

June 25, 2008

TO: All County Superintendents of Schools
District Superintendents of Schools
Community College Districts and
Other Employing Agencies

FROM: Jack Ehnes
Chief Executive Officer

SUBJECT: Employer Directive 2008-04
Supersedes Employer Directive 2007-05
Contribution and Interest Rates for Fiscal Year 2008-09

PURPOSE:

The purpose of this directive is to inform employers of the regular interest and credited interest rates for the Defined Benefit (DB) Program, minimum interest for the Cash Balance (CB) Benefit Program, minimum interest rate for the Defined Benefit Supplement (DBS) Program, and employer contribution rate for Reduced Workload Program and for elected officers of an employee organization. The rates were adopted by the Teachers' Retirement Board (Board) for the fiscal year beginning July 1, 2008, and ending June 30, 2009. **The employer contribution rates for Reduced Workload Program and for elected officers of an employee organization have not changed from last year.** The present value for unused sick leave will be provided when it is adopted by the Board later in the year.

SCOPE:

This directive applies to all county superintendents of schools, school districts, community college districts, and other employing agencies that employ persons to perform creditable service under the California State Teachers' Retirement System (CalSTRS) DB, DBS and CB Benefit Programs.

DISCUSSION:

Each employer must contribute to CalSTRS a specified percentage of the total creditable compensation earned by the employees who are members of the DB Program or participants of the CB Benefit Program. The employer and member contribution rates for the CB Benefit Program may be negotiated through the collective bargaining process and may vary by employer. There are, however, statutory minimum contribution rates for the CB Benefit

Program. The following member and employer contribution rates are set in statute for the DB Program and do not vary by fiscal year:

Defined Benefit Program Contribution Rates	Rate	Education Code Section
Member Contribution Rate	8.00%	22901
Employer Contribution Rate	8.25%	22950 and 22951

Each year, the Board adopts the regular interest and credited interest rates for the new fiscal year. The regular interest rate is used by CalSTRS to charge interest on previously refunded contributions when a member elects to redeposit, and to charge interest on the installment payments for a member's redeposit or purchase of additional service credit. The regular interest rate is also used to charge employers for late remittance of contributions to the DB Program and to penalize employers for late submission or submission of unacceptable Monthly Report of Retirement Contributions (F-496). Credited interest rate is the interest that is credited to members' DB accumulated retirement contributions for service performed after June 30, 1935, excluding all contributions that accumulate while being paid an allowance. For the CB Benefit and DBS Programs, the Board adopts a minimum interest rate that is used to credit employee and employer accounts during the year. The rates for 2008-09 are as follows:

	Rate for FY 2008-09	Education Code Section
Regular Interest Rate	5.25%	22162
Credited Interest Rate— Defined Benefit Program	4.00%	22216
Minimum Interest Rate— Cash Balance Benefit Program	5.00%	26604
Minimum Interest Rate— Defined Benefit Supplement Program	5.00%	25005
Interest Rate for Late Remittance Contributions	5.25%	23003
Penalty Rate for Late or Unacceptable Monthly Report	5.25%	23006

Each year, the Board adopts employer contribution rates for members who participate in the Reduced Workload Program and for members who are on a compensated leave of absence to serve as an elected officer of an employee organization during the new fiscal year. The rates are as follows:

	Rate for FY 2008-09	Education Code Section
Employer Contribution Rate— Reduced Workload Program	8.820%	22713
Employer Contribution Rate— Elected Officer of Employee Organization	8.820%	22711

The Board also adopts the present value factor used to calculate the cost of the member's allowance attributable to unused excess sick leave days. The cost of unused excess sick leave service credit must be paid to CalSTRS by the employer before the member can receive the benefit. The present value factor for unused excess sick leave service credit for 2008-09 will be adopted by the Board at a future board meeting and will be communicated to you as soon as it is adopted by the Board.

ACTION

Please refer questions concerning this directive to your CalSTRS Employer Services contact or call employer help at (916) 229-3570.

