

GENERAL ASSEMBLY OF NORTH CAROLINA
SESSION 2025

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HOUSE BILL 498

Short Title: Military to Teacher Ret. Incentive. (Public)

Sponsors: Representatives Biggs, Loftis, Tyson, and Goodwin (Primary Sponsors).
For a complete list of sponsors, refer to the North Carolina General Assembly web site.

Referred to: Pensions and Retirement, if favorable, Homeland Security and Military and Veterans Affairs, if favorable, Rules, Calendar, and Operations of the House

March 26, 2025

A BILL TO BE ENTITLED
AN ACT TO INCENTIVIZE INDIVIDUALS WITH ACTIVE DUTY SERVICE IN THE
ARMED FORCES OF THE UNITED STATES TO BECOME TEACHERS BY
PROVIDING SERVICE CREDIT UNDER THE TEACHERS' AND STATE EMPLOYEES'
RETIREMENT SYSTEM.

The General Assembly of North Carolina enacts:

SECTION 1. G.S. 135-4 reads as rewritten:

"§ 135-4. Creditable service.

...

(a1) The following definitions apply in this section:

(1) Active duty. – As defined in 38 U.S.C. § 101, except that this term does not include periods of active duty in the Armed Forces of the United States creditable in any other retirement system except the National Guard and does not include periods of active duty for training.

(2) Active duty for training. – As defined in 38 U.S.C. § 101.

(3) Service in the uniformed services. – As defined in 38 U.S.C. § 4303.

...

(f) ~~Armed Service Credit.~~ All of the following apply to certain service in the Armed Forces of the United States:

...

(g) Teachers and other State employees who served in the uniformed ~~services as defined in the Uniformed Services Employment and Reemployment Rights Act of 1994, 38 U.S.C. § 4303, services,~~ who were not dishonorably discharged, and who returned to the service of the State within a period of two years from date of discharge shall be credited with prior service for ~~such~~ the period of service in the uniformed services for the maximum period that they are entitled to reemployment under the Uniformed Services Employment and Reemployment Rights Act of 1994, 38 U.S.C. § 4301, et seq., or other federal law, and the salary or compensation of ~~such a~~ the teacher or State employee during that period of service is deemed to be that salary or compensation the employee would have received but for the period of service had the employee remained continuously employed, if the determination of that salary or compensation is reasonably certain. If the determination of the salary or compensation is not reasonably certain, then it is deemed to be that employee's average rate of compensation during the 12-month period immediately preceding the period of service. When a member who has served in the uniformed services returns to work in compliance with the conditions of this subsection, that member's



1 employer shall remit to the System all employer and employee contributions for the full period
2 of that member's military service.

3 (g1) Notwithstanding any other provision of this Article to the contrary, a member with
4 active duty service in the uniformed services who subsequently becomes a teacher is eligible for
5 creditable service in accordance with this subsection. All of the following apply:

6 (1) In order to be eligible for creditable service under this subsection, the
7 following criteria shall be met:

8 a. The member was not dishonorably discharged from service in the
9 uniformed services.

10 b. The member's active duty service in the uniformed services occurred
11 prior to that member's employment as a teacher and was not concurrent
12 with any time period for which membership service was earned in the
13 Retirement System.

14 c. The member has satisfied the licensure requirements to be a teacher
15 pursuant to G.S. 115C-270.20.

16 d. The member is currently employed as a teacher. Satisfactory evidence
17 of the active duty service in the uniformed services claimed by the
18 member shall be submitted to the Board of Trustees prior to that
19 member's separation from service as a teacher or retirement.

20 (2) The amount of creditable service for which a member is eligible under this
21 subsection shall not exceed four years. Subject to this maximum, the amount
22 of service credit a member receives under this subsection is equal to length of
23 the member's active duty service in the uniformed services. For periods of
24 service in the uniformed services that exceed four years, a member may
25 purchase credit for that excess service under G.S. 135-4.5, subject to the
26 qualifications and limitations under that section.

27 (3) The member's employer shall pay a lump sum amount credited to the Pension
28 Accumulation Fund for a member receiving creditable service under this
29 subsection. The amount payable shall be equal to the full liability increase of
30 the Retirement System due to the additional service credit plus an
31 administrative fee that is set by the Board of Trustees. The full liability
32 increase shall be calculated on the basis of the same assumptions used for the
33 purposes of the actuarial valuation of the liabilities of the Retirement System,
34 except for the following assumptions specific to this calculation: (i) the
35 allowance shall be assumed to commence at the earliest age at which the
36 member could retire on an unreduced retirement allowance and (ii) there shall
37 be assumed annual postretirement allowance increases set by the Board of
38 Trustees upon the advice of the consulting actuary.

39"

40 **SECTION 2.(a)** G.S. 135-4(f)(1) and G.S. 135-4(f)(2) are repealed.

41 **SECTION 2.(b)** G.S. 135-5(a3)(1) reads as rewritten:

42 "(1) Determine an amount equal to the member's accumulated contributions as
43 required under G.S. 135-8(b)(1) for all years during which the member earned
44 membership service, other than service earned through armed service credit
45 under ~~G.S. 135-4(f)~~, ~~G.S. 135-4(g)~~, ~~G.S. 135-4~~ or G.S. 135-4.5, used in the
46 calculation of the retirement allowance that the member would receive under
47 this section."

48 **SECTION 2.(c)** G.S. 128-27(a3)(1) reads as rewritten:

49 "(1) Determine an amount equal to the member's accumulated contributions as
50 required under G.S. 128-30(b)(1) for all years during which the member
51 earned membership service, other than service earned through armed service

1 credit under ~~G.S. 128-26(a1)~~, ~~G.S. 128-26(j1)~~, G.S. 128-26 or G.S. 128-26.5,
2 used in the calculation of the retirement allowance that the member would
3 receive under this section."

4 **SECTION 3.** This act is effective when it becomes law and applies to members who
5 are first hired as teachers on or after that date.