



LIABILITIES FOR EMPLOYEE FUTURE BENEFITS

For British Columbia School Districts



Section 1	Background and Upcoming Changes in Accounting Policies	Page 1
Section 2	CICA Handbook References	
Section 3	Financial Statement Note Disclosure	
Section 4	Plan to Retire Unfunded Liabilities	Page 2
Section 5	Actuarial Calculation Tool	
Section 6	Actuarial Valuation Process	
Section 7	Early Measurement Date	Page 3
Section 8	Year-End Discount Rates	
Section 9	Expected Average Remaining Service Lifetime (EARSL)	
Section 10	Actuarial Considerations for Financial Statements at June 30, 2012	Page 4
Section 11	Curtailment Gains/Losses	
Appendices	<ol style="list-style-type: none">1. Extract from "2011/12 Notes to Financial Statements"2. Actuarial Calculation Tool - Sample School District<ul style="list-style-type: none">• <i>Actuarial Calculation Tool Instructions</i>• <i>Actuarial Calculation Tool</i>• <i>Employee Future Benefits – Sample Note to Financial Statements</i>• <i>Employee Future Benefits – Sample Journal Entries</i>• <i>Valuation Results as at March 31, 2012 (Actuarial Appendix C)</i>• <i>Five-Year Projections – CICA Accounting Basis (Actuarial Appendix F)</i>	

SECTION 1: BACKGROUND AND UPCOMING CHANGES IN 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. 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.

School districts are required to report full accruals for employee future benefits in accordance with GAAP. Currently, School districts follow CICA Handbook section 3461. Beginning with the year ended June 30, 2013, school districts will follow Public Sector Accounting Board (PSAB) standards 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. In addition, School districts will be required to recognize any unamortized actuarial gains/losses as at July 1, 2011 (the date of transition to PSAB). PSA standards will require the restatement of the comparative June 30, 2012 balances as well as the presentation of an opening Statement of Financial Position as at July 1, 2011 (the date of transition to PSAB). Detailed information regarding conversion to PSA standards will be provided at a later date. The Ministry, in conjunction with the actuary, will provide an actuarial tool that will calculate the figures required for school districts' transition to PSAB in April 2013 following the March 31, 2013 measurement date.

SECTION 2: CICA HANDBOOK REFERENCES

CICA Handbook, section 1000.46 requires the use of full accrual accounting.

CICA Handbook, section 3461 establishes the criteria for employee future benefits accrual calculations.

SECTION 3: FINANCIAL STATEMENT NOTE DISCLOSURE

Sample note disclosure (see Appendix 1) has been provided to assist school districts with preparation of their financial statements. Employee future benefit disclosure is provided in sample notes 2(n), 11 and 13. Note 11 is generated by the Actuarial Calculation Tool Tab 2 (see Appendix 2).

The final version of the employee future benefit disclosure notes should be prepared by school districts in conjunction with their auditors.

The "2011/12 Notes to Financial Statements" document is posted on the District Financial Accountability website at: <http://www.bced.gov.bc.ca/accountability/district/>.

SECTION 4: PLAN TO RETIRE UNFUNDED LIABILITIES

A plan to fully retire the unfunded liability for EFB over a specified number of years is required and should be disclosed in the Notes to Financial Statements (see Sample Note 13).

The Ministry provided \$152M of GAAP funding from 2004 – 2007 for GAAP related accounting issues, including the additional annual expense for employee future benefits incurred under the accounting policies effective July 1, 2004 and reduction of unfunded employee future benefits and vacation pay.

Districts that still carry an **Unfunded Liability for EFB** (8 Districts @ June 30, 2011) are still expected to apply funds in order to eliminate this deficit. The Ministry will be monitoring the reduction of the unfunded liabilities for EFB by annual reviews of the audited Financial Statements and annual Budgets until all boards have fully provided for the unfunded accrued EFB.

SECTION 5: ACTUARIAL CALCULATION TOOL

School district financial statements and budgets must include actuarial considerations. The Ministry has provided an “Actuarial Tool” for completion in the 2011/12 fiscal year. This tool provides preloaded information specific to each school district.

For a sample school district, Appendix 2 provides the actuarial calculation tool and actuarial appendices C and F to illustrate completion of the 3 tabs in the EXCEL spreadsheet.

SECTION 6: 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 Five-Year Projections are then provided in actuarial appendix C and appendix F, respectively to each school district.

The result of the most recent study at March 31, 2010, based on data provided by School Districts at October 31, 2009, was provided to Districts in an e-mail “SDXX District March 2010 Actuarial Results & Actuarial Tool” in late April 2010.

In accordance with the CICA Handbook, section 3461, figures in actuarial appendix C and appendix F may be recalculated annually for a change in the discount rate at March 31. The results of the most recent rate change at March 31, 2012 were provided to districts with revised appendix C’s and F’s in early May 2012. The financial statements and budgets should reflect these revised figures.

SECTION 6: ACTUARIAL VALUATION PROCESS (CONTINUED)

The next actuarial study is planned for March 31, 2013 based on data provided at October 31, 2012 and retiree experience data for the three years ended June 30, 2012. 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, 2010 – 2012 in preparation for the 2012/13 actuarial study.

SECTION 7: EARLY MEASUREMENT DATE

The CICA Handbook, section 3461 allows for the measurement of a benefit obligation to occur prior to the date of the annual financial statements provided that the measurement date occurs no more than three months prior, and provided that the plan sponsor adopts this practice consistently from year to year.

Starting with the fiscal year ending June 30, 2005, the measurement date of March 31 was adopted. The accrued benefit obligation measured as at March 31 less the April to June cash payments will equal the obligation as at June 30. The Balance Sheet liability is then calculated by adding/subtracting any gain/loss (please refer to the "Actuarial Calculation Tool"). 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. For purposes of the Government Reporting Entity (GRE), the CICA and PSAB benefit obligations are now measured as at the same date.

SECTION 8: YEAR-END DISCOUNT RATES

Rates used to discount the employee future benefits are covered in section 3461 of the CICA Handbook. This section prescribes that the discount rate should be determined by reference to market interest rates at the measurement date on high-quality debt instruments with cash flows that match the timing and amount of the expected benefit payments. The appropriate discount rate is selected by the actuaries through an exact matching of expected benefit payments.

Under PSA standards, the discount rate used in actuarial valuations should be based on the plan's assets earnings or the average borrowing rate (PS3250.044). Since school districts have no plan assets, the rate used will be the average borrowing rate as determined by the actuary on the transition to PSAB.

SECTION 9: EXPECTED AVERAGE REMAINING SERVICE LIFETIME (EARSL)

The EARSL, calculated by the actuary for each school district, is provided on the Actuarial Appendix F. This figure is necessary to appropriately amortize future gains or losses that occur under the plan.



SECTION 10: ACTUARIAL CONSIDERATIONS FOR FINANCIAL STATEMENTS AT JUNE 30, 2012

School district's EFB liability at March 31, 2012 (for use at June 30, 2012) has been recalculated by Mercer based on the March 31, 2010 study results from data provided by School Districts as at October 31, 2009 and by applying the applicable interest rates at March 31, 2012. Revised actuarial appendices C & F specific to each school district as well as an actuarial calculation tool, were provided to each district in an e-mail "SDXX District March 2012 Actuarial Results & Actuarial Tool" in early May 2012.

For note disclosure in the June 30, 2012 financial statements, school districts will need to provide actual benefits paid (cash payments) for the periods April 1, 2011 to March 31, 2012 and April 1, 2012 to June 30, 2012 (after measurement date). This payment information includes all employees. Individual amounts for each employee group are not required.

The most recent study also included a report on non-vested benefit liabilities for use in reporting the PSAB liability of Districts in the GRE. These results were sent to districts in an e-mail dated May 18, 2010 and March 1, 2012 (recalculated using March 31, 2011 interest rates) and were for information and budgeting purposes only. Currently, these benefits **SHOULD NOT** be included or disclosed in districts' financial statements per NFP GAAP. Non-vested benefits will be reported under PSAB for the financial statements for the year ended June 30, 2013. On the June 30, 2013 audited financial statements, PSAB will also require the restatement of the EFB liability as at July 1, 2011 and June 30, 2012 (comparatives). These figures will be provided to districts prior to the implementation of PSAB.

SECTION 11: CURTAILMENT GAINS/LOSSES

The change in the Accrued Benefit Obligation for employee future benefits at March 31, 2012 may include curtailment gains/losses. These will be calculated and presented in the Appendix F provided to districts and will be preloaded into the actuarial tool. Depending on the balance of any unamortized gains/losses carried forward, districts may need to recognize all or part of these gains/losses in income/expense at June 30, 2012. The actuarial tool will automatically calculate the amounts and whether or not they should be recognized. Districts should ensure that the total amount recognized as revenue/expense for the year ended June 30, 2012 agree with the amount calculated by the actuarial tool's "Net Benefit Expense (Income)" line.

Extract *from* "2011/12 Notes to Financial Statements"
Pertaining to Liabilities for Employee Future Benefits

NOTE 2 SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES AND REPORTING PRACTICES

n) Employee Future Benefits

The School District provides certain post-employment benefits including *(as applicable, list post-employment benefits such as banked sick and vacation pay, retirement allowance, and life insurance)* for certain employees pursuant to certain contracts and union agreements.

The School District accrues its obligations and related costs under employee future benefit plans. The future benefits cost is actuarially determined using the projected unit credit method pro-rata on service and using management's best estimate of expected salary escalation, termination and retirement rates and mortality. The discount rate used to measure obligations is based on market rates at the measurement date.

The excess of cumulative unrecognized actuarial gains (losses) over 10 percent of the accrued benefit obligation is amortized over the expected average remaining service lifetime (EARSL) of active employees covered under the plan. The EARSL for employees of the School District is ____ years.

The most recent valuation of the obligation was performed at March 31, 2010 and projected to June 30, 2013. The next valuation will be performed at March 31, 2013 for use at June 30, 2013. 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.



Extract from "2011/12 Notes to Financial Statements"
Pertaining to Liabilities for Employee Future Benefits
(Continued)

NOTE 11 EMPLOYEE FUTURE BENEFITS

The accrued benefit obligation for employee future benefits is not funded as funding is provided when the benefits are paid. Accordingly, there are no plan assets. Although no plan assets are uniquely identified, the School District has provided for the payment of these benefits. The portion of these benefits that have not been provided for is identified as Unfunded Accrued Employee Future Benefits on Statement 1 (Statement of Financial Position).

The period of amortization is equal to the expected average remaining service lifetime (EARSL) of active employees. *(This note can be copy/pasted from tab 2 of the Actuarial Calculation Tool provided in late April 2012.)*

	2012	2011
Reconciliation of Accrued Benefit Obligation		
Accrued Benefit Obligation – April 1	\$	\$
Service Cost		
Interest Cost		
Benefit Payments		
Actuarial (Gain)/Loss		
Accrued Benefit Obligation – March 31	\$	\$
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		
Unamortized Net Actuarial (Gain)/Loss		
Accrued Benefit Asset/(Liability) – June 30	\$	\$
Components of Net Benefit Expense		
Service Cost	\$	\$
Interest Cost		
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:

Discount Rate – April 1	4.75%	5.00%
Discount Rate – March 31	4.25%	4.75%
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		



Extract *from* "2011/12 Notes to Financial Statements"
Pertaining to Liabilities for Employee Future Benefits
(Continued)

NOTE 13 UNFUNDED ACCRUED EMPLOYEE FUTURE BENEFITS

It is planned that the unfunded liability for accrued employee future benefits will be eliminated in ___ years.

Unfunded liability, as at July 1, 2011	\$ _____
Reductions during the year	_____
Unfunded liability, as at June 30, 2012	\$ _____



ACTUARIAL TOOL INSTRUCTIONS – DUE JULY 16, 2012

Please e-mail the completed actuarial tool to Linda.seabrook@gov.bc.ca by July 16, 2012

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 – Actuarial Calculation Tool)

The Actuarial Calculation Tool is linked to a set of sample journal entries for use in preparing your June 30, 2012 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.

This tool provides disclosure requirements for the June 30, 2012 audited financial statements. Actuarial figures are those provided by Mercer at March 31, 2012 (early measurement date for June 30, 2012). The package specific to your school district was provided in an e-mail "SDXX District March 2012 Actuarial Results & Actuarial Tool" in early May 2012 from the Ministry.

Figures provided in this tool should be those reported in your 2011/12 audited financial statements. Please enter amounts in the green shaded cells only, which are:

- D12 - Benefit Payments – April 1, 2011 to March 31, 2012 (see *NOTE below)
(Please enter as a negative figure)
- D28 - Employer Contributions After Measurement Date – April 1, 2012 to June 30, 2012 (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 at April 1. In cell D12, districts need to enter their actual cash payments for the period April 1, 2011 to March 31, 2012 (12 months). This amount should be the April 1, 2011 to June 30, 2011 payments (3 months) reported last year (see cell G28) plus the July 1, 2011 – March 31, 2012 payments (9 months) made in the current fiscal year. Consistent with last year, cell D28 should equal the April 1 to June 30, 2012 payments (3 months after measurement date) to arrive at the June 30, 2012 fiscal year end balance.

Budget Reporting: The estimate of the 2012/13 expenses calculated at the bottom of the actuarial tool should be used as the employee future benefit (vested) expense reported in the 2012/13 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 2012/13. *(Beginning with the 2012/13 Annual Budget, PSAB requires that you also include the service and interest costs associated with non-vested sick leave. These amounts were provided to you in an e-mail entitled "SDXX Non-Vested EFB App F for 2012/13 Annual Budget" dated March 1, 2012).*

1. **ACTUARIAL CALCULATION TOOL (cont'd)**
(tab 1 – Actuarial Calculation Tool)

The cash payments made by the district in the 2011/12 school year (July – June) should equal the total of the following amounts reported on tab 1:

Employer Contributions – July 1 – March 31 (cell D42)
Employer Contributions – April 1 – June 30 (cell D43)

2. **SAMPLE NOTE TO FINANCIAL STATEMENTS**
(tab 2 – Note Disclosure)

Automatically populated from tab 1.

The final version of the employee future benefit disclosure notes should be prepared by school districts in conjunction with their auditors. This tab may be copied/pasted into District's Notes to Financial Statements (see Sample Notes to Financial Statements – Note 11).

3. **EMPLOYEE FUTURE BENEFITS – SAMPLE JOURNAL ENTRIES**
(tab 3 – EFB AJEs)

All entries relating to the EFB liability automatically populate from tab 1.

Entries relating to the Unfunded EFB liability will be calculated if districts supply the amount of funding to be applied to the unfunded balance (green district entry cells).

4. **UNFUNDED LIABILITY**

Districts that still carry an **Unfunded Liability for EFB** (8 Districts @ June 30, 2011) are still expected to apply funds in order to eliminate this deficit. A plan to fully retire the unfunded liability over a specified number of years is required and should be disclosed in the Notes to Financial Statements (see Sample Note 13).

The Ministry will be monitoring the reduction of the unfunded liabilities for EFB by annual reviews of the audited Financial Statements and annual Budgets.



ACTUARIAL CALCULATION TOOL				
FISCAL YEAR - 2011/12				
	<u>2012</u>	<u>Notes</u>	<u>2011</u>	<u>Notes</u>
Reconciliation of Accrued Benefit Obligation				
Accrued Benefit Obligation - April 1	2,028,637		1,971,637	
Service Cost	127,500	(1)	128,000	
Interest Cost	130,000	(1)	139,000	
Benefit Payments - April 1 to March 31	(65,000)		(50,000)	
Increase (Decrease) in obligation due to curtailment	0	(1)	(150,000)	
Actuarial (Gain)/Loss	245,000		(10,000)	
Accrued Benefit Obligation - March 31	<u>2,466,137</u>	(1)	<u>2,028,637</u>	
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	65,000		50,000	
Benefit Payments - April 1 to March 31	(65,000)		(50,000)	
Market Value of Plan Assets - March 31	<u>0</u>		<u>0</u>	
Reconciliation of Funded Status at End of Fiscal Year				
Accrued Benefit Obligation - March 31	2,466,137		2,028,637	
Market Value of Plan Assets - March 31	0		0	
Funded Status - Surplus/(Deficit)	(2,466,137)		(2,028,637)	
Employer Contributions After Measurement Date - April 1 to June 30	100,000		80,000	
Unamortized Net Actuarial (Gain)/Loss	35,501		(210,107)	
Accrued Benefit (Liability) Asset - June 30	<u>(2,330,636)</u>		<u>(2,158,744)</u>	
Components of Net Benefit Expense				
Service Cost	127,500		128,000	
Interest Cost	130,000		139,000	
Curtailment (Gain)/Loss	0		(150,000)	
Amortization of Net Actuarial (Gain)/Loss	(609)		(270)	
Net Benefit Expense (Income)	<u>256,891</u>		<u>116,730</u>	
Reconciliation of Change in Accrued Benefit Liability (Asset)				
Accrued Benefit Liability (Asset) - July 1	2,158,744		2,127,014	
Net Expense for Fiscal Year	256,891		116,730	
Employer Contributions - July 1 to March 31	15,000		(5,000)	
Employer Contributions - April 1 to June 30	(100,000)		(80,000)	
Accrued Benefit Liability (Asset) - June 30	<u>2,330,636</u>		<u>2,158,744</u>	
Assumptions				
Discount Rate - April 1	5.00%		7.00%	
Discount Rate - March 31	4.25%		5.00%	
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	11.9	(1)	11.9	
ESTIMATE OF 2012/13 EXPENSE (VESTED ONLY)				
Service Cost	127,250	(1)		
Interest Cost	129,000	(1)		
Amortization of Net Actuarial (Gain)/Loss (straight-line over EARSL)	20,588			
Net Benefit Expense (Income)	<u>276,838</u>			
NOTES:				
(1) As per Appendix F - March 31, 2012 (prepared April 2012)				

Please e-mail completed actuarial tool to:	Linda Seabrook (Resource Management Division) linda.seabrook@gov.bc.ca (250) 356-5088
DUE DATE	July 16, 2012



SD: SAMPLE

SD #: XX

**EMPLOYEE FUTURE BENEFITS - SAMPLE NOTE TO FINANCIAL STATEMENTS
FISCAL YEAR - 2011/12**

Fiscal Year	2012	2011
Reconciliation of Accrued Benefit Obligation		
Accrued Benefit Obligation – April 1	2,028,637	1,971,637
Service Cost	127,500	128,000
Interest Cost	130,000	139,000
Benefit Payments	(65,000)	(50,000)
Increase (Decrease) in obligation due to curtailment	0	(150,000)
Actuarial (Gain)/Loss	245,000	(10,000)
Accrued Benefit Obligation – March 31	2,466,137	2,028,637
Reconciliation of Funded Status at End of Fiscal Year		
Accrued Benefit Obligation - March 31	2,466,137	2,028,637
Market Value of Plan Assets - March 31	0	0
Funded Status - Surplus/(Deficit)	(2,466,137)	(2,028,637)
Employer Contributions After Measurement Date	100,000	80,000
Unamortized Net Actuarial (Gain)/Loss	35,501	(210,107)
Accrued Benefit Asset/(Liability) - June 30	(2,330,636)	(2,158,744)
Components of Net Benefit Expense		
Service Cost	127,500	128,000
Interest Cost	130,000	139,000
Curtailment (Gain)/Loss	0	(150,000)
Amortization of Net Actuarial (Gain)/Loss	(609)	(270)
Net Benefit Expense (Income)	256,891	116,730
Assumptions		
Discount Rate - April 1	5.00%	7.00%
Discount Rate - March 31	4.25%	5.00%
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	11.9	11.9



SD: SAMPLE	SD staff please populate GREEN cells
	SD #: XX

EMPLOYEE FUTURE BENEFITS - SAMPLE JOURNAL ENTRIES				
FISCAL YEAR - 2011/12				
AJE		<u>Debit</u>	<u>Credit</u>	
(1)	2011/12 Fiscal Year Employee Benefits Expense Accrued Employee Future Benefits	256,891	256,891	
	To record the annual GAAP expense per the actuarial report.			
(2)	2011/12 Fiscal Year Accrued Employee Future Benefits Cash	85,000	85,000	
	To record the annual benefit payments funded by district unrestricted			
(3)	2011/12 Fiscal Year Unrestricted Surplus Unfunded Accrued Employee Future Benefits	1,000	1,000	
	To record the amount of the 11/12 annual surplus applied to unfunded.			
		342,891	342,891	
Statement of Financial Position				
	<u>Before</u>	<u>Debit</u>	<u>Credit</u>	<u>After</u>
Assets				
Cash	2,241,244		85,000	2,156,244
Liabilities				
Accrued Employee Future Benefits	(2,158,744)	85,000	256,891	(2,330,636)
Equity				
Unfunded Accrued Employee Future Benefits	2,500		1,000	1,500
Unrestricted Surplus	(85,000)	1,000	(256,891)	172,891
	-	86,000	86,000	-
Statement of Revenue and Expense				
Expenses				
Employee Benefits		256,891		256,891
		-	-	256,891

Valuation Results
as at March 31, 2012
SAMPLE SCHOOL DISTRICT
Actuarial Appendix C

District		Teachers	Administrative Officers	Union Groups	Other Employees	Grand Total
XX	Number of Employees	1,060	85	725	24	1,894
	Accrued Benefit Obligation					
	- Sick Leave	0	0	1,552,637	183,000	1,735,637
	- Early Retirement	0	0	0	0	0
	- Retirement/Severance	0	0	366,000	0	366,000
	- Vacation	0	0	0	55,000	55,000
	- Overtime	0	0	0	0	0
	- Death Benefit	308,000	0	0	1,500	309,500
	Total	308,000	0	1,918,637	239,500	2,466,137
	Service Cost					
	- Sick Leave	0	0	105,250	1,450	106,700
	- Early Retirement	0	0	0	0	0
	- Retirement/Severance	0	0	11,500	0	11,500
	- Vacation	0	0	0	1,900	1,900
	- Overtime	0	0	0	0	0
	- Death Benefit	7,075	0	0	75	7,150
	Total	7,075	0	116,750	3,425	127,250
	Cash Costs					
	- Sick Leave	0	0	24,300	16,000	40,300
	- Early Retirement	0	0	0	0	0
	- Retirement/Severance	0	0	40,000	0	40,000
	- Vacation	0	0	0	12,500	12,500
	- Overtime	0	0	0	0	0
	- Death Benefit	35,000	0	0	1,200	36,200
	Total	35,000	0	64,300	29,700	129,000

Five-Year Projections
CICA Accounting Basis
SAMPLE SCHOOL DISTRICT
Actuarial Appendix F

District		Based on March 31, 2007 valuation			Based on March 31, 2010 valuation		
		2007 / 2008	2008 / 2009	2009 / 2010	2010 / 2011	2011 / 2012	2012 / 2013
XX	Accrued Benefit Obligation – July 1	1,700,000	2,220,000	2,185,850	1,971,637	2,028,637	2,466,137
	Service Cost	135,000	140,000	138,625	128,000	127,500	127,250
	Interest Cost	100,000	110,000	122,000	139,000	130,000	129,000
	Subtotal	1,935,000	2,470,000	2,446,475	2,238,637	2,286,137	2,722,387
	Expected Cash Costs	(65,000)	(100,000)	(115,000)	(110,000)	(140,000)	(115,000)
	Curtailement (Gain) / Loss				(150,000)		
	(Gain) / Loss	350,000	(184,150)	(359,838)	50,000	320,000	0
	Accrued Benefit Obligation – June 30*	2,220,000	2,185,850	1,971,637	2,028,637	2,466,137	2,607,387
	Interest Rate at Beginning of Period	5.25%	5.00%	5.50%	7.00%	5.00%	4.25%
	Interest Rate at End of Period	5.00%	5.50%	7.00%	5.00%	4.25%	4.25%

FARSL	11.9
--------------	-------------

NOTE: The Accrued Benefit Obligation is measured as at March 31