

# Teachers' Retirement System of the State of Illinois

## **Welcome to TRS!**

Information for New TRS Members



# TRS OVERVIEW

- TRS Basics
- Your TRS Pension Benefits
- TRS-SSP Option
- Disability & Death Benefits
- Retirement Readiness
- Post Retirement

Q/A



# TRS Basics



## Contributions

- All members contribute 9% of gross earning to TRS
- Contributions are collectively invested by TRS to pay retirement, disability, and death benefits



## TRS is a Defined Benefit (DB) Plan

- Benefits are determined by a formula set out in the Illinois Pension Code
- Benefits are paid through the month of death

# Retirement Eligibility

## Tier 2

- Age 67 with a minimum of 10 years of service
- Age 62 with a minimum of 10 years of service (reduced benefit)\*

\*Early retirement -- the benefit will be reduced by 6% for each year the member is under the age of 67



# Retirement Formula



Service Credit  
x Formula Factor  
= Percentage

Percentage  
x Final Average Salary (FAS)  
= Annual Pension Benefit



Service Credit x Formula Factor x FAS = Pension

## **Earned Service Through TRS-Covered Work**

- 170 paid days equal 1 year of service credit
  - Full-time, part time, and substitute teaching
- Only 1 year of service can be earned per school year
- School year runs July 1 through June 30

## **Unused, uncompensated sick leave days**

- Same 170-day standard as earned service
- Maximum creditable days = 340 (2 years)



Service Credit x Formula Factor x FAS = Pension

### **Service Purchase (optional service)**

- Out-of-state teaching (max. 10 years)
- Leave of Absence from TRS service (max 3 years)
- Military Service (max 2 years)
- Illinois Private School Credit (**must apply by 6/30/2028**)

### **Reciprocal Service**

- Service with another public pension system in Illinois (IMRF, SURS, SERS, CTPF, others)
- Must have at least one year (unless service is as teacher's aide under IMRF)
- Service must be non-concurrent

# Final Average Salary

Service Credit x Formula Factor x FAS = Pension

- Average of highest eight (8) consecutive salaries out of last 10 years of service
- 2025-26 Pensionable Salary Cap - \$127,283.01

“Salary” includes regular pay, extra duty stipends, 9% contribution to TRS.  
Increases up to 20% with same employer can be included



# Unreduced Retirement Example

$$\begin{aligned} &30 \text{ years of service} \\ &\quad \times 2.2\% \\ &= 66.0\% \\ &\quad \times \$85,000 \end{aligned}$$



= \$56,100 Annual Pension Benefit  
= \$4,675 Monthly Pension Benefit

## Example

Member:

- Age 67
- Years of Service: 30
- Average Salary: \$85,000



# Reduced Retirement Example

30 years of service

x 2.2%

= 66.0%

x \$85,000

= \$56,100 Annual Pension Benefit

-30% Age Reduction

= \$39,270 Annual Pension Benefit

- A reduced pension is permanently reduced.
- If you stop working at any age and defer retirement until age 67, your pension will not be reduced.

## Example

Member:

- Age 62
- Years of Service: 30
- Average Salary: \$85,000



# Maximize Your Pension

Service Credit x Formula Factor x FAS = Pension

Maximum Benefit is  
75% of the Final Average Salary

34 years of service x 2.2% = 75% (age 67 and over)

Years over 34 may continue to build Final Average Salary

# TRS Benefit Estimates

TRS can prepare a benefit estimate if YOU can provide us with:

- Anticipated date of retirement
- Total reportable salary for current and future years
- Total sick leave that will be reported at retirement
- Information about district retirement incentives
- Reciprocal service (if applicable)

YOU can also prepare your own TRS estimate using your online account access at <https://trsil.org>

- You must contact TRS to include reciprocal service in estimate



# Teachers' Retirement System and Voya Financial



The Teachers' Retirement System of the State of Illinois (TRS) provides a retirement pension, disability and death benefits through a defined benefit plan for certified teachers and administrators in public common and charter school districts located outside of Chicago.



The TRS Supplemental Savings Plan (SSP) is an optional 457(b) retirement savings plan offered by TRS through Voya Financial, the trusted third-party recordkeeper.

The SSP is the only deferred compensation plan sponsored and administered by TRS and is designed to supplement your existing TRS pension—it does not replace it. Voya representatives working on behalf of TRS are known as TRS SSP Retirement Education Specialists.



Plan administrative services are provided by Voya Institutional Plan Services, LLC (VIPS).  
VIPS is a member of the Voya® family of companies and is not affiliated with TRS. CN2992613\_0725



# Contributing to the TRS SSP



## Types of Contributions

- **Pre-tax contributions**  
You do not pay taxes on your contributions now; earnings grow tax free; you pay taxes when you withdrawal your balance.
- **Roth (after tax) contributions**  
You pay taxes on your contributions now; earnings grow tax free, qualified withdrawals are also tax free.
- **Rollover contributions**  
Transfer balances from eligible retirement savings<sup>14</sup> plans such as a previous employer's plan, your rollover IRA, Roth IRA, etc.

## Contribution Limits

- Minimum contribution amount of **\$30 or 1% per pay period**.
- Maximum annual pre-tax and/or Roth contribution up to the IRS limit, **\$23,500 for 2025**. This limit applies to all 457(b) plans you may contribute to.
- Contribute an **additional \$7,500 for 2025** if you are age 50 or older, or
- Contribute up to an **additional \$23,500 for 2025** if you are three years prior to the year of normal retirement age.

Your pre-tax and Roth contribution elections will apply to all eligible compensation across all participating employers. If you work for multiple employers, please consider carefully the amount you want to contribute in total across all employers.

# TRS SSP Investments – Do it Myself

## Do it Myself

### If you like:

- To be in control
- To select your own individual investment mix
- To actively manage your account

### Consider Core Funds

You pick the funds and create a strategy that you think will best fit your time horizon and risk tolerance, and then manage your portfolio of funds over time. These funds include stock, bond and cash investment options. Tools and resources will be available online to help educate you on options for managing your portfolio.

Visit the TRS SSP website at [trsissp.voya.com](https://trsissp.voya.com) to learn more about your investment options, including performance history and fund expense.

Core Funds	Investment Category	Expense Ratio <sup>1</sup>
Mission Square Plus Fund, R10	Stability of Principal	0.52%
Vanguard Federal Money Market	Stability of Principal	0.11%
PIMCO Income Fund, Instl	Bonds	0.62% <sup>2</sup>
BlackRock U.S. Debt Index Fund, F	Bonds	0.04%
PGIM High Yield Fund, R6	Bonds	0.38%
Garcia Hamilton ESG Core Bond Fund	Bonds	0.36%
BlackRock Equity Index Fund, F	Large Blend	0.01%
BlackRock Mid Capitalization Equity Index Fund, F	Small/Mid/Specialty	0.01%
BlackRock Russell 2000® Index Fund, F	Small/Mid/Specialty	0.02%
Vanguard Real Estate Index Fund, Admiral	Small/Mid/Specialty	0.12%
BlackRock MSCI ACWI ex-U.S. Index Fund, F	Global/International	0.06%
BlackRock MSCI ACWI ESG Focus Index Fund, F	Global/International	0.07%

<sup>1</sup>As of February 29, 2024.

<sup>2</sup>This is the adjusted expense ratio which represents the portion of fees investors pay directly to the fund manager for investment management services. This fee excludes other investment expenses (i.e., interest expense from borrowing) incurred through investment transactions.

There is no guarantee that any investment option will achieve its stated objective. Principal value fluctuates and there is no guarantee of value at any time. You should consider the investment objectives, risks, performance, charges and expenses of the investment options carefully before investing. You choose how to invest your SSP account and are responsible for any losses that result from your investment choices

# TRS SSP Investments – Do it for Me

## Do it for Me

### If you like:

- To be hands-off
- To have your investment mix selected for you
- To have your investments automatically become more conservative the closer you get to retirement

### Consider Target Date Funds\*

These “one-stop-shopping” funds are a pre-diversified mix of investments managed by a professional fund manager who automatically adjusts the risk/ return exposure of the fund as you get closer to retirement.

Visit the TRS SSP website at [trsilssp.voya.com](https://trsilssp.voya.com) to learn more about your investment options, including performance history and fund expense.

Birth Year	Target Date Retirement Fund	Expense Ratio <sup>1</sup>
Before 1958	BlackRock Life Path® Index Ret	0.09%
1/1/1958 – 12/31/1962	BlackRock Life Path® Index 2025	0.09%
1/1/1963 – 12/31/1967	BlackRock Life Path® Index 2030	0.09%
1/1/1968 -- 12/31/1972	BlackRock Life Path® Index 2035	0.09%
1/1/1973 – 12/31/1977	BlackRock Life Path® Index 2040	0.09%
1/1/1978 – 12/31/1982	BlackRock Life Path® Index 2045	0.09%
1/1/1983 – 12/31/1987	BlackRock Life Path® Index 2050	0.09%
1/1/1988 – 12/31/1992	BlackRock Life Path® Index 2055	0.09%
1/1/1993 – 12/31/1997	BlackRock Life Path® Index 2060	0.09%
After 12/31/1997	BlackRock Life Path® Index 2065	0.09%

<sup>1</sup>As of February 29, 2024.

There is no guarantee that any investment option will achieve its stated objective. Principal value fluctuates and there is no guarantee of value at any time, including the target date. Investments in Target Retirement Funds are subject to the risks of their underlying funds. The year in the Fund name refers to the approximate year (the target date) when an investor in the Fund would retire and leave the work force. The Fund will gradually shift its emphasis from more aggressive investments to more conservative ones based on its target date. An investment in the Target Retirement Fund is not guaranteed at any time, including on or after the target date.



# Automatic Enrollment in the TRS SSP

Full-time or part-time contractual employees first employed in a TRS-covered position on or after January 1, 2023 will be automatically enrolled into the SSP.

## Automatic Enrollment Notification

- You will be automatically enrolled in the SSP approximately **30 days** after you receive your first paycheck unless you make your own enrollment decision.
- After your first paycheck, you will receive an information packet in the mail from Voya detailing your scheduled automatic enrollment effective date and your SSP enrollment options. PIN information will be mailed separately.

## 30-Day Election Period

- Before your scheduled automatic enrollment date, you can choose to:
  1. **Make your own enrollment decisions** including how much to contribute and which investment option(s) to use.
  2. **Confirm** the details of your scheduled automatic enrollment.
  3. **Opt-out** of enrolling into the SSP.

## Automatic Enrollment

- If you do not make your own enrollment decisions or opt-out of enrollment prior to your scheduled automatic enrollment date:
  - **3% of your pre-tax compensation** will be withheld and deposited into your SSP account each pay period following your scheduled automatic enrollment date.
  - Contributions will be invested in the **Target Date Retirement Fund\*** (closest to your expected retirement date at age 65).
- You can make your own enrollment decisions at any time!

\*If you do not make an affirmative investment election on your own and are defaulted into the Target Date Retirement Fund, your default will be deemed your investment direction to invest your SSP account in the Target Date Retirement Fund.

Visit the TRS SSP website at [trsilssp.voya.com](https://trsilssp.voya.com) to view the Automatic Enrollment Guide on the homepage.

# How to Enroll in the TRS SSP



## Who Can Enroll

- Active full-time or part-time contractual employees.
- You can enroll **anytime**.
- Visit the TRS SSP website to view the **Enrollment Guide** on the homepage.



## Trsilssp.voya.com

- Select **Register Now** to begin the enrollment process.
- You can view the **Account Access Guide**, located on the homepage of the website to help you navigate through the website.

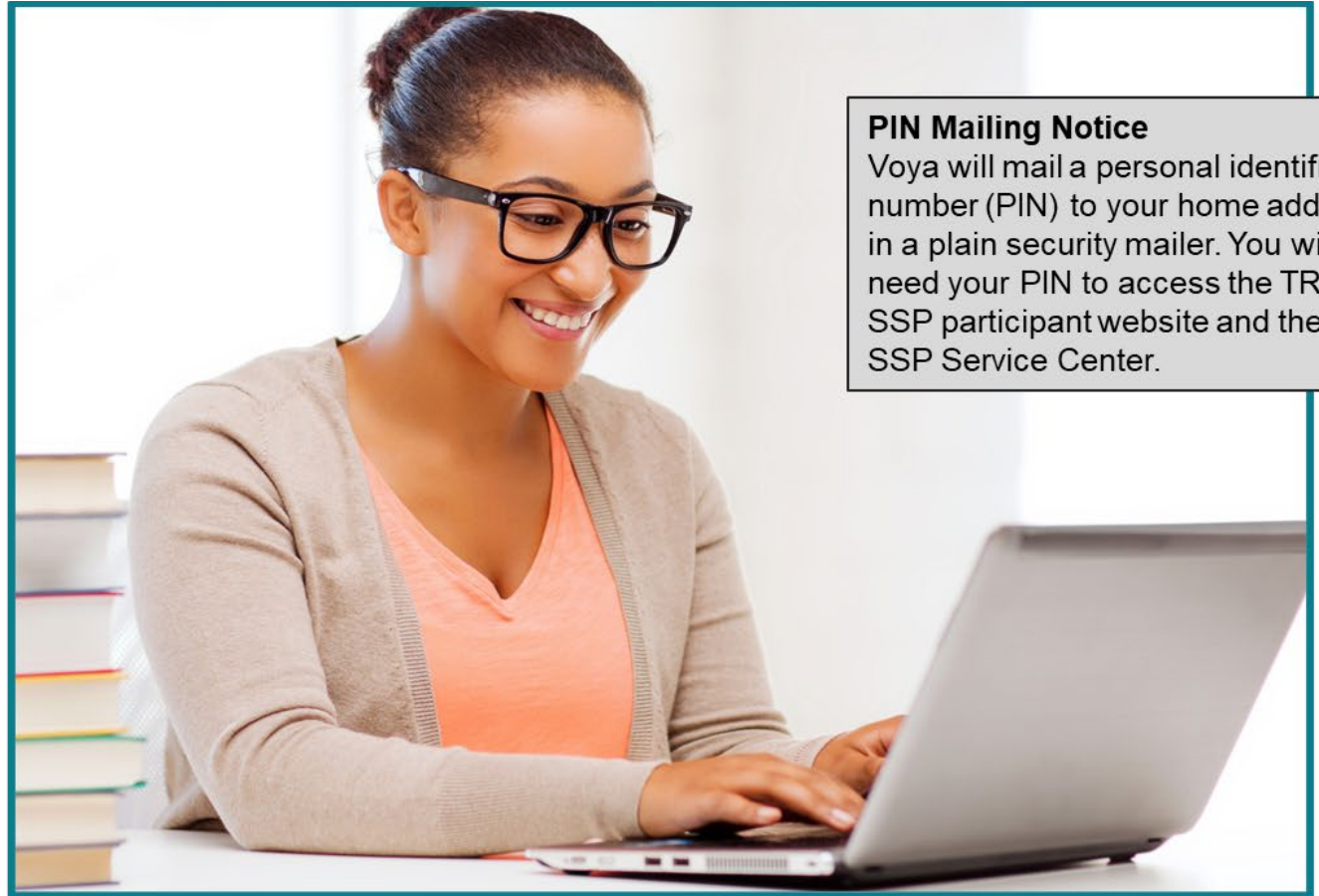


## Call TRS SSP

- Call the TRS SSP Service Center at 844-877-4572 (844-TRS-457B)
- TDD: 800-579-5708
- TRS SSP Service Associates are available Monday through Friday, 7 a.m. to 7 p.m. CT, except for stock market holidays.

### PIN Mailing Notice

Voya will mail a personal identification number (PIN) to your home address in a plain security mailer. You will need your PIN to access the TRS SSP participant website and the TRS SSP Service Center.



# Disability Benefits



# Disability Benefits

TRS offers temporary disability benefits to ill/injured **active** members prior to retirement



## Eligibility

- Must have at least 3 years of non-concurrent service credit
  - (TRS, SURS, SERS, and IMRF)
- Two state-licensed physicians must certify the disability existed within 90 days of last day of work (only one physician is required for pregnancy)
- Must use up all sick leave days
- Benefit is equal to **40%** of member's contract rate
- You earn service credit while receiving the disability benefit



# Death Benefits



# Death Benefits



1%

Survivor Benefits



8%

Retirement

# Beneficiary Refund



8%

Retirement

- Lump-sum refund of unrecovered pension contributions (8% of salary plus interest earned)
- Paid only if you pass away before recovering entire pension contribution (usually within the first few years of retirement)

# Survivor Benefits



1%

## Survivor Benefits

- Funded through survivor benefit contributions made while teaching (1% of annual salary)
- Tier 2 -- 66.7% of monthly benefit to a spouse; 50% to other dependent beneficiary
- Lump sum to any beneficiary
- Refundable in retirement if no dependent beneficiary



# Death Benefits:

Completing the Beneficiary Designation Form



# Automatic Designation: Option 1

<b>Section 1: Personal Information</b> Member First Middle Last Name: Member Address 1: Member Address 2: City State Zip:	Member ID: Home telephone number: Work telephone number: Cell phone number: Email address:
<b>Section 2: Marital Status</b> <input type="checkbox"/> Single <input type="checkbox"/> Married/civil union <input type="checkbox"/> Divorced <input type="checkbox"/> Widowed   Spouse's name:	
<b>Section 3: Automatic Designation</b> <i>(commonly selected by members with a spouse or civil union partner and/or minor children)</i> <input type="checkbox"/> I elect that my dependent beneficiaries, as determined at my death, receive a survivor benefit and/or a beneficiary refund. If no dependent beneficiary survives, benefits will be paid to my estate. <b>If the automatic designation is selected, do not complete the Survivor Benefit or Beneficiary Refund sections.</b>	

- Commonly selected by members who have a spouse and/or minor children
- Death benefit is automatically paid to surviving dependents, or to your estate if you have no dependents
- If this option is selected, DO NOT list beneficiary names. Simply check the box.



# Beneficiary Refund: Option 2



8%

Retirement

Section 5: Beneficiary Refund*			
Primary Beneficiary(ies) - receive beneficiary refund benefits first			
1	Name:		SSN: _____
	Address:		Birth date: _____
	City:	State:	Zip: Relationship:
2	Name:		SSN: _____
	Address:		Birth date: _____
	City:	State:	Zip: Relationship:
3	Name:		SSN: _____
	Address:		Birth date: _____
	City:	State:	Zip: Relationship:
Alternate Beneficiary(ies) - receive beneficiary refund benefits if no primary beneficiary survives			
1	Name:		Birth date: SSN: _____
2	Name:		Birth date: SSN: _____
3	Name:		Birth date: SSN: _____

# Survivor Benefits: Option 2 con't

Section 4: Survivor Benefit*				
Primary Beneficiary(ies) - receive survivor benefits first				
1	Name:			SSN: _____
	Address:			Birth date:
	City:	State:	Zip:	Relationship:
2	Name:			SSN: _____
	Address:			Birth date:
	City:	State:	Zip:	Relationship:
3	Name:			SSN: _____
	Address:			Birth date:
	City:	State:	Zip:	Relationship:
Alternate Beneficiary(ies) - receive survivor benefits if no primary beneficiary survives				
1	Name:		Birth date:	SSN: _____
2	Name:		Birth date:	SSN: _____
3	Name:		Birth date:	SSN: _____



1%

Survivor Benefits



# Retirement Readiness



# Throughout Your Career

Regularly: Review your status



- Review your annual TRS statement online
- Verify beneficiaries
- Upload Proof of Birth
- Prepare updated benefit estimates online
- Meet with a TRS Counselor 5 years before retirement
- Check in with your financial planner
  - Monitor DC plan performance
  - Make changes as needed (plan limits change as you age)



# In Retirement...



## Standard Annual Benefit Increases



- Available to retired members who are:
  - At least age 67 AND
  - Have been retired at least one year
- Increases effective each January 1
- ½ of the CPI capped at 3%

## Health Insurance (TRIP/TRAIL)

- Must have at least 8 years of TRS service
- Administered by the State of Illinois
- Available to benefit recipients and their dependents

# Contact Information

## TRS Phone & Hours



Toll-free:

(877) 927-5877

M-F: 7:30 am to 4:30 pm



Visit us

<https://trsil.org>

Connect



Email Address

[members@trsil.org](mailto:members@trsil.org)



@TRSillinois



@ILLTRS



@TRSIL



[www.youtube.com/c/trsillinois](http://www.youtube.com/c/trsillinois)



TRS Presentation

TRS-SSP Information

## Supplemental Savings Plan Contact:



[trsilssp.voya.com](http://trsilssp.voya.com)

1-844-877-4572 (1-844-TRS-457B)

To schedule appointment or reserve time to ask questions:

<https://trssp457B.timetap.com>

FOR OFFICIAL TRS EDUCATIONAL PURPOSES ONLY.  
NOT TO BE DISTRIBUTED.  
ONLY TRS IS AUTHORIZED TO DISTRIBUTE THIS MATERIAL.