

Texas Public Higher Education Retirement Contributions (as a percentage of salary)				
Fiscal Year	Teacher Retirement System (TRS)		Optional Retirement Program (ORP)	
	Employee	State	Employee	State
FY24 / FY25	8.25%	8.25%	6.65%	6.6% *
FY22 / FY23	8%	7.75% / 8%	6.65%	6.6% *
FY20 / FY21	7.7%	7.5%	6.65%	6.6% *
FY18 / FY19	7.7%	6.8%	6.65%	6.6% *
FY16 / FY17	7.2% / 7.7%	6.8%	6.65%	6.6% *
FY14 / FY15	6.4% / 6.7%	6.8%	6.65%	6.6% *
FY12 / FY13	6.4%	6.0% / 6.4%	6.65%	6.0% *
FY10-FY11	6.4%	6.644%	6.65%	6.4% *
FY08-FY09	6.4%	6.58%	6.65%	6.58% *
FY96-FY07	6.4%	6.0%	6.65%	6.0% *
FY92-FY95	6.4%	7.31%	6.65%	7.31% *
FY90-FY91	6.4%	7.65%	6.65%	8.5%
FY88-FY89	6.4%	7.2%	6.65%	8.5%
FY86-FY87	6.4%	8.0%	6.65%	8.5%
FY84-FY85	6.0%	7.1%	6.65%	8.5%
FY80-FY83	6.65%	8.5%	6.65%	8.5%
FY78-FY79	6.65% (of first \$25,000)	7.5% (of first \$25,000)	6.65% (of first \$25,000)	7.5% (of first \$25,000)
FY70-FY77	6% (of first \$25,000)	6% (of first \$25,000)	6% (of first \$25,000)	6% (of first \$25,000)
FY69	6% (of first \$8,400)	6% (of first \$8,400)	6% (of first \$8,400)	6% (of first \$8,400)

The state fiscal year runs from September 1 through August 31.

NOTE: An asterisk (*) indicates that ORP employers are authorized to provide a local supplement to the state base rate for ORP up to a maximum employer contribution rate of 8.5%. See [Ch. 25, Sect. 25.6\(a\)\(6\)\(C\)](#).

For contribution purposes, ORP uses the same definition of compensation as TRS. See [Ch. 25, Sect. 25.6\(a\)\(5\)\(A\)](#).