

Mandatory Missouri School Retirement Systems

We are privileged to have one of the best school retirement systems in the country. The Missouri School Retirement Systems are defined benefit plans paying retirement, disability and survivor benefits. Benefits are determined by each system based on service years, age, highest three consecutive years' contributions, a formula factor, and survivor benefit election. Members become vested after five years of service credit. If a member leaves covered employment for more than five years without being vested, they will have to withdraw their funds. There are tax consequences to withdrawal of funds before retirement. Funds cannot be withdrawn while working in covered employment.

By state law, Missouri public school district employees scheduled to regularly work 600 or more hours per year are required to belong to Public School Retirement System (PSRS) or Public Education Employee Retirement System (PEERS). Those working full-time (37.5 hours per week for the school year) with a Missouri teaching certificate must belong to PSRS. Those without a Missouri teaching certificate must belong to PEERS. Those working part-time 17 hours or more per week with a Missouri teaching certificate may choose once in their career which program to join. Once chosen it cannot be changed unless the employee becomes full-time.

Member 2019-2020 contribution rates are 14.5% for PSRS and 6.86% PEERS. The district matches member contributions to the pool. District paid health and dental plans are included with all salary for retirement wages. It is also important to know that contributions are withheld pre-tax. PSRS members do not contribute to Social Security but do contribute to Medicare. PEERS members contribute to both.

Retirees of either system are limited to 550 hours per school year with all Missouri public school districts without affecting their retirement pay. Under certain circumstances and restrictions a retiree may work more hours for a two-year period under the critical shortage rule.

Your retirement enrollment can be seen in My Personal Data on the My Benefits website. The enrollment codes are: C=PSRS full-time, P=PSRS part-time, N=PEERS, R=Retiree 550 rule, W=Retiree under critical shortage rule, and X=not enrolled. It is recommended that you review your retirement information annually. View your enrollment type on My Personal Data and your contributions/service credits on the annual reports from the Retirement Systems. If you believe there is an error, please contact the Benefits Office immediately.

For more information you may contact the Retirement Systems at (800) 392-6848 or www.psr-peers.org.