Actuarial

BUCK CONSULTANTS
One North Franklin, Suite 3500
Chicago, Illinois 60606

October 25, 2001

Board of Trustees
Teachers' Retirement System
of the State of Illinois
2815 West Washington Street
Springfield, Illinois 62794

Subject: Pension Benefit Obligation as of June 30, 2001

Ladies & Gentlemen:

Based upon our annual actuarial valuation of the Teachers' Retirement System of the State of Illinois, we have determined the pension benefit obligation of the System to be $39,166,697,000 as of June 30, 2001. The valuation was performed in accordance with generally accepted actuarial principles and procedures, using the projected unit-credit actuarial cost method.

The actuarial valuation was based on a census of retired members as of June 30, 2001, and a census of active and inactive members as of June 30, 2000, which were submitted to us by the System. While we did not verify the data at their source, we did perform tests for internal consistency and reasonability in relation to the data submitted for the previous valuation.

Presented in the Financial Section of the System's Annual Financial Report, there is a schedule of Required Supplementary Information. This schedule has been reviewed by the actuary and is consistent with the valuation report. The Actuarial Section of the Annual Financial Report also contains various schedules: Actuarial Valuation with Market Value Assets, Reconciliation of Unfunded Liability, TRS Projected Funded Ratio, State Funding Amounts, Funded Ratio Test, Unfunded Liability as a Percentage of Payroll Test and Solvency Test. While these schedules were not prepared by the actuary, they are in agreement with the valuation report and have been verified for their accuracy.

The amortization method established by PA 88-0593 and PA 90-0582 which is used for funding purposes does not meet the parameters of GASB Statement No. 25. The amortization method used is a 15-year phase-in to a level percent of payroll until a 90% funding level is achieved by June 30, 2045, with the remaining amortization period being 44 years. The actuarial assumptions, actuarial cost method, and asset valuation method used for funding purposes do meet the parameters of GASB Statement No. 25.

The valuation is based on the benefit provisions of TRS in effect on June 30, 2001. The actuarial assumptions used in the valuation are those specified by the Board of Trustees of the System based on recommendations made by the actuary.

Buck Consultants, Inc.

312 | 332-2285 Fax 312 | 332-5245

Board of Trustees
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In our opinion, the amount of $39,166,697,000 is a fair representation of the pension benefit obligation of the System as of June 30, 2001.

Respectfully submitted,

John W. Thompson
Consulting Actuary

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Actuaries estimate the cost of benefits that members and survivors will receive over their lifetimes and calculate the amount that should be set aside each year to fund the benefits.

TRS complies with the reporting requirements issued by the Governmental Accounting Standards Board (GASB) under Statement No. 25, *Financial Reporting for Defined Benefit Pension Plans and Note Disclosures for Defined Contribution Plans.*

Actuarial Assumptions and Methods

Each year the actuary reconciles the differences between major actuarial assumptions and experience in the process of explaining the change in TRS' unfunded liability. The unfunded liability is the difference between the accrued liability (the present value of benefits including the cost of annual increases) and the net assets that are available to cover the liability.

Inflation: 4 percent per annum. Implicit in investment and earnings progression assumptions, which were changed in the FY97 valuation.

Investment return: 8.5 percent per annum, compounded annually. Adopted in the FY97 valuation.

Earnings progression: Merit and longevity increases, adjusted for inflation. Approximates 7.0 percent per year to the earliest date of retirement eligibility. Adopted in the FY97 valuation.

Sample annual percentage salary increases:

Age	Male and Female
25	8.8%
30	8.2
40	7.1
50	6.5
60	6.3
69	6.0

Retirement age: Graduated rates based on age and gender of active members. Inactive members are assumed to retire at age 62. Adopted in the FY87 valuation.

Sample annual rates of retirement per 1,000 participants for active members:

Age	Male	Female
55	97.0	97.0
60	270.0	180.0
65	365.0	330.0
70	1,000.0	1,000.0

Mortality: For death in active service and regular service retirements: 1995 Buck Mortality Tables. For beneficiaries and survivors: 1995 Buck Mortality Tables rated forward one year. For disabled retirements: Pension Benefit Guaranty Corporation rates for male disabled lives not necessarily receiving Social Security with male rates set forward five years and female rates set back two years (but not set back to less than age 65). Adopted in the FY97 valuation.

Disability: Adopted in the FY93 valuation.

Sample annual rates per 1,000 participants:

Age	Male	Female
25	0.4	0.8
30	0.4	0.8
40	0.6	1.2
50	1.2	2.4
60	4.0	8.0

Termination from active service: Adopted in the FY97 valuation.

Sample annual terminations per 1,000 participants:

	Nonvested Members		Vested Members	
Age	Male	Female	Male	Female
25	135.0	170.0	61.1	88.0
30	91.0	135.0	41.2	69.9
40	35.0	55.0	15.8	28.5
50	23.0	36.5	10.4	18.9
60	41.0	44.0	18.6	22.8

Severance pay: Increases with years of service at retirement. Adopted in the FY94 valuation.

Years of Service at Retirement	Percent of Retirees who Receive Severance Pay	Severance Pay as a Percent of Final Salary
fewer than 20	0.0%	0.0%
20–24	54.0	13.2
25–29	60.0	13.2
30–34	66.0	13.9
35 or more	72.0	14.6

Optional service at retirement: The accrued liability for retirement benefits for active members who have not previously purchased optional service is increased by 1.95 percent to cover the employer cost of optional service purchased in the last two years of service. The overall assumption used in the FY99 valuation – an average of 0.813 of a year per full-time/part-time service retiree – is maintained. Adopted in the FY94 valuation; refined in the FY99 valuation.

Unused and uncompensated sick leave: Equals 2.90 percent of regular service at retirement. Adopted in the FY94 valuation.

Actuarial cost method: Projected unit credit. Gains and losses are reflected in the unfunded liability. Adopted in the FY89 valuation.

Asset valuation method: Market value. Adopted in the FY97 valuation.

Under the projected unit credit cost method used by TRS, the resulting liability for benefits earned is called the "pension benefit obligation," or PBO. A broader term for this liability is "actuarial accrued liability," or AAL. In other words, the PBO is a type of AAL.

Also, measures of TRS' financial condition for both June 30, 2001, and June 30, 2000, are shown using market value of assets. These tests are consistent with TRS' financial statements, which are prepared in accordance with GASB Statement No. 25. The change to market value was first effective June 30, 1997, for determining state funding requirements for FY99.

The actuarial value of assets for FY01 and FY00 is equal to the "net assets held in trust for pension benefits" as shown in the financial statements.

Annual Actuarial Valuation

The annual actuarial valuation measures the total liability for all benefits earned to date. The accrued liability is a present value estimate of all the benefits that have been earned to date. The unfunded liability is the present value of future benefits payable that are not covered by assets as of the valuation date.

The **funded ratio** shows the percentage of the accrued liability covered by net assets at market value.

Actuarial Valuation with Market Value Assets ($ thousands)

	Years Ended June 30	
	2001	**2000**
Total actuarial accrued liability	**$39,166,697**	**$35,886,404**
Less actuarial value of assets (net assets at market value)	$23,315,646	$24,481,413
Unfunded liability	**$15,851,051**	**$11,404,991**
Funded ratio	59.5%	68.2%

Reconciliation of Unfunded Liability

The net increase in the June 30, 2001, unfunded liability of $4.4 billion was caused by a combination of factors.

The e*mployer cost in excess of contributions* is the shortfall between actual employer contributions and the amount needed to cover the cost of benefits earned during the year and to keep the unfunded liability from growing. In 2001, this shortfall was $734 million.

TRS experienced an actuarial gain under the *salary increase* assumption in FY01 with salary increases $10 million lower than expected. Actuarial losses occurred under the *investment return* assumption. Assets were assumed to earn $2.075 billion, but asset losses of $1.015 billion were incurred. Therefore, the total actuarial loss due to investments was $3.090 billion.

Actuarial losses also occurred under the *mortality* and *turnover* assumptions. Additionally, many members repaid refunds in FY01, and the repurchased service increased the unfunded liability. There were also losses associated with the ERO contribution rates and the ERO contribution waivers for members who have

34 years of service. *Other,* which is a balancing item, includes the effect of retirements effective in June 2000 or earlier that were not reported to TRS and the actuary until after June 30, 2000.

Reconciliation of Unfunded Liability ($ thousands)

	Years Ended June 30	
	2001	**2000**
Unfunded liability at beginning of year	$11,404,991	$10,967,804
Additions (Deductions)		
Employer cost in excess of contributions	733,877	723,606
Actuarial losses (gains) compared to assumptions		
Salary increases for continuing active members	(10,310)	(33,403)
Investment return[1]	3,089,764	(450,361)
New entrant loss	22,775	19,342
Mortality loss	1,569	11,458
Fewer terminations than expected	99,652	87,956
Repayments of refunded member contributions[2]	24,445	25,872
ERO costs waived for those with 34 years of service	134,951	77,928
Delayed reporting of retirements (effect on assets)[3]	69,559	46,858
Other[4]	279,778	(72,069)
Net actuarial losses (gains)	3,712,183	(286,419)
Net additions	4,446,060	437,187
Unfunded liability at end of year	**$15,851,051**	**$11,404,991**

1 Assets are expected to earn 8.5 percent of market value. This item is the expected earnings minus the actual investment return. For example, in fiscal year 2001, actuarial assumed earnings of $2.075 billion plus the actual asset loss of $1.015 billion equal the reported actuarial loss of $3.090 billion.

2 Includes the employer-paid portion of the benefit that was restored when members repaid previously refunded contributions.

3 1,393 retirements which occurred prior to 7/1/99 were not reported to the actuary until 6/30/00.
1,876 retirements which occurred prior to 7/1/00 were not reported to the actuary until 6/30/01.

4 Other includes items such as:

(a) Retroactive benefits to individuals who delayed applying for retirement.

(b) Differences between actual cost of benefits earned during the year and projected cost.

(c) Retirements with reciprocal service credits.

(d) Fewer disablements than expected.

(e) Delayed reporting of retirements (effect on PBO).

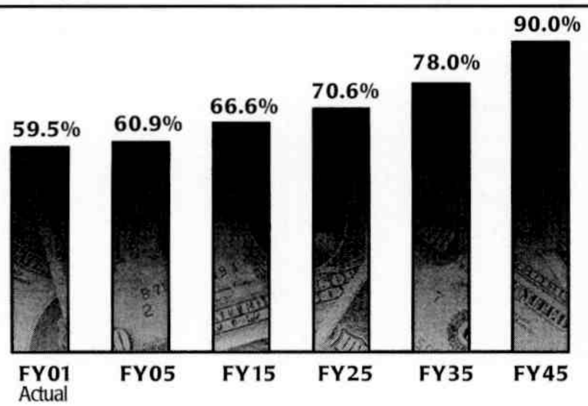
State Funding

State contributions to TRS under Public Act 88-593 began in FY96. The law established the state's commitment to strengthen TRS' financial position through a 35-year funding plan following a 15-year phase-in that ends in FY10. Under the phase-in, contributions are being gradually increased to a level percentage of active member payroll, and that rate (as adjusted annually by the actuaries) will be contributed for the following 35 years. At the end of the funding period in FY45, TRS will reach a 90 percent funded ratio.

Public Act 90-582, the 2.2 legislation, added minimum state contribution rates for FY99 through FY10 with the state's share of the cost of the 2.2 benefit formula change paid as a level percentage of active member payroll. The overall phase-in feature and the 90 percent target funded ratio of Public Act 88-593 are maintained.

Since FY96, state contributions to TRS and the other four state systems have been made through a continuing appropriation, so the required contributions to TRS are made automatically. It is essential that the continuing appropriation feature and the 50-year funding schedule be upheld. The integrity of the funding plan remains a top priority for TRS.

TRS Projected Funded Ratio



The FY01 actuarial valuation was used to determine FY03 state funding requirements and the FY03 employer's normal cost. The FY00 actuarial valuation was used to determine the required state contributions for FY02 and the FY02 employer's normal cost.

State Funding Amounts

	FY03	FY02
Employers' Contribution Reserve (excludes federal contributions; excludes school district contributions for 2.2)	$926,050,000	$810,619,000
Minimum benefit reserve	4,000,000	4,800,000
Total state funding amount*	$930,050,000	$815,419,000
Employer's normal cost as a percentage of active member payroll	8.83%	8.84%
State contribution to the Employers' Contribution Reserve as a percent of payroll	13.01%	12.16%

* *Beginning in FY01, contributions to the Supplemental Benefit Reserve have not been requested by TRS because the reserve's balance is sufficient to pay all future expected benefit payments.*

Tests of Financial Condition

The **funded ratio** shows the percentage of the accrued liability covered by net assets at book (cost) and market values.

Funded Ratio Test ($ thousands)

As of June 30	Net Assets at Cost	Net Assets at Market	Actuarial Accrued Liability	Funded Ratio At Cost	Funded Ratio At Market
1992	$9,811,962	$10,439,836	$16,659,353	58.9	62.7
1993	10,879,590	11,544,604	18,485,890	58.9	62.5
1994	11,992,224	12,038,688	21,746,875	55.1	55.4
1995	12,641,865	13,374,278	23,980,566	52.7	55.8
1996	13,829,711	15,103,927	26,141,794	52.9	57.8
1997	*	17,393,108	26,951,585	*	64.5
1998	*	19,965,887	29,908,241	*	66.8
1999	*	22,237,709	33,205,513	*	67.0
2000	*	24,481,413	35,886,404	*	68.2
2001	*	23,315,646	39,166,697	*	59.5

* *Due to the June 30, 1997, change to valuing assets at market value, net assets and funded ratio are no longer reported at cost.*

The **unfunded liability as a percentage of payroll** is a standard measure of the relative size of the unfunded liability. Decreases in this percentage indicate improvements in a system's financial position.

Unfunded Liability as a Percentage of Payroll Test ($ thousands)

Year Ended June 30	Approximate Member Payroll	Unfunded Liability	Percentage of Payroll
1992	$3,976,000	$6,847,391	172.2%
1993	4,189,000	7,606,300	181.6
1994	4,413,000	9,754,651	221.0
1995	4,417,000	11,338,701	256.7
1996	4,734,000	11,037,867	233.1
1997	5,013,000	9,558,477	190.7
1998	5,323,000	9,942,354	186.8
1999	5,698,000	10,967,804	192.5
2000	6,063,000	11,404,991	188.1
2001	6,431,000	15,851,051	246.5

Beginning in FY96, unfunded liabilities are calculated using assets at market value.

The **solvency test** measures TRS' ability to cover different types of obligations if the plan was terminated and is hypothetical. The columns are in the order that assets would be used to cover certain types of obligations. Employee contributions would be refunded first, amounts due for current beneficiaries would be covered next, and the employer's obligation for active members would be covered last. Columns 1 and 2 should be fully covered by assets. The portion of Column 3 that is covered by assets should increase over time. TRS has passed the minimum standards of the solvency test since 1997, but by a smaller margin in 2001.

Solvency Test ($ thousands)

	Aggregate Accrued Liabilities for						
Year Ended June 30	Members' Accumulated Contributions (1)	Participants Currently Receiving Benefits (2)	Active Members Employer Portion (3)	Actuarial Value of Assets*	Percentage of Benefits Covered by Net Assets (1)	(2)	(3)
1992	$2,503,393	$6,338,458	$7,817,502	$9,811,962	100%	100%	12%
1993	2,709,573	7,510,618	8,265,699	10,879,590	100	100	8
1994	2,850,319	10,088,901	8,807,655	11,992,224	100	91	0
1995	2,846,405	12,702,258	8,431,903	12,641,865	100	77	0
1996	3,002,052	13,351,367	9,788,375	15,103,927	100	91	0
1997	3,329,075	13,091,057	10,531,453	17,393,108	100	100	9
1998	3,651,119	13,830,583	12,426,539	19,965,887	100	100	20
1999	3,956,022	14,935,811	14,313,680	22,237,709	100	100	23
2000	4,179,403	16,481,570	15,225,431	24,481,413	100	100	25
2001	4,386,648	18,718,472	16,061,577	23,315,646	100	100	1

* *Beginning in FY96, assets are at market value.*

Other Information

The following three schedules are presented in this section, rather than the statistical section, to comply with GFOA guidelines.

- Retirees and Beneficiaries Added to and Removed from Rolls
- Average Annual Salary for Active Members by Years of Service (June 30, 1992, through June 30, 2001)
- Active Members by Age and Years of Service (as of June 30, 2001)

These schedules were prepared by TRS staff, not our actuarial consulting firm.

In preparing the annual actuarial valuation each June 30, the TRS actuaries use active and inactive member data as of the previous June 30, with active member salaries projected forward in accordance with the 4 percent inflation assumption. The TRS employer reporting time line does not allow the current year's active data to be submitted to the actuaries in time to be used in the current year's valuation. The current year's valuation is the basis of the state funding certification for the next fiscal year and must be submitted annually by November 15.

Retirees and Beneficiaries Added to and Removed from Rolls

Year Ended June 30	Number at Beginning of Year	Added to Rolls	Removed from Rolls	Number at End of Year	End-of-Year Annual Allowances		Average Annual Allowance	
					Amount	% Increase	Amount	% Increase
1995	54,888	6,822	2,076	59,634	$1,074,305,808	22.2%	$18,015	12.6%
1996	59,634	2,063	2,033	59,664	$1,132,033,161	5.4%	$18,973	5.3%
1997	59,664	1,847	2,159	59,352	$1,173,889,332	3.7%	$19,778	4.2%
1998	59,352	1,954	2,156	59,150	$1,218,829,800	3.8%	$20,606	4.2%
1999	59,150	3,445	2,287	60,308	$1,322,451,864	8.5%	$21,928	6.4%
2000	60,308	4,168	2,354	62,122	$1,457,736,912	10.2%	$23,466	7.0%
2001	62,122	5,197	2,442	64,877	$1,643,900,223	12.8%	$25,339	8.0%

Please refer to the Statistical Section for the following information:

- Retired Members by Years of Service and Years in Retirement, June 30, 2001
- Schedules of Average Monthly Benefits, June 30, 2001
  - Retirement Benefits
  - Disability Benefits
  - Survivor Benefits

The schedules appearing in the Statistical Section were also prepared by TRS staff. The Statistical Section also contains schedules for Revenue by Source, Expenses by Type, Benefit Expenses by Type, and Participating Employers.

Average Annual Salary for Active Members by Years of Service (years ended June 30)

Years of Service		1992	1993	1994	1995
0-5	**Number**	**26,962**	**26,217**	**28,573**	**34,193**
	Average Salary	$25,881	$27,051	$28,120	$28,851
6-10	**Number**	**15,820**	**16,948**	**18,158**	**18,757**
	Average Salary	$32,141	$33,675	$35,349	$36,465
11-15	**Number**	**15,914**	**14,663**	**13,380**	**12,686**
	Average Salary	$37,016	$38,714	$40,413	$41,715
16-20	**Number**	**17,454**	**16,703**	**15,916**	**14,775**
	Average Salary	$41,984	$43,692	$45,523	$46,662
21-25	**Number**	**16,422**	**17,083**	**17,233**	**16,030**
	Average Salary	$46,051	$47,942	$49,998	$51,295
26-30	**Number**	**8,307**	**9,431**	**10,134**	**9,608**
	Average Salary	$48,438	$51,050	$54,071	$55,543
31-35	**Number**	**3,742**	**4,124**	**3,523**	**1,930**
	Average Salary	$52,047	$55,598	$58,913	$58,460
35 +	**Number**	**539**	**707**	**771**	**541**
	Average Salary	$55,044	$57,768	$60,109	$59,672
	Total Number	**105,160**	**105,876**	**107,688**	**108,520**
	Average Salary	$37,193	$39,177	$40,618	$40,455
% Change Average Salary		**5.3%**	**5.3%**	**3.7%**	**(0.4%)**
Total Payroll Full & Part-time		**$3,911,215,880**	**$4,147,904,052**	**$4,374,071,184**	**$4,390,176,600**

FY01 statistical information is subject to review by the Employer Services Department, which may result in slight modifications. Annual salaries are computed using full- and part-time salary rates only; substitute and hourly employee salaries are omitted. Total payroll shown will be lower than payroll figures used elsewhere in this report.

1996	1997	1998	1999	2000	2001
33,700	**33,134**	**33,325**	**34,831**	**35,192**	**38,585**
$29,867	$30,717	$31,495	$32,430	$33,070	$34,614
19,716	**20,340**	**20,329**	**21,540**	**24,053**	**24,351**
$37,315	$38,170	$39,047	$40,320	$41,616	$43,457
13,013	**13,830**	**14,571**	**15,461**	**15,661**	**16,367**
$42,905	$44,258	$45,659	$47,430	$49,109	$50,875
14,579	**14,295**	**13,004**	**11,969**	**11,304**	**11,692**
$47,929	$49,309	$50,650	$52,477	$54,335	$56,521
15,754	**15,235**	**14,494**	**14,006**	**13,363**	**13,091**
$52,679	$54,096	$55,498	$57,256	$58,918	$61,188
11,474	**12,977**	**13,904**	**14,541**	**14,278**	**13,885**
$56,865	$58,168	$59,694	$61,866	$64,254	$65,913
2,456	**3,525**	**4,845**	**6,018**	**6,895**	**7,555**
$59,383	$61,434	$63,985	$67,373	$70,455	$73,433
549	**611**	**644**	**692**	**713**	**809**
$61,618	$62,841	$65,222	$67,453	$71,036	$75,469
111,241	**113,947**	**115,116**	**119,058**	**121,459**	**126,335**
$41,903	$43,398	$44,769	$46,306	$47,665	$49,230
3.6%	**3.6%**	**3.2%**	**3.4%**	**2.9%**	**3.3%**
$4,661,331,623	**$4,945,071,906**	**$5,153,628,204**	**$5,513,099,748**	**$5,789,343,235**	**$6,219,472,050**

Active Members by Age and Years of Service (as of June 30, 2001)

			Years of Service				
Age		**Subs**	**0-5**	**6-10**	**11-15**	**16-20**	**21-25**
20-24	**Number**	**2,061**	**2,206**				
	Average Salary	$3,815	$29,393				
25-29	**Number**	**3,719**	**15,187**	**760**			
	Average Salary	$4,196	$33,023	$39,206			
30-34	**Number**	**2,360**	**7,414**	**8,203**	**427**		
	Average Salary	$3,846	$35,985	$41,266	$46,065		
35-39	**Number**	**2,330**	**3,291**	**3,936**	**4,225**	**368**	
	Average Salary	$3,902	$36,031	$43,599	$48,927	$54,088	
40-44	**Number**	**3,435**	**3,265**	**2,773**	**2,847**	**3,394**	**519**
	Average Salary	$4,212	$34,718	$43,479	$50,058	$54,691	$57,311
45-49	**Number**	**3,645**	**3,357**	**3,295**	**2,781**	**2,719**	**5,746**
	Average Salary	$4,559	$35,878	$44,238	$50,383	$56,394	$60,100
50-54	**Number**	**3,170**	**2,568**	**3,579**	**3,714**	**2,890**	**3,999**
	Average Salary	$4,761	$37,881	$45,927	$51,874	$57,353	$61,564
55-59	**Number**	**1,947**	**948**	**1,419**	**1,853**	**1,761**	**2,042**
	Average Salary	$5,080	$40,973	$48,192	$55,021	$58,861	$63,401
60-64	**Number**	**984**	**273**	**315**	**453**	**480**	**666**
	Average Salary	$4,425	$40,831	$50,449	$56,383	$58,106	$64,067
65-69	**Number**	**497**	**61**	**60**	**61**	**70**	**101**
	Average Salary	$4,166	$36,260	$47,830	$53,656	$59,605	$63,761
70-74	**Number**	**217**	**11**	**11**	**6**	**6**	**17**
	Average Salary	$3,910	$39,105	$42,767	$37,648	$55,620	$65,351
74 +	**Number**	**83**	**4**			**4**	**1**
	Average Salary	$3,893	$34,992			$45,308	$58,388
	Total Number	**24,448**	**38,585**	**24,351**	**16,367**	**11,692**	**13,091**
	Average Salary	$4,307	$34,614	$43,457	$50,875	$56,521	$61,188

Years of Service						
26-30	**31-35**	**36-40**	**41-45**	**46-50**	**51-55**	**Full and Part-time Member Totals**
						2,206 $29,393
						15,947 $33,318
						16,044 $38,953
						11,820 $43,723
						12,798 $46,242
981 $63,555						**18,879** $51,239
9,049 $65,172	**1,632** $70,249					**27,431** $57,258
3,029 $68,480	**5,094** $74,611	**220** $75,650				**16,366** $63,940
675 $66,812	**699** $73,436	**417** $75,882	**25** $86,380			**4,003** $63,295
134 $70,102	**98** $65,866	**60** $70,396	**45** $76,275	**3** $63,956		**693** $61,563
16 $70,413	**28** $70,099	**11** $72,350	**10** $69,826	**11** $68,929	**1** $39,152	**128** $62,125
1 $66,973	**4** $81,485		**3** $65,511	**1** $108,430	**2** $82,192	**20** $62,092
13,885 $65,913	**7,555** $73,433	**708** $75,290	**83** $78,153	**15** $70,568	**3** $67,845	**126,335** 49,230

Total Full and Part-time Members	**126,335**
Total Substitutes	**24,448**
Total Active Members	**150,783**

Plan Summary

Administration

TRS was created and is governed by the Illinois Pension Code, Article 16. A Board of Trustees is authorized to carry out duties granted to it under the article. The board is comprised of the state superintendent of education, four persons appointed by the governor, four elected members of TRS, and two elected annuitants. One trustee position for an elected member is currently vacant. The Board of Trustees appoints an executive director who is responsible for the detailed administration of TRS.

Membership

Membership is mandatory for all full-time, part-time, and substitute public school personnel employed outside the city of Chicago in positions requiring certification. Persons employed at certain state agencies are also members.

Contributions

During FY01, members contributed 9 percent of gross creditable earnings designated as 7½ percent for retirement annuity, ½ percent for post-retirement increases, and 1 percent for death benefits. Active members do not contribute to Social Security for TRS-covered employment; however, members hired after March 31, 1986, are required to contribute to Medicare. In addition, virtually all members pay a ½ of 1 percent contribution to the Teachers' Health Insurance Security Fund, a separate fund in the State Treasury that is not a part of this retirement plan.

Service Credit

A member is granted a maximum of one year of service credit for 170 paid days per school year, defined by statute as July 1 through June 30. Optional service credit is available for periods of public school teaching in other states or under the auspices of the United States government, substitute or part-time teaching prior to July 1, 1990, leaves of absence, involuntary layoffs, military service, and gaps in teaching due to pregnancy or adoption prior to July 1, 1983. Up to one year of unused, uncompensated sick leave that has been certified by former employers may also be added at retirement.

A payroll deduction program became effective July 1, 1998. Active and certain inactive members can make tax-sheltered contributions to TRS to purchase various types of optional service or to upgrade their service under the graduated retirement formula to the 2.2 formula.

Refunds

After a four-month waiting period from the date that he or she last taught, a member ceasing covered employment may withdraw all contributions, except the 1 percent death benefit. When accepting a refund, the member forfeits all service credit and benefit rights. Credit can be re-established if the member returns to a covered position for one year or to a reciprocal system for two years and repays the refund with interest. A member receiving disability benefits is not eligible for a refund.

Retirement Benefits

Years of Service	Age
5	62
10	60
20	55 (discounted)
35	55 (nondiscounted)

To be eligible to receive a monthly retirement annuity, a member must terminate active service and meet specific age and service requirements:

A member with fewer than five years of creditable service who taught after July 1, 1947, is eligible to receive a single-sum retirement benefit at age 65.

Most members retire under a retirement benefit formula. This retirement annuity is determined by two factors: average salary and years of creditable service. Average salary is the average of the creditable earnings in the highest four consecutive years within the last 10 years of creditable service. Years of service determine the percentage of the final average salary to which members are entitled. Some members retire under a money purchase style "actuarial" benefit. By law, the higher of the formula benefit or the actuarial benefit is paid.

Years of service earned before July 1, 1998, were earned under a four-step graduated formula:

- ★ 1.67 percent for each of years 1 through 10,
- ★ 1.9 percent for each of years 11 through 20,
- ★ 2.1 percent for each of years 21 through 30, and
- ★ 2.3 percent for each year over 30.

Years of service earned after June 30, 1998, are earned at 2.2 percent of final average salary.

Public Act 90-582 improved retirement benefits for TRS members by changing the rate at which TRS members accrue benefits beginning July 1, 1998, from a graduated rate to a flat rate equal to 2.2 percent of final average salary. The maximum 75 percent benefit is attained with 34 years of service under the 2.2 formula. Members who retire on or after the effective date have the option of upgrading their service earned prior to July 1, 1998, to the flat-rate 2.2 percent formula by making a payment to TRS. Additionally, for members who continue to teach, every three full years worked after July 1, 1998, count toward a full one-year reduction of the years to be upgraded.

On June 4, 1999, Governor George Ryan signed into law Public Act 91-17 which reduced the 2.2 formula upgrade cost on a sliding scale for members who have 34 or more years of service credit. The legislation also made a technical correction in the benefit accrual rate for members who do not upgrade their pre-July 1998 service.

The maximum annuity, 75 percent of final average salary, is achieved with 34 years under the 2.2 formula and with 38 years of service under the graduated formula. The minimum retirement benefit is $25 per month for each year of creditable service up to 30 years of service.

A money purchase (actuarial) benefit is payable if it results in a higher annuity than either the graduated or 2.2 formula. The 75 percent cap does not apply to the money purchase benefit.

Disability Benefits

TRS offers occupational and nonoccupational disability benefits to active members. Nonoccupational disability benefits are payable as disability benefits or as a disability retirement annuity to members who have three years of creditable service. There is no minimum service requirement for occupational disability benefits for duty-related accidents or illnesses. Members continue to accrue service credit while they are receiving disability benefits but not while they are receiving disability retirement annuities. On January 1 following the fourth anniversary of the granting of the disability benefit, the monthly benefit is increased 7 percent. Thereafter, the benefit increases by 3 percent each January 1.

Death Benefits

There are two types of death benefits: a return of the member's accumulated contributions and survivor benefits.

The return of member contributions includes the retirement contributions (6½ percent of salary through June 30, 1998, and 7½ percent after that date) with interest and the ½ percent paid toward annual increases in annuity. Beneficiaries of annuitants receive the accumulated contributions minus the amount that the member had already received as a retirement annuity.

Survivor benefits can be paid in either a lump-sum or a monthly payment. A lump-sum benefit is the only method payable to nondependent beneficiaries. A dependent beneficiary may choose either a lump-sum benefit or a monthly payment. Survivor benefit recipients who are beneficiaries of a retired member are eligible for an annual 3 percent increase effective January 1 following the granting of the survivor benefit. Survivor benefit recipients who are beneficiaries of an active or eligible inactive member are eligible for an annual 3 percent increase on January 1 following the first anniversary of their receiving the survivor benefit.

Early Retirement Option

Members who are age 55 or older and have more than 20 but fewer than 35 years of service may choose the Early Retirement Option (ERO) to avoid a discounted annuity. Under the ERO, both the member and the employer must make a one-time contribution. However, both the member and employer contributions are waived if the member has 34 years of service. Public Act 91-17 extended the expiration of the ERO through June 30, 2005. Members who have 35 or more years of service can retire and receive a nondiscounted annuity.

Post-Retirement Increase

Annuitants who meet certain service credit criteria receive an annual 3 percent increase in their gross annuity on the January 1 after they turn age 61 or the January 1 following their first anniversary in retirement, whichever is later.

Employment-Related Felony Conviction

Any member convicted of a felony related to or in connection with teaching is not eligible for TRS benefits; however, the member may receive a refund of contributions.

Continuity of Credit within Illinois

TRS is one of 13 public retirement systems that are included in the provisions of the Illinois Retirement Systems' Reciprocal Act. This act ensures continuous pension credit for public employment in Illinois.

Conflicts

Conditions involving a claim for benefits may require further clarification. If conflicts arise between material in this summary and that of the law, the law takes precedence.