

# Teacher Pension Policy in Vermont

A report card on the sustainability, flexibility and fairness of state teacher pension systems

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For more information about Vermont and other states' teacher retirement policies, including full narrative analyses, recommendations and state responses, see [www.nctq.org/statePolicy](http://www.nctq.org/statePolicy)

## Vermont's pension system ratings

### Sustainability

Pension system is stable and well-funded.



### Flexibility

Pension system is flexible and fair to all teachers.



### Neutrality

Retiree benefits to teachers accrue uniformly with each additional year of work.



● fully meets goal 
 ◐ nearly meets goal 
 ◑ meets goal in part 
 ◒ meets a small part of goal 
 ○ does not meet goal

## Snapshot of Vermont's pension system

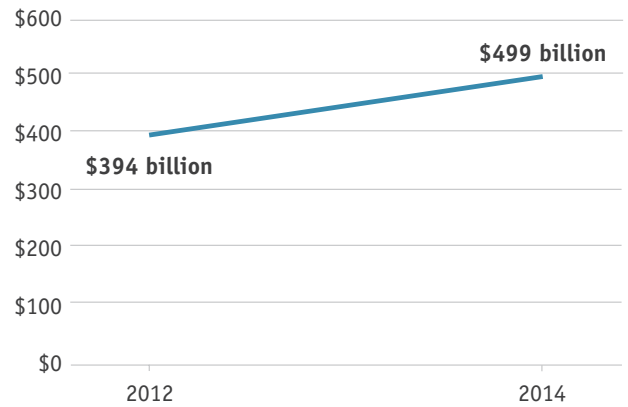
Teacher pension system is well-funded (at least 90%).	<b>NO</b>
Teachers have the option of a fully portable primary pension plan.	<b>NO</b>
Teachers vest in three years or less.	<b>NO</b>
Teachers leaving early can take at least a partial employer contribution with them.	<b>NO</b>
Teacher and employer contribution rates are reasonable.	<b>NO</b>
Retirement eligibility is based on age only.	<b>NO</b>
Pension benefits accrue in a way that treats each year of work uniformly.	<b>NO</b>

## Vermont's pension system characteristics

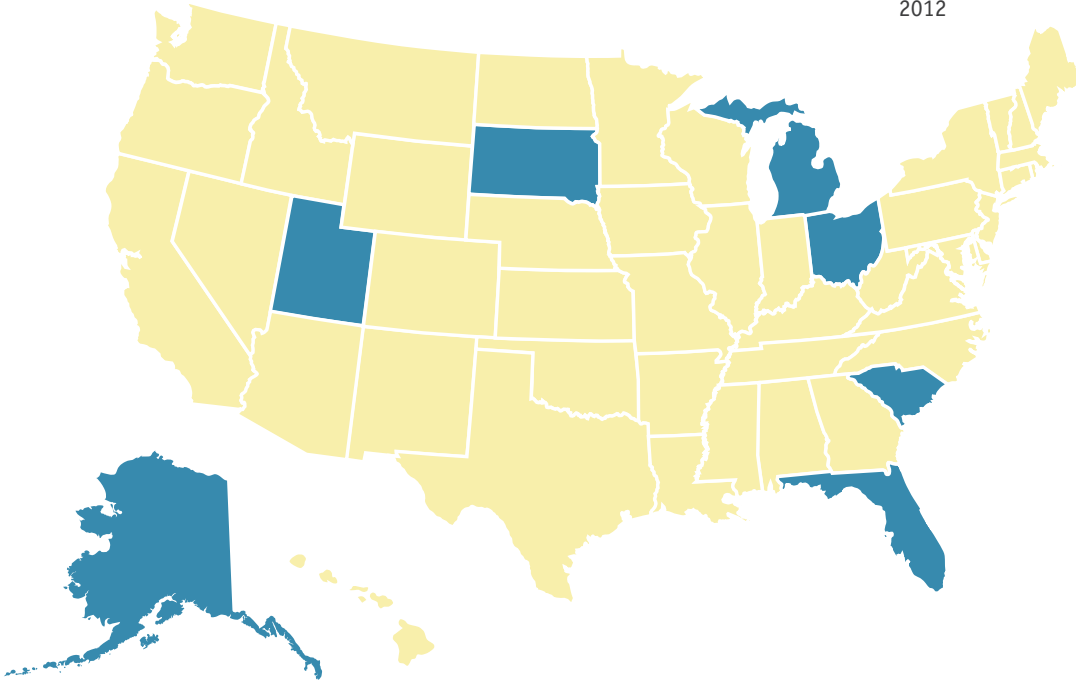
Type of plan	Defined benefit (DB)
Unfunded liabilities (percent of system funded)	\$1,013,910,285 (60.5%)
Vesting period	5 years
Teacher contribution rate (percent of salary)	5%
Employer contribution rate (percent of salary)	12.5%
Basis for retirement eligibility	Years of service
Cost of living adjustments	No COLA
Participation in Social Security	Yes
Contributions teachers may withdraw from plans if they leave after 5 years	Own with interest
Policy for purchasing time for prior teaching or approved leave	Limited
Cost per teacher of allowing retirement before age 65	\$540,925

# Teacher pension trends in the U.S.

Teacher pension system debt has reached a half trillion dollars.

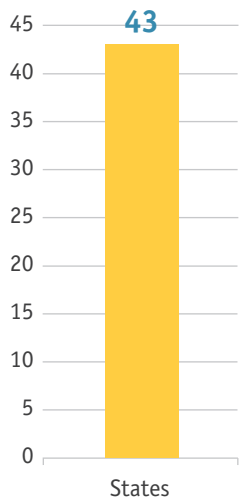


Just seven states offer a fully or nearly fully portable primary pension plan for teachers.

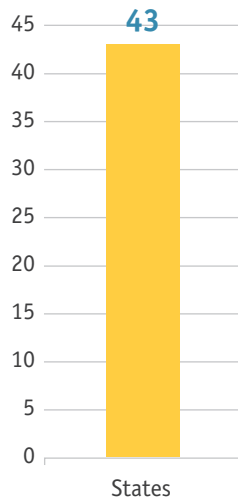


Other indicators also reflect worrisome trends.

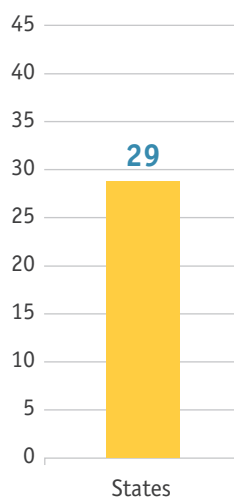
Number of states where pension funding ratios have decreased since 2008



Number of states that require excessive contributions of teachers, employers or both



Number of states that have increased teacher contribution rates since 2008



Number of states that have ten-year teacher vesting periods

