Upon death of a retired employee, the beneficiary will receive a lump sum payment and payments due from the annuity option selected earlier by the retired employee or, if the Standard Annuity Plan was selected, any deposits and interest remaining in the deceased member's account that were not paid out before death.

c. DEATH OF AN EMPLOYEE BEFORE RETIREMENT AGE

Upon the death of a member employee before his/her retirement age, the designated beneficiary will receive one (1) of a variety of payment plans as described in the Teacher Retirement System booklet available in the Human Resources Office.

d. DISABILITY

An employee may apply for disability retirement if he/she becomes totally and permanently disabled prior to reaching the age to apply for full formula benefits. Monthly payments are based upon length of service with the State.

CREDIT FOR SPECIAL SERVICE

Provisions for special service such as military, withdrawn, and out-of-state are described in the booklet. Each eligible type of special service has conditions which should be investigated, if applicable, since certain TRS benefits increase with additional years of service.

TERMINATION OF MEMBERSHIP

An employee who permanently terminates employment with the State may withdraw his/her contributions to the TRS, with interest, but not the annual administrative fee. An employee with at least five (5) years of state service has a vested right to TRS retirement benefits upon reaching retirement age if he/she leaves state employment and does not withdraw his/her contributions to the TRS.