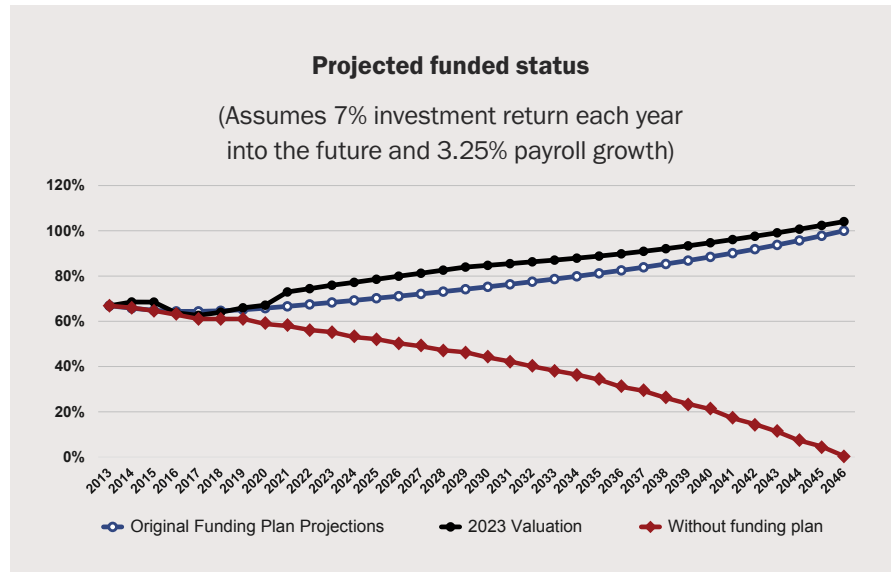


CalSTRS Funding Plan

The CalSTRS Funding Plan enacted by Chapter 47, Statutes of 2014 (Assembly Bill 1469–Bonta), puts the CalSTRS Defined Benefit Program on the path to full funding by June 30, 2046, through incremental shared contribution increases among the program’s three contributors: CalSTRS members, employers and the State of California.

The funding plan gives the Teachers’ Retirement Board limited authority to adjust employer and state contribution rates to ensure the Defined Benefit Program remains on track to reach full funding by 2046.

As of June 30, 2023, the CalSTRS Funding Plan is slightly ahead of its initially projected schedule to achieve its funding goals by 2046.



CalSTRS member contribution rates

Prior to this historic legislation, the contribution rate for members was 8% and had not been increased since 1972. Member contribution rate increases were phased in as shown in the table below.

Effective date	CalSTRS Funding Plan increases	
	CalSTRS 2% at 60 members	CalSTRS 2% at 62 members ¹
July 1, 2014	8.15%	8.15%
July 1, 2015	9.20%	8.56%
July 1, 2016	10.25%	9.205%
July 1, 2017	10.25%	9.205%
July 1, 2018–Present	10.25%	10.205%

Neither CalSTRS members nor their employers contribute to Social Security for CalSTRS-covered service.

¹ The contribution rate for CalSTRS 2% at 62 members is based, in part, on the normal cost of benefits and may increase or decrease in future years.

CalSTRS employer contribution rates

Increases in the employer contribution rate were phased in over seven years. Starting in 2021–22, the funding plan provides the board limited authority to adjust the employer contribution rate, if necessary, to fully fund the remaining unfunded liability by 2046. Those adjustments are limited to 1% annually, not to exceed 20.25% of creditable compensation.

In May 2024, the board voted to keep the employer contribution rate at 19.1% of creditable compensation for the fourth year in a row since having the authority to set the employer rate. The rate allows employers to remain on track to eliminating their share of the unfunded actuarial obligation by 2046 and provides rate stability going forward.

On behalf of employers, the state made supplemental pension payments to CalSTRS in 2019–20 of \$2.2 billion, which were used to provide short-term rate relief in 2019–20, 2020–21 and 2021–22. As a result, the employer contribution rates for those years were reduced from the rates originally established in the funding plan or set by the board. This short-term rate relief has since expired.

Effective date	CalSTRS Funding Plan increases	
	Rate	Year-over-year change
July 1, 2013	8.25%	No increase since 1986
July 1, 2014	8.88%	0.63%
July 1, 2015	10.73%	1.85%
July 1, 2016	12.58%	1.85%
July 1, 2017	14.43%	1.85%
July 1, 2018	16.28%	1.85%
July 1, 2019	17.10% ²	0.82%
July 1, 2020	16.15% ³	-0.95%
July 1, 2021	16.92% ⁴	0.77%
July 1, 2022	19.10%	2.18%
July 1, 2023	19.10%	0.00%
July 1, 2024	19.10%	0.00%

² In 2019–20, the employer rate reflects a 1.03% reduction from the rate that was originally required in the funding plan.

³ In 2020–21, the employer rate reflects a 2.95% reduction from the rate that was originally required in the funding plan.

⁴ In 2021–22, the employer rate is 2.18% less than the rate set by the board.

State contribution rates

The funding plan maintained the state’s base contribution rate of 2.017% and the Supplemental Benefit Maintenance Account (SBMA) contribution of approximately 2.5%. It replaces the portion of the state contribution rate that was formerly dedicated to paying for the 1990 benefit structure with an amount that eliminates the state’s share of CalSTRS’ unfunded liability by June 30, 2046. The funding plan provides the board limited authority to adjust the state contribution rate; however, the rate cannot be increased by more than 0.5% each year.

In May 2024, taking into consideration the sensitivity of the state’s contribution rate to investment volatility and the commitment to improve funding levels and reduce risk in the event of future adverse investment outcomes, the board decided to maintain the state’s contribution rate at 10.828% for 2024–25, the third year in a row. This rate includes the contribution to the SBMA of about 2.5%.

Other provisions of the CalSTRS Funding Plan

- CalSTRS submitted its second funding status report—*Report to the Legislature on the Progress of the CalSTRS Funding Plan*—to the Legislature in June 2024, and is required to report on the progress of the plan every five years. The next report is planned for June 2029.
- The 2% annual benefit adjustment (also known as the improvement factor) cannot be reduced for members who retire on or after January 1, 2014. For members who retired prior to January 1, 2014, the legislation did not change the benefit.
- Increased contributions under the funding plan are only payable for compensation that is creditable to the Defined Benefit Program.
- Excess contributions received by CalSTRS for service creditable under the Defined Benefit Supplement Program that are attributable to increases under the funding plan are returned to employers. Employers are responsible for returning excess member contributions to their employees, and the returned pretax contributions are considered taxable income in the year they are received by the employee. This occurs regardless of when the contribution was initially paid.

