SPTRFA
St. Paul Teachers' Retirement Fund Association

Leaves of Absence

There are several types of absence that can impact your retirement benefits with the St. Paul Teachers' Retirement Fund Association (SPTRFA). An authorized leave of absence must be granted by Saint Paul Public Schools (SPPS) and be documented. ***If you are granted a leave of absence, it is your responsibility to make sure that the leave is properly classified and documented by SPPS, or your retirement benefits may be adversely impacted.***

The following leaves of absence will give you the option to receive retirement service credit for the period of the leave: **Medical, Family Medical, Parental, Mobility, Sabbatical, and Military**. If you retire or terminate your employment following a period of leave, you must make the required contribution payment prior to your resignation in order to receive retirement service credit.

Medical

Medical leave can be applied toward retirement service credit if you pay the required employee and employer contributions for the period of the leave. **The maximum allowable retirement service credit is one year.**

Payment

Payment is based on your salary immediately preceding the medical leave. Payment made by June 30 of the fiscal year in which the medical leave terminates will be calculated without interest.

Payment made by June 30 following the fiscal year in which the medical leave terminated will have an additional 8.5% interest compounded annually.

Family Medical

Family medical leaves can be applied toward retirement service credit. To receive credit, you must pay both the required employee and employer contributions for the period of the family medical leave. **The maximum allowable service credit is 60 days.**

Payment

Payment is based on your salary immediately preceding the family medical leave. This leave is granted under the Family Medical Leave Act (FMLA).

Payment made by June 30 of the fiscal year in which the family medical leave terminates will be calculated with no additional interest.

Payment made by June 30 following the fiscal year in which the family medical leave terminates will have an additional 8.5% interest compounded annually.

Parental

Parental leaves of absence can be applied toward retirement service credit if you pay the required employee and employer contributions for the period of the parental leave. **The maximum allowable retirement service credit is one year.**

Payment

Payment is based on your salary upon return to teaching and payment must be made by June 30 of the fiscal year following the end of the parental leave.

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Mobility

Mobility leaves of up to five years can be applied toward retirement service credit.

To receive credit, you must pay both the required employee and employer contributions, based on your salary for the year prior to the beginning of the leave.

Payment

Payment must be made by June 30 of each year you are on leave. If you opt not to pay the contributions by June 30 of any year of your leave, you forfeit the right to make the payments for any of the following years.

Sabbatical

While on sabbatical leave, your employer pays you at a half-time rate. Retirement contributions are taken out of your pay for that half-time rate, so you receive half of the usual retirement service credit without paying any additional contributions.

To receive full retirement service credit, you must make a payment based on the retirement service credit missed during the time of the sabbatical leave and on the fulltime salary for the year prior to the beginning of the leave.

Payment

Your payment must be received by June 30 of the year following the fiscal year in which your sabbatical leave terminates.

Once you have paid your portion of the required retirement contributions, your employer will be assessed for the employer contribution amount.

Military

Military leaves of up to a maximum of five years can be applied toward retirement service credit. To receive credit, you must return to employment with SPPS.

Your contribution is equal to the amount you would have paid as if no leave of absence had occurred.

(Minn. Stat. 354A.093, USC Title 38, §4312)

Payment

Payment is due in no less than one year, and no more than three times the length of the military service period associated with the leave.

The employer share is computed on the same basis, except that any interest due to the retirement fund on both shares is to be paid entirely by the employer.

Where can I find more information?

Please contact the SPTRFA office at (651) 642-2550 or e-mail SPTRFA office at, info@sptrfa.org.
Questions regarding leaves of absence are not pension related should be directed to Saint Paul Public Schools Human Resources.

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