



STATE OF TENNESSEE
TENNESSEE CONSOLIDATED RETIREMENT SYSTEM
10th FLOOR ANDREW JACKSON BUILDING
502 DEADERICK STREET
NASHVILLE, TENNESSEE 37243-0201

DAVID H. LILLARD, JR.
STATE TREASURER

JAMIE WAYMAN
DIRECTOR

MEMORANDUM

TO: All Directors of Schools

FROM: Sara Queirolo, Deputy Director of TCRS

DATE: March 30, 2026

SUBJECT: TCRS Employer Contribution Rates – Hybrid Pension Plan

The results of June 30, 2025 actuarial valuation for the TCRS hybrid pension plan have been adopted by the TCRS Board of Trustees. As a result of the valuation, new employer contribution rates have been established for the fiscal year beginning July 1, 2026. These rates will remain in effect until June 30, 2027, a period of one year.

The employer contribution rate for the TCRS Hybrid Pension Plan is as follows:

Actuarially Determined Contribution Rate	Total Employer Rate
3.15%	4.00%

For federally funded teacher salaries, you will only contribute the ADC rate. For non-federally funded teacher salaries, you will contribute the total employer rate of 4.00%. When reporting teacher salaries to TCRS, you will remit the ADC for all teachers regardless of funding source. For the non-federally funded salaries, an invoice will be created by TCRS for the difference between the total employer rate and the ADC. The invoice will appear in the Concord portal for payment.

The employer contribution rate is 5% for the defined contribution portion of the hybrid pension plan (401k). In addition, employees will contribute 5% to TCRS and will be auto-enrolled in the 401(k) plan at a 2% contribution.

If you have any questions, please contact the call center at (800) 922-7772.