

Key Benefit Concepts, LLC

School District of Amery

Accounting Report of Liabilities for Participants'
Other Post Employment Benefits (OPEB)

Valuation as of June 30, 2020
Liabilities measured as of June 30, 2021

July 2021

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Table of Contents

Background and Certification	Page 2
Introduction	Page 3
District OPEBs	Page 3
Sick Leave Benefit	Page 4
Actively-Funded Benefit	Page 5
Actuarial Determined Contribution (ADC)	Page 5
District OPEB Liability	Page 5
Deferred Inflow and Outflow of Resources	Page 6
Discussion of Valuation Methods and Assumptions	Page 6
Pay-As-You-Go (Table VIII)	Page 7
OPEB Tables	
OPEB Technical Appendix	

Background and Certification

The Government Accounting Standards Board (GASB) considers other post-employment benefits, like pension benefits, as part of the compensation employees earn each year although they are not received until after employment ends. GASB has finalized Statement No. 74 (Financial Reporting for Post-Employment Benefit Plans Other Than Pension Plans) and Statement No. 75 (Accounting and Financial Reporting by Employers for Post-Employment Benefits Other Than Pensions). These Statements establish standards for the measurement, recognition, and display of Other Post-Employment Benefits (OPEB) expense/expenditures.

Key Benefit Concepts, LLC (KBC) is an independent actuarial and employee benefits consulting firm providing actuarial services to clients who sponsor qualified retirement and other post-employment benefits. We maintain no relationships with any client that might impair the objectivity of our work. This valuation and report were prepared by KBC based upon:

- Our understanding of GASB's current Statements
- The Summary of Benefits and Eligibility determined by the bargaining and other District agreements, as outlined herein
- The accuracy and completeness of information and data provided by the District.

The calculations of cost and liabilities illustrated were determined according to generally accepted actuarial principles and standards. Specific assumptions and actuarial methodology for the study are defined within the report. Each material assumption is, in the actuary's opinion, individually reasonable and falls within the best estimate range, taking into account past experience and reasonable future expectations, and is consistent with each other material assumption. Given that actual experience may vary from the actuarial assumptions projected, developing liabilities and costs may differ from those estimated in this report. Furthermore, in the event of any inaccuracies in the information or data provided, upon which these calculations were based, revisions may be needed.

This report was prepared solely for the purposes of providing information required by GASB for the entity's financial reporting. KBC assumes neither responsibility nor any liability for use of this report for any other purposes.

The valuation was prepared in full compliance with the American Academy of Actuaries "Code of Professional Conduct" Precept 7 regarding conflict of interest. The actuary certifying this valuation meets the qualifications of the American Academy of Actuaries required to provide the actuarial opinion detailed in this report. The actuary's opinion and certification are provided in accordance with an agreement with Key Benefit Concepts, LLC.



Richard L. Yurkowitz, ASA, MAAA

July 23, 2021

Introduction

The actuarial present value of the other post-employment benefit (OPEB) liabilities is the value of all benefits estimated to be payable to plan members discounted at the assumed discount interest rate back to the valuation date. The actuarial present value is comprised of:

- Benefits employees have already earned, and
- Benefits expected to be earned by employees in the future.

Presented in this report are the results of our study of the post-employment benefits and the associated liabilities and costs. The study includes the following:

OPEB GASB 74/75
<ul style="list-style-type: none"> • <u>Total OPEB Liability</u> (TOL): The portion of the actuarial present value of projected benefit payments attributed to past periods of employee service also known as the accrued benefit. • <u>Service Cost</u>: The portion of the actuarial present value of benefits allocated to the valuation year. • <u>Fiduciary Net Position</u> (FNP): The market value of assets held in an irrevocable trust exclusively for payment of post-employment benefits. • <u>Net OPEB Liability</u> (NOL): The difference between the Total OPEB Liability and Plan Fiduciary Net Position. This amount may also be negative indicating the presence of a surplus of actuarial assets over TOL. • <u>OPEB Expense</u>: The expected cost of OPEB benefits attributed to the measurement period. • <u>Actuarially Determined Contribution</u> (ADC): The employer's annual contribution comprised of the service cost plus the portion of the net OPEB liability to be amortized in the valuation year.

District OPEBs

For the School District of Amery (the "District"), the other post-employment benefit liability consists of several interdependent pieces arising from the rules of the plan. The amounts paid by the District for continued health care for all classifications that are entitled to a benefit are briefly outlined below. A full description of the eligibilities and benefits for eligible classifications can be found in the OPEB Technical Appendix.

Administrators & Teachers: At least age 56 with a minimum of 15 years of service and hired prior to July 1, 2004:

The District shall contribute \$9,000 annually (2 payments: one in January and one in July) to retirees Premium Only HRA for 8 years or until Medicare eligibility; whichever occurs first. These HRA funds may be used to remain on the District medical plan only for the duration of COBRA or with an outside provider.

Note: *Those hired on or after July 1, 2004 will not be entitled to a District-provided post-employment benefit. Instead, they shall receive an HRA that is funded in each year of active service with the District.*

In an OPEB valuation, the GASB guidelines require that the OPEB to be based upon the *value* of the health care benefit. Thus, when the benefits are insured, the value above the premium cost of benefits must be determined. This applies to all classifications and arises from the value of benefits in excess of the payments made by the District during the guaranteed period. This amount is determined and incorporated in the determined liability of the medical care benefit.

In addition, since GASB guidelines require the OPEB to be based upon the *value* of the medical care benefit, when an individual self-pays 100% of the premium cost, the valuation also includes the difference between the premium cost and the value cost of the benefit. This is known as the Implicit Rate Subsidy.

Implicit Rate Subsidy exists when an employer's retirees and current employees are covered together as a group wherein the premium rate or premium equivalent rate paid by the retirees may be lower than they would be if the retirees were rated separately. The final GASB Statements declare that even if the retirees pay 100% of the premium, without a contribution from the employer, the employer is required to treat the Implicit Rate Subsidy as an other post-employment benefit (OPEB) liability.

Note that the Implicit Rate Subsidy is only applied when retirees are enrolled in the District's medical plan. It is not applied, however, when retirees participate in the District's dental and/or vision plans. Furthermore, when an individual becomes Medicare-eligible, their premium rates are adjusted, such that these adjusted rates represent the expected cost of coverage, and no Implicit Rate Subsidy is calculated.

Of the active Administrators and Teachers eligible for a post-employment benefit and currently covered in the District's health plan, 50% are assumed to remain covered in retirement for the duration of COBRA. The liability incurred on behalf of this assumption was calculated and included in this valuation.

Sick Leave Benefit

The District will provide eligible Administrators and Teachers hired prior to July 1, 2004 with a conversion of unused sick leave accumulated upon retirement into a Premium Only HRA. The conversion rate depends on the number of accrued days, and will be paid out in the same manner as the District-provided OPEB benefit previously noted. For those hired on or after July 1, 2004, the District will provide a sick leave contribution of \$2,000 in their HRA for every 50 days of accumulated sick leave. This contribution will be made only the first time the fifty-day increment is reached.

According to GASB guidelines, only the Implicit Rate Subsidy incurred from use of the converted sick leave monies towards continued medical coverage is considered and should be account for as an OPEB. The sick days themselves, whether paid out in cash or applied towards continued medical coverage are considered termination payments and should be accounted for as a compensated absence under GASB Statement 16.

The Implicit Rate Subsidy incurred on behalf of those assumed to use this contribution based on accumulated sick leave dollars toward continued coverage on the District's group medical plan, as described above, was calculated and included in this valuation.

Actively-Funded Benefit

For Administrators and Teachers hired on or after July 1, 2004, the District will make an annual contribution of \$2,000 into a Premium Only HRA upon completion of each year of service. In addition, a payment of \$5,500 will be made into the HRA upon completion of the employee's 10th and 15th years of employment. These funds may be used upon retirement to reimbursement premium to remain on the District's plan only for the duration of COBRA or with an outside provider.

This benefit is funded into an irrevocable account identified by individual and such contributions are made annually in the year the benefit is earned. Thus, the benefit is considered an actively funded benefit and was not included in the post-employment valuation. However, any implicit rate subsidy incurred on behalf of those assumed to use such funds towards continued coverage on the District's group medical plan for the duration of COBRA, as described above, was calculated and included in this valuation.

Actuarial Determined Contribution (ADC)

This valuation is based upon a measurement period that is the same as the reporting period. The ADC shown in Table VII was determined in the current valuation using a 6-year amortization period and the level dollar amortization method.

An amortization schedule is provided based upon the District's Net OPEB Liability measured as of June 30, 2020 so that the District is able to direct the amortization period and method to use in future reporting period ending June 30, 2022.

Level Dollar Amortization Method – The amount to be amortized is divided into equal dollar amounts to be paid over a given number of years; part of each payment is interest and part is principal (similar to a mortgage payment on a building). Since payroll can be expected to increase as a result of inflation, level dollar payments generally represent a decreasing percentage of the payroll over time.

Level Percent Amortization Method – Amortization payments are calculated so that they increase at a constant percentage over a given number of years. The dollar amount of the payments generally will increase over time due to inflation; however, the percentage increases in these payments can be expected to remain level.

District OPEB Liability

Based upon the actuarial assumptions and projections described herein as determined by the census, benefit and premium data provided by the District, the OPEB liabilities measured as of June 30, 2021 are as follows:

Other Post Employment Liability		
1	Total OPEB Liability (TOL)	\$ 1,489,571
2	Fiduciary Net Position (FNP)	\$ 662,632
3	Net OPEB Liability (NOL)	\$ 826,939

Detailed calculations for the above results can be found in the OPEB Tables.

Deferred Inflow and Outflow of Resources

The Plan's benefit terms have not changed since the prior valuation, therefore no change in benefit terms was calculated.

Differences between expected and actual experience resulted in a decrease in the Total OPEB Liability. Changes of assumptions or other inputs also resulted in a decrease in the Total OPEB Liability. These changes included updated WRS decrement assumptions and retiree participation assumptions. The increase in deferred inflow of resources from these two sources is to be recognized over the average of the expected remaining service lives of active and inactive plan members. The Plan has an average expected remaining service life of 8 years.

The net difference between projected and actual earnings on OPEB plan investments resulted in an actuarial loss due to earnings being less than expected. This loss is to be recognized as an outflow of resources over a 5-year period.

Amounts reported as deferred inflows and outflows will be recognized in the OPEB expense according to Table V.

Discussion of Valuation Methods and Assumptions

The valuation was based upon the data provided by the District. In performing this study, we utilized the premium rate history of the District's medical plan as well as the trends used in the prior valuation and projected a stream of expected premium rates for each year in the future based on the data as of June 30, 2020.

GASB guidelines require that actuarial valuations of OPEB benefits use the entry-age normal actuarial method in the future. Since this OPEB valuation is based upon compliance with GASB Statement 75, this valuation was performed using the entry-age normal actuarial method for OPEB.

The valuation date is June 30, 2020 and the measurement date is June 30, 2021. This valuation is eligible for reporting periods ending June 30, 2021 and June 30, 2022, though the accompanying exhibits are only valid for the reporting period ending June 30, 2021.

Actuarial assumptions are based upon an experience study conducted in 2018 using Wisconsin Retirement System (WRS) experience from 2015-2017. The projection of cash flows used to determine the single discount rate assumed that employer contributions will be made at rates equal to the actuarially determined contribution rates. Based on these assumptions, the OPEB plan's fiduciary net position was projected to be available to make all projected future benefit payments of current plan members. Since assets are held in a fixed interest account, the long-term expected rate of return on OPEB plan investments was based upon a 20-year AA municipal bond rate and applied to all periods of projected benefit payments to determine the Total OPEB Liability.

A discount rate of 2.25% was used in calculating the District's OPEB liabilities (based upon all projected payments discounted at a long-term expected rate of return of 2.25%). This rate is equivalent to the Bond Buyer GO 20-year AA Bond Index published by the Federal Reserve as of the week of the measurement date.

Please note that KBC does not provide legal advice. The scope of the project is clearly defined in our proposal and does not include commentary or accountability for whether such benefits and eligibilities comply with state, federal or other required guidelines. The government entity is responsible for assuring that the benefits it provides are in compliance with all current regulations.

Pay-As-You-Go (Table VIII)

GASB requires all public entities to identify and include their post-employment liability in their financial statements. However, at this time GASB does not require any public entity to fund this liability. Since many public entities currently provide for post-employment benefits on a pay-as-you-go basis, we have included OPEB Table VIII. This table illustrates, based upon the assumptions used in this valuation, the District's annual liability for retiree medical benefits on a pay-as-you-go basis.

The projections illustrated in OPEB Table VIII are for illustrative purposes and pertain only to the OPEB liabilities incurred from those eligible active and retired employees of the District as of June 30, 2020. In other words, it is based upon a closed valuation, such that no new hires are assumed to replace those future retirees expected to receive benefits as noted. The valuation is based upon numerous assumptions as detailed in the technical appendix. Due to these assumptions, the likelihood of actual costs equaling the stated projections decreases for each year projecting further into the future.

OPEB Tables

OPEB Table I

School District of Amery
Projection of Total OPEB Liability

		Discount Rate		
		1.25%	2.25%	3.25%
Total OPEB Liability	6/30/2020	\$ 1,767,692	\$ 1,715,691	\$ 1,663,585
Service Cost		72,138	63,318	55,301
Interest		21,076	36,667	51,139
Benefit Payments		(235,429)	(235,429)	(235,429)
Changes of benefit terms		-	-	-
Differences between expected and actual experience		(20,804)	(23,456)	(26,123)
Changes of assumptions or other input		(69,710)	(67,220)	(64,711)
Total OPEB Liability	6/30/2021	\$ 1,534,963	\$ 1,489,571	\$ 1,443,762

OPEB Table II

School District of Amery
Change in Net OPEB Liability

	Increase (Decrease)		
	Total OPEB Liability (a)	Fiduciary Net Position (b)	Net OPEB Liability (a) - (b)
Balances at 6/30/2020	\$ 1,715,691	\$ 657,620	\$ 1,058,071
Changes for the year:			
Service Cost	63,318		63,318
Interest	36,667		36,667
Changes of benefit terms	-		-
Differences between expected and actual experience	(23,456)		(23,456)
Changes of assumptions or other input	(67,220)		(67,220)
Contributions - Employer		228,808	(228,808)
Net Investment Income		11,633	(11,633)
Benefit Payments	(235,429)	(235,429)	-
Administrative Expense		-	-
Net Changes	(226,120)	5,012	(231,132)
Balances at 6/30/2021	\$ 1,489,571	\$ 662,632	\$ 826,939

OPEB Table III

School District of Amery
Sensitivity of Net OPEB Liability to Changes in Discount Rate

	1% Decrease 1.25%	Current Discount Rate 2.25%	1% Increase 3.25%
Total OPEB Liability	\$ 1,534,963	\$ 1,489,571	\$ 1,443,762
Fiduciary Net Position	662,632	662,632	662,632
Net OPEB Liability	6/30/2021 \$ 872,331	6/30/2021 \$ 826,939	6/30/2021 \$ 781,130

Sensitivity of Net OPEB Liability to Changes in Healthcare Cost Trend Rates

	1% Decrease (5.5% decreasing to 4.0%)	Healthcare Cost Trend Rates (6.5% decreasing to 5.0%)	1% Increase (7.5% decreasing to 6.0%)
Total OPEB Liability	\$ 1,468,884	\$ 1,489,571	\$ 1,513,392
Fiduciary Net Position	662,632	662,632	662,632
Net OPEB Liability	6/30/2021 \$ 806,252	6/30/2021 \$ 826,939	6/30/2021 \$ 850,760

OPEB Table IV
School District of Amery
Schedule of Changes in Net OPEB Liability and Related Ratios

	Fiscal Year Ending				
	2021	2020	2019	2018	2017
<u>Total OPEB Liability</u>					
Service Cost	\$ 63,318	\$ 51,355	\$ 59,043	\$ 61,392	\$ 61,392
Interest	36,667	60,062	67,966	67,084	70,373
Changes of benefit terms	-	-	-	-	-
Differences between expected and actual experience	(23,456)	-	(19,617)	-	-
Changes of assumptions or other input	(67,220)	25,248	21,558	(16,913)	-
Benefit Payments	(235,429)	(222,712)	(220,257)	(209,022)	(242,427)
Net change in Total OPEB Liability	\$ (226,120)	\$ (86,047)	\$ (91,307)	\$ (97,459)	\$ (110,662)
Total OPEB Liability - Beginning	1,715,691	1,801,737	1,893,044	1,990,503	2,101,165
Total OPEB Liability - Ending (a)	\$ 1,489,571	\$ 1,715,691	\$ 1,801,737	\$ 1,893,044	\$ 1,990,503
<u>Fiduciary Net Position</u>					
Contributions - Employer	\$ 228,808	\$ 233,847	\$ 231,839	\$ 220,847	\$ 175,428
Net Investment Income	11,633	10,780	8,928	8,561	9,674
Benefit Payments	(235,429)	(222,712)	(220,257)	(209,022)	(242,427)
Administrative Expense	-	-	-	-	-
Net change in Fiduciary Net Position	\$ 5,012	\$ 21,915	\$ 20,510	\$ 20,386	\$ (57,325)
Fiduciary Net Position - Beginning	657,620	635,705	615,195	594,809	652,134
Fiduciary Net Position - Ending (b)	\$ 662,632	\$ 657,620	\$ 635,705	\$ 615,195	\$ 594,809
<u>Net OPEB Liability</u>					
Net OPEB Liability -- Ending (a) - (b)	\$ 826,939	\$ 1,058,071	\$ 1,166,032	\$ 1,277,849	\$ 1,395,694
Fiduciary Net Position as a percentage of the Total OPEB Liability	44.48%	38.33%	35.28%	32.50%	29.88%
Covered Payroll	\$ 7,994,900	\$ 7,253,891	\$ 7,253,891	\$ 5,900,977	\$ 5,900,977
Net OPEB Liability as a percentage of Covered Payroll	10.34%	14.59%	16.07%	21.65%	23.65%

OPEB Table V

School District of Amery
Schedule of Collective Deferred Inflows and Outflows

Gain/Loss	Deferred Outflows of Resources	Deferred Inflows of Resources
Differences between expected and actual experience	\$ -	\$ 32,784
Changes of assumptions or other input	32,409	68,214
Net difference between projected and actual earnings on OPEB plan investments	<u>17,705</u>	<u>-</u>
Total	<u>\$ 50,114</u>	<u>\$ 100,998</u>

Amounts reported as deferred outflows and deferred inflows of resources related to OPEB will be recognized in OPEB expense as follows:

Year ended June 30:

2022	\$ (1,500)
2023	(3,993)
2024	(6,864)
2025	(9,198)
2026	(9,820)
Thereafter	(19,509)

OPEB Table VI

School District of Amery
Calculation of Collective OPEB Expense

Change in Net OPEB Liability	\$	(231,132)
(Increase)/Decrease in Deferred Outflows		11,078
Increase/(Decrease) in Deferred Inflows		75,010
Contributions - Employer		228,808
OPEB Expense	\$	83,764
<hr/>		
Operating Expenses		
Service Cost	\$	63,318
Administrative Expenses		-
Total (a)	\$	63,318
Financing Expenses		
Interest	\$	36,667
Expected return on assets		(14,722)
Total (b)	\$	21,945
Changes		
Benefit changes	\$	-
Recognition of assumption changes		(4,431)
Recognition of experience gains and losses		(5,384)
Recognition of investment gains and losses		8,316
Total (c)	\$	(1,499)
OPEB Expense (a + b + c)	\$	83,764
OPEB Expense as % of Payroll		1.05%

OPEB Table VII

School District of Amery
 Schedule of Employer Contributions
 Last 10 Fiscal Years

	Fiscal Year Ending				
	2021	2020	2019	2018	2017
Actuarially Determined Contribution (ADC)	\$ 228,026	\$ 239,680	\$ 239,680	\$ 178,077	\$ 178,077
Contributions in Relation to the ADC	228,808	233,847	231,839	220,847	175,428
Contribution Deficiency/(Excess)	\$ (782)	\$ 5,833	\$ 7,841	\$ (42,770)	\$ 2,649
Covered-Employee Payroll	\$ 7,994,900	\$ 7,253,891	\$ 7,253,891	\$ 5,900,977	\$ 5,900,977
Contributions as a percentage of Covered-Employee Payroll	2.86%	3.22%	3.20%	3.74%	2.97%

Key Methods and Assumption Used to Calculate ADC

Actuarial cost method	Entry Age Normal	Entry Age Normal	Entry Age Normal
Asset valuation method	Market Value	Market Value	Market Value
Amortization method	6 year Level \$	8 year Level \$	17 year Level \$
Discount rate	2.25%	3.50%	3.50%
Inflation	2.00%	2.50%	2.50%
Valuation Date	June 30, 2020	June 30, 2018	July 1, 2016

OPEB Table VIII

School District of Amery

The major assumptions and methods used in this valuation are as follows:

1	Valuation Date	June 30, 2020
2	Measurement Date	June 30, 2021
3	Reporting Date	June 30, 2021
4	Actuarial Cost Method	Entry Age Normal (level percent of salary)
5	Medical Care Trend	6.50% decreasing by 0.10% per year down to 5.0%, and level thereafter
6	Discount Rate*	2.25% (based upon all years of projected payments discounted at a 2.25% long-term expected rate of return)
7	Actuarial Assumptions	Based on an experience study conducted in 2018 using Wisconsin Retirement System (WRS) experience from 2015-17.
8	Mortality Assumptions	Wisconsin 2018 Mortality Table adjusted for future mortality improvements using the MP-2018 fully generated improvement scale (multiplied 60%)

* Implicit in this rate is an assumed rate of inflation of 2.00%

OPEB Table IX

School District of Amery
Pay As You Go
Projection of OPEB (30 Year Projection)

A	B	C	D	E	F
Fiscal Year Beginning	Retiree Plan Premiums	District Benefit Payments	District OPEB Liability (C + E)	Implicit Rate Subsidy	Cost → Value
2021	\$ 30,600	\$ 201,658	\$ 208,102	\$ 6,444	1.2106
2022	42,252	212,669	223,881	11,212	1.2654
2023	49,783	197,312	210,110	12,798	1.2571
2024	54,580	172,781	186,286	13,505	1.2474
2025	64,482	138,493	154,858	16,365	1.2538
2026	72,783	129,138	146,504	17,366	
2027	79,070	118,288	137,102	18,814	
2028	87,469	120,847	141,646	20,799	
2029	83,587	94,867	115,156	20,289	
2030	88,841	89,295	111,692	22,397	
2031	91,752	86,341	109,005	22,665	
2032	91,814	82,827	106,594	23,767	
2033	89,903	63,326	87,463	24,137	
2034	85,529	52,567	75,300	22,733	
2035	89,002	50,432	73,849	23,417	
2036	82,109	43,711	64,794	21,083	
2037	84,995	46,427	68,973	22,546	
2038	88,307	40,873	63,541	22,668	
2039	89,955	23,650	45,819	22,169	
2040	90,935	16,544	38,288	21,744	
2041	82,727	4,647	25,651	21,005	
2042	69,390	-	19,471	19,471	
2043	63,236	-	17,948	17,948	
2044	56,527	-	16,641	16,641	
2045	45,353	-	13,708	13,708	
2046	39,232	-	11,835	11,835	
2047	38,419	-	10,682	10,682	
2048	32,946	-	8,551	8,551	
2049	41,037	-	8,708	8,708	
2050	42,302	-	9,162	9,162	

OPEB Table X

School District of Amery
Active Employees as of June 30, 2020

Age	Years of Service								Total
	0 - 4	5 - 9	10 - 14	15 - 19	20 - 24	25 - 29	30 - 34	35 or more	
Under 20	-	-	-	-	-	-	-	-	-
20 - 24	-	-	-	-	-	-	-	-	-
25 - 29	7	3	2	-	-	-	-	-	12
30 - 34	3	2	1	-	-	-	-	-	6
35 - 39	4	9	5	3	-	-	-	-	21
40 - 44	7	1	6	7	1	-	-	-	22
45 - 49	10	4	5	6	6	1	-	-	32
50 - 54	5	5	7	3	10	6	2	-	38
55 - 59	1	2	6	4	3	5	4	-	25
60 - 64	1	-	2	1	2	1	3	2	12
65 and over	-	2	-	-	-	-	-	-	2
Total	38	28	34	24	22	13	9	2	170

Averages:

Age: 46.9

Service: 13.5

OPEB Table XI

School District of Amery
All Members by Medical Coverage as of June 30, 2020

	Actives				Retirees			
	Single	Family	Waived	Total	Single	Family	Waived	Total
<i>Administration</i>	3	12	2	17	-	-	2	2
<i>Teachers</i>	8	93	12	113	2	1	19	22
<i>Support Staff</i>	14	25	1	40	-	-	-	-
Totals	25	130	15	170	2	1	21	24

Note: Retirees listed as 'Waived' are receiving District-provided HRA contributions and are not participating on the District's group medical plan.

OPEB Table XII

School District of Amery
Members by Eligibility as of June 30, 2020

	Actives			Retirees
	Fully Eligible	Not Fully Eligible	Total Eligible	Total Eligible
<i>Administration</i>	4	11	15	2
<i>Teachers</i>	17	88	105	22
<i>Support Staff</i>	-	-	-	-
Totals	21	99	120	24

Full Eligibility is met if, as of June 30, 2020 , the member has met the age and service requirements as stated in the plan provisions.

Note: The active Teacher counts above include those hired prior to July 1, 2004, some of who are currently waiving coverage, eligible for District-provided HRA contributions in retirement, in addition to those hired on or after July 1, 2004, currently electing coverage of which a percentage were assumed to self-pay to continue coverage on the District's group medical plan for the duration of COBRA.

OPEB - Addendum Table I

School District of Amery
Differences Between Expected and Actual Experience - History of Deferred Inflows and Outflows

FYB	(Gain)/Loss	Amortization Period	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025	2026	2027	2028	2029	2030	2031	2032	2033	2034	2035	2036	2037	2038	2039	2040
2014	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
2015	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
2016	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
2017	-	9.0	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
2018	(19,617)	8.0	-	-	-	-	(2,452)	(2,452)	(2,452)	(2,452)	(2,452)	(2,452)	(2,452)	(2,453)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
2019	-	8.0	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
2020	(23,456)	8.0	-	-	-	-	-	-	(2,932)	(2,932)	(2,932)	(2,932)	(2,932)	(2,932)	(2,932)	(2,932)	-	-	-	-	-	-	-	-	-	-	-	-	-
2021	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
2022	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
2023	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
2024	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
2025	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
2026	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
2027	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
2028	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
2029	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
2030	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
2031	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
2032	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
2033	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
2034	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
2035	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
2036	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
2037	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
2038	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
2039	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
2040	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
			-	-	-	-	(2,452)	(2,452)	(5,384)	(5,384)	(5,384)	(5,384)	(5,384)	(5,385)	(2,932)	(2,932)	-	-	-	-	-	-	-	-	-	-	-	-	-

OPEB - Addendum Table II

School District of Amery
Changes of Assumptions or Other Input - History of Deferred Inflows and Outflows

FYB	(Gain)/Loss	Amortization Period	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025	2026	2027	2028	2029	2030	2031	2032	2033	2034	2035	2036	2037	2038	2039	2040
2014	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
2015	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
2016	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
2017	(16,913)	9.0	-	-	-	(1,879)	(1,879)	(1,879)	(1,879)	(1,879)	(1,879)	(1,879)	(1,879)	(1,881)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
2018	21,558	8.0	-	-	-	-	2,695	2,695	2,695	2,695	2,695	2,695	2,695	2,693	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
2019	25,248	8.0	-	-	-	-	-	3,156	3,156	3,156	3,156	3,156	3,156	3,156	3,156	-	-	-	-	-	-	-	-	-	-	-	-	-	-
2020	(67,220)	8.0	-	-	-	-	-	-	(8,403)	(8,403)	(8,403)	(8,403)	(8,403)	(8,403)	(8,403)	(8,399)	-	-	-	-	-	-	-	-	-	-	-	-	-
2021	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
2022	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
2023	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
2024	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
2025	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
2026	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
2027	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
2028	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
2029	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
2030	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
2031	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
2032	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
2033	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
2034	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
2035	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
2036	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
2037	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
2038	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
2039	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
2040	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
			-	-	-	(1,879)	816	3,972	(4,431)	(4,431)	(4,431)	(4,431)	(4,431)	(4,435)	(5,247)	(8,399)	-	-	-	-	-	-	-	-	-	-	-	-	-

OPEB - Addendum Table III

School District of Amery
 Difference Between Projected and Actual Earnings on OPEB Plan Investments - History of Deferred Inflows and Outflows

FYB	(Gain)/Loss	Amortization Period	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025	2026	2027	2028	2029	2030	2031	2032	2033	2034	2035	2036	2037	2038	2039	2040
2014	-	5.0	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
2015	-	5.0	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
2016	-	5.0	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
2017	12,464	5.0	-	-	-	2,493	2,493	2,493	2,493	2,492	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
2018	14,359	5.0	-	-	-	-	2,872	2,872	2,872	2,872	2,871	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
2019	11,665	5.0	-	-	-	-	-	2,333	2,333	2,333	2,333	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
2020	3,089	5.0	-	-	-	-	-	-	618	618	618	617	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
2021	-	5.0	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
2022	-	5.0	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
2023	-	5.0	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
2024	-	5.0	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
2025	-	5.0	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
2026	-	5.0	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
2027	-	5.0	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
2028	-	5.0	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
2029	-	5.0	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
2030	-	5.0	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
2031	-	5.0	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
2032	-	5.0	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
2033	-	5.0	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
2034	-	5.0	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
2035	-	5.0	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
2036	-	5.0	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
2037	-	5.0	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
2038	-	5.0	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
2039	-	5.0	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
2040	-	5.0	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
			-	-	-	2,493	5,365	7,698	8,316	8,315	5,822	2,951	617	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

OPEB Technical Appendix

School District of Amery

Post-Employment Benefit Summary

Administrators & Teachers

Hired Prior to July 1, 2004								
Eligibility	OPEB							
At least age 56 with a minimum of 15 years of service with the District	<p><u>HRA Premium Only Contributions:</u> At retirement, the District shall contribute \$9,000 annually (2 payments: one in January and one in July) to retirees Premium Only HRA for 8 years or until Medicare eligibility; whichever occurs first.</p> <p>These HRA funds may be used to remain on the District medical plan <u>only for the duration of COBRA</u> or with an outside provider.</p>							
	<p>Non-OPEB / Implicit Rate Subsidy</p> <p><u>Sick Leave Contribution:</u> Unused sick leave accumulated upon retirement, will be converted and paid into a Retiree Premium Only HRA as follows:</p> <table border="1"> <thead> <tr> <th>Number of Days</th> <th>Conversation Rate</th> </tr> </thead> <tbody> <tr> <td>100 days or more</td> <td>Current sub rate</td> </tr> <tr> <td>50 - 99 days</td> <td>½ the current sub rate</td> </tr> <tr> <td>Less than 50 days</td> <td>No conversion</td> </tr> </tbody> </table> <p>The total amount of the credit for accrued sick leave will be paid out in the same manner as the OPEB benefit noted above (over a period up to 8 years). Payment will be made to the retiree's HRA on or before July 5th each year.</p> <p><i>The Sick Leave Benefit is not an OPEB benefit, but a compensated absence under GASB 16. However, the resulting implicit rate subsidy, when applicable, from use of such funds to remain on the District's medical plan should be accounted for as an OPEB.</i></p>	Number of Days	Conversation Rate	100 days or more	Current sub rate	50 - 99 days	½ the current sub rate	Less than 50 days
Number of Days	Conversation Rate							
100 days or more	Current sub rate							
50 - 99 days	½ the current sub rate							
Less than 50 days	No conversion							
<p>Note: The above HRA contributions shall be paid out as follows: \$ 4,500 payment on or before January 31st and on or before July 31st</p>								

Administrators & Teachers Cont'd

Hired on or After July 1, 2004	
Eligibility	Actively Funded Benefit
Funded during active years of service	<p><u>HRA Contributions:</u> Upon completion of each year of service, the District will provide employees with \$2,000 into a Premium Only HRA on or before July 5th. In addition, a payment of \$5,500 will be paid into the HRA upon completion of the 10th year and another \$5,500 payment will be paid into the HRA upon completion of the 15th year.</p> <p><i>Note: Should an employee leave in the 11th year or before the 15th year, no additional or prorated contributions will be made into the HRA.</i></p> <p>Upon death of a retiree, the vesting requirement of 15 years of service and at least age 56 will be waived - rather the HRA will be considered vested upon death provided the employee has completed at least 10 years of service. If a deceased eligible HRA employee has not completed 10 years of service, the HRA balance will be retirement to the District. No additional contributions will be made by the District. A retiree's spouse and/or dependents may use these HRA funds to continue medical reimbursements.</p> <p><u>Sick Leave Contribution:</u> An employee shall receive \$2,000 in their HRA for every 50 days of sick leave accumulated. This contribution will be made only the first time the fifty-day increment is reached.</p> <p>Upon retirement, these HRA dollars are available to reimburse premiums to remain on the District's health plan <u>only for the duration of COBRA</u> or with an outside provider.</p>

Notes:

- *The District has two high deductible health plans (\$2,800 single/ \$5,600 family & Non-Preferred Plan: \$3,300 single/ \$6,600 family) and provides active employees with HSA contributions (regardless of the HDHP plan they are on) of up to \$1,200 single/ \$2,400 family. However, retirees are not eligible for these contributions.*
- *Upon retirement or exhaustion of the District provided benefit, retirees may self-pay the full (100%) amount of required premiums to remain on the District's medical plan only for the duration of COBRA.*

OPEB Actuarial Assumptions

1. Valuation Date	June 30, 2020
2. Measurement Date	June 30, 2021
3. Reporting Date	June 30, 2021
4. Actuarial Cost Method	<u>Entry Age Normal – Level % of Salary</u> : Under this method, the actuarial present value of the projected benefits of each individual included in an actuarial valuation is allocated on a level basis over the earnings of the individual between entry age and assumed exit age(s). The normal cost is equal to the valuation salary multiplied by the present value of benefits divided by the present value of future salaries, measured as of the date of hire. The accrued liability is equal to the present value of projected benefits minus the present value of future normal costs, measured as of the valuation date.
5. Interest Rate	Discount rate for valuing liabilities – 2.25% Interest rate on plan assets – 2.25% Implicit in these rates is a 2.00% assumed rate of inflation
6. Asset Valuation Method	Market Value
7. Average of Expected Remaining Service Lives	8 years

8. Retirement Rates	<i>Early Retirement</i>		
	<u>Age</u>	<u>Male</u>	<u>Female</u>
	55	13.0%	12.0%
	56	13.0	12.0
	57	12.0	12.0
	58	13.0	12.0
	59	14.0	13.0
	60	14.0	17.0
	61	15.0	17.0
	62	21.0	23.0
	63	21.0	23.0
	64	21.0	23.0
	<i>Regular Retirement (at least age 65 with 5 or more years of service OR 30 or more years of service)</i>		
	<u>Age</u>	<u>Male</u>	<u>Female</u>
	57	33.0%	27.0%
	58	29.0	27.0
	59	24.0	27.0
	60	25.0	27.0
	61	25.0	27.0
	62	35.0	37.0
	63	32.0	30.0
	64	29.0	28.0
	65	29.0	37.0
	66	35.0	39.0
	67	33.0	33.0
	68	27.0	30.0
	69	23.0	28.0
	70	25.0	38.0
	71	20.0	20.0
	72	15.0	20.0
	73	15.0	20.0
	74	15.0	20.0
	75	100.0	100.0
	No employees are assumed to retire prior to becoming eligible for benefits		

9. Mortality Rates	<p>Mortality rates at sample ages in 2020:</p> <table border="1"> <thead> <tr> <th><u>Age</u></th> <th><u>Male</u></th> <th><u>Female</u></th> </tr> </thead> <tbody> <tr><td>20</td><td>0.000270</td><td>0.000163</td></tr> <tr><td>25</td><td>0.000331</td><td>0.000181</td></tr> <tr><td>30</td><td>0.000428</td><td>0.000249</td></tr> <tr><td>35</td><td>0.000760</td><td>0.000448</td></tr> <tr><td>40</td><td>0.000999</td><td>0.000619</td></tr> <tr><td>45</td><td>0.001243</td><td>0.000922</td></tr> <tr><td>50</td><td>0.001610</td><td>0.001334</td></tr> <tr><td>55</td><td>0.003746</td><td>0.002407</td></tr> <tr><td>60</td><td>0.005426</td><td>0.003516</td></tr> <tr><td>65</td><td>0.008321</td><td>0.005262</td></tr> <tr><td>70</td><td>0.013475</td><td>0.008704</td></tr> <tr><td>75</td><td>0.022566</td><td>0.015725</td></tr> <tr><td>80</td><td>0.041381</td><td>0.029617</td></tr> </tbody> </table> <p>Wisconsin 2018 Mortality Table adjusted for future mortality improvements using the MP-2018 fully generational improvement scale (multiplied 60%).</p>	<u>Age</u>	<u>Male</u>	<u>Female</u>	20	0.000270	0.000163	25	0.000331	0.000181	30	0.000428	0.000249	35	0.000760	0.000448	40	0.000999	0.000619	45	0.001243	0.000922	50	0.001610	0.001334	55	0.003746	0.002407	60	0.005426	0.003516	65	0.008321	0.005262	70	0.013475	0.008704	75	0.022566	0.015725	80	0.041381	0.029617																										
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10. Separation Rates	<p>Select and ultimate termination rates at sample ages and years of service are shown below:</p> <table border="1"> <thead> <tr> <th><u>Age</u></th> <th><u>Service</u></th> <th><u>Male</u></th> <th><u>Female</u></th> </tr> </thead> <tbody> <tr><td></td><td>0</td><td>18.5%</td><td>15.0%</td></tr> <tr><td></td><td>1</td><td>11.0</td><td>11.0</td></tr> <tr><td></td><td>2</td><td>8.0</td><td>8.0</td></tr> <tr><td></td><td>3</td><td>6.5</td><td>6.0</td></tr> <tr><td></td><td>4</td><td>5.5</td><td>5.5</td></tr> <tr><td></td><td>5</td><td>4.0</td><td>5.0</td></tr> <tr><td></td><td>6</td><td>3.5</td><td>4.0</td></tr> <tr><td></td><td>7</td><td>3.2</td><td>3.7</td></tr> <tr><td></td><td>8</td><td>3.0</td><td>3.3</td></tr> <tr><td></td><td>9</td><td>2.8</td><td>3.0</td></tr> <tr><td>30</td><td>10 or More</td><td>2.2</td><td>2.4</td></tr> <tr><td>35</td><td></td><td>1.8</td><td>1.9</td></tr> <tr><td>40</td><td></td><td>1.5</td><td>1.5</td></tr> <tr><td>45</td><td></td><td>1.4</td><td>1.3</td></tr> <tr><td>50</td><td></td><td>1.3</td><td>1.2</td></tr> <tr><td>55</td><td></td><td>1.3</td><td>1.2</td></tr> </tbody> </table> <p>No separation rates are assumed after eligibility for retirement</p>	<u>Age</u>	<u>Service</u>	<u>Male</u>	<u>Female</u>		0	18.5%	15.0%		1	11.0	11.0		2	8.0	8.0		3	6.5	6.0		4	5.5	5.5		5	4.0	5.0		6	3.5	4.0		7	3.2	3.7		8	3.0	3.3		9	2.8	3.0	30	10 or More	2.2	2.4	35		1.8	1.9	40		1.5	1.5	45		1.4	1.3	50		1.3	1.2	55		1.3	1.2
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<p>11. Disablement Rates</p>	<p>Active participant disability rates at sample ages:</p> <table border="1"> <thead> <tr> <th><u>Age</u></th> <th><u>Male</u></th> <th><u>Female</u></th> </tr> </thead> <tbody> <tr><td>20</td><td>0.00%</td><td>0.01%</td></tr> <tr><td>25</td><td>0.00</td><td>0.01</td></tr> <tr><td>30</td><td>0.00</td><td>0.01</td></tr> <tr><td>35</td><td>0.00</td><td>0.01</td></tr> <tr><td>40</td><td>0.01</td><td>0.01</td></tr> <tr><td>45</td><td>0.02</td><td>0.04</td></tr> <tr><td>50</td><td>0.06</td><td>0.07</td></tr> <tr><td>55</td><td>0.12</td><td>0.10</td></tr> <tr><td>60</td><td>0.19</td><td>0.15</td></tr> </tbody> </table>	<u>Age</u>	<u>Male</u>	<u>Female</u>	20	0.00%	0.01%	25	0.00	0.01	30	0.00	0.01	35	0.00	0.01	40	0.01	0.01	45	0.02	0.04	50	0.06	0.07	55	0.12	0.10	60	0.19	0.15				
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<p>12. Medical Trend (Annual Increases)</p>	<table border="1"> <thead> <tr> <th><u>Year</u></th> <th><u>Medical</u></th> </tr> </thead> <tbody> <tr><td>1</td><td>6.5%</td></tr> <tr><td>2</td><td>6.4</td></tr> <tr><td>3</td><td>6.3</td></tr> <tr><td>4</td><td>6.2</td></tr> <tr><td>5</td><td>6.1</td></tr> <tr><td>6</td><td>6.0</td></tr> <tr><td>7</td><td>5.9</td></tr> <tr><td>8</td><td>5.8</td></tr> <tr><td>9</td><td>5.7</td></tr> <tr><td>10</td><td>5.6</td></tr> <tr><td>11</td><td>5.5</td></tr> <tr><td>12</td><td>5.4</td></tr> <tr><td>13</td><td>5.3</td></tr> <tr><td>14</td><td>5.2</td></tr> <tr><td>15</td><td>5.1</td></tr> <tr><td>16 & Over</td><td>5.0</td></tr> </tbody> </table>	<u>Year</u>	<u>Medical</u>	1	6.5%	2	6.4	3	6.3	4	6.2	5	6.1	6	6.0	7	5.9	8	5.8	9	5.7	10	5.6	11	5.5	12	5.4	13	5.3	14	5.2	15	5.1	16 & Over	5.0
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<p>13. Salary Merit Scale (Annual Increases)</p>	<table border="0" style="margin-left: auto; margin-right: auto;"> <thead> <tr> <th style="text-align: center;"><u>Service</u></th> <th style="text-align: center;"><u>Increase</u></th> </tr> </thead> <tbody> <tr><td style="text-align: center;">1</td><td style="text-align: center;">5.6%</td></tr> <tr><td style="text-align: center;">2</td><td style="text-align: center;">5.6</td></tr> <tr><td style="text-align: center;">3</td><td style="text-align: center;">5.2</td></tr> <tr><td style="text-align: center;">4</td><td style="text-align: center;">4.7</td></tr> <tr><td style="text-align: center;">5</td><td style="text-align: center;">4.3</td></tr> <tr><td style="text-align: center;">10</td><td style="text-align: center;">2.6</td></tr> <tr><td style="text-align: center;">15</td><td style="text-align: center;">1.4</td></tr> <tr><td style="text-align: center;">20</td><td style="text-align: center;">0.6</td></tr> <tr><td style="text-align: center;">25</td><td style="text-align: center;">0.3</td></tr> <tr><td style="text-align: center;">30</td><td style="text-align: center;">0.2</td></tr> <tr><td style="text-align: center;">35</td><td style="text-align: center;">0.1</td></tr> </tbody> </table> <p>The assumed salary inflation of 3.0% per year is added to these merit increases to get the total assumed increase in salary</p>	<u>Service</u>	<u>Increase</u>	1	5.6%	2	5.6	3	5.2	4	4.7	5	4.3	10	2.6	15	1.4	20	0.6	25	0.3	30	0.2	35	0.1
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<p>14. Age Related Health Care Cost</p>	<p>2020/2021 monthly medical premium rates under the District's plan were \$832.72 and \$1,809.63 (Single and Family, respectively).</p> <p>Health care costs are assumed to increase each year of age separate from trend due to increased cost of older participants, as follows:</p> <table border="0" style="margin-left: auto; margin-right: auto;"> <thead> <tr> <th style="text-align: center;"><u>Age</u></th> <th style="text-align: center;"><u>Rate</u></th> </tr> </thead> <tbody> <tr><td style="text-align: center;">Under 40</td><td style="text-align: center;">4.00%</td></tr> <tr><td style="text-align: center;">40-44</td><td style="text-align: center;">3.75%</td></tr> <tr><td style="text-align: center;">45-49</td><td style="text-align: center;">3.50%</td></tr> <tr><td style="text-align: center;">50-54</td><td style="text-align: center;">3.00%</td></tr> <tr><td style="text-align: center;">55-64</td><td style="text-align: center;">3.25%</td></tr> </tbody> </table>	<u>Age</u>	<u>Rate</u>	Under 40	4.00%	40-44	3.75%	45-49	3.50%	50-54	3.00%	55-64	3.25%												
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<p>15. Percent with Coverage at Retirement</p>	<p>50% of active Administrators and Teachers eligible for a post-employment benefit and currently electing coverage.</p>																								
<p>16. Census Data (Table XI)</p>	<p>Retirees listed as 'Waived' are receiving District-provided HRA contributions and are not participating on the District's group medical plan.</p>																								
<p>17. Coverage Tier</p>	<p>70% of future covered retirees are assumed to cover a spouse in retirement</p>																								
<p>18. Spouses' Age</p>	<p>Males are assumed to be three years older than their spouses</p>																								