Defined Benefit (DB) Plan

- Retirement income is based on a calculation that uses the member’s age, years of service and final average salary.
- Members receive 2.2% of their five-year final average salary for each year of service credit. You are eligible for a benefit at age 65 with five years of service or any age with 32 years of service. The service credit requirements for unreduced benefits at any age will increase:
  - 33 years on Aug. 1, 2019
  - 34 years on Aug. 1, 2021
  - 35 years Aug. 1, 2023–July 1, 2026

Beginning Aug. 1, 2026, members must be age 60 with 35 years of service or age 65 with five years of service to receive an unreduced benefit.

You can retire early with actuarially reduced benefits at age 60 with five years of service or age 55 with 27 years of service. The service credit requirement for early retirement at age 55 will increase to:
  - 28 years on Aug. 1, 2019
  - 29 years Aug. 1, 2021–July 1, 2023

Members can also retire early with a reduced benefit at any age with at least 30 years of service. Members can combine credit from other Ohio public plans in the Defined Benefit Plan.

Defined Contribution (DC) Plan

- Retirement benefits are based on the amount of member and employer contributions deposited to your account, the performance of investment choices you select and the annuity rate in effect at the time of retirement.
- Upon retirement members can take a lifetime annuity at age 50. The annuity is calculated by dividing the account balance by an annuity factor based on market rates in effect at the time of retirement.
- Not eligible for a combined retirement with other Ohio public pension plans. Members are vested in their own contributions immediately and become vested in employer contributions at a rate of 20% per year.

Combining Plan

- Retirement income is based on separate retirement benefits that are paid from the defined benefit and defined contribution portions of the member’s account.
- Income from the DC portion is based on the value of the member’s account at retirement. Eligible to take regular monthly payments (lifetime annuity) from the defined contribution account balance at age 50. Annuity calculated by dividing the account balance by an annuity factor. STRS Ohio annuity rates are based on market conditions and are subject to change.
- Not eligible for a combined retirement with other Ohio public pension plans.

---

Features

<table>
<thead>
<tr>
<th>STRS Ohio Health</th>
<th>Defined Benefit (DB) Plan</th>
<th>Defined Contribution (DC) Plan</th>
<th>Combined Plan</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Service Retirement</strong></td>
<td>Retirement income is based on a calculation that uses the member’s age, years of service and final average salary. Members receive 2.2% of their five-year final average salary for each year of service credit.</td>
<td>Retirement benefits are based on the amount of member and employer contributions deposited to your account, the performance of investment choices you select and the annuity rate in effect at the time of retirement.</td>
<td>Retirement income is based on separate retirement benefits that are paid from the defined benefit and defined contribution portions of the member’s account.</td>
</tr>
<tr>
<td><strong>For more information on STRS Ohio benefit payment options, call toll-free 888-227-7877 and request a Service Retirement and Plans of Payment brochure or visit the STRS Ohio website at <a href="http://www.strsoh.org">www.strsoh.org</a>.</strong></td>
<td>You can retire early with actuarially reduced benefits at age 60 with five years of service or age 55 with 27 years of service. The service credit requirement for early retirement at age 55 will increase to:</td>
<td>Members can combine credit from other Ohio public plans in the Defined Benefit Plan.</td>
<td>Contact vendor for payout options. Retirement amount depends on contributions and investment gains or losses on account and the annuity rate in effect at the time of retirement. Contributions to the ARP are currently:</td>
</tr>
<tr>
<td><strong>Investment Allocation Decisions</strong></td>
<td>Member makes all investment allocation decisions for the account. Investment fund and return information is available at <a href="http://www.strsoh.org">www.strsoh.org</a>.</td>
<td>Member makes all investment allocation decisions for the DC portion of the plan. Investment fund and return information is available at <a href="http://www.strsoh.org">www.strsoh.org</a>.</td>
<td>Each participant makes all investment allocation decisions for the account.</td>
</tr>
<tr>
<td><strong>Investment Risk and Reward</strong></td>
<td>Member assumes no investment risk.</td>
<td>Investment risk is assumed entirely by the member. All gains or losses accrue to member's account.</td>
<td>The member assumes investment risk for the DC portion of the account, while no risk is assumed by the member for the DB portion.</td>
</tr>
<tr>
<td><strong>Health Care Coverage</strong></td>
<td>Benefit recipients (including disability benefit recipients and survivor benefit recipients) and their dependents are eligible for access to health care coverage if they meet health care eligibility requirements. Coverage includes hospitalization, physician fees and prescriptions. Dental and vision coverage is also available to those who meet eligibility requirements.</td>
<td>STRS Ohio health care coverage is not available.</td>
<td>Disability benefit recipients and survivor benefit recipients have access to the same health care coverage provided under the Defined Benefit Plan if they meet health care eligibility requirements.</td>
</tr>
<tr>
<td><strong>Disability Benefits</strong></td>
<td>After 10 years of service, members are eligible to apply for disability benefits if disabled while employed or within one year following last date of STRS Ohio-covered service. Members receive:</td>
<td>Account balance available to members who terminate employment and withdraw their account.</td>
<td>Eligible with 10 years of service credit. Both employer contributions and the member's contributions and any investment gains in the defined contribution account are used to fund the benefit.</td>
</tr>
</tbody>
</table>

- 2.2% of final average salary per year of service.
- 35% minimum and 60% maximum of final average salary.
- At age 65, the member converts to service retirement and receives credit for the period on disability.

- 9.53% from the employer
- 2.47% from the member
- 2.2% of final average salary per year of service.
- 45% minimum and 60% maximum of final average salary.
- At age 65, the member converts to service retirement and receives credit for the period on disability.

Account balance available. 

- 9.53% from the employer
- 2.47% from the member
- 2.2% of final average salary per year of service.
- 45% minimum and 60% maximum of final average salary.
- At age 65, the member converts to service retirement and receives credit for the period on disability.

Account balance available.

- 9.53% from the employer
- 2.47% from the member
- 2.2% of final average salary per year of service.
- 45% minimum and 60% maximum of final average salary.
- At age 65, the member converts to service retirement and receives credit for the period on disability.

Account balance available.

- 9.53% from the employer
- 2.47% from the member
- 2.2% of final average salary per year of service.
- 45% minimum and 60% maximum of final average salary.
- At age 65, the member converts to service retirement and receives credit for the period on disability.

Account balance available.
## Defined Benefit (DB) Plan

### Survivor Benefits
- Eligible with five years of service credit. Qualified survivors receive the highest benefit from among the following for which they are eligible.
  - **Dependent-based** — from 25% to 60% of final average salary based on the number of eligible survivors.
  - **Service-based** — from 25% of final average salary with 20 years of service credit to 60% of final average salary with 29 or more years of service credit based on the years of credit the member had at the time of death.
- Retirement-based — if the member had met the age and service requirements for service retirement, the survivor is eligible for a benefit as if the member had retired and selected a same-to-beneficiary Joint and Survivor Annuity. If there are no minor children, a lump-sum withdrawal is also an option.

### Benefit Portability/Account Withdrawal
- When withdrawing an account, members are eligible for their contributions with interest and in some cases matching funds as follows:
  - 2.99 years or less, the member receives contributions plus interest up to 4%.
  - 3.00 to 4.99 years, the member receives contributions plus interest up to 6%.
  - 5.00 or more years of credit, the member receives contributions plus interest up to 6% and a 50% match on that total.
- Currently, members with less than 3.00 years of service receive 2% interest, while members with 3.00 or more years receive 3% interest.
- Account withdrawals are paid as a lump-sum distribution, part of which may be taxable at time of withdrawal, or may be rolled over to an IRA, an eligible employer plan or another qualified plan.

### Inflation Protection/COLA
- Ohio law gives the State Teachers Retirement Board the authority to grant a cost-of-living adjustment (COLA) to benefit recipients. New benefit recipients are eligible to receive a COLA beginning on the fifth anniversary of their retirement date. Cost-of-living increases granted on or after July 1, 2017, are currently set at 0%.
- No later than the next actuarial experience review, anticipated to be completed in 2022, the Retirement Board will evaluate whether an upward adjustment to the cost-of-living increase is payable without materially impairing the fiscal integrity of the retirement system.

### Administrative Costs or Fees
- Administrative costs are paid from total fund investment earnings.

### Traditional Method of Payment Upon Retirement
- A lifetime annuity. Several different plans of payment to protect survivors are available. A lump-sum withdrawal is also an option.

---

## Defined Contribution (DC) Plan

### Account balance available to beneficiaries.### Automatic cost-of-living adjustments are not provided.

### Asset management fees and a $50 quarterly account fee reduce the investment return. Inactive members with an account balance of less than $5,000 are subject to a $50 per month fee. (*Inactive* is defined as not having any member or employer contributions applied to an account for more than 120 days.) A member is not charged the quarterly account fee if a low balance fee is charged during the quarter.

### Members can take payment through a rollover, a lump-sum withdrawal or a lifetime annuity. Several different plans of payment to protect survivors are available.

### Same as the STRS Ohio Defined Benefit Plan for the DB portion of the account. For the DC portion of the account, members can take payment through a rollover, a lump-sum withdrawal or a lifetime annuity. Several different plans of payment to protect survivors are available.

---

## Combined Plan

### Account balance available to beneficiaries.

### Automatic cost-of-living adjustments are not provided.

### Asset management fees and a $50 quarterly account fee reduce the investment return. Inactive members with a DC account balance of less than $5,000 are subject to a $50 per month fee. (*Inactive* is defined as not having any member or employer contributions applied to an account for more than 120 days.) A member is not charged the quarterly account fee if a low balance fee is charged during the quarter.

### May be required to pay annual contract fees, sales loads, commissions, redemption or exchange fees, management fees or other costs.

### Usually a withdrawal or may purchase annuity. See individual plans for details.