



Membership in the State Teachers Retirement System of Ohio

*and How the Employer
Makes a Determination*

As an STRS Ohio employer, it's critical that you correctly identify and report employees who should be members of the pension system. If you make an incorrect determination, it could mean the loss of valuable retirement dollars for an employee.

Ohio law defines STRS Ohio membership in Section 3307.01 of the Revised Code (R.C.). Under that section of the code, STRS Ohio membership is required for:

- Any school employee in a position for which a teaching license is required under Sections 3319.22 to 3319.31, R.C.
- Any person employed as a teacher by a community school pursuant to Chapter 3314, R.C.
- Temporary teachers employed by a board of education to teach adult or vocational education and part-time university or college teachers.
- Any other teacher or faculty member employed in any school, college, university, institution or other agency wholly controlled and managed, or supported in whole or in part, by the state or any of its subdivisions.
- The educational employees of the Ohio Department of Education.
- All full-time and part-time teachers, faculty members, substitute teachers and tutors employed by public boards of education to teach in parochial or nonpublic schools and certificated persons employed to supervise pupil activity programs, such as coaches.

Common examples of positions that are covered by STRS Ohio include:

- Teachers
- Tutors
- Superintendents
- Community School Director
- Substitutes
- Principals/Academic Administrators
- College/University Faculty
- Athletic Directors
- Coaches (that hold a valid teaching certificate)
- Teachers employed to work in parochial or private schools using auxiliary funds

If you're unsure whether or not an employee should be a member of STRS Ohio, look at the job description and ask yourself these questions:

- Does this position require the person to hold a license under Sections 3319.22 to 3319.31, R.C.?
- Is this person in a position that is covered by the teachers' union/negotiated agreement?
- Is this person substituting in a position that would normally be covered by STRS Ohio?

If the answer to any of these questions is "yes," the individual should be considered an STRS Ohio member and should contribute to STRS Ohio. In all cases of doubt, it is best to check with STRS Ohio to determine if membership is required.

On the reverse side are answers to a few frequently asked questions. Please contact your employer advisor toll-free at 1-888-535-4050 if you have additional questions or need assistance.

Frequently Asked Questions

Q: Which determines STRS Ohio membership, the position or the certification of the employee?

A: In most cases, it's the position. You should find out whether or not the position requires a teaching license under Sections 3319.22 through 3319.31, R.C. And, it helps to know if the position is part of the teachers' bargaining unit, as this could indicate STRS Ohio membership.

The exception to this rule is a coaching position. In this case, you do need to examine whether or not the individual holds a teaching license. If a coach has a valid teaching license, he or she contributes to STRS Ohio; if a coach doesn't have a valid teaching license, he or she contributes to the School Employees Retirement System.

Q: We are hiring a part-time art teacher through an independent contract. His salary will be paid as a purchased service, not through payroll. Is this teacher considered a member of STRS Ohio?

A: Yes. It is a common misconception that calling an individual an independent contractor exempts that person from STRS Ohio membership. All teachers are required to be members of STRS Ohio and remit contributions on earnings. In this case, the individual will be performing the same duties on a regular basis as a teacher on staff who is under an employment contract. While there are some true independent contractors who are exempt from STRS Ohio membership, it is best to check with STRS Ohio before determining whether membership is required. (For more information on independent contractors, please see the fact sheet titled *Independent Contractors and the Employer's Obligation*.)

Q: We have a group of teachers' aides employed at our district. Should they be members of STRS Ohio?

A: No. STRS Ohio membership is required for anyone in a position that requires a teaching license or certification pursuant to Sections 3319.22 through 3319.31, R.C. Because licensure is not required under that section of the code for teachers' aides, they would not be considered members of STRS Ohio.

For More Information

Refer to **Section 3307.01** of the Revised Code.

Call your employer advisor toll-free at **1-888-535-4050**.

Logon to the STRS Ohio Employer Web Site at **www.strsoh.org/employer**.

STATE TEACHERS RETIREMENT SYSTEM OF OHIO

275 East Broad Street
Columbus, OH 43215-3771

1-888-535-4050
www.strsoh.org/employer