



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 3(i), 11 and 12. Note 11 is generated by the Actuarial Calculation Tool Tab 2 (see Appendix 2).

The “2015/16 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 12).

Districts that still carry an **Unfunded Liability for EFB** (6 Districts @ June 30, 2015) 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 as at June 30, 2016. 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 2016/17 EFB expense for use in budgeting and GRE reporting.

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 Projections are then provided in actuarial appendices A to E for each school district.

The result of the most recent study at March 31, 2016, based on the census data provided by School Districts at October 31, 2015, was provided to Districts in an e-mail “SDXX District March 2016 Actuarial Results & Actuarial Tool” late April 2016. This valuation complies with CPA Public Sector Accounting Handbook, sections PS3250 and PS3255.

SECTION 6: ACTUARIAL VALUATION PROCESS *cont'd*

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, 2019 based on data provided at October 31, 2018 and retiree experience data for the three years ended June 30, 2018. **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, 2016 – 2018** in preparation for the 2018/19 actuarial study.

SECTION 7: 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 has 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 10). 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 8: 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 9: 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 10: FINANCIAL STATEMENT REPORTING AT JUNE 30, 2016

School district's EFB liability at March 31, 2016 has been recalculated by the actuary based on the census data provided by School Districts as at October 31, 2015 and by applying the applicable interest rates at March 31, 2016. The final report, including appendices A to E specific to each school district, and an actuarial calculation tool were provided to each district in an e-mail "SDXX District March 2016 Actuarial Results & Actuarial Tool" in late April 2016.

PSAS permits the use of an early measurement date for EFB (see Section 7) 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").



SECTION 10: FINANCIAL STATEMENT REPORTING AT JUNE 30, 2016 *cont'd*

Districts will need to populate the actuarial tool with actual vested benefits paid (cash payments) for the periods April 1, 2015 to March 31, 2016 and April 1, 2016 to June 30, 2016 (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, 2016 audited financial statements. Sample financial statement note disclosure is provided in Appendix 1.

SECTION 11: 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, 2016 agrees with the amount calculated by the actuarial tool's "Net Benefit Expense (Income)" line.

Extract from "2015/16 Notes to Financial Statements"
Pertaining to Liabilities for Employee Future Benefits

NOTE 3 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 (EARS�) of active employees covered under the plan.

The most recent valuation of the obligation was performed at March 31, 2016 and projected to March 31, 2019. The next valuation will be performed at March 31, 2019 for use at June 30, 2019. 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 "2015/16 Notes to Financial Statements"
Pertaining to Liabilities for Employee Future Benefits
(Continued)

NOTE 11 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. The portion of these benefits that have not been provided for is identified as Unfunded Accrued Employee Future Benefits and disclosed in Note 11.

(this note can be copied/pasted from tab 2 of the Actuarial Calculation Tool provided late April 2016).

	June 30, 2016	June 30, 2015
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	\$	\$
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	\$	\$
Reconciliation of Change in Accrued Benefit Liability		
Accrued Benefit Liability – July 1		
Net expense for Fiscal Year		
Employer Contributions		
Accrued Benefit Liability – June 30	\$	\$



Extract from "2015/16 Notes to Financial Statements"
Pertaining to Liabilities for Employee Future Benefits
(Continued)

NOTE 11 EMPLOYEE FUTURE BENEFITS (continued)

	June 30, 2016	June 30, 2015
<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)	<u>\$</u>	<u>\$</u>

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

	June 30, 2016	June 30, 2015
Discount Rate – April 1	2.25%	3.25%
Discount Rate – March 31	2.50%	2.25%
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		

NOTE 12 UNFUNDED ACCRUED EMPLOYEE FUTURE BENEFITS

It is planned that the initial unfunded liability for accrued employee future benefits upon adoption of accrual accounting and PSA standards will be eliminated in ___ years.

Unfunded liability, as at July 1, 2015	\$
Reductions during the year	<u> </u>
Unfunded liability, as at June 30, 2016	<u><u>\$</u></u>

ACTUARIAL CALCULATION TOOL INSTRUCTIONS – DUE JULY 15, 2016

Please e-mail the completed actuarial tool to Linda.seabrook@gov.bc.ca by July 15, 2016

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, 2016 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 2016)" that is posted on the District Financial Accountability Website <http://www.bced.gov.bc.ca/accountability/district/> in the Reference and Resource section under the heading "Employee Future Benefits".

Actuarial figures are those provided by Mercer at March 31, 2016 (early measurement date). The package specific to your school district was provided in an e-mail "SDXX District March 2016 Actuarial Results & Actuarial Tool" late April 2016 from the Ministry.

Figures provided in this tool should be those reported in your 2015/16 audited financial statements.

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

- **D13** - Vested Benefit Payments – April 1, 2015 to March 31, 2016 (12 months) (see *NOTE below) (Please enter as a negative figure)
- **E30** - Employer Contributions (Vested only) After Measurement Date – April 1, 2016 to June 30, 2016 (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, 2015 to March 31, 2016 (12 months). This amount should be the April 1, 2015 to June 30, 2015 payments (3 months) reported last year (see cell H30) plus the July 1, 2015 – March 31, 2016 payments (9 months) made in the current fiscal year. Cell E30 should equal the April 1 to June 30, 2016 payments (3 months after measurement date) used to arrive at the June 30, 2016 fiscal year end balance.

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

The actual cash payments made by the district in the 2015/16 school year (July – June) for VESTED benefits only, should equal the total of the following amounts reported on tab 1:

**Employer Contributions July 1, 2015 – March 31, 2016 (-cell D13 – cell H30)
Employer Contributions April 1, 2016 – June 30, 2016 (cell E30)**

Budget Reporting: The estimate of the **2016/17 expenses** calculated at the bottom of the actuarial tool should be used as the employee future benefit expense (vested & non-vested) reported in the 2016/17 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 2016/17.

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 11).

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

All entries automatically populate from tab 1.

4. Unfunded Liability (only applicable to 6 districts)

The Ministry will be monitoring the reduction of the unfunded liabilities for EFB by annual reviews of the audited Financial Statements and annual Budgets. 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 12).

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

SD: **SAMPLE** SD #: **XX**

**ACTUARIAL CALCULATION TOOL
FISCAL YEAR - 2015/16**

	2016	Notes	2015	Notes
Reconciliation of Accrued Benefit Obligation				
Accrued Benefit Obligation - April 1	2,769,662		2,592,662	
Service Cost	138,400	(1)	138,000	(1)
Interest Cost	128,500	(1)	128,000	(1)
Benefit Payments - April 1 to March 31 - VESTED	(180,500)			
Benefit Payments - April 1 to March 31 - NON-VESTED	(9,500)		(161,000)	
Increase (Decrease) in obligation due to plan amendment	0	(1)	0	(1)
Actuarial (Gain)/Loss	37,500		72,000	
Accrued Benefit Obligation - March 31	2,884,062	(1)	2,769,662	(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	190,000		161,000	
Benefit Payments - April 1 to March 31	(190,000)		(161,000)	
Market Value of Plan Assets - March 31	0		0	
Reconciliation of Funded Status at End of Fiscal Year				
Accrued Benefit Obligation - March 31	2,884,062		2,769,662	
Market Value of Plan Assets - March 31	0		0	
Funded Status - Surplus (Deficit)	(2,884,062)		(2,769,662)	
Employer Contributions After Measurement Date - April 1 to June 30 - VESTED	49,000		45,000	
Benefit Expense After Measurement Date - April 1 to June 30	(66,925)		(66,725)	
Unamortized Net Actuarial (Gain)/Loss	231,107		214,243	
Accrued Benefit (Liability) Asset - June 30	(2,670,880)		(2,577,144)	
Components of Net Benefit Expense				
Service Cost - July 1 to March 31	103,800		103,500	
Service Cost - April 1 to June 30	34,725		34,600	
Interest Cost - July 1 to March 31	96,375		96,000	
Interest Cost - April 1 to June 30	32,200		32,125	
Immediate Recognition of Plan Amendment	0		0	
Amortization of Net Actuarial (Gain)/Loss	20,637		14,586	
Net Benefit Expense (Income)	287,737		280,811	
Reconciliation of Change in Accrued Benefit Liability (Asset)				
Accrued Benefit Liability (Asset) - July 1	2,577,144		2,471,333	
Net Expense for Fiscal Year	287,737		280,811	
Employer Contributions - July 1 to March 31	(145,000)		(130,000)	
Employer Contributions - April 1 to June 30	(49,000)		(45,000)	
Accrued Benefit Liability (Asset) - June 30	2,670,880		2,577,144	
Assumptions				
Discount Rate - April 1	2.25%		3.25%	
Discount Rate - March 31	2.50%		2.25%	
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	

ESTIMATE OF 2016/17 EXPENSE

Service Cost	138,925
Interest Cost	128,650
Amortization of Net Actuarial (Gain)/Loss (straight-line over EARSL)	23,788
Net Benefit Expense (Income)	291,363

Forecast data per Appendix E - March 31, 2016:

Service Cost - April 1 to March 31, 2017	138,900	(1)
Interest Cost - April 1 to March 31, 2017	128,800	(1)
Service Cost - April 1 to March 31, 2018	139,000	(1)
Interest Cost - April 1 to March 31, 2018	128,200	(1)

NOTE (1) As per Appendix E - March 31, 2016 (prepared April 2016) (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 15, 2016

**EMPLOYEE FUTURE BENEFITS - SAMPLE NOTE TO FINANCIAL STATEMENTS
FISCAL YEAR 2015/16**

	June 30, 2016	June 30, 2015
Reconciliation of Accrued Benefit Obligation		
Accrued Benefit Obligation – April 1	2,769,662	2,592,662
Service Cost	138,400	138,000
Interest Cost	128,500	128,000
Benefit Payments	(190,000)	(161,000)
Increase (Decrease) in obligation due to Plan Amendment	0	0
Actuarial (Gain) Loss	37,500	72,000
Accrued Benefit Obligation – March 31	<u>2,884,062</u>	<u>2,769,662</u>
Reconciliation of Funded Status at End of Fiscal Year		
Accrued Benefit Obligation - March 31	2,884,062	2,769,662
Market Value of Plan Assets - March 31	0	0
Funded Status - Surplus (Deficit)	(2,884,062)	(2,769,662)
Employer Contributions After Measurement Date	49,000	45,000
Benefits Expense After Measurement Date	(66,925)	(66,725)
Unamortized Net Actuarial (Gain) Loss	231,107	214,243
Accrued Benefit Asset (Liability) - June 30	<u>(2,670,880)</u>	<u>(2,577,144)</u>
Reconciliation of Change in Accrued Benefit Liability		
Accrued Benefit Liability (Asset) - July 1	2,577,144	2,471,333
Net Expense for Fiscal Year	287,737	280,811
Employer Contributions	(194,000)	(175,000)
Accrued Benefit Liability (Asset) - June 30	<u>2,670,880</u>	<u>2,577,144</u>
Components of Net Benefit Expense		
Service Cost	138,525	138,100
Interest Cost	128,575	128,125
Immediate Recognition of Plan Amendment	0	0
Amortization of Net Actuarial (Gain)/Loss	20,637	14,586
Net Benefit Expense (Income)	<u>287,737</u>	<u>280,811</u>
Assumptions		
Discount Rate - April 1	2.25%	3.25%
Discount Rate - March 31	2.50%	2.25%
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 staff can populate GREEN cells			
SD:	SAMPLE		SD #:	XX	
EMPLOYEE FUTURE BENEFITS - SAMPLE JOURNAL ENTRIES					
FISCAL YEAR - 2015/16					
AJE			Debit	Credit	
(1)	June 30, 2016	Salaries & Benefits expense	9,500		
		Cash		9,500	
		Record sick leave payments during the year as paid (non-vested portion)			
(2)	June 30, 2016	Accrued Employee Future Benefits	194,000		
		Cash		184,500	
		Salaries & Benefits expense (reclassify non-vested sick leave pmts posted to expense account as paid)		9,500	
		To record the annual benefit payments made from operating.			
(3)	June 30, 2016	Salaries & Benefits expense	287,737		
		Accrued Employee Future Benefits		287,737	
		To record the annual EFB expense (PSAS) per the actuarial report			
(4)	June 30, 2016	Operating Surplus			
		Unfunded Accrued Employee Future Benefits		-	
		To record the amount of the 2015/16 annual surplus applied to unfunded. (ONLY APPLIES TO THOSE 6 DISTRICTS THAT HAVE AN UNFUNDED EFB BALANCE)			
			491,237	491,237	
Statement of Financial Position					
		June 30, 2015	Debit	Credit	June 30, 2016
Financial Assets					
	Cash	2,577,144		194,000	2,383,144
Liabilities					
	Accrued Employee Future Benefits	(2,577,144)	194,000	287,737	(2,670,880)
Accumulated (Surplus) Deficit					
	Operating Surplus		287,737	-	287,737
	Unfunded Accrued EFB			-	-
		-	481,737	481,737	-
Statement of Operations					
Expenses					
	Employee Benefits		287,737		287,737
			287,737	-	287,737

Vested/Non-Vested Results at March 31, 2016
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					
	- Vested Sick Leave	0	0	1,591,300	205,200	1,796,500
	- Early Retirement	0	0	0	0	0
	- Retirement/Severance	0	0	415,248	0	415,248
	- Vacation	0	0	0	59,400	59,400
	- Overtime	0	0	0	0	0
	- Death Benefit	376,500	0	0	1,360	377,860
	- Non Vested Sick Leave	206,334	4,320	21,300	3,100	235,054
	Total	582,834	4,320	2,027,848	269,060	2,884,062
	2016/17 Service Cost					
	- Vested Sick Leave	0	0	104,000	1,290	105,290
	- Early Retirement	0	0	0	0	0
	- Retirement/Severance	0	0	12,510	0	12,510
	- Vacation	0	0	0	2,100	2,100
	- Overtime	0	0	0	0	0
	- Death Benefit	7,090	0	0	110	7,200
	- Non Vested Sick Leave	9,090	770	1,480	460	11,800
	Total	16,180	770	117,990	3,960	138,900
	2016/17 Cash Costs					
	- Vested Sick Leave	0	0	15,700	15,250	30,950
	- Early Retirement	0	0	0	0	0
	- Retirement/Severance	0	0	44,675	0	44,675
- Vacation	0	0	0	13,800	13,800	
- Overtime	0	0	0	0	0	
- Death Benefit	34,375	0	0	2,200	36,575	
- Non Vested Sick Leave	8,300	320	970	110	9,700	
Total	42,675	320	61,345	31,360	135,700	

Vested and Non-Vested Benefit Projections PSAS Accounting Basis
SAMPLE SCHOOL DISTRICT
Actuarial Appendix E

District		Based on March 31, 2013 valuation			Based on March 31, 2016 valuation		
		2013 / 2014	2014 / 2015	2015 / 2016	2016 / 2017	2017 / 2018	2018 / 2019
XX	Accrued Benefit Obligation – April 1	2,519,612	2,592,662	2,769,662	2,884,062	3,016,062	3,146,412
	Service Cost	138,280	138,000	138,400	138,900	139,000	136,000
	Interest Cost	129,000	128,000	128,500	128,800	128,200	127,000
	Subtotal	2,786,892	2,858,662	3,036,562	3,151,762	3,283,262	3,409,412
	Expected Cash Costs - Vested Benefits	(135,700)	(130,000)	(125,000)	(126,000)	(127,000)	(128,000)
	Expected Cash Costs - Non-Vested Benefits	(10,530)	(10,000)	(9,500)	(9,700)	(9,850)	(9,900)
	Curtailed (Gain) / Loss						
	(Gain) / Loss	(48,000)	51,000	(18,000)			
	Accrued Benefit Obligation – March 31	2,592,662	2,769,662	2,884,062	3,016,062	3,146,412	3,271,512
	Interest Rate at Beginning of Period	3.00%	3.25%	2.25%	2.50%	2.50%	2.50%
	Interest Rate at End of Period	3.25%	2.25%	2.50%	2.50%	2.50%	2.50%

EARSL	11.9
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