

Retirement Education Workshop

Teachers' Fund for Retirement

Virtual Event • July 16, 2025

WHAT IS TFFR?

- The Teachers' Fund for Retirement (TFFR) is a defined benefit plan for North Dakota public school educators.
- Lifetime monthly benefit based on a formula, **not** your account value.
- The TFFR Board of Trustees has statutory responsibility, and the North Dakota Retirement and Investment Office administers the program.



HOW IS TFFR FUNDED?

TFFR is funded on an actuarial reserve basis meaning money is invested to provide future retirement benefits while the members are working.

Benefit funding comes from three sources:

- Member contributions
- Employer contributions
- Investment income



Member
contributions –
11.75% of salary

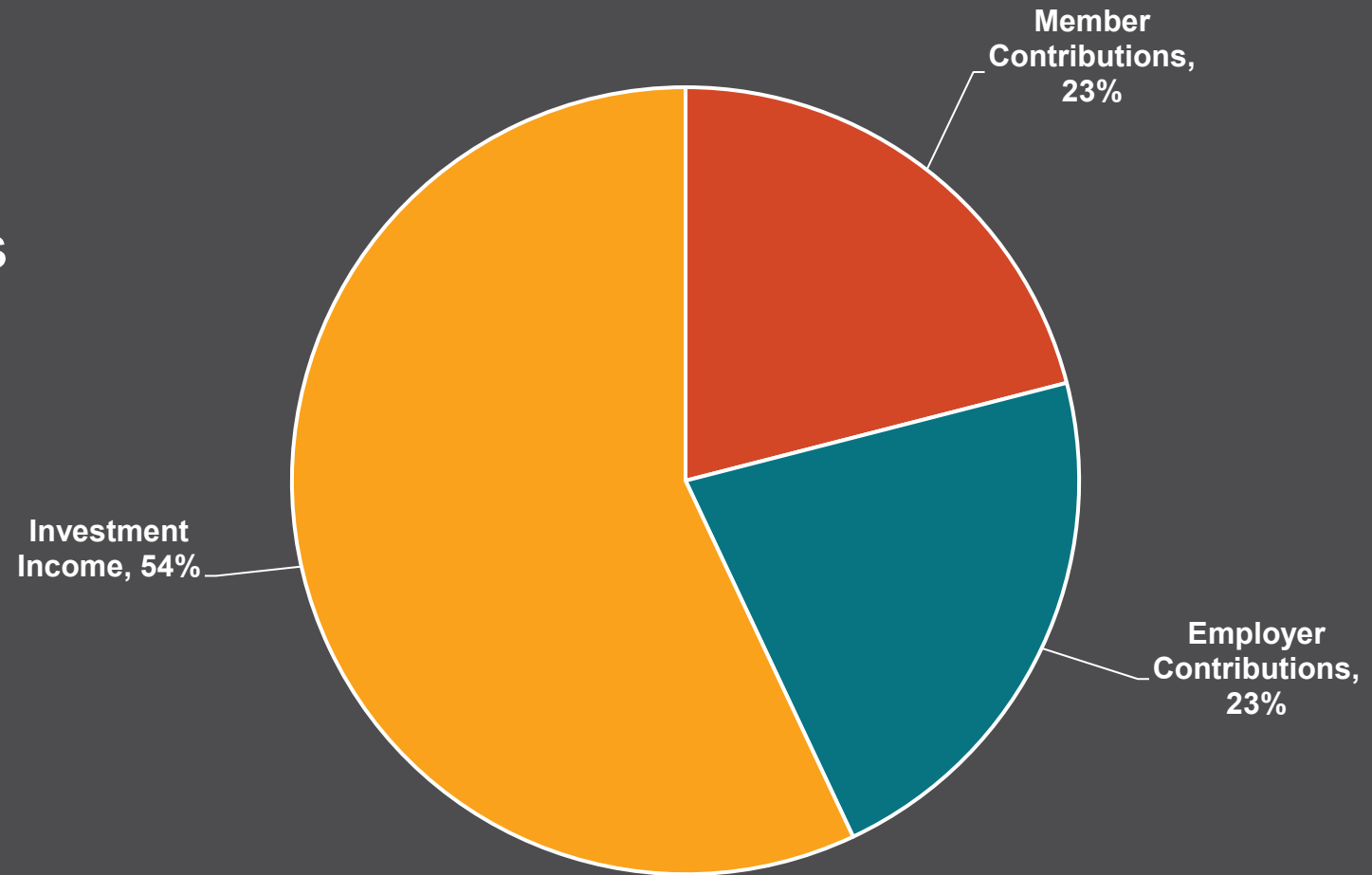
Employer
contributions –
12.75% of salary



Investment
earnings

TFFR REVENUE SOURCES (FY 2024)

Benefit funding comes from member and employer contributions and investment earnings.



WHO CAN BE MEMBERS?

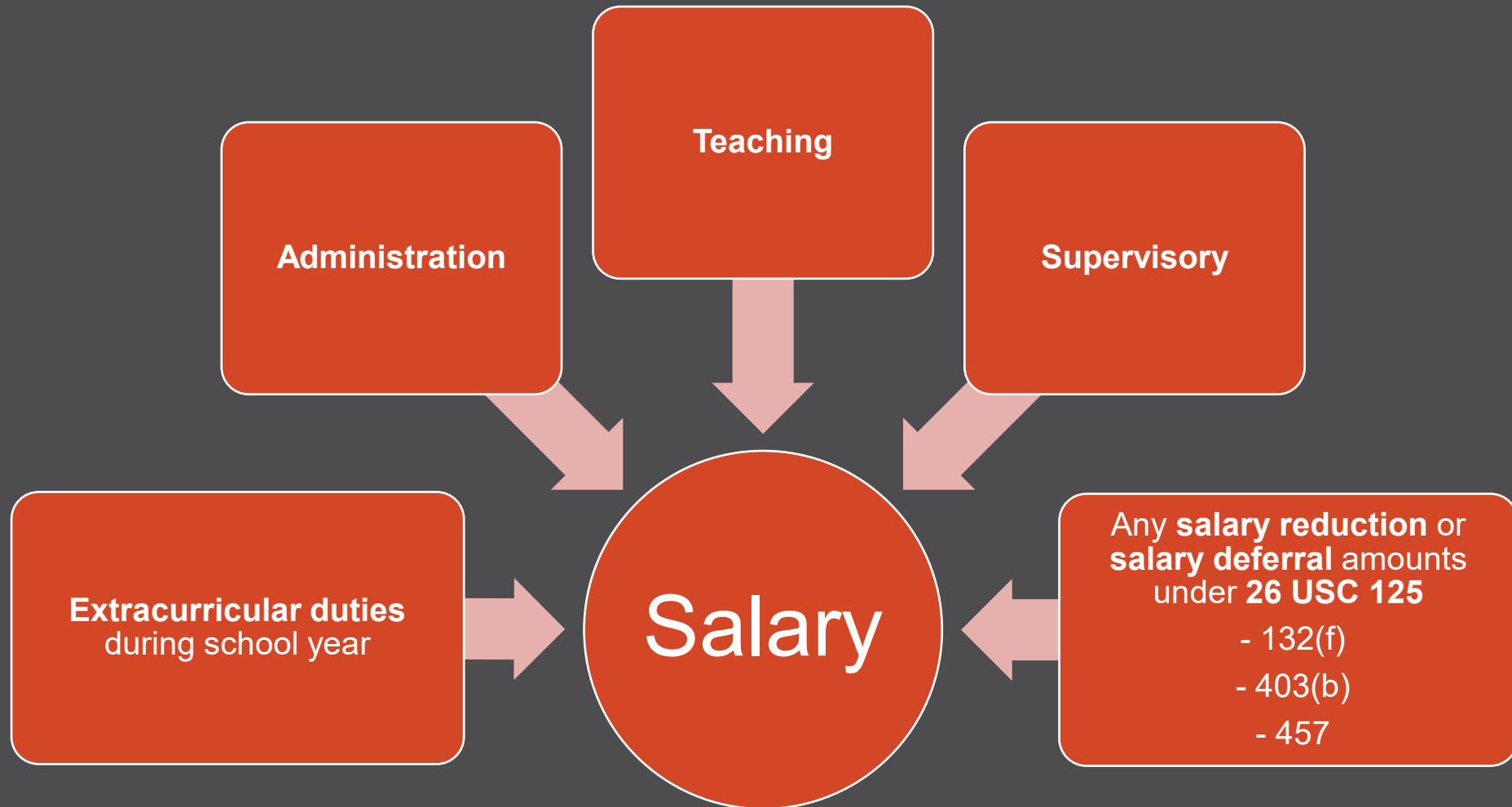
Membership

- Must be licensed to teach in North Dakota and under contract with a TFFR employer.
- Tier 1 Grandfathered – members who had TFFR credit on July 1, 2008, and were within 10 years of normal retirement as of June 30, 2013.
- Tier 1 Non-grandfathered – members who had TFFR credit on July 1, 2008, and were more than 10 years from normal retirement as of June 30, 2013.
- Tier 2 – new and returning refunded members on or after July 1, 2008.

Exemption

- 20-year military retiree, optional.

WHAT IS SALARY?



ACCOUNT VALUE

*Think of your account value as a record of what you've put into the plan, **not** what you'll receive as a benefit.*

What does it include?

- Employee contributions, 11.75% of salary
- Interest earned, 6% guaranteed

Why does it matter?

- If you leave employment – rollover or refund
- If you pass away – beneficiaries may receive



WHO CAN BE BENEFICIARIES?

You may name the following:

- Spouse as only primary beneficiary, unless consent is provided
- If not married or, if you have written spousal consent, any person, organization, church, charity or estate.
- If you name more than one primary beneficiary, they are not eligible for a lifetime monthly annuity.
- Contingent beneficiaries are **not** required.

TFFR BENEFIT AND DIVORCE

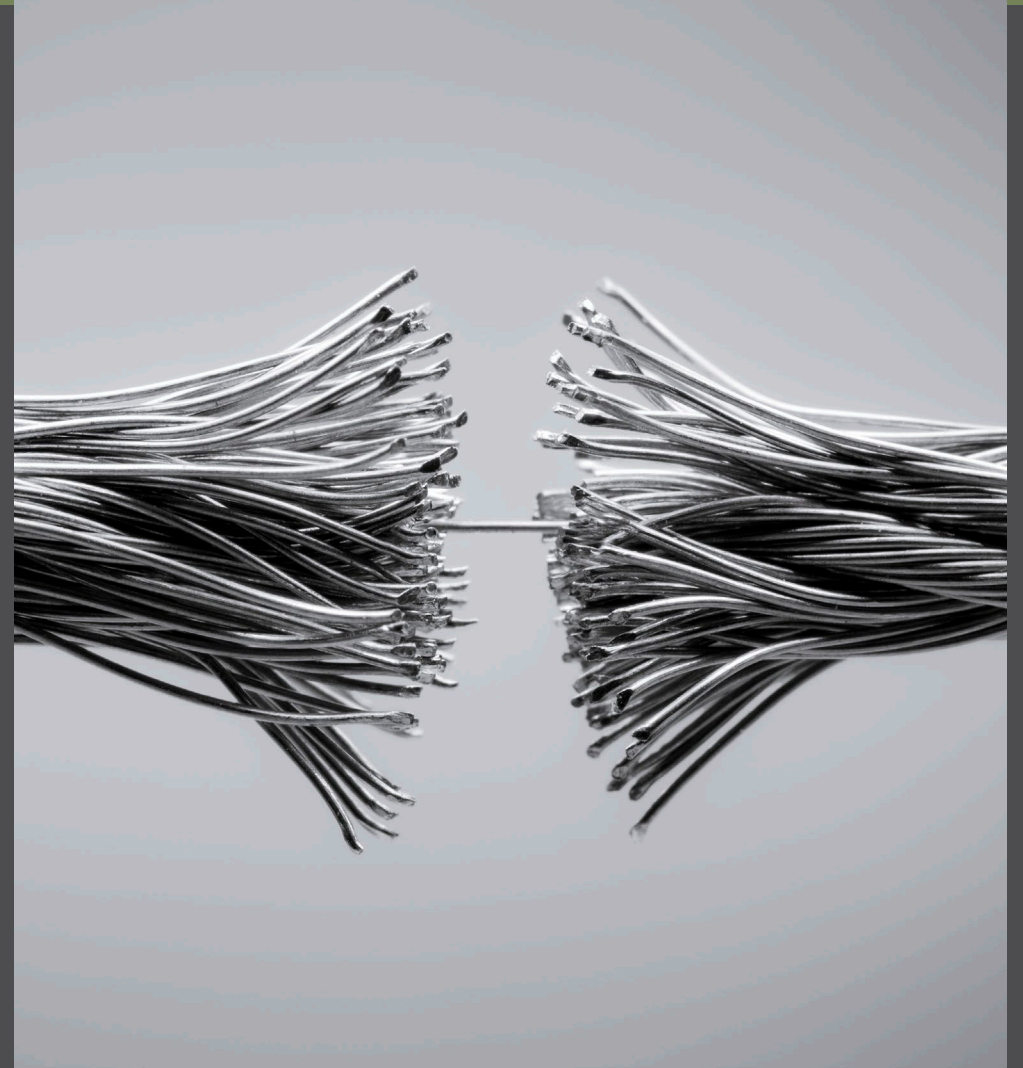
TFFR benefit are generally considered to be a **marital asset** subject to valuation and division in a divorce.

Division requires a **Qualified Domestic Relations Order (QDRO)** approved by the TFFR Board **before** being signed by the judge.

Former spouse (i.e., alternate payee) may:

- Receive a lump sum only if you take a refund at termination.
- Elect a monthly lifetime benefit based on your accrued benefit at divorce.
- Receive a benefit even if you continue working.

Your benefit would be reduced based on the actuarial value of the alternate payee's benefit.



WHAT IS SERVICE CREDIT?

TFFR Membership

- 700 compensated hours = 1 year of Service Credit
- If less than 700 hours, granted in proportion (e.g., $650/700 = .929$ hours)

Purchased

- Must be active, licensed and under contact
- Cost determined by an actuarial equivalent calculation
- Can be purchased in lump-sum or installment
- TFFR may accept a retirement account rollover

Dual Membership

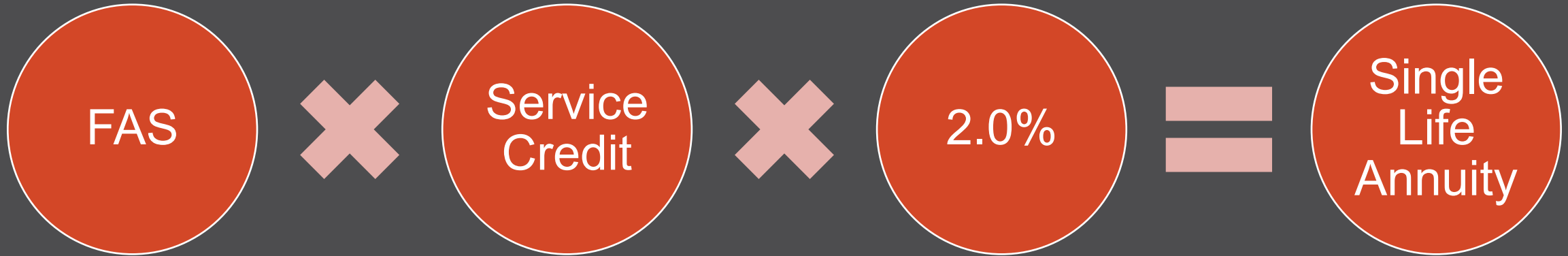
- Included for vesting and eligibility

PURCHASE OF SERVICE CREDIT

Active members may purchase service credit for:

- Refunds previously taken from TFFR
- Airtime
- Out-of-state teaching
- Non-public school teaching
- Leave of absence
- Legislative service
- Military service
- Government agency teaching

BENEFIT FORMULA



Five years of Service Credit is the minimum requirement.
More years of Service Credit = greater retirement benefit.

BENEFIT OPTIONS

Refund of
Account Value

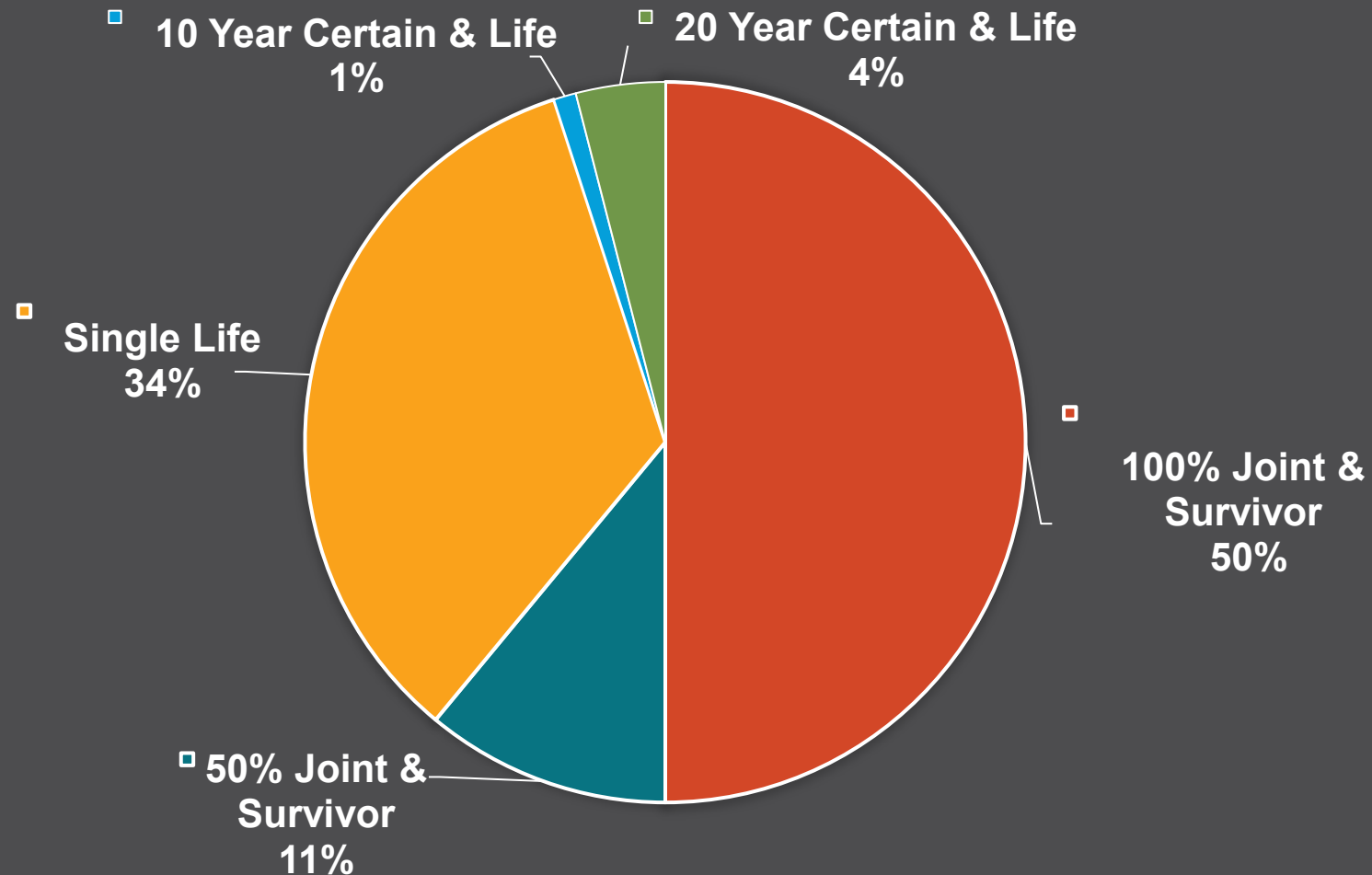
Single Life Annuity

100% Joint
and Survivor
50% Joint
and Survivor

10 Year Certain
and Life
20 Year Certain
and Life

Partial Lump Sum

SERVICE RETIREMENT OPTIONS (FY 2024)



BENEFIT SUMMARY

	Tier 1 Grandfathered	Tier 1 Non- Grandfathered	Tier 2 All Members
	Within 10 yrs of normal retirement by 06/30/2013	Did not qualify for grandfathering	Enrolled after July 1, 2008
Vesting Period	3 years	3 years	5 years
Unreduced Retirement Eligibility			
Minimum Age	No	60	60
AND Rule	Rule of 85	Rule of 90	Rule of 90
OR Normal Retirement Age	65	65	65
Reduced Retirement Eligibility			
Minimum Age	55	55	55
Reduction Factor	6%	8%	8%
Retirement Formula Multiplier			
x FAS	3 year FAS	3 year FAS	5 year FAS
x Service Credit	Total Years	Total Years	Total Years

A photograph showing the back of a person with brown hair sitting in a black wheelchair. They are wearing a light blue button-down shirt and are walking on a carpeted floor through a glass-walled office. In the background, another person is visible sitting at a desk. The lighting is bright, coming from large windows.

DISABILITY BENEFIT

Eligibility

- 5 years of service credit
- Active member when disability occurs
- Application w/in 36 months of employment
- Unable to perform the duties of a teacher
- Certified eligible by TFFR Board of Trustees
- Must be total, can be temporary

Disability Formula

- $\text{FAS} \times \text{Service Credit} \times 2.0\% = \text{Disability Single Life Annuity}$
- No age reduction
- Beneficiary options are available

SURVIVOR BENEFITS

Death prior to retirement

- Nonvested member
 - Refund of account value
- Vested member
 - Refund of account value
 - If only one beneficiary designated, monthly benefit for life

Death after retirement

- Benefit is paid based on the retirement option selected



WORKING AFTER RETIREMENT



- Must have a **one-month** break from all TFFR employment or relationships.
- Returning before the one-month break may require **repaying** all benefits.
- Notify RIO **each year** you return to TFFR-covered employment to avoid losing one month of benefits.

WORKING AFTER RETIREMENT

Employment Limitations

1. General Rule – Annual Hour Limit, maximum number of hours in a fiscal year (July 1-June 30) based on length of contract.
 - a. 9-month contract = 700 hours
 - b. 10-month contract = 800 hours
 - c. 11-month contract = 900 hours
 - d. 12-month contract = 1,000 hours
2. Exception A – Critical Shortage Area
3. Exception B – Benefit Suspension and Recalculation

RETIREMENT AND INVESTMENT OFFICE

Contact Us

- Phone: 701-328-9885 or 800-952-2970
- Fax: 701-328-9897
- Email: rio@nd.gov
- Website: www.rio.nd.gov

Business hours are Mon-Fri, 8:00 a.m.-5:00 p.m.

Office hours are Mon-Thu, 8:00 a.m.-5:00 p.m.; Fri 8:00 a.m.- 12:00 p.m.

To ensure availability, contact RIO for an appointment.

NORTH
Dakota
Be Legendary.

| Retirement & Investment

Welcome to **MyTFFR Member Self-Service!**

MyTFFR Member Self-Service is your portal for secure and easy retirement management! It offers convenient access to your Teachers' Fund for Retirement (TFFR) account and forms anytime, anywhere by using a computer, tablet or smartphone with internet access.

Access your **MyTFFR** account during every stage of your career

Currently working? Use MyTFFR to:

- Update your contact information.
- Designate account beneficiaries.
- View salary, service credit and account balance.
- Estimate your retirement benefit.
- Apply for retirement.



Enjoying retirement? Use MyTFFR to:

- Update your contact information.
- View account beneficiaries.
- Obtain an income verification.
- Download your 1099-R or adjust your federal or state tax withholding.

How to login for the first time?

MyTFFR is available to members and beneficiaries-in-payment who complete a registration process.

- 1) Begin by visiting www.rio.nd.gov and selecting the "Member Login" button in the upper right-hand corner of the Retirement and Investment Office's website.
- 2) On MyTFFR's Welcome page, select the red "Member Login" button. Enter your North Dakota Login User ID and Password, and select the "Sign in" button. If you don't have a North Dakota Login:
 - a) Select the "Create an account" link. Enter your First name and Last name, and create a User ID of your choosing (e.g., John.Smith, jasmith or Johnny123) and a Password.
 - b) For Account recovery purposes, enter an Email address. (Skip the Cell phone recovery entry.) A one-time activation code will be sent to your email address. Enter the code when prompted.
 - c) After responding to the Security questions, select "Create account."
- 3) Once you are signed in, you will be prompted to provide your Member Demographics by entering your First Name, Last Name, Date of Birth and Social Security Number. Select the "Next" button to verify the information entered.
- 4) On the User Verification screen, select the correct answers to the questions. Select the "Next" button to verify the information entered.
- 5) On the End User License Agreement screen, review the Terms and Conditions, select the "I Accept" checkbox, and then select the "Finish" button.

Have questions or need assistance?

A "How to login for the first time" video is available online at www.rio.nd.gov/mytffr. Once you are logged into MyTFFR, if you need assistance, select the "Help" button to open the Member Help Center. To submit a request for assistance, select the "Contact Us" tile on MyTFFR's Dashboard.

Retirement Application Checklist

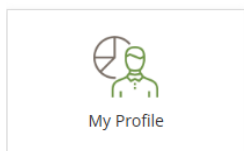
Retirement is an exciting milestone and thoughtful planning helps to ensure a smooth and stress-free transition. This checklist will guide you through the Teachers' Fund for Retirement's (TFFR) application process.

1. Understand your Annuity Options

To ensure you understand TFFR's pension program and your annuity options, the Retirement and Investment Office (RIO) encourages you to attend a Group Benefit Presentation (a recording is available on our YouTube Channel) or review the Member Handbook on RIO's website, select TFFR Member tab.

2. Review and update your Member Profile

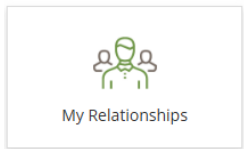
Login to MyTFFR Member Self Service and select the "My Profile" tile on the Dashboard. If needed, update the following.



- Contact information - mailing address, phone numbers and email addresses.
- Verify your Date of Birth and Social Security Number.
- Set your communication preferences (i.e., how you prefer to be contacted).

3. Review and update Relationships and Beneficiaries

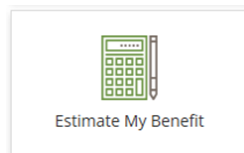
Select the "My Relationships" tile on MyTFFR's Dashboard. Provide as much information about these contacts as possible to ensure RIO is able to reach these individuals when needed.



- Relationships identify contacts associated with your account (e.g., spouse, child).
- Relationships are not entitled to benefits unless identified as Beneficiaries.
- Contacts must be added to Relationships before they can be named as Beneficiaries.

4. Run a Benefit Estimate and know your Retirement Date

When applying for retirement, members are required to select an annuity option.



- A Benefit Estimate breaks down your annuity options providing gross benefits, survivor gross benefits, federal tax and your net benefit.
- Select the "Estimate My Benefit" tile on MyTFFR's My Dashboard.

Know your retirement date. If your last day of employment is the 1st - 14th, your retirement date will be the 15th. If your last day is the 15th – 31st, your retirement date will be the 1st of the following month.

5. Gather the Required Documents in an electronic format

The documents listed must be uploaded in a PDF, JPEG, JPG, TIF, TIFF, or PNG format. Save them to your computer before starting your retirement application.

- For Active Members
 - Proof of age - birth certificate, military discharge, passport or Real ID.
 - If choosing Joint and Survivor, proof of beneficiary age.
 - Letter of resignation.
 - Current year teaching contract(s), including extracurricular activities.
- For Inactive/Deferred Members
 - Proof of age - birth certificate, military discharge, passport or Real ID.
 - If choosing Joint and Survivor, proof of beneficiary age.

Retirement Application Checklist

6. Find your bank information and know your tax status

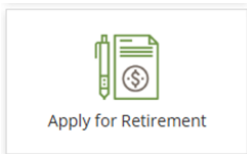
To complete an application, you will need to provide the following:

- Bank account and routing numbers for direct deposit.
- Federal and state tax withholding status. (If needed, use the IRS's Tax Withholding Estimator, www.irs.gov/individuals/tax-withholding-estimator, or consult with a tax professional.)

Apply for Retirement using MyTFFR

To ensure you can complete your application in one sitting, prepare by completing the Retirement Application Checklist. If MyTFFR times out while you are gathering documents or researching annuity options, you may have to restart the application process.

1. Completing a retirement application



Login to MyTFFR Member Self Service and select the "Apply for Retirement" tile on the Dashboard to begin.

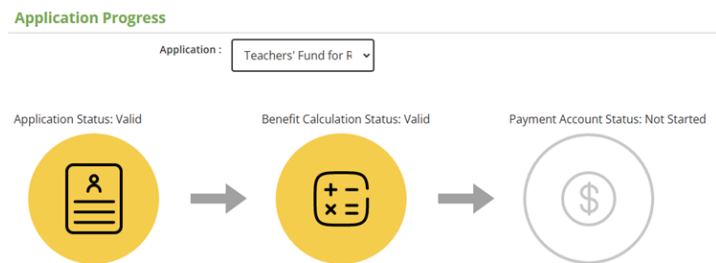
As you complete the application, you will be asked to make the following determinations.

- Benefit Option aka Annuity Option (e.g., Single Life, 100% Joint & Survivor, etc.)
- PLSO Option: a one-time lump sum payment provided in exchange for an actuarially reduced benefit. Refer to your Benefit Estimate for your PLSO numbers.

2. Track your application

When an application is submitted, the account goes into review.

- You can view your application's progress by selecting the "Apply for Retirement" tile on MyTFFR's Dashboard.



3. Enrollment and annuity confirmation

- After your application is reviewed, RIO will send you an enrollment form to confirm your annuity option. You must have this form notarized and return it to the agency.
- Once RIO receives your completed enrollment form, you will be notified of your first payment date.

Have questions or need assistance?

- **For MyTFFR Login Help:** a "How-to" video and instructions are available online at www.rio.nd.gov/mytffr.
- **For application assistance:** log into MyTFFR and select the "Help" button for the Member Help Center. Alternatively, "How to" videos are available on RIO's YouTube Channel. Select the YouTube icon on RIO's website homepage and then select the MyTFFR Member Self Service playlist.
- **For support:** submit a request for assistance by selecting the "Contact Us" tile on MyTFFR's Dashboard.

