



LIABILITIES FOR EMPLOYEE FUTURE BENEFITS

For British Columbia School Districts



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SECTION 1: BACKGROUND AND ACCOUNTING POLICIES

Boards have entered into various contracts with their employee groups to provide certain post-employment benefits. Obligations for these benefits vary between school districts, based on collective agreement terms negotiated at the school district level (vested and non-vested sick leave, early retirement/severance, vested vacation and overtime, death benefits, etc). Prior to the implementation of GAAP, boards had discretion whether or not to fund these liabilities. As a result, some boards fully provided for these amounts, others made no provisions, while the balance set aside some funds to cover a portion of the liabilities.

Effective July 1, 2004, school districts were required to report full accruals for employee future benefits (EFB) in accordance with GAAP. Beginning with the year ended June 30, 2013, school districts follow Public Sector Accounting Standards (PSAS) section PS3250 & PS3255. These standards specify that non-vested benefits must be included in the calculation of EFB and specify the discount rates to be used.

SECTION 2: PSA HANDBOOK REFERENCES

CPA Public Sector Accounting Handbook, sections PS3250 and PS3255 establishes the criteria for measurement and disclosure of retirement and other post-employment benefits.

SECTION 3: FINANCIAL STATEMENT NOTE DISCLOSURE

Sample note disclosure (see Appendix 1) has been provided to assist school districts with preparation of their audited financial statements. EFB disclosure is provided in sample notes 2(i), 10 and 11. Note 10 is generated by the Actuarial Calculation Tool Tab 2 (see Appendix 2).

The “2023/24 Notes to Financial Statements” document will be posted on the District Financial Accountability website at: <https://www2.gov.bc.ca/gov/content/education-training/k-12/administration/resource-management/school-district-financial-reporting/financial-statement-reporting>



SECTION 4: ACTUARIAL CALCULATION TOOL

School district financial statements and budgets must include actuarial considerations. The Ministry has provided an “Actuarial Tool” for completion as at June 30, 2024. This tool is preloaded with information specific to each school district. For completion instructions, sample actuarial appendices C and E, and a sample of a completed actuarial tool, please refer to Appendix 2.

This tool will also calculate the estimated 2024/25 EFB expense for use in budgeting and GRE reporting.

SECTION 5: ACTUARIAL VALUATION PROCESS

Generally accepted actuarial practice is to undertake a new actuarial study every 3 years based on updated employee census data and benefit plan descriptions. Valuation Results and Projections are then provided in actuarial appendices A to E for each school district.

The result of the most recent study at March 31, 2022, based on the census data provided by School Districts at October 31, 2021, was provided to Districts in an e-mail “SDXX District March 2022 Actuarial Results & Actuarial Tool” on April 28, 2022. This valuation complies with CPA Public Sector Accounting Handbook, sections PS3250 and PS3255.

In accordance with CPA Public Sector Accounting Handbook section PS3250, figures in actuarial appendix C and appendix E may be recalculated annually for a change in the discount rate at March 31. The financial statements and budgets should reflect these revised figures annually.

The next actuarial study is planned for March 31, 2025 based on data provided at October 31, 2024 and retiree experience data for the three years ended June 30, 2024. **In order to ease some of the data gathering requirements, it may be useful for Districts to collect their retiree experience data on an annual basis as at June 30, 2022 – 2024** in preparation for the 2024/25 actuarial study.



SECTION 6: EARLY MEASUREMENT DATE

CPA Public Sector Accounting Handbook section PS3250 allows for the measurement of a benefit obligation to occur prior to the date of the annual financial statements provided the government adopts this practice consistently from year to year and as long as no significant change relevant to the valuation of the plan occurs between the valuation date and the financial statement date. This allows school districts to receive information required to prepare their annual financial statements prior to fiscal year end. There is a further advantage in that the Province has a fiscal year end date of March 31.

The measurement date of March 31 was adopted beginning June 30, 2005 to comply with GAAP in effect at that time (CICA section 3461). Unlike CICA section 3461, PSAS is silent on the treatment of transactions occurring after the measurement date (April – June). The Office of the Auditor General concluded that the best treatment would be to recognize both the cash payments and service and interest costs up to the financial statement date of June 30 (see Section 9). The EFB liability as at June 30 will equal the accrued benefit obligation measured as at March 31, less the April to June cash payments, plus the April to June EFB expense (service & interest costs) plus/minus any unamortized gain/loss (please refer to the “Actuarial Calculation Tool”). This practice has been applied since 2012/13.

SECTION 7: YEAR-END DISCOUNT RATES

The discount rate used to calculate the EFB is covered in section PS3250.044 of the Public Sector Accounting Handbook. This section prescribes that the discount rate should be based on the plan’s assets earnings or the average borrowing rate. Since school districts have no plan assets, the rate used will be the average borrowing rate as determined by the actuary (province’s cost of borrowing).

SECTION 8: EXPECTED AVERAGE REMAINING SERVICE LIFETIME (EARSL)

The EARSL, calculated by the actuary for each school district, is provided on Actuarial Appendix E. This figure is used as the amortization period for gains or losses that occur under the plan. The straight-line method of amortization is required under PSAS.



SECTION 9: FINANCIAL STATEMENT REPORTING AT JUNE 30, 2024

School district's Accrued Benefit Obligation (ABO) at March 31, 2024 has been recalculated by the actuary based on the census data provided by School Districts as at October 31, 2021 and by applying the applicable interest rates at March 31, 2024. Revised appendices C and E specific to each school district, and an actuarial calculation tool were provided to each district in an e-mail "SDXX District March 2024 Actuarial Results & Actuarial Tool" late April 2024.

PSAS permits the use of an early measurement date for EFB (see Section 6) but does not address transactions occurring after the measurement date (April – June). In order to maintain consistent reporting throughout the SUCH sector, the Office of the Auditor General has reviewed the accounting treatment and concluded that the best approach under PSAS would be to recognize both the payments and expenses up to the financial statement date of June 30. This practice has been followed since 2012/13.

The EFB liability as at June 30 will equal the accrued benefit obligation measured as at March 31, less the April to June cash payments, plus the April to June EFB expense (service & interest costs) plus/minus any unamortized gain/loss (please refer to the "Actuarial Calculation Tool").

Districts will need to populate the actuarial tool with actual vested benefits paid (cash payments) for the periods April 1, 2023 to March 31, 2024 and April 1, 2024 to June 30, 2024 (after measurement date). Please refer to the Actuarial Calculation Tool Instructions in Appendix 2. This payment information includes all employees. Individual amounts for each employee group are not required. The tool will then calculate the balances required for the June 30, 2024 audited financial statements. Sample financial statement note disclosure is provided in Appendix 1.

SECTION 10: PLAN AMENDMENTS & CURTAILMENT GAINS/LOSSES

The change in the Accrued Benefit Obligation for employee future benefits may include increases or decreases relating to plan amendments or curtailments. These will be calculated and presented in the Appendix E provided to districts and will be preloaded into the actuarial tool. Per PSAS, these gains and losses must be recognized immediately as part of employee benefit expenses. If available, unamortized gains/losses carried forward must be recognized up to the amount available to offset the gain/loss from plan amendments. The actuarial tool will automatically calculate these amounts and whether or not they should be recognized. Districts should ensure that the total amount recognized as expense for the year ended June 30, 2024 agrees with the amount calculated by the actuarial tool's "Net Benefit Expense (Income)" line.

Extract from “2023/24 Notes to Financial Statements”
Pertaining to Liabilities for Employee Future Benefits

NOTE 2 SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

- i) Employee Future Benefits
PS 3250.84, .100-.104, PS 3255.35-.36

The School District provides certain post-employment benefits including vested and non-vested benefits for certain employees pursuant to certain contracts and union agreements.

The School District accrues its obligations and related costs including both vested and non-vested benefits under employee future benefit plans. Benefits include vested sick leave, accumulating non-vested sick leave, early retirement, retirement/severance, vacation, overtime and death benefits. The benefits cost is actuarially determined using the projected unit credit method prorated on service and using management’s best estimate of expected salary escalation, termination rates, retirement rates and mortality. The discount rate used to measure obligations is based on the cost of borrowing.

The cumulative unrecognized actuarial gains and losses are amortized over the expected average remaining service lifetime (EARSL) of active employees covered under the plan.

The most recent valuation of the obligation was performed at March 31, 2022 and projected to March 31, 2025. The next valuation will be performed at March 31, 2025 for use at June 30, 2025. For the purposes of determining the financial position of the plans and the employee future benefit costs, a measurement date of March 31 was adopted for all periods subsequent to July 1, 2004.

The School district and its employees make contributions to the Teachers’ Pension Plan and Municipal Pension Plan. The plans are multi-employer plans where assets and obligations are not separated. The costs are expensed as incurred.

**Extract from “2023/24 Notes to Financial Statements”
Pertaining to Liabilities for Employee Future Benefits
(Continued)**

NOTE 10 EMPLOYEE FUTURE BENEFITS

PS 3255.35-.36

Benefits include vested sick leave, accumulating non-vested sick leave, early retirement, retirement/severance, vacation, overtime and death benefits. Funding is provided when the benefits are paid and accordingly, there are no plan assets. Although no plan assets are uniquely identified, the School District has provided for the payment of these benefits.

(this note can be copied/pasted from tab 2 of the Actuarial Calculation Tool provided late April 2024).

| | <u>June 30, 2024</u> | <u>June 30, 2023</u> |
|--|----------------------|----------------------|
| Reconciliation of Accrued Benefit Obligation | | |
| Accrued Benefit Obligation – April 1 | \$ | \$ |
| Service Cost | | |
| Interest Cost | | |
| Benefit Payments | | |
| Increase (Decrease) in obligation due to Plan Amendment | | |
| Actuarial (Gain) Loss | | |
| Accrued Benefit Obligation – March 31 | <u>\$</u> | <u>\$</u> |
| Reconciliation of Funded Status at End of Fiscal Year | | |
| Accrued Benefit Obligation – March 31 | \$ | \$ |
| Market Value of Plan Assets – March 31 | | |
| Funded Status – Surplus (Deficit) | | |
| Employer Contributions After Measurement Date | | |
| Benefits Expense After Measurement Date | | |
| Unamortized Net Actuarial (Gain) Loss | | |
| Accrued Benefit Asset (Liability) – June 30 | <u>\$</u> | <u>\$</u> |
| Reconciliation of Change in Accrued Benefit Liability | | |
| Accrued Benefit Liability – July 1 | | |
| Net expense for Fiscal Year | | |
| Employer Contributions | | |
| Accrued Benefit Liability – June 30 | <u>\$</u> | <u>\$</u> |

Extract from “2023/24 Notes to Financial Statements”
Pertaining to Liabilities for Employee Future Benefits
(Continued)

NOTE 10 EMPLOYEE FUTURE BENEFITS *(continued)*

| | June 30, 2024 | June 30, 2023 |
|---|---------------|---------------|
| <i>Components of Net Benefit Expense</i> | | |
| Service Cost | \$ | \$ |
| Interest Cost | | |
| Immediate Recognition of Plan Amendment | | |
| Amortization of Net Actuarial (Gain)/Loss | | |
| Net Benefit Expense (Income) | \$ | \$ |

The significant actuarial assumptions adopted for measuring the School District’s accrued benefit obligations are:

| | June 30, 2024 | June 30, 2023 |
|------------------------------------|-------------------|-------------------|
| Discount Rate – April 1 | 4.00% | 3.25% |
| Discount Rate – March 31 | 4.25% | 4.00% |
| Long Term Salary Growth – April 1 | 2.50% + seniority | 2.50% + seniority |
| Long Term Salary Growth – March 31 | 2.50% + seniority | 2.50% + seniority |
| EARSL – March 31 | | |

ACTUARIAL CALCULATION TOOL INSTRUCTIONS – DUE JULY 12, 2024

Please e-mail the completed actuarial tool to Linda.seabrook@gov.bc.ca by July 12, 2024

For your convenience, Ministry staff has preloaded your specific school district figures as provided by Mercer into the **Actuarial Calculation Tool**.

1. Actuarial Calculation Tool (tab 1)

The Actuarial Calculation Tool will calculate district's Employee Future Benefits (EFB) liability, expenses and journal entries for use in preparing your June 30, 2024 GRE report and audited financial statements. Ministry staff preloaded the most recent actuarial figures provided by the Actuarial Consultants as well as comparative figures reported by districts in the previous year. Ministry staff populated the yellow shaded cells.

Please refer to the paper "Liabilities for Employee Future Benefits (April 2024)" that is posted on the District Financial Accountability Website <https://www2.gov.bc.ca/gov/content/education-training/k-12/administration/resource-management/school-district-financial-reporting> in the Reference and Resources section under the heading "Employee Future Benefits".

Actuarial figures are those provided by Mercer at March 31, 2024 (early measurement date). The package specific to your school district was provided in an e-mail "SDXX District March 2024 Actuarial Results & Actuarial Tool" late April 2024 from the Ministry.

Figures provided in this tool should be those reported in your 2023/24 audited financial statements.

Please enter amounts in the green shaded cells only, which are:

- **D13** - Vested Benefit Payments – April 1, 2023 to March 31, 2024 (12 months) (see *NOTE below) (Please enter as a negative figure)
- **E30** - Employer Contributions (Vested only) After Measurement Date – April 1, 2024 to June 30, 2024 (3 months) (Please enter as a positive figure)

ENTRY IS NOT PERMITTED IN THE BALANCE OF CELLS. THEY ARE PROTECTED.

***NOTE:** The measurement date for the actuarial figures is March 31. As such, the opening accrued benefit obligation is as at April 1. In cell D13, districts need to enter their actual cash payments, for vested benefits only, for the period April 1, 2023 to March 31, 2024 (12 months). This amount should be the April 1, 2023 to June 30, 2023 payments (3 months) reported last year (see cell H30) plus the July 1, 2023 – March 31, 2024 payments (first 9 months) made in the current fiscal year. Cell E30 should equal the April 1 to June 30, 2024 payments (3 months after measurement date) used to arrive at the June 30, 2024 fiscal year end balance.

1. Actuarial Calculation Tool (tab 1) *cont'd*

The actual cash payments made by the district in the 2023/24 school year (July – June) for VESTED benefits only, should equal the total of the following amounts reported on tab 1:

Employer Contributions July 1, 2023 – March 31, 2024 (-cell D13 – cell H30)
Employer Contributions April 1, 2024 – June 30, 2024 (cell E30)

Budget Reporting: The estimate of the **2024/25 expenses** calculated at the bottom of the actuarial tool should be used as the employee future benefit expense (vested & non-vested) reported in the 2024/25 Annual Budget and Amended Annual Budget as part of employee benefits. This amount will be calculated to include any amortization of gains/losses that must be reported in 2024/25.

2. Note Disclosure (tab 2) – no entry required

This tab automatically populates from tab 1.

This tab may be copied/pasted into District's Notes to Financial Statements (see Sample Notes to Financial Statements – Note 10).

3. Employee Future Benefits – Sample Journal Entries (tab 3)

All entries automatically populate from tab 1.

4. Amortization Calc (INFO) - (tab 4)

This tab automatically populates from tab 1.

This tab provides the detailed calculations for the amortization of net actuarial (gains) losses and unamortized net actuarial (gains) losses each year shown on rows 32, 41 & 63 of tab 1 and is provided for information purposes only.

Ministry staff populated **YELLOW** cells SD staff please populate **GREEN** cells

SD: **SAMPLE** SD #: **xx**

**ACTUARIAL CALCULATION TOOL
FISCAL YEAR - 2023/24**

| | | 2024 | Notes | 2023 | Notes |
|---|-------------------------------------|-------------------|-------|-------------------|-------|
| Reconciliation of Accrued Benefit Obligation | | | | | |
| Accrued Benefit Obligation - April 1 | | 3,799,214 | | 3,674,064 | |
| Service Cost | | 148,100 | (1) | 149,500 | (1) |
| Interest Cost | | 130,250 | (1) | 134,500 | (1) |
| Benefit Payments - April 1 to March 31 - VESTED | (Enter as a NEGATIVE number) | (250,000) | | | |
| Benefit Payments - April 1 to March 31 - NON-VESTED | | (22,000) | | (164,750) | |
| Increase (Decrease) in obligation due to plan amendment | | 0 | (1) | 0 | (1) |
| Actuarial (Gain)/Loss | | 109,500 | | 5,900 | |
| Accrued Benefit Obligation - March 31 | | 3,915,064 | (1) | 3,799,214 | (1) |
| Change in Plan Assets | | | | | |
| Market Value of Plan Assets - April 1 | | 0 | | 0 | |
| Actual Return on Plan Assets | | 0 | | 0 | |
| Employer Contributions - April 1 to March 31 | | 272,000 | | 164,750 | |
| Benefit Payments - April 1 to March 31 | | (272,000) | | (164,750) | |
| Market Value of Plan Assets - March 31 | | 0 | | 0 | |
| Reconciliation of Funded Status at End of Fiscal Year | | | | | |
| Accrued Benefit Obligation - March 31 | | 3,915,064 | | 3,799,214 | |
| Market Value of Plan Assets - March 31 | | 0 | | 0 | |
| Funded Status - Surplus (Deficit) | | (3,915,064) | | (3,799,214) | |
| Employer Contributions After Measurement Date - April 1 to June 30 - VESTED | (Enter as a POSITIVE number) | 85,000 | | 80,000 | |
| Benefit Expense After Measurement Date - April 1 to June 30 | | (69,550) | | (69,588) | |
| Unamortized Net Actuarial (Gain)/Loss | | 218,091 | | 145,534 | |
| Accrued Benefit (Liability) Asset - June 30 | | (3,681,523) | | (3,643,267) | |
| Components of Net Benefit Expense | | | | | |
| Service Cost - July 1 to March 31 | | 111,075 | | 112,125 | |
| Service Cost - April 1 to June 30 | | 36,800 | | 37,025 | |
| Interest Cost - July 1 to March 31 | | 97,688 | | 100,875 | |
| Interest Cost - April 1 to June 30 | | 32,750 | | 32,563 | |
| Immediate Recognition of Plan Amendment | | 0 | | 0 | |
| Amortization of Net Actuarial (Gain)/Loss | | 36,943 | | 36,381 | |
| Net Benefit Expense (Income) | | 315,255 | | 318,968 | |
| Reconciliation of Change in Accrued Benefit Liability (Asset) | | | | | |
| Accrued Benefit Liability (Asset) - July 1 | | 3,643,267 | | 3,494,049 | |
| Net Expense for Fiscal Year | | 315,255 | | 318,968 | |
| Employer Contributions - July 1 to March 31 | | (192,000) | | (89,750) | |
| Employer Contributions - April 1 to June 30 | | (85,000) | | (80,000) | |
| Accrued Benefit Liability (Asset) - June 30 | | 3,681,523 | | 3,643,267 | |
| Assumptions | | | | | |
| Discount Rate - April 1 | | 4.00% | | 3.25% | |
| Discount Rate - March 31 | | 4.25% | | 4.00% | |
| Long Term Salary Growth - April 1 | | 2.50% + seniority | | 2.50% + seniority | |
| Long Term Salary Growth - March 31 | | 2.50% + seniority | | 2.50% + seniority | |
| EARSL - March 31 | | 10.5 | | 10.5 | |

ESTIMATE OF 2024/25 EXPENSE

| | | | |
|--|--|---------|--|
| Service Cost | | 147,388 | |
| Interest Cost | | 131,250 | |
| Amortization of Net Actuarial (Gain)/Loss (straight-line over EARSL) | | 45,727 | |
| Net Benefit Expense (Income) | | 324,365 | |

| Forecast data per Appendix E - March 31, 2024: | |
|--|-------------|
| Service Cost - April 1 to March 31, 2025 | 147,200 (1) |
| Interest Cost - April 1 to March 31, 2025 | 131,000 (1) |
| Service Cost - April 1 to March 31, 2026 | 147,950 (1) |
| Interest Cost - April 1 to March 31, 2026 | 132,000 (1) |

NOTE (1) As per Appendix E - March 31, 2024 (prepared April 2024) (includes vested & non-vested results)

| | |
|---|---|
| Please e-mail completed actuarial tool to: | Linda Seabrook (Resource Management Division) linda.seabrook@gov.bc.ca (250) 356-5088 |
| DUE DATE | July 12, 2024 |

| | | | | |
|-------------------|--|--|--|-----------------|
| SD: SAMPLE | | | | SD #: xx |
|-------------------|--|--|--|-----------------|

**EMPLOYEE FUTURE BENEFITS - SAMPLE NOTE TO FINANCIAL STATEMENTS
FISCAL YEAR 2023/24**

| | June 30, 2024 | June 30, 2023 |
|--|--------------------|--------------------|
| Reconciliation of Accrued Benefit Obligation | | |
| Accrued Benefit Obligation – April 1 | 3,799,214 | 3,674,064 |
| Service Cost | 148,100 | 149,500 |
| Interest Cost | 130,250 | 134,500 |
| Benefit Payments | (272,000) | (164,750) |
| Increase (Decrease) in obligation due to Plan Amendment | 0 | 0 |
| Actuarial (Gain) Loss | 109,500 | 5,900 |
| Accrued Benefit Obligation – March 31 | <u>3,915,064</u> | <u>3,799,214</u> |
| Reconciliation of Funded Status at End of Fiscal Year | | |
| Accrued Benefit Obligation - March 31 | 3,915,064 | 3,799,214 |
| Market Value of Plan Assets - March 31 | 0 | 0 |
| Funded Status - Surplus (Deficit) | (3,915,064) | (3,799,214) |
| Employer Contributions After Measurement Date | 85,000 | 80,000 |
| Benefits Expense After Measurement Date | (69,550) | (69,588) |
| Unamortized Net Actuarial (Gain) Loss | 218,091 | 145,534 |
| Accrued Benefit Asset (Liability) - June 30 | <u>(3,681,523)</u> | <u>(3,643,267)</u> |
| Reconciliation of Change in Accrued Benefit Liability | | |
| Accrued Benefit Liability (Asset) - July 1 | 3,643,267 | 3,494,049 |
| Net Expense for Fiscal Year | 315,255 | 318,968 |
| Employer Contributions | (277,000) | (169,750) |
| Accrued Benefit Liability (Asset) - June 30 | <u>3,681,523</u> | <u>3,643,267</u> |
| Components of Net Benefit Expense | | |
| Service Cost | 147,875 | 149,150 |
| Interest Cost | 130,438 | 133,438 |
| Immediate Recognition of Plan Amendment | 0 | 0 |
| Amortization of Net Actuarial (Gain)/Loss | 36,943 | 36,381 |
| Net Benefit Expense (Income) | <u>315,255</u> | <u>318,968</u> |
| Assumptions | | |
| Discount Rate - April 1 | 4.00% | 3.25% |
| Discount Rate - March 31 | 4.25% | 4.00% |
| Long Term Salary Growth - April 1 | 2.50% + seniority | 2.50% + seniority |
| Long Term Salary Growth - March 31 | 2.50% + seniority | 2.50% + seniority |
| EARSL - March 31 | 10.5 | 10.5 |

| SD: SAMPLE | | SD staff can populate GREEN cells | | | |
|--|----------------------------------|---|---------|---------|---------------|
| | | SD #: xx | | | |
| EMPLOYEE FUTURE BENEFITS - SAMPLE JOURNAL ENTRIES | | | | | |
| FISCAL YEAR - 2023/24 | | | | | |
| AJE | | | Debit | Credit | |
| (1) | June 30, 2024 | Salaries & Benefits expense Cash | 22,000 | 22,000 | |
| | | record sick leave payments during the year as paid (non-vested portion) | | | |
| (2) | June 30, 2024 | Accrued Employee Future Benefits Cash | 277,000 | 255,000 | |
| | | Salaries & Benefits expense (reclassify non-vested sick leave pmts posted to expense account as paid) | | 22,000 | |
| | | To record the annual benefit payments made from operating. | | | |
| (3) | June 30, 2024 | Salaries & Benefits expense Accrued Employee Future Benefits | 315,255 | 315,255 | |
| | | To record the annual EFB expense (PSAS) per the actuarial report | | | |
| | | | 614,255 | 614,255 | |
| Statement of Financial Position | | | | | |
| | | June 30, 2023 | Debit | Credit | June 30, 2024 |
| Financial Assets | | | | | |
| | Cash | 3,643,267 | | 277,000 | 3,366,267 |
| Liabilities | | | | | |
| | Accrued Employee Future Benefits | (3,643,267) | 277,000 | 315,255 | (3,681,523) |
| Accumulated (Surplus) Deficit | | | | | |
| | Operating Surplus | | 315,255 | - | 315,255 |
| | | - | 592,255 | 592,255 | - |
| Statement of Operations | | | | | |
| Expenses | | | | | |
| | Employee Benefits | | 315,255 | | 315,255 |
| | | - | 315,255 | - | 315,255 |

Vested/Non-Vested Results at March 31, 2024
SAMPLE SCHOOL DISTRICT
Actuarial Appendix C

| District | | Teachers | Administrative Officers | Union Groups | Other Employees | Grand Total |
|-------------------------|-----------------------------------|----------|----------------------------|-----------------|--------------------|-------------|
| XX | Number of Employees | 1,250 | 84 | 731 | 20 | 2,085 |
| | Accrued Benefit Obligation | | | | | |
| | - Vested Sick Leave | 0 | 0 | 2,160,788 | 284,396 | 2,445,184 |
| | - Early Retirement | 0 | 0 | 0 | 0 | 0 |
| | - Retirement/Severance | 0 | 0 | 520,200 | 0 | 520,200 |
| | - Vacation | 0 | 0 | 0 | 53,450 | 53,450 |
| | - Overtime | 0 | 0 | 0 | 0 | 0 |
| | - Death Benefit | 553,950 | 0 | 0 | 1,655 | 555,605 |
| | - Non Vested Sick Leave | 304,350 | 5,075 | 26,900 | 4,300 | 340,625 |
| | Total | 858,300 | 5,075 | 2,707,888 | 343,801 | 3,915,064 |
| | 2024/25 Service Cost | | | | | |
| | - Vested Sick Leave | 0 | 0 | 106,600 | 1,300 | 107,900 |
| | - Early Retirement | 0 | 0 | 0 | 0 | 0 |
| | - Retirement/Severance | 0 | 0 | 15,050 | 0 | 15,050 |
| | - Vacation | 0 | 0 | 0 | 2,525 | 2,525 |
| | - Overtime | 0 | 0 | 0 | 0 | 0 |
| | - Death Benefit | 8,315 | 0 | 0 | 160 | 8,475 |
| | - Non Vested Sick Leave | 10,270 | 880 | 1,560 | 540 | 13,250 |
| | Total | 18,585 | 880 | 123,210 | 4,525 | 147,200 |
| | 2024/25 Cash Costs | | | | | |
| | - Vested Sick Leave | 0 | 0 | 28,390 | 17,200 | 45,590 |
| - Early Retirement | 0 | 0 | 0 | 0 | 0 | |
| - Retirement/Severance | 0 | 0 | 48,780 | 0 | 48,780 | |
| - Vacation | 0 | 0 | 0 | 12,750 | 12,750 | |
| - Overtime | 0 | 0 | 0 | 0 | 0 | |
| - Death Benefit | 27,700 | 0 | 0 | 1,680 | 29,380 | |
| - Non Vested Sick Leave | 18,240 | 1,900 | 1,210 | 1,150 | 22,500 | |
| Total | 45,940 | 1,900 | 78,380 | 32,780 | 159,000 | |



Vested and Non-Vested Benefit Projections PSAS Accounting Basis
SAMPLE SCHOOL DISTRICT
Actuarial Appendix E (April 2024)

| District | | Based on March 31, 2019 Valuation | Based on March 31, 2022 Valuation | | | | |
|--------------------------------|--|--------------------------------------|-----------------------------------|----------------|----------------|----------------|----------------|
| | | 2021 / 2022 | 2022 / 2023 | 2023 / 2024 | 2024 / 2025 | 2025 / 2026 | 2026 / 2027 |
| XX | Accrued Benefit Obligation – April 1 | 3,537,031 | 3,674,064 | 3,799,214 | 3,915,064 | 4,034,264 | 4,154,214 |
| | Service Cost | 149,728 | 149,500 | 148,100 | 147,200 | 147,950 | 146,800 |
| | Interest Cost | 133,000 | 134,500 | 130,250 | 131,000 | 132,000 | 132,500 |
| | Subtotal | 3,819,759 | 3,958,064 | 4,077,564 | 4,193,264 | 4,314,214 | 4,433,514 |
| | Expected Cash Costs - Vested Benefits | (122,850) | (135,100) | (136,500) | (136,500) | (137,000) | (139,000) |
| | Expected Cash Costs - Non-Vested Benefits | (14,145) | (14,750) | (22,000) | (22,500) | (23,000) | (24,000) |
| | Change in Obligation Due to Plan Amendment | (1,200) | | | | | |
| | (Gain) / Loss | (7,500) | (9,000) | (4,000) | | | |
| | Accrued Benefit Obligation – March 31 | 3,674,064 | 3,799,214 | 3,915,064 | 4,034,264 | 4,154,214 | 4,270,514 |
| | Interest Rate at Beginning of Period | 2.50% | 3.25% | 4.00% | 4.25% | 4.25% | 4.25% |
| Interest Rate at End of Period | 3.25% | 4.00% | 4.25% | 4.25% | 4.25% | 4.25% | |

| | |
|-------|------|
| EARSL | 10.5 |
|-------|------|