

Key Benefit Concepts LLC

School District of Amery

GASB 75 Actuarial Valuation

Valuation as of June 30, 2022

Liabilities Measured as of June 30, 2023

December 2023

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KBC

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Background and Certification

The Governmental Accounting Standards Board (GASB) develops and issues accounting standards to improve the financial accounting and reporting of U.S. state and local governments. 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 are not affiliated with any organization 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.

During the valuation process, KBC performed a limited review of the census information provided by the District for reasonableness when compared to information provided in prior valuations, but did not audit such information in its entirety. As noted above, the valuation is based on the accuracy and completeness of the information provided; KBC does not accept any responsibility for the integrity of such information.

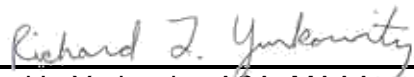
Please note that KBC does not provide legal advice. The scope of the project is clearly defined in our proposal and does not include commentary or accountability for whether such benefits and eligibilities comply with state, federal or other required guidelines. The government entity is responsible for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

The calculations of cost and liabilities illustrated were determined according to generally recognized and accepted actuarial principles and standards that are consistent with the Actuarial Standards of Practice promulgated by the Actuarial Standards Board. 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 purpose of providing information required by GASB for the entity's financial reporting, subject to the terms of the signed agreement between KBC and the District dated March 30, 2023. KBC assumes neither responsibility nor any liability for use of this report for any other purpose.

School District of Amery*GASB 75 – Valuation Report and Disclosures*

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
Signing Actuary

December 21, 2023

Other Post-Employment Benefits (OPEB)

Key Definitions

The actuarial present value of the OPEB liabilities is the value of all benefits estimated to be payable to plan members discounted at the assumed 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:

Total OPEB Liability (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.

Service Cost: The portion of the actuarial present value of benefits allocated to the valuation year.

Fiduciary Net Position (FNP): The market value of assets held in an irrevocable trust exclusively for payment of post-employment benefits.

Net OPEB Liability (NOL): The difference between the Total OPEB Liability and Fiduciary Net Position. This amount may also be negative indicating a surplus of FNP over TOL.

OPEB Expense: The expected cost of OPEB benefits attributed to the measurement period.

Actuarially Determined Contribution (ADC): The ADC represents a targeted or recommended contribution to funding the benefit over time comprised of the service cost plus the portion of the Net OPEB Liability to be amortized in the valuation year.

Plan Summary

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 55 with a minimum of 10 years of service in the District 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 health 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.

Implicit Rate Subsidy

Implicit rate subsidy, or “IRS” for short, is the difference between individuals’ actual incurred costs for health coverage (i.e., incurred medical and Rx claims paid by the insurer, in the case of a fully-insured health plan) and the individuals’ total premiums charged for such coverage. In essence, premium rates are determined for a group health plan based on the total expected health care costs of all participants covered in the group. While each participant is then charged the same premium rate, not every participant will experience the same level of actual health care costs. Since some participants will have higher health care costs than others while paying the same premium rate, some of their health care costs are being “subsidized” by the premiums paid by others with lower health care costs. It is expected that older plan participants, such as retirees, will be the participants with higher health care costs.

For OPEB valuations, the GASB guidelines require that the determined liabilities be based on the total value of the post-employment benefits, which includes implicit rate subsidy for former employees remaining on the District’s group health plan(s). Note that the implicit rate subsidy is only calculated when former employees are enrolled in the District’s health plan(s). Per guidance provided by Actuarial Standard of Practice No. 6, the implicit rate subsidy resulting from retirees participating in the District’s dental plan would typically be considered immaterial.

Furthermore, when an individual becomes Medicare-eligible and Medicare is the primary payer, premium rates of the District’s group Medicare coverage (e.g., supplemental Medicare coverage or a Medicare Advantage plan), if offered, are usually adjusted such that these adjusted rates represent the expected cost of coverage. Thus, the resulting implicit rate subsidy would be considered immaterial and would not be calculated. However, in some cases, the expected cost of coverage for this group of retirees may materially exceed the adjusted rates, in which case implicit rate subsidy would be determined. Another exception where implicit rate subsidy may not be applied would be if the District’s retirees are pooled and rated separately from the District’s active employees. In this situation, the premium rates charged to retirees should reflect the expected claims costs on behalf of only the retirees and as a result, there would be no implicit rate subsidy to value.

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 health 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.

School District of Amery*GASB 75 – Valuation Report and Disclosures*

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.

Other District-Provided Post-Employment Benefits

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 Post Employment 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 reimburse IRS qualified medical expenses 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 health plan for the duration of COBRA, as described above, was calculated and included in this valuation.

PTO Retirement Bank Benefit

The District will provide eligible Administrators and Teachers hired prior to July 1, 2004 with a conversion of unused PTO 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 PTO retirement bank contribution of \$2,000 into their HRA for every 50 days of accumulated PTO. 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 PTO monies towards continued health coverage is considered and should be accounted for as an OPEB. The PTO days themselves, whether paid out in cash or applied towards continued health 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 PTO dollars toward continued coverage on the District's group health plan, as described above, was calculated and included in this valuation.

Actuarially 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 4-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, 2022 so that the District is able to direct the amortization period and method to use in future reporting period ending June 30, 2024.

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.

Summary of Valuation Results

District OPEB Liability

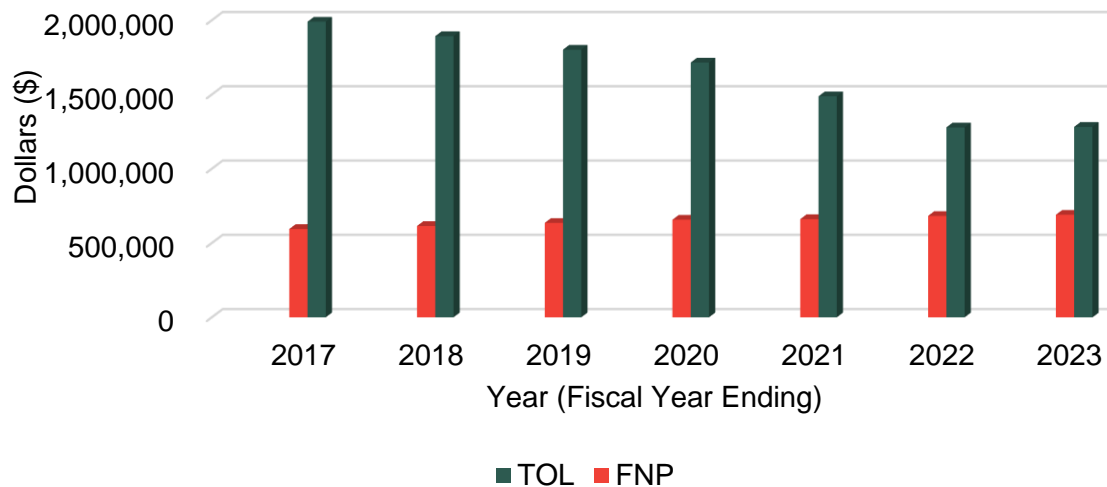
Based upon actuarial assumptions and projections described herein, as well as the census and benefit data provided by the District, the Total OPEB Liability, Fiduciary Net Position and Net OPEB Liability measured as of June 30, 2023 are as follows:

Total OPEB Liability (TOL)	\$ 1,282,552
Fiduciary Net Position (FNP)	\$ 690,853
Net OPEB Liability (NOL)	\$ 591,699

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

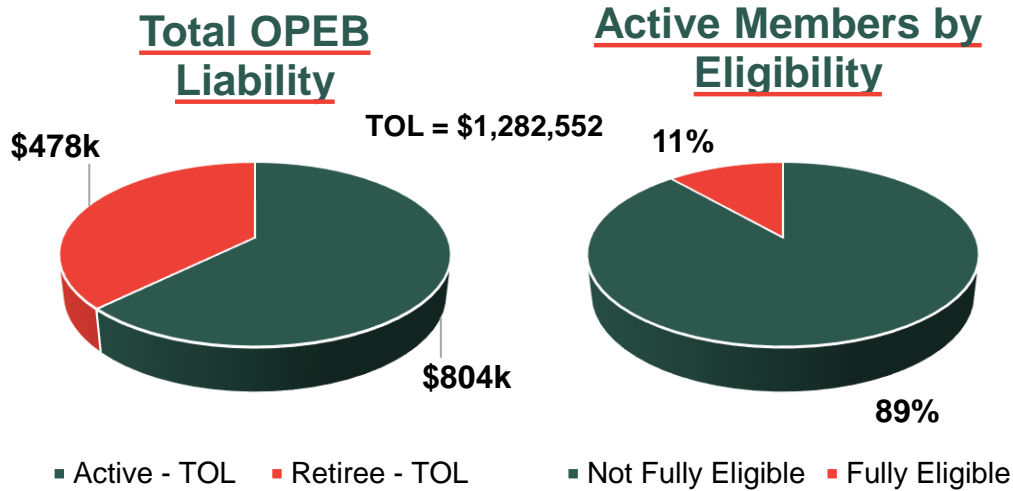
GASB 75 includes certain Required Supplementary Information (RSI) disclosure requirements including a 10-year schedule presenting, in part, a history of the Total OPEB Liability, the plan’s Fiduciary Net Position and Net OPEB Liability (see OPEB Table IV in the table section of the report). The chart below visually summarizes the comparison of the District’s Total OPEB Liability and Fiduciary Net Position since implementation of these new guidelines:

History of Total OPEB Liability (TOL) & Fiduciary Net Position (FNP)



Note: For additional details, see OPEB Table IV

The charts below show a breakdown of the District’s Total OPEB Liability between actives and retirees measured as of June 30, 2023, in addition to a comparison of the current eligibility status of all active plan participants as of the valuation date:



Deferred Inflow and Outflow of Resources

The Plan’s benefit terms have changed since the prior valuation, therefore a change in benefit terms was calculated that resulted in an increase in the Total OPEB Liability. Specifically, the eligibility requirements for Teachers and Administrators hired prior to July 1, 2004 were lowered to age 55 and 10 years of service with the District.

Differences between expected and actual experience resulted in an increase in the Total OPEB Liability. Changes of assumptions or other inputs resulted in a decrease in the Total OPEB Liability. These changes included updated WRS decrement assumptions, assumed health care trend, discount rate, and the assumed number of dependents covered under family coverage used in calculating the expected per capita claims cost. The increase in deferred outflow and inflow of resources from these two sources, respectively, 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 9 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.

Key Actuarial 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 health 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, 2022.

The assumed initial annual health care trend rates are based in part on the 2023 Segal Health Plan Cost Trend Survey. Rates are trended down in subsequent years in accordance with prevalent actuarial practice, based in part on the Society of Actuaries - Getzen Long Term Health Care Trends Resource Model, as updated November 2021.

GASB guidelines require that actuarial valuations of OPEB benefits use the entry-age normal actuarial method. Therefore, this valuation was performed using the entry-age normal actuarial method.

The valuation date is June 30, 2022, and the measurement date is June 30, 2023. This valuation is eligible for reporting periods ending June 30, 2023, and June 30, 2024, though the accompanying exhibits are only valid for the reporting period ending June 30, 2023.

Actuarial assumptions are based upon an experience study conducted in 2021 using Wisconsin Retirement System (WRS) experience from 2018-2020.

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 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 4.25% was used in calculating the District's OPEB liabilities (based upon all projected payments discounted at a municipal bond rate of 4.25%). The discount rate is based on a S&P Municipal Bond 20 Year High Grade Index as of the week of the measurement date. Implicit in this rate is a 2.50% assumed rate of inflation.

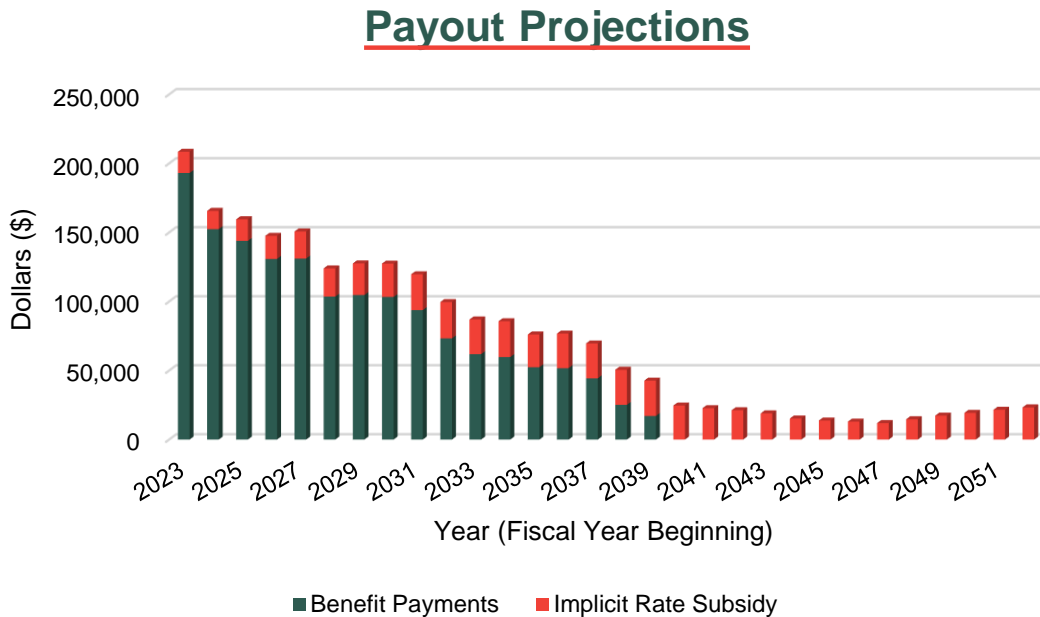
Included at the end of the report is the OPEB Technical Appendix, which discloses a full description of the assumptions noted above as well as all other assumptions used in this valuation.

Pay-As-You-Go (Table IX)

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 health 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, 2022. 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.

The chart below shows a projection of expected District benefit payments over the next 30 years:



Note: For additional details, see OPEB Table IX

OPEB Tables

OPEB Table I

School District of Amery
Projection of Total OPEB Liability

		Discount Rate		
		Baseline - 1%	Baseline	Baseline + 1%
Total OPEB Liability	6/30/2022	\$ 1,319,597	\$ 1,278,471	\$ 1,237,253
Service Cost		56,428	49,366	43,022
Interest		30,502	41,140	50,896
Benefit Payments		(255,478)	(255,478)	(255,478)
Changes of benefit terms		35,473	35,049	34,570
Differences between expected and actual experience		178,732	171,923	165,829
Changes of assumptions or other input		(38,433)	(37,919)	(37,182)
Total OPEB Liability	6/30/2023	\$ 1,326,821	\$ 1,282,552	\$ 1,238,910

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 6/30/2022	\$ 1,278,471	\$ 682,843	\$ 595,628
Changes for the year:			
Service Cost	49,366		49,366
Interest	41,140		41,140
Changes of benefit terms	35,049		35,049
Differences between expected and actual experience	171,923		171,923
Changes of assumptions or other input	(37,919)		(37,919)
Contributions - Employer		255,478	(255,478)
Net Investment Income		8,009	(8,009)
Benefit Payments	(255,478)	(255,478)	-
Administrative Expense		-	-
Net Changes	4,081	8,009	(3,928)
Balances at 6/30/2023	\$ 1,282,552	\$ 690,852	\$ 591,700

OPEB Table III

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

	1% Decrease 3.25%	Current Discount Rate 4.25%	1% Increase 5.25%
Total OPEB Liability	\$ 1,326,821	\$ 1,282,552	\$ 1,238,910
Fiduciary Net Position	690,852	690,852	690,852
Net OPEB Liability	6/30/2023 \$ 635,969	6/30/2023 \$ 591,700	6/30/2023 \$ 548,058

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

	1% Decrease (6.0% decreasing to 3.5%)	Health Care Cost Trend Rates (7.0% decreasing to 4.5%)	1% Increase (8.0% decreasing to 5.5%)
Total OPEB Liability	\$ 1,263,135	\$ 1,282,552	\$ 1,304,823
Fiduciary Net Position	690,852	690,852	690,852
Net OPEB Liability	6/30/2023 \$ 572,283	6/30/2023 \$ 591,700	6/30/2023 \$ 613,971

OPEB Table IV

School District of Amery

Schedule of Changes in Net OPEB Liability and Related Ratios

	Fiscal Year Ending						
	2023	2022	2021	2020	2019	2018	2017
Total OPEB Liability							
Service Cost	\$ 49,366	\$ 57,024	\$ 63,318	\$ 51,355	\$ 59,043	\$ 61,392	\$ 61,392
Interest	41,140	31,333	36,667	60,062	67,966	67,084	70,373
Changes of benefit terms	35,049	-	-	-	-	-	-
Differences between expected and actual experience	171,923	-	(23,456)	-	(19,617)	-	-
Changes of assumptions or other input	(37,919)	(49,886)	(67,220)	25,248	21,558	(16,913)	-
Benefit Payments	(255,478)	(248,138)	(236,862)	(222,712)	(220,257)	(209,022)	(242,427)
Net change in Total OPEB Liability	\$ 4,081	\$ (209,667)	\$ (227,553)	\$ (86,047)	\$ (91,307)	\$ (97,459)	\$ (110,662)
Total OPEB Liability - Beginning	1,278,471	1,488,138	1,715,691	1,801,737	1,893,044	1,990,503	2,101,165
Total OPEB Liability - Ending (a)	\$ 1,282,552	\$ 1,278,471	\$ 1,488,138	\$ 1,715,691	\$ 1,801,737	\$ 1,893,044	\$ 1,990,503
Fiduciary Net Position							
Contributions - Employer	\$ 255,478	\$ 260,594	\$ 228,808	\$ 233,847	\$ 231,839	\$ 220,847	\$ 175,428
Net Investment Income	8,009	9,188	11,633	10,780	8,928	8,561	9,674
Benefit Payments	(255,478)	(248,138)	(236,862)	(222,712)	(220,257)	(209,022)	(242,427)
Administrative Expense	-	-	-	-	-	-	-
Net change in Fiduciary Net Position	\$ 8,009	\$ 21,644	\$ 3,579	\$ 21,915	\$ 20,510	\$ 20,386	\$ (57,325)
Fiduciary Net Position - Beginning	682,843	661,199	657,620	635,705	615,195	594,809	652,134
Fiduciary Net Position - Ending (b)	\$ 690,852	\$ 682,843	\$ 661,199	\$ 657,620	\$ 635,705	\$ 615,195	\$ 594,809
Net OPEB Liability							
Net OPEB Liability -- Ending (a) - (b)	\$ 591,700	\$ 595,628	\$ 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	53.87%	53.41%	44.48%	38.33%	35.28%	32.50%	29.88%
Covered-Employee Payroll	\$ 8,735,983	\$ 7,994,900	\$ 7,994,900	\$ 7,253,891	\$ 7,253,891	\$ 5,900,977	\$ 5,900,977
Net OPEB Liability as a percentage of Covered-Employee Payroll	6.77%	7.45%	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	\$ 152,820	\$ 22,016
Changes of assumptions or other input	20,707	118,770
Net difference between projected and actual earnings on OPEB plan investments	19,778	-
District contributions subsequent to the measurement date	TBD	-
Total	\$ 193,305	\$ 140,786

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:

2024	\$ 6,134
2025	3,800
2026	3,177
2027	3,654
2028	(2,677)
Thereafter	38,430

OPEB Table VI

School District of Amery
Calculation of Collective OPEB Expense

Change in Net OPEB Liability	\$	(3,928)
(Increase)/Decrease in Deferred Outflows		(152,694)
Increase/(Decrease) in Deferred Inflows		11,804
Contributions - Employer		255,478
OPEB Expense	\$	110,660
<hr/>		
Operating Expenses		
Service Cost	\$	49,366
Administrative Expenses		-
Total (a)	\$	49,366
Financing Expenses		
Interest	\$	41,140
Expected return on assets		(23,900)
Total (b)	\$	17,240
Changes		
Benefit changes	\$	35,049
Recognition of assumption changes		(14,880)
Recognition of experience gains and losses		13,719
Recognition of investment gains and losses		10,166
Total (c)	\$	44,054
OPEB Expense (a + b + c)	\$	110,660
OPEB Expense as % of Payroll		1.27%

OPEB Table VII

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

	Fiscal Year Ending						
	2023	2022	2021	2020	2019	2018	2017
Actuarially Determined Contribution (ADC)	\$ 244,069	\$ 260,003	\$ 228,026	\$ 239,680	\$ 239,680	\$ 178,077	\$ 178,077
Contributions in Relation to the ADC	255,478	260,594	228,808	233,847	231,839	220,847	175,428
Contribution Deficiency/(Excess)	<u>\$ (11,409)</u>	<u>\$ (591)</u>	<u>\$ (782)</u>	<u>\$ 5,833</u>	<u>\$ 7,841</u>	<u>\$ (42,770)</u>	<u>\$ 2,649</u>
Covered-Employee Payroll	\$ 8,735,983	\$ 7,994,900	\$ 7,994,900	\$ 7,253,891	\$ 7,253,891	\$ 5,900,977	\$ 5,900,977
Contributions as a percentage of Covered-Employee Payroll	2.92%	3.26%	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	Entry Age Normal
Asset valuation method	Market Value	Market Value	Market Value	Market Value
Amortization method	4 year Level \$	5 year Level \$	6 year Level \$	8 year Level \$
Discount rate	4.25%	2.25%	3.50%	3.50%
Amortization growth rate	3.00%	3.00%	3.00%	3
Inflation	2.50%	2.00%	2.50%	2.50%
Valuation Date	June 30, 2022	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, 2022
2 Measurement Date	June 30, 2023
3 Reporting Date	June 30, 2023
4 Actuarial Cost Method	Entry Age Normal (level percent of salary)
5 Health Care Trend	7.00% decreasing to 6.50%, then decreasing by 0.10% per year down to 4.50%, and level thereafter
6 Discount Rate*	4.25% (based upon all years of projected payments discounted at a 4.25% long-term expected rate of return)
7 Municipal Bond Rate Source	S&P Municipal Bond 20 Year High Grade Index
8 Actuarial Assumptions	Based on an experience study conducted in 2021 using Wisconsin Retirement System (WRS) experience from 2018-20
9 Mortality Assumptions	2020 WRS Experience Tables for Active Employees and Healthy Retirees projected with mortality improvements using the fully generational MP-2021 projection scale from a base year of 2010

* Implicit in this rate is an assumed rate of inflation of 2.50%

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
2023	\$ 59,000	\$ 193,076	\$ 208,437	\$ 15,361	1.2604
2024	49,983	152,399	165,629	13,230	1.2647
2025	60,491	143,897	159,563	15,665	1.2590
2026	62,680	130,853	147,537	16,684	1.2662
2027	72,695	131,086	150,719	19,633	1.2701
2028	74,450	103,567	123,975	20,408	
2029	80,700	104,711	127,569	22,858	
2030	85,992	103,311	127,426	24,115	
2031	87,653	93,736	119,715	25,979	
2032	86,632	73,338	99,560	26,222	
2033	83,632	61,814	86,962	25,147	
2034	87,164	59,749	85,715	25,965	
2035	80,627	52,415	76,104	23,689	
2036	83,770	51,728	76,779	25,051	
2037	88,081	44,306	69,578	25,273	
2038	91,444	25,141	50,517	25,375	
2039	91,861	17,093	42,690	25,597	
2040	82,528	-	24,647	24,647	
2041	71,306	-	22,706	22,706	
2042	66,500	-	21,215	21,215	
2043	58,092	-	18,960	18,960	
2044	47,530	-	15,232	15,232	
2045	43,246	-	13,784	13,784	
2046	48,620	-	13,020	13,020	
2047	47,457	-	11,911	11,911	
2048	62,995	-	14,682	14,682	
2049	69,225	-	17,345	17,345	
2050	73,878	-	19,337	19,337	
2051	77,310	-	21,554	21,554	
2052	79,894	-	23,272	23,272	

OPEB Table X

School District of Amery
Active Employees as of June 30, 2022

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	11	-	-	-	-	-	-	-	11
25 - 29	9	3	2	-	-	-	-	-	14
30 - 34	5	6	-	-	-	-	-	-	11
35 - 39	3	-	5	-	-	-	-	-	8
40 - 44	10	3	2	12	1	-	-	-	28
45 - 49	6	4	3	1	8	1	-	-	23
50 - 54	3	7	2	6	6	8	-	-	32
55 - 59	1	2	1	2	1	3	4	-	14
60 - 64	-	1	1	-	1	-	-	1	4
65 and over	1	-	-	-	-	-	-	-	1
Total	49	26	16	21	17	12	4	1	146

Averages:

Age: 43.3

Service: 11.3

OPEB Table XI
 School District of Amery
 All Members by Medical Coverage as of June 30, 2022

	Actives					Retirees			
	Single	Family	Waived	None	Total	Single	Family	Waived	Total
<i>Administrators</i>	1	11	2	-	14	-	-	-	-
<i>Teachers</i>	19	89	24	-	132	1	2	21	24
Totals	20	100	26	-	146	1	2	21	24

Notes:

1) 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, 2022

	Actives			Retirees
	Fully Eligible	Not Fully Eligible	Total Eligible	Total Eligible
<i>Administrators</i>	4	8	12	-
<i>Teachers</i>	10	100	110	24
<i>Totals</i>	14	108	122	24

Full Eligibility is met if, as of June 30, 2022, the member has met the age and service requirements as stated in the plan provisions.

Note: Only those members who are assumed to receive an OPEB are included in the counts above. Two Teachers are eligible for a District-provided post-employment benefit and are currently waiving coverage.

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)	-	-	-	-	-	-	-	-	-	-	-	-	-	-
2021	-	8.0	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
2022	171,923	9.0	-	-	-	-	-	-	-	-	19,103	19,103	19,103	19,103	19,103	19,103	19,103	19,103	19,099	-	-	-	-	-	-	-	-	-	-
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)	13,719	13,719	13,719	13,718	16,171	16,171	19,103	19,103	19,099	-	-	-	-	-	-	-	-	-	-

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	(49,886)	8.0	-	-	-	-	-	-	-	(6,236)	(6,236)	(6,236)	(6,236)	(6,236)	(6,236)	(6,234)	-	-	-	-	-	-	-	-	-	-	-	-	-
2022	(37,919)	9.0	-	-	-	-	-	-	-	-	(4,213)	(4,213)	(4,213)	(4,213)	(4,213)	(4,213)	(4,213)	(4,213)	(4,215)	-	-	-	-	-	-	-	-	-	-
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)	(10,667)	(14,880)	(14,880)	(14,880)	(15,696)	(18,848)	(10,447)	(4,213)	(4,215)	-	-	-	-	-	-	-	-	-	-	-

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	2,333	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
2020	3,089	5.0	-	-	-	-	-	-	618	618	618	618	617	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
2021	5,829	5.0	-	-	-	-	-	-	-	1,166	1,166	1,166	1,166	1,165	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
2022	15,891	5.0	-	-	-	-	-	-	-	-	3,178	3,178	3,178	3,179	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
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	9,481	10,166	7,295	4,961	4,343	3,179	-	-	-	-	-	-	-	-	-	-	-	-	-	-

OPEB Technical Appendix

School District of Amery

Post-Employment Benefit Summary

Administrators & Teachers

Hired Prior to July 1, 2004									
Eligibility	OPEB								
<p>At least age 55 with a minimum of 10 years of service with the District.</p>	<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 health plan <u>only for the duration of COBRA</u> or with an outside provider.</p>								
	Non-OPEB / Implicit Rate Subsidy								
	<p><u>PTO Retirement Bank Contribution:</u> Unused PTO accumulated upon retirement, will be converted and paid into a Retiree Premium Only HRA as follows:</p> <table border="1" style="margin: 10px auto; border-collapse: collapse;"> <thead> <tr style="background-color: #d9ead3;"> <th style="text-align: center;">Number of Days</th> <th style="text-align: center;">Conversion Rate</th> </tr> </thead> <tbody> <tr> <td style="text-align: center;">100 days or more</td> <td style="text-align: center;">\$130/ day *</td> </tr> <tr> <td style="text-align: center;">50 - 99 days</td> <td style="text-align: center;">\$65/ day *</td> </tr> <tr> <td style="text-align: center;">Less than 50 days</td> <td style="text-align: center;">No conversion</td> </tr> </tbody> </table> <p style="text-align: center; font-size: small;">* The Board may change this amount at any time.</p> <p>The total amount of the credit for accrued PTO 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 style="font-size: x-small;"><i>The PTO 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 health plan should be accounted for as an OPEB.</i></p>	Number of Days	Conversion Rate	100 days or more	\$130/ day *	50 - 99 days	\$65/ day *	Less than 50 days	No conversion
Number of Days	Conversion Rate								
100 days or more	\$130/ day *								
50 - 99 days	\$65/ day *								
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 Post Employment 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 10 years of service and at least age 55 will be waived - rather the HRA will be considered vested upon death provided the employee has completed at least 5 years of service. If a deceased eligible HRA employee has not completed 5 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 health reimbursements.</p> <p><u>PTO Retirement Bank Contribution:</u> An employee shall receive \$2,000 in their HRA for every 50 days of PTO 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 IRS qualified health expenses 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 health plan only for the duration of COBRA.*

OPEB Actuarial Assumptions

Valuation Date	June 30, 2022
Measurement Date	June 30, 2023
Reporting Date	June 30, 2023
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.
Interest Rate	Discount rate for valuing liabilities – 4.25% Interest Rate on plan assets – 4.25% Implicit in these rates is 2.50% assumed rate of inflation
Asset Valuation Method	Market Value
Average of Expected Remaining Service Lives	9 years

Retirement Rates*Early Retirement*

<u>Age</u>	<u>Male</u>	<u>Female</u>
55	12.0%	11.0%
56	13.0	13.0
57	13.0	12.0
58	12.0	13.0
59	14.0	14.0
60	16.0	17.0
61	16.0	17.0
62	23.0	24.0
63	21.0	24.0
64	21.0	24.0

Regular Retirement (at least age 65 with 5 or more years of service OR 30 or more years of service)

<u>Age</u>	<u>Male</u>	<u>Female</u>
57	31.0%	28.0%
58	29.0	28.0
59	28.0	26.0
60	27.0	29.0
61	26.0	27.0
62	39.0	36.0
63	33.0	31.0
64	30.0	30.0
65	32.0	39.0
66	35.0	44.0
67	31.0	31.0
68	28.0	28.0
69	20.0	20.0
70	30.0	30.0
71	25.0	25.0
72	25.0	25.0
73	25.0	25.0
74	25.0	25.0
75	100.0	100.0

No employees are assumed to retire prior to becoming eligible for benefits

Mortality Rates

Active and retiree mortality rates at sample ages in 2022:

Active				
<u>Age</u>	<u>Male</u>	<u>Female</u>		
20	0.000400	0.000165		
25	0.000215	0.000129		
30	0.000351	0.000226		
35	0.000511	0.000325		
40	0.000639	0.000428		
45	0.000819	0.000545		
			Retiree	
			<u>Male</u>	<u>Female</u>
50	0.001190	0.000783		
55	0.001879	0.001244	0.002436	0.002246
60	0.003101	0.001962	0.004193	0.003498
65	0.005004	0.003015	0.006810	0.004983
70	0.007488	0.004983	0.011301	0.007911
75	0.010923	0.009507	0.020599	0.015081
80	0.021801	0.019586	0.039363	0.030225

2020 WRS Experience Tables for Active Employees and Healthy Retirees projected with mortality improvements using the fully generational MP-2021 projection scale from a base year of 2010. Future years will reflect improvements in mortality.

Separation Rates

Select and ultimate termination rates at sample ages and years of service are shown below:

<u>Age</u>	<u>Service</u>	<u>Male</u>	<u>Female</u>
	0	12.6%	12.0%
	1	11.6	10.0
	2	8.5	8.5
	3	6.0	6.2
	4	5.6	5.8
	5	4.5	4.8
	6	3.7	4.1
	7	2.9	3.5
	8	2.6	3.4
	9	2.5	3.0
30	10 or More	2.0	2.2
35		1.6	1.9
40		1.4	1.6
45		1.4	1.4
50		1.3	1.2
55		1.3	1.2

No separation rates are assumed after eligibility for retirement

Disablement Rates

Active participant disability rates at sample ages:

<u>Age</u>	<u>Male</u>	<u>Female</u>
20	0.01%	0.01%
25	0.01	0.01
30	0.01	0.01
35	0.01	0.01
40	0.01	0.02
45	0.03	0.05
50	0.08	0.10
55	0.14	0.14
60	0.24	0.21

Health Care Trend*(Annual Increases)*

<u>Year</u>	<u>Health Care</u>
2022	7.0%
2023	6.5
2024	6.4
2025	6.3
2026	6.2
2027	6.1
2028	6.0
2029	5.9
2030	5.8
2031	5.7
2032	5.6
2033	5.5
2034	5.4
2035	5.3
2036	5.2
2037	5.1
2038	5.0
2039	4.9
2040	4.8
2041	4.7
2042	4.6
2043+	4.5

The assumed initial annual health care trend rates are based in part on the 2023 Segal Health Plan Cost Trend Survey. Rates are trended down in subsequent years in accordance with prevalent actuarial practice, based in part on the Society of Actuaries - Getzen Long-Term Health Care Cost Trends Model, as updated November 2021.

Health Plan Funding

Fully Insured

Salary Merit Scale*(Annual Increases)*

<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

The assumed salary inflation of 3.0% per year is added to these merit increases to get the total assumed increase in salary

Age Related Health Care Cost

2022/23 monthly health premium rates under the District's plan were \$838.88 and \$1,842.93 (Single and Family, respectively).

Health care costs are assumed to increase each year of age separate from trend due to increased cost of older participants, as follows:

<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%

Percent with Coverage at Retirement

50% of active Administrators and Teachers eligible for a post-employment benefit and currently electing coverage.

Census Data *(Table XI)*

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

Coverage Tier

70% of future covered retirees are assumed to cover a spouse in retirement

Spouses' Age

Males are assumed to be three years older than their spouses