



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 “2018/19 Notes to Financial Statements” document is 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: 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 11).

Districts that still carry an **Unfunded Liability for EFB** (2 Districts @ June 30, 2018) 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, 2019. 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 2019/20 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, 2019, based on the census data provided by School Districts at October 31, 2018, was provided to Districts in an e-mail “SDXX District March 2019 Actuarial Results & Actuarial Tool” late April 2019. 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, 2022 based on data provided at October 31, 2021 and retiree experience data for the three years ended June 30, 2021. **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, 2019 – 2021** in preparation for the 2021/22 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, 2019

School district's Accrued Benefit Obligation (ABO) at March 31, 2019 has been recalculated by the actuary based on the census data provided by School Districts as at October 31, 2018 and by applying the applicable interest rates at March 31, 2019. 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 2019 Actuarial Results & Actuarial Tool" late April 2019.

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, 2019 *cont'd*

Districts will need to populate the actuarial tool with actual vested benefits paid (cash payments) for the periods April 1, 2018 to March 31, 2019 and April 1, 2019 to June 30, 2019 (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, 2019 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, 2019 agrees with the amount calculated by the actuarial tool's "Net Benefit Expense (Income)" line.

Extract from "2018/19 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 (EARS�) of active employees covered under the plan.

The most recent valuation of the obligation was performed at March 31, 2019 and projected to March 31, 2022. The next valuation will be performed at March 31, 2022 for use at June 30, 2022. 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 "2018/19 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. 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 2019).

	June 30, 2019	June 30, 2018
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 "2018/19 Notes to Financial Statements"
Pertaining to Liabilities for Employee Future Benefits
(Continued)

NOTE 10 EMPLOYEE FUTURE BENEFITS *(continued)*

	June 30, 2019	June 30, 2018
<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, 2019	June 30, 2018
Discount Rate – April 1	2.75%	2.75%
Discount Rate – March 31	2.50%	2.75%
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		

NOTE 11 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, 2018	\$
Reductions during the year	_____
Unfunded liability, as at June 30, 2019	\$ _____

ACTUARIAL CALCULATION TOOL INSTRUCTIONS – DUE JULY 15, 2019

Please e-mail the completed actuarial tool to Linda.seabrook@gov.bc.ca by July 15, 2019

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, 2019 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 2019)" 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, 2019 (early measurement date). The package specific to your school district was provided in an e-mail "SDXX District March 2019 Actuarial Results & Actuarial Tool" late April 2019 from the Ministry.

Figures provided in this tool should be those reported in your 2018/19 audited financial statements.

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

- **D13** - Vested Benefit Payments – April 1, 2018 to March 31, 2019 (12 months) (see *NOTE below) (Please enter as a negative figure)
- **E30** - Employer Contributions (Vested only) After Measurement Date – April 1, 2019 to June 30, 2019 (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, 2018 to March 31, 2019 (12 months). This amount should be the April 1, 2018 to June 30, 2018 payments (3 months) reported last year (see cell H30) plus the July 1, 2018 – March 31, 2019 payments (first 9 months) made in the current fiscal year. Cell E30 should equal the April 1 to June 30, 2019 payments (3 months after measurement date) used to arrive at the June 30, 2019 fiscal year end balance.

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

The actual cash payments made by the district in the 2018/19 school year (July – June) for VESTED benefits only, should equal the total of the following amounts reported on tab 1:

**Employer Contributions July 1, 2018 – March 31, 2019 (-cell D13 – cell H30)
Employer Contributions April 1, 2019 – June 30, 2019 (cell E30)**

Budget Reporting: The estimate of the **2019/20 expenses** calculated at the bottom of the actuarial tool should be used as the employee future benefit expense (vested & non-vested) reported in the 2019/20 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 2019/20.

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. Unfunded Liability (only applicable to SD46 & SD79)

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 11).

Ministry staff populated YELLOW cells		SD staff please populate GREEN cells	
SD:	SAMPLE		SD #: XX
ACTUARIAL CALCULATION TOOL FISCAL YEAR - 2018/19			
		2019	2018
		Notes	Notes
Reconciliation of Accrued Benefit Obligation			
Accrued Benefit Obligation - April 1		3,133,362	2,996,562
Service Cost		142,929 (1)	140,500 (1)
Interest Cost		131,850 (1)	130,200 (1)
Benefit Payments - April 1 to March 31 - VESTED	(Enter as a NEGATIVE number)	(180,000)	
Benefit Payments - April 1 to March 31 - NON-VESTED		(191,735)	(222,400)
Increase (Decrease) in obligation due to plan amendment			0 (1)
Actuarial (Gain)/Loss		60,075	88,500
Accrued Benefit Obligation - March 31		3,276,481 (1)	3,133,362 (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		191,735	222,400
Benefit Payments - April 1 to March 31		(191,735)	(222,400)
Market Value of Plan Assets - March 31		0	0
Reconciliation of Funded Status at End of Fiscal Year			
Accrued Benefit Obligation - March 31		3,276,481	3,133,362
Market Value of Plan Assets - March 31		0	0
Funded Status - Surplus (Deficit)		(3,276,481)	(3,133,362)
Employer Contributions After Measurement Date - April 1 to June 30 - VESTED	(Enter as a POSITIVE number)	45,000	68,000
Benefit Expense After Measurement Date - April 1 to June 30		(68,500)	(68,695)
Unamortized Net Actuarial (Gain)/Loss		341,230	316,455
Accrued Benefit (Liability) Asset - June 30		(2,958,751)	(2,817,601)
Components of Net Benefit Expense			
Service Cost - July 1 to March 31		107,197	105,375
Service Cost - April 1 to June 30		36,250	35,732
Interest Cost - July 1 to March 31		98,888	97,650
Interest Cost - April 1 to June 30		32,250	32,963
Immediate Recognition of Plan Amendment		0	0
Amortization of Net Actuarial (Gain)/Loss		35,300	27,863
Net Benefit Expense (Income)		309,885	299,583
Reconciliation of Change in Accrued Benefit Liability (Asset)			
Accrued Benefit Liability (Asset) - July 1		2,817,601	2,737,418
Net Expense for Fiscal Year		309,885	299,583
Employer Contributions - July 1 to March 31		(123,735)	(151,400)
Employer Contributions - April 1 to June 30		(45,000)	(68,000)
Accrued Benefit Liability (Asset) - June 30		2,958,751	2,817,601
Assumptions			
Discount Rate - April 1		2.75%	2.75%
Discount Rate - March 31		2.50%	2.75%
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		10.5	11.9
ESTIMATE OF 2019/20 EXPENSE			
Service Cost		145,375	
Interest Cost		129,500	
Amortization of Net Actuarial (Gain)/Loss (straight-line over EARSL)		41,022	
Net Benefit Expense (Income)		315,897	
Forecast data per Appendix E - March 31, 2019:			
Service Cost - April 1 to March 31, 2020		145,000 (1)	
Interest Cost - April 1 to March 31, 2020		129,000 (1)	
Service Cost - April 1 to March 31, 2021		146,500 (1)	
Interest Cost - April 1 to March 31, 2021		131,000 (1)	
NOTE (1) As per Appendix E - March 31, 2019 (prepared April 2019) (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, 2019	

**EMPLOYEE FUTURE BENEFITS - SAMPLE NOTE TO FINANCIAL STATEMENTS
FISCAL YEAR 2018/19**

	June 30, 2019	June 30, 2018
Reconciliation of Accrued Benefit Obligation		
Accrued Benefit Obligation – April 1	3,133,362	2,996,562
Service Cost	142,929	140,500
Interest Cost	131,850	130,200
Benefit Payments	(191,735)	(222,400)
Increase (Decrease) in obligation due to Plan Amendment	0	0
Actuarial (Gain) Loss	60,075	88,500
Accrued Benefit Obligation – March 31	<u>3,276,481</u>	<u>3,133,362</u>
Reconciliation of Funded Status at End of Fiscal Year		
Accrued Benefit Obligation - March 31	3,276,481	3,133,362
Market Value of Plan Assets - March 31	0	0
Funded Status - Surplus (Deficit)	(3,276,481)	(3,133,362)
Employer Contributions After Measurement Date	45,000	68,000
Benefits Expense After Measurement Date	(68,500)	(68,695)
Unamortized Net Actuarial (Gain) Loss	341,230	316,455
Accrued Benefit Asset (Liability) - June 30	<u>(2,958,751)</u>	<u>(2,817,601)</u>
Reconciliation of Change in Accrued Benefit Liability		
Accrued Benefit Liability (Asset) - July 1	2,817,601	2,737,418
Net Expense for Fiscal Year	309,885	299,583
Employer Contributions	(168,735)	(219,400)
Accrued Benefit Liability (Asset) - June 30	<u>2,958,751</u>	<u>2,817,601</u>
Components of Net Benefit Expense		
Service Cost	143,447	141,107
Interest Cost	131,138	130,613
Immediate Recognition of Plan Amendment	0	0
Amortization of Net Actuarial (Gain)/Loss	35,300	27,863
Net Benefit Expense (Income)	<u>309,885</u>	<u>299,583</u>
Assumptions		
Discount Rate - April 1	2.75%	2.75%
Discount Rate - March 31	2.50%	2.75%
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	10.5	11.9

SD: SAMPLE		SD staff can populate GREEN cells		
		SD #: XX		
EMPLOYEE FUTURE BENEFITS - SAMPLE JOURNAL ENTRIES				
FISCAL YEAR - 2018/19				
AJE			Debit	Credit
(1)	June 30, 2019	Salaries & Benefits expense Cash	11,735	11,735
		Record sick leave payments during the year as paid (non-vested portion)		
(2)	June 30, 2019	Accrued Employee Future Benefits Cash	168,735	157,000
		Salaries & Benefits expense (reclassify non-vested sick leave pmnts posted to expense account as paid)		11,735
		To record the annual benefit payments made from operating.		
(3)	June 30, 2019	Salaries & Benefits expense Accrued Employee Future Benefits	309,885	309,885
		To record the annual EFB expense (PSAS) per the actuarial report		
(4)	June 30, 2019	Operating Surplus Unfunded Accrued Employee Future Benefits		-
		To record the amount of the 2018/19 annual surplus applied to unfunded. (ONLY APPLIES TO THOSE 2 DISTRICTS THAT HAVE AN UNFUNDED EFB BALANCE)		
			490,355	490,355
Statement of Financial Position				
	June 30, 2018	Debit	Credit	June 30, 2019
Financial Assets				
Cash	2,817,601		168,735	2,648,866
Liabilities				
Accrued Employee Future Benefits	(2,817,601)	168,735	309,885	(2,958,751)
Accumulated (Surplus) Deficit				
Operating Surplus		309,885	-	309,885
Unfunded Accrued EFB			-	-
	-	478,620	478,620	(0)
Statement of Operations				
Expenses				
Employee Benefits		309,885		309,885
	-	309,885	-	309,885

Vested/Non-Vested Results at March 31, 2019
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	1,836,932	210,050	2,046,982
	- Early Retirement	0	0	0	0	0
	- Retirement/Severance	0	0	418,025	0	418,025
	- Vacation	0	0	0	54,200	54,200
	- Overtime	0	0	0	0	0
	- Death Benefit	439,621	0	0	1,360	440,981
	- Non Vested Sick Leave	282,630	4,823	24,740	4,100	316,293
	Total	722,251	4,823	2,279,697	269,710	3,276,481
	2019/20 Service Cost					
	- Vested Sick Leave	0	0	106,500	1,290	107,790
	- Early Retirement	0	0	0	0	0
	- Retirement/Severance	0	0	13,200	0	13,200
	- Vacation	0	0	0	2,400	2,400
	- Overtime	0	0	0	0	0
	- Death Benefit	8,154	0	0	110	8,264
	- Non Vested Sick Leave	10,636	770	1,480	460	13,346
	Total	18,790	770	121,180	4,260	145,000
	2019/20 Cash Costs					
	- Vested Sick Leave	0	0	17,450	15,875	33,325
- Early Retirement	0	0	0	0	0	
- Retirement/Severance	0	0	44,675	0	44,675	
- Vacation	0	0	0	13,900	13,900	
- Overtime	0	0	0	0	0	
- Death Benefit	37,000	0	0	2,600	39,600	
- Non Vested Sick Leave	11,450	370	970	210	13,000	
Total	48,450	370	63,095	32,585	144,500	

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

District		Based on March 31, 2016 valuation			Based on March 31, 2019 valuation		
		2016 / 2017	2017 / 2018	2018 / 2019	2019 / 2020	2020 / 2021	2021 / 2022
XX	Accrued Benefit Obligation – April 1	2,884,062	2,996,562	3,133,362	3,276,481	3,405,981	3,537,581
	Service Cost	138,900	140,500	142,929	145,000	146,500	146,500
	Interest Cost	128,800	130,200	131,850	129,000	131,000	131,000
	Subtotal	3,151,762	3,267,262	3,408,141	3,550,481	3,683,481	3,815,081
	Expected Cash Costs - Vested Benefits	(126,000)	(128,500)	(129,125)	(131,500)	(132,200)	(132,200)
	Expected Cash Costs - Non-Vested Benefits	(9,700)	(10,400)	(11,735)	(13,000)	(13,700)	(13,700)
	Curtailment (Gain) / Loss	0					
	Change in Obligation Due to Plan Amendment	0					
	(Gain) / Loss	(19,500)	5,000	9,200			
	Accrued Benefit Obligation – March 31	2,996,562	3,133,362	3,276,481	3,405,981	3,537,581	3,669,181
	Interest Rate at Beginning of Period	2.50%	2.75%	2.75%	2.50%	2.50%	2.50%
	Interest Rate at End of Period	2.75%	2.75%	2.50%	2.50%	2.50%	2.50%

EARSL	10.5
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