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*President*

Monica Byron  
*Vice President*

Rodney Rowe  
*Secretary-Treasurer*

Carrie Lucking  
*Executive Director*

Nov. 3, 2023

Members of the TRA board and staff,

Thank you for the work you do in your roles to support the pension system of Minnesota educators as elected board members, appointed representatives and staff. As members of the Education Minnesota Pension Advisory Group, our focus is on advocating and fighting for the investment and improvements our pension needs to be the equitable retirement plan Minnesota educators deserve.

As you know, the tier 2 structure results in most of our members never being able to achieve their full benefits. Our members across the state of Minnesota have shared similar messages with you, legislators and the governor but we'll restate it once again: the reduction factors in place over-penalize TRA tier 2 members and does not create the recruitment and retention tool our profession needs.

As the 2024 legislative session approaches, clarity on possible improvements and the costs associated with those changes need to be available in a timely manner. With the start of the legislative session in February, potential legislation and costs should be discussed by the TRA board no later than January. This would allow for input from your stakeholder groups, and decision makers would be able to begin session with much of the information they'll need.

We ask that you cost specific options that address the over-penalization of our members, including:

- A scale-able reduction in base penalties
- NRA of 62
- An unreduced threshold of 35 years of service
- Restructure plan
- 1-3% adjustable-rate COLA
- 60 years of age and 30 years of service unreduced threshold
- Accelerate NRA 65 change

We look forward to working with you to find solutions and to making progress towards the pension system that Minnesotans need and the retirement flexibility our members deserve.

Education Minnesota Pension Advisory Group members:

Lisa Olson  
Doyle Turner  
Andrea Sitzmann  
Joseph Wollersheim  
Dan Foss  
Dave Esposito

Ryan Fiereck  
Michael Sievert  
Bridget Peterson  
Heidi Simons  
Elizabeth Keeling  
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Craig Brenden  
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*Education Minnesota is an affiliate of the American Federation of Teachers,  
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